



MINUTES

DIVERSITY AND INCLUSION ADVISORY COMMISSION MEETING

120 W. 7th St., Anna, TX 75409

Monday, August 28, 2023 @ 6:00 PM

1. **Call to Order, Roll Call, and Establishment of Quorum.** Theresa King-Bell called the meeting to order at 6:10 p.m. Commission Members Present: Valencia Edwards, Theresa King-Bell, Elijah Nelms, Rahul Luthra, and Yoshanda Sims. Others in Attendance: Councilmember Stan Carver, Assistant to the City Manager Kimberly Winarski and Assistant City Manager Taylor Lough. Dallen Morgan and David Rodriguez were absent.
2. **Invocation and Pledge of Allegiance.** Pledge was led by Theresa King-Bell and an invocation provided by Rahul Luthra.
3. **Neighbor's Input.** No neighbors were present.
4. **Reports.** Kimberly Winarski shared that the 3 Nations Brewery will be opening next month.
5. **Items For Individual Consideration.**
 - a. Consider/Act/Discuss Current Projects.
 - Youth in Government Day.
 - Youth/Job Shadowing.
 - Multicultural Event.
 - Together We Dine.

Kimberly Winarski shared a handout with purpose statements for Youth and Government Day and Multicultural Event. Tonight's agenda includes discussion on the purpose and scope for Youth/Local Government Careers and Together We Dine. King-Bell suggested the purpose of the Youth/Local Government Careers is to recruit and hire qualified students for local jobs. Luthra suggested teaching leadership qualities. Edwards suggested using GPA, counselor recommendation, attendance, and extracurricular involvement to determine if students are qualified to participate. King-Bell also suggested the need for a measure of success. Sims also suggested defining the targeted students to understand the time students are available with some students working. Edwards suggested staff work with the Anna High School Career and Technical Education (CTE) program to better understand and define "youth" and when they would be available. Edwards suggested using the Neighbor Academy curriculum. Winarski agreed that would be for the Youth in Government Day. Sims explained Youth in Government Day would be an overview of what the city does, the Youth/Job Shadowing item would allow students to learn about different roles within the city, and a longer program similar to Neighbor Academy for youth. Sims suggested the interns would require a presentation of their takeaways. Winarski will return with a purpose statement for the Youth/Job Shadowing item. Nelms asked what success will look like? Winarski shared what she heard from the commission is hiring locally is the goal but may take some time. Edwards and Sims suggested a 6-8 week program. King-Bell suggested some shorter team measures of success may be the number of applicants, improving life and leadership skills

like interviewing, resume writing, defining their desired future careers, make suggestions to better enhance city services.

Winarski shared that she is working with the parks and recreation team to better define an estimated date.

Winarski reminded the commission that the nonprofit Together We Dine presented at the last meeting. A scope and strategy are needed for this item. Edwards asked if the commission had a budget. Councilmember Carver shared that this commission is similar to the parks advisory board in that it is intended to make recommendations to Council. Winarski outlined previous activities the commission partook in such as a newsletter, statute survey, and mission and vision. Councilmember Carver suggested a joint meeting with the City Council for a collaborative conversation. Edwards stated the goal is for a rural community to discuss race. Winarski explained the nonprofit group Project Unity shared different examples of conversations led and the specific groups with specific purposes. Lough asked the commission to define what success looks like, who will attend and why. Sims suggested asking the nonprofit for a recommendation. Nelms quoted the purpose statement is on the group's website: "what unites us is greater than what defines us." King-Bell suggested the purpose statement include the commission's mission statement. Sims explained the facilitation may not be focused on only race. Edwards shared that sometimes it takes uncomfortable conversations to lead to comfort. Nelms shared they believed the statement needs to include that. Sims shared ideally this is a group of neighbors of different beliefs. Edwards asked for a six-month timeline for events and milestones. Sims suggested sharing more about what the commission can and cannot do when people join.

b. Consider/Act/Discuss Approval of the Minutes from the July 24, 2023 Diversity and Inclusion Advisory Commission Meeting. King-Bell made a motion to approve the minutes of the July 24, 2023 Diversity and Inclusion Advisory Commission Meeting. Nelms seconded. The motion passed.

6. Items for Future Consideration.

a. Conversation Starters. King-Bell made a motion to move this item to the next meeting. Sims seconded. The motion passed.

7. Adjourn. King-Bell made a motion to adjourn the meeting at 7:52 p.m. Nelms seconded the motion. The motion passed.



Theresa King-Bell, Chairperson



Kimberly Winarski, Staff liaison