**Equity and Inclusion Committee**

**May 17th, 2023**

**Present**

* Emma C
* Shaundell D
* Michele L
* Lisa S
* Montsho G (MHA)
* Stacy P
* Efrain V (PLE)
* Calpurnyia R
* Leon R

**Content**

* Going over survey results
  + \*\*maybe part of orientation/onboarding: an overview of the trainings required to take within your first year ??
  + Lisa: odd that someone stays for their coworkers …
    - Montsho: speaks more about the org than the individual…not easy to find a group of coworkers you get along with and work well with
  + Montsho: I hear a lot of distress calls in this survey…disappointed that so many people didn’t answer all the questions, but the ones who did spoke volumes
  + Stacy: training opportunity, empowering people on how to interrupt those conversations (talking negatively about clients)
    - Montsho: agree, step beyond training, goes to the hiring process—what are you asking in interviews? What are you bringing to the service? What is their default? How do you show up when no one’s looking?
    - Calpurnyia: also value at org…sometimes when hiring we value skills or other emotional capabilities…but trainings are important—how are management talking to staff? Are they ‘doing enough’?
  + Shaundell very upset about the transphobia and homophobia existing … ‘upset but shouldn’t be surprised’
  + Efrain: this is new to me, working in field with lots of people who are trans, sometimes I slip, not that I’m biased just not exposed
  + Leon: hearing that a lot of these places need anti-stigma training… we can say it’s fear, ignorance, but it’s about control. Categorizing, putting people in boxes, “you don’t have to understand it but you have to respect it”…
  + Montsho: people have to take on learning about cultures that are different from theirs (cultural humility)
  + \*\*formulating plan for DEI trainings for our platform going forward (keep this in your mind)
* PIT count demographic data
  + PIT count was in January
* Money from MHSA for Reimagining—training suggestions?
* Next steps for this group