

LEARNING AND ORGANIZATIONAL DEVELOPMENT - CEO-HR

Diversity, Equity & Inclusion Council Meeting Minutes		
Date: October 21, 2021	Time: 10:03 – 11:58 a.m.	Location: HOA – Multipurpose Room
Present:	Council Members: Terri Anderson, Korinne Bell, Nancy Beltran, Mayra Benitez-Tadillo, Lorin Calderon, Erik Cho, Dee Dinnie, Rob Harris, Renee Higgins, Ernie Moore, Leticia Morales, Dave Nafie, Claudia Nevarez, Paul Nuñez, Jennifer Orozco, Barry Parker, Cynthia Salas, Selfa Saucedo, Keith Taylor Staff Members: Ashley Bautista, Kate English, Jennifer Holst, Jackie Nuñez, Phin Xaypangna	
Absent:	Council Members: Carlo Aldeguer, Anitha Balan, Talia Barrera, Vijay Bhemisetty, Donna Gillesby, Rosa Gonzalez, Monique Nowlin, Jose Rivera, Beckie Willhite	
Agenda Items	Discussion Summary and Agreements	
Welcome, Introductions, Agenda & Minutes Review	<ul style="list-style-type: none"> Renee Higgins moved to approve the September 16, 2021, DEI Council Meeting Minutes. Mayra Benitez-Tadillo seconded the motion. There were no objections to approval. Talia Barrera is joining as a new Council member. Deleene Walker retired. 	
Update on County Strategic Planning & DEI	<ul style="list-style-type: none"> Phin Xaypangna said the subcommittee met with the leadership team and Executive leadership concerning the Strategic Plan. They appreciated the engagement and the hard work. Cynthia Salas explained that the language will be reviewed today before returning to the leadership committee who liked the statement and said it speaks to the intent of the Strategic Plan going forward. The Council discussed revisions to the Strategic Plan language regarding inclusivity and placement of that language. Phin Xaypangna asked Council members to review the language and provide feedback by the end of Friday. For the rest of the Strategic Plan focus areas, think about how the DEI lens should be embedded. Next week, they will meet with the DEI Leadership Accountability team for an update; on November 2, with the CEO’s Executive Team; on November 4, we present the DEI component of the Plan at the Service Excellence Council Meeting. The next step is to embed the changes into the document, take it to the Board for feedback, final edits, and adopt the plan, probably in January. We also plan to ask for feedback from community leaders. Kate English requested that the Council members review their agency/department sections. 	
VC Diversity Calendar	<ul style="list-style-type: none"> Kate English said Lorin Calderon, Ashley Bautista, Jackie Nuñez, and Nancy Beltran met regarding the Diversity Calendar. For National Native American Heritage Month, they reached out to the Library. Mayra Benitez-Tadillo said the Library has a newsletter and suggestions for Native American literature. Cynthia Salas mentioned doing something interactive, such as engaging our Native American communities for a discussion, asking how to best honor you, bring our indigenous communities, and bless areas of our county, acknowledging giving up sacred land. Kate English discussed highlighting Native American County employees. 	

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	<ul style="list-style-type: none"> • Ashley Bautista said it is wonderful to work alongside community organizations like the museum, amplifying those partnerships and sponsorships. • Cynthia Salas said we can work on this/plan for next year to build relationships within the community. • Kate English asked that the Council members connect people you know in your department with the subcommittee members. • Jackie Nuñez said the subcommittee also discussed elevating County programs and services that serve different communities, elevating the County’s ongoing commitment to DEI. • Lorin Calderon talked with the museum. They have a Communication and Marketing division, were excited about a partnership and will get back to me. • Dave Nafie discussed the impact he felt reading the book for the <i>One County, One Book</i>. He suggested highlighting a piece of literature important to the culture and have an event with a speaker. • Mayra Benitez-Tadillo said the Library is hosting a <i>Dia de los Muertos</i> event, and having monthly readings at the museum, and it would be nice to have land acknowledgment. • Phin Xaypangna said there is more work to be done but we will highlight the Library for November. • Volunteers stepped forward as follows: <ul style="list-style-type: none"> • January: Martin Luther King, Jr. Day and National Black History Month - Nancy Beltran, Lorin Calderon, Kate English, Ashley Bautista, Claudia Nevarez, Terri Anderson • February: Lunar New Year – Cynthia Salas, Lorin Calderon, Mayra Benitez-Tadillo • National Women’s History Month – Cynthia Salas, Nancy Beltran • National Disability Awareness Month – Keith Taylor, Paul Nuñez • César Chávez Day/Dolores Huerta – Nancy Beltran, Leticia Morales, Cynthia Salas • Asian American/Pacific Islander Month – Ernie Moore, Paul Nuñez, Rob Harris • The new Coordinator position will help with this. It will be their main responsibility. • Kate English said that this will be a living document, loose guide, with ideas for how to celebrate. • Cynthia Salas requested that Committee members reach out to the volunteers to offer your help.
Overview of County Racial Equity Assessment	<p>Phin Xaypangna discussed the need for a countywide assessment and provided samples from GARE and Mecklenburg County. Council members should start considering questions in addition to the standard questions. There will be an online survey followed by a focus group to get employee perceptions about this work. Departments will get the survey results broken down by department and countywide. GARE recommends doing this every two years. We will also ask about disability, LGBTQ, and gender. There will be opportunity to give feedback before it goes out. This will be the first time a countywide racial equity survey has been done here. There may be pushback. We are still working on a contract with the vendor but we can start collecting and thinking about questions now.</p>

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<p>Open Forum, Resources, Hot Topics:</p> <p>a. GARE Network – Tools/Information</p> <p>b. USC Price DEI Leadership Development</p> <p>c. Others</p>	<p>a. Phin Xaypangna recommended that everyone sign up for GARE. It is full of valuable resources/groups and allows you to connect with others around the country who are doing this work.</p> <p>b. Cynthia Salas talked about great discussions and how she has built relationships on the state and federal level through the USC Sol Price DEI Leadership Development program.</p> <p>c. Kate English will have a table at the November 18 Transgender Day of Remembrance from 5:00 to 8:00 p.m. at the Oxnard Performing Arts Center, and invited Council members.</p> <p>d. Cynthia Salas would like to hear from you as representatives of your agencies, about what are your struggles, what do you need help with, highlighting areas of need. This information can be shared with the consultant once hired. Their team can provide questions tailored to County needs.</p> <p>e. Lorin Calderon said the Public Defender’s Office developed their own DEI Statement that is listed on their recruitments. They would like County HR to have one.</p> <p>f. Mayra Benitez-Tadillo will send a link for the October 30 author talk on the <i>2021 One County/One Book</i>.</p>
<p>Next Meeting</p>	<p>November 18, 2021, at 10:00 a.m..</p>
<p>Future Topics</p>	<ul style="list-style-type: none"> • Update on DEI/Strategic Plan Presentation to Service Excellence Council • Racial Equity Action Planning: Assessment, Training, and Action Planning • Agency/Department Report Out – Concerns or Support Needed
<p>Minutes Preparation</p>	<p>Jennifer Holst</p>

Minutes approved on November 18, 2021.