Minutes

Committee: Equity Committee

Duration: 12:00 – 1:30

Date: 06/30/2022

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	Kimberly Holiday	A	Soleece Watson	P	Sulipsa Luque
P	Lori Neyland	A	Esteban Olave	P	Tiffany Hart		
Co-Chairs							
P	Netanya Jamieson	P	Summer Wright				
Other Community Members							
	Ana Perez						
	Karem Castillo						
	LaToya Kindred-Ray						
ECHO Support Staff							
P	Chris Davis						
Other ECHO Staff							
	Alesandra Dominguez		Whitney Bright				
	Mariane Elzy		Meagan Biscamp				

	AGENDA		DISCUSSION	ACTION ITEMS
I.	**Welcome & Check-in**	N. Jamieson		●
II.	**Austin Prioritization Index Name Change**	N. Jamieson	- Discussion - Recap last meeting: - API is the same acronym that stands for Asians and Pacific Islanders and don't want to confuse/be insensitive - SW & CB: The Index is getting a lot of attention nationally, and "API" is already known; would be good to keep something close to minimize confusion – suggest Austin Prioritization Tool (APT) - SL: Thought "API" was confusing, not necessarily offensive – want to change name to avoid confusion and agree on keeping new name close - NJ: We live in acronym land and need to get out of using so many acronyms in the first place; hard to see the change having been part of the Index from the beginning;	

AGENDA		DISCUSSION	ACTION
		want Austin to be proud of this tool, and don't want that pride to fade away – don't want to lose essence of what it is ● Difficult to find three-letter combinations that don't bring up other associations ● Various suggestions: APEX, APT, APSTI, APST, ATXPI, ATPI, APIT, APST, APS, APD ● Suggestion: **Austin Prioritization Assessment Tool (APAT) – unanimous vote to approve**	

III.	**HMIS Client Naming Procedures**
	
	S. Wright
		● *Whitney Bright, ECHO's HMIS Director, was invited by co-chairs for this conversation*
		● Background
		    o Dead/legal name vs. preferred name
		    o The way client data is stored in HMIS, there's a line for name, birthday, 2-3 more lines, then an "alias" line for preferred name, nickname, etc.
		    o Can put any name in the name line, but helps to put legal name for service delivery – this encourages dead-naming (using a trans person's legal name they don't identify with before they've been able to legally change it to their preferred name), which can be unsafe
		● Discussion
		    o TH: HUD is clued into this through the TA world and this committee can pass along recommendations for how to be more inclusive of gender identity
		    o SW: Would like to change alias to preferred name and move it to the top
		    o WB: We do not have the ability to change and/or move questions in the HMIS intake – would have to go through WellSky (our HMIS provider)
		    o SW: Broader point about how organizations treat trans people – would like to improve training for providers to be aware of and responsive to trans people's needs – can cause real harm when people use a legal name even when a preferred name is present and highlighted – busy providers aren't always going to review an entire file before speaking with someone, so it matters where the preferred name is located on forms, etc.; if unable to change the HMIS side, this can be part of training
		    o SL: From provider perspective, legal name is really important, but client-centered services are too; suggestion to treat this like billing/shipping addresses – here's the name you need for this application, here's the name you need for this; agree with suggestion to put preferred name higher/prominent
		    o MB: Recently in a space with case managers where dead-naming was a new concept, so need for training; Lyric Wardlow's (ECHO staff) community training series might be a good fit for this
			● S. Wright to contact Lyric about joining next meeting to discuss training possibilities

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		○ SL: There is no real training in the community around gender identity – can't assume people know this stuff; also dependent on organization leadership bringing in this kind of training ○ TH: Suggestion to score NOFO/federal grant applications based in part on participation in trainings on inclusion, diversity, etc. – are we allowed to create a training series like this? Could True Colors United (TH's organization) support the creation of trainings? ○ NJ: This has been on the committee back-burner to create a training series – would want to make sure EC certifies/creates the training to ensure uniformity ○ CB: Would be helpful to have a baseline to compare training to; don't want to slow down this process, but would be good to measure impact of training ○ WB: We could create a training around diversity and appropriate language to put in our LMS for HMIS new users ● **Next steps**: Summer will connect with Lyric to possibly join next meeting	

IV. **Updates & Announcements**	N. Jamieson, S. Wright & All	● Workgroup interest discussion
		  ○ Only PLE Support Space meeting right now
		  ○ Workgroups are meant to hold specific projects when there's overflow in the EC space (APAT, etc.)
		  ○ The workgroups listed are recommendations from LC, but it's up to EC
		  ○ CB: Performance Monitoring Committee sent around interest form for different workgroups – could do the same; might help build momentum to bring ideas from workgroups to full EC rather than vice versa
		  ○ NJ: Would like to see workgroups start
		  ○ CB: Suggest taking a step back to give people opportunity to look over workgroups and decide what they want to do
		  ○ NJ: Suggest regrouping at the next meeting after sending workgroups/descriptions to everyone on EC as well as people who applied and didn't make it onto EC
		  ○ JG: Seeking list/collection of opportunities/events/organizations where people can get involved to support unhoused people on the advocacy/planning side
		    ■ CB: ECHO's been talking about this internally, and can connect JG with ECHO to work on it
		  ○ Defining workgroup leaders:
			●

AGENDA		DISCUSSION	ACTION

		■ SW is over PLE Support Space
		● Workgroup Updates
		    ○ Policies & Procedures Workgroup
		    ○ Tools Workgroup
		    ○ Trainings Workgroup
		    ○ Professional Development Workgroup
		    ○ PLE Support Space
		    ○ APAT Development	

V. Roadmap equity discussion	C. Burrus	● Item added during meeting ● Equity is mentioned in a number of other places throughout the Roadmap ● Suggest a role for EC to define equity for governance so everyone is on the same page ● Future agenda item	
Adjournment		● ***Next Meeting: 07/14/2022* 12:00PM – 1:30PM**; Virtual meeting via Zoom	