

DEI Council Meeting
8/13/21

Attendance:

Kelly, Dani, Krista, Shalona, Caroline, Na'Taya, Jo'Vonka, Clarissa

Absence:

Joe, Sansara, Cheetah, Meredith

Executive Leadership Liaison's:

Danielle, Linda

Agenda:

- Charter
- Roles
- BIT Behavior Grid

Charter:

Reviewed, discussed, edited, and finalized charter. Ensured definitions in charter matched with definitions in the BIT training.

- Added language to the Charter clarifying roles and allocation of those roles according to personal interest, and member voting
- What should the representation of the council be?
 - That way there is enough diversity so that there are POC/ diff, Identities, and their voices on the council
 - Language that there is at least one person of color in a leader position within the council

***Absent council members will need to review the charter so it can be sent to all staff members**

Feedback from KVC KS DEI BIT training:

- Discussed zero tolerance
- Discussed some differential response
 - Teachable vs zero tolerance
- How do we best address staff feeling comfortable going to HR with DEI concerns?
 - What is the role of the council in addressing these concerns?
- Discussed fear of retribution in coming forward with concerns
 - We now have an online link that information can concerns can be reported anonymously
 - [My Voice \(integrareport.com\)](https://integrareport.com) is the other current reporting system for concerns.
 - BIPOC impacted differently when coming forward

- HR has legal processes they are required to follow
 - HR is the preferred source to report to as a result
- Discussed implementing a survey across departments regarding the 18 competencies listed in the BIT training.
- Discussed leadership needing training on how to address DEI issues
- DEI council identified wanting to focus on workplace to ensure we have a strong culture to build other DEI strategies around

Roles

- Lead/Co-lead
 - Na'Taya & Kelly
- Liaisons
 - Clarissa & Joe
- Administrator
 - Caroline
- Treasurer
 - Krista

Survey

- Id concerns & solutions
- Use the 18 behaviors from BIT training to use in survey
 - Homework
 - Bring survey suggestions to next meeting

KC Pride Fest

- August 21-22
 - Booth & volunteers
 - DEI council members asked to volunteer

Next meeting:

- Survey questions
- Zero tolerance policy suggestions
 - What would the bottom line be?
- Strategic plan