

Equity, Diversity, and Inclusion (EDI) Working Group

September 2022 Report to the board

Working Group Members:

- Ric Swierat, Board President
- Mark Wilson (C)
- Rajene Hardeman (D)
- Debra Klein (G)
- Priscilla Goldfarb (P)
- Stuart Auchincloss (U)
- Rebekkah Smith Aldrich, MHLS Executive Director
- Saran Camara, MHLS Finance Manager & Personnel Officer
- Kerstin Cruger, MHLS Outreach & EDI Specialist

1. **The Working Group marked their 2-year anniversary in July 2022.** In acknowledgement of this milestone an in-person session was conducted to both reflect on the experience thus far and to discuss the future of the working group. This session was facilitated by Working Group member Rajene Hardeman.
 - a. The members of the Working Group identified current outcomes including:
 - i. Creating an environment for individual growth and learning for working group members.
 - ii. Helping board committees focus on using the lens of equity, diversity, and inclusion, particularly in policymaking.
 - iii. Influencing the recruitment and orientation for new trustees.
 - iv. Creating a new era of ethics on the board as well as influencing the culture of the board and organization as a whole.
 - b. As an ad hoc working group, this group serves on a year-to-year basis. The Working Group came to consensus that we feel the work of the group should continue in some format after this year. We will ask the newly elected 2023 Executive board to consider how this work may continue to ensure that EDI remains an important focus of our committee and board goals.
2. **The Working Group is presenting a panel discussion at the Friday, October 7th MHLS Equity, Diversity, and Inclusion Mini-Conference.** We hope you plan to attend. For more information please [click here](#).
3. Members of the Working Group will present the **10-minute orientation topic at the September Board meeting** which is: "Feeling overwhelmed about EDI? You're not alone."