

DEI Meeting Minutes: November 9, 2021

Present: Paul Carlan, Meghan Gump, Deborah Cohen, Mike Ray, Jasmina Jalbert, Joudy Dinnall Niloufar Shoushtari, Frances Reyes, Emily Oppegard

1. Introductions
2. Review of agenda
3. Niloufar's concern re: spelling of Asian names on medical records: Discussed DEI Process for how to address identified implicit bias within organization. Discussed a specific situation regarding recommendation for the implicit bias identified in how we enter names and DOB into our medical record. Discussed the recommendation to Senior Leadership: identifies VMG bias-names collected incorrectly and that we suggest that the current system be examined and that a plan for improving system be presented back to DEI committee.
4. Review DEI Committee Charter: Focused on defining DEI mission and creation of charter. Discussed how to proceed to define DEI LGBTQ committees. Addressed that LGBTQ is currently advisory committee to medical director (more clinical). Discussed welcoming a representative from LGBTQ member to the DEI meetings to surface concerns. Discussed DEI continuing to work on defining strategic plan. Discussed considering creating an advisory committee for racial equity in future. Use DEI committee to address employees and shareholders and organizational concerns not clinical. Choose Option 1 with intersectional Lens and notified as above.
5. Follow up meeting scheduled for December 14th, 2021.