

Council on Diversity Affairs Executive Board
Minutes - October 18, 2016

4:00 p.m.

Welcome
Minutes Approval

Emma E. Houston, Director
Buu Diep, Chair
Maureen Richardson, Co-Chair

Attendance: Carlos Baez, Edie Mitko, Lourdes Cooke, Maureen Richardson, Emma E. Houston

Guest(s): JoDell Geilmann-Parke

4:05

1. JoDell Geilmann-Parke provided information and resources about the WIC Program coordinated through the Salt Lake County Health Department. Resources are available to women and children. Children under age 5 receive resources. There are 50 clinics state wide and the County has 5/6 clinics that provide resources targeting Head Start, Back To School Registration, mentoring programs, IRC, CC Services for county residents.
2. WIC is interested in participating in community events to help spread the word about available resources.
3. The Pacific Island community is being heavily recruited to receive resources.
4. Edith Mitko will share Poison Exhibit information with board and subcommittees

Diversity & Inclusion Director

Emma attended the Courageous Conversations “Reflections of our Better Selves:” Beyond Diversity Seminar in Austin, Texas

Sessions attended and take-away’s were:

- ✓ Codes that confuse the conversation
 - Whispered
 - Trigger
 - Camouflage
 - Dog Whistle
 - Exclusionary
- ✓ Cultural Proficiency
- ✓ Cultural Competency
- ✓ Cultural Pre Competence
- ✓ Cultural Reduction
- ✓ Cultural Tolerance
- ✓ Cultural Destruction
- ✓ How to lead for equitable change
- ✓ Courageous Conversations about race
- ✓ Assault, Neglect and Contempt: The catastrophic intersection of race and gender for black girls
- ✓ Lessons From Ferguson
- ✓ Family and Community Engagement and Empowerment
- ✓ Impact of Critical Incidents
- ✓ Examine the presence and role of whiteness in our society
 - White is a color - article
 - Entitlement - article
- ✓ Courageous Conversation Compass
 - Believing – Thinking – Feeling – Acting
 - Stages of avoidance

- **Office of Diversity & Inclusion**

- Juneteenth Freedom Heritage Festival – June 17, 2017
- Looking For a Great Career – Various
- MLK Parade – 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, 2016
- World Refugee Day 2017

- **Health Subcommittee –**

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
 - Tatiana shared that two referral calls were received regarding the Utah Foster Care Chalk Festival related to the informational phone number distributed through CODA.
 - The committee agreed to support the Chalk Festival in 2017 and will add to their goals.
 - The committee agreed to support a community service project for feeding families at a local shelter
 - Dexter Pearce – Seeking a board member for Health Salt Lake. Purpose is to increase awareness related to health issues, intervention, develop a speaker’s bureau using a grass root approach. The board meets quarterly on the 2nd Wednesday at 11:30 a.m. in the South Building at the County Government Building – S2-830.

- **Human Resources Subcommittee – Lourdes Cooke, Chair – No September Meeting**

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**

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
 - Jake Barnhart, Utah Labor Commission
 - Jake shared information on available resources offered through the Labor Commission
 - Discrimination issues
 - 1090 and waivers
 - Hurt or injured on the job
 - Fair wages
 - Reasonable accommodations
 - Jennifer Campbell invited Jake to schedule a session with staff at South Valley Services to discuss how victims of violence can be helped with labor issues.

- **Law Enforcement Subcommittee – Margarita Satini, Chair**

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
- It was noted that Sandy and Millcreek have a high incidence of police stops

Mayor McAdams was available to address the following questions

- What are the solutions to the downtown area near Rio Grande?
- How are persona who have mental health issues being dealt with?
- What are the next steps for those arrested or offered treatment?
 - **There is a 6-9 month wait list**
 - **Strong push during legislative session to secure more funding**
 - **6 months beds were purchased with the initial funding**
- Sergeant Jason Adamson led the discussion on the Utah v. Strieff, a Fourth Amendment case involving an unlawful police stop. Additional comments were shared with the two Officers' presents reminding everyone that all citizens should know their rights and have that we have the right to respond "No" when asked a question by an Officer

1. Am I being detained

2. Am I free to leave

- ✓ Note that a consent stop by law enforcement, "May I ask you some questions?" needs to be based on probable cause or reasonable suspicion.

Sergeant Adamson and Chief Anjewierden stated that the officers they work know the importance of building trust in every community. They are looking for various opportunities to support local community activities as well as ensure the safety of all.

- ✓ Margarita and Chief Anjewierden will connect to schedule time to discuss options.

Refugee Youth & help with NPOST

- ✓ Antonette provided an update on the mentoring program that will be hosted by Granite Community Learning Program. 10-25 refugee students interested in a career in law enforcement will receive tutoring from college students to help prepare for the NPOST exam.
- ✓ Session will be held on Saturday's and will eventually be open to anyone.
- ✓ Sergeant Adamson is researching alternate testing tools

- ✓ Chief Anjewierden is working on committee with legislators to create Juvenile reform.

Unfinished Business

- Mayor’s Diversity Dinner – October 17, 2016 – Cultural Celebration Center - Review
- Applications, Volunteer Contracts
- Diversity Affairs webpage update

Potential CODA Board Members

*Motion made to accept the person’s listed below who have attended a subcommittee meeting to serve on the CODA Board. Others are pending based on attendance submitting application and interest.

- Chandler Renteria
- Elizabeth Archuleta
- Jeremy Cunningham
- *Susi Felch-Malohifo’ou – Human Rights Subcommittee

Potential CODA Subcommittee Members Discussion

*Motion made to accept the person’s listed below who have attended a subcommittee meeting to serve. Others are pending based on attendance and interest.

- Chandler Jordana
- Danney Cruz

New Business

Upcoming community events

1. October 21st - NAACP Banquet – Little America
2. October 21st - Equality Utah 15th Annual Allies Dinner
3. October 21st - Alpha Kappa Alpha Ole’ Skool Jam – Community Dance
4. October 21st - Eccles Theatre Grand Opening
5. October 29th - Rotary Guinness World Record Refugee Event – West High School

Next Meeting – November 15, 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#**