

Diversity, Equity and Inclusion
Committee Meeting

Date: December 15, 2021

Meeting Minutes

(Individual action items are denoted in BOLD.)

I. Welcome & Introductions:

Members Present: Renee Chalmers (Chair), Cheryl Toler, Sterling Wilder, Christian Wiscovitch

Members Absent: Nate Mahanes (Excused)

Staff Present: Traci Blido, Lori Cumbo

Renee welcomed attendees and promptly started the meeting at 10:05 am. This meeting was recorded via MS Teams.

II. Definition of Diversity, Equity and Inclusion

- a) Video: <https://www.youtube.com/watch?v=5WJx2xRKucw>

Due to technical difficulties the video was not shown during the meeting. **Renee encouraged members to view the video at a later time.**

- b) Discussion: Renee gave the definitions of diversity, equity and inclusion.

III. Committee Focus

- a) Members & Prospective Members: Sterling recommends Ethel Reeves, LCS and Dr. Pat Price, VUL ; Traci recommends Preston Sellers, Lynchburg DSS; Christian recommends David Leon, Director of Workforce Development with DARS. **Committee members are to reach out to the individuals they recommended for membership and report back to the committee at the next DEI meeting.**

Traci will reach out to Central Virginia Workforce Development Board Members who are not serving on a standing committee to recruit additional appropriate DEI Committee members.

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b) Mission & Vision:

Open discussion regarding what members believe the mission and vision of the committee should be.

- Cheryl recommended the book *“White Fragility”* by Robyn Caroline Calloway.
- It was noted that most members of the committee had completed Bridges Out of Poverty Training and the impact the training had on members.
- Cheryl suggested we determine desired outcomes for the committee and develop strategies on how to achieve these outcomes before we form the mission and vision.
- Lori and Renee advised of Virginia Workforce Connections (VAWC) reports which detail demographic data. This data should be used to target underserved members of the service area (Lynchburg, Amherst, Appomattox, Bedford, and Campbell Counties).
- Renee reviewed a current demographics report and explained that data with less than 1% required outreach. Areas of immediate concern include the homeless population and Korean and Hispanics.
- Sterling recommended challenging businesses with the questions “Does your department/business reflect our community?” and “What is your company strategy to ensure diversity and as a local workforce board, how can we support you?”
- Renee recommended in our outreach plan we highlight some success stories.
- Traci recommended we develop strategies for how best to approach businesses with these questions/issues.

All committee members are to think about what our vision and mission should be and be prepared to report out at the next meeting.

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- c) Resources: Several areas to target for resources were discussed including:

Faith-Based Organizations - **Sterling will forward his contact with a local faith-based organization to Renee for outreach.**

Bridges Out of Poverty - **Renee will reach out to Shawn Farmer with the Lynchburg Bridges Out of Poverty Group.**

Employers – **Cheryl will reach out to the DEI committee at Innovairre.**

IV. Future Meeting Schedule

For the foreseeable future, meetings will occur on a monthly basis and will be scheduled the third Wednesday of each month from 10:30 am to 11:30 am. Every third meeting will occur in person and the others virtually. The next virtually scheduled meeting will be January 19, 2022. **Lori will send out a reoccurring invite to members.**

V. Closing Comments

Renee advised the committee of a free resource for DEI training through LinkedIn Learning. **Lori will set up accounts for members and login information will be sent via email.**

VI. Adjournment

The meeting was adjourned promptly at 11:00 am.