Minutes

Committee: Equity Committee

Date: 03/31/2022

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	Soleece Watson
A	Jesus Gonzales	P	Kimberly Holiday	A	Sulipsa Luque	A	Kellee Coleman
A	Lori Neyland	P	Esteban Olave	A	Steven James Potter	A	Rachel Calhoun Schmidt
Co-Chairs							
P	Netanya Jamieson	P	Summer Wright				
Other Community Members							
ECHO Support Staff							
P	Chris Davis						
Other ECHO Staff							

	AGENDA		DISCUSSION	ACTION ITEMS
I.	**Welcome & Check-in**	N. Jamieson		●
II.	**Updates & Announcements**	N. Jamieson	● Opportunity to present at THN on the API 　o Anyone with experience working on API 　o Claire, Preston, and Quiana were originally going to present at THN conference in 2021, but canceled due to in-person event 　o Rhie wants to support this work – nationally, people want us to hand them our tool, but we need to teach the customization piece of this 　o Contact chairs or C. Davis to participate ● Workgroup Updates (N/A) 　o Policies & Procedures Workgroup 　o HRS Tools Workgroup 　o Training & Professional Development Workgroup	**- Contact Committee chairs and/or C. Davis if interested in participating in a presentation**

AGENDA			DISCUSSION	ACTION

			o Library training for people experiencing homelessness
			    ▪ Something that library has internally
			    ▪ Would like to work on developing relationship with library to influence training around this	

III.	**Co-Chair Discussion**	S. Wright, All	● Level-setting about changes to Summer's role
			   o Summer: When voted in, strictly a person with lived expertise, now working full time at ECHO – not an explicit conflict of interest, and no specific policies preventing the co-chairship, but want to open for discussion to be transparent
			   o No quorum established, so decision made to vote on the co-chairship by email
			   o Netanya: Don't have quorum, but would still like to have the conversation because we can't keep pushing off this conversation; ECHO presence has been felt heavily in all committees, and there's a desire to reduce it
			   o Summer: this is to be above board and transparent
			   o Kimberly: appreciates transparency, and comfortable with Summer's continued role
			   o Rhie: don't doubt Summer's commitment; would ECHO recuse themselves on votes that impact ECHO?
			● Possible re-vote on co-chairship
			   o Quorum not reached (vote by email approved)
				● **C. Davis sends email vote**
				● **All members: Vote by end of day 4/7/22**

IV.	**Scope of Work**	S. Wright, N. Jamieson	● Leadership Council Roadmap (Roadmap available here)
			   o Been difficult to reach quorum in committees - this is something the committee needs to address
			   o Equity Committee charge (from Roadmap): To eliminate racial disparities within the HRS, to increase the safety and accessibility of the HRS to LGBTQ clients, and to address intersections of marginalization of groups that would not be served equitably without explicit focus.
			   o Committee can come up with the priorities under the broad tasks listed
			     ▪ Came up with some priorities at the last meeting – staffing, geographic diversity
			   o Discussion on Tasks for 2022
			     ▪ Task 1 (as written in Roadmap): Increase the number of Black-led organizations as service providers.
				● **All members: Provide feedback and suggestions on wording in this Google doc**

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	- Netanya: issue with bullet 1 because not a lot of Black-led orgs around right now – are we going to create new agencies? - Summer: can mean increasing funding to Black-led orgs (like Austin Street Outreach Collaborative - ASOC), expanding capacity – ASOC was targeted to small orgs – suggest rewording as prioritizing funding, not just number of organizations - Claire: Also Black-led groups that are in the community already but not doing homelessness services exactly – can we target funding to get these orgs engaged with the Homelessness Response System (HRS)? - Netanya: Want to be careful not to consider orgs that have BIPOC in high positions but aren't actually Black-led - Esteban: Lots of nuance in this – sometimes orgs hire people to check a box, but they don't do the internal work of including diverse voices in decision-making - Summer: Difference between staff you have and staff you retain; increase capacity of Black-led providers, and also ensuring not just representation, but retention and training - Task 2 (as currently written): Ensure and increase the referrals and success of Black households in the HRS. - Netanya: On bullet 2, used to work for Rapid Re-Housing (RRH) provider, and reporting of success metrics isn't the same across agencies – need to define what success is - Claire: Returns to homelessness are captured, and they reflect poorly in performance monitoring, but "successful exits" are not retroactively erased due to return – opportunity to implement qualitative research questions – questions like, did you feel this was a successful exit? - Preston: Could look at programs with target populations - how restrictive are these targets? Which programs have target pops and which don't? And what's the percentage of referrals going to each of these? - Claire: How do we measure this? Will we get regular updates from agencies on these metrics? Could be an opportunity to	

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		create work plans that hold Equity Committee (EC) accountable to these tasks everyone has agreed to	
		▪ Junghee: Clarification of how we know about this disparity – do we know this or think this?	
		● Claire: Metric that is most telling is that returns to homelessness is much higher for Black people; Black people are also much more likely to experience homelessness, so rate of housing Black people should be equally as high; there are a lot of secondary effects of disparities from subpopulations – veterans, etc. tend to be white	
		● Junghee: are we saying that veterans groups shouldn't serve veterans because they're disproportionately white? – domestic violence survivor groups, etc. – grants can be specific to serve subpopulations, so as long as orgs are not using race specifically to deny access, it will be hard to identify and execute	
		● Summer: old Coordinated Entry System (CES) de-prioritized people of color, especially Black people – API is combatting this; also dealing with a shortage of services – if we had what we needed, equity would just look like everyone being served – if we're looking inside a specific subpopulation, we need to ensure that all racial groups are served equitably within those subpops; referrals is referrals to housing, and we do know that people of color are not being referred to housing as frequently	
		● Claire: EC goal is to find root causes of these disparities – this helps us point orgs to places where they can improve	
		▪ Summer: EC is able to use these broad tasks to define specific activities	
		o Created Google doc to work on wording together	
		● Mission, vision, scope of work discussion	

V. Workgroup Setup	S. Wright, N. Jamieson	● **Agenda item pushed to next meeting**
		 ● **Decision to meet twice in April and May on a trial run - 2nd and last Thursdays**
		  ○ Potential first project: Library training for people experiencing homelessness
		  ○ Discussion about other workgroups
		   ■ Ex.: Does API deserve a workgroup?	

AGENDA		DISCUSSION	ACTION
		○ Discussion about whether to move Committee to two meetings per month 　　■ Ex.: API pilot question vote	
Adjournment		● ***Next Meeting: 04/14/2022,*** **12:00PM – 1:30PM**; Virtual meeting via Zoom	