

**Meeting Agenda**  
**August 20, 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 – July 16, 2025
- 2. Subcommittee Report Outs**
  - a. Community Connections
  - b. Data and Research
- 3. Discuss Possible DEI Commission Retreat and Potential Dates**
- 4. Going ‘Round the Circle!**
- 5. Other Business**

**Adjournment**

## **Subcommittee Groupings and Definitions**

-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.

## **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  
July 16, 2025

6:00 p.m.

School Board Conference Room  
City Hall, 2<sup>nd</sup> Floor

**PRESENT:** Sabrina Burress (remote participant)  
Cecilia Carpenter  
Mark Jeter, Vice Chair  
Ian Callahan (remote participant)  
Charles Lawson  
AnhThu Nguyen, Chair  
Keisha Nicholson  
Belinda Polgar  
Susan Venable

**ABSENT:** Raven Moore  
Jordan Zipser  
Alice Woods, Council Liaison  
Leslie Beauregard, City Manager

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

AnhThu Nguyen called the meeting open at 6:03 p.m.

AnhThu stated “we received a request from Sabrina Burress to participate remotely in the July 16, 2025 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.”

Mark Jeter moved to allow Sabrina to remotely participate in the July 16, 2025 DEI Commission meeting. The motion carried unanimously.

AnhThu asked Sabrina to state the location from which she was participating. Sabrina responded that she was on Springhill Rd, in Staunton. AnhThu asked the commission and the audience if they could hear Sabrina. The response was affirmative.

AnhThu stated “we received a request from Ian Callahan to participate remotely in the July 16, 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.”

Cecilia Carpenter moved to allow Ian to remotely participate in the July 16, 2025 DEI Commission meeting. The motion unanimously.

AnhThu asked Ian to state the location from which he was participating. Ian responded that he was Wisconsin. AnhThu asked the commission and the audience if they could hear Ian. The response was affirmative.

50  
51 **1. Approval of Minutes**  
52

53 Mark moved to approve the minutes of the June 18, 2025 DEI Commission meeting with  
54 corrections. The motion carried unanimously.  
55

56 **2. Introduction of New Commission Members/Ice Breaker**

- 57 a. Belinda Polgar introduced herself and shared her background, including her work  
58 in minority issues and her experience in starting a boutique public affairs firm.  
59 b. Ian Callahan introduced himself and mentioned his work as a communication  
60 specialist for the Movement Advancement Project and his background in sociology.  
61 c. Discussion continued with each board member, and city staff that was present,  
62 introducing themselves and sharing why the DEI Commission was important to  
63 them.  
64

65 **3. Subcommittee Report Outs**

- 66 a. Community Connections: Keisha Nicholson (chair) stated that the subcommittee  
67 had not been able to meet since their first meeting. Discussion ensued regarding  
68 making the commission more visible in the community and plans for future events.  
69 It was suggested that the commission consider setting up outreach events at  
70 apartment complexes to increase community engagement.  
71 b. Data and Research: Cecilia (chair) discussed their focus on city onboarding  
72 practices and their efforts to gather materials from the city.  
73

74 **4. Going ‘Round the Circle!**

- 75 a. Sabrina shared that the Staunton Chapter of the NAACP received three donations  
76 for youth memberships. Youth under the age of 20 are encouraged to participate as  
77 memberships include the monthly meetings, being available to support initiatives  
78 and attend conferences.  
79 b. The NAACP Freedom Fund Banquet is October 11 at Silver Line, time TBA  
80 c. Love Forward is having a Create & Skate in August, date TBA. They also have  
81 creative nights for adults twice a month.  
82 d. Staunton Social Outdoor Queers has open Park Yoga on the 3<sup>rd</sup> Saturday of the  
83 month, 9 a.m. at Gypsy Hill Park Bandstand, August 16, September 20 and October  
84 18.  
85 e. The Box is a new night space opening at 1 N Central Ave – in the old Tempest Bar  
86 and Lounge. Soft opening is July 25.  
87

88 **5. Other Business**  
89

90 There was no other business.  
91

92 **Adjournment**

93  
94 The meeting was adjourned at 7:08 p.m.