

1 Diversity and Inclusion Task Force Meeting was held on Tuesday, November 9, 2021 at 6:00 p.m.,  
2 James "Jim" E. Bostic, Jr., Chair, presiding.

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4 **I. Call to Order**

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6 **Chair Jim Bostic** called the meeting to order at 6:00 p.m.

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8 **II. Prayer** - Rabbi Joshua Heller, Congregation B'nai Torah

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10 **III. Roll Call**

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12 **Members present:** Chair Jim Bostic, Member Raquel González, Member Joshua Heller, Member Olivia  
13 Rocamora, and Member Nicole Morris

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15 **Members absent:** Member Bill Murray, Member Sal Ortega, Member Clarissa Sparks

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17 **IV. Approval of Meeting Minutes**

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19 **DIT2021-033** October 12, 2021 Diversity and Inclusion Task Force Meeting

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21 **Motion and vote:** Member Josh Heller made a motion, seconded by Member Olivia Rocamora, to approve  
22 the October 12, 2021 Diversity and Inclusion Task Force Meeting minutes. The motion passed  
23 unanimously.

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25 **V. New Business**

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27 **DIT2021-034** Task Force Chair Report

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29 **Chair Jim Bostic** congratulated all those elected to the Sandy Springs City Council. The Diversity and  
30 Inclusion Task Force looks meeting the City Council and sharing the work that has been done. Member  
31 Clarissa Sparks will not be able to join the today. She did share that the Recreation Subcommittee will share  
32 updates at the December meeting.

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34 **DIT2021-035** Recreation Subcommittee Report - none

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36 **DIT2021-036** Communications Subcommittee Report

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38 **Joshua Heller, Communications Subcommittee Chair** reported the Subcommittee determined an overall  
39 goal is to remove barriers preventing members of any race, ethnicity or marginalized community from  
40 connecting with Sandy Springs civic life and city government. The Subcommittee came up proposals to try  
41 to reach that goal and some metrics by which the City can measure success. City Staff were asked to help  
42 to identify the most effective mechanism to transmit key information to residents in places where they  
43 travel, work, shop and congregate. This could include advertising on MARTA or other venues or setting up  
44 digital communication hubs in high traffic areas. The City of Sandy Springs does have a mobile app –  
45 Sandy Springs Works; however, many residents are unaware that it exists. It would be nice to have a QR  
46 code around shared around the city to direct people to download the Sandy Springs Works mobile app. The  
47 Subcommittee reviewed information from the U.S. Census Bureau and learned that 76% of the population  
48 of Sandy Springs above the age of five speak primarily English, another 15% have another native language  
49 but speak English very well and do not need translation in order to speak fully. About 5% of the population  
50 speaks primarily Spanish and speaks English less than well. About 2% speak languages and 1% speak an  
51 Asian language primarily and speak English less well. The Subcommittee spoke about the City providing  
52 Spanish translations to make information it more accessible to residents as well as making City Council  
53 documents and information available further in advance. It is also suggested that the City website be easier

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54 to navigate. There was discussion that the City hire or create a designated staff position to provide  
55 translations or even possibly something that is contracted out to a local business to assist. It is also important  
56 to ensure that members of minority communities are aware of and apply for fulltime and contract  
57 employment with the City. The City should ensure the software it is using to screen candidates adequate  
58 screens applications and there is no implicit bias. An outstanding question remains how to engage those  
59 with differing abilities or languages other than English and Spanish. Good inclusion efforts help everyone.  
60 Summary of the draft Communications Subcommittee recommendations:

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- 62 1. City staff identify most effective mechanisms to transmit key information to city residents in places  
63 where they travel, work, shop and congregate. City staff should choose the most effective  
64 combination.
  - 65 2. Make agendas and results of key city meetings more accessible.
  - 66 3. Find most efficient way to provide translations.
  - 67 4. Work with apartment community owners and resident associations, and Sandy Springs Reporter  
68 and Sandy Springs Neighbor to identify most effective ways to distribute those newspapers to  
69 residents.
  - 70 5. Make an effort to ensure that members of minority communities are aware of and apply for full  
71 time and contract employment with the city.
  - 72 6. City works more closely with partners who have reach within ethnic communities, by using them  
73 to assist in distribution and collection of key information from those communities.
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75 **Member Raquel González** stated it will be helpful when the Task Force makes its recommendation on  
76 translated documents to provide some guidance as to what is the expectation of the City. Not a number or  
77 a percentage, but the type of the content that should be translated.

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79 **Chair Jim Bostic** instructed Member González to put together a list of the items that may be considered  
80 for translations. It will be easier for people to review and respond to a list of options.

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82 **Member Nicole Morris** questioned should social media communications be excluded. It may be a little  
83 overwhelming for the City's Communication Department. It should be more formal communications.

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85 **Olivia Rocamora, Housing Subcommittee Chair** asked can a social media post push someone to go to a  
86 more formal document, which can be bilingual. Also, websites can be generally translated by Google, but  
87 documents in PDF format cannot. Those documents require a higher priority.

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89 **VI. Closing Comments-** James E. Bostic, Jr., Chair

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91 **Chair Jim Bostic** stated the final communications recommendations will be taken up at the December 14,  
92 2021, 6:00 p.m. Task Force meeting.

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94 **Olivia Rocamora, Housing Subcommittee Chair** asked when the Diversity and Inclusion Task Force can  
95 check-in with Mayor Rusty Paul to review his goals for the year. Possibly January or February?

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97 **Chair Bostic** replied he will ask Mayor Paul and update the Task Force.

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99 **VII. Prayer -** Rabbi Joshua Heller, Congregation B'nai Torah


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101 **VIII. Adjournment**

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103 There being no further business, the meeting adjourned at **6:38 p.m.**

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106 James E. Bostic, Jr., Chair

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106 Raquel D. González, Recording Secretary