

3/23/2022 @ 5:30CST/6:30EST

Zoom link: <https://opgrowth.zoom.us/j/89044577276>

1. Check-in
2. Updates
 - a. Welcome Anthony!
 - b. Haley Moss as DEI conference speaker
 - c. Feb agendas sent to Julie for website
 - d. AMTA DEI rep
3. Old Business
 - a. Values of the GLR DEI committee
 - i. Accessible educational resources
 1. To seek a shared understanding of diversity, equity, accessibility, and social justice through providing dynamic and static educational resources to the people of GLR. We will strive to make these resources accessible, reducing/removing financial and ability-based barriers as much as possible.
 2. Welcoming difference of identity/ Recognizing and acknowledging differences
 - a. To acknowledge, respect, and honor the dignity of others* by maintaining an environment that respects diverse traditions, heritages, and experiences.
 - b. *including race, ethnicity, age, gender, sexuality, disability, religion, nationality, socioeconomic status, fertility, additional experiences of marginalization and/or privilege, and the intersections thereof.
 3. Identifying and addressing barriers
 - i. To identify barriers to the education, engagement, and joy of the people of GLR and address these barriers
 - b. Embracing conflict
 - i. To embrace challenges and conflict as opportunities to grow and learn other perspectives
 - c. Righting historical wrongs

- i. To guide and challenge the leadership and people of GLR to question current and historical practices centered in dominant identities under the guise of being "normal" or "how things have always been done."
 - d. Recommendations for growth
 - i. To make recommendations and provide action plans to the leadership and people of GLR to embody the values of humility, equity, and an ethic of caring.

4. New business

- a. the mentor group is asking for our help on the best way to seek diversity in the program that doesn't create tokenism or other harms. It is clear that diversity in the group is under represented and they want to repair that as the program is being a bit reimaged. We have talked about accessibility and they are very willing to open it up to all people of the region members or not. They also want to have a diverse group of mentors. This is time sensitive as they want to be able to present it at the April board meeting.
- b. Finalizing Mission and Charges
 - i. Present to Melaine before conference
 - ii. Combine values to charges?
 - iii. Current charges (derived from AMTA)
 - i. https://drive.google.com/file/d/1h4a0CZl_bIQNte_uLXysUAtivgtmXvqhd/view?usp=sharing
 - 1. To review and recommend revisions to GLR documents to achieve conformity to accepted language concerning diversity, equity, inclusion, and multiculturalism.
 - 2. To encourage increased diversity within the population of music therapy professionals and students in the GLR through listening and advocating for marginalized groups.
 - 3. 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.

4. To work with the GLR Vice-President and Vice-President Elect to provide guidance on CMTE and Concurrent opportunities that highlight DEI issues.
5. To attend committee meetings and formulate action plans that are sensitive and responsive to the needs of marginalized groups.
6. To act within our values as stated in our mission statement ([link](#)), which include accessible educational resources, welcoming identity differences, and identifying and addressing barriers, embracing conflict, righting historical wrongs, and making recommendations for growth.

c. Defining roles within the committee

i. Reference DEI Future Goals/Initiatives Excel

1. https://docs.google.com/spreadsheets/d/1npSvZ3TOi6HArZ8tmaWDTga21A8l_iEg2e680-PtpZM/edit?usp=sharing

ii. AOMT President contacted us:

1. I went back with that information to AOMT's executive committee meeting as we have also been discussing adding a DEI chair to our committee. We are thinking that as part of the job description the DEI chair would serve as our representative on the GLR DEI committee as well. One question came up that I thought I would ask- does one need to be an AMTA member in order to serve on the DEI committee? I seem to remember a past discussion where that requirement was removed but wanted to confirm.
 - a. State rep member of the committee?
 - b. Conference rep?

5. Next steps/actionable items

- a. Daniel creating google doc for Haley's presentation
- b. Update from Anthony about AOMT meeting regarding DEI position
- c. Megan - updated charges for committee approval to present to Melaine

- d. Chelsea update Angie Snell on behalf on Mentorship Program
- e. Next meeting: xx/xx/2022 @ CST/EST

Notes

- Welcome to Anthony!
 - Introductions
- Confirmation from Julie (website coordinator) that agendas are now posted on the website!
 - Transparency for our meeting items
- AMTA DEI Rep
 - Two letters of interest sent, identifiers removed from letters and ranked by the board
 - Opinions were due Monday, so decision may be made soon
- Update from Megan about Haley
 - Had meetings with Haley and Todd about rates
 - Talked board up into approving \$2,000 budget for presentation
 - Name of presentation (about neurodiversity): “Granting Access: Dismantling Ableism and Embracing Neurodiversity”
 - Description: “No two brains are the same. An estimated 1 in 7 people are neurodivergent, including those with autism, ADHD, mental health disabilities, learning disabilities, intellectual disabilities or acquired brain differences. Why are conversations around neurodiversity and disability nonetheless so difficult, and how can we do better to help ourselves along with our neurodivergent clients and colleagues? In this session, Haley will unpack the nuances of ableism and disability bias, advocating for ourselves and others, and building accessibility into our understanding of “inclusion.” Come prepared for lightbulb moments, and leave feeling more empowered to tackle stigma.”
 - Megan will do the opening for Haley’s presentation
 - Daniel: Access of presentation
 - People not attending conference will still be able to access the presentation

- How are we advertising the availability? How are we spreading the word that it is available for all? (social media blasting)
 - For safety - could we have people sign up for it so that the link is safely shared?
 - Just share through Google Doc
 - Daniel can take charge on this
 - GLR DEI social media?
 - No DEI social media, is there instagram for GLR?
 - Daniel will find out about GLR instagram and look to see about getting information on there
 - Posting Google Form in comments of GLR post about Haley's presentation
 - PR materials from Haley?
 - Discussion of DEI budget
 - Consider in the future how our year looks fiscally (mid year event)
 - Making sure we are valuing our speakers
- Values
 - Daniel and Rachel finished editing and sent these out -- all members approved!
- Deanna sent to group - mentorship group is asking for help on increasing diversity in a way that doesn't create tokenism or other harm
 - Diversity in group in under represented
 - Megan - is there any way to compensate mentors? Either financially or through continuing education
 - Anthony - service to the profession involves continuing education
 - Daniel - equity based payment is possible but tricky, but want specific compensation for marginalized people
 - Increasing diversity but creating an emotionally draining experience for marginalized people - how are we making sure the space is as safe as possible?

- Make a personal appeal (Youtube videos, ways to be creative) rather than “establishment” language
 - Other groups have had the same struggle of increasing diversity, so we can look at others for guidance as well
 - Chelsea - accessibility and safety in leadership positions
 - These places are not safe for people to even express an interest - lots of long term work to be done
 - Recommendations
 - Making sure that there are demonstrated processes on how to address issues that arise, or places where identity does not feel safe
 - Personal appeal, videos if possible
 - Asking the group to be reflexive and think of how they are engaging in self work
- Finalizing charges
 - Current DEI charges are created from AMTA DEI council charges
 - Four broad charges, fifth added by Chelsea/Deanna/Megan
 - Coming up with our own charges
 - Important in moving from ad hoc to standing committee
 - Using the values (what we believe and aspire) and merge it to revise and edit charges
 - Current ideas/brainstorming for charges
 - “To encourage and advocate for necessary policies in order to increase diversity” - Megan liked this language because it is very concrete, helps identify changes needed
 - Daniel - Add a charge as an addition to Chelsea’s clarifications on the current charges - “to act within the values stated within our mission statement of [accessibility of educational resources, etc.]” to combine the values with the charges without having to fully incorporate both (directing one document to the other)

- Have the first four with Chelsea's edits, and then add the fifth citing acting within our values of the mission statement
 - Chelsea will create a foundation for the charges and send them out and bring them to Melaine
- Ohio president contacted us about adding a DEI chair to the state committee
 - Also serving as representative on GLR DEI committee
 - Having Committee roles we can decide within ourselves
 - Issues with having the GLR DEI board as a committee requirement
 - Could instead make a role within the committee - Regional Liaison who is in contact with the state reps
 - Especially with discussion of term limits
 - Reps having some type of communication with us
 - Having automatic appointments can be an issue
 - It could make a precedent that there is one seat per state
 - Barriers to entry
 - Can also be an issue of bandwidth of the state rep
 - Recommendations
 - Role in the committee of state liaison
 - Recognizing structural barriers and power - having appointments to the DEI committee made by people in power and not by the committee
 - Keeping a relationship with the regional board from the state
- Some updates from Chelsea on Board Meeting
 - Board moving to hire Tony Hudson for training
 - Racially Conscious Collaboration
 - Navigating intersectionality to merge anti-racism and organizational change
 - Board learning about cross-racial dialogue
 - Affinity groups have been asking for DEI consultants for years, but a large amount is going to hiring Tony

- Pushed that they will hire Tony and that affinity group leaders will receive support
- Affinity groups made list of needs (9 items)
 - Receiving apology from AMTA
 - Recommendation of changing title of DEI chair to DEI committee liaison (bylaw change)
 - Safety measures for affinity groups
 - Elected DEI chair
 - DEI consultant & AMTA budget support
 - Transparency, building trust
 - Being upfront about conflict and what occurred
 - Transparency to start creating spaces
 - Historical timeline of where affinity groups have been and where there are compared to AMTA
 - AMTA statements (rationale)
 - Accessibility
- Next time
 - Update from Anthony on discussion of Ohio board rep
 - Daniel - getting started on Google Doc for Haley's presentation
 - Megan - draft updated charges and send to committee for approval before sending to Melaine
 - Update Deanna about mentorship program ideas
 - Chelsea can mention it to those involved in the program in meeting to bring up ideas
 - Updates regarding