

CEO-OFFICE OF DEI

Diversity, Equity & Inclusion Council Meeting Minutes		
Date: Feb 17,2022	Time: 10:04 – 11:45 a.m.	Location: Zoom
Present:	<p>Council Members: Talia Barrera, Nancy Beltran, Mayra Benitez-Tadillo, 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, Beckie Willhite, Dee Dinnie, Vijay Bhemisetty, Donna Gillesby</p> <p>Staff Members: Steven Auclair, Kate English, Jackie Nuñez, <u>Ashley Bautista</u>, Phin Xaypangna</p> <p>Guests: <u>Dr. Sevet Johnson</u></p>	
Absent:	Council Members Absent: Rosa Gonzalez, Erik Cho, Selfa Saucedo, Jose Rivera	
Agenda Items	Discussion Summary and Agreements	
Welcome, Introductions, Agenda & Minutes Review	The meeting agenda was reviewed. The minutes for December and Jan were reviewed. Edits were proposed and accepted.	
Work Plan Updates	<p>DEI Calendar: A core calendar group will now plan calendar events while those wishing to help with specific events can support those events.</p> <p>Update on County Strategic Planning and DEI: Cynthia Salas and Phin met with Mike Powers. Recommendations from Cynthia and Phin are now reflected in the proposed document. The final document will be shared with the DEI Council once approved by Mike Powers, and then shared with the Service Excellence Committee and the Board of Supervisors. Cynthia/Phin will provide additional updates at a later time.</p>	
DEI Council Charter Revision Approval	Cynthia and Phin summarized the proposed DEI Charter document. The proposed Charter was developed from the DEI Taskforce guiding documents developed over the past few years. Among the key changes included the goals section, attendance guidelines, and expectations of members staying informed. Members recommended that the attendance section be reviewed and that an additional section be added to clarify that the DEI Council is not subject to the Brown Act.	
DEI Council Agency Report Out	<p>Phin reviewed the feedback from the breakout groups held in Jan. Cynthia shared that this process highlights where support is needed and provides an opportunity to discuss essential items. Phin reviewed a document that categorized feedback received following breakouts last at the Jan meeting.</p> <p>Thoughts Expressed: Some groups are working with external partners, for example, working with Gallaudet University to explore issues related to persons with disabilities.</p> <p>Several DEI groups are being developed within different agencies and departments within the County. These DEI groups primarily focus on DEI principles and identify DEI changes to the workplace. The compensation of the groups varies. For</p>	

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	<p>example, some of the groups include supervisors while others do not. A member recommended having Department/ Agency heads and County Supervisors promote DEI-related items so that lower-level staff can see the support. A member expressed interest in advocating for departmental funds for DEI tools that are industry-specific.</p> <p>Members recommended reviewing agencies and departments to find any unintended barriers to DEI resources and adding related issues. For example, reviewing county web pages to ensure they are accessible and reflect DEI principles.</p> <p>One member asked, “Does Human Resources have DEI-related data that could be shared with the DEI Council?”. Members suggested reviewing County recruitment and retention processes and data with a DEI lens. For example, one area of research could be exploring if the County is doing enough to foster mentorship among staff. Staff is also interested in exploring how to request funding for DEI-related programs. Members are also interested in having a shared drive with external and internal DEI resources.</p>
Announcements	<p>GARE Conference Online. DEI Learning Series A DEI Council group photo will be taken at our March meeting.</p>
Next Meeting Date	<p>Meeting next month</p>
Minutes Preparation	<p>Steven T. Auclair, DEI Coordinator</p>

Minutes approved on March 17th, 2022.