

## Feb. 4th DEI Committee Mtg. Minutes

Present: Tara Flippo, Whitney Robinson, Cathy Demars, Shai Lev-King, Jean M. Jacks, Nicole Matakanski, Amanda Darmanchev

Absent: Sara Lacasse, Meghan Gump, Aviva Rabins, Shanice Romero, Shawn O'Connell

Facilitator: Whitney

Notetaker: Jean

- Welcome - Whitney
- January meeting minutes were approved by Cathy and seconded by Tara
- Tara led the group in an icebreaker - each member shared one thing they do to stay grounded during stressful times. Responses were: taking a walk, being outdoors, yoga, meditation, adult coloring books, focusing on what "one can do," limiting the news you consume, and performing random acts of kindness.
- Jean reminded everyone of the importance of reading DEI Comm. emails and responding when requested between our meetings.
- Priorities/goals for Whitney shared the votes for committee goal/direction for 2025. **Training/Education** and **Policy Review** got the most votes. Short discussion on each area followed.
  - Note: Training on Pronouns by Tara this winter/spring and later in the year a VMG group of facilitators will provide a de-escalation training. Jean is a part of that committee and provided a little more about this training.
- Jean discussed Mosaic and the need for volunteers. It was shared about a possible walk/running group that could meet weekly as an option. All ideas are welcome.
- Tara provided other updates:
  - Annual DEI Survey – to launch 3/1. Tara will circulate questions in advance for any final edits.
  - NEW- Electronic Displays in Waiting Area (DEI calendar content added on 2/1)
  - NEW- Recorded Health Equity Interviews (every other month). Dr Gump is 1<sup>st</sup>.
  - Other initiatives: DEI discussions, "We are VMG" profile, additional support for managers on DEI 5. *Shai shared that not all managers are doing the DEI-5 during the meetings. Jean volunteered to assist with this by speaking with managers.*
  - Applications for DEI committee to fill two vacancies due in two weeks, continue to promote.
  - We discussed the possibility of assisting VMG when needed by reviewing policies and provide feedback as it relates to DEI issues when appropriate.