



# Minutes

**Committee:** Equity Committee

**Date:** 05/11/2023

**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	A	Junghee Cho	A	Kellee Coleman
P	Jesus Gonzales	P	Sulipsa Luque	P	Soleece Watson		
A	Lori Neyland	P	Esteban Olave	P	Tiffany Hart		
Co-Chairs							
P	Kimberly Holiday						
Other Community Members							
	Cassandra Richards		Amanda Jasso		Mesha Fox		
	Karem Castillo		Christina Montes		Kayla Y		
	Belinda Sayabouapheth		Dylan Shubitz				
ECHO Support Staff							
P	Chris Davis						
Other ECHO Staff							
	Maya Beit-Arie		Preston Petty				
	Kyle Walker						

AGENDA		DISCUSSION	ACTION ITEMS
I.	Welcome & Check-in		•
II.	Co-Chair Discussion K. Holiday & M. Beit-Arie	<ul style="list-style-type: none"> <li>● Recap of situation (Maya)               <ul style="list-style-type: none"> <li>○ Netanya, former co-chair, has moved to work in a different Continuum of Care (CoC), which means she is ineligible to serve as a voting member/co-chair; still able to join meetings and share expertise</li> <li>○ Responsibilities of co-chair                   <ul style="list-style-type: none"> <li>▪</li> </ul> </li> </ul> </li> <li>● Nominations               <ul style="list-style-type: none"> <li>○ Esteban and Denver both nominated at last meeting, needed time to consider                   <ul style="list-style-type: none"> <li>▪ Denver declines due to a conflicting leadership opportunity</li> <li>▪ Esteban accepts; will show up as best as possible for the committee; KH shares Esteban reached out to talk about work and responsibilities</li> </ul> </li> </ul> </li> </ul>	

AGENDA	DISCUSSION	ACTION	
		<ul style="list-style-type: none"> <li>○ No further nominations</li> <li>● Anonymous Vote (no vote necessary because sole candidate) <ul style="list-style-type: none"> <li>○ In case of tie, anonymous runoff between top two</li> <li>○ Congratulate new co-chair <ul style="list-style-type: none"> <li>▪ <b>Congratulations Esteban!</b></li> </ul> </li> </ul> </li> </ul>	
<p><b>III. HACA/HATC Vouchers</b></p>	<p>D. Shubitz, C. Montes</p>	<ul style="list-style-type: none"> <li>● Background: The Housing Authority of the City of Austin (HACA) &amp; the Housing Authority of Travis County (HATC) received new vouchers; having conversations around CoC about how to use them and implementation <ul style="list-style-type: none"> <li>○ First presented in June 2022 - HUD announced new allocation - \$43 million for stability vouchers for 4,000 households across U.S.</li> <li>○ Address needs by connecting people to permanent support housing, healthcare, and supports</li> <li>○ Received awards April 2023 - 49 vouchers for the Austin/Travis County community</li> <li>○ Qualifications for vouchers (one of the following): experiencing homelessness, at risk, fleeing or attempting to flee dv, veterans/families that meet one of other criteria</li> <li>○ These are like housing choice vouchers - families pay what they can for rent and voucher covers the rest; what's different - most vouchers have to follow a set of rules set by housing authority, but these can be more tailored to target population (people experiencing homelessness) <ul style="list-style-type: none"> <li>▪ Can set up a separate waitlist (take referrals from Coordinated Entry)</li> <li>▪ shorter contracts with landlords (if shorter lease works better)</li> <li>▪ flexibility on documentation requirements</li> </ul> </li> <li>○ Two mandatory denials (from HUD): people convicted of manufacture of methamphetamine on public housing property, people with lifetime registration requirements for sexual offenses</li> <li>○ Other requirements: documentation of eligibility, at least one person with eligible citizenship or immigration status, income limit</li> </ul> </li> <li>● Questions/feedback <ul style="list-style-type: none"> <li>○ Citizenship/immigration - a child can qualify whole family, does not have to be head of household</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>●</li> </ul>

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		<ul style="list-style-type: none"> <li>○ Could create new permanent supportive housing beds for the community (if services are attached) because these are permanent subsidies, or new rapid rehousing</li> <li>○ New allocation is 49 total vouchers that would serve our area - less than expected, but need to put to best use; if housing authorities deny allocations, HUD will redistribute to other communities, so possible Austin/Travis County will get more, but don't know <ul style="list-style-type: none"> <li>▪ This is not all the vouchers available in the community, this is just the total for this new resource</li> </ul> </li> <li>○ Gaps in our system that could be filled by vouchers? <ul style="list-style-type: none"> <li>▪ Updated Needs &amp; Gaps report will be coming out in the next month or so, but wouldn't want to speak to this before the analysis is complete; can refer to prior years' reports and dashboard data - shows a lot of single households in need</li> </ul> </li> <li>○ When do we need a decision on how they'll be used? <ul style="list-style-type: none"> <li>▪ Not really a hard deadline - only deadline is 90 days to complete the Memorandum of Understanding (MOU) with the local Continuum of Care (CoC) - does not need to specify how the vouchers will be used</li> <li>▪ Would be great to get some data to be sure we're targeting the right folks with these vouchers - if we can wait for new data or use old data to inform, would be helpful <ul style="list-style-type: none"> <li>● Will be presenting some preliminary information from new Needs &amp; Gaps to Leadership Council toward the end of this month</li> </ul> </li> </ul> </li> <li>○ One option is to not verify Social Security numbers before people can move in; just have to provide it - is this something the Committee is in favor of? <ul style="list-style-type: none"> <li>▪ Broad agreement that this is a positive step - anything that can make this process easier for folks</li> <li>▪ Maximum flexibility</li> </ul> </li> <li>● Contacts: Christina Montes: <a href="mailto:christina.montes@traviscountytx.gov">christina.montes@traviscountytx.gov</a>; Dylan Shubitz: <a href="mailto:DylanS@hacanet.org">DylanS@hacanet.org</a></li> </ul>	
<b>IV. Roundtable Check-ins</b>	K. Holiday, All	<ul style="list-style-type: none"> <li>● Using this time to reset the Equity Committee, so want to ask a few questions; will probably come back to this, but want to hear from people <ul style="list-style-type: none"> <li>○ What do you hope to get out of the Equity Committee?</li> </ul> </li> </ul>	

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		<ul style="list-style-type: none"> <li>o What are your expectations for the Equity Committee?</li> <li>• Discussion <ul style="list-style-type: none"> <li>o Lots to learn about everything that's happening in the community, hear diverse voices, and action - want to feel like something comes out of this</li> <li>o Coming in with expectations to simplify process for everyone here; from leadership level to frontline staff to people we're serving - create change and elevate voices; improve systems and see results from the work we're doing</li> <li>o Came to learn; everyone part of community can contribute to creative ways to serve people</li> <li>o See inequities in our community drastically reduced through the work this committee leads; bring national level learning to this space so we can work to implement best practices, and continue to improve the experiences of people who have to navigate the system in our community; expect to lean into the discomfort and hold each other and our community partners accountable, so we can continue to dismantle white supremacy culture that's ingrained in our system</li> <li>o Expect to not back down - strong voice as a collective if everyone is able to be on the forefront of certain issues - would be able to see more change rather than accepting what's given</li> </ul> </li> <li>• Continue to check in our your "why" over the next month</li> </ul>	
<b>V. Updates &amp; Announcements</b>	C. Burrus, T. Hart, & All	<ul style="list-style-type: none"> <li>• Update <ul style="list-style-type: none"> <li>o Will be sending Governance Code of Conduct and Roadmap; take time in next month to read and understand the documents <ul style="list-style-type: none"> <li>▪ Section 4, section 5, section 6, and section 7 are most important for this group</li> <li>▪ Would like to have this signed and returned by next meeting (details to sign virtually will be forthcoming)</li> <li>▪ Living document - if there's anything you don't like, want to hear this feedback</li> <li>▪ Will open the floor for discussion at next meeting</li> </ul> </li> <li>o What's the purpose? <ul style="list-style-type: none"> <li>▪ Roadmap doesn't require signature or anything - just a charge/call to action from the Leadership Council</li> </ul> </li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Read the Code of Conduct and be prepared to discuss at next meeting; look for follow up with a way to sign virtually</li> </ul>

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	<ul style="list-style-type: none"> <li>▪ Code of Conduct is designed to hold members of governance groups to standards - clarification of role of co-chairs and expectations of participation in governance groups (committees and workgroups)</li> <li>● Active Workgroup Updates <ul style="list-style-type: none"> <li>○ APAT Development <ul style="list-style-type: none"> <li>▪ Have added four next pilot questions to the APAT; will continue to be asked of people doing assessments and continue to discuss/refine in the workgroup <ul style="list-style-type: none"> <li>● Questions focus on impact of gentrification and displacement, as well as criminal legal system involvement; talking about adding some to do with foster care involvement</li> </ul> </li> <li>▪ Meets second Tuesday of each month at 11 - contact Claire Burrus for meeting invite: <a href="mailto:claireburrus@austinecho.org">claireburrus@austinecho.org</a></li> </ul> </li> <li>○ PLE Support Space <ul style="list-style-type: none"> <li>▪ No real updates, but meeting Wednesday 5/17 from 2-3 for anyone with lived experience who's interested in joining</li> <li>▪ Last meeting, strategizing about concerns to approach Leadership Council with; also celebrated a member who got housed recently</li> </ul> </li> </ul> </li> <li>● Inactive Workgroups <ul style="list-style-type: none"> <li>○ Policies &amp; Procedures Workgroup</li> <li>○ Tools Workgroup</li> <li>○ Trainings Workgroup</li> <li>○ Professional Development Workgroup</li> </ul> </li> </ul>	
Adjournment	<ul style="list-style-type: none"> <li>● <b>Next Meeting: 6/8/23 12:00PM – 1:30PM; Virtual meeting via Zoom</b></li> </ul>	