North Carolina Commission on Inclusion
Minutes of Meeting
November 20, 2019
FHI 360
359 Blackwell St #200, Durham, NC 27701

Present:
Paula Kohut, Commission on Inclusion
Michelle Fullerton, Commission on Inclusion
Christy Foster, Commission on Inclusion
Emily Turner, Commission on Inclusion
Lydia Lavelle, Commission on Inclusion
Cecilia Surrat, Commission on Inclusion
Andrew Spainhour, Commission on Inclusion
Secretary Machelle Sanders, Department of Administration
Nan Severino, Communications Director, Department of Administration
BMT
Jerry Davis
Christina Johnson
Amanda Martin, Deputy Chief Resilience Officer, North Carolina Office of Recovery and Resiliency
Deputy Secretary Marqueta Welton, Department of Administration
Deputy Secretary Mark Edwards, Department of Administration
Monique Edwards, Department of Administration
Angela Lee, Director of the Hayti Center
Rev. Nathaniel Fuller, HOPE Church International
Pamela Myers, Chief Human Resource Officer at FHI 360

Attending Telephonically: Pat Martinez

Welcome/Call to Order
Sec. Sanders delivered the welcome and thanked Commission member Christy Foster for hosting at FHI360. Sec. Sanders read aloud Gov Cooper’s proclamation for Transgender Remembrance Day to honor the day of observance. (Proclamation shared with Commission members). The attendees stood and observed a moment of silence in remembrance of victims of violence against transgender people.

Guests: Angela Lee, Director of the Hayti Center, last original remaining structure from Black Wall Street and the Hayti community, introduced herself. Pastor Nathaniel Fuller of HOPE Church International introduced himself.
Approval of Meeting Minutes
Sen. Sanders presented the minutes from the last meeting, and from the Oct. 24, 2019 conference call Cecilia Surratt moved to approve both sets of minutes. Christy Foster seconded the motion. The minutes were unanimously approved.

Sec. Sanders introduced the presenters.

Special Guest Introductions and Remarks
Christy Foster gave opening remarks. She acknowledged Patrick Fine, CEO of FHI360 for his leadership in partnering with the state to help make Census2020 a success.

Pamela Myers, Chief Human Resource Officer at FHI 360 (CF introduced). She welcomed the Commission to the space on behalf of Patrick Fine who is in an Ebola zone in the Democratic Republic of Congo visiting FHI360 programmatic work in that area. FHI360 is a global organization, with the majority of its staff in Africa and Asia. The organization works on human development, primarily in public health, education, and economic development. The heart of FHI360’s values is inclusion. She recognized Christy for her work on the Commission and internally on equity and inclusion. FHI’s Gender Equity and Social Inclusion Framework is organizational as well as programmatic. This is integrated in program design and monitoring. She introduced two internal speakers who would speak on FHI360’s related work.

Keisha Horton, Human Resources Partner, DEI Advocate (Christy Foster introduced). Strategy on ED and I. The strategy was launched in 2016 under the GE and SI group. It is not being revamped as 2.0. Three focus areas, workforce, workplace and marketplace (cut). They have launched an EBI working group with executive sponsorship, support, and involvement. Leadership support is crucial for the success of this works. Work in 2020 reasonable accommodations, building capacity, diversity dashboards (analytics), T&D, and employee resource groups.

Jonathan Paul Lucas, Sr. Community Programs Manager (Christy Foster introduced) Lucas presented on the study “Estimating HIV Incidence Among Black and Latina Women in the US.” (presentation provided to commission along with the study discussed).

Lucas presented to the members the HIV Prevention Trials Network. FHI360 is responsible for prior research in this network regarding undetectable loads/no transmission of HIV through this network. HPTN 064 looked to estimate overall rates of new HIV acquisitions in women at risk or HIV in US (88% Black and 12% Hispanic/Latino). Raleigh Durham was one of enrolled locations. Age-adjusted death rate of Black women with HIV is roughly 15 times higher than that white women with HIV. Incidence rate of .24% is 5x the estimate by CDC—comparable to developing countries in sub-Saharan Africa. New studies are being undertaken to address. They are investigating an injection pre-infection approach, as well as a ring similar to contraceptive rings.

Presentations

Bob Coates, Gov’s Census Liaison, Making NC Count
(presentation provided to commission)

Census provides the heart of the data used for many of the projects discussed today. Census affects North Carolina’s representation, funding and planning.

Internet hubs are a good way for community organizations to participate and help undercounted communities get counted. There is internet chat assistance as well as phone assistance.

The census is about residence, and everyone counts. If you are here, you matter, and you need to be counted. All questions asked are to be answered on the basis of self-identification.

Avoiding Scams and Frauds: Coates presented on how to assure yourself a worker is legitimate and what a questionnaire asks for. The questionnaire never asks for social security, bank, or credit card account numbers, money or donations, or anything about a political party.

Local governments have been collaborating to help prepare for this year. Gears are shifting into the motivation phase. They are looking to have people work locally to understand that the census will help the local community. Partnership is key. Monetary assistance is also key as GA did not appropriate any money to the census.

The first census was in 1790. We acknowledge we have never counted everyone. Again, local collaboration is key to help with undercounted communities.

Key undercounted communities are people who have recently moved (into or within NC), linguistically isolated communities (resources), African American males 18-35 (most undercounted), preschool age children, people experiencing poverty.

Tools: https://www.census.gov/roam (Roam visualization lets you look at geographic visualization) There are also a variety of data visualization tools on the website.

There is also a large amount of census jobs available. At least $13.50 per hour plus gas and expenses. Apply online at 2020census.gov/jobs.

Awareness and Promotion: Everyone can help support. Try an email signature tagline. Share factsheets. Mention in your presentation.

Information gathered by the census is protected by Title 13 of US Code for 72 years.

Census has decided that they are going to add new noise that may make some disaggregation harder. There is going to be less data coming from the census. That privacy feature hits in 2025. So right now, government officials asking what data is needed at what level to get the feedback and plan ahead.

Amanda Martin, Deputy Chief Resilience Officer, North Carolina Office of Recovery and Resiliency (presentation provided to Commission)

NCORR is a new government agency (January 1, 2019). The main program is commonly known as Rebuild NC. It administers HUD CBDG-Recovery and Mitigation awards. It tracks expenditures and manages recovery.
Federal funds from HUD are supposed to be funds of last resort. Just recently received first tranche of funds for Hurricane Matthew. No money has been allocated yet for Hurricane Florence.

Only a handful of people at NCORR work on resilience.

Rebuild NC’s biggest program is homeowner repair and reconstruction, but they run a host of programs.

Rebuild NC has different options from FEMA and the office is bringing on new caseworker staff to help people navigate their options (not just NCORR provided resources).

Impact of disaster = Physical impact + Ability to cope

**Language Access**
- Spanish language social media messaging
- Translation of news releases
- Public Information Officer with SERT does Spanish language interviews
- CDBG Action Plan hearings and documents translated in Spanish

**Income and Wealth**
- Seventy percent of CBDG-DR expenditures must benefit low or moderate income
- Recommendation for improved housing recovery, especially barriers for low income households
- Small landlord rental repair program, new rental housing dev

**Connectedness and Communication**
- Nonprofit and Volunteerism RSF
- pre-qualification application period for NCORR contractors starting, focus on HUBs
- maximize face-to-face interactions policy (intake centers in person, etc.)
- Updated hurricane recovery guide
- Governor’s office listening tour

NCORR has in-house data tools to help in disaster preparedness and recovery.

**Announcements/Updates** (Sec. Sanders)
- Dr. Aziz has resigned from the Commission. No specific reason given. Sec. Sanders thanked her for her service.
- Budget: The budget still has not passed. The Gov’s budget did include a request for census funding. The Gov. also continues to advocate for Medicaid expansion. Health and wellbeing have a direct impact on NC economy, families, and communities. There are still half a million residents without health care coverage.
- SB 199-Intended to modernize sexual abuse and assault laws and strengthen enforcement and protection for children who have been abused.
- Executive Directive on Safe Days: Additional paid leave for employees in executive branch dealing with sexual assault or domestic violence. 1 in 3 women in NC have experienced intimate partner violence.
• Census 2020: Complete Count Committee continues to meet and raise awareness. They seek partnerships to help in raising awareness to ensure an accurate, fair and complete count. Most recently met with AARP and ATT and hope to meet with others with large and small footprints in NC to be advocates in support of the census. Sec. Sanders asked the Commission to join their voice to the effort as well.
• January 8, 2020, Secretary and BMT will meet with Governor and members from his policy team on work in past year and work going forward.
• EO abolishing salary history
• EO 80 Energy Efficiency and Climate Change – Components: Economic Development using clean energy, zero-emission vehicles, encourage more electric vehicle usage throughout the state, increasing energy efficiency in buildings and infrastructure. BMT gave update on plan for zero-emission vehicles. They are up to twenty vehicles. The plan is on the DOA website.
• Looking in January for joint meeting with Climate Change Interagency Council.

Sec. Sanders exhorted the Commission to continue to model value of inclusion for the state.

Sub-Committees Working Session
(led by Michelle Fullerton)

There was a brief discussion on setting strategic priorities for 2020 besides the work.

A working group was formed to address issues of gender identity on the 2020 census, with Paula Kohut as lead person for the group. Emily Turner also volunteered to help.

A third subcommittee will be formed to address moving forward the Commission’s strategic recommendations for Diversity in Disaster.

Existing subcommittees will continue to meet and move forward their work. Nancy Astrike remains a resource for the Cultural Competence subcommittee and Tammie Hall remains a resource for the Diversity in Procurement subcommittee.

Next Steps
• January 22, 2019 conference call. (will discuss working group on gender identity and census)
• Sec. Sanders will look at membership and the potential for bringing in new members.
• **In preparation for the conference call, all members are asked to review their membership and let the commission know if they wish to move or participate in a new project.**
  o Cultural Competence: Emily Turner, Michelle Fullerton, Barbara Rimer, Cecelia Surratt, Pat Martinez
  o Diversity in Procurement: Christy Foster, Paula Kohut, Lydia Lavelle, Jenny Black, Andrew Spainhour, Fred Yates
• Michelle Fullerton and Christy Foster were tasked with producing a draft of the annual report to the governor. Emily will assist. Target due date is end of February for report.

Thanks and Adjournment
Secretary Sanders thanked the Commission and commended the Commission for taking action and being a voice for inclusion. Meeting adjourned.