

DWELLING PLACE OF GRAND RAPIDS  
DIVERSITY, EQUITY, & INCLUSION COUNCIL  
UNAPPROVED MINUTES  
July 23, 2020

**MEMBERS PRESENT** Annamarie Buller, Ken Kaminski, Laurie Mullennix, Zoe Post, Justin Rhodes, Raphael Shamsid-Deen, Latrisha Sosebee, Dennis Sturtevant, Grace Thuo

**MEMBERS ABSENT** Rick Stevens, Alex Valentine

The meeting was convened via video conference at 1:04 PM by Ms. Buller.

**APPROVAL OF MINUTES** **Minutes of the April 7, 2020 and May 4, 2020 minutes were approved by motion of Ken Kaminski, seconded by Laurie Mullennix, and carried unanimously.**

**REPORT ON WEBINAR** Staff that attended the “Understanding Systemic Racism” workshop led by Steve Robbins gave their thoughts on the seminar. Essential points included differentiating between “big R” and “little r” racism—racism at an individual versus systemic level—and using points from the seminar as base-level knowledge to start conversations about race and inclusion.

For the upcoming training with Steve Robbins, the council discussed obtaining a recording of the meeting to share with board and staff who could not be present. Given the value of the breakout rooms at the previous training and the need to create space for everyone to share, the council hopes to implement small breakout groups at the August 21 session as well. Mr. Rhodes will send out an information email to staff and Ms. Post will send one to the board.

**DEI PLAN FEEDBACK RESULTS** The Council reviewed the feedback received from board and staff from the DEI Plan survey, both the overall results of each question and the individual comments. Adjustments made to the plan are as follows:

- Adjust the fourth paragraph of the Board and Executive message: “That event and the protests that followed throughout the United States served to raise public awareness to the consequences of racism, *both personal and systemic, which* are still prevalent in all of our major institutions.”
- Under Definitions: Diversity, add “also”: “While diversity is often used in reference to race, ethnicity, and gender, we embrace a broader definition that *also* includes, but is not limited to...”
- Adjust item 1 under 1d: “Offer *education and* training programs...”
- Add a fourth point to 1d: “Ensure that implementation and allocation of resources will be prioritized by all leaders of the organization.”

Many of the comments from the survey went beyond the scope of the DEI plan, so the council will review these comments again when creating the work plan.

**NEXT STEPS**

The council will hold an informal meeting on July 28 to discuss presenting the plan to the board.

**ADJOURNMENT**

The DEI council was adjourned at 3:35 PM by Ms. Buller.