

Present: Tara Flippo, Whitney Robinson, Audra Winn, Aviva Rabins, Niloufar Shoustari, Cathy Demars, Kalab Belkele, Shai Lev-King, Jean Jacks, Shawn O'Connell, Sara Lacasse, Shanee Moye

Absent: Paul Carlan, Nicole Matakanski, Amanda Darmanchev, Shanice Romero

Meeting start time: 12:04p

End time: 12:58p

Nov 5th DEI Meeting Agenda

Facilitator- Audra

Notetaker- Whitney

- Welcome to newest members. If you have not yet watched the pre-recorded orientation that Tara sent, please do so. (Audra)
- Approve Oct. minutes (Audra) Approved by Aviva and Niloufar
- Wrap-up paired interview icebreaker: Shanice & Niloufar (Tara)
- New icebreaker activity (Tara)
- Informal thoughts from board members on our annual report – positive response, keep advising and DEI 5 reflection (Audra): Board is supportive of DEI initiatives, Audra discussed her experience in meetings with other team leaders integrating DEI 5, finding it is flowing well and was received well. Kalab, and Niloufar: AMC all staff meetings have had DEI 5 moments and felt it was received well as well. Multiple teams discussed breast cancer and race. Tara discussed results from DEI surveys that VMG staff have expressed wanting practice and time to discuss DEI related issues. Tara has sent information to team leaders to help facilitate this conversation. Shai: Feels there has been more awareness at GHC related to LGBT+ topics but feels conversations have been inconsistent in meetings, discussed possible 2025 plans to advocate for this more.

- 2025 roles (Tara):

- 4 DEI Ambassadors: Shanice (NHC), Shawn (AMC), Nicole (GHC), Whitney (EHC), Whitney & Jean co-chairs,
- need two Pride organizers for May Pride event in Northampton then Franklin county event in June – please think over so we can finalize in Jan or Feb (testimonial from Shawn &

Shai?): Shawn has volunteered to coordinate May Pride in Northampton, Shai discussed her experience and Allison has stated she would like to help. Tara discussed current banners and items we have to hand out for next year and budget for things needed for events

- process change: DEI holidays/recognition events communications in 2025 (Tara)- Tara has written our DEI holidays/recognition event emails in advance for 2025, condensed emails have made them less personable and it has been challenging to get holiday descriptions submitted, discussing possible plans to focus committee energy into decorating or other aspects related to the events (ex. Pride, Black history month, etc).

- Updates: 1) framed posters in waiting rooms, 2) website translation: Tara states there are 4 languages available on the VMG website currently, each translation is paid for individually with 6 languages to be chosen based on most frequent languages translated for at our health centers. Positive feedback has been received about the changes. 3) SOGI training from Baycare/MIH: Open until December 31st, encouraged to complete, 4) Tara on leave Nov 8-Jan 3 (Tara) 5) Plans for discussion for the 2025 year about holiday inclusivity and other topics that could not be addressed/ started to discuss this year. Jean expressed at AMC that they have done Winter wonderland in the past and discussing in the future how to make more inclusion for other ways that colleagues and staff celebrate.

- Stipends for 2024, submitted in Dec after final meeting (Audra)