

Governor's Supplier Diversity Council

September 22, 2016 Meeting

Minutes from September 22, 2016, Governor's Supplier Diversity Council Meeting

Video Conferenced Meeting in DEDO offices in both Wilmington and Dover

Attendees:

Present in Wilmington: Ken Anderson, Anas Ben Addi, Dean Stotler, Jayshree Moorthy, Sakthi A. Vel PhD, Theresa Brown Edwards Esq. (arrived at 2:18pm), Valerie Watson, and Michelle Morin.

Present in Dover: Nick Callazzo III

Present on the phone (non-voting): Givvel Marrero, Loren Hopkins Taylor, Carmen Herrera, Wendy Brown, Stephanie Young, and Debbie Sacra

Absent: Ron Frazier Esq., Ralph Truitt, and Devona Williams PhD.

Public Present in room in Wilmington: none.

Public Present in room in Dover: none

Public Present on the Phone: none identified

Meeting Opened:

Meeting Called to Order by Ken Anderson, GSDC Chair, at 2:11pm.

Quorum:

A quorum (currently requires 6 of 11 members) was reached at the start of the meeting, with six members present. At 2:18pm, there were seven members present.

Prior Meeting Minutes:

The minutes from the July 21, 2016 meeting were reviewed and unanimously accepted as written upon a motion by Anas Ben Addi and seconded by Dean Stotler.

The minutes from the August 17, 2016 meeting were reviewed and unanimously accepted as written upon a motion by Dean Stotler and seconded by Sakthi Vel PhD.

September 22 Meeting Notes:

- Chair Ken Anderson greeted everyone and review the past meeting minutes from two meetings as the first order of business, a vote was held for both minutes.

Under Old Business,

- Chair Ken Anderson opened the conversation regarding Council Initiatives for this 2016 year. The suggested initiative regarding Veterans, which was held from the last meeting, was discussed. Nick Collazzo spoke to changes that occurred within NaVOBA and how they will likely be joining Victory Village in Middletown as a resident resource partner. Nick suggested that no action be made on this initiative at this time.

- The topic of trends in Supplier Diversity documentation and eligibility for certification continued from the past meeting. Council Members and Liaisons discussed current status of ethnicity and gender in general, reviewed trends in the US and abroad, and included ponderings about what the future may reveal for these trending topics. The following points were included in the discussion:
 - How an individual self-describes, for both ethnicity and gender.
 - Documents are used for both US Citizenship or Permanent Resident review as well as gender and ethnicity. A Driver's License is not currently one of the accepted documents of objective data and OSD does not use photographs and does not make subjective guesses about gender or ethnicity;
 - Government authorized or recognized documents, such as a government recognized native American tribe or nation continue to be the types of documents to consider;
 - The continuum of time and how earlier the Council had a negative response to the possibility of an affidavit, and now an affidavit with a list of supporting documents are a suggestion;
 - That culture is usually a binary gender review and the future runway may have more gender labels than male and female;
 - The direct and indirect impact of government documentation on individuals may impact their ability to get credit, open a bank account, be bonded, and navigate other business operations;
 - Some businesses will accept a state level certification rather than a corporate type of certification. It was noted that NMSDC requires members to identify that they are 25% or more of an ethnicity for minority certification;
 - A review of what LGBT documentation may be appropriate for a future inclusion was reviewed and recognition that the Markell Administration has raised this change of inclusion for LGBT in various positive and legal ways in Delaware. What the Q stands for. The current conversation from Massachusetts, who is the only state with LGBT certification, is that this is leading a conversation about gender documentation and gender identity. Delaware is inquiring to learn more;
 - Age and generation, the difference between a Millennial's available documentation versus a Senior Citizen's available documentation and the differences based on what government currently includes on documents versus what used to be on documents in some jurisdictions;
 - DNA testing was raised and OSD shared that the federal DBE program is not yet ruling on that topic but that about 4 to 5 years ago Massachusetts had an application where ethnicity was based upon a DNA test and it was denied, as the federal rules of that application were silent on the documentation. The company was encouraged to appeal to the federal level, which would give states guidance. The company did not file the appeal. This topic is still unresolved at the federal level and OSD is very careful to not want medical documents or HIPPA documents in the business application process, which was made clear during the vetting of what document, are appropriate for the Individuals with Disabilities policy and process creation. DNA would be a medical document and likely a HIPPA document.

- When an individual changes their name they may need to change with the Social Security Administration as well, and what are those documents, will they identify gender and ethnicity? Names would be a subjective guess as to gender or ethnicity and OSD does not make subjective guesses in the certification process;
 - Loren Hopkins Taylor of DuPont shared that the company includes 25 classifications in its Supplier Diversity programming today. DuPont relies on National Organizations for certifications. This topic of ethnicity and gender trends and how it reaches and applies to other certification categories is an ongoing conversation topic that will have many more discussions over time.
- The conversation concluded with recognition from Chair Ken Anderson that GSS and OSD are forward thinking to consider this topic now. GSS and OSD will continue to treat everyone the same in the application process. Michelle Morin thanked everyone for their continued thoughtful review and sharing of this topic and for taking time over three GSDC meetings to discuss. OSD will use the information shared.

Under New Business,

- Chair Ken Anderson request that all Council be prepared to share a status update regarding Initiatives at the October meeting.
- Chair Ken Anderson raised the topic of government transition and a conversation followed regarding how to identify and celebrate the Markell Administration. How to celebrate beyond this Council group was discussed. Celebrating legacy items of the Administration and inviting Supplier Diversity and Small Business vendors to tell their stories and what changed for them over the Administration was suggested. A small sub-committee was suggested and the following members volunteered: Ken Anderson, Anas Ben Addi, Theresa Brown Edwards, Esq., Jayshree Moorthy, and Michelle Morin.

Public Question / Comment:

- At 3:22am, Chair Ken Anderson opened the floor for public comment. There were not any members of the public in the meeting rooms. It is unknown if any members of the public were on the phone as none self-identified.

Next Meeting:

Council Members mentioned that they are not available on the next scheduled meeting of October 20. A quick and informal poll was taken and the meeting was suggested to be moved to October 27, 2016. Chair Ken Anderson indicated he would check on meeting room availability and will send an invite out to Council and Liaisons.

The meeting was sent for October 27, 2016 at 10:30am in Wilmington. Notification will be provided in advance of the meeting if video conferencing is available at both DEDO locations, Dover and Wilmington, but it is not anticipated as an available option.

Meeting Adjournment:

Meeting adjourned by Ken Anderson, GSDC Chair, at 3:23pm via motion by Theresa Brown Edwards, Esq. and seconded by Dean Stotler.