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/governance
committee/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 reaaction-on-dei-diversity-equity-inclusion/
      3. Alesia: Here’s a resource I would like to offer:
            Antioch University › Win One For Humanityhttps://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.
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.
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.kazooehr.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