

Meeting Agenda
Diversity, Equity and Inclusion Commission
Data & Research Sub-Committee
February 18, 2026
School Board Conference Room
2nd Floor City Hall
116 West Beverley St.
5:15 p.m.

Proposed Agenda:

Call to Order

- 1. Approval of Minutes**
 - a. November 19, 2025**
 - b. January 21, 2026**
- 2. Review and Discussion of City Onboarding**
- 3. Other Business**

Adjournment

**DIVERSITY, EQUITY AND INCLUSION COMMISSION
DATA & RESEARCH SUBCOMMITTEE**

Meeting
November 19, 2025

5:15 p.m.

School Board Conference Room
2nd Floor, City Hall
116 W Beverley St.

PRESENT: Cecilia Carpenter, Charles Lawson, AnhThu Nguyen and Susan Venable

ABSENT: Sabrina Burress, Nat Slater

Cecilia called the meeting open at 5:22 p.m.

1. Approval of Minutes n/a

2. Review and Discussion of City Onboarding

a. Discussion of data received from the city

i. Cecilia shared a brief summary of data analyzed comparing applicant vs. hire statistics along lines of race and gender, from Q2 2025

ii. Some key takeaways:

1. High number of applicants did not specify race/ethnicity which may distort diversity metrics
2. What are some of the ways we might encourage better data collection?
3. Pipeline diversity varies significantly by job type – important to consider. Public-safety and operations roles drew less diverse candidates overall.
4. Racial diversity is lower (than city demographics) across most departments, though limited pockets exist.

b. Discussion of AnhThu's proposed scaffold for proposed changes and best practices recommendations to City onboarding and training

3. Other Business

- a. Action Item: Connecting with City's Human Resources department to discuss proposed recommendations and implementation timeline, feasibility

Adjournment

The meeting was adjourned at 5:55 p.m.

**DIVERSITY, EQUITY AND INCLUSION COMMISSION
DATA & RESEARCH SUBCOMMITTEE**

Meeting

January 21, 2026

5:15 p.m.

City Hall, 2nd Floor

116 W Beverly St Staunton, Va 24401

PRESENT: AnhThu Nguyen, Sabrina Burress, Nat Slater

ABSENT: Charles Lawson, Cecilia Carpenter

ALSO PRESENT: Josh Knight, Engagement and Communication Staunton City

AnhThu called the meeting open at 5:41 p.m.

1. Review of City Council Presentation

2. Next steps for D&R Subcommittee

- a. sharing the info from presentation with HR
- b. creating guided questions for the meeting
- c. creating a manner by which HR can provide feedback, self-assessment, and proposals for how to move forward.

3. New Business- n/a

- a. Action items- AnhThu will connect with HR to identify next steps to review, collaboration and collective next steps between commission and the city.

Adjournment

The meeting was adjourned at 5:57 p.m.