Minutes of Meeting (via conference call)

October 29, 2018
10:00 AM

Present

Jenny Black, Commission on Inclusion
Michelle Fullerton, Commission on Inclusion
Mayor Lydia Lavelle, Commission on Inclusion
Paula Kohut, Commission on Inclusion
Betty Marrow-Taylor, Director, Policy & Strategy, Department of Administration
Barbara Rimer, Commission on Inclusion
Secretary Machelle Sanders, Department of Administration
Andrew Spainhour, Commission on Inclusion
Emily Turner, Commission on Inclusion

At 10:00 AM on October 29, 2018, Secretary Machelle Sanders called the meeting to order and welcomed those participating by conference call. She and Betty Marrow-Taylor thanked the Commission members for their diligence and hard work preparing subcommittee reports, which Karon Hardy emailed to the Commission on October 26, 2018. These reports are to be submitted to Governor Cooper by Secretary Sanders.

Commission member Emily Turner presented the Cultural Competence Subcommittee’s report on behalf of Commission members Aziz, Fullerton, Martinez, Rimer, Surratt, and Turner, who served as Chair. In summary, she lifted up the value that every worker be able to bring one’s whole self to work. She detailed the goal of creating a framework to sustain a long-term process by which inclusion for all is understood and valued, where performance evaluations strengthen cultural competency and further the goals of diversity, equity, and inclusion, with those goals being reinforced by a Diversity, Inclusion & Equity Council and other networks. She then talked in detail about the recommendations, specific action items, policies, best practices, resources, measurements, and reporting metrics set forth in the subcommittee’s report. Commission members thanked Ms. Turner and the subcommittee for their excellent work and great summary.
Next, Commission member Paula Kohut, co-Chair of the Purchase and Contract Subcommittee, presented a report on behalf of Co-Chair Christy Foster and members Black, Lavelle, Spainhour, and Yates. She began by thanking Odessa McGlown, Director, NC Division of Purchase & Contract, Department of Administration, and Munashe Magarira, Associate General Counsel, Office of the Governor, both of whom provided significant support and expertise to the subcommittee as it did its work. Paula highlighted as recommended actions expanding the definition of HUBs to include LGBT business based upon specified Federal statutory authority incorporated into relevant sections of the North Carolina General Statutes, broader circulation of HUB certification requirements, voluntary disclosure of business owner demographic data when North Carolina Secretary of State Corporations Division filings are made, and small business resourcing, all of which are more broadly set forth in the subcommittee’s report.

Betty Marrow-Taylor thanked both subcommittees for their tremendous work and then oriented the discussion towards follow-up from the Commission’s last meeting focusing on disaster preparedness and recovery and the ways in which diverse populations are impacted. Ms. Marrow-Taylor shared with the Commission Florence-related appropriations made since the Commission’s last meeting and discussed the Governor’s focus on the recovery mandate.

The Commission’s next meeting will be on January 30, 2018 at North Carolina Central University in Durham. Ms. Marrow-Taylor thanked Mayor Lavelle for arranging the meeting. Thanks to Cecelia Surratt, the Commission’s May meeting will be in Morganton. In closing, Ms. Marrow-Taylor reminded members that year-end reports will be submitted to Governor Cooper.

The meeting adjourned at 11:00 AM.

Respectfully submitted,

Andrew Spainhour