MINUTES OF MEETING

North Carolina Commission on Inclusion
Tuesday, May 22, 2018
Via Conference Call

Members Present: Dr. Naveed Aziz; Michelle Fullerton; Paula Kohut; Mayor Lydia Lavelle; Pat Martinez; Dr. Barbara Rimer; Andrew Spainhour; Cecelia Surratt; and Emily Turner.

Guest: Krista Mackey, Intern

Members Not Present: Jenny Black; Christy L. Smith Foster; Councilmember LaWana Mayfield; Secretary Machelle Sanders, Chair; and Mayor Fred Yates

At 10:00 AM, Betty Marrow-Taylor, Director, Policy Development & Strategy, North Carolina Department of Administration, opened the meeting and welcomed all on the call. All present members identified themselves. Ms. Marrow-Taylor served as moderator at the request of Secretary Sanders, who was unable to be in attendance.

Ms. Marrow-Taylor summarized the top four priority areas of focus identified by Commission members at the initial meeting in April.

• **Priority 1**: create model municipal employment and public accommodations.
• **Priority 2**: making cultural competency a job requirement. We will move forward with a more in-depth discussion of that at our next Commission’s meeting in June. Additionally, the plans are to have a presentation by the Office of State Human Resources that will help us gain a better understanding of the State’s Human Resources guidelines relative to cultural competency on the job.
• **Priority 3**: Policy and Contracting which has been redefined as a focus on Purchasing and Contracting. There will be more discussion at the June meeting.
• **Priority 4**: Diverse Price Point Housing which will not be an area of focus.

Additionally, Ms. Marrow-Taylor shared an overview of the meeting that Secretary Sanders hosted with the Governor’s Office, the Office of State Human Resources staff, and Norma Houston from the UNC School of Government where they discussed the priority areas that the Commission had recommended. They agreed to have the Commission’s primary focus to be on two areas:

1. **Purchasing and Contracting**
2. **Making Cultural Competency a job requirement**.

Commission members asked clarifying questions about other states’ models around cultural competency and best practices as well as long-term policy goals. Ms. Marrow-Taylor encouraged members to research and provide materials and resources that may be of assistance to cultural competency and she would work with Secretary Sanders to do so as well.

Lastly, she noted that the Commission would have the opportunity to work on other areas in addition to the primary area of focus. Also, a presentation on Executive Order 24 and the Commission’s roles and responsibilities; along with selection of 2 Subcommittees will be done at the June 27th meeting. More details forthcoming regarding that meeting.

The meeting adjourned at 10:30 AM.

Respectfully submitted,
Andrew Spainhour
Commission Secretary