



Minutes

Committee: Equity Committee

Date: 2/8/2024

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	P	Claire Burrus	A	Junghee Cho	A	Kellee Coleman
P	Jesus Gonzales	P	Sulipsa Luque	A	Soleece Watson	P	Cryss Murray
A	Lori Neyland						
Co-Chairs							
A	Kimberly Holiday	P	Esteban Olave				
Other Community Members							
	Jess Chain						
	Amanda Jasso						
ECHO Support Staff							
P	Chris Davis						
Other ECHO Staff							
	Jenelle Adetunji		Dylan Lowery		Joshua Taylor		Angel Romero
	Tania Hughes		Kyle Walker		Anthony Curtis		

AGENDA		DISCUSSION	ACTION ITEMS
I.	Welcome & Check-in	Opportunity to be vulnerable and check in about how we're showing up today	•
II.	Equity Review Tool	<ul style="list-style-type: none"> • Tool for review: https://docs.google.com/document/d/12lOpNg9GhGLRvE1O8QQjbT5uhSvW8mWIHmSYguWKlcE/edit?usp=sharing • Background <ul style="list-style-type: none"> ○ Review Tool workgroup put together draft and requested feedback from Equity Committee ○ Part of Committee's goals outlined in Roadmap ○ Workgroup has not yet received feedback • Discussion <ul style="list-style-type: none"> ○ Who's scoring the policies and procedures? 	

AGENDA	DISCUSSION	ACTION
	<ul style="list-style-type: none"> <ul style="list-style-type: none"> ■ Understanding is Committees will be scoring their own policies and procedures and there's an element of trust ○ Question 1 <ul style="list-style-type: none"> ■ Groups that are disproportionately affected should be in room to develop policy/procedure - even if talking about shelter policy, are there people staying in shelters helping create policy? ■ Is there always a group that is disproportionately affected? Should that even be an option? ■ Confusion - how is the question and scoring tied together? <ul style="list-style-type: none"> ● Suggestion to reword question to be more direct - Are there people who are most affected by the policy who helped create it? ■ Are we talking about people served by the policy, or sub-populations within a group of people served? i.e., are we talking about all shelter residents, or are queer shelter residents disproportionately affected? <ul style="list-style-type: none"> ● If we included shelter residents in the conversation about developing a shelter policy, but they were all white men, do they get a 5 or a 1 on this? ● If a policy is equitable, there's not a disproportionate impact ● From an equity perspective, I think we should be thinking about our most marginalized residents within general population ○ Question 2 <ul style="list-style-type: none"> ■ How are groups defining what counts as accessible? Different from first question with percentages to delineate ■ Do we have capacity/ability to translate everything into every language, and if not, does that mean no policy can get full points? ■ People-centered approach related to harm reduction - is that captured in this question? Would like to see more of this across our System, and a harm reduction lens on all our language/work <ul style="list-style-type: none"> ● Should this be an additional question on the tool to call out harm reduction practices and principles? ● Be careful not to go down a rabbit hole of describing specific cases because then it's easier to leave groups out ■ Focus on cultural humility (not competency) ○ Who's using the tool? This is for the governance structure, not individual agencies in the community 	

AGENDA	DISCUSSION	ACTION
	<ul style="list-style-type: none"> ■ Committees and workgroups are using this tool for their policies and procedures that are going to impact the CoC ■ Ultimately, we'd want agencies to use this as a model to test their own internal policies as well 	
III. Governance Handbook Review	<ul style="list-style-type: none"> ● Leadership Council composition <ul style="list-style-type: none"> ○ What are the roles, and who's serving in them? ○ Did not get to this agenda item 	<ul style="list-style-type: none"> ●
IV. Updates & Announcements	<ul style="list-style-type: none"> ● Workgroup Updates <ul style="list-style-type: none"> ○ APAT Development ○ PLE Support Space ○ Equity Review Tool Workgroup ○ Trans Client Best Practices Workgroup ● Did not get to this agenda item 	<ul style="list-style-type: none"> ●
Adjournment	<ul style="list-style-type: none"> ● Next Meeting: 3/14/24 12:00PM – 1:30PM; Virtual meeting via Zoom 	