

November DEI Meeting, via Zoom 12pm, 11/7/23

facilitated by Tara Flippo, DEI Coordinator

1. Approval of minutes from October meeting sent by Audra, no objections were made, minutes are accepted.
2. Welcome to new members! Shawn O'Connell & Mike Perkalis
 - a. please, if comfortable, everyone put pronouns on Zoom name (optional)
3. Co-Chair application from Whitney Robinson, no questions prior to vote
 - a. Unanimous vote by zoom chat – all Yays
 - b. Co-chair Term starts January 2024
4. Review BLM Banner flag discussion, no new input/comments. Decision confirmed to keep banner as is.
 - a. Tara is looking for testimonials/ “impact statements”/ notes of affirmations for the BLM banners from fellow staff, our selves, or patients. Regardless of race, if someone feels positive about the BLM banners- it would be great to capture that. These testimonials can be attributed and anonymous (both styles are welcome).
5. LGBTQ+ & BIPOC social networking (WED Dec 6th from 5:30-7:30pm at the BridgeSide Grill in Sunderland)
 - a. Tara-name of group will be voted at meeting
 - b. Jean-excited to meet group, encouraged ambassadors and DEI members to share event information
 - c. Kalab- community is welcoming and inclusive, everyone welcome including Allies
 - d. Tara-anticipate possible split of groups and/or other groups added. Future of group is up to group, Tara to provide administrative support. Funds available for 1st event. Encouraged ambassadors and DEI members to get the word out for event.
6. Meetings and Stipend
 - a. Meeting is considered work time, paid for meeting. Hourly staff should check with direct supervisor for scheduling to attend meeting
 - b. Stipend for monthly meeting, paid annually, DEI list submitted to T. Daly. Additional information to be provided by Jasmina. Pro-rated for new members, members can waive stipend.
 - c. 1-2 hours per month anticipated for DEI committee work (calendar, responding to emails). Members should coordinate schedule with direct Supervisor to not go against department coverage
7. DEI Holiday Calendar
 - a. List for 2023 was expanded by Tara
 - b. Niloufar-was a time commitment, so many ethnicities, are we diluting work, haven't been reading as there are so many.
 - c. Jean-need to hone in, what do we want to focus on
 - d. Shai-group heritage months quarterly/seasonal
 - e. Tara-group religious holidays
 - f. Meghan-mindful of sensory overload due to so many emails received, are they being deleted, less is more
 - g. Tara-currently sends DEI pearl 3x per month, Health Equity monthly, Training as needed

- h. Niloufar-suggested a newsletter & access to information on intranet page
- i. Sara-are there holes in the list, suggested an event to celebrate, twice a month email
- j. Jean-volunteer for something you are not familiar with, connect with and get input from employees who relate to it, potluck suggestion
- k. Paul-how do we treat equally, less frequently
- l. Meghan-use as an engagement tool
- m. Joudy-volunteers/employees to funnel information to DEI committee in order to show culture in an authentic way
- n. Overall consensus to consolidate and less frequent
- o. Tara to create an internal archive, consolidate list, send to DEI members and share final list to VMG community

absences: Jasmina Jalbert, Whitney Robinson, Audra Winn,

Present: Meghan Gump, Paul Carlan, Tara Flippo, Shanice Romero, Niloufar Shoustari, Kalab Beleke, Aviva Rabins, Cathy Demars, Sara Boisvert, Shai Lev-King, John Novo, Jean Jacks, Shawn O'Connell, Joudy Dinnall, Mike Perkalis