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