

Meeting Agenda

**Diversity, Equity and Inclusion Commission
Community Connections Sub-Committee
Irene Givens Administration Building
Dr. Charles J. Waller Conference Room
(at Montgomery Hall Park)
1000 Montgomery Ave.
April 12, 2023
6:00 p.m.**

Call to Order

Proposed Agenda:

- 1. Approval of Minutes:** Meetings of March 15, 2023
- 2. Community Listening Sessions Planning**
- 3. Other Business**

Adjournment

DIVERSITY, EQUITY, AND INCLUSION COMMISSION

Community Connections Sub-Committee Meeting
(Joint meeting with Data & Research Sub-Committee)

March 15, 2023

6:00 p.m.

Dr. Charles J. Waller Conference Room
Montgomery Hall Park
1000 Montgomery Ave.

PRESENT: Sabrina Burress
Susan Venable
Mark Jeter
AnhThu Nguyen
Lou Boden

NOT PRESENT: Zavia Willis

ALSO PRESENT: Leslie Beauregard, City Manager
Brianna Parker, MBU Student (Volunteer)

Sabrina Burress called the March 15, 2023 sub-committee meeting to order at 6:03 pm.

1. **Approval of Minutes:** Susan moved to approve the minutes from February 22, 2023; Lou made the second; approved by all.

2. Community Listening Session Planning

a. Update from Sub Committee

- **VPAS** – suggested to meet their population where they are – *Aging with Confidence* (Stuarts Draft and Waynesboro); offer one in Staunton and pair with a listening session; feed them and give them gifts to take away.
- *Senior Café* – done many times a month and one in Staunton (MHP) – and would come and have lunch and combine with the listening session.
- Next steps to meet with the VPAS coordinator
 - Move June 8th to the 7th at 11am – Senior Café
 - Aging with Confidence – don't know the date yet
- **Staunton City Schools** – the schools have already done this work with DEI and the city never came along to partner with them during their journey; would be willing to share information with parents about DEI; would support staff to attend the listening sessions.

- Other Locations need to be identified for the other sessions; See schedule of meeting dates and locations.
- **Booker T Alumni** – could have a special session with them later once a date is confirmed
- **Sin Barreras** – not sure they are in a position to support the work of the DEI Commission at this time; Sabrina will follow up.
- **Unhoused Community** – need to figure out the best way to engage this population.

b. Review of Listening Sessions questions

1. How do you experience Equity/Inequity issues that you are aware of or have encountered?
2. Are there barriers you have faced in the community that you believe resulted from a lack of diversity, equity, or inclusion (DEI)?
3. What are the resources that you use?
4. What are the resources that you need?
5. Would you like to share your personal experience in Staunton concerning discrimination and exclusion?
6. What challenges do you face in the Staunton Community?
7. Is there anything else you would like to provide or feel it is important for others to know?

c. Review of Listening Sessions Framework

- Smaller facilitated groups or a larger group? Need a facilitator with experience to help do this? Should we bring in more people not connected with the community? Spaces may not make it possible to break out into focus groups; and we don't know how many people may attend
- Katherine Barnes – could invite her to speak to the Commission about their role in these and what needs to happen.
- Data and taking notes during the sessions – we need to get feedback from Dr. Stacia about if we do this and how we do this;
- Invitation - could we ask participants who do want to share their story, be recorded, give their names – make those arrangements and then capture their story which may be included in the final report if they agree
- What other ways can we allow people to give feedback without coming? Survey? A way for them to contact DEI and do it without having to give their names?
- Risk of harm at gathering those stories because they may then have an expectation to receive help that may or may not be delivered.

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97 **3. Other Business**
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- 99 • EDA Forum on March 30th to mention the Business Meet and Greet
100 • Next Meeting – April 12th, 6pm, MHP – invite Katherine Barnes
101 • Brianna to work on a flyer for the Listening Session on April 23rd
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104 **Adjournment**
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106 The meeting was adjourned at 7:27 pm.