



# EQUITY WORKING GROUP

Tuesday, June 28<sup>th</sup>, 2022

from 2:00 pm – 4:00 pm

Registration link:

<https://homebaseccc.zoom.us/meeting/register/tZAqfu6prTwqEtYMkUT1BnHljzE7z7BI0z>

**Working Group Members:** Deanne Pearn, Jo Bruno, Juno Hedrick, Keva Dean, Pat Mims

## AGENDA

TIME	AGENDA ITEM	PRESENTERS	DESCRIPTION
5 mins	<b>I. Welcome and Roll Call</b>	Jaime Jenett, <i>H3</i>	Identifying & welcoming attendees of the committee
15 mins	<b>II. Review Annotated Agenda for Community Engagement events</b>	Jaime Jenett, <i>H3</i>	
20 mins	<b>III. Review Slide Deck for Community Engagement Events</b>	Jaime Jenett, <i>H3</i>	
15 mins	<b>IV. Review flyer for Community Engagement Events</b>	Jo Bruno, WG Member	
10 mins	<b>V. Discuss Outreach Strategy</b>	Jaime Jenett, <i>H3</i>	
5	<b>VI. Next Steps</b>	Jaime Jenett, <i>H3</i>	
5	<b>VII. Questions/Last Thoughts</b>	All	Close meeting

Agenda Community Engagement for Equity Priorities

Agenda Item	Notes	Person	Time
I. Introductions	<ul style="list-style-type: none"> <li>Who is here and what brings you here?</li> </ul>		10
II. Structure	<ul style="list-style-type: none"> <li>What H3 and COH are (for context re who is doing what/making decisions)</li> </ul>	Jamie/Jaime	5
III. What is Equity?	<ul style="list-style-type: none"> <li>Many populations, including BIPOC, people with disabilities, and LGBTQI have not had the same access to resources as other groups.</li> <li>Equity means identifying and closing gaps between different groups when accessing and receiving services and housing.</li> <li>Want to make sure our system isn't creating or keeping those gaps going.</li> </ul>		5
IV. Why are we holding this event?	<ul style="list-style-type: none"> <li>People receiving services often get left out of conversations about how to improve the system</li> <li>Want equitable system that gives people a fair opportunity to access housing and services.</li> <li>SHOW DATA ABOUT INEQUITIES</li> <li>Equity is a priority of Council on Homelessness and started an Equity Working Group to get this started</li> <li>We want your feedback on where to focus in the next year around Equity</li> <li>Your feedback will go back to working group and then COH</li> </ul>		5
V. Group Agreements	<ul style="list-style-type: none"> <li>Take care of yourself (ok to stand up, use bathroom, take a break)</li> <li>Use "I" messages</li> <li>Address issue/topic and not the person</li> <li>Notice and sit with discomfort</li> <li>Listen with curiosity</li> <li>Be present and listen – no phones/multitasking/etc. please</li> <li>Step up and step back to allow all voices</li> <li>Raise your hand to speak</li> <li>Speak truth to power + acknowledge when power makes conversations difficult               <ul style="list-style-type: none"> <li>Facilitators will have perceived power</li> </ul> </li> <li>Oops and Ouch – name the ouch, apologize for the oops. Impact <math>\neq</math> intention.</li> <li>Resist manufactured urgency and exercise patience (we can't do all of these in one year)</li> <li>ANY OTHERS TO ADD?</li> </ul>	Put on butcher paper on walls	5

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<p><b>VI. World Café: Introduction</b></p>	<ul style="list-style-type: none"> <li>• There is one placemat for each table that outlines a specific problem the homeless system of care is trying to solve</li> <li>• We've added the 10 ideas already prioritized from Equity Working Group as "starter dough". Want people at each group to discuss and write down other ideas they have that might solve that problem.</li> <li>• At the end of the time, we're going to ask each group to report out the possible solutions you came up with. At the very end, we're going to ask you to vote on your top choices.</li> <li>• Facilitators will be floating around to help answer questions</li> <li>• Facilitator: READ OUT/EXPLAIN EACH PROBLEM before we break out into tables/groups.</li> </ul>		<p>10</p>
<p><b>VII. World Café: Exercise</b></p>	<p>Problems System is Trying to Solve:</p> <ol style="list-style-type: none"> <li><b>1. Make information about services, housing and process more respectful and easier to understand</b> <ol style="list-style-type: none"> <li>a. Incorporate the CoC's priorities around replacing the VI-SPDAT with a more equitable process into the CE Policies and Procedures document.</li> <li>b. Develop a more trauma-informed standardized script/process that centers lived experience and allows for more transparency about what to expect.</li> </ol> </li> <li><b>2. Need increase affordable housing and make renting from local landlords easier</b> <ol style="list-style-type: none"> <li>a. Create and/or strengthen landlord network and provide incentives to engage and retain landlords to increase housing availability.</li> </ol> </li> <li><b>3. Data about the experience of BIPOC, LGBTQI, people with disabilities, etc and (people with more than one of these identities) not used in decision making enough.</b> <ol style="list-style-type: none"> <li>a. Build capacity within the CoC, so there is a group of stakeholders, empowered to make decisions and lift recommendations related to advancing racial equity.</li> <li>b. Ensure racial equity champions are situated in decision-making bodies/committees and processes.</li> <li>c. Embed utilization of disaggregated data and qualitative data in system planning.</li> </ol> </li> </ol>		<p>20</p>

**Commented [JJ1]:** Highlighted items will be reworded by facilitators to be easier to understand for laypeople

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	<p>d. Set goals within the CoC strategic plan related to decreasing racial/ethnic disparities as they relate to access and outcomes.</p> <p>e. Examine data that is disaggregated by race and ethnicity at the intersection of household composition, gender, age, etc. to see where the greatest inequities lie across system performance metrics</p> <p>4. <b>Need to create better ways to hear from and engage People With a Lived Experience (PWLE) of homelessness in decision making</b></p> <p>a. Build internal capacity and implement the plan to authentically engage People With Lived Experience (PWLE).</p> <p>b. Secure funding and staffing for a local lead to support PWLE to participate in meaningful ways and address potential barriers to their involvement/leadership (e.g. access to technology, transportation to meetings, etc.).</p> <p>c. Conduct additional listening sessions to ensure you have a full landscape on the diverse perspectives of PWLE.</p>		
<b>5. Report out</b>	<ul style="list-style-type: none"> <li>Each table reports out their identified solutions</li> <li>Facilitators document these identified solutions on butcher paper if not already done</li> </ul>		20
<b>6. Voting</b>	<ul style="list-style-type: none"> <li>Go around and use your 5 stickers to vote for your favorite solutions</li> <li>Remember: seeking ideas for what to focus on for the next year</li> <li>Can use all stickers on one idea or spread them around</li> </ul>		10
<b>7. Debrief</b>	<ul style="list-style-type: none"> <li>Highlight top choices that have emerged</li> <li>Thumbs up/thumbs down on experience</li> <li>Questions?</li> </ul>		10
<b>8. Next Steps</b>	<ul style="list-style-type: none"> <li>Results from the two community groups will be reviewed by Equity Working Group in July and then they will make recommendations to the COH at their August 4th meeting</li> </ul>		5
<b>TOTAL TIME</b>			105