



DIVERSITY, EQUITY AND INCLUSION COMMITTEE

January 4, 2024

In attendance: Shibani Bisson, Courtney Anderson-Ewald, Marcus Thomas, Heather Cunningham, Alyson Fauske

Minutes taken by: Shibani Bisson

1. Committee Initiatives for 2024.
 - Reviewed initiatives provided to Executive Committee on 12/7/23.
 - We discussed identifying measurable goals and metrics for the committee's initiatives. The grant program, securing speakers for conferences and participating and raising awareness in local events are measurable goals. Shibani will research if APWA national has defined metrics to utilize. The group will review how we can be creative with identifying metrics.
2. Committee name to officially include "Equity".
 - The name of the committee evolved over time to mirror the APWA- National committee name. It started as Diversity, then added Inclusion and now includes Equity.
3. DEI Grant Update- Marcus provided an update:
 - One application received so far, applications are due January 12. A small group of members from DEI, PAC, Education and Training committee and MSES will meet on January 18 to review and score the applications. A recommendation for grant award will be provided at the February or March Executive Committee meeting. It was discussed to continue to advertise the grant annually in November, instead of earlier.
 - \$3500 is budgeted for 2024 with \$2500 from MSES. A \$3500 budget request will be provided to the Executive Committee in the spring.
4. Fall Conference Survey Comments
 - Reviewed the fall conference survey results and will develop more specific questions for this fall's conference related to obtaining feedback from members on DEI topics.
 - Reviewed survey feedback on presenter, Dr. Jeremiah Davis.
5. Speakers/Panel for upcoming conferences
 - Discussed potential speakers/topics to suggest to the spring conference planning committee. Courtney has a speaker in mind and will check availability. Shibani will check in with the conference planning committee chairs on status of speakers.
 - The group will discuss at a future meeting, a potential speaker panel for the fall conference with local PW staff to share their experiences.
6. Service project for Spring Conference or standalone project
 - Shibani will reach out to Chris Petree to discuss service projects for the spring conference. Assembling personal care baskets for a women's shelter or a landscaping project was discussed. Tied blankets was a project last year.
 - A standalone project with the tribes is another option for this summer.

7. Courtney will reach out to the Public Awareness Committee to collaborate on events, such as the Science Museum, National Society of Black Engineers, STEM Day at the State Fair and also coordinate with the Education and Training committee
8. Other
 - Ismael Martinez is stepping down from the committee due to other commitments.