

October 2023 DEI Meeting, via Zoom, 12pm 10/3/2023

facilitated by Tara Flippo DEI Coordinator

1. Welcome to new members- Audra & Tara

- -brief intro, greetings- everyone by health center and position at VMG
- please, if comfortable, everyone put pronouns on Zoom name (optional)

2. Approval of **minutes** from last Sept. mtng> this was sent by Meghan in Sept, no objections were made, **minutes** are accepted.

3. Replacing the Black Lives Matter flag with another banner/symbol of Racial Equity (background from Paul & Tara provided before mtng in an email. Tara presented on this) – discuss options- most of the mtng was spent on this matter.

Members who contributed on email prior to mtng: Shanice, Jean, John, Jasmina, Audra, Paul, Niloufar

In mtng there was a lot agreement or a consensus from members present that it would be anti-progress to take down BLM flag

-Paul- mixed feelings

-Tara

-Audra

-Meghan- do a better job at messaging why we do DEI and why we have these flags up

-Niloufar: stick to our principles and not respond to what people don't like

-Joudy: disappointing, discouraging, unaffirming

-Shanice: BIPOC staff and patients will feel the lack of support if taken down

-Shai: BLM flag shows a statement of inclusivity for all marginalized groups

-Cathy: add a 4<sup>th</sup> flag/banner, not subtract

Committee agreed that we will bring this conversation into next mtng IF necessary but want to avoid the emotional labor we are asking BIPOC to do in working with this, again. Meghan offered as Chair of the Board to take this consensus to the Board and SLT.

4. LGBTQ+ & BIPOC staff Social Networking group: brief update that Tara, Kalab, and Jean working on an effort to combine these groups/intersection of them in a Social Networking rather than affinity group, more TBA

absences: John Novo, Jasmina Jalbert, Jean Jacks, Shawn O'Connell, Whitney Robinson, Mike Perkalis

Present: Meghan Gump, Paul Carlan, Tara Flippo, Shanice Romero, Niloufar Shoustari, Kalab Beleke, Aviva Rabins, Cathy Demars, Sara Boisvert, Audra Winn, Shai Lev-King, Joudy Dinnall