



Cumberland County

Diversity, Equity and Inclusion (DEI) Advisory Committee

November 17, 2020 2 p.m. – 5 p.m. at Cumberland County DSS Meeting Room

DEI Advisory Committee Notes DRAFT

Attendance

General Manager/Co-Convener, Vicki Evans

General Manager/Co Convener, Brenda Jackson

Public Information Office, Cheribeth Thomas

Members Present:

Al Florez, Alissa Brashear, Alvin Chestnut, April Kelly, Cynthia McKinley, Denise Schunk, Garry Crumpler, Hardin Brown, Ivonne Mendez, Jared White, Kelly Moore, Mia Kaleiwahea-Perry, Nora Armstrong, Ricky Hair, Sara Reyes, Telise Chavis, Timothy Middleton, Tye Vaught and Vincent Evans

Members Absent:

Anila Ashraf, Annie Thomas, Jennifer Green

Welcome

- Co-Conveners welcomed the members back.

General Discussion

- 10.20.2020 meeting notes were approved through consensus
- Updates were provided on:
 - Training opportunities/resources may be available through NeoGov
- Reasons the committee did not recommend the proposed Holiday Schedule were identified:
 - County being open for business is not practical, we suspect a lot of people will take off on those particular days and the public may not utilize our services on those days
 - Current time off coincides with other facilities (Fort Bragg, schools, etc.)
 - Extra days allow for travel time
 - Personal Celebration Days are not inclusive
 - Proposes challenges who gets time off & who works

Practical Exercise - Breakout Session

- Committee counted off for members to divide into groups to review the following committee recommended Holiday schedules:
 1. Keep the current County Holiday Schedule with no changes
 2. Keep the current County Holiday Schedule but change the names of religious holidays ex. changing Christmas to Winter Holiday and either ...
 - A. adding one floating day
 - or
 - B. take away Good Friday to add one floating day
 3. Maintain twelve (12) paid County holidays.
 - A. Ten (10) of these would remain static and would be consistent throughout Cumberland County Government:
 - 1) January 1 - New Year's Day
 - 2) Martin Luther King, Jr. Day
 - 3) Memorial Day
 - 4) July 4 - Independence Day
 - 5) Labor Day
 - 6) November 11 - Veterans' Day
 - 7) Thanksgiving
 - 8) Day after Thanksgiving
 - 9) December 25th – Christmas Day
 - 10) December 26th – Day after Christmas
 - B. Two (2) of these will be “floating” holidays to be administered as follows:
 - 1) Current employees receive two per year. Newly hired employees hired before July 1 will receive a floating holiday to be used between January 1 and June 30 and one to be used between July 1 and December 31; newly hired employees hired July 1 or after will receive one floating holiday to be used between July 1 and December 31.
 - 2) Current employees shall request their two floating holidays by December 15th for the very next calendar year to allow for supervisors and department heads to plan; newly hired employees will make their request during onboarding.
 - 3) Department heads must approve the employees' requested holidays in advance of being taken.
 - 4) It is mandatory for all employees to take their approved floating holidays each year.
 - 5) Upon termination or end of year, floating holidays will not be paid or carried forward.

On the current holidays of Good Friday and Christmas Eve, County will be open to the public but at a decreased capacity. Some services may not be available to the public on those days. In all cases, if the day of the holiday falls on a Saturday, the holiday will be recognized on the preceding Friday; if the holiday falls on a Sunday, the holiday will be recognized on the following Monday.

- Co-Conveners reviewed the Holiday Schedule assignment, committee will review the committee recommended Holiday schedules and pick one.

- Members discussed what would be the best method to discuss the recommended Holiday schedules.
- Members voted by a show of hands to pick the holiday schedule, however after further discussion members then decided to break into groups to discuss the recommended holiday schedules.
- Members were given instruction to divide into groups, appoint a facilitator for the discussion, a scribe to document their discussion and someone to report out. The groups would then, through consensus, come up with one recommendation from their group to present to committee.

Practical Exercise – Report Out

- After break, the groups then came together to share their group discussion and holiday schedule recommendations.
- The recommendations of the groups were as follows:

Group 1: Did not reach consensus and were divided among option 2b or 3.

Group 2: Reached consensus on option 3.

Group 3: Reached consensus on option 2a.

- Further discussion and questions about the recommended Holiday Schedules were shared among the committee.

Next Meeting

- Group 1 would meet again to try to gain consensus and report back to the Committee

Adjourned

- Committee member reminded of the next meeting date, time and location.
- Meeting was adjourned.