

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

Meeting
April 15, 2026

5:15 p.m.

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

PRESENT: AnhThu Nguyen, Nat Slater, Charles Lawson, Raven Bruno, Cecilia Carpenter

ABSENT: Sabrina Burress

AnhThu Nguyen called the meeting open at 5:21 p.m.

1. Approval of Minutes

Minutes from the March 18, 2026 meeting were considered.

Motion: AnhThu moved to approve the minutes.

Second: Nat Slater.

Action: Minutes approved.

2. Review and Discussion of City Onboarding

Working with Human Resources

AnhThu provided a summary of her meeting with John Venn and Robin Wallace (Human Resources - City of Staunton). The group discussed the committee's proposal of DEI-related trainings for city employees, including leadership from partners advocating on behalf of their communities. No specific feedback was provided on the scaffold.

The group discussed potential challenges including:

- The logistical challenge of scheduling city staff across departments, potentially focusing on management and supervisory positions first, those in public-facing roles
- The breadth of roles (and responsibilities) across City employees – how to inform training content
- Engagement rate by employees for mandatory trainings
- Accessibility for roles that don't involve computer work
- Public perception/optics of utilizing city resources on DEI efforts

AnhThu shared experience of implementing cultural competency trainings for Augusta Health (AMG) and how participant feedback/pushback helped shape content and better outcomes. John

Venn and Robin thought the “Kindness Matters” campaign was effective in reaching a broad and diverse audience.

The subcommittee discussed:

- Next step is to attend the City’s Management Team meeting and continue to build relationships and enthusiasm for the Commission's efforts. Share the mission and vision of the DEI Commission, what we hope to accomplish, and how to address the needs and gaps identified by those present.
- Revisit scaffold with an eye towards what may be easiest to adopt
- Ask Community Connections to develop messaging in advance to be mindful of optics.
- Recruitment efforts have been minimal and could be a great area to build out capacity and make an impact on recruiting diverse job applicants. Previous recruitment efforts included occasionally sharing listings with church leaders and nonprofits.
- DEI Committee members can expand those connections. Include community colleges as potential outreach/pipeline.
- Potential for downstream data collection to quantify/assess recruitment efforts.

Next steps:

- Review materials from Human Resources, and draft recruitment communication email to partners (CC Human Resources)
- AnhThu and Cecilia will work with Leslie on attending an upcoming management team meeting

3. Other Business

No additional business was discussed.

Adjournment

The meeting was adjourned at 5:56 p.m.