

2/13/2022 @ 3:00pm CST/4:00pm EST

Zoom link:

<https://umn.zoom.us/j/98507304000?pwd=YWswRUt5TUhlL3RLeHFyU0hxOGNQQT09#success>

1. Check-in

2. Updates

a. Exec updates from 2/7/22 meeting - Chelsea

i. Sangeeta's departure and upcoming call to serve

1. GLR DEI AMTA rep

ii. Annie Heiderscheit conducting a Research CMTE for professionals in the region

1. Amidst discussion, I proposed 10\$ entry fee for members and non-members, which was approved by the board

iii. Additional exec updates

1. Budget

a. GLR Zoom account

b. Indiana task force

2. Grad students versus professional membership and leadership

a. AMTA statement to the GLR

b. Board discussion

c. Bylaw voting for AMTA not until October

d. GLR collaborating with other regions to survey experiences and potentially draft a petition approved

3. GLR conference concurrent session

b. Conversation w/exec board about DEI Academy (Chelsea & Daniel)

i. 1:1 with Melaine and Chelsea

1. Regarding the "structure" or review of the committee: how about you talk with the committee about desired goals and work for the calendar year ahead. At the same time, we can work collaboratively through strategic planning and our work with the

board to see what sort of changes need to be made in our **bylaws to make the dei committee a standing committee** and to **revise current charges and/or set up some roles within the committee**. We'll meet again as a board the week prior to the conference (end of March). Does that seem like a reasonable timeline for this discussion to occur and you to report to the Exec group?

c. Speaker situation (Megan)

- i. From Melaine: Regarding the DEI Academy: you work to narrow down the speaker options in terms of availability and pricing and provide updates to the board. We can take action as needed to adjust the budget line. Todd and/or I can handle contract details and facilitation as needed.
- ii. Haley Moss update:
 1. Meeting with her and Todd on Friday, Feb. 18th @ 2pm CST
 2. Any thoughts you want to bring to the meeting?
- iii. CCBD?

3. New business

a. Revisit Purpose and Mission

- i. *To foster opportunities of growth by providing accessible educational resources to MTs and MT students*
- ii. *To amplify the voices and needs of marginalized MTs and MT students while minimizing harm*
- iii. *To celebrate individual differences with radical empathy and compassion*

b. **2022 Our Purpose**

- i. To identify barriers and address them
- ii. Providing resources to members and the community to address identified areas of need.
- iii. Addressing historical issues of accessibility within the region
- iv. Encouraging the recognition that we as a field will do the most good and least harm when embracing all the differences we have as a populace, both for the sake of our professional colleagues and those we serve.
- v. Providing support to individuals?

c. Revisit Values

- i. **Bravery**
 - ii. **Safety**
 - iii. **Accountability**
 - iv. **Respect**
 - v. **Collaboration**
 - vi. **Trust**
 - vii. **Vulnerability**
 - viii. **Inclusivity**
 - ix. **Humility**
 - x. **Transparency**
 - xi. **Empowerment**
 - xii. **Acceptance**
- d. **Goals/values/charges of the committee**
- i. Spreadsheet (Rachel)
 - ii. *To review and recommend revisions to GLR documents to achieve conformity to accepted language concerning diversity, equity and multiculturalism.*
 - iii. *To encourage increased diversity within the population of music therapy professionals and students in the GLR.*
 - iv. *To partner with the GLR Executive Board to provide a support system, including tools and resources, for music therapy professionals and students from marginalized groups.*
 - v. *To work with the GLR Vice-President and Vice-President Elect to provide guidance on CMTE and Concurrent opportunities that highlight DEI issues.*
- e. **More committee members?**
- i. **Melaine:** Would you like me to put out a special ask out to the State Presidents from WI, IL, & OH for any suggestions on additional committee members from their states?
 - ii. **Rationale:** To create sub-committees within DEI
 - 1. Conference
 - 2. Affinity collab
 - 3. CMTE/Events
 - 4. Individualized per committee members interests/strengths

4. Next steps/actionable items

- a. Research other DEI charges and individualizing your ideas for purpose and charges in email
- b. Update from Megan after meeting with Haley
- c. Next meeting: 2/23/2022 @ 5:15pm CST/6:15pm EST

Notes:

- Executive board meeting (last Monday)
 - Sangeeta's departure - feedback sent to Melaine
 - Has been little collaboration with Sangeeta's position in the past with our committee (mostly associated with AMTA)
 - Bylaw that someone needs to have a professional membership to be on AMTA leadership position
 - Conflict with graduate student rates for AMTA
 - Needing professional membership for leadership is a barrier from DEI perspective
 - Planning a bylaw change, but not until October (National Conference), so still stands
 - AMTA requesting that GLR cover cost difference for the two graduate students in leadership - GLR looking to challenge this
 - Potential petition after meeting with other regions, getting other perspectives on experiences
 - Budget
 - In Exec meeting discussion about GLR getting Zoom account
 - Webinar used in past
 - Conclusion that board is going to pay for all Zoom features, and then see how the calendar year goes and how it is used, and re-evaluate next year
 - Indiana task force, Board approved for Indiana to get financial and legal rep for licensure
 - Annie Heiderscheit conducting CMTE for professionals
 - Looking at what members and non-members should pay
 - Proposed \$10 for everybody and was approved
 - Student rate not discussed, specifically a professional CMTE
 - Importance of leveling out the playing field financially - some people are not active because of finances

- Plan is type of weekend-retreat, not scheduled yet until financial situation is worked out
- DEI Academy
 - Conversation with Chelsea and Melaine: Making DEI committee standing committee, revising charges, and looking at roles within the committee
 - Difference between standing committee and ad hoc: ad hoc more temporary or called upon when needed, standing committee more persistent (not just “as needed”)
 - We are ad hoc at the moment, but we could become a standing committee of a larger amount of people that continues between years
 - End of March - looking at charges at solidifying goals as a committee
 - Daniel - looking at resources from other DEI committees, looking at other organizations for ideas of future directions
 - Guidelines - what should we individually be bringing to the meeting to work towards charges?
 - All of us researching other DEI charges and bringing ideas to next meeting
- Speaker (Megan)
 - Discussed with Todd, he will take on more of planning regarding speakers
 - Emailed Haley Moss, got quick reply
 - Meeting with Haley on Friday - what questions/etc. are we looking for?
 - Daniel - clinical work, how is her presentation addressed toward clinical work; also how she incorporates intersectionality within neurodiversity (race, class, gender, etc.)
 - Chelsea - rates for presentation
 - Deanna - Haley’s perspective more co-workers and understanding how to navigate
 - If Haley is unavailable, back up plans

- Todd has a list of other folks from Autistic community summit, as well as other disabled folks if more options are needed
 - Chelsea - DEI alliance at work got in touch with JR and responded quickly and is open to rates/flexibility
 - If we can't get any speakers, can also reach out to Cultural Connections By Design
- Revisiting purpose and mission
 - Megan - adding something about "breaking down barriers", talking about oppressive systems in the field
 - Daniel - mission statement type language may be less accessible, making language more simple and straightforward
 - Identifying, addressing, and removing barriers
 - What is in the way of equitable treatment? And naming that
 - What does it mean? To minimize harm/amplify voices
 - Very relevant during Town Hall, (Megan) not sure if we need to keep the amplifying voices part, but is still important
 - Tangible sense to the mission
 - Chelsea - say what it is we want to do
 - (1) "To provide accessible educational resources to MTs"
 - Deanna - much of the last year DEI mission has gotten diverted, so difficult to identify what has been done
 - Chelsea - the purpose of why are we doing the work we are doing, doesn't have to be measurable (measurable goals and decision making process can be part of it), but can be more about what drives us and what our purpose is
 - Purpose? Motivation? Some ideas discussed
 - To identify barriers and address them
 - Resources to members and community regarding equity
 - Accessibility? (Megan)
 - Recognition of value in embracing differences (Daniel)

- Historical issues related to DEI
- Some of main focal points: amplify voices, educational resources, celebrating differences
- Deanna - support for individuals as well as part of committee focus
- Megan - we are overextended because the Board is pulling us in many directions
 - Chelsea - some of the work that we want to do as a committee is different than what the Chair position is a part of, working to better navigating those differences
 - Differentiate roles within the committee
 - How can we individualize ourselves separate from Exec board?
 - Megan - lots of conversations about Board prioritizing their own progression over DEI charges for entire region, wanting to stay true to purpose of us and supporting/recommending to Board, but planning should not be on us as well
 - Chelsea - what are we charging ourselves with?
Supporting/recommending part of charges, this issue could sit more with charges than purpose
 - Difference in charges and purpose
 - Purpose driving us in decisions we make, we go back to purpose if we feel lost or overwhelmed, returning to purpose to look at if we are working towards what we aspire to do
 - Charges (eventually when bylaws are changed to standing committee) what is the committee expected to do, what is the role of the committee

- **2022 Our Purpose (draft 2/13 - we can re-evaluate next meeting and discuss any changes)**
 - To identify barriers and address them
 - Providing resources to members and the community to address identified areas of need.
 - Addressing historical issues of accessibility within the region
 - Encouraging the recognition that we as a field will do the most good and least harm when embracing all the differences we have as a populace, both for the sake of our professional colleagues and those we serve.
 - Providing support to individuals?
- Daniel - we could all bring multiple “our purpose” statements to an email chain or the next meeting, and decide from there if we have ideas about which we prefer
- Values
 - Megan - change safety to bravery? Getting comfortable with being brave
 - Or adding bravery as well, still keeping safety
 - Two are interconnected
 - Daniel - brave space versus safe space
 - Megan - growth
 - Rachel - acceptance is already a bit within inclusivity, might not be as necessary
 - Megan - lots of them could be within other words, can condense
 - Chelsea - remove accountability, respect, trust, inclusivity, acceptance
 - New proposed values
 - ***Bravery***
 - *Safety*
 - *Collaboration*
 - *Vulnerability*
 - *Humility*
 - *Transparency*

- *Empowerment*
- Charges of the committee
 - Spreadsheet
 - All current ideas are within the charges that we currently have
 - Chelsea - can take lead on any budget issues that involve discussing with the Board
 - Current charges
 - Daniel - might be more beneficial to work on for next meeting and provide wording differences on our own
 - Give some time to process and decompress
 - Bring ideas to the 23rd and where we are sitting with it
- Coming up
 - Melaine would be interested in joining our meeting in the future (23rd may be too soon)
 - Whenever we are ready with purpose/values/charges we can invite Melaine to meeting to discuss and bring our ideas forward
 - Chelsea - Melaine asked about expanding again, getting voices from Wisconsin, Illinois, Ohio on the committee
 - Is this actionable, or should it be tabled for another time?
 - Daniel - concern about call for new committee members, might make it complicated to bring in more in discussion
 - Deanna - have tried in the past and were specific about wanting representative from other states, so not sure how to go about it differently
 - Chelsea - everyone who is here wants to be here, a specific ask for a state might not bring any results
 - Tabled for now!
 - Subcommittees in DEI
 - Who is interested in what, what are your strengths, what is resonating with people
 - Chelsea - in part of budget and Exec Board communicating, Megan has become much part of

conference planning, Deanna has become big part of education and mentoring

- Organically figure out who wants to fill out roles, especially as we fill out the spreadsheet
- Deanna - moving into role of liaison between us and mentoring program
 - Revisiting the way that the mentoring program is going now and making changes to it
 - Making it accessible to everybody, not just members (financial barriers)
 - Bring any thoughts on the mentorship program to Deanna!
 - Confidentiality - expanding the mentor committee, finding confidential way to share information about mentees, password protect single documents
 - Single password protected PDFs, can use a setting to protect Excel documents (for reading and editing)
 - Melaine working to look at mentor program getting own folder within GLR
- Next steps
 - Researching other DEI charges/objectives/goals
 - Forming ideas for value statements and ideas for changes to charges
 - Update from Megan on Haley & speakers