



### SHS Advisory Committee Meeting

October 13, 2022

3:00pm-5:00pm

**Attendance:** Justin Barrieault, Martha Caballero, Jennifer Chang, Sandra Comstock, Jamilia Dozier, Cameron Foster, Jessica Harper, Yvette Hernandez, Jessica Mathis, Joy Mulumba, Mitzie Pennet, Patrick Reynolds, Jamar Summerfield, Johnnie, JJ

**STAFF:** Yesenia Delgado, Cristal Otero, Shannon Singleton, Vanessa Braulia Palma-Aispuro, Siniva Bennett, Alyssa Plessler, Joshua Bates, Bill Boyd

Agenda Item	Discussion Points	Decision/Action
Welcome & Land/Labor Acknowledgement	<ul style="list-style-type: none"> <li>● Thank you for completing surveys</li> <li>● Land/Labor acknowledgement read</li> <li>● Welcome to first official SHS Advisory Committee meeting</li> <li>● Continue to provide learning opportunities to develop baseline of knowledge</li> <li>● Agenda review</li> </ul>	<p>Link to land/labor acknowledgement found in the SHS Advisory Committee charter</p> <p>Committee members use the Chat for introductions</p>
Opening comments by JOHS Interim Director  (Shannon Singleton - she/her)	<ul style="list-style-type: none"> <li>● Previous work with Government's Office (community engagement work), 20 years experience working in homeless services</li> <li>● Appreciation and gratitude for applying for and serving on SHS committee; <ul style="list-style-type: none"> <li>○ committee members aligned with the work and bringing varying perspectives</li> </ul> </li> <li>● SHS measure built upon historical work - Housing Bond, etc... but needed funding for services</li> <li>● Goal is to not just have sign-offs from committees <ul style="list-style-type: none"> <li>○ Want input and guidance.</li> <li>○ JOHS will always explain why recommendations are not used, or if it needs more work, or guidance is provided from other committees.</li> </ul> </li> </ul>	

	<ul style="list-style-type: none"> <li>● Goal to be transparent about advisory spaces <ul style="list-style-type: none"> <li>○ This Committee and the other advisory bodies have different touch points and intersecting efforts</li> </ul> </li> <li>● <i>Question/Comment:</i> appreciation naming that the intention is that space is not tokenizing, but transparent advisory</li> <li>● Also: Joshua Bates, JOHS Deputy Director is introduced</li> </ul>	
<p>Racial Equity Lens Tool Training (Presented by Sinivan Bennett and Vanessa Brulia Palma-Aispuro, JOHS Equity Team)</p>	<ul style="list-style-type: none"> <li>● Racial Equity Lens Tool (RELT) gives framework for addressing equity meeting</li> <li>● Tool used in all JOHS advisory bodies' decision making</li> <li>● 'Making implicit, explicit'</li> <li>● Government Alliance of Race and Equity (GARE) is a source for this presentation and an inspiration for Racial Equity Lens Tool</li> <li>● Advisory bodies can push back where possible to break down institutional racism</li> <li>● RELT operationalizes racial equity; an intentional intervention</li> <li>● RELT should be used early and often in decision making processes</li> <li>● <i>Question:</i> when using data; who collects it and where is it collected? What happens when data doesn't reflect what is happening on the ground? <ul style="list-style-type: none"> <li>○ JOHS strives to recognize where data is missing, attempt to use Community Engagement and relationship building</li> <li>○ Equity practitioners may bring experience and knowledge for what information is not collected/historically captured</li> <li>○ JOHS also uses a core qualitative component to our data work. And also need to include meaning-making added to analysis of data. As well as look at the work of other advisory groups for context</li> </ul> </li> <li>● RELT Google Form link shared with Committee members</li> <li>● Scenario - described in slides. Discussion questions that came up: <ul style="list-style-type: none"> <li>○ What is the desired result for equity plans for culturally specific orgs and when these plans are mostly designed for white orgs?</li> <li>○ What happens when the same equity lens used for white orgs is applied to culturally specific orgs? Creates barriers when same questions/requirements used; this is the 'equal' piece we're trying to avoid</li> <li>○ While there may be equity issues within culturally specific orgs, JOHS may not have the expertise to examine it... are you asking orgs to do more work that is not required for them <ul style="list-style-type: none"> <li>■ JOHS would, need sufficient community representation, to authentically engage culturally specific orgs in equity work <ul style="list-style-type: none"> <li>● Hard for dominant culture org to do</li> </ul> </li> </ul> </li> </ul> </li> </ul>	<p>Please refer to slides shared prior to the meeting</p> <p>Summary: RELT tool is being operationalized in JOHS around decision making</p>

	<p style="text-align: center;">analysis/interrupt in-community challenges</p> <ul style="list-style-type: none"> <li> <ul style="list-style-type: none"> <li>■ Important that JOHS does the work and not burden culturally specific orgs with this labor</li> </ul> </li> <li>○ Is there an exemption process for determining who needs to focus on equity work; <ul style="list-style-type: none"> <li>■ who should benefit from exemption and who shouldn't</li> </ul> </li> <li>○ What happens if an org refuses to submit an equity plan?</li> <li>○ What happens when leadership of culturally specific orgs is not in tune with the people they serve? Does RELT help?</li> <li>○ What is the benefit for training for orgs (all)? Does it help with reviewing outcomes? Sharing of focus</li> <li>○ Are there audits of equity lens for orgs? The real effort happens when an org tries to operationalize/actualize their equity plan</li> <li>○ What is the difference with an equity lens review vs contract compliance/outcomes?</li> <li>○ Where does the RELT get used to hold orgs accountable? End of year? Is that too late?? Because the work has already happened/harm happened?</li> <li>○ Need to be doing end-user surveys around equity - are services culturally responsive? Would be good to also interview/engage front line workers instead of managers, etc</li> <li>○ What is JOHS response for reasons white/dominant culture orgs get referred to culturally specific orgs for services</li> </ul>	
<p>Election of Co-Chairs Process</p>	<ul style="list-style-type: none"> <li>● Process for co-chairs reviewed</li> <li>● Charter contains description of Co-Chair responsibilities <ul style="list-style-type: none"> <li>○ Cleaned up version of charter to be distributed</li> </ul> </li> <li>● Roles/responsibilities of co-chairs reviewed, including time commitments</li> <li>● Review RELT questions related to co-chair selection process <ul style="list-style-type: none"> <li>○ <i>Comment:</i> please don't select people simply based on their representation or identity (BIPOC, etc)</li> </ul> </li> <li>● Discussion of how to get to know each other; bios vs one on one engagement <ul style="list-style-type: none"> <li>○ How to better understand people's capacity to be co-chair, find out who is paid to participate, etc)</li> <li>○ Confirm that no one will be forced to serve as co-chair</li> </ul> </li> <li>● Consideration of 1) sending out bios/board app? Or 2) relational session or 3) hybrid of both?</li> <li>● No JJ last 3 weeks of December</li> </ul>	<p>Please refer to slides for the initial Co-Chair selection process</p> <p>Decision:  * Basic co-chair selection process approved  *Committee members will self-nominate through completing the bio form  *will look for time for relational session</p>

<p>Group Agreements Exercise</p>	<ul style="list-style-type: none"> <li>● Examples of group agreements shared from survey: <ul style="list-style-type: none"> <li>○ One mic/one voice</li> <li>○ Intent vs impact</li> <li>○ Take space / make space</li> <li>○ Challenge assumptions/speak from own exp</li> <li>○ "I" statements</li> <li>○ Add: respect names &amp; pronouns (part of intro)</li> </ul> </li> <li>● Suggestion: accountability process if there is harm <ul style="list-style-type: none"> <li>○ Discuss in a subcommittee?</li> </ul> </li> <li>● Suggestion: what about creating values in addition to community agreements</li> </ul>	<p>Decision:  *send out group agreements as they exist  *look to develop values as well as agreements</p>
<p>Next Steps</p>	<ul style="list-style-type: none"> <li>● Meeting times are challenging; haven't heard from everyone but Tues 4-6 is an option (not well received)</li> <li>● Or later on Thurs?</li> </ul>	<p>Decision:  *doodle poll will be sent out to explore other meeting times (earlier or later) on Thursdays</p>
<p>Closing</p>	<ul style="list-style-type: none"> <li>● Thank you all for participating</li> </ul>	