# Minutes

**Committee:** Equity Committee

**Date:** 04/28/2022

**Duration:** 12:00 – 1:30

**Meeting Place:** Zoom virtual meeting

**Attendance:**

P = Present
TC = Attended via Dial in
A = Absent

| Equity Committee Members | | | | | | | |
|---|---|---|---|---|---|---|---|
| A | Guen Brown | P | Claire Burrus | P | Junghee Cho | A | Kellee Coleman |
| P | Jesus Gonzales | P | Kimberly Holiday | P | Soleece Watson | P | Sulipsa Luque |
| P | Lori Neyland | P | Esteban Olave | A | Steven James Potter | A | Rachel Calhoun Schmidt |
| | | | | | | | |
| **Co-Chairs** | | | | | | | |
| P | Netanya Jamieson | P | Summer Wright | | | | |
| **Other Community Members** | | | | | | | |
| | Jacob Alan Henson | | Varshinee Sreekanth | | | | |
| | LaToya Kindred-Ray | | Karem Castillo | | | | |
| | Ishan Nigam | | | | | | |
| **ECHO Support Staff** | | | | | | | |
| P | Chris Davis | | | | | | |
| **Other ECHO Staff** | | | | | | | |
| | Meagan Biscamp | | Mariane Elzy | | Allison Mabbs | | |
| | La Shandraia Dwyer | | Alesandra Dominguez | | | | |

| | AGENDA | | DISCUSSION | ACTION ITEMS |
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| I. | **Welcome & Check-in** | N. Jamieson | Favorite flavor of ice cream | ● |
| II. | **Voting Member Attendance** | S. Wright | ● Moved up from end of agenda<br>● Inconsistent attendance<br>● If we take the two people who have not showed up off the membership, reduces number to 12 members, meaning seven needed for quorum<br>● Support for taking measures that ensures Equity reaches quorum more consistently, as long as current contact methods are still legit and the best ways to reach people<br>● Quorum reached this meeting | |
| III. | **Leadership Council Roadmap** | S. Wright, N. Jamieson, and All | ● Summer recaps some of her edits to the working doc; question: how to move forward now? Need to have edits complete by Monday to present to LC meeting<br>● Equitable system bullet | ● |

| AGENDA | DISCUSSION | ACTION |
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- ○ seems more like a restatement of Equity's goal and not an achievable 2022 task; desire to keep this bullet even though it's not accomplishable by the end of the year; agreement to change wording to "Move towards" an equitable system
- Increase PLE input bullet:
  - ○ Suggestion to rework language to emphasize what this looks like in practice
  - ○ Suggestion to replace "experience" with "expertise"; using this language in the Roadmap gives even more legitimacy to these voices in our system
  - ○ Whether to include language around compensation piece – what is the capacity we can sustainably commit to this? This is something ECHO staff have spent a lot of time and energy trying to get right – need to be accountability
  - ○ Suggestion to include sustainable measurements (surveys, etc.) along with funding
  - ○ Agreement to add language specifying to achieve this through sustainable presence in governance
- Question: will the tasks have more detailed work plans? A: this is meant to be broad right now, and Equity can determine specifics throughout the year
- Queer households bullet
  - ○ Important because it's the only one that mentioned queer people specifically – also may involve system improvement committee
  - ○ Population is already misunderstood – need to work with partners on this, but some partners don't have systems in place to work on this
  - ○ With many of these tasks, there are barriers to achieving these goals, and it may be helpful to talk about where we're at right now – need to bring more people to the table
  - ○ Suggestion to begin identifying providers and degree to which they support best practices with this population
  - ○ No organizations in Austin working specifically with trans or queer people experiencing homelessness – some youth-focused groups work in this space, but not exclusively
  - ○ LC has spaces where there is decision-making authority and other spaces where it can exert influence over conversations; this committee can facilitate space for development of queer-centered services
  - ○ Concern raised that this bullet requires collaboration with other committees and it may pigeon-hole Equity into a more narrow scope
  - ○ Also important for Equity to be a leader in this space

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| | | ○ If we're not specific in what we're trying to accomplish, then these tasks don't get done – someone has to work on it to make change – belief that Equity can be a leader in this space – if no one calls it out, we'll never get started<br>○ Suggestion to split "identify" and "rectify" into two bullets to ease amount of work required by each (one bullet with both is too big a task)<br>○ Suggestion not to focus on specific solutions (training, etc.) because we don't know what kinds of gaps Equity will identify – also will depend on data<br>● Equitable funding bullet<br>  ○ Summer expanded language to prioritize smaller organizations – related to convos around ASOC<br>  ○ Suggestion to phrase as minority-led orgs or orgs that serve a majority-minority population, rather than "smaller"<br>  ○ Discussion over whether to include a percentage of population served in phrasing above – a number provides something to measure against and accountability, but concern that Equity doesn't know which funding opportunities will be available for input<br>  ○ Agreement to use language "larger minority populations"<br>● Hiring and retention bullet<br>  ○ Added by Summer in working doc - Training and Professional Development Workgroup wasn't represented in tasks otherwise, and she's excited around starting it<br>  ○ Concern that if Equity doesn't identify a way to actually do it, it may not remove the barriers<br>  ○ Reasoning is that someone without a degree and/or doesn't own a car doesn't qualify for peer support, case management positions at organizations despite having lived expertise – only so much control in this space – goes back to influence conversation<br>  ○ Comment from chat: "I think there's only so much we can do at some point. I feel like we are spinning a wheel here, which I think is part of this system of keeping certain people in certain positions. The leadership of organizations like ECHO could take the initiative to hire consulting groups to come in and do the work with all of the decision makers. These committee meetings sometimes feel like a repetition of a cycle that keeps hitting the same wall. There are a lot of amazing leaders in the community that are gender/sexually/racially diverse that offer programs, but from a certain perspective, ECHO operates through lens of dominant supremacy culture. But I think we could make a lot more ground if the other side was doing the work | |

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|  |  | as well, because it seems like there's always the same barriers. Just a thought that popped up, don't mean to derail."<br>  ○ Suggestion to focus more on the influence side – hiring and money will always pose issues, but important to advocate for this in these foundational roles<br>  ○ Policies to identify include not being able to apply for jobs at organizations if you've received services from them within the last X years – this can be a licensing requirement for social work, etc. – transportation policies – also needs to be opportunities for growth – can't live on a peer support specialist salary forever<br>  ○ Agreement to use "encourage" language rather than "increase"<br>● Geographical distribution bullet<br>  ○ Added by Summer in working doc – want to brainstorm what Equity can do with this<br>  ○ Suggestion and agreement to add geographical distribution to funding bullet above<br>  ○ Our system is striving to do better at collecting geographical data around street outreach so we know where people are accessing resources and where they're not – not sure if should be owned by committee, but work will be done here in the coming year – suggestion and agreement to add another bullet about identifying gaps in geographical distributions<br>● Workgroups<br>  ○ Three existing workgroups in Roadmap – Policies and Procedures, Training and Professional Development, Tools<br>  ○ Summer added to working doc – PLE Support Space – space for PLE involved in governance to connect<br>  ○ Suggestion to separate out Austin Prioritization Index from Tools workgroup – still makes sense to have separate Tools workgroup that focused on broader improvement/evaluation<br>  ○ Do training and professional development feel like different workgroups? Feels that way – development is giving people space and opportunity to grow in organizations – suggestion and agreement to separate into two workgroups<br>  ○ Workshopping Professional Development Workgroup language – pull from organizations that are already partners (ACC, workforce partners) – take advantage of what already exists rather than inventing from scratch - should also include career growth opportunities – mentorship, making time for people to grow during work hours is important |  |

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| | | ● Vote<br>   ○ Still have quorum (Sulipsa left at the top of the hour but sent her approving vote before leaving)<br>   ○ Unanimous approval of the Equity roadmap<br>      ■ Next step: present to LC at Monday meeting | |
| IV.    Updates & Announcements | | N/A | ● |
| Adjournment | | ● ***Next Meeting: 5.12.22,*** **12:00PM – 1:30PM**; Virtual meeting via Zoom | |