



HRS Leadership Council Minutes

Committee: HRS Leadership Council
Duration: 1:00 – 3:00
Presiding:

Date: 06/07/2021

Meeting Place: VIRTUAL MEETINGS VIA ZOOM
<https://us02web.zoom.us/j/86532870646>
 Meeting ID: 865 3287 0646

Attendance:
 P = Present
 TC = Attended via Dial in
 A = Absent

Leadership Council Members					
P	Brion Oaks (Chair)	A	Quincy Dunlap		Vacant
P	Cathy McClagherty	P	Rhie Azzam Morris		
P	Devyn Harris	A	Richard Johnson		
P	Dianna Grey	P	Ruth Ahearn (Vice Chair)		
P	Emily Seales	P	Summer Wright		
P	Jason Phillips	P	Whitney Thurman		
P	Lisa Garcia		Vacant		
Committee Chairs					
P	Kellee Coleman				
Attendees					
A	Alicia Lehmer	P	Amanda Jasso		
A	Alissa Weber	P	Maya Guevara		
A	Patrick Wigmore				
ECHO (CoC Lead)					
P	Matt Mollica	A	Kate Moore	A	Whitney Bright
P	Akram Al-Turk	P	Laura Evanoff		
P	Andrew Willard	A	Norman Harris		
A	Chris Davis	P	Preston Petty		
P	Chris Murray	P	Sarah Duzinski		

AGENDA	TIME	PRESENTER	DISCUSSION	ACTION ITEMS
I. Welcome, Approval of Minutes, & Membership Council Business	1:00 – 1:10	A. Willard	CoC Board Orientation <ul style="list-style-type: none"> Welcome & Introductions Action Item: Review and Approve May 2021 Leadership Council minutes. 	Decision: May 2021 minutes approved with correction to spelling of Emily Seales' surname on page 5.

AGENDA	DISCUSSION	ACTION
<p>II. Leadership Council Values Discussions</p>	<p>1:10 – 1:35</p> <p>COA Equity Office</p>	<p>Leadership Council Shared Agreements and Values</p> <ul style="list-style-type: none"> ● Shared Agreements <ul style="list-style-type: none"> ○ Kelle from the Equity Office facilitated exercise – requested that Leadership Council members identify shared agreements that will be used during meetings. <ul style="list-style-type: none"> ▪ Agreed Commitment to being present during meeting (i.e. not multitasking) ▪ Agreed Commitment to active listening ▪ Agreed Commitment to this space being held intentionally for LC members with other attendees at meeting (e.g., ECHO staff) are here for support. ▪ Agreed Commitment to take the time for LC orient towards each other and build trust ▪ Agreed Commitment to prioritize relationship building <ul style="list-style-type: none"> ● Question raised: How can we be intentional about who is in the room and what their role is? <u>Goals identified:</u> <ul style="list-style-type: none"> ○ Know who is an LC member attending meetings. ○ Know who is attending meetings as guests in advance and their purpose for attending (e.g., ECHO staff, consultants). ○ Reduce the number of ECHO staff in LC meetings and have clarity around ECHO’s role in attending meetings. ○ Clarity around roles and responsibilities for preparing for meetings (e.g. managing agenda and facilitating meetings). <u>Solutions identified:</u> <ul style="list-style-type: none"> ○ Share list of the Leadership Council member slate and contact information. ○ Leadership Council meetings will not be open to public and will be closed until otherwise noted.

Action: Leadership Council members who would like to request items be added to the agenda will email Brion, Ruth and Laura.

Action: L Evanoff to send out updated doodle poll to help identify dates and times for

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	Leadership Council	<ul style="list-style-type: none"> ○ ECHO staff to coordinate who should attend and facilitate a process for calling people into meetings if and when needed (e.g., similar to council meetings). ○ Determine process for inviting external persons (consultants, stakeholders) to meetings as agenda item. ○ Determine who should coordinate attendance and reach out to members who are unable to attend or are absent from meetings. <ul style="list-style-type: none"> ▪ Agreed Commitment to being comfortable being uncomfortable (leaning into growing edge) and holding literacy moment if there is something we don't understand ▪ Agreed Commitment to prioritize attending scheduled meetings and be a part of agenda setting. <ul style="list-style-type: none"> ● Consider if meeting schedule needs to be adjusted to ensure everyone can be present for the entire two hours. ● Question raised: Who is responsible for creating and overseeing the agenda? Who can request agenda items, who is the contact person to request items be added to the agenda, and the timeframe to do so. <p><u>Goals identified:</u></p> <ul style="list-style-type: none"> ○ LC to have ownership over meetings and agenda setting. ○ Meeting materials are distributed further ahead of time in order to provide enough time to review. ○ Create process for adding agenda items with a timeframe (e.g., one week out) ○ Have process for adding emergency/last minute agenda items. <p><u>Solutions identified:</u></p>	<i>additional LC meetings (2 hour blocks of time).</i>

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			<ul style="list-style-type: none"> ○ Have LC members send requests to add agenda items via email to the Chair (Brion), Vice Chair (Ruth) and ECHO staff (Laura) to coordinate in advance. ○ Continue to prioritize meetings to build shared agreements and values and processes that align with the shared agreements and values. ○ B. Oaks & R. Ahearn to reach out to members not in attendance to check in <ul style="list-style-type: none"> ▪ Question raised: Does LC want ECHO to step out of this meeting now? <ul style="list-style-type: none"> ○ LC agrees for ECHO to stay in this meeting until process are identified for who needs to be present ▪ Agreed Commitment to “try it on,” being open to creativity and new possibilities. ▪ Agreed Commitment to take space/leave space; those who are speaking up more take a step back and invite others in (“vibe check”) who have not been as talkative or outspoken. ▪ Agreed Commitment to prioritize the voices of BIPOC members and those with lived expertise of homelessness. ▪ Agreed Commitment to confidentiality and creating space for vulnerability. Members share a commitment to respecting the privacy of that which is shared, take home ideas not stories. ▪ Active Commitment to being intentional in the space; not planning what to say next instead of listening to what is being said now. ▪ Agreed commitment to mindfulness of the disparity between intent vs. impact. Discuss Equity with appropriate intersectionality and active monitoring of who is being left out. 	<p>Action: COA Equity Office staff will return at the next meeting to continue facilitating the Shared Agreements and Values discussion and exercise.</p> <p>Action: ECHO staff will draft a recommendation outlining options (including amounts needed) for acceptable pathways for compensating PLE for governance participation.</p>

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		<ul style="list-style-type: none"> ● Suggested Policy: members with lived expertise of homelessness are given veto voting power to address the imbalance of power/authority ● Suggested Policy: LC can explore alternative models of decision-making beyond voting (e.g., consensus-building) ● Previous experiences with consensus-building have not been successful and have led to apathy and disengagement in space with power disparities; voting may be necessary to ensure engagement ○ Continue to work on Shared Agreements and begin to work on Shared Values during next meeting or by scheduling an additional meeting. <ul style="list-style-type: none"> ▪ Suggested Solution: Have Leadership Council schedule a retreat/teambuilding meeting outside of business meeting operations for LC members only. ● Issue raised: Councilmembers with lived expertise of homelessness and other marginalized & traditionally exploited identities are not currently being compensated for their work on LC. ● Compensation of People with Lived Expertise <ul style="list-style-type: none"> ○ Suggested Solution: Chair B. Oaks requested that ECHO draft a recommendation outlining options (including amounts needed) for acceptable pathways for compensating People with Lived Expertise for their governance participation. <ul style="list-style-type: none"> ▪ ECHO as collaborative applicant of CoC can hold and disperse the funding, but ECHO itself cannot supply the funding, because would be a conflict of interest. ○ Suggested Solution: LC holds follow-up meeting on June 28th to continue compensation conversation. ○ A. Willard: Initial math is \$30,000 annually to cover 1 person for each of the proposed committees (6 individuals) plus 3 people on LC (9 individuals total). ○ Suggested Solution: A. Willard will produce budget proposal ○ R. Azzam Morris suggests ECHO could look for funding source; COA can also be a funding source ○ S. Wright asked if the Summit Core Leadership's fundraising be a source for funds to be used as compensating PLE. 	<p>Action: Andrew will create draft budget proposal for compensation for unpaid members in governance participation.</p>

AGENDA	DISCUSSION		ACTION	
			<ul style="list-style-type: none"> ○ Feedback process and next steps <p>Emergency Housing Voucher (EHV) Program Stakeholder Survey (Meeting did not reach this item)</p>	
<p>V. FY21 CoC Program NOFA</p>		<p>A. Willard</p> <p>ECHO</p>	<p>FY21 CoC Program Notice of Funding Opportunity Policies (Meeting did not reach this section)</p> <ul style="list-style-type: none"> ● FY19 Policies <ul style="list-style-type: none"> ○ FY19 Review, Scoring, and Ranking Policy ○ FY19 Reallocation and Deobligation Policy ● FY 21 Policies– Policies out for public comment <ul style="list-style-type: none"> ○ FY21 Review, Scoring, and Ranking Policy: Outlines the policies which will govern the local application procedures for applicants interested in renewing or receiving CoC Program funding. ○ FY21 Reallocation and Deobligation Policy: Establishes the practices by which CoC projects currently receiving funding may voluntarily or involuntarily reallocate those funds as part of the FY21 CoC Program NOFA. 	
<p>Adjournment</p>			<p>FUTURE AND ONGOING AGENDA ITEMS</p> <ul style="list-style-type: none"> ● Next steps on updated scorecards. ● Payment of PLE ● Training expectations and process to increase awareness and understanding of anti-racism/undoing racism. <p>Next Meeting: Leadership Council Meeting on July ???, 2021 1:00PM – 3:00PM</p>	<p>ACTION: A. Willard & L. Evanoff will send out a Doodle poll to schedule July meeting.</p>

“For the master’s tools will never dismantle the master’s house. They may allow us to temporarily beat him at his own game, but they will never enable us to bring about genuine change. Racism and homophobia are real conditions of all our lives in this place and time. I urge each one of us here to reach down into that deep place of knowledge inside herself and touch that terror and loathing of any difference that lives here. See whose face it wears. Then the personal as the political can begin to illuminate all our choices.”

— Audre Lorde