

**Meeting Agenda**  
**February 19, 2025**  
**Diversity, Equity, and Inclusion Commission**  
**School Board Conference Room**  
**2<sup>nd</sup> Floor City Hall**  
**116 West Beverley St.**  
**6:00 p.m.**

**Call to Order**

**Proposed Agenda:**

**1. Approval of Minutes**

DEI Commission Meeting – January 15, 2025

**2. Discussion of Current Commission Vacancy**

a. Resignation of Jennifer Trippeer and Timeline to Fill Vacancy

**3. Continuation of Discussion from December DEI Commission Meeting/Onboarding Retreat**

a. Subgroups Discussion and Proposed Definitions

b. Discussion of Action Items

**4. Other Business**

**Adjournment**

**DIVERSITY, EQUITY AND INCLUSION COMMISSION**

Meeting

January 15, 2025

6:00 p.m.

School Board Conference Room

City Hall, 2<sup>nd</sup> Floor

**PRESENT:** Lou Boden (remote participant)  
Sabrina Burress  
Mark Jeter, Vice Chair  
Charles Lawson  
Raven Moore  
Keisha Nicholson  
Susan Venable  
Jordan Zipser

**ABSENT:** Cecilia Carpenter  
AnhThu Nguyen, Chair  
Jennifer Trippeer  
Alice Woods, Council Liaison

**ALSO PRESENT:** Leslie Beauregard, City Manager  
Josh Knight, Engagement & Communications  
Morgan Smith, City Manager's Office

Mark Jeter called the meeting open at 6:02 p.m.

Mark stated “we received a request from Lou Boden to participate remotely in January 15, 2025 DEI Commission meeting due to a medical matter that prevents his physical attendance at the meeting. I will now entertain a motion for him to participate.”

Sabrina Burress moved to allow Lou to remotely participate in the January 15, 2025 DEI Commission meeting. The motion was seconded by Jordan Zipser and carried unanimously.

Mark asked Lou to state the location from which he was participating. Lou responded that he was at his home. Mark asked the commission and the audience if they could hear Lou. The response was affirmative.

**1. Approval of Minutes**

Sabrina moved to approve the minutes of the December 18, 2024 DEI Commission meeting. The motion was seconded by Susan Venable and carried unanimously.

**2. Consideration and Approval of Revised DEI Commission Bylaws**

Jordan moved to approve the revised DEI Commission Bylaws as presented. The motion was seconded by Keisha Nicholson and carried unanimously.

**3. Recap and Continuation of Discussion from December DEI Commission Meeting/Onboarding Retreat**

**a. Review of City of Staunton Community Survey Results**

City Manager Leslie Beauregard shared the 2023 City of Staunton Community Survey results with the commission. Many follow up questions were asked, and staff will get that information to the commission as soon as possible.

- Is there a way to see where those who were in the random sample lived?
- Is there a way to see where respondents lived?
- Can the city get more in depth options as far as result reports? Is there a way to purchase extra features?
- How well was this survey advertised and are there better avenues to getting the information out?
- Is there a way for citizens to sign up to get the survey (instead of just a random sample) and is there a way to have the survey expire?

The commission also discussed the possibility of doing some target surveys with POLCO to dig deeper into the survey results. Commission members agreed to take a stronger look at the survey to see what they would like to find out more information.

**b. Subgroups Discussion and Proposed Definitions**

A brief discussion ensued regarding the possibility of the commission keeping the Data & Logistics subcommittee and the Community Connections subcommittee. The commission will work at the next meeting to continue to expand upon these ideas and start to identify tasks for each subcommittee.

**c. Discussion of Action Items**

With the Chair being absent, as well as additional commission members, this discussion will occur at the next meeting.

**4. Other Business**

The next meeting will be at 6 p.m. on Feb. 19 in the School Board Conference Room.

**Adjournment**

The meeting was adjourned at 7 p.m.