**DEI Meeting Minutes**

**03/02/2023**

**10am**

1. Joint Expo Feedback
   1. Career Roundtable
   2. Students - Expo/Vendors
   3. YP Mixer
      1. Feedback from the committee
         1. DEI Committee have bright colored Ribbons to be easily identified.
         2. Simplify the agenda for students
         3. Make it easier for students to locate job posting on website
         4. Possibly create a Career Fair for vendors can’t legally advertise directly
         5. More members to assist in guided tours
         6. Scavenger Hunt needs to be better organized
         7. Follow-up with students & share contacts
         8. Develop a survey for students can fill out before they leave
         9. Overall, the Career Roundtable, Guided Tour and YP Mixer was a huge success!
2. 3-part Web series
   1. Feedback from the committee
      1. Dates – April, May, June – second Friday of the month @10am
      2. 1 hour per series: 15min Presentation ~30min panel discussion ~ 15min Q&A
      3. Need to discuss topics/ formal presentation – ask the WHY is it important
      4. Panel or moderator or both
      5. Zoom meeting or zoom Webinar
      6. Create 3 question Poll to ask members what they want to hear. What the audience to feel comfortable/ approachable
      7. Committee leaders Highly recommended to participate
      8. Work with Sam from “Communication Committee”
      9. Work with Rachelle from the “YP Committee”
3. DEI Workshop – July 12th in Grand Haven
   1. Everyone agrees the 1st event was excellent!!! We need to find a way to retain the presenter to maintain continuity and public expectation. With the increase cost, this will be a challenge but keep in mind that the price is consistent with comparable consultants
   2. Some suggestion to cover cost
      1. Grants
      2. Grand Haven Community Foundation
      3. Lumber? Sorry Sally, I didn’t catch the correct name of the organization
      4. Multiple year contract with consultant to reduce up front cost
4. Update - New Member Meeting – DEI
   1. Attached in the email (DEI Current/ Future Goals)
5. Update on Website – Membership Council – Diversity Statement
   1. [https://www.mi-water.org/page/VoluntCommDescrip](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.mi-water.org%2Fpage%2FVoluntCommDescrip&data=05%7C01%7Crgarcia%40southhavenmi.gov%7C5ee396f4a0bd4967b3a308db0844e85f%7C98f5ac07fbd147739a29c2ecb1466ce7%7C1%7C0%7C638112864296910340%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=xgkefnqyysO%2FSeN1CA7ZYExtRQ91P8lOWq%2FtI5X41Hc%3D&reserved=0)
6. Roundtable
7. Next Meeting?
   1. Next meeting March 16th @10am – Agenda to follow
8. Additional links regarding DEI info

<https://www.workforwater.org/>

<https://www.awwa.org/Membership-Volunteering/Diversity-Center>

<https://www.awwa.org/Membership-Volunteering/Diversity-Center/Black-History-Month>

<https://www.isawwa.org/page/StudentCenter>

<https://drinktap.org/Kids-Place>