



Minutes

Committee: Equity Committee

Date: 09/12/2024

Duration: 12:00pm – 1:30pm

Meeting Place: Zoom virtual meeting

Attendance:

P = Present
A = Absent

Equity Committee Members							
A	Jacob Emerson	A	Tania Hughes	A	Cryss Murray	P	Toby Nunley
Co-Chairs							
P	Kimberly Holiday	P	Esteban Olave				
Other Community Members							
P	Cassandra Richards	P	Sasha Rose	P	Linda Jackson	P	Kat Hammer
P	Karem Castillo	P	Kayla Yerby	P	Teague Soto	P	Rocky Lane
P	K. K. Jackson						
ECHO Support Staff							
P	Sara Fuetter						
Other ECHO Staff							
P	Alesandra Dominguez	P	Meagan Biscamp	P	Dylan Lowery	P	Kyle Walker
P	Angel Romero						

<u>Agenda Item</u>	<u>Presenter</u>	<u>Discussion</u>	<u>Action Items</u>
I. Welcome and Check-In	E. Olave	<ul style="list-style-type: none"> Icebreaker: If you were an animal that represents social justice, what would you be? 	None
II. October Leadership Council Presentation	D. Lowery	<ul style="list-style-type: none"> The committee will be presenting on its yearly work at the October Leadership Council meeting. <ul style="list-style-type: none"> The presentation and following Q&A will take about an hour. The committee completed 3 out of 4 roadmap goals! <ul style="list-style-type: none"> APAT questions, equity review tool, and guide for best practices for trans clients in shelter will all be presented and 	<ul style="list-style-type: none"> D. Lowery will send a template to K. Holiday for the presentation. K. Holiday and

		<p>put up for approval.</p> <ul style="list-style-type: none"> ● A small workgroup will be formed from the committee to present. <ul style="list-style-type: none"> ○ K. Holiday, E. Olave, S. Fuetter, potentially T. Hughes, S. Wright, M. Biscamp ● Dylan will provide templates to the workgroup for the presentation and will help put the slide deck together. ● LC asks that materials are sent to them by <u>September 30th</u>. 	E. Olave will reach out to workgroup volunteers to coordinate meeting times.
III. LBGQTQ+ Data Collection Workgroup Level Setting	E. Olave	<ul style="list-style-type: none"> ● The group doesn't meet quorum to vote on co-leads for the workgroup. ● There are already QTPOC groups in the community who are working on this topic. ● There needs to be anti-racism training in order to lead this group through an equity lens <ul style="list-style-type: none"> ○ There needs to be representation of underrepresented groups in both this workgroup and the overall Equity Committee ○ Potentially can partner with the Diversity and Resiliency Institute of El Paso <ul style="list-style-type: none"> ■ There's an asynchronous training on LGBTQ+ allyship. ■ The cost is \$10 but it can likely be covered. ○ Undoing White Supremacy: Local organization that does equity work ○ The COA Equity Office will also be contacted. <ul style="list-style-type: none"> ■ There's an appointed seat on the Leadership Council from this office. ○ ECHO just released its annual "State of the HRS" report that discusses racial disparities in the Austin/Travis County CoC. ● The committee needs to make sure that it's not asking for too much free labor from QTPOC. 	<ul style="list-style-type: none"> ● Various equity training organizations will be contacted to see if they'll be able to do a training.
IV. Updates and Announcements	M. Biscamp, S. Fuetter, E. Olave	<ul style="list-style-type: none"> ● APAT development workgroup <ul style="list-style-type: none"> ○ The workgroup approved a new pilot question re: income documentation ○ The workgroup is currently working on potentially two new questions ● Equity review tool <ul style="list-style-type: none"> ○ Will be presented during the October LC meeting ● PLE support workgroup <ul style="list-style-type: none"> ○ No major updates. ● Improving Data Collection for LGBTQ+ Clients <ul style="list-style-type: none"> ○ Has had 3 meetings so far. ● Best Practices for Working with Trans Clients 	<ul style="list-style-type: none"> ● E. Olave to email Trans Best Practices workgroup members to see if they want to reconvene to create other guides.

		<ul style="list-style-type: none">○ The guide for shelter staff was approved in July.<ul style="list-style-type: none">■ The notes on the presentation that S. Wright gave on this guide can be found in the Equity Committee's July minutes.○ The group might reconvene to create other guides for various program staff members who work with trans clients.	
V. Adjournment	E. Olave	<ul style="list-style-type: none">● Have a great day everyone!	None