

Charles County Department of Emergency Services

JEDI Council

Location: Emergency Operations Center (EOC)

Date: February 23, 2023

Time: 9:00 am

Attendance

Edward Schultz, Kathryn Knott, James Garner, Britney Wallace, Kellie Maske, Tiffany Keese, Caitland Kelshaw, Aldo Zambrana, and Dasia Edwards

Michelle Lilly attended at 10:00 am

Discussion Items

1. Tag line suggestion
 - Edward – Sent an email out for suggestions on a tag line. Brittany responded with "Combined efforts, Making a difference."
2. Edward sent a letter to Director Lilly about supervisors taking DEI classes. They are in the process of taking them. Director Lilly was not receptive of us doing station visits with employees.
 - Kathryn – The reason why they don't want us to go out is because most of the issues will be operational and that's not our responsibility.
 - Aldo – The last JEDI council presented to the leadership team about an operation issue that Chief's didn't know about. When it was investigated, it was determined to be an officer issue. The leadership team are hosting station visits.
 - Edward – How do we ask what they need non-operational issue?
 - Kathryn – They have to know that we are here.
 - Edward – We need to do something to lure them in here and shoot for springtime.
3. Equity issue of not everyone receives training notifications.
 - Suggestion to create a newsletter providing information on policy changes, town hall information, training, etc.
 - Brittany – some policies should be located where we see them consistently especially when we don't use them or need them all the time. (For example – Signal 1).
 - Tiffany – we should have some tidbits information.
 - Edward – safety message, events of JEDI, tagline, animal corner, pediatric corner, 911 corner, EMS corner, who we are and what we stand for.
 - Michelle – I don't want general safety messages. I'm looking for just JEDI information in the newsletter. We have safety messages given in several different locations.
4. Michelle – Your roles are to facilitate and if you receive any operational complaints then forward to appropriate staff. Educate, understanding and inclusion – facilitate conversations, alleviate bias. Come up with some topics to discuss for conversations. If

you see a theme, bring it to management. The leadership team will support cupcakes or cookies.

5. Michelle – GARE (government, alliance in race and equity) is offering mini training sessions. There are two in person and two virtual. If you're interested in attending, let me know. The deadline to register is tomorrow.
 - ✓ March 28 – 9:00 am to 3:30 pm in person in DC
 - ✓ April 28 – 9:00 am to 12:00 pm virtual
 - ✓ May 10 – 9:00 am to 12:00 pm virtual
 - ✓ May 17 – 9:00 am to 3:30 pm in person in DC
6. Cupcakes and Conversations will be held on April 25th at 1:00 pm. We will invite Renesha to attend. We will have our regular JEDI meeting on April 25th from 9:00 am to 11:00 am.

Action Items

1. Introduction of Dasia Edwards, representative for Animal Control/Animal Shelter.
2. Minutes of January 19, 2023 – Motion to approve by James and seconded by Kathryn.
3. Coordinate flyers/newsletters with leadership team members so they can inform the volunteer station leadership.
4. Follow-up with shirt order.
5. Think about topics for cupcakes and conversation segments.
6. Where are we going to put up flyers in volunteer stations?
7. Next meeting scheduled for March 16, 2023, at 9:00 am.

Other Notes

Meeting adjourned at 10:52 am.