

MEETING MINUTES
CULTURE SUB-COMMITTEE
EQUITY & INCLUSION ADVISORY COMMITTEE

May 20, 2026
TEAMS Meeting

Members Present:

Jamie Petersen-Johnson
Dawn LaFond
Jennifer Van Haaften
Kris Ward

Optional Attendees Present:

Jennifer Ginter-Lyght

Members Not Present:

Leslie Busby-Amegashie

Total members: 6

Total voting subcommittee members: 4 (2 Co-Chairs not included as voting members)

Quorum for subcommittee (one-third of total voting membership; Chair is not considered a voting member): 2

1. Welcome and Call to Order

- The meeting of the Culture Subcommittee of the Equity & Inclusion Advisory Committee was called to order by Jamie Petersen-Johnson at 1:34.

2. Roll Call and Engagement Activity

- Roll call and engagement activity was completed by Jamie Petersen-Johnson and a quorum was PRESENT.
- Engagement activity's question was, "What fun activity will you be doing this weekend."

3. Certification of Notice of Meeting

- Certified by Dawn LaFond that agenda posted at WAMS, DPM HR Site and WDVA internet site.

4. Adoption of Minutes from May 20, 2026

- MOTION: The April 21, 2026, meeting minutes were circulated via email – No edits requested. Motion to approve by Jennifer Van Haaften; second by Jamie Petersen-Johnson. Minutes are hereby approved and will be posted to WAMS, DPM HR Site and the WDVA internet site.

5. Old Business

- Culture Plan, based on improving exit interview survey results from employees leaving DVA. Culture had as a goal to increase survey results in the category of job satisfaction and morale by at least 15 percentage points. OOS recommended modifying this to be a goal to be at least 10 percentage points, which is a far more realistic goal and likely to make this goal obtainable.

6. New Business

- Catch a Coworker, candy bars new order was made, Jamie Peterson-Johnson will pick up. There are 13 candy bars remaining from the previous order.
- Influence Award, draft of application next meeting June 23rd assigned to Kris Ward to use Catch a Coworker. Discussed what to use as a matrix for the application, stay survey, exit interview information and the screen savers. DVA has received some positive feedback from King staff regarding participation and wanting more recognition. A draft of the application to Jamie Peterson-Johnson and Jennifer Van Haaften for review the week of June 15th.
- Develop a slide on Mental Health to be added to the screen savers. The staff on the floor are unable to attend training due to staffing. Dawn LaFond suggested having this training done during onboarding. Discussion regarding being overwhelmed with so much information before hitting the floor.
- EAP, getting the message out by making slides for them. EAP offers so many services that employees might be unaware of such as mental health challenges, legal support and writing your own will. Hoping to get out small pieces of information to intrigue employees to investigate topics of interest.
- Worklife & Convenience Services slides, are what DVA employees have requested for more information during a survey, review and make more screen saver slides on this topic.
- Develop a screen saver to include the new Noteworthy News.
- New members, suggestion of two possibilities.

7. Future Agenda Items

- None

8. Public Comment

- None

9. Adjournment

- MOTION: Motion to adjourn the meeting was moved by Jennifer Van Haaften; second by Jamie Petersen-Johnson and carried on a vote to adjourn the meeting. Meeting was adjourned at 2:21.

Kris Ward