

Inclusion Task Force Meeting Notes

Task Force Meeting: November 16, 2006

First Baptist Church

Attendees:

Phyllis Martin, Curtis Harkness, Pablo Guerra, Selden Pedon, Beth Templeton, Brock Koonce, Russell Stall

YWCA Presentation

Mission: Empowering women. Eliminating racism. Include full mission.

Working inside of Tanglewood Middle with a teenage girl project. After school program. Broadening horizons. They take them out to look at things they can do after school.

Tech Girls, national program for YWCA.

In development stage of creating a womens leadership institute. 4 key areas that have come out of a study from Moore School of Business.

If we were to close the gap between men and women in business, it would mean 1.4 billion in business in SC.

Vista Volunteers. Resource Center.

Want YWCA to become a resource or housing agency for information.

Beginning to bring the elimination racism back into the mix.

They are working, now, on how they are going to begin working on this process. It's in their mission and they need to work on it. They have recognized this and are working diligently.

"Non Violent Communication" – Marshall Rosenberg

4 steps.

State the situation as a fact.

Claim your own feelings. And, name it.

Acknowledge what your deep need (that you want from them) is

Make a request to them.

Once both parties know what each others deep needs are, then they can begin to communicate.

There is a group at YWCA that will meet for a half day in December to discuss the racism component of their mission. Once that group meets, maybe they can get with our Inclusion group to discuss.

As this group sees opportunities to do things at the YW, we need to ask.

Maybe we begin to aim first at the education level. Begin the dialogues at a younger age. Teach children how to talk about things.

Inclusion Task Force Meeting Notes

Task Force Meeting: October 19 2006

First Baptist Church

Attendees:

Beth Templeton, Rebecca Ragland, Steven Middleton, Seldon Peden, Francis Worthington, Brock Koonce

- ⊕ Moving forward with this Task Force means that we need to define what we need to do as a committee. This is a Vision for 2025

United Ministries Presentation from Beth Templeton

- ⊕ Many of people that UM deals with are on the poverty levels.
- ⊕ Communication with groups is very important.
- ⊕ Offering a workshop to teachers. "Understanding Poverty in the Classroom." Currently, this is being done at Armstrong Elementary (Title 1). Many school teachers are middle class and they don't know how to deal with poverty. They teach kids other ways to deal with their anger than physical violence.
- ⊕ "Helping Others. Servant or Sucker." Help others provide services to others.

Market

1. The people they serve. Those that lack service or education. People that are homeless.
2. The patrons that can help UM serve those in their primary market.

They try to help others understand poverty. If they do not understand, it can be counter-productive.

Lacking

From the participants perspective. Adequate housing. Adequate transportation. Etc. Available housing.

Poverty rate is 13.2%

Federal rate of poverty is \$20,000. One cent more and you can't be defined as poverty.

Possible Mission for This Group

- ⊕ **Being able to pull people with an interest in diversity and channeling them to an area that they could benefit.**

Next Meeting: November 16, 2006. 4PM @ First Baptist Church

Diversity Task Force Meeting Notes

Task Force Meeting: September 21 2006

First Baptist Church

Attendees:

Audrey Dodson, Calder Erhman, Pablo Guerra, Sarah Purcer, Seldon Peden, Beth Templeton, Brock Koonce

Before we can really move forward with any real initiatives with this Task Force, we need to identify where the gaps are in the community with Diversity.

First Step:

- ⓪ Create a database of all organizations that deal with Diversity.
- ⓪ Assess gaps and weaknesses
- ⓪ Connect Diversity-Focused Organizations with other Task Forces

We need to have information on what each organization focuses on before we can move forward.

Also, make public, through op-ed's, etc. the findings of this Task Force.

- ⓪ "Based on the work that this Task Force has done, we recommend we work on these areas..."

Moving Forward

Invite up to two different organizations to a Diversity Task Force meeting and ask them what they are doing in the realm of Diversity. What types of initiatives do they handle? What are they doing for the betterment of Diversity in Greenville?

Does saying "Inclusion" mean more than simply saying "Diversity?"

Racial Reconciliation

Inclusion

Questions to Ask Organizations:

- ⓪ Who is your market?
- ⓪ What kinds of issues, what are your roadblocks, where do you not feel included in the community?
- ⓪ What else needs to be done to help you feel included in the community?

Diversity is more than race. Inclusion is more than race. It is across all boards.

- Jobs, skill sets, socio-economic levels.

MISSION STATEMENT FOR DIVERSITY TASK FORCE

Create a community where every citizen has a place at the table.

Invite two groups to come meet with us, but not groups working on the same issue.

October 19th. Next Meeting.

Diversity Task Force Meeting Notes

Task Force Meeting: August 31, 2006

First Baptist Church

Attendees:

Dick Berger, Francis Worthington, Audrey Dodson, Stephen Middleton, Sarah Purcer, Seldon Peden, Curtis Harkness

Diversity Summit

The group discussed that there are still some questions about the Summit. We all agreed that we need to be as precise in our thinking and planning of this event as we can. WE CANNOT AFFORD TO MAKE A MISTAKE.

Questions/Comments:

- Ⓞ What are our goals for this Summit? What do we want to get out of it?
- Ⓞ How will this be different than what has already been done? DLA? NAACP? Others?
- Ⓞ DLA Alums: We need to use them as a resource, as best we can.
- Ⓞ We need to make sure that we are talking to the entire community, not just business leaders, etc.

Example of Summit:

- Ⓞ Description of where we are now.
- Ⓞ Description of "to be" – maybe it's pie in the sky, maybe not.
- Ⓞ A few "As is" groups. A few "to be" groups. Meaning: Smaller groups could be formed within big group. They would be broken up into "As is", which means look at where we are (strengths, weaknesses, opportunities..), and "To Be", which means to look at where we want to be as a community.

Next Steps after Summit

Task Force would come back and do the gap analysis. Maybe gap analysis begins in the Summit.

"How far are we from where we need to be?"

Other Ideas Outside a Summit

- Ⓞ Could it be as simple as this group doing town hall types of summits with specific organizations.
- Ⓞ What about a mobile task force that moves and listens to different people in the community? Neighborhood associations, Diversity leaders, teachers, students, etc.
- Ⓞ Dick Berger mentioned that this group should be about the people. Where will this group best serve the people?

Task Force Future:

Bringing leaders from all areas of diversity and discuss what they are doing. "Give where we can. Do what we can."

We need to define what we *can* do before we can move forward.

What about bringing in those people out there that are dealing with diversity issues on a day to day basis?

Nicholtown Community Center

Phyllis Wheatley Community Center

Affirm Youth

Diversity leaders at Corporations, Schools, etc.

Guidance Councilors

Why don't we establish what our overall vision is, then we begin to work from there?

The future is with the high school kids. They will be the leaders in 2025. What if children in junior high or high school spent 2 or 3 years being educated in diversity. Making kids educated and tolerant across all lines. If you catch them before the habits are too bad.

🔄 Our job is to facilitate these happenings, not actually do them...

Educational Opportunities

Kid Character – Seldon example.

Mix It Up – work with the school system. Done by the Southern Poverty Law Center.

Have a day a year where kids sit with those of different race, creed, beliefs. Make those connections and rid ourselves of prejudices at an early age.

Youth Leadership Greenville

Action Item

What organizations are out there that deal with diversity? Is there a list that exists? Contact those leaders.

What is the outcome for the Summit?

We want to re-affirm what the original vision statement says.

Vision 2025 Diversity Statement:

In 2025, Greenville County public and private sector leaders and residents welcome and integrate all its residents into a unified community whose diverse members and populations have full equality.

Is this applicable for this group? Is this what we want to hang our hat on?

What about an annual conference where we can educate each other?

Action Item

Create a sub-group to create a mission statement?

Knowledge of diversity should be used to help you define the path you want to go down to deal with diversity.

Action Item

What about having someone come in to talk about what they've done to implement diversity organizations?

Do we have diversity experts in this area?

Donna Coleman Mosley, possibility

How do we move from Hate to Love? Dick Berger example:

Hate =====> Tolerance=====> Understanding=====> Respect=====> Acceptance=====> Love

Festival of Faiths Events, Week of September 18th.

I apologize that these dates and events were left out of last months notes. Please try to attend these events:

Monday, Sept. 25th, Noon (RESERVATION REQUIRED): Lunch in the Garden Room of the Chapel at Furman with Dr. Glen Halva-Neubauer. Topic: *Bringing the Golden Rule to the Discussion about Abortion.*

Tuesday, Sept. 26, at 7PM: Hughes Main Library. Task Force member, Calder Ehrmann speaking on *The Golden Rule in a Flat World: Developing Global Business Ethics.*

Wednesday, Sept. 27th at 10AM: The Open Book, 110 S. Pleasantburg Dr. Librarian, Cyn Massey discussing *The Golden Rule in the Family: Book on Moral Development for Children and Parents.*

Thursday, Sept. 28 at 10AM: Parlor at First Baptist Church, 847 Cleveland St. Rev. Michelle McClendon reporting on *Living the Golden Rule: Exploring Spirituality through Women's Interfaith Groups.*

Thursday, Sept. 28 at 7:30PM: Technical Resources Auditorium at G'ville Tech. Councilwoman Diane Smock, moderator. *The Golden Rule in 13 Religions.*

Homework

- Have between 3 and 5 diversity groups that are doing something to improve diversity. If you can, get their leaders names, etc.
- From this, we can set up a mini-summit to find out what they are doing and tell them what we are doing.
- Begin to establish a mission for this group.
- Have someone at the next meeting to serve as a change consultant or facilitator to figure out where we are going. Create a white paper for this group. Susan Lil?

Next Meeting: September 21, 2006. First Baptist Church. 4PM.

Diversity Task Force Meeting Notes

Task Force Meeting: July 20, 2006
First Baptist Greenville

Attendees:

Beth Templeton, Dick Berger, Sarah Purcer, Stephen Middleton

An Exercise or Simulation. Have a room with masks of faces. Every kind of face you can think of. Take the mask and be the person for a period. Helps people get into other people's skins. Another exercise, you are planning for the future. You develop the laws for the society. You will come back into the society and you don't know who you are going to be. You make the rules based on who you could be.

United Way has a poverty simulation. This helps us thing about the rules that are currently.

Who are Champions of Diversity?

- ✓ Bill Page. Retired executive who has devoted much of his retired.
- ✓ Patricia Harrison. International. Represents people who are living and working here from other countries.
- ✓ Ray Lattimore. GADC.
- ✓ Indu Vakharia. Was on Interfaith Community.
- ✓ Magaly Penn. XX will call to express interest.
- ✓ Lisa Sherard. In HR at Michelin.
- ✓ Jessica Gilbert. In diversity at GHS.
- ✓ Gus Suarez or Andrea Suarez.
- ✓ Heidi Arroyave.
- ✓ ESL teachers.
- ✓ Karen Armoni.
- ✓ Princilla Lee-Bridges

The Idea: Create a Diversity Summit in Greenville

Program:	Should we bring a bunch of people to brainstorm about what diversity is in Greenville? This would be a one-time group to brainstorm about what diversity is. List all adjectives that describe diversity. Could do this in small groups. Why doesn't Greenville come to your mind when thinking of Greenville? Have a list of questions for people as they walk into the door. We don't know what diversity in Greenville looks like? What communities do you know that hold up diversity? Why is that community diverse? Diversity in religion, jobs, restaurants, etc. Diversity is much more than just the seven EOC. <ul style="list-style-type: none"> ✓ Madison, WI ✓ Atlanta, GA in the 90s What is next in diversity? What are the next generations going to have to deal with? For example, challenges of Latino growth. How will that change types of businesses, political representation?
Purpose:	Develop a face of diversity. Series of guided questions. Outcome is to see what Greenville look like if we are a diverse community. Serves as a blueprint for diversity. What defines diversity? How can we get there?
When:	October 3, 5:00 to 7:00
Invitees:	Original task force members. DLA graduates. Non-profits. Schools.
Use YWCA?	Younts Center?
Faciliator:	Susan Lil?

Food: See if Soup Kitchen would cater. Get Loaves and Fishes to donate food.

Talk to Diversity Leadership Academy about willingness to participate and how we could participate.

Festival of Faith. Dick Berger

Second annual festival is to help people help understand their neighbors better. The festival is dedicated to the golden rule. Is between September 25 thru 28th. Is a art exhibit at the Hughes Library of children's art.

Workshop developed by Scarborough Missions. www.scarboroughmissions.ca.

Attach the schedule of events.

Interfaith National Day of Prayer. First Thursday in May. GFCU board has grown warmer to doing.

Diversity Task Force Meeting Notes

Task Force Meeting: June 22, 2006
4PM First Baptist Church

Attendees: Calder Ehrmann, Dick Berger, Chris Campbell, Chris Taylor, Steven Middleton, Curtis Harkness, Brock Koonce

Greenville Forward to send a list of names of all people on Task Force

"The opposite of diversity is exclusion"

- What about this group partnering with GFCU to establish an International Day of Prayer?

Diversity Workshop

Carolina Coalition presents
Building Community Through Unity in Upstate, SC
Furman University – Younts Conference Center
August 4th, 8:30 – 4:30

Diversity Strengths of Greenville

- We have more and more people now that are knowledgeable about the role of diversity. This is helping our community be more open and, therefore, more competitive amongst others cities that compete for the same things.
- More and more, people in this community are trying to get to know others that are not necessarily like them. It's a growing strength. We have changed to what America is like over the last 30 years.
- Diversity Leadership Academy. Over 200 graduates working with a different perspective.
- ICAR/Clemson – 10% of students and faculty and corporate going to female and minorities.
10% Rule: Clemson's goal is to have 10% of student population to be minorities. 10% of faculty to be minorities. 10% of staff to be minorities.
- We are moving to becoming a society of inclusion so that the best and brightest want to come here.

Are there things that have happened that have gotten us to the point of accepting tolerance.

Example:

- WWII soldiers coming back, along with others coming to the community. They invested in the community, and replaced the textiles with a variety of business outlets. They not only grew, they became more diverse.

Diversity Weaknesses in Greenville

- Desire to have your friends/associates/co-workers "act more like me."
- Religious diversity.

- ⌄ Not enough people understand and respect diversity.

What about tolerance?

- ⌄ 80%/20% rule. 80% can adjust and adapt. 20% will take their beliefs and opinions to their grave with them. We don't need to focus on the 20%, we need to focus on the 80%.
- ⌄ What could we use to draw us together? An attractive community. A place where people want to live.

Curtis example:

Direct discrimination – I don't like women, so I won't hire one.

Indirect discrimination – I like to hang out with guys, so I prefer to be around them. Not that I have anything against women, but I'd just rather hang out with guys.

This has a direct correlation to religion.

Task for Next Meeting

Create a list of Diversity Champions. Who is out there that is doing everything they can in the community.

Who are those people that play a part in someone's everyday life that have some sort of influence on the acceptance one has of others. Who are those teachers? (Coaches, pastors, etc.)

Next Meeting: 7/20 – Location TBD

Diversity Task Force Meeting Notes

Task Force Meeting: May 25, 2006
4PM First Baptist Church

Attendees: Dick Berger, John Capitan, Chris Campbell, Audrey Dodson, Jonathon Hammond, Curtis Harkness, Brock Koonce Susan Lil, Seldon Peden, Sarah Purcer, Russell Stall, Beth Templeton, Baxter Wynn,

What do we need to do now?

- We should look at attainable tasks to accomplish.
- National Day of Prayer. Why shouldn't Greenville consider an "open to all" Day of Prayer?
 - This year was at Piazza Bergamo. It was only open to faith based. Run by local group that decides who gets to come and pray.
 - What about an international day of prayer?

Next Meeting task: More research on event and what is involved.

Issues / Tasks to Be Discussed

- Latino population is currently growing by leaps and bounds in Greenville, and nationwide. We need to start to formalize, within the Latino Young Professionals Task Force, the big ideas and put them down on paper and then bring them to the Diversity Task Force for guidance. This Task Force could possibly fold into Diversity someday, but not now.
- Important to remember that we are facilitators and we connect and bring people to the table. Brainstorm about what people/organizations/churches need to be brought to the table.
- Address the issues of socio-economic diversity. Affects how we grow. Affects what areas we choose to grow. Affects education, etc.
- Making Vision 2025 much more inclusive of all.
- First thing: We need to deal with the topic of Diversity. How complex Diversity really is. Much more than race, sex, etc. How many people are in your family? How does that impact where you are today?... All of that has a point to Diversity. For any group that is taking on the topic of diversity, we treat it more like a science.
- Dialogue and breaking down barriers between socio-economic groups.
"The choir may be learning some new songs"

Mission / Purpose of Task Force

We need to really define Diversity as it relates to our community. This will help us understand the goals and purpose of the Task Force.

Bring representatives of all groups to the table.

Supplier diversity. How do we get recognized?

We need to do things that spread out or impact the remainder of Greenville.

Round Table Discussion Of Diversity Challenges In Greenville:

- Overall appreciation of Diversity. How it impacts our lives. Opportunities that are available. Threats that exist if we do not approach it appropriately
- Distribution of power. People of ethnic backgrounds do not have the opportunities from a business standpoint. Supplier diversity program outline.
- West End and gentrification. Tensions.
- Prevalence of racism.
- An unwillingness to step back and re-evaluate after a certain point in one's life. If you have a large number of people that are unwilling to accept that changes and ideals need to change, we face a long road ahead.
- Issues with gay and lesbian population. Marriage issue. They've bought into the sell that says "you are in unhealthy relationships." Political piece that rejects them.
- Unwillingness of people to learn or talk.
- Gap in communication and ability to relate from a hospital perspective. Avoid cultural barriers. Could benefit.
- Immigration debate. Horrific negative impact it has had on Latino stereotypes. Don't want the current issue will not deter us from dealing with the other issues in the community.
- Get the effective, quiet middle to keep the fringe of dividing/defining Greenville.
- Finding some way to keep everyone top of mind at all times. Not just concentrate on one per election cycle.
- Embracing differences and focusing on the things that make us unique. Celebrate what's different. Learn to sit across the table from other and talk and find the commonalities.
- Try to understand why someone thinks they way they think.

Next Steps

Talk about Greenville's strengths as it relates to Diversity. Then, talk about Greenville's weaknesses as it relates to Diversity. This will help to establish goals, strategies and tactics.

Create list of Diversity Champions.

TASK:

Talk to someone who doesn't agree with your beliefs (relating to diversity, etc.) and bring their opinion back to the table.

Diversity Task Force Meeting Notes

Task Force Meeting: April 20, 2006
Innovate

Attendees:

Merl Code, Seldon Peden, Beth Templeton, Dick Berger, Steven Middleton, Susan Lil, Sarah Purser, Curtis Johnson, Audrey Dodson, S.T. Peden, Marcus Williams, Russell Stall, Brock Koonce

Reminder:

May 9th: Upstate Leadership Diversity Awards

The original notes from Diversity Task Force meetings during Vision 2025 do not fit the final product. It was told to those who put together the Vision that "to tackle diversity in Greenville was going to be tough. Diversity is volatile." That's not what people wanted to hear. So, the current Diversity Vision is not wholly representative of a true vision.

"South Carolina has a definite race problem."

Interracial Marriage Referendum

62% - Leave it on the books

38% - Take it off

Has there been growth, change, dialogue in diversity since the Vision was announced? Yes. Personal Change. Individual perceptions are beginning to slowly change.

What has not changed is the business sector. The business sector is still divided. It is getting better. The goal is to get people talking about it. Get people involved.

Socio-economics is sorely missing from the current vision. That plays a large part in diversity.

Gender is also missing from the vision. Look at "**SC Report on the Status of Women**"

Ask Calder Ehrman for the Jim McCali film. Jim McCali needs to be engaged with this group

Carolinas Minority Supplier Development Chapter – meets monthly.

We have got to get the leadership to agree that this is what we want Greenville to be. This is what we want diversity in Greenville to be.

Ripple effect on what could happen to the community when business leaders begin to embrace diversity for their companies. "Share some contracts".

Identify the true diversity champions in the Greenville Community.

42 out of 300+ in the country in violent crime. How much of this is due to misunderstanding of other cultures?

Not just leaders, but those who are influential. Need to develop ownership. Some of the barriers in diversity are also generational.

What is the current STATE OF DIVERSITY in Greenville:

- Polarized: Economically, racially, ethnically
- Not a community that has a central understanding of who we are.
- Classism: (Sara Collins, free and reduced lunch issue)
- Dialogue is not enough. There are large populations that are not vocal enough.
- Conduct an assessment on where we are concerning diversity.
- "Categorical Thinking": Where do you go to church? What do you do for a living? Where do your children go to school?
- Is there tension with old south / new south?

Today, people don't understand "what's in it for them." (WIFM)

"Tipping Point" – we need to clearly identify who are those individuals who can affect change.

Bring in the "Old Guard" of Greenville. Mindsets of 50 and before.

"Brown Eyes. Blue Eyes" – DateLine study. Experiment by teacher to her class to explain diversity.

Greenville Diversity Calendar. What comes out of that? A person from each diverse group. Celebrates the diversity we already have here. Put a face or a name on a diverse situation.

We cannot deal effectively with diversity issue without bringing in the churches. Much of the diversity issue comes from a temperament created from church.

Focus on those things that help us work together to accomplish goals.

Task Force should stay in place and be the "driver"

NEXT STEPS:

Keep feeding information to this group. Each person offers a different perspective

What is the main focus?

- Venue for relationships
- Targeted structural change

What role should DLA be?

- use alumni
- Diversity Greenville.com : more robust

How should we "market" diversity?

Form Diversity Council of Corporations (15 people)

2 or 3 meeting agenda where we reach out to pastors in the Faith Community to establish a "covenant"

NEXT MEETING:

MAY 25, 2006. 4PM. FIRST BAPTIST CHURCH

Diversity Task Force Meeting Notes

Task Force Meeting: March 13 , 2006
Greenville Forward Offices

Attendees: Audrey Dodson (Diversity Leadership Academy), Sarah Purcer (Godshall Staffing), Seldon Peden (Ashton Group, Urban League Young Professionals), Steven Middleton (Rockwell Automation), Russell Stall, Brock Koonce

NOTE: This was a preliminary planning meeting in preparation for the formal task force meeting to be held in the next month.

####

The meeting started with a grounding and discussion on "What is Diversity?"

Diversity is more than just racial. On each task force, diversity should be represented. Diversity in race, thought, sex, etc. Income needs to be represented in diversity. The majority of the Vision 2025 participants are not in the lower income area of Greenville. Greenville Forward should deliberately focus on inclusion on many fronts.

Diversity training is needed in our schools. Currently teachers and principals DO NOT go through any type of diversity education which we know of. Neither do the kids and students.

Furman is creating a diversity training/DLA for students. Test run at a district wide effort.

Youth Leadership Greenville, as a new program, should be encouraged to have a diversity leadership day.

Other Voices: Action Greensboro Diversity Training. 8 Days of "isms" (racism, sexism, etc.) Teaches how to embrace other people's differences. It's okay if you don't agree with someone, but understand where they came from.

Who do we invite to participate in future sessions? (See attached list)

The list consists of "brainstormed" participants. We will discuss who will make the most sense to form a group which can most appropriately address the vision.

Calder Ehrmann – retired chief diversity officer for Michelin.
Diversity Issues Council – ICAR
Merl Code
Audrey Dodson
Seldon Peden
Sara Purcer
Steven Middleton
Jil Littlejohn
School District? (Penny?)
Hispanic Community
Dick Berger
Curtis Johnson (info from Seldon)
Andrew Wittman (info from Seldon)
Christina Schlieffer
Jonathan Pinson
Susan Lil

Beth Templeton
Wade Cleveland
Executive Director of Goodwill
Meyers Center
United Way
Patricia Harrison
Renee Alexander
Marcus Williams
Magaly Penn
Sheldon Early
Sheriff's Department
Chief Willie Johnson (Greenville Police Department)
Berea representative
Toby Swartz
Tavia Murphy

Next Meeting Structure

The first meeting will be very open and seemingly unstructured with three exercises

1. The state of diversity in Greenville. Current environment.
2. Dreaming. Write a headline for 25 years from now on what diversity in Greenville should look like. The goal is to revisit the current diversity vision. All people at the meeting agreed that the meeting notes from the prior vision are good, but the actual vision needs to become bolder.
3. Brainstorming about next steps and tactics.

Russell and Brock should continue to conduct focus groups within communities in need.

Juan Johnson – VP of Coke. Executive on loan. In charge of DLA. Possibly come and talk to a task force group? In the fall.

Roosevelt Thomas would also be an outstanding speaker.

Each member has a homework assignment. The group to come up with an analysis of the current Vision for a report at the next meeting. We are encouraged to deeply analyze the current vision.

Ask questions in next meeting: What diversity efforts currently exist? How can we avoid the duplication of efforts?

Next Steps:

- Develop final list of task force participants.
- Develop an inventory of diversity training and efforts which are being done throughout the community. What organizations are doing “diversity?”
- Benchmark cities who are effectively dealing with diversity issues and prepare report. Someone needs the assignment.
- Greenville Forward should continue community focus groups.
- Each group member is asked to read the current vision and develop their opinions of what needs to be changed. This will be a significant portion of the discussion at the next meeting.

Next Meeting: Thursday April 20th, 4pm