**Equity and Inclusion Committee Minutes**

**Wednesday, May 19th,2021**

**11:00 – 12:30pm**

**Introductions –**

* **Present:**
  + Calpurnyia R (MHSA); Michele L (3COC); Keyedrya J (FRCOG); Cynthia D (CAPV); Shaundell D (3COC)

**Committee Co-Chair –**

* Possible recommendations for the Committee Co-Chair
  + Do we have someone that will volunteer?
  + Possibility to ask Peer Ambassador to be a co-chair when they are comfortable.
    - Keyedrya:
      * Stated that she has someone in mind:
        + Serena Smith

Really good point person

Will put into contact w/Shaundell

* + - * Also stated that she will offer support for when talking to folks with Lived Experience

**Review Lived Experience Flyer -**

* + Finalize Flyer
    - All those present that this is a good flyer.
    - Flyer is not meant to tokenize anyone
    - Need to be transparent that folks are helping us in our positions
  + Decide where to distribute as a pilot effort
    - APP
    - YAB
    - Greenfield Family Inn
    - Craigsdoors
    - Eliot
    - Gandara
    - Yvonne’s Place
    - Friends of the homeless Hampshire
    - Nelqwit
    - FCRN
    - Montague Catholic Ministries

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

* + 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
      * Cont’d Education
      * How we support Agencies w/funding restrictions
        + Encouraging to adopt policies.
  + Connect with people to attend
    - Making sure that we have a professional readily available or able to join for support for those with lived experience:
    - Professional help:
      * CSO
      * CHD
      * MHA/Gandara for youth
      * School of Social Work Interns
      * Smith School for Social Work
        + Trauma:

Support system

* + - * + Obstacles:

Technology

Connecting

How to connect via Zoom

Office space sites

Technology grant

Resource support

Interfaith shelter

Downtown NoHO

Resiliency Hub that is in process in NoHo

Libraries when they open up

Drop in Centers in Greenfield

Living Room

Youth Services Space?

* + - How to Create space to Increase participation of POC
      * Traumatizing comes in levels
      * POC might not want to engage
      * Could make more of a personal invite
        + So they know what they are getting into
        + Referral form
        + Have someone that can vouch
        + We need to have results
        + Youth are more passionate
        + Being transparent
        + Data inclusion

So that there is a more of an understanding

* + - Good practice to put in place for folks that join
      * Taking a pause
        + When something feels activating or triggered
      * Getting out of the loop
        + Taking a moment to re-group
    - Creating a questionnaire for when folks that reach out to join
      * Ask what kind of supports do they currently have in place
      * If they are not feeling supported; would they like a referral
        + Having in house support in the group would be good
      * What kind of informal supports do they have in place
        + Friends
        + Family
        + Faith based community
  + Setting orientation materials and ambassador
    - Orientation Materials
      * Michele and I will work on putting some training material together
      * Bringing it back to the group to make sure its what we are looking for
      * And including data to bring more context
        + Historic goal
      * Making sure to highlight how much has gone into the Racial Equity plan
        + Soul
        + Commitment
        + Sharing the time and effort that was put into this
        + Should be part of the training
    - Talking to youth about Peer Ambassador opportunity
    - Creating a focus group
      * Lead by Peer ambassador and members of the committee that have lived experience
  + (Something to think about) 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

**Committee Meeting:**

* Decide whether this time works for folks.
  + Those present stated that this tie and day works better than Fridays.
  + Will be keeping Equity and Inclusion Committee Meeting set up for the Third Wednesday of the Month from 11a-12:30p for the next 6 months and we will revisit if this continues to work for folks.

**Next Steps for Committee –**

* **Next Meeting:** 
  + **Wednesday June 16th from 11a-12:30p**