



*DEI Council Minutes
Draft
8.31.23
River Room
Noon*

Chair: Robert Lucas

Roll Call:

<input type="checkbox"/>	Jipaum Askew
<input checked="" type="checkbox"/>	Anna Davenport
<input type="checkbox"/>	Tony Gerard
<input type="checkbox"/>	Lee Van Alstine
<input checked="" type="checkbox"/>	Wendy Harris

<input checked="" type="checkbox"/>	Robert Lucas
<input checked="" type="checkbox"/>	Karen McGoy
<input checked="" type="checkbox"/>	Lisa Meyer
<input type="checkbox"/>	Kaylyn Meyers
<input checked="" type="checkbox"/>	Felicia Rouse

<input checked="" type="checkbox"/>	Kayla Sauerbrunn
<input type="checkbox"/>	Amber Suggs
<input checked="" type="checkbox"/>	April Teske
<input checked="" type="checkbox"/>	Jennifer Watkins
<input type="checkbox"/>	

Agenda Items:

- I. Call to Order**
 - Meeting was called to order at 12:08 p.m.

- II. Approve old Minutes**
 - Previous minutes were approved. Lisa motioned; Wendy seconded

- III. Items for Discussion**
 - Committee updates
 - Employee Relations – continued work on upcoming employee excellence award rubrics and criteria
 - Cultural Awareness – Working on the strategic initiatives; will have a schedule for the future by next week
 - Finish Defining DEI: Inclusion and Belonging

- Council engaged with Dr. Taylor on using the affinity process to complete definitions for both “inclusion” and “belonging”. Council adopted final definitions for both:
- Inclusion is: “intentional decision making practices that promote a culture where all members are valued and involved.”
- Belonging is: “Feeling safe, accepted and supported, increasing confidence and inspiring participation in building meaningful connections.”
- Council agreed to complete the operational definitions for belonging at the next meeting.

IV. New Business

- None

V. Adjournment

- Meeting was adjourned at 2:40 p.m. Kayla motioned and Lisa seconded.