

[Diversity Equity & Inclusion Council Meeting - Meeting Minutes – August 16, 2023](#)

**Members Present:** Dr. Jessica Greene, Sean Bailey, Darlene Borges, Cody Bunch, Terrance Butler, Diane Green, Susan Hayes, Tony Marra, Amanda Masterpaul, Annie Melik, Lauren Morris, Diane Platt, Grace Stephens.

**Staff Present:** Cindy Gettig, Amanda Bailey, Bob Harris, Danette Patton, Yaritza Tinoco.

**Meeting called to order at 9:01 a.m. by Sean Bailey.**

Welcome & Introductions

Dr. Jessica Greene  
Sean Bailey

EVOLVE Update

Cindy Gettig  
Danette Patton

The next EVOLVE class will be Sept. 21 facilitated by Dr. Franklin Ellis. All four sessions are being facilitated by him. The next class will be a discussion of how to put into practice DEI in the workplace. The last class will consist of a project that each attendee will have to come up with to coincide with what was learned in the class and how the individual can use it in the future.

DEI Meet & Greet

Danette Patton

- ESA Fitness
- Fri., Sept. 8 – the date has been changed to Sept. 21
- 5 – 7 p.m.

The open house was well attended, and a follow-up will be had with them. The DEI Social will be a time of networking and others to get to know one another and their businesses. Council members have been asked if they would like to host these events at their place of business moving forward, we would like to have multiple throughout the year.

Using the word “minority”

Danette Patton

All

In academia, they are stepping away from the word minority. When you use this word, it shows minor which reflects division between individuals. Danette opened this conversation to the council to see what their thoughts were. A council member asked

what the exact definition of minority is. It generally means underrepresented groups or smaller number of parts. Yaritza said whenever she is talking with certain groups, she uses the word diverse or underrepresented. The council chose to use the word diverse moving forward instead of minority.

#### Supplemental Classes (Outside EVOLVE)

Danette Patton  
All

Erika White, who worked with tourism diversity matters, will facilitate the next supplemental class. She did the chamber assessment that took about six months, and she also did a supplier diversity class about two years ago. She will be returning to do another supplier diversity class on October 3. Becky Large with Champion Autism Network will facilitate a class on disability and the basics of this topic and what it looks like in the workplace in January.

#### The State of DEI

All

It seems that DEI is being attacked by the supreme court's decision with affirmative action. It's important to express to businesses the importance of DEI. DEI is included with destination stewardship. They are included in it because it's an important part that leads to business sustainability. Bob mentioned that with group sales, individuals ask for an RFP with the sustainability of DEI and how they will be perceived.

#### BMW Conference

Cindy Gettig

This is a supplier diversity conference that lasts a full day and includes a luncheon, keynote speaker and exhibit hall with various suppliers that BMW uses. BMW requires their suppliers to do a certain amount of business with diverse businesses. BMW has discounts on several hotels near the conference for anyone interested in attending.

#### Director/Council One-on-Ones

All

Danette will be emailing individuals on the DEI Council to schedule meetings with them to discuss their experience with being on the council and what their vision for the future of DEI and this council looks like.

#### Other Discussion Items

All

A Doodle poll for the next meeting will be sent out. We'd like to have the next meeting moved to October instead of November. The Ignite Women's Conference will be on Oct. 31 and will be an all-day conference. The speakers for the conference are Chris Singleton, Precious Williams and Elizabeth Smart.

**Meeting adjourned at 10:06 a.m. by Sean Bailey**

[Potential impacts on corporate DEI programs after the Supreme Court's affirmative action decision | Reed Smith - JDSupra](#)

[The future of affirmative action, diversity, equity, and inclusion in the workplace - Vox](#)