

1 **Diversity and Inclusion Task Force Meeting was held on Tuesday, December 14, 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** – Rev. Bill Murray, Rector, Holy Innocents' Episcopal Church

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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, Member Bill Murray, Member Sal Ortega, Member Clarissa Sparks

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15 **IV. Approval of Meeting Minutes**

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17 **DIT2021-037** November 9, 2021 Diversity and Inclusion Task Force Meeting

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19 **Motion and vote:** Member Joshua Heller made a motion, seconded by Member Nicole Morris, to approve
20 the November 9, 2021 Diversity and Inclusion Task Force Meeting minutes. The motion passed
21 unanimously.

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23 **V. New Business**

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25 **DIT2021-038** Task Force Chair Report

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27 **Chair Jim Bostic** advised the Task Force will review from each subcommittee.

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29 **DIT2021-039** Recreation Subcommittee Report

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31 **Clarissa Sparks, Recreation Subcommittee Chair** reminded the Task Force of the survey work that was
32 completed over the summer. The Recreation Subcommittee continues to connect over email, and will meet
33 again at the beginning of the new year to focus on next steps. Updates will be provided at the January,
34 2022 Task Force Meeting.

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36 **Chair Bostic** stated the subcommittee needs some action, and there will need to be several meetings before
37 the January, 2022 Task Force meeting. At the meet, the Subcommittee should provide a much more detailed
38 report.

39 **DIT2021-040** Communications Subcommittee Report

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41 **Joshua Heller, Communications Subcommittee Chair** stated the goal for the current conversation is to
42 identify any final issues that may need to be resolved. U.S. Census data indicates that there are about 6,000
43 residents who speak Spanish and do not speak English, “Very Well”. There are about 4,000 residents who
44 speak some other language as their primary language but do not speak English “Very Well”, but these are
45 divided between Indo-European, Asian, and “Other” languages. What is the minimum number/percentage
46 of households needed to be served in order to justify the expense of translation into a particular language?
47 Updated recommendations includes multilingual closed captioning of live streamed public meetings, and
48 the Spanish translation of executive summaries for all major reports and studies; public notices; and event
49 advertisements/marketing. There is also the added recommendation of adding key signage at locations
50 around the city in other languages. Is there a language other than Spanish? Also, should someone on City
51 Staff provide the translation?

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Chair Jim Bostic stated the City could consider contracting with a minority-owned, local business to do the translations for the City.

Subcommittee Chair Heller stated the recommendation should not state a particular business.

Olivia Rocamora, Housing Subcommittee Chair stated in terms of equity, to make a recommendation of a minority owned Sandy Springs local owned business that does that is not an endorsement of a business to get money as it is an opportunity for them.

Subcommittee Chair Heller continued to review the updated recommendations. The City should make an effort to ensure that members of minority communities are aware of and apply for fulltime and contract employment with the City.

Subcommittee Chair Rocamora stated the Task Force should review what other cities are doing.

Subcommittee Chair Heller tasked Member Nicole Morris if she could do the research with other cities on the hiring question and tasked Member Raquel Gonzalez with finding information related to language assistance requests through the Sandy Springs Municipal Court.

Chair Bostic stated these are all great recommendations for us to have to go look at executive summaries.

Nicole Morris, Member asked does the City have a translator or for someone for hearing impaired available at that the Mayor's speaking events and significant addresses. That can be a recommendation.

Member González stated she would have to look into it. Typically, when an ask is made then the accommodation is provided.

Subcommittee Chair Heller replied that the closed-captioning may be easier to provide than a sign-language interpreter. Accessibility for hearing-impaired persons can be an additional recommendation.

Subcommittee Chair Rocamora asked when the recommendations will be presented to the Mayor so they can be implemented.

Member González stated the multi-lingual translation is a work in progress. The State of the City happens later in the year.

DIT2021-041 Review of Housing Subcommittee Final Recommendations

Olivia Rocamora, Housing Subcommittee Chair reviewed the Housing Subcommittee Recommendations, which the Task Force original approved in June, 2020. The purpose of the review is to identify where to update recommendations, given the work of the Communications Subcommittee. The Task Force reviewed recommendations for redundancies, and moved some recommendations to the Communications Subcommittee recommendations.

Subcommittee Chair Rocamora continued it is a year into the Task Force. There is now a new City Council. It would be a great opportunity to put recommendation to share Tony Ruth's "Addressing Imbalance" cartoon series, as was originally included in the approved Housing Subcommittee Task Force.

Chair Jim Bostic stated to be clear, these are not recommendations to the City Council, but to the Mayor.

Diversity and Inclusion Task Force Meeting

City of Sandy Springs City Hall, Barfield Conference, and via Live Webinar, Tuesday, December 14, 2021

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102 **Subcommittee Chair Rocamora** stated the language in approved recommendation document states to
103 frame the work of the Task Force to the City Council. This is to show who we are and we are excited about
104 the work.

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106 **Chair Bostic** advised the language be updated to show the cartoon to the Mayor.
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108 **Joshua Heller, Communications Subcommittee Chair** stated can this be discussed Mayor, and with the
109 Mayor's consent is it appropriate to give a midterm update to City Council with his approval.
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111 **Raquel González, Member** stated that we discussed inviting the Mayor to a future meeting. I believe that
112 is an opportunity to discuss with him. Also, as we review the subcommittee reports, can we review all
113 recommendations and make changes for consistency in one sitting.
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115 **Chair Bostic** stated the compiling of final recommendations is a task for a later time.
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117 **Nicole Morris, Member** stated as the Task Force edits and clarifies documents, we should keep master
118 documents and version numbers.
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120 **VI. Closing Comments-** James E. Bostic, Jr., Chair
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122 **Olivia Rocamora, Housing Subcommittee Chair** stated she was pleased to see the City of Sandy Springs
123 will provide grant funding to non-profits supporting minorities inclusion in recreation. The grants are up to
124 \$30,000.
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126 **VII. Prayer** – Rabbi Joshua Heller, Congregation B'nai Torah
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128 **VIII. Adjournment**
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130 There being no further business, the meeting adjourned at **6:59 p.m.**
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James E. Bostic, Jr., Chair

Raquel D. González, Recording Secretary