

Diversity, Equity and Inclusion Committee Meeting

Date: February 15, 2023; 10:30 AM

Location: Virtual



Meeting Minutes

I. Welcome & Introductions: Traci welcomed attendees and started the meeting promptly at 10:35 AM. Introductions were given including new supporter Nycole Fox.

Members Present: Jennifer Kohn, Christian Wiscovitch, Cheryl Toler, Shawne Farmer

Supporters: Nycole Fox

Staff Present: Traci Blido, Lori Cumbo

II. Approval of 11-16-22 Meeting Minutes: The motion was made by Christian, and seconded by Jen, to approve the 11-16-22, meeting minutes. The motion was unanimously approved.

III. Review of State EO Monitoring: Traci reported the Federal EO Program Monitors (VEC employees) conducted our local EO monitoring on 2/8 and 2/9. Monitors interviewed board staff and the program operator at the board office then transitioned to the VCW – Lynchburg Center. Monitors visually inspected the facility including parking lot, restrooms, and accessible workstation. Additionally, they conducted interviews with both staff and customers. To date, we have not received their report.

IV. Review of Jobs EQ Regional Demographic Data: The committee discussed regional Jobs EQ demographic data as distributed with the agenda packet. Conversations ensued regarding race demographics including the Hispanic or Latina population at 3% and Asian at 1.4%. Traci advised our Hispanic demographic may be slightly higher as last survey was in 2016. Christian reported Hispanics may not utilize services out of a communication barrier or fear of not being able to relate.

Jen stated she observed a decrease in disability disclosure regionally as opposed to her former home in NJ. Conversation ensued regarding possible reasons for this decrease. The committee considered if it was cultural, embarrassment or families preferred to “handle” this privately. The committee discussed how to change this mindset.

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Jen stated she will be stating a support group from mothers of individuals with autism.

V. DEI Committee Chairperson Discussion: A nomination to make Christian the new DEI Committee Chairperson was made by Lori and seconded by Jen. The motion was unanimously approved, and Christian accepted effective immediately. As a WDB Committee Chairperson, Christian will also become a member of the WDB Executive Committee.

VI. Updates and Open Comment

- Jennifer stated Little Otter Flower Farm is looking for spring interns. Lori will share link to intern application with staff.
- Traci advised there will be a Bausch + Lomb hiring event at VCW Lynchburg Center tomorrow from 10:00 AM to 2:00 PM.
- Traci reported individuals who need employment and were laid off from KDC/One is down to approximately 200 employees. VCW staff will be working with them for upskilling and job search.
- The next DEI Committee meeting is scheduled for 03/15/2023 @10:30 AM at the VCW- Lynchburg Center. A virtual option will be available. Tours of the center will be available after the meeting.
- 3/15/23 scheduled speaker: Lizzett Uria, Latin Outreach Specialist, Parent Educational Advocacy Center (PEATC)

VII. Adjourn: There being no further business, the meeting adjourned at 11:30 AM.