

## Diversity, Equity and Inclusion Committee Meeting

Date: August 16, 2022; 10:30 AM

Location: Virtual



# Meeting Minutes

- I. Welcome & Introductions (Renee):** Renee opened the meeting at 10:35 AM and welcomed members.

**Members Present:** Renee Chalmers, Shawne Farmer, Christian Wiscovitch, Cheryl Toler

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

- II. Approval of 7-20-22 Meeting Minutes (Renee):** A quorum was not met, and meeting minutes could not be approved.

- III. Update on Spanish Translation of Orientation (Renee):** Renee thanked Christian for working with Tim Saunders to update the translation of VCW's orientation video to Spanish. The video has been uploaded to our website and can be viewed here: <https://www.vcwcentralregion.com/orientation/>

- IV. Update on meeting with Hispanic community (Traci & Christian)**

Christian stated he and Traci had a meeting with Maria and Jackie from CCALC. Maria was very excited and encouraged about the translation of the orientation video to Spanish. Discussions included how they recruit individuals to serve, stating at present they work out of a centralized office in someone's home in downtown Lynchburg. They meet weekly and provide a multitude of services to assist members of the Hispanic community. Through the years they have assisted approximately 1,000 families.

Traci stated Maria and Jackie were very excited to learn about ESL services available through ACE. Traci shared links to ACE and our other partners including VEC, DARS and Title 1. Traci also stated she reached out to Renee as Maria and Jackie may be available to speak at an upcoming DEI Committee meeting to discuss their services and further strategize how we can work together to

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serve the Hispanic community in our region. Renee to reach out to them to schedule a presentation date.

Renee stated she would be interested in partnering with CCalc for an outreach event either at the VCW Lynchburg Center or partnering with Parks and Recreation for an event downtown. Traci stated she would talk to Tim to get together some possible dates for the outreach event.

### V. Inclusive Excellence (IE) Model Presentation and Q & A (Christian) –

Christian gave an overview of EO and disability law. He provided insight on the IE Model and how DARS implements it within their organization. IE is based on the following initiatives which are flexible. They are Access & Success, Institutional Climate & Intergroup Relations, Education & Scholarship, Institutional Engagement, and Community Engagement. He gave examples of how both DARS and the University of Virginia are using this model and the initiatives they are focusing on.

The DEI Committee has decided to focus on the Community Engagement initiatives. Christian and the committee discussed ideas on how to move forward with this initiative to include:

- Connect with leaders in the community of underserved populations to discuss the goals of our committee
- Invite the leaders to meet our partners
- Collaborate with the leaders to develop fairs or activities to learn about services.
- Determine the goal of people we would like to impact.
- Reassess in 90 or 120 days the outcomes of our efforts.
- Discuss strategies of hoe to impact other underserved populations in our area using the same successful approach.

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Additional ideas included:

- Reaching out to 211 to determine the top 10 organizations individuals in need are referred to and meet with their leaders.
- Reach out to Community Access Network to inquire on their DEI initiatives.

### VI. Closing Comments

Renee requested committee members come prepared to share ideas on where we want to start with our outreach initiatives. She stated she was in favor of partnering with CCALC for the outreach event with the Hispanic community.

Meetings occur the third Wednesdays of the month at 10:30 AM.

### VII. Adjourn (Renee)

There being no further business the meeting was adjourned at 11:20 AM.