**Equity and Inclusion Committee Minutes**

**Wednesday, August 18th,2021**

**11:00 – 12:30pm**

**Introductions –**

* Present
  + Keyedrya J (FRCOG); Stacy P (N. Adams PS); Calpurnyia R (MHSA); Betsy S-J (APP); Rafael B; Sharon H-S (Gandara); Michele L (3COC); Brooke M (3COC); Shaundell D (3COC)

**Committee Co-Chair –**

* Possible recommendations for the Committee Co-Chair
  + Do we have someone that will volunteer?

**Race/Ethnicity Demographic Terminology**

* Now that the COC has their own HMIS system we can decide to change the language or add additional categories for Demographic reporting
* We currently use HUD standard language
  + Keep them the same
  + Does the committee think we should change them
    - If so what are your suggestions
    - Keep in mind projects will also have a say in this
* Recommendations:
  + How would we map race if folks identify as multi-race
  + Maybe adding gender assigned
    - Sex @ Birth
    - How they ID now
    - Does HUD allow for Disability as an Identity?
      * Needs of our system
      * Honoring and acknowledging
    - Changing the wording from CE assessments from “Client refused” to “Declined” because the way it is said sounds aggressive
    - Question on how are we training
      * Preparing for the new system
        + Further research
    - Adding Country of Origin
      * With conditional formatting
    - Checking in with the YAB
    - Question was asked if changes can be made in the future after the system has been put in place
      * Have a list of changes and wait

**Equity and Inclusion Goal and Action Steps for Fall 2020/Winter 2021 –**

* + Review changes made to include:
    - Initial crosswalk of E& I Strategic Goals and Racial Equity Plan’s Org Training and Workforce Development Action Plan.
      * Wordsmithing to bring back to the COC
        + Recommendations:

Changing “Collaborative Applicant” to “Community Action”

Add a foot note with Glossary terms

Index of the terminology

Inequity- race, language

Ie. Access to housing

Unequal housing that’s what happens and it is the job of this committee to look @ making this more equitable

Inequity in housing

Inequity in agencies

Will send out the revised version, and what needs to be done with minutes.

We left off on Number 5

* + Review what the group agreed would be our first Action Steps:
    - Getting participation of Youth, people w/Lived experience, and BIPOC community.
    - Prioritizing Housing
    - Identifying the Multiple Levels of Advocacy the COC can provide:
      * Training
        + CSEC Training 08/19/2021

Register in advance for this meeting: 2. <https://us02web.zoom.us/meeting/register/tZMucO2tpjguH9Ar8Dbse48fIUoYZ_8R0m2m>

After registering, you will receive a confirmation email containing information about joining the meeting

* + - * + CLA Educational Session 08/26/2021

Register in advance for this meeting: 2. <https://us02web.zoom.us/meeting/register/tZMsfuCrrz8iEtEmdrodx8pzqvXNINI4Mz4s>

After registering, you will receive a confirmation email containing information about joining the meeting

* + - * Cont’d Education
        + What would be a good training that can be offered to bring in folks with Lived Experience?

Recommendations:

Meet & Greet

Small relationship building

Informing folks on the available ARPA Funds

So that they have a voice on what is being done with these funds

* + - * How we support Agencies w/funding restrictions
        + Encouraging to adopt policies.
  + Connect with people to attend
  + Setting orientation materials and ambassador
  + Sharing what the goal is and what will be accomplished. What the path is to the goal. How can it be described to those who are willing to share and influence. Making the connection of how it seems small, but contributes to the larger goal and not having other people decide what is best

**Floor is open**

* Open for discussion/suggestions
  + Question about the Demographic survey that was sent out about lived Experience.
    - 27% that responded have experienced homelessness
    - Asked if this could be redone but go out to all COC members
      * And to make sure that it gets to those that we may not have emails for
* **Next Meeting:** 
  + **TBD:**
    - Sending out doodle poll with minutes to meet in 2 weeks to finish the wordsmithing of Committee Goals to be more accessible.
  + **Next Regularly Scheduled Meeting date will continue to be 09/15/2021**
  + **Upcoming COC Events:**
    - **08/26/2021**
      * **Please do not forget to register for the CLA Educational Session**
        + **Register in advance for this meeting: 2.** [**https://us02web.zoom.us/meeting/register/tZMsfuCrrz8iEtEmdrodx8pzqvXNINI4Mz4s**](https://us02web.zoom.us/meeting/register/tZMsfuCrrz8iEtEmdrodx8pzqvXNINI4Mz4s)
        + **After registering, you will receive a confirmation email containing information about joining the meeting**
    - **09/23/2021** 
      * **COC Annual Meeting**
        + **Save the date has already gone out**

**If you did not receive the Save the Date please email Brooke.**

* + - * + **Formal invitation will be going out soon**