

BCTXMN  
Diversity Committee Meeting  
August 26, 2020  
On Zoom

**Attendees:** Stephanie Putnam, Steve Brockway, Amy Robertson, Jane Neu, Claire Rice, Johanna Arendt, Mary Ann Robalino, Larry Root, Karen Yates

**Purpose of the Meeting:** Establish an intentional culture for the diversity team and determine how we want to precede.

1. Mission statement

- a. We will create a formal statement that reflects where we want to go

We will need to define the term diversity and determine goals. Steve has looked at diversity mission statements. He and Stephanie will choose the top ten and write a first draft to add to a google doc for collaboration.

2. Getting started

- a. What information have we received from the state?

Larry said there is no guidance from the state other than suggesting all chapters start a diversity committee.

- b. What is considered a success?

We discussed the complexity of the issues and will work toward determining goals.

3. What do we currently look like?

- a. Race
- b. Gender
- c. Income Level

We discussed surveying the chapter and past chapter members. For the most part, our chapter is composed of older, affluent white members.

4. Do we want to work with diversity groups from other chapters?

We will look for ways to talk to other chapters who have successful diversity committees.

5. How should we handle CAMN and our previous agreement regarding recruitment?

Larry said because BCTXMN is a collegiate chapter, we can recruit anywhere we want.

6. Committee and Meetings

Stephanie was voted director of the committee. She will create a google group and docs.

All members will be a leader (unless someone prefers not to). There will be a different leader each month. We will rotate the role of leader, note taker, and person who acknowledges raised hands.

Amy volunteered to give a monthly diversity committee report at the board meetings.

The group voted to meet the last Wednesday of every month, 5-6 pm on Zoom.

The next meeting is Wednesday, September 30<sup>th</sup> at 5 pm.

Jane will be the leader for the September meeting and organize the Zoom meeting.

Goal of September's meeting: establish protocol for discussion. Discuss Mission Statement.

7. Resources, ideas, possibilities discussed in the meeting:

Claire suggested we could start a program like Black Birders Week on Facebook and promote it on Twitter.

Amy recommend [diversityoutdoors.com/resources](https://diversityoutdoors.com/resources)

Steve recommended [blog.ongig.com/diversity-and-inclusion/10-examples-of-the-best-diversity-statements](https://blog.ongig.com/diversity-and-inclusion/10-examples-of-the-best-diversity-statements)

Committee members will be adding information and resources to the google docs.