



Minutes

Committee: Equity Committee

Date: 11/10/2022

Duration: 12:00 – 1:30

Meeting Place: Zoom virtual meeting

Attendance:

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

Equity Committee Members							
P	Guen Brown	A	Claire Burrus	A	Junghee Cho	P	Kellee Coleman
P	Jesus Gonzales	A	Kimberly Holiday	P	Soleece Watson	P	Sulipsa Luque
A	Lori Neyland	P	Esteban Olave	P	Tiffany Hart		
Co-Chairs							
P	Netanya Jamieson	P	Summer Wright				
Other Community Members							
	Patricia		Robyn Wright		Gaby Fernandez		
	Cassandra Richards		Amanda Jasso		Karem Castillo		
ECHO Support Staff							
P	Chris Davis						
Other ECHO Staff							
	Preston Petty		Anthony Curtis		La Shandraia Dwyer		
	Mariane Elzy						

AGENDA		DISCUSSION	ACTION ITEMS
I.	Welcome & Check-in		•
II.	Leadership Council Engagement	<ul style="list-style-type: none"> ● Update from Netanya <ul style="list-style-type: none"> ○ Background: Leadership Council is represented in Equity by Tiffany Hart; LC, committees and workgroups are contained in “governance” ○ Leadership Council is looking for feedback from committees ○ Discussion <ul style="list-style-type: none"> ■ What are some possible areas for growth/improvement in governance? 	

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	<ul style="list-style-type: none"> ● More training; more communications; meeting in person would help governance - people tend to connect better in person and more gets done; ■ How do you see the relationship between the committees and leadership council? <ul style="list-style-type: none"> ● Need to work on better communication; disconnected based on timing of the meetings and the shared information; some meetings overlap, like APAT Development and Encampment & Outreach workgroups - impossible to attend both; ● NJ: Equity meets on the second Thursday, Leadership Council meets publicly on first Monday, so feels behind <ul style="list-style-type: none"> ○ TH: Second monthly LC meeting is closed to public; sometimes they bring in groups to present at these meetings, which could be an option for Equity ● Amanda Jasso: Information sharing even within LC is not always great, so acknowledge the frustration with some of the communication issues ● Community question: Is there like a hub or a place where it list what each committee or workgroup is working on? like recent updates? ■ How can the relationship between Leadership Council and committees be improved? <ul style="list-style-type: none"> ● Communication is a struggle; suggestion to create real-time communication option like a Slack channel; idea was floated with LC earlier this year and faced pushback, but may be interest in revisiting now; Slack vs. GroupMe - Slack (like Microsoft Teams & Discord) is a network of group chats, so it's easy to distinguish the communication among groups/topics, whereas GroupMe is just one stream; files are also shareable; concern that these types of platforms can be 	

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	<p>a lot of content and can create noise in the channel;l solution - could have channels designated for updates to everyone, general chat, etc., and committees can customize their space with guidelines</p> <ul style="list-style-type: none"> ○ TH: Apologizes to committee for lack of attendance in this meeting; work in national space, which can get crazy; now this meeting is prioritized and guarded on calendar, so will be a consistent presence moving forward ● Compensation Policy (late agenda add – 11/4) <ul style="list-style-type: none"> ○ Link to Compensation Policy for governance participants ○ Highlighted text from Maya Beit-Arie (mayabeit-arie@austinecho.org): <i>“This Compensation Policy applies to all people who participate in the Homelessness Response System governance structure under Leadership Council and have lived experience of homelessness. This Compensation Policy also applies to all equity advocates who represent marginalized communities from grassroots organizations and who are not otherwise compensated. Equity advocates are defined as unpaid employees or volunteers with grassroots or community organizations which represent marginalized communities and who have a mission dedicated to equity. Participation includes committees, subcommittees, permanent and ad hoc workgroups, and all onboarding and training activities involved in any covered governance work.”</i> ○ Anyone who believes you are eligible and would like to receive compensation can contact Maya at email above ○ TH: Funding for this compensation policy runs out at the end of the year; LC has created an ad hoc committee to determine an interim solution and a long-term solution to continue funding; anyone interested in joining should contact Tiffany 	
<p>III. Equity Committee Updates</p>	<ul style="list-style-type: none"> ● PLE Support Space – Summer was leading this group, but it fell by the wayside; Tiffany is able to take over facilitating this workgroup; Tiffany was planning to lead the Trainings Workgroup, and now there needs to be a new lead; anyone interested should contact the chairs 	<ul style="list-style-type: none"> ●

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	<ul style="list-style-type: none"> ○ TH: Offers to support Trainings Workgroup, but can't lead ● Co-chairship – Every year, one chair rotates out and a new one comes in to maintain stability; Summer is stepping down as co-chair at the end of the year to allow a new co-chair to step in with Netanya; don't need to vote today, but putting on radar <ul style="list-style-type: none"> ○ Also: Potential to bring in new voting members from current pool of people who have been showing up anyway; may need to adjust membership based on attendance ○ Anyone interested in co-chairship or joining committee should contact Summer, Netanya, and Chris Davis 	
<p>IV. Updates & Announcements</p>	<ul style="list-style-type: none"> ● Workgroup Updates <ul style="list-style-type: none"> ○ APAT Development: CB unable to attend Equity meeting; update from community member: completed evaluating each APAT questions on whether it's hard/easy for people to get housed ○ Professional Development: <ul style="list-style-type: none"> ■ NJ: Have been at home since end of August searching for a job; have been in this work for 17 years, applied for probably 100 jobs and got four interviews; applying to parallel-level jobs; this is really disheartening to see how much harder it is for folks we serve; trying to find a way to have organizations train internally so people with the experience at that organization are moved into open positions; looking for ways to encourage organizations to value experience over education in the hiring process ■ Jacob: At 18, feel the pain of trying to find a job without the formal education; have a skilled background, but couldn't find something other than fast food not without the piece of paper; would like to have conversations about how to fix this problem ■ Anyone interested in joining the Professional Development workgroup, contact Netanya ● New agenda item: APAT name vote <ul style="list-style-type: none"> ○ SW meant to send email vote about changing second "A" to "Assistance" (from "Assessment"); have quorum now, so can vote in person instead <ul style="list-style-type: none"> ■ Reasoning from P Petty: better to use more helpful words rather than the clinical "assessment" ■ Vote: Unanimous approval ● Open floor 	<ul style="list-style-type: none"> ●

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	<ul style="list-style-type: none"> ○ Jacob: Meaning to attend this space more frequently to provide expertise; would like to pursue joining as a voting member ○ Kellee: City is still doing Undoing Racism workshops once a month if anyone is interested – contact her: Kellee.coleman@austintexas.gov <ul style="list-style-type: none"> ■ December 13-15 are the dates for the next Undoing Racism - in person ○ Kellee: APD’s contract is being negotiated right now; problematic for a lot of reasons, and City Manager appears to be rushing it through; Austin Justice Coalition has been doing work around this, and Equity needs to be involved 	
Adjournment	<ul style="list-style-type: none"> ● Next Meeting: 12/8/22 12:00PM – 1:00PM; Virtual meeting via Zoom 	