

## Equity and Inclusion Committee Agenda

Wednesday, January 18<sup>th</sup>, 2023

11:00 – 12:30pm

### Present

- Emma C (Three County CoC)
- Shaundell D (Three County CoC)
- Lisa S (PLE)
- Kelsey Wessels (DIAL/SELF)
- Michele L (Three County CoC)
- Montsho G (MHA)
- Leon R (North Quabbin Recovery Center)
- Cynthia D (CAPV)
- Stacy P (NAPS)
- Betsy S-J (A Positive Place)
- Sonya D (A Positive Place)
- Gilad M (CAPV)

### Today

- Diversity survey
- Anti-retaliation policy
- Return to original Racial Equity plan and see what has been accomplished & what hasn't been touched

### **Framing Racial Disparities \*\* we did not discuss this**

- We have identified we need a project level agency diversity racial disparities survey
- Start chipping away at the survey, making sure to write down what questions we want to start (short, drop-down boxes, etc.?)
- Framing- Project Level Racial Disparities
  - Agency Diversity Survey
    - Next steps
      - We have identified
        - Hilltown
        - MHA PSH
        - LH TH
        - APP
      - What is doing well
        - Policy and procedure wise

- Hear from someone on modeling
- Learning experience

## Updates

### Review Youth Anti-Retaliation Policy

- Shaundell met with YAB leaders to go over our suggestions and provide them with more clarification; today sitting down to plan for some meeting with YAB members
- YAB wants to know how much power the CoC has (over the subrecipients?) b/c our suggested changes (“requires” to “strongly suggests”) to anti retaliation policy made it weaker
- Question: Who are these policies for?
  - The Vision Statement specifies who is protected, which is YHDP participants
  - Important to make it clear WHO this policy applies to, or else legally everyone involved could claim protection under it
- Question: Have we looked to see if there are any other CAPV policies that are youth anti-retaliation?
  - Shaundell will look into it
  - One thought: the policy isn't the issue, the youth want to know what CoC can do, what power we have, to influence providers if a situation arises
  - Another thought: this is more about security—who is supporting them?
- Clarifying question: program participants AND YAB members are named... for youth who are YAB members but not YHDP participants, how would this policy affect them?
  - unlikely there will be retaliation against members voluntarily on a board (worries that if YAB members then became YHDP participants and had said something programs disagreed with, they could potentially face retaliation)
  - Response: maybe YAB needs to come back and think about what their intent with this policy was, can understand this point of view from a YHDP perspective but folks on YAB might also be interested in having their discussions/views protected
- Maybe CoC can begin to take on restorative justice practices
  - Shaundell: we can add this to something we'd like to work on this year

### What do we want to work on for the coming year?

- [Three County Racial Equity Action Plan Summary](#)
  - Been working with racial equity partners since 2020, workgroup met frequently, created this plan!
  - Shaundell going over it
    - Priority #1: Coordinated Entry. Released new CE assessment in 2022
      - Michele in chat: “we're starting the process of evaluating our new tool and whether or not it's resulted in more equitable outcomes in terms of

who is referred to housing programs (and some other areas, it's being designed still!)”

- Priority #2: Data
  - 2.1 continual goal; 2.2 [question: have we seen any kinds of movement in stratified data work? Answer: not seen a lot but have to reevaluate this year; 2.3
- Priority #3: Organizational Training and Development
- Priority #4: Housing Continuum
- Priority #5: Lived Experience (was made into its own stand-alone plan)
  - Updated PLE Plan
    - 5.1: Involve PLE who are racially diverse in work groups and committees and pay them
      - **Establish a relationship with people with lived experiences who are racially diverse;** We now have an action board.
      - **Increase number of PoC in CoC Equity and Inclusion committee specifically;** This is a continuous effort
      - **Increase participation in this effort by CoC partners and projects;**
      - **Outreach to BNL participants for interest and systems involvement;** No
      - **Reach out to peer support programs;** Yes continuous
      - **Connect to local social justice groups;**
      - **Outreach to other racial equity groups & coalitions;** Interlapping but could be more, would like it to be more
        - **Montsho interested in being involved**
      - **Reach out to mental health providers to engage with clients to inform them about CoC groups;**...Montsho has given some info to participants who would be good fit for YAB, most are very independent ‘hit and run’
      - trauma peer centric support??
      - **Outreach at food pantries etc.;** Shaundell emailed all survival centers PLE flyer?
      - **Establish orientation materials and ambassador/buddy relationships;**
      - **Create + conduct survey with help from PLE to improve CE experience;** to be reviewed in PLE action board
      - **Establish PLE Action Group;** Yes
      - **Plans to incentivize and demonstrate values for broad experience in our work;** to be reviewed in PLE action board

- **Apply for grant for funding for flex funds;**
    - **Include PLE in PIT Count efforts;**
    - **Change CoC Charter to increase number of PLE on the Board;**
  - 5.2: Make work group more accessible
    - Financial resources
      - **Pay people to come;** applied for one grant and didn't get it but not giving up
      - **Childcare, laptop, tablets;** Shaundell: reach out to mentor who works at Easter Seals
      - **More youth of color;** Shaundell: reach out to YAB
      - **Outreach to housing complexes, boys and girls club, high schools;** haven't done any of this yet
      - **YAB member internship;** considered it, unable to get something up and running for this year
    - Transportation
      - **Bus ticket plan/fund;** Craig's Doors got approved to provide folks with bus passes so hopefully we can do something
  - 5.3: Train racially diverse PLE for leadership roles
  - 5.4 Commitment to transformation
    - if have solid group of PLE, can use that as reason we get more funding
    - Priority #6: Legislative Policy
  - Lisa: we are doing great with the implementation of PLE
  - Shaundell
    - **PLE plan: send out what was highlighted in green, go over with PLE at beginning of February, come back to this group**

### Next Meeting:

- TBD- will be reviewed during meeting **\*\*Did not discuss this**