**Equity and Inclusion Committee Minutes**

**Wednesday, October 20th,2021**

**11:00 – 12:30pm**

**Introductions –**

* Present:
  + Keyedrya J; Stacy P; Calpurniya R; Miguel R; Betsy S-J; Michele L; Shaundell D

**Lived Experience Plan**

* Looking at the Partnering with PLE survey (included in Agenda email)
  + Addressing additions to the Racial Equity plan, Lived Experience portion
    - Goal is to incorporate whatever we are missing, mentioned in the survey, to make it a more cohesive and inclusive plan.
      * Reviewed Engaging with PLE Survey
        + PT 1

Add

B and d to our overall plan

Stacy:

This is an important perspective

Send this survey out to partner agencies with the COC response to see if they are doing this as well.

* + - * + Pt 2

Add

A, B, and C

These are considered everchanging landscapes

* + - * + Pt 3

Add

B, C, E, and F

Thanks to Michele we are data driven, and make data driven decisions

Betsy:

Termination policies:

Come up with language that we may all share that are not embedded in white supremacist language.

* + - * + Pt 4

Add

C, and D

Bring back A to Keleigh and see what her opinion is.

* + - * + Pt 5

Add

A, B, C, D, and E

Breaking down who is defined as our constituents, and what they want to hear about.

**Going over Current Goals**

* Planning next steps
  + Share the Lived Experience flyer again
  + Outreach
    - **Added to current running list:**
      * APP
      * YAB
      * Greenfield Family Inn
      * Craigsdoors
      * Eliot
      * Gandara
      * Yvonne’s Place
      * Friends of the homeless Hampshire
      * Nelqwit
      * FCRN
      * Montague Catholic Ministries
      * Justine @ the City of Pittsfield Housing Committee
        + All City housing committees
      * Dane to distribute in Hampshire
      * Becky in Development
      * Multi-Cultural Bridge (Berkshire)
      * Multi-cultural services
      * Northern Berkshire Coalition
      * Food networks
      * CLA
      * Jail to Community Taskforce
      * Councils on Aging
        + ILC
        + Senior Center
      * MKV
      * Headstart
      * BNL Participants:
        + Making sure that advocates have on hand

Include in intake/assessment process

* + - * + Make it an open invitation, not guess

**Next Steps for Committee –**

* **Next Meeting:** 
  + **November 17th**