EDB Diversity, Equity, Belonging and Accessibility Standing (DEBA) Committee

August 23, 2023

141 Stony Circle suite#110
Santa Rosa, 95401
Meeting Book - EDB Diversity, Equity, Belonging and Accessibility Standing (DEBA) Committee

EDB Diversity, Equity, Belonging and Accessibility Standing (DEBA) Committee

I. CALL TO ORDER/ROLL CALL

II. CONSENT ITEMS

   July 26, 2023

III. UPDATES

   ARPA

   EDB 3.0

   EDB RUBRIC

V. COMMITTEE BUSINESS

VI. NEW BUSINESS

VII. PUBLIC COMMENTS ON MATTERS NOT LISTED ON THE AGENDA BUT WITHIN THE SUBJECT MATTER OF THE BOARD

   Comments are restricted to matters within the Board’s jurisdiction. Each person is usually granted time to speak at the discretion of the Chair. Any additional public comments will be heard at the conclusion of the meeting. While members of the public are welcome to address the Board, under the brown Act, Board members may not deliberate or take action on items not on the agenda.

VIII. ADJORN - NEXT SCHEDULED MEETING - Wednesday, September 27, 2023
I. CALL TO ORDER/ROLL CALL

Regina Mahiri, Chair called to order the Diversity, Equity, Belonging and Accessibility (DEBA) Standing Committee meeting at 9:03 a.m.

The following EDB Board members were present Regina Mahiri, Jorge Alcazar, Kathryn Hecht

The following EDB staff members were present Lauren Cartwright, Marcos Suarez, Juanita Fong, Lindsey Collins, Ethan Brown

II. CONSENT ITEMS

A. Meeting minutes from June 28 were approved.

Motion: Kathryn Hecht Second: Jorge Alcazar
Yay: 3 Ney:0 Abstained: 0

III. UPDATES

A. ARPA

a. Business Diversity Consultant

No other proposals have been received. Committee advised to move forward with Marlene Orozco’s for consultant position.

b. Business Diversity Project Coordinator

Lauren shared a timeline and list of proposed duties for the recruitment process. Expected start date for the coordinator position is early September.

B. EDB 3.0

Committee discussed current work being done while collaborating with outside parties. Ethan is meeting with Oscar Chaver (Community Foundation Sonoma), Peter Rumble (Santa Rosa Metro Chamber) and Jim Mayer (Mayer Consulting; currently consulting for EDB) to discuss next steps assessing our current structure, finding efficiencies, and creating capacity.

C. EDB RUBRIC

BOARD OF DIRECTORS:
KATHRYN HECHT, CHAIR - JORGE ALCAZAR - SKIP BRAND - BETZY CHAVEZ - LINDA KACHIU
WAYNE LEACH - JORDAN KIVELSTADT - RICHARD MARZO - REGINA MAHIRI - NICK SCHWANZ
ETHAN BROWN, EDB EXECUTIVE DIRECTOR
Ethan explained the County’s current process for recruitments and broke down the hiring process and required criteria. Committee discussed different ways to incorporate a rubric to diversify the hiring process and what lenses are being used in this process.

Committee discussed GARE tool kit previously referenced in earlier meetings and how to use that as reference for creating EDB’s own rubric.

Regina asked committee members to review GARE tool kit and NERRC documents distributed in a previous meeting come up with questions.

IV. COMMITTEE BUSINESS

A. Items for next meeting
   a. Review of GARE and NERC rubrics

V. ADJOURNMENT

Regina Mahiri, adjourned the meeting at 10:05 am.