

DMA SEIC Committee Meeting Minutes

Jan 10, 2024

Present: Robert Thiede, Jennifer Caravella, Joseph Grenier, Sam Liebl, Teresa Erler, Drew Paulson, Shawn Sallee

Excused: Lacey Donatell, Dorothy Bristor

Guests: Candice Hanson, Stacie Mayer, Katie B

Shawn had issues connecting so Stacie reviewed the DMA Equity Committee update as it was informational only.

Stacie reviewed discussion points from the DMA JDEC

- Unconscious bias training
- Witness stories, highlight role models, diverse guests, host open forums and others
- Inclusive leadership training
- Reading list, educational resources, and digital library

Parallel actions

- Training identified by surveys
- Marketing campaign highlighting pride in diversity

Shawn called the official meeting to order at 10:26.

Roll call was taken

Motion to approve the minutes made by Caravella, seconded by Liebl. All aye.

Discussion regarding the case study that Stacie provided.

Candice joined to discuss the change from Kepro to Acentra Health. She will be sending a survey to the group to find the priorities for training from this committee. The thought is to find two or three courses and have multiple offerings – different times of day, days of week to meet the needs of all staff.

The survey this committee did has not shared the results with DMA staff. Jennifer will work on a product to ensure all staff have the opportunity to see the finding of the survey.

Round Robin –

- Jennifer – next committee refresh (August) – communication regularly from our committee similar to the Wellness Committee or some of the others. This will be added to the next months agenda for further discussion.
- Joe – focus for help with people connecting with the community – trying to connect with leadership to integrate state forces with military forces – ensure they know he is available for them. TEAMS page to share information and get himself out here more. Creating something that the next person can build on after his term is ended.
- Sam – appreciate the opportunity with the Round Robin
- Drew – excited about the training opportunities that we can bring to everyone as well as sharing the survey results.
- Shawn – tenure for this committee is done in August, but you can re-apply if you wish

Katie – making progress with their Executive Council committee, had quarter 2 council meeting (Stacie reported out).

Shawn discussed promoting of this committee is changing lives of employees. Real world racial discord incident that gave that individual a way to reach out. That situation is in process.

Next meeting is set for February 7th at 10:00 am via TEAMS.

Motion to adjourn by Paulson, seconded by Sallee – Adjourned at 12:08 p.m.