

# Monthly Commissioner's Board Meeting

The Monthly Commissioner's Board Meeting began with technical difficulties and a roll call confirming a quorum. Chavon, Director of Diversity, Equity, Inclusion, and Accessibility (DEIA), provided an overview of her role, including fostering a culture of belonging and improving transparency. She highlighted the creation of universal DEIA training for state employees, the establishment of a DEIA Community of Practice, and the availability of DEIA consultants. The meeting also covered ongoing issues with the Access Program, the cannabis industry, and child services, with a focus on increasing diversity and equity. Elections for board positions were held, with Ashley Anderson as Chair, Jackie Johnson as First Vice, and Khara House as Secretary.

## Transcript

[https://otter.ai/u/mPdMTZAB8\\_K\\_4NySrqNdNWBSVZI?view=transcript](https://otter.ai/u/mPdMTZAB8_K_4NySrqNdNWBSVZI?view=transcript)

## Action Items

- Share job posting for Chavon's open senior administrator position within networks.
- Provide recommendations for northern Arizona representatives for Chavon's task force.
- Elect a chair, vice chair, and secretary for the commissioner board.
- Fix a slide in Chavon's presentation that had an error.

## Outline

### Technical Difficulties and Roll Call

- Speaker 7 mentions technical difficulties and the presence of Director Campbell and Commissioner Dianne Post in the executive tower conference room.
- Speaker 3 and an unknown speaker discuss the logistics of joining the meeting remotely.
- Speaker 1 apologizes for the delay and conducts a roll call, confirming the presence of various commissioners and directors.
- Speaker 1 confirms a quorum and proceeds with the meeting.

### Introduction of Chavon, Director of DEI

- Speaker 1 introduces Chavon, the Director of Diversity, Equity, Inclusion, and Accessibility (DEI) for the state of Arizona.
- Chavon shares her background, including her long-term residency in Phoenix, her experience in local and state government, and her role in the health equity office.

- Chavon outlines the mission of the DEI office, which includes fostering a culture of belonging, improving transparency, and celebrating cultural and lifestyle differences.
- Chavon describes the functions of the DEI office, including oversight, training, outreach, and collaboration with state agencies and the governor's office.

## **DEI Office Operations and Challenges**

- Chavon explains the current status of the DEI office, including the search for a senior administrator and the hiring of an intern.
- She discusses the support received from the Office of Equal Opportunity and the Governor's Transformation Office.
- Chavon highlights the challenges faced due to the 2021 statute prohibiting certain training for public employees.
- She outlines the steps taken to create universal DEI training for state employees and the establishment of the first DEI Community of Practice.

## **DEI Training and Consultants**

- Chavon discusses the creation of DEI consultants available through the procurement office for state agencies, boards, and commissions.
- She emphasizes the importance of keeping jobs and funding within the state and highlights the inclusion of Arizona-based, minority-owned companies in the consultant pool.
- Chavon mentions the DEI Task Force and the collaboration with various cities and counties to create a unified approach to DEI.
- She outlines the metrics and initiatives required from state agencies, including embedding DEI in strategic plans and participating in community engagement.

## **Governor's Blueprint and Community Engagement**

- Chavon discusses the governor's blueprint for Arizona, which includes improving education, housing, and human services, among other pillars.
- She emphasizes the importance of applying a DEI lens to policy decisions and initiatives.
- Chavon highlights the ongoing efforts to create a national consortium of DEI practitioners and the importance of collective action.
- She concludes with a quote about the importance of doing as much good as possible in the time available.

## **Questions and Discussions on DEI Metrics and Legal Protections**

- Commissioner Sherwood asks about the potential for litigation from towns banning DEI training and the legal protections in place.
- Chavon explains the ongoing discussions with legal and policy teams to understand the statute and provide support to city and county counterparts.

- Commissioner House asks for examples of DEI metrics, and Chavon provides an example involving state parks and trails.
- Speaker 1 and Speaker 7 discuss the responsibilities of the chair, first vice, second vice, and secretary positions.

## **Election of Officers**

- Speaker 1 calls for nominations for the positions of chair, first vice, second vice, and secretary.
- Commissioner Anderson is nominated and elected as the chair.
- Commissioner Johnson is nominated and elected as the first vice.
- Commissioner Sherwood is nominated and elected as the second vice.
- Commissioner House is nominated and elected as the secretary.

## **Updates on Ongoing Initiatives**

- Speaker 1 provides updates on ongoing initiatives, including the Access Program and the cannabis industry task force.
- The Access Program continues to address issues with portal access and suspensions, and a task force meeting with the governor's office is planned.
- The cannabis industry task force aims to address social equity licenses and increase minority representation in the industry.
- A task force with the Department of Child Services and various commissioners is working on issues related to African American youth in the foster care system.

## **Future Plans and Partnerships**

- Speaker 1 mentions the possibility of a delegation to Liberia to celebrate and meet with officials.
- The Liberian Association gala on September 27 is highlighted, with Speaker 1 planning to speak and additional tickets available.
- The importance of creating partnerships with the Liberian Association and other organizations is emphasized.
- The meeting concludes with a focus on continuing efforts to address DEI issues and support the governor's blueprint for Arizona.