

## **8/21/2019, NC Commission on Inclusion, The Firehouse, Charlotte, NC**

### **Meeting Minutes**

**Present:** Secretary Sanders, Pat Martinez, Christy Foster, Michelle Fullerton, Emily Turner, Cecilia Surratt, Betty Marrow-Taylor

**Attending Telephonically:** Dr. Barbara Rimer, Jenny Black, Lydia Lavelle

**Agencies Guests:** Nan Sanseverino, Mark Edwards, Tammie Hall, Andria McKnight

**Special Invited Guest:** Matty Chadderton-Lazo, Jeremy Collins, Sonny Jones, Nick Wharton, Brent Jones, Lori Henkel, Rocio Gonzalez, Diane English, Samuel Jones, Cristina LaPaz Johnson, Ed Spencer, Wendy Mateo Pascual, Federico Rios, Dr. DeHaven, Rev. Connie Mack, Stephanie Cooper-Lewter, Alba Sanchez, Herman de Castro, Brent Jones, Dr. Maha Gingrich, Manolo Betancur, Ana E. Bonilla Turner, Terry Bradley,

### **Welcome/Call to Order**

Secretary Sanders welcomed the members of the Commission, staff, and guests and called the meeting to order.

### **Approval of Meeting Minutes**

Christy Foster moved that the Commission approve the minutes from the April 17, 2019 quarterly meeting as well as the minutes from the June 19, 2019 conference call. Pat Martinez seconded the motion. The minutes were unanimously approved.

### **Special Guest Recognitions**

Commission member Pat Martinez (hosting) welcomed the Commission to Charlotte. She thanked Secretary Sanders for her leadership and introduced the guests in attendance.

### **Opening Remarks**

Samuel Jones, Deputy Chief, Charlotte Fire Department, welcomed the Commission to the space.

Federico Rios, Assistant Director, Office of Equity, Mobility and Immigrant Integration for the City of Charlotte, welcomed the Commission to the city of Charlotte.

Jeremey Collins, Director of the Office of Public Engagement for Governor Cooper, gave opening remarks and transmitted greetings on behalf of Governor Cooper.

Dr. Mark DeHaven, Professor, UNCCC College of Health and Human Services welcomed the Commission and gave a presentation on the UCITY Family Zone, a place-based initiative improving quality of life through equity and inclusion (presentation available online). The program takes a place-based approach to tackling intergenerational mobility. Currently, a variety of income-based factors contribute to a significant life expectancy gap for people living in poverty. UCITY works to better these social determinants along with many partners.

## **Presentations**

### ***Bank of America***

Lori Henkel, Senior Vice President, Bank of America presented on Diversity & Inclusion at Bank of America (presentation available online). She stressed the importance of a commitment to D&I from the top down. She outlined Bank of America's Global D&I council, which includes regional councils, employee networks and a community volunteer system. The D&I focus is threefold: Talent, Inclusion, and Clients/Communities.

She presented on the Pathway Initiative, which focuses on hiring low to moderate income people at Bank of America. Over the past 5 years, Bank of America has hired over 10,000 people in this program, which includes a consumer academy and wrap-in support services.

She also outlined the Life Event Services and Executive Online programs.

### ***HUB***

Tammie Hall, Director of Historically Underutilized Businesses Office, presented on her office's work (presentation available online). The North Carolina Office for Historically Underutilized Businesses (HUB) was established on April 20, 1999 through the signing of Executive Order 150. Its mission is to promote the economic opportunities for historically underutilized businesses in State Government contracting and procurement that will foster their growth and profitability. Ms. Hall also provided some of the legislative history underlying the office's work.

She presented the results of reporting on HUB initiatives in purchasing and contracts for Fiscal Year 2018-19 and shared those reports with the Commission. She also directed members of the Commission to the office's website, where more resources are available <https://ncadmin.nc.gov/businesses/hub>.

## **Break**

## **Presentations Cont.**

### ***Office of Equity, Mobility and Immigrant Integration***

Federico Rios, Assistant Director, Office of Equity, Mobility and Immigrant Integration for the City of Charlotte, presented to the Commission on the work of his office (presentation available online). Mr. Rios presented on the three streams of work of the office, 1) Diversity, Equity & Inclusion, Economic Mobility, and Immigrant Integration. Charlotte is the worst ranked large city for economic mobility but is second in philanthropic giving. The city has one of the largest Mexican communities in the Carolinas. The following three largest immigrant communities are Indian, Honduran and Salvadoran. The Leading on Opportunity Council is working on a comprehensive approach to addressing the issue of mobility.

## **Lunch**

## **Announcements/Updates**

- **Pride Month Event** Commission member Lydia Lavelle was a guest speaker of the department's Pride Month event and an article by Commission member Paula Kohut was published in the Department newsletter
- **Budget-Medicaid** \ of speakers. Copies of response note from Treasurer was previously sent to commissioners.
- **Medicaid Expansion.** Secretary Sanders reiterated that expansion is important to close the coverage gap, particularly for veterans and the opioid addiction crisis. Expansion will boost the economy by an estimated 4B.
- **Executive Order on Conversion Therapy.** Governor Cooper signed Executive Order 97. North Carolina is the first southern state to ban the use of state funds for use for harmful conversion therapy practices for minors.
- **Letter re Exclusion of Trans Related Health Services** – No changes since Foldwell response.
- **Census 2020** NC Complete Count Commission update. 83 counties now have Complete Count commissions. The participation rate in the last census was 74% and the goal for this census is a 5% increase. In order to achieve this goal, trust must be built, fears addressed, and awareness raised. The Commission on Inclusions recommendations regarding hard-to-reach populations were submitted to the Complete Count Commission.
- **Status of Women Report.** The report was provided to the Commission. NC received a grade of D and the report contains important policy recommendations. The Council of Women have been conducting listening sessions and tours of the state.
- **Diversity in Disaster** The Dept. of Admin. Met with Emergency Management and EM is considering the feedback on diversity and inclusion during disaster compiled by the Commission.
- **Environmental Justice Commission** The Commission is excited to partner with the Environmental Justice Commission on overlapping work. The goal is for both Commissions to meet in November.
- **Gun Safety** Governor Cooper announced in Greensboro his new gun safety directive to strengthen policies and protections regarding gun safety and to highlight the importance and impact of gun violence. This work shares an important overlap with the work of the Commission because of the unique interplay between hatred and bigotry and gun violence.
- **Letter on Medicaid Expansion** The Commission endorsed Dr. Aziz's suggestion that she submit a letter to the legislature and governor in support of Medicaid expansion as crucial to an equitable North Carolina.

Secretary Sanders thanked the Commission for its work and took a moment to celebrate the results outlined in the updates.

### **Strategic Planning Session (2019-20 Priorities)**

Commission Member Michelle Fullerton led a discussion (presentation available online) on strategic planning for the upcoming year. The Commission reviewed its goals, objectives, and work done to date. The Commission identified its major ongoing areas of focus as Cultural Competency, Diversity in Purchasing and Contracting Disaster Recovery, and Census Efforts. Three working groups will be appointed by the Secretary, one to continue work on Cultural Competence, one to continue work on HUB/Diversity in Purchasing and Contracting, and one to focus on Disaster Recovery work. Strategic planning will be continued at the November 2019.

**Next Steps**

Secretary Sanders announced the next meeting for November 2019 would be held in Durham. A conference call was scheduled for September 26, 2019.

**Meeting Adjourned**

Secretary Sanders thanked the Commission Members, presenters and all participants, and adjourned the meeting.