

DEI Committee Agenda 7/2/24

Facilitator: **Whitney Robinson**

Notetaker: **Sara Boisvert**

Present: **Tara Flippo, Sara Boisvert, Aviva Rabins, Paul Carlan, Shanice Romero, Jean Jacks, Cathy Fuller, Whitney Robinson, Kalab Bekele, Allie Fogg, Niloufar Shoushtari, and Shai Lev-King**

Absent: **Audra Winn**

- Welcome & Approve last month's meeting minutes (Whitney) 5 MIN
 - Tara motioned to approve, Sara seconded the motion
- Icebreaker Activity (Tara) 5 MIN
- Franklin Pride (Shai) 5 MIN
 - Reflections on the event and our participation in it, #s, suggestions for next year
 - (Shai not present in the meeting yet) Paul Carlan gave us his review: Positive, good energy, turn out was a little fewer people overall than last year and VMG had about 10 people who walked. The bracelets were a great success.
 - Shai joined the meeting at the end of Paul's review and added her own: Positive event, the most difficult part was multiple things happening at the same time/day in Greenfield and a couple of walkers from VMG were working Urgent hours that day which made it difficult or unable for them to make it to the event. A young person from the crowd joined them because their Mom works at VMG and they felt safe and excited to join in with us.
- Welcomed Kalab back. Kalab will be the ambassador of AMC again.
- Sept DEI Retreat (Whitney) 30 MIN

Time to plan for the in-person 2.5-hour retreat time (2 pm-4:30 pm). We will discuss in small groups using breakout rooms. Please assign 1 person as the notetaker to capture ideas. We will then report out and decide in the large group.

Ideas submitted thus far:

- Jean suggested - a paired interview with another committee member in advance of the retreat and an introduction of a partner to group
- Practice time - interrupting bias/discriminatory behavior. Go through the six case studies included with the Implicit Bias training. Use "micro-interventions" resource. Practice in groups of 3.
- DEI training topic (Suggest 1 hr. of retreat)
 - Tara's suggestion: Foundations in DEI, which includes Social Identity, Intersectionality, Socialization, & Levels of Oppression
 - Other Options:

- Psychological Safety Across Difference
- Critical thinking about Power and Privilege and the Systems of Oppression
- Understanding Gender Bias, Transphobia, Heterosexism and Homophobia
- **Breakout Room Ideas for DEI:** Activities outdoors, deep conversation but doing it in a light-hearted way. Brain-storming cultural identity and how it affects our patients. Understanding gender-bias. Discussed prior retreat: there wasn't enough time, some items weren't settled so staying on topic would be good. More suggestions: pairing off, getting more comfortable with one another, scenarios in role-playing, review of pronouns, examples, terms so we don't repeat history, problem-solving, recalibrating, what other work to do right now, what areas of need, what to do to address them.
 - Voting by whole group on items to possibly focus on at the retreat:
 - About ½ of the committee present voted for **Interrupting Microaggressions and Bias**
 - About ½ of the committee present voted for **Cultural Identity**
 - The majority of the committee present voted for **Gender Bias/Gender Pronouns**
 - More than ½ of the committee present voted for **What Problems We Need to Focus on Next and Problem Solving**
- Holiday/Recognition Events (Tara) (15 MIN)
 1. Propose having a small DEI bulletin board in employee breakrooms at each HC? Then post the monthly email of DEI holidays/recognition events for employee break rooms? Possibly ask for OPS coordinator print & post.
 - General consensus thought it was a great idea.
 2. Do we want to pick 2-3 recognition events that we decorate for in all 4 health centers main reception areas. Examples: African American History Month (Feb), Gender Equality/Women's History Month (March), LGBTQ Pride month (June), Hispanic Heritage Month (Sept/Oct). Who would do the decorating? Store items from year to year to re-use?
 - Suggestions: Celebrate a couple of holidays a month, How do we celebrate some holidays and not leave out some?
 3. Could we make a request of the party planners/Health center managers at each health center to be more inclusive of winter holiday staff celebrations? Complaints have come in through the DEI surveys that

winter parties are geared for Christmas. How can we include Christmas, Hanukah, Kwanza, Yule, Solstice, etc.?

- Should the message come from DEI as a whole or ambassadors? Jean suggested: the message should come from Paul, the Co-chairs, or Tara to managers so managers can make decisions on how to proceed with their employees. Tara said she would discuss this further with the Co-chairs.