

DMA SEIC Committee Meeting
Wednesday, August 2nd, 2023 – REACT / Virtual via TEAMS

Call to order at 10:14 a.m.

Present: Dorothy Bristor, Samantha Liebl, Teresa Eler, Lacey Donatell, Shawn Sallee, Andrew Paulson, Jennifer Caravella

Guests: Sara Martin & Candice Hanson

Motion to approve the agenda made by Bristor, seconded by Paulson. Motion carried.

Matt Davies welcomed the group to REACT and gave a brief presentation.

Motion to approve minutes from June 7, 2023 meeting made by Caravella, seconded by Liebl. Motion carried.

The first draft of the E&I strategic plan update is due Sep 8th. Discussion followed reading ideas to bring forward and ideas for this committee to proceed.

Priorities the committee would like to do/see done

- Connect with DMA employees via social media
 - Must treat people fairly – for the non-tech savvy
 - What does this look like
 - How to maintain engagement
- Encourage KEPRO and other specific training opportunities
 - How to have a respectful conversation
 - How to decline a conversation respectfully
 - Use actual examples of what not to do in trainings
- Remove any gender specific information on applications
- Add sexual assault awareness in public restrooms at DMA
- Review current policies and procedures for potential equity/inclusion concerns
- Ensure there are reasonable accommodations for all
 - i.e. ability to open all doors from inside - ADA
- Define what diversity means specific to this committee
- Study if there are statutes or admin code that may address Equity & Inclusion

Stacie shared the TAG and E&I Survey which the group reviewed as time allowed.

DMA SEIC Survey received 87 responses so far. One reminder will be sent.

Teresa showed the group how to send emails from DMA SEIC email account

Stacie did share employee numbers at each DMA location pulled from Star.

A KEPRO training update wasn't provide

Katie wasn't in attendance

The next meeting was set for September 6th 2023 and will be held virtually via TEAMS.

Motion to adjourn at 12:04 by Paulson, seconded by Liebl. Motion carried.