

Meeting Agenda
June 18, 2025
Diversity, Equity, and Inclusion Commission
School Board Conference Room
2nd Floor City Hall
116 West Beverley St.
6:00 p.m.

Call to Order

Proposed Agenda:

- 1. Approval of Minutes**
DEI Commission Meeting – May 21, 2025
- 2. Subcommittee Report Out**
 - a. Community Connections
 - b. Data and Research
- 3. Comprehensive Plan Community Engagement Event**
- 4. Discussion of DEI Commission Recommendations and Report Implementation (**Attachment 1**)**
 - a. Subgroup Discussions (Split into subgroups)
- 5. Going ‘Round the Circle!**
- 6. Other Business**

Adjournment

-The **Data and Research subcommittee** will advise city council and City departments on best practices for promoting inclusive and equitable policies reflective of our diverse community. This subcommittee will continue ongoing data collection and research and draft a work plan to address the recommendations published in December 2023.

-The **Community Connections subcommittee** will connect, engage, and build relationships with community members and organizations. This subcommittee will plan and lead community engagement efforts and connect the broader community to city initiatives and community resources.

2. City priorities for Commission Recommendations

-After discussion with Weldon Cooper Center, City staff have identified the following DEI recommendations that could be quickly prioritized.

- B2: Best practices for onboarding/training for city employees and commissions
- C2: Researching models for the Staunton Equity Network
- Best practices on community building, engagement, trust building – how can we improve how the city is communicating and engagement with community members who are not usually engaged or trusting

3. Engagement with the City of Staunton Comprehensive Plan

The Commission discussed hosting a community engagement event to increase awareness of the Comprehensive Plan process and boost engagement and input from our underrepresented/ marginalized communities.

DIVERSITY, EQUITY AND INCLUSION COMMISSION

Meeting
May 21, 2025

6:00 p.m.

School Board Conference Room
City Hall, 2nd Floor

PRESENT: Sabrina Burress
Cecelia Carpenter
Mark Jeter, Vice Chair
Charles Lawson (remote participant)
Raven Moore
AnhThu Nguyen, Chair
Keisha Nicholson
Susan Venable
Jordan Zipser

ABSENT: Cecelia Carpenter
Raven Moore

ALSO PRESENT: Alice Woods, Council Liaison
Leslie Beauregard, City Manager (remote participant)
Josh Knight, Engagement & Communications
Kiley Kesecker, Clerk of Council

AnhThu Nguyen called the meeting open at 6 p.m.

AnhThu stated “we received a request from Charles Lawson to participate remotely in the May 21, 2025 DEI Commission meeting due to a personal matter that prevents his physical attendance at the meeting. I will now entertain a motion for him to participate.”

Sabrina Burress moved to allow Charles to remotely participate in the May 21, 2025 DEI Commission meeting. The motion was seconded by Susan Venable and carried unanimously.

AnhThu has Charles to state the location from which he was participating. Charles responded that he was in Burlington, VT. AnhThu asked the commission and the audience if they could hear Charles. The response was affirmative.

1. Approval of Minutes

Sabrina moved to approve the minutes of the March 19, 2025 DEI Commission meeting. The motion was seconded by Susan and carried unanimously.

2. Comprehensive Plan Community Engagement Event

- a. AnhThu shared that the Comprehensive Plan Community Engagement Event was scheduled for June 25, from 5:30-7 p.m. in the Staunton High School cafeteria. Attendees will review findings from earlier public input and provide feedback on the city’s draft vision and goals. Participants are encouraged to provide input on land use, housing, transportation, and quality of life.

- b. Discussion ensued regarding general outreach and targeted marketing. It was decided that the Community Connections sub-committee should develop an engagement plan.
- c. AnhThu proposed that the Commission plan a separate engagement event on behalf of the DEI Commission. A suggested that the Commission reach out to community leaders to strengthen connections and increase participation. Commission members were reminded of the importance of visibility and representation at community events.
- d. Discussion around timelines for finalizing event materials and the simplicity and focus of effective messaging. All materials designed on behalf of the Commission needs to be approved by the City Manager’s Office.

3. Discussion of DEI Commission Recommendations and Report Implementation

a. *Discussion of Action Items and Recommendations*

b. *Subgroup Discussions*

- i. Data & Research Sub-Committee: Charles, Cecilia, Sabrina, Raven
 - 1. Main focus will be B2, C2
- ii. Community Connections Sub-Committee: Jordan, Susan, Keisha, AnhThu, Mark
 - 1. Jordan and Keisha will be co-chairs

4. Other Business

a. *Building Bridges Feedback Summary (AnhThu)*

- i. AnhThu and Susan provided a summary of the Building Bridges event.

b. *Update on DEI Commission Nominations and Appointment Process*

- i. The next meeting of Nominations is 4:30 p.m. on June 16

Adjournment

The meeting was adjourned at 7:11 p.m.