



**2021-2023 Diversity, Equity, and Inclusion Subcommittee
Virtual Meeting Minutes
Wednesday, April 20, 2022
1:00 – 2:00 p.m.**

Presiding: Zella Knight – Chair

Chair Zella Knight had an unexpected schedule conflict so Commissioners committee Chair, Lucille Boss, called the meeting to order and the members discussed and established the measurable outcomes below and captured on the **Diversity and Equity tabbed objectives sheet** . The subcommittee will work to provide measurable goals for the remaining tasks.

PROPOSED COMMISSIONERS TRACK SESSION TOPICS/OBJECTIVES – NATIONAL CONFERENCE

Prior to this subcommittee meeting, Committee Chair Lucille Boss, Advocacy Subcommittee Chair Renee Smith, and Communications Subcommittee Chair Char Reavis consulted with Chair Zella Knight for her input on the preliminary session topics developed for the National Conference Commissioners Track to contain diversity elements. She agreed with the selections and believed each topic will contain an element of diversity, equity and inclusion points. She also suggested she would like to see the Engage Your Commission session include language that covers effective communication skills that tackles the perception of bias (implicit, explicit).

The topics are as follows:

- Evaluating your Agency CEO/ED
- Engaging Your Commission
- Budgets, Balance Sheets and Audits, Oh My!

DIVERSITY, EQUITY, & INCLUSION SUBCOMMITTEE Zella Knight, Chair	
Recurring Meeting Schedule: Every third Wednesday 1:00 – 2:00 p.m. Eastern Time	
Attendance	
Fred Banuelos	Lucille Boss
Carleen Cumberbatch	Joe Grisson
Homer Hall	Thomas Jefferson
Angela Reed	Joycelynn Straight
Bobby Wilson	
Absent	
Phil Bernal	Delois McKinley-Eldridge
Dorothy Carty Daniel	Susan Ulrich
Barb Cleland	Zella Knight

This group will help to implement the approved the Diversity, Equity, and Inclusion Policy Framework, that guides NAHRO’s advocacy and member education. Each NAHRO Standing and Advisory Committee is charged with making recommendations for further action, within its designated policy areas, that advance this framework.