

COMMUNITY ACTION ADVISORY BOARD EQUITY TRAINING MINUTES

Session I – Building a Culture of Equity

Hybrid Meeting: in-person at Center for Community Health and through Webex online platform

August 7, 2024

<u>PRESENT</u>	<u>EXCUSED</u>	<u>ABSENT</u>	<u>STAFF</u>
Melanie Green, chair	Alishia Topper, vice chair	Karyn Kameroff	Abby Molloy
Rob Perkins, secretary	Amy Roark	Megan Mulsoff	Ma.Caroline Lopez
Clover Spears	Nickeia Hunter		
Brittini Lasseigne	Jamie Spinelli		
Diana Perez	Joyce Cooper		
Faye Salomone	David Poland		
Ernie Suggs			

Introduction

- Grounding in space and place
 - Setting the stage
 - Goals: transparency and clear conversations
 - Address resistance to DEI work
- Personal introductions

Curriculum, process and practice

- Themes
 - Where we’ve been: *connecting past to present*
 - Where we are: *current state and needs*
 - Where we want to go: *visioning*
 - How we get there: *internal and external practices that foster our vision*
- Approach
 - Praxis - Paulo Freire
 - Emergent Strategy - adrienne maree brown

Building Community Commitments

- CAAB members took 10 minutes to fill out Community Commitments handout
- Group discussion about accountability
 - What does accountability look and feel like?
 - Constructive feedback
 - Offering a solution
 - Accepting assistance
 - Striving to uplift and improve
 - Remembering and centering the purpose of the group
 - Openness to receive feedback
 - Resisting defensiveness
 - Calling in and calling up
 - Openness to new learning opportunities
 - Working to ensure we meet the needs of the community
 - Being proactive rather than reactive
 - Trust
 - Being persistent

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- How to we increase opportunities for CAAB feedback?

Next time

- Review additional community commitments
 - Safety
 - Trust
 - Transparency
 - Affirmation/ validation
 - Joy
 - Respect
- What disorganizes us?



Rob Perkins, Secretary