

## INCLUSIVITY TASK FORCE MEETING

October 19, 2022

### Minutes

Chair: Kate Baxter-Kauf

Secretary: Catherine Plessner

Staff Contact: Alyssa Mitchell

Attendees: Alexa Golemo, Lissa-Jones Lofgren, Marsha Berry, Craig Skone, Art Punyko, Karah Lodge, Steve Boyd-Smith, Kensey Lipstreuer, Deb Burns

#### **I. Introductions**

Attendees introduced themselves.

#### **II. Additions or Deletions to Agenda**

No additions or Deletions to the agenda.

#### **III. Approval of September 2022 Minutes**

Motion for approval made and carried.

#### **IV. ITF & Scorecard Timeline, Alexa Golemo, Exec. Director**

Review rubric of 3 questions with Lissa

Mac-Grove history project

Assemble list of questions or topics for future education

Plan for 2023 ITF meetings

##### ***Retreat***

*January 2023*

- Lay the groundwork and set expectations with board and committee members
- Allow for committee planning with equity emphasis

##### ***Use Rubric***

*January-March*

- Rubric for use at all committee & board of directors
- Practice using rubric in preparation for future scorecard
- Education on scorecard “topics” with review of Mac recommendations

### ***Apply for Grant***

*Spring 2023*

- Apply for potential funding for scorecard creation

### ***Public Scorecard Education***

*April-May*

- Kick-off at Annual Meeting with Alliance
- WSCO and other DCs come to ITF meetingsPublic education series on scorecard in preparation

### ***Scorecard Engagement***

*May-October*

- Use Macalester recommendations and rubric to start engagement with community
- In October we can assess our progress and next steps

It's important to have a process to keep going and time to assess the impact on committee work. We can start with a draft and then go ahead and try it. We will learn many things along the way. We can develop many models as specific for Mac Groveland as we would like or as general that can be applied to larger things as we would like. The goal is how committees can come together so the best decisions are made for the people who are most impacted by those decisions. When for example around Housing and Transportation, if made in a silo these decisions would be less effective and impactful.

## **V. 2023 ITF Planning**

### ***Strategic Action Plan***

Start calling out the intersections we want to pay attention to; race, place, class, address, gender, orientation, who loves who, who wears glasses. Whatever the criteria are, be bold and say, we are thinking about these things and we want to know more about them. We aren't accusing anyone of anything. We are asking ourselves: Is our community included at all of those intersections? If not, we ask: How do we build relationships to make sure that the decisions we make are going to be good for the majority of us, not just a small number?

It will be useful to write down somewhere that we are generally guided by the two missions ITF has been assigned by the Board which are to increase Equity and Inclusion in both the Board structures and in public facing events and structures. The Board agrees that we are guided by these principals and ITF acts as coaches and resources to help people use the rubric and develop comfort in trying it. We want people to be comfortable. We want people to be successful and it's okay to make mistakes. We're trying to do better. We're trying to include. If we're willing to try and do so with human beings in mind, Most people will give us grace if we make a few mistakes.

### ***Bringing equity work into the Board and committees***

Everybody commits to the two goals to increase Equity and Inclusion. Report out the activities and measures that reflect those goals. Use the times when committees don't have a demanding topic as a check on Equity progress. Look back and see how using the Rubric has affected decisions. Practice a couple months and have Committee chairs come back to the Board with: How does it feel?, Where can you use support?, Where did it work?, Where was it cumbersome?, What can we change to get more creative minority, the first people who are adopters of an idea, to become the cultural majority, the vast number of people who are on board and invited to ask questions and be a part? They're not critical, they're critical thinking for the purpose of expanding who gets included at the table.

#### **VI. Updates and Announcements**

Lissa-Jones Lofgren left the meeting for the members' discussion and unanimous decision to continue working with her as our consultant.

ITF may need to move the November meeting to accommodate HLU.

#### **VII. Adjourned**

Respectfully Submitted

Catherine Plessner