

Jan 7, 2025, DEI Meeting Minutes

Present: Tara Flippo, Whitney Robinson, Cathy Demars, Shai Lev-King, Jean Jacks, Shawn O'Connell, Nicole Matakanski, Shanice Romero, Amanda Darmanchev, Meghan Gump, Trisha Rogers

Absent: Allison Boswell, Sara Lacasse, Aviva Rabins

Facilitator- Jean

Notetaker- Whitney

- Welcome to the 2025 version of our committee, our guest Trisha Rogers and welcome back Meghan (Jean)
- Approve Dec minutes (Jean)- Minutes approved by Cathy and Shawn
- Icebreaker: "1,2 Intro" (Tara)
- Role of the DEI committee as a Board Committee from Meghan, Chairperson of VMG Board (Meghan)- Meghan explained the board's support and similar wishes to cultivate DEI efforts across the health centers. Discussed the importance of having a link on the committee to higher management and the board. Discussed how the board will try to explore suggestions made but have to consider many aspects of VMG and how changes effect all.
- Misc: 1- Allie F (NHC) and Shawnee M (AMC) are no longer at VMG so we have two vacancies
 - 2- Review roles of DEI Leadership
 - 3- Functionality of Zoom (computer vs phone), Chat, and Advanced tools like Annotation- Tara took a poll during the meeting with most answering with little knowledge of different Zoom capabilities, she will explore this further in meetings to utilize tools.
- Goals and brainstorm of focus areas for 2025 (small groups in breakout rooms and then report back) (Jean), Tara can set up break-out rooms- Members discussed taking closer looks at health equity and outreach, hiring diverse employees across the centers, continuing the mosaic group, having booths at the upcoming pride events, creating variety of training opportunities, having an employee help with signing patient's up for insurance for easier access (Meghan stated she will look into this), staff connection, connecting with patients. Trisha explained her role on the quality committee and wanting to look into the CSRP program to increase health equity. Discussed hardships and barriers for patients within the program.

Respectfully submitted by Whitney Robinson, LICSW, Co-chair DEI committee