

Valley Medical Group Diversity, Equity & Inclusion Committee Agenda 8-1-23

Present:

Audra Winn, Paul Carlan, John Novo, Tara Flippo, Cathy Demars, Meghan Gump, Niloufar Shoustari, Whitney Robinson, Jasmina Jalbert

Absent: Joudy Dinnall, Kalab Bekele, Jean Jacks (on vacation), Shanice Romero (on vacation)

1. Approve minutes (7/11/23) - motioned by Tara and Jasmina, all members present approved. Jasmina reviewed community agreements.
2. New member application: deadline for application is August 28th. Tara and Jasmina shared that 3 staff have submitted application for consideration. Reminded DEI members that new applications and members will be reviewed and voted on during Sept 5 meeting. Provided update that we have space for 3 new members in 2023 and 3 in 2024.
3. DEI Survey
 - Discussed thoughts from committee about the survey results. Most members felt results were positive, with exception of a few negative comments. Discussed feedback given to committee that can be point of focus for dei including:
 1. Providing staff with a clear message and understanding of what DEI is, who we are, and what we do. Adding a clear message about DEI being an advisory committee & not a decision making committee.
 2. Discussed adding DEI mission statement to all emails as way of clarifying our role.
 3. Picking a monthly specific topic i.e microaggression that DEI focuses on and shares resources & education with staff.
 4. Consider starting an education moment month where a specific topic is address whether it be an article, presentation, open discussion form.
 5. Having pre recorded education pieces on microaggressions, etc that staff can access and review/educate themselves on.
 6. Consider making education piece fun. Other committees are implementing bingos, puzzles, offer a small prize for completion of education piece.
 7. Use of ADP to offer education/training on various topics such as race, pronouns, microaggressions.
4. Case studies on microaggressions: Open group discussion: case study 1-3 reviewed with focus on:
 - Naming specific microaggression in case study
 - How would you respond to this microaggression? What strategies would you employ in your response?
5. Communication to all staff about the survey: Tara will email members summary of findings and communication to all staff for committee's review.

Next meeting: Tuesday, 9/5 at 12 PM.