



Commission on Improving the Status of Children in Indiana

Committee/Task Force:	Equity, Inclusion, and Cultural Competence Committee		
Date of Meeting: (MM/DD/YYYY)	11.10.2020	Time:	1:00pm- 3:00pm
Minutes Prepared By:	Brittany Simmons	Location:	Zoom
1. Meeting Objective(s)			
2. Standing Members			
Name	Organization	In Attendance (x indicates present)	
Kenneth Allen	Indiana Youth Services Association	X	
Rhonda Bayless	Centers of Wellness for Urban Women		
Tarrell Berry	Indiana Department of Education		
Yalonda Brown	Indiana Youth Institute	X	
Brenda Graves-Croom	FSSA: Division of Mental Health and Addiction	X	
Valerie Davidson	Meridian Diversity Consulting, LLC		
Jill English	Child Advocates		
Carol Franklin	Phoenix Family and Community Services		
Timike Jones	Indiana Coalition Against Domestic Violence		
Manpreet Kaur	Indiana Criminal Justice Institute	X	
Esther Lewis	Holistic Evolution, Inc.	X	
Chris Paulsen	Indiana Youth Group	X	
Shirley Payne	Indiana State Department of Health		
Lun Pieper	Indiana Office of Judicial Administration		
Adam Pitt	Indiana Department of Education		
Calvin Roberson	Indiana Minority Health Coalition	X	
Mark Russell	Indianapolis Urban League	X	
Guadalupe Pimentel Solano	Central Indiana Community Foundation		
Jessica Strong	Hamilton Center	X	
Tashi Teuschler	Indiana Office of Court Services	X	
Jessica Tomasino	Indiana Department of Education		
Latrece Thompson	Indiana Department of Child Services	X	
Adrian Warren	Radio One Indianapolis		
Julie Whitman	Commission on Improving the Status of Children	X	
3. Staff/Guests			
Name	Organization		
George Middleton			
Ellis Dumas	Department of Child Services		

Gurinder Hohl	Immigrant Welcome Center	
Tim Nation	Peace Learning Center	
4. Updates/Old Business		
Topic	Main Points	Recommendations/Decisions
N/A		
5. New Business/Presentations		
Topic	Main Points	Recommendations/Decisions
Welcome and Introductions	<ul style="list-style-type: none"> The group checked in at the beginning of the meeting by introducing themselves (name, role/agency, and one word to describe the mood or state of mind). Coach up meeting needs to be scheduled with new workgroup members. 	None
Review of September 2020 Meeting Minutes	<ul style="list-style-type: none"> Group was asked if there were any revisions needed to the September 2020 meeting minutes. 	Minutes were approved with no corrections noted
Final Approval of Coach-Up/Orientation process	<ul style="list-style-type: none"> Group discussed the final version of the coach up process. The content of the information is there, however, it needs to be re-formatted. Once that has been done, the document will be put on our Teams page and will tested out with new workgroup members. 	
Committee Membership Discussion	<ul style="list-style-type: none"> During the last meeting, the group discussed identifying a co-chair to help with the Committee. Some additional members were suggested. The decision was to invite those people to attend and re-visit the co-chair discussion for later. Those whose contact information was provided, they have been invited and are in attendance. There were several names suggested by members but with no contact information. The group was reminded that if you suggested folks without providing contact information to please send the information to Jill, Tashi, and Brittany and we can get them invited to the January 2021 meeting. The group was encouraged to send any other ideas to Jill, Tashi, and Brittany as well and we can extend an invitation. 	
Sub-Committee Report Outs and Discussions	<ul style="list-style-type: none"> Curriculum- the group has identified the top scoring resources using a rubric they developed (max score of 20). All resources identified as top scoring received scores of 18+. There was discussion about how to share this information with the Committee and the following was discussed: <ul style="list-style-type: none"> Could be presented to Commission via presentation and provide the resource list/document as handout or another option could be asking 	

	<p>the Commission to approve this list/document and encourage agencies to use (via recommendation form), describing the process and product</p> <ul style="list-style-type: none"> ○ There was some discussion about long term goals including: addressing the multilingual gap; starting with identifying curriculum available in other languages, and translation of resources <ul style="list-style-type: none"> ● Framework- tasked with developing conceptual framework for Commission members to use to ensure equitable decisions are being made; developed a list of questions for equity considerations when making decisions about policy (new, revised, etc.) <ul style="list-style-type: none"> ○ future tasks: toolkit for additional resources with practical illustrations to move from concept to practice/practical application by providing examples using the tool ○ recommendation made by this sub-committee to find someone who could be this groups fiscal agent to help support our work and apply for grants, etc. ○ discussed a consultancy model where different branches of government could access a pool of committee members. ● Common Language- developed a 2 pager for definitions which will be used as a baseline for other documents coming after that was adopted by the Commission earlier this year <ul style="list-style-type: none"> ○ working on 2 documents (do's/don't's) per the request of a Commission member for LGBTQ+ and those with disabilities (incorporating microaggressions in those individual documents), as well as a racial microaggressions documents 	
<p>Deliverables for December CISC meeting</p>	<ul style="list-style-type: none"> ● Equity Position/Equity Work Considerations: given that a lot of agencies have hired or are in the process of developing positions, a small group came together to develop guidance around equity positions, organizational readiness, and overall equity work. The document will be shared with Committee members for feedback to determine if this is a deliverable for December ● Curriculum Resources: visual of curriculum information; once visualized, we will send this draft out to get feedback before the 	<ul style="list-style-type: none"> ●

	December CISC meeting to determine if this can be a deliverable for December's CISC meeting as well	
Membership Profile Document	<ul style="list-style-type: none"> Group discussed developing a way to track the skill set and areas of expertise among those on our Committee. The group landed on the development of a survey that can be sent out to members to collect the information. Once we have that information, the Framework Sub-Committee will work on creating a visualization of that information and determine how to share the information. 	<ul style="list-style-type: none"> Tashi to send Calvin survey shared during meeting Framework Sub-Committee will work on a way to visualize survey results
Updates from Commission/Julie	<ul style="list-style-type: none"> 2021 meeting dates have not been set but will be set following the CISC meeting in December; anticipating those meetings will remain on the 3rd Wednesday of even months. The Commission will be chaired by John Hammond in 2021 (unless someone else is identified from the governor's office) Julie discussed a federal funding stream focusing on after school programs that are interested in doing equity work. Julie pointed them to Jessica and Tarrell with IDOE. Breanca Merritt (from IU's Center for Research on Inclusion and Social Policy) was selected to fill FSSA's newly created Chief of Health Equity and ADA Officer position. Julie will reach out to her to see if she would be interested in serving on our Committee. 	<ul style="list-style-type: none">

6. Action Items (Include recommendations/queries for Executive Committee)

Action	Responsibility	Due Date
Review curriculum document and the equity position/considerations document to determine if they will be a deliverable at CISC's December meeting	Committee members	12.2.2020
Teams access to all new members	Julie	Asap
Finalize coach-up document	Jill, Tashi, Brittany	Asap
Schedule coach up for Tim Nation, Ellis Dumas, Gurinder Hohl	Jill, Tashi	12.31.2020
Invitation to Breanca Merritt	Julie	By 1.12.2021
Update distribution list and meeting invites with new members	Brittany	11.20.2020

7. Adjournment

Action	Time
Adjourn	3:00pm

8. Next Meeting

Date: (MM/DD/YYYY)	January 12, 2021	Time:	1:00pm- 3:00pm	Location:	Zoom
Topics/Objective(s):	Debrief December CISC meeting; Sub-Committee Discussion and Report Outs; February CISC Meeting Deliverables				