

Council on Diversity Affairs Executive Board Minutes

November 15, 2016 - 4:00–5:00 p.m.

4:00 p.m.

Welcome
Minutes Approval

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

Silvia Norman moved the minutes be approved as read, 2nd by Lourdes Cooke. Motion carried.

Attendance: Buu Diep, Edie Mitko, Lourdes Cooke, Maureen Richardson, Silvia Norman, Carlos Baez

Guest(s):

Diversity & Inclusion Director

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

- **Juneteenth Freedom Heritage Festival – June 17, 2017**

1. Planning will be discussed at January meeting

- Looking For a Great Career – Various

1. Emma will submit an application to present at the 2017 Latinos in Action Conference

- MLK Marade – January 16, 2017 – East High School

- **Stand Against Racism – April 2017 – Salt Lake County Government Center**

1. Planning will be discussed at January meeting

2. Survey county employees to inquire if they attend the event

3. If they believe it is worthwhile

4. If they have suggestions for changing the format, i.e. Brown Bag discussions, panel discussions, cultural celebrations

- 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**

1. Planning will be discussed at January meeting

2. Consider using electronic methods to capture answers to the questions discussed at the tables

3. Create a theme reflective of community organizations

4. Encourage attendees to self-identify when they register to attend the event

5. Encourage youth to attend the event

6. Extend invitation to various community leaders, i.e. Imam, Rabbi,

7. Keep the Local Heroes awards presentation

8. Provide cultural educational videos for attendees to watch and learn before the event begins

9. Use dinner to educate attendees on various cultures, ethnicities, traditions, etc.

- **Health Subcommittee – Maureen Richardson was voted in as chair at Board Meeting**

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 – No October 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
 - 1. Emma is meeting with the Human Resource Director on December 2nd to discuss acquiring demographic reports with ethnic, gender and position breakdowns.
 - 2. Year-end report will be available at the January meeting.

• 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 – yes, continue
- Pride Parade – yes, register the committee
 1. The Human Rights Subcommittee is working on redefining its role and goals for 2017.

• 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
 1. Antonette has secured grant funds and community support to begin the NPOST tutoring sessions for refugee students on December 3rd at Granite School District.

Unfinished Business

- Mayor's Diversity Dinner – Survey Monkey feedback
 1. Responses were briefly discussed, full survey will be shared at January meeting.

Potential CODA Board Members

- Chandler Renteria
- Elizabeth Archuleta
- Jeremy Cunningham – Human Rights Subcommittee
 - Emma E. Houston (referred)
- Susi Felth-Malohifo'ou – Human Rights Subcommittee
 - Emma will speak with Susi regarding her committee and attendance to the subcommittee

Potential CODA Subcommittee Members Discussion

- Chandler Jordana
- Danney Cruz
 - Jacqueline Gomez-Arias (referred)
- JoDell Geilmann-Parke – Health Subcommittee
 - Emma E. Houston (referred)
- Pablo M. Tellechea – Human Rights Subcommittee
 - Carlos Baez (referred) loquemasimportaradio@gmail.com

***Consider recruiting college students for subcommittees**

Upcoming community events

- **November 19th at 3:00 p.m.** - Locally renowned ukulele instructor, Steven Butler, joins us for a FREE performance followed by a short interactive lesson where the audience can try their hands at playing a tune! Tickets at <http://www.mundiproject.org/>
- **December 3rd at 2:00 p.m.** Utah Pacific Island Film Series December Screening! at Pacific Heritage Academy. An inspiring documentary of how an unsuspecting school and community in Hawaii pull together to get to the Fringe in Europe. See the trailer here: <https://youtu.be/mCjCY8GzV0I>. Get your free tickets at www.upifsdec.eventbrite.com

2017

- **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 – December 16th Pot-luck Social
6:00 p.m. @ Emma's Place
908 East Elgin Avenue – SLC, UT
385-214-9257 (cell)**