



# Minutes

**Committee:** Equity Committee

**Date:** 06/13/2024

**Duration:** 12:00pm – 1:33pm

**Meeting Place:** Zoom virtual meeting

**Attendance:**

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

Equity Committee Members							
P	Guen Brown	P	Tania Hughes	P	Cryss Murray	A	Sulipsa Luque
P	Jesus Gonzales	A	Soleece Watson				
Co-Chairs							
P	Kimberly Holiday	P	Esteban Olave				
Other Community Members							
P	Toby Nunly	P	Cassandra Richards	P	Sasha Rose	P	Karem Castillo
P	Linda Jackson	P	Elian James				
ECHO Support Staff							
P	Sara Fuetter						
Other ECHO Staff							
P	Dylan Lowery	P	Perla Carranza	P	Alesandra Dominguez	P	Sharon Kao
	Meagan Biscamp						

AGENDA		DISCUSSION	ACTION ITEMS
I. Welcome & Check-in	Esteban Olave	Opening question: What are you celebrating or grieving this month?	•
II. Discussion on Updated Policy Changes	D. Lowery	<ul style="list-style-type: none"> <li>• Two closed meetings that members were invited to               <ul style="list-style-type: none"> <li>○ policy changes were announced afterwards at the public May LC meeting</li> </ul> </li> <li>• Policy affects compensated PLE</li> <li>• Compensation roles:               <ul style="list-style-type: none"> <li>○ Leadership Council: Create the policy</li> <li>○ ECHO: Fundraises, implements, and report on the policy</li> <li>○ TOOF: Distribute the payments</li> </ul> </li> <li>• Policy changes were decided on the financials that we have               <ul style="list-style-type: none"> <li>○ distributed \$49,000 in direct payment to folks w/ lived experience                   <ul style="list-style-type: none"> <li>■ About \$11,000/month</li> </ul> </li> <li>○ projected annual cost would be \$135, 936</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Dylan will check to see if co-chairs can be paid in addition to the other three members (so 5</li> </ul>

- Overrun of money that ECHO's fundraised
    - This decision is based on the financials and not a lack of commitment to acknowledging the work that PLE bring to the groups
  - Changes:
    - Eligibility
    - Requirements
    - Limitations
  - Eligibility:
    - Only PLE are eligible for payments
    - Equity advocates are no longer eligible (individuals who worked for community orgs dedicated to decreasing inequity in the community)
  - Requirements:
    - More structure related to onboarding and completion of forms
    - Folks will have to complete an application + sign all forms (bylaws, code of conduct policy, etc)
      - Likewise must complete TOOF payment documents
    - Must complete an initial training with ECHO's Governance Manager
    - Must be a seated voting member
  - Limitations
    - LC is responsible for identifying
    - Bylaws state that each committee and workgroup will have 3 paid PLE members
    - Individuals can only be paid for up to 3 groups
  - Changes are effective on July 7th.
    - Will receive payments for June's activities
  - Workplan:
    - #1: Announce (Give folks 60 days in advance)
    - #2: Assess → Providing survey to voting members + co-chairs
    - #3: Train → ECHO Governance Manager has been conducting feedback surveys to assess how prepared
      - paid opportunity
    - #4: Recruitment
  - Equity Committee composition:
    - Have 8 seated voting members: meets the 7 member minimum requirement
    - Meet the 3 PLE member requirement
    - Still need an LC representative
    - Current quorum: 5 members
  - Compensated members are chosen at the committee level

- people total?)
- Sara, Dylan, Esteban, and Kimberly a "good cause waiver" to ask LC to extend the effective date from 7/8/24 to sometime later.

		<ul style="list-style-type: none"> <li>○ Must submit an application</li> <li>● Compensation policy will likely be changed by LC every year</li> <li>● There are some PLE as a voting member who've not been attending meetings → Might have them step down so other PLE can step in as a voting member</li> </ul>	
<b>III. Establishing the Improving Data Collection on LGBTQ+ Clients</b>	S. Fuetter	<ul style="list-style-type: none"> <li>● Votes: <ul style="list-style-type: none"> <li>○ K. Holiday: Y</li> <li>○ T. Hughes: Y</li> <li>○ E. Olave: Y</li> <li>○ C. Murray: Y</li> <li>○ Jesus Gonzalez: Y</li> </ul> </li> <li>● This vote passes!</li> <li>● The time/date of the initial meeting will be established</li> <li>● Already interest expressed by EC members to be a part of this workgroup</li> </ul>	<ul style="list-style-type: none"> <li>● S. Fuetter, D. Lowery, K. Holiday, and E. Olave to establish next steps</li> </ul>
	K. Holiday, E. Olave	<ul style="list-style-type: none"> <li>● Voting in Members: Toby Nunly: <ul style="list-style-type: none"> <li>○ T. Hughes: Y</li> <li>○ J. Gonzalez: Y</li> <li>○ K. Holiday: Y</li> <li>○ C. Murray: Y</li> <li>○ E. Olave: Y</li> </ul> </li> </ul>	
<b>IV. Updates &amp; Announcements</b>		<ul style="list-style-type: none"> <li>● APAT workgroup: 2 questions that will be voted on next meeting.</li> </ul>	<ul style="list-style-type: none"> <li>●</li> </ul>
<b>Adjournment</b>		<ul style="list-style-type: none"> <li>● <b>Next Meeting: 07/11/2024 12:00PM – 1:30PM; Virtual meeting via Zoom</b></li> </ul>	