



COUNTY OF VENTURA – LEARNING AND DEVELOPMENT CEO-HR

Diversity and Inclusion Task Force Meeting

Date: December 19, 2019	Time: 2:00-4:00	Location: HOA Room 231
Facilitator: Shawn Atin	Note taker: Betsy Swanson Hollinger	

Attendees: Shawn Atin, Claudia Bautista, Erik Cho, Tabin Cosio, Rosa Gonzalez, Melissa Livingston, Marcus Mitchell, Jennifer Orozco, Barry Parker, Mike Powers, Monique Nowlin, Ramon Tejada, Rebecca Willhite
Staff: Betsy Swanson Hollinger, Matt Escobedo

Not attended: Joseph Moore, Matt Smith

Agenda Item	Discussion Summary and Agreements
Welcome, Agenda Review and Introductions	Dr. Tejada welcomed everyone, and did a review of the agenda and meeting minutes. Changes were needed then made to 2 areas on the minutes. 1) Recommendation that appropriate County Agencies, like HSA, EMS, OES, not the EPC, develop and administer a community needs assessment 2) CSUCI was able to give displaced Latino service workers space, not funding



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<p>Preparation and Notification Processes for our Residents Who Have Disability, Access, and Functional Needs for Disasters.</p> <ul style="list-style-type: none">• Review of Task Force Recommendations and Next steps	<p>Melissa shared that the County has reached out to Senator Hannah Beth-Jackson and her team to help sponsor the Community Needs Assessment.</p> <p>The Task Force would like a few curriculum slides to be added to the Developing Cultural Competency and Inclusion classes that covers more detailed information about the DAFN including the following list below then expanding to their unique needs and why they are important to make visible and what we need to consider to make them feel included.</p> <p>People with DAFN life circumstances are a wide grouping of people in our community and even in our workforce. We are specifically looking at how they can have equal access to services, support and information to ensure their safety, wellbeing, self-reliance and independence. It includes people in the following groups:</p> <ul style="list-style-type: none">• Developmental or intellectual disabilities• Physical disabilities• Chronic conditions• Injuries• Limited or no English proficiency• Age, including older adults and children• Living in institutionalized settings• Low income• Homelessness• Pregnant• Transportation disadvantages, including dependency on transportation
<p>Diversity and Inclusion Awareness Symposiums: Ideas on Topics, logistics and poster review</p>	<p>We discussed having up to 2 to 3 symposiums each year that highlight unique populations who need more visibility and awareness. This year we could focus on the LGBTQ and DAFN populations followed by race. Outreach to Scott Scofield, who presented to the Public Defender this summer or the Diversity Collective in Ventura County can speak on LGBTQ. For the DAFN we could outreach to Dani Anderson from the Independent Living Resource Center to inquire about having a panel of the DAFN population recommended for the session. The session on Race could also be an expert or panel of experts talking about diversity, inclusion and belonging issues for various populations. Marcus recommended to contact Sahar Androtti based out of Glendale for speaking topics on Diversity.</p> <p>Logistics discussed included renting out the Ventura Office of Education which can cost about \$824 for the full salons. It can also be hosted in LPAR but the BOS room would be great to have the larger screens and better sound systems. BOS holds 150 people and we can coordinate with GSA. We recommend to open it up All Countywide.</p>



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Diversity and Inclusion Awareness Symposiums: poster review	<p>The Task Force reviewed the poster that will be placed on the large bulletin board on the way to HOJ in the HOA. The following changes were recommended:</p> <ol style="list-style-type: none">1. Add the DITF words, QR code for the website2. Make our tree icon larger and move it to the top right, remove the picture there.3. Research other photos to replace select group photos4. Fix the colors to be more muted and smooth, less bright5. Make the fonts all the same, sans serif6. Possibly have multiple prints for various locations around the County
Other Business Items	<p>Matt provided an update on the WDP, Workforce Development Project. The next meeting is Jan. 14th. The scope has been broad and there are some easier items to make happen fairly quickly that the Project team will prioritize at this next meeting. One idea is to have people prepare for interviews in a similar way as speed dating. The candidates in training will practice interviewing skills with multiple people in a row. They will get feedback on what to improve each time, so by the end of the session they will have made significant improvements to their interview skills. Matt did something similar with the City of Santa Monica and 30-40% of those that participated ended up securing city jobs.</p> <p>Brief conversation on the latest Idea Form, recommending a Diversity Calendar be kept for our County by Sandra Tovar at Behavioral Health. There is a need to look at holidays that are legitimately important to the population, like Persian New Year and not Cinco De Mayo but Mexican Independence day on Sept. 16th. We can keep a cultural calendar on our website with a hyperlink to more information about that specific holiday on the calendar day. We can place the major holidays in the InSync newsletter. Some days are solemn holidays and others are festive. Erik noted to be careful that this is not a superficial action, and that every day is a holiday for something. Watch out that the holiday does not get watered down or over commercialized like the Dia De Los Muertos has become.</p> <p>We can eblast out the Idea Form to get more input across the county.</p> <p>Also a small discussion about the Census coming and what the County's role will be. There will be Census Centers and Kiosks around our County facilities. There will be a Master Training program rolling out in January. This will be a Train the Trainer model so that trainer can lead multiple trainings for Census center workers, knowing how to answer the FAQ's etc. The homeless are hard to count and Barry added that Fire can help people doing some of the counting to know the strategies about safely maneuvering around booby traps in some of the homeless camps.</p>



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Next Meeting:	Thursday's in room 231 Jan. 30 2:00-4:00 April 30 2:00-4:00 July 30 2:00-4:00 Oct. 22 2:00-4:00
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