



Diversity & Inclusion Committee
July 13, 2022

In attendance: Courtney Anderson-Ewald, Shibani Bisson, Marcus Thomas, Ismael Martinez-Ortiz, Beverly Farraher, Alyson Fauske

Minutes taken by: Courtney Anderson-Ewald

Agenda and Minutes:

Spring Conference Brain Skills@Work Evaluation information was reviewed. It may be helpful to collect demographic data including but not limited to age and/or years from retirement from APWA-MN Membership. If we ask the EC for permission to gather this data we need to clearly articulate, what information we want to collect, how it would be used, what the value is for collecting the information and where/how it would be maintained.

ACTION ITEM:

Courtney will create a draft communication to the EC and draft survey and send a link to this shared document to the committee. Committee members, think about this, edit the document.

Committee Members will review the draft document and discuss at the next meeting. We may want to include additional questions about other DEI trainings members have experienced from their employers.

We could move this toward a fuller survey regarding DEI initiatives/issues/goals to become a more effective committee; Solicit suggestions for how we can better serve the Association and accomplish our goals and priority order; and ask for volunteers to assist with initiatives.

ACTION ITEM:

CAE will look for EEOC data for Civil Engineering in the Metro

ACTION ITEM:

Committee members can bring ideas for conference speakers for spring 2023

Fall Conference Speaker – committee reviewed the information from Ellie Krug

D&I Grant

Marcus prepares the documents in September for Fall advertising

Marcus will email it to the group and we can send it out to our contacts

Marcus will present the current year award winner (City of Bloomington) and make a pitch for the grant in 2023

Bev and Marcus will ask the conference planning committee for Marcus to have a line item in the agenda to present the award

ACTION ITEM:

Courtney will create a shared document to start a draft of the

D&I Reading and multi-media resource list on the APWA-MN website.

ACTION ITEM:

Our October meeting will be in person at a City of Saint Paul location.

Courtney will send out location and food options to the group in advance of the meeting.