

4/5/22 @ 12pm, virtual via Zoom, VMG DEI Committee minutes

- i. introductions: where everyone works, what they do at work, pronouns preferred
- ii. Welcome to Mariah, new committee member and new practitioner of PCBH

I. **additional issues not on agenda:** forms are not in any other language than English, and signage at all centers

II. **New business:** Mariah brought up pronouns on badges across VMG: open discussion on this. goal is to clearly show solidarity and visibility of gender expression differences amongst patient, staff, and providers. Paul states that he will bring this to the Senior Leadership team without needing to make a full Board recommendation. John Novo added that the chair of LGBTQ+ committee supports this idea.

III. Cont'd discussion of displaying **inclusive flags outside each health center:**

- How do we go about doing this with displaying the flags outdoors and indoors- pros and cons (doubts) discussed by all
  - Jasmina updated on the positive feedback coming from staff across VMG on the emails about holidays, cultural traditions, and inclusivity
  - John, others: should we fly an American Flag in addition to the Black Lives Matter & LGBTQ+ flags
  - consider QPOC experience considered regarding what it is like to enter a building that represents institutional trauma (i.e. all medical practices)
  - Joudy: lawn signs? Nilofour: indoor posters and areas with information relating to health disparities as well
  - voted on recommending this to the Board of VMG for consideration
- >>Jasmina will submit this as a recommendation to the Board**

IV. Jasmina & John: **update on Diversity, Equity, Inclusion Coordinator** (name change) position: connection with ServiceNet on their similarly posted position. Mission of DEI and VMG mission as a whole are shared on job description

- discussed pros, cons, options of remote or hybrid job description for this
- where is job posted, ensure that we list the job in media that are specific to communities of color in Western Mass and beyond- refer to list shared by Human In Common for HR/recruiter to utilize

V. John as co-chair: how did meeting go?

Joudy: offered it was productive- various topics covered was a positive

Present: Paul Carlan, John Novo, Meghan Gump, Jasmina Jalbert, Shanice Romero, Joudy Dinnall, Mariah Dixon-Wheeler, Mike Ray, Nilofour Shoushtari, Audra Winn

