

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

Meeting
May 20th, 2026

5:15 p.m.

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

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

ABSENT: Sabrina Burress, Nat Slater

Cecilia Carpenter called the meeting open at 5:20 p.m.

1. Approval of Minutes

Minutes from the April 15, 2026 meeting were considered.

Motion: Charles moved to approve the minutes.

Second: AnhThu

Action: Minutes approved.

2. Review and Discussion of City Onboarding

The subcommittee discussed strategy and potential frameworks for discussion for the upcoming June 1st meeting with the City's Management Team.

Overview:

- sharing the work of the DEI Commission and the specific recommendations under purview of the Data and Research subcommittee
- emphasize our role for support, training, capacity building
- provide opportunity for information and feedback sharing, learning the unique needs across all City Departments
- How do they define DEI? Where do they see those impacts/outcomes in their day-to-day work?
- Opportunity for myth-busting, acknowledging current climate of pushback against DEI initiatives
- What barriers exist to building a more diverse workforce?
- How can we improve and track outcomes (typically associated with effective DEI initiatives), including productivity, team cohesion, employee engagement/retention

The subcommittee also discussed continued efforts to improve the recruitment and community engagement process to encourage diverse applicants.

-This should be an area of focus and presents an opportunity for impact.

-Could the subcommittee develop a toolkit that can be systemically used for recruitment, including community connection points, most effective communication tactic (email, vs other), list of partners

-Are there effective department specific strategies?

-How are efforts/decisions documented? Can this be more data-driven (and transparent!) of a process?

-Formal incorporation of recruitment pipelines (internships, graduate-level programs)

Next steps:

- AnhThu to prepare formal materials to send to City Management Team (week prior)
- Since Cecilia is unable to attend, Charles will verify his schedule for June 1. Otherwise, Raven can be available at attend.
- Raven to research best practices and effective strategies for recruitment
- AnhThu to compile a more expansive network to share recruitment information, to include CC community partners, local non-profits, community workforce development roles, academic/higher-ed

3. Other Business

No additional business was discussed.

Adjournment

The meeting was adjourned at 5:52 p.m.