

February 16, 2021 2 p.m. – 5 p.m. on Go- To Meeting

# DEI Advisory Committee Notes

## Attendance

**General Manager/Co-Convener**, Vicki Evans

**General Manager/Co Convener**, Brenda Jackson

**Presenter**, John Holmes

**DEI/PIO Admin**, Cheribeth Thomas

**Members Present:**

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

**Members Absent:**

Jared White, Sara Reyes

## Welcome

- Co-Conveners welcomed the members back.
- Introduced Human Resources Interim Director, John Holmes

## Training

- John Holmes provided an overview and debriefing about the Diversity, Inclusion and Unconscious Bias training presented at the 01.19.2021 DEI Meeting.
- Committee members shared/discussed:
  - Educating people to cultivate an atmosphere of equity in the workplace.
  - Understanding Unconscious and Explicit Biases
  - Stereotypes whether positive or negative
  - Prejudices and discrimination
  - Results from the Harvard Bias Test

- Experiences that committee members have faced dealing with biases and microaggressions.
- Updates were provided on:
  - DEI Recommended Holiday Schedules, the schedule the Executive Steering Committee recommended to the Board of Commissioners and the Holiday Schedule maintaining the 12 paid holidays and adding an additional day being approved by the Board of Commissioners.
  - K.L. Scott & Associates agreement has been fully executed and if everything goes according to schedule, they will be joining for the March 16,2021 DEI Advisory Committee Meeting.

## Next Meeting

- Updates on K.L. Scott & Associates
- Debrief with Executive Steering Committee on the work of DEI on the Holiday Schedule
- DEI Website page

## Adjourned

- Committee member reminded of the next meeting date, time and location.
- Meeting was adjourned.