



# CITY OF HENDERSONVILLE DIVERSITY & INCLUSION ADVISORY COMMITTEE

City Hall - Council Chambers | 160 Sixth Avenue E. | Hendersonville, NC 28792  
Tuesday, May 14, 2024 – 5:30 PM

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## AGENDA

1. **CALL TO ORDER**
2. **APPROVAL OF AGENDA**
3. **PUBLIC COMMENT**
4. **APPROVAL OF MINUTES**
  - A. March 12, 2024 - *Jill Murray, City Clerk*
5. **NEW BUSINESS**
  - A. Review of Monthly Recognition Schedule – *Allison Justus, Communications Manager*
  - B. Discussion regarding Diversity and Inclusion Committee 2024 Workplan – *John Connet, City Manager*
  - C. Staff Update - *John Connet, City Manager*
6. **OTHER BUSINESS**
7. **ADJOURNMENT**

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# CITY OF HENDERSONVILLE DIVERSITY & INCLUSION ADVISORY COMMITTEE

Operations Center - Assembly Room | 305 Williams St. | Hendersonville NC 28792  
Tuesday, March 12, 2024 – 5:30 PM

## MINUTES

Present: Chair Josh Williams, Vice-Chair Nancy Diaz, Laura Bannister, Melinda Lowrance, Florence Allbaugh and Eric Gash

Absent: Richard Reagan

Liaisons: Mayor Barbara G. Volk and Mayor Pro Tem Lyndsey Simpson

Staff Present: City Manager John Connet, City Clerk Jill Murray, Communications Manager Allison Justus,

### 1. CALL TO ORDER

Chair Josh Williams called the meeting to order at 5:32 p.m. with a quorum of members in attendance.

### 2. APPROVAL OF AGENDA AND MINUTES

*John Connet asked that Public Comment be added to the agenda. Melinda Lowrance moved, seconded by Nancy Diaz to approve the agenda as amended and the minutes of November 14, 2023 as presented. A unanimous vote of the Committee followed. Motion carried.*

### 3. PUBLIC COMMENT

Nancy Diaz asked if there is a need to give their address at City Council meetings as it does not seem safe in this day and age. She thought it would Council seem more accessible and reduce barriers. John said it's a good point and is probably something that we should talk about with the City Attorney.

Josh Williams said he received an email regarding a workshop regarding racial equality training at the YMCA of Asheville and is hosted by the racial justice team and the First Presbyterian Church of Asheville. The workshop is on Saturday, March 16<sup>th</sup> from 10am-3pm if anyone is interested in attending. You do have to register and the cost is \$10 and lunch will be provided.

Melinda Lowrance wanted to thank the City employees, especially Allison and Brandy for the excellent job in promoting Black History Month. It was very informative and kudos to you ladies for always doing such an excellent job.

Patricia King, Elijah Timmons' mother, said she is trying to stay involved and getting the word out about her son and his murder and does not feel like she is being listened to and getting the help that she deserves from the police, the City and the community. City Manager Connet explained that some of what she said is not true and that there is 24 hours of video that his staff is going through and they're awaiting for the judge to decide if she can view the video footage.

#### 4. NEW BUSINESS

##### A. 2024 Annual Schedule of Regular Meetings – Jill Murray, City Clerk

*Florence Allbaugh moved, seconded by Laura Bannister, to approve the 2024 Annual Schedule of Regular Meetings. Motion carried.*

#### 2024 ANNUAL SCHEDULE OF REGULAR MEETINGS

The following Regular Meetings of the City of Hendersonville Diversity & Inclusion Advisory Committee are held Bi-Monthly on the second Tuesday of January, March, May, July, September, and November at 5:30 p.m. in the 2<sup>nd</sup> Floor Meeting Room inside of City Hall located at 160 6<sup>th</sup> Avenue East, Hendersonville NC.

The following regular meetings have been scheduled for 2024:

January 9, 2024

July 9, 2024

March 12, 2024

September 10, 2024

May 14, 2024

November 12, 2024

Meetings are open to the public.

##### B. Storytelling Education and Arts Program Update – Karen-Eve Bayne, Executive Director

Karen-Eve Bayne, the Chair of STEAP, explained that they are a local non-profit and their mission is to create programs that widen social awareness and cultural appreciation among diverse communities. She previously presented to the committee in the fall of 2022 about the programs that we were doing and I just wanted to follow up and tell you what we did do and what we're planning on doing. She explained that they received a special grant from the Community Foundation, a 40<sup>th</sup> anniversary grant, and it was to specifically do projects on 7<sup>th</sup> Avenue. She shared the following PowerPoint presentation.



# 7<sup>TH</sup> AVE PROJECT

- Yarn Bombing Project
- Mural 1
- Mural 2



## NEXT STEPS AND NEW PROJECTS

### COMMUNITY VOTED ON MURALS AT 'BACK TO SCHOOL FEST' AUGUST 2022

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# COMMUNITY YARN PROJECT

COMPLETED NOV-MARCH 2023

- Over 1000 people contributed to yarn art in someway. All ages involved
- Diversity in community participation and art
- Featured in **Bold Life** and news; drawing hundreds of visitors to Depot/7<sup>th</sup> Avenue



**MURAL 1: 'YOUTHFUL JOURNEY UP 7<sup>TH</sup> AVENUE'  
BY BILLY SMITH AT 628 7<sup>TH</sup> AVENUE EAST**



**MURAL 2- CITY OF FOUR SEASONS  
BY DIAMOND CASH NEEDS A HOME!! 20'X16'**



# LATINX MURAL & COMMUNITY EVENT COMING IN MAY 2024 !!



Sample of acclaimed artist Rosalia Torres-Weiner's work in Charlotte NC

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## STEAP'S NEXT STEPS

Find a new location for Diamond's Mural -20'x16'

- Help with ideas and contacts? Looking at 108 Main Street, 101 King Street. Where else?

Apply for grants for more art and mural walk

- Request a letter of support from DEI

NEW Mural *Celebrating our Latinx Community!* (Arts Council grant)

- Signed contract with Rosalia Torres-Weiner/Charlotte artist

Complete our film shorts of Amazing Appalachians (TDA & Arts Council Grants) features diverse Henderson County Artists [https://drive.google.com/file/d/1oB4\\_VHaa4OHY7ghs6injeYOgYph4M3lq/view?ts=658c00fa](https://drive.google.com/file/d/1oB4_VHaa4OHY7ghs6injeYOgYph4M3lq/view?ts=658c00fa)

Awaiting Grant Application results for more murals and a Public Art Walking Tour

Develop the bones of a Public Art Review City Policy/Approach in conjunction with The Arts Council & Art League **- EAR MARK CITY FUNDS FOR PUBLIC ART-**

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**OTHER COLLABORATIONS:**

**IAM, BLACK HISTORY RESEARCH COMMITTEE,**

**JUNETEENTH JUNE 15 STAR CHAP. #510**

**DO TELL STORYFEST JUNE 1 - MILLS RIVER**

**PRIDE DAY JUNE 8**

**TDA, ARTS COUNCIL, ARTS LEAGUE, COMMUNITY OF CHARACTER, COMMUNITY FOUNDATION, ETC.**

**THANK YOU FOR SUPPORTING THESE PROJECT IDEAS**

**WE NEED:**

**\*SUPPORT FOR PUBLIC ART \$\$**

**\*ENDORSEMENT OF PROJECTS**

**\*HELP WITH BUILDING OWNERS/LOCATIONS**

**\*IDEAS & PROJECTS**

The STEAP.net Board  
[karenevebp@gmail.com](mailto:karenevebp@gmail.com)  
828 388 0247



**C. Discussion Regarding Diversity & Inclusion Committee 2024 Workplan – John Connet, City Manager**

John shared with the committee a rough draft of a workplan. He went through the items and then asked them to go home and look it over write down their thoughts and come back to the next meeting so they can go over everything and show city council what we are accomplishing.

Focus Area	Workplan Item	Responsibility	Schedule	Status	Notes	Ranking
<b>Communication</b>						
	Ensure critical documents are printed in English and Spanish					
	Review website contact information to ensure it is consistent and easy to find. Update Public Services Information.					
	Review imagery to ensure website and social media represents the community					
<b>Outreach</b>						
	Hold a City Information Fair (s) at location (s) where underserved residents are likely to attend.					
	Hold City Career Fair (s) at location (s) where underserved residents are likely to attend.					
	Host a multi-cultural day or International Festival					
	Setup meetings between operational departments and local advocacy groups. Give tours or create speakers bureau.					
<b>Accessibility</b>						
	Conduct a City building ADA Accessibility Audit					
	Develop a consistent citizen complaint process for use by all departments.					
	Identify Historic or culturally significant properties for consideration by Historic Preservation Commission					

Focus Area	Workplan Item	Responsibility	Schedule	Status	Notes	Ranking
<b>Training</b>						
	Staff training on how to communicate effectively with individuals who may not use English as dominant language					
	Staff training on how/when to assist individuals with disabilities.					
	Leadership training focusing on Emotional Intelligence					
	Recruitment and interview skills training					
<b>Policy Review</b>						
	Review hiring / recruitment procedures to ensure a diverse candidate pool is presented for all jobs.					

Nancy Diaz suggested having an interpreter at meetings or having a way for someone to request an interpreter if needed such as sign language or translation.

Florence Allbaugh mentioned that they are holding a career fair at the college and inviting elementary and high school students so maybe we could hold a career fair at the library. Maybe the Boys & Girls Club could hold something? She also mentioned having a “life skills” curriculum.

Nancy Diaz said if there’s ever a street that needs to be renamed, it would be cool to highlight some of the diverse people or businesses in our community.

Florence Allbaugh asked what is going on with Ahkirah. John said we’ve gone through the process and its time for the rubber to meet the road so to speak.

Mr. Connet suggested that everyone go over the worksheet and he will put it back on the agenda for May.

## 5. OTHER BUSINESS

Nancy Diaz said it’s been two years since Crystal Cauley presented to us about the city considering an apology for urban renewal and we haven’t met as a subcommittee and there hasn’t been any instructions other than the formation of the subcommittee when we had a different chair so I just wanted to bring that up for us to schedule a subcommittee meeting or whatever we need to do. Also, to know that forming an apology is not something that needs to come out of that work but if an apology isn’t going to come out of that work, we should provide reasoning to the public about why there isn’t an apology. So, either way we should provide an answer to Crystal and other folks that brought this issue to this advisory committees’ attention.

## 6. ADJOURNMENT

There being no further business, Melinda Lowrance moved, seconded by Florence Allbaugh, to adjourn the meeting at 6:40 p.m. Motion carried unanimously.

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Josh Williams, Chair

ATTEST:

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Jill Murray, City Clerk



## CITY OF HENDERSONVILLE AGENDA ITEM SUMMARY

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**SUBMITTER:** John Connet, City Manager      **MEETING DATE:** 5/14/2024  
**AGENDA SECTION:** NEW BUSINESS.      **DEPARTMENT:** Administration  
**TITLE OF ITEM:** Review of Monthly Recognition Schedule – *Allison Justus, Communications Manager*

**SUGGESTED MOTION(S):**

NA

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**SUMMARY:**

Allison Justus will review our the group's current monthly recognition schedule.

**BUDGET IMPACT:**    \$

**Is this expenditure approved in the current fiscal year budget?**

**If no, describe how it will be funded.**

**ATTACHMENTS:**

None



## CITY OF HENDERSONVILLE AGENDA ITEM SUMMARY

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**SUBMITTER:** John Connet, City Manager      **MEETING DATE:** 5/14/2024  
**AGENDA SECTION:** NEW BUSINESS      **DEPARTMENT:** Administration  
**TITLE OF ITEM:** Discussion regarding Diversity and Inclusion Committee 2024 Workplan – *John Connet, City Manager*

**SUGGESTED MOTION(S):**

NA

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**SUMMARY:**

Staff will present a proposed workplan for 2024.

**BUDGET IMPACT:** NA

**Is this expenditure approved in the current fiscal year budget?** NA

**If no, describe how it will be funded.** NA

**ATTACHMENTS:**

None



## CITY OF HENDERSONVILLE AGENDA ITEM SUMMARY

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**SUBMITTER:** John Connet, City Manager      **MEETING DATE:** 5/14/2024  
**AGENDA SECTION:** NEW BUSINESS      **DEPARTMENT:** Administration  
**TITLE OF ITEM:** Staff Update - *John Connet, City Manager*

**SUGGESTED MOTION(S):**

NA

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**SUMMARY:**

John Connet will update the Committee on the following items:

1. Patricia King Concerns
2. Congregational Church Racial Justice Team Zoom Call
3. Appointment of Melinda Lowrance to City Council
4. PROWAG – Public Right of Way Accessibility Guidelines

**BUDGET IMPACT:**    \$

**Is this expenditure approved in the current fiscal year budget?** EnterTextHere

**If no, describe how it will be funded.** EnterTextHere

**ATTACHMENTS:**

None