

1 Michigan Dental Association

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3 **Committee on Diversity, Equity, and Inclusion**

4 **Held via Zoom Videoconference**

5 July 12, 2022

6
7 **PRESENT**

8 Dr. Tamar Shrikian, vice chair

9 Sarah Chamseddine, student member

10 Aya Fattah, student member

11 Dr. Danny Miller, member

12 Dr. Joseph Samona, member

13 Dr. Prabhjot Singh, member

14
15 **ABSENT**

16 Dr. Mehul Patel, chair

17 Dr. Ronald Livingston, member

18 Dr. Vincent Lizzio, board liaison

19 Dr. Kristi Thomas, member

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21 **GUESTS**

22 Karn Cornell, program coordinator, Donated Dental Services

23 Rich Evans, director of marketing and communications

24 Julie Vance, ESL interpreter

25
26 **STAFF**

27 Jennifer Lennemann, executive assistant

28 Kelly Risley, HR administrative assistant

29 Brandy Ryan, MBA, PHR, SHRM-CP, director of human resources

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31 **CALL TO ORDER**

32 Dr. Shrikian welcomed the committee and called the meeting to order at 7:05 p.m. There was a
33 quorum.

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35 **MDDA WEBSITE PREVIEW**

36 Mr. Evans gave a preview of the MDDA (Michigan Diverse Dental Alliance) website and shared the site
37 organization and various views of the content. He asked committee members to provide their input and
38 suggestions via Basecamp. This will be the committee's last chance to review before the site goes live.

39 Mr. Evans requested feedback by end of day, Monday, July 18, to keep the project on schedule. The link
40 and password will be shared in a follow-up email to the committee.

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42 **DONATED DENTAL SERVICES PROGRAM**

43 Ms. Cornell is a program coordinator with the MDA Donated Dental Services (DDS) Program. She
44 briefed the committee on the program. The program has been in place since 1995 and recently reached
45 \$25M in donated care. Applicants must be elderly (65+), permanently disabled, or medically
46 compromised and meet income guidelines, be uninsured, and need extensive dental care. Many

47 dentists are retiring or no longer seeing as many DDS patients as they once did. New volunteers are
48 critically needed. Applicants are well-vetted and counseled by the coordinators to be good “patients.”
49 Dentist volunteers do not need to be MDA members and can decline a case if they feel it would not be a
50 good fit for their practice or if it may not be a convenient time. They also receive CE credit for
51 volunteering. Ms. Cornell asked the committee for its support and to help promote the program to their
52 colleagues. Ms. Cornell’s contact information will be included in the follow-up email to the committee.
53

54 **REPORT ON ADA D&I CHAMPIONS NETWORK**

55 Dr. Skrikian reported there have been two meetings. The first meeting was introductory and explained
56 the network and why it was created. The second meeting included implicit bias training and featured a
57 speaker who was undocumented and detailed his journey to become a licensed dentist. Dr. Skrikian
58 encourages the committee members to join the network. The meetings are recorded, so they can be
59 viewed on demand. More information will be included in the follow-up email to the committee.
60

61 **DENTAL STUDENT REPORTS**

62 Ms. Fattah discussed the SNDA (Student National Dental Association) meeting that she recently
63 attended in Orlando. She found it very rewarding, but noted that the cost is a burden. About 10 UM
64 students attended, but at least a half dozen more wanted to attend. The fees are approximately \$1,200
65 per student, and many used their grant funds. UM only provides a pool of \$1,000 that must be shared.
66 She asked if the MDA had any ideas or resources for funding. Ms. Ryan will research. Ms. Chamseddine
67 noted that UDM fully funded the six or seven that attended from its school. She also mentioned a
68 Juneteeth celebration, jointly sponsored by UDM and SNDA, that was recently held. The students also
69 asked about the expectations of them serving on the committee. It was noted that they are full voting
70 members of the committee; their voice is important to the committee’s work. They should also share
71 what is happening with DEI at their schools and ways the committee can help. They were also
72 encouraged to attend the meetings, become an MDA member following graduation, and use this as a
73 stepping-stone to other volunteer positions.
74

75 **CLOSING COMMENTS**

76 Dr. Miller suggested the MDA create a “Safe Space” sticker or poster that dentists can post at their
77 offices to indicate that they are a safe, comfortable, and welcoming office, especially for LGBTQ+
78 patients. He has googled them, but did not find any that were professional or specific for a dental office.
79 Dr. Singh also suggested a digital badge that could be on their Find-A-Dentist listings and for use on their
80 websites. Ms. Ryan will discuss with the marketing department.
81

82 **ADJOURNMENT**

83 The meeting was adjourned at 7:55 p.m.
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85 **NEXT MEETING DATE**

86 Tuesday, September 13, 7:00 p.m. via Zoom
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