

LEARNING AND ORGANIZATIONAL DEVELOPMENT - CEO-HR

Diversity, Equity & Inclusion Council Meeting Minutes		
Date: Sept. 16, 2021	Time: 10:05 – 11:44 a.m.	Location: HOA – Multipurpose Room
Present:	<p><u>Council Members:</u> Anitha Balan, Korinne Bell, Nancy Beltran, Mayra Benitez-Tadillo, Vijay Bhemisetty, Lorin Calderon, Erik Cho, Dee Dinnie, Renee Higgins, Ernie Moore, Leticia Morales, Dave Nafie, Paul Nuñez, Jennifer Orozco, Barry Parker, Jose Rivera, Cynthia Salas, Keith Taylor, Beckie Willhite</p> <p><u>Staff Members:</u> Kate English, Jennifer Holst, Jackie Nuñez, Phin Xaypangna</p>	
Absent:	<p><u>Council Members:</u> Carlo Aldeguer, Terri Anderson, Donna Gillesby, Rosa Gonzalez, Rob Harris, Claudia Nevarez, Monique Nowlin, Selfa Saucedo, Deleene Walker, Kelly White</p>	
Agenda Items	Discussion Summary and Agreements	
Welcome, Introductions, Agenda & Minutes Review	<ul style="list-style-type: none"> • Phin Xaypangna introduced Kate English, who will soon be stepping into the new DEI Manager position. • Beckie Willhite moved to approve the August 19, 2021, DEI Council Meeting Minutes. Korinne Bell seconded the motion, which was then approved by all in attendance. 	
County Strategic Planning & DEI	<ul style="list-style-type: none"> • Cynthia Salas thanked the subcommittee that worked on the second draft of the DEI Component of the County Strategic Plan. • Jennifer Orozco discussed the subcommittee’s work, including on the Goals and Objectives for this update of the County’s Strategic Plan, including: <ul style="list-style-type: none"> ○ Developing racial equity plans at the County and agency/department levels; ○ Diversifying leadership and the workforce to reflect the demographics of our community, targeting those with the greatest disparities; ○ Deciding on measures; ○ Operationalizing the practices, equitable hiring, innovative policies; and ○ Developing a racial equity toolkit. • The Council broke into two groups to look at the new draft of the DEI Commitment Statement and Strategic Goals 1 and 2, and to make suggestions for revisions. • Phin Xaypangna will send out a revised document with the Council’s suggestions and asked for any additional feedback to be provided by September 24. The subcommittee will meet again to review the Council’s recommended changes and will send out another revision of the plan. This will be presented to the Service Excellence Council in November. Feedback will also be requested from the Board of Supervisors before it is finalized. The goal is to have the County’s Strategic Plan adopted by the end of the year. 	

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VC Diversity Calendar	<ul style="list-style-type: none"> • Jackie Nuñez discussed the Diversity Calendar which is a starting point for many events to come. The highlighted items were selected specifically for ethnicities, cultures, and backgrounds. • Cynthia Salas noted that these items were chosen to help people learn about the culture, and that communities are more than food and music. She added that the desire is to bring awareness to the community, that we see them. She suggested reaching out to the community for things and people to highlight. • Phin Xaypangna asked for 10 names of people in the County for spotlighting things that need focus. • Nancy Beltran and Lorin Calderon volunteered to help with ideas for October and November.
Open Forum, Resources, Hot Topics: a. <i>2021 One County, One Book</i> b. Status of Countywide DEI Assessment	a. The <i>2021 One County/One Book</i> event will take place on October 8, at the Library. b. Phin Xaypangna discussed the DEI Assessment. An agreement with a contractor is being finalized (because GARE is too busy). They have found a local person to conduct the countywide assessment and focus groups. The work will then involve training leadership. They will also help with DEI strategic planning.
Next Meeting	October 21, 2021, at 10:00 a.m..
Future Topics	<ul style="list-style-type: none"> • Continuation of Strategic Planning/DEI • Countywide DEI Assessment
Minutes Preparation	Jennifer Holst

Minutes approved on October 21, 2021.