



Charlotte Business INCLUSION
Advisory Committee Meeting Minutes
Wednesday, December 10th, 2025
10:00 a.m. – 11:30 a.m.

- I. **Attendance:** Zahn Patin, Candice Gaddy, Jerome Marez, Jeremy Johnson, Raghu Koth, , Kym Gardner, Erlan Martinez, Kim Lam, Christina Jarrett,
Absent: Gary Beal, Joaquin Soria, Jason Deans, Lakesha Womack
Staff: Douglas Anderson, Jasmine Timmons, Jasmine, Julius Edwards, Nyema Mathis
Guest: James Mitchell, Lina James (Lawyer)

- II. **Welcome:** President Patin opened the meeting at 10:05 Candice Gaddy motioned, and Christina Jarrett seconded the motion.

- III. James Mitchell shared his contact information (James.mitchell@charlottenc.gov, and 704-617-0399 mobile). He informed the committee that he is a member of the Economic Development & Workforce Committee; along with Council members LaWana Mayfield, Dr. Victoria Watlington, Dante Anderson, and JD Mazuera Arias. First committee meeting is Monday, January 5, 2026, at 11:00 am in CH-14. He extended an invitation to the CBIAC to have a representative present.

- IV. **CBI Updates:** Julius
 - Shared that the SIA event was a success & asked the committee members that attended the event to post comments on social media.
 - Jamine will be scheduling meetings with CBIAB members Steven, Nyema and Julius
 - CBI will be hiring a New Certification Specialist in the next few months. Specifically, to help with SBE certifications.

- Transportation and mobility work is happening. -ADA free training happening 12/11/25. Committee is welcomed to attend.

V. Lena: Legislative updates- HB171 has been vetoed by the governor but has not been overridden by the General Assembly. The other one is SB-257 which is to repeal the hub law, the statewide historically underutilized business- associated with minority participation plans and goal setting. This bill has not really had any activity or come out of committee since about June. We have a team of attorneys about 8 or 10 who represent/ are assigned to different departments, all of whom are tracking this, keeping up with it so that we can properly inform City Leadership, City Council, etcetera on what's happening .At this time participation plans and goal settings still apply to us, so we would be required to comply with those. Mitchell encouraged the committee to be an active voice for the city of charlotte- raising their profile is welcomed

VI. **New member onboarding:**

- Started by look on page 8 –This is what first 90 days would look like. Asked what’s missing! This is our goal to work towards to kick off 2026. Will be a good overview for the entire committee.
- A refresher of the CBI Program Policy (Might be worth inviting city Clerk)
- We will be using Google Docs as a shared drive starting 2026.
- Refresher on Policy guidelines
- Potentially utilizing Climb to better understand the geopolitical landscape
- Send new members to Council economic development (Mitchelle)
- How to connect with City Council
- Geo-political landscape – better understand
 - Looking to do a January retreat – onboarding overview & team building
 - Dates on a Friday January

VII. **Sub-Committee Updates**

- **Workforce Development:** Nov 21st with Danielle Frazier. Reviewed current programs identified skill gaps for small business that are not identified for grant opportunities. The committee will be sending her additional resources that we think will be great for the Workforce Development Committee to review. We also explored funding and additional certification opportunities for future workforce apprenticeship programs, specifically targeting NCDOT and etc. And the actions that were identified were advancing the current workforce development program, but expanding enhanced training resources and ensuring that that information.

- **Impact & Accountability:** Last meeting was in October. Right now, waiting for annual report to compare to other data to get some talking points and get a council person to review information.
- **Outreach & Engagement:** Update by Julius – Candice added that this subcommittee is the responsibility of Everyone. She suggested that we have CBIAC name tags for public events. Encouraged everyone to use your voice to empower the business community.

VIII. Open Discussion:

- **Next Meeting:** January 14th Virtual
- **Upcoming events:** BOA January 27th (Construction CORE event)

- IX. Adjournment:** There being no additional business, Chairman Lilly called for a motion to adjourn. Kym Gardner and Erlan Martinez seconded it. The meeting adjourned at 11:22