

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

Attendees: Jalbert, Carlan, Romero, Dixon-Wheeler, Novo, Winn, Gump, Shoushtari,

1) Welcome & Introductions

2) Select notetaker - Novo

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

Motion: Carlan

Seconded: Jalbert

Approved

4) Check in

Romero raised a concern about how the dress code is enforced and questioned whether it is an equity issue related to past work exposure and/or financial resources

Carlan noted that the dress code has been a more complicated issue when it has come up before and deciding and enforcing a standard can be hard; agreed to explore further

5) DEI Coordinator hiring update: about 14 applicants with 3 excellent candidates and 3-4 promising candidates; experienced applicants, some maybe over qualified

2 small interview teams in person or Zoom: Carlan, O'Sullivan and Denison and Winn, Shoushtari and Jacks (HC Manager AMC); Carlan and O'Sullivan will make the final decision; important to move quickly to not lose candidates to the market

6) Jalbert announced the badges with pronouns can be obtained from health center coordinators

7) Dismantling Medical Fatphobia: did not discuss in depth but agreed it was an area to address; discussed idea of a DEI Clinical Champion suggested by Gump (via email) to facilitate changes in medical practice for the is and other DEI related medical issues

8) Process for discrimination reporting: pros and cons of anonymous reporting; physical complaint boxes and online options; role of DEI committee in these complaints; H.R. role; idea of DEI supporting and facilitating complaint resolution; DEI Coordinators role

9) Re-read Climate Survey and each member bring 3 ideas: expanded training for staff; DEI time at Brown bags; POC recruiting efforts; review of H.R. policies/documents; training for staff on how to talk about pronouns with patients

Respectfully submitted: John Novo