

**SRI Team Point of Contact (TPOC) Breakfast Meeting**  
**CCSI Community Room**  
**1099 Jay Street Building J**  
**Monday, October 30, 2017**

Meeting was hosted by Mike Boucher and Nikki Haynesworth of St. Joseph Community Center, and attended by TPOCs from participating organizations.

Meeting objectives included:

1. To hear thoughts/get feedback on the last visit with Dr. Ken Hardy.
  2. To learn how specific internal processes are coming together.
  3. To utilize information shared at the meeting to inform the creation of content/workshops/facilitations that will provide the greatest positive impact for participating organizations moving forward.
  4. To create a sense of community around the SRI work, as it is recognized we can feel overwhelmed at times.
1. Feedback: general consensus was September Dr. Hardy session was a rehash of what was said/done at the first meeting in March. There was a gap between expectations and outcome. Some people felt it was divisive. Others felt we didn't need to look outside our community for leadership/expertise on this issue when we have a pool of well qualified people to draw from right here in Rochester.
  2. Internal actions/processes shared by other TPOCs:
    - **St. John Fisher Center for Community Engagement** has implemented onboarding orientation to SRI for board members.
    - **St. John Fisher College, Wegman's School of Nursing** has been facilitating ongoing dialogue with not just staff, but students and patients as well. Diversity of patients not reflected in staff or students. They have created a professional development series on 'Sustained Dialogue' that started in the spring. The series is led by Rick DeJesus and focuses on specific processes around building relationships and trust and getting to action. There are 2 full days of training and 1.5 hours of ongoing group sessions every other week. Dr. Nancy Bowllan (TPOC for SJFC) is going to ask Rick if he could make this training available to all SRI members and/or the community at large. Dr. Bowllan also shared a flyer for an upcoming event

sponsored by SJFC: 'Business, Leadership, and Race: A Unique Opportunity for Business Leaders.' Keynote speaker is Deb Irving. **Please see attached flyer for details. Registration is required.**

- **Catholic Family Center**, with the assistance of a consultant, provided 2 hours of SRI training for all 300 employees. They did it in waves of four 2-hour sessions.
- **Rochester Area Community Foundation** administered the Race Equity Assessment to all staff. Fifty people returned their completed PAPER assessments. Data was disaggregated according to senior leadership (current online survey disaggregates by race). They identified concrete fixes and have already hired diverse staff. They have two teams engaged in their SRI work: one employee-only team that meets every 3 weeks and one leadership team. Ann Johnson, TPOC for RACF, runs both teams and liaises between both. Next, they will be working on promoting, developing, and retaining staff of color.
- **St. Joseph** has created a 'change team' which consists of a board member, a representative from each department, and volunteer(s).
- **Coordinated Care Services** has formed a change team using reps from each department. They have a reading group. They have used consultants to facilitate discussion on the meaning of race and culture and how employees can have conversations between themselves. They have identified a need for deliberate training on race and equity.
- **Teen Empowerment** is involving the youth they serve in their process. They had Rochester staff travel to Boston to be debriefed on SRI initiative.
- **Rochester Housing Authority**. The TPOC has family in PR personally affected by Hurricane Maria so we had a very emotional conversation around this topic. She shared that RHA was not being helpful to Puerto Ricans who had come over from PR and were seeking relocation assistance. She said RHA was just taking names and contact info and telling people they would get back to them. She asked that as many people as possible call RHA to find out what was being done to assist 'refugees' and apply pressure to get action. RHA TPOC further shared that management has been blocking SRI-related initiatives. She said management's tone is condescending and people are being told to "stay in your place." Additionally, even though they are hiring POC, the racist systems and attitudes remain.
- **PathStone**. I shared that we had an internal meeting facilitated by the Ramerman Group, and that, with Ramerman's guidance, we planned and executed a meeting

with our Board that briefed them on what SRI is and how and why we are engaged in the initiative. I reported the board meeting as a success and that we had gotten the buy-in we need to begin developing and implementing long-term strategies that will be the basis for actionable and measurable policies.

3. Observations and updates from Nikkie and Mike:

- Each organization should be identifying/creating opportunities for:
  - Individual work
  - Institutional work/power shifting
  - Structural work/cultural change

Mike noted that most groups are getting stuck at the Institutional work/power shifting stage. He said that folks have been contacting him saying they need new tools and resources. St. Joseph's SRI web page has an abundance of information at our fingertips. We don't need new tools, Mike said, and he encouraged us to use the experiences that were already shared during Ken Hardy sessions or internally to direct our work. We need to start seeing some movement within our organizations as we keep in mind the ultimate goal is to change the community.

Nikkie is encouraging everyone to read the article on Change Teams posted on the SRI web page:

<https://irp-cdn.multiscreensite.com/226e693c/files/uploaded/change%20teams.pdf>

Everyone, at this point, should have created a profile on SLACK:

[https://join.slack.com/t/roc-sri/shared\\_invite/enQtMjYxMzQ5MjU1MzQ5LWQ4MzY3NjRlMDMwYTlxMmY5MTIwOWU0MTVmOWI3OTNjYWlwMzkzNDk5NzZmNzk3ZWQzOTY1MTVkdDA2OTBjYzY](https://join.slack.com/t/roc-sri/shared_invite/enQtMjYxMzQ5MjU1MzQ5LWQ4MzY3NjRlMDMwYTlxMmY5MTIwOWU0MTVmOWI3OTNjYWlwMzkzNDk5NzZmNzk3ZWQzOTY1MTVkdDA2OTBjYzY)

So far, the tool is being used asynchronously by members to post links to articles and share updates; however, Nikkie plans on setting up specific times for live online discussions through SLACK. More info to come.

Nikkie informed the group of an upcoming workshop on '*Addressing Racial Barriers in the Workplace*'. It will be held Tuesday, November 14 from 8:00 – 11:00 a.m. at Excellus BCBS. There is a registration fee of \$75 for anyone interested in attending. **Please see attached flyer for more details.**

**The date for the final session with Dr. Ken Hardy has been changed to Tuesday, March 20, 2018. It will be held at Temple B'rith Kodesh, 2131 Elmwood Ave.** The venue was changed so we will have a more flexible working environment and attendees will have access to Dr. Hardy.

We are allowed to invite KEY board members; however, Nikki and Mike says we are to ensure any new attendees or team members are fully up to date on what we have done so far. They do not want to spend any time trying to bring people up to speed at the session.

The feedback that was provided will be reported back to Dr. Hardy. The goal is to ensure that at this last meeting, we talk about concrete actions we can begin to take to make change within our organizations.

I will be attending the NCBI workshop on November 14 as well as the December 7 (evening) and 8 (morning) SJFC event.