

JUSTICE EQUITY DIVERSITY & INCLUSION Standing Committee Convention Meeting
Co-Chairs Deepa Sharma & Steven Auclair Thursday, March 21, 2023 6 -7 PM

This meeting is held online via Zoom Agenda

i. Call to Order / Roll Call / Updates

Moina Shaiq
Deepa Sharma
Darwin Fishman
Leah Herzberg
Alfred Twu
Tejinder Dhami
Julie Geary
Tracie Stafford
Denise Penn
Marison Rubio
Annabella Acosta
Uma Krishnan
Anish Mohanty
Caroline Torosis
Wendy Bloom

Excused - Dan Hall, Wendy Bloom (conflict, could come late), Caroline Torosis (could come late)

Meeting called to order at 5:505; Quorum reached at 5:15

ii. Appointment of Notetakers

iii. Agenda Approval

Moina makes the motion to approve the minutes with the amendment to add Darwin to the list of attendees;

TJ seconds the motion

Passes Unanimously

iv. Approval of Minutes – February

Julie makes

Moina seconds

Passes unanimously

v. Delegate Demographic Survey Presentation

- Demographic survey among delegates

- The survey is too long; want to make sure that the survey is lawful before sharing widely
- Delegate Experience Subcommittee to review the survey.
- Questions from the committee regarding whether the survey is anonymous; whether the questions are required to be answered; whether there will be a data collection effort from Caucuses and Caucus membership;
- Uma asked whether the upcoming e-board could be more accessible. Vincent said that the Party retains a disability consultant; the next meeting will have a presentation from CDP staff to obtain input regarding accessibility initiatives
- Julie, Tracie, Darwin, Marisol volunteered to help with E-Board

vi. JEDI Sub-Committees

Delegate Experience Subcommittee

- Support effort to gather demographic data about delegates and to assess their perception of how the party is advancing justice, equity, diversity, and inclusion.
- Explore ways to collect demographic data of caucuses.

Subcommittee Co-Chairs:

- Tejinder Dhani
- Angela D Scott

Subcommittee Members: Daniel Hall, Tasha Hall, Babu Prasad, Amalia Woodsdrake, Jennifer Xicara

CADEM Culture Subcommittee

- Participate in and help expand CADEMs Justice, Equity, Diversity, and Inclusion Discussion Series to delegates, Democratic Clubs, County Committees, and other Democratic entities.
- Work with relevant communities to provide information to support education efforts around dates intended to highlight members of the diverse Democratic community.
- Increase understanding about how trauma and resilience impacts how we engage with each other.
- Help develop training content around compassionate communication.

Subcommittee Co-Chairs:

- Marisol Rubio
- Tracie Stafford

Subcommittee Members: ● Eugene Fields ● Darwin Fishman ● Uma Krishnan ● Moina Shaiq ● Caroline Torosis

Code of Conduct Subcommittee

- Continue to support County Committees in creating a Code of Conduct in the spirit of the CADEM Code of Conduct and its procedures.
- Assist with efforts to educate Delegates about the Code of Conduct, when it applies, and how to use it when needed.

Subcommittee Co-Chairs:

- Wendy Bloom
- Shannon Ross

Subcommittee Members: ● Moises Diaz ● Leah Herzberg ● Fariba Hezar ● Denise Penn ● Robert Service

Communication Sub-Committee

- Assist CADEM Staff and officers in updating delegates about programs, initiatives, and developments intended to advance justice, equity, diversity, and inclusion.

Subcommittee Co-Chairs:

- Julie Geary
- Gabriel Quinto

Subcommittee Members:

- Annabella Acosta
- Audrey Edel
- Anish Mohanty
- Griselda Ramirez
- Alfred Twu

Marisol makes the motion to approve committee assignments

Tracie seconds the motion to approve

Motion passes unanimously

vii. Adjournment