

August 6 DEI Committee Mtg Minutes

Facilitator: Audra

Notetaker: Tara

Present: Kalab, Paul, Jean, Aviva, Cathy, Allie, Shawn, Shai, Shanice, Tara

Absent: Whitney, Niloufar

- Approve Minutes- Paul approved July minutes and Cathy 2nded

- Quick announcements- Tara
 - Sara Boisvert is no longer working at VMG. Her committee seat will remain vacant until we fill seats later this Fall and we are looking for an interim DEI Ambassador at GHC. Tara has approached Shai.
 - Tomorrow, Tara will send out the call for new DEI committee members and will accept applications through mid-September. Trying to fill 4 seats (Niloufar's, Audra's, Kalab's, Sara's)!
 - 3 of the 4 DEI Bulletin Boards have gone up in the employee breakrooms. Hopefully GHC one will go up this week. Boards feature--- Link to DEI Suggestion Box (QR code), poster on DEI Ambassador program, DEI News (monthly newsletter), and that month's DEI Holidays/recognition events.

- Tara: Paired interviews (8 minutes in breakout rooms). We will have time to hear from up to 4 pairs into their partner.
 - Cathy/Aviva share and Allie/Shawn share.
 - Share remaining partner intros in subsequent mtgs.
 - Tara will send info to Shanice, Shai, Niloufar, and Whitney
 - Questions:
 - What are your hobbies and how did you get into them?
 - What's your favorite way to unwind after a hectic day?
 - If you could visit any place worldwide, where would it be and why?
 - What book or movie left a lasting impression on you?
 - Who do you look up to, and why?

- Review details of the TUES Sept 10th Annual Committee retreat – Audra
 - TUES Sept 10th retreat 2:00-4:30P (at GHC Large Conf Room). Early supper to follow. Tara will order and it will be paid for out of DEI budget.
 - A) 45 minutes on **Conversation - Cultural Identity and Impacts on your interactions with patients and co-workers**

- B) 60 minutes interactive ***Training on Foundations in DEI, which includes Social Identity, Intersectionality, Socialization, & Levels of Oppression***
 - C) 45 minutes in small groups **Practice time – interrupting microaggressions/bias scenarios**
- Audra: Questions for the Board? Dr Gump has asked what questions we have for the board.
 - What is the board's take on DEI and its support and impact in the individual centers? Is there anything they would like us to be doing that we aren't already?
 - What are the obstacles of achieving a higher level of success with DEI efforts?
 - Could a training budget be approved so 30-minute training could occur during the workday that does not happen over lunch?
 - Could DEI members be involved in employee disputes and complaints? Brought in by HR.
 - How do they feel we have been doing as a committee?
 - Does the board have goals/resources they can provide to increase diversity among providers and mid-level managers?
 - What can we do to provide additional outreach to new patient communities?