

**LEARNING AND ORGANIZATIONAL DEVELOPMENT - CEO-HR**

<b>Diversity and Inclusion Task Force Meeting</b>		
<b>Date:</b>	October 22, 2020	<b>Time:</b> 10:00 a.m.-12:00 p.m.   <b>Location:</b> CEO-Anacapa Conf. Rm. & Via Zoom
<b>In Attendance:</b>	<b>Facilitator:</b> Dr. Ramon Tejada <b>Task Force Members:</b> Shawn Atin, Claudia Bautista, Erik Cho, Stuart Gardner, Rosa Gonzalez, Lisa Griffiths, Dr. Sevet Johnson, Danielle Keys, Melissa Livingston, Marcus Mitchell, Monique Nowlin, Patricia Olivares (for Joseph Moore), Jennifer Orozco, Barry Parker, Cynthia Salas, Rebecca Willhite <b>Staff Members:</b> Matt Escobedo, Betsy Swanson Hollinger, Jennifer Holst	
<b>Absent:</b>	Jose Rivera, Selfa Saucedo	
<b>Agenda Items</b>	<b>Discussion Summary and Agreements</b>	
<b>Welcome, Agenda and Minutes Review</b>	<ul style="list-style-type: none"> <li>The Task Force reviewed and approved the draft minutes from the September 10, 2020, meeting following motion by Matt Escobedo and second by Dr. Sevet Johnson.</li> </ul>	
<b>Mentor Program Update</b>	<ul style="list-style-type: none"> <li>Betsy Swanson Hollinger announced that the Mentor Program Fourth Cohort is open for applications and asked the Task Force to champion it with senior deputies and if you know of someone who would be good as a mentor or mentee. Due to working at home, the need for connection is huge.</li> </ul> <u>Action Items</u> <ul style="list-style-type: none"> <li>Promote the Mentor Program.</li> <li>Important to prepare a summary once the cohort is done.</li> </ul>	
<b>12-Month Learning Program Update</b>	<ul style="list-style-type: none"> <li>The subcommittee is reviewing speakers for the Learning Program.</li> <li>Melissa Livingston proposed Dr. Kenneth Hardy who spoke at the California Welfare Director's Association virtual meeting on diversity and cultural competency with trauma-informed approaches.</li> <li>Marcus Mitchell added Dr. Hardy discusses delivery of services with trauma in mind. Every day, people of color experience trauma. But we don't speak to it or talk about race, micro-aggressions, and the effect of those. Every day, People of Color are devalued by systems and how that feels. There is trauma associated by racism. Dr. Hardy is raw, honest, says the truth in love.</li> <li>Dr. Sevet Johnson added that People of Color are silent and how that becomes acceptable and not thought about. If you are not prepared to address these things, how can you help your clients? Our teams need to understand this to truly be effective and improve the conditions of our community and families. People are born with rights, and for some, the rights are taken away due to their skin color and where they come from.</li> <li>Betsy Swanson Hollinger said we need to ask what happened instead of what is wrong with you. It is important to understand what happened in someone's journey. When you are silenced, it becomes rage.</li> </ul> <u>Action Items</u> <ul style="list-style-type: none"> <li>Melissa Livingston will share the video link of Dr. Hardy that is available until October 31.</li> <li>Let Betsy Swanson Hollinger or Marcus Mitchell know of any speaker recommendations.</li> </ul>	

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<b>Community Presence: Building Trust in the Community with Law Enforcement</b>	<p>The Task Force discussed building trust with law enforcement in our community:</p> <ul style="list-style-type: none"> <li>• Integrating social workers into law enforcement to help them work with vulnerable populations to provide positive engagement and de-escalation of issues that might lead to incarceration.</li> <li>• Address early need for services to prevent incarceration. Give law enforcement a sense of how to help. Racial trauma is an area for training, integrating social workers, add classifications in law enforcement for individuals with social worker expertise, to provide support for the law enforcement community and to address issues in a more proactive approach. Having the right subject matter experts to assist our systems, policies, practices, to become more trauma-informed and racially informed.</li> <li>• If someone has a behavioral health issue, having a social worker there can help de-escalate the situation before the person harms a law enforcement officer, before a first offense.</li> <li>• Crime victims are also People of Color, from all different economic backgrounds, black, brown, Asian, we need to be sensitive to how we address their trauma, empower our staff and arm them with ability to be able to talk about race, and how to assist our staff in the community to build trust.</li> <li>• The H.S.A. government liaison has experience integrating social work with LAPD.</li> <li>• The judicial system cannot just be seen as punitive.</li> <li>• The Public Defender and District Attorney recently launched diversion programs for first time offenders accused of relatively minor crimes. They take classes on self-help, life help, then their cases can be expunged.</li> <li>• Mental health team for law enforcement.</li> <li>• Created a family justice center, a one-stop shop to end the cycle of violence. Primarily women and children who have been victimized by abuse. Personal counseling, victim advocates, interface, coalition to receive services, resume writing assistance, job training.</li> <li>• There are many good things going on and we don't want to negate those. Law enforcement has a lot of skill sets in their toolboxes.</li> </ul> <p><u>Action Items</u></p> <ul style="list-style-type: none"> <li>• Look at strategies/best practices on building trust in the community for law enforcement.</li> </ul>
<b>Community Presence: Ethnic Studies in Local Schools and Colleges</b>	<ul style="list-style-type: none"> <li>• Dr. Tejada discussed ethnic/community studies, formerly cultural studies, moving through CSU approval for students to enter the workforce with an understanding of our ethnic communities in their backpacks.</li> </ul> <p><u>Action Items</u></p> <ul style="list-style-type: none"> <li>• Cynthia Salas to send information on Ventura Unified School District ethnic studies.</li> <li>• Dr. Tejada will give updates on the CSU program.</li> </ul>
<b>Task Force Expansion Updates</b>	<ul style="list-style-type: none"> <li>• Matt Escobedo reported on the recent Advisory Council call for nominations. We have received six but more are needed. Soft deadline is October 26. We appreciate your influence to get more nominations.</li> <li>• Several agencies have asked about agency liaisons and some have already made selections. We are waiting until a new Diversity Officer is selected to issue a formal call.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Second interviews for the Diversity Officer are coming up.</li> </ul> <u>Action Items</u> <ul style="list-style-type: none"> <li>• More nominations for the Advisory Council are needed.</li> <li>• Call for agency liaisons will go out once Diversity Officer is selected.</li> <li>• Matt Escobedo will give an update at the next meeting.</li> </ul>
<b>DE&amp;I Learning Activity</b>	The Task Force viewed and discussed Jennifer Eberhardt's TED Talk <i>How Racial Bias Works – And How to Disrupt It</i> .
<b>Gender Neutral Bathrooms in HOJ</b>	<ul style="list-style-type: none"> <li>• HOJ gender neutral bathrooms are being researched. On the HOJ second floor, some men's restrooms are very large. It may be possible to add a door at the other end. Stuart Gardner is waiting for quotes. There is one gender neutral restroom on the HOJ second floor, but it is hard to find and far from the courtrooms.</li> </ul> <u>Action Items</u> <ul style="list-style-type: none"> <li>• Stuart Gardner will have more information next month.</li> </ul>
<b>Idea Forms: Diversity Calendar</b>	<ul style="list-style-type: none"> <li>• Marcus Mitchell made a motion to send the suggestion for a Diversity Holidays Calendar to the Advisory Council. Matt Escobedo seconded.</li> <li>• Dr. Sevet Johnson proposed celebrating months instead of days.</li> <li>• Stuart Gardner discussed creating a "stand down" day to celebrate diversity, with study materials.</li> </ul> <u>Action Items</u> <ul style="list-style-type: none"> <li>• This proposal will be given to the Advisory Council.</li> </ul>
<b>Idea Forms: BIPOC Salary Study</b>	<ul style="list-style-type: none"> <li>• Matt Escobedo reported on the BIPOC Salary Study. ASRs are only available in hard copy.</li> </ul> <u>Action Items</u> <ul style="list-style-type: none"> <li>• Matt Escobedo will report on this in future meetings.</li> </ul>
<b>Collaboration with Management Council</b>	<ul style="list-style-type: none"> <li>• The Management Council is ready to help with marketing and paying for the 12-Month Education Program speakers.</li> </ul>
<b>Agency D &amp; I Forums</b>	<ul style="list-style-type: none"> <li>• CEO Mike Powers is encouraging agencies to have diversity forums. CEO and HSA have had forums. Some agencies don't have enough people willing to speak. There is a need for psychological safety for the forums to happen. It has been recommended to wait until after the election and do them in a different form.</li> <li>• Dr. Tejada will be on a community policing panel for OPD and asked if there is anything procedurally he should take into that.</li> </ul> <u>Action Items</u> <ul style="list-style-type: none"> <li>• Reach out to Dr. Tejada directly with input. Betsy Swanson Hollinger has his phone number.</li> </ul>
<b>Next Meeting</b>	Meeting adjourned at 11:56 a.m.; Next meeting will be Thursday, November 19, 2020; 2:00 to 4:00 p.m.
<b>Minutes Preparation</b>	Jennifer Holst

Minutes approved on November 19, 2020.