

6/14/2021

DEI Council

Attendance: Cheetah, Na'Taya, Dani, Shalona, Jovonka, Sansara, Krista, Meredith, Joe, Clarissa, Kelly

Discussion regarding Pride event:

- Concerns expressed regarding the council's first introduction to staff
 - Explored potential backlash of focusing on Pride for first interaction with staff
- Shalona proposed a Meet & Greet with the Council
 - Council members to dress in a way that celebrates the diversity they bring to the table
 - Not limited to Pride
 - Inclusive of Juneteenth, Black History Month, and all other celebrations not previously celebrated or acknowledged at KVC
- All Council members present agreed with the proposed staff Meet & Greet with DEI Council
- Further down the road plan for various individual celebrations

Discussion regarding DEI Council Opportunity to Interact with all Offices:

- DEI Council plan an event quarterly rotating between offices
- FUNDING???

Virtual Meet & Greet with your DEI Council on July 9, 2021

- July 9, 9:00-10:30a
 - Virtual Meet & Greet
 - Sansara will send out calendar invite to all KS BHC
 - Requested assistance with wording (I offered something below for folks to weigh in on)
 - Sansara will facilitate the virtual event and identify an ice breaker question as people pop in to meet Council members

Commented [MJ1]: I can be on the virtual from 9-9:30

Commented [NQ2]: I can be available from 9:00-10:30

Commented [SO3]: in my calendar for 7/24

Proposed language for email invite (other Council members please feel free to weigh in):

Hello KVC Kansas! The DEI Council is excited to meet each of you. Please pop into our virtual meet and greet for a few minutes or feel free to stay the entire time. We are honored to represent your voices at the table. The DEI Council wants to hear from you.

- What do you want to see from the DEI Council?
- What issues are important to you?
- How would you like the work of the Council to be communicated?
- What do you want us to know?
- In what ways can we celebrate Diversity?

Fun in the Sun Meet & Greet with your DEI Council on July 9, 2021

- July 9, 1:30-3:30ish
- Lawn next to Ball Conference Center
- Sansara identified having left over swag from previous employee appreciation events as well as some games

- Sansara to send out e-mail invite to all BHC (proposed language below)
- Kelly spoke with Linda
 - Linda identified she had previously requested Julie Gerber to order yard/lawn games.
 - Kelly will contact Julie to obtain access to such games.
 - Linda approved purchasing water/soda for afternoon event.
 - Kelly will purchase & bring

Commented [SO4]: in my calendar for 7/24

Commented [KY 5R4]: Do you mean 6/24?

Commented [SO6R4]: @Kelly Young Whoops. Definitely.

Needs & Responsibility (I identified some things we spoke about however I'm sure there are many others so please feel free to add)

Needs?	Who will be responsible?
Water & Soda	Kelly
Yard games	Kelly
Coolers for Water & Soda	
Tables outside? Or do we want to encourage folks to bring a lawn chair or blanket? If we want tables we will need to request from Michael Nicoski.	
Suggestion Box	Meredith
Speaker & Music	Kelly
Check with Lance about donations	Na'Taya
Check with Jackie about donations	Na'Taya

Commented [DM 7]: Dani-I think that could make it more comfortable for people.

Proposed language for email invite (other Council members please feel free to weigh in):

Hello KVC Kansas! The DEI Council is excited to meet each of you. Please join us for some fun in the sun! We will be enjoying yard games, music, time to connect with each other, and a refreshing beverage. Please stop by for a few minutes to say hello or stay and enjoy the festivities. The Council is honored to represent your voices at the table. The DEI Council wants to hear from you.

- What do you want to see from the DEI Council?
- What issues are important to you?
- How would you like the work of the Council to be communicated?
- What do you want us to know?

Feel free to speak with a Council member and share your ideas. We will also have a suggestion box available for you to share your ideas anonymously. The Council hopes to see you!

Additional items discussed:

- Something similar to Red Friday on a weekly basis
 - E.G. Diversity Monday's, high 5 Friday's

For further discussion:

- DEI council identify a day/time of the week to touch base regularly

- Lunch hour? Or 30 minutes
- DEI council identify a regular meeting time
 - There is nothing scheduled after the next meeting Julie sent a Doodle Poll out for
 - I would like to suggest Friday mornings if at all possible (not necessarily every Friday unless the Council wants to do that but just that our Council meetings are on Friday's)
 - *I start the PhD program in the fall and am committed to continuing on this Council. I don't know my full schedule just yet but know I will be available on Friday's.*
- Roles within the Council- I have added names of people for roles they have expressed interest in. It would be great if other council members would identify roles, they would be interested in!
 - DEI Council Co-Leads (2)
 - Set DEI Council agenda, lead meetings, collaborate with leadership and others to move DEI strategic plan forward
 - Kelly Young is interested
 - Na'Taya Quinn is interested
 - DEI Council member liaisons (2)
 - To join systemwide DEI Council that includes all subsidiaries and represent the work of the KVC Kansas DEI Council
 - Dani Martinez
 - Sansara Owens is interested (I sometimes join other subsidiary meetings already or get looped into LGBTQ language/policy stuff for KVC Health Systems)
 - Na'Taya Quinn is interested
 - DEI Council administrator (1)
 - Manage meeting schedule, meeting minutes, and DEI council communication to KVC Staff
 - Kelly Young is interested

Commented [DM 8]: I am available every day during the lunch hour and in general am pretty flexible with my time.

Commented [SO9]: This could potentially work for me, if I knew ahead of time. Trainings often end at 12/12:30, so I could also try to make this work if we had something become regularly scheduled!

Commented [KY 10R9]: I do so much better with a regularly scheduled meeting :)

Commented [KY 11]: Thanks, Dani!

Commented [JB 12]: I can be available during the lunch hour pretty much any day as well!

Commented [NQ13]: I'm in the same boat as Kelly. I also start my PhD program in the fall and do not know my schedule yet; however, I am fully committed to the council as well. I'm currently flexible before 1:00 any day of the week.

Commented [DM 14]: This works for me

Commented [KY 15R14]: Thank you!

Commented [SO16]: If I am not facilitation New Hire Orientation, I could make sure to keep open times Friday morning, especially if we have it regularly scheduled. I'm an early rise and usually do not have meetings between 8-9am :)

Commented [KY 17R16]: Awesome! Thank you!

Commented [KY 18]: Awesome, Sansara! Thank you for identifying a role you're interested in!