

Centered In Equity Committee Meeting
Via Zoom

October 19th, 2021 at 1:00 pm
Minutes

In attendance: B. Cheives, J. Cummings, S. Malone, W. Dorsey, D. Stanley, C. Thornburgh, V. Stanley, S. LaRocca

Absent: Rev. Dr. R. Norris, W. Philius

- Board meeting CIE presentation was discussed by all members, all members agreed that it should not just be a one-time session.
 - Deborah Stewart will present to the board a curriculum similar to the one presented to all staff at TLP.
 - November 3rd Board meeting she will have 45 minutes to present, this will be included as the mission moment starting at 4:15 pm.
 - December 1st Board meeting a 20-minute video will be presented.
[Allegories on race and racism | Camara Jones | TEDxEmory - Bing video](#)
 - January 5th Board meeting will have a 30-minute question and answer session.
 - CIE will be added to the agenda for the remainder of the Board meetings, it should include a 5-10 minute update.
- It was reminded that the board directors did attend a micro-aggressions training last fiscal year.
- “Beyond the Board”
 - B. Cheives is doing intensive training at another non-profit agency and recommends that it may be beneficial to offer to our board. It was discussed that the board would have the opportunity to attend the voluntary training. This additional training could be called Beyond the Board.
 - Attending the voluntary training offers the benefit to better prepare the board directors to become ambassadors in the community.
 - This program shall be announced at the January meeting along with an agenda/curriculum.
- B Cheives stated that she will share a very in-depth self-assessment tool with D. Stanley for review.
- B. Cheives offered to train V. Stanley in Everyday Democracy in hopes that this group would be facilitated in the future at TLP.

- B. Cheives and V. Stanley expressed appreciation with the direction that the CIE committee is moving in. V. Stanley will report back to REACT, the agency's internal committee, with the progress of the CIE committee has done so far.
- D. Stanley requested the V. Stanley be a part of most of the board discussions and training moving forward to assure that the staff and board are working together in the right direction.
- It was discussed encouraging all members of the committee to look at his/her friends and colleagues as new potential board members to help diversify the board.

To Do:

- D. Stanley and B. Cheives are to talk offline about training with the CEO/ED and the Board Chair of the agency.
- S. LaRocca to send out all documents that were discussed during the meeting to the committee.