

Equity Leadership Team
December 14, 2021

Review of TCDG report

Mini-equity audit – is this, or could it be part of, the EIW for projects? does that need to be updated, refined, etc.?

Share/post list of BIPOC-owned businesses (from VMBA)?

Create work groups to work through some or all of the rec's

Should those be a mix of people who know about CCRPC, or mostly people who don't as a way to dismantle power?

If we hire someone, we'll have to be careful not to depend on, lean on, rely on them as the sole DEI decision-maker? (Jacki made similar comment) SM – some of the staff on this call have been involved and trained, and some connections with people and org's, so the new person wouldn't be solely responsible.

Nadia – there are common pitfalls so need to understand them and how to avoid them.

Mike – no mention of a Board seat for BIPOC? SM – our recommendation is to embed it ...

Nadia – diversifying Board isn't named but could be. Don't want to have a "quota" for seats at the table. Focus on getting the organization ready for a diverse board and staff.

Mike – reorganize ELT, and perhaps rename? Jacki – maybe take out "leadership?" I don't feel like we've done a good job of bringing the board along. Mike – restructure it rather. Nadia – when we asked the board they said there were ready but few people volunteered for ELT.

CB – what is relationship between ELT and proposed work groups? How/is work effort divided? SM – accountability is important. Members of ELT can serve on work groups to help create unified narrative. CB – how to make rec's actionable, who is doing which piece, who do people/groups report to?

CB – thoughts on sequencing? Work groups vs hire someone? Nadia – don't stop what you're doing for a hiring process, but think about ELT role, don't lose relationships that we've created, ...

CB – during current mid-year adjust will look to see if hiring is possible, if not push to July/FY23. Also need to understand FHWA funds as part of a new position, impacts to budget, etc.

EC – do you envision ELT at level as TAC, PAC, etc.?

CB – and how to get this work into those committees? EC – yes, those committees aren't having the benefit of the new leadership team. Nadia – mini-audits apply to those groups as well since they're making decisions. (CB clarify that these committees review/approve things but don't really "do" the work)

EC – and how does that group connect with the working groups, how is everything integrated? SM – this is what we recommend but you're familiar with the structure so how can work groups inform the work of those other committees. And who do they report to, they could report to new ELT.

Stipends for people to participate – will get added to report.

PPP – looked at as part of assessment, not as specific doc...more of a data source, not dissecting it.

Me – restructuring mtgs, project budgets, role of consultants, use/update EIW (mini-audit), holding mtgs where people are, using new tools (CB shared some) as part of PPP.