



**Blacks United in Leadership and Diversity (BUILD)
General Membership Meeting Minutes
June 18, 2020**

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The Washington State Blacks United in Leadership and Diversity business resource group exists to improve the experiences of current and future Black state employees, increase the representation of Black people in leadership positions, give voice to the Black perspective in policy discussions about Washington communities, and build each other up as we move forward.

BUILD is firmly committed to diversity and inclusion and was formed with these values. Working together among us and with our allies is pivotal in accomplishing more than we can do individually. This spirit is at the core of what we stand for and one that needs to continue if we are to be successful.

Time	Subject & Presenter	Minutes
9:00 – 9:10	Welcome and Leadership Introductions <i>Megan Matthews, Chair, and Phil White, Co-Chair</i>	<p><u>Welcome</u></p> <p>We had more than 500 people log on to our meeting! Thank you so much for joining us and being patient as we navigate using technology in a new way. Also, thank you to those who elected to leave early in order to make space for others, as Zoom hosts a maximum of 300. We are working on uploading the recording to our website and will let you know when it's ready to view! In the meantime, embedded/attached are our PowerPoint slides:</p> <p align="center"></p> <p><u>Leadership Introductions</u></p> <ul style="list-style-type: none"> • Welcome to BUILD - we are so glad you are here! This is a safe and supportive space for the Black community and our allies. • BUILD was founded in June 2019 and we held our kick-off event in October 2019. We are the newest of six business resource groups (BRGs) in the State of Washington. • BRGs are sponsored by the Office of Financial Management (OFM) and sanctioned to operate as official state business by our Governor.

		<ul style="list-style-type: none"> • Official state business means participants are not required to take leave to participate. If you experience any challenges to participating, please let us know. • We currently have over 1000 general members! We consider everyone who receives our communications a general member. • We also have over 200 active members, which is comprised of those individuals who have attended a General Membership meeting or special event in the previous 6 months. This now includes you! Our active membership is our voting body. • We are an all-volunteer organization lead by: Marcus Glasper, Exec Sponsor; Megan Matthews, Chair; Phil White, Co-Chair; and Beth Winstead, Administrative Liaison.
<p>9:10 – 9:30</p>	<p>Juneteenth History and Activities <i>Charleen Anderson</i></p>	<p>Charleen gave an informative presentation about the history and meaning of Juneteenth, otherwise known as Freedom Day in the black community. This day commemorates and recognizes the day that the last remaining slaves in Galveston Texas were told they were free by Union soldiers on June 19, 1865 – more than two years after the Emancipation Proclamation became effective in January 1863. For more information about Juneteenth...</p> <p>Members of BUILD’s History & Activities subcommittee presented a skit titled, This is a story of a little boy named Theo, which highlights the many ways in which black people have made significant contributions to society through their inventions.</p> <p>BUILD also previously sent out a fun Juneteenth word search. We did not get to go through the answers due to time constraints, but we encourage you to give it a try and share it with your friends and family!</p> <div style="text-align: center;">    </div>
<p>9:30 –10:10</p>	<p>Governor’s Interview <i>Q&A by BUILD Leadership</i></p>	<p>We are grateful to our Governor, Jay Inslee, for his support in establishing and growing BUILD over the last year and for acknowledging Juneteenth for the first time in Washington State through his ceremonial proclamation!</p> <p>He also spent more than 40 minutes with us engaging in the conversation about the black experience employee of the state, and the need for and importance of actionable and measurable diversity, equity, and inclusion plans throughout our state government. Embedded/Attached are the six questions BUILD leadership asked Governor Inslee. His</p>

		<p>response were recorded during the meeting and will be available soon, which includes the powerful testimonial that was shared.</p> <p>Lastly, on Juneteenth, Governor Inslee sent the embedded/attached message to all state employees commemorating this important date in our history and committing to supporting legislation to make Juneteenth a legal holiday in the 2021 legislative session. We are thankful for his ongoing support and commitment to taking meaningful action!</p> <div style="display: flex; justify-content: center; gap: 20px;">    </div>
<p>10:10 – 10:40</p>	<p>We Be Free <i>Dr. Karen A. Johnson</i></p>	<p>We want to thank Dr. J for her wisdom, passion, and call to action. Her light and love is an inspiration to so many, and she leads by her own example - release the trauma, cause We Be Free!!!</p> <div style="text-align: center;">  </div>
<p>10:30 – 10:40</p>	<p>Reflection on Current Events <i>Phil White, Co-Chair</i></p>	<p>Due to the great conversation with Governor Inslee and inspiring speech from Dr. J, we did not cover this in our meeting.</p>
<p>10:40 – 10:45</p>	<p>Health Awareness <i>Charleen Anderson and Edwina Martin-Arnold</i></p>	<p>Charleen shared the importance of taking care of ourselves as we work to end white supremacy and dismantle systems of oppression. BUILD encourages our members to seek community, make a wellness plan, focus on what you can control, and use your benefits through the Employee Assistance Program – they are free and confidential (protected by HIPAA laws) counseling services to support state employees and their household members with their personal and professional life challenges.</p> <p>BUILD also encourages our members to continue to take care of themselves with regard to COVID-19, and use the many resources available for information and assistance.</p> <div style="text-align: center;">  </div>
<p>10:45 – 11:20</p>	<p>Breakout Discussions</p>	<p>There were 14 breakout rooms hosted by counselors who contract with the state’s Employee Assistance Program (EAP) and a trained in trauma informed care to provide a</p>

		safe space for our members to express and discuss feelings around the current events. Note, this portion of the meeting was not recorded.
11:20 - 11:25	Closing <i>Megan Matthews, Chair</i>	<p><u>Leadership Transition</u></p> <ul style="list-style-type: none"> • Our current Co-Chair, Phil White, will be transition out of his official role on June 30th. BUILD is so grateful to Phil for all of his hard work in establishing the solid foundation on which BUILD will continue on. Phil will continue to be an active member of BUILD and consult with leadership. • Our new Co-Chair, Edwina Martin-Arnold, officially joins our BUILD leadership team on July 1. Welcome Edwina! <p><u>Next Meeting</u></p> <ul style="list-style-type: none"> • Our July General Membership Meeting will be on Thursday, July 16, 2020. We are planning to meet virtually again from 9am to 12pm on Zoom Business.
11:25- 12:00	Subcommittee Breakouts / Introductions	<p>There were five breakout rooms hosted by each one of our subcommittee leads where anyone who might be interested in joining a subcommittee could meet the leaders and learn more about the purpose, goals, and activities of the subcommittee.</p> <ul style="list-style-type: none"> • History & Activities • Marketing & Data • Membership Engagement & Support • Policy & Legislation • Professional Development & Leadership Support