

## **BCA Equity and Belonging Committee Minutes**

**Friday, December 3, 2021 3 pm**

**Held via Zoom and in-person at the Lorraine B. Goode Room at BCA**

**Committee Members: Mildred Beltre; Lisa Lillibridge; Bryan Parmelee; Patrick Shank; Lori Rowe; Milton Rosa-Ortiz; Jon Weisbecker; Mary-Katherine Stone**

**BCA Staff: John Flanagan; Doreen Kraft**

1. Public Forum-No public present.
2. Lori thanked committee for time, energy, patience, and vision for getting the committee going. Asserted that board is committed to maintaining the committee and continue its operation.
3. Patrick reflected that it would be helpful for someone from REIB to sit in for bouncing ideas off of.
4. Committee discussed advisory role, being part of advisory board that can make suggestions to organization. Committee should narrow focus to manageable projects with this in mind. Doreen related that Tyeastia (REIB) thought committee should work on ideas to identify points of agreement and contention. Mentioned that whole board will be invited to board training.
5. Patrick discussed former committee chair's concern that BCA isn't ready to do the work yet. Lori noted that no charge or proposed structure was sent to the board. BCA accepted responsibility for not providing former chair with resources to succeed as the head of a new committee. Committee asserted that it should overcome this gap in communication and process so that the committee can be successful.
6. John reflected that committee has been helpful to BCA staff through meeting with team leaders to identify blind spots and receive advise from committee. Milton related that he has seen nothing but willingness from BCA staff to do this work. Asked again how we set up for action in a tangible way.
7. Committee discussed whether it should nominate a chair or if anybody wanted to be a chair, or if we should consider further. Jon reflected that we should consider further and that co-chairs could be an idea to consider. Milton agreed co-chair is good idea.
8. Committee discussed schedule. Agenda will emerge from minutes from meeting.
9. Patrick asked if we can have REIB member join us. John F to ask Doreen
10. Motion to adjourn 4 pm. Patrick moved; Lisa seconded.