

Diversity and Inclusion Task Force Meeting

City of Sandy Springs City Hall, Barfield Conference, and via Live Webinar, Tuesday, January 11, 2022

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1 **Diversity and Inclusion Task Force Meeting was held on Tuesday, January 11, 2022 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 Nicole Morris, Member Bill
13 Murray

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15 **Members absent:** Member Joshua Heller, Member Sal Ortega, Member Clarissa Sparks

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17 **IV. Approval of Meeting Minutes**

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19 **DIT2022-01** December 14, 2021 Diversity and Inclusion Task Force Meeting

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21 **Motion and vote:** Member Nicole Morris made a motion, seconded by Member Bill Murray, to approve
22 the December 14, 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 **DIT2022-02** Task Force Chair Report

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29 **Jim Bostic, Chair** stated Member Oliva Rocamora resigned from the Task Force. We thank her very much
30 for her excellent work on the committee. Secondly, Mayor Rusty Paul has suggested the Chair meet with
31 the newly appointed City Manager, Ms. Eden Freeman, once she begins with the City.

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33 **DIT2022-03** Recreation Subcommittee Report

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35 There was no Recreation Subcommittee Report.

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37 **DIT2022-04** Communications Subcommittee Report

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39 **Nicole Morris, Member** reviewed research regarding best practices to hire diverse talent. A good starting
40 point is to recognize that there is bias and then hope to minimize impacts on it and of it. This is just a starting
41 point and depending on what direction the Task Force wants to go, additional information can be reviewed.
42 The Task Force may also consider looking at companies that are hiring in diverse talent and what they are
43 saying along with their peers about companies that they admire with their diverse practices.

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45 **Jim Bostic, Chair** asked research has been done reviewing companies in the Atlanta area that have good
46 recruiting and hiring practices. This is an important discussion for the Communications Subcommittee.

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48 **Member Morris** stated that Emory is an employer that is considered high on the list, but that next level
49 research has not been done. There may be a possibility to connect with someone in the City of Atlanta. But,
50 many keep their strategies close to the vest. We should try to source the information from publically
51 available resources, instead of a specific employer, or speak to someone anonymously.

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

Jim Bostic, Chair stated the next meeting is February 8, 2022.

VII. Prayer - Rev. Bill Murray, Rector, Holy Innocents' Episcopal Church

VIII. Adjournment

There being no further business, the meeting adjourned at **6:18 p.m.**

James E. Bostic, Jr., Chair

Raquel D. González, Recording Secretary