



Council on Diversity Affairs Executive Board MINUTES

January 16, 2018

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

Attendance: Shohaj Khanam, Edie Mitko, Wendy Pyper, Yolanda Francisco-Nez, Emma E. Houston

Guest(s) None

Absent: Buu Diep, Alejandro Puy, Susi Feltch-Malohifo'ou, Margarita Satini

Presentations

*Carla Kelly would like to present a bias training to CODA and needs to know a day(s) and time(s) that will work for the majority.

- Shohaj will create an Eventbrite registration link and send to all CODA members.

Old Business:

Utilized funds received from Worker's Compensation Plan (\$1,000)

- Received by Journey of Hope

New Business: ZAPP Funding – Yolanda Francisco-Nez

- Yolanda inquired about how Tier I and Tier II dispersed funds to diverse communities, what the criteria was for receiving funds, what is the demographic breakdown of organizations receiving funds, and what equity tools are used for vetting applications.
 - Emma will invite the Kirsten Darrington the ZAP Director to the February meeting to discuss the process.
- Yolanda inquired about the goals of CODA
 - Emma clarified that each CODA Subcommittee creates their individual goals for the year during the July planning retreat.
 - CODA is an advisory committee to the Mayor and does not create or implement policy
 - Yolanda suggested that the CODA consider taking a look at creating goals around women's advancement related to wage equity.

Diversity & Inclusion Director

- **Office of Diversity & Inclusion**
- Improve the diversity throughout Salt Lake County Government programs, departments and divisions.
- 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,
- Reflect Salt Lake County's core values and commitment to diversity by establishing a culture of accountability around diversity initiatives, practices and policies.

- **Health Subcommittee –**

Educate the community about health resources and health options.

- Melanie Hooten with the University of Utah Medical Students program was elected as chair and will join the executive board in February.

- **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.

- Emma will meet with the SLCo HR directors on January 30th and will request an update on the hiring data along with ideas of how CODA can assist with recruiting and marketing for diverse applicants.

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

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

- The Human Rights Subcommittee will host Brown Bag Lunch & Learn conversations quarterly during 2018. The sessions are opened to the community and county employees.
 - April 3rd – Know Your Rights
 - September 4th – Homeless
 - November 6th – Workplace Safety
- Yolanda also suggested –
 - DACA/Dreamers
 - ICE and Law Enforcement Interactions

Save The Date

*April 27th – Stand Against Racism – Youth & Young Adult Panel

*October 8th – 12th Annual Diversity Dinner

- **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.

- Lieutenant Brian Lohrke made arrangements for the Kearns Metro Township chair to attend the subcommittee meeting to discuss collaboration. Emma will attend the February meeting at the Kearns Library

2018 CODA Projects: Discussion and Goals Planning

Community Events

January 2018

17th - Toxic: A Conversation On Environmental Racism - 12:15 PM- University of Utah - Moot Courtroom (Law - Level 6)

18th – Nikki Giovanni – Salt Lake Community College – The Grand Theater - 7:00 p.m.

23rd – Jacqueline Woodson @ 12:00 p.m. – University of Utah Gould Auditorium

Equity Conference | Friday, February 23, 2018

USB 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

February

African-American/Black History Month

Scheduled for February 13th

March

Women's History Month

Scheduled for March 13th

May

Asian Pacific Heritage Month

June

Juneteenth Freedom Heritage Month

August

Women's Equality Day

August

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

- June 20th is World Refugee Day
- 2019 Celebration of the 150th anniversary of the Continental Railroad

*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 – February 20, 2018

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