



HRS Leadership Council Minutes

Committee: HRS Leadership Council

Date: 07/12/2021

Duration: 12:00 – 3:00

Meeting Place: VIRTUAL MEETINGS VIA ZOOM

<https://us02web.zoom.us/j/86532870646>

Meeting ID: 865 3287 0646

Presiding:

Attendance:

P = Present

TC = Attended via Dial in

A = Absent

Leadership Council Members					
P	Brion Oaks (Chair)	P	Quincy Dunlap		Vacant
A	Cathy McLaugherty	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		Maya Guevara		
A	Patrick Wigmore				
ECHO (CoC Lead)					
P	Laura Evanoff				
P	Maya Beit-Arie				
P	Quiana Fischer				

AGENDA	TIME	PRESENTER	DISCUSSION	ACTION ITEMS
I. Welcome, Approval of Minutes, & Announcements	12:00 – 12:10	B. Oaks & R. Ahearn	Welcome & Introductions <ul style="list-style-type: none"> Action Item: Review and Approve June 2021 Leadership Council minutes Announcements <ul style="list-style-type: none"> LC needs to decide whether meetings are closed or open to the public. Longer meeting times ECHO Staffing Support/Attendance for LC: Maya & Quiana Google doc for questions from LC to ECHO 	Decision: June minutes approved with minor edits to make more concise documentation of discussed tasks and decisions.

AGENDA	DISCUSSION	ACTION	
<p>II. Leadership Council Values Discussion</p>	<p>12:10 – 1:10</p> <p>COA Equity Office</p>	<p>Leadership Council Shared Agreements and Values</p> <ul style="list-style-type: none"> • Group Agreements <ul style="list-style-type: none"> ▪ Prioritize lived expertise and BIPOC folks to build collective power as top value to guide all others. ▪ Agreed Commitment to challenging ideas, not people. ▪ Reminder that group agreements can always be added. ▪ Suggestion: add in governance charter a process for follow-up and updating members who miss a meeting. • Shared Values <ul style="list-style-type: none"> ▪ COA Equity Office introduce model for creating shared values ▪ Values added: <ul style="list-style-type: none"> ○ Thinking holistically about homelessness ○ Grounded in data and historical context (quant and qual) ○ Not rushing the process ○ Tackle root issues ○ Systems-thinking ○ Centering experiences of those most directly impacted ○ Collaboration ○ Authentic and meaningful engagement ○ Equity ○ Welcome generative conflict ○ Struggle together ○ Working towards liberation ○ Honesty ○ Transparency of process ○ We value lived expertise ○ Shared definitions and history ○ Suggested Solution: Workgroup to create an LC Dictionary for council approval ▪ What do our values look like in action? <ul style="list-style-type: none"> ○ Compensate folks and eliminate as many barriers as possible for those directly impacted to be full participants in the council authentically ○ See our values reflected in the governance structure and in the process of decision- 	<p>Action: <i>Group Agreements approved.</i></p> <p>Action: <i>Shared Values approved.</i></p>

AGENDA	DISCUSSION	ACTION		
		<p>making and relationship-building</p> <ul style="list-style-type: none"> ▪ How will LC hold itself accountable to its values? <ul style="list-style-type: none"> ○ Create shared definitions, context and history (both an action and being accountable) ○ Suggested Solution: Quarterly revisiting values to ensure LC are maintaining alignment 		
III. Governance & Policies	1:25– 1:40	M. Beit-Arie	Governance Policy Interim Policies & Next Steps <ul style="list-style-type: none"> • Interim Conflict of Interest <ul style="list-style-type: none"> ○ Request members sign existing version of COI form – using established COI policy. • Coordinated Entry Prioritization Proposal - update 	
IV. Coordinated Entry	1:40-	E. Seales	<ul style="list-style-type: none"> • E. Seales expressed concern surrounding challenges with CE process regarding accessibility of assessments, communication of changes to CE process, increasing understanding of system needs and gaps related to who is completing and funded to complete assessments and developing best practices within the assessment process. • LC will continue this conversation and review the new CE Prioritization tool in the next meeting. 	Action: E. Seales will meet with Q. Fisher to receive update on Equity Committee on Coordinated Entry work
V. Governance & Policies		B. Oaks & L. Evanoff	<ul style="list-style-type: none"> ▪ Action Item: <i>Approve the updated Governance Charter</i> ▪ Suggestion: Holding a retreat for a deep-dive on the charter and any updates; will wait on this until compensation policy is solidified ▪ LC Member requests a vote on whether to approve previous Membership Council charter or the charter drafted by Governance Restructure Committee as a basis for future revisions. ▪ Votes in favor of adopting of new chart from Governance Restructure Committee: 10 votes 	Action: <i>Vote to approve adoption of new interim governance charter.</i> Action: <i>D. Harris will send out a poll to add members to the</i>

AGENDA		DISCUSSION		ACTION
			<ul style="list-style-type: none"> ▪ Suggested Solution: Creation of a governance committee to continue to work through revising the charter ▪ Suggested Workgroup Members: B. Oaks, D. Gray, W. Thurman, R. Azzam-Morris, S. Wright, D. Harris. 	<i>Governance Review Committee.</i>
VI. Compensation Policy for Economic Equity	1:30-1:40	B. Oaks L. Evanoff	Compensation Policy for Economic Equity <ul style="list-style-type: none"> • Creation of small workgroup for economic equity to develop policy language and budget to include in the governance charter • Call to leadership councilmembers to join workgroup w/ ECHO staff (M. Beit-Arie). • Suggested Workgroup Members: R. Azzam-Morris, D. Harris, R. Johnson Jr., S. Wright, J. Phillips 	Action: <i>M. Beit-Arie will send out Doodle poll to councilmembers identified for Compensation Workgroup.</i> Action: <i>Compensation Workgroup will meet to draft recommendations for policy.</i>
VII. Summit Meeting Report Out	1:40-2:00	R. Ahearn	Share takeaways from Summit meeting on Thursday, July 8th <ul style="list-style-type: none"> • Concerns about transparency and trust, as well as overlapping roles • Need for a clear structure that is written down and publicly available, that delineates the different spheres, roles, and oversight responsibilities per each actor, in order to avoid confusion in the community and amongst the different groups operating in this space 	
Adjournment			FUTURE AND ONGOING AGENDA ITEMS <ul style="list-style-type: none"> • Continue conversation around Coordinated Entry with a presentation from ECHO's CE team on data • Review governance charter • Continue conversation on takeaways from Summit 	
Next Meeting: Leadership Council Meeting on August 2nd, 2021 1:00PM – 3:00PM				

“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**