

JEDI COMMITTEE MEETING

VIRTUAL MEETING

Meeting Minutes for 2/24/21

In attendance: Amy Willey, Lori Cherry, Kimberly Eubanks, Crystal Pembleton, Julie Raley, Ruby Hagens,

Absent: Karen Turner, Robert Phillips, Tasia Green

Special Guests: Michelle Lilly- Director Of Emergency Services and Brian Eley Chief of Staff with CCSO.

I. **Meeting called By:** Amy Willey 1:03pm

II. **NEW BUSINESS:**

a. Director Lilly discussed with us the GARE (Government Alliance on Race and Equity) Program. Emergency Services has been selected to nominate a representative to be apart of the committee. We will vote at the next meeting on who the representative will be.

b. Brian Eley was invited to discuss CCSO's initiatives and was they have been able to make CCSO a more diverse and inclusive place to work. He went over the steps and tools that were taken to help the department achieve this.

- i. The number one thing was having support from the top.
- ii. The department had to sit down and look at their hiring process, starting with how they attracted people down to the testing and interview process.
- iii. The department did special events and recruitment nights. The did different nights to attract different people. For example, military recruitment night, female recruitment night, and minority recruitment night.
- iv. Paid Radio Advertisements.
- v. Community Outreach and Engaging was so important.
- vi. It was important to create realistic commercials and videos that showed what a Sheriff's Officer actually does vs what is seen on Movie and TV Shows.
- vii. CCSO would like to do a big Recruitment Event with CCBOE, Emergency Services, and the Sheriff's office.
- viii. Sheriff's office is also receiving training on diversity and inclusion.

III. The discussion with Brian Eley took most of our time and we did not have a President or Vice President at the meeting, so Lori talked

briefly about some changes in the DES Hiring Process is and that they will be implementing at Skills Station.

IV. Next Meeting Agenda: Continue to go through the Job Descriptions, Vote for a Chairman for the GARE Committee and Vote for a New President. (Former President Tasia Green had to step down). We also want to plan our goals for the committee as we move forward.

V. Meeting Adjourned: 2:21pm