

Equity and Inclusion Leadership Team – Notes 04/05/2021

Present: *Mari Lee, Rose Chaney, Dr. Keith Harris, Akiyyah Billups, William Reid, Latrice Lewis, Wayne Howard, Peter Brehm, Thad Goodman, Maria Herrera, Toni Shindlecker, Michael Blue and Margaret Nusbaum.*

Regrets: *Dr. Xavier Bruce, Katie Hall, Sherry Angeletty, Roger Wilson, Rev. Darren Gerald, Dr. Terry Scott, Rev. Ronnie Henry, Maria Shuck. Veronica Lowe, Solash Aviles, Aje Hill and Michael Hughes.*

County Executive Office Attendees: *Leyda Navarro.*

EILT will focus tonight on all of the Goals and Strategies and finalize them before the Public Meeting on April 12, 2021. EILT will provide a report to the County Executive on the priorities they identified and the ways they believe the County can move forward in accomplishing all of them.

Vision & Mission: *“Ensure that the Frederick County Government prioritizes, institutes, invests in, demonstrates, and sustains a systematic commitment to Diversity, Equity, Inclusion and Belonging (DEIB)”*

Goals and Strategies:

- I. Provide institutionalized structure, support, resources (including appropriate funding) and guidance to organize, coordinate and advance Diversity, Equity, Inclusion and Belonging (DEIB) goals and initiatives.**

This goal was followed by strategies that are important to accomplish the goal. This is the goal that the EILT will recommend legislation for.

- II. Improve and expand the ethnic and racial diversity of the Frederick County Government workforce at all levels to reflect an equitable representation of the Frederick County community.**

This goal was also followed by strategies that are important to accomplish the goal. It was very important for the EILT to clarify how the internal employee committee may assist in incorporating DEIB strategies in workforce recruitment.

- III. Establish and Maintain Diversity, Equity, Inclusion and Belonging (DEIB) Professional Development Opportunities and Requirements for Frederick County Government Workforce.**

The goal was also followed by important strategies to accomplish the goal. For this goal, training is the number one strategy, therefore the Frederick County Government should hire a trainer to expand Human Resources training resources. The EILT needs to prioritize the other strategies before presenting them to the Public Meeting.

IV. Establish Minority Business Participation in Procurement and Contracting.

EILT discussed some of the strategies that are important to accomplish the goal. The number one strategy should be to do a disparity study to implement ways to increase opportunities for women and minorities in the County. It is important that the EILT recruit a company that can work on the disparity study before giving recommendations to Procurement and Contracting.

V. Enhance and Expand Minority Business Support Services.

Continue and enhance Office of Economic Development Diversity, Equity and Inclusion program and services. It is important to continue improving all services for the benefit of all minorities. EILT decided to keep all the strategies that were presented.

VI. Improve and Expand Frederick County Government Communication about DEIB.

This is an important goal because it will communicate with those outside of Frederick County Government. The purpose of this goal is to communicate with the community. EILT also discussed all the strategies that were presented for this goal.

VII. Develop and Adopt a “Health in all Policies” Approach to reduce health disparities in minority population.

A lot of the strategies for this goal was discussed in the last meeting by Dr. Barbara Brookmyer. EILT already addressed the majority of the strategies for this goal and agreed with all of them.

VIII. Utilize Quantitative and Qualitative data to make DEIB data driven decisions.

EILT discussed all the strategies important for this goal and agreed with all of them. EILT believes that this goal goes in line with goals number 2 and 4 because all of them involve data and the importance of having all available information before implementing changes. After analyzing this goal and strategies, EILT members decided to add this goal and strategies under the LT commitment DEIB goal.

Next Meeting will be a Public Meeting on April 12, 2021. Michael Hughes with some members of the EILT will be presenting the goals and strategies to the County Executive and the public.

Adjournment

Submitted by: Leyda Navarro, Administrative Coordinator, County Executive Office