



CAP Equity Committee Agenda

Meeting Date: 11:00am-12:00pm, April 13th, 2023

<https://us02web.zoom.us/j/86061793376?pwd=NzdNaW5aN0tBV3d1dkhyenpwWEZJQT09>

Meeting ID: 860 6179 3376

Passcode: 915871

Next Meeting Date: 5/11/23

Participants : Nora Soule, Andrea Mincks, Cindi Hobbes, Aaron Libman, Rachel Kyle

Agenda Items	Discussion	Action Needed
Welcome/Introductions		
Summary of Purpose	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.	
Standing Topics	<ul style="list-style-type: none"> • Resource Update and Review • Agency updates • Vibrant Pittsburgh • CLAS standards 	<p>Nora- starting up DEIB committee, working with DEI consultant. Board member attending first meeting to show board commitment.</p> <p>Andrea- autism awareness month, two presentations so far, open to teams.</p> <p>Rachel- lead culture committee, mental health awareness month, outreach in Beaver county Pride in June</p> <p>Aaron- Using “pro social”- collaboration and equity in general decision making and inclusive business practices. Month and a half into his cohort, will share our experience.</p> <p>Cindi – facilitates the DEI group at RCPA. Using the SMART tool. Currently writing a paper with the</p>

		<p>strategic audience the freshman class of the house and senate about service provision and care, also sustainability of DEI efforts</p>
<p>New Topics</p>	<ul style="list-style-type: none"> • Support for direct service providers related to equity focused conversations <ul style="list-style-type: none"> -Review of resources identified by Rachel -what to do with/how to use these resources • Book/Media club <ul style="list-style-type: none"> -decide on a selection -should we open it up to other employees? • Other ideas for the committee to pursue? 	<p>Discussion of takeaways from resources found by Rachel. Determined this would be a good topic for a newsletter edition.</p> <ul style="list-style-type: none"> -Conceptualizing racist comments as verbal assault to underscore the potential for trauma same as physical assault -Team debriefing -De-escalation trainings -Code of conduct for staff and patients that clearly states discriminatory language won't be tolerated, verbally remind of code of conduct. -Intervention from a bystander not the target -Physical assaults receive red flags in chart, should have similar flags for verbal -Internal reporting to show administration how frequently it's happening -Particularly difficult in ID: Social stories <p>Need for education Physical aggression Elements of intervention</p> <p>Book/Media club suggestions? Aaron suggested "The Diversity Gap" based off of a podcast. It includes personal narratives and takeaway strategies for the workplace. Present members agreed to get the book prior to the next meeting. CAP could potentially pay for copies if someone had a need (within reason). Invite others from our agencies if they are interested. Determine amount to read at next meeting for following meetings.</p>

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