



Cumberland County

Diversity, Equity and Inclusion (DEI) Advisory Committee

September 11, 2020 8:30 AM – 12:30 p.m. at Cumberland County DSS Meeting Room D

DEI Advisory Committee Notes DRAFT

Attendance

Amy Cannon, County Manager

Duane Holder, Deputy County Manager

Tracy Jackson, Assistant County Manager

Sally Shutt, Assistant County Manager

Vicki Evans, General Manager/Co-Convener

Brenda Jackson, General Manager/Co Convener

Cheribeth Thomas, Public Information Office

Members Present:

Al Florez, Alissa Brashear, Alvin Chestnut, Annie Thomas, April Kelly,

Cynthia McKinley, Denise Schunk, Garry Crumpler, Hardin Brown, Ivonne Mendez, Jennifer Green,

Vincent Evans, Kelly Moore, Mia Kaleiwahea-Perry, Nora Armstrong, Ricky Hair Sara Reyes,

Timothy Middleton, and Tye Vaught

Members Absent:

Jared White, Anila Ashraf and Telise Chavis

Attendees received all materials in advance of the meeting by email and/or in a folder provided upon sign-in.

Welcome & Purpose

- County Manager introduced the Executive Steering Committee and welcomed the committee members to the Cumberland County DEI Advisory Committee. County Manager asked all to observe a moment of silence for all lives lost and impacted by 9/11. Afterward, the County Manager stated the following:

- *“A defining moment is an event which typifies or determines all subsequent occurrences or reactions. A defining moment is also a point at which the essential character of a person or a group is revealed or identified.”*
- *“The senseless and tragic death of Mr. George Floyd was a national defining moment as well as the local events that took place on Saturday, May 30, 2020. These events led us to ask, “How do we want our character to be revealed?” The Board of County Commissioners adopted the Resolution Against Racial Injustice on June 15, 2020 but wanted action behind the resolution thus that action was the development of the Diversity, Equity and Inclusion Advisory Committee which is a defining moment for our organization.”*
- County Manager reviewed the BOCC Resolution Against Racial Injustice.
- Committee members viewed a video with DEI specific excerpts from the BOCC Agenda Session held on June 11, 2020 and the Regular Meeting held on June 15, 2020.

DEI Overview

- Deputy County Manager welcomed the committee and shared a PowerPoint presentation which included the following:
 - highlights of the DEI Charter
 - definitions of diversity, equity, and inclusion
 - preliminary data overview and charts
 - Commented that Diversity, Equity and Inclusion are already embedded in the core values of Cumberland County and the action that the Board took is to be intentional about further incorporating those concepts into our culture.
 - Another focus on the purpose of the committee:
 - The purpose of the CCDEI Advisory Committee will be to advise and guide County government to ensure integration of diversity, equity, and inclusion with the County’s mission, operations, strategies, and business objectives as we serve the community with P.R.I.D.E.*

Membership Meet & Greet

- All members and the Executive Steering Committee participated in introductions and an ice-breaker exercise. Each attendee first introduced themselves by stating their name and department. That was followed by each individual sharing three facts. Two had to be truthful and one untruthful. The other members then took guesses on which fact was untruthful, until disclosed by the individual. Finally, each attendee stated their individual reason for wanting to be part of this committee.

Meeting Structure & Ground Rules

- Co-Conveners shared a PowerPoint Presentation and conducted an overview of the DRAFT Meeting Structure and Ground Rules document. Member input was requested. Discussion followed as summarized below and through consensus revisions to the ground rules were agreed upon with a plan to share the revised document at the next meeting:
 - Be intentional about making hard decisions and allowing healthy conflict
 - Raising the heat of the conversation but not so high that work is not done

- Revision: Add to ground rule #3 “Be intentional about voicing difficult perspectives without getting to a level of being unproductive. Allow healthy conflict.”
- Be accountable to each other for what we are tasked to do
- Revision: Add ground rule #8 “Be accountable to each other, hold up your end of the work. Take responsibility for the assigned tasks.”
- Include using a safe word if the conversation becomes unsafe/disrespectful
- Revision: Add to ground rule #5 “Utilize the safe words of “time out” when discussions become unsafe/disrespectful.”
- Treat everyone with grace and be forgiving if someone does not understand someone’s viewpoint
- Seek first to understand
- Revision: Add to ground rule #7 “Treat each other with respect and grace, be forgiving. Seek first to understand and then to be understood.”
- Participate, be involved, be engaged and be active
- Be honest
- Revision: Add to ground rule #8 “Participate, be involved, be an active contributor, be engaged, be honest.”
- Stay on point and focus on our organizational culture and mission
- Revision: Add to ground rule #4 “Focus on the mission. Start internally.”
- Focus on our place of strength and how we build upon that
- Revision: Add ground rule #9 “Start from our place of strength, build on those strengths and when possible use data to fuel growth.”

Focus Areas & Strategic Plan

- Co-Conveners provided a brief overview of the focus areas within the BOCC’s resolution:
 - Recruitment
 - Training
 - Internal operations
 - Community engagement
- Co-Conveners are to provide committee members examples of different Strategic Plans to review at the next meeting.

Next Meeting Agenda Topics

- Introductions of today’s absent members
- Finalize Meeting Structure & Ground Rules
- Overview of strategic plan samples
- Break-out sessions in smaller groups

Adjourn

- Executive Steering Committee provided closing comments