

Meeting Agenda
Diversity, Equity, and Inclusion Commission
Irene Givens Administration Building
Dr. John Chiles Activity Room
(at Montgomery Hall Park)
1000 Montgomery Ave.
October 26, 2022
7:00 p.m.

Call to Order

Proposed Agenda:

- 1. Approval of Minutes: October 12, 2022**
- 2. Discussion with Invited Community Partners**
- 3. Other Business**

Adjournment

DIVERSITY, EQUITY AND INCLUSION COMMISSION

Meeting

October 12, 2022

7:00 p.m.

Dr. John Chiles Activity Room

Irene Givens Administration Building

PRESENT: Sabrina Burress, Chair
Lindsey Lennon, Vice Chair
Lou Boden
Joamarie Garcia (remote participant)
Mark Jeter
Vicki Keyser
Jake Krug
Beth Nelsen
AnhThu Nguyen
Nathaniel Riddle
Daniel Stuhlsatz
Jennifer Trippeer (remote participant)
Susan Venable
Zavia Willis

ABSENT: Brenda Mead, Council Liaison

ALSO PRESENT: Leslie Beauregard, Interim City Manager
Andrea Oakes, Council Liaison
Kiley Kesecker, Clerk of Council

Chair Sabrina Burress opened the October 12, 2022 DEI meeting.

Sabrina stated “we received a request from Joamarie Garcia to participate remotely in the October 12, 2022 DEI Commission meeting due to a temporary medical condition that prevents her physical attendance at the meeting. I will now entertain a motion for her to participate.”

Vickie Keyser moved to allow Joamarie to remotely participate in the October 12, 2022 DEI Commission meeting.

The motion was seconded by Jake Krug and carried unanimously.

Sabrina asked Joamarie to state the location from which she was participating. Joamarie responded that she was at 411 Austin Avenue, Staunton. Sabrina asked the commission and the audience if they could hear Joamarie. The response was affirmative.

Sabrina stated “we received a request from Jennifer Trippeer to participate remotely in the October 12, 2022 DEI Commission meeting due to a temporary medical condition that prevents her physical attendance at the meeting. I will now entertain a motion for her to participate.”

Jake moved to allow Jennifer to remotely participate in the October 12, 2022 DEI Commission meeting.

The motion was seconded by Nathaniel Riddle and carried unanimously.

Sabrina asked Jennifer to state the location from which she was participating. Jennifer responded that she was at 14 Frontier Ridge Court, Staunton. Sabrina asked the commission and the audience if they could hear Jennifer. The response was affirmative.

1. Approval of Minutes: Nathaniel moved to approve the minutes of the September 28, 2022 DEI meeting. The motion was seconded by Vicki and carried unanimously.

2. Discussion with Invited Community Partners – Community Foundation of Central Blue Ridge and Community Action Partnership of Staunton, Augusta and Waynesboro

Dan Layman from the Community Foundation of the Central Blue Ridge and Anna Leavitt from CAPSAW, answered the five prepared questions from the DEI concurrently.

a. What are the three most important data pieces that we should know about, that you collect and/or have access to, that will help Staunton address issues of diversity, equity and inclusion?

- i. ALICE (asset limited, income restrained, employed) Reports provide information at the state and municipal levels by household type, general demographics and focus on people living in poverty and those that can find themselves in poverty quickly.
- ii. MIT living wage calculator is updated with the most recent federal data.
- iii. Area incomes and comparison data
- iv. Work of local nonprofits and their data are key sources.
 1. Anna has a lot of data that the organizations that work CAPSAW provide in regards to local trends.
 2. Dan has more of the qualitative data such as interviews, etc.

b. Through the lens of DEI, what other data and resources are you aware of that we should pay attention to?

- i. Valley Community Services Board, contact is Lydia Campbell.
- ii. Central Shenandoah Planning District Commission has a housing study for the entire district and very detailed information for Staunton.
- iii. Augusta Health collects a needs assessment for patients.
- iv. VA Dept of Health for health equity information.
- v. Head Start also collects a needs assessment for families.

c. What other stakeholders do you work with that we should speak to?

- i. Habitat for Humanity, Valley CSB, Valley Mission, Salvation Army, New Directions Center, Housing Authority, Artis Transitions, Community Child Care, Valley Program for Aging Services, Blue Ridge Legal Services, Blue Ridge Court Services, United Way, Renewing Homes of Greater Augusta

d. What ideas do you have for the Commission to engage with the community and what is the best platform to open that discussion?

- i. Listening to the community and setting aside what they may know about how people will have equitable outcomes; layers of challenges; not singular;
- ii. Go out to the community and where people are.
- iii. Think outside of the box at things that can cause strife. Court fines are an example, etc.

e. Of the people you serve, are there barriers that you are aware of to the services you provide (access, inclusivity, etc.)?

- i. Access to information issues; and most folks have no idea where to go to get help
- ii. Compounded if a person does not speak English as primary language or not from this area

Commission members also asked Dan and Anna what the Commission could recommend to City Council to improve inequity in Staunton.

- Housing and Child Care issues. Help drive community understanding and overall awareness of these issues as well as to remove the stigma that might be associated.
- The Staunton community would benefit from seeing these issues in the Comprehensive Plan.
- Encourage compassion and understanding of people and their situations and the language that is used to describe these services.
- Recommend actionable items that organizations, the community and City Council can complete.

Vicki asked if there was a need for coordination with the City. Anna stated that CAPSAW is already established with many agencies that are already there. More agencies have asked to do more for the community, but not without more funding.

Mark asked where the Staunton community is lacking in outreach or access. Dan shared that there are no clear options for English as a Second Language (ESL) constituents, especially Spanish speakers. Anna pointed out that the area is also lacking in options for the deaf population.

Jennifer asked if there was a central location for people who need assistance and are looking for information. Anna stated that she often sends people to the United Way website, but overall, there is not a site that lists all assistance available. Dan concurred and stated that people in need tend to rely on word of mouth.

Adjournment

The meeting was adjourned at 8:12 p.m.