

LEARNING AND ORGANIZATIONAL DEVELOPMENT - CEO-HR

Diversity, Equity & Inclusion Council Meeting Minutes		
Date: August 19, 2021	Time: 10:01 a.m.–12:04 p.m.	Location: HOA – Multipurpose Room
<p>Present: <u>Members:</u> Terri Anderson, Anitha Balan, Korinne Bell, Nancy Beltran, Mayra Benitez-Tadillo, Vijay Bhemisetty, Erik Cho, Dee Dinnie, Rob Harris, Renee Higgins, Dave Nafie, Claudia Nevarez, Paul Nuñez, Jennifer Orozco, Cynthia Salas, Selfa Saucedo, Keith Taylor, Rebecca Willhite</p> <p><u>Staff Members:</u> Rosa Gonzalez, Jennifer Holst, Jackie Nuñez, Phin Xaypangna</p> <p><u>Guest:</u> Paul Stamper</p> <p>Absent: Carlo Aldeguer, Michelle Ascension, Shawn Atin, Claudia Bautista, Lorin Calderon, Donna Gillesby, Melissa Livingston, Marcus Mitchell, Leticia Morales, Monique Nowlin, Barry Parker, Jose Rivera, Deleene Walker, Kelly White</p>		
Agenda Items	Discussion Summary and Agreements	
Welcome, Agenda & Minutes Review	<ul style="list-style-type: none"> • Some Council Members who don't work in the HOA had difficulty gaining entrance. For the next meeting, Phin Xaypangna will give the Council Members' names to the security guard in advance so they will be allowed into the HOA. • Corrections to the July 15, 2021, Meeting Minutes: <ul style="list-style-type: none"> ○ Claudia Nevarez was present, but her name was listed as present and absent. Remove her name from the absent list. ○ Jackie Nuñez was absent last meeting. ○ Renee Higgins moved to approve the July 15, 2021, meeting minutes with the changes. Selfa Saucedo seconded. The motion was approved. 	
Adopt Operating Agreement	<ul style="list-style-type: none"> • Cynthia Salas noted that the Operating Agreement was reviewed last time. • Phin Xaypangna noted that suggested changes were made and are highlighted. • Rebecca Willhite moved to accept the Operating Agreement as newly revised. Rob Harris seconded the motion. The motion was approved. 	
Build Capacity – Racial Equity Readiness Assessment (Personal Observation)	<ul style="list-style-type: none"> • The attendees broke into groups to discuss/get an initial take on where they think the County is currently on the Racial Equity Readiness Assessment. Following the discussion, each individual noted their assessment on a sticky note and it was placed on the white board. Most notes were placed in the 2-3 range. • Phin Xaypangna noted that there is an opportunity to shift, move the needle in this work, and we will discuss how to move from the developing stage to implementing things through changes in policy, community engagement, and contracting work, etc. She is working with a consultant and to develop a county-wide assessment survey that she hopes to get out in November. There will be more to come and something to do every meeting to build our capacity. This will be an ongoing effort. For next time, think about beginning to put a critical eye on where your department is in the chart. 	

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2021 One County, One Book	<p>Mayra Benitez-Tadillo from Library Services distributed copies of the book <i>Your House Will Pay</i> by Steph Cha. The Council scheduled a special meeting for October 8, from 8:30-10:00 a.m., at the Library, to discuss the book with the author. There will also be a community event with the author at the Library: <i>One County, One Book</i>, on October 30, at 2:00 p.m. Once finished with the book, Council Members can keep it or return it to the Library via brownmail. The book is also available as an audio book.</p>
County Strategic Planning and DEI	<ul style="list-style-type: none"> • Paul Stamper from the CEO’s office was in attendance to discuss the draft County Strategic Plan. Work is beginning again on updating the Plan after it was put on hold due to COVID-19. The desire is to get input from the DEI Council before this is reviewed by the Service Excellence Council on September 23. In some places, agencies have already identified things to work on. It may be desired to have a separate DEI section entirely. The Plan will probably return to the Board of Supervisors in a couple of months, probably before the DEI Council has completed its strategic planning. The DEI Council may say a plan will be implemented, and focus on certain areas. This does not need the full level of detail that you will have in your own specific plan. While this is called a five-year plan, there is also an update midway through the cycle. It is a living document that can be adjusted as the goals change. This is an invitation for the DEI Council to add a DEI statement section in time for the Service Excellence Council review, some information that gives the picture of the County, what is important to us, and adding a DEI statement. It is important to reflect that as a portion of the plan and for it to be embedded in the Plan and in the different agencies. • Phin Xaypangna believes the DEI Plan will be complete in two to three months and then it can be incorporated. She would like to develop a vision and some points for guiding principles. • Paul Stamper wants to add something representative of the DEI Council in the Economic Vitality Plan. • Selfa Saucedo felt it would be beneficial to finish the Mission Statement and fit that into the Strategic Plan. • The Council broke into groups to discuss key language that should be included. • Terri Anderson, Nancy Beltran, Jennifer Orozco, Dee Dinnie, and Paul Nuñez (as he can) volunteered to serve on a subcommittee to work on this. They will bring back language for review at the next meeting.
Accessing GARE Membership Portal	<p>The County has joined the Government Alliance on Race and Equity (GARE). Phin Xaypangna described that our entire organization has access to the membership. On their website, send them a message requesting access with your ventura.org email address. They will get respond with access information. There are a lot of resources there. GARE has a membership of 300 organizations around the country. There are many groups to join. We are part of the California group. There is an HR group. There is valuable information on the site. GARE provides the opportunity to engage with others doing the same work around the country.</p>
Next Meeting	<p>September 16, 2021, at 10:00 a.m..</p>
Future Topics	<ul style="list-style-type: none"> • Continuation of Strategic Planning/DEI • Countywide DEI Assessment
Minutes Preparation	<p>Jennifer Holst</p>

Minutes approved on September 16, 2021.