**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**