



Minutes

Committee: Equity Committee

Date: 09/11/2025

Duration: 12:00 – 1:30

Meeting Place: Zoom virtual meeting

Attendance:

P = Present
A = Absent

Equity Committee Members							
A	Tania Hughes	P	Cryss Murray	P	Toby Nunley	P	Jacob Emerson
P	Rachel Schuyler	A	Kiki Simmons	P	Tracey Moody		
Co-Chairs							
P	Esteban Olave	P	Sasha Rose				
Other Community Members							
P	Sydney De Costa	P	Linda Jackson	P	Karem Castillo	P	Larry Wallace
P	Allie Mosquedo	P	Joseph Montano	P	Ricardo Garay	P	Kayla
P	Ebonie Trice	P					
ECHO Support Staff							
P	Amir Erfanian						
Other ECHO Staff							
P		P					

AGENDA		DISCUSSION	ACTION ITEMS
I. Welcome & Check-in	12:00 – 12:30	Ice breaker: Tell us about a person or experience that has shaped how you think about equity and homelessness	•
II. Review of the June leadership council meeting	12:30 - 12:45	<ul style="list-style-type: none"> • Review of the meeting <ul style="list-style-type: none"> - Toby presented the written outreach standards, LC took the standards back to the table to address committee comments, - Equity tool was used in developing the outreach standards document - PSH transfers/ VAWA/ and other workgroups presented and updated the LC - • Discussion about equity in the governance structure: training, onboarding, compensation, etc.: <ul style="list-style-type: none"> - discussion about outreach training, ECHO training for HMIS, outreach, the Equity tool has been applied to the outreach document development and was endorsed by the LC members as part of standard practice for policy development from now on 	

AGENDA	DISCUSSION	ACTION	
		<ul style="list-style-type: none"> - Linda updated the workgroup about how LC members are committed to incorporate equity tool in policy development and sharing the LC feedback with the team - Toby sharing information on free training for outreach teams offered by ECHO and how to sign up for it - Rachel shared information about RedCross and Fire department offering training for CPR and first aid 	
III. Workgroup updates	12:45 - 1:15	Workgroup Updates from Workgroup Leads <ul style="list-style-type: none"> ● VAWA Housing protection group: Sydney updates: <ul style="list-style-type: none"> - Workgroup is still working on updating the documents that had sent out to ECHO staff for review and comments - The workgroup is going to implement the equity tool once they receive the edits back from ECHO ● <u>PLE Support Space: Jacob presenting update:</u> <ul style="list-style-type: none"> - Meetings are fixed for every Friday ● APAT development: ● Trans Client Best Practices: Sara updated 	
IV. Announcements & updates	1:15 - 1:30	<ul style="list-style-type: none"> ● Amir announced the kick-off for the Co-chair nomination process and shared the new co-chair nomination and election process proposed by LC with the committee ● Toby showed their objections to the proposed timeline of one month for internal nomination ● Sasha asked to discuss “how to make sure the limited available compensations are managed equitably and ensure equitable opportunity/representation” as part of the co-chair appointment process and procedures ● Esteban raised the issue about training and how important it is for the committee members to be trained on the work their expected to do and goals the committee is hoping to achieve ● Dr Wallace, Linda and Jacob will take the co-chair election process to the LC and update the committee about the decision 	<ul style="list-style-type: none"> ● Committee decided to put the co-chair appointment process as the main agenda item for the next call
Adjournment		<ul style="list-style-type: none"> ● Next Meeting: Date 12:00PM – 1:30PM; Virtual meeting via Zoom 	

AGENDA	DISCUSSION	ACTION
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Kiki Simmons
Avery Rider
Ricardo Garay