

Committee Members:

Rick Nowlin, President & CEO

Anita Wiglesworth, Director Programming

Ashleigh Worley, Director of Education and Community Engagement

Christopher Hunsberger

Carmen Castaldi

Rehka Schipper

Minutes

1. Board April 29 DEI Training Feedback

CBH shared highlights of follow-up conversations with Board members (and Senior Leadership) who participated in the DEI discussion the previous week. Those surveyed included Monica Rowley, Kathy Hamilton, Gary Rosenberg, Rena Charles, Jeff Ireland, Ashleigh Worley, Susan Preston, and Robbi McMinn.

Overall highlights in sentiment were as follows:

- Very positive and strong endorsement of Dr. Powell
- Three slide activity was welcomed/people enjoyed sharing that with their spouse and friends
- Desire to have more exercises and breakout activities in the May trainings
- Desire to have more training beyond the May training session
- Suggestions provided for other programming considerations to be more inclusive
- Possibility of DEI committee members participating in the Volunteer training session
- Tremendous hope that everyone on the Board will continue to embrace and support

2. Committee Follow-up & additional thoughts:

- Expanding the three-slide activity as a potential community activity
- Ashleigh and Personnel Perspectives discussing providing a DEI class for educators as part of our service/outreach to the community – cost neutral
- Other activities in support of and/or reflective of our DEI commitment include:
 - o Current search process for two senior leadership roles
 - o Consideration for future Director of Human Resources that would also responsibility for DEI training
 - o Plans to address how future new hire employees will have the DEI training incorporated into their on-boarding process

3. DEI Plan - Revisiting the DEI one year plan in our next meeting and understanding how the committee can further support in advance these efforts

4. DEI Focused Series of Events - Anita is researching with local humanities and funding sources ideas on how to take the currently virtual Muse Hour to an in-person, DEI focused series of curated events at the Center (combining speakers and the arts)