

AGENDA:

i. Jasmina rev'd the Community Agreements at meeting's start (12:01pm)

- I. Approve November Minutes: John and Audra moved to approve minutes

- II. Social networking event: reminder about launch event this WED on Dec 6th in Sunderland from 5:30-7:30 PM- Jean, Tara, and Kalab are point ppl for this project and planned the event

- III. Outlook calendar invites for 2024 coming soon from Tara, she will send for full 2024

- IV. 2024 DEI Calendar: update on the new format

- V. Jasmina: Reviewed DEI accomplishments & work completed together in 2023! Tara created this PPT presentation for our viewing, will also present to "SLT" (Paul, John O, Meghan) and the VMG, Board

--open feedback about our work this year: appreciation for highlight of our work- Shanice, Shai, Kalab, John, Aviva; Joudy highlighted that although we got the flags up at centers in 2022, we had to re-discuss in 2023, as the controversy continued. Joudy also expressed pride in the work of the last 3 yrs in starting the comm. and now ending her term. Whitney shared she is excited for co-chair role. Meghan appreciates seeing the list laid out as a positive reflection of our work

- VI. Recognition of Joudy, John, Jasmina, our departing members who have completed their terms serving on comm. We were able to share gratitude & appreciation for their work with the comm & practice
 - i. Joudy-Meghan, Niloufar

 - ii. John-Jean, Jasmina, Niloufar

 - iii. Jasmina-Audra, John, Niloufar

 - iv. Tara appreciated the whole comm for welcoming her role and working as a team to bring DEI to VMG, encouraged the work of 2024

Meeting adjourned at 12:56pm

Present: Jean Jacks, Tara Flippo (DEI Coordinator), Jasmina Ibrahim Jalbert, John Novo, Shanice Romero, Kalab Bekele, Shawn O'Connell, Aviva Rabbins, Shai Lev-King, Joudy Dinnall, Cathy Demars, Niloufar Shoustari, Meghan Gump, Michael Perkalis-Hawthorn, Whitney Robinson, Audra Winn, Sara Boisvert (arrived around 12:42p), Paul Carlan (arrived 12:49p)