



CAP Equity Committee Agenda

Meeting Date: 11:00am-12:00pm, June 8th, 2023

https://teams.microsoft.com/l/meetup-join/19%3ameeting_NzQzZjQ0OTYtNDcwMC00YmQ3LTlkM2YtMDQ0ZmY0ZmI1MTk2%40thread.v2/0?context=%7b%22Tid%22%3a%22da91cf08-22f6-46c4-9abd-f60a99665f48%22%2c%22Oid%22%3a%2243edbbc1-0cea-4679-9b8b-5c888f65f310%22%7d

Next Meeting Date: 7/13/23

Participants : Nora Soule, Meg Sova, Jesse McLean, Andrea Brown, Nichole Maaza-Fredley, Rachel Kyle, Willette Walker, Sheli Fleming, David Zarlengo

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"> • Agency updates 	<p>Mainstay- Tabled and sponsored Pittsburgh Pride for the first time. Struggling with DEIB committee engagement.</p> <p>Western Behavioral Health- Had an unplanned, but very productive conversation surrounding health care disparities and racism</p> <p>Heritage Valley Health Systems- Social Justice committee, highlight issues of social justice and inequality. Have a speaker planned for Pride and information to be sent out each week.</p>

<p>New Topics</p>	<ul style="list-style-type: none"> • Book/Media club -How to structure going forward or stick with current structure • Newsletter review: Juneteenth reissue • Any other items? 	<ul style="list-style-type: none"> • It was agreed upon by the group to read Chapter 3 for next meeting (7/13) • Juneteenth newsletter was looked over and approved by committee to be sent out.
<p>Book Club Discussion</p>	<ul style="list-style-type: none"> • What story from either chapter surprised or challenged you the most? Why and what does that mean for the way you lead? • What concepts from the book stood out to you or made you reflect differently? • What would it take for you to create environments where BIPOC can do their best work without the ongoing distraction and burden of racism and white supremacy culture? (13 Values of white supremacy culture) • In Ch.1, racism is defined as “a system of advantage and disadvantage based on race.” How does this definition differ from what you were taught? How is this definition similar to what you were taught? • Did reading these chapters result in any ideas for ways to improve the workplace or the way you lead? 	<p>Discussed Ch 1 and 2.</p> <p>What stories surprised you or challenged you?</p> <ul style="list-style-type: none"> - Checking voice at the door, never ask to filter voice and what matters. Put authentic feelings out there. Don’t mute yourself. Has seen this played out in many group settings. -Has been asked to confirm opinions brought up by others in professional setting. That someone may have a good point or idea but it could’ve been presented differently even though they brought their true authentic self. <p>What can we do for BIPOC</p> <ul style="list-style-type: none"> -Whole cultural shift- giving POC opportunities, give them a chance. Be open to experience. It is not taking away from someone else. Be open to change. Find commonality. - These conversations and books help see things rooted in history. If you aren’t aware, you don’t know. <p>Racism as described in the book vs taught definition in personal life</p> <ul style="list-style-type: none"> - Book was similar to what she was taught. Power was set up for white men. - He was taught that racism was an action and prejudice was feelings.

		<ul style="list-style-type: none">- systemic racism and ethnic race questions. This led into taking about origin story. <p>Origin Stories</p> <ul style="list-style-type: none">- Companies need to explore- do we have past inequities that need to be addressed and challenged? <p>Take Aways Not Discussed</p> <ul style="list-style-type: none">- It can be exhausting to deal with microaggressions or not being understood in the workplace.
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