



# Council to End Domestic Violence

## Equity Spotlight

### Focus on CEDV Nominations Committee

# Goals of Equity Committee

- Integrate Equity and racial justice lens into all areas of CEDV work
- Update Bylaws
- Consider various issues related to full CEDV participation, diversity of perspectives and membership and inclusion
  - Such as CEDV structure, leadership, succession planning, barriers to participation, and community engagement

# Bylaws Workgroup

- **Edit Bylaws document so that its structure reflects Fairfax County's diverse communities**
- **Consider composition of the Council and its leadership, in alignment with One Fairfax**
- **Consider the inclusion of an equity statement in the CEDV Bylaws**
- **Develop a process for community engagement as ongoing and integral to the decision-making of the CEDV**

# Transition to Approved Leadership Structure

Chair



Chair  
Vice Chair  
Community Organizer  
/Leader



# Nominations Committee

- **Dr Brenda McBorrough**
- **Jessica Werder – Vice chair**
- **Joe Meyer**
- **Mattie Palmore\***
- **Ramona Carroll- Chair**
- **Razan Fayez**

**(Representation: 4 Community and 2 County)**

# Nominations Committee

## ***Roles/Responsibilities***

- **Part of CEDV governance structure**
- **Members approved by the Leadership Facilitation committee**
- **Key role in CEDV leadership effectiveness, recruitment, succession planning and CEDV governance**
- **Primary responsibility to establish and carry out a transparent and formal process for filling leadership vacancies**
- **Members work together to form the best process for recruitment and selection of key member positions**
- **As per the Bylaws, the Committee will present candidates to the Leadership Facilitation Group and bring forward to the full Council for approval**

## ***Composition***

**Chair, Co-chair, Community organizer/Leader and three to five members. Ideally, an odd number of members**

**At least two government representatives and two representatives from non-profit leadership. Ideally, the committee will be comprised of representatives from a diverse mix of gender, age, race, etc**

# Nominations Committee - Process



Created announcement



Shared widely – social media, email distribution lists, phone calls to community members, Supervisor newsletters, announcements at CCR meetings, tapping into various networks



Collected applications and resumes



Developed interview questions

# Nominations Committee - Process



REVIEWED APPLICATIONS,  
COMPARED RESUMES WITH  
BYLAWS REQUIREMENTS.



IDENTIFIED MOST QUALIFIED  
APPLICANTS.



CONDUCTED INTERVIEWS.



# Recommended Leadership Slate

Chair: Supervisor Dalia Palchik

Vice chair: Meredith McKeen, NVFS  
Vice President, Programs

Community Leader/ Organizer: Phylicia  
Woods, Community Member & Chair  
of the Commission for Women

# Chair – Supervisor Palchik

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## Duties:

- **Bring the actions and concerns of the Council to the BOS;**
- **Communicates with elected officials, and others where a CCR is needed for enhanced victim safety/services;**
- **Collaborates with staff/partners to develop meeting agendas**
- **Leads Council meetings**
- **Partners/liaises with DV Network (or designee(s))**
- **Guides strategies/efforts to garner community participation and voice re: agenda and work of CEDV;**
- **Encourages active participation and consistent attendance by all Members; and**
- **Establishes committees and workgroups as requested by the Council or Leadership Facilitation Group.**



# Vice Chair – Meredith McKeen

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**Vice-chair helps Chair carry out the following duties:**

- **Bring the actions and concerns to the BOS;**
- **Communicates with elected officials, and others where a CCR is needed for enhanced victim safety/services;**
- **Collaborates with staff/partners to develop meeting agendas**
- **Leads Council meetings**
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# Community Organizer/Leader – Phylicia Woods

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## Duties:

- Provides strategic direction to the CEDV and supporting systems where a coordinated community response is needed;
- Serves as a visible advocate on issues and garners resources as available
- Provides varying perspectives from one's communities and able to garner diverse voices and representation
- Guides strategies/efforts to garner community participation and voice re: agenda and work of CEDV;
- Garner community participation and voice in determining the agenda and work of the CEDV.





**Thank you.**