

LEARNING AND ORGANIZATIONAL DEVELOPMENT - CEO-HR

Diversity, Equity, and Inclusion Task Force Meeting		
Date:	March 18, 2021	Time: 10:05 – 11:59 a.m. Location: Via Zoom
In Attendance:	<p>Facilitator: Dr. Ramon Tejada</p> <p>Members: Shawn Atin, Claudia Bautista, Erik Cho, Stuart Gardner, Rosa Gonzalez, Dr. Sevet Johnson, Melissa Livingston, Marcus Mitchell, Monique Nowlin, Jennifer Orozco, Barry Parker, Jose Rivera, Cynthia Salas, Selfa Saucedo</p> <p>Staff Members: Ashley Bautista, Matt Smith, Phin Xaypangna</p>	
Absent:	Lisa Griffiths, Betsy Swanson Hollinger, Rebecca Willhite	
Agenda Items	Discussion Summary and Agreements	
Agenda & Minutes Review	<ul style="list-style-type: none"> • Motion by Monique Nowlin to approve the February 18, 2021, minutes, second by Selfa Saucedo. Motion passed. • Dr. Sevet Johnson abstained because she did not attend the February meeting. 	
Task Force Structure and Expansion	<ul style="list-style-type: none"> • Draft DEI Task Force Proposed Structure by Subcommittee: <ul style="list-style-type: none"> ○ A subcommittee of Selfa Saucedo, Marcus Mitchell, Cynthia Salas, Dr. Tejada, Claudia Bautista, and Phin Xaypangna, worked out the details of the proposed structure. ○ Erik Cho made a motion, seconded by Dr. Sevet Johnson, and amended by Marcus Mitchell, that the Task Force recommends that the name be changed to the Diversity, Equity & Inclusion Council. The motion was unanimously approved. ○ Motion by Marcus Mitchell, seconded by Claudia Bautista, to accept the recommendation of the subcommittee to adopt the DEI infrastructure and leadership for the Diversity, Equity & Inclusion Task Force (recommendation to rename to Council). ○ Dr. Sevet Johnson discussed term limits and membership rotation. ○ Stuart Gardner suggested staggered term limits for continuity. ○ Phin Xaypangna will work with Dr. Tejada to decide when community voices will be needed in this work, to get their insights/perspective on our proposals. Part of the layout will be to have a chair/vice-chair to keep the leadership going from term-to-term. <p><u>Action Plan</u></p> <ul style="list-style-type: none"> • The new team to discuss: term lengths, limits, and staggering; defining responsibilities; roles of council and leadership accountability team; implementing the structure; providing the details. • Introduce to the Executive Committee for their approval to move forward and ask them to submit names. 	
Learning Opportunity	<ul style="list-style-type: none"> • Proposed Talking Together in Challenging Times Outline – Facilitated Dialogue <ul style="list-style-type: none"> ○ Marcus Mitchell said it is time to begin having dialogue/discussions at this pivotal point – not making decisions but giving people the chance to be heard. Brief, small groups, via Zoom, to normalize the discussion around race. We have been taught not to talk about race. Our goal is to make it ok to have the conversation. The proposal is to have volunteer facilitators trained and then, in teams of two, going into the agencies / 	

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	<p>departments to have facilitated discussions, with the initial conversations by August. These would be about things relevant to our community - open, candid, respectful discussions.</p> <ul style="list-style-type: none"> ○ Cynthia Salas wants to incorporate photos of incidents in our community into the presentation. ○ Phin Xaypangna proposed two sessions per department. ○ Ashley Bautista proposed creating an introduction or toolkit to get the conversation going. ○ Dr. Sevet Johnson is concerned that not every agency is at the same place. Some have been very active on this front. How this is presented will be important to foster interest and to get buy-in. ○ Selfa Saucedo said the work being done in the departments is a precursor to this. The work is not all on the PIO, but the messaging can start now. ○ Phin Xaypangna had mentioned this to the leadership team. It should be discussed with them first. ○ Marcus Mitchell said an alliance with GARE (Government Alliance on Race & Equity) would be good. They probably have information on assessments and how best to use our dollars. <p><u>Action Plan</u></p> <ul style="list-style-type: none"> ● Ashley Bautista will create an introduction and will bring it to the next meeting. ● Phin Xaypangna, Dr. Sevet Johnson, Marcus Mitchell, Claudia Bautista, and Shawn Atin will present the introduction to leadership, and will add that the Executive team will go first.
<p>DEI Work Plan FY 21 and 22</p>	<ul style="list-style-type: none"> ● Proposed Work Plan <ul style="list-style-type: none"> ○ Phin Xaypangna discussed the draft Proposed Work Plan, including joining the GARE network. ○ Cynthia Salas said it is important for the DEI office to have a team to start the work. She said the Work Plan presents a great picture, shows the commitment to our community and what we are planning. ○ Monique Nowlin mentioned that the Management Council had committed some funding. ○ Barry Parker agreed that staffing would be needed. <p><u>Action Plan</u></p> <ul style="list-style-type: none"> ● Phin Xaypangna will discuss the Proposed Work Plan and resources with leadership. She will bring it back next month. She told the members they will be doing quite a bit of work over the next year, and she is excited about what is being laid out and what can be done together.
<p>Open Forum</p>	<ul style="list-style-type: none"> ● Dr. Tejada recommended <i>This is the Fire</i> by Don Lemon that addresses how to deal with racism with friends or people of other color, backgrounds, and ethnicities. ● Phin Xaypangna discussed the recent hate crimes against Asian Americans in this country. ● Marcus Mitchell said what is happening with Asian Americans is a crisis. We need to advocate for them and begin the dialogue. In a way, it was declared open season on our Asian American brothers and sisters. We need to recognize the climate. The level at which it has quickly risen should concern everyone. It is time to vocalize against this. ● Dr. Sevet Johnson noted that some were raising the alarm for the last year, but it feels like it was ignored or minimized. She asked if a statement will be released by County leadership like last year following George Floyd's

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	<p>death. It will not bode well to miss this opportunity. She said we need to stand with our brothers and sisters who are being attacked and at least acknowledge what is happening.</p> <ul style="list-style-type: none"> • Barry Parker said that silence is being complicit. As long as we stand silent, we are in agreement. As this group, we have a duty, obligation, and responsibility to urge our leadership in the right direction, to set an example to our employees, and the community, of where we stand. We should use this as an opportunity to curb the language. Violence starts as language first. We need to say something. • Cynthia Salas asked if a statement would go out. What is the message we are sending to the county? • Erik Cho said he feels this has been minimized. It is disheartening that race is being separated from the Atlanta crime. Racism and sexism were mixed together there. It is representative of a larger problem. He said it is heartening to hear everyone here state their support and not want to take it lightly. • Cynthia Salas said that saying nothing is basically agreeing. That says nobody is paying attention and nobody cares. Timing is everything. Even waiting longer to send out a message sends the wrong message. • Selfa Saucedo said that by bringing something up and making it public, we are raising awareness in our own county. This also raises this committee's existence and that we work to address issues of inequity and racial justice. This is an opportunity not to miss. • Dr. Tejada said everyone should have the freedom to be able to walk to the store. The temperature is appropriate to focus on and address this. • Rosa Gonzalez agreed and appreciated the recommendation for a statement to go out. It is important that we have conversations every day on this, as humans that love one another and see each other as brothers and sisters. It is important to be there for our Asian brothers and sisters. • Cynthia Salas said this validates the reasons why we have a DEI Officer. People can reach out to the DEI office/officer. There is a place to reach out. Unfortunately, we are experiencing this in our country and our county, but we are starting to have structures in place where people can feel comfortable going to share. She is grateful to see how this group is growing to help the needs of our institution and our community. • Shawn Atin stated it is fantastic to have a DEI officer, which is a great start. Even though in this county the Asian American community is small, injustice to one of us is an injustice to all of us. This should have been an outrage in the media. The past four years have been leading to a crescendo for people to harbor hatred. Communication to the public and our own employees is really important. He thanked Phin Xaypangna for bringing up this issue so the Task Force could have this conversation. <p><u>Action Plan</u></p> <ul style="list-style-type: none"> • Ashley Bautista will discuss a statement with leadership. Phin Xaypangna, Erik Cho, and Dr. Sevet Johnson will assist in drafting something to go out as soon as possible.
Next Meeting	<ul style="list-style-type: none"> • Meeting adjourned at 11:59 a.m. Next meeting: 4/15/2021 at 10:00 a.m. Future topics: a) Presentation of Public Facing Dashboard – Sheriff's Office; b) Gender Neutral Restroom - GSA Assessment; c) Toolkit Introduction
Minutes Prep.	Jennifer Holst

Minutes approved on April 15, 2021 [date].