MEMBERS PRESENT: Annamarie Buller, Ken Kaminski, Zoe Post, Justin Rhodes, Rick Stevens, Angie Sanborn, Latrisha Sosebee, Dennis Sturtevant, Grace Thuo

MEMBERS ABSENT: Laurie Mullennix, Raphael Shamsid-Deen

The meeting was convened at 2:07 PM.

APPROVAL OF MINUTES Minutes of the Diversity, Equity, and Inclusion Council meeting of July 23, 2020 were approved by motion of Zoe Post, seconded by Latrisha Sosebee and carried unanimously.

STEVE ROBBINS SURVEY RESULTS The committee discussed the purpose and outcome of the survey sent to all staff and board members in response to the Steve Robbins Webinar hosted on August 21, 2020. The survey has been in use by the CB&E department but served as the first survey template for a DEI event. It was questioned whether the survey gave us efficient feedback to help inform the committee. Results and analysis include:

- 52 Respondents: 43 staff, 7 board members, 2 AmeriCorps/Interns
- Strongly agree or agree was the majority answer for each survey question on the strongly agree to disagree scale.
- Many comments requested a training or presentation that dives deeper into systemic racism.
- More advanced notice of the event could increase participation by board members and staff.

Ms. Post will include the survey results in the next Board Meeting materials.

WORK PLAN The committee discussed different ways to approach the creation of the work plan. Mr. Sturtevant sent a memo to all staff members requesting input on the implementation of the DEI plan by department. Ms. Post, Mr. Rhodes, and Ms. Valentine will research other organizations’ DEI work plans and present the frameworks used by them at the next DEI Committee Meeting.

NEXT MEETING The next Diversity, Equity, and Inclusion Council Meeting will be held on November 2, 2020 at 11:15 AM

ADJOURNMENT The meeting was adjourned at 3:50 PM.