

MINUTES
WORKFORCE DIVERSITY AND INCLUSION COMMITTEE
MAY 24, 2006 3:30 P.M.
BEVERLY LIVESAY CONFERENCE ROOM

Present: James Dennis; Chantalise DeMarco; Lynette Chappell-Williams; Carol Griep; Audrey Cooper; Satomi Hill; Cathy Covert; Leslyn McBean-Clairborne; Kathy Herrera; Anita Fitzpatrick; Kit Kephart; Larry Roberts; Robert DeLuca; Betsy Doling; Lisa Holmes

Called to Order

The meeting was called to order at 3:30 p.m.

Announcements

The following announcements were made:

- Diversity Roundtable, June 1. The event is full; 120 people have registered. Ms. Chappell-Williams will report back to the Committee.
- Mrs. McBean-Clairborne thanked the Committee for continuing to meet.
- Dragon Boat Race, July 15
- GIAC Festival, June 10
- Juneteenth Celebration, June 24
- Southside Fundraising Raffle, 100 tickets available (\$20 per ticket)
- Roast for Casey Stevens this evening at the Women's Community Center

Reports from Subcommittees

Candidate Demographic Questionnaire form

Mrs. McBean-Clairborne said Pat Pryor contacted her and said she has had conversations with the LGBT groups and has some recommendations she would like to share with the Committee. Mrs. McBean-Clairborne agreed to let Ms. Pryor know an appropriate date for her to attend a meeting. A brief discussion followed and it was noted that this form is no longer used.

Marketing

Ms. Kephart said the subcommittee met last week and Mr. Roberts is working on putting together a budget of expenses for moving forward. The subcommittee also discussed the logo and will show it at a future meeting during a formal presentation. Following discussion and a review of potential colors, the group is proposing to continue with the logo as originally presented. Mr. Roberts and Ms. Thompson will be putting together a budget for the kick-off events and will have some ideas of how the logo will be used. It is hoped the kick-off events will begin in August on the Commons.

Shell Plan

Ms. Chappell-Williams updated the Committee on the progress being made with the Shell Plan. The subcommittee will be restructuring, reformatting, revising and merging the existing Affirmative Action Plan and other relevant policies. Mr. Whicher said the hope is to have a draft of the plan by the next meeting.

Diversity Statement

Mrs. McBean-Clairborne asked that the Diversity Statement as presented to the Legislature at their last meeting be withdrawn from the agenda as she had several questions and proposed revisions she wanted to discuss.

Discussion followed and many of the recommended changes were accepted by the Committee and would be reflected in the resolution.

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Mrs. McBean-Clairborne said she wants to make diversity and inclusion a natural part of life and suggested adding the following goal:

“H. Create and maintain a fabric of an organizational culture that promotes openness to multiple perspective and a change toward inclusive cultural communication.”

Discussion followed and it was felt there also needs to be a mechanism in place as well for dealing with issues recognized such as a suggestion box.

Further discussion followed and Mr. Joseph suggested the following wording for paragraph H and the Committee agreed with adding it to the resolution: “H. Make conscientiousness of diversity issues a regular part of daily functioning that is internalized by all County personnel.”

At the Legislature meeting, Legislator Booth recommended revising the language in paragraph 11; the Committee agreed, however, it requested the word “encourage” be changed to “ensure”. The revised language as accepted will be incorporated into the resolution.

Mrs. McBean-Clairborne raised a question regarding paragraph 9 under Expectations and suggested adding “evaluation”. Following discussion, the Committee agreed to leave the paragraph as proposed as it felt there would be enough information provided.

Mrs. McBean-Clairborne also questioned paragraph 13 and felt there should also be an evaluation team as opposed to just the County Administrator evaluating department heads on the effectiveness of diversity and cultural change.

Following a lengthy discussion, the Committee expressed support for having a team that evaluates the diversity aspects, but suggested paragraphs 11-14 be separated into a separate section. Mr. Whicher recommended the paragraphs follow a heading called “Responsibilities”. Mrs. McBean-Clairborne offered to look at the paragraphs and recommend language for clarity and send out to the Committee for feedback.

Adjournment

The meeting adjourned 4:55 p.m.