**Equity and Inclusion Committee Minutes**

**Wednesday, February 16,2022**

**11:00 – 12:30pm**

**Introductions –**

* **Present:** Shaundell, Lisa, Calpurnyia, Keyedrya, Michele, Stacey, Carmen, Sharon, Betsy

**Committee Co-Chair –**

* Committee Co-Chair
  + Do we have someone that will volunteer for this meeting?
    - Betsy volunteered to take notes

**Lived Experience Plan**

* + - Reviewing updated outcomes/dates
      * Lisa and Shaundell met – went over the PLE plan, suggested timeline and outcomes, omitted some items and added others. Shared with the group.
      * Shaundell sent us all copies, and is asking all to review over two-week period, send feedback, comments.
      * Walk through final items on the PLE plan:
        + 5.2 Make committee and work group structure more accessible via childcare, transportation, technology and other support. Rec’d grant $$ for technology. Betsy asked how strong digital access is. Shaundell: Asking for funds for hot spots. Lisa shared: Emergency Broadcast Benefit pays $30 per month for wifi, xfinity and will contribute $100 toward purchase of a computer as long as participant contribution is more than $10 and less than $50.
        + 5.3 Train racially diverse people with lived experience to step into leadership roles: A lot of training in the works. Series of trainings led by Donald Whitehead/Racial Equity work group, including the upcoming Problem Solving Training. Really need to get more involvement of PLE on the committee. “PLE” is defined as people who are going through or have gone through our systems, not those PLE who already have positions in our programs. We are seeking to expand and be more inclusive for continuous improvement.
        + 5.4 Commitment to Transformation: People with lived experience in our organizations – have basic check-ins with people who use your services. How are you doing? Anything frustrating about our processes? How can we work together as a unified group to make things better for those currently experiencing homelessness? Get real time feedback from constituents.
        + Think about doing a conference next year.

**Conversation on PLE Presentation for the next Board Meeting**

* + Update on progress
    - Lisa & Shaundell are providing presentation for the Board on our work of centering the role of PLE. Lisa will share her own experience and highlight the value of involving PLE for making systemic change, a kind of “Nothing About us Without Us. ” Shaundell will share the plan, emphasize how many feel tokenized for the asks and feel uncomfortable to be part of the Board. How can the Board be more willing to engage folks, create space for PLE and support them in moving up and becoming a part of leadership, as well as a voice for giving continuous opportunities for improvement and growth.
    - Stacy: How can Stacy/Betsy support you in presenting to Board? Ask Board what barriers we’ve identified vs. acting on the information.
    - Shaundell: How about a meet and greet in warmer weather of people who use our services and Board?
    - Betsy should share at Board meeting: Programs need to step up to recruit people with lived experience – don’t just put a flyer up on the board, but share with folks coming in, call others you think are interested. The flyer is a tool to build connections, start conversations within our programs with PLE.
    - Sharon: Youth system has much of this in place. An example of something already formed, can serve as an example, aid in transfer into the adult system.
    - Shaundell: Our CoC is ahead of this process across the nation. Communities just starting to think about it. We are going in the right direction. Now, need to put this plan into action.

**Going over Current Goals**

* Planning next steps:
  + What would we like to tackle first?
  + Is there anything that is currently being done in the community that we can partner with, as it pertains to the PLE plan?
    - Next steps: Get more people involved. Anything currently done in the community we can partner with?
    - Identify PLE, share flyer again, ask to share in community circles, ask folks how they are sharing this via email thread (don’t blind people), Shaundell/Lisa presenting on the 15th at the Board,
* **Next Meeting:** 
  + **March 16th**