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**TCDEIR August Member Meeting NOTES**

August 15, 2024

**Summary / Takeaways including discussion on member format & topics**

* Do what you love, and don’t let it define
* Good self-care is not reacting, give your brain 5 seconds, reframe, and daily ask what am I doing, how am I doing it?
* Have 1-2 people you can call at 2am and they’ll help you (and you can word vomit) that will listen, support, and help you.
* Today we’re coming together - we all have brilliance inside us and have the solutions inside us.
* We are designing for human NEEDS not human WANTS.
* See table ideas in separate document

**Venue:** hosted by Land O’Lakes

**Welcome!! Philomena, TCDEIR Co-Chair**

* We’re here for each other to learn and share in a safe space.

**Mental Health & Wellbeing Strategies with Cassandra Gomez**

Works with military people

* Barriers and Challenges heard:
* Risk to lose job
  + Trying to do good and people don’t hear it
  + Important to take care of you
  + Do what you love, and don’t let it define you. Need to have passion and add other things in life that also give you purpose.
  + When you feel like you’re being torn down, need to reframe. Instead of looking at it as a defeat - example: ours hard to hire people of color. Pause can help take out charge, give brain 5 seconds, repeat what was said to give your brain time. Ask, What makes it difficult?
  + Have 1-2 people you can call at 2am and they’ll help you. We all need 2-3 close people. At least one person that won’t tell you what you want to hear. They will support you and give honest feedback.
  + How do you want people to hear you? When people say unkind things, remember your voice that needs to be heard and you don’t need to react.

**Introduction to Human-Centered Design by Joy Marsh, Vice-President of Equity & Inclusion**

Having an increase in polarization conversations.

\*\*\*Today we’re coming together - we all have brilliance inside us and have the solutions inside us.\*\*\*

These issues are not new, these are centuries of anti-black and anti-native that is rooted in our community.

**Human-Centered Design + Tabletop Discussion with Dr. Ramon**

* We are designing for human NEEDS not human WANTS. Those with the problem are the breast to come up with the solution!

**Ideas Share in Group Discussion**

* DEI oversees HR
* Creating a Belonging Buffet
* Deconstructing with 4 step process, includes resisters, that then connects to business

**Discussed – Table 4**

* Question has a flaw - we are all biased, how can we be unbiased?
* idealistic and realistic, acknowledging that we are five people are not the sum of all
* Say what I want, know I get what I need
* Should we do something new? this erases…
* It’s not about agreeing
* This is a journey to work at. Deconstruction, Disruption, deconstruction. System was never about us.
* Acknowledging everyone is at a different spot
* Identify a response that works-cannot do that when people don’t see it as a problem

**Idea**

1. identify structure that are in place that holds the culture. As soon as someone arrives that don’t assimilate they are a problem.
2. understand how we are designed internally
3. How to disrupt, share, and connect. Need to be a reliable rock, constant whether people get on board or not.

**Meritocracy definition**: government or the holding of power by people selected on the basis of their ability.

"progress towards meritocracy was slow"

**What does it look like to concede power** (if you have power to concede?)

* Create a culture that’s all vs win lose
* 72% of population is emotionally illiterate

**Create framework to disrupt the structure that has collaborative accountability**

**$ - Money**

* Where do we spend our money?
* Who benefits from the money I spend?
* Who doesn’t? Who is detrimental in note spending?

**Culture**

* Create a culture of what is needed happy heathy safe secure within vs wants
* Do all feel included?
* Who doesn’t?
* How to create a safe space?
* Create a culture of appreciation
* How can we make changes for all to be

**People**

* Who’s at the table?
* Who’s not?
* How can I get all reorientation?
* How can people feel empowered?

**Q & A**

* This work is about working with people that are in fear and there is a lot of otherness.
  + Come to a place we see all viewpoints.
  + Learning people to discovery and ask deep questions where people understand why they value what they value
* How to work with people online and in person?
  + Biases for those seen in person more likely to get promotion.

Leaders need to remind people, be accountable, clarity of role so mishaps don’t happen.

* What does it look like to concede or transfer power?
  + Biden.
  + Another thought, need to free the oppressor.

**Closing remarks by Kevin Lindsey,** **TCDEIR Co-Chair**

Thank you to Philomena, Cassandra, Joy, and Dr Ramon, Evelyn, Phenecia, all those that supported at Land O Lakes. Strength in the wisdom of this group to weather this storm.