

***General Meeting***

**November 9, 2021**

**Social at 6:00pm and Meeting at 6:30pm**

**Georgia Sports Hall of Fame & Zoom**

**Attendees:** 58 total attendees (33 in person, 26 via zoom) & emails sent to 24 members who were not present, but listed on the sign-in sheet with dues in good standing (did not send to those on leave and those who have senior status – placement)

1. **Call to Order at 6:38pm**

1. **Welcome – Lauren McDonald for Sydney Solomon**
   1. Reminders- Sign-in on the sign-in sheet or on zoom in chat to receive credit for attendance
2. **Provisional Spotlight – Aimee Carter for Mary Kathyrn Borland**
   1. Welcomed Provisionals and asked them to raise their hands
      1. Cherokee Henry Layfield - Project & Communications Manager at Insight Global
      2. Jackie Atchinson - Assistant Director of Admissions and Recruitment at Mercer University
      3. Chandler Schindler - 7th Grade English Teacher at Stratford Academy
3. **Program- Dr. Ansley Booker – Director of Diversity & Inclusion Initiatives, Mercer University**
   1. Introduction of Speaker – Lauren McDonald for Sydney Solomon
   2. Diversity, Inclusion, & Equity- (DEI)
      1. Reviewed Mission of JLM- The Junior League of Macon is an organization of women committed to promoting voluntarism, developing the potential of women, and improving the community through the effective action and leadership of trained volunteers.
      2. Invited us to do some reflective thinking
         1. Who are you, what are you passionate about? What do you care about? How do you become passionate about your purpose and position it to become a part of America’s promise?
         2. Asked the crowd to share what we are passionate about
         3. What is your spark? What is your purpose?
         4. What is your personal DEI statement?
      3. Definitions & examples:
         1. Diversity- the presence of differences within a given setting. This may include Race, Ethnicity, Nationality, Sexual Orientation, Ability, Age, Gender Identity, Religion /Spiritual Traditions, Veteran Status, Documented Status and Socioeconomic Class.
         2. Inclusion- action or state of including or of being included within a group or structure. More than a numerical representation, inclusion involves authentic and empowered representation, and authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.
         3. Equity- Defined as the state, quality or ideal of being just, impartial and fair. The concept of equity is synonymous with fairness and justice. It is helpful to think of equity as not simply a desired state of affairs or a lofty value. To be achieved and sustained, equity needs to be thought of as a structural and systemic concept.
      4. Discussed and gave examples of implicit bias, microaggressions, stereotypes, prejudice, discrimination, inclusive leadership, access, privilege, and justice.
      5. Forms of Bias- racism, sexism, classism, homophobia, discrimination or harassment based upon: ethnicity, religion, weight, ability, disability, documented status, language or accents, and geography
      6. Impact on careers: Discussed concerns vs. Solutions
      7. How can I help someone else achieve the America’s Dream or Promise? (Equitable life, liberty and Pursuit of Happiness)
         1. Celebrate Heritage and Identity Months: Indigenous Persons or Native American Heritage Month Nov. 1-30
         2. Embrace Allyship , Accountability, & Amplification of voices
         3. Mentor or network within underrepresented communities
         4. Engage in sustainable community change/projects
         5. Support and request DEI trainings at work & in the community
         6. Promote Inclusive Communities, Institutions, & Workplaces
      8. Next steps- Organizations in the Greater Macon Community where you can volunteer:
         1. **Wesleyan's Lane Center for Social and Racial Equity**  
            "Crafting Democratic Futures"  
            Initial Interest Meeting: Tubman Museum, Tuesday, Oct. 19th, 6:00-7:30 p.m.  
            Contact: Mariana Furlin [mfurlinga@gmail.com](mailto:mfurlinga@gmail.com)
         2. 
         3. **Macon Periods Easier** Erin Hawkins [erinhawkins84@gmail.com](mailto:erinhawkins84@gmail.com)
         4. **Tubman Museum Richard Kyle Center for Social Justice**

Executive Director: Harold Young   
Tubman African American Museum

310 Cherry Street, Macon GA 31201

Office: (478) 845-3555 | Fax: (478) 743-9063

hyoung[@tubmanmuseum.com](mailto:dvanzant@tubmanmuseum.com)

<http://www.tubmanmuseum.com/>

* + - 1. **Rosa Jackson Center/Urban Leadership Academy**

Pastor Dominique Johnson

478-390-3371

* + - 1. **LGBTQ+ Youth Group/Macon Pride**

Scott Mitchell [scott@travisjeanemporium.com](mailto:scott@travisjeanemporium.com)

* + - 1. **Storytellers Macon**

Koryn Young

917-412-4661

Koryn Young koryn13@gmail.com

Storytellers Live at the Douglas Theatre & “The Heartbeat of Georgia” Podcast

* + - 1. **Streets to Success**

Contact: Ray Rover

478-284-8463

<https://www.stsuccess.org/>

* + - 1. **Cirrus Academy**

Ms. Hilary Moore

Middle Grades STEM

Cirrus Academy Charter School

Hilary.Moore@cirrusacademy.org

(478) 250-1376, Ext. 708

(478) 318-2109

* + - 1. **Real I.M.P.A.C.T Center, Inc.**

Contact: Geneva West

478.714.6039

<http://www.realimpactcenter.org/home.html>

* + 1. Join AJLI Diversity Facebook group if you’re interested in learning more about these efforts in other leagues and sharing ideas

1. **Willingness to Serve & Ballots – Aimee Carter**
   * 1. Everyone fills out the Willingness to Serve Survey
     2. President Elect Ballot-actives only
     3. Board of Directors Ballot-actives only
     4. Placement Committee-actives only
     5. Digital Cheetah from 11/9/21 to 11/12/21
     6. If you have any questions, please contact Aimee Carter through Digital Cheetah
2. **Fund Development – Kaci Whiddon**
   1. 11/10/21: Karats & Keepsakes Shopping Event
   2. 11/30/21: Georgia Gives Day at Fall Line Brewing Company
      1. There will be door prizes for all who donate to Georgia Gives Day!
3. **2021 Discount Card – Maggie Discher**
   1. JLM Discount Cards
   2. JLM Merch- Selling hats ($20) & magnets ($8), also seeking interest from the group for a pullover sweatshirt
4. **2021 Chili Cook-Off Winner – Sara Wood**
   1. 1st Prize – Dana Nicolazzi
   2. Runner Up – Aimee Carter
5. **Member Announcements – Lauren McDonald**
   1. Kaci Whiddon- Fund Development Chair - reminded everyone about the Kinjo Happy Hour on 11/18/21. This helps us engage local businesses to patron their businesses and receive a donation. See Kaci if you have any questions or suggestions
   2. Christmas Party- More details to come on location, likely to take place at Sydney’s house. We will have a school supplies drive.
6. **Adjourned at 7:30 PM**

**Important Dates:**

**November 10th Karats & Keepsakes Event**

**November 18th Kinjo Happy Hour**

**November 30th Georgia Gives Day**

**December 7th JLM Holiday Party**