

## Oct 1, 2024 DEI Committee Mtg Minutes

Start time: 12:05pm via ZOOM

**Present:** Whitney Robinson, Tara Flippo, Paul Carlan, Niloufar Shoustari, Cathy Demars, Aviva Rabins, Kalab Bekele, Allie Fogg, Jean Jacks, Shanice Romero, Shai Lev-King, Audra Winn, Shawn O'Connell

Facilitated by: Whitney Robinson & Audra Winn

- Welcome- Tara, Whitney
- Wrap-up **paired interview icebreaker:** *Jean, Audra presented on one another.*
- **Vote on new applications: everyone rec'd before mtg.—presented by Whitney**
  - Niloufar gave comments encouraging all 5 applicants to be voted in.
  - no one objected to any applicants
  - voted in: Nicole M, Allyson B, Shanee M, Amanda D, Sara L
  - Tara will reach out to each to inform them and their managers.
  - Tara will send out a pre-recorded onboarding training link for these new members
  - will invite them to the November and December 2024 meetings.
  - Shai asked if there can be a new member at mid-point through the year- has a somewhat interested colleague. Will continue to support this person's interest.
- **Co-chair role for 2025:** Jean Jacks submitted a letter of interest.

voted in: Jean was voted in as co-chair for 2025 by the committee. There were no objections.
- **Short Gender Training** (requested when we asked for retreat ideas. Ideally use the sogi training that has already been developed- by Tara).

One question in training was asking group how comfortable they would be leading a conversation on gender identity labels and issues as well as sexuality-- 0-5 scale (5 very comfortable) and our range was 3-5 as a group.