

DIVERSITY, EQUITY, AND INCLUSION COMMITTEE MEETING
MT. CALVARY AME ZION CHURCH
800 LASALLE STREET
MONROE, NC 28110
www.monroenc.org

May 11, 2023 – 6:30 P.M.

AGENDA

Meeting will be conducted in the sanctuary.

1. Call to Order
2. Acceptance and approval of March 9, 2023 minutes
3. Old Business
4. New Business
5. Adjournment

Mission Statement

The City of Monroe is committed to ensuring that barriers of inequality are removed and all voices are heard. We will develop and improve socio-economic opportunities. We pledge to promote open and inclusive conversations to foster cultural sensitivity that creates a sense of belonging.

Diversity, Equity, and Inclusion Committee
Meeting Minutes
April 13, 2023 – 6:30 P.M.

The Diversity, Equity, and Inclusion Committee met on Thursday, March 9, 2023, at 6:30 p.m. at Mt. Calvary AME Zion Church in Monroe.

Staff Present: Debra Chestnut Reed, Human Resources Director, Liaison, and Sheila Couick, Minute Taker

Members Present: Chairperson Surluta Anthony, Councilman Freddie Gordon, Cress Barnes, Cynthia Baez, Melissa McKeown, Michael Hall, Swindell Edwards, Tamara Williams

Members Absent: Althea Richardson-Tucker, Benita Sanders, Lanny Lancaster, Melvin Tate (Co-Chairperson), Selina Campbell, and Tiffany Wilson

Guest: Jessica Eason, City of Monroe Human Resources Manager

Chairperson Anthony open the meeting at 6:40 p.m. by welcoming everyone to the meeting.

Chairperson Anthony stated since there was a quorum the minutes from March 9, 2023 minutes needed to be reviewed and accepted.

Approval of Minutes:

Chairperson Anthony provide time for the members to review the March 9, 2023 minutes and asked for a motion for approval. Melissa McKeown made the motion to approve the March 9, 2023 minutes as presented. Cress Barnes second the motion. Chairperson Anthony asked for a show of hands for the approval of the minutes.

Ayes: All in attendance

Nays: None

The minutes from the March 9, 2023 were approved and accepted by all in attendance.

Old Business:

Chairperson Anthony stated that we are working in collaboration with the Union County Chamber on the Job Fair which is May 17, 2023 and that our major responsibility is to get the information out to the communities and get people to attend. Chairperson Anthony stated that she had offered to assist the Union County Chamber at the job fair, however Pat Kahle has not responded back.

Chairperson Anthony stated that a listing of churches was distributed to all members by email and that several members had volunteered to reach out to the churches.

Chairperson Anthony stated that she had received job fair flyers from the Union County Chamber and would be distributing them at the end of the meeting.

Chairperson Anthony stated that Benita Sanders has already distributed 75 flyers.

Chairperson Anthony stated that she had posted a flyer at Marshville Park and other places in Marshville. She also stated that she had given some flyers to Frank Deese and he was going to place them in some businesses. Chairperson Anthony also commented that she had placed flyers in businesses in Wingate and Monroe. Chairperson Anthony stated that we may need to hand out the information closer to the job fair date so that the information is not forgotten. Chairperson Anthony stated that flyers needed to be posted wherever people go and gather such as barber shops, beauty salons, laundromats, etc.

Cynthia Baez asked what the time was for the job fair. Chairperson Anthony stated that the time for the job fair was 9:30 am – 1:00 p.m. Cynthia Baez asked if there was a script for everyone to read so that everyone would be providing the same information. Chairperson Anthony stated that there was no script and members needed to provide the date, time and location as indicated on the flyer.

Chairperson Anthony stated that if we can get fourteen people interested in attending the training for job fair, South Piedmont Community College would provide this training. South Piedmont Community College will send someone out to a location to train on resumes, how to dress, questions to ask, and how to interview. Chairperson Anthony stated that there would be interviews on site at the job fair. This job fair is offering a career not a job. These jobs will have additional training by the employer if a person is hired. We cannot guarantee a job from the job fair.

Edward Swindell asked if citizens with criminal backgrounds would be hired. Chairperson Anthony stated that it was against the law to ask that question on an application. Chairperson Anthony stated if a citizen is asked that question, they should answer it and not lie. Cynthia Baez stated that a person cannot be asked that on an application, however they can be asked if they have been sentenced so they should answer appropriately.

Councilman Freddie Gordon stated that we needed to get fourteen people to the South Piedmont Community College training and we need to get a specific time for training? It is important to get people to the training before the job fair. Chairperson Anthony stated that we could schedule a class and then get the fourteen people. The suggestion was made to do the training the week before so that people could have a resume prepared. Councilman Freddie Gordon stated that if we could get fourteen people to the job fair that would be somewhat successful for the Chamber. Councilman Freddie Gordon stated that this training would need to be conducted in a convenient location for everyone to attend. Chairperson Anthony stated that we had several recreation centers that could be used for the training. Chairperson Anthony stated that she could contact a recreation center and schedule a date and time and then contact South Piedmont Community College with that date and time. The Old Armory was suggested as being used for a training location. Chairperson Anthony stated that a location, date and time needed to be suggested for the training. Cress Barnes asked if information could be placed on social media. Chairperson Anthony stated that was okay.

Chairperson Anthony asked for a motion for the location and date and time for the training. The library was also suggested as location for the training. Councilman Freddie Gordon asked who we would need to contact in reference to the Old Armory. Chairperson Anthony stated that we could contact Hope Tanner. Chairperson Anthony stated that the Old Armory would be the location for the training from South Piedmont Community College and that she needed a date and time for the training. Swindell Edwards made the motion for the training to be on May 2, 2023 at 10:00 a.m. at the Old Armory. Cress Barnes stated that maybe the time needed to be in the evening. Swindell Edwards amended his motion to have the South Piedmont Community College training on May 2, 2023 at 6:00 p.m. at the Old Armory on Johnson Street. Tamera Williams second the motion. Chairperson Anthony asked for vote on the motion.

Ayes: All in attendance

Nayes: None

Chairperson Anthony stated that the training would be on May 2 at 6:00 p.m. at the Old Armory and she would contact Hope Tanner at the Old Armory in reference to reserving the room and South Piedmont Community College. If we don't get fourteen people then we can cancel with South Piedmont Community College.

Cress Barnes asked if there was a place in Monroe that residents could purchase professional attire and if so, maybe we could get some information from them to hand out at the training. Cynthia Baez stated there is a place called Dress for Success for females and another place for men. Melissa McKeown stated that Good Stewart Ministry and Turning Point also sells professional attire. Melissa McKeown commented that she would check with Good Stewart Ministry and Turning Point about clothing vouchers for citizens. Chairperson Anthony commented that people needed to be clean, neat and dressed appropriately for the job fair.

Cynthia Baez asked when should everyone have visited the churches and handed out information. Chairperson Anthony stated within the next two weeks or by April 30, 2023. Swindell Edwards asked if there was a contact number in case people have questions. Chairperson Anthony stated that there was not a contact number, however if someone was interested in attending the training by South Piedmont Community College that you should get their name, address and telephone number. Councilman Freddie Gordon stated that we should get names and contact information from anyone wanting to attend the training by South Piedmont Community College or attend the job fair by April 30.

Debra C. Reed commented that once we get the fourteen names, the committee needs to make sure that these individuals can be identified as participants we contacted and that they attended the job fair. Chairperson Anthony stated that we needed to be able to track these citizens.

Cress Barnes asked if computers and printers will be provided at the South Piedmont Community College training. Chairperson Anthony stated that she would ask that question.

Chairperson Anthony stated that Pat Kahle, Union County Chamber, had not responded back if the DEI Committee members could be onsite and assist at the job fair. Chairperson Anthony stated that she would share that information with the committee by email once received from Pat. If anyone is interested you will be working between 9:00 a.m. and 1:00 p.m. as maybe a greeter or at a table.

Chairperson Anthony stated that Tiffany Wilson was not here tonight but had to change vendors for the shirts. There was supposed to be some sample shirts at the meeting tonight. Sports to You was not able to do the shirts, however they provided other vendors to reach out to. The new vendor has a turn around time of three days for the shirts. Chairperson Anthony asked if she could have the authority to select the shirt style. Cress Barnes made the motion for Chairperson Anthony to select the shirt style. Swindell Edwards second the motion. The motion carried by all in attendance. Polo shirt with slacks, no jeans, should be worn to the job fair and training.

New Business:

Councilman Freddie Gordon commented that the committee will again in May before the job fair. It is important for people to attend the training class that need jobs. Chairperson Anthony stated that we needed committee members to attend the training class to be there as greeters.

Chairperson Anthony asked if there was any other business to discuss.

Chairperson Anthony commented that Swindell Edwards' wife had placed the job fair information on WDEX radio station.

Cress Barnes asked if there was a QR code on the flyer. Chairperson Anthony stated that there was no QR code on the flyer.

A flyer will be created in reference to the training by South Piedmont Community College to hand out also.

Cynthia Baez asked about receiving information on the South Piedmont Community College class. Chairperson Anthony will send out information on class date and time. Chairperson Anthony stated that she would need help in setting up the tables at the Old Armory on May 2 and anyone who could help should be there at 5:30 p.m. We can provide water at the training for participants.

Other Business:

Debra C. Reed introduced Jessica Eason, City of Monroe Human Resources Manager, to the committee.

Chairperson Anthony thanked everyone for their attendance at the meeting and asked everyone to read aloud the mission statement.

Suggestion was made that we needed to take photos at the training and needed to get a release signed by the participants for use of the photo.

With no other business to discuss Chairperson Anthony adjourned the meeting at 7:20 pm.

Minutes respectfully submitted by Sheila Couick.

Chairperson Surluta B. Anthony