**Equity and Inclusion Committee Minutes**

**Wednesday, December 15th,2021**

**11:00 – 12:30pm**

**Introductions –**

* **Present:**
  + Lisa S; Stacy P; Betsy S-J; Keyedrya J; Miguel R; Sharon H-S; Brooke M; Shaundell D

**Committee Co-Chair –**

* Possible recommendations for the Committee Co-Chair
  + Do we have someone that will volunteer?
    - Suggestion:
      * Co-Chair on a rotating schedule between all members
        + Co-facilitate
        + Help with note taking

**Lived Experience Plan**

* + Establishing Outcomes
    - Establishing realistic dates
      * 1. Involve people with lived experience of homelessness who are racially diverse, in work groups and committees, and pay them.
      * Need to move timeline from December 2021 to bring 20%, $15 p/hour, by zoom.
      * Send out letters to all tenants in CoC agencies to recruit?
        + 6 months timeline?
        + Or, check back bi-annually to review.
        + .Biannual check agreed upon.
      * Outcome: Every CoC partner should share opportunities with tenants/participants
      * Landlord Involvement becomes a work group for the whole CoC
      * Outreach to by-names list participants for interest and systems involvement
      * Increase number of POC in the CoC Equity & Inclusion committee specifically – Same – biannually Increase participation in this effort by CoC funded projects and CE partners –
      * Biannually and other activities
      * What to do with Orientation?
        + Onboarding?
        + CoC presentation and Data presentation created for PLE – Shaundell will do onboarding.
        + How often do we train committees to welcome and authentically include and retain.

E.g. Board meeting will have to lean in and change the way we run a meeting, language we use, the graphics we may use to “clarify” but often “confuse.”

* + - * Reach out to peer support programs in all 3 counties, Recovery Project, Louison House, Eliot Services –
        + Quarterly review Connect to local social justice & community organizing groups –

Outcome: Formal MOU’s, Collaborative projects (standing item on each others’ agenda) On-going review.

* + - * Outreach to other racial equity workgroups/community coalitions and other:
        + Same for all outreach activities
    - Increase # of PLE into leading the decision-making process of issues that directly affect their community, and/or are supported in developing their capacity to lead the process.
      * Outcome increase of PLE in decision making roles (hiring process, employment, promotion.
      * Date: Quarterly check-in.
    - What is our baseline?
      * Shaundell will ask Michelle to pull data.
    - Establish a set of orientation materials and ambassador/buddy relationships –
      * Done.
      * To provide education and knowledge base to create a pathway to decision making.
      * Establish peer support relationships.
      * Support education and development capacity.
      * Timeline Janu-June 2022
    - Create and conduct formal or informal risk assessments with PLE to prevent any potential unintended harm for every project or every project or program????
      * Shaundell sending out the Praxis material (to help us unpack that last activity) and the plan for Strategic Priority #5 –
        + Lived Experience, for us to

1)review the remainder of the activities we did not get to in the meeting,

2)self-reflect,

3)add suggestions for outcomes and dates.

* **Next Meeting:** 
  + **January 19th**