

DEI 10/4/22 Meeting Minutes

I. Community agreements read by mtng facilitator John Novo (co-chair)

II. Minutes from last mtng in Sept 2022 are approved

III. DEI Coordinator hiring update (Paul Carlan): hopeful but no dice.

Comment: Jean Jacks voiced that our DEI group here would be available to really do some of the work that we had kind of been waiting for the DEI Coordinator to do. She was encouraging us to take actions steps.

i. dovetail discussion into how our group can move forward with good effort, urgency, and inclusivity within our actual meetings, and in the DEI work in the organization at large (45 minutes)

Participants with comments:

- Audra
- Shanice
- Jean
- John
- Meghan
- Paul
- Niloufar
- TJ
- John
- Whitney

Highlights:

a. we got to review the Human In Common Recommendations for action steps in our DEI committee, especially around workforce development

b. affinity groups to move forward (good consensus on that)--emails as a way of avoiding meeting during working time but streamlining communication; best would be 1 point person in each health center where there is trust and relationships built between people who have some overlap in identity

>>Paul has to check with HR first to prevent mistakes.

*Action steps: Paul check w/ HR, report back to DEI group on this; informally we will see who is a good point person (willing) from each health center to do that (for ex, Shanice volunteered for NHC)

c. need to train all staff still on interrupting racism (esp for language, terminology); action: share a brief training, host a conversation at the next Brown Bag organization wide, esp about microaggressions at work

d. we all agreed that email follow-ups are really important between our mtngs, to share information, discuss the next steps, and support the forward movement of our purpose here

Present: Shanice Romero, Frances Reyes, Jean Jacks, John Novo, Paul Carlan, Meghan Gump, TJ Sweeny, Niloufar Shoushtari, Whitney Robinson, Audra Winn

Absent: Jasmina Jalbert, Joudy Dinnall, Kaleb Bekele, Landon Jenkins