**Equity and Inclusion Committee Meeting Minutes**

**Friday, May 15,2020**

**9:00-10:30am**

**Introductions – 5 min**

Attendees: Vernetta Mara; Michele Lafleur; Jena Duncan; Lisa Goldsmith; Heather Marshall; Stacy Parsons; Keleigh Pereira;

**Check In – 5 min**

**Youth Programs:**

* Coordinated and doing planning with health center and CHD and access to healthcare
* Need for youth family housing
* Given spaciousness to be doing reviewing data- huge youth survey
* Reading a lot of data an doing planning
* At the same time, running young parents program, parent with young baby in housing crisis
* Online file share program to help upload documents
* Upping technology and signature

Ways COVID is Changing how we communicate

* Technology allowing for inclusivity
* Zoom confidentiality concerns
* Move towards using technology for more- digital signatures, etc but on the other side there are more security flaws, asking for documents to be sent via email
* Email encryption a big gap, not all agencies have

**CoC Updates/Work – 15 min**

Currently-

* Site monitoring: CoC will begin remote site monitoring of subrecipients
* Three County CoC Policies: Finalizing Fiscal standards, will be working on CE standards
* Website: Looking to launch soon
* HMIS Procurement and Working Group: Michele
  + DHCD procuring new system and will not keep CoCs
  + Need to procure own system, along with many other CoCs
  + Put out request for proposal
  + Establishing working group to come up with list of requirements for RFP- contact Michele
* Coordinated Entry: Assessment and Vulnerability worksheet adapted to COVID
  + Working with TAC – Doug Tetrault
    - On general assessment tool and pre-crisis assessment
    - Pre-crisis assessment hopes to ensure someone is an appropriate candidate for the CE system before referral, and to find appropriate diversion or other referrals
    - Comment: we should train community health workers
  + Vulnerability Worksheet- changes to CE per HUD to respond to COVID-19 and house those in high-risk categories, as well as account for racial and other disparities (Can’t prioritize people based on race)
  + BNL is now in HMIS
  + Pulling veterans into the CE system
* Racial Equity Workgroup
  + Training Updates around racial equity work
  + Some people from the committee have stepped back from this committee to focus on the work group but will re-join the committee after the racial equity workgroup ends
  + Please invite anyone you think should participate to the committee
  + Trends seeing
    - In Three County, disparities are even more overrepresented, people of color are overrepresented in homeless population
    - The needs of a population that is low in numbers get ignored
    - Need to make sure we are setting effective goals and expectations around supporting people of color in our programs
* YHDP
  + Projects have submitted, amazing Selection Team process, and we have selected project for: TH/RRH Joint Componant, PSH, and Housing Navigators/RRH. Still more funding
  + Next steps: creating a new Youth and Young Adult Homeless Committee. Also work to ensure voices of YAB continue to stay involved

**Equity Issues: COVID 19 Impact and Response – 30 min**

* Mass.gov Dashboard Thursday May 14 <https://www.mass.gov/doc/covid-19-dashboard-may-14-2020/download>
* Mass. Begins Releasing Data on Coronavirus <https://www.wbur.org/commonhealth/2020/04/08/massachusetts-coronavirus-race-data>
* What the Racial Data Shows, The Atlantic <https://www.theatlantic.com/ideas/archive/2020/04/coronavirus-exposing-our-racial-divides/609526/>
  + Michigan, Washtenaw County: 11% of county are black, 48% of residents hospitalized
  + Charlotte: 32.9% of population but 43.9% if cases
* CDC Hospital Data Point to Racial Disparity in COVID-19 Cases: <https://www.npr.org/sections/coronavirus-live-updates/2020/04/08/830030932/cdc-hospital-data-point-to-racial-disparity-in-covid-19-cases>
  + 1-3 people who became sick to require hospitalization were black, according to CDC
* COVID-19 Tackling Inequities and Disparities, Mass General: <https://giving.massgeneral.org/covid-19-tackling-inequities-and-disparities/>
* Jena’s Article
  + Looking at even though specifically about medicine
  + Institute for healing
* Comments on Articles
  + Data incomplete
  + Racial disparities in health access and healthcare provider response: don’t test
  + Huge quantity of data reported as “unknown”, there is so much information missing like age/race and even location
  + Also telling that when reporting on gender only men and women are included and there’s a little asterisk that “unknowns” are excluded, an example of institutional oppression completely excluding other genders
  + Want to make sure that our systems can support tracking and reporting on the disparities we want to be addressing disparities for
  + Race are limited and constructed categories that also serve the dominant system
  + How much wealth a city has can impact the capacity local health officials have
* Michele
  + NAEH Webinar- using data to analyze racial disparities in pandemic
  + Key take away: keep doing the same racial equity work before
  + Dr Chandra Crawford
    - 13.4% of general population
    - But counties with high black populations account for more than 50%
    - Likelyhood of COVID-19 increases
  + Lisa: Movement to start tracking in HMIS

**Intersectionality-Based Analysis Tool – 15 min**

* “An Intersectionality-Based Policy Analysis Framework: Critical Reflections on a Methodology for Advancing Equity” – O.Hankivsky, D. Grace, G. Hunting, M.Giesbrecht, A.Fridkin, S.Rudrum, O.Ferlatte, and N.Clark <https://equityhealthj.biomedcentral.com/track/pdf/10.1186/s12939-014-0119-x>
  + Can be used for analyzing pretty much anything- policy, website, flyers
  + Guiding principles include equity, intersecting categories, multi-level analysis, power, reflexivity, time and space, diverse knowledge’s, social justice

**Next Steps for Committee – 5 min**

* Share Vulnerability worksheet
* Meeting June 19th

**Notes from Chat Box:**

From Michele to Everyone: 10:06 AM

https://www.youtube.com/watch?v=nKgJtN3\_V9o

From Lisa Goldsmith to Everyone: 10:16 AM

Here is the Gazette article that states there is a "minimal presence" at Northampton High School. This was almost two weeks ago, so this could be old news. <https://www.gazettenet.com/CovidUpdate-hg-050220-34162244>