



Eliminating Structural Racism (ESR) Advisory Group to the ADAMHS Board
July 11, 2022, 1:00 pm – 2:30 pm
Location: Zoom

Charge of the Group: The Eliminating Structural Racism (ESR) Advisory Group to the ADAMHS Board will serve as a partner to the Board. The group's role is to identify and address structural inequities with a focus on racism in the areas of workforce, health equity and data and research in the local ADAMHS Board behavioral health network. Additionally, the group will advise the ADAMHS Board on the implementation of key strategies and actions of the DEI Strategic Implementation Plan.

Goal of Today's Meeting: Generational Diversity/Cross Cultural Communication

Meeting Summary

Welcome/Introduction

- Rev. Benjamin F. Gohlstin, Sr., ADAMHS Board Chair, welcomed and thanked everyone for their continued participation.
- Scott Osiecki, ADAMHS Board CEO, welcomed the representatives from REDCon, DEI consultant, and welcomed and thanked the group for their participation. Osiecki also shared the following updates:
 - The three-year DEI Strategic Implementation Plan was approved by the Board of Directors at the June 22 Board meeting. It was shared with all stakeholders and the community.
 - At the same meeting, the Board of Directors approved Rice Education Consulting, LLC, to provide DEI consultation on the Board's Request for Proposal (RFP) process to ensure that diversity, equity, and inclusion principles are strengthened in the CY2023 ADAMHS Board Budget process. Rice Consulting services will include a/an:
 - Review of the RFP document and written suggestions for updates or improvements
 - Scoring rubric for use by the RFP review team
 - In-person training for the RFP review team on Bias and Selection Bias
 - With this agreement, the ADAMHS Board is excited to immediately begin taking action on items in the DEI Strategic Implementation Plan.
 - At next month's ESR meeting, we will talk more about implementation of the plan and how this group fits into that work.

Multigeneration Workplace Presentation – Brenda Stevens from REDCon

- It is five generations in the workplace – It's a challenge and an opportunity. Approach it as an evolution not a revolution.
- Icebreaker – Stevens shared pictures of several influential Baby Boomers (mid-1980s to mid-1990s), that were in Life Magazine. The group guessed "who is who" - Spike Lee, Rush Limbaugh, Bill Clinton, and Oprah Winfrey were a few pictures shown. Stevens shared that the Baby Boomers used to run the workplace; now the Millennials do.

- Stevens share the definition of multigenerational or generational differences. This occurs when more than one generation interacts with another. In the workplace, it shows up in the way we think, behave, act/react, and communicate.
- Most generations have a span of 15 – 20 years.
- Stevens presented information from Purdue University:
 - Some individuals will fall into the “cusp,” identifying with the previous generation or the generation that follows.
 - Multigeneration Workforce Breakdown: 2% Traditionalist – energetic/active/still in the workforce, 25% Baby Boomers – thriving/healthy still in the workplace/retired, 33% Generation X – taking leadership roles, 35% Millennials – taking leadership roles/have the freedom to have both worlds (working environment/changing what the workforce looks like), 5% generation Z – starting to intern/beginning to get into the workforce.
 - Traditionalist 1925-1945 – Economic downfall affected this generation: Great Depression/Pearl Harbor attack/assistance from Social Security was available. Everything changed. They believed in loyalty, the “stay at home” group. Worked 30-40 years for company, age meant seniority, provided meaningful work, wanted opportunities to contribute, and valued face-to-face communication.
 - Baby Boomers 1946-1964 – Witnessed the Kennedy assassinations, Civil Rights Movement, Kent State shooting. Very independent, protested, most work driven, and experienced the women’s movement. Has traditionalist values; want to be respected/valued for their knowledge. Loyal, workaholics, and wealthy. Need specific goals/deadlines and mentoring is important.
 - Stevens shared that working with different generations could cause conflicts in the workplace. We must learn communication styles; how to work/understand where each generation is coming from. She also mentioned that offering mentoring opportunities, coaching and feedback so that Baby Boomers can feel valued.
 - Generation X 1965 -1980 – Watergate Scandal, rise of the personal computer, Challenger crisis, Berlin Wall, hip-hop and MTV was during this span. Women came into workforce and the breakdown of family occurred – rise in divorce rates – single parents – “latchkey kids.” Gen X is independent/flexible/skeptical of management. Work-life balance is critical, and they watched/learned how to work in diverse settings. “Sandwich generation”: nursing/caring for parents/raising a child. Will change jobs if not valued. Communication: Prefer face-to-face, will text and email. Learned and became comfortable in working in diverse environments.
 - Generation Y (Millennials) 1981- 2000 - Witnessed 911, Columbine High massacre, social media/tech world - selfie group. Watched a slow economy, most have student debt with fewer chances of advancement, less credit, and witnessed numerous tragedies. Thrive on unique work experiences, need work-life balance, seeks challenges, growth, and a fun/exciting work-life. Comfortable in diverse environments. Communication: chat groups, self-expression, positive reinforcement, text before call, and value their ideas. Millennials get a lot of criticism and still want the pat on the back. Increase in tattoos/body piercings and most ethnically and racially diverse group.
 - Generation Z 2001-2020 - First Black president, smart phones, saw more cultural wars than any other generation. Information is in the palm of their hands; will have quick answers. Smart; seek their knowledge and help expand it. Global minded/entrepreneurial, motivated by diversity, exposed to technology from a young age. Want opportunities to work on multiple projects, provide work-life balance, independence. Communication: text, social media, IM Chats, no long lectures.

- Generation Z is least likely to report having very good or excellent mental health. Will see more mental health issues in this group because they are willing to speak up about their mental health; 45% is saying their mental health is not excellent. Witnessed mass shootings, rise in suicide rate, climate change, separation and deportation of immigrants and migrant families. Widespread sexual harassment and assault reports.
 - Next generation – Have not been named yet. Most formally educated and technological generation ever.
 - Rev. Gohlstin shared that some of his questions were answered and that he learned a few things. He also shared a “constant”: the treatment for African American people has remained the same over all the generations. The denial of human rights is expressed in different ways, yet it is still there. At one time, it was overt, then covert and now it’s becoming overt, but the white supremacy and privilege is there as it relate to African Americans.
 - Stevens shared that the events during each generation shaped their thought process/ethos. How will events like the Black Lives Matter movement impact the ethos/thought process of current high schoolers and college students? How will they vote? Will it change for the people of color; that’s yet to be determined. Stevens is excited to see what will happen.
- One Word: Enlightening, informational, revealing, interesting

Next meeting is August 1, 2022, at 1pm to 2:30pm