



## SHS Advisory Committee Meeting

October 12, 2023 | 3:00-4:30 pm

**Attendance:** Desiree' DuBoise, Jessica Harper, Patrick Reynolds, Jamar Summerfield, Cheryl Carter, Ria Tsinas, Johnnie Shaver, Shannon Jones

**STAFF:** Cristal Otero, Breanna Flores, Bill Boyd, Nick Chaiyachakorn

Agenda Item	Discussion Points	Decision/Action
Welcome Land and Labor Introductions		Agenda review and meeting expectations  Introductions
	Patrick candidate for open co-chair position <ul style="list-style-type: none"> <li>Expect a poll email from JOHS/Anna for that vote (which will require quorum)</li> <li>Other co-chair is Jessica Matthis</li> </ul> Provider Conference <ul style="list-style-type: none"> <li>10/31</li> <li>Open to both contracted providers and non-contract providers</li> <li>Collaborative space</li> <li>Sessions are 60-90 minute sessions</li> <li>Collaborative sessions</li> <li>Can develop future opportunities to for advisory committees to participate</li> </ul>	
SHS Q4 Report Highlights/ Q&A	Please refer to the presentation materials sent out, including the slides  Question: Was the 10-yr goal set in 2016 when JOHS was established? Answer: The goal was set by Metro in 2020	

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	<p>Q: How is household target set for services, and how many new beds are expected on an annual basis/additional capacity in FY24?</p> <p>A: Goals set in spring. JOHS publicly reports goals in Metro SHS annual work plan (<a href="#">link</a>). We use different strategies to get to numbers: budgeting, meeting current capacities, new investments for new capacities. Based on when new investments come online, we set capacity.</p> <p>Q: Do we know barriers to reaching goals of placement (got to 71%)</p> <p>A: Budgeted funds for tenant based PSH vouchers, and competitive funding process in fall 2022, and found providers didn't have capacity to develop/launch in last FY. In July 2023, 90-120 vouchers from last year are now fully launched, and will be fully filled this year.</p> <p>Advisory Committee will be more involved in future planning goals for annual work plan</p>	
<p>Follow Up: SHS AC questions to JOHS leadership</p>	<p>Refer to presentation slides for presentation content</p> <p>Response from JOHS Leadership reviewed at last meeting re: SHS AC CAP discussion</p> <p>Does committee wish to send additional response to JOHS Leadership?</p> <ul style="list-style-type: none"> <li>● No quorum today, so any decision would have to be made over email</li> </ul> <p>Q: Could JOHS create a directory of workers/providers as a way to understand issues and a way to match people to orgs for job opportunities.</p> <p>Q: What were the recommendations from the wage study? County Board allocated ~\$10million to capacity needs of providers?</p> <ul style="list-style-type: none"> <li>● Perhaps orgs should provide input on the directory idea.</li> <li>● RE brainstorming: perhaps the decisions are made already and may not be a good use of time</li> </ul> <p>A: Wage study findings (<a href="#">link</a>)</p> <ul style="list-style-type: none"> <li>● Wages low</li> </ul>	

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	<ul style="list-style-type: none"> <li>● Fewer than one-third of employees feel compensation covers basic needs</li> <li>● 2,000 employees across system responded</li> <li>● Reviewed high turnover rates <ul style="list-style-type: none"> <li>○ Median tenure: 2.4 years</li> </ul> </li> <li>● Employee turnover is tied to pay</li> </ul> <p>Comment: Disheartening that no trans leaders included in wage study survey (per report charts)</p> <p>Comment: Additional context would be helpful for representation of marginalized communities/parents/etc working among providers A: While the survey had a question about childcare, it did not include details on who were parents, etc</p> <p>Comment (directory proposal): To follow up on the 'directory' proposal—within the private sector there are usually recruiters that people use to migrate between jobs. Recruiters serve a pretty crucial role in pushing wages upward. A comparable notion doesn't exist within the nonprofit community, which may contribute to wage stagnation.</p> <p>Buy-in from executive directors would be an important part of establishing a process for inter-organization hiring and transitions.</p> <p>Generally, developing a sense of community on the labor side below the top could be an important part of sharing information in the community, ensuring we retain talent within the community of orgs, and improving wage standards across the community. If JOHS helped manage the migration process, perhaps even through facilitating career planning and recruitment, it could be a huge win for the workers in the community.</p> <ul style="list-style-type: none"> <li>● One other member believes this is a good idea</li> <li>● Feedback: I would be interested to know if such an idea exists already in practice somewhere. It would be worth learning more. There are nonprofit recruiting agencies; I've been recruited for nonprofit orgs several times. They're likely not as ubiquitous, but they're out there.</li> </ul>	
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<p>Suggested recommendations process</p>	<p>From the last session: What does the committee want from Executive Leadership when a recommendation is made. We need to be clear what the SHS AC expects leadership to respond to from the recommendations.</p> <p>Refer to meeting packet for proposed recommendation suggestion process/chain of events for when committee makes a recommendation</p> <p>Q: Looks great, but wonders about areas for possible follow-up. Committee will want to see concrete responses to recommendations, so will want some mechanism for ongoing updates to see results of recommendations.</p> <p>Q: Change step 5 to a 4 week response timeline, and in step 5 include an explicit next step or implementation component, along with any amendments/rejections of our recommendation.</p> <p>Q: Takes time to get a reply; does this mean there are not enough people available to generate responses? Would like to hear from JOHS about current recommendations made by SHS AC.</p> <p>Q: Process seems reasonable; also feels 4 week response turnaround is ideal (though response request may take time). And, this is an advisory committee, and while we want our efforts to be recognized, not every recommendation may be implemented</p> <p>A: While the committee is advisory, it ideally will have a voice in deciding investments. Take the recommendations process one step at a time, and reflect how members feel heard, respected. And to be real: we do serve the County Chair.</p> <p>Q: We'll see how the recommendation process will work and will be worth people's efforts. Managing expectations</p> <p>A: posting recommendations online will help with transparency</p> <p>Comment: I just think rejections should be explicit and not overly subtle, so we can know what doesn't work as a recommendation and why-what to avoid going</p>	<p><b>Next steps with the recommendation process</b> - we will update the recommendation process to incorporate the feedback we heard today and then we will send out over email for a vote - if approved we will move forward with that process to get feedback on the underspend recommendations we submitted this summer</p>
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	forward.	
Retreat Brainstorming	<p>Maybe use a poll/survey to solicit retreat suggestions</p> <ul style="list-style-type: none"> <li>• What topics do members want to be discussed?</li> <li>• Time (month) for retreat will be part of poll/survey, and what topics would make meaningful discussion</li> <li>• Retreat in-person, online or hybrid?</li> </ul>	

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