

**LPM
IDEA Committee
Meeting Minutes
March 22, 2022
11:00 AM to 12:00 PM**

Board Members Attending: Ann Coffey, Mac Brown, Cedric Powell, Dexter Horne

Board Members Absent: Nat Irvin, John LaBarbera, Wendy Sirchio, Jose Gaztambide, Jose Neil Donis

Staff Attending: Stephen George, Lia Murphy

Meeting was held remotely via Zoom due to COVID-19 protocol.

1. Welcome & Introductions

Ann Coffey

Everyone present participated in introductions with new committee member, Mac Brown.

2. Approved January Meeting Minutes

Ann Coffey

Dexter made a motion to approve the minutes; Cedric seconded the motion.

Minutes were approved unanimously.

3. LPM Next Steps on internal DEI work:

Stephen George

Stephen shared a draft plan for staff DEI at LPM with the committee. He reviewed the expectations for new employees, current employees, LPM's commitment and policy revision. The committee provided feedback and asked questions. Stephen elaborated on how important it is to give people the benefit of the doubt; good judgement comes in to play; he talked about LPM's responsibility to care for all employees and not cause harm; must weigh intention with impact – find the balance; be human to one another and hold each other accountable

4. Thriving Democracy

Ann Coffey

This is a continued conversation from the last committee meeting. The goal of this discussion is to support LPM's thought leadership on LPM's role in building a thriving democracy.

- First Amendment fully energized is about honest conversations

- Woke racism
- If you don't think a certain way you will be excommunicated
- We need space for critical analysis and perspective so people can come to their own conclusions.
- Important to adapt and change over time as new perspectives and information comes in
- Accountability
- Understanding our independence and interdependence coexist
- Enlightened self-interest is to be concerned about others
- Productive conflict
- Level of honesty and good faith point of view

Next Steps:

Committee was asked the question, what does democracy look like to you? Answers:

The first amendment is fully energized;

There has to be space for learning and/or progressive elaboration;

We have to learn and evolve over time, it's not a horse race;

It looks like enlightened self-interest;

In a thriving democracy, productive conflict exists;

Non-violent communications;

Language of needs;

A level of honesty and a level of good faith exists;

Political efficacy;

Create change from your own engagement.

5. **Meeting Schedule**

Ann Coffey, ALL

Committee discussed the best time to meet and determined to meet on Board meeting day prior to the Board meeting. Meeting adjourned at 12:00 p.m.