MEMBERS PRESENT: Alex Valentine, Dennis Sturtevant, Richard Stevens, Angie Sanborn, Justin Rhodes, Latrisha Sosebee, Grace Thuo, Ken Kaminski, Jason Vanwormer

The meeting was convened at 10:57 AM.

FUTURE OF DEI COMMITTEE
With the arrival of our new CEO, Mr. Deroo, the committee discussed the future make-up of the committee: who to recruit and how to add members.

The role of the DEI Committee and their responsibility to track the work plan action items needs to be determined.

APPROVAL OF MINUTES
Minutes of the Diversity, Equity, and Inclusion Council meeting of May 3, 2021, were approved by consensus.

DEPARTMENT UPDATES
Community Building and Engagement:
Goals are tracked on a spreadsheet that is shared with the department. Each goal is assigned to the appropriate staff and updates and notes are added.

Background checks:
The revised resident selection criteria for Permanent Supportive Housing was approved. The goal of the revisions is to lessen the desperate impact on people of color in the selection process. The background check policy for employment screening is the next to be reviewed.

Real Estate Development (RED):
The RED Committee is looking at their relationships with minority vendors and how to make changes to improve those relationships and to create new ones.

Finance Department:
The finance team discusses DEI topics in their quarterly team building meetings. In the past, they reviewed the Bike and Build program.

Resident Services:
Resident Services found the need for a few documents to be translated in Spanish. A process to request translation services with the Hispanic Center needs to be created and shared with all Dwelling Place Staff. They also discussed the desire for ethics training.

GOAL ONE AND TWO CORRECTIONS
The committee reviewed previous action items not yet finalized and made corrections making the language of the action items more precise and included measures. Further review is necessary for the action item regarding rental and employment screening. Mr. Rhodes will convene with the Officers to complete.
AFFINITY GROUPS Mr. Sturtevant and Mr. Stevens shared publications on affinity groups. The committee discussed the benefits and considerations of creating affinity groups at Dwelling Place. The considerations are as follows:

- Employees will need to be given time to participate.
- Are there enough employees to sustain the different groups?
- Will a DEI Coordinator need to be hired to successfully create and facilitate the groups?
- Affinity groups will bring employees together from the different departments.
- Is there potential for other organizations in the industry to come together to create affinity groups?

DENNY’S FAIRWELL Wishing the very best!

NEXT MEETING The next Diversity, Equity, and Inclusion Council Meeting will be held on Tuesday, September 7, 2021 at 11:00 AM

ADJOURNMENT The meeting was adjourned 12:46 PM.