

Louisiana Developmental Disabilities Council  
Diversity, Equity and Inclusion Committee  
July 8, 2021

HYACINTH MCKEE: I believe that we are waiting on two other DEI committee members. Marilee, do we have a quorum to begin?

MARILEE ANDREWS: Yes. You're actually just waiting on one, Mr. Randall Brown. So you have four members right now.

HYACINTH MCKEE: I'm not waiting on Bambi Polotzola, correct?

MARILEE ANDREWS: Oh, I don't have Bambi down as a member.

HYACINTH MCKEE: She's going to be joining us.

AMY DEAVILLE: Bambi says she's here in the chat.

HYACINTH MCKEE: Oh, she is. Okay. Good morning, Bambi.

AMY DEAVILLE: Good morning, Dr. McKee. How are you?

HYACINTH MCKEE: Great. I see Ms. Corley in the building. In the building. I see Temisha, one of our council members, in the building. Ms. Angela Harmon in the building. Good morning. Greetings to you. Marilee, I see Brenton's fleur de lis sign. I see Ebony's fleur de lis sign. And I see our captionist. So I believe we are-- now I see Bambi name popping up. So I do believe we can begin. I'm certain that our chairperson of the DD Council, Randall will be joining us shortly. But I want to make sure that we have a quorum to begin cause I really would like to start on time and end on time if possible.

MARILEE ANDREWS: You do have a quorum. If you want me to call role for the record, I can.

HYACINTH MCKEE: Yes. That will be great, Marilee.

MARILEE ANDREWS: And then after that you can go over the virtual meeting protocols.

HYACINTH MCKEE: I do not have that written in front of me. I don't have that document.

MARILEE ANDREWS: Okay. I can do it.

HYACINTH MCKEE: So you can very well do that as well.

MARILEE ANDREWS: Okay. Great. Dr. Hyacinth McKee.

HYACINTH MCKEE: Present.

MARILEE ANDREWS: Randall Brown. Temisha Victorian.

TEMISHA VICTORIAN: Here.

MARILEE ANDREWS: Angela Harmon. And Ms. Corhonda Corley.

CORHONDA CORLEY: I'm present.

MARILEE ANDREWS: Thanks guys. So if you have your agenda up electronically you can follow along. There's a hyperlink titled virtual meeting protocols. And I'll just read that for the record. Council meetings shall be accessible via Zoom and live streamed on YouTube. Council or committee members will participate via Zoom and shall be considered present when they display a live feed video of their face with their first and last name, have microphones muted unless called upon by the chairperson. Electronically raise their hand to request the chair to recognize them to speak. Once recognized to speak by the chair their microphones shall be turned on. After speaking the microphone phone shall be returned to mute. Guests may participate via Zoom or observe meetings live on YouTube. All public meetings shall be recorded and may be made available on the council's YouTube channel as determined appropriate by the chairperson. Public comments submitted during a meeting via any format below shall be considered. During a Zoom meeting guests may electronically raise their hand to request to comment. Upon being recognized to speak by the chain their microphone should be turned on. After speaking their microphone shall be returned to mute. Or post comments relevant to the item under consideration in the chat box. Post comments during the live stream of the meeting on the council's YouTube channel. Public comments of a person's character will

not be heard. If the comment continues after being asked to stop by the chairperson council staff may be instructed to end the meeting. The chairperson will notify the executive committee of this occurrence. Council chair will seek guidance to determine if it is legally appropriate to redact or share the video of the meeting on the council's social media. So that was our roll call. We have a quorum. And I've gone over the virtual meeting protocols. So I'm going to hand it over to Dr. McKee for agenda item number two.

HYACINTH MCKEE: Thank you so much, Marilee, for all your work with this committee and as a staff member working to pull a lot of this information together. And on behalf of the DEI committee and the DD Council we are grateful for your work on this committee.

So with that being said, we're going to move right to the second part of the agenda where we're just going to talk a little bit about the reason and kind of pretty much the purpose why we're here. So I believe in the documents you did receive a copy of the committee charter. So with that in mind, please note that our role and purpose today was formed at the July 2020 council meeting by the full council, and I believe it was in response to some significant concerns of whether or not the DD Council was ensuring that diversity, equity and inclusion practices were being implemented or utilized particularly when we were selecting council members for the board. And then also making sure that there's a voice of diversity that is on the council. And so I want to say it's in response to a lot of what was happening nationally as it relates to inequitable practices towards people of color. But I will also like to say that the DD Council had already been moving in the direction of addressing a lot of issues surrounding diversity prior to what was taking place nationally. So I do want to acknowledge that the DD Council had been already moving into that direction. I just believe that the most recent national events just really served as a huge catalyst to accelerate the purpose on this committee.

With that being said, the purpose of the committee at the time during the July 2020 meeting was to discuss diversity, equity and inclusion practices and also draft an antiracism statement positions for the council's consideration. The DD council was successful with drafting the antiracist statement. And the charter it says statements. It doesn't necessarily, we don't need statements. One strong statement to take a stand is typically what organizations have. The DD Council has already established that antiracist statement and it was approved by the council. Unfortunately, and this is where we come in as a committee, we have to ensure that statement is posted on our website, that statement is included on documents that the DD Council possibly circulates with the public. And so again, the statement was created, but we need to have some dialogue today on how we want to move forward to make sure that that statement is, in fact, documented on our literature that goes out to the public.

I'm going to move right into talking more about some specific responsibilities of the committee. And again, although we are practicing this very formally, please know that I want to promote an environment where people feel like they are comfortable to, you know, raise their hand, to jump in and add to this committee their voice. I don't want it to be a sterile environment where people are not comfortable. This is a place where you should feel like it's okay to be heard and that it's a non-judgmental environment.

So with that, let's go right to the specific responsibilities. And these are proposed. So this is where the committee we really would like for to get some support. This is where the committee is going to come in and just really start engaging in that dialogue how we would like for this committee to move forward. And so if we looked at the specific responsibilities that are proposed-- and I'm assuming all of our committee members got this information ahead of time before the meeting.

BAMBI POLOTZOLA: I did not.

HYACINTH MCKEE: Yeah. And so Bambi, I believe that Randall did send you an email of sincere apologies for that oversight. And so, you know, but we can very well take this information and post it right now. Marilee, is there some kind of way that we can post this information so it can be read? And then also make sure Bambi gets a copy.

MARILEE ANDREWS: Yes. We kind of skipped over housekeeping. So I actually had a question.

HYACINTH MCKEE: Who has a question? You or someone from the committee? I'm sorry.

MARILEE ANDREWS: Well, I'm not sure if it's someone from the committee.

HYACINTH MCKEE: Go ahead.

MARILEE ANDREWS: And therefore I have a question. So is Bambi a member and that was an oversight in communication?

RANDALL BROWN: Bambi is appointed. This is Randall. I'm here. I just joined a few minutes ago. I was a little late. Sorry.

MARILEE ANDREWS: No. That's fine. I saw you hop on. I apologize, Bambi. I did not know you were a member, so I didn't call your name. So what I'll do is I'll add you to the email chain. And I can email you really quickly. I'll forward you the email all the documents I sent to the committee members. And Dr. McKee, what did you mean like post? You mean like share my screen?

HYACINTH MCKEE: I mean like if you could just share the screen. Just put it on the screen.

MARILEE ANDREWS: That's what I thought.

HYACINTH MCKEE: Just share it on the screen because if she doesn't have it in her possession. And then also all the other committee members too. There's some movement. Maybe if we can have the screen shared, we can still see the document and they don't have to go dig in their email.

RANDALL BROWN: I agree. And my apologies. I was late, madam chair.

HYACINTH MCKEE: No. That's okay, Randall. We just started. We just went over the purposes briefly and now we're going to specific responsibilities. This is where we need all the voices right now anyway.

RANDALL BROWN: Sure

MARILEE ANDREWS: Did you want to do agenda item three and four? Just have people introduce themselves.

HYACINTH MCKEE: You know what, I did miss that y'all cause I don't have the agenda. Let me go back and do that. I jumped right on into things, and I sincerely apologize for that. It has not been the best week for me. So yeah, let me go back to introducing and allowing people to introduce themselves.

MARILEE ANDREWS: And I'll just share my screen like you guys suggested and then you'll be able to see where we are.

HYACINTH MCKEE: Yeah. So let's go with introducing the committee members. Let's see who's on the call again.

MARILEE ANDREWS: Okay. So I'll just call down. You can start. Dr. McKee is the chair. I don't know if you want to introduce yourself or say anything about yourself.

HYACINTH MCKEE: Yes. Everyone knows that I'm Dr. Hyacinth McKee, chair of the DEI committee. Let's see who's next.

MARILEE ANDREWS: Randall Brown who is the chair of the council.

RANDALL BROWN: Good morning all.

MARILEE ANDREWS: Temisha Victorian who is a council member.

TEMISHA VICTORIAN: Morning. Temisha Victorian, parent advocate for region five.

MARILEE ANDREWS: Ms. Angela Harmon who is a member of the public. I'm sorry. Bambi Polotzola, committee member and council member.

BAMBI POLOTZOLA: Hi. I'm the director for Governor's Office of Disability Affairs.

MARILEE ANDREWS: Angela Harmon, member of the public and committee member. And I think she was

having-- yeah, we can't hear you.

ANGELA HARMON: Good morning.

MARILEE ANDREWS: Okay. Good morning. We got you there at the end. And Ms. Corhonda Corley who is a member of the public and a committee member.

CORHONDA CORLEY: Great morning. I am a proud parent and national disability advocate.

HYACINTH MCKEE: Okay. Thank you, Marilee, for that and keeping me on task and on point to make sure we introduce everybody. That is appreciative. I'm going to go back to, I see that you have the agenda posted. Can we go and share the committee charter document again on the screen?

MARILEE ANDREWS: Yes. Did you want to go over how the committee was formed?

HYACINTH MCKEE: I did that already.

MARILEE ANDREWS: Okay.

HYACINTH MCKEE: Can you please post the committee charter agreement on the share the screen. That's already been done. Thank you. Okay. Great. There we go. Okay. So now we're on specific responsibilities, committee. And again, this document is just a draft. We don't have to necessarily commit to it. These are just recommendations on how we would like, you know, where this DEI committee will go and what are the responsibilities of the committee. And so I'll just read the first one. And this is where we're going to need the dialogue as well as the wordsmithing from the committee members, okay. So I'll read the first one. To provide vision, make recommendations to the LADDC for consideration and support advocacy efforts for diversity, equity and inclusion to enhance cultural competency and create an overall inclusive culture for people of color, ethnicity, gender, sexual identity and orientation. So do we have any feedback about that statement? And any wordsmithing, any discussion in dialogue right now is truly appreciated. You can take a moment and look at that.

MARILEE ANDREWS: Can you guys hear me?

HYACINTH MCKEE: I can hear you.

MARILEE ANDREWS: Okay, sorry. It's very difficult on one computer to see everyone and if it's muted or not and the screen is being shared.

HYACINTH MCKEE: Yes. So any dialogue or any recommendations on the specific responsibility that's proposed. The first one that I read.

BRENTON ANDRUS: Corhonda does have her hand raised.

HYACINTH MCKEE: Thank you, Brenton. Corhonda, you can be recognized. We can't see it. I can't see it. And I think Marilee said she can't either. So Brenton, if you can see it, that's great. Thank you. Corhonda, you're being recognized.

CORHONDA CORLEY: Yes, ma'am. Thank you, madam chair. Can we add language in regard to English language learners.

HYACINTH MCKEE: Okay. That's a good recommendation. So where would you think, Corhonda, maybe somewhere after inclusive culture for people of color and then you want to say maybe somewhere in there language, English language learner. You think it should go in that area somewhere along those lines?

CORHONDA CORLEY: Yes.

HYACINTH MCKEE: And so let's see how would we word that. Marilee, is your document that you're showing on the screen, do you have it in Word?

MARILEE ANDREWS: Right. It's up in Word right now.

HYACINTH MCKEE: It is in Word, okay. And so there's a recommendation from Ms. Corley to add English language learners or to add language to include non-English speaking individuals. And so Ms. Corley, are you saying the word English language learners, are you comfortable with that? Or nonspeaking English individuals? What is the preference? And then if we have any other committee feedback on that.

CORHONDA CORLEY: Either or for me.

HYACINTH MCKEE: Okay. So Marilee, can you type in possibly in a different color that addition to this specific responsibility that's proposed.



MARILEE ANDREWS: So I guess I don't understand. You want it to read to provide vision come make recommendations to LADDC for consideration and support of advocacy efforts for diversity, equity and inclusion to enhance cultural competence and create an overall inclusive culture for people of color, ethnicity, gender, sexual identity and orientation and English language learners.

HYACINTH MCKEE: Yes. It can either go after for people of color or it can go-- we just want to include that language in the last sentence that has English language learners or nonspeaking, non-English speaking individuals can go in that area.

BAMBI POLOTZOLA: This is Bambi.

HYACINTH MCKEE: Yes. Bambi, you're being recognized.

BAMBI POLOTZOLA: English language learners, like it's people who are learning English. So once someone learns English then they wouldn't be in that category where if you use English as a second language that would include people throughout their life who have, you know, maybe originally spoke a different language and now they speak English. But then that might not be inclusive either if you're trying to include someone else.

HYACINTH MCKEE: Are we amendable to the idea of having English as a second language.

BAMBI POLOTZOLA: I think the only concern I have about that is saying either one of these is making it English centric when we have people who have, you know, ASL or so maybe it's just diverse linguistics. Maybe that would be inclusive. So that way we're not saying if someone doesn't learn English, we're still going to include people.

HYACINTH MCKEE: So you're saying diverse linguistics is probably the more encompassing term to put here.

BAMBI POLOTZOLA: Yeah. Just thinking through it, yeah.

HYACINTH MCKEE: Okay. Say that again, Bambi. You

said?

BAMBI POLOTZOLA: Just diverse linguistics or diverse languages.

HYACINTH MCKEE: Okay. Any other feedback from the committee on including this?

RANDALL BROWN: Can I make a suggestion?

HYACINTH MCKEE: Yes.

RANDALL BROWN: How about diverse language speakers?

HYACINTH MCKEE: Diverse language speakers. You can use that one as the recommendation as well. So it sounds like diverse language speakers is a combination of the recommendation from one committee member and another. What are we thinking, committee, about diverse language speakers? What's the feeling about that? Any other comments about this specific responsibility? So let's go on ahead if we don't have a comment on that. Let's try with diverse language speakers right now. Can we type that in, Marilee, maybe in a different color so when we go back, we can kind of double check to make sure what we want to send to the full council.

MARILEE ANDREWS: You do have a comment. Bambi mentioned that I think you have another council member who is meant to be on this committee who was not. That's Lillian.

HYACINTH MCKEE: Yeah. So can we pause on that. I will address Bambi's concern. But right now, I want to go in and add what we just discussed. After people of color I would like to have diverse language speakers to be put on this document in color.

MARILEE ANDREWS: So that is there. And there was a second comment I was trying to get to. Lillian says perhaps it would be good to shift the term gender to gender identity to be specifically LGBT inclusive.

HYACINTH MCKEE: Perfect. Thank you. I do agree. Thank you, Lillian, for that. And so I'm in agreement with gender identity. If the committee is, I believe gender identity is an appropriate way to make sure that population is inclusive. So we can go, if there's no

objection to that, I'm going with gender identity, but I'm also going with the diverse language speaking. So if we could add both of those to the document that would be great. All right. Thanks Marilee. All right. So and then we'll go back and read it and wordsmith it again to make sure it reads properly. The next proposed responsibility moving on to establish, implement, revise and revisit policies that promote diversity, equity and inclusion that are aligned with the DD Act. What do we think about that statement? What are our thoughts? Seems that that one is pretty straight forward.

All right. So we're going to move on to the next one. To adapt to diversity and embed an institutionalized knowledge of diversity, equitable practices inclusive of cultural competence and cultural humility in the LADDC policies and procedures and practices. To adapt to diversity and embed an institutionalized knowledge of diversity, equitable practices inclusive of culture competence and culture humility in LADDC policies, procedures and practices. Any feedback on that, committee? And don't worry about the hand cause we can't see it. So if you do want to jump in and say something it's okay to kind of like unmute yourself and talk cause I cannot see if your hand is raised.

MARILEE ANDREWS: Brenton, I can't see either and for some reason it's not allowing me to chat. I'm not sure if it's cause I'm sharing a screen. So I'm just letting you know you're kind of on your own.

EBONY HAVEN: Ms. Corhonda Corley has her hand raised.

HYACINTH MCKEE: Ms. Corley, you can be recognized.

CORHONDA CORLEY: Yes. Do we want to add in like cause I see you have like cultural competency and cultural humility. But would this be like by a training?

HYACINTH MCKEE: Yes. And that would ultimately-- and so yes, Ms. Corley. Exactly. So that would, so this responsibility would lead to an objective

inclusive of what, professional development training, right. So that's really what this specific responsibility speaks to. It speaks to ensuring that the council adapts to diversity. We want this to be living moving forward. And how do you do that. Well, you embed this institutionalized knowledge of diversity. So first individuals need to be aware and knowledgeable and culturally competent and understand what culture humility is in order to implement it in the policies and procedures, right. And so yes, to answer that question what you're saying about moving forward professional development that would be the objective that would tie into that responsibility. That's the purpose of this responsibility. So absolutely. That's the direction this specific responsibility is. Any other comments on that? And what about the wording of this responsibility. Any comments on the wording on it? Does everyone understand and grasp what this responsibility means and what it is or any questions about it?

AMY DEAVILLE: Dr. McKee, there is a comment from Kathleen Canino for the language part.

HYACINTH MCKEE: Hi Kathleen. Glad to hear you.

AMY DEAVILLE: Corhonda was adding you could say English not as a first language. This is going back, I believe, to the first point.

HYACINTH MCKEE: Okay. Well, let's see. All right. We're going to hold onto that Corhonda. I don't know if I want to put the word not in that statement. We can probably wordsmith a little better for consideration. And then Kathleen, she had a comment. I'm sorry. Kathleen Canino, did she have a comment?

AMY DEAVILLE: I'm sorry. That was Kathleen's comment.

HYACINTH MCKEE: Oh, Kathleen. I'm not sure about not. Can you add clarity to that. I usually hate to put not in our goals and objectives and all of that. I try to keep those kind of words out. If you could wordsmith it and give us a recommendation of a good wordsmith it could be considered. Thanks for your

input. Okay. To adapt to diversity. All right. Are we clear on that? Do we have any questions on that one? Does the committee understand the direction of that responsibility, that proposed responsibility?

MARILEE ANDREWS: So Dr. McKee, I just, I'm not, I kind of needed to share how the charter came about. And then how the responsibilities fall into the purpose, the committee's purpose. Which was outlined in the motion. So I'm not sure if that's something you might want to let me explain.

HYACINTH MCKEE: Yeah. We can do that after we finish the specific responsibilities, we will go back to that. Because, again, what I shared with you earlier is that we need to have more dialogue about that purpose and summary so we can bring recommendations to the council to consider the purpose of this committee. We will go into dialogue about that. I believe that when the council made the decision on the purpose it was not clear, and it was rushed. It was to hurry up, let's make an antiracist statement and move forward and get this going. I don't think it was well thought out by the full council before it was voted on. Again, this purpose is antiracism statements, and we don't need pleural statements. I think the committee today will engage in more dialogue about bringing more clarity and more information to the full council and have more dialogue with the full council about the purpose of this committee. So we're going to go back to the specific responsibilities and then we'll tailor back to that. Any questions about that particular responsibility? If there's none, I will move onto the next one? Okay. All right.

The last one is to ensure that policies, structures, practices and procedures dedicate resources to support DEI and the work of the LADDC. Any questions, comments or any wordsmithing do we believe we should add for a specific responsibility on this statement, on this proposed statement? To ensure that policy, structures, practices and procedures dedicate resources to support DEI in the work of the LADDC. And

this responsibility is to ensure that the work that the DDC is inclusive of diversity and also that when there's opportunities to dedicate resources, say for instance in our planning, our annual planning and our five-year planning, to make sure that we have goals and objectives that are inclusive of diverse practices included in those annual and five-year plans and to dedicate resources to such. That is why this specific responsibility is proposed. Any questions or anyone wants to add to this proposed responsibility?

BAMBI POLOTZOLA: I think this looks good Dr. McKee.

HYACINTH MCKEE: You think so. Is that Bambi?

BAMBI POLOTZOLA: Yes, ma'am.

HYACINTH MCKEE: Okay.

BAMBI POLOTZOLA: And I just wanted to also say your recollection about kind of the council moving really quickly when we did this, I remember that as you remember it as well.

HYACINTH MCKEE: Yeah. I think that the council, in all fairness to the full council, I think they just did not have a full opportunity to kind of like process what this whole vision of this DEI committee was. And in fairness to the council I think it would be best to give them an opportunity to take the information that we discuss today, bring back to them and let them really visit it and put more of their input and their energy into it as well so this can be a strong committee moving forward. And so that's what I'm thinking.

AMY DEAVILLE: Dr. McKee, Ms. Corley has her hand raised.

HYACINTH MCKEE: Yes. Ms. Corley, you're recognized.

CORHONDA CORLEY: Yes, ma'am. Are we going to, in this proposal do we want to consider ensuring that we have representation on each committee as well as more representation in the council.

HYACINTH MCKEE: Yes, Corhonda. And I think absolutely because I'm thinking that speaks a lot to

our specific responsibility, maybe specific responsibility one or two. But then again, Corhonda, I'm appreciative of what you're adding because the very last statement you said about professional development that could be an objective, right. And the one you're offering now can be an objective as well. So I want you to hold on to that cause I'm not going to remember it. So that as a committee member we know that when we go to add objectives that those two that you just recommended can be considered as an objective. You know what I'm saying. This is the overall, the overarching and then we'll as a committee start to like interweave these objectives to go with these specific responsibilities. So please keep both of those recommendations. I think they'll go great in objective stuff.

AMY DEAVILLE: Dr. McKee, Ms. Victorian has her hand raised.

HYACINTH MCKEE: Yes, Temisha. You're being recognized.

TEMISHA VICTORIAN: Thank you, madam chair. Looking at the last proposed statement I'm thinking we could possibly add mission of the LADDC. But basically to make sure we're addressing the mission of the council as well.

HYACINTH MCKEE: Okay. And so it should read, your recommendation that it reads to ensure the policy, structures, practices and procedures dedicate resources to support DEI in the work and mission of the LADDC.

TEMISHA VICTORIAN: Yes.

HYACINTH MCKEE: Okay. That sounds like something that is doable. Any other comments or recommendations or suggestions to what Temisha is saying to put the mission in there, the wording, work and mission? Or mission and work of the LADDC.

RANDALL BROWN: I actually think mission should come before work.

HYACINTH MCKEE: Okay. So let's put that mission in. If there's no objection to that we'll put mission and work of LADDC. Great. All right. So what we have

in front of us, committee, is some proposed specific responsibilities for the DEI committee. Now to Marilee's point about circling back to that, to Marilee's point about the purpose and why the DEI committee was established and formed. She does bring up a point of what the council had in front of them at the time. And so we do need to have some dialogue about how do we want to go by reintroducing to the council our, if there are any changes to the purpose of our DEI committee giving time has passed. It was formed July 16th. It has been almost a year since this recommendation and this was formed and approved by the council, full council. So do we want to look at the purpose is right now that the council has established and then go back to the council and say hey, after meeting today we would like to submit to the council for consideration to change our purpose or to add more wording to the existing purpose of the DEI committee. So that's a loaded question. So do we want to stick with this purpose, or do we want to offer the council a recommendation that's inclusive of the existing purpose with some adjustments and modifications?

MARILEE ANDREWS: So Dr. McKee, the way you would do that is, and just so everybody remembers, it was a year ago, the executive committee passed a motion, passed two separate motions. One to convene an ad hoc committee to number one, just discuss, diversity, equity and inclusion practices. Which is a task that doesn't really lead to any output. I mean at the most you could say we discussed it, and these are our recommendations to the full council for the full council to consider.

RANDALL BROWN: That was the point.

MARILEE ANDREWS: And two, draft antiracism statements and positions for the council's consideration. And then another motion passed that was the actual statement. So there's a couple different ways you can go about narrowing down what it sounds like you guys want to do verses what you've actually been tasked with doing. So if you want to change the



purpose of this committee, which is outlined in that motion, my suggestion would be the best way to do that would create some proposal and we have a council meeting coming up to say, you know, we would like to amend the purpose of this diversity, equity, inclusion committee to include and then list all the specific responsibilities.

HYACINTH MCKEE: Okay. So I believe I just said that. And so maybe there must be like a connection issue here. I just said that. So the question on the floor is to ask the committee if in fact they want to stick with this existing purpose or would they like to go before the council with a different purpose with adjustments and modifications to the purpose. So first of all, I need to get permission from the committee as a whole if they want to just stick with what's here, or if they want to move on to modify the purpose of this committee. So are there any objections? Let me back up and say this. Is there anybody on the call right now who would like to stick with this purpose of the committee as it's formulated? And feel free, like I said, it's clearly your opinion and we'll respect that. Anyone who wants to stick firmly with the purpose that was established with this committee on July 16, of 2020. Do we feel like as the purpose was delivered to us was that already accomplished. It appears as though we were able to accomplish that, especially the draft antiracism statement. We did that the same day the committee was formulated, I believe. Like the council, we drafted one. So we know that was done. So I believe the other conversation is to discuss diversity, equity and inclusion practices. Do we want to keep this existing purpose or are we open to bringing forth to the council purpose with some adjustments and modifications and ask permission to adopt that purpose?

AMY DEAVILLE: Ms. Corley has her hand raised.

HYACINTH MCKEE: Ms. Corley, you're recognized.

CORHONDA CORLEY: Thank you, madam vice chair. I'm all in favor of making the recommendations for more changes because I think the diversity, equity and

inclusion need to be all around on the entire council. And it needs be not just a simple statement saying that we're going to embrace diversity, equity and inclusion but it needs to be training, it needs to be the present representation on the council and all the various committees. And it need to be something that the council actually live by on an everyday basis. So I'm all in favor of more recommendations.

HYACINTH MCKEE: Anyone else on the committee-- thank you Ms. Corley. Anyone else on the committee would like to make changes to the existing purpose and if there's any comments.

AMY DEAVILLE: Ms. Victorian has her hand raised.

HYACINTH MCKEE: Temisha, you're being recognized.

TEMISHA VICTORIAN: Thank you, madam chair. I think my hand is hard to recognize.

HYACINTH MCKEE: I can't see anything. I'm just looking at a document.

TEMISHA VICTORIAN: Okay. Just for clarity, the way it's stated is almost like, and I guess I'm going to make it real elementary, but I don't want to the committee just to be a committee that we come here and discuss it here and it stays within the DEI committee. Basically, so there's no verbiage that's saying in the purpose that we're making recommendations to the council or that it's going to be, you know, spread out. Which we know we would, but I think it needs be some verbiage. Cause basically if I just look at it it's saying the committee is to discuss diversity, equity and inclusion practices and draft antiracist statements for the council's consideration. But I kind of agree, well not kind of, I agree with Ms. Corley's statements saying it needs to go a little further than that. Well, much further than that to where we're not just coming to this committee to discuss those practices and it's getting stuck here. Not sure of the actual verbiage that needs to be stated, but I do think the purpose needs to be expanded. And that's part of why we're here to work on that. I agree, I think it needs to be some more diversity with our statement and how

it's going to, you know, be shared, you know, for the council.

RANDALL BROWN: May I say something to that point very quickly, please?

HYACINTH MCKEE: Yes, Mr. Chair. Randall, you're recognized. Thank you, Temisha.

RANDALL BROWN: And thank you, Temisha. To your point, and to both your points, Ms. Corley and Temisha, since you're an ad hoc committee that was formed by a motion of the executive committee anything and everything you will do now or in future meetings will go before the executive committee. And then we would then make a motion at executive to bring anything you would like us to to the full council for consideration. Keep in mind our next meeting is in a few weeks here in this month in July.

HYACINTH MCKEE: Thank you, Randall for that, bringing that to us so that we know this information is going to go straight to executive for approval before the full. Thanks for that. That helps us out tremendously. And thank you Temisha and Ms. Corley for your comments about expanding the purpose. It sounds like I'm getting from the committee that we are leaning towards expanding the purpose of the DEI committee and then to bring that information for executive to get approval. With that being said, and I don't hear any objections, we can now move to talking about wordsmithing the purpose of the DEI committee and offer that information, to offer that to the full executive committee.

AMY DEAVILLE: Excuse me, Dr. McKee. An attendee, Rana Ottallah has a comment.

HYACINTH MCKEE: Yes. Ms. Ottallah, you are recognized. Does she want to jump in or is it a comment in the chat? Cause we can't see it.

AMY DEAVILLE: It was not in the chat.

HYACINTH MCKEE: Oh, I wonder if we can allow her to be recognized if she can kind of jump in and speak if that's something we can do. If not, can you please type it in the chat. If we can't get you in, feel free

to type in the chat.

RANA OTTALLAH: Good morning. Can we go back to the mission, please, for a second?

HYACINTH MCKEE: Which one, ma'am?

RANA OTTALLAH: Yes, right there.

HYACINTH MCKEE: Okay.

RANA OTTALLAH: I don't see anything addressing language as language barrier for many cultural communities. I don't see anything addressing religion. We have so many religions in the states and so many religious practices that hinder or support access to disability services. If we don't know how to talk about it, go around it then we're going to leave a big portion of the disability community not served. Language, if you put information out there in a language nobody can understand or those specific communities cannot understand, you are missing a large portion of the disability community. So when you talk about culture, color, ethnicity, gender like you're not really, you are addressing certain issues, but you are not addressing the bigger picture. As a diverse community, as the melting pot we have to talk about culture, we have to talk about religion, we have to talk about language. Because there cannot be like, you know, not paying attention to. I come from a community, I come from a religious background that speaks a different language. Language barrier is a huge issue. I cannot be an advocate and interpreter. I can't. I cannot when I go talk to a service provider, she said oh, this family disrespected me because they made me take off my shoes before I entered the house. Yeah, because they pray everywhere, and your shoes cannot be on when you walk on carpet they pray on. So there's a lot of culture, there's a lot of religious, there's a lot of language barriers and if you guys not paying attention to these aspects, you're missing a lot.

HYACINTH MCKEE: Thank you so much for your comment on that and bringing that to our attention. And that's why we love to have these comments and meetings. And we are appreciative of your comment. And you add to

what we need. Your voice matters and you add to what we need. I'm very comfortable with including the wording of language in there. I believe Ms. Corley did, one of the committee members, put forth a recommendation, as well as two other committee members, to make sure we have, I believe we said diverse language, you know, to make sure we include in our specific responsibilities as well. So our committee, I am completely comfortable with adding religion to that as well. I don't think there would be any objections to that. But committee, are there any objections to adding, making sure religion is also very inclusive in our specific responsibilities number one? So I figured there wouldn't be any objections Ms. Ottallah. I hope I'm saying your name correctly. Thank you so much for your input to ensure that we are practicing, you know, and being inclusive in our language for our responsibilities. Thank you, again.

Okay. So we have that there. Okay. All right. Moving forward, we are back on purpose. And this is where we need to wordsmith our responsibilities. Wait, I'm going to see if I can get this screen back. All right. I had a proposed-- I'm going to see if I can pull up what I drafted as a proposal to purpose. But I have to dig through some documents. Bear with me. And I can pull up to you what I had proposed some language. Again, we're not married to it. We're working on this as a committee. Okay. So I can't share my screen and see that screen at the same time so I'm going to do the best that I can to say to you a proposed purpose that-- or maybe I don't know if Marilee can probably share that document too. But the proposed purpose would read like this. The purpose of the DEI committee is to provide, I wish I could type it, is to provide vision, make recommendations to the LADDC for consideration and support advocacy efforts for diversity, equity and inclusion to enhance cultural competence and create an overall inclusive culture for people of color, ethnicity, gender, sexual identity and orientation. I wish I could pull this up so y'all can see it so we

could play with it together. Is there some kind of way, Marilee, that we can, that proposed purpose that I had sent to you a couple of days ago and put that up so the committee can take a look at it and kind of play with it and wordsmith it, so they have something to jump from?

MARILEE ANDREWS: Do you want to just read what you said one more time and I can type it.

HYACINTH MCKEE: I can read it one more time and let's see if we can get it up there.

MARILEE ANDREWS: Go ahead and read it a bit slower.

HYACINTH MCKEE: All right. The purpose of the DEI committee is to provide vision, make recommendations to LADDC for consideration and support advocacy efforts for diversity, equity and inclusion to enhance cultural competence and create an overall inclusive culture for people of color, ethnicity, and of course we'll put religion and then we'll put gender identity. I believe Lillian had made a recommendation. Sexual identity and orientation. So this is just a drafted purpose, committee. I believe if Marilee can put it up there, we can talk about as a committee and wordsmithing this purpose and how we want to bring this to executive. This is where we really need that feedback. We take a look at that and see committee what are your thoughts about that being the purpose. And I want to make sure we're inclusive to everybody, all bodies of people, right. Like one of our public members mentioned.

AMY DEAVILLE: Dr. McKee, Ms. Corley has her hand raised.

HYACINTH MCKEE: Yes, Ms. Corley. You're recognized.

CORHONDA CORLEY: Thank you, madam vice chair. Is there a way we could include in the purpose or as one of our objectives making sure our hiring practices has representation of all of these diverse communities or marginalized communities that we're speaking about. Like I know we have a few vacancies right now for staffers and we don't have much representation at all

of any of these communities. We don't have many Muslims, many ethnicities or race. We don't even have people that are disabled whether it's intellectual or developmental disability represented in our hiring practices. And I think that is something that we need to embody as well. That's one thing that I greatly appreciated by the Governor's Office of Disability Affairs is that they actually have members out of our community actually employed working in that office. And their office staff is very diverse. But our staff is not diverse considering that we are the DD Council, and we don't even have a member of the DD community actually employed. So I think that we need to address that as well. As either an objective or included some kind of way in our purpose.

HYACINTH MCKEE: Point noted, Ms. Corley. And again, you are the objective maker. Seeing you moving forward as the objective maker because again, your recommendations are duly noted and are appreciated and will be perfect, perfect to include in our objectives. This is not the end Ms. Corley. I will say to you and to the rest of the committee members and the public, this is not a committee that I committed to that we are just going to meet one time and have great fruit and great breakfast and don't be actionable. So I want to say thank you Ms. Corley. You need to keep those objectives cause I'm going to forget them. You are the objective maker. So we will be addressing that to make sure that what you just said is inclusive of our objectives. Okay. Thank you for your comments on that. Any other comments from the committee on this purpose statement and like what do we want to add? Is this inclusive of what we're working towards? Where are we folks? POC. Marilee. We need to say what POC is. So can you say what that is. Is that point of contact, is that plan of care. All right. So people of color. Love it. Thank you.

MARILEE ANDREWS: If I may, just for the committee to consider, you guys spend a large, a good amount of the meeting so far on the specific responsibilities

which is they're really kind of broad. So that could be your purpose. And then specific responsibilities would be ancillary tasks added to your purpose. So that's where things would come in like Ms. Corhonda mentioned hiring practices. So I might suggest looking at, I mean all the things you outlined in specific responsibilities is really a purpose. That's not a specific responsibility. So you could easily, you guys have already created it. You could easily adopt that as your request to the council for that to be your purpose. And the shorter one, Hyacinth, it just leaves out a lot of what you guys listed as specific responsibilities. So then you run into the same problem where you're working outside of kind of what you were tasked with doing.

HYACINTH MCKEE: Any comments about Marilee is stating to the committee? I don't want to make an executive decision on that. I want to get feedback from the committee on Marilee's comment.

MARILEE ANDREWS: So I don't know if it would help, I can show you guys like a previous charter that was, I think it was actually-- but it was formed in a different meeting. But it was another committee, and they had a purpose and then they-- it was the grievance ad hoc committee. Their purpose was to present to the council a proposed formal grievance policy for the council to consider. So then you think what are the ancillary tasks, the specific responsibilities that's going to get that job done. And those are things that really go under specific responsibilities cause that's what you're all agreeing you're going to do the work of. So for that particular purpose they agree they would research other council's grievance policies. They would research LDH's grievance policy. And then finally propose a formal draft policy. So those are the kind of things, I don't know if everybody is familiar with the charter that's going to keep the committee on track and allow you guys to be as productive as possible. And like Temisha mentioned, not just meet and talk and go in different directions.



HYACINTH MCKEE: Okay. All right. So I'm looking at this document, Marilee, where it says the DEI committee recommends for the council to expand the purpose of the DEI committee to the following. And then I see make recommendations to executive committee for consideration. This is confusing. The supporting advocacy efforts of diversity. Those are the proposed specific responsibilities that we discussed.

MARILEE ANDREWS: I mean I know that's where they were in the document. But so how do you support advocacy. It doesn't say that. You see what I mean? And it's a little confusing cause you're going back to a motion, you're trying to change a motion that was already passed. So it's a little confusing.

HYACINTH MCKEE: We're trying to offer to the executive committee these recommendations to revisit the purpose of the forming of the DEI committee.

MARILEE ANDREWS: Right. The purpose is the motion that was passed. So you want to change. And that's fine, that's totally fine. I wouldn't get hung up on that. I mean, you can change it. You can ask to change it. I would just make sure it includes, you're asking to change it to what you guys want to do. And this is what you guys want to do according to the conversation I just heard.

HYACINTH MCKEE: Okay. So any comment from the committee on what Marilee is saying?

AMY DEAVILLE: Ms. Corley has her hand raised.

HYACINTH MCKEE: Ms. Corley, you're recognized.

CORHONDA CORLEY: Yes. Thank you, madam vice chair. So I'm trying to make sure that I'm understanding what Ms. Andrews is stating. So basically, you're telling us to go ahead and make the motion for what we need the executive committee to approve. Which is to give us permission to address all of the rest of these recommendations that we want to do. Make that motion first. Then after that then we can go forward with all the recommendations that we would like. Am I understanding you right?

MARILEE ANDREWS: That's exactly right. We kind of

skipped over kind of reviewing the motion itself. But essentially when a motion passes, you're married to the motion. I mean, that's the motion. And so then the committee's formed and you guys have to do the work and come up with these ancillary responsibilities and tasks that aid to meeting your goal, your purpose. Which was what's in the motion. So it sounds like what I'm hearing is it sounds like the council passed a motion with haste and they didn't maybe understand what they were passing. And that this committee wants to do more than what the full council said the committee could do and agreed for the committee to do cause it's a whole council. So you guys want to do more than what the full council essentially gave you permission to do and that's fine. You just have to go back and get permission essentially from the council to say yes, grievance ad hoc committee, this is what we're tasking you with doing and we expect these things back from you after you've done your work. And so you guys spent a good amount of time going over kind of broad things y'all want to do. Those four bullet points. Supporting advocacy efforts for diversity, for example, is the first one. And it would be my recommendation to go back to the executive committee and say we've met, we discussed. We realize we want to do more than just discuss because we want some actionable items to come out of this. We also realized that our committee was formed to make a statement, an antiracist statement which we actually already did in the same meeting. So the committee is not going to affect any change unless you, you know, do these things, for example, that y'all decided to do. But you'll have to get a new motion for that. Otherwise, it's just not what the council said. And I think it's fine. And I think you can present that. I mean, it's what you all just agreed on. And you all word smithed it and I kind of word smithed it a little bit, so it wasn't such run-ons and stuff like that. And then when they approve that or if they approve that or whatever, and then the next time that you all meet I would suggest on the agenda looking at

the first bullet point you have. So let's say supporting advocacy efforts for diversity, equity and inclusion, etc. etc. How are we going to support advocacy efforts for diversity. Like really, how are you going to do that. And then that is your actual specific responsibility. Does that make sense, Ms. Corley?

CORHONDA CORLEY: Yes. It does. And if it pleases Dr. McKee, can I make a motion for us to actually send a recommendation to the executive committee to approve this committee to do all of our recommendations and then some to allow us to have a revolving door or charter to continue to address items that relates to diversity, equity and inclusion in the DD community or in all aspects the DD Council will address.

HYACINTH MCKEE: So we have a motion on floor made by Ms. Corley. Do I have a second?

TEMISHA VICTORIAN: I second.

HYACINTH MCKEE: Any objections to the motion? Any abstentions to the motion?

MARILEE ANDREWS: If you don't mind, I would like to get the motion up so we can see, or not. So Ms. Corley, the motion is to adopt, to go before the executive committee with the following request.

CORHONDA CORLEY: That's correct, Ms. Andrews.

MARILEE ANDREWS: This will help typing it up and so you all see it and read it and makes sense to you so we're not in a situation again where we just kind of approved a motion and realized later it doesn't lend to the work that wants to be done.

HYACINTH MCKEE: Okay. It looks like Ms. Corley made this motion. It was seconded by Temisha Victorian as well. Any objections to the motion? Any abstentions? Any discussions? Motion carried.

CORHONDA CORLEY: My apologies, Dr. McKee. I added more than that to the motion. I asked for it to be recommended to the executive committee for this actual committee to be able to address all issues, not just these four points. But for us to actually be able to address all of the issues that relate with diversity,

equity and inclusion. Cause it wasn't just these four bullet points. And I wanted us to actually be able to not just dissolve automatically, but for us to actually have room to address more issues as they come about.

HYACINTH MCKEE: I hear what you're saying Ms. Corley. You're saying that you don't want this to be a onetime committee. And that was another question too I was going to ask the committee this to be an ongoing permanent committee. And this is where I'm going to need feedback and support from my chair from Randall on this if he's on the call. Is he still on the call? I hope so. Yeah, Randall.

RANDALL BROWN: Yes.

HYACINTH MCKEE: We need your feedback on this.

RANDALL BROWN: Yes. Absolutely. I think what you want to say is address all emerging issues with regard to diversity and inclusion. Would you agree with that language, Ms. Corley?

CORHONDA CORLEY: Yes. All emerging issues with regard to diversity, equity and inclusion.

RANDALL BROWN: Thank you.

CORHONDA CORLEY: Let's not forget the word equity.

RANDALL BROWN: Absolutely. Yes. Thank you.

CORHONDA CORLEY: Thank you so much, Mr. Chair.

RANDALL BROWN: Thank you.

HYACINTH MCKEE: I think the bigger question is, and I think Ms. Corley, correct me if I'm wrong, we're leaning into whether this is going to be a permanent committee or a regular ad hoc.

RANDALL BROWN: With that language, you would be. Because that would say if any issues emerge with regard to these specific areas you're mentioning then you would form, you would go to the ad hoc with those issues. With that language change you would be essentially I wouldn't say permanent, but you would be on an ad hoc basis with these issues.

HYACINTH MCKEE: Yes. We want that. We want this to be--.

RANDALL BROWN: Just like our membership committee. Our membership committee doesn't permanently exist, but

yet we need one and so when we need it, we call it into being. So this would be the same way with this language. As it's needed, as issues need to be addressed this committee would be called up.

HYACINTH MCKEE: Absolutely.

MARILEE ANDREWS: Just look at what I added in there. I think if you didn't add that language in, I don't know that someone would pull that from that bullet. I added meeting on an as needed basis is what I heard.

RANDALL BROWN: Well, there you go.

MARILEE ANDREWS: The less room for interpretation is probably better.

HYACINTH MCKEE: There we are. It looks good folks. It looks really good. Anybody has any comments on it? Any comments from the committee? And any comments from the public? If there's no comments from the committee?

MARILEE ANDREWS: I just want to make sure, Ms. Victorian, you still second?

TEMISHA VICTORIAN: Yes. I do.

MARILEE ANDREWS: Okay. Cause it changed a little bit during discussion.

HYACINTH MCKEE: Okay. So if there's no comments from any committee members on this I am opening up to any comments from the public as it relates to what we just discussed about this motion. All right. If there are no comments, moving right along. Where are we on the agenda, Marilee? I believe are we still adding something. I'm seeing the word and. Diversity, equitable practices, inclusive culture and council policies and procedures and practices. Are we taking this and out of here?

MARILEE ANDREWS: No. Because you're making a list that's very wordy.

HYACINTH MCKEE: And dedicating resources. Is that why you have it there. Okay. All right.

MARILEE ANDREWS: Semi colon after each bullet.

HYACINTH MCKEE: Okay. We may have to vote again because we did so many changes to this.

MARILEE ANDREWS: It's the same. There's nothing.

HYACINTH MCKEE: Really nothing significant other than the word and a bullet point. Okay. Any comments from the public, we can let you speak. Anyone from the public that wants to speak?

RANDALL BROWN: As long as everyone agrees with the wording you don't need changes, but if anyone disagrees you would need to vote.

HYACINTH MCKEE: Right. So it looks like we all agree with the wording. Is there any issues with the wording? No issues with the wording I'm hearing. All right. So the motion passed. All right. Let's go back to the agenda. Let's make sure that we have everything.

BRENTON ANDRUS: Dr. McKee, it looks like Corhonda's hand is up.

HYACINTH MCKEE: Okay. One second. I think when we have words like POC in we need to make sure in those documents that we are saying the words out what POC means. A person of color, put the language person of color. Ms. Corley, you're being recognized.

CORHONDA CORLEY: Thank you, madam chair. Madam vice chair. Can we remove the word as needed under the first bulletin point. Cause it say address all emergent issues with regard to diversity, equity and inclusion meeting on as needed basis. We can schedule it because we're going be addressing it for all of the DD Council, we put that in the last bullet. That we was going to be doing that for the work of the council.

MARILEE ANDREWS: I moved that last bullet up to the top Ms. Corley. I added it at the top.

CORHONDA CORLEY: I'm sorry. You had went out Ms. Andrews.

MARILEE ANDREWS: You're talking about the recommendation to address all emerging issues with regards to diversity and inclusion, correct?

CORHONDA CORLEY: Correct. I want that part, but I'm talking about the meeting on as needed basis. Cause it's not going to be as needed. It's going to be needed. My memory serve me correct our council is

currently has a letter in regards to our hiring practices on this very topic. So it's not going to be as needed.

HYACINTH MCKEE: Well, let me say this. I hear you Ms. Corley. I do want to caution us going in and manipulating a lot of language. That means we're going to have to go back and do another motion. I will say this to speak to your point, yes, it is going to always be needed, but being that this committee is not one that would meet regularly like education, like our other committees, I think that leaving the language as needed won't do any harm. I know your concern, right.

RANDALL BROWN: It's there because this is not a standing committee.

HYACINTH MCKEE: Right. It's not a standing committee. I know your concern. I know your concern. I hear. But I think it's important to leave as needed in there. I really do.

RANDALL BROWN: What this would mean, what this would mean as it's currently worded is that as anyone determines an issue with regard to diversity, equity and such has emerged you would bring it to the attention of the chair of the council, the chair of the council would then call this committee into being. It would then say okay, there's an issue that has emerged with regard to diversity, equity and such and we have several pending. We know that this would remain. What I'm saying is in the future from now until forever a chair would then say okay, I have word that there is a concern with regard to one of these areas and you would then ask for this committee to meet, to form and meet and address it.

HYACINTH MCKEE: And I think and agree Randall. I think I would be concerned if the word emerging was not there Ms. Corley. But being the word emerging is there I believe that gives us the opportunities to call for this committee to convene.

RANDALL BROWN: It does.

HYACINTH MCKEE: And so I hear your concern about as needed. But again, like what Mr. Chair is saying,

because it's not standing committee, we have to make sure....

RANDALL BROWN: The way this is currently worded, the way this is currently written and worded is if it's determined there's an emerging issue with regard to these points, with regard to these areas we've addressed then as that is brought up the chair would then call into being this committee to address the issue that has been brought up.

HYACINTH MCKEE: So I'm comfortable with as needed being there Ms. Corley. And I do want to say moving forward I don't see this committee dissolving anytime soon. This committee is going to be working so hard. I think this is going to be one of the hardest working committees, honestly.

RANDALL BROWN: It will not dissolve. And let me say that is why it took so long for us to meet. Because we don't intend for this to be just a onetime meeting. We do intend to have ongoing dialogue in regards to these issues. I think your work will go on for quite some time and that wording allows for it.

HYACINTH MCKEE: Let's do it. Yes. Thank you, Mr. Chair. Thank you, Randall, for that. All right. So where are we on this agenda, y'all. It looks like we've got a lot accomplished. I just want to make sure that to speak to Marilee's point, she's like what's the tasks and she's right. You know, so speaking from her previous documents that she had with other committees it literally had tasks. So we want to address that concern that she has about that as well. Marilee, can you speak to that. You were leaning into that. You were actually leaning into deliverables. You know, what are specific tasks. Do you want to speak to that area.

MARILEE ANDREWS: Sure. What I think might be most helpful is because not all committees make charters. It's kind of an extra step to ensure that you're being productive while you meet, and everyone is making good use of their time. I know I'm sure everybody has done some work here or there where you feel like you're



meeting and you're not being productive and when are we supposed to get done. It's especially helpful when committees are spread out and this one is already spread out and it's our first meeting. Just to keep everybody on track. So I'm just going to show you guys a charter that was for a different committee, and it was here at the council. And I'm hoping that it will give you guys a little bit of an idea of what a charter is if you're not familiar. And then how we can sort of model this charter from it. So we have the name of the committee, the date it was formed. That's helpful. This sounds more of like a standing committee, but it will still be helpful to have that as record. The purpose which is where it was formed, how it was formed, where it came about. Which Randall had a great memory on that one that it came from the executive committee. And then its purpose which was given to the committee by the full council. And so from the purpose you guys will, and this will obviously be at the next meeting cause we're attempting to change the purpose of this committee with the council's permission. You guys will come up hopefully at next meeting, that would be my suggestion, with specific responsibilities of what you're going to actually do. So you can say we're going to provide a vision. So like how are you growing to provide a vision. Are you going to research something. Who is going to come up with the draft. When is that due. Things like that. And then we'll come up with a meeting schedule. You guys have already heard why this is important for everybody to be on the same page about cause this started as an ad hoc committee which implies it's going to have an end date. And now we're saying we want it on more of a permanent basis. So that would be something to document in the charter as well. And then the composition. And then so you always know who you're getting, who's on your committee, how many you have to have for a quorum, things like that. And then other important details which is usually who is your point of contact, things like that. So that is helpful.

HYACINTH MCKEE: Marilee, are you recommending that we delve more into that discussion at our next meeting? Is that what you're recommending, what's your thoughts on that?

MARILEE ANDREWS: So we kind of explained it after the committee's discussion. So I would have wanted the committee to understand what this committee is tasked with doing and how to go about altering that. Which we kind of jumped around and I think you all understood that now. So at this point I think presenting the motion that passed, presenting that and next time we meet we'll revisit the whole charter and how to, you know, we'll add in the purpose is going to be whatever passed at the council meeting. And then at the next meeting delve into the actual specific responsibilities. These are ancillary responsibilities that actually aid in accomplishing the purpose. And you guys have just kind of fleshed out your purpose. So once we get permission from the council for this smaller committee to do that, then we can move forward with the work.

HYACINTH MCKEE: All right. Thanks for that, Marilee. Okay, committee. I believe that if we go back to the agenda, let's see where we are. Marilee, can you post that. Can you put the agenda up for us real quick.

MARILEE ANDREWS: Yes. So we jumped around a bit. We're somewhere around future agenda items and then I think you already opened it up. No, you didn't get final public comment. So you guys can talk about the future agenda items although, and I will just type this down so they're in our notes so we're all on the same page if you want to do that.

HYACINTH MCKEE: Okay, committee. So we are on future agenda items. And you know, Marilee, kind of gave us some guidance on the direction we can take in the future. We recognize we want this to be a fully living committee. We want this to continue to go on. So now we need to start to just kind of briefly one, schedule a next meeting. Like decide when we want to,

and of course we can still do it through a doodle poll as well. But I think it would be good for us to decide if this is going to be something that we do quarterly. Is this a quarterly meeting we want to make sure that we want to have standing. And then we can flesh out dates, you know, with staff on what that exact date would be. But I think if we are proposing to executive committee that we want this to be an existing we do need to vote it in and say hey we propose we meet quarterly. So with that, any ideas on when we should meet? I'm proposing quarterly, but you know, other committee members may feel differently. Do we have any feedback on that, recommendations?

MARILEE ANDREWS: Well, you already kind of said you're going to meet on an as needed basis. Maybe the next meeting could be in a quarter, is that what you're thinking?

HYACINTH MCKEE: That's what I'm saying. As needed is one of those statements that, again, speaks to what our chair was saying about emerging. Right now we are emerging. So we are needed. So we already have the consent to meet. Already at needed basis. Already at emerging. Since we're emerging, I think as a committee we need to make a determination, our next meeting, would be quarterly. So I'm asking for any feedback from the committee members or any objections to meeting quarterly. We met in July, so the next time that we meet would that be in October. Do we meet during the same, around the same time that the DD Council meets?

RANDALL BROWN: I actually think that would be wise, madam vase chair, because you are sticking to the rhythms of the existing council meetings. Let's say something does emerge from one of your meetings that needs our attention it's already fresh on your minds. And when you take it to us at executive committee, you're not having to remember back from four or five months ago. You've probably had it within a few weeks' time. It just would be I think a simpler way to conduct it. But that's just my recommendation. But you are the chair of this committee so really it meets

when you say it needs to meet.

HYACINTH MCKEE: Yeah. Thank you for that, Randall, for that support. I am leaning towards quarterly and I'm leaning towards us meeting during around the same time that the council, you know, we have our typical council meetings. If there are no objections to that, I'm going to ask for a motion.

CORHONDA CORLEY: I make the motion, madam vice chair, for this committee to meet quarterly. Just like the regular DD Council meetings.

HYACINTH MCKEE: There's a motion on the floor made by Ms. Corley. Is there a second?

TEMISHA VICTORIAN: I second the motion.

HYACINTH MCKEE: A motion made by Ms. Corley, seconded by Ms. Victorian. Any objections to the motion? Any abstentions? Any discussions? Motion carried.

MARILEE ANDREWS: Ms. Corley, I think I missed part of what you said. A motion for the committee to meet quarterly. You said like in sync with council meetings?

CORHONDA CORLEY: Yes, ma'am.

HYACINTH MCKEE: All right, committee. I think we are doing pretty good today. We're moving quite along on this agenda, and I believe we're going to be finishing up.

BRENTON ANDRUS: I'm sorry. Dr. McKee, before you move on you need to see if there's any public comment on the motion you passed.

HYACINTH MCKEE: Thank you, Brenton, for that. Thank you, Brenton. Any public comment on the motion that passed regarding us meeting quarterly? Thank you, Brenton. I completely forgot about that. Any public comment?

BRENTON ANDRUS: I do not see any hands. Yep. We do have one hand that went up.

HYACINTH MCKEE: Oh, okay. That public member is recognized. I don't know who it is, but they're recognized.

BRENTON ANDRUS: Should be able to talk now.

AZADEH YAZDI: Thank you so much. I have a

question. If you're meeting quarterly and your previous comment and your purpose and all that if your meeting is needed for when things come up, does this negate that or is this an established we're meeting quarterly and any items that come up, any issues that come up, anything else that comes up you're going to table it until this quarterly meeting? It's a rhetorical question. I know how these work. You don't have to necessarily answer me. But it's just a question for you guys to consider.

MARILEE ANDREWS: That was kind of what I was sharing although I didn't do it as eloquently as you did.

RANDALL BROWN: May I make a quick statement?

HYACINTH MCKEE: Yes, Randall. You can be recognized.

RANDALL BROWN: Go ahead, Bambi. Let Bambi do it first.

HYACINTH MCKEE: All right. Hold on. Thank you, Ms. Yazdi. Thank you for your comment. Now Randall is deferring his time to Bambi. Bambi, you can be recognized.

BAMBI POLOTZOLA: I was just going to say I read this as we're going to have scheduled quarterly meetings and then we can always call any of our meetings at any time. There is nothing prohibiting us to call if there's an item that comes up. We call a meeting and make sure we can establish a quorum.

RANDALL BROWN: You are correct, Bambi. A quorum would be all the criteria you would need to meet to have a meeting. Make sure you have a quorum and then you could meet.

HYACINTH MCKEE: All right. Bambi, thank you. Bambi, for that and Randall for that feedback. It seems like our public says she just wanted clarification. I just saw it come up. Now I can see your chat. So yes, it looks like we were able to get clarity from our two council members. Thank y'all for that. Okay. So moving right along on this agenda. I believe we are at the section where we are at public

comment now. If there are no other agenda items.  
Marilee.

MARILEE ANDREWS: I don't know that we listed any future agenda items. We talked about, we passed a motion on when to meet.

HYACINTH MCKEE: Okay. You know what, let's go back and restate what we said earlier about the next time we meet we'll talk more about our specific ancillary tasks. Remember we talked about that. So the next time we meet we would talk about specific ancillary tasks.

MARILEE ANDREWS: Okay. So we did the charter. And then probably before that we should review the motion on the committee that ended up passing. And then is there anything else you guys want to add in?

BAMBI POLOTZOLA: This is Bambi.

HYACINTH MCKEE: Yes, Bambi.

BAMBI POLOTZOLA: And I don't know if this is necessarily appropriate for this agenda item, so just let me know. But I do want to bring up the membership of this committee. And I posted at the beginning of the meeting that I know Lillian said she was supposed to be appointed, and I think there was some issues with that.

RANDALL BROWN: Lillian is going to be appointed to the committee. I will speak to her after this meeting and officially appoint her.

BAMBI POLOTZOLA: And also as we talk at the beginning we were talking about, you know, religious diversity, language diversity. I'm not aware that any members on here even represent that people who didn't learning English as their first language, people who represent maybe our religions that are in the minority.

RANDALL BROWN: Fair point. I will keep that in mind.

BAMBI POLOTZOLA: I think it's really important as much as we want to be supporters that we need authentic voices.

RANDALL BROWN: I agree. Thank you. This committee was formed out of volunteers from a council

meeting. And so as people make me aware that they would like to be a member I will consider their membership. And so Lillian, and I apologize Bambi you were not informed before yesterday. And Lillian's request was somehow overlooked. But I will make sure that's rectified. And moving forward anybody who wishes to be a member of the committee could simply make a request of Ms. Deaville or myself to be considered for appointment.

HYACINTH MCKEE: Yes. And so I want to reiterate that. And I'm seeing Ms. Yazdi, and please tell me that I'm saying it correct. I get people kind butcher my first name my entire life. Thank you for that. I'm seeing that Ms. Yazdi would like to be on that and Ms. Rana Ottallah. What I want to do is make sure that we put the email information in the chat or very well you can go to our LADDC website and just email Ms. Amy Deaville our executive director and Mr. Randall Brown the chair of our DD Council and let him know that you would like to be considered for appointment to this committee. With that being said, the committee was on a volunteer basis, and it was at a very early infancy stage, and we are so appreciative of council members and public members who stepped up and asked to be volunteered to be on the committee. But I will say this is over a year ago and to be honest with you so many things have taken place with the DD Council within the past 12 months.

RANDALL BROWN: That's correct.

HYACINTH MCKEE: It truly was not intended to overlook at all.

RANDALL BROWN: We apologize for that.

HYACINTH MCKEE: And definitely accept that because we believe that you guys are so important and valuable. We look forward to y'all contributions. So please keep that in mind and don't go anywhere. Where it says review DEI committee motion July 2020. Are you trying to say 2020 or 2021?

MARILEE ANDREWS: No. The meeting that's coming up in a few weeks.

HYACINTH MCKEE: Okay. All right. Committee charter. Someone else, Bambi, did you add something to that. Oh, you said about membership makeup. We got that. All right. Anything else needs to go on this for future agenda items? Okay. All right. We're looking good folks. If there's nothing else, I want to open it to public comment at this time. Just want to open the floor to public comment.

AMY DEAVILLE: Ms. Corley has her hand raised.

HYACINTH MCKEE: Ms. Corley, you're recognized.

CORHONDA CORLEY: Thank you, madam vice chair. Is this where we wanted to add that we were going to address like the hiring practices and the makeup of the council?

HYACINTH MCKEE: Yes. Ms. Corley, you have to keep those objectives in mind. You're objective woman. I love it. So yes, that's going to be part of our, you know, when we start dialoguing about the committee charter, right. And establishing our objectives. So don't forget them because I will. And yes ma'am, so that's definitely something we need to have as our future agenda item. And that's going to all be part of that committee charter document that Marilee is talking about. Able to expand on that.

AMY DEAVILLE: Ms. DeJean has her hand raised.

HYACINTH MCKEE: Hi, Lillian. You're being recognized.

LILLIAN DEJEAN: Hi, all. Thanks for letting me speak. The one thing that I would request of this committee is moving forward to definitely keep our individuals with diverse religious backgrounds in mind and the LGTB community in mind. Because as far as my memory, if I'm recalling correctly, we have never had either of these communities as targeted disparities in our five-year plan or our yearly plan. And neither of these communities are really mentioned in our council meetings either. But I think what's really, really interesting about our issues on the council is it seems to be two-fold. Because we have racial minorities as targeted disparities in our state plans, but still lack



that representation that we're looking for. So while awareness is obviously an issue, effective implementation of inclusive practices seems to be an even bigger issue. And so I think that's why I'm so excited about the formation of this committee because the council seems to have relied on itself for too long in regards to this issue. I just wanted to thank you guys for this work on this committee and I'm really excited to see what you guys do in the future.

RANDALL BROWN: You're a part of it Lillian. I'm going to appointment you to it. As of today you're a member of the committee.

HYACINTH MCKEE: All right. Great. So thank you, Lillian, for those comments and keeping us like really accountable for making sure that we literally walk the walk. So I appreciate that. And it is duly noted. And we will make sure that those individuals are heard and represented is really what you're speaking to as well, Lillian. So that is the work. That's the work of this committee, that commitment to make sure people are being represented and their voices are being heard. I believe that's why we formed. It really wasn't just in response to. It really was being proactive. And I know the council had made some early efforts prior to all the national, the most recent national events for making steps to actually formulate such a committee. And so I am happy, like you said, to see this is actually happening. And we do have a good sound membership of this committee, but we do welcome any other feedback or input for who all would like to join and participate. So with that, anymore public comments needed at this time? I think we're doing, shockingly the DD Council actually may adjourn a meeting on time. So I want this to go in the history books that it was the DEI committee that started on time and ended on time, shockingly. And yes, you're on YouTube live. So I think that if we don't have any more public comments. Any other public comments, comments from the committee?

MARILEE ANDREWS: I think you have a hand raised.

HYACINTH MCKEE: All right. Let's see if I can

figure this out. Is someone's hand raised?

BRENTON ANDRUS: Ms. Yazdi again.

AZADEH YAZDI: Hello. Thank you so much. I think that was an excellent comment by Lillian. A good way to start is what a lot of organizations have started doing and a lot of committees started doing across the country is announcing pronouns. I guess a way of acknowledging that space when meetings are started it's just a subtle way of acknowledging LGBTQ communities with pronouns. So that might just be a suggestion as you start your meetings to announce pronouns just to create that acknowledgment and safe space to allow other members of the community to feel comfortable speaking their pronouns. So that was just a thought there. And another thing too, I think it's been mentioned several times in future agenda items, but I don't see it documented there in terms of the hiring practices. So I just wanted to notate that it wasn't added to your future agenda items in terms of diverse hiring practices there, so I don't know if you guys missed adding that on there, but I just wanted to add that.

HYACINTH MCKEE: So let me speak to that. Again, Ms. Yazdi that will be something that will be discussed at the future meeting as it relates to objectives in our committee charter once our purpose is approved by the DD Council.

AZADEH YAZDI: Right.

HYACINTH MCKEE: So we will definitely address that because we know that's a huge concern, right.

AZADEH YAZDI: Sure.

HYACINTH MCKEE: Not only have you made that comment, but there are other concerns as well.

AZADEH YAZDI: Sure. And I appreciate you jumping in there to explain that. If I may, my only point with that was the committee discussed future agenda items. I didn't know if you guys were adding what you were discussing in the future at any time. Like next steps. So I didn't know if there was a place where you were adding next step items.

HYACINTH MCKEE: No, no. Let me say this then. I'm going to take the time back, Ms. Yazdi, because we are at the end of the meeting, and I want to make this point clear. We are at the end of the meeting and the public comment will end here. But I want to make this clear, those types of information that you're offering to the committee is dually noted, it's considered, it's being heard, it has been heard by other committee members. But it will be addressed in the DEI committee charter as we start to formulate objectives that's tied to our purpose and our goal and our statements and all of that. That's when that kind of information that you just offered will go right into that discussion, okay. I'm not misunderstanding what you're saying. It will be discussed in the future, but it's not going to be noted like say discussed hiring practices in that section. It's understood that the hiring practices and those types of issues, cause hiring practice is not the only issue, will be discussed and addressed and formulated as an objective, okay. So thank you so much for your comments. It's dually noted. And that's where we meet moving forward. With that being said, if there are no other public comments the closing comments, thank you so much for your time. Thank you for your dedication. Thank you for your passion. We know that we need all of that to make this work. We are excited that we have a DEI committee. This is a huge, huge milestone for the DD Council. We are grateful to our staff member Marilee for the work she has put in on this, being on this DEI committee. And we are grateful for your membership. With that being said, we look forward to seeing all of you at our DD Council meeting that's coming up in the next week or two, I believe. And all the other DD Council meetings that we have we invite you to come and add voice to the work we're doing in the state. With that I'm going to adjourn this meeting.

MARILEE ANDREWS: I actually, I didn't get a chance to jump in, but I had a closing comment.

HYACINTH MCKEE: Okay. Marilee.

MARILEE ANDREWS: I just wanted to let you guys know it was a pleasure working with y'all in this first meeting. I'm going to be taking a long leave fairly soon. So just that you guys are all aware you will have a different staff member helping you guys with this. And it was really a pleasure to meet everybody and working with y'all on this first meeting.

HYACINTH MCKEE: All right. Thank you so much, Marilee, for your time and commitment and the work you have done thus far with this committee. So without any other comments I am adjourning this meeting at 10:56 a.m. And I would like to thank you all for your time and look forward to seeing you all at future meetings. Take care. Be blessed.