



Minutes

Committee: Equity Committee

Date: 07/11/2024

Duration: 12:00pm – 1:33pm

Meeting Place: Zoom virtual meeting

Attendance:

P = Present
A = Absent

Equity Committee Members							
P	Cryss Murray	P	Tania Hughes	A	Toby Nunley		
Co-Chairs							
P	Kimberly Holiday	P	Esteban Olave				
Other Community Members							
P	Linda Jackson	P	Sulispa Luque	P	Cassandra Richards	P	Jesus “Denver” Gonzales
P	Jacob Emerson	P	Guenevere Brown	P	Jason Denny	P	Summer Wright
ECHO Support Staff							
P	Sara Fuetter						
Other ECHO Staff							
P	Meagan Biscamp	P	Dylan Lowery				

<u>Agenda Item</u>	<u>Presenter</u>	<u>Discussion</u>	<u>Action Items</u>
I. Welcome and Check-In	E. Olave	Icebreaker: How are you feeling about the current state of the world?	
II. Finalized Staff Survey	M. Biscamp	<ul style="list-style-type: none"> ● Staff survey is now finalized and will be presented to LC next month. <ul style="list-style-type: none"> ○ Committee supports this survey (does not need a formal vote). ● Will include findings to the State of the HRS report and share the insights on the ECHO website. ● New question added: How fair do you feel your compensation is? ● Have kept the morale question but now added a definition of “morale”. 	<ul style="list-style-type: none"> ● Survey will be presented to LC next month

		<ul style="list-style-type: none"> ○ Change “emotions” to “enthusiasm”? ● Combined gender identity question and transgender identity question into one question. ● All demographic questions were moved to the end of the survey. ● Added MENA and Native American or Other Pacific Islanders to race/ethnicity. 	
III. Discuss Compensated Members	D. Lowery, K. Holiday, E. Olave	<ul style="list-style-type: none"> ● CoC sets the policy on compensation, ECHO fundraises money for compensation and presents compensation reports, and TOOF provides the payments. ● The system is overspent on compensation funds → compensation for the remainder of 2024 is limited to 3 voting members per committee and workgroup. <ul style="list-style-type: none"> ○ An individual is limited to payments from 3 groups. ● Changes to AYC work. ● June was the last month for uncapped payments → new compensation policy takes effect this month. <ul style="list-style-type: none"> ○ Co-chairs and workgroup leads are paid first. ● Suplipsa and Denver want to continue coming and participating in the group! ● There are other groups where folks can be compensated voting members. <ul style="list-style-type: none"> ○ Decision on who to compensate if there are more than 3 eligible voting members present will take place next month 	
IV. Guide on Best Practices for Working with Trans Clients for Shelter Staff	S. Wright	<ul style="list-style-type: none"> ● 2-page guide to consolidate the most important points. ● Major sections: <ul style="list-style-type: none"> ○ Names and pronouns and addresses when mistakes are made. <ul style="list-style-type: none"> ■ Making sure staff are person-first ○ Intake privacy and client data. ○ Programmatic guidance <ul style="list-style-type: none"> ■ Access to gender-affirming clothing. ■ Ensure private spaces are available for just one person at a time ■ Align services with clients’ identification ● Making sure staff are person-first ● The back page has a glossary of terms <ul style="list-style-type: none"> ○ Meagan is continuing to work on this glossary → Will be completed by the time the guide is published ● The guide has resources listed. <ul style="list-style-type: none"> ○ More resources will be available on the ECHO website. 	<ul style="list-style-type: none"> ● Take this guide to LC for approval

		<ul style="list-style-type: none"> ● The workgroup is on pause now that the workgroup approved it. <ul style="list-style-type: none"> ○ Ideally the workgroup can be reactivated to focus on PSH and RRH programs ● Vote on this guide: <ul style="list-style-type: none"> ○ Kimberly: Y ○ Esteban: Y ○ Cryss: Y ○ Tania: Y ● This guide passes! <ul style="list-style-type: none"> ○ Next step is taking this to LC 	
V. Establishing the workgroup to improve data collection for LGBTQ+ clients	K. Holiday, E. Olave, S. Fuetter, D. Lowery	<ul style="list-style-type: none"> ● Establishing the first workgroup meeting will be decided at the top of next month's meeting ● Workgroup members are not limited to just Equity Committee members - anyone in the community is welcome to join! 	<ul style="list-style-type: none"> ● Get marketing email ready (same as the committee one)
VI. Voting on APAT Pilot Questions	S. Fuetter	<ul style="list-style-type: none"> ● Due to a lack of time, this will be conducted via email. ● The results will be distributed to all attendees either via email or at the next meeting. ● Questions: <ul style="list-style-type: none"> ○ Have you ever had a rental lease in your name? ○ If yes to the above, do you have any negative rental history within the last 10 years? 	<ul style="list-style-type: none"> ● S. Fuetter to create and send out form for voting members to use to vote on the questions.
VII. Updates and Announcements	All	<ul style="list-style-type: none"> ● Four voting members have expired terms, so the Equity Committee is recruiting new voting members. <ul style="list-style-type: none"> ○ Voting members with expired terms are welcome to still participate with the workgroup! ○ There are now 7 total open seats for voting members, with 1 additional seat reserved for a Leadership Council representative. <ul style="list-style-type: none"> ■ Maximum number of seats is 15 but that makes the quorum requirement go up → Not recommended to have that many members. ○ At least 2 of the open seats will need to be filled by September in 	<ul style="list-style-type: none"> ● There's a marketing email that members are encouraged to send out to their contacts

		order to meet the 7 voting member requirement. ■ The seats have to be posted for 2 months.	
VIII. Adjournment	K. Holiday	● Have a great day on purpose!	