

# Charles County Department of Emergency Services

## JEDI Council

**Location:** Emergency Operations Center (EOC)

**Date:** January 19, 2023

**Time:** 9:00 am

### Attendance

Edward Schultz, James Garner, Robert Phillips, Britney Wallace, Kellie Maske, Tiffany Keesee, Caitland Kelshaw, Renesha Miles

### Discussion Items

1. JEDI Training
  - Edward – JUSTICE – Any questions about the classes? Do you see any issues? We should ask employees – Justice, Equity, Diversity, Inclusion (JEDI) where does it work for them and where doesn't it work for them?
  - Renesha – An example was the truck rodeo. The truck rodeo was scheduled on a Jewish holiday. An employee reached out to their Rabbi because they didn't feel comfortable coming to staff. It's about awareness and accommodation.
  - Edward – You may not like it now but could hate it even more when things change.
  - Renesha – Acknowledging change is not always easy but beneficial moving forward.
2. Rob suggested a leadership program. This is where leadership takes several employees and mentors them.
3. Communication should be positive and negative.
4. Employees can contact HR for assistance on writing their evaluations.
5. Brittany suggested scheduling a fun event such as bowling, golf, etc. something in a different atmosphere than meeting environment and non-work clothes. This event would be similar to the donuts and dialogue.
  - Edward – Indoors and in County.
  - James – Plan for something in the afternoon around 3:00/4:00 pm because it would hit the evening shifts as well.
  - Kellie – Create a survey and if an employee returns it, they get a raffle ticket.

### Action Items

1. Minutes of December 19, 2022 – Motion to approve by Edward and seconded by James.
2. Edward Schultz to write a letter to Michelle in reference to the concerns of justice between the Supervisor and employees. Also, recommending DEI and leadership trainings for Supervisors.
3. Need clarification on who is responsible for log reports – equal responsibility (equity).
4. Planning meetings for budget and events.
5. Next meeting scheduled for February 23, 2023, at 9:00 am.

## **Other Notes**

Meeting adjourned at 10:59 am.