

Equity and Inclusion Leadership Team – Notes 03/29/2021

Present: *Mari Lee, Rose Chaney, Akiyyah Billups, William Reid, Dr. Xavier Bruce, Latrice Lewis, Wayne Howard, Katie Hall, Peter Brehm, Roger Wilson, Rev. Darren Gerald, Thad Goodman, Maria Herrera, Toni Shindlecker, Solash Aviles and Margaret Nusbaum.*

Regrets: *Sherry Angelettyl, Dr. Terry Scott, Rev. Ronnie Henry, Maria Shuck. Veronica Lowe, Michael Blue, Dr. Keith Harris and Aje Hill.*

County Executive Office Attendees: *Michael Hughes and Leyda Navarro.*

Our Charge: Identify key initiatives for effectively advancing Equity and Inclusion in the County, and submitting these findings, along with recommended strategies to the County Executive as a formal report by March 31 2021.

I. Welcome and Introductions

Michael Hughes welcomed all in attendance and thanked them for participating on the team. Members introduced themselves and the organizations that they represent.

II. Review comments and make edits to goals/strategies document

Mission & Vision Statement: *“Ensure that the Frederick County Government prioritizes, institutes, invest in, demonstrates, and sustains a systematic commitment to Diversity, Equity, Inclusion and Belonging”*

The EILT had a discussion with the CEIO about the priorities goals and strategies they should present to the County Executive and the public as a final document.

Goals:

- Ensure Frederick County Government’s (FCG) long term systemic commitment to Diversity, Equity, and Inclusion (DEI) and the position of the Chief Equity and Inclusion Officer (CEIO)
 - Statement: Provide institutionalized structure, support, resources (including appropriate funding) and guidance to organize, coordinate, and advance Diversity, Equity, Inclusion & Belonging (DEIB) goals and initiatives.
- Expand minority representation at all levels within FCG workforce to reflect the make-up of the Frederick County population.
 - Statement: Improve and expand the ethnic diversity of the FCG workforce at all levels to reflect an equitable representation of the Frederick County community.

The EILT in conjunction with the CEIO also discussed different important statements to support this goal and some suggestions to improve some of them. Also, some important points were discussed that should be included in developing the DEI Strategic Plan.

FCG have an internal employee committee/Diversity committee that works to identify and recommend recruitment/hiring to the County Executive moving forward.

III. Health Dept. Presentation - Dr. Brookmyer & Health Department Team (Shawn Dennison and Danielle Haskin)

Much of the current effort started with the National Guard at the Governor's request (vaccine allocation) to work with local health departments and communities to provide vaccination clinics. We have great communication with our community partners. We are still working with them to find good locations for the mass vaccination clinics.

A lot of people talk about health and well-being. Frederick County is one of the top counties overall but we still need to keep working to improve. We know that there still exists some health disparities due to different factors like individual lifestyle, education, economics and food. The work environment is an important factor for good health.

Health disparity important factors: Equality and Equity

Some data were shown from the MWCOG report providing useful starting points for understanding the health of our communities. Health care is necessary, but by itself is an insufficient solution to address these health inequities. APHA is working on the social determinants of Health and Equity: Racism and Discrimination, Education, Income and Neighborhood. We should name the groups impacted by equity initiatives and identify the steps required to eliminate disparities in health. Identify and Effectively Address Racism and Racial Implicit Biases. Adopt a "Health in all Policies" and create an Internal Organization-Wide Culture Equity. Encourage the advancement of Equity in Frederick County-Opportunities through the FCG Health Department.

Next meeting: April 5, 2021

Final Presentation: April 12, 2021

IV. Adjournment

Submitted by: Leyda Navarro, Administrative Coordinator, County Executive Office