

RVAA DEI TASK FORCE

Meeting Notes

Friday, May 7, 2021 – 1:30 PM Eastern via Zoom

Task Force Members Present:

Mary Andrew, Jen Armson-Dyer, Urissa Stephens, Cody March.

Guests Present:

Cecile Reynaud, Cassidy Lichtman, David Eldridge.

Meeting called to order at 1:33 PM Eastern by Mary Andrew (Chair).

Mary reviewed virtual meeting protocol, declared a quorum present, and acknowledged the guests on the call.

DEI Summit Report

Document outlining USAV DEI Committee priorities was distributed. The priorities and initial action items are in the areas of data & representation, education & training, initiatives & policy, and centralization.

Cecile is putting together a report that she is hoping to complete in the next few days, and will distribute it to the appropriate stakeholders.

Emphasis will be on working together at all levels of the organization, including between regions, the Board, and the National office.

Survey Results

The results of the survey sent out by this task force were reviewed. Only 8 regions have responded, and the group felt this was disappointing. Group discussed how more results could be gathered and potential limiting factors that might be contributing to regions not being able to respond, or choosing not to respond, to the survey. Items cited included potential concerns by some about the "risk" of taking a stand that might be viewed as controversial, and a lack of understanding about the numerous areas DEI encompasses.

Mary reviewed the results, though she noted they may not be entirely reliable due to the low number of respondents.

Group discussed how the regions, particularly regional commissioners, could be exposed to more education surrounding DEI concepts. Cecile suggested required training for commissioners, and consensus was that some time at the RVAA meetings may be a good start in this area.

The group also discussed the importance of understanding statistics surrounding regional demographics and participation in all areas of each independent business. The membership of a region, the representation on a Board, and leadership positions should closely align to the overall demographics of the region or the locality. Suggestion was made to help regions understand where they could find this data and how they can utilize it to make their businesses stronger.

RVAA Ad-Hoc Committee Proposal

The group reviewed the proposal, crafted by Mary, to transition this task force to an RVAA Ad-Hoc Committee. This transition would allow for a more permanent presence for these important topics within the RVAA structure, but would also allow non-RVAA members to serve and contribute.

The proposal is for the committee to have 14 voting members, plus 1 non-voting USAV staff advisory position. The 14 voting members would be broken down into a Chair, 6 RVAA members, 6 independent minority leaders, and 1 member of the USAV DEI Committee. The proposal calls for the committee to begin work in June of 2021.

Group discussed the proposal and made only minor edits. Mary will forward the proposal to the Chair of the RVAA for consideration at the May meetings. The topic may also be discussed in Zonal meetings and the group will ensure a member of the task force is in those meetings to answer questions if needed.

Once the RVAA returns to in-person meetings, the group noted that it will be important to ensure all members – particularly non-RVAA members who wouldn't attend these meetings in person – have equitable access to the meetings via technology or other means.

The Task Force members on the call were asked if they would like to continue as part of a newly-formed ad-hoc committee (assuming it is formed by the RVAA). All were willing to continue.

New Business

None

Next Meeting

A next meeting date in pending RVAA action on the ad-hoc committee proposal.

Meeting adjourned at 2:30 PM Eastern.

After-Action

Mary sent an e-mail to the group soliciting names of individuals that members feel would be good candidates to be independent minority leaders on a newly-formed ad-hoc committee. Request of the group was to send any names back to Mary ASAP.