



## COUNTY OF VENTURA – LEARNING AND DEVELOPMENT CEO-HR

### Diversity and Inclusion Task Force Meeting

<b>Date:</b> June 03, 2020	<b>Time:</b> 4:00-5:00 p.m.	<b>Location:</b> Zoom meeting
<b>Facilitator:</b> Shawn Atin	<b>Note taker:</b> Gina Rae Hendrickson filling in for Betsy Swanson Hollinger	

**Attendees:** Shawn Atin, Claudia Bautista, Erik Cho, Ramon Tejada, Beckie Willhite, Rosa Gonzalez, Melissa Livingston, Marcus Mitchell, Joe Moore, Barry Parker, Mike Powers, Jennifer Orozco  
**Staff:** Betsy Swanson Hollinger, Matt Escobedo, Matt Smith, Gina Rae Hendrickson

**Not attended:**

Agenda Item	Discussion Summary and Agreements
<b>Welcome, Agenda Review</b>	<p>This meeting was set up at the request of Mike Powers in response to horrific killing of Mr. George Floyd in Minneapolis, and the ensuing national outrage expressed in national and local protests. At the outset, Mike expressed his deep sorrow, and the conviction that we at the County of Ventura need to reflect and then decisively implement actions to fight racism. He encouraged the Diversity and Inclusion Taskforce to examine what we can do to eradicate all facets of racism at the County, particularly toward African Americans.</p> <p>The members of the D&amp;I Taskforce shared their perspectives and thoughts on possible action items. The following provides a summary of the roundtable discussion; at the end of which it was determined that CEO-Human Resources would follow up with recommendations (via email) to the Taskforce on immediate action items, after which the Taskforce would meet again to determine longer range goals and actions.</p>



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### Meaningful actionable measures

#### Roundtable Discussion Items and Ideas:

- This is a pivotal time, an opportunity to reach out and have cross cultural dialogue during this crisis.
- There needs to be a coordinated message
- Difficult conversation needs to take place. We need to know how to have this kind of difficult conversation.
- We need education around the race topic.
- We need to avoid the corporate speak that is contrived; need to be specific and get real and be authentic.
- We need to have an ongoing conversation about how we are dealing with diversity and inclusion, and what we stand for.
- Actions need to have lasting impact
- Practical steps need to begin now.
- Town hall meeting can give people voice, to understand where people are at and what they need.
- Bring in speaker that can speak to the culture of law enforcement.
- Statements, press release, use the forms of disseminating information that we use for COVID-19.
- Further engage with NAACP so they may be a part of our conversations. Mike shared that as a County we are fortunate to have strong working relationships with community partners like Regina Crawford, Stacey Luney and others in the leadership of the NAACP. He mentioned that he and members of the County law enforcement had met with the NAACP to discuss supporting the peaceful rally at the Government Center. Mike acknowledged that although we are fortunate to have a close and collaborative relationships with community leaders, we still have much more work to be do and that meaningful action in our workplace and community to address bias is needed.
- Visibly take support. The symbolic support of taking the knee is not enough.
- Employ implicit bias training
- Each agency can provide their meaningful authentic statement.
- Each leader needs to have a team huddle and talk about race and feelings about diversity and inclusion.

#### Immediate actions:

1. Forums with town hall, speakers, coordinate
2. Social media, community outreach, coordinate
3. Implement bias Training
4. Engage the Sheriff Department to discuss hiring, training, and discipline practices
5. Cultivate real conversation with each other. Talk straight about race. Meet it head on.
6. Reach out to civic leader to get a pulse before having a forum to be well prepared and avoid problems that could make things worse.

Minutes approved on June 19, 2020.