



## DEI Committee May 19, 2022 - Meeting Minutes

Attendees: Jude Del Preore; Kent Pankey, Tamela Aikens, Alesia Grace, T.J. BeMent, Tonya Moore, Peter Kiefer, Sarah Brown-Clark, Tina Mattison, Ronald Truss, Ben Burkemper, Roger Rand, Erin Jones, LaTricia Kinlow

### 1. Discussion Topics

#### a. DEI Update:

##### i. Education, Resources & Learning Opportunities

##### 1. NACM Ethics Discussion –

<https://nacmnet.org/committees/permanentcommittees/governancecommittee/ethics-subcommittee/>

Next session is an open session hosted by Courtney Whiteside. Please join us and provide input

##### 2. 5 Powerful Ways to Take Real Action on DEI:

<https://www.ccl.org/articles/leading-effectively-articles/5-powerful-ways-to-take-realaction-on-dei-diversity-equity-inclusion/>

##### 3. Alesia: Here's a resource I would like to offer:

Antioch University › Win One For Humanity <https://www.antioch.edu>

The alum of Antioch New England's Environmental Education program says, "Permaculture design offers a toolkit." These tools mimic [...] WIN ONE FOR HUMANITY.

##### 4. Jude: Erin Jones Ted Talk - <https://www.youtube.com/watch?v=EYsk5--6Fk>

##### 5. Index - Deep Learning in a Disorienting World

<https://www.cambridge.org/core/books/abs/deep-learning-in-a-disorienting-world/index/CB1DD1C943C8815C33859150D385D12A>

Published online by Cambridge University Press: 29 November 2019.

Jon F. Wergin ... equilibrium, in learning, 110, 121, 123, 135, 136.

Erenrich, S., 129.

##### 6. Diversity and inclusion aren't what matter. Belonging is what counts -

<https://anitasands.medium.com/diversity-and-inclusion-arent-what-matter-belonging-is-what-counts-4a75bf6565b5>

For all our talk of diversity and inclusion (D&I), we often fail to recognize that just because someone is included in our organization, certainly doesn't mean ...

##### ii. DEI Collaborative Update

Discussion. Member Survey asks this question as well. Are Podcasts too long – no. What are items that we are hearing about and want to have longer discussions on?

How do we weave these discussions into NACM's work? The Board has been working on this. The CORE Committee has been applying a DEI Lens to each curriculum and adding DEI related information.



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- iii. DEI Book Club? Zanell Brown's Book on inclusion can be the first book. This will be our first book. T.J.: How about we post this as a pre-read for the annual conference and then we have a book club coffee talk?
  - b. Communications
    - i. DEI Social Media Outreach – Next 3 month review
      - <https://www.kazoohr.com/resources/library/inclusive-workplace-calendar>
      - <https://www.diversityresources.com/2022-diversity-calendar/>
    - ii. DEI Webinar(s) – Rick and Sarah to Update
      - 1. Meeting scheduled for next week.
    - iii. DEI Guide – volunteers needed! What needs to go into the DEI Guide?
      - 1. Terms and definitions.
      - 2. Zanell Brown: has an inclusion assessment
      - 3. Michael Roosevelt: Racial impact assessment
      - 4. Harvard bias tests/studies
      - 5. Include Background of why DEI matters
      - 6. Incorporate work of Blueprint of Racial Justice
      - 7. Cover all of the competencies including training court operations
      - 8. Statistical Reporting, standardized data collection
      - 9. Land acknowledgments
      - 10. DEI Roadmap – maturity model
      - 11. Self-Care, Vicarious Trauma and Resilience Training
  - c. Membership
    - i. Please take the annual membership survey.
  - d. Governance
    - i. Nominations - <https://nacmnet.org/who-we-are/leadership/board-candidacy/>
2. New Business
- a. Annual Conference – there is a DEI/Racial justice track
3. Adjourn