

DEI Committee Meeting Minutes 3.7.23

Present: Niloufar, Kalab, Jasmina, Audra, Tara, Whitney, Jean, Joudy, TJ, Cathy, Meghan
Absent: Paul Carlan, John Novo (ooo); Shanie Romero (ooo), Frances Reyes (other work commitment)

Facilitated by Jasmina Jalbert, co-chair

i. **New concerns/business:**

-TJ brings up the idea of using ACE scores as a vital sign
action step: inform Meghan of this as Medical Director- she can delegate/decide from there
how to integrate this into our work

ii. minutes from February 2023 approved by Audra & Jean

I. BLM listening session @ NHC

Tara (DEI coordinator) would like volunteer from DEI comm. to co-facilitate w/ her
-some expressed interest and also some expressed hesitancy due the intensity of racially charged polarizing dynamics.
-email Tara for interest- date TBD

participants in this discussion: TJ, Joudy, Whitney, Jean, Kalab, Tara Audra

II. DEI Ambassadors @ every health center

Kalab for AMC
Whitney for GHC
Shanice for NHC
John N for EHC

-Tara provide brief training and guidance, when to defer to HR; Paul and Lisa in HR involved/supporting

-remind to send email to all VMG staff informing of this

-can we make an email for ambassadors (i.e. "NHCambassador@vmgma.com")

III. Data collection for demographic info in Athena

- Tara working on this- would like a volunteer if possible to partner in this

-race

-ethnicity

-gender ID

-sexual orientation

-Niloufar interested, Jasmina interested, Whitney interested

IV. Re-structuring of LGBTQIA+ Committee

Meghan shared that the committee will focus now on clinical, patient facing work specifically (not admin/structural organizational advisory anymore)
-if DEI has need areas that are clinical recs for LGBTQIA+ we will communicate this for further areas for that committee to pursue.

V. Affinity Groups

Tara helped to define this for all and clarify misnomers
-she will be recommending to Paul that there is a stipend for BIPOC who participate in these affinity groups as they will serve the organization
-some discussion on the fine of welcoming allies and also keeping space focused on BIPOC experience

We will follow-up on all of these areas ongoing!

Submitted by: Audra Winn
co-chair for DEI Committee