

LEARNING AND ORGANIZATIONAL DEVELOPMENT - CEO-HR

Diversity, Equity & Inclusion Council	
Date: May 20, 2021	Time: 10:03 a.m. – 12:02 p.m.
Location: Via Zoom	
In Attendance: Facilitator: Dr. Ramon Tejada Members: Shawn Atin, Claudia Bautista, Erik Cho, Stuart Gardner, Rosa Gonzalez, Dr. Sevet Johnson, Marcus Mitchell, Monique Nowlin, Jennifer Orozco, Barry Parker, Jose Rivera, Cynthia Salas, Selfa Saucedo, Deleene Walker, Rebecca Willhite Staff Members: Ashley Bautista, Matt Escobedo, Jackie Nuñez, Phin Xaypangna Guest Presenters: Bill Schierman and Eric Tennesen of the Ventura County Sheriff’s Office Absent: Melissa Livingston	
Agenda Items	Discussion Summary and Agreements
1. Minutes Review	Dr. Ramon Tejada moved for approval of the April 15, 2021, minutes, Dr. Sevet Johnson seconded, and the motion passed.
2. Sheriff’s Office Public-Facing Dashboard Presentation	<ul style="list-style-type: none"> Bill Schierman and Eric Tennesen demonstrated the Sheriff’s Office new public-facing Transparency Dashboards that will be advertised to the public starting May 25. The dashboards have data on Crimes and Traffic Accidents, Use of Force, and information collected pursuant to the Racial and Identity Profiling Act of 2015 (RIPA); Ventura County was only required to collect RIPA data starting January 1, 2021. Council members commended the Sheriff’s Office for the time, funding, and work commitment required to make this information available and transparent to the public.
3. DEI Work Plan Updates	
<u>Communications/Draft Communication Toolkit Outline–Feedback on Products</u>	<ul style="list-style-type: none"> Phin Xaypangna said at every meeting we will review our progress on the DEI Work Plan. Assistant PIO Jackie Nuñez presented the proposed toolkit. This is to engage staff in the County’s DEI efforts. In addition, a video for employees will be created featuring Mike Powers, Phin Xaypangna, and 1-2 Council members. Let Jackie and Phin know if interested in participating in making the video. Cynthia Salas proposed referencing the Resolution Declaring Racism a Public Health Crisis and highlight the steps being taken to give life to the Resolution. The Council discussed bilingual pay. Dr. Tejada suggested pinpointing all the languages and dialects in our county, and show that people speaking those languages receive services through the County of Ventura. Deleene Walker proposed that ASL and non-verbal languages also be included. Jennifer Orozco noted that DEI should include all aspects of what DEI is, including the DAFNE population, so employees can learn what the broad spectrum of DEI is. Selfa Saucedo would like to include an explanation of the term “equity.” Phin Xaypangna will try to get on the Board of Supervisors Meeting Agenda in June or July to give an update on DEI activities. <p><u>Action Plan</u></p> <ul style="list-style-type: none"> Send any additional feedback to Jackie Nuñez by the end of the day tomorrow. Phin Xaypangna to secure a date for a Board update on DEI activities.

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<u>Communications/ Diversity Calendar</u>	<ul style="list-style-type: none"> The diversity calendar will be on the agenda again for discussion with the enlarged Council. Jackie Nuñez will work with community partners on social media postings for June items (LGBTQ+ Pride Month and Juneteenth). <u>Action Plan</u> <ul style="list-style-type: none"> The monthly celebrations/diversity calendar will be discussed again at the next meeting.
<u>Race Dialogue Status/ Facilitator's Guide</u>	As promised, the <i>Facilitator's Guide for Talking Together in Challenging Times</i> was included in the agenda package for information.
<u>Board's Request–High Level Recommendations of Ways to Support Communities of Color Facing Hate Crimes</u>	The Council received a copy of the document developed by the subcommittee. Phin Xaypangna thanked the subcommittee members for their work in creating this document.
<u>Office of DEI Budget Update</u>	<ul style="list-style-type: none"> A budget has been authorized for two new positions for the Office of Diversity, Equity & Inclusion: a full-time position and a graduate intern. Funding will also be provided for operational work, including one-time money for hiring a consultant. This will help to do the assessment, to hire someone to lead the action plan process, and to develop the plan. <u>Action Plan</u> <ul style="list-style-type: none"> The Work Plan items will be discussed next time.
4. DEI Council Role Re Communication to Community When Incidents Occur	For discussion next time.
5. Updates/Open Forum	<ul style="list-style-type: none"> Ethnic Study - Dr. Tejada discussed the importance of having ethnic studies in schools. This sets up the goals for our students to honor diverse backgrounds, gets them involved in their communities, teaches them respect for equity, to fight for justice, racial equality, and human rights. It starts with education awareness and sends them into the world with that background. Phin Xaypangna thanked all who have served on the Task Force/Council since it was started in 2017. Stuart Gardner is proud of what has been accomplished with this group. Paul Nuñez has been appointed to the Council and will be the new representative from the District Attorney's Office.
6. Next Meeting	<ul style="list-style-type: none"> Meeting adjourned at 12:02 p.m. Next meeting: June 17, 2021, at 10:00 a.m.
7. Future Topics	<ul style="list-style-type: none"> New DEI Council Kick Off Current DEI Taskforce Special Celebration & Recognition (TBD) Monthly Celebrations/Diversity Calendar. Role of DEI Council Regarding Communications to Community When Incidents Occur Work Plan Updates
Minutes Preparation	Jennifer Holst

Due to the Council's expansion, the minutes were given to the new Council membership on June 17, 2021, but no approval vote was held.