ICC Subcommittee Racial Equity (11/10/2022) - Johan de Besche, Melisssa Adams, Laurie Tobey-Freedman, Melissa Adams, Rachael Cracknell

* Meeting Schedule: Keep the meetings on the same day as general sessions and anticipate modifications if the subjects or concerns presented require additional focused time for the subcommittee to explore. Additional meetings will be scheduled at least a week in advance, as needed.
	+ ICC-appointed memberships are in question due to a lack of clarity on the formal approval procedure, and a few members were confused about their present membership status.
	+ Due to the nature of open meetings, if one member leaves, the meeting ends as a whole. The requirements to be adhered to were uncertain on how to properly navigate in response to persons that will be departing early from a meeting
* Johan - Obtain a prospective project as a subcontractor with DPH for racial equity training. (Awaiting approval) However, he will inform the ICC cohort after officially confirming if he would work from DPH due to a potential conflict of interest.
* Subcommittee Discussion: EI- Racial Equity charge
	+ It is believed that Agencies are already adopting these trainers and expanding these training components. Proposed to have RE-charged goals to be shifted to reflect the EI program's current challenge at the capacity to attract and retain workers with cultural and language competency. In prior years, the RE subcommittee has discussed hiring a community liaison and would like to know the proposal's current status. How does the department think about budgetary support for racial equity initiatives, and how is it deciding to use the money that has been set aside? Focusing on increasing field training efforts is considered duplicative. It is considered to be pulling field staff away to complete racial equity-based training when they are already understaffed—proposed to have reflective supervision funded by state EI division contrary to providing racial equity training to field employees. Reported an Increase in referral volume from urban regions without decreasing staffing volumes. They are requesting data from CLAS assessments filed by programs.
	+ It is proposed to investigate which current programs are providing racial equity training. Verify what information was supplied to the steering committee for them to settle on the agreed-upon objective. Believes that the present aim is shifting in a new direction and that there is a gap and a lack of information provided to ICC members to enlighten committees on how they arrived at the RE committee's goal.
	+ The recommendation for the new position for designated personnel to provide adequate cultural competency support throughout the commonwealth to field employees. Racial Equity training does not appear to make a difference for individuals who receive it. Believe that an SME on cultural competency involvement in these fields is the greatest way for individuals to learn. EI CLAS personnel will offer supervision. It assists the staff on the ground in interacting with field employees.