**Equity and Inclusion Committee Minutes**

**Wednesday, July 21st,2021**

**11:00 – 12:30pm**

**Introductions –**

* **Present:**
  + Stacy P (N. Adams PS); Juan R (APP); Lydia D (CAPV); Kelsey W (D/S); Betsy S-J (APP); Calpurnyia R (MHSA); Justin J (MHA); Keyedrya J (FRCOG); Michele L (3COC); Brooke M (3COC); Shaundell D (3COC)

**Peer Ambassador:**

* **YAB will be joining this meeting**
  + A member of the YAB was unable to make it to this meeting
    - Their representative attended in their place
      * Lydia D
  + **To give input on the Roles and Responsibilities of the Peer Ambassador(s):**
    - **Role**
      * Need to figure this out after we look over the Goals and Actions more in depth
    - **Time Commitment**
      * Top three Activities that would consist of time:
        + 1. Monthly Equity and Inclusion Meeting 1.5 hrs
    - **Activities**
      * Help us work toward the Goals and Action steps of this Committee.
      * A main individual that can report back to the YAB
      * YHDP/COC Things/Youth led projects on what they want to change in the community
    - **Recommendations**
      * List the Strategic Goals as per the Governance Charted with more accessible language and examples
      * Be very clear on the contract and time limits
      * Communication:
        + Time and funding source

YAB is underfunded

* + - * Give a schedule

**Review Lived Experience Orientation Material-**

* + Make sure that this is what we described:
    - Data/COC Presentation:
      * Strength
      * Weaknesses
      * Change
        + Policies
        + Procedures
        + Language
        + Service Delivery
      * Overview
        + Something visual

Adding a slide to the beginning and a slide at the end

Like in a Nutshell type visual

* + - * + Need to use more accessible writing for all who are going to view the slides
        + Adding a line on how someone’s Privacy is protected
        + Connect Michele w/Sage from the FRCOG for tips and tricks
        + Local Eviction slide should have percentage/population

How many in Franklin in comparison to other areas or overtime

* + - * + Add APP
        + Send hard copy to folks
        + Take out the number of COC slide
        + Change language
        + Make this the 1st core document

And use it to continue conversations

* + - * + There may even be some Board members that don’t understand the language we use
        + Highlighting that this is a learning experience for all

Always a good time to ask questions

Setting work culture

Questions are encouraged

Bringing forward ideas to see where they fit

Orientation can be used for new partners that are coming into the COC

Positives

Assets

What have we done

No shame, No stigma, No one’s fault

Call/Join

Visual

Provide more information in writing

Present as is

Choose which parts we want to highlight

* + Does the group feel that this education enough on what the COC does, and is about
  + Where the Orientation will be facilitated
    - Lived Experience Advisory Group
      * Meet Quarterly

**Equity and Inclusion Goal and Action Steps for Fall 2020/Winter 2021 –**

* + Review changes made to include
    - Initial crosswalk of E& I Strategic Goals and Racial Equity Plan’s Org Training and Workforce Development Action Plan.
  + Review what the group agreed would be our first Action Steps:
    - Getting participation of Youth, people w/Lived experience, and BIPOC community.
    - Prioritizing Housing
    - Identifying the Multiple Levels of Advocacy the COC can provide:
      * Training
        + CLA Educational Session
        + CSEC Training
      * Cont’d Education
      * How we support Agencies w/funding restrictions
        + Encouraging to adopt policies.
  + Connect with people to attend
  + Setting orientation materials and ambassador
  + Sharing what the goal is and what will be accomplished. What the path is to the goal. How can it be described to those who are willing to share and influence. Making the connection of how it seems small, but contributes to the larger goal and not having other people decide what is best

**Next Steps for Committee –**

* **Next Meeting:** 
  + **August 18th**
  + **Race/Ethnicity Demographic Terminology** 
    - Now that the COC has their own HMIS system we can decide to change the language or add additional categories for Demographic reporting
    - We currently use HUD standard language
      * Keep them the same
      * Does the committee think we should change them
        + If so what are your suggestions
    - <https://files.hudexchange.info/resources/documents/FY-2022-HMIS-Data-Standards-Manual.pdf>
  + **Equity and Inclusion Goal and Action Steps for Fall 2020/Winter 2021 –** 
    - Review changes made to include
      * Initial crosswalk of E& I Strategic Goals and Racial Equity Plan’s Org Training and Workforce Development Action Plan.
  + Flyers and invite for Training will be emailed
    - CSEC Training
      * 08/19/21 1p-2:30p
    - CLA Educational Session
      * 08/26/21 2p-3:30p