

Meeting Agenda
Diversity, Equity, and Inclusion Commission
Montgomery Hall Park
Irene Givens Administration Building
Dr. John Chiles Activity Room
October 16, 2024
6:00 p.m.

Call to Order

Proposed Agenda:

1. Approval of Minutes

DEI Commission –August 14, 2024

2. Introductions/Ice Breaker

3. Discussion of Onboarding Mini Retreat

- a. Overview of feedback @ onboarding discussed at August Meeting
(see Minutes for summary)
- b. Other input from Commission Members
- c. Date options

4. Other Business

- a. Housing Strategy Work Group
- b. Other business by Commission members

Adjournment

DIVERSITY, EQUITY AND INCLUSION COMMISSION

Meeting
August 14, 2024
6:00 p.m.
Caucus Room
City Hall

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

ABSENT: Alice Woods, Council Liaison

ALSO PRESENT: Adam Campbell, City Councilmember
Leslie Beauregard, City Manager
Morgan Smith, City Manager's Office

City Manager Leslie Beauregard opened the August 14, 2024 DEI meeting.

1. Approval of Minutes:

- a. Sabrina Burress moved to approve the minutes of the March 20, 2024 DEI Commission meeting. The motion was seconded by Jennifer Trippeer and carried unanimously.

2. Discussion of Onboarding Process for DEI Commission

- a. City Manager Leslie Beauregard shared that Thomas Bullock and Peter Stephenson from Virginia Risk Sharing Association (VRSA) will work with the Commission at an organizational meeting, will discuss changes to bylaws, re-engage with recommendations and discuss process. We hope to have a half-day retreat soon.
- b. Discussion ensued regarding what the Commission felt like needs to happen when the new commission members were appointed. Sabrina wanted to make sure that everyone had their voices heard. Something for other community members to hear their experience and share that.
- c. Jennifer stated that team building needs to begin as soon as possible. Everyone agreed that team building was needed and expectations needed to be established.
- d. It was recommended that staff reach out to Councilmember Woods for her ideas on what onboarding should look like.
- e. Mark Jeter is interested in hearing from the new member and what their experience outside the Commission has been and where do they want to go DEI. Also, what made them want to be on the Commission.
- f. Lou Boden would like the City Council to give them a statement of support, and to hear from them and to reinforce the DEI work. He also recommended that a DEI vision statement/elevator speech be developed.
- g. Discussion continued regarding ways to educate the community about the work that DEI will continue to do and continue to explain and define what DEI is.

3. Other Business

The next meeting will be at 6 p.m. on Wednesday, Sept. 18, location TBD.

Leslie also shared that Dr. Robin Stacia will be working with the City's Management Team on internal DEI work.

Adjournment

The meeting was adjourned at 6:25 p.m.

*at request of Commission members:

- 2-year term, ending June 30, 2026: Sabrina, AnhThu, Susan
- 1-year term, ending June 30, 2025: Lou, Mark, Jennifer