

Minutes of DEI Committee Meeting, December 6 2022 12-1 PM by Zoom

Attendees: Jalbert, Romero, T J Sweeney, Novo, Winn, Jacks, Bekele, Robinson, Shoushtari

Excused: Carlan, Jenkins, Gump, Reyes

1) Welcome & Additions to the agenda

Romero raised the issue of a code of conduct for patients; mentioned CDH has one to address patient racist and other problematic behavior

Agreed we would look at the CDH materials and Novo will speak to Mastroberti who mentioned a similar program

Bekele asked if the advertising included encouraging bi-lingual applicants; also said bi-lingual staff were not comfortable interpreting; Jalbert mentioned email sent earlier advising use of the paid interpreter service

2) Select notetaker - Novo

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

Motion: Jacks

Seconded: Novo

Approved

4) Scheduling meetings in 2023

After discussion confirmed keeping the second Tuesday of each month 12-1 pm

5) DEI Coordinator hiring update:

Candidate will have a final interview this Friday

6) Discussed DEI retreat in 2023

Idea supported and agreed that we'd wait until DEI Coordinator starts

7) DEI Representation in each health center

Discussed having a designated DEI representative in each health center to facilitate staff engagement with DEI; discussed need to take care and forward issues to HR as needed; will explore some HR training; develop a brief script for promoting DEI; need to offer validation for concerns

Volunteers:

AMC- Kalab Bekele

GHC- Whitney Robinson

NHC- Shanice Romero (back-up from Audra Winn)

EHC- John Novo

8). DEI Co-chair transition: Audra Winn will step into the role and John Novo will remain on the committee as a member; Jalbert will forward Audra Winn's statement of interest to the committee

9). Affinity Groups discussion:

Jacks presented past experience with employer recognized and supported Affinity groups, emphasized that while useful feedback would come from the Affinity groups the affinity group would NOT be responsible for "solving problems", overall purpose would be support for marginalized groups while creating a communication channel to DEI Committee and Senior Leadership

Discussed various ways to provide the groups (POC and LGBTQ) including email, private Facebook group/Messenger, Zoom and issues related to time and compensation if during work hours

Promoting outside, non-work time social activities was also mentioned; AMC has had some successful outings; might be another rway to promote trust and engagement fro DEI and staff

Respectfully submitted: John Novo