

DWELLING PLACE OF GRAND RAPIDS
DIVERSITY, EQUITY, AND INCLUSION COUNCIL
October 8, 2019
Unapproved Minutes - Draft

MEMBERS PRESENT: Dennis Sturtevant, Richard Stevens, Annamarie Buller, Grace Thuo, Ken Kaminski, Laurie Mullennix,, Latrisha Sosebee, Raphael Shamsid-Deen, Liz Mui, Zoe Post, Alex Valentine

MEMBER ABSENT: Justin Rhodes

The meeting was convened at 2:06 pm by Ms. Buller.

**APPROVAL OF
SEPTEMBER
MINUTES**

Minutes of the Diversity, Equity, and Inclusion Council meeting of September 24, 2018 were approved with a motion made by Ms. Sosebee, supported by Mr. Post, and carried unanimously.

DEI PLAN - GOALS

Goal 3 A - "Utilize skill evaluations to determine the needs of the workforce and Board of Directors, both job competencies and soft skills, at all levels."

- "Determine the needs of the workforce...?"
- Emphasize on soft skills.
- Could be moved to Goal 2?
- Add Goal 3 D (green) as a word plan item under Goal 3 A?

Goal 3 B - "Create leadership and career development education and training plans to address gaps that may be preventing equitable participation and opportunities for career advancement."

- Move to Goal 2 section and replace Goal 2 B with Goal 3 B.
- Add "...mentorship for staff and board".

Goal 3 C - "Secure training programs aimed at preparing leaders to promote the D/E/I goals and actions among their teams and partners."

- "Establish/Seek" instead of "Secure" training programs to promote the DEI goals and actions among "Dwelling Place" teams and partners.

Goal 3 D - "Include D/E/I framework as part of individual performance plans, tracking goals and personal development plans in Paylocity."

- "Integrate DEI principles into individual performance plans, tracking goals, and personal development plans."
- Work plan item?

**PROPOSED AGENDA
AND NEXT MEETING**

The next Diversity, Equity, and Inclusion Council meeting will be held on Tuesday, October 22nd at 2:00 PM.

ADJOURNMENT

The meeting was adjourned by Mr. Sturtevant at 3:26 PM.