

DEI Committee Meeting Minutes for 5.7.2024

Facilitated by Whitney Robinson

Present: Tara Flippo, Whitney Robinson, Audra Winn, Aviva Rabins, Shanice Romero, Niloufar Shoustari, Cathy Demars, Kalab Belkele, Shai Lev-King, Paul Carlan, Jean Jacks

Absent: Sara Boisvert, Shawn O'Connell

Meeting start time: 12:02p

End time: 12:58p

I. Welcome (Whitney) (7 min)

- Approve last month's meeting minutes (Whitney)- moved by Audra, second by Paul- approved
- Icebreaker Activity (Tara) – *Name and bucket list- talking stick style -nice engagement from all*

II. Hampshire Pride: (10 min)

- Reflections on event and our participation in it, #s, suggestions for Franklin Pride in June- shared by Niloufar, Whitney, Audra, and Tara in attendance
- suggestion for Franklin: continue to throw out candy, swag, and wave to everyone! families and pets very positive presence.

III. Annual DEI Survey (Tara, Whitney) (39 min)

1. What did you think, what were themes?

- Niloufar: paradox in answers on DEI comm. not doing enough AND doing too much (annoying, unneeded)//suggestion: can ambassadors remind staff at each health center about holidays, links sent on those specific days
- Shai: variation in responses was striking to see- DEI is complex- at work in the everyday chatter- there is a lot of not knowing and lived experience invalidating DEI issues
- Whitney: how do we bridge gaps between knowledge, acceptance, and resistance? DEI is part of everything- people missing the point of that at times, there is a negative vibe from those who don't want to engage or don't like it that //can w
- Audra: after the survey got a lot of feedback from staff in person about too many emails
- Tara: continue with educational info being sent
- Paul: continue to educate and tying back to our mission- healthcare- so healthy equity is the main focus
- Cathy: supports the idea that DEI communications can be printed and put in the breakrooms in all centers

2. Priorities for this year?

- Tara: will continue to support any manager or team leader on educating or facilitating topics related to DEI in meetings, wants to be available in educating and listening to

employees, patients on the issues, not just write information//ambassador program is working well +

- Tara thanks the committee for encouraging the survey as we got 41% participation up from about 30% last year—committee and efforts are visible to all
 - Kalab: brings up DEI issues in all meetings at AMC, reinforces that ambassador role is always open
 - Whitney: how does a staff know if the outcome of bringing an issue fwd to the ambassador and/or HR will not have poor consequences?
 - Cathy: follows a typical progressive and corrective action process that HR has in policy, the procedure of this
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- Email Summary of Results for all staff coming from Tara

Respectfully submitted,

Audra Winn

Co-Chair, Diversity, Equity & Inclusion Committee