



Cumberland County

Diversity, Equity and Inclusion (DEI) Advisory Committee

September 25, 2020 8:30am – 12:30 p.m. at Cumberland County DSS Meeting Room

DEI Advisory Committee Notes

Attendance

General Manager/Co-Convener, Vicki Evans

General Manager/Co Convener, Brenda Jackson

Public Information Office, Cheribeth Thomas

Members Present: (100% Present)

Al Florez, Alissa Brashear, Alvin Chestnut, Anila Ashraf, Annie Thomas, April Kelly, Cynthia McKinley, Denise Schunk, Garry Crumpler, Hardin Brown, Ivonne Mendez, Jared White, Jennifer Green, Vincent Evans, Kelly Moore, Mia Kaleiwahea-Perry, Nora Armstrong, Ricky Hair, Sara Reyes, Timothy Middleton, Telise Chavis and Tye Vaught

Continuation of the Meet & Greet

- Co-Conveners welcomed the members back.
- Committee members went around the room and introduced themselves stating their name and department.
- Committee members who were absent from the initial meeting introduced themselves and provided the members with the reason why they wanted to join the committee.

General Discussion

- 9.11.2020 meeting notes were approved through consensus.
- 9.18.2020 meeting notes were approved with edits to remove “the” under meeting structure and ground rules.
- Revisions made to ground rules after 9.18.2020 meeting were reviewed with committee. No additional suggestions provided.
- Discussion and examples on the Strategic Plan Review samples were shared; thoughts about how we as an organization will form a Strategic Plan based on the different departmental structures throughout the County.
- Members expressed interest and discussed DE&I training opportunities. Suggestions of training opportunities were provided.

- Members were given instruction to divide into groups to review the committee's responsibilities. Groups needed to appoint a facilitator for the discussion, a scribe to document their discussion and someone to report out. The groups would then report out on their interpretation of the responsibilities.
- Committee members divided into groups to review and discuss their interpretations of the definitions.
- After break, the groups then came together for all to share their group interpretations about the responsibilities with the whole committee. The consensus of the group is that challenges will arise but there are no barriers that will prevent the committee from tackling the responsibilities. The responsibilities are reasonable, achievable and not impossible.

Practical Exercise

- Co-Conveners focused the committee attention to the charge:
A proposed change in the current county holiday schedule has been presented to the Board of Commissioners, the BOC has referred the matter to the DEI Committee.
- A PowerPoint presentation reviewing the proposed alternative holiday schedule was reviewed, shared and discussed with the committee.
- Discussion about the proposed holiday schedule was shared, questions about policy, procedures and operations were asked and many suggestions for alternative holiday schedules were discussed. Co-Conveners clarified that the committee is charged to either recommend keeping the current holiday schedule, adopt proposed alternative schedule as is, or recommend their own alternative holiday schedule.

Set Meeting Schedule

- Co-Conveners and committee members reviewed personal calendars and reached a consensus to hold future DEI Committee meeting on the third Tuesday of the month from 2 p.m. to 5 p.m. location to be determined. Next meeting will be held on October 20, 2020 from 2 p.m. to 5 p.m. at DSS.

Next Meeting

- Co-Conveners reviewed the next steps for the next DEI meeting which is to do breakout sessions to discuss the county holiday schedule.
- Parking Lot: Explore and discuss training opportunities for DEI and for strategic planning.
- Members reached consensus to add discussions about developing our own DEI tool and how to move forward.
- Homework was assigned for committee members to review proposed alternative holiday schedule.

Adjourned

- Meeting was adjourned.