Minutes

Committee: Equity Committee

Duration: 12:00 – 1:30

Date: 4.11.24

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	A	Sulipsa Luque	A	Soleece Watson	P	Cryss Murray
A	Lori Neyland						
Co-Chairs							
P	Kimberly Holiday	P	Esteban Olave				
Other Community Members							
	TW Nunley		Dylan Shubitz		Elian James		
	Susan Mihalik		Sasha Rose		Hayley		
	Cassandra Richards		Linda Jackson				
ECHO Support Staff							
P	Chris Davis	P	Sara Fuetter				
Other ECHO Staff							
	Alesandra Dominguez		Meagan Biscamp		Angel Romero		
	Sharon Kao		Dylan Lowery				

AGENDA		DISCUSSION	ACTION ITEMS
Welcome & Check-in		One word to describe how you are feeling	●
Survey Review	M. Biscamp	- Continued from last meeting - Meagan Biscamp (ECHO Performance Monitoring Manager) will continue gathering feedback - Discussion - Background - ECHO launching annual staffing survey for Homelessness Response System (HRS) organizations - this is something that will be sent to agencies working in the HRS - Survey is anonymous and aims to analyze how representative our HRS is in relation to the population we serve	

AGENDA	DISCUSSION	ACTION

	■ ECHO did a similar survey several years ago, mainly on demographics
	■ Asking for review of the questions that will be included on the survey - started last month at Equity Committee and returning to finish reviewing questions
	■ No hard deadline for finalizing/sending out the survey, but would like to finish soon; also asking for Equity Committee's sign off and support in distributing the survey once changes are implemented
	  ○ M. Biscamp facilitates feedback activity (to great acclaim!) to gather responses - uses link to go through questions one by one and discuss any that members want to discuss
	    ■ Q: What is your gender?
	      ● Options feel limiting; would be helpful to have an "other" option so it's less restrictive
	      ● Suggestion to reframe question as "How do you identify?" to be more inclusive
	    ■ Q: Have you experienced literal homelessness?
	      ● Would be helpful to define literal homelessness because it's not well known outside of the HRS; from chat: "I was surprised to learn that fleeing DV was part of the definition. Makes sense but I wasn't aware"
	    ■ Q: What challenges do you face delivering services to clients?
	      ● Suggestion to add two options: I do not face challenges, and Funding
	    ■ Q: How would you describe morale among staff at your organization?
	      ● From chat: "This has got me thinking about my last job. LOL, I wish someone would have asked me these questions."
	      ● For people who are directly working with people experiencing homelessness, especially people who work on their own it's hard to determine what is morale at the organization; suggestion to reword to focus on the work environment impacting morale; suggestion to reword to focus on an individual's morale; suggestion to ask how the organization works to keep up morale
	      ● Safety is important in addition to morale; people with lived experience are treated differently, and that has an effect on morale	

AGENDA		DISCUSSION	ACTION

		■ Q: Has staff turnover at your organization impacted your ability to serve people?
		    ● Like the morale question, this feels like victim-blaming; burnout/turnover is often the result of employers' practices; also recommendation to focus more on what improvements can be made by employers
		○ Due to time constraints, final few questions were reviewed more quickly; full questions available for review here: https://drive.google.com/file/d/1ri0bXsQFe-svi43JUXNqRIylZZP4atC6/view?usp=sharing
		    ■ Send feedback to meaganbiscamp@austinecho.org	

Equity Review Tool	T. Hughes	● Current draft of tool for review: https://docs.google.com/document/d/12lOpNg9GhGLRvE1O8QQjbT5uhSvW8mWlHmSYguWKlcE/edit?usp=sharin ● Background ○ Equity Review Tool Workgroup created as part of the Leadership Council Roadmap, available here: https://www.austinecho.org/wp-content/uploads/2021/12/2023-2024-Leadership-Council-Roadmap.pdf ○ Workgroup drafted a tool for use by the HRS governance structure to evaluate whether proposed policies/procedures are equitable ○ First draft brought to full Equity Committee ● Discussion ○ Tania Hughes leads Equity Committee through current draft of tool ○ There are many lived experience groups in our community who can consult - it's important to ensure people most impacted by policies are consulted ▪ Austin Youth Collective, Austin Homelessness Advisory Council, Texas Harm Reduction Alliance ○ Praise for Tania and the Equity Review Tool Workgroup for the work that went into developing the tool	
Committee Changes	C. Burrus, K. Holiday	● Upcoming changes to Committee's voting membership and staff support ● Claire's news ○ Resigned ECHO to accept a new position with a consulting firm; last day at ECHO is Friday, April 12; going to miss this work, and will continue it on a a national level	●

AGENDA		DISCUSSION	ACTION
		○ **Sara Fuetter will be taking over facilitation of APAT Development Workgroup; also is taking over ECHO Staff Support role** ○ **Tania Hughes is taking over ECHO's voting member role in the Equity Committee**	
I. **Updates & Announcements**		- Update on Equity Committee's alignment with Leadership Council Roadmap - Workgroup Updates (N/A) ○ APAT Development ○ PLE Support Space ○ Equity Review Tool Workgroup ○ Trans Client Best Practices Workgroup - Open discussion ○ New voting membership on Committee? Currently 11 members out of a possible 15 ○ Interest from two attendees to join as voting members, but both voting members of other committees already - clarify if this is permitted	•
Adjournment		***Next Meeting: 5.9.24* 12:00PM – 1:30PM**; Virtual meeting via Zoom	