

## Valley Medical Group Diversity, Equity & Inclusion Committee Agenda 7-11-23

Present:

Jasmina Jalbert, Paul Carlan, John Novo, Tara Flippo, Jean Jacks, Kalab Bekele, Cathy Demars, Shanice Romero, Meghan Gump, Niloufar Shoustari, Whitney Robinson

Absent: Joudy Dinnall

1. Approve minutes (6/6/23 see below) - motioned by Tara and Audra, all members approved. Jasmina reviewed community agreements
2. Check in: i. Jean brought up concern about fear and deviceness amongst staff about about DEI issues and the controversy of the whole survey for some staff who are sharing with her (discussed lack of understanding of DEI issues and feeling like it's "being pushed down their throats"); most people talked through this sharing concerns for slowing down our efforts or having a "softer hand"- the majority of those present do not want to change our pace in how we are educating and encouraging staff to engage in DEI work together. A few do. ((This took about 30 minutes))

ii. Meghan shared DEI Grant from Baycare to study RE: disparities in retinal screening for diabetics.

III. DEI Retreat: positive feedback shared for from Jasmina, Jean, Whitney, Meghan

IV. DEI application and member role and responsibilities and changes made to DEI charter - Tara

i. Addition of LGBTQ+ to charter

-Cathy raised concern about shifting the charter to expand on "diversity"

-we may revise his language but not set now

-we have 16 interested staff/providers for DEI membership (some definites some maybes)

ii. Would new members start this Fall or in January?

-everyone is basically fine with starting people asap in the fall

note shared but note:

DEI Coordinator update: Patient demographic data moving forward. Pilot at GHC late summer. Rollout to whole company Oct 1

Agree that other updates we didn't get to today can be shared via email and in next mtng 8/1.

Respectfully submitted by Audra Winn, LICSW, co-chair DEI committee

