**TCDIR June Member Meeting – NOTES** *(what could be captured)*

**June 17, 2021**

Thank you for your interest in the upcoming TCDIR June bi-meeting this Thursday on June 17 from 8:30am-10:00am,

* 2021 Theme:  **Heal, Bridge, Elevate, and Accelerate**.
* June topic:  **Elevating and accelerating through, listening, learning, and laughter**.

Through consistent feedback, in June we will come together in our member session to listen, learn, and laugh as we share DEI best practices. It will be a great time to build community, connect, and come away with takeaways for you can apply right away. *It will be the best 90 minutes of your day!*

**Agenda**

8:30-8:45am     Sponsoring host, Bremer Welcome

[Jeanne Crain](https://www.bremer.com/insights/authors/jeanne-crain), Bremer President and CEO

* Grateful for those on the call to create a more equitable world. Our purpose goes way back with our founder Otto Bremer – cultivating thriving communities, regardless of background, have opportunity to thrive.
* We looked at workforce and workplace and started to integrating inclusion into our everyday work. Banking is a critical part of building strong communities. There is an uncomfortable truth that banks were played a part in systematically disadvantage. Has learned much on the redlining, convents. Banks have a critical role to pave the way forward. With the murder of George Floyd has influenced her personally.
* Racial equity action plan – expanding our efforts – expanding BIPOC small business and adding additional BIPOC bankers. Looking inward and established more accountability. Bolstered our training.
* Women CEO in financial services – women and poc are in the minority in this industry. As she chose a profession it is about the nature of the work vs it being a male dominated industry. She’s had her fair share of experiences and stories that wouldn’t have happened if she was a man. She’s had the good fortune of taking on roles. It is thanks to the advocates she’s had along the way. Women, especially women of color, during the pandemic we’ve seen had to make difficult choices.
* Bremer has 50% of women, 2 of women of color on the Senior Executive Team, our board is 30% diverse chaired by a man of color.
* We must continue to influence. There isn’t enough women, people of color, diversity of thought.
* Wholeheartedly agree – it isn’t about asking the question – how you are thriving in this industry – it is you got here, how you got here, and you support.
* Grateful for this group to listen and learn!

[Colette Campbell](https://www.bremer.com/insights/authors/colette-campbell), Bremer Chief Talent Acquisition and Diversity Officer

8:45-9:00am     TCDIR Welcome, Philomena Morrisey Satre, TCDIR co-lead of Executive team

* Our theme – how do we heal individually? How do we be the bridge within the organizations? Elevate all voices? Accelerate this work?
* Guidelines for conversation – these can be helpful for conversations within your organization.
* Summer bucket list – start with a conversation starter – research shows that we have higher amount of loneliness. Starting with how we can build connections is important.

9:00-9:40am     Discuss DEI best practice in small groups

9:40-9:55am     Best practices shared below what was captured and see separate attachment for shares from chat.

* Yumi & team: Topic: ERGs, less governance. Solution – tell your stories externally and internally to increase engagement. Topic: Getting more folks into DEI work. Solution – Expand to groups and organizations.
* Steve & team: Topic: Vaccinated/unvaccinated return to. Solution – test periods, some counties require vaccinations or will keep getting a request. Equity – unvaccinated need to be masked, ostracized for having to wear mask. Access to vaccines.
* Nique & team: Topic: accountability – evidence to move the needle. Use data to increase promotability, retention by segment and have they moved. Solution – accountability as a team / entire organization, share external feedback with executive team so they are aware of profitability that may be impacted.

9:55-10:00am   TCDIR close, Tonya Jackman Hampton, TCDIR co-lead of Executive team

* Hope the experience is a demonstration of feedback of having small group, solicit ideas, and take ideas back. Some things heard be affirmed and continue the work. It is ongoing influencing others, inclusion and measure – vaccines, how are people coming back to work – hybrid/other. County accepted Juneteenth as a holiday. Some things just get decided.