

Council on Diversity Affairs Executive Board
Minutes
January 17, 2017

4:00 p.m.

Welcome
Minutes Approval

Meeting called to order by Maureen Richardson
Sylvia Norman moved the minutes be approved as
written, 2nd by Shohaj Khanam. Motion carried

Attendance: Edie Mitko, Sylvia Norman, Carlos Baez, Maureen Richardson, Lourdes Cooke, Shohaj Khanam, Wendy Pyper, Emma E. Houston

Guest(s): Kathy Abarca - Racially Just Utah

Kathy provided information related to Racially Just Utah which is housed under the umbrella of the ACLU.

Community Lobby Training

Wednesday, February 1, 2017, 6:00 - 9 :00 p.m., Salt Lake City Downtown Library Main Auditorium

February 4th youth leadership advocacy Know Your Rights session will be conducted.

Youth Leadership & Activism Conference

Saturday, February 4, 2017, 9:30am - 4:30pm, Law and Justice Center, 645 South 200 East, SLC.

Breaking the Pipeline Symposium

Saturday, February 11, 2017, 9:00 AM - 5:00 PM, S.J. Quinney Law School, 383 S. University Street, S
Registration cost is \$16 or \$9 or \$5 based on financial request. raciallyjustutah@gmail.com

HB-460 sponsored by Representative Sandra Hollins is being followed closely - SCHOOL RESOURCE OFFICERS AND SCHOOL ADMINISTRATORS TRAINING AND AGREEMENT

Diversity & Inclusion Director

- Emma submitted the Select 25 grant application for the Diversity Dinner and is waiting to hear back.
- CODA volunteer hours are being tracked on the sign-in roster.

• Office of Diversity & Inclusion – What will these events look like?

- Juneteenth Freedom Heritage Festival – June 17, 2017
- Looking For a Great Career – Various
- MLK Marade – January 16, 2017 – East High School
- Stand Against Racism – April 2017 – Salt Lake County Government Center
- Pride Parade – June 2017
- Welcoming New Americans – September 16-25, 2017
- World Refugee Day 2017
- 11th Annual Salt Lake County Mayor's Diversity Dinner – October 16, 2017

• Health Subcommittee – Maureen Richardson

- Maureen reported on the new members who joined the health committee. The health committee will be brainstorming ideas for creating a public health message that the community can embrace.

Educate the community about all health resources and health options

- Healthy Minds/Healthy Families
- Provide opportunities to share community health related resources
- Support Partners in the Park
- Support Utah Foster Care Chalk Festival
 - Communities “Night Out Against Crime”
 - Opioid crisis – community awareness and health guidelines
 - State Health Committee campaign to educate the community
 - Night Out Against Crime
 - Museum of Natural History – Winter & Summer partnership/support
 - Flu, HPV & immunization information

Human Resources Subcommittee – Lourdes Cooke, Chair

- Staff from Salt Lake County Human Resources will attend the next meeting to discuss data, staffing patterns and hiring trends. They are asking the Human Resources subcommittee to help with targeted and specific recruitments.
- Demographics for Salt Lake County Sheriff’s personnel has been submitted. Of the 913 staff, 141 are ethnically diverse and 64 are Hispanic/Latino.

Implement an outreach strategy for increasing the County workforce to reflect the diverse labor force in Salt Lake County

- High School presentations - A Great Place To Work presentations
- Leadership Team dashboard updates reflecting diversity goals
- Salt Lake County hiring stats updates
 - Male/female/work positions, managers
- Training managers to hire for diversity
 - HR support to implement multi-discipline Diversity & Inclusion Training
- Workforce composition
 - Support Utah Foster Care Chalk Festival
 - Support MLK Diversity Conference

Human Rights Subcommittee – Alejandro Puy, Chair – Wendy Pyper, Co-Chair

- Wendy provided an update on the plans for the Stand Against Racism event. Using technology to engage younger employees regarding implicit bias. Emma and Wendy are working with IS to determine if the proposed project is doable. Harvard University offers a free online implicit bias test. <https://implicit.harvard.edu/implicit/>

Produce and support actions/strategies that support Human Rights & Inclusion

- Stand Against Racism – April 28th
- Juneteenth – June 17th – SLC
- Mayor’s Diversity Dinner
- MLK March – January 16th
- MLK Day of Service – January 21st
 - Emma and Wendy are registered to participate in the Day of Service. Their service will be to install smoke detectors in homes that do not have any.
- Nominate a Local Hero Award – yes, continue
- Pride Parade – yes, register the committee
 - Chinese New Year’s will be celebrated on January 28th at 4:30 p.m. at Cottonwood High School

- **Law Enforcement Subcommittee – Margarita Satini, Chair**
 - Law Enforcement Subcommittee did not meet in January, no report was discussed.
 - Demographics for Slat Lake County Sheriff’s personnel has been submitted. Of the 913 staff, 141 are ethnically diverse and 64 are Hispanic/Latino.
 - Captain Steve Anjewierden has announced his retirement.

To create a forum to develop positive relationships between Law Enforcement and their communities.

To reduce the disproportionate minority representation in the Juvenile Justice System

To have the Sheriff’s Office staff reflective of the community they serve

- Law Enforcement Hiring Criteria
- Law Enforcement Host Community Seminars
- Law Enforcement Job Fair Attendance
- Law Enforcement Training Criteria
- School Resource Officers Standards
 - Verify if POST is timed tested
 - Saturday Tutoring for POST in refugee community

Unfinished Business

Potential CODA Board Members

- Chandler Renteria
- Elizabeth Archuleta
- Okesene Mariner – Mayor appointment

Potential CODA Subcommittee Members Discussion

- Chandler Jordana
- Danney Cruz
- Iliana MacDonald – Health Subcommittee – confirmed)
- Jeremy Cunningham – Health Subcommittee

Upcoming community events

2017

- ✓ **January 18th – Public Meeting – Homeless Resource Center – Nibley Park School**
- ✓ **January 21st – MLK Day of Service <http://bennioncenter.org/forms/mlk-service-day.php>**
 - **AMERICAN RED CROSS HOME FIRE CAMPAIGN - 200 Central Campus Dr. Saltair Room, Salt Lake City, UT 84112 @ 8:30 a.m.**
- ✓ **Vietnamese New Year Celebration – Taylorsville High School @ 11:00 a.m.**
- ✓ **January 23rd – Utah Women’s March – City Creek Park @ 2:30 p.m.**
- ✓ **January 30th – What Every American Should Know: A Community Dialogue @ 6:00 p.m. The Viridian Center Library**

- **Women in the Freedom Movement – Salt Lake Community College**

February 8, 2017- Examines the black freedom struggle in America from the female perspective. The trail blazing contributions of Martin Luther King, Jr., Malcolm X, and Huey Newton are widely known. However, equally strong black women activists worked to educate and motivate people to embrace civil action. Panelists Angela Davis, Kathleen Cleaver, and Margaret Burnham share memories of female activism during the *Civil Rights Movement* of the 1960-70’s and perspectives about the on-going

struggle for “freedom” here in America and around the world. Michelle Goodwin will moderate the discussion and summarize issues raised.

- **Latinos In Action Leadership Conference** - Nuestra Voz (Our Voice) to participate through workshops or by hosting a booth
 - Weber State University - March 8
 - Utah Valley University - March 20
 - University of Utah - April 27

Next Meeting – February 21, 2017

**Please let me know if you will be attending or calling in for the meeting
Conference Call in Number - 1-877-820-7831 – Passcode 170404#**