

## Diversity, Equity and Inclusion Committee Meeting

Date: November 16, 2022; 10:30 AM

Location: Virtual



# Meeting Minutes

## I. Welcome & Introductions

**Members Present:** Renee Chalmers (Chair), Shawne Farmer, Jennifer Kohn, Ethel Reeves, Sterling Wilder, Christian Wiscovitch

**Staff Present:** Traci Blido, Lori Cumbo

**Guest Speaker:** Hollie Jennings

Renee welcomed members, staff and guests and promptly began the meeting at 10:35 AM.

## II. Approval of 7-22-22 and 8-16-22 Meeting Minutes

The motion was made by Sterling Wilder and seconded by Christian Wiscovitch, to approve the 7-22-22 and 8-16-22, meeting minutes. The motion was unanimously approved.

## III. Guest Speaker:

Hollie Jennings, Diversity, Equity & Inclusion Specialist with the City of Lynchburg, provided an overview and presentation of her role, responsibilities, and DEI initiatives within the City of Lynchburg. Hollie stated she has been in her role since May of 2022. Since that time, she has insured compliance through the creating of EEO and Title VI Plans, provided training to supervisory employees through the Action for Change Program and is developing a city-wide internal DEI plan to include employee satisfactions surveys, data stories, departmental assessments, and the creation of teams to develop plans. She stated the focus of the city is on the "I" for Inclusion.

The committee and Ms. Jennings discussed ways we could collaborate in a unified effort to ensure equal access to all residents in the city as well as the broader community.

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### IV. Updates/initiatives

- Renee provided an update on current or pending regional layoffs totaling approximately 1000 employees from Newell Brands, Gunnoe's Sausage, MasterBrands and KDC.
- Renee stated a Rapid Response event is scheduled at Newell Brands on 12/31. The Rapid Response Team will also be coordinating a presentation in Spanish and are waiting on confirmation of a time and date for this event.
- Christian stated on 12/7 the first Community Academy will meet, bringing together community providers who serve individuals with disabilities and individuals living in poverty. This will be a time to network, learn about resources and collaborate on how to ensure access and services to these individuals.

### V. Closing Comments

The next DEI Committee Meeting will be on 12/21/22 at 10:30 AM. Renee requested members be ready to discuss where the committee would like to start our outreach efforts.

### VI. Adjourn

There being no further business the meeting was adjourned at 11:22 AM.