

4/4/2023 DEI Committee Meeting Minutes

I. Intro: Welcome

i. minute approval from March mtng: motioned by Jasmina Jalbert, LMHC & Jean Jacks, RN

ii. any new business needed for today (can add-in

Niloufar asked about our plans for Pride month, and whether we will march in the Northampton Pride parade. Gathered ideas. Members favor getting together and marching in a local parade. Audra will send DEI committee follow up email w/local parade locations and events we can partake in.

iii. quick update on new procedure for sending all VMG staff emails

Please send all VMG staff emails regarding holidays, resources, and events to Tara Flippo, DEI Coordinator, who will review and approve. Tara requests that you please allow for at least two days for her to review your information and will be in touch with you with approval and offer support, as needed.

II. Affinity Groups vs social/networking:

- Tara reviewed the purpose and structure of affinity groups and how they can serve our practice. It would be open to all staff. Discussed whether we want to move forward with starting groups.

- Discussed ideas to start in smaller steps such as a networking group to provide support to staff. i.e informal meetings

- Start it as a social event such as dancing or a restaurant meet up which will allow for other staff to explore, learn and identify with other cultures, listening to other individuals' viewpoints.

-Bring back employee recognition award ceremony hosted yearly.

- Jean & Whitney are open to providing leadership to Affinity groups.

III. ACE Scores advocacy

-update: new procedure of integrating into workflow on pause (Paul/Meghan provided feedback on this to share):

-the role of all DEI members to advocate, educate, and discuss about racism, trauma, oppression as part of patient health hx

- Discussed ideas about how to integrate ACEs into our clinical work. How to proceed w/ providing resources and education to all staff whether at Brown bag meetings & Shareholder meetings. DEI members are in favor of moving forward with education and resources for all staff. Meghan mentioned other shareholder staff have an interest in doing this work. Jasmina will follow up w/interested members.

IV. DEI Retreat?

-committee feedback on this: team building purpose? professional development purpose?

-Tara could offer 2.5-3.5 hour training in person as a good option

- DEI members are in favor of having a retreat in the coming months and hope to utilize this time to foster community/team building and professional development. Discussed hosting a retreat at end of the day or on the weekend. Tara will send out date/time ideas via email to members.

Adjourn at 1:00 PM

Respectfully submitted,

Jasmina Jalbert, DEI co-chair