

CEO-OFFICE OF DEI

Diversity, Equity & Inclusion Council Meeting Minutes		
Date: Jan 20, 2022	Time: 10:06 – 11:40 a.m.	Location: Zoom
Present:	<p>Council Members: Talia Barrera, Nancy Beltran, Mayra Benitez-Tadillo, Erik Cho, Rob Harris, Renee Higgins, Ernie Moore, Leticia Morales, Claudia Nevarez, Jennifer Orozco, Barry Parker, Cynthia Salas, Keith Taylor Michael Rodriguez, Carlo Aldeguer, Terri Anderson, Anitha Balan, Korinne Bell, Dave Nafie, Monique Nowlin, Paul Nuñez, Jose Rivera, Selfa Saucedo, Beckie Willhite, Dee Dinnie</p> <p>Staff Members: Steven Auclair, Kate English, Jackie Nuñez, Phin Xaypangna</p> <p>Guest: Marcus Mitchell</p>	
Absent:	Council Members Absent: Vijay Bhemisetty, Donna Gillesby, Rosa Gonzalez	
Agenda Items	Discussion Summary and Agreements	
Welcome, Introductions, Agenda & Minutes Review	Michael Rodriguez is a new member of the DEI Council, representing the Public Defender’s Office. The agenda was reviewed and approved. The December DEI meeting minutes will be brought to the Feb meeting.	
Work Plan Updates	<p>DEI Calendar: A restructure of the DEI Calendar event planning was shared. It was proposed to merge DEI Calendar planning sub-committees into one year around planning committee. This change will enable planning to start months before events. DEI Members can join the planning group by emailing staff.</p> <p>Learning Series: Sign-ups for the learning series are going well. We have over 200 registered guests for each of the sessions.</p> <p>Update on County Strategic Planning and DEI: Progress is being made on incorporating DEI into the County Strategic Plan, the work continues, and will likely go to the Board of Supervisors within the next few months. Dialogue is ongoing on how we will develop intersections of issues of race into county planning and future work of the county.</p>	
DEI Council Agency Report Out	<p>DEI Council Members we divided into breakout groups to discuss DEI within their agency. Five groups were forwarded with oral reports provided to the full council after the close-out of the breakout rooms.</p> <p>Top-level Take-Aways:</p> <ul style="list-style-type: none"> - Experiences related to DEI vary greatly across the County of Ventura such as recruitment/retention efforts, understanding of DEI work, etc. Each agency is on its own journey. Some are working on high-level integration of DEI issues while other agencies are struggling with the concepts. - Members could use resources and support to help implement DEI goals within their agencies. Among the ideas was the creation of a SharePoint folder for the DEI Council that would include resources and where staff can upload useful items. Pooling of resources such as paid training videos and materials. Interest in train-the-trainer type resources. - Members expressed collecting and sharing what each of the agencies are doing related to DEI will help advance the work within their own area. - Members expressed they enjoyed the breakout sessions and would like a similar structure in the future. 	

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	<p>Phin Xaypangna Summarized Top Feedback Areas:</p> <ul style="list-style-type: none"> - HR recruitment and Retention efforts - Funding- personnel and operational - Communication – awareness of DEI, dealing with resistance, outreach - Train and educate staff - Need resources related to DEI work – toolkits, ongoing training, etc. <p>Phin/Cynthia/Selfa will develop a summary report with tangible steps to address the issues from this activity to present to the DEI Council for feedback at the next meeting. The feedback will then be shared with CEO Leadership and DEI Leadership Accountability Team.</p>
DEI Council Charter Revision Feedback	Phin provided a review of proposed changes to the terms of the Council Chair and members. Explore the creation of the DEI Council logo.
Announcements	The Office of DEI has launched a new website https://www.ventura.org/county-executive-office/dei/
Next Meeting Date	<p>Feb 17, 2022</p> <ul style="list-style-type: none"> - Update on DEI and Strategic Planning - Subcommittee Update on DEI Calendar - Charter Revision Update - Workforce Data
Minutes Preparation	Steven T. Auclair, DEI Coordinator

Minutes approved Feb 2022.