



Minutes

Committee: Equity Committee

Date: 6/8/2023

Duration: 12:00 – 1:30

Meeting Place: Zoom virtual meeting

Attendance:

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

Equity Committee Members							
P	Guen Brown	P	Claire Burrus	A	Junghee Cho	A	Kellee Coleman
P	Jesus Gonzales	P	Sulipsa Luque	A	Soleece Watson		
A	Lori Neyland			P	Tiffany Hart		
Co-Chairs							
P	Kimberly Holiday	P	Esteban Olave				
Other Community Members							
P	Gabriela Fernandez						
P	Patricia Barrera						
P	Karem Castillo						
ECHO Support Staff							
A	Chris Davis						
Other ECHO Staff							
P	Whitney Bright	P	Angel Romero	P	Joshua Taylor		
P	Preston Petty	P	Mariana Krueger				

AGENDA		DISCUSSION	ACTION ITEMS
I.	Welcome & Check-in	Kimberly Holiday	
II.	LGBTQIA+ equity and data	Whitney Bright + Esteban Olave HAPPY PRIDE MONTH!!! Question: How can our system better reach LGBTQIA+ folks? Data concerns: <ul style="list-style-type: none"> • Our data in HMIS regarding sexual orientation is spotty (collected in CAs and for “runaway youth” but not comprehensively for all clients) • Safety and security affect our ability to accurately collect data on both gender and sexual orientation. • Model language for client intake could be “What gender do you most closely identify with?” Important to use a neutral tone when asking questions so as to not imply you’re making an assumption about the client. • It’s very important to share with clients WHY we’re asking the questions we are - what is going to happen with this information? how is it used? 	<ul style="list-style-type: none"> • Someone from ECHO to reach out to Tiffany (LC) and Gaby (AYC) about potentially leading the Training Workgroup (currently inactive)

AGENDA	DISCUSSION	ACTION
	<p>How the HRS can provide support to LGBTQIA+ clients with our services:</p> <ul style="list-style-type: none"> ● Maybe we could get a system-wide training on LGBTQIA+ equity for the Austin/Travis County HRS? (True Colors United plug from Tiffany here) ● Are there LGBTQIA+ specific resources in our community? Can we identify them and make them more accessible? ● Importance of intersectionality in our equity work (e.g. racial equity + lgbtqia+ equity) <p>What our Equity Committee can do:</p> <ul style="list-style-type: none"> ● Reinstating our Training Workgroup for the Equity Committee ● Get comfortable calling each other in and not letting perfection get in the way of progress 	
<p>III. “Through an Equity Lens”</p>	<p>Esteban Olave</p> <p>Opportunities to implement support systems “through an equity lens”:</p> <ul style="list-style-type: none"> ● Lack of uniform onboarding - PLE are disregarded in governance meetings because of terminology/culture differences in expression <ul style="list-style-type: none"> ○ If PLE want training on terms/etc. it should be accessible ○ Everyone else needs to be trained on respectful behavior ● More lived experience - including providing training so that people are prepared to be actively engaged, AND recruiting actively RE: openings for lived experience on social media ● Create pathways for people to be active in governance ● Provide info on navigating system ● Technological barriers and ECHO support ● Could AJC (or another group) provide a training on community organizing to folks who are interested? 	<ul style="list-style-type: none"> ● Share notes from this section with new Training Workgroup leads ● Discussion: Does the Equity Committee want to recruit new members?
<p>IV. Updates & Announcements</p>	<p>Active Workgroup Updates</p> <ul style="list-style-type: none"> ● APAT Development ● PLE Support Space <p>Inactive Workgroups</p> <ul style="list-style-type: none"> ● Policies & Procedures Workgroup ● Trainings Workgroup ● Professional Development Workgroup 	<ul style="list-style-type: none"> ● Looking to stand the Trainings Workgroup back up
<p>Adjournment</p>	<ul style="list-style-type: none"> ● Next Meeting: 7/13/23 12:00PM – 1:30PM; Virtual meeting via Zoom 	

AGENDA	DISCUSSION	ACTION
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