

SRC Executive Committee Meeting Minutes

August 6, 2020

1-3pm

Attendees: Denise Andrews (MRC), Joe Belill (SRC), Kate Biebel (MRC), Inez Canada (SRC), Dawn Clark (SRC Chair), Anny Domercant (MRC), Mona Dorsinville (public), Naomi Goldberg (SRC), Steve LaMaster (public), Bill Noone (MRC), Graham Porell (MRC), Cheryl Scott (SRC), Olympia Stroud (SRC), Sara Wiles (public)

This meeting was held remotely.

Minutes Approval – Ms. Clark

- Mr. Bellil moved to approve minutes. Ms. Scott seconded. Minutes approved.

MRC HR Liaison and Diversity, Equity, and Inclusion (DEI) Officer – Ms. Andrews, Ms. Clark, Ms. Domercant

- Ms. Clark presented a history an overview and history of the SRC.
- Ms. Andrews introduced herself – she has been with MRC for 7 weeks.
- Mr. Domercant introduced herself - she has been with MRC for 7 weeks.
- Ms. Andrews presented an overview of MRC’s DEI work, specific to how to approach systemic racism and create an organizational transformational experience for MRC. Includes a one-year DEI plan for the agency, as well as a 3 and 5 year plans. Working with organizational consultant who focused on organizational racism to conduct a SWOT analysis.
- Discussion of how to monitor microaggressions in VR offices – how are we addressing this? Also addressed needing to explore and analyze VR dispositions for consumers specific to educational pathway disparities. Also, how do we go beyond best practices re: DEI – we need to innovate, not just rely on best-practices.
- Discussion of sustainability, and how can SRC learn from and partner on this. Sustainability is a balance between changing hearts and systemic accountability.
- Ms. Wiles contributed: “I think it's great that we are able to utilize the existing structures in place at the agencies including the Massachusetts Commission Against Discrimination to address inequity, whether that is racial, sexual orientation, disability, etc., but I think it is also crucial to meet clients, consumers, and even counselors where they are at to make sure instances of discrimination, disparate treatment/impact are being addressed and resolved before they rise to the level of HR complaints or MCAD cases. It's important to take note of those ongoing cases/complaints and keep track of them going forward, but we need to be sure there are mechanisms in place to address discrimination and unfair treatment even before situations reach that point.”

MRC Staffing Update – Ms. Biebel

- Ms. Biebel discussed that Theresa Casey had retired. We have some ad-hoc strategies for administrative support and have front of mind the need for more permanent administrative support for the SRC. Ms. Biebel will keep the SRC updated on this.

Nominations and Ex-Officios – Ms. Clark

- Ms. Clark asked people to review materials sent for this meeting specific to nominations and ex-officios and send comments to Ms. Clark and Ms. Biebel by August 14th.

Membership – Ms. Clark

- Christopher Dreher has resigned – he has moved out of state. Olga Lopez has moved to another agency. Seeking clarification as to her ability to continue or her resignation. There has been no communication from her since her appointment.

SRC Application Process – Ms. Clark

- Ms. Clark asked people to review materials sent for this meeting specific to the SRC application process and send comments to Ms. Clark and Ms. Biebel by August 14th.

Open Meeting

- SRC guidebook. There are still track changes in the materials sent for this meeting. Ms. Goldberg moved to accept the guidebook as final. Mr. Belill seconded. Ms. Biebel and Ms. Canada will work to get the guidebook online.

Ms. Scott moved to end the meeting. Mr. Belill seconded the motion. Meeting concluded.

Next Meeting

September 3rd, 2020

Virtual Meeting

1-3pm