



**Council on Diversity Affairs Executive Board
Meeting Minutes
February 20, 2018 - 4:00–5:00 p.m.**

4:00 p.m. **Welcome** Emma E. Houston, Director

Minutes Approval Buu Diep, Chair
 Shohaj Khanam, Co-Chair

Attendance: Buu Diep, Wendy Pyper, Emma E. Houston

Phone: Edie Mitko

Guest(s) Kirsten Darrington, Liz Sollis

Presentations

Kirsten Darrington, ZAP Program Director

- Kirsten provided an overview of the ZAP Funding Program (attached handout) which is a competitive process.
- Tier I for organizations with a \$10M operating budget are awarded funds by Statue.
- Tier II with a \$2M operating budget awarded funds between \$2,000 - \$60,000 and averages approximately \$12,000.
- The County Council approves final recommendations for funding.
- A snap shot is being taken to track where funds are being distributed within the County.
- Notices are sent via social media, ads, and outreach to specific geographical and targeted areas.
- Kirsten mentioned that several arts council sponsor local community events and activities.
- The next Tier II workshop is scheduled for February 21st
- The next Tier I workshop is scheduled for March 6th at 3:00 p.m.

Liz Sollis, Salt Lake county Library – United We Read SLCo

- Liz shared and distributed the book being read throughout the County for 2018.
- The Book of Unknown Americans by Cristina Henriquez is available in English and Spanish, see Emma to pick up a copy.
- Use #unitedwereadslc or #readconnectshare on social media pages and visit the website <http://www.unitedwereadslc.org>

Carla Kelly will present a bias training for CODA on March 20th. Please register using the Eventbrite Link <https://www.eventbrite.com/e/implicit-bias-awareness-training-tickets-42950004620?aff=CODAEMAIL1>

16 are registered to attend the training session.

New Business:

- David Monge – VA Hospital partnership
 - David would like to partner with CODA to host or sponsor events and activities that recognize veterans. David plans to attend an upcoming meeting to discuss ideas and gather input.
- Mayor's African American Businesses and Educators Community Meeting – Black Pages Directory
 - The Office of Diversity & Inclusion is working with community leaders to create a specific ethnic and culturally informative resource guide to share with people who move to the community. A draft will be presented at the 2nd Annual Utah Black Summit in April.
- Diversity Dinner Funding – Rocky Mountain Power, Worker's Compensation (Confirmed)
 - Confirmed funding at \$2,000
- Intermountain Health Care, Wells Fargo (Pending)
 - Pending confirmation at \$1,000
- Subsidizing the annual Diversity Dinner
 - It was discussed to start charging a nominal fee (\$1-\$5) for the Diversity Dinner to ensure those who register actually attend or at least cancel.

Diversity & Inclusion Director – 2018 Focus

- Develop and maintain a climate and culture which embraces diversity as a core value endorsed by Salt Lake County.
- Enhance diversity related opportunities and experiences to ensure that all communities are embracing and working effectively as members of a diverse and global society,
- Improve the diversity throughout Salt Lake County Government programs, departments and divisions.
- Reflect Salt Lake County's core values and commitment to diversity by establishing a culture of accountability around diversity initiatives, practices and policies.

Office of Diversity & Inclusion – CODA Meeting Updates

• **Health Subcommittee – Melanie Hooten, Chair**

Educate the community about health resources and health options.

March 22nd - 2018 Health Services Research Conference – 8:00 a.m. – 4:00 p.m.

Come share your story and help shape health services research in Utah –

Register at <https://healthinsight.org/partnering-for-better-health>

• **Human Resources Subcommittee – Lourdes Cooke, Chair**

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

After several months of being on hiatus, Ms. Nilsa Carter, Human Resources Associate Director will discuss the following with committee members

1. CODA collaboration with HR on recruitment efforts and/or Job Fairs.
2. Copy of report sent to the Department of Justice.
3. Final data roll-out date to see where we are as a county as compared to the EEOP goals.
4. Goals set in EEOP plan

- **Human Rights Subcommittee –Wendy Pyper & Alejandro Puy, Co-Chairs**

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

Lunch & Learn series will be hosted by the Human Rights Committee

- Know Your Rights – April 3rd - USU Extension training Room - S1-120 -12:00-1:00 p.m.
- Homelessness – September 4th - USU Extension training Room - S1-120 - 12:00-1:00 p.m.
- Work Place Safety and Workers’ Rights – November 6th - Room S3-010 - 12:00-1:00 p.m.

Mayor’s Diversity Dinner – October 8th

1. Members discussed the proposal made by Ms. Elise Lazar and agreed that the cost for entertainment, the request to lengthen the program by an additional 30 minutes, to possibly raise additional funds to cover the cost and to solicit the support from Salt Lake City was out of our reach. Emma will contact Ms. Elise to let her know the committee’s decision to not move forward on her proposal.

Stand Against Racism – April 27th

2. The committee discussed having a “youthful” panel and moderator. Names will be submitted for consideration and discussion at March meeting.
3. The parents of Taj Thompson will be contacted to ask if he could participate and recite the story he shared at the NAACP Luncheon.
4. The event will be live-streamed with the help of Salt Lake County Library System.
5. Emma will send the program from 2017 to review for crafting the 2018 program.
6. Tina requested that the Stand Against Racism graphics be sent for the marketing team.
 - Tina offered to provide Stand Against Racism buttons again this year.
7. Wendy suggested that the Stand Against Racism incorporate Stand For Equality tagline.
 - Emma will check with YWCA USA who are the owners of Stand Against Racism to inquire.

Conscious Bias Training Session - USU Extension Training Room - S1-120 -3:00-5:00 p.m.

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

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

Reduce the disproportionate minority representation in the Juvenile Justice System.

Have the Sheriff’s Office staff be reflective of the community they serve.

- Emma attended the Kearns Metro Township Meeting to as requested by the chairwoman to observe and offer recommendations for collaboration.

2018 CODA Projects: Discussion and Goals Planning

Health

Human Rights

Human Resources

Law

Community Events - February

Excellence in the Community Free Concerts

http://excellenceconcerts.org/?mc_cid=239b7faa5d&mc_eid=17e5fa99db

Utah Film Festival Free Screenings

<https://www.utahfilmcenter.org/blog/2018/01/25/injustice-and-resilience/>

<https://www.utahfilmcenter.org/event/black-lgbtq-shorts/>

University of Utah - Black Students Union - Black History Month Programming 2018
<http://diversity.utah.edu/black-history-month/>

Westminster College Diversity Events

20th – The History and Impact of African and African American Women in Utah 12 noon-1:30pm. Malouf #201

20th – World Affairs Lecture- "Fighting Serious Crimes: Strategies and Tactics for Conflict-Affected Societies." 7-8:30pm. Jewett Center for the Performing Arts

21st – Conscious Cinema: "Step" 7-9pm. Malouf #201

27th – Pouring Tea: Black Gay Men from the South Tell their Tales 7-8:30pm Vieve Gore Concert Hall

For more information, you may contact the Student Diversity and Inclusion center at diversity@westminstercollege.edu or follow us on social media.

Weber State University - Black Scholars United - Black History Month Programming 2018

20th – My Black is Beautiful: Display and Community Tabling - 10:00 a.m. – 2:00 p.m.

Jazz & the Spoken Word: An Evening of Cultural Arts - 6:00 p.m. – 8:00 p.m. Union Ballroom C

21st – “Street Fighting Men”, Film Screening and Discussion - 7:00 p.m. Ogden’s Peery Egyptian Theater

22nd – Stop the Hate Event: Conversations on the “N” Word - 10:00 -11:30a.m. Center for Diversity & Unity 12:00 noon – 1:30 p.m. **Black in Latin America, Film & Discussion**, Center for Diversity & Unity

23rd – Do or Die Art Exhibit: Affect, Ritual, Resistance, - Opening Night

7:00 p.m. Kimball Visual Arts Center Shaw Gallery. Join the artist for a discussion and reception

28th – Cultural Connections & Amnesty International: Black Lives Matter (BLM), - 5:30 - 6:30 Panel and Discussion, Elizabeth Hall Room 229

Speakers: Jasmine Richards Abdullah, BLM Pasadena, CA and Lex Scott, BLM Utah

All events are FREE! For additional information contact: Betty Sawyer,

bettrysawyer@weber.edu or JaLisa Lee, jalisalee@mail.weber.edu

Salt Lake Community College – Grand Theatre

26th – Bobby Seale – Black Panther Founder

23rd – Equity Conference

USBE Student Advocacy Services is excited to announce that registration for the Equity Conference, February 23, 2018 is now open to student services directors, equity specialists, Title IX and 504 coordinators, school administrators, counselors, teachers, and community partners. Please click on this [link](#) to register for this FREE conference that is limited to the first 300 registrants. Conference topics will focus on culturally responsive practices which will include: K-12 parent engagement of 1st generation college students, effective practices for young men of color, early college access, attainment, and achievement for disaggregated groups including English Language Learners and Refugee students, safe school environments supportive LGBT+ students, and transition support for students with disabilities, to name a few.

The conference will be held at Salt Lake Community College – Taylorsville Campus - 4600 South Redwood Road, Salt Lake City. Check-in will begin at 7:15am with the conference ending at

2:30pm. Lunch is on your own at the SLCC Food Court. Additional information is provided when you register.

2018 Proclamations – 2nd Tuesday’s

27th – March

Women's History Month

May

Asian Pacific Heritage Month

June

Juneteenth Freedom Heritage Month

August

Women's Equality Day

Utah Pacific Island Heritage Month

September

National Hispanic Heritage Month

November

National Native American Indian Heritage Month

Veterans Day

December

Human Rights Day

World AIDS Day

Organizations’ Announcements/Support

*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 – March 20, 2018

Conference Call in Number - 1-877-820-7831 – Passcode 170404#