



HUMAN RELATIONS DIVERSITY BOARD

1 N. Bluford Avenue
Ocoee, Florida

January 4, 2024

AGENDA

6:15 PM

- **CALL TO ORDER**

- Pledge of Allegiance and Moment of Silence
 - Roll Call and Determination of Quorum
 - Read aloud Mission Statement

- **APPROVAL OF MINUTES**

- 1. Minutes from December 7, 2023 Meeting

- **OLD BUSINESS**

- 1. Review and Discuss 2024 Calendar Observances and DEI Training

- **NEW BUSINESS**

- **DEPARTMENT UPDATES**

- **PUBLIC COMMENTS**

- **ADJOURNMENT**

Notice: Any person who desires to appeal any decision at this meeting will need a record of the proceedings and for this purpose may need to ensure that a verbatim record of the proceedings is made which includes testimony and evidence upon which the appeal is based. In accordance with Florida Statute 286.26: Persons with disabilities needing assistance to participate in any of these proceedings should contact the Office of the City Clerk, 1 N. Bluford Avenue, Ocoee FL 34761, (407) 905-3105, 48 hours in advance of the meeting.

More than one Commissioner may participate or hear discussions regarding a matter which will come before the Commission for action.

RESOLUTION NO. 2023-01

**A RESOLUTION OF THE CITY OF OCOEE, FLORIDA,
AMENDING RESOLUTION NO. 2021-002 RELATING TO
THE HUMAN RELATIONS DIVERSITY BOARD BY
PROVIDING FOR A CHANGE IN MEMBERSHIP;
CLARIFYING OTHER REQUIREMENTS; PROVIDING
FOR SEVERABILITY; PROVIDING AN EFFECTIVE DATE.**

WHEREAS, Article II, Section C-8.0 of the Charter of the City of Ocoee, Florida, provides that the City of Ocoee has the power to create boards, commissions and committees to advise and assist the City in carrying out municipal functions; and

WHEREAS, the City Commission of the City of Ocoee adopted Resolution 2003-021 on September 16, 2003 creating the Human Relations Diversity Board and adopting its Bylaws; and

WHEREAS, the City Commission subsequently modified Resolution 2003-021 through the action of Resolutions 2004-011, 2010-010, 2013-007, 2015-014, 2016-009 and 2021-002; and

WHEREAS, the City Commission believes it is in the best interest of the city and the Board to amend the Membership and Bylaws of the Human Relations Diversity Board.

NOW, THEREFORE BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF OCOEE, FLORIDA:

SECTION 1. Authority. The City Commission of the City of Ocoee has the authority to adopt this Resolution pursuant to Article VIII of the Constitution of the State of Florida, Article II, Section C-8.0 of the Charter of the City of Ocoee, Florida and Chapter 166, Florida Statutes.

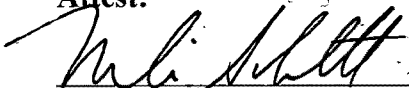
SECTION 2. Purpose. The language of the enabling legislation and Bylaws contained in Resolution 2021-002 is hereby revised, as shown on **Exhibit "A"** to this Resolution. Deletions from the original content are shown in strikethrough text; additions are shown in underlined text.

SECTION 3. Severability. If any section, subsection, sentence, clause, phrase or portion of this Resolution is for any reason held invalid or unconstitutional by any court of competent jurisdiction, such portion shall be deemed a separate, distinct, and independent provision and such holding shall not affect the validity of the remaining portion hereto.

SECTION 4. Effective Date. This Resolution shall become effective immediately upon passage and adoption.

PASSED AND ADOPTED this 17th day of January, 2023.

Attest:



Melanie Sibbitt, City Clerk

(SEAL)

CITY OF OCOEE, FLORIDA

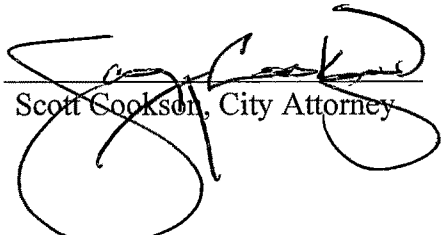


Rusty Johnson, Mayor

ADOPTED THIS 17th DAY OF
January, 2023, UNDER
AGENDA ITEM NO. 4

FOR USE AND RELIANCE ONLY BY
THE CITY OF OCOEE. APPROVED AS
TO FORM AND LEGALITY THIS
17th DAY OF JAN., 2023.

SHUFFIELD, LOWMAN & WILSON,
P.A.

BY: 

Scott Cookson, City Attorney

EXHIBIT "A"

I. Mission:

The general mission of the Human Relations Diversity Board ("HRDB") is to promote understanding, respect, goodwill, and equality among all citizens and businesses of the City of Ocoee. In no event shall the HRDB by itself possess any decision-making authority or be authorized to bind the City of Ocoee.

II. Objectives:

A. Foster mutual understanding and **respect** among all persons emphasizing the positive impact that diversity brings to the City of Ocoee;

B. Facilitate communication between the City Commission and citizen groups, individuals, and businesses;

C. Assist the City Commission in educating the community through projects devoted to the elimination of prejudice, racial tension, intolerance, or discrimination;

D. Provide suggestions and encouraging equality of treatment for, and preventing discrimination against, any persons or businesses by Ocoee City government;

E. Serve as an informational conduit to the community at large; and

F. Make recommendations to the City Commission and staff on HRDB related matters, as needed.

III. Membership:

A. The HRDB shall consist of no less than five (5) and no more than seven (7) voting members. The City Commission shall designate one member of the City Commission, and the City Manager shall designate one member of staff, both of whom will serve as liaisons (non-voting) members. The duties of the liaisons appointed by the Commission and City Manager are to assist the HRDB in attaining the HRDB objectives and report the HRDB's progress to the Commission and City Manager periodically - not to provide direction or directives to HRDB members or the HRDB in general unless the City Commission has authorized same. In addition, from time to time, the City Commission may designate one (1) member representing an organization with operations in the City (such as a church or other civic organization) to serve as a liaison (non-voting) member for a term determined by the City Commission. For the initial five (5) voting members, each City Commissioner shall appoint one (1) person from the Commissioner's district to be an HRDB member. The Mayor shall appoint one (1) person from any district to be an HRDB member. Two (2) additional at-large voting HRDB members will be appointed by the City Commission from a list of interested and eligible persons who have completed an Application for Serving on City Boards available from the City Clerk, and who are representative of the diversity of the community, including race, sex, age, religion, disability, sexual orientation, and ethnic group. The two (2) at-large members may be from any district, except that at no time shall both at-large members be from the same district. Members are expected to attend Board meetings and participate in a minimum of one Board-sponsored event per calendar year. Applicants for membership should anticipate that participation will require considerable devotion of personal time. Effective January 1, 2023, the member appointed from District 1, the member appointed from District 3, and the first of the two (2) at-large members shall serve a two

(2) year term and the member appointed from District 2, the member appointed from District 4, the member appointed by the Mayor and the second of the two (2) at-large members shall serve a three (3) year term. Once the terms of an original appointed member expires, subsequent, members shall serve a three (3) year term and may be reappointed, irrespective of the number of terms previously served. In the event of a vacancy in a member appointed by a City Commissioner, the applicable City Commissioner shall appoint the new member from that Commissioner's district. In the event of a vacancy in a member appointed by the Mayor, the Mayor shall appoint the new member from any district. In the event of a vacancy in an at-large member, the City Commission shall appoint the new member from any district other than the district of any current at-large member. Subsequent at-large members shall meet the same requirements as the initial at-large members. Vacancies shall remain vacant until appointed as provided herein.

B. Only those persons who reside in Ocoee shall be eligible for membership. Persons who were convicted of a felony or a misdemeanor involving moral turpitude are ineligible.

C. Members of the HRDB shall meet as determined by, and in accordance with, the provisions of the Bylaws for the HRDB and/or at such other times as may be called by the Chair thereof. Notice of each meeting shall be provided to all members of the HRDB within a reasonable time prior to the meeting. All meetings of the HRDB will be open to the public with notice of the place, day, and hour of the meeting posted at Ocoee City Hall at least forty-eight (48) hours in advance of any such meeting.

D. Members shall be subject to the Florida Sunshine Law and Robert's Rules or Order.

E. The members of the HRDB may not vote upon a matter at a meeting unless 50% plus one of the members (a quorum) is present. Liaison members, because they are non-voting, are not to be included in a count of the members for the purpose of determining whether a quorum is present.

F. All members serve at the pleasure of the City Commission and may be removed for cause at any time. In no event will the HRDB have the authority to remove any member. Any member who misses three consecutive regular meetings or five regular meetings in a 12-month period or does not participate in one board-sponsored event shall be deemed to have resigned by the HRDB. Any member submitting a voluntary resignation must do so in writing to the City Clerk.

G. Each member shall attend and complete diversity training and ethics training within twelve (12) months of being appointed. Such training will be paid for by the City and directed by the City Clerk.

IV. Bylaws:

The Bylaws for the HRDB shall be as set forth below, which are attached hereto and incorporated herein by reference.

CITY OF OCOEE HUMAN RELATIONS/DIVERSITY BOARD

BYLAWS

ARTICLE 1

(Name of Organization)

The official name of this organization shall be the City Of Ocoee Human Relations Diversity Board("HRDB").

ARTICLE 2

(Purpose and Objectives)

1. Mission. The general mission of the HRDB is to promote understanding, respect, goodwill, and equality among all citizens and businesses of the City of Ocoee. In no event shall the HRDB by itself possess any decision-making authority or be authorized to bind the City of Ocoee.

2. Objectives. The objectives of the HRDB are:

A. Foster mutual understanding and respect among all persons, emphasizing the positive impact that diversity brings to the City of Ocoee;

B. Facilitate communication between the City Commission and citizen groups, individuals, and businesses;

C. Assist the City Commission in educating the community through projects devoted to eliminating prejudice, racial tension, intolerance, or discrimination;

D. Provide suggestions and encourage equality of treatment for, and prevent discrimination against, any persons or businesses by Ocoee City government;

E. Serve as an informational conduit to the community at large; and

F. Make recommendations to the City Commission and staff on HRDB related matters, as needed.

ARTICLE 3

(Officers)

1. The HRDB shall be governed by three officers: Chair, Chair-Elect, and Past-Chair. The HRDB shall elect from among its members a Chair-Elect and any such other officers and assistant officers as may be deemed necessary by affirmative vote of a majority of the members present at a meeting at which a quorum is present. At the end of his or her term as Chair-Elect, the incumbent shall become Chair and the former Chair shall become the Past-Chair. The City Clerk shall assign a person to serve as recording clerk of the HRDB. Said person is not a member of the HRDB. There is no specific term for this office; the City Clerk may appoint a new person to fulfill this role as the need arises.

2. Elected HRDB officers shall each serve for a term of one (1) year or until their successors are elected. Officers shall not be limited in the number of terms they serve. At each election, the members may vote to retain the current slate of officers in their present positions rather than allow the progression of officers to occur. Vacancies which occur among the officers of the HRDB during the term of service may be filled by the HRDB at its next regular meeting, provided that there is at least one week's notice of the election prior to the meeting.

ARTICLE 4

(Duties of Officers)

1. Duties of the Chair. The Chair shall in general supervise and control the affairs of the HRDB and perform all other duties incident to the office of Chair. The Chair shall preside at all meetings of the HRDB and shall hold ex-officio membership on all subcommittees. The Chair shall perform all other duties ordinarily pertaining to the office and shall appoint all subcommittees.

2. Duties of the Chair-Elect. The Chair-Elect shall perform the duties of the Chair in the absence of the Chair, chair one or more subcommittees, or undertake additional duties assigned by the Chair.

3. Duties of the Past-Chair. The Past-Chair shall perform the duties of the Chair in the absence of the Chair and Chair-Elect, chair one or more subcommittees, or undertake additional duties assigned by the Chair.

4. Duties of the Recording Clerk. The Recording Clerk shall ensure that the meetings are recorded and shall have the duty of preparing minutes of each motion made and vote taken during each regular or special meeting of the HRDB, preparing correspondence, and making and posting announcements of HRDB and subcommittee meetings.

5. The duties of any office created by the HRDB shall be those assigned in the motion creating the office but cannot conflict with the duties assigned to any office established by these Bylaws.

ARTICLE 5

(Subcommittees)

1. The HRDB may create such subcommittees as may be required to attain its objectives, as set forth in Article 2. Subcommittee Chair shall be selected by the members of each subcommittee.

2. Subcommittee Meetings. Subcommittees may meet with such frequency as they deem appropriate for the assigned task. Notification of all subcommittee meetings shall be provided to all members no less than five (5) days prior to each meeting. All meetings of any subcommittee shall be open to the public with notice of the date, place, and time posted at Ocoee

City Hall at least forty-eight (48) hours in advance of any such meeting. Subcommittee meetings shall be conducted in the same manner as a regular meeting but shall be limited to the conduct of business according to the scope of the subcommittee. Subcommittee meetings need not be recorded or attended by the Recording Clerk.

ARTICLE 6

(HRDB Meetings)

1. Regular Meetings. Regularly scheduled meetings shall be held throughout the year. The frequency and specific calendar shall be determined by consensus at the first meeting of the year and shall include a first meeting date for the following calendar year. Notification of all regular meetings shall be provided to all members no less than seven (7) days prior to each meeting. All meetings of the HRDB shall be open to the public with notice of the date, place, and time posted at Ocoee City Hall at least forty-eight (48) hours in advance of any such meeting. The Recording Clerk shall prepare minutes of each motion made and vote taken during each regular meeting.

2. Special Meetings. Special meetings may be called by the Chair or the Chair-Elect or by a majority of the HRDB members. Notification of all special meetings shall be posted in the same manner as regular meetings, but with not less than five (5) days prior notice. Special meetings shall be conducted in the same manner as a regular meeting but shall be limited to the conduct of business specifically set forth in the notice. The Recording Clerk shall prepare minutes of each of each motion made and vote taken during each special meeting.

3. Meeting Set-Up. Regular meetings shall be held in the Commission Chambers at City Hall, or such other location as determined by the Recording Clerk if the Commission Chambers are unavailable. The Recording Clerk shall sit on the dais or other area with access to recording equipment. Voting members shall sit around a table with the liaison members and members of the public seated in the audience chairs.

ARTICLE 7

(Quorum and Voting)

1. Quorum. For the purpose of conducting the regular business of the organization, 50% plus one of the total of all current members shall constitute a quorum. Liaison members cannot be counted when determining the presence of a quorum.

2. Voting. Voting shall be done by voice vote or by show of hands at the discretion of the Chair. Votes may only be taken at a properly noticed meeting at which a quorum is present. Unless otherwise provided in these Bylaws, the passage of any item shall require a simple majority vote of those in attendance. Each duly qualified member in attendance, including officers, shall be

entitled to one vote. Voting by proxy, absentee ballot, electronic mail, or by telephone shall not be permitted.

ARTICLE 8

(Parliamentary Authority)

The parliamentary procedural rules found in the current edition of Robert's Rules of Order shall govern HRDB meetings and actions in all cases where they are not in conflict with these Bylaws.

**HUMAN RELATIONS DIVERSITY
BOARD**
1 N. Bluford Avenue
Ocoee, Florida

December 7, 2023

MINUTES

6:15 PM

• **CALL TO ORDER**

The meeting was called to order by **Chair Moyer** at 6:15 p.m. in the Commission Chambers of City Hall located at 1 N. Bluford Avenue, Ocoee.

Chair Moyer called for the Pledge of Allegiance to be led by Vice-Chair Maxwell, followed by a moment of personal reflection in commemoration of the 82nd anniversary of the attack on Pearl Harbor. **Recording Clerk Torres** proceeded with the roll call, and confirmed the presence of a quorum.

Present: Chair Moyer, Vice-Chair Maxwell, Members Cummings, Cease, Mellen, and Beck

Absent: Member Singh

Also Present: Commissioner Hart, Support Services Director Gaines, City Clerk Sibbitt and Recording Clerk Torres

Guest(s): Sherrall Applegate

• **APPROVAL OF MINUTES**

1. Approval of Minutes for the HRDB meeting held October 5, 2023:

Motion: Move to approve the October 5, 2023, Minutes; Moved by Member Mellen, seconded by Vice-Chair Maxwell. Motion carried unanimously.

• **NEW BUSINESS**

1. Discussion: Ideas for next year 2024

Chair Moyer invited the newest board member, Kellie Beck, to introduce herself. In her introduction, Member Beck shared an innovative initiative: a complimentary Diversity, Equity, and Inclusion (DEI) training program accessible to all members using their library cards. **Member Beck** curated four distinct training modules, which would allow board members to explore and select the one that aligns best with the board's objectives and interests.

City Clerk Sibbitt assured the board that she could verify members' completion of the trainings by requiring the submission of certificates. It was emphasized that participation in the Diversity, Equity, and Inclusion (DEI) training was entirely voluntary. Furthermore, she highlighted the flexibility for members to opt for an alternative approach by hiring a speaker, and utilizing their budget.

Chair Moyer inquired of Support Services Director Gaines whether, in the event of opting for a speaker, the session would take place in the City Commission Chambers. In response, **Support Services Director Gaines** affirmed this possibility and informed Chair Moyer that the training session would need to be scheduled for an hour, serving as a substitute for a regular meeting.

Vice-Chair Maxwell raised crucial considerations, and emphasized the significance of undergoing Diversity, Equity, and Inclusion (DEI) training in person under the guidance of a qualified trainer. He substantiated his stance by presenting the findings from the City of Sanford's Race, Equality, Equity, and Inclusion Committee report, contending that the training for the board should mirror the comprehensive approach recommended in the City of Sanford's findings.

Motion: Move to continue DEI training discussion to the next meeting and add it to the agenda; Moved by Member Mellen, seconded by Vice-Chair Maxwell. Motion carried unanimously.

City Clerk Sibbitt proposed a solution, and suggested that the board could convene a workshop earlier to engage in a portion of the training before proceeding with their regular meeting. This approach would allow ample time for thorough discussions and reflections on the training content.

Chair Moyer introduced several calendar observances that he proposed for the City Commission to acknowledge in 2024. He expressed the desire to have these observances included in the hard copy of the calendar, and was informed by Support Services Director Gaines that the 2024 calendar has already been finalized. **Chair Moyer** further requested the electronic distribution of the proposed observances to the board, with a specific request for them to be retained under Old Business for future consideration.

Chair Moyer initiated a conversation about Music Fest, and proposed the idea of setting up a booth for the HRDB board. His vision included distributing brochures and actively engaging with the community. **Member Mellen** expressed a desire for board members to enjoy Music Fest rather than being tied to a booth. In response, **Member Beck** suggested an innovative approach by incorporating a survey on the brochures, using QR codes. This survey would seek community input on diversity preferences and needs for the city. A brief discussion ensued.

Chair Moyer tasked Vice Chair Maxwell with determining the availability of Rachel Allen, the director of the Peace and Justice Institute, to speak at the next meeting as requested during their November meeting. After a brief discussion, **Vice-Chair Maxwell** shared he will extend an invitation to the Alliance for Truth and Justice (ATJ) to deliver a presentation in February and report back with the details at the upcoming meeting.

Motion: Move to invite ATJ to come and speak at the February meeting; Moved by Member Beck, seconded by Member Mellen. Motion carried unanimously.

Commissioner Hart, before departing, offered some parting words to the board. He encouraged members to vocalize their requests and emphasized the importance of bringing up these requests during Commission meetings, provided they could substantiate and justify them effectively.

Member Beck reported that she had retrieved census data for the City of Ocoee and expressed her intention to raise awareness among citizens not registered to vote, with a particular focus on the Hispanic community in the upcoming year.

- **DEPARTMENT UPDATES**

- Jolly Jamboree and Dog Parade - December 9th
- MLK Parade and Event January 15th

- **PUBLIC COMMENTS**

Sherrall Applegate, the mother of Member Cummings, was a guest who shared the history of her family in Ocoee, spanning back five generations.

Susan Adams, representing the League of Women Voters for Orange County, attended to express her support for the board. She further highlighted an unpublished book by Nancy Maguire that delves into the history of Ocoee, specifically addressing the Ocoee Massacre. **Vice-Chair Maxwell** expressed a desire to acquire a copy of the book for the HRDB board.

- **SET NEXT AGENDA**

1. Read aloud Mission Statement
2. Approval of Minutes for the December 7, 2023, meeting
3. OLD BUSINESS – Review and Discuss 2024 Calendar Observances and DEI Training

Adjournment: meeting adjourned at 8:10 p.m.

ATTESTED:

APPROVED:

Recording Clerk

Chairperson

National Day Calendar

[National Day Calendar link](#)

**Month and/or
Month&Day**

2024 United States Special Observances

January

National Slavery and Human Trafficking Prevention Month

February

African American History Month

February 10th

Lunar New Year

February 14th

Valentine's Day

February 19th

President's Day

March

National Women's History Month

Irish American Heritage Month

April

Arab American Heritage Month

May

Asian/Pacific American Heritage Month

Older Americans Month

Jewish American Heritage Month

Haitian Heritage Month

May 5th

Cinco de Mayo

May 12th

Mother's Day

June

Lesbian, Gay, Bisexual and Transgender Pride Month

Caribbean American Heritage Month

June 20th

Father's Day

July

Disability Pride Month

August

International Peace Month

September

National African Immigrant Heritage Month

September 11th

Patriot's Day

Sept 15— Oct 15

National Hispanic Heritage Month

October

Filipino American Heritage Month

National Italian American Heritage and Culture Month

Polish American Heritage Month

October 6th

German American Day

November

National Native American/Alaska Native Heritage Month

December 7th

Pearl Harbor Day



DIVERSITY DRIVES OCOEE

A Community Journey to Diversity,
Equity, and Inclusion

PURPOSE

The purpose of the "Diversity Drives: A Community Journey to Diversity, Equity, and Inclusion" initiative is to promote understanding of DEI for the citizens of the City of Ocoee. This initiative aligns with the mission of the Human Relations Diversity Board (HRDB) to foster mutual understanding and respect, facilitate communication, and make recommendations to advance diversity and inclusion within the community.

OBJECTIVE

The objective of this initiative is to provide a structured and continuous educational program that aligns with the objectives of the HRDB as outlined in its bylaws. By offering monthly training topics aligned with various diversity months, this initiative aims to educate, engage, and empower the community to embrace diversity, equity, and inclusion principles. Through collaboration with LinkedIn Learning, participants will have access to curated training resources that foster a deeper understanding of diverse perspectives, cultures, and experiences, ultimately contributing to a more inclusive and equitable community environment.

RESOURCING

The successful implementation of the "Diversity Drives: A Community Journey to Diversity, Equity, and Inclusion" initiative requires careful consideration of both financial and resource allocations.

Below is an overview of the cost and resource requirements for this initiative:

Training Licenses: LinkedIn Learning

The core training component of this initiative will leverage licenses for LinkedIn Learning. These licenses provide access to a vast library of courses and resources that align with the monthly training topics. It is important to note that these licenses will be obtained through a partnership with the Orange County Library, which has generously provided access to these resources for community educational initiatives.

Promotion: City of Ocoee Social Media Accounts

To maximize community engagement and awareness, the initiative will be promoted using the official City of Ocoee social media accounts. This includes creating and sharing promotional content, event announcements, and highlights from the monthly training sessions. The use of social media platforms will serve as a cost-effective and efficient method to reach a broad audience within the community.

Administrative and Coordination: HRDB and City Staff Resources

The Human Relations Diversity Board (HRDB) and City staff will play a crucial role in coordinating, organizing, and facilitating the initiative's various components. This includes selecting monthly training topics, posting content, monitoring participation, and evaluating the effectiveness of the initiative.

PROPOSED POSTS

Initial Post

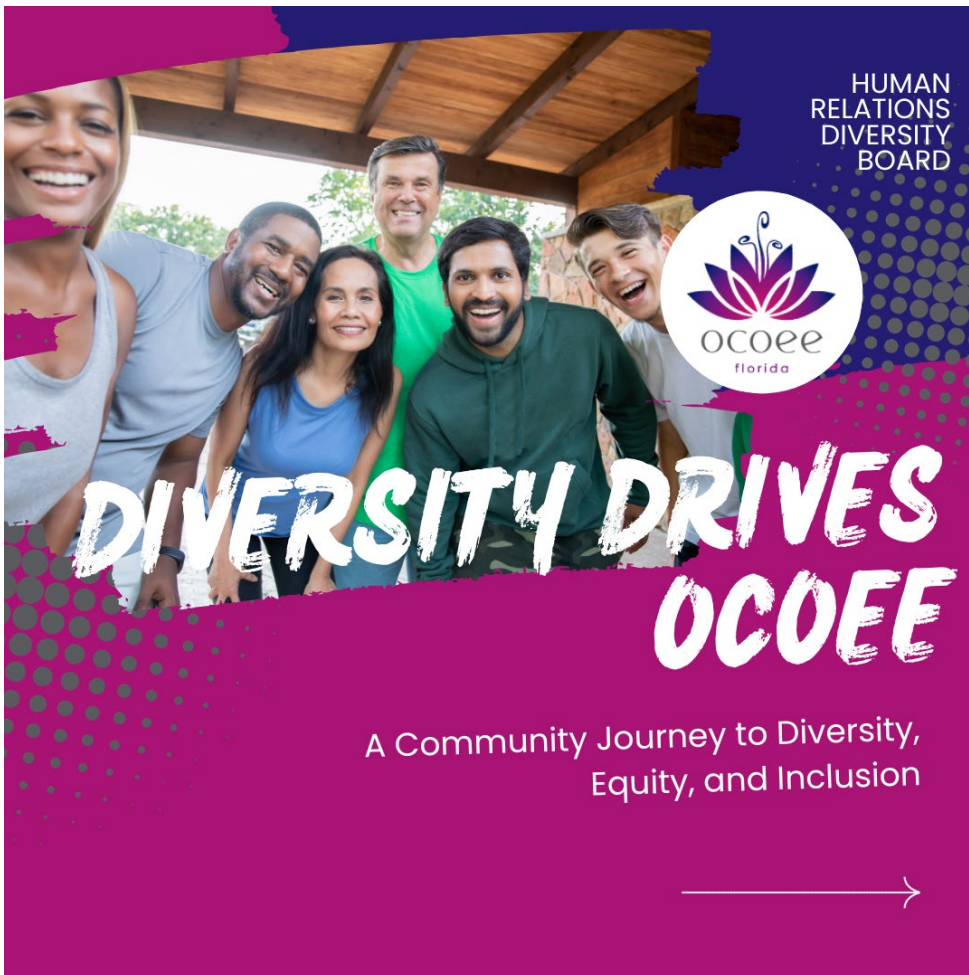
New Year, New Learning Journey!

As we kick off the new year, we're excited to introduce our "**Diversity Drives: A Community Journey to Diversity, Equity, and Inclusion**" initiative! Each month, we'll be diving into different aspects of diversity, celebrating various cultural heritage months, and empowering our community with knowledge and understanding.

Throughout this journey we will be leveraging trainings from LinkedIn Learning. This requires an Orange County Library Card! Click here to get your card today: [Orange County Library Card](#)

Let's make 2024 a year of learning, growth, and unity!

#DiversityDrivesOcoee #NewYearNewJourney #EmbraceDiversity



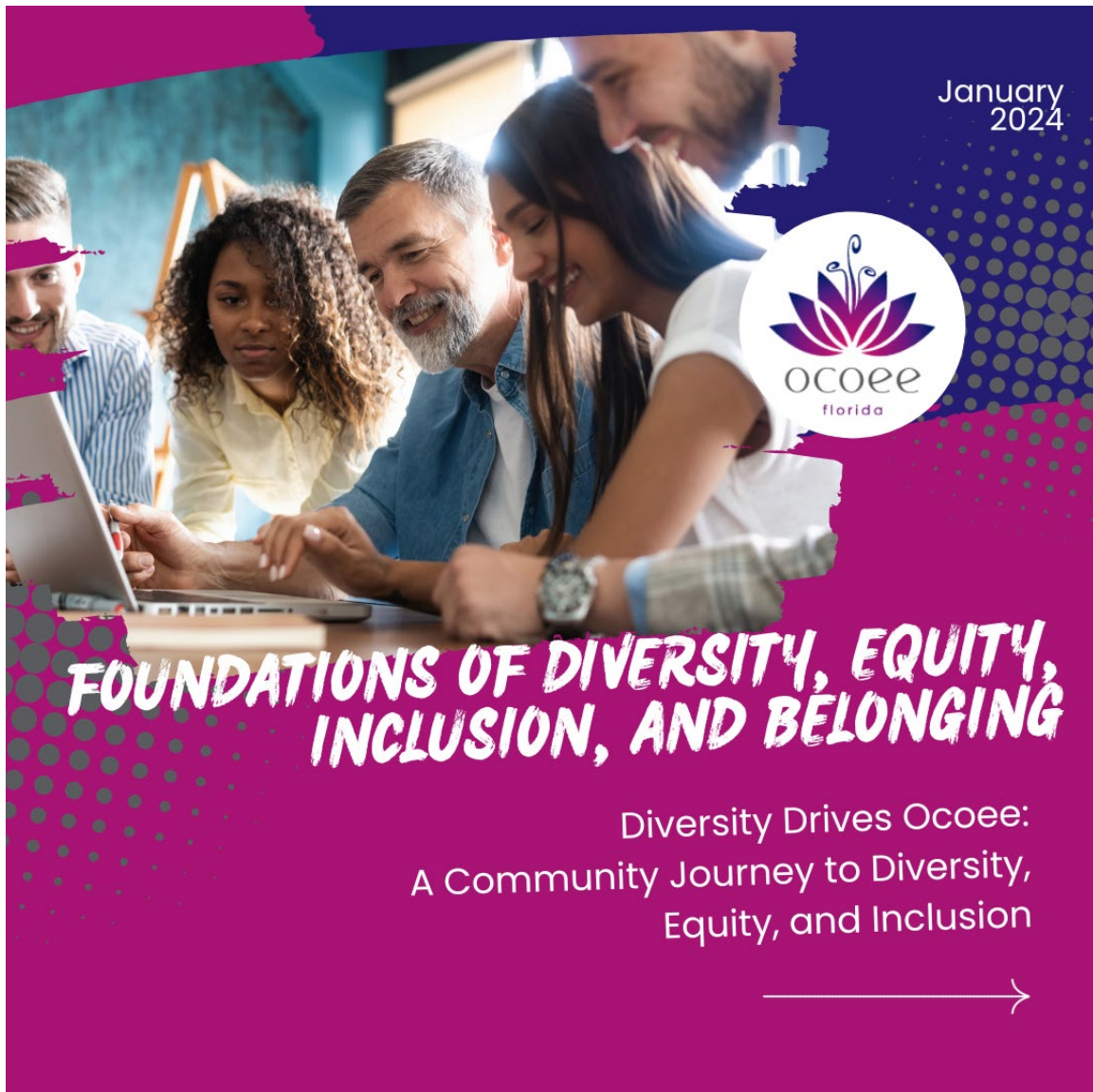
January: New Year Kickoff

The City of Ocoee Human Relations Diversity Board invites you to join us in the new year with a new perspective by embracing diversity, understanding different perspectives, and fostering unity within our community. Explore our January training on "Foundations of Diversity, Equity, Inclusion, and Belonging", and join the learning journey.

#DiversityDrivesOcoee #NewYearNewJourney #EmbraceDiversity

Link: Foundations of Diversity, Equity, Inclusion, and Belonging

https://www.linkedin.com/learning/foundations-of-diversity-equity-inclusion-and-belonging?trk=share_ent_url&shareId=190h8H78TCyYW4iP6egAgQ%253D%253D



January
2024

**FOUNDATIONS OF DIVERSITY, EQUITY,
INCLUSION, AND BELONGING**

Diversity Drives Ocoee:
A Community Journey to Diversity,
Equity, and Inclusion

→

February: Black History Month

February marks Black History Month, a time to honor the achievements and contributions of African Americans to U.S. history. Join us for our training on "Driving Change and Anti-Racism" as we work towards a more inclusive society.

#BlackHistoryMonth #AntiRacism #DiversityDrivesOcoee

Link: Driving Change and Anti-Racism

https://www.linkedin.com/learning/driving-change-and-anti-racism?trk=share_ent_url&shareId=QAYx95T0SOOuuXKJF6OBGQ%253D%253D



March: Women's History Month

March celebrates Women's History Month, honoring the vital role of women in shaping our world. Join our training on "Fighting Gender Bias in the Workplace" as we strive for gender equality.

#WomensHistoryMonth #GenderBias #DiversityDrivesOcoee

Link: Fighting Gender Bias in the Workplace

https://www.linkedin.com/learning/fighting-gender-bias-in-the-workplace?trk=share_ent_url&shareId=rDk%252BMSPPSNymvUKEpePDEA%253D%253D



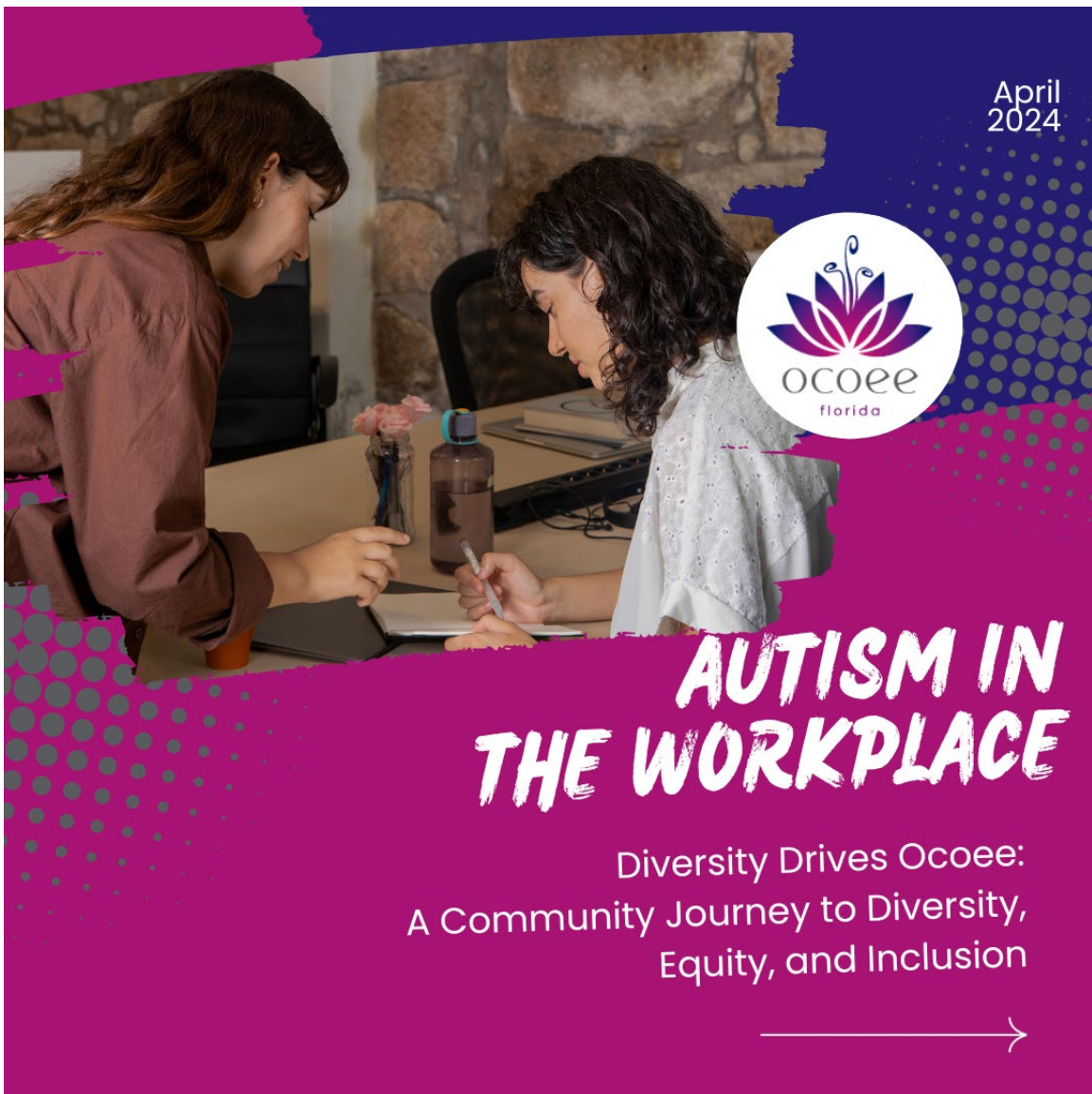
April: Autism Awareness Month

April is Autism Awareness Month, dedicated to promoting understanding and acceptance for individuals with autism. Join us in our training on "Autism in the Workplace" to foster an inclusive environment for all.

#AutismAwareness #DiversityDrivesOcoee

Link: Autism in the Workplace

https://www.linkedin.com/learning/autism-in-the-workplace?trk=share_ent_url&shareId=Zp60M8zySbaug9K8cvbaUQ%253D%253D



April
2024



**AUTISM IN
THE WORKPLACE**

Diversity Drives Ocoee:
A Community Journey to Diversity,
Equity, and Inclusion



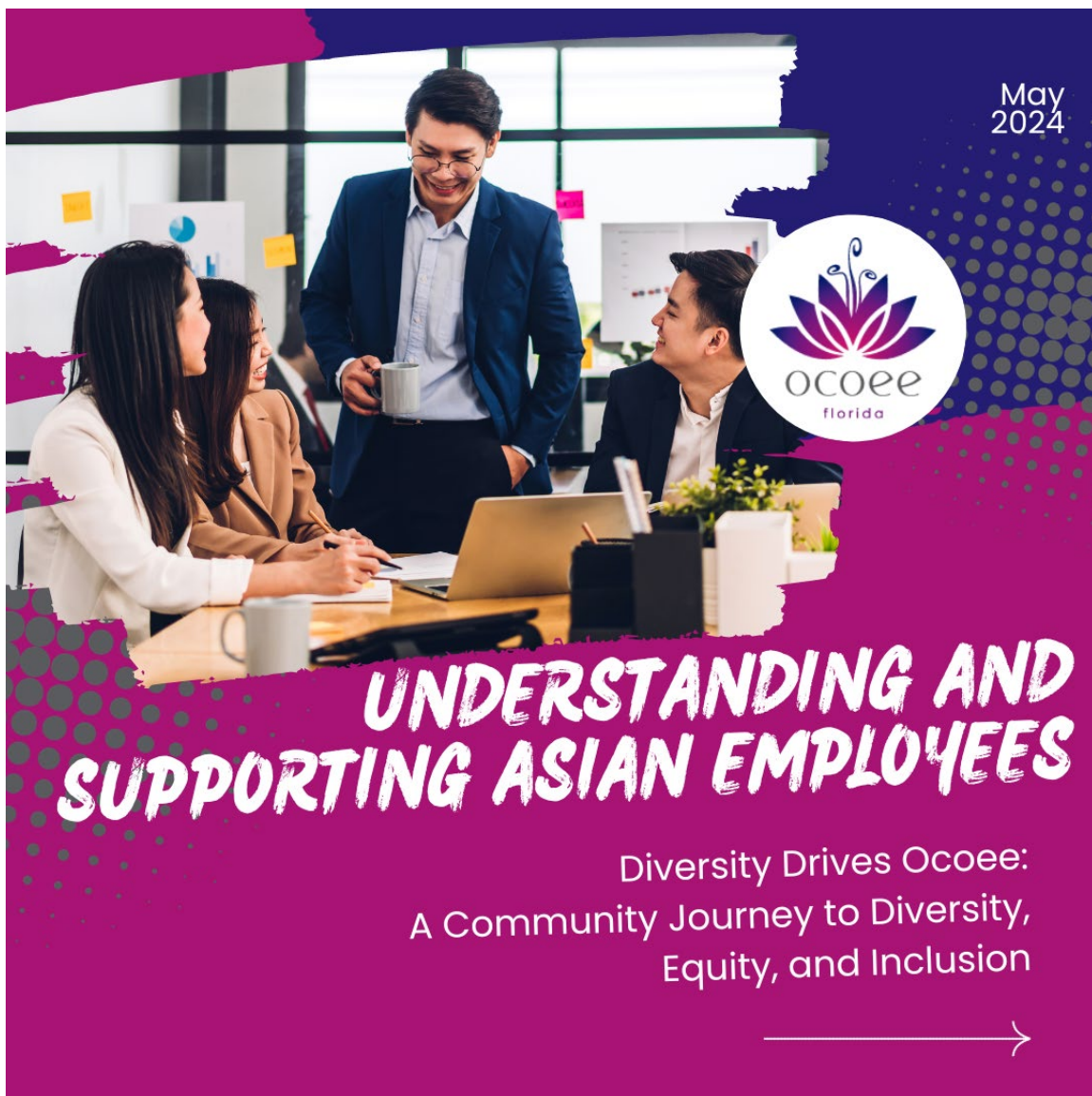
May: Asian American and Pacific Islander Heritage Month

May celebrates Asian American and Pacific Islander Heritage Month, honoring the rich cultures, histories, and contributions of Asian Americans and Pacific Islanders. Join our training on "Understanding and Supporting Asian Employees" to foster inclusion and understanding.

#AAPIHeritageMonth #DiversityDrivesOcoee

Link: Understanding and Supporting Asian Employees

https://www.linkedin.com/learning/understanding-and-supporting-asian-employees?trk=share_ent_url&shareId=u%252FmhlucPSnSlxjW8hx8aLA%253D%253D



May
2024

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**UNDERSTANDING AND
SUPPORTING ASIAN EMPLOYEES**

Diversity Drives Ocoee:
A Community Journey to Diversity,
Equity, and Inclusion

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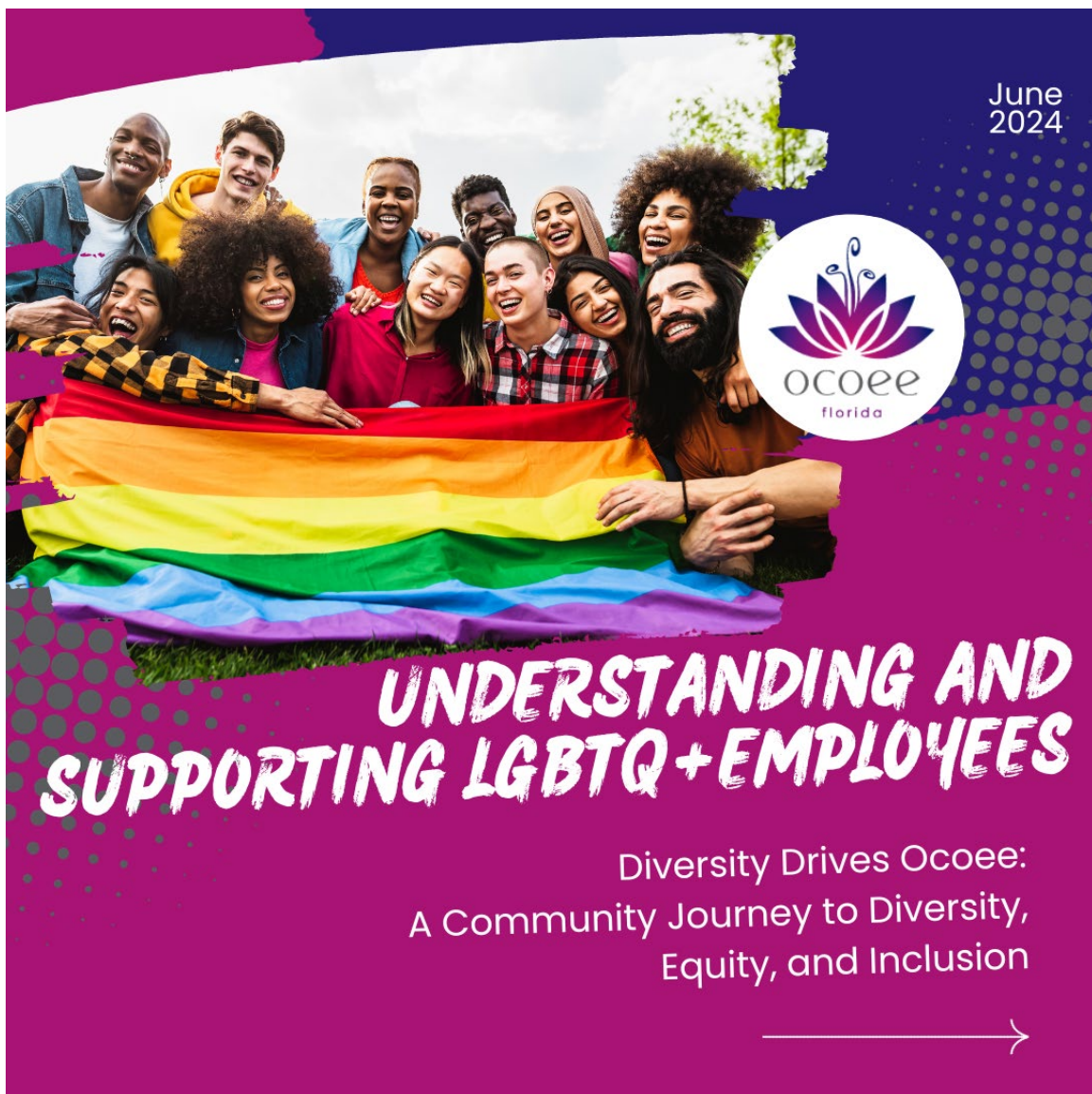
June: LGBTQ+ Pride Month

June is LGBTQ+ Pride Month, a time to celebrate the diversity and contributions of the LGBTQ+ community. Join us for our training on "Understanding and Supporting LGBTQ+ Employees" as we promote an inclusive workplace for all.

#PrideMonth #LGBTQSupport #DiversityDrivesOcoee

Link: Understanding and Supporting LGBTQ+ Employees

https://www.linkedin.com/learning/understanding-and-supporting-lgbtq-plus-employees?trk=share_ent_url&shareId=0iaVBcrsQledc%252B2%252B2oprMw%253D%253D



June
2024

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**UNDERSTANDING AND
SUPPORTING LGBTQ+ EMPLOYEES**

Diversity Drives Ocoee:
A Community Journey to Diversity,
Equity, and Inclusion

→

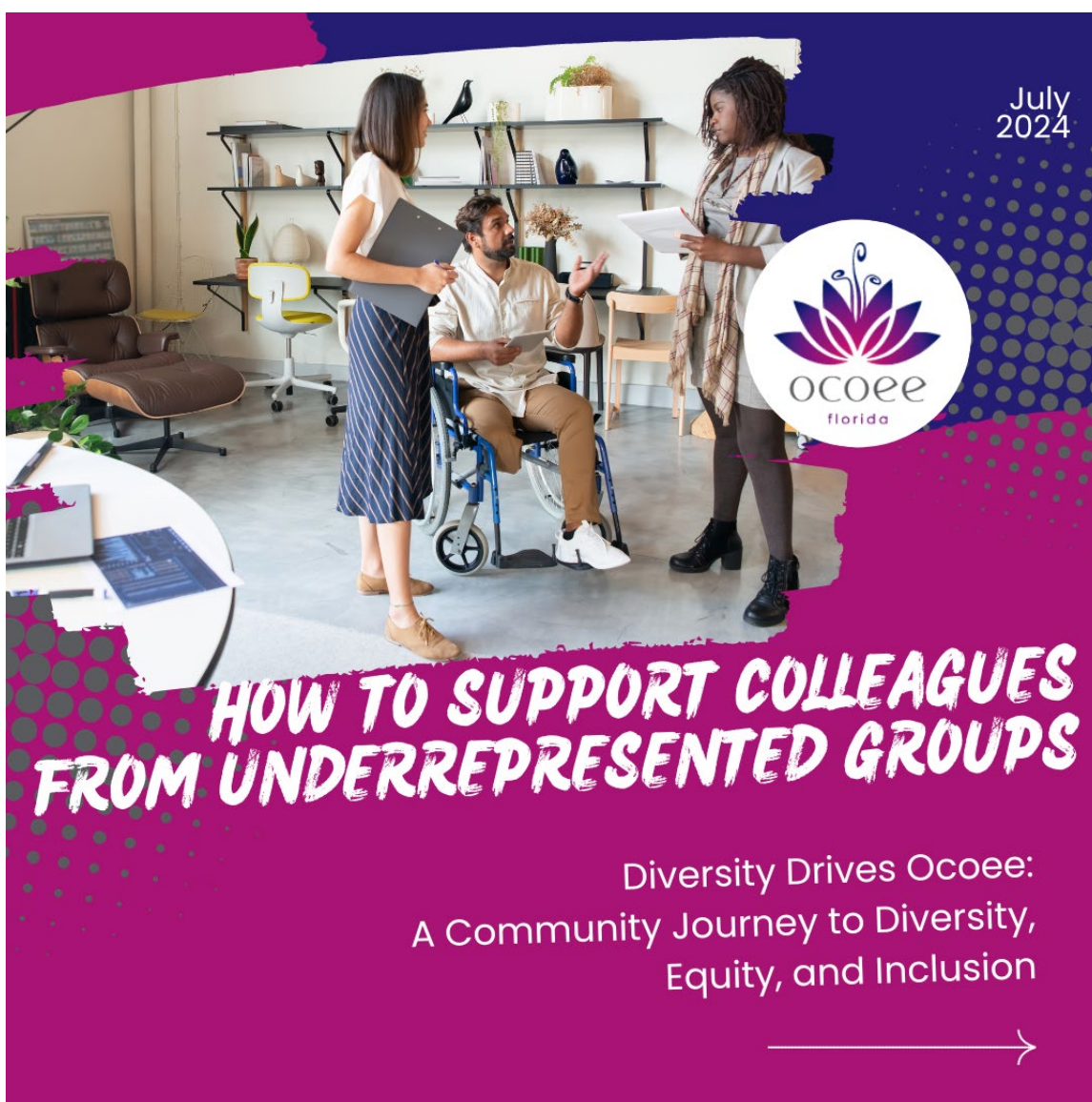
July: Disability Pride Month

July is Disability Pride Month, celebrating the pride and resilience of individuals with disabilities. Join our training on "Supporting Colleagues from Underrepresented Groups" to create an inclusive and supportive workplace and learn more about being an ally!

#DisabilityPride #DiversityDrivesOcoee

Link: How to Support Colleagues from Underrepresented Groups

https://www.linkedin.com/learning/how-to-support-colleagues-from-underrepresented-groups?trk=share_ent_url&shareId=YhinP0Q0TpS20svV28x47Q%253D%253D



July
2024

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HOW TO SUPPORT COLLEAGUES FROM UNDERREPRESENTED GROUPS

Diversity Drives Ochoe:
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Equity, and Inclusion

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August: International Peace Month

August is International Peace Month, a time to promote peace, understanding, and cooperation among nations and communities. Enhance your communication skills with our training on "Communicating Across Cultures".

#InternationalPeaceMonth #CulturalCommunication #DiversityDrivesOcoee

Link: Communicating Across Cultures

https://www.linkedin.com/learning/communicating-across-cultures-2023?trk=share_ent_url&shareId=Oe8X1LliRwaiwzCW4VNnlw%253D%253D



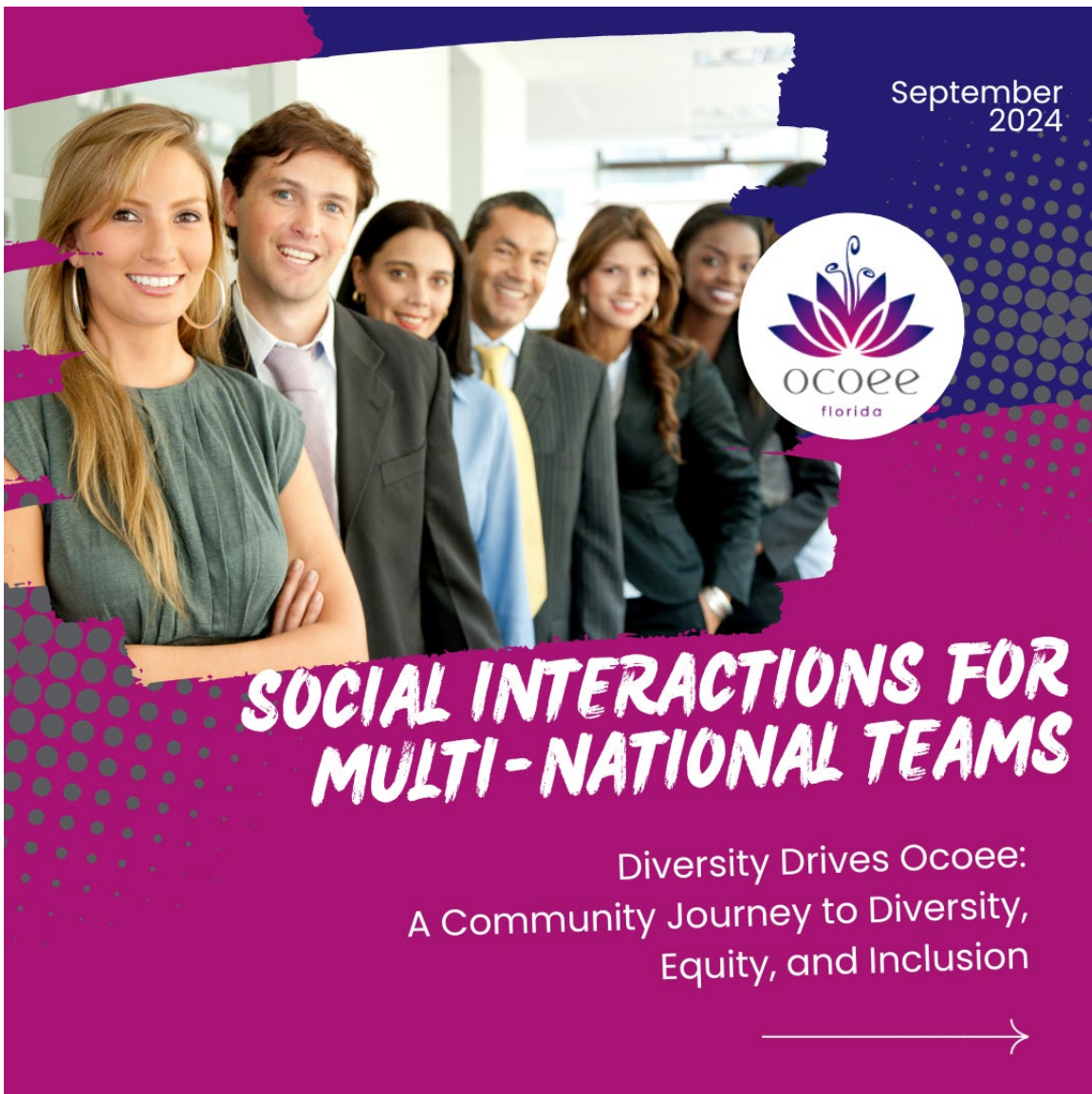
September: Hispanic Heritage Month

September marks Hispanic Heritage Month, celebrating the rich cultures, histories, and contributions of Hispanic and Latino Americans. Join our training on "Social Interactions for Multi-National Teams" to enhance cross-cultural collaboration.

#HispanicHeritageMonth #DiversityDrivesOcoee

Link: Social Interactions for Multi-National Teams

https://www.linkedin.com/learning/social-interactions-for-multinational-teams?trk=share_ent_url&shareId=d4o5SjoVRGeQvefJo6xNWq%253D%253D



September
2024



**SOCIAL INTERACTIONS FOR
MULTI-NATIONAL TEAMS**

Diversity Drives Ocoee:
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Equity, and Inclusion



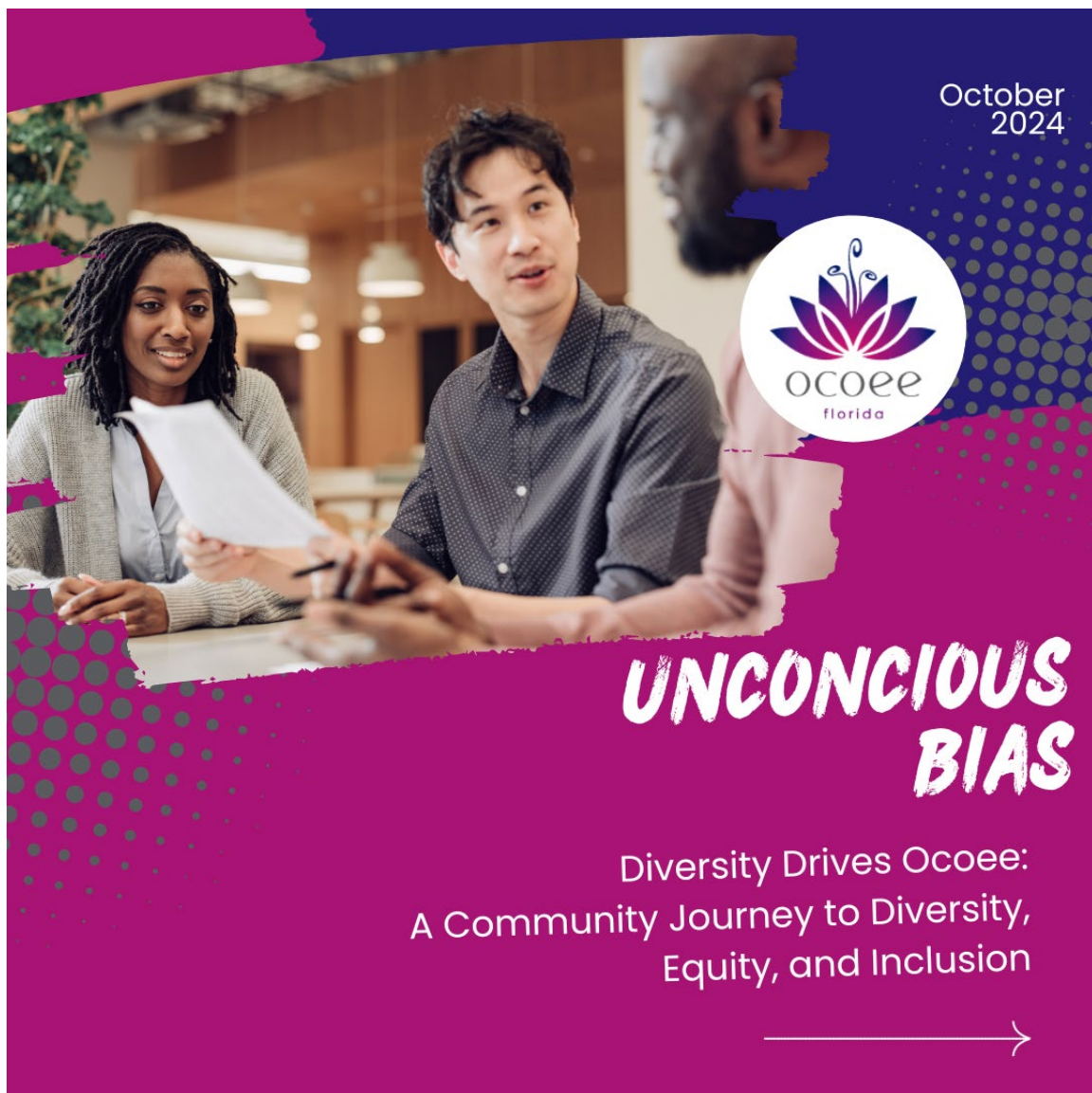
October: Unconscious Bias Training

October is the month to reflect on "Unconscious Bias", recognizing the subtle biases that may influence our decisions and behaviors. Join us for this essential training to foster a more inclusive and equitable workplace.

#UnconsciousBias #DiversityTraining #InclusionMatters #DiversityDrivesOcoee

Link: Unconscious Bias

https://www.linkedin.com/learning/unconscious-bias-14822310?trk=share_ent_url&shareId=fN166B2CSricRtVgV5pdAA%253D%253D



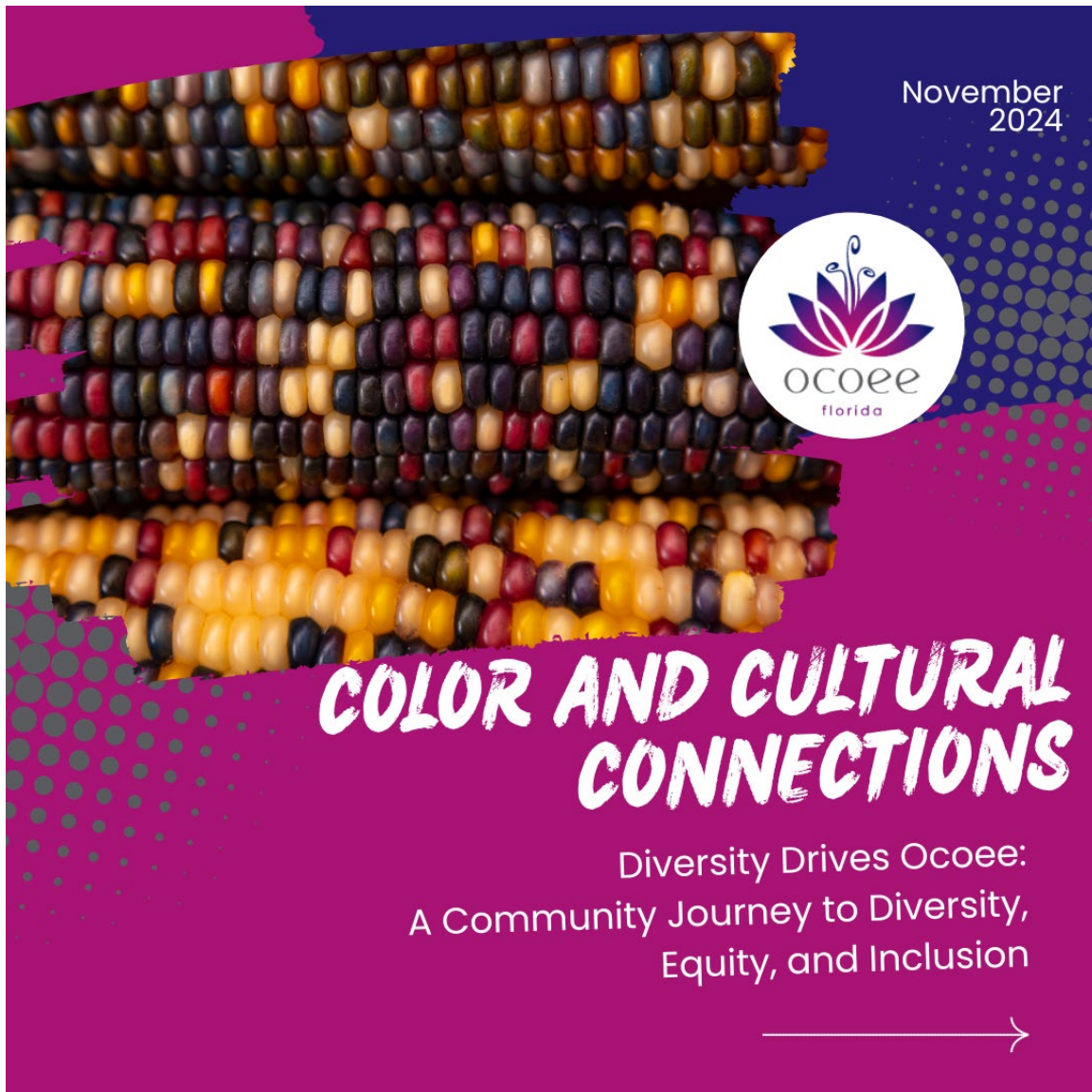
November: Native American Heritage Month

November is Native American Heritage Month, a time to honor the rich histories, diverse cultures, and contributions of Native Americans. Dive into "Color and Cultural Connections" with our featured training to promote cultural understanding and appreciation.

#NativeAmericanHeritage #CulturalConnections #DiversityDrivesOcoee

Link: Color and Cultural Connections

https://www.linkedin.com/learning/color-and-cultural-connections?trk=share_ent_url&shareId=iDG%252FCy%252BXThq%252FhK6pNPmOQw%253D%253D



December: Culturally Diverse Workplace Training

End the year by "Unlocking Authentic Communication in a Culturally Diverse Workplace" with our December training, fostering effective communication and collaboration in a diverse environment.

#CulturallyDiverseWorkplace #AuthenticCommunication #DiversityDrivesOcoee

Link: Unlocking Authentic Communication in a Culturally Diverse Workplace

https://www.linkedin.com/learning/unlocking-authentic-communication-in-a-culturally-diverse-workplace?trk=share_ent_url&shareId=IjLq5adLQj6UEJ8%252BTFSYDg%253D%253D



December
2024



**UNLOCKING AUTHENTIC
COMMUNICATION IN A CULTURALLY
DIVERSE WORKPLACE**

Diversity Drives Ocoee:
A Community Journey to Diversity,
Equity, and Inclusion

The Human Relations Diversity Board (HRDB) serves as a pivotal advisory body dedicated to fostering inclusivity, understanding, and unity within our community. Comprising passionate individuals committed to promoting diversity, equity, and inclusion, the HRDB collaborates with local stakeholders, provides guidance on relevant initiatives, and works diligently to ensure that the values of respect and equality resonate throughout our community. Through advocacy, education, and outreach, the HRDB stands as a beacon of progress, striving to create a harmonious environment where every individual feels valued and empowered.

What is the Human Relations Diversity Board (HRDB)?

How can the HRDB best support Ocoee?

What's important to you?

We want your feedback!



City of Ocoee Human Relations Diversity Board



The Human Relations Diversity Board's mission is to promote understanding, respect, goodwill, and equality among all citizens and businesses of the City of Ocoee.

2024 Members

Mayor's Appointee
William Maxwell
Vice Chair

District 1 Appointee
Vinny Singh
Board Member

District 2 Appointee
Michelle Cummings
Board Member

District 3 Appointee
Josh Crease
Board Member

District 4 Appointee
Jim Moyer
Chair

Member at Large
Jason Mellen
Board Member

Member at Large
Kellie Beck
Board Member

Non-Voting Members

Staff Liaison
Doug Gaines
Asst. Support Services Director

Elected Official
Ages Hart
City Commissioner District 4

Meetings

The HRDB meets the first Thursday of every month at Ocoee City Hall in the main meeting room.

1 Bluford Ave.
Ocoee, FL 34761

Membership

The Board consists of 7 voting members who serve for a 3 year term. The Board also includes two non-voting members, who are typically a City staff member and an elected official.

Each City Commissioner shall appoint one person from the Commissioner's district to be an HRDB member.

The Mayor shall appoint one person from any district to be an HRDB member.

Two additional members at large can be appointed by the mayor.

Objectives

- Foster mutual understanding and respect among all persons, emphasizing the positive impact that diversity brings to the City of Ocoee;
- Facilitate communication between the City Commission and citizen groups, individuals, and businesses;
- Assist the City Commission in educating the community through projects devoted to eliminating prejudice, racial tension, intolerance, or discrimination;
- Provide suggestions and encourage equality of treatment for, and prevent discrimination against, any persons or businesses by Ocoee City government;
- Serve as an informational conduit to the community at large; and
- Make recommendations to the City Commission and staff on HRDB related matters, as needed.