

Minutes of DEI Committee Meeting, September 13 2022 12-1 PM by Zoom

Attendees: Jalbert, Carlan, Romero, T J Sweeney, Novo, Winn, Gump, Jacks, Bekele, Robinson, Reyes, Jenkins

Excused: Shoushtari

1) Welcome & Introductions

Discussed personal and general goals for the committee; introduced new members:

-too learn

-foundation for staff and practitioners to talk about DEI

-to influence consideration of DEI by leadership

-make VMG safe and equitable for all

- introduce things like use of ACE

2) Select notetaker - Novo

3) Approve minutes (5/3/22 see below) & review community agreements

Motion: Carlan

Seconded: Winn

Approved

4) Acknowledging and providing education for the following holidays: Looking for volunteers.

- Yom Kippur (10/4), Diwali (10/24), Kwanzaa (12-26-1/1)

Volunteers: Sweeney- Kwanza; Jacks: Yom Kippur; Carlan: Diwali

5) DEI Coordinator hiring update:

We were unable to hire our chosen candidate due to logistic issues that could not be resolved; disappointment on both sides; previous applicants have not responded when contacted; new ad placed last week

6) Update: Ongoing discussion regarding need for DEI Clinical Champion to help champion implementation of policies for health equity.

Jasmina spoke with Dr. Esrick who was supportive of a DEI Champion but suggested that instead of a separate DEI Champion that the expectation be that ALL Clinical Champions integrate DEI into their area of expertise; the pros and cons of this approach were discussed that included accountability and follow through; Paul will ask that a question about DEI issues be included in the Clinical Champions reports to the Quality Committee

7) Paul asked for feedback for how to handle holiday decorations

The guidelines have been to avoid “denominational religious decorations”; discussed the committee’s feelings about the issue; discussed ways to be flexible and inclusive while respecting differences; suggested having an information board with information about the different holidays/ cultural traditions; way to potentially increase dialog

Respectfully submitted: John Novo