

I. Community agreements read by meeting facilitator Jasmina Jalbert (co-chair)

II. Minutes of October 2022 meeting were approved.

III. Jasmina explained that John Novo's term as co-chair will end soon and encouraged interested parties to contact co-chair.

IV. DEI Coordinator hiring update (Paul Carlan):

Encouraged by receipt of two applications from apparently well qualified individuals. Discussion about including non-managerial, non-provider committee members in the interview process, if/when that becomes necessary.

V. Advertising Jobs: Recruitment Description/Bilingual Pay:

After Paul spoke about recruiting practices of other relevant organizations, the discussion turned to at least adding a phrase to VMG advertisements that highlights our interest in bilingual and multilingual applicants. Shanice brought light to the issue of current bilingual employees who are being asked to perform interpreter services (necessitating them to step out of their own work.) Consensus seemed to be that broad, general education re: availability of the paid interpreter services needs to be done to prevent further imposition upon multilingual staff.

VI. Affinity Groups Survey Results / VII. Education: (Both topics were central to the lively discussion.)

The survey revealed fairly significant lack of understanding of the purpose and function of Affinity groups. Consensus seems to be that we move forward with two Affinity groups for now and aim to launch them early in 2023. Additional education and recruitment should be done to increase size of groups. To that end, Jean Jakes has agreed to prepare a presentation for the 11/9/2022 Brown Bag meeting. (Thank you, Jean!)

Along with comments about the groups, there was recurrent interest in creating some sort of mechanism which would allow for confidential reporting of concerns. Whitney suggested that each Center would have a person or persons to whom employees could bring their reports of microaggressions and other issues.

All DEI committee members are asked to be at the Brown Bag if possible. Perhaps by then Center Champions can be identified (so they might be introduced.) It was suggested that perhaps Center Champions should be non-physicians.

Present: Shanice Romero, Jean Jacks, John Novo, Paul Carlan, Meghan Gump, Niloufar Shoushtari, Whitney Robinson, Audra Winn, Jasmina Jalbert, TJ Sweeney

Absent: Kaleb Bekele, Joudy Dinnall, Landon Jenkins, Frances Reyes

*Respectfully submitted,*

*TJ Sweeney*