

Equity and inclusion Committee Meeting

February 15th, 2023

Present

- Emma C (Three County CoC)
- Shaundell D (Three County CoC)
- Lisa S (PLE)
- Leon R (North Quabbin Recovery Center)
- Montsho G (MHA)
- Tim M (Craig's Doors)

Updates

- [The PLE Racial Equity](#) trainings
 - Lisa: Craig's Doors providing computers for guests?
 - Tim: let's chat offline about this
 - If you invite a PLE who will continue working CoC, have to go through onboarding FIRST (anytime between now and March 1), if not going to actively work they just go to training...onboarding necessary to be compensated
 - Want PLE at this training, also want advocates working with
 - Numbers
 - 4 for each training
 - Doing another push on Friday

Last meeting

- Diversity something, anti-retaliation policy
 - Had to go through written standards with YAB...despite our language not being up to their standards, the programs are on board with the policy (which is as good as we can do)
 - No one being 'punished' that's just the word they use...Shaundell recommended they don't use that word
 - Montsho: not in written documents but there is a sense of that ... if that is the word they want to use, let them use it. If that's the language they understand
 - Leon: if they feel they're being targeted or punished when others not being held to same standards.....to say retaliation is a form of punishment for some people
- PLE Action Board invited YAB to come to a meeting so can make sure no work is being done twice...March 2nd meeting :o we <3 collaboration; two distinct advocacy groups that are trying to create changes to the same system
 - ****Ranking form –add something about the anti-retaliation when monitoring**

PLE Plan, Survey, Lived Experience flyer

- Key activity 5

- We have had PLE to a part of hiring process
- Gainful employment Have to continue to spread the word to get more people involved , going to send out flyer (do it quarterly)...if you know anyone please send them Shaundell's way
- Key activity 5.3
- Some of this seems repetitive ...
- Should do more working with people exiting incarceration so they don't exit into homelessness, also the elderly community
- Key activity 5.4
 - Added to PLE Plan by us after it was removed from Racial Equity plan so this hasn't been touched at all
 - Committing to transformations is important peer to peer feedback important, maybe during diversity survey we can ... idk. So much planning we have to do, haven't even chipped at the iceberg yet and that's what this group is for. Maybe a deeper dive with the rest of the group next time, making that mock survey
- Proposing
 - Continuing examination of what still needs to be done
 - Before next meeting, Shaundell emma and whoever else will sit down and go over and create mock survey, how we can include feedback from PLE who are working already in our membership
- Lived Experience flyer
 - ****change to "Action Board" rather than "Equity and Inclusion Committee"**
 - ****change Shaundell title to CE Coordinator rather than Specialist**
- Reduction of the Written Standard portion to put on the website
 - Clear? Anything that should be added?
 - Montsho: still too much information. Needs to be condensed, could remove the ranking thing. Maybe inviting them in some other way to reach out for more information
 - ****if they reach out, invite them to sit down for onboarding because that will give them more information**
 - Shaundell: during onboarding, do you feel we go over this? Lisa: yes definitely
 - It going on website, Shaundell adding blurb about if interested email her

Survey

- Keep putting off because:
 - We need data, currently no Program Director, hopefully will be able to refocus soon once things calm down
- ****before next meeting, come up with a mock survey based on suggestions**