BERKS COUNTY CHAPTER #179

**DIVERSITY & INCLUSION COMMITTEE MEETING MINUTES**

October 9, 2017

8 AM – Mosteller & Associates’ Training Facility

###### Conference Call In: 866.906.9888 Passcode: 8138249#

**Committee Members:** Sean Landrigan, Robert Orzechowski, Cathy Weist, Raquel Lopez, Kristi Gage, Lavinia Ritter, Juliee Faney, Jenny Batista, Kelly Kozik, Denise Lee

1. Review of Committee Meeting Minutes of 9/6/2017
2. “Diversity” Tab on Chapter Website:

## Diversity celebrations to be added to website:

* + **November: National Native American Heritage Month**, which celebrates the history and contributions of Native Americans.

## **December 3**: International Day of Disabled Persons, designed to raise awareness regarding persons with disabilities to improve their lives and provide them with equal opportunity.

## **December 26 – January 1**: Kwanzaa, an African-American holiday started by Maulana Karenga in 1966 to celebrate universal African-American heritage.

* Articles added to website:
	+ Hiring for Fit vs. Hiring for Inclusion: Which Route Should You Tae? (<https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/hiring-for-fit-vs-hiring-for-inclusion.aspx>).
	+ New School D & I (<https://www.workforce.com/2014/10/01/hr-di-hman-focused-partnership-success/>).
* Articles for review by D&I Committee to assist with developing a program:
	+ “Diversity Initiatives in the Workplace” ([htp://ncrve.berkeley.edu/CW82/Diversity.html](https://east.exch028.serverdata.net/owa/redir.aspx?C=tDQysNQ3Mmw3hfHgZIp1nno_eRpJxVPWh_zwCjumHPlDcjKPEB3VCA..&URL=https%3a%2f%2furldefense.proofpoint.com%2fv2%2furl%3fu%3dhttp-3A__ncrve.berkeley.edu_CW82_Diversity.html%26d%3dDwMFAg%26c%3deuGZstcaTDllvimEN8b7jXrwqOf-v5A_CdpgnVfiiMM%26r%3duoBUYNWT52EH_fmcZD_KdnilMAjjrmZVKR756h5y3_U%26m%3dIADl_sw1KcdMDaBQ2pDZ7aTHQxzqT7dRTZ7IzWdCUrc%26s%3dnwUZylhdoS8o3Z4aS3JBJJTvqQW9pkHbm5CqHEw5shk%26e%3d)).
	+ “The Five Factors” (<http://www.prismdiversity.com/downloads/five-factor-article.pdf>).
	+ Society For Diversity – a collection of blogs: ([societyfordiversity.org](https://east.exch028.serverdata.net/owa/redir.aspx?C=952PEDjTtZ407r2XbZjDR4py0eUpKOGPaxb7L8J4WrJDcjKPEB3VCA..&URL=https%3a%2f%2furldefense.proofpoint.com%2fv2%2furl%3fu%3dhttp-3A__societyfordiversity.org%26d%3dDwQFAg%26c%3deuGZstcaTDllvimEN8b7jXrwqOf-v5A_CdpgnVfiiMM%26r%3duoBUYNWT52EH_fmcZD_KdnilMAjjrmZVKR756h5y3_U%26m%3dIADl_sw1KcdMDaBQ2pDZ7aTHQxzqT7dRTZ7IzWdCUrc%26s%3djKRu2Ow1QXXOJcUho3-Oh_XlQgpmpMgzxpmqlyjDzkA%26e%3d)).
1. Chapter Meeting Update:

# Julee presented the gift card for the survey, provided the update at the September meeting, and started the “LinkedIn Conversation.”

# Denise to provide survey update at the October meeting and start the conversation on LinkedIn.

# Update and LinkedIn Conversation Schedule:

# November – Jenny

# December – Sean

1. Other Chapters’ Diversity Committees: No updates
2. Networking:

# Discussion on representation at networking events lead to the following suggestions:

# Hold table at various events: Denise to discuss the possibility of a table at the Diversity Mixers with Jobany Bedoya, Small Business & Latino Outreach Coordinator for Greater Reading Chamber.

* + - * Prepare flyer to promote Berks SHRM and the D&I Committee’s Vision, Mission, and Initiatives: Kristi, Jenny, and Juliee to prepare.
			* Obtain budget for tables at events, business cards, and give-a-ways: Denise to discuss “small budget” with Board.
		- Jenny, Kelly, Raquel, and Juliee have been actively attending Diversity Mixers, De Mujer a Mujer, and Mi Casa Su Casa Café Book Club.
		- Members encouraged to attend the following events:
			* Diversity Mixer – November 1, Fraser Advanced Information Systems
			320 Penn Ave, West Reading.
			* De Mujer a Mujer – November 9, 5:30 – 7 PM, Crowne Plaza.
1. Updates:
	* + Decision on use of PayPal/Credit Cards: Jenny reviewing with Board.
2. New Business:

# Members were asked to come up with suggestions for a volunteer opportunity for 2018 (Parking Board Item). Event/activity should provide an opportunity to promote our vision and initiatives.

1. Parking Board Items:
	* + Sean presented the possibility of getting involved in Community Outreach. To be addressed at a later date.

# Jenny suggested that the committee consider doing a volunteer activity in the spring of 2018. This activity can tie into Sean’s request for Community Outreach.

* + - * Network with other diversity-related groups which may include: Hispanic Center, Young Professionals, Latino Chamber, Encompass, CNA, **Berks Inter-Cultural Alliance**, Diversity Mixer, etc.
1. Diversity and Inclusion Survey:
	* + The committee reviewed the survey results. Denise presented recommendations for what should be shared with the general membership and asked that comments be forward by Wednesday, October 11. She will then forward the summary to Wendy for distribution.
		+ A draft of the 2018 Plan will be prepared and discussed at the next meeting.
2. Next Meeting:
	* + **Next meeting: November 10 at 8 AM @ Mosteller & Associates**

Respectfully submitted by Denise Lee.