

DWELLING PLACE OF GRAND RAPIDS
DIVERSITY, EQUITY, AND INCLUSION COUNCIL
December 19, 2019
Unapproved Minutes

MEMBERS PRESENT: Dennis Sturtevant, Richard Stevens, Grace Thuo, Ken Kaminski, Laurie Mullennix, Latrisha Sosebee, Liz Mui, Zoe Post, Justin Rhodes, Annamarie Buller

MEMBERS ABSENT: Alex Valentine and Raphael Shamsid-Deen

The meeting was convened at 10:36 am by Ms. Buller.

APPROVAL OF MINUTES Minutes of the Diversity, Equity, and Inclusion Council meeting of November 20, 2018 were approved with changes regarding the Adjournment section. "Resident Engagement Council" needed to be updated to "DEI Council". A motion was made by Ms. Sosebee, supported by Mr. Kaminski, and carried unanimously.

COVER PAGE Add "Non-Profit Housing Corporation" on the cover page. Ms. Mui will work with Ms. Sosebee to incorporate branding aspects.

APPENDICES Employee surveys and focus group results would be available to the public upon request. Board members and employees would have access to the results on an employee portal. Mr. Stevens recommended that information about survey results be removed, but add that the goal is to conduct annual surveys and focus groups.

Demographics would remain as an appendix. The Community Demographics section was eliminated, in addition to the Tenure, Employment Classification, Job Level, and Annual Salary chart from the Employee Demographics section.

PLAN OVERVIEW Second paragraph, first sentence - change "amongst" to "among"

EXECUTIVE MESSAGE Several members of the council suggested that the Executive Message be updated to reflect person-first language and inclusivity by changing "homeless men and women" to "residents struggling with homelessness".

GOAL THREE Goal Three (D) was moved to Goal One (D-3), because the goal aligned more with inclusion. The council will continue to discuss Goal Three and work to combine any remaining items in order to condense the list.

FINAL WORDS The Final Words section was eliminated, because the Executive Message covered the purpose of this section.

PROPOSED AGENDA AND NEXT MEETING The next Diversity, Equity, and Inclusion Council meeting will be held on Wednesday, January 8th at 11:00 AM.

ADJOURNMENT The meeting was adjourned by Ms. Buller at 12:04 PM.