



Commission on Improving the Status of Children in Indiana

Committee/Task Force:	Equity, Inclusion, and Cultural Competence Committee		
Date of Meeting: (MM/DD/YYYY)	4.12.2022	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		
Yalonda Brown	Engage Mentoring	X	
Erin Busk	Indiana Department of Education		
Valerie Davidson	Meridian Diversity Consulting, LLC	X	
Jill English	Child Advocates		
Carol Franklin	Phoenix Family and Community Services		
Dr. Gina Forrest	Office of Judicial Administration		
Gurinder Hohl	Immigrant Welcome Center		
Timike Jones	Indiana Coalition Against Domestic Violence	X	
Esther Lewis	Holistic Evolution, Inc.	X	
George Middleton	The George Middleton Group		
Tim Nation	Peace Learning Center	X	
Chris Paulsen	Indiana Youth Group		
Shirley Payne	Indiana State Department of Health		
Adam Pitt	Indiana Department of Education		
Calvin Roberson	Indiana University School of Medicine		
Mark Russell	Indianapolis Urban League		
Guadalupe Pimentel Solano	Central Indiana Community Foundation		
Jessica Strong	Hamilton Center		
Jessica Tomasino	Indiana Family and Social Services Administration	X	
Latrece Thompson	Indiana Department of Child Services	X	
Adrian Warren	Radio One Indianapolis	X	
Julie Whitman	Commission on Improving the Status of Children	X	
3. Staff/Guests			
Name	Organization		
Janie Smith			
Belinda Drake	Indiana Youth Group		

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Robin Coleman	Goodwill Industry of Central Indiana		
Elizabeth Carter	Goodwill Industry of Central Indiana		
Derika Parris	Goodwill Industry of Central Indiana		
4. Updates/Old Business			
Topic	Main Points	Recommendations/Decisions	
5. New Business/Presentations			
Topic	Main Points	Recommendations/Decisions	
Review of January 2022 Minutes	<ul style="list-style-type: none"> No changes noted 		
New Co-Chair of Committee	<ul style="list-style-type: none"> Timike shared with the group that Dr. Gina Forrest was the co-chair, however, was not present for the meeting 		
Group Introductions and Discussion	<ul style="list-style-type: none"> Group was asked to introduce themselves and provide the following information: <ul style="list-style-type: none"> Role How work influences equity specifically with youth Objectives and/or data Barriers in role Areas of expertise Timike- Primary Prevention Program Specialist; focus on violence reduction; areas of expertise include changing policies and practices, conducting needs assessments, and overall needs of wellness and safety; identifying and addressing system barriers Yalonda Brown- recently President of Diversity Initiatives at Engage Mentoring; areas of expertise: certified youth professional, work with companies across the state and nationally around developing mentoring programs, and ensuring team members feel heard and valued; no barriers yet Latrece – Deputy Director of Staff Development at DCS; 9 years in current role, in agency for 24 years; areas of 		

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	<p>expertise- child welfare, trainer and training development</p> <ul style="list-style-type: none"> • Jessica Tomasino – Director of First Steps; areas of expertise: early education and intervention program, state systemic improvement plan – infrastructure improvement component; family engagement; barriers – new data system transition (quality, consistency) • Belinda Drake – Director of Youth Services at Indiana Youth Group; 9 months in current role; formerly worked at FSSA, Care Source, DCS; received Six Sigma certification; areas of expertise: LGBTQ+ youth and services; barriers in role: safely identify when barriers are intersecting, gaps in services • Tim Nation – Executive Director and Co-Founder of Peace Learning Center; several different initiatives that can be found via the link:- Program Offerings - Peace Learning Center ; areas of expertise: social emotional learning, restorative practices, old systems with new thinking, addressing disparities in school discipline and exclusionary discipline, trauma informed (welcome, trusted, loved); barriers – change from black lives movement in 2020 to white lives matter in 2021, specifically the fear of addressing race and other areas of equity • Janie Smith – CISC MSW intern/student at University of Indianapolis; areas of expertise – working with youth and families; barrier – policy impacts; understanding that equity can be applied to everything (and extends beyond race) • Robin Coleman – Clinical Educator and DEI Lead/ Nurse-Family Partnership at Goodwill; areas of expertise: maternal child health, mentoring, educational health promotion, case management, healthcare disparities; barriers – protect fragility of 		

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	<p>those inflicting harm on people of color, how and who to address systemic issues</p> <ul style="list-style-type: none"> • Elizabeth Carter – Nurse-Family Partnership at Goodwill; nurse/home visitor in Marion County; areas of expertise: serve families directly, pregnancy through children up to age 2, rights they have; serve mostly teenagers; barriers – in homes, hearing experiences in healthcare systems, working in silos • Derika Parris – Nurse-Family Partnership at Goodwill, nurse/home visitor in Marion County; areas of expertise: eliciting change in systems, former pediatric nurse • Esther Lewis – CEO of Holistic Evolution; membership system focused on supporting member organizations to agencies who serve males of color; work is grounded in statistical shortages in region 1 (Lake, Porter, and LaPorte counties); areas of expertise: life coach, project management, developing systems, engaging community, mapping community resources; barriers - language inconsistency across systems; helping community to understand the target population • Adrian Warren – Digital Sales Manager of Urban 1/Radio 1; areas of expertise: digital sales, campaigns, marketing, program and business development, communication, consumer behaviors • Julie Whitman – Executive Director of CISC; hope our work continues to influence equity; barriers – in government, change is slow and hard to continue efforts with little/no change, influence of politics; areas of expertise – fluent in Spanish, MSW with specialized knowledge in child/adolescent development, family systems, and trauma, data • Brittany Simmons – staff to this Committee; Youth Justice Strategist with Juvenile Detention Alternatives Initiative (JDAI), 		

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	<p>areas of expertise: juvenile justice, some child welfare experience; barriers – implementing system level change to address systemic barriers and reduce/eliminate disparities in youth justice system</p>		
Committee Charge	<ul style="list-style-type: none"> With the changes to our committee from how it was originally intended and the dissolving of standing sub-committees, our group needs to refine/revise our charge. 	Ad hoc group will be created to draft a revised charge to bring back to the larger committee	
Survey Results	<ul style="list-style-type: none"> Very few committee members completed the survey, but the overall highlights from those who did complete it included: <ul style="list-style-type: none"> Meeting frequency was recommended quarterly Deliverables to prioritize voted on by the sample were assisting in the development of the strategic plan, enhancing professional development of this group, and being responsive to the needs of the Commission 		
Commission Task Force and Committee Chairs Meeting Updates	<ul style="list-style-type: none"> There was a recent meeting where all Commission Task Forces and Committees chairs and co-chairs. During that meeting, there was a conversation about how our workgroup can continue to provide value to the Commission and the work happening in other groups. Given our workgroup’s goal/charge currently, we are here to help ensure there is an equity perspective that should be part of all the work happening within the Commission and its working groups. That group proposed that members of our group join other task forces and committees to help ensure that lens is being considered and applied. Julie shared the following link to the current strategic plan for the Commission: Strategic-Plan.Adopted.12182019.pdf (in.gov) to help provide the group with more specific information related to the 		

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	work happening in the task forces and committees to help inform decisions as to what committees may be of interest to our group members.		
Who is Missing?	<ul style="list-style-type: none"> The workgroup members were asked who may be missing from our committee. Several ideas were suggested including representation from the Latino population, young people, Native American population, disability population, and the immigration population. The goal of this is to ensure that we are focusing on all aspects of equity and not leaving out important perspectives because it does not impact those of us who do not fall into that population. 	Members were asked to send any additional ideas to the co-chairs for consideration	
Updates from Commission	<ul style="list-style-type: none"> Julie discussed some updates from the Commission <ul style="list-style-type: none"> House Enrolled Act 1359 – a piece of legislation passed on juvenile law matters that is creating additional projects for the Commission, including an additional 5-6 workgroups to address specific pieces in legislation Julie is hoping to hire a staff to work with her to manage the work. Her goal is to have the job posted within the next month Members were invited to the next CISC meeting scheduled for April 21, 10-12 at Indiana State Library – themes of the meeting will include: juvenile justice issues (specifically a focus on diversion), a discussion about the overall impact of commission beyond meeting statutory obligations and making recommendations. The goal is to understand if the work being done by the Commission is shown to have made an impact/difference in our data, policies, processes, etc. 		

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Ideas and Next Steps	<ul style="list-style-type: none"> By the end of this year, the strategic plan must be developed; our charge is to ensure that equity is imbedded into all 4 priority areas/task forces of commission; Julie wants to involve our group in this given it was a priority identified in the workgroup survey Our group's plan for next 9 months will be to engage our group members in other task forces and committees to speak to equity issues. 		
6. Action Items (Include recommendations/queries for Executive Committee)			
Action	Responsibility	Due Date	
Julie will send out the task force and committee meeting dates and the Commission's full strategic plan and plan tracker. Brittany will share that information with the larger group.	Julie/Brittany	ASAP	
Follow up with new guests to determine continued participation	Timike	Prior to July meeting	
Create an ad hoc committee to draft our committees revised charge	Chairs	Prior to July meeting	
7. Adjournment			
Action	Time		
Adjourn	2:30pm		
8. Next Meeting			
Date: (MM/DD/YYYY)	July 12, 2022	Time:	1:00pm- 3:00pm
		Location:	Zoom
Topics/Objective(s):	Update on task force and committee meetings; revised charge; updates from Commission		