

City of Staunton

Diversity, Equity and Inclusion Commission Retreat

Saturday, November 8, 2025

R.R. Smith Center, 20 S. New Street, 2nd Floor Meeting Room

9:00 a.m. to 4:00 p.m.

AGENDA

1. Team Time – Getting to Know Each Other and Working Together

2. Moving Forward with the Current Landscape (sharing/open discussion)

What are impacts of Federal Executive Orders? What are the boundaries of what the commission can undertake, and how to continue to represent the City of Staunton in a positive way despite deepening political divides nationally?

3. Break Out Session – Community Connections, and Data and Research Committees to Meet Separately (facilitated)

Each group discusses top work plan priorities from overall DEI Commission recommendations. Develop tangible timelines for what will be done when and by whom over the next six to twelve months.

4. Reconvene and Report Out from Committees (facilitated)

Share and brainstorm about planned activities and undertakings.

5. Lunch Break (possible working lunch)

6. Finalize Strategic Plan of Action to Present to City Council (facilitated)

7. Recap and Observations

Retreat Facilitation Provide by Virginia Risk Sharing Association:

Thomas Bullock, Director of Education and Training

Peter Stephenson, Local Government Specialist