

Louisiana Developmental Disabilities Council
Executive Committee

January 19th, 2022

RASHAD BRISTO: Hey. Good afternoon, everybody.

AMY DEAVILLE: Mr. Chair, you do have a quorum and you can call to order.

RASHAD BRISTO: All right. Thank you, very much. Happy New Year, everyone. We'll call to order the quarterly meeting of the executive committee for Louisiana Developmental Disabilities Council. We'll now come to order. Just wanted to say Happy New Year. Good to see everybody. In light of everything that's going on around the world, we're still here to serve the purpose in which we're here. To make the best decisions for those who we are council members for. At this point, we'll have roll call. Ms. Deaville, if you will.

AMY DEAVILLE: Sure. Rashad Bristo.

RASHAD BRISTO: Present.

AMY DEAVILLE: Kim Basile.

KIM BASILE: Present.

AMY DEAVILLE: Jill Hano.

JILL HANO: Here.

AMY DEAVILLE: Nicole Banks.

NICOLE BANKS: Present.

AMY DEAVILLE: Dr. Hyacinth McKee.

HANNA JENKINS: Dr. McKee is being moved over from attendees right now.

AMY DEAVILLE: Okay.

RASHAD BRISTO: Okay. And thank you, again, for taking the time this afternoon for the executive committee meeting. Now we'll have our mission statement. Ms. Amy, if you will.

AMY DEAVILLE: The mission statement of the Louisiana Developmental Disabilities Council is to increase independence, self-determination, productivity, integration and inclusion for

Louisianians with developmental disabilities by engaging in advocacy, capacity building and systems change.

RASHAD BRISTO: All right. And just go over a few ground rules. Our teleconference meeting protocols. Council meetings shall be accessible via Zoom and live streamed on YouTube. Council or committee members will participate on Zoom and shall be considered present when they display a live feed on their screen. Make sure that you have your microphones muted. Electronically raise your hand. Wait to be recognized by the chair to speak. Once recognized by the chair, turn the microphone on. After speaking, please mute your microphone. Guests may be allowed to participate via Zoom as well and we'll have our staff to continue to keep us posted as there are conversations in the chat box. That way we don't overlook anybody. At this point, thank you for that, Amy. We will go to the next business of order which will be the approval of the minutes of the October 20th executive committee meeting which was distributed. The meeting summary will not be read unless requested by a member. Are there any corrections? Do we have anything in the chat box?

MARILEE ANDREWS: There is nothing in the chat.

RASHAD BRISTO: Okay. Thank you, Ms. Andrews.

AMY DEAVILLE: Mr. chair, I believe you're muted.

RASHAD BRISTO: Was I muted the entire time?

AMY DEAVILLE: Yes.

RASHAD BRISTO: I apologize. With that being said, if there's no corrections or no additions to the minutes from the October 20th executive committee meeting, and seeing that there's nothing in the chat box, it's approved as distributed. So at this point we'll have our update on the legislative agenda.

AMY DEAVILLE: Hello, executive committee members and guests. Just to give a quick update, cause we'll give another update tomorrow on the legislative agenda for everybody who's not able to attend today. We started our legislative advocacy agenda with four items. One was the appendix K Covid 19 waiver

exceptions. That item has been moved off of our legislative advocacy agenda and we're just continuing to follow it. OCDD, in the form of Julie Foster Hagan, presented today in the self-determination, community inclusion meeting that OCDD had a series of forums regarding those waiver exceptions. And they are currently in the process of making waiver amendments and some policy manual amendments to make some of those waiver exceptions longstanding. So she will update on that in greater detail in tomorrow's meeting. But OCCDD is making those changes administratively, so we didn't need to do it legislatively.

The dental advocacy agenda item, the comprehensive dental, that one is going very well for us. The amount that we are asking for is currently in Medicare's budget. So our advocacy is basically just taking the form of asking that they keep that budget item in the budget. So that is going well. LApie legislation, which is the alliance for post inclusive secondary, no, post-secondary inclusive education. That legislation, we just got some word on that one. It's very exciting. The governor's office will be working with Senator Boudreaux, or they are working with Senator Boudreaux to put 1 million-dollars in the supplemental budget for this legislation. So that's very exciting news for us. So Senator Boudreaux will be working on that bill. And that is a big win for us already.

And then, finally, the last one was the cameras in special education classrooms. We were able to meet with Senator Foil yesterday, Ebony Haven and I, about a couple of things. But one of them was cameras. And he let us know that he is planning on putting a deadline in place for when policies will need to be created by. So that is one of the things that we asked for. We were asking for some accountability in a form of a deadline. And so he is working on that. He is still looking at the funding piece. And so we're waiting to see where he falls on that. But we have asked that he consider including funding in his bill. And as of our conversation yesterday, he's open to talking to the

Department of Education about there being some form of oversight. Which is something else that we have asked for. So we had a really great conversation yesterday. We hope to continue conversations with him about that. But that's where he stands right now. And so we are happy to continue to work on this piece of legislation with him through this legislative session. And that is the update.

RASHAD BRISTO: All right. Thank you, Ms. Deaville. Do any council members have any questions? Vice Chair Banks, I see your hand. You're recognized.

NICOLE BANKS: Thank you, chair. Up on the supplemental budget, the 1 million, do we already have where we're going to like allocate those funds if, you know, it pushes through, and they go ahead and talk about it? You know, it's already been approved. So do we already have where we can start allocating those funds? Since it's already a go.

AMY DEAVILLE: Those funds will not run through the DD Council. We think that it will be set up so that those funds go to the Board of Regents. And the Board of Regents will administer those funds out to the different programs. With the alliance acting as technical assistance and I think probably reviewing applications for those funds.

NICOLE BANKS: Okay. So that's good that they're actually putting a deadline for them to have those policies in place that we know. So now we'll have somewhere to go.

AMY DEAVILLE: Yes. That's very good news for us. We were very excited.

NICOLE BANKS: Okay. I yield.

RASHAD BRISTO: Your question satisfied, Vice Chair Banks?

NICOLE BANKS: Yes.

RASHAD BRISTO: Ms. Hano, I see your hand. You're recognized by the chair.

JILL HANO: So I know you said that the waiver amendment or the waiver exceptions were working, OCDD was working on the waiver stuff and for appendix K.

Was that the three main asks or was that all? Cause originally there were ten, if I remember correctly. But we've been focusing, and the focus groups were on, not cameras in classrooms, the like 16-hour rule. And there were three we mainly talk about. So are the waiver updates going to include, and I don't know if Julie or Kelly are here, but are the waiver updates going to include all ten of them or just the three main ones?

AMY DEAVILLE: We'll have to ask Julie tomorrow. We were only focused on those three main ones. The virtual services and the 16-hour rule and the legally responsible adult as a paid caregiver.

JILL HANO: Okay. Thank you.

RASHAD BRISTO: Okay. Thank you, Ms. Hano. Do we have any public comment, any public question?

MARILEE ANDREWS: I do not see any hands raised from attendees or comments in the chat.

RASHAD BRISTO: Okay. At this point, any other for discussion?

AMY DEAVILLE: Mr. Chair, this is not about legislative advocacy, but if the executive committee would like, I can show the recommendations that have been made from the two committees for planning for next fiscal year's plan. Just for informational purposes. You don't need to vote on it.

RASHAD BRISTO: Yes, ma'am. The legislative agenda, those two documents from LaCAN and the legislative advocacy recommendations? Yes, ma'am. Please.

AMY DEAVILLE: No. I'm talking about planning recommendations for next year's annual work plan.

RASHAD BRISTO: Okay. Please. Thank you.

AMY DEAVILLE: These are the recommendations that came out of the education and employment committee and the self-determination, community inclusion committee. And education, there was a suggestion to conduct outreach with appropriate entities on current services and training opportunities for traditional and special education teachers. Including ongoing support, which

may lead to capacity building efforts to increase high quality educators. Another recommendation was to share the benefits planning services to a variety of agencies and stakeholders. And finally, to advocate for systems change based on emergent employment issues. And then from today's self-determination, community inclusion committee, there was a suggestion about individuals needing assistance navigating the tiered waiver system. And some possibilities about what that could kind of look like. Another suggestion to address support coordination turnover, to increase activities focused on youth advocacy and involvement. And a contract to get the youth leadership forum established. It looks like, maybe, Jill has her hand raised.

RASHAD BRISTO: Ms. Hano, you're recognized. You have the floor.

JILL HANO: Thank you. I'd like to go down, I'd like to just acknowledge that for those of you who aren't familiar, the youth leadership forum is pretty successful in other states. And then we had one here, I believe, from 2000 to 2005. I know that it definitely ended in 05 because after Katrina it kind of, I don't know enough to say the words I want to say, but after Katrina I know that funding became an issue. And so we haven't had a YLF here in over 15, 16 years. So just to give y'all a little background information on what that program is. You're muted, Rashad.

RASHAD BRISTO: Well, thank you, for that input. It's good to know that over that timeframe that it's still been able to come in. Are y'all still able to hear me? It's a thunderstorm that just showed on my screen. My internet connection is not stable. Okay. Thank you for nodding. So moving forward, we've already looked at the legislative agenda. It's not anything to vote on, unless I'm missing something. Feel free to call my attention to it. The next item of business of the quorum is standing and ad hoc committee meetings. The only thing I wanted-- did you have something, Ms. Deaville? I'm sorry.

AMY DEAVILLE: No, sir.

RASHAD BRISTO: Okay. The only thing I wanted to do was just thanking reemphasizing the importance of making sure that we have the appropriate quorums. And I'll go over this again tomorrow during the council meeting. You know, that way when we have our ad hoc committee meetings it's important that we have enough people in attendance to make the best decision that way we can bring before the council. Cause the last thing we want to do is become stagnant and bog it down where we cannot be productive, and we have to wait on another legislative year to take advantage of it. Unless I'm missing something, I don't think we have any other business to discuss? I see your hand raised, Dr. McKee. You're recognized.

HYACINTH MCKEE: Yeah. We do have a little bit to discuss about the ad hoc and the standing committees. Just for purposes of clarity wanting to get a list of who's all been assigned to what standing committees and who's all been assigned to what ad hoc committees. Also, in terms of the grievance committee, I believe that was an ad hoc committee that was developed some time ago. I have not heard anything about the grievance committee, policies surrounding the grievance committee, what's the outcome of that grievance committee. I haven't heard anything. And so I'm wondering what, you know, we can do to get some information on what's happening with that. There were several people that requested us to form that committee. And Amy, I know this is before your time and it's before Rashad's time. But that is something that I know that we had wanted to get going. So I would like to find out, you know, what's the vision, the purpose, you know, what's been happening with that grievance committee? Where is the policies that was supposed to be created and put in place for us to review? That did not happen.

As far as the DEI committee, I submitted my request to step down as chair from the DEI committee. The DEI committee is going to need someone to chair that committee. And the concern is like our chair says

about having a quorum to move forward to hold these committees. And so we need to make sure that we get that together. I know that we put together in the draft of the charter, which was approved, that that meeting although was titled as an ad hoc, still would be meeting on a quarterly basis, I believe, or at the discretion of as when it's needed and when pressing issues are needed. As it stands right now, I believe we do still have some pressing issues because we did not have a quorum for the last meeting, the last DEI meeting. So I'm sure there's some things that need to be discussed. As well as all the work that Ms. Amy and Ms. Ebony has done in terms of legwork of pulling and getting things together for that DEI committee. So that's my two biggest questions. You know, where are we quorum, what's the status of the grievance committee, where's the documentation that they promised and where's the policies around that? And, you know, any other ad hoc.

RASHAD BRISTO: Okay. Thank you for that, Dr. McKee.

HYACINTH MCKEE: I'm sorry. Do we have the names of people who have been assigned to committees thus far? I know we have new members that have been recently appointed to the council and what committees have they been assigned to as well?

AMY DEAVILLE: So new committee members have not been appointed to any standing committee yet. New council members, sorry.

RASHAD BRISTO: And if I can interject on that. The reason being is me and Ms. Deaville did talk about that. But I did want the new members to get an opportunity to go through at least one council meeting to have an opportunity to see once they heard the interests and the concerns that were stressed, they may find something they may want to gravitate to a little bit more. So that was the reason we hadn't appointed any new council members to any standing committees prior to this council meeting. Cause this would be their first one. So I just wanted to kind of put that

in context. I'm sorry if I interrupted you, Ms. Deaville.

AMY DEAVILLE: That's okay. There is a list of committee members for each committee. It's on-- well, let me see. It's where you find the agendas for our committee, for our council meetings. It's listed as one of the items. And it's called a committee list. Let me see if I can pull it up.

HYACINTH MCKEE: Yeah. I know where it was. I just wanted it to be posted so the public could see if they can't find it.

AMY DEAVILLE: Okay.

HYACINTH MCKEE: I believe we need to enlarge it. I don't know where it went. It was there and then it went away.

AMY DEAVILLE: Sorry. I stopped sharing my screen. Hold on.

MARILEE ANDREWS: Rashad, Jill Hano has her hand raised and there's been comments in the chat. I just wanted to bring that to your attention.

RASHAD BRISTO: Okay. Thank you. Ms. Hano, you're recognized. Then we'll go to the chair.

JILL HANO: Okay. These are opinions, not facts. But if I recall correctly, we had compliance issues for a while now. And I didn't really know or understand what they were. And what specifically we had verses what we needed and where we were at in regards to compliance. I watched the September 30th meeting and Ms. Deaville had a chart, and was quite pretty I may add, of what the DD Act states and what the DD Act states where we are and what we need to get further in compliance. I don't recall the items of the, I don't recall it offhand. But for me, and that was so helpful because I'm a visual learner. Which we all know. And it was so, it made me aware of for the first time I knew cause like I said, this compliance issue has come up for a minute now. And for the first time I could correlate everything. So I was thinking if we could have a membership compliance report every quarter or every couple quarters just to see where we are at,

where we are at in regards to the DD Act and keep us on our toes and knowledge. Because I really, I was on the membership committee years ago pre-pandemic and y'all, like I had like no idea. And I was very caught off guard when we did get Amy's chart in September. I was looking at it and for me if we had this type of information at our disposal every quarter, or every other quarter, or every time membership comes up, I think a lot of people, like a lot of people would be more aware on the forefront of where we are with the membership compliance. Because I know that for me, if I had that document then I would have never been caught off guard. The day I was cut, the incident I was caught off guard. Thank you. I need water so bye, bye.

RASHAD BRISTO: All right. Thank you for that, Ms. Hano. And we'll definitely take that under advisement. The last thing we want is for any of our council members to be caught off guard with any aspects or any committees we're having. Thank you for that. We have some public comment, if I understood right, Marilee?

MARILEE ANDREWS: Yes, sir. Going back, one public comment says the grievance committee hasn't met since the public health emergency. And then the next comment was from Ms. Corley to enlarge the screen sharing. And then the next comment was from Ms. Basile. So that's not public comment. I don't know if Ms. Basile you wanted to speak, or I could just read it. Okay. She says I believe Marilee was the staff assigned to the grievance committee. Marilee, can you update us. And Ms. Corley asked does this list reflect the new DDC members. And in the meantime, Dr. McKee's hand went up again.

RASHAD BRISTO: Okay. I see you, Dr. McKee. Let me answer Ms. Corley's question. No, ma'am. At the moment this does not reflect the new DD Council members. The ones that have just been appointed to the council. As chair I was wanting them to go through at least one council meeting so they could get a feeling of what the council meeting was like and see if there

was any special interest that stuck out to them that they would like to serve on. Dr. McKee, you're recognized. You have the floor.

HYACINTH MCKEE: Thank you. I thank you for that. I am curious to find out the status of the grievance committee. So if Ms. Andrews, Ms. Marilee wants to speak on that, that's fine. I would also like to know where is the charter for the grievance ad hoc committee? As the diversity, equity, inclusion has a charter, was advised and highly recommended/almost directed to do a charter. So we have a charter. So I want to know where's the charter for the grievance ad hoc committee? What's its vision, its purpose, its policies because it was actually formulated prior to the DEI committee? That's all I need to know. And, of course, our charters are made public. So I know the DEI committee's charter was made for the public to see, so I'm asking where is the grievance ad hoc committee, its charter and where and why is that not being made for the public?

RASHAD BRISTO: Is there anyone that can answer Dr. McKee's question that's part of that committee that's on this Zoom? Just kind of give a status update.

MARILEE ANDREWS: I can try to give you one, if that's what you guys would like?

RASHAD BRISTO: Yes. Please.

MARILEE ANDREWS: Okay. So the grievance ad hoc committee was created in January of 2020 by the full council. And in that motion, it explains what it does. Which is to act as an advisory committee to the council regarding the council's grievance procedures and formal grievance policy. And then the grievance ad hoc committee was meant to present to the council a proposed formal grievance policy for the council's recommendation. So that's how it started and that was in January of 2020. This is a long time ago, so I'm not sure if everybody remembers who was on it. But there were some scheduling issues for the first meeting. The initial meeting had no quorum. The second first meeting was canceled due to Covid. And

then we actually had our meeting one. At that meeting that was in July of 2020, the committee members introduced themselves. They kind of spoke to each other. They did vote on a charter. They discussed LDH's policies. And they discussed Families Helping Families policies on grievances and things like that. They discussed the DD Council's policies. Some assignments were sent out. I believe they had to do with ITAAC. And we scheduled the second meeting for August of 2020. The August meeting was canceled. And this was at the time when all the meetings were, ad hoc committee meetings were put on hold due to Covid. And this kind of goes back to Ms. Susan Reihn's comment. The grievance committee chair was Mr. Randall Brown. So he's not on the council anymore so that committee doesn't have a chair. And Mike Billings was also on the committee. And so he's not there either. And the charter can certainly be shared. It would have been linked on the next meeting, the one that got canceled. But it's very straight forward from the motion and it just kind of organizes the committee. And I'm not sure if that answers all the questions. It was a long time ago. And I'm not sure if everybody remembers the history of it or if anybody wants to add in.

RASHAD BRISTO: Okay. Thank you for that, Marilee. It's definitely something that we need to go ahead and resuscitate. I know the pandemic was something that hindered it. That's definitely something we want to resuscitate. And we need to do a reappointment. I'll make sure I address that with the council tomorrow. Dr. McKee, I see your hand. You're recognized.

HYACINTH MCKEE: Yeah. Thank you, Ms. Andrews, for your report. And I know that that's been a lot that's been going on. But I do want to speak to the appearance of the, what's the word I'm looking for, just appears that the DEI council, DEI committee had to do its best to function during the pandemic. We had to continue to have meetings. We had to struggle to get quorums. We've had to engage in research to find out information about diversity, equity, inclusion

practices. We had to create a charter that was written, and it was made for public review. And I'm just concerned that that was not done for grievance. It just brings an appearance that the DEI committee had to overextend itself, do things that the grievance committee was not held accountable and held to that same standard.

And again, thank you, Mr. Chair, for allowing me to speak on this. Given all of the historical struggles that we've had within the past three years and how committee members and public asked for the grievance committee to be formed, it is very disappointing to hear that the DD Council directed that this committee be established back in January of 2020 and here we are in January 2022, and we only have one meeting. But yet the DEI committee was told to be directed and be established and we have made all attempts to form a committee. So it just seems like it's almost like it's not held to the same standard. And I think it's important to speak to this. And so I would like to know the charter for the grievance committee, where is that for public viewing at this time? Where can the public see the charter agreement for the grievance committee? And I appreciate you, Ms. Andrews, for reading it and going through your notes. But for me, it's not held to the same standard as what the DEI committee had to be held to. And so I think it's important that the public knows that. So I'm asking for the charter of the grievance committee and where is that? And where are the minutes for when the meetings were taking place? Where can we locate that information right now? Where can the public find that right now at this point?

MARILEE ANDREWS: I'm not sure, did you want me to answer, or did you want someone else to answer?

HYACINTH MCKEE: Whoever is on that grievance committee that's willing to answer. I do see that there may be other grievance committee members on the call that may be part of it, if they want to chime in. But I'm just questioning the same standard across the

board for committees.

MARILEE ANDREWS: Okay. I don't know if I'm supposed to answer or not?

RASHAD BRISTO: You have the floor. Go ahead.

MARILEE ANDREWS: Okay. I'm sorry. I'm really just hosting, so I wasn't sure if it would be appropriate for me to speak. The summary, which is the minutes, is on our website. And you would have to go back to 2020. So when the meeting took place. There was only one meeting, so there's only a summary for one meeting. I can put that in the chat. And the charter was kind of developed in that meeting. And there was never a second meeting. So the charter would have been linked in the second meeting information. And I think those are all the questions I can answer. I'm just the staff person that staffed that meeting. I can find the charter and share it. I'm fine with that, if that was something I would be directed to do, I would be happy to do that. But that's all the information I have. I think your questions are probably for somebody above me. Unless you have anything else, or anybody has anything else for me?

RASHAD BRISTO: Do we have any public comment? I see your hand, Ms. Hano. I just wanted to address public comment real quick.

MARILEE ANDREWS: Yes. Ms. Corley says she strongly agrees with Dr. McKee. And Ms. Susan Reihn says I was on the committee and would be happy to look in my emails to find the charter and email what I can find. I will take some responsibility as a member for not asking why we weren't having further meetings. And then I was reminded that Randall did want the search committee to take priority over all the other ad hoc committees. And that was advice from Ms. Sheryl Matney at ITAAC. And I can certainly share the charter if that's something anybody would like me to do. And if that's okay with everyone?

RASHAD BRISTO: Do you have the charter available now?

MARILEE ANDREWS: I'm sure.

RASHAD BRISTO: I'll give you a minute to find it. Ms. Hano's had her hand up for a minute. And once she's finished, once Ms. Hano's had her comment we'll digress and come back to you, Ms. Andrews. Ms. Hano, you have the floor.

JILL HANO: Okay. So going back, the way I remembered it is this was in-person. But I know Ms. Corley was asking. And the way I remembered it, I started in July of 17. So literally kicking off my journey there was a sign for employment committee and a sign for self-determination. And staff told me, and I'm saying this, I'm using this as a pinpoint. But staff told me whatever meeting I went to in meeting one, which was July. And then when I came back in October, I could go to the other standing committee. And then so between October and July-- no. I'm sorry. Between October and January I could, at the time the chair was April Dunn, so between, so basically between my third ever DD Council meeting I would give the chairperson a heads up as to what committee, what standing committee I chose to be on. If that gets y'all. I don't know how it's done now, but that was my experience just to give y'all a little clarity on how the process went back in the day. Or at least how it was done back in the day. Or at least how it was for me. And I don't know how official that was or if that is offered today. And like hey, we're doing this ad hoc. Raise your hand if you want to be part of this ad hoc. But if October-- no. Sorry. If this is people's first meeting in January, they got a taste of one meeting. Then they could go to the other committee in April. And then by July Rashad would appoint them to the standing committee of their choice if that helps y'all at all.

RASHAD BRISTO: Thank you, Ms. Hano. You definitely put it in context for us. Ms. Andrews, were you able to find anything?

MARILEE ANDREWS: Yes. I can share my screen. I don't know if everybody can see that, or if it needs to be bigger. But it just kind of gives the summary of

the meeting, how it was formed and the specific responsibilities of the committee. Which I believe was outlined in the motion that created the committee. And we just kind of put it on paper and it was going to serve as a reminder to keep the committee focused.

RASHAD BRISTO: Okay. Do we have any other council members have any questions or comments?

MARILEE ANDREWS: So I can't see right now because I'm sharing my screen. I am the host, so I'm supposed to let you know of comments. But I can't see them right now because of the screen sharing. So I guess I'm asking if maybe--

AMY DEAVILLE: Nicole Banks has her hand raised. I got it, Marilee.

MARILEE ANDREWS: Okay. Thanks.

RASHAD BRISTO: Thank you. Vice Chair Banks, you're recognized. You have the floor.

NICOLE BANKS: Okay. So I was looking, cause I wasn't familiar with the situation, so I was looking at the minutes that you provided us. And I was just looking through it and it was giving like, you know, specific things that they wanted to put in policy. But that is not this. Like that is two different things. Like this is just like some research of other council's grievance policy. But in the minutes, it has specific things that people want outlined and laid out. They had specific timelines. Like one of them had 3 to 5 business something. It was very specific when, you know, we're looking at this. So I'm just seeing, wait let me pull it up. Cause I have it up. All my little things running together. Excuse me, y'all. But what you pulled up earlier. There it is. All right. So we have like, okay, under number five, the LDH policies. It list, you know, what they want, how they want it, you know, a person what they really want. So this should be implemented in this what you have up on the committee charter. All of this stuff that you have right here should be up on here because then it would reflect the real policies. So when you go look up, even you go look up our, you know, the bylaws and

policies and procedures it is listed out what the policies and procedures are. This right here is just like a synopsis or just like a summary of what y'all were going to do. This isn't policies. Not from what I'm used to seeing.

MARILEE ANDREWS: So, yeah. So the summary, and it's not even really a summary cause we never got to vote on it, or the committee didn't. But like LDH policy, so what happened was the committee reviewed LDH's policies, grievance policies, and they just kind of talked about it. And so that goes with if you look in the charter under specific responsibilities, the second bullet that says research LDH grievance policies. That discussion from the summary in roman numeral five was the committee fulfilling the responsibility to research LDH's grievance policies. I don't know if that makes sense.

NICOLE BANKS: That makes perfect sense. But what I'm saying is from what you're showing us from you provided to us in the chat they really went in detail. I mean, like they looked like they worked hard up on these policies and the questions that they wanted to have done. And, you know, how they wanted to like-- even, we could even go down to the FHF policies. And like Kim, she was like she wanted it three times a week. Usually it's three to five. You know, she has like a timeline. It looked like they were really making some good progress on it. So for to say it's been two years and no conversation has been done or formulated it's like all of this work that everybody up on here that I see was going down the drain. Cause it's like why isn't this done yet. Because this is not that hard to put in policy and procedure. So what was the reasoning why everything hasn't gotten done? Like what's the reasoning? Cause two years is too long.

MARILEE ANDREWS: Right. So the committees were advised, as I understand it, from Sheryl Matney to kind of go on the back burner except for the selection committee. And I believe that was because we were out of compliance maybe with our membership. Like I said,

I'm the staff person for a committee. So when a committee's given to me, I staff it. I don't know that I would have the best information for you. That that's the information I had. Is what I just shared with you. A lot of our committees were put on the back burner during Covid. And some of them got picked back up and it looks like this one didn't. But I'm really not the best person to answer why certain committees met and certain ones didn't.

NICOLE BANKS: Okay. So I know that you're going to go back to them and let them know that this is our concern or an issue. And then I guess that person will reach back out to us to let us know hey, this is what's going on. Here's the movement with it or?

MARILEE ANDREWS: Well, I think everybody's here that should be here.

RASHAD BRISTO: I see Dr. McKee's hand and she's been waiting for a minute. Let her interject.

HYACINTH MCKEE: Thank you, Mr. Chair. And thank you madam vice chair for those questions. Because, certainly, those are the questions that I have too as well. And I believe that the questions that you're asking is something the public wants to know as well. And then I also understand Ms. Andrew's side being the staff and she was only tasked to staff, you know, these meetings. And so I hear both sides. But I do want to say that I am concerned about the optics of it all. You know, our plight is to make sure that everything is done equitable. And I just want to let you know this doesn't look good. Just on the surface. It doesn't look good that one committee was required to be held to a certain standard that another committee did not. And I certainly hope with our new leadership, which I know because Ms. Deaville, you know, under her new leadership certainly will work with the chair to make sure this doesn't happen again. But I think that it's important that we answer the concerns that the public has as it relates to what are we doing with these committee assignments, what the time that it takes to put all the work. We sat maybe three DD Council

meetings with all of these grievance complaints about previous administration and what should happen and formulated a grievance committee. And then to hear that it only met once is concerning. And then also to do all the work for one committee, DEI, where the staff has did some exhaustive research and to put all that stuff together and they don't have enough people to hold a quorum to produce the work that they put in for the DEI committee. So I think it's important that the public knows that we are working for them. But that we want to work efficiently and equitability. And so that was my intention to bring that up today. I am concerned that Ms. Andrews did take the hot seat for this. And that she was put on the hot seat and that there are other individuals that were part of that committee that could have spoken up to help add historical competence to this. But I do applaud Ms. Andrews for her courage to answer the questions that we have as it relates what the standing is. And I know it was a hot seat and it wasn't for you to do. And I know you've been doing work. But I am concerned that there are other committee members that could have very well stood up and added historical competency and let the DD Council know what's actually happening with these committees. For that, I'll digress.

RASHAD BRISTO: Okay. Thank you. Ms. Hano, did I see your hand? Okay.

JILL HANO: I'm kind of nervous to say this because I, again, opinions, everything is my opinion and I'm just a little pion. But I think we have had such changes in staff, and I've noticed that as the staff changed the grievances decreased. And then like Ms. Amy said, that we were advised to focus more on the ED selection committee and then Covid happened in the midst of that. And it really slowed down our ED search committee for probably a year. Then we really focused on getting the ball rolling on that so we could hire our new ED ASAP. And then Covid and the hurricane. And again, I think it's staff turnover. Because I think a lot of the grievances were related to past

staff. And then with all the time that went by grievances-- I'm really disappointed in myself because this sounds like an excuse, but at the time there were maybe improvements on-- oh, God. I'm going to get in trouble. There were-- y'all, never mind.

RASHAD BRISTO: You're good, Ms. Hano. And I think everyone's echoing the same thing. And I don't want to just beat a dead horse. You know, Marilee, we do understand, you know, there are things left in transition. And there are other council members who were a part. But at the end of the day it's all about accountability. Every council member, even if the chairperson is no longer there, you know, there were some gaps, transitions, executive directors, new chairs, things along those lines. But it's still about accountability. We're accountable to the public as well as we're accountable to those whose best interest is served by the DD Council. I'll emphasize this tomorrow as well about why it's important, even if we don't have a quorum. If you commit yourself to an ad hoc committee it's important that you make yourself available. Even if the designated leadership for that committee's not present, we still have the responsibility to ask and inquire. Hey, look. We missed this meeting. We just started this ad hoc committee. Or whatever subcommittee may be presented or developed during the course of the council. So it's dually noted. Dr. McKee, thank you for bringing that to our attention. Marilee, again, no one was trying to put you on the hot seat. Thank you for stepping up and answering those questions. The tough questions that needed to be answered that way it could be put in context for us what we needed to address moving forward with our future concerns. And the resuscitation of this committee. Vice Chair Banks, I see your hand. You're recognized.

NICOLE BANKS: Yeah. Thanks, Rashad. I appreciate the floor. Like I do understand what you're saying as far as accountability because we all have our phones with us all the time. All the time. Every single

where we go. Not any of us just leaves our phones at home. All of our meetings can be accessed on the phone. All of our documentations of meetings can be accessed on the internet, on the phone. So we have to, like Rashad said, we're on the executive committee on these committees where these people are trusting us to make these decisions. And, you know, like I said, I lost everything. I'm here for my kids and stuff. I'm here doing what has to be done though. Like regardless of what, I'm still doing what has to be done because I made a commitment to be up on here. And, you know, just my work I'm only speaking for myself. We all have to take that accountability and remember like Rashad says all the time, remember your why. Why are you here. Why are you, you know, on the council. Who is your person that, you know, drives you to make a difference in the community. And they have to have us that is going to, you know, regardless of what we're going to still step to the plate and do what we have to do. And that's it. All I wanted to say.

RASHAD BRISTO: Thank you, Vice Chair Banks. Do we have any other public discussion? I see Ms. Hano. Ms. Hano, you're recognized. You have the floor.

JILL HANO: And I don't want this to, I'm trying not to come across like an awful human being. My point was, and then I got carried away, but I feel like if your grievance committee was made in the past to address grievances with leadership that was no longer, that is no longer relevant to this council. So I, personally, think that. And then with ED search taking over, I think that because we've had such turnover that the grievance committee kind of inadvertently took a back seat. All right. That's what I meant to say.

RASHAD BRISTO: Okay. Thank you for that. Do we have any more public comment regarding this?

MARILEE ANDREWS: Yes, sir. Ms. Susan Reihn said just one more comment. August 2020 was the year that Laura hit Lake Charles and we were all displaced for months. Dr. Hyacinth McKee said thank you, Marilee. It is my pleasure. And Ms. Corhonda Corley says she

has three questions. Would having FHF represented on an ad hoc committee be a conflict of interest? Was this research information ever provided? How many self-advocates are on this committee?

AMY DEAVILLE: I don't know the answers to all of those questions, but in terms of having the FHF represented on the ad hoc and whether it's a conflict of interest, it would depend on what the committee's, what the ad hoc committee's responsibilities are and what their goal is. So for grievance committee, grievance ad hoc committee, it shouldn't be a conflict of interest.

RASHAD BRISTO: Okay. Thank you, Ms. Deaville. Any other comments?

MARILEE ANDREWS: Yes. I see one attendee has her hand raised and it is Ms. Corhonda Corley.

RASHAD BRISTO: Ms. Corley, you're recognized. You have the floor.

CORHONDA CORLEY: Thank you, Mr. Chair. And thank you, executive committee, for allowing me the opportunity to speak. I have several questions. And I thank you, Ms. Deaville, for actually answering that question. But I actually would hope that you would send that question to legal because by the actual FHF's receiving funding from this actual DD Council that would be a conflict of interest. So if anyone is actually filing a grievance against them and they're saying that they're not pleased with FHF or they're not receiving services or something of that sort, by us being the actual entity that are providing them some funding we actually cannot allow them to actually sit on that particular committee. That's something I would actually recommend that this executive committee actually send directly to the actual legal for more guidance on. But also, I would ask that if this committee is going to exist that we do have more diversity as well as self-advocates represented on that. Because I did not see any at all. As well as I would also ask that they have a real true definitive outline of what they're actually going to do. Because

if we can't answer what they have done thus far, then it sounds like they have actually served no purpose. And we cannot have constant committees that don't serve a real true purpose. I know diversity, equity and inclusion we have done quite a bit. And we went the extra length to make sure that we put in steps to make sure that we are solidified and actually be in existence forever. And I think that any other committee should have to do the same. It should not be that only some have to follow a rule and the other should not. It should be that everybody have to follow the same procedures. Thank you so much, executive committee, for allowing me the opportunity to speak.

RASHAD BRISTO: Thank you, Ms. Corley. Let me reassure the executive committee and the public this conversation is not going to be dismissed in regards to the grievance committee. I'm going to personally reach out to the committee because I remember looking at a few of them, I know there are several names that have rolled out and we do have new members. Again, this goes back emphasizing the importance of whenever you're appointed to a committee to try to make yourself available as much as possible. That way we don't have these hiccups when things come into place. And not only that, we're already in a function where when something is addressed, we don't have to scramble to try to put something in place. We just begin to execute what's already in place. So we can remain effective as a DD Council. Do we have any more public comment?

MARILEE ANDREWS: Mr. Brenton Andrus on staff said Ms. Corley, based on the committee list there was one self-advocate on the committee. And that is correct. And Ms. Liz Gary said we were unable to meet. Sorry, it's going fast. We were unable to meet if the chair of the committee was also the chair of the council and was not holding the meetings. And then Ms. Corley said thank you kindly, Mr. Andrus. One self-advocate does not suffice.

RASHAD BRISTO: Okay. Thank you, Ms. Gary, for

putting that in context. And thank you, Ms. Corley, for putting that in context as well. And again, that's one reason we have new council members in place, and we'll be trying to meet with them. But like I said, let me reassure you, this is not something that will fall by the wayside because we want to remain full functioning in every capacity in all of our committee meetings. Do we have any other questions or public comment?

MARILEE ANDREWS: One panelist has her hand raised and it is Ms. Basile. And Bambi just commented Lillian is supposed to be on DEI committee. She continues to be left off for some reason. She brings a valuable prospective. And Ms. Kim Basile's hand is up.

RASHAD BRISTO: Thank you for that information, Ms. Polotzola. And Ms. Basile, you're recognized by the chair. You have the floor.

KIM BASILE: Thanks. I just clarified with Marilee that when the grievance ad hoc committee was established Randall opened it up at a full council meeting that anyone who wanted to serve on that committee, you know, raise your hand. And he appointed everyone that wanted to be on it. He did not leave anyone out. It is also, if my memory serves me correct, it is nowhere stated that an ad hoc committee needs to have a charter. That that is something that the staff person that is chosen to staff the committee chooses to do. Because I know the ED search committee did not have a charter. So I don't think that it is stipulated anywhere that we need one. Jill, am I forgetting anything? And like Liz said, you know, we can only attend meetings that are called by the chair. And if no meetings are called, I mean, it wasn't my place to call the meeting. That's all.

RASHAD BRISTO: Okay. Well, thank you for that. And again, like I said, at this point we don't even have the same chair. So I don't really want to go that route as far as putting Randall on the spot for not being accountable because he's no longer here. Dr. McKee, you're recognized. You have the floor.

HYACINTH MCKEE: Yeah. Thank you, Mr. Chair. I wanted to say that too as well. Our former chair is not here to, you know, to discuss or defend or add credence or not to those comments. And so I certainly don't want to just kind of put him out there and say those kinds of things without giving him an opportunity to speak. So I will not be using his name certainly in these conversations without his knowledge or consent. With that being said, Kim it adds more suspension and concern to the DEI committee, and it does not look good. Because the DEI committee was told we needed to do a charter. All that does is make the situation look a little bit worse, right. Because now you're telling me that other committees did not have to do a charter, but in fact DEI was told to do. So that doesn't make it look any better. It kind of makes it look worst. So I appreciate you sharing that information with me that I was the chair of the DEI committee. But we were told that we needed to do a charter. So you're telling me that other committees, there was nothing stipulated anywhere, there was nothing stipulated anywhere that committees had to do a charter. Which is unfortunate because we did it. It's unfortunate, but it's also fortunate because it does show what we're actually doing so if we are ever called upon (inaudible) it's actually real. But that doesn't look good.

KIM BASILE: Who told you you had to have a charter? Out of curiosity.

HYACINTH MCKEE: So, I mean, Marilee Andrews is the staff that's assigned to the DEI committee. And you're saying that she was assigned to another committee as well. And those committees didn't have to do a charter, but the DEI committee had to do one.

KIM BASILE: I'm saying the one that she was. She was assigned to grievance and to DEI.

HYACINTH MCKEE: Correct.

KIM BASILE: And so those two did charters because that was her option because she was the staff that was in charge of those.

HYACINTH MCKEE: Correct. But you're saying that--

so you guys, you're saying there are no other committees that had charters, correct?

KIM BASILE: Because Marilee is not the staff person on those other committees.

HYACINTH MCKEE: Correct. So that makes it even another layer of concern as something that needs to be discussed internally in terms of leadership and how things go. Because it shouldn't not be where some committees have charters and others don't and we have this big confusion publicly. So that makes the situation look even worse. I would not even want to belabor into a longer conversation about why one has one, or why one does not. Cause that looks bad. It shows a level of dysfunction, in my opinion. That's a concern. And so thank you for adding context to that. As it relates to Lillian being appointed to DEI committee, she should have been appointed to DEI committee. She asked to be appointed to the DEI committee and I am uncertain and can't really speak to what the former chair's decision was cause that's his discretion. But she did request to be on it. And from my understanding the request was honored. I'm not sure why it hasn't happened. But she and I even had dialogue about her being on that DEI committee. And she is a voice that's truly welcomed and embraced for that DEI committee. Whoever chairs it moving forward.

RASHAD BRISTO: Okay. Thank you for that, Dr. McKee. And I'll get with Ms. Deaville. Like I said, it could be a clerical error. Ms. DeJean is an asset, so we definitely want to make sure that she's utilized. Especially with the DEI. As all council members are. Do we have any public comment?

MARILEE ANDREWS: You do. Hannah says she will change the list so that Lillian is a member. Brenton said you are correct, Kim, with the exception of the two committees discussed previously no other committees have a charter. Susan Reihn said thank you, Kim. Jill Hano said I'm going to trust in you. Ms. Corley says dissolve the remaining committees, so they have to go through the same procedures. I'm sorry. And she also

said that is correct. It shows a true bias. Let's talk about this. Dissolve the remaining committees so they have to go through the same procedures.

RASHAD BRISTO: Those were all the public comments?

MARILEE ANDREWS: Ms. Banks has her hand raised.

RASHAD BRISTO: Okay. Let me say this, we've already discussed the way that we need to troubleshoot this to make sure that we don't have this problem moving forward. So I don't want to just continue to be doing a round robin where it looks like we're just running in circles because it's already been established, one, that the grievance ad hoc committee has fallen short. Two, some of the individuals who were on the committee are no longer a part of the committee. Three, that we need to make sure that everyone is held to the same standards of transparency for the public. That way we don't continue to have these same hiccups. So I'm only willing to entertain just maybe one more comment about this. And then from that point we're going to move forward. Vice Chair Banks, you have the floor.

NICOLE BANKS: You cleared it up for me. Never mind. I just wanted to make clear that I understood exactly everything that was going on in this situation so that everybody can know exactly what's going on. But how we need to move forward, everybody just need to get a charter. If it's for one, it's for all. It's all equal across the board. I don't know about dissolving things, but you know.

RASHAD BRISTO: Correct. And like I said, we're going to make sure every committee's on an even plane. That way there's no misinterpretations of where one committee has more authentication than another. Do we have any more public comment or questions?

MARILEE ANDREWS: Yes. Dr. McKee says Dr. Charles Michel has a question in the Q and A. And in the Q and A Dr. Michel said is there perhaps a different set of requirements for ad hoc grievance and temporary committees, i.e., ED search. Will the ad hoc committee be charged with developing guidelines which will then

be implemented by a standing committee. Grievance no longer ad hoc. And Liz Gary says we are all here to serve and that is what we need to do. We are volunteers and doing our best to serve while working jobs.

RASHAD BRISTO: Thank you for those comments. To answer your question, there's no distinction between any committee, Dr. Michel. The other thing is, like we said, we can take this conversation offline because at this point, we're just going to be playing the blame game. The facts stand this is something that needs to be addressed, will be addressed tomorrow. And not only that, as your chair I promise to make sure that when we have our next executive committee meeting, we won't be having this discussion. We'll make sure we're executing everything. Does anybody else have any other comments, council members or public?

MARILEE ANDREWS: Ms. Corley says that question should not be answered until legal is consulted regarding what the grievance ad hoc will do. Especially regarding Families Helping Families involvement. And I don't see any other hands raised. I see another Q and A. From Nicole Flores, do the bylaws spell out the requirements for charters for committees ad hoc committees. If so, and they were made public anyone on the committee could ensure they know the specifics and we can move forward from there.

RASHAD BRISTO: Okay. Like I said, at this point we're going to take it offline that way we can move forward.

MARILEE ANDREWS: I'm sorry. There's one more comment.

RASHAD BRISTO: Go ahead.

MARILEE ANDREWS: Ms. Susan Reihn said it was my understanding that the grievance committee was formed to address grievance policies for the DDC. Not Families Helping Families. Families Helping Families has their own policy as approved by our boards. And that's all I see.

RASHAD BRISTO: Okay. And like I said, this is

something that Ms. Deaville will get with legal on. Cause that's something that's going to be a question about it. So we can bring some clarity to it. At this point, since we've already more than established this, I'm going to close this discussion. In regards to the grievance committee is going to be transitioned over to the executive director so she can go ahead-- and me as well, get with those parties that are concerned so we can go ahead and get this resuscitated and brought back into fruition and operation. Is there any other further business to discuss? Do we have any other further business to discuss in the chat box?

MARILEE ANDREWS: I don't see any other comments in the chat box.

RASHAD BRISTO: Okay. Ms. Ebony Haven, is she still on?

EBONY HAVEN: I'm still here.

RASHAD BRISTO: All right. Ms. Haven, I just want to say congratulations on being the deputy director of the DD Council. Thank you so much. We're looking forward to working with you. You already have a plethora of knowledge and just excited about your position and your appointment.

EBONY HAVEN: Thank you so much. I look forward to working with everyone as well.

RASHAD BRISTO: All right. Since there are no further business to discuss, if there's no objection, we'll adjourn the meeting. Is there anything else in the chat box?

MARILEE ANDREWS: I don't see anything else in the chat.

RASHAD BRISTO: All right. Well, thank you so much for your time. I'll see you tomorrow for our full council meeting. And seeing that there's none in the chat box and hearing no objection, this meeting is now adjourned. Have a great evening.