

MINUTES OF MEETING

North Carolina Commission on Inclusion Wednesday, April 11, 2018 217 West Jones St., Raleigh

Members Present: Secretary Machel Sanders, Chair; Dr. Naveed Aziz; Jenny Black; Paula Kohut; Mayor Lydia Lavelle; Pat Martinez; Councilmember LaWana Mayfield; Dr. Barbara Rimer; Andrew Spainhour; Cecelia Surratt; Emily Turner; and Mayor Fred Yates.

Members Not Present: Michelle Fullerton.

At 10:00 AM, Machel Sanders, Secretary of North Carolina Department of Administration, welcomed all in attendance to the first meeting of the North Carolina Commission on Inclusion. Secretary Sanders shared her passion for work supporting the values of diversity and inclusion and the positive impact of those values on workplaces and economic development. Secretary Sanders affirmed the Cooper Administration's commitment to policies prohibiting discrimination, harassment, and retaliation in state employment, services, and contracts under the jurisdiction of the Office of the Governor as more particularly set forth in Executive Order Number 24 issued on October 18, 2017.

Justice Michael R. Morgan, Supreme Court of North Carolina, led a swearing in ceremony for Commission members followed by Secretary Sanders presenting each member present with a certificate commemorating appointment to the Commission.

John Maddrey, General Counsel, NC Department of Administration, then made a presentation concerning legal compliance and ethical considerations arising out of Commission service.

Next, Secretary Sanders welcomed and introduced Dr. Allan M. Parnell, Vice President of the Cedar Grove Institute for Sustainable Communities and a Senior Fellow at the Kenan Institute at the University of North Carolina at Chapel Hill. Dr. Parnell then presented a report entitled "Six Disruptive Demographics That Will Change the U.S. & North Carolina Forever," which he co-authored with Dr. James H. Johnson, Jr., Professor & Director, Urban Institute Strategies Center, also at the Kenan Institute. The slide deck for their report is available at <https://files.nc.gov/ncdoa/Six-Disruptive-Trends-Demographics-in-NC-US.pdf>.

Secretary Sanders then led Commission members and representatives of the Governor's Office, North Carolina Department of Administration, and Office of State Human Resources in a time of self-introduction and sharing of individual diversity and inclusion interests and experience.

The Commission next elected Pat Martinez as Parliamentarian and Andrew Spainhour as Secretary of the Commission.

During a working lunch, Secretary Sanders led a discussion about future goals for the Commission. Following a more detailed discussion of Executive Order 24 led by Secretary Sanders, the Commission divided into subcommittees to discuss potential priority focus areas. After their discussions, each subcommittee then reported back their top findings in a session led by Betty Marrow-Taylor, Director, Policy & Strategy, NC Department of Administration, and each Committee member then selected his or her top priority among those reported back. Finally, the Commission agreed to a follow-up conference call to be scheduled in May.

The meeting adjourned at 2:05 PM.

Respectfully submitted, Andrew Spainhour