

DWELLING PLACE OF GRAND RAPIDS
DIVERSITY, EQUITY, AND INCLUSION COUNCIL
September 24, 2019
Unapproved Minutes - Draft

MEMBERS PRESENT: Dennis Sturtevant, Justin Rhodes, Grace Thuo, Ken Kaminski, Laurie Mullennix,, Latrisha Sosebee, Raphael Shamsid-Deen, Liz Mui, Zoe Post

MEMBERS ABSENT: Richard Stevens and Annamarie Buller

The meeting was convened at 11:38 am by Denny Sturtevant.

**APPROVAL OF
AUGUST MINUTES**

Minutes of the Diversity, Equity, and Inclusion Council meeting of August 28, 2018 were approved with a follow-up request from Ms. Mullennix to send a copy of the 2018 Employee Survey to all council members. A motion was made by Ms. Post, supported by Mr. Kaminski, and carried unanimously.

**DEI PLAN - DRAFT
REVIEW AND
COMPARISON**

The council discussed the “Goals” section of The Plan, which was written by representatives from HR Collaborative. Ms. Mui printed, cut out, and displayed each goal in different colors onto the white board as a visual guide for the discussion process. Each goal and subsection was evaluated for clarity and purpose. Ms. Post assisted with relocating the cut-outs on the white board during the analysis. The following items need to be rewritten or discussed further:

- Goal 1, Item C (blue)
- Goal 1, Item E (blue)
- Goal 2, Item A (red)
- Goal 2, Item F (red)
- Goal 2, Item G (red)

The council will continue to discuss Goal 3 (green) and potential focus/themes/categories at the next meeting.

Ms. Thuo reminded the council that the definition of “Inclusion” needs to be revised, as previously discussed.

Mr. Sturtevant still plans on connecting with Steve Robbins to schedule a company-wide presentation on inclusion.

Juan Olivarez - Wheelhouse Talk on Diversity, Equity, and Inclusion - Friday, October 11th at 4 PM at Charles W. Loosemore Auditorium, Richard M. DeVos Center 401 Fulton St. W., Grand Rapids, MI 49504. This is a free event.

**PROPOSED AGENDA
AND NEXT MEETING**

Ms. Mui will schedule the next few Diversity, Equity, and Inclusion Council meetings with the goal of establishing bi-weekly meetings.

ADJOURNMENT

The meeting was adjourned by Mr. Sturtevant at 1:15 PM.