

JEI Minutes: April 10, 2023
Note Taker: Jonathan Pringle

- (2 min) Brave Space/Community Agreement on screen as we start, have everyone agree in chat or verbally
 - Everyone in attendance agrees
- Inclusion survey results (15 minutes)
 - HSLIC Director wants to make it very clear that anyone on the committee is welcome to come to her if they have thoughts or concerns with the feedback
 - One member felt that the comments were demoralizing. This perspective is supported by others in the JEI committee. Another member expressed disappointment in colleagues not willing to sit with discomfort. One member expressed that white fragility is perhaps at the core of some of the reactions.
 - Melissa validated the critical importance for the JEI Committee to do this work, realizing that not everything will be relevant to each individuals' work duties. Nobody wants the committee to give up this work because of the feedback received.
 - One member affirms the hard work that the committee has done for not only HSLIC, but HSC as a whole.
 - Chair confirms the emotional labor that goes into this work and offers to be a sounding board if anybody needs support.
- New policy suggestions for JEI Trainings (20 minutes)
 - The Inclusion Survey results helped us to see what people have been thinking about the trainings, which is very helpful as we discuss this.
 - Remember this is to come up with suggestions for OMT
 - Email was sent with notes from the last meeting and the discussion that was had then. Some information from that has been broken out below
 - Concerns brought up about having all trainings be self-selected
 - There is not a baseline of what employees are engaging with in this space
 - There are issues with some of these trainings being conducted by people who are not actually experts in this field, so how do we account for that?
 - One member expresses concern without some sort of criteria to help provide accountability/relevance to meet a requirement. An open discussion around in fact making the self-selected item not reportable. A reminder of a previous discussion around managers helping identify appropriate trainings.
 - Reasons brought up to have self-selection
 - Autonomy for employees
 - Allows people to select trainings they think will be most useful to their jobs
 - Less management from the committee
 - Ideas brought up to address this
 - Have 2 required through the JEI Committee and 1 self-selected
 - Echoed by a member during the meeting as a preferred method

- Allow suggestions from all staff - this was mentioned but did not appear to be the favorite option
 - No required trainings and just allow people to self select when they want
 - One member wants to continue making some trainings mandatory
 - A suggestion was made to create spaces for people to discuss post-workshop trainings as part of learning/application. Perhaps Teams? A way to share related resources with one another. Another member suggested having these discussions coincide with the trainings. Concern about a commitment for somebody at HSLIC to moderate a meaningful discussion.
 - A comment was made to consider more 'credits' for longer trainings vs. shorter ones. Coming up with a compromise to address some of this imbalance. Some individuals have a hard time fitting this into their calendar.
 - Concepts that could be impacting satisfaction with trainings:
 - No follow up - there are no discussions about the trainings after the fact or discussions on how to follow through with concepts to day-to-day work. Initially the committee didn't want to create more requirements, but would it be more beneficial to have less trainings but with discussion components?
 - We have asked for feedback before but didn't get the same feedback as the inclusion survey in terms of satisfaction levels. How could we make it more clear that we want honest feedback to initiatives that the committee is working on?
 - Summary of discussion: Leaning towards requiring 2 trainings that are through the JEI committee and one self-selected training. TBD: does the manager help the employee with this decision? Be clear on time frames (how long are the trainings? A point-based system?)
 - Have something formalized by June in order to prep people for the next year.
 - Future discussion about article sharing and engaging folks at a later date. Perhaps a once-a-month update from one committee member to discuss additional resources?
- New JEI Committee Chair (5 minutes)
 - Chair shared the document for responsibilities and opened the floor to the fact that a new chair will be taking over in June and people are welcome to volunteer
 - Anybody interested - please reach out to Chair.
- Updates on events and other items (5 minutes)
 - While Chair is on medical leave and at MLA (April 24th-May 23rd) another member will be acting chair
 - Chair is keeping on top of reminders about HSLIC employees' meeting of this year's required trainings.