

DEI Committee Minutes 8/2/22

Introductions

Approval of Minutes

Review of Community Agreements

New concerns: none

Update on DEI Coordinator Position-Amani Edwards hired. Start date 8/22.

Lots of experience.

Brainstorms about next steps of work with DEI Coordinator:

Discussed having Jasmina and John at table

Discussed scheduling in person visit

Discussed setting up structure for staff/providers to voice concerns

locally prior to going to coordinator. Need for structure outside of HR to provide support.

Discussed need for clarity around "the work" that we need to do with DEI Coordinators guidance.

Sharing climate survey with new DEI coordinator asking for her insights

DEI involvement in New employee orientation

Discussed ongoing educational curriculum

Shadow opportunities

DEI provides support to DEI coordinator as ally in work

Process for reporting microaggressions/discrimination/feedback

Discussed feedback form for DEI (patients and staff)-need to have systems and support in place prior to rolling it out.

Discussed having trained individuals in each center to be resources for individuals

Discussed addition of Jean Jacks as member of DEI community. Committed voted and approves.

Ongoing discussion regarding need for DEI Clinical Champion to help champion implementation of policies for health equity. Jasmina will create proposal to be shared with Medical director.

Discussed how to increase membership in committee. Discussed sending email to staff and personal recruitment.