**Equity and Inclusion Committee Minutes**

**Wednesday, June 15th,2022**

**11:00 – 12:30pm**

**Introductions –**

**Present:**

Lisa; Cynthia; Kelsey; Stacy; Betsy; Keyedrya; Nancy; Michele; Shaundell

**Lived Experience Plan**

* Where are we at?
  + Updates
    - DV Expansion
      * Letter of Intent
    - YYA/YAB
      * Creating a policy that would allow them protection from adverse responses from YHDP providers from their work and advocacy as a YAB
      * Upcoming Training

**Framing Racial Disparities**

* Framing- Project Level Racial Disparities
  + What is doing well
    - Policy and procedure wise
    - Hear from someone on modeling
    - Learning experience
      * Identify agencies w/in COC that were doing well
        + Learn from them
        + Helping to succeed
      * Reach out to Id’d leaders (Michele)
        + Ask advice including:

Messaging

Policy

* + - Questions:
      * ID’d so far:
        + Hilltown
        + MHA PSH
        + LH TH
        + APP

ID

outreach strategies

promoting programs

how are you expanding/addressing racial equity

structure/norms

How are agencies moving forward

* + ID top performing agencies to share
    - Email agencies
      * LGBTQ
      * Challenges
        + Homelessness
    - Shift intake/outreach
      * Advocating adult system
        + Ask questions
      * Make strong argument and support
  + This group can put together a Survey that can target agencies to give to all staff, including Board of Directors, to identify staff of color, lived experience, language access.
    - The last survey was for leadership
    - This is also part of the Equity reviews in site monitoring
    - Results could lead to possible implementation of mandates for agencies for diversity
      * Agency Diversity Survey
        + Need to be clear
        + Id/demonstrate interface w/people
        + Anonymous?
        + Equity measure question

Diversification of staff

it would be interesting in the survey to ask if programs hire people they serve

Expectations-PLE

Did we already say “how to be a Board member" workshop and how Boards can welcome new members? Maybe the Chamber might want to partner on hosting something?

In terms of a "how to be a board member" kind of training, in 2019 Brad Gordon (co-chair of the CoC board & director of Berkshire Country Regional Housing Authority) held a small training around the weird rules and that boards have (Robert's rules?) for a YAB member who was joining the board. We could reach out to him to see if he would be open to holding another training like this if he has time, for a larger audience.

(Reach out to Brad to see if he could do a larger scale training?

HUD change

More than 1

Does this survey get sent out to COC membership only, or to the community?

* + - * + Language Access:

Not sure how to frame it but how programs are training staff/building awareness of the community they serve? Who works with trusted partners around outreach?

Native Speakers willing to help other agencies

Human capital between relationships

Rather than language lines

PLE w/native speaking experience

Involvement

Look at short term and long term

Mandate to reach goals

PLE w/various native speaking experience in positions for those we serve

**Updates**

* Agnes M Lindsay Grant
* Landlord Engagement
  + Moving on
* Mass Fair Housing 101 Workshop
  + June 23rd
  + Pre-registration update
  + 78 as of 5/19
* MHSA
  + Co-chair Lisa and Kelsey will be joining the planning meetings representing the Equity and Inclusion Committee
* COC Newsletter
  + Future topics for third edition

**Floor is open**

* Open for discussion/suggestions
  + Teacher diversification bill should be moving forward (fingers crossed!)
    - More teachers that look like the students they are teaching
    - Civics engagement
      * Critical race theory vs history
    - Mascot bill
    - This is where language access is coming up.
    - Mass Migrant program
      * Seeing increase
  + Masshire
    - Matches
    - Coaches
    - Intake process
    - Secure jobs
  + Wayfinders
    - Job search
      * Bus
      * Uniforms
      * Dress for success
  + Reviewing options for Consumer Advisory Board
  + Intersectional Inequities
    - Chronic/disabilities
      * Serving decision making positions
      * LGBTQ

**Next Steps for Committee –**

* **Next Meeting:** 
  + **July 20th** 
    - **Next agenda**
      * Data check in
      * Advising on non-retaliation policy