**Equity and Inclusion Committee Minutes**

**Wednesday, May 18th,2022**

**11:00 – 12:30pm**

**Introductions –**

**Present:**

* Betsy S-J; Sharon H-S; Kelsey W; Stacy P; Michele L; Shaundell D; Keleigh P

**Lived Experience Plan**

* Where are we at?
  + Updates
    - Racial Equity scored low on implementation
    - Does #s who are homeless represent the community
    - We have a commitment
      * Blueprint to follow
      * We need to begin to make change
    - Reflection
      * HUD does not give much detail on the Racial Equity Score
        + This NOFO we were not able to submit the COC Racial Disparities report as the last 2 reporting periods
      * Knowledge of scoring from other COC’s?
        + Compared to other are COC’s we scored above the median scope

But lower weighted mean score

* + - * + NOFO response

5 ½ out of 7

Was sub-recipient response included

* + - * Michele shared data
        + Will send out to group later
      * Framing- Project Level Racial Disparities
        + What is doing well

Policy and procedure wise

Hear from someone on modeling

Learning experience

* + - * + ID top performing agencies to share

Email agencies

LGBTQ

Challenges

Homelessness

Shift intake/outreach

Advocating adult system

Ask questions

Make strong argument and support

* + - * + This group can put together a Survey that can target agencies to give to all staff, including Board of Directors, to identify staff of color, lived experience, language access.

The last survey was for leadership

This is also part of the Equity reviews in site monitoring

Results could lead to possible implementation of mandates for agencies for diversity

Agency Diversity Survey

Need to be clear

Id/demonstrate interface w/people

Anonymous?

Equity measure question

Diversification of staff

Expectations-PLE

HUD change

More than 1

* + DV Expansion
    - Update
      * Planning meetings are taking place
        + With local DV partners and 2 PLE
    - Suggestion
      * COC should submit for Housing of intimate partner housing for Transgender LGBTQ

**Updates**

* Agnes M Lindsay Grant
  + Complete submission completed
  + Have not heard anything yet
  + Will follow up
* Follow up on Landlord Survey
  + Still only 3 responses to date
  + Did another push to share to all COC partners and the FCRN/HCRN
  + Link to share with any landlords you may know
    - [**https://conta.cc/3GdmYNG**](https://conta.cc/3GdmYNG)
* Racial Equity Spring Trainings
  + Were recorded
    - Available for COC partners for a limited time
      * Email Keleigh
* Mass Fair Housing 101 Workshop
  + June 23rd
  + Pre-registration update
    - 78 as of 5/19
* MHSA
  + Request
    - E & I partners be able to attend the planning meetings
      * Sent question to Calpurnyia and Keleigh
* COC Newsletter
  + Sent out
  + Link:
    - [**https://conta.cc/3LIIMD6**](https://conta.cc/3LIIMD6)

**Next Steps for Committee –**

* **Next Meeting:** 
  + **June 15th**