



**Charlotte Business INCLUSION**  
**Advisory Committee**  
**LGBT Chamber**  
**Wednesday, Feb 12th, 2024**  
**10:00 –11:30 a.m.**  
**Meeting Summary and Action Items**

- I. **Attendance:** Ciara Lilly, Zahn Patin, Marjory Brifil, Candice Gaddy, Lakesha Womack, Joaquin Soria, Jason Deans, Gary Beal, Jerome Marez, Raghu Kotha, Kim Lam, Erlan Martinez, Christina Jarrett, Kymberlyn (Kym) Gardner
- Staff:** Jasmine Timmons, Steven Coker, Julius Edwards, Jamila Buckner, Nyema Mathis
- II. **Welcome:** at Chairman Ciara Lilly Opened the meeting at 10:15.
- III. **Approval:** Raghu Kotha motioned, and Jerome Marez seconded to approve January 8<sup>th</sup> 2025 meeting minutes.
- IV. **CBI Staff Update:** Nyema gave updates.
- We are looking at the audit right now. We are looking at what the industry standard is. We could use the committee's help with that.
  - CBI University. Dave Willis, Steve, Julius, Nyema will be working on this initiative moving forward.
  - March 27<sup>th</sup> Business Connections Event, We are requesting all of the committee to be present. We would like to put you front and center to showcase to the community. We are looking to have a managers reception held on March 26<sup>th</sup> for City managers, Department heads, local businesses to meet, mingle, network, and learn about everything that the bonding program is offering. More details to come. If there are sessions, you would like to host please let Zahn know so that we can get that on the calendar.
  - CBI is looking for a new Project Manager. We have a lot of projects coming down the pipeline.
  - Outreach. There is a video series that will be coming out shortly so that the community can see all the work CBI is doing. The social media efforts are still underway. We will need daily content for our social media to be approved,

what, where, when, how still needs to be figured out.

V. **Co-Chair update:** Zahn Patin has accepted the Vice President Position!!!!

VI. **Strategic plan:** Ciara shared an updated power point (attached)

- **Initiative 1: Increase certifications.**
- **Initiative 2: The Promotion of CBI University**
  - Add procurement and technology, partnership with other organizations.
  - The lack of a social media will be a barrier to some of these efforts
- **Initiative 3: The promotion of LinkUpCLT**
  - Soft launch will be end of March/April
  - Helping think through a successful launch.
  - Figuring out which partnerships would be ideal.
  - Thinking about incentives for mentors to participate
    - It comes down to a values issue, we need to find the companies that are intentional about their efforts.
    - Perhaps looking at how Economic Development is incentivizing folks to come to the City of Charlotte

**Subcommittees:** Tentative members

- **Outreach & Engagement:** Interested: Raghu, Kim, Candice, Erlan,
- **Workforce Development:** Jason, Lakesha, Christina
- **Impact and Accountability:** Joaquin, Raghu

VII. **DEI Response:** Encouraging everyone to get dual certifications (SBE) certified through the city of Charlotte. Lina shared the complexity of executive orders and how we need to wait it out to see if it sticks. Right now, it is at the Federal level. So the risk is there and were keeping an eye on it regarding all contracts.

VIII. **Next meeting:** March 12<sup>th</sup> Virtual, an update from the CBI strategy session will be given. Follow up with committee subcommittees/ leadership roles. Finish the remainder of todays Agenda.

IX. **Adjournment:** There being no additional business, Chairman Lilly called for a motion to adjourn. Jerome Marez made the motion, and Kym Gardner seconded it. The meeting adjourned at 11:47

**The action items captured from the Feb 12th, 2025, CBIAC Committee Meeting are as follows:**  
Feb 8th, 2025, CBIAC Meeting Summary and Action Items submitted by:

Jasmine Timmons 02/12/2025