

## VSEA Diversity Committee Meeting Agenda – 4/13/21

**Present:** Marcus, Helen, Veronica, Beth, Aimee

1. Welcomes, review of meeting norms
2. Report out on previous week's action items
  - a. Committee bylaws – This structure not currently set up for committees.
  - b. Officer elections – Up to each committee to decide. VSEA President names chair by default.
3. Discussion of committee structure:
  - a. No Robert's Rules
  - b. More organic, rotating "roles" assigned each week for next meeting
  - c. Roles:
    - i. Facilitator
    - ii. Scheduler/announcer/agenda creator
    - iii. Clerk
    - iv. Report out/up on DC progress
    - v. Permanent point-of-contact = Beth, as BOT appointee
4. Discussion of proposed initiatives/topics:
  - a. Member demographic poll
    - i. Idea to include demographic options with the updated contact info portion of the next mail-in ballot
    - ii. Problems surrounding such "check-box" polls, not inclusive
    - iii. Vision for this poll: open-ended, qualitative data
    - iv. Goal: identify the marginalized communities within our union, LISTEN to them, amplify their voices
    - v. Then create safe space for solidarity, to feel seen and heard
    - vi. Rebuild trust within our membership
    - vii. Idea to create separate email, introducing the committee's work & asking for how members identify in order to get this data
  - b. Proposal to create two initiatives: affinity group for BIPOC & marginalized union members; active outreach & education initiatives. Both will assist in rebuilding trust and creating change.
5. [Tabled] DEI trainings, education
6. [Tabled] Showcase other union activism around DEI issues
7. [Tabled] Tackling an engrained culture of white supremacy
8. Review of action items
  - a. Create google group – Helen
  - b. Draft member poll & email – Helen & Marcus
  - c. Send instructions for meeting announcements - Veronica
9. Upcoming meeting dates (@5-6pm):
  - a. Monday, April 26<sup>th</sup>

b. Wednesday, May 12<sup>th</sup>

c. Monday, May 24<sup>th</sup>

10. Assignment of next meeting's roles:

a. Facilitator - Helen

b. Scheduler/announcer/agenda creator - Beth

c. Clerk - Marcus

d. Report out/up on DC progress (N/A)

11. Salutations