SDTIGT MEMBERSHIP/VISITOR MEETING MINUTES
Noon Networking 12:15 pm – 12:30 pm
Meeting 12:30 pm – 2:00 pm
October 1, 2021

Location: Virtual Zoom meeting

I. **Networking** (12:15 - 12:30)

If we're going to have networking, we need to have the invite start at 12:15

II. **Welcome** (12:30 pm - 12:35 pm)

- Tri-Chairs Amelia Barile Simon, Dana Brown and Linda Ketterer
  ● Type Name/Organization/Role in ChatBox
  ● Celebrate New Members (2nd Membership Meeting)

Attendees entered their name and affiliation into chat box and did verbal introductions. We had a wide variety of attendees, even one from Chicago Department of Public Health!!
We officially welcomed Theron Manaktala as a new member!

III. **Building Capacity on Code Switching Learning Exchange** (12:35 pm - 1:50 pm)

Honoring Aisha Pope, LCSW, Learning Exchange on 8.6.21, we will build capacity today.
Broadly, code-switching involves adjusting one's style of speech, appearance, behavior, and expression in ways that will optimize the comfort of others in exchange for fair treatment, quality service, and employment opportunities" (McCluney, Robotham, Lee, Smith, & Durkee, 2019). For many BIPOC professionals, code-switching comes naturally, and is seen as a necessary and advantageous skill. But, there are consequences of code-switching that harm those professionals who code-switch, those who don't, the work environment, and the persons served. In this learning exchange, we will explore the concept of code-switching, how it hurts, and what workplaces can do to reduce the need for code-switching in their environment.

The Cost of Code Switching | Chandra Arthur | TEDxOrlando (11-minutes)
Pero Like Code Switching at Work (39 seconds)
● How is Code Switching systemic racism?
● How is your organization integrating the impact of Code Switching within your practices?

The group watched the above videos and discussed their reactions and the implications for the service provider, those we serve and our work environments. Discussion included:

● The cost of maintaining authenticity; impact of the judgement of society of your authentic self or on accessing service; cost of constantly presenting a slightly edited version of yourself; LGBTQIA+ and spiritual/religious beliefs also feel the need to code switch.

● Foster system has a significant impact as mostly BIPOC families are involved and have to deal with white professionals; Parent Support Partners (PSP) are vital in helping with this as stress/trauma impacts one's ability to code switch; Ex. PSP can process with parent ahead of time for BHS and IEP meetings – explain the meeting purpose and agenda, have a signal if parent is feeling uncomfortable, etc.

● Respect goes both ways – professionals must respect the culture they are entering; Ex. police going into a neighborhood; person with power should be aware of the power differential.

SDTIGT MEMBERSHIP/VISITOR MEETING MINUTES
Noon Networking 12:15 pm – 12:30 pm
Meeting 12:30 pm – 2:00 pm
October 1, 2021

Location: Virtual Zoom meeting

How do we create a welcoming environment and make it easy for others to not feel the need to code switch?

- Reframe BIPOC person's behavior to make it understandable to others; understand that safety is subjective.
- Bring culture in intentionally in meetings and workplace in general – acknowledge the lack of diversity; white/non-dominant people should call each other out; set tone at beginning of meetings/encounters every time; use "micro paraphrasing" to check you are understanding others.
- Consider the environment – round table, seating placement; who all really needs to be there so its not overwhelming.
- Make code switching a required part of staff training/skill development; leaders must role model; think of identities as individual; Ex. not all black families are the same.

How do organizations create environments that promote safety and inclusion?

- Less top down and more partnership; value lived experience and diversity; more diversity in leadership; equitable pay rate for partners; promote sustainability of these concepts.
- Racial equity discussions within workspace – ensure this includes code switching.

How to do this in schools?

- Kids picture book – "Don't say Ain't" by Irene Smalls; Teachers acknowledge diversity and the richness this brings; it's a journey, power sharing provides a pathway to make change, mentoring staff of color.

Additional resources shared:

https://www.youtube.com/watch?v=4K5fbQ1-zps – social inequities race

IV. **Announcements** (1:50 pm - 2:00 pm)

- Please send Linda Williams (LKW_BetterWorld@yahoo.com) book recommendations for elementary students on diversity.
- San Diego Mission Academy is open and serving 12 – 24 year old's virtually (lketterer@sandiegomissionacademy.org or 619-510-8439).
- Grossmont College Foster, Adoptive and Kinship Care Education Program – see attached.
- Domestic Violence Awareness Month activities/resources – see attached.
- RIHS Peer Support Consultant position posting – see attached.

V. **Next Virtual SDTIGT Meeting**
   Friday, December 3, 2021