



## CAP Equity Committee Agenda

**Meeting Date: 11:00am-12:00pm, January 11th, 2024**

[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_YTIZMGE1MTctYjJjMC00NGE1LWE3M2MtNGO4Nzc4NjE5ZTUz%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](https://teams.microsoft.com/l/meetup-join/19%3ameeting_YTIZMGE1MTctYjJjMC00NGE1LWE3M2MtNGO4Nzc4NjE5ZTUz%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: 12/14/23**

**Participants : Sheli Fleming, Meg Sova, Fred Mbewe, Nora Soule, Willette Walker**

Agenda Items	Discussion	Action Needed
<b>Welcome/Introductions</b>		
<b>Summary of Purpose</b>	<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>	
<b>Standing Topics</b>	<ul style="list-style-type: none"> <li>• Agency updates</li> </ul>	
<b>Book Club Discussion</b>	<p><b>Cultural Renovation: Brenee Brown</b></p> <p><a href="https://brenebrown.com/podcast/brene-with-kevin-oakes-on-cultural-renovation/#notes">https://brenebrown.com/podcast/brene-with-kevin-oakes-on-cultural-renovation/#notes</a></p> <p>-Brené and Kevin talk about the influencers, the energizers, and the blockers with regard to change. If you reflect on change you've been a part of, can you think of a time you have been a blocker? What about an influencer or energizer?</p>	<p>Brenee Brown had Kevin Oakes on to discuss his book, 18 Leadership Actions to Build an Unshakeable Company.</p> <p>Several studies show only %15 of companies embarking on cultural change are successful.</p> <p>One of these leadership actions are to deploy a comprehensive listening strategy and really understand what employees are thinking. Amazon asks employees a question a day and the example</p>

	<p>-This episode aired in Jan. 2021 and they discuss how the events of 2020 brought out a lot more emotion and empathy in leadership and work relationships. Now that it is Jan. 2024, do you feel that we've shifted away from this or maintained some of it for the better?</p> <p>-Communication is very important to cultural change. What are some of the biggest barriers to communication? What can be done to avoid or overcome these barriers?</p> <p>-One of Kevin's "18 Leadership Actions to Build an Unshakeable Company" is to develop and deploy a comprehensive listening strategy. What beliefs or values around workplace culture do you hold that your leadership might be surprised to hear?</p>	<p>they gave for one was "is your manager a simplifier or a complexifier"</p> <p>Identifying Blockers influencers and energizers with regard to change. One leader can poison the culture change.</p> <p>Psychologically safe environment to prevent things like the meeting after the meeting.</p>
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