

DWELLING PLACE OF GRAND RAPIDS
DIVERSITY, EQUITY, & INCLUSION COUNCIL

July 23, 2020

Committee Approved October 1, 2020

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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 breakout groups at the August 21 session as well. Mr. Rhodes and Ms. Post will send out information to the staff and 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 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 and will be revisited 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.