



Commission on Improving the Status of Children in Indiana

Committee/Task Force:	Equity, Inclusion, and Cultural Competence Committee		
Date of Meeting: (MM/DD/YYYY)	7.14.2020	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		
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	X	
Jill English	Child Advocates		
Carol Franklin	Phoenix Family and Community Services		
Timike Jones	Indiana Coalition Against Domestic Violence	X	
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	X	
Adam Pitt	Indiana Department of Education		
Calvin Roberson	Indiana Minority Health Coalition	X	
Mark Russell	Indianapolis Urban League		
Guadalupe Pimentel Solano	Central Indiana Community Foundation	X	
Jessica Strong	Hamilton Center	X	
Tashi Teuschler	Indiana Office of Court Services	X	
Jessica Tomasino	Indiana Department of Education	X	
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		
None			
4. Updates/Old Business			

Topic	Main Points	Recommendations/Decisions
5. New Business/Presentations		
Topic	Main Points	Recommendations/Decisions
Welcome and Introductions	<ul style="list-style-type: none"> • Group introduced themselves 	None
Review of March 2020 Meeting Minutes	<ul style="list-style-type: none"> • Minutes were approved with no corrections noted 	None
Reflection of CISC Presentation	<ul style="list-style-type: none"> • The group discussed the presentation that was done at the June CISC meeting. Those who were able to attend or watch the recording shared that Calvin, Jessica and Tarrell did a great job. • Julie shared that she was really pleased. She indicated it was very well received and has received several requests for the Guide. Indiana Public Broadcasting did an article on the work that was done. • At the upcoming meeting in August, CISC will have a chance to approve the guide. Julie shared that she has not received any feedback on revisions or changed. • The group discussed the "now what". Is there a way for us to find out the impact the guide has across agencies? One idea was to create a process to coach up someone within an agency to lead this work to build capacity within agencies. It was also discussed that we could develop a practitioner's toolkit using written materials and videos. • Discussion also included the curriculum sub-committee exploring additional resources for use across disciplines or within disciplines as it relates to training new employees on equity. • The group discussed our membership and leadership, noting that the group consists mostly of people of color and that it could be beneficial to expand our Committee to include more diversity. • We also discussed that this work really could benefit from a paid person to coordinate and help with this work. The group discussed potential grant 	<ul style="list-style-type: none"> • Identify next steps re: additional support for implementation of the Guide • CISC meeting with Julie, Tashi, and Jill re: potential funding • If members have thoughts about a 3rd co-chair or additional members of this group, send those to Tashi, Jill, and cc Brittany • Julie will follow up with Chief Justice Rush and the Race and Gender Fairness Commission re: proposal for equity person for the Supreme Court • Small group to make recommendation re: equity position within state agencies

	opportunities that could be explored by the Commission.	
Coach up/Orientation Process for New Members	<ul style="list-style-type: none"> The group reviewed a draft coach up process and materials for new members to the Committee. The group also discussed adding information to our membership list to include areas of expertise and the possibility of including this in Teams 	<ul style="list-style-type: none"> Final draft for approval at a subsequent meeting Asked group to review the document on Teams and provide feedback to Tashi, Jill, and Brittany Julie will follow up on member profiles in Teams
Information Request Form	<ul style="list-style-type: none"> The group reviewed a draft information request form to provide structure for sub-committees working together and can be used when one sub-committee needs something from another. 	<ul style="list-style-type: none"> Final draft for approval at a subsequent meeting Asked group to review the document on Teams and provide feedback to Tashi, Jill, and Brittany
Sub-Committee Report Outs and Discussion	<ul style="list-style-type: none"> Common Language- This group is working on a document related to race equity and microaggression and will have available at the next meeting for feedback, as well as a 'coded language'. Framework- looking at data collection across the continuum, need for process data in a practical and consistent way across systems and agencies. As discussed previously, the group will also work on identified next steps as it relates to the Guide. Curriculum- this group is working to finalize the research related to the common language terms 2 pager. They are also finalizing their rating process for resources and research. 	<ul style="list-style-type: none"> Asked group to review the two documents on Teams and provide feedback to Timike Identify specific tasks/work as it relates to the Guide and additional resources and support for implementation Potentially have the common language and curriculum sub-committees to have something for review/approval for the October and December CISC meetings
Deliverables for August Commission meeting	<ul style="list-style-type: none"> Discussed a few potential ideas for the August CISC meeting, including sharing further support with implementation of the Guide; collaboration with communication committee to help get the Guide out 	<ul style="list-style-type: none"> Determine what will shared/presented at the August CISC meeting
Updates from Commission	<ul style="list-style-type: none"> Follow up for Common Language Sub-Committee to provide the Communications Committee the Word document of the 2-pager released and approved in December and high-quality graphics to put into a visualization for distribution August CISC meeting will likely be held virtually 	<ul style="list-style-type: none"> Word version of 2-pager and graphics to Julie for distribution to the Communications Committee

	<ul style="list-style-type: none"> Julie has produced a draft of the annual report and the draft will be shared with the EICC Committee CISC received a small grant to hold a 2-day youth and family engagement event. This event was postponed to Spring 2021 in the hopes it can be held in-person. The audience for this event will be legislators and policy makers. 	
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6. Action Items (Include recommendations/queries for Executive Committee)

Action	Responsibility	Due Date
Meeting with CICF regarding possible funding	Julie	August 2020
Develop small group to draft recommendation re: equity position (including sample job description and organizational chart, etc.)	Committee Co-Chairs	August 2020
Review and provide feedback on coach up process	Committee members	August 14, 2020
Review and provide feedback on information request form	Committee members	August 14, 2020
Review and provide feedback on 2 draft documents developed by common language- EICC Language LGBTQI+ and EICC Language People with Disabilities- on Teams	Committee members	August 14, 2020

7. Adjournment

Action	Time
Adjourn	3:00pm

8. Next Meeting

Date: (MM/DD/YYYY)	September 8, 2020	Time:	1:00pm- 3:00pm	Location:	TBD
Topics/Objective(s):	Coach up process for new members, Information request form, Sub-Committee report outs and discussion				