



Commission on Improving the Status of Children in Indiana

Committee/Task Force:	Equity, Inclusion, and Cultural Competence Committee		
Date of Meeting: (MM/DD/YYYY)	3.9.2021	Time:	1:00pm- 3:00pm
Minutes Prepared By:	Brittany Simmons	Location:	Zoom
1. Meeting Objective(s)			
2. Standing Members			
Name	Organization	In Attendance (x indicates present)	
Kimberly Acoff	Indiana Youth Group	X	
Kenneth Allen	Indiana Youth Services Association		
Rhonda Bayless	Centers of Wellness for Urban Women		
Tarrell Berry	Indiana Department of Education		
Yalonda Brown	Indiana Youth Institute		
Erin Busk	Indiana Department of Education		
Brenda Graves-Croom	FSSA: Division of Mental Health and Addiction	X	
Valerie Davidson	Meridian Diversity Consulting, LLC	X	
Ellis Dumas	Indiana Department of Child Services		
Jill English	Child Advocates		
Carol Franklin	Phoenix Family and Community Services		
Gurinder Hohl	Immigrant Welcome Center		
Timike Jones	Indiana Coalition Against Domestic Violence	X	
Manpreet Kaur	Indiana Criminal Justice Institute	X	
Esther Lewis	Holistic Evolution, Inc.	X	
George Middleton	The George Middleton Group	X	
Tim Nation	Peace Learning Center		
Chris Paulsen	Indiana Youth Group	X	
Shirley Payne	Indiana State Department of Health		
Lun Pieper	Indiana Office of Judicial Administration	X	
Adam Pitt	Indiana Department of Education		
Calvin Roberson	Indiana Minority Health Coalition	X	
Mark Russell	Indianapolis Urban League		
Guadalupe Pimentel Solano	Central Indiana Community Foundation		
Jessica Strong	Hamilton Center	X	
Tashi Teuschler	Indiana Office of Court Services	X	
Jessica Tomasino	Indiana Family and Social Services Administration		
Latrece Thompson	Indiana Department of Child Services	X	
Adrian Warren	Radio One Indianapolis		
Julie Whitman	Commission on Improving the Status of Children	X	
3. Staff/Guests			

Name	Organization	
Breanca Merritt	Indiana Family and Social Services Administration Chief Equity and ADA Officer	
Cathy Pratt	Indiana Resource Center for Autism, Indiana School Mental Health Initiative	
Kaela Cousins	Indiana Family and Social Services Administration- for Jessica Tomasino	
Kristi Linson	Indiana State Department of Health- for Shirley Payne	
Meghan Smith	Indiana Family and Social Services Administration	
4. Updates/Old Business		
Topic	Main Points	Recommendations/Decisions
N/A		
5. New Business/Presentations		
Topic	Main Points	Recommendations/Decisions
Welcome and Introductions	<ul style="list-style-type: none"> The group checked in at the beginning of the meeting by introducing themselves (name, role/agency). 	
Review of January 2021 Meeting Minutes	<ul style="list-style-type: none"> Group was asked if there were any revisions needed. 	Minutes were approved with no corrections noted
Debrief Evaluation/Impact Ad Hoc Group	<ul style="list-style-type: none"> Group was updated on the conversation from the ad hoc evaluation group. The intent of this meeting was to discuss ways we can measure the impact of the tools, resources, etc. that are being produced from the Committee. A lot of time and work is put into providing these resources and the group would like to know if the tools are making an impact, being used, and if there is feedback, barriers, or information that is needed to implement. The group discussed a survey being the best option to get this kind of feedback from Commission members. During the discussion, Julie shared that this is much larger than the EICC Committee, but something that would be helpful for the entire Commission and the Task Forces, Committees, and Sub-Committees. She proposed having a discussion with the Executive Committee to get thoughts and feedback. Executive Committee meeting was shorter than anticipated, however, the group was generally supportive of a survey and understands why we want that information; Chief Justice Rush made two suggestions for consideration: 1.) Update the recommendation form and add a question about who is responsible for implementing; and 2.) Put on a Commission agenda annually to get feedback. The Committee members discussed a few additional suggestions: 	Meeting will be held with chairs of all task forces, committees, sub-committees to discuss this further; potential to create a larger ad hoc group develop a way to determine impact and need related to all resources and tools adopted by the Commission

	<ul style="list-style-type: none"> ○ Suggestion to check in with Commission at 6-month intervals ○ Develop smart goals and suggest an implementation plan identifying action items and time frame 	
<p>Sub-Committee Report Outs and Discussion</p>	<ul style="list-style-type: none"> ● <u>Common Language</u>: working on two outstanding documents to share; what not to say- specific to disabilities and LGBTQ+, also focusing on microaggressions specific to race <ul style="list-style-type: none"> ○ Discussed the possibility of developing a coded language document ● <u>Framework</u>: will be working on the consultancy model and additional equity guide examples ● <u>Curriculum</u>: discussed possibility of developing guidelines, tips, tricks when providing training related to equity, specifically race equity; video vignettes about how to navigate difficult conversations; a train the trainer model; as well as resources for ongoing coaching and professional development for trainers ● The group also discussed each sub-committee taking a specific discipline (youth justice, child welfare, mental health, etc.) to develop additional examples of the equity guides ● There may be some restructuring of sub-committees depending on the information we receive from the Commission about our work moving forward and helping to address needs they may have ● Cathy Pratt shared a resource specific to populations with disabilities (Toolkit Home (implementdiversity.tools)) and also made the suggestion that data be disaggregated by disability to help inform the work 	<p>Sub-Committees have some ideas about next steps; however, we will be awaiting guidance from the Commission about their needs and guidance on how to move forward as a group</p>
<p>Dissemination of information and Resources</p>	<ul style="list-style-type: none"> ● There was conversation regarding our role in disseminating information and resources and how can we help to get the information out. The group was encouraged to share the information within their organizations and sphere of influence ● Julie shared that the Communications Committee disseminates information; resources developed by Commission groups are currently shared on Commission website, as well as shared via a distribution list of over 300 volunteers engaged in the Commission work <ul style="list-style-type: none"> ○ A few suggestions were made to expand on who/how information is shared: present at conferences and to share with other Commissions in the state (i.e.: Indiana Native 	<p>Group was encouraged to share the resources we are releasing to the Commission with others in their sphere of influence to help move equity work forward in Indiana</p>

	American Indian Affairs Commission, Commission on Hispanic and Latino Affairs, Indiana Civil Rights Commission, etc.)		
Deliverables for April 2021 CISC meeting	<ul style="list-style-type: none"> • None 	Written report will be drafted by Committee co-chairs and provided to Commission in April	
Updates from Commission	<ul style="list-style-type: none"> • Consultants from IYI helped with the Commission's strategic plan and a data dashboard • Other Commission task forces and committees are now disaggregating data by race, ethnicity, geographic location, etc. • MPH is working on a data dashboard for equity in IN; Julie was invited to a meeting with Governor's Office to participate • Julie discussed the idea of a Children's Commission Conference where each group could share what they are doing, what resources have been released, etc. • Julie shared that there are currently over 100 bills in legislation that impact youth 		
6. Action Items (Include recommendations/queries for Executive Committee)			
Action	Responsibility	Due Date	
Members interested in a sub-committee, reach out to Jill, Tashi, and Brittany	Committee Members	N/A	
If interested in the evaluation group, reach out to Jill, Tashi, and Brittany	Committee Members	N/A	
Updating recommendations form re: implementation	Julie	TBD	
Chair meeting re: Commission impact/evaluation of resources/materials	Julie	TBD	
7. Adjournment			
Action	Time		
Adjourn	3:00pm		
8. Next Meeting			
Date: (MM/DD/YYYY)	May 11, 2021	Time:	1:00pm- 3:00pm
		Location:	Zoom
Topics/Objective(s):	Sub-Committee Reports; Commission Updates; Deliverables for June CISC meeting		