

Meeting Agenda
Diversity, Equity and Inclusion Commission
Data & Research Sub-Committee
January 21, 2026
School Board Conference Room
2nd Floor City Hall
116 West Beverley St.
5:15 p.m.

Proposed Agenda:

Call to Order

- 1. Approval of Minutes from November 19, 2025 Meeting**
- 2. Review and Discussion of City Onboarding**
- 3. Other Business**

Adjournment

**DIVERSITY, EQUITY AND INCLUSION COMMISSION
DATA & RESEARCH SUBCOMMITTEE**

Meeting

November 19, 2025

5:15 p.m.

School Board Conference Room

2nd Floor, City Hall

116 W Beverley St.

PRESENT: Cecilia Carpenter, Charles Lawson, AnhThu Nguyen and Susan Venable

ABSENT: Sabrina Burress, Nat Slater

Cecilia called the meeting open at 5:22 p.m.

1. Approval of Minutes n/a

2. Review and Discussion of City Onboarding

a. Discussion of data received from the city

i. Cecilia shared a brief summary of data analyzed comparing applicant vs. hire statistics along lines of race and gender, from Q2 2025

ii. Some key takeaways:

1. High number of applicants did not specify race/ethnicity which may distort diversity metrics
2. What are some of the ways we might encourage better data collection?
3. Pipeline diversity varies significantly by job type – important to consider. Public-safety and operations roles drew less diverse candidates overall.
4. Racial diversity is lower (than city demographics) across most departments, though limited pockets exist.

b. Discussion of AnhThu’s proposed scaffold for proposed changes and best practices recommendations to City onboarding and training

3. Other Business

- a. Action Item: Connecting with City’s Human Resources department to discuss proposed recommendations and implementation timeline, feasibility

Adjournment

The meeting was adjourned at 5:55 p.m.