

4/13/2022 @ 6:30 CST/ 7:30 EST

Zoom link: <https://opgrowth.zoom.us/j/87443931207>

1. Check-in
2. Updates
 - a. Congrats to Anurati Jan, AMTA GLR DEI rep
 - b. GLR exec mtg 4/3/22
 - i. Collab with Mentorship program
 1. Meeting update from 4/12/22?
 - ii. Standing committee updates
 1. Need for review committee, term limits, and further identifying committee expectations
 2. Roles within the committee to liaison with committees, conference planners, and state boards
 - iii. Bylaw updates
 1. Nominating committee with DEI rep
 - a. Bylaws pg 5
 2. Awards committee
 - a. Bylaws pg 6
 - c. DEI Budget increase
 - i. Additional \$3,000 for mid-year/summer DEI event
 - ii. Flexibility for vote and budget increases based on event/need
3. New business
 - a. Mid-year DEI event planning
 - i. Speaker?
 - ii. CMTE?
 - iii. Town hall?
4. Next steps/actionable items
 - a. Send finalized values for website
 - b. Next meeting: xx/xx/2022 @ CST/EST

Notes/Minutes by Daniel

1. Check-in (Daniel, Chelsea, Deanna, and Anthony present)
2. Updates (6:39pm)
 - a. Congrats to Anurati Jan, AMTA GLR DEI rep
 - b. GLR exec mtg 4/3/22
 - i. Collab with Mentorship program
 1. Meeting update from 4/12/22
 - a. Daniel and Deanna shared that committee discussed using collectivism as a remedy for hierarchical issues, and interrogating current rules/ethics of the mentorship program, and the committee was receptive to growth and changes. There is some confusion of what Deanna's role is in the mentorship committee, and this will be addressed in the next mentorship meeting.
 - ii. Standing committee updates
 1. Need for review committee, term limits, and further identifying committee expectations
 2. Roles within the committee to liaison with committees, conference planners, and state boards
 - a. Discussion of bylaws: Chelsea asked if we should have one person from each state, what we should clarify and have written in the bylaws regarding the committee. Daniel shared that they believe the hyper-prescriptive nature of the bylaws holds back the growth that is intended by the DEI group, and the more general it can be (and directly related to the ethics/values already defined by the group) the less it can "get in the way" of growth and progress.
 - iii. Bylaw updates
 1. Nominating committee with DEI rep

- a. Bylaws pg 5
- 2. Awards committee
 - a. Bylaws pg 6
 - i. Discussion: Daniel named that we will have to tell the leadership that any edits from us must be given at least 7-10 days before being returned. Chelsea said she would follow up with Todd.
- c. DEI Budget increase
 - i. Additional \$3,000 for mid-year/summer DEI event
 - 1. Chelsea mentioned that she communicated to the president/president elect our disappointment that the DEI plenary speaker (Haley Moss) was negotiated down from her normal fee.
 - 2. What should we do with this extra budget? In the listening sessions the membership most wanted direction on how to be allies.
 - a. Daniel asked how much money we can give away, as an obvious inequity in the field is unpaid internships (possibly \$1500 divided into 500 stipends). Additionally monetary support for people interested in joining a book club that can't afford the book (possibly \$100-200).
 - b. Deanna seconded the need for something interactive, like the book club, and ways to get people involved.
 - c. Anthony talked more about internship support, and how it is being addressed in his organization.
 - d. Deanna asked how it is determined who gets these scholarships.
 - e. Daniel mentioned creating a collective of soon-to-be, current, and recent interns to figure out how money can be used, how more

money can be raised, and creative ways to apply for money (since the “write an essay” standard isn’t necessarily accessible, and can be a very intimate ask for people discussing need).

- f. Anthony talked about a conversation with an intern about need related scholarships, and that it was a barrier to write an essay because they didn’t know who would be reading the essay, and they were uncomfortable writing about these aspects of their life.
- g. Deanna mentioned a scholarship for interns that involves submitting a session plan.
- h. Chelsea brought up “equity support funds” as needed.
- i. Chelsea brought up the marketing issues of scholarships, and Daniel volunteered to be the social media manager for the DEI committee. Daniel also volunteered to lead a bookclub, possibly with the book *me and white supremacy*.

3. Discussion on book club: Daniel described how they have led book clubs in the past, and recommended [me and white supremacy by Layla Saad](#) and [We will not cancel us by adrienne marie brown](#).

4. Daniel asked if we could require the regional leadership to be a part of this bookclub, as equity cannot be “exported” to an outside committee, but must be directly engaged with from the leadership themselves.

- ii. Flexibility for vote and budget increases based on event/need

3. New business

a. Mid-year DEI event planning

- i. Discussion: see above under c.i.2.

- ii. Daniel brought up possibly asking the membership to create youtube videos about their backgrounds and identities related to music therapy instead of having another keynote/speaker. This could be a youtube series with transcripts, must not require visuals, and can be exported into a podcast. People would be compensated for their submissions, and can receive support. A few questions would be asked to be answered in each video (including how someone not from that identity group can be an ally, as per the listening sessions).
- iii. Chelsea asked if there is a CMTE we can offer. Anthony mentioned [Kerry Devlin](#) and [Hakeem Leonard's](#) work.

4. Next steps/actionable items

- a. Send finalized values for website?
 - i. Yes
- b. Discussion: Deanna brought up: what is the strategic planning dei committee compared to what we are doing? Should we be working together? What are our roles in regard to each other?
- c. NEXT STEPS:
 - i. Let's figure out how we want to support folks with our budget
 - ii. CMTE opportunity
 - iii. Youtube/podcast project?
 - iv. Asking the board to be a part of the bookclub
 - v. Organizing the book club
- d. Next meeting: (Chelsea will send a doodle)

Notes taken: Daniel Goldschmidt