

Mission Statement

The Council on Diversity Affairs (CODA) is an advisory board to the Salt Lake County Mayor, and serves as a liaison and ambassador between various diverse communities and Salt Lake County.

CODA supports and promotes an inclusive community and government for all through dialogue, respect, action and civic engagement to bring about meaningful sustainable change that unites and strengthens Salt Lake County.

Council on Diversity Affairs Board Minutes - August 15, 2016

4:00 p.m. **Welcome** Emma E. Houston, Director
 Minutes Approval Buu Diep, Chair
 Maureen Richardson, Co-Chair

Acceptance of minutes were moved by Silvia Norman and 2nd by Carlos Baez and approved as written.

Attendance: Buu Diep, Carlos Baez, Edie Mitko, Lourdes Cooke, Maureen Richardson, Shohaj Khanam (phone) Silvia Norman, Emma E. Houston

Guest: Kathy Biele – League of Women Voters of Salt Lake

Kathy Biele, Co-President for the League of Women Voters of Salt Lake introduced herself and shared the reason for her attending the meeting. The organization is interested in diversifying their membership through outreach efforts to diverse and ethnic communities. The organization also conducts nationalization ceremonies. Ms. Biele is interested in receiving information on the Welcoming America week campaign.

4:05 Strategic Plans Review & Discussion

- **Office of Diversity Affairs**
 - Juneteenth – June 17, 2017
 - Looking For a Great Career – Various
 - Mayor’s Diversity Dinner – October 17, 2016
 - MLK Marade – January 16, 2017
 - Partners in the Park
 - Pride Parade
 - Stand Against Racism – April
 - Welcoming New Americans – September 16-25, 2016
 - World Refugee Day – June

- **Health –**

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”

- **Human Resources – (Review Pending) Lourdes Cooke, Chair**

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
- Workforce composition

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

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

- Juneteenth
- Mayor’s Diversity Dinner
- MLK March – yes, register the committee
- Nominate a Local Hero Award
- Pride Parade – yes, register the committee
- Salt Lake County Mayor’s Community Dialogue Forum
- Stand Against Racism
- World Refugee Day
- Welcoming Salt Lake New Americans Initiative & Town hall Conversations
 - Recommend Spanish classes be offered to employees
 - Emma agreed to check with Human Resources and inquire if classes are offered
 - Recommend cultural competency classes be offered to employees
 - Emma agreed to check with Human Resources and inquire if classes are offered
 - Recommend voting ballot be translated in Spanish
 - There was much discussion around the request for Spanish ballots. Emma agreed to clarify the availability with the Election Division and share with board members.
 - The Elections Office has ballots in Spanish and are available upon request

- **Law Enforcement – (Chair and Co-Chair Pending)**

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
 - Edie Mitko will be a member of the Law Enforcement Subcommittee which is currently without a chair or co-chair

CODA Bylaws Review & Discussion

- Bylaws were discussed and amended. A new draft will be sent to board members for another review and final input.
 - Article 3 Membership Section 2. Terms needs refining
 - Article 8 Recruiting New Members – all sections needs refining for clarity

Diversity Affairs webpage update

- Diversity Dinner – October 17th
- Salt Lake County Hero Nomination
 - Form will be sent to board members and added to web page
 - Submitted applications that are received by the deadline will be sent to board members for review and scoring
 - Emma will review scores and announce one recipient from each of the three categories
 - Recipients will be recognized at the Diversity Dinner on October 17th

Potential CODA Board Members Discussion

- Alejandro Puy – Human Rights Subcommittee
- Chandler Renteria
- Elizabeth Archuleta
- Jeremy Cunningham
- Susi Feltch-Malohifo'ou – Human Rights Subcommittee

Potential CODA Subcommittee Members Discussion

Agnes Lomu – Human Resources

Chandler Jordana

Danney Cruz

Karen Mulitalo – Human Resources

Lita Kaufusi-Ofa – Human Rights

Margarita Satini – Human Rights

Representation for subcommittees is needed from the 1st Americans community (Native American)

Miscellaneous:

*To help keep meetings on schedule and to give everyone an opportunity to speak, the Chair(s) will redirect conversations that may go off topic and establish a time limit for discussion.

Next Meeting – September 20, 2016

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#