

Diversity Advisory Council Virtual Meeting Agenda

November 12, 2024, from 9:00-11:30 a.m.

Register in advance for this webinar:

https://us06web.zoom.us/webinar/register/WN_vX_yNPXcSiaZQ_Ryu5mu1g

9:00am	Welcome & Introductions – Alicia Moore
9:05am	Introduction of Aly’ce Brannon-Reid, Sr. Program Manager DEI Services
9:20am	DEI Program Assessment, Quinn Parker, EnColor
10:00am	Equity Plan Update, Alicia Moore
10:20am	Working Together Grants, Mia Deonate
10:50am	Transition to Multiyear Planning, Melanie Bissonnette
11:15am	Draft Strategic Plan and Consumer Support Topic Raised by DAC, Amber Cole
11:30am	Adjourn

DIVERSITY ADVISORY COUNCIL GROUND RULES

- Listen to understand
- Tell and ask “why” more often
- Assume good intent and also acknowledge impact
- Respect everyone’s background and differences within and across cultures
- Don’t make assumptions
- Move up and move back to ensure all are heard. DAC members will be sensitive to varying levels of participation in DAC meetings, with the objective that everyone has a chance to be heard and contribute meaningfully.
- Observe and challenge how the privilege in the room is working
- Be mindful that we speak from experience and not for community
- Ground rules and six conditions from Courageous Conversations
 - Ground rules
 - Stay engaged
 - Experience discomfort
 - Speak your truth
 - Expect/accept non-closure
 - Six conditions
 - Focus on personal, local and immediate
 - Isolate race
 - Normalize social construction and multiple perspectives
 - Monitor agreements and conditions and establish parameters
 - Use a working definition of race
 - Examine the presence and role, and challenge the supremacy of whiteness