



## CAP Equity Committee Agenda

**Meeting Date: 11:00am-12:00pm, March 9, 2023**

**<https://us02web.zoom.us/j/86021621953?pwd=eXBJNXFRWUxjSDhmTVEwazFYOTEwZz09>**

**Meeting ID: 860 2162 1953**

**Passcode: 786837**

**Next Meeting Date: 4/13/23**

**Participants : Nora Soule, Farleigh Barnes, Jesse McLean, Andrea Mincks, Rachel Kyle**

| Agenda Items                 | Discussion  | Action Needed  |
|------------------------------|---|--|
| <b>Welcome/Introductions</b> |   |  |
| <b>Summary of Purpose</b>    | <p><b>The CAP Equity Committee will intensify awareness of and advocate for racial equity and social justice for historically marginalized individuals through education, research, and leadership development; allowing for the intrinsic value of all individuals to be recognized.</b></p> |  |
| <b>Standing Topics</b>       | <ul style="list-style-type: none"> <li>• Resource Update and Review</li> <li>• Agency updates</li> <li>• Vibrant Pittsburgh</li> <li>• CLAS standards</li> </ul>  | <p>Nora: recruiting members for our DEIB committee. Asked anyone who is interested to write up a statement about why they're interested in joining. Good responses so far.</p> <p>Rachel: Staunton is working on several initiatives including human trafficking, suicide prevention. Sent out a variety of emails for Black History Month. Gearing up to do annual LGBTQIA+ trainings, planning events throughout the year.</p> <p>Farleigh: Improved their orientation to include culture building and expectation setting related to DEI. After</p> |

|                          |   |  |
|--------------------------|---|--|
|                          |   | <p>April will no longer be a member, looking for replacement.</p> <p>Jesse- continuing the work they started around training staff, DEI committee set up which includes representatives from all regions. Investigating files for bias in language or how that person is supported. Assessing if different populations are being served differently within agency.</p> <p>Andrea: DEI committee turned into a council. Individual committees report back to counsel, wide variety of information. Preparing for pride month in June, conference in October.</p>  |
| <p><b>New Topics</b></p> | <ul style="list-style-type: none"> <li>• Women’s history month</li> <li>• Support for direct service providers related to Equity focused conversations <ul style="list-style-type: none"> <li>-do resources already exist?</li> <li>-support from clinical employees for developing resources?</li> </ul> </li> <li>• Book/Media club <ul style="list-style-type: none"> <li>-do we want to all look at the same item at the same time or have rotating reports on a chosen item?</li> <li>-open up to other agency members?</li> <li>-compiling a list of options</li> </ul> </li> </ul> | <p>Email from Nate Desmarais about persons supported sometimes making derogatory comments and was asking for resources on education. Does the committee know of resources or have thoughts on this subject matter?</p> <p>Nora: I asked Nate to forward any helpful responses he gets. Spoke with our clinical director about this and he gave an example he's working with right now where one of our people supported seems to target staff of color and he's working on educating. Can be difficult to tell staff to let derogatory comments roll off their shoulders because it feels like not acknowledging the hurt there.</p> <p>Rachel: Has had conversations with people correcting their statements that were successful. Important topic.</p> <p>Jesse: More staff education. Find ways to flip the conversation into something more positive. Gave example of doing this successfully.</p> |

|  |  |   |
|--|--|---|
|  |  | <p>Rachel and Farleigh agreed to do some preliminary research on resources/training related to this topic (thank you both!!)</p> <p>Book club:<br/>Committee agrees consuming the same media would be best for discussion purposes<br/>Committee members agreed to research media to bring to next meeting so we can decide on what to consume first.<br/>Give appropriate lengths of time depending on what the media source is.</p> |
|--|--|---|