

## DEI Committee Minutes for 6/4/24

Start time: 12:02 pm via Zoom; ended 12:59 pm

Present: Cathy Demars, Allison Fogg, Aviva Rabins, Jean Jacks, Niloufar Shoustari, Sara Boisvert, Tara Flippo, Audra Winn, Shawn O'Connell, Shai Lev-King, Whitney Robinson

Absent: Paul Carlan, Shanice Romero

- i. Approval of May minutes: moved by Niloufar, second motion by Aviva
- ii. Icebreaker by Tara- engaged most present with open questions on diverse viewpoints to share

### I. Open discussion of committee's focused projects for this year (Tara)

What are the projects that the committee is motivated to work on? Importance/ value of being proactive vs reactive to problems that come to us. Strategic. Example: Retaining diverse employees (identified by Human in Common Survey and feedback previously, identified in our 2024 survey to staff); Tara rev'd that this year we worked on reminding staff of language interpretation services in all positions and levels in our centers, which came from an issue in the committee earlier in 2024.

Jean: need for cultural difference education about patients, staff for staff; pronoun importance education

Niloufar: annual training on ADP on DEI topic, ensure that this is not a one time thing. Also: handling negative pt comments that are oppressive in nature, how can we proactively have more affirmations in our centers so that patients get the idea that speaking with bigoted comments in visits is not acceptable with providers or staff

Allie: echoed Jean's comment, DEI in all dept/team meetings (not just suggesting but ensuring!)

Sara: educating on why DEI is for everyone and effects everyone

### iii. II. Implicit Bias training impact (Audra)

-How will you use the content from training to further personal and team/dept. conversations? Next steps?

Aviva: feedback on ppl commenting on getting lectured and then disengaging in the training rather than fully participating; could we do a biases quiz for self-assessment that helps engage people more? (next time)?

Jean: people tend to engage around personal stories more, sharing, which eases tensions- Jean will plan to continue in this light w/ her team mgmt at AMC, nursing, reception

Sara: can we give the msg to SLT that more time is needed to learn, process the training info; not everyone is digesting, remembering this info

Shai: can we break it up into multiple sessions

### III. Kalab's departure (Audra)

encouraged support for Mosaic now just Jean/Tara for planning. Support in general by talking up to our teams, reminding it is there as an inclusive outside of work affinity group

-thanks to Aviva for being new DEI Ambassador in AMC!

IV. Franklin Pride 6/15 (Shai): 5 RSVPs so far, big turnout expected in other orgs marching in the parade.

V. Begin to think about what we should focus the retreat on in Sept. Discuss at next meeting (July): comment given: Shai: how to we f/up with everything here with so little continuity in our workplace (4 centers) and no wiggle room for time?

Respectfully submitted by Audra Winn, co-chair of DEI comm.