**Equity and Inclusion Committee Meeting Minutes**

**Friday, February 21,2020**

**9:00-10:30am**

**Basement Conference Room, Community Action**

**393 Main Street, Greenfield**

**Introduction-**

Attendees: Vernetta Marra, Stacy Parsons, Michele LaFleur, Brooke Murphy, Keleigh Pereira

**YHDP Racial Equity Training Update- (Handout: Homelessness Is Symptom of Racism)**

* Awarded $17,000 from WMNEH to do racial equity work, to forward work they started last year
* Empowered CoC to think about what racial equity work should look like here
* Joe Consulting already helping with YHDP process so decided to leverage resources and also use for racial equity training
* Jeff Olivet consultant for Joe Consulting
* Workgroup
  + Convened yesterday 2/21
  + Group from executive level to front-line workers and folks who have experienced homelessness
  + Started with overview of intersection of racism and homelessness- both nationally and locally
  + Discussion around individual, institutional, and structural racism
* Intersection of Racial Equity Workgroup and this committee
  + This committee should be focused on institutional level- what the CoC is doing, our programs, programs on individual level
  + This committee not necessarily working on structural racism or structural equity
  + Focused on structural
* Brainstormed how to connect with other Racial Equity work in all three counties
* Timeline
  + Workgroup will meet once a month over next three months- work around racism and planning around community engagement
  + Likely have an all-day summit in June – content will be directed by consultant
  + Will also focus on next steps after summit- expectation that this work create a community plan around racial equity and CoC lead next steps around that
* Convening of all of the CoC grantee- current and YHDP projects to discuss racial disparities in our housing programs
* Goal for next 4 months is to come to this meeting with updates so this committee is aware- also folks on both committees who can help bridge information

\*\*Sen. Adam Hinds to create task force on racial disparities in homeownership

* Undesign the redlining

**Youth CoC Data Review**

* Handout: Franklin County Youth
  + Youth County Demographics: youth, parenting youth, unaccompanied minors
  + Racial and gender inequalities in all three counties
  + Last page, CE Vulnerability Assessments for Youth and PIT
  + Berkshire county higher for sheltered and unsheltered – only county where work with DV shelter
  + Recently in Berkshire County, heard of a few more people
  + Youth County will happen soon in April
  + System Performance measures by Race
    - Successful housing outcomes
  + Even amount youth, significant racial disparities- 20% of white non-Hispanic end up in PH from shelters but only 14% of black or African-American do
  + Three county
    - 101 Shelter
    - 20 in TH
    - 8 in PH
    - 2 in DIAL/SELF joint project
* Handout: Early Three County Racial Disparities Youth Analysis
  + Early draft of racial disparities youth analysis
* Handout: YHDP Coordinated Entry Data

Other

* Youth exiting foster care- pushing in and trying to get in early with Jake and Bree (?) to get conversations started pre-graduation
* Telling youth who to call and where to go

**Reviewing CE Assessment Tool with equity lens**

Accessibility with families is issue

* Suggestions
  + Briefer assessment?
  + How many folks are doing assessment?
  + How many are trained in the same way?
  + Need to enter into ETO- how many have access?
  + What about engaging hospitals?
* Points
  + Accessibility- how is it accessible?
* Mental Health
  + How do people answer- on a 6th month wait list?
  + What if people don’t have supports to help answer assessment questions?
  + Youth mental health focus non existent
* Legal Barriers
  + How does this evaluation legal barriers to housing?
* Life Domains
  + How were these determined as appropriate vulnerabilities? And Weighted?
* Language and framing
* Weighting vulnerabilities

**Close and next steps/mtg**