

Meeting Agenda
Diversity, Equity, and Inclusion Commission
Irene Givens Administration Building
Dr. John Chiles Activity Room
(at Montgomery Hall Park)
1000 Montgomery Ave.
January 11, 2023
7:00 p.m.

Call to Order

Proposed Agenda:

- 1. Approval of Minutes:** October 26, 2022
- 2. Check in from Sub Committees**
 - a. Data and Research**
 - b. Logistics and Planning**
 - c. Community Connections**
- 3. Discussion about partnerships and support from community members and students**
- 4. Discussion about outreach to business community**
- 5. Other Business**

Adjournment

DIVERSITY, EQUITY AND INCLUSION COMMISSION

Meeting

October 26, 2022

7:00 p.m.

Dr. John Chiles Activity Room

Irene Givens Administration Building

PRESENT: Sabrina Burress, Chair
Lindsey Lennon, Vice Chair
Lou Boden
Joamarie Garcia
Mark Jeter
Vicki Keyser (remote participant)
Jake Krug
Beth Nelsen (remote participant)
AnhThu Nguyen
Nathaniel Riddle
Daniel Stuhlsatz
Jennifer Trippeer
Susan Venable
Zavia Willis (remote participant)

ABSENT: Brenda Mead, Council Liaison

ALSO PRESENT: Leslie Beauregard, Interim City Manager
Andrea Oakes, Council Liaison
Morgan Smith, City Manager's Office

Chair Sabrina Burress opened the October 26, 2022 DEI meeting.

Sabrina stated "we received a request from Vicki Keyser to participate remotely in the October 26, 2022 DEI Commission meeting due to a personal matter that prevents her physical attendance at the meeting. I will now entertain a motion for her to participate."

Nathaniel Riddle moved to allow Vicki to remotely participate in the October 26, 2022 DEI Commission meeting.

The motion was seconded by Lou Boden and carried unanimously.

Sabrina asked Vicki to state the location from which she was participating. Vicki responded that she was in the Outer Banks, North Carolina. Sabrina asked the commission and the audience if they could hear Vicki. The response was affirmative.

Sabrina stated "we received a request from Beth Nelsen to participate remotely in the October 26, 2022 DEI Commission meeting due to a personal matter that prevents her physical attendance at the meeting. I will now entertain a motion for her to participate."

Joamarie Garcia moved to allow Beth to remotely participate in the October 26, 2022 DEI Commission meeting.

The motion was seconded by Susan Venable and carried unanimously.

Sabrina asked Beth to state the location from which she was participating. Beth responded that she was in Parkersburg, West Virginia. Sabrina asked the commission and the audience if they could hear Beth. The response was affirmative.

Sabrina stated “we received a request from Zavia Willis to participate remotely in the October 26, 2022 DEI Commission meeting due to a medical condition that prevents her physical attendance at the meeting. I will now entertain a motion for her to participate.”

Jennifer Trippeer moved to allow Zavia to remotely participate in the October 26, 2022 DEI Commission meeting.

The motion was seconded by Jake Krug and carried unanimously.

Sabrina asked Zavia to state the location from which she was participating. Zavia responded that she was at 104 Grubert Avenue, Staunton. Sabrina asked the commission and the audience if they could hear Zavia. The response was affirmative.

1. Approval of Minutes: Nathaniel moved to approve the minutes of the October 12, 2022 DEI meeting. The motion was seconded by Jennifer and carried unanimously.

2. Discussion with Invited Community Partners – Augusta Health, Virginia Department of Health, Valley Community Services Board

A. Valley Community Services Board: Kathy Baker, facilitates the Racial Equity and Social Justice Committee for the CSB, participated via Zoom. The committee has been operating for the last three years and are looking for ways to improve Equity. Also participating via Zoom was Michelle Beverly, CSB’s Emergency Services Department and Judicial Liaison.

a. What are the three most important data pieces that we should know about, that you collect and/or have access to, that will help Staunton address issues of diversity, equity and inclusion?

i. Race, ethnicity and gender are collected from every person who wants services. However, the CSB collects so much more data than that because of their funding sources and the reporting that is required. The data is sent to the Department of Health and Behavioral Human Services (this does have a public dashboard).

b. Through the lens of DEI, what other data and resources are you aware of that we should pay attention to?

i. Preferred language and then make every attempt to provide live interpreters for any language. The DEI should look at interpreting agencies in the community and what they provide.

1. The City of Harrisonburg has all documents available in English, Spanish and Vietnamese

ii. Look into the refugee resettlement program, New American Program

c. What other stakeholders do you work with that we should speak to?

- i. Equity Action Committee that has both public and private persons, a part of the Department of Health and Behavioral Health Services.
- ii. RISE
- iii. Staunton Police Department, what is their role? They have a Crisis Intervention Team Program
- iv. Local court systems
- v. Shenandoah Valley Social Services
- vi. School systems
- vii. Health Department
- viii. Social Security

d. What ideas do you have for the Commission to engage with the community and what is the best platform to open that discussion?

- i. Community Chats – at the agency level, hosted luncheons where various diversity-based topics are discussed
- ii. Be more visible in the community with several outreach projects
- iii. Connect with the LGBTQ community and present information about services
- iv. Federal grants to go into communities that are underserved, presenters are tasked to talk about barriers to mental health.

e. Of the people you serve, are there barriers that you are aware of to the services you provide (access, inclusivity, etc.)?

- i. Non-English speakers, Latinx fair
- ii. BIPOC community, working to find ways to make those connections
- iii. More diversity is needed among staff members

Jennifer asked how the CSB identified underserved communities. There is no formal discovery taking place but staff are aware of who does not use their services; focus on deaf, black, Hispanic and LGBTQ communities.

Susan asked how the CSB addressed the BIPOC community reluctance to engage with services. Valley partners with local community leaders; recognizing that this group does not seek service; making sure they have access to services no matter the income.

For future discussion is how CSB intends to address their staffing issues and lack of diversity.

B. Krystal Moyers from Augusta Health and Laura Lee Wight and Sade Bowers from the Health Department answered questions concurrently.

a. What are the three most important data pieces that we should know about, that you collect and/or have access to, that will help Staunton address issues of diversity, equity and inclusion?

- i. Patient data — social determinants of health data — conditions that impact health and quality of life and tie this data to intervention programming.
<https://health.gov/healthypeople/priority-areas/social-determinants-health>

- ii. Aggregate patient data and health status — chronic diseases and how tie to screening and prevention.
- iii. Community Health Needs Assessment
- iv. Health Department — handouts provided with some data resources that are available to the public. <https://virginiawellbeing.com/virginia-community-health-improvement-data-portal/>
- v. <https://www.vdh.virginia.gov/data/>
- vi. <https://www.vdh.virginia.gov/coronavirus/see-the-numbers/covid-19-in-virginia/>
- vii. Adult smoking, adult obesity and access to primary health care

b. Through the lens of DEI, what other data and resources are you aware of that we should pay attention to?

- i. Virginia Department of Health data
- ii. Blue Ridge Area Food Bank and mapping food insecurity
- iii. CAPSAW community needs report
- iv. ALICE report
- v. Central Shenandoah Planning District Commission data and reports. <https://www.cspdc.org/covid19-recovery/pandemic-recovery-resiliency-plan/>
- vi. Language dashboard — unsure of the name and source, but corresponds with the seasonality of migrant workers in the area

c. What other stakeholders do you work with that we should speak to?

- i. Area nonprofits
- ii. Local schools
- iii. Faith community nurse network
- iv. Family Patient Advisory Council at Augusta Health
- v. Latino Health Fairs
- vi. Long-term care facilities
- vii. Valley Program for Aging Services
- viii. Office on Youth

d. What ideas do you have for the Commission to engage with the community and what is the best platform to open that discussion?

- i. Go to where the people are: look for the natural leaders in the community and natural community spaces for listening sessions.
- ii. Always share the information and access between the agencies.
- iii. How can the “government” break down those negative stereotypes?

e. Of the people you serve, are there barriers that you are aware of to the services you provide (access, inclusivity, etc.)?

- i. Transportation
- ii. Culture and language
- iii. Education
- iv. Technology
- v. Trust
- vi. Rural population
- vii. Clinic times and where services should be located

- 196 **viii.** Staffing with folks who are from the community that is served and a diverse
197 staff
198

199 Daniel Stuhlsatz asked if the data that Augusta Health collected was accessible. The Community
200 Health Needs Assessment is available and not all data is protected, so just ask.
201

202 Sabrina asked if the Commission could get connected to the Faith Community Nurse Network.
203 Krystal will make the connection with an email blast to that community.
204

205 Mark Jeter asked if Augusta Health had its own DEI initiatives. Krystal stated that the training
206 could be better, but they are investigating diversity training.
207

208 AhnThu Nguyen asked what the Wellness Disparity Profile. It measures access to care and paying
209 for care. Segregation is an indicator.
210

211 Laura Lee and Sade stated that they would share materials with the Commission via email.
212

- 213 **3. Other Business.** The next steps for the Commission is to conceptualize the data that has been
214 gathered and pull together the plan of action.
215

216
217 **Adjournment**
218

219 The meeting was adjourned at 8:18 p.m.