

## Council on Diversity Affairs Executive Board Minutes - September 20, 2016

**4:00 p.m.**

**Welcome**  
**Minutes Approval**

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

Acceptance of minutes were moved by Silvia Norman and 2<sup>nd</sup> by Carlos Baez and approved as written.

**Attendance:** Carlos Baez, Edie Mitko, Lourdes Cooke, Maureen Richardson, Wendy Pyper, Silvia Norman, Emma E. Houston

**Guest(s):**

**4:05**

### Strategic Plans Review & Discussion

- **Office of Diversity Affairs**

- Juneteenth Freedom Heritage Festival – June 17, 2017
  - \$5,000 funding request submitted to Mayor’s Finance
  - Tentative location - Cultural Celebration Center
  - Saturday, June 17, 2017
  - ACE Grant Application submitted to Salt Lake City
    - Pending notification
- Looking For a Great Career – Various
  - Hunter High School Request – Mrs. Shirley Escobar-Izaguirre – LIA
    - Pending request from school counselors
- Mayor’s Diversity Dinner – October 17, 2016 – Cultural Celebration Center
  - CODA members signed up to assist
- MLK Marade – January 16, 2017 – East High School
- Stand Against Racism – April 2017 – Salt Lake County Government Center
- Pride Parade – June 2017
  - Will register CODA members to participate
- Welcoming New Americans – September 16-25, 2016
  - [welcomingsaltlake.org](http://welcomingsaltlake.org) / [#welcomingsaltlake](https://twitter.com/welcomingsaltlake)
  - Visit a Salt Lake-based ethnic restaurant
  - Have a conversation with someone born outside of the United States – or participate in a community dialogue at a County library
  - Volunteer or donate to a community organization that serves New Americans or refugees
  - Attend an ethnic cultural event
  - Share your ancestors’ immigrant story [post story using [#welcomingsaltlake](https://twitter.com/welcomingsaltlake)]
  - Invite a New American or refugee to get involved in a community group that you belong to
  - Read a book or watch a movie to expand your knowledge on the culture and tradition of New Americans and refugees in our community
- World Refugee Day – June 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

- **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

- 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

*CODA will correlate as a team to support events listed below*

- Juneteenth
- Mayor’s Diversity Dinner
- MLK March – yes, register the committee
- Nominate a Local Hero Award
  - *Received three (3) nominations*
- Pride Parade – yes, register the committee
- Salt Lake County Mayor’s Community Dialogue Forum
  - **Community Dialogue Follow-up /update** – do not hold a community forum but encourage the Mayor to gather the change makers together to discuss training tactics.
    1. Meet with Mayor Ben McAdams to request a gathering of various community stakeholders (who to talk to) for conversations related to the National Police Officer Selection Training (POST)
    2. Coordinate with John Kessler for the Utah Citizens Summit scheduled for November 12<sup>th</sup> – ensure diverse presenters/facilitators/attendees representation
    3. Develop ways to encourage law enforcement visibility and positive interaction within communities – Block parties, festivals, cultural celebrations, etc.
    4. Eliminate the silo of power to break down barriers across jurisdictions to create a community that overlooks territories and boundaries, i.e. 9-1-1
    5. Identify who administers the POST training and what best practices are in place
    6. Inquire about the credentials of those who provide training – Cultural Competency, Sensitivity, De-escalation, Conflict Resolution, Psychology
    7. Inquire about the outreach recruitment and hiring process for law enforcement
    8. Inquire and identify the qualifications for those interested in applying for law enforcement positions
    9. Inquire what additional training is mandatory for law enforcement personnel after they successfully complete POST – Cultural Competency, Sensitivity, De-escalation, Conflict Resolution, Psychology, etc.

10. Utilize and make accessible to the community the County / City dashboard (data) that provides details and demographics of citizen's arrested
11. Coordinate the departments—Is there a way to overcome the siloing of the various police departments? If not can we identify and celebrate departments who are showing success on this issue?
12. Focus on training—to ensure cultural sensitivity is included in the training.
13. Demographics—investigate how the force matches our community's demographics, and advocate for improvements.
14. It seems to me that the Sheriff already should have much of this information and has access to educational programs nationwide that have been determined to be effective. I would be interested in the discussions that the mayor and sheriff have already had to identify solutions and a plan for the future. I believe there should be expertise available to them that they can share with the other jurisdictions and with the community. If not, I think that would be good to know also.

- Stand Against Racism
- World Refugee Day
- Welcoming Salt Lake New Americans Initiative & Town hall Conversations
  - Recommend Spanish classes be offered to employees – Pending employee survey results
  - Recommend cultural competency classes be offered to employees – Confirmed 2017
  - Recommend voting ballot be translated in Spanish – Confirmed

- **Law Enforcement Subcommittee –**

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
    - Determine best practices used by other law enforcement agencies
    - Request opportunities to shadow police on ride along's
    - Gather information from South Salt Lake related to their PAL Program
    - Data gathering for arrest disparities
    - Denver Law Enforcement is noted as having best practice training programs
      - Sensitivity, cultural competency,
      - Suggested by Edie that community leaders attend civilian police academy

**Unfinished Business**

- CODA Bylaws Review & Discussion
  - Accepted and approved as written (Silvia Norman, Maureen Richardson, Shohaj Khanam)
- Applications, Volunteer Contracts
  - Received - Buu Diep – Carlos Baez – Edie Mitko – Lourdes Cooke – Wendy Pyper – Alejandro Puy
- Diversity Affairs webpage update
- Diversity Dinner
  - Program format discussion

- Registration at 285
- Logistics help
  - Check-in
  - Brandy Farmer
  - Jacqueline Gomez-Arias
  - Maureen Richardson
  - Carlos Baez
  - Eide Mitko
  - Wendy Pyper
- Community Informational Booths
- Greeters
  - Lita Kaufusi-Ofa
  - Program Emcee(s)
    - Edie Mitko and Alejandro Puy
- Menu – Chef Melinda Anderson
- Photographer – Mr. Victor Rivera

### **Potential CODA Board Members Discussion**

\*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 and interest.

- \*Alejandro Puy – Human Rights Subcommittee
- Chandler Renteria
- Elizabeth Archuleta
- Jeremy Cunningham
- \*Susi Feltch-Malohifo'ou – Human Rights Subcommittee
- \*Wendy Pyper – 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 with CODA. Others are pending based on attendance and interest.

- \*Agnes Lomu – Human Resources – Confirmed
- Chandler Jordana
- Danney Cruz
- \*Karen Mulitalo – Human Resources – Confirmed
- \*Lita Kaufusi-Ofa – Human Rights – Confirmed
- \*Margarita Satini – Human Rights – Confirmed

### **New Business**

Upcoming community events

1. September 29<sup>th</sup> - Children's Justice Center – MDT Conference
2. September 30<sup>th</sup> - Utah Domestic Violence Coalition – Riverton Senior Center at 5:30 p.m.
3. September 30<sup>th</sup> - Utah Aging Alliance Conference – University of Utah
4. September 30<sup>th</sup> - Girls on The Run Soiree
5. October 3<sup>rd</sup> - Multicultural Youth Leadership Summit – Salt Palace Convention Center
6. October 4<sup>th</sup> Fall Career Fair – University of Utah
7. October 5<sup>th</sup> - Domestic Violence Awareness – West Jordan High School at 5:30 p.m.
8. October 6<sup>th</sup> - Diversity Conference – Weber State University
9. October 17<sup>th</sup> - Diversity Dinner – Cultural Celebration Center
10. October 21<sup>st</sup> - NAACP Banquet – Little America

11. October 21<sup>st</sup> - Equality Utah 15<sup>th</sup> Annual Allies Dinner
12. October 21<sup>st</sup> - Alpha Kappa Alpha Ole' Skool Jam – Community Dance
13. October 21<sup>st</sup> - Eccles Theatre Grand Opening
14. October 29<sup>th</sup> - Rotary Guinness World Record Refugee Event – West High School

\*Please remember to send community events to Emma so that CODA can attend and help support when possible.

**Next Meeting – October 18, 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#**

\*Emma will be attending a Diversity & Inclusion Crucial Conversations Training in Austin, Texas, September 23<sup>rd</sup>-28<sup>th</sup>

\*Emma has interviewed three applicants for the intern position and will offer position this week.