

# Equal Opportunity Review Commission

## MINUTES

December 18, 2025

12:00 PM

Hybrid Meeting

**Commissioners in Attendance:** Erin Conley, Dr. Karen Hall, Tracey Mc Cants Lewis, Dr. Jennie Sweet-Cushman, Sara Segel, Angela Williams, & Arthur Balthrop

**Staff in Attendance:** Chuck Durham, Upasna Goswami & Daniel Moore

### I. Introduction: Roll Call

Erin Conley	Present	Dr. Karen Hall	Present
Tracey Mc Cants Lewis	Present	Dr. Jennie Sweet-Cushman	Present
Sara Segel	Present	Angela Williams	Present

II. Motion to approve November 2025 minutes unanimously passed.

### III. New Plans

#### 2512-01 Public Safety Training Campus Phase 1 Master Planning

This is a Professional services plan submitted by the Department of Public Works. There was representation from the prime, Henningson, Durham & Richardson. There are two MBEs on the plan namely Dharam Consulting, & Eholdings. The WBE & Veteran business on the plan are evolveEA & Tactical Design North, Inc. respectively. The total project cost is 1,800,000.00.

Erin Conley	Yes	Dr. Karen Hall	Yes
Tracey Mc Cants Lewis	Yes	Dr. Jennie Sweet-Cushman	Yes
Sara Segel	Yes	Angela Williams	Yes
Arthur Balthrop	Yes		

**Plan Approved**

- IV. An update was provided on eleven ITQ work orders.
- V. Letters of Approval to be sent out by Office of Business Diversity.