

**Council on Diversity Affairs Executive Board**  
**Planning Retreat Minutes**  
July 19, 2016

**4:00 p.m.**                      **Welcome**                                              **Emma E. Houston**  
                                         **Minutes Approval**                                              **Buu Diep**                                              **Decision**

**Attendance:** Buu Diep, Carlos Baez, Edie Mitko, Jacqueline Gomez-Arias, Lourdes Cooke, Maureen Richardson, Shohaj Khanam, Silvia Norman, Emma E. Houston

**Guest:** Rodrigo Martinez

- Agenda was suspended to review and revise Bylaws.
- Suggested changes will be sent for review by members. Final revision will be distributed at August meeting.

Members reviewed recommendations of goals submitted by sub-committee members and are submitting the following for consideration.

**Subcommittee Recommended Goals**

- **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
      - Night Out Against Crime
      - Communities Faces of Utah/Library Initiatives
- **Human Resources –**
  - 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 –**
  - Produce and support actions/strategies that support Human Rights & Inclusion
    - Juneteenth
    - Mayor's Diversity Dinner
    - MLK March
    - Nominate a Local Hero Award – Criteria
    - Pride Parade
    - Salt Lake County Mayor's Community Dialogue Forum
    - Stand Against Racism

- World Refugee Day
- Welcoming Salt Lake New Americans Initiative/Town hall Conversations
- **Law Enforcement –**
  - 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

**Call to Action & Tasks**

- Diversity & Inclusion Conversations
  - Mayor McAdams will host a community dialogue regarding law enforcement interactions with citizens. Additional details to follow
  - Diversity Dinner date will be changed to October 17<sup>th</sup> due to it currently being scheduled on Yom Kippur
  - Maureen Richardson was elected as Vice-Chair
  - The criteria and application for the Hometown/Local Heroes award was reviewed and edited. The revised application will be added to the Diversity Website and sent electronically to CODA and community members.
- CODA received several applications, resumes and inquires to join the Board. The process was discussed and it was decided that the director, chair and co-chair will interview candidates who will serve on the board and who are reflective of the communities we serve.
  - Diverse community representation
  - Native American
  - New American
  - Refugee
  - LGBTQ

**Organizations’ Announcements**

- Children’s Justice Center Day of Hope Car Show – August 13<sup>th</sup> – 10:00 a.m. -2:00p.m
- Wasatch International Food Festival – August 19<sup>th</sup> -20<sup>th</sup> at Utah Cultural Celebration Center
- Hispanic Heritage Parade & Street Festival – September 3<sup>rd</sup> at The Gateway Mall – 10:00 a.m. – 2:30 p.m.

**Meeting adjourned at 6:15 p.m.**

**Next Meeting**

**August 16<sup>th</sup> @ 4:00 p.m.**

**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#**