

LEARNING AND ORGANIZATIONAL DEVELOPMENT - CEO-HR

Diversity, Equity & Inclusion Council Meeting Minutes - Revised	
Date: June 17, 2021	Time: 10:02 a.m.–12:02 p.m.
Location: Via Zoom	
Present:	<p>Facilitator: Dr. Ramon Tejada</p> <p>Members: Carlo Aldeguer, Terri Anderson, Shawn Atin, Anitha Balan, Claudia Bautista, Korinne Bell, Nancy Beltran, Mayra Benitez-Tadillo, Vijay Bhemisetty, Lorin Calderon, Erik Cho, Dee Dinnie, Donna Gillesby, Rob Harris, Renee Higgins, Melissa Livingston, Marcus Mitchell, Leticia Morales, Dave Nafie, Claudia Nevarez, Monique Nowlin, Paul Nuñez, Jennifer Orozco, Barry Parker, Mike Powers, Cynthia Salas, Selfa Saucedo, Keith Taylor, Deleene Walker, Kelly White, Rebecca Willhite</p> <p>Staff Members: Ashley Bautista, Rosa Gonzalez, Jennifer Holst, Jackie Nuñez, Phin Xaypangna</p>
Absent:	Michelle Ascension, Jose Rivera
Agenda Items	Discussion Summary and Agreements
Welcome Remarks by County Executive Officer Michael Powers	<p>CEO Mike Powers welcomed everyone to the DEI Council with the following remarks. Since the Task Force was established in 2017, it has evolved and grown. This Council expansion is a major milestone on our road to progress. Every department is represented, reflecting a diversity of services and programs. It is important that all have a seat, and who is at the seat. Those on the Council are passionate about this work. This is meaningful and gives me great confidence and excitement about what is to come. He thanked everyone for the commitment of time, investment, and leadership in this important work.</p> <p>When we started, we looked at how do we know as an organization that we are truly embracing DEI in a meaningful way, not just checking the box. We follow Harvard’s example that was not top down, but rather employees telling leadership what to be doing. We don’t want to tell people what to do. We celebrate the positive stuff, but we also want people to be able to be honest, real, and open, during sometimes uncomfortable conversations, in a safe place. We want this to be positive. We know it is going to be hard. Issues of race and systemic racism are hard. It is hard for me to think about it. It is anathema to me that I could be part of a system of that. Not as an individual, but as a system. When that is clarified, it opens up a discussion, it is so positive, and helps internally. Employee morale, recruitment, and retention go up. In designing programs for our community, they will be more effective if we are engaged in an effective way.</p> <p>Each department will have a liaison, a workplan, and a structure. This is ongoing and we are building it into the DNA of our organization. During the pandemic, we had to find where to direct resources for communities in need. Our Resolution Declaring Racism a Public Health Crisis was a huge milestone and includes a commitment for more work to be done. The formation of a Justice Committee Advisory group and Health Advisory Committee is happening. We are starting the Mentorship Program’s fifth cohort, and having employee townhalls within our departments. The DEI Officer position was a Council recommendation. With a national recruitment, we got Phin Xaypangna who moved from North Carolina to dedicate herself to this work. She has been a diversity officer, and there are not many out there. This is a relatively new type of position. In our proposed budget that the Board will hear Monday evening, staffing resources will be added to this work. We are doing this work with data, so it is real. After stopping work on the County’s Strategic Plan due to the pandemic, we are starting on that again and will include the principals of DEI in each focus area. Mr. Powers hopes to get the draft to the DEI Council.</p>

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	<p>In our budget, safety is about 20%, 50% is in the areas of social and health. Probation, the Public Defender, and the District Attorney are looking at root causes of crime, such as poverty. We want to deal with those issues to help people in our community have positive lives. We are including DEI staffing in our budget so our DEO Officer will have support. She participates on the Executive Committee, and programs like Logrando Bienestar and the Farmworker Resource Program. Budgeting for DEI and Human Services Agency items is not temporary. Cynthia Salas shared that Logrando Bienestar is an MHS-funded program which is temporary funding. Mr. Powers said the Logrando Bienestar program was permanent and not temporary, as a response to institutionalizing positions that support DEI efforts.</p> <p>Mr. Powers has asked each department to have a diversity liaison to report up to Phin. Things will evolve. It is very different from where it started. We are more than doubling the budget. When looking at budgeting through an equity lens, that is what happens. As part of our budget process, we have targeted meetings with each department. Public Defender Claudia Bautista went right to equity. The scales of justice have to be balanced, so if the Public Defender does not have as many lawyers as the District Attorney, she went right to that. We are funding her requests and adding four attorneys to her office. At all levels we are looking at how to equitably allocate our resources. We are also prioritizing and building DEI into the structure of our legislative platform. Culture is everything in leadership and organizations. It is how you treat people, how people feel about having these hard discussions. We can build on Lean Six Sigma with continuous improvement and work on things that are not working in a non-punitive way. This is positive work that makes our organization stronger. Mr. Powers is grateful for all Council Members' commitment of time and he looks forward to checking in and engaging in the future.</p>
Minutes Review	Phin Xaypangna said we will not move to approve the May meeting minutes because our membership has changed.
DEI Council Introductions	All in attendance introduced themselves. Phin Xaypangna thanked everyone for being present. She noted that Shawn Atin, Jeff Burgh, Dr. Sevet Johnson, and Marcus Mitchell will be part of the Leadership Accountability Team to champion this work and support directors in their agencies.
Facilitator Message	Dr. Tejada is retiring and thanked everyone for their hard and important work on the DEI Task Force since 2017.
Selection of DEI Council Chair and Vice Chair	Phin Xaypangna described the Council Chair and Vice Chair responsibilities, including planning the agenda, meetings, and action items. Cynthia Salas volunteered to be Chair. Selfa Saucedo volunteered to be Vice Chair. Cynthia Salas moved to nominate herself and Selfa Saucedo to these positions. Terri Anderson seconded the nomination of Cynthia Salas. Barry Parker seconded Selfa Saucedo's nomination. Both motions were unanimously approved.
Updated DEI Work Plan	This item was postponed to the next meeting.
Communications Diversity Calendar – Feedback/Approval	Jackie Nuñez asked Council members to consider what to highlight with the goal of elevating traditionally marginalized/underserved communities. César Chávez Day was inadvertently overlooked and will be added. Email suggestions to Jackie Nuñez or Phin Xaypangna. Cynthia Salas moved to approve the proposed calendar. Vijay Bhemisetty seconded the motion. With two no votes and everyone else voting yes, the motion was approved.
Race Dialogue Status	Phin Xaypangna asked that Council members connect with their directors for departments that do not yet have teams established for dialogue sessions. Contact her with questions and please share the flyer.
Next Meeting	July 15, 2021, at 10:00 a.m. Phin Xaypangna to let the group know if we will meet in person or via Zoom.
Future Topics	<ul style="list-style-type: none"> • Discuss and Adopt DEI Council Operating Agreement • Work Plan Update: GARE Network, Staffing • Role of DEI Council Regarding Communication to Community When Incidents Occur • Updated DEI Workplan
Minutes Preparation	Jennifer Holst

Minutes approved on July 15, 2021.