BERKS COUNTY CHAPTER #179

**DIVERSITY & INCLUSION COMITTEE MEETING MINUTES**

August 7, 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 7/6/2017.
2. “Diversity” tab on Chapter Website:
   * + Diversity Monthly Celebrations:
       - **September 15 – October 15:**[**Hispanic Heritage Month.**](http://www.diversitybestpractices.com/hispanic-heritage-month-resource-guide) This month corresponds with Mexican Independence Day, which is celebrated on September 16, and recognizes the revolution in 1810 that ended Spanish dictatorship.
       - **October 11: Coming Out Day**. The first National Coming Out Day was held on October 11, 1988. It is an international event which gives gay, lesbian and bisexual people the opportunity to 'come out' to others about their sexuality. It also provides a means of increasing the visibility of gay people.
     + Please let Denise know if you have anything to add to the Diversity Calendar
3. LinkedIn Conversation & Chapter Meeting Updates: **Remember to wear name tag**
   * + Juliee scheduled to provide update at August meeting:
       - Added quote/question to the LinkedIn Conversation.
       - Denise will throw ball to Juliee who will answer question at meeting.
       - Juliee will provide update and let members know that the results of the survey are being reviewed and will be presented at the October meeting – summary will be sent to the general membership prior to the meeting.
       - Thank all of the survey participants and draw name for $25 gift card. If member is present, ask for type of gift card wanted (Amazon, Wawa, or Starbucks). Denise will bring the names to the meeting.
     + Denise will not be at September meeting and needs someone to provide the update.
     + Denise will provide update at the October meeting.
     + The schedule for meeting updates will be set at the next D&I Committee meeting.
4. Other Chapters’ Diversity Committees – Updates: No updates provided.

* Lancaster Chapter
* Lehigh Valley
* Chester County

1. Articles of Interest:
   * + Article presented by Juliee: [https://www.scientificamerican.com/article/how-diversity-makes-us-smarter/](https://urldefense.proofpoint.com/v2/url?u=https-3A__www.scientificamerican.com_article_how-2Ddiversity-2Dmakes-2Dus-2Dsmarter_&d=DQMFAg&c=euGZstcaTDllvimEN8b7jXrwqOf-v5A_CdpgnVfiiMM&r=uoBUYNWT52EH_fmcZD_KdnilMAjjrmZVKR756h5y3_U&m=V9VEv4n_GBZ3QoBeCU0bIgE2yyxQDJVqdxZ3vufVmUI&s=HMUMS5W2egbhnQPeh0vM57fwvqlAtuaBIJSu438NB_s&e=).
     + Please forward any additional diversity related articles to be posted on the webpage to Denise.
2. Diversity and Inclusion Survey:
   * + The D&I Survey Take-a-ways, submitted by Sean, were reviewed. Committee members are encouraged to review and add any additional comments by August 21. Discussion will take place at the next D&I Committee meeting.
     + The initial t results of the survey indicate that a possible topic for the D&I presentation should be “How to Initiate a D&I Strategy.” Suggestions are welcomed. A topic needs to be confirmed at the next meeting.
     + Summary of results will be forwarded to the general membership prior to the October meeting.
3. Updates:
   * + Board decision on use of PayPal still under review. Denise & Jenny will raise the issue at the next Board meeting.
     + 2017 Presentation or Training: Topic to be determined at next meeting.
     + SHRM's 2017 Diversity & Inclusion Conference October 23-25, 2017: Denise will attend.
     + Lunch & Learn:

# Lavinia and her colleague will present on September 26. Title will be: *“Reasonable Accommodation and Case Study review.”*

# The D&I Committee will deliver 3 Lunch & Learn sessions during the 2017 - 2018 year. Please review the list submitted by Denise and provide any additional topics by the end of the year. Denise will also consider topics presented at the D&I Conference.

* + - Networking event:
      * Jenny, Juliee, Kelly, and Raquel attended the Diversity Mixer sponsored by HGSK & El Palo Magazine. This monthly networking event highlights the diverse population of Berks County. Exchange business cards, network, and meet like-minded leaders. Committee members are encouraged to attend the next meeting scheduled for September 6 from 5:30 - 7:30 PM at 138 North 5th Street, Reading, PA 19601.
      * De Mujer a Mujer is scheduled on September 14 at the Crowne Plaza from 5:30 PM - 7:00 PM.
      * Mi Casa Su Casa Café has a book club. Contact Jenny for more information.
      * Jenny will be a jailbird and “locked-up” on August 16. The MDA [Lock-up](https://www.mda.org/near-you/17744) Event will be held at The Works in Wyomissing from 10 AM – 2 PM. This event helps families break free from muscular dystrophy and related diseases. Please try to stop by during the day to support Jenny.

1. New Business:

# Jenny suggested that the committee consider doing some type of volunteer activity together perhaps in the Spring of next year. Please submit any suggestions of events for discussion at the next meeting. This can tie into Sean request for Community Outreach.

1. Parking Board Items:
   * + Sean presented the possibility of getting involved in Community Outreach. This may be addressed at a later date.
     + Determine goal/purpose for contacting other diversity related groups which may include the following:
       - Hispanic Center, Young Professionals, Latino Chamber, CNA, Encompass, Latino Chamber, etc.
       - **Berks Inter-Cultural Alliance** host John Morgan and guests William Franklin of the Jewish Federation, Steve Elmarzouky of the Islamic Center, Mike Toledo of the Hispanic Center and Robert Jefferson of the NAACP discuss the Greater Reading Unity Coalition.
2. Next Meeting:
   * + September 6 at 8 AM @ Mosteller & Associates

Respectfully submitted by Denise Lee