**Equity and Inclusion Committee Minutes**

**Wednesday, July 20th,2022**

**11:00 – 12:30pm**

**Introductions –**

* **Present**
  + Lisa S; Leon R; Lydia D; Debb G; Sharon H-S; Rob J; Stacy P; Montsho G; Ben M; Michele L; Shaundell D; Nancy A

**Lived Experience Plan**

* Where are we at?
  + Updates
    - DV Expansion
      * Nancy
        + Planning to roll out in September or October
        + Currently conducting a Survey

Submitted link in chat so that folks present in this meeting could respond

* + - * + Plan is 2 have 2 housing navigators in the community
        + Working with Domestic Violence and Survivor Service Providers to address:

Housing authorities

Destabilization

Who is prioritizing

Isolation

**YAB- Anti-retaliation Policy**

* Reviewing the anti-retaliation policy
  + Review of what is being presented by the YAB
  + This will hopefully be modified to work for the adult population
    - To make sure these systems are in place so that PLE that speak openly on their experience feel safe from retaliation
      * Including COC funded programs
* Making suggestions
  + Vision:
    - This is Age specific
      * Could there possibly be any inclusion of wording to include EOHHS recipient’s
      * Add wording COC claim to investigate
    - Does this include Anti-retaliation from specific agencies?
      * Do agencies have Anti-retaliation policies in place that they can share with the YAB?
        + Gandara – Yes
        + D/S – Not present
        + MHA – not sure but will check out and get back
    - Reviewed Keleigh’s suggestion on wording
    - Extend umbrella to state any YAB or participants 18-25 that complete a survey or provide feedback
  + Policy
    - Maybe adding a bulleted list
  + Procedure
    - Adding in point of contacts
      * To stream line communication
    - Maybe adding this in Agency intakes
      * Board orientation
      * Upon joining the YAB
      * Part of the process
    - COC could request to have this added in their review policies
      * Adding standard language into intake, incase folks are not satisfied with the resolution
      * Adding in wording stating that the YAB Member is held harmless while investigation is under review and pending
        + Maybe add some timelines so that it does not get dragged out
      * Include wording that does not just specify YAB, but all participants

**PLE Plan**

* Researching income limitations for stipends when folks are on fixed incomes.
  + MassHire
    - Looking to see how we can partner with the Ticket to Work program
      * Where a participant can work up to 20hrs that wont effect their limited income
      * Until October
        + You can sign up for Orientation

To take advantage of the workshops

Paid a monthly stipend

$118 a month for gas/expenses

Free laptop

Free internet

Classes are in person or over zoom

All ages

* + - * Call Masshire for dates
  + WIOA
  + MRC
    - Good news garage
  + DTA
    - SNAP Path to work
  + Wayfinders
    - Partnered with Wayfinders to provide 2 Financial literacy workshops over the last month.
      * 8 folks registered and attended in the Adult world
      * 21 youth registered, 11 attended in the youth world
  + Onboarding
    - Due to the overwhelming response after the PLE Flyer was shared to the COC membership, have conducted 2 Onboarding trainings.
    - Currently have 5 folks w/Lived experience joining this committee, and other Committees
    - Looking to start the PLE Action Board soon

**Framing Racial Disparities (will review in next meeting on 08/17)**

* 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

**Updates**

* Agnes M Lindsay Grant
  + Still no response to the application
* Landlord Engagement
  + Moving on
  + Next Landlord Engagement is set up for 07/07/22
* MHSA
  + Lisa and Shaundell to give brief update
    - MHSA is still in planning with Racial Equity Partners to conduct Training series

**Floor is open**

* Open for discussion/suggestions

**Next Steps for Committee –**

* **Next Meeting:** 
  + **August 17th**