**Equity and Inclusion Committee Minutes**

**Wednesday, August 17th,2022**

**11:00 – 12:30pm**

***Reference***

**BLACK= Agenda Item**

Blue= Previous minutes for cross-reference

Red= Talked about during this meeting

**Introductions –**

* **Present:**
  + Lisa S; Mpress B; Montsho G; Keyedrya J; Debb G; Michele L; Leon R; Cynthia D; Betsy S-J; Stacy P; Rob J; Nancy A; Gilad M; Ben M; Shaundell D

**Lived Experience Plan**

* Where are we at?
  + Updates
    - DV Expansion (Nancy)
      * Next planning meeting will be on the 25th.
        + Starting to look at the referral process
        + Meeting with Jane Doe
        + Putting together the DV Housing Navigator job description
        + Navigator will be housed in DV agency or agency that is willing to support this role
        + Navigators will help support housing search, appeals. And connecting to DV provider services

**PLE Action Board**

* Purpose:
  + Allowing space for training
  + To digest and talk about the activities from other Committees
  + To work on tasks
  + Making space for conversation
* Set up a date/time/schedule for meetings
  + Group
    - Afternoon
    - Monthly
    - Between 11-2 sometime
    - First Thursday of every month
  + First PLE Action Board meeting will be held on 10/06/2022 From 1-2p over zoom.

**Framing Racial Disparities**

* Framing- Project Level Racial Disparities
  + Agency Diversity Survey
    - Next steps
      * We have identified
        + Looked at project level reviews

Exiting to PH

Success measures

With a Race, Ethnicity, Gender, Age Lens

* + - * + Hilltown
        + MHA PSH
        + LH TH
        + APP

ID

outreach strategies

promoting programs

how are you expanding/addressing racial equity

structure/norms

How are agencies moving forward

* + 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

it would be interesting in the survey to ask if programs hire people they serve

Expectations-PLE

Did we already say “how to be a Board member" workshop and how Boards can welcome new members? Maybe the Chamber might want to partner on hosting something?

In terms of a "how to be a board member" kind of training, in 2019 Brad Gordon (co-chair of the CoC board & director of Berkshire Country Regional Housing Authority) held a small training around the weird rules and that boards have (Robert's rules?) for a YAB member who was joining the board. We could reach out to him to see if he would be open to holding another training like this if he has time, for a larger audience.

(Reach out to Brad to see if he could do a larger scale training?

HUD change

More than 1

Does this survey get sent out to COC membership only, or to the community?

* + - * + Language Access:

Not sure how to frame it but how programs are training staff/building awareness of the community they serve? Who works with trusted partners around outreach?

Native Speakers willing to help other agencies

Human capital between relationships

Rather than language lines

PLE w/native speaking experience

Involvement

Look at short term and long term

Mandate to reach goals

PLE w/various native speaking experience in positions for those we serve

* + - * + Michele reached out to all 4 agencies and received responses from

Louison House

A Positive Place

Betsy present during meeting

Consumer advisory Board

“Nothing about without us”

Focus Groups

Anti-Racism journey

Training’s

PLE in Recovery

Created policies

Termination policy

Reshapes/renames

Not using punitive language

Good model for housing projects

* + - * What is doing well
        + Policy and procedure wise
        + Hear from someone on modeling
        + Learning experience
      * Identify agencies w/in COC that were doing well
        + Learn from them
        + Helping to succeed
      * Reach out to Id’d leaders (Michele)
        + Ask advice including:

Messaging

Policy

**Updates**

* Agnes M Lindsay Grant
  + Update
    - The COC received word that we were not accepted for this grant
    - Gilad mentioned Forbes Library gives out technology
      * Will connect me with Lisa for more information
    - Other Programs that offer technology:
      * MassHire
        + Career program
      * Literacy Project
      * They are various scholarship programs locally
* MHSA
  + Update
    - Training dates have been set. Will share with the committee when the flyer becomes available

**Floor is open**

* Open for discussion/suggestions
  + APP
    - Hiring a Housing Specialist
    - Bilingual-Bicultural
  + Gilad
    - HUB update
      * **ANTI-RACISM TRAINING: Tuesday 8/23 from 11am-1pm on Zoom (Link below - Please share!)**
      * **WHAT:**The Hub Coalition is proud to be partnering with [AORTA](https://aorta.coop/) to host a 2-hour educational workshop called "[Uprooting White Supremacy in Organizations](https://aorta.coop/uprooting-white-supremacy-org)" that will help participants recognize how racism and white supremacy show up in organizational practices and help participants identify opportunities for making change within their own organizations.
      * **WHEN:** If you cannot attend the training on 8/23, we'll be hosting multiple opportunities to take part, please use the link below to register and indicate your availability. This workshop is free and open to anyone, **we encourage you to share this far and wide with anyone who you think would be interested -**please share this link -- <https://forms.office.com/r/bGLKsaHdfU>
    - **COMMUNITY EVENT: Wednesday 8/24 from 4-9pm at Pulaski Park (Flier attached - Please share!)**
      * **WHAT:** Pop-up cooling station, community resources sharing, dinner, and local film screening - all happening next Wednesday 8/24 from 4-9pm! This is an opportunity for Hub partners to engage with community members and demonstrate care and kindness in public. Multiple local orgs will be there including Tapestry, Forbes, Northampton Survival Center, DHHS, Manna, and others, all offering free resources and access to services.
      * **WHY**: This is the first in a series of community gatherings co-hosted by the Hub and the Dept. of Community Care that aim to bring local partners together to provide coordinated access to services and resources in one location, while also creating public gatherings that connect community members and build awareness of social justice issues. The next of these events will be on 9/28 - reach out if your interested in participating!
    - **HUB COALITION NEXT STEPS: Next Hub Coalition Meeting is Wednesday 10/12 from 10:30am-12pm**
      * You will receive a calendar invite next week for the next Hub Coalition meeting on 10/12 from 10:30am-12pm
      * The Hub Team has continued to get positive feedback about our proposal to shift our collective energy to working groups, and we will share more details next week. If you already know you're interested in joining a working group, please reply to this email! So far the working groups proposed are
        + Funding and Development
        + Research and Learning
        + Mapping and Testing Service Coordination
        + Evaluation and Assessment
        + Wayfinding and Accessibility
        + Governance Structures
    - **Thank you, and please feel free to reach out with any questions, concerns, or suggestions!** [**gmeron@communityaction.us**](mailto:gmeron@communityaction.us)
  + Nancy
  + Start thinking about when the COC offers trainings what is the next step.
    - Action steps
    - Have balance
    - Stop listening and more doing
    - Gain knowledge and what you do with it
    - Stand and mobilize
    - Create a movement that instills change

**Next Steps for Committee –**

* **Next Meeting:** 
  + **September 21st** 
    - **PLE Survey**
    - **Agency Diversity Survey:** 
      * **Next agenda will be sent out 2 weeks early so that the group has time to review shared policies, and have time to identify questions for the Survey.**
        + **PLE= When reviewing the policies, please work no more than an hour on this task.**