

WORK SESSION OF THE GREENBELT CITY COUNCIL held on Monday, June 1, 2026, to discuss the DEI Office Restructuring.

Mayor Jordan started the meeting at 7:30 p.m. in Council Chambers via Zoom.

PRESENT WERE: Councilmembers Frankie Santos Fritz, Amy E. Knesel, Danielle P. McKinney, Jenni A. Pompei, Silke I. Pope, Kristen L.K. Weaver, and Mayor Emmett V. Jordan.

STAFF PRESENT WERE: Josué Salmerón, City Manager; Timothy George, Assistant City Manager; Chief Rick Bowers (virtual), Jamarie Spencer, Production Assistant; and Bonita Anderson, City Clerk.

OTHERS PRESENT WERE: Dr. Lois Rosado, Robert Goldberg-Strassler, Michael Hartman, Bill Orleans, Bob Rand, and Joe Parks.

DEI Office Restructuring Discussion

The Council discussed the future structure and leadership of the City's Equity and Inclusion (DEI) Office following the Tribesby JEDI audit. Councilmember McKinney presented four restructuring options, including integrating the role into Human Resources at a director level, which prompted discussion regarding whether DEI should remain an independent, strategic function. City Manager Salmerón outlined progress on DEI-related initiatives, including language access, community engagement, leadership training, and implementation of audit recommendations, noting that much of the work has been completed internally without formal DEI designation.

He noted the organizational improvements, including progress on the city code review, implementation of a new HRIS system, enhanced public engagement efforts, and cost-saving measures amid budget constraints. Mr. Salmerón acknowledged challenges with data collection, performance tracking, and sustaining participation. He also highlighted ongoing DEI programs and capital projects, including workforce initiatives and the Springhill Lake Recreation Center expansion.

Council emphasized the need for a formal DEI strategic and implementation plan aligned with the City's overall strategic goals, as well as an organizational assessment to better allocate resources and define responsibilities. Council expressed concern about diminished momentum in DEI efforts and stressed the importance of clear goals, accountability, and measurable outcomes.

Discussion of the DEI role included concerns about placing the function within HR, with some members recommending an independent structure or alternative models, such as an IDEA framework or EEO function. Council supported expanding DEI efforts to better serve underrepresented communities and agreed that any future position should include strong communication, strategic planning, and cross-departmental leadership. Establishing metrics, quarterly reporting, and a potential resident advisory committee were also discussed.

Council reached consensus to pursue a consultant to assess organizational needs, define the role, and develop an implementation framework prior to hiring a director-level position. The consultant would help establish metrics, reporting structures, and long-term strategy, with a potential timeline of engaging a contractor within six months.

Review of Meeting Schedule and June 8th Regular Meeting Draft Agenda:

The Council reviewed the June 8 agenda, including a contract addendum for the WMATA Trail Design and Engineering project, a public hearing on a charter amendment related to collective bargaining, and Program Open Space updates. Members noted the estimated \$4 million cost for a quarter-mile trail segment and requested both redline and clean versions of the Labor Code amendments. The Council also discussed forming a year-round finance working group and proposed adding future agenda items, including appointing a council liaison to the theater and revisiting the finance working group following the June 10 budget process meeting.

The meeting ended at 9:32 pm.

Respectfully submitted,

Bonita Anderson
City Clerk