March (03/02/2023 ICC Subcommittee Racial Equity Meeting:

* + Attendees: Johan de Besche. Adams, Melissa; Laurie Tobey Freedman.
	+ Opening statement: ICC racial equity training charge
	+ Discussion:
		- What are things that we wish **to avoid** or identified aspects of previous RE trainings that did not work
			* Long trainings
			* Unfocused Discussion
			* Not duplicating trainings – awareness of trainings that have already been facilitated to provide new information
			* Overgeneralize topics
			* Missing the focus on addressing existing biases/racism with Early Intervention
			* Call to action/charge for participants
		- What we can do
			* Screening (Assessment) /prerequisites of awareness/beliefs regrading
			* Targeted trainings focused on the needs of Early Intervention
			* Set guidelines/parameters for the RE trainings
			* Specific to early intervention
			* Assigned readings – annual book assigned as a part of the training broken into quarterly discussions
			* Ask at every turn- how is it applicable to early intervention/ home visits in EI
			* Trainings provided in separate teams
				+ Program directors
				+ Admin staff
				+ With an All staff form of trainings some information may get lost
			* Annual timeline for these trainings to be held – ongoing trainings
			* Trainings to provide insights on different perspectives of various backgrounds providers who may experience bias when providing services
			* (Core recommendations)
				+ Case studies focused on disparities/bias/ racial equity to be discussed in team meetings, in supervisions
				+ Ongoing support
			* New frameworks
		- What will the trainings look like:
			* Initial training – focused on getting everyone on board
				+ Survey programs on what trainings have been provided to their staff already about racial equity in the past 3 years

Was it successful?

Was it applicable?

Names of trainings

* + - * + What is being discussed in these trainings
		- Division questions
			* Are there any specifications for these trainings?
				+ What are the possibilities
				+ What are constraints?
				+ Who are we targeting
				+ What will be the requirements?

Mandatory for new employees?

Pushing it out to all staff

* + - * What are the expectations of the ICC RE committee?
				+ Is it just recommendations? To what extent?

Will they have to recommend readings for the proposed reading assignments