

Meeting Minutes
January 14, 2025

MINUTES OF MECKLENBURG COUNTY, NORTH CAROLINA
BOARD OF COUNTY COMMISSIONERS

The Board of Commissioners of Mecklenburg County, North Carolina, met in Budget/Public Policy Session in Conference Center Room 267 on the 2nd floor of the Charlotte-Mecklenburg Government Center located at 600 East Fourth Street, Charlotte, North Carolina at 2:32 p.m. on Tuesday, January 14, 2025.

ATTENDANCE

Present: Chair Mark Jerrell, Vice-Chair Leigh Altman
and Commissioners George Dunlap, Arthur Griffin,
Laura J. Meier, Elaine Powell,
Susan Rodriguez-McDowell, Yvette Townsend-Ingram
County Manager Dena R. Diorio
County Attorney Tyrone C. Wade
Clerk to the Board Kristine M. Smith
Deputy Clerk to the Board Arlissa Eason

Absent: Commissioner Vilma D. Leake

CALL TO ORDER

The meeting was called to order by Chair Mark Jerrell, followed by introductions and the Pledge of Allegiance to the Flag.

25-0060 UPDATE ON WORKFORCE DEVELOPMENT

The Board received an update on Workforce Development.

Background: The Board will receive an update on Workforce Development.



Unified Workforce Strategy

Form a clear picture of today and tomorrow’s workforce needs and implement solutions that close jobs-skills gaps.



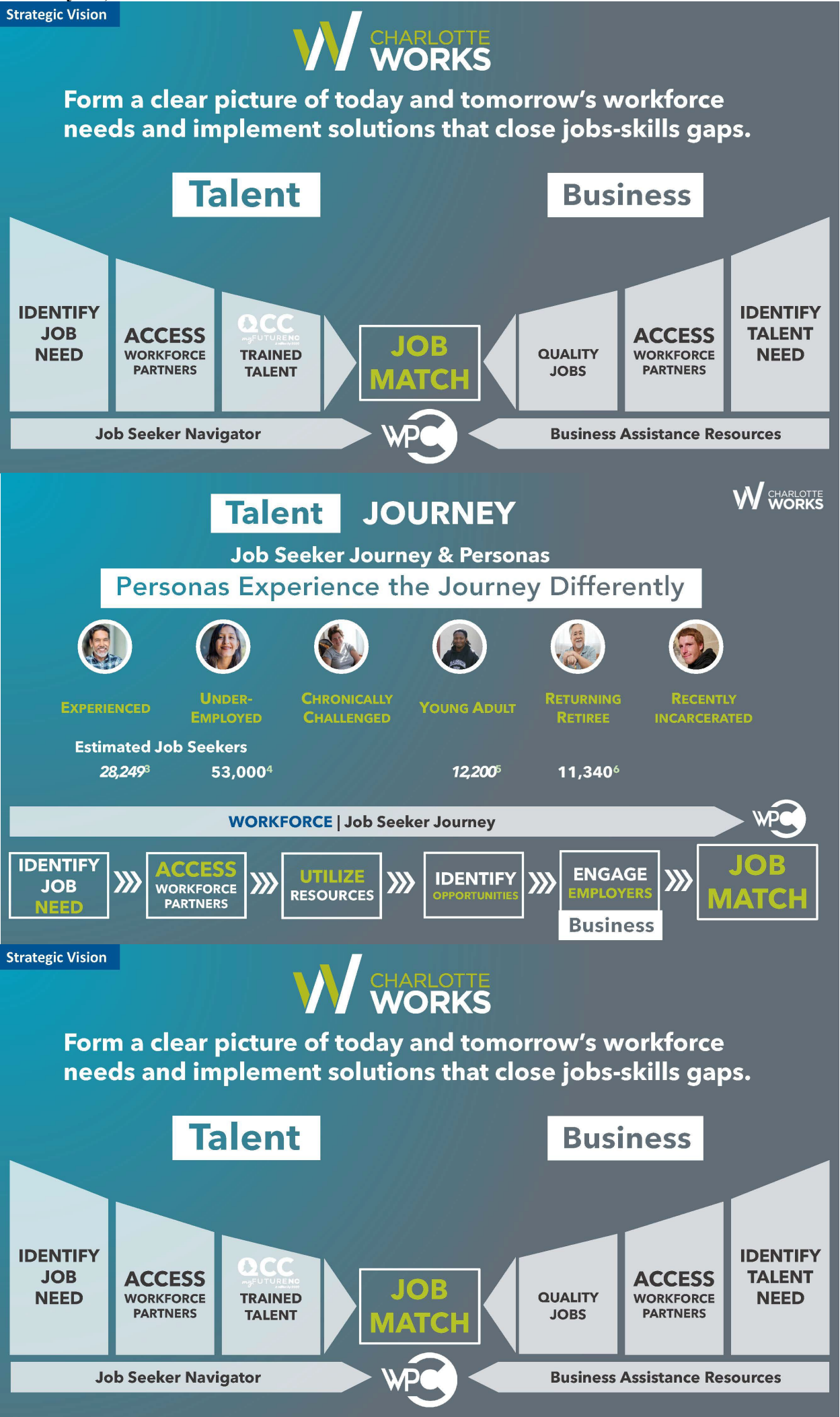
Job Seeker Assessment



WORKFORCE SUMMIT
BUILDING BRIDGES
FOR INNOVATIVE SOLUTIONS



Charlotte Workforce Development Funding
& Business Services Application





Comments

Commissioner Townsend-Ingram asked, referencing the talent pool, if there was an opportunity for tracks, such as automotive tracks. She asked if there was a survey after a person used the site. She asked if there was a way to ask what their minimal experience was so that people did not feel as if they wasted their time applying for a job they were not qualified for. She asked if minimal experience or education could be used in lieu of one another. *Ms. London said that with CMS, the Deputy Superintendent was on their board of directors and was working closely with them with the Education to Employment Pathway. She said it was part of their industry-led commitment to creating the tracks/pathways. She said there was a phone number – one for job seekers that got them to triage if they needed help with the site. She said she met with the City and County Economic Development about potentially dedicating an economic development team member to work within a workforce development capacity. She also added that they sent jobseekers a quarterly survey to ask about their experience.*

Commissioner Griffin said he was excited and impressed with her enthusiasm. He said they had the best intentions and potential but forgot about accountability. He said he was concerned because it sounded excellent but asked how their accountability to execution was. He said he had reached out to the Census Bureau, and in 2023, over 11,000 people migrated to Mecklenburg County, and 8,700 of those were international. He asked her to help them help her interrupt the system. *Ms. London said she would report back to him. She said that in her meeting with Economic Development, they talked about those things, and in the past, they never really talked about bridging the gap. She said they had never collaborated on truly tangible activities when it came to bridging the gap and talent sourcing, and she said changes were coming.*

Commissioner Rodriguez-McDowell thanked her. She asked if there was anything about wages tied to the program and if they were committing to a living wage. She asked if the jobs were of a vertical nature – at the entry level and other levels as well. She asked if the program was regional or only in Mecklenburg County. *Ms. London said that regarding wages/career pathways, they looked at industry-led/sponsored jobs and reasonable, realistic, and appropriate wages. She gave the example of being a CNA and transitioning to an RN and the difficulty of making the transition if it was not supported by the individual’s company. She said they were discussing everything to see what it looked like from business to business and across industries. She said the career maps on LinkedIn were across the Charlotte Metro area.*

Commissioner Rodriguez-McDowell said she appreciated how she pulled it all together.

Meeting Minutes

January 14, 2025

Commissioner Powell asked if LinkedIn was the only way. She asked how they were able to find microbusinesses to participate in it. She said that with wages, it would be difficult for the microbusinesses to commit to livable wages. She said she agreed with Commissioner Griffin, saying the County's investment needed to benefit the County. *Ms. London said the idea was to be able to make revisions. She said the goal was to launch it and make it better. She mentioned that the assessment was for people who needed more help. She said that with microbusinesses, Charlotte Works partnered with the Business Advisory Committee, The Alliance, and other significant partners and conducted outreach. She said they contacted the Department of Commerce to see who was registered as microbusinesses. She said their business services team also sought networking opportunities for small and micro businesses. She said not all of the businesses were able to afford livable wages, but they welcome all kinds of businesses.*

Commissioner Meier thanked her. She asked if there were partnerships with The Pearl and Siemens, if they could refer them, and if they were looking for a program like the one presented. *Ms. London said they had a relationship with Siemens and were having conversations with The Pearl. She said that as Siemens expanded, they did support them with getting individuals into specific roles.*

Commissioner Meier asked if there was an actual person at the end to assist with the overall process. *Ms. London said there were people in place to assist throughout the program.*

Vice Chair Altman thanked her. She said they had to remember why they were doing it all. She said one in three Mecklenburg County residents was either Medicaid eligible or had received Medicaid services. She said she took that as a challenge and that the numbers were far too high of neighbors who needed support to get by. She said the goal of “closing the job skills gap” was good and commendable but too limited. She asked what their talent pipeline was other than CPCC. She said she wasn’t clear if that vision was on top of the talent pipeline to attract great employers. She said the conversation in the room about Atrium was concerning, as she remembered them making a promise to the County after providing them with economic incentive to build The Pearl. She said they were promised jobs for their residents.

Ms. London said the first step over the last year was to pull together priorities and avoid duplication. She said the next phase was to pull together educational institutions that were above this bucket. She said economic and workforce development hadn’t been working together as collaboratively, and that was something they were working on. She said there was more to come, and it was larger than just bringing people together. She said they had to have a pulse of where the talent was.

Commissioner Townsend-Ingram said the data needed to be extracted, and people needed to be tracked from the beginning to where they were. She asked if there was a mechanism to do so. *Ms. London said yes. She said anyone who accessed the system was tracked. She said tracking would be part of that, as well as moving forward with industry commitments over the next couple of months and building out pathways.*

Commissioner Griffin asked County Manager Diorio since they did things jointly a lot with the City on economic development—if there was any way they could talk to the City so the contracts could be similar and include similar language. *County Manager Diorio said it was certainly possible. She mentioned that the City was involved with the current effort as well.*

Commissioner Powell said she wanted to advocate for human touch points. She said that when citizens needed something, they were more successful when they could get in touch with actual people.

Vice Chair Altman said she wanted Ms. London and her board to expand their conversation on expanding the pipeline. She said she could not answer the question of what big sectors they were trying to attract in Mecklenburg County. She said she would like to see the business plan

Meeting Minutes
January 14, 2025

their board approved every 4 years and updated. She asked for the percentage of residents they had touch points with and what percentage resulted in jobs and salaries. She also asked for an invite to their September Summit and their March CELC (Charlotte Executive Leadership Council) presentation.

Chair Jerrell thanked her. He said it was clear it was a heavy lift. He said there were still question marks about execution and reaching the people they were concerned about. He said they needed to understand when it was fully operational. He asked what the pipeline looked like and, with the tool, whether they were providing them with additional resources while they were in transition of mobility. He said when they thought about the link between the portal and HR, he wanted to understand that people could get jobs with the County. He said it would be a miss if they funneled people to an HR department. He said they needed to get with, not just Atrium, but they needed to see where they were with many of their partners. He said they had much work to do. *Ms. London said the job seeker portion was live. She said she would provide an update concerning the business side. She said they were working with Queens College, which connected all of the different navigators in the community.*

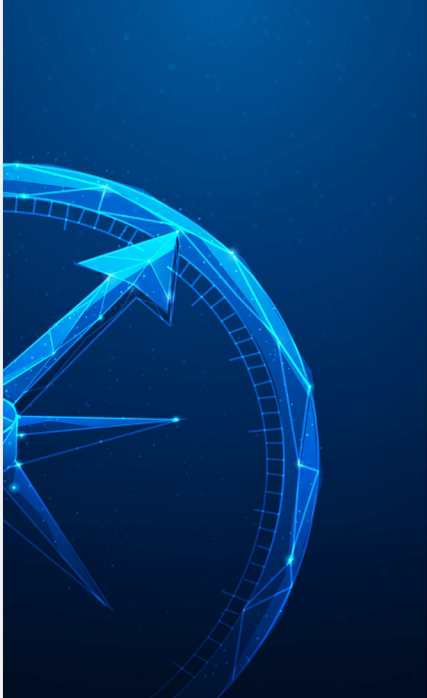
25-0058 EQUITY ACTION PLAN PROGRESS REPORT – OFFICE OF EQUITY AND INCLUSION

The Board received an update on the FY2020-FY2023 Equity Action Plan implementation status progress summary, and future planning.

LaShaun Carter, Chief Equity and Inclusion Officer
Derrick Ramos, Deputy County Manager/Chief of Staff

Background: The Mecklenburg County Equity Action Plan (EAP) FY2020-FY2023 is the primary source for guiding all County Departments in implementing current equity best practices and aligning to county equity goals and strategies. This presentation is to update the board on the end of phase one of our equity work and preview the future state of the work.





AGENDA

- Equity Primer
- County Equity Overview
- Equity Action Plan 1.0
FY2020-23 Review
- Equity Action Plan 2.0
FY2025 and Beyond
- Questions and Open
Discussion





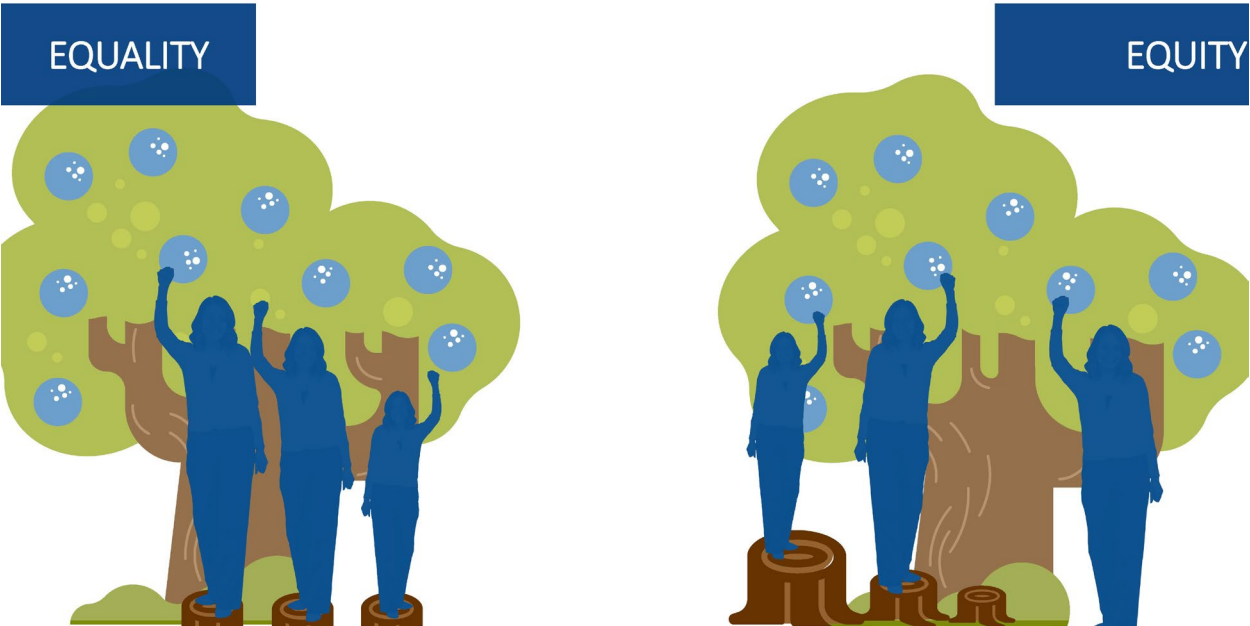
Equity Primer

UNDERSTANDING EQUITY
TERMS IS FUNDAMENTAL TO
ALL JUSTICE WORK



CULTURE	DOMINANT CULTURE	EQUALITY
EQUITY	INCLUSION	RACE
CULTURE	<div>The set of practices and beliefs shared by members of a particular group that distinguishes that group from others.</div>	
DOMINANT CULTURE	<div>Cultures that are readily visible while others may be hidden and not apparent.</div> <div>Dominant Culture is not meant to be confused with racial, gender, or heteronormative dominance.</div>	

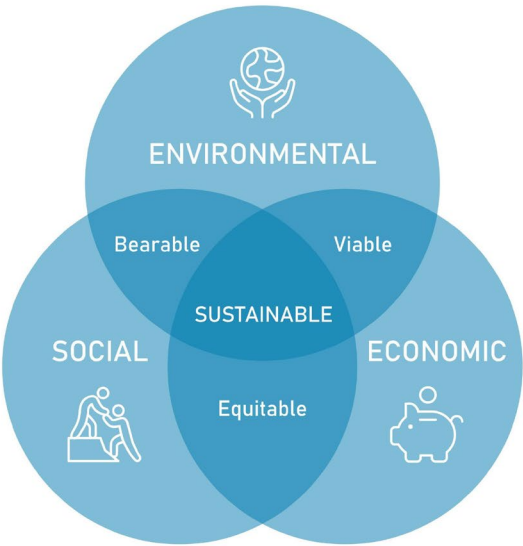
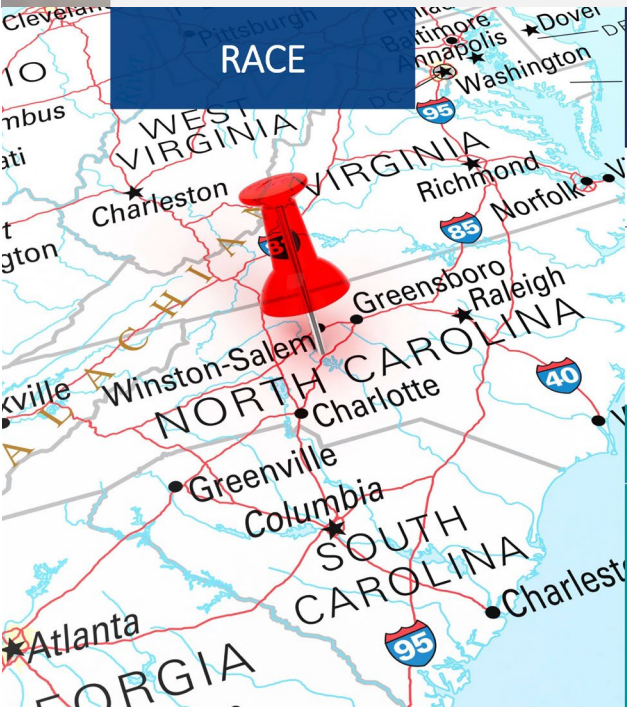
<div>EQUALITY</div> <p>The act of ensuring that every individual has an equal opportunity to make the most of their lives and talents; or the state of being equal, especially in status, rights, and opportunities.</p>	
<div>EQUITY</div> <p>Not to be confused with equality.</p> <p>Equity means the requisite allocation of resources in response to the specific needs of a group.</p>	



INCLUSION

The act of including and accommodating people **historically excluded** because of their race, gender, sexuality, age, ability, zip code, religion, or any other form of difference.

RACE



Disrupting systemic and structural barriers requires a diverse and nuanced approach to addressing the vast complexities of a dynamic system. Our recognition that the prism of justice influences our efforts supports this work's sustainability.

What is Environmental Justice?

Is fair treatment and meaningful involvement of people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies

Source: Environmental Protection Agency (EPA) and North Carolina Department of Environmental Quality (DEQ)



What is Economic Justice?

It ensures equitable access to opportunities, resources, and wealth distribution, addressing systemic inequalities, promoting fairness in labor, wages, and policies, fostering societal well-being, and empowering marginalized communities for sustainable development

Source: Center for Economic and Social Justice (CESJ) and Jaynes, Gerald. 2023. Journal of Economic Literature and the American Economic Association



What is Social Justice?

It safeguards equitable distribution of opportunities, rights, and resources, addressing systemic inequalities based on race, gender, class, ability, religion, immigration status, languages spoken, or any other known identifier that impacts our collective ability to foster inclusion, dignity, and fairness for all members of society.

Source: Center for Economic and Social Justice (CESJ) and Jaynes, Gerald. 2023. Journal of Economic Literature and the American Economic Association



Racial
inequity
looks the
same across
systems.

Socio-
economic
differences
alone do not
explain these
inequities.

Inequities are
caused by
systems,
regardless of
people’s
culture or
behavior.

County Equity
Overview

Equity Vision Statement: *all people* in Mecklenburg County will have an equitable opportunity to *thrive* in the workplace and in the community.



Meeting Minutes January 14, 2025

Equity Mission: To *build* and *sustain* a culture of equity and inclusion across the county through understanding, analyzing and eliminating the root causes of racial disparities and advancing equitable policies, practices and procedures, creating a culture of equity to meet the needs of *all* residents.








County Equity Overview

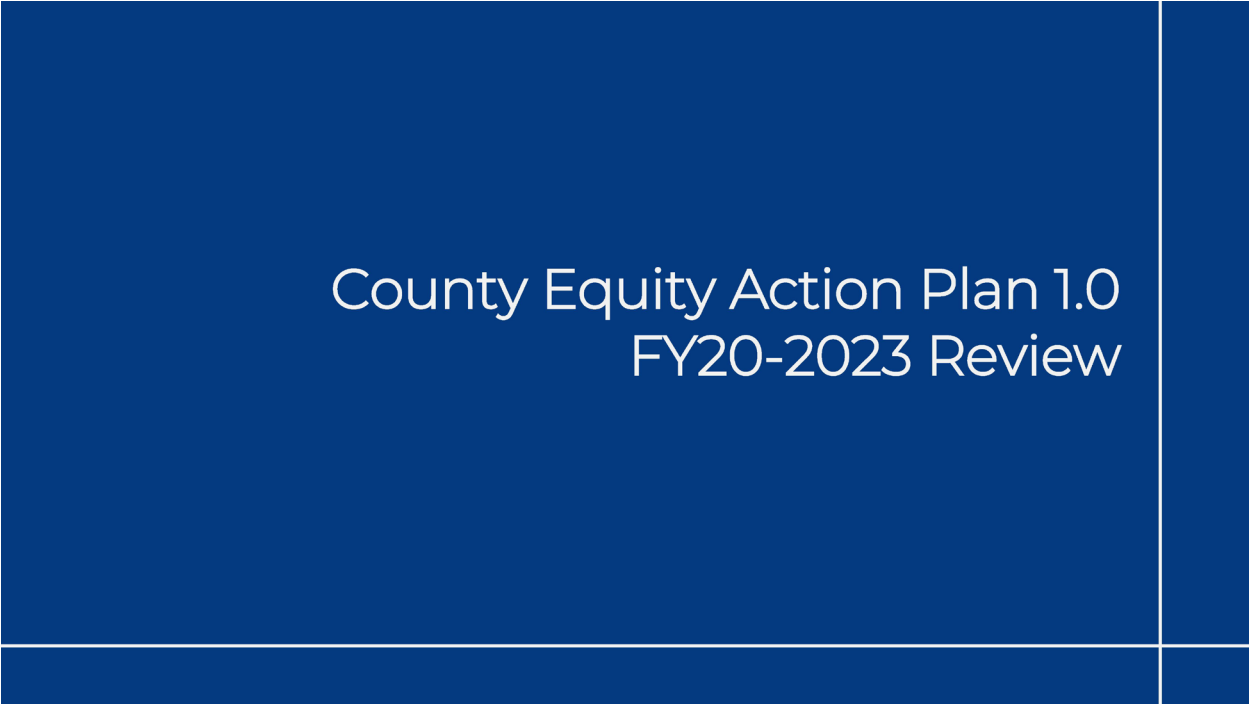
The Mecklenburg County Equity Action Plan (EAP) is the primary source for supporting all county departments in implementing equity practices, connecting people to opportunities, and inspiring the type of collaboration that responds to community needs and helps fulfill our equity mission and vision.

*“If you have come here to help me
you are wasting your time, but if
you have come because your
liberation is bound up with mine,
then let us work together.”
— Lilla Watson*



FY2025 Board Priorities

 Early Childhood Development: Expand services that promote healthy early childhood development & education from ages birth to five.	Racial Disparities: Ensure that investments by the County focus on closing racial & ethnic gaps so that race does not predict one's success, while also improving outcomes for all. Race will be interwoven into the Board Priorities through policies, practices, & procedures that seek to analyze & eliminate the root causes of racial disparities with the hope that all people in Mecklenburg County will have an equitable opportunity to thrive in the community.
 Educational Attainment: Align allocations to strategies & targets with proven results to improve college & career readiness outcomes for all students.	
 Environmental Stewardship: Preserve & protect the County's environmental resources.	
 Health Access: Improve access to physical & behavioral healthcare for County residents of all ages & promote healthy behaviors.	
 Housing Insecurity: Reduce the number of residents experiencing homelessness & advance stable affordable housing options for all County residents.	
 Workforce Development: Support initiatives that connect job seekers with employment opportunities.	



Equity Action Plan 1.0 FY20-2023

Our Philosophy and Approach

The approach the Office of Equity and Inclusion has taken to support the board priority of racial disparities as a crosscutting factor is through the focused implementation of the Equity Action Plan (EAP). The EAP aligns department goals, strategies, and actions to the goals we have identified as an enterprise. These serve as the primary drivers that support the practices that influence our practices, policies, and procedures relative to our work in the service to others.



Equity Action Plan 1.0 FY20-2023 Goal Overview



Goal 1 – Infrastructure & Tools
Mecklenburg County employees and residents have the understanding of and ability to advance equity.



Goal 4 – Health Equity
All residents in Mecklenburg County are healthy.



Goal 2 – Workforce Equity
Mecklenburg County will be a model employer for advancing racial equity.



Goal 5 – Economic Opportunity
Mecklenburg County's small businesses and non-profits share in the County's economic prosperity.



Goal 3 – Inclusive Engagement
Mecklenburg County residents are engaged in the community where they live, learn, work, and recreate.



Goal 6 – Criminal Justice
All resident in Mecklenburg County live in a more just and equitable community.



Equity Action Plan 1.0 FY20-2023 Analysis



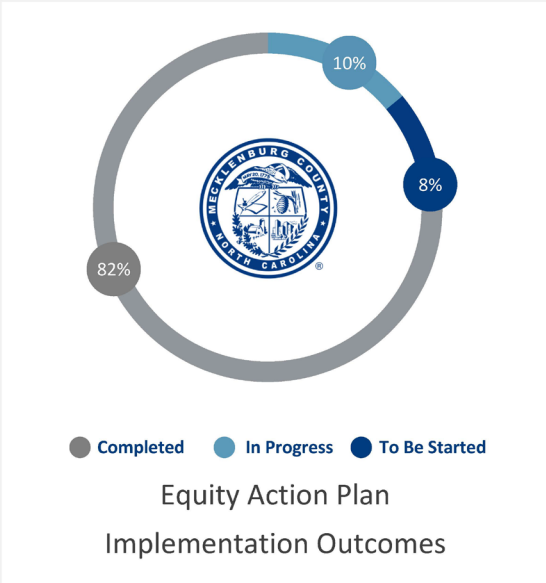
The comprehensive Equity Action Plan outlines several actions designed to advance equity in Mecklenburg County. The following summarizes the outcomes across the 6 goal areas identified in the original plan.



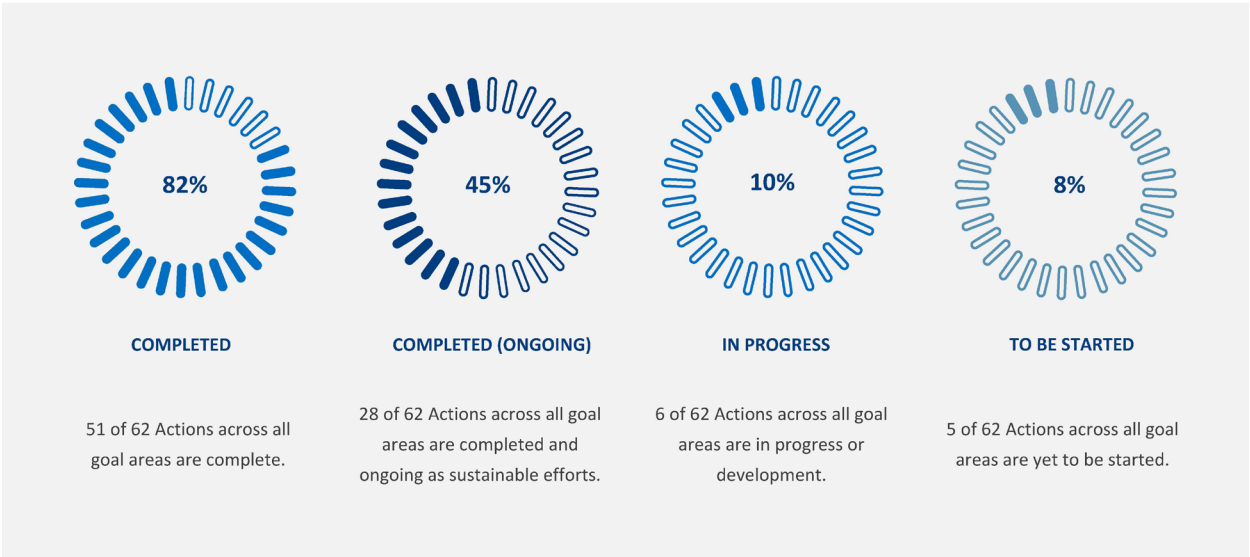
Equity Action Plan 1.0 FY20-2023 Progress

The Process

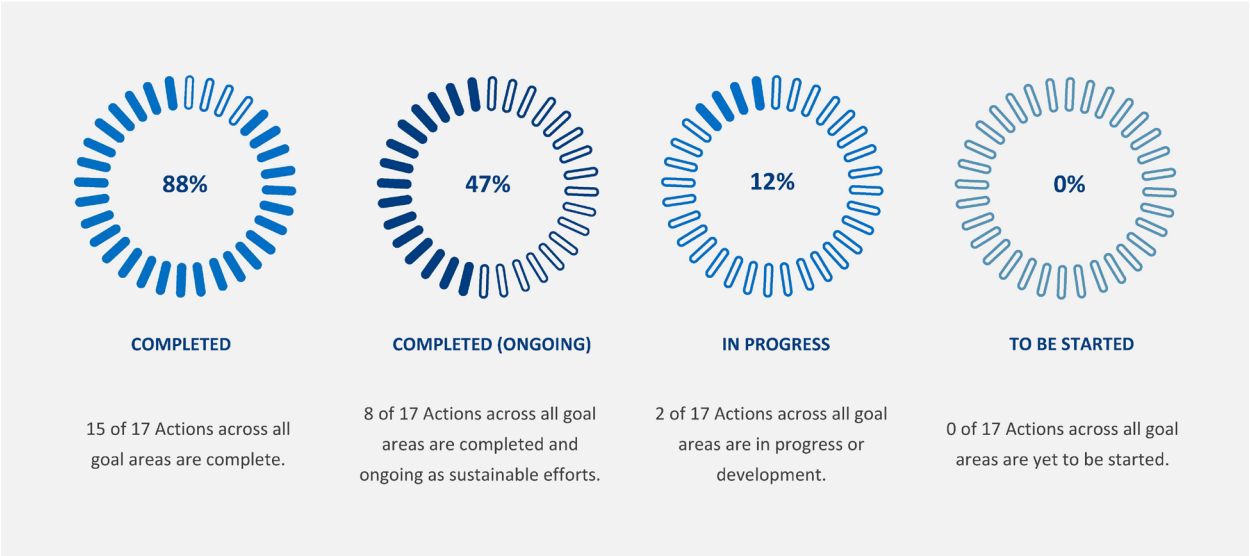
In FY2024, the Equity Action Plan analysis process prioritized identifying actions to help us achieve the collective vision of equity throughout our programs and services. The EAP is the foundational document that is the bedrock for our institutional and structural change. As our equity work continues, it has been important for us to monitor our progress and make the necessary adjustments to evolve our approaches to service. The following section is an overview of the implementation outcomes and highlights from the initial plan.



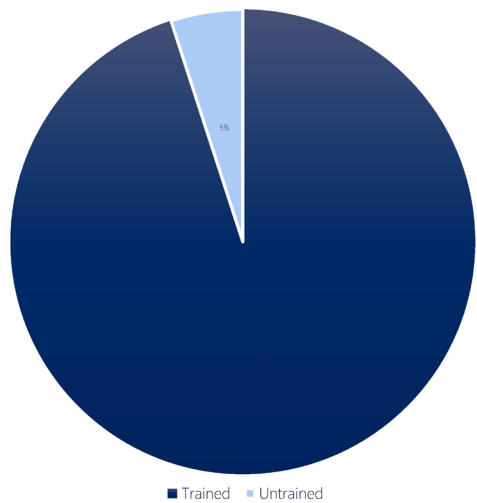
All Actions - Equity Action Plan 1.0 FY20-2023



Goal 1 – Infrastructure & Tools



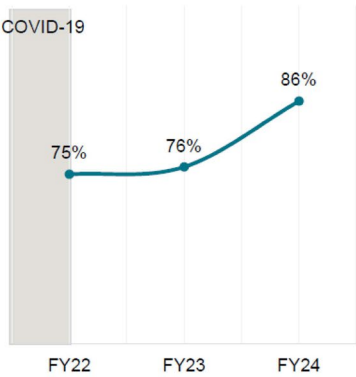
Advancing Racial Equity Training (ARE)



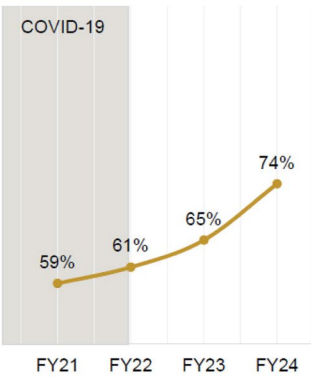
Since the winter of FY2021, 95% of Mecklenburg County has been trained during the initial phases of implementation. The Advancing Racial Equity training has been properly baselined and calibrated for sustainability, and all new staff are trained in ARE within their first year of employment.

Inclusiveness

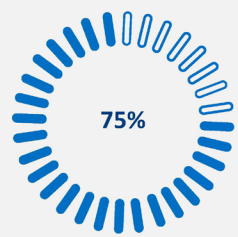
Mecklenburg County honors the identity of individuals and treats them with dignity and respect.



Mecklenburg County services and programs are racially equitable.

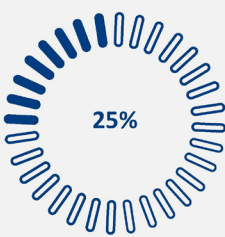


Goal 2- Workforce Equity



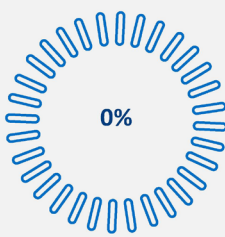
COMPLETED

12 of 16 Actions across all goal areas are complete.



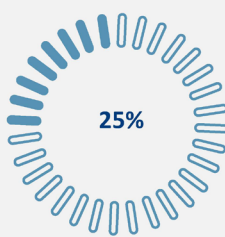
COMPLETED (ONGOING)

4 of 16 Actions across all goal areas are completed and ongoing as sustainable efforts.



IN PROGRESS

0 of 16 Actions across all goal areas are in progress or development.

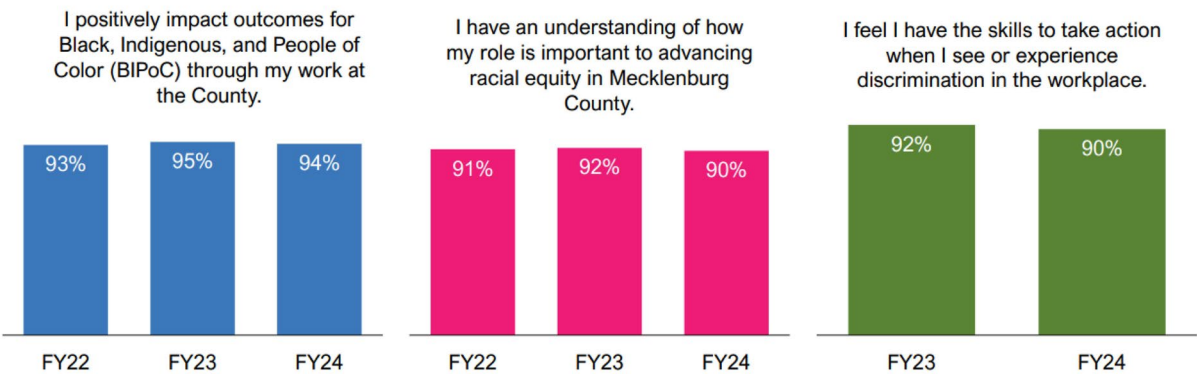


TO BE STARTED

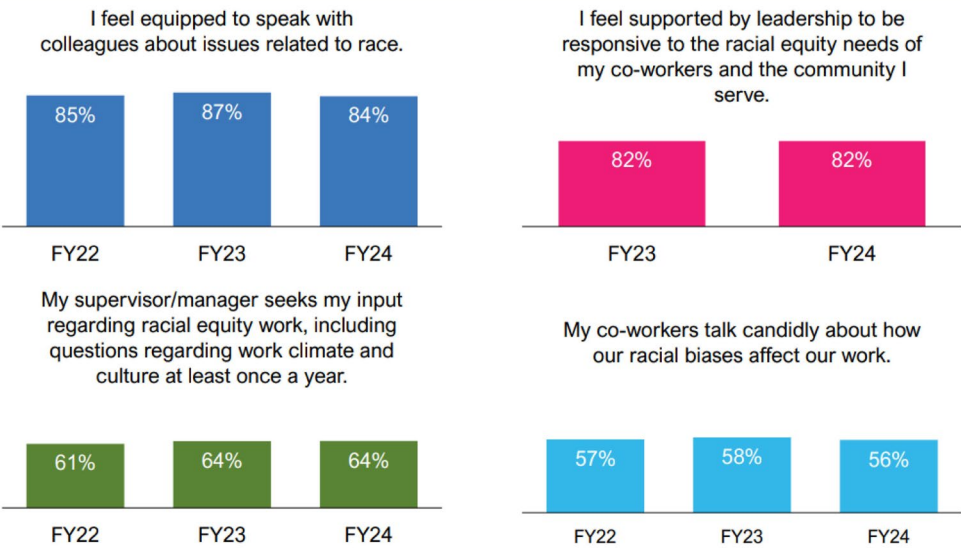
4 of 16 Actions across all goal areas are yet to be started.



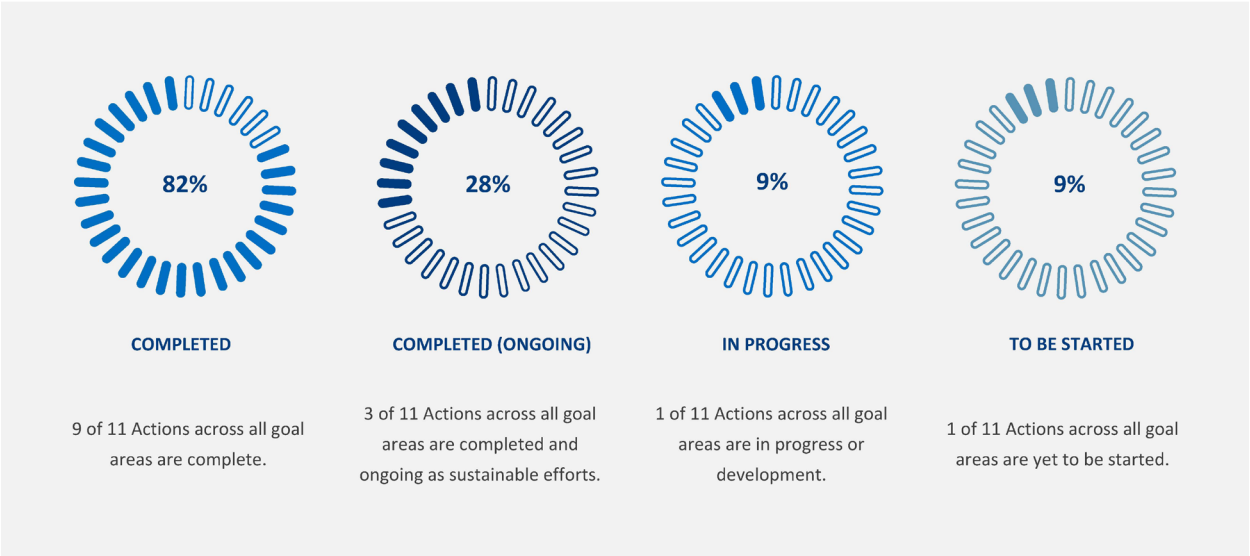
Equity & Inclusion: Results Above Target (88%)



Equity & Inclusion: Results Below Target (88%)



Goal 3- Inclusive Engagement



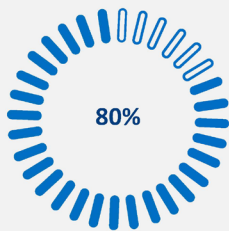
Meeting Minutes
January 14, 2025



Community Relations Stakeholders Group
Hosted by Public Information Department –
Community Relations

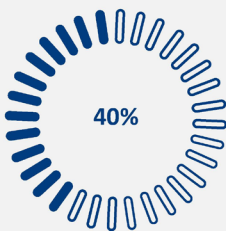
- Launched in FY23 and includes staff from all County departments. Mecklenburg Town staff involved in engagement are also members.
- **Monthly Meeting Objectives:**
 - Networking
 - Skill-building
 - Collaboration
- Provides an opportunity for departments to share community engagement efforts and collaborate/cross promote to **improve our reach, results, and relationships.**
- Features best practices, resources, and accomplished practitioners from across the US to share proven techniques.

Goal 4 – Health Equity



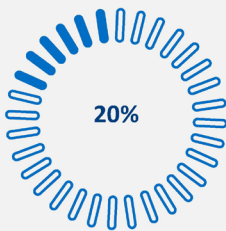
COMPLETED

4 of 5 Actions across all goal areas are complete.



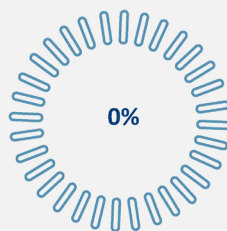
COMPLETED (ONGOING)

2 of 5 Actions across all goal areas are completed and ongoing as sustainable efforts.



IN PROGRESS

1 of 5 Actions across all goal areas are in progress or development.



TO BE STARTED

0 of 5 Actions across all goal areas are yet to be started.



At a CRC, you will find...

Personal greeting with electronic check-in

No standing in line

Spacious waiting areas

Childcare services

Expedited processes for simple transactions

Computer room

Community meeting space

Enhanced security

A friendly environment



Ella B. Scarborough Community Resource Center (CRC)

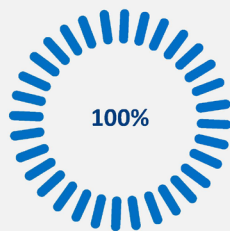


Valerie C. Woodard Community Resource Center (CRC)

Meeting Minutes

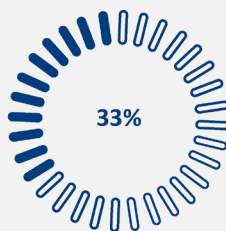
January 14, 2025

Goal 5- Economic Opportunity



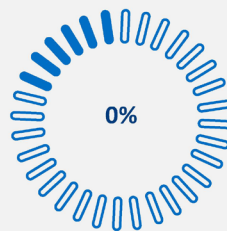
COMPLETED

6 of 6 Actions across all goal areas are complete.



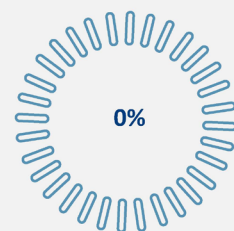
COMPLETED (ONGOING)

2 of 6 Actions across all goal areas are completed and ongoing as sustainable efforts.



IN PROGRESS

0 of 6 Actions across all goal areas are in progress or development.



TO BE STARTED

0 of 6 Actions across all goal areas are yet to be started.



Goal 5- Economic Opportunity

Changes in Economic Mobility Across Areas

50 Largest Metro Areas (Commuting Zones)

Top 5 Most Improved

LOCATION	INCOME AT AGE 27	INCOME AT AGE 27	% CHANGE
	1978 BIRTH YEAR	1992 BIRTH YEAR	
1 Brownsville, TX	\$31.4K	\$33.5K	6.7%
2 Austin, TX	\$29.6K	\$31.6K	6.4%
3 Charlotte, NC	\$26.7K	\$28.1K	5.0%
4 Nashville, TN	\$28.7K	\$30.1K	4.7%
5 Grand Rapids, MI	\$30.1K	\$31.4K	4.3%

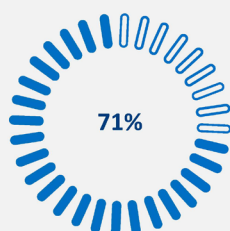
Bottom 5: Least Improved

LOCATION	INCOME AT AGE 27 1978 BIRTH YEAR	INCOME AT AGE 27 1992 BIRTH YEAR	% CHANGE
46 Tampa, FL	\$29.8K	\$27.1K	-9.1%
47 Washington, DC	\$33.2K	\$30.2K	-9.1%
48 San Diego, CA	\$33.8K	\$30.7K	-9.2%
49 Las Vegas, NV	\$32.3K	\$28.8K	-10.6%
50 Philadelphia, PA	\$31.2K	\$27.2K	-12.7%

Source: Opportunity Insights and Meta Platforms, Inc.

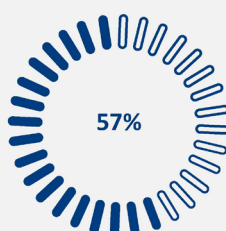


Goal 6- Criminal Justice



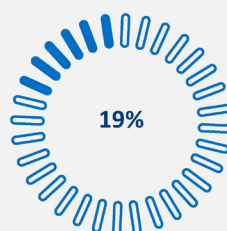
COMPLETED

5 of 7 Actions across all goal areas are complete.



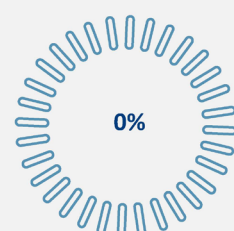
COMPLETED (ONGOING)

4 of 7 Actions across all goal areas are completed and ongoing as sustainable efforts.



IN PROGRESS

2 of 7 Actions across all goal areas are in progress or development.



TO BE STARTED

0 of 7 Actions across all goal areas are yet to be started.



Meeting Minutes
January 14, 2025

Goal 6- Criminal Justice

Criminal Justice Services has continued to implement strategies that advance equity.

- In FY2023 the CJS supported Criminal Justice Advisory Group (CJAG) approved the Community Engagement Task Group's strategic plan.
- Launched a 90-minute Implicit Bias training for criminal justice professionals.

Mecklenburg County Jail Population:		
	2019	2023
Black	69.2%	76.8%
Hispanic/Latino/a/x	11.5%	8.2%
White	17.9%	14%

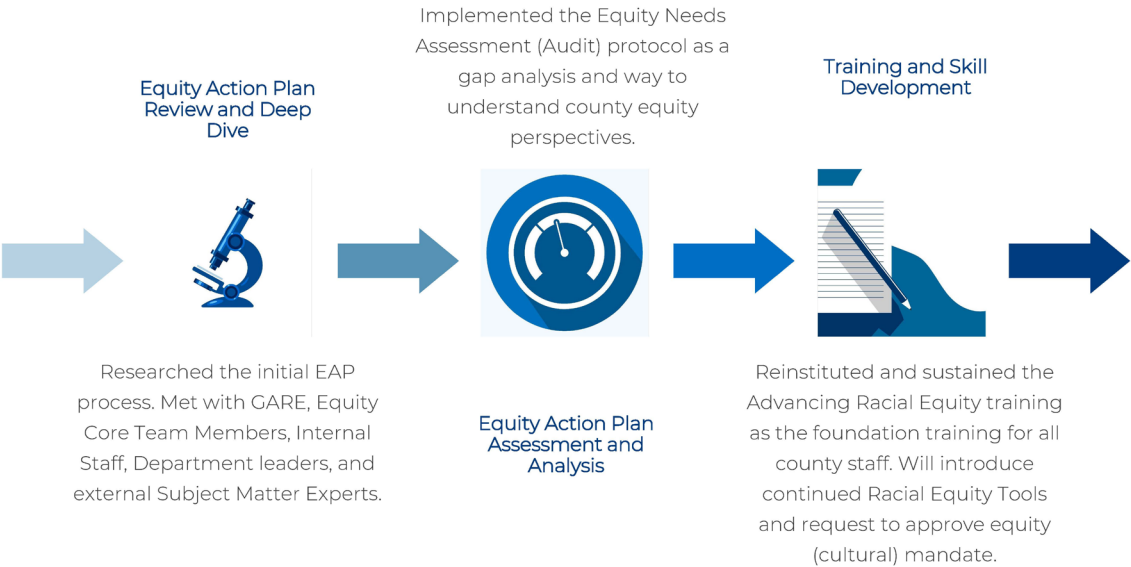
Mecklenburg County General Population:		
	2019	2021*
Black	33%	31.7%
Hispanic/Latino/a/x	13.8%	14.1%
White	46.1%	45.3%

Source: Most recent data according to Criminal Justice Services and USA Facts



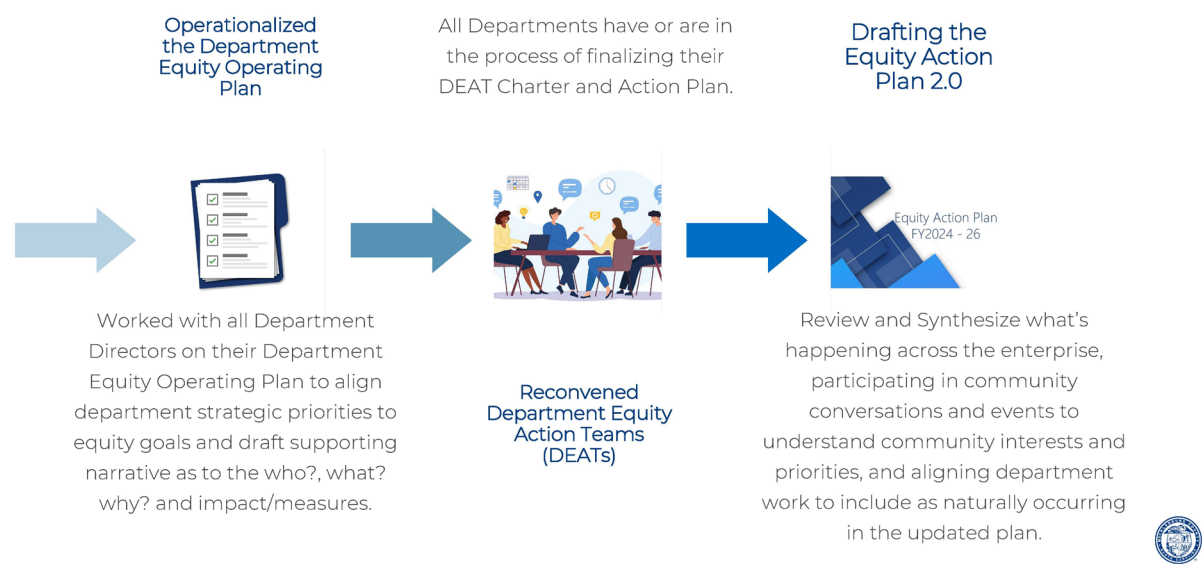
County Equity Action Plan 2.0
FY2025 and Beyond

Office of Equity and Inclusion & EAP FY2025 Update Process



Meeting Minutes
January 14, 2025

Office of Equity and Inclusion & EAP FY2025 Update Process









We have created the
groundwork for
advancing equity
across the enterprise.

Now, we work on expanding our
reach by developing an approach
that includes everyone.


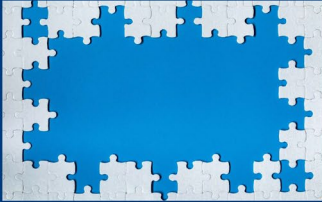



Mecklenburg County Equity Action Plan 2.0 FY26-2028 Goals

	GOAL 1: Infrastructure & Tools Mecklenburg County employees and residents have the understanding of and ability to advance equity.	Strategy A: Implement infrastructure for Mecklenburg County employees to understand and commit to advance racial equity within the County government. Strategy B: Develop skills for Mecklenburg County employees to understand and commit to advance racial equity within the County government. Strategy C: Build community partnerships and residents' understanding of racial equity.
	GOAL 2: Workforce Equity Mecklenburg County is a model employer advancing racial equity.	Strategy A: Evaluate the recruitment and hiring process using racial equity lens. Strategy B: Review and refine HR policies and procedures related to recruitment and hiring using racial equity tools. Strategy C: Increase employee awareness and development opportunities across all salary plans.
	GOAL 3: Inclusive Engagement Mecklenburg County residents are engaged in the community where they live, learn, work and recreate.	Strategy A: Ensure Board of County Commissioners engagement opportunities are accessible to all residents. Strategy B: Develop the Countywide Inclusive Outreach and Community Engagement Framework Strategy C: Foster environments where county residents feel safe and engaged with county staff and/or vendors in county facilities and spaces.
	GOAL 4: Health Equity All residents in Mecklenburg County are healthy.	Strategy A: All Residents receive effective, accessible and satisfactory health services at current and future CRC. Strategy B: Increase capacity of CRC staff to address services through an equity lens. Strategy C: Close health and wellness disparity and opportunity gaps for residents that receive Mecklenburg County services.
	Goal 5: Economic Opportunity Mecklenburg County's small businesses and non-profits share in the County's economic prosperity.	Strategy A: Increase Minority/Women-Owned/Small Business Enterprise and Nonprofit businesses participation with Mecklenburg County Government. Strategy B: Increase access to capital for small businesses owned by people of color. Strategy C: Create opportunities for Mecklenburg County Residents to understand and engage with county staff to better understand processes that impact economic mobility.
	Goal 6: Criminal Justice All residents in Mecklenburg County live in a more just and equitable community.	Strategy A: Reduce racial disparities and disproportionality within the Criminal Justice System.



Enterprise Connections and Supports

Equity Action Plan Aligned to Strategic Business Plans	Advancing Equity and Training Mandate	Equity & Inclusion Department Support
		



What questions are we asking?

- What is the strategic equity vision for our departments?
- What are our department specific equity goals?
- What key objectives support our goals?
- What measures will determine our success?
- What are the essential moves for FY2025 and beyond?



Equity Action Plan 2.0

	<p><i>“Change moves incrementally from breath to breath and moment to moment, allowing for course correction along the way.”</i></p> <p>-Sharon Weil</p>
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What's Next?

- Preview Equity Action Plan Progress Report with County Staff.
- Begin Implementation of expanded training curriculum.
- Expand resources and support to departments.
- Prepare for analysis and alignment of strategic priorities and goals from the FY26-28 Strategic Business Planning Process.

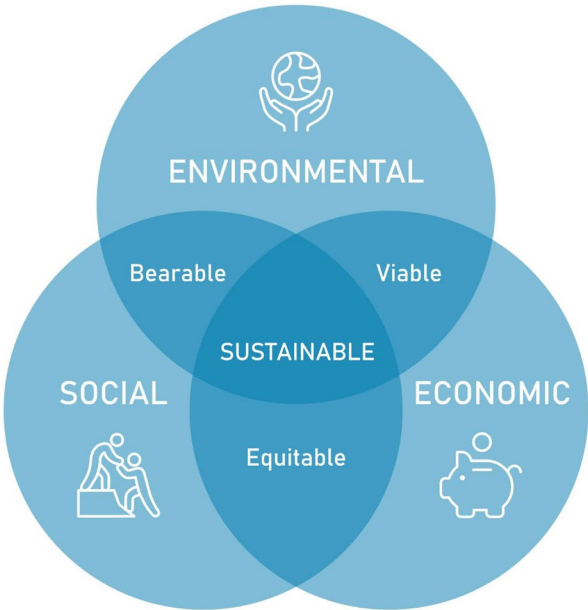


Thank you

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| Q&A



Meeting Minutes
January 14, 2025
Comments

Commissioner Dunlap said that as companies started rolling back their DEI(Diversity, Equity, and Inclusion) plans, he wondered if they were doing it as a preventive measure or if they were being forced to do it by legislation. He asked if there was legislation and how it could impact them. *Mr. Carter said that at the time, there wasn't any legislation to roll back DEI. He said the Supreme Court ruling on affirmative action didn't influence local governments and private entities.*

Commissioner Griffin said that in November, they voted on the opioid settlement; he asked who they were serving. He said they lost the opportunity to place an equity lens on Mr. Carter's 4th goal of health equity.

Commissioner Powell asked him to repeat the information on psychological safety. *Mr. Carter repeated his thoughts towards it.* She said it was important because if someone was in the right space, they could make progress. She said her safe space for equity and inclusion was with Chair Jerrell.

Commissioner Meier thanked him. She said she was proud that the County embraced the plan while watching so many other entities fall by the wayside, which was disappointing. She said Criminal Justice Strategy A wasn't concrete but huge. *Mr. Carter said that as they went into their next strategic period, they had an opportunity to review them.*

Commissioner Townsend-Ingram said she felt that she had to police her words and actions as a black woman in America. She asked what "teeth" the County had to not do business with entities that entertained DEI rollbacks. *County Attorney Wade said they were bound by statute in how they contracted. He said the law laid out rules they had to follow.*

Vice Chair Altman said she would like to see more on the metrics of the goals. *Mr. Carter said he would follow up with her.* She mentioned how he said none of them were free until all of them were free.

Commissioner Rodriguez-McDowell said she would like to see the actions and that she agreed with Vice Chair Altman. She said she appreciated the work he was doing and the Board for having those priorities.

Chair Jerrell said it was important for the Board to know what their team members expected of them, and asked how they could help foster those conversations throughout the organization and how what they were doing was going to be transformational. He said it was important to the community, and they were the community's voice. *Mr. Carter said they could improve now that the work had been done to make the information more digestible.*

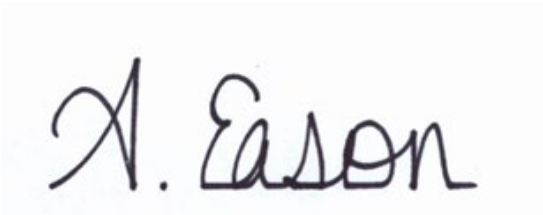
24-0059 **COMMISSIONER REPORTS**

Commissioners shared information of their choosing within the guidelines as established by the Board, which included, but not limited to, past and/or upcoming events.

Meeting Minutes
January 14, 2025

ADJOURNMENT

With no further business to come before the Board, Chair Jerrell declared the meeting adjourned at 4:45p.m.

A handwritten signature in dark ink that reads "A. Eason". The signature is written in a cursive style with a large, stylized initial "A".

Arlissa Eason, Deputy Clerk to the Board

A blank rectangular box with a light gray border, intended for a signature.

Mark Jerrell, Chair