**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](mailto: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**