

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 Sherriff'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 Sherriff's office.
 - viii. Sherriff'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