MINUTES OF MEETING
North Carolina Commission on Inclusion
Tuesday, August 15, 2018
Via Conference Call

Members Present: Dr. Naveed Aziz; Jenny Black; Christy L. Smith Foster; Michelle Fullerton; Paula Kohut; Mayor Lydia Lavelle; Councilmember LaWana Mayfield; Dr. Barbara Rimer; Andrew Spainhour; Emily Turner; and Mayor Fred Yates

Members Not Present: Pat Martinez; Secretary Machelle Sanders, Chair; and Cecelia Surratt.

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. Members on the call identified themselves. Also present on the call were Nancy Astrike (Division Director, Diversity and Workforce Services, Office of State Human Resources) and Odessa McGlown (Director, Division of Purchase and Contract, North Carolina Department of Administration).

Cultural Competency Subcommittee (Dr. Naveed Aziz; Michelle Fullerton; Pat Martinez; Councilmember LaWana Mayfield; Dr. Barbara Rimer; Cecelia Surratt; and Emily Turner, Chair)

Ms. Marrow-Taylor next asked for the Cultural Competency Subcommittee to give a report of its work since the Commission’s June 27, 2018 meeting. Emily Turner reported for the subcommittee. First, she thanked the other members of the subcommittee for their extraordinary commitment, professionalism, and dedication. She then reported that there have been four meetings since the subcommittee was formed.

At their first meeting, they synthesized their vision of a culturally competent workplace, began to develop focus topic areas, and began compiling existing resources related to the focus areas. She shared that they now have a working document containing an extensive set of resources, including sources for best practices, strategies and tools, and information on current policies and practices for the state. At their second meeting, they clarified and adjusted the topic focus areas, which are Hiring/Recruitment and Retention, Ensuring Buy In, Assessment and Planning, Training, and Accountability/Policies. They also began discussing potential tools, strategies, and best practices.

At their third meeting, they had deeper discussions in each of their focus areas around strategies and best practices with an eye towards developing recommendations. In their fourth meeting, they brought forth preliminary potential recommendations, which are subject to clarifying, ranking, and revising. Ms. Turner thanked Nancy Astrike for joining the subcommittee at each meeting, stating that her assistance had been invaluable.

Ms. Turner shared as challenges the following: (i) being geographically widespread requires conducting meetings via conference call, which is less than ideal, and (ii) cultural competence is a complex and important goal, and no subcommittee member identifies as an expert, which has required a lot of time and study.

As next steps, the subcommittee will evaluate their recommendations using a priority consideration matrix. Then, they will distribute the work of drafting more formal written recommendations and selecting appropriate best practices. Finally, they will reevaluate their recommendations and rankings after reviewing draft outputs.
The subcommittee’s work has focused on North Carolina’s statutory definition of “Historically Underutilized Business (“HUB”) and the viability of utilizing the federal regulatory definition of “disadvantaged” set forth in the United States Code. The subcommittee plans to research case law and applicable regulations supporting a legal framework inclusive of the LGBTQ community as well as other disadvantaged groups identified by the subcommittee.

The subcommittee is also exploring whether agencies may require or prefer prospective vendors to maintain organizational non-discrimination policies and procedures which prohibit discrimination against various classes of individuals, including on this basis of sexual orientation and gender identity/expression. The subcommittee is reviewing the North Carolina General Statutes to determine the extent of rule-making authority and is researching other sources for support.

The subcommittee is also exploring the potential for changes to the procurement process for small businesses and HUBs as a result of using a Federal Acquisition Regulation process. The subcommittee will work with State attorneys to assist in developing a plan or strategy. The subcommittee has experienced similar challenges to those expressed by the Cultural Competency Subcommittee.

The meeting adjourned at 11:00 AM.

Respectfully submitted, Andrew Spainhour