**Equity and Inclusion Committee Minutes**

**Wednesday, September 21st,2022**

**11:00 – 12:30pm**

**Introductions –**

**Lived Experience Plan**

* **Present:**
  + Calpurnyia R; Lisa S; Cynthia D; Betsy S-J; Montsho G; John S; Leon R; Keyedrya J; Mpress B; Gilad M; Sami C; Sharon H-S; Debb G; Michele L; Shaundell D
* Where are we at?
  + Updates
    - MHSA
      * Will be providing a 4 part Virtual training session
        + Flyer included
      * Will focus on Equity
        + Will give us space to:

Recognize

Attitudes

Knowledge

Views

Discussing it together

Being vulnerable

* + - * + What COC’s?

Worcester

South shore

Three County

* + - DV
      * Still in the planning process
    - PLE Action Board
      * First Meeting will be October 6th from 1 – 2p
    - Credit Success Workshop
      * 09/27
    - COC Annual Meeting
      * Taking place September 29th
      * Register today
    - Written Standards update
      * Written Standards have been updated to reflect current COC procedures
      * Still has to be formatted
      * Will share when complete
    - Equity Training Suggestions
      * Who is doing anything
      * What does the COC need to offer
      * Suggestions:
        + Stigma against having people sheltered in our communities
        + Restorative Practices

Different ways around organizing around

Sociocracy

Shifting the paradigms and the doing the work differently

* + - * + Volunteers @Shelters

Providing training

Supporting one another

Level of understanding

RSVP/CAPV

* + - * + Institution Transformation

Feedback

Ongoing space

* + - * + Youth

YYA Homelessness committee and YAB would like to have a one on one conversation about Racial Justice in Schools

Trainings on

Race

Racial Justice

* + - * + Teen Health Summit identified Mental health and health needs
        + Need place to gather
        + Support from people that are doing this work
        + Restorative

Circle of practice language

List

* + - * + Alternate ways of governance

Wholacracy

Worker owned groups

Under non-profit

Industrial complex

Shared vocabulary

Grass Roots

Community Center

Safe Space

Transphobia

Gender-spectrum

* + - * + Mental Health/Substance Abuse Responses

Sean: Dept of Comm Care

Wildflower Alliance

Training

* + - * + Non-Police/No clinical

Prioritize Vulnerable populations

* + - * + Cress (Community Responders for Equity, Safety & Service) in Amherst
        + Chamber of Commerce
        + Cooley
        + Forbes Library
        + Dept of Community of are
        + Collab Edu Success
        + Community Needs survey
        + Optional ID

**Framing Racial Disparities**

* Framing- Project Level Racial Disparities
  + Agency Diversity Survey
    - Next steps
      * We have identified
        + Hilltown
        + MHA PSH
        + LH TH
        + APP
      * What is doing well
        + Policy and procedure wise
        + Hear from someone on modeling
        + Learning experience
  + Review Policies that were sent with Agenda
* What we need to focus on next:
  + Focus:
    - AH Forms
      * Paradigms
      * Creating less hierarchal spaces guided by holocracy and sociocracy.
    - Balancing of the board
    - Community Specific funded programs
    - The Burden that the COC gets as a community agency
    - Scope/Spheres of influence
      * Why not coordinate around an event
        + Complete it now
        + Raffle
        + Breakfast/luncheon
        + Need to identify a date/time
        + Find somewhere to host event
        + Who could co-sponsor?

**Next Steps for Committee –**

* **Next Meeting:** 
  + **Need to change next meeting date due the MHSA training**
    - **Will send out Doodle poll for November dates**