**Equity and Inclusion Committee Minutes**

**Wednesday, November 17th,2021**

**11:00 – 12:30pm**

**Introductions –**

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

**Committee Co-Chair –**

* Possible recommendations for the Committee Co-Chair
	+ Do we have someone that will volunteer?
	+ Hope to find someone to volunteer for this to start the New Year.
		- If you have any questions on the responsibilities, please email Shaundell.
			* sdiaz@communityaction.us

**Lived Experience Plan**

* Looking over what was incorporated from the PRAXIS Survey to make it a more cohesive and inclusive plan.
	+ Making suggested changes
		- Peer-Peer Feedback
			* To get honest feedback
			* Depends on context
			* Individuals
			* Equals on the same playing field
				+ Same type of work
			* Who is being evaluated
				+ Who and what
				+ Evaluation on the work
			* What do we want to learn from this
		- Suggestion:
			* Less surveys
			* More peer conversations
				+ Visiting each other’s programs
				+ **COC Retreat**

How would we pay for this

* + - Survey
			* Anecdotal information
			* Feedback
				+ Anonymous
				+ Best practice
			* Multiple perspectives
				+ For continuous improvements
		- Pay for performance measures
			* Not sure if this can be used will review w/Keleigh
		- Outcome should be for information that will be meaningful and attainable
		- Committee Ref
			* Reimagine leadership
			* Capacity building
			* Accountability
			* Sustainability

**Going over Current Goals**

* Planning next steps
	+ Retention
		- PLE:
			* So that it is not a revolving door.
	+ Racial Equity Survey
		- Self-reflection
	+ Terminology for the CE system
	+ Establishing Outcomes on PLE plan
	+ Review and establish Outcomes for E & I Goals

**Planning for next meeting dates**

* Making sure that the 3rd Wednesday of the month still works as well as the time.

**Floor is open**

* Open for discussion/suggestions
	+ MHSA Hotel/Motel
		- Stability
		- Decomposition
		- Resources
			* Think and rest
		- Housing 1st
		- Will send out report with minutes for this meeting

**Next Steps for Committee –**

* **Next Meeting:**
	+ **12/15/2021**