

1 Michigan Dental Association

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3 **COMMITTEE ON DIVERSITY, EQUITY AND INCLUSION**

4 **Held via Zoom Videoconference**

5 July 12, 2021

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7 **PRESENT**

8 Mehul Patel, DDS, Chair

9 Vincent Lizzio, DDS, Liaison

10 Jessica Rickert, DDS, Member

11 Ronald Livingston, DMD, Member

12 Daniel Miller, DDS, Member

13 Prabhjot Singh, DDS, Member

14 Tamar Shrikian, DMD, Member

15 Kristi Thomas, DDS, Member

16 Rita Benjamin, Student Member

17 Tazeen Rahman, Student Member

18 Karen Burgess, ex-officio member, MDA executive director

19 Julio Rodriguez, DDS, 9th District Trustee

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21 **MDA STAFF**

22 Brandy Ryan, MBA, PHR, SHRM-CP, Director of Human Resources

23 Kelly Risley, MDA staff

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25 **ABSENT**

26 Juan Carlos Rodriguez, DDS, Member

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28 **CALL TO ORDER**

29 The meeting was called to order at 7:05 p.m. by Dr. Patel, chair.

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31 **INTRODUCTIONS**

32 The committee members introduced themselves and shared information about their
33 background and interest in being involved in the DEI committee.

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35 ***BREAKOUT SESSION***

36 The committee went into breakout rooms to discuss *'What does DEI mean to you and what has*
37 *your experience been?'*.

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39 ***The COMMITTEE SCOPE***

40 The committee members reviewed the CDEI scope.

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D&I Follow-up (Think Tank Report)

The CDEI reviewed the 2017 Diversity Think Tank Meeting report and discussed the report. The committee requested staff to provide additional member and nonmember demographic data to get a better understand of the underrepresented segments.

Diverse Dental Organizations (DDO) Projects

The committee reviewed the memo to the DDO Group sent by MDA president, Dr. Maihofer. The memo summarized the approval of funding by the MDA Board of Trustees at the June 15, 2021, board meeting. The projects include establishing a fund through the MDA Foundation to allow for grants for UDM and UM to support DAT prep and DAT test-taking by Michigan residents. Also, approved was the building of a collaborative microsite and the third initiative is to develop more videos to promote dentistry and the allied dental professions. The responsibility for implementation of these approved projects has been delegated to the CDEI.

Highest Priorities

Dr Patel has requested that each member submit a list of priorities that they would like the CDEI to focus on to Brandy Ryan before the next meeting. Once list will be created for the committed to review and evaluate as optional opportunities for initiatives the committee can focus on.

What have you seen others do for DEI?

The committee discussed DEI initiatives that they have seen in other groups that could be implemented at some level at the MDA and component levels. A member commented about being at a local component meeting and noticing that the there was an effort to make people feel welcome, so they attend future component meetings. They suggested having MDA and component leadership become mentors to foster inclusivity.

How often does the group want to meet?

The consensus of the committee was to meet more often in the beginning to keep the momentum going. The committee wanted to meet again in one month, via Zoom to discuss the priority lists and then the following month in person at the MDA office.

ADJOURNAMENT

The meeting was adjourned at 8:43 p.m.