

EQUITY AND INCLUSION COMMITTEE | Meeting Minutes

Date of meeting: January 20, 2022 | 11:00 am – 12:30 pm

Meeting’s Goals:

- Welcome and Overview of Agenda
- C4 Innovations
- HMIS Race and Ethnicity Data
- CoC’s Prioritization Workgroup
- EIC 2022 Priorities
- CoC Committee/workgroups updates

Attendance

Board Member Name	Present	Board Member Name	Present
Shamika Agbeviade	x	Pedro Perez	
Kathryn Firmin-Sellers		A.W. Burgess	
Giovanna Collins	x	Kenneth Robinson	x
Branden Lewis	x	Shaq Clarke	
Khalil Salim	x	Shaketa Wright	x
Gregory Denlea	x	Leslie Dill	x

Others present: Emani Mills, Thais Yeon, Erin Nixon; Julia Davis; Valerie Townsend; Mary Ann Priester; Cameron Pruette

Welcome and Overview of Agenda	
Equity and Inclusion Committee <ul style="list-style-type: none"> • EIC Committee Member Changes <p>For our November meeting and December meeting we do not have any minutes to approve. We did approve October’s minutes in November.</p> <p>Shamika – it has been a pleasure serving as your chair and I am taking things off of my plate. Though I am stepping down as the chair I will still be a part of the committee.</p> <p>Starting February Giovanna will become the chair; Catherine remains the co-chair; and Greg will become the Secretary.</p>	11:00 – 11:05
C4 Innovation- Erin Nixon <ul style="list-style-type: none"> • Findings from focus group with providers & persons with lived expertise • Complete results of racial equity data gaps analysis • Action Plan (current state as of 12/16/2021) • CEOC to lead system mapping 	11:05– 11:25

We landed with C4 Innovations because other companies were not as responsive to our request for assistance. Contract ends in Feb 2022 but will be terminated one month early. They were not giving us what we thought they were giving us. Nonetheless the work they started is important for us regarding the direction and foundational training.

HMIS Race and Ethnicity Data- Mary Ann Priester

11:25– 11:45

- Review of disaggregated HMIS data by race



Disaggregated
Performance Metrics

System mapping around resources and add to it an equity component. Which resources in a community may not be accessible. C4 will also be providing us with a data request

Displayed One Number Data by Race and Ethnicity – data (slide);
76% of Black African American of overall homeless population while only comprising 33% of overall population

Displayed Return from Permanent Housing Destination by Race and Ethnicity – data (slide);
81-87% of returning to homeless are people of color
White returning at rates lower than their representation in the homeless population

Shamika: What can we do to stop this from happening (it has been happening for years)? How can we advocate a bandage for preventing those individuals from coming back (sustain where they are so they are not coming back into our system)?

Mary Ann Priester: People were not going directly from home to car – they were stopping somewhere along the way.

Erin Nixon: We can share this data with the diversion group. Diversion is one last stop at the shelter door. Is there anything else we can keep you doing to stop coming in the door. Case management to keep people with family and friends. Provide more financial resources. Maybe EIC committee can dig into some cases – at a case level – and find out why some households returned to homelessness. What happened along the way (like a fatality review) could there have been points of intervention along the way?

Khalil Salim: take a broader look at our system and disaggregate the data in terms of who is getting service and are those services provided quicker. Is this part of C4s analysis?

Erin Nixon: No they will not dig much deeper into what they have

Kenny Robinson: There aren't any metrics to keep up what we have from the population. Are re-incarcerated and thus reenter back into our homeless metrics. When we spoke with the sheriff and the court system about releasing those individuals their main point was where? There are 400 individuals and we have funding for 4. These individuals do not have family or their family is

unwilling to let them in. Or voucher assisted programs that do not allow those with criminal background to be held there. Thus we have people in jail that do not have anywhere to go. You have men and women that have been in jail for over 3 years. Jail is not prison. There are certain freedoms in prison that you do not have in jail. In prison you have access to fresh air, sunlight, and your family. Number one reason why is housing instability. We will see that a large number of those that are black will cite their justice record as a reason to be unable to move forward with employment and housing. We need to collect this data and put pressure on the city, county, local level – hopefully we can get one housing development in production that specific for criminal justice individuals.

Shamika: Getting the data as why these individuals did not make it. This came out of our last discussion and I do not know where we ended on that. We already ask that question.

Khalil Salim: we are putting together variables that we are regularly collecting so that we can have variables to disaggregate.

Kenny Robinson: I like that. Mecklenburg / Charlotte does not have a place for these individuals to go to and that is a barrier for us not collecting that data. There was no place for me to go so I ended up back here at the shelter. And this is the last place that we want to go. The men's shelter in Charlotte has no place to refer you to. They are calling organizations that do not have the funding. I would like for this committee to advocate for the build of reentry.

Shamika: What are our action steps for this.

Kenny Robinson: I was at the county commissioners meeting and advocating – I would like there to be 10 people advocating with me. I need more citizens, more officials, more board members to push for this.

Shamika: When those meetings are coming up – let us know and we will be there.

Erin Nixon: Let's touch base and see if we have data collected for you next presentation.

Kenny Robinson: We will reach out to 3 or 4 clients and also see if there are ways to gather data.

Erin Nixon: If we want to do a deeper dive I am happy to do that.

Mary Ann Priester: We updated the picklist to be better at the why people left where they were. We did go over that data in this group. I am working on a data pull right now for criminal justice services. I am happy to share that once it is done. Do I have a task for the next meeting.

Giovanna Collins: It is hard to keep up with all the data presented in this meeting. Can we access this in the Trello board? We need to use the Trello board more.

CoC's Prioritization Workgroup

- Update on CoC's Prioritization Workgroup

EIC 2022 Priorities- Giovanna Collins

11:45– 12:20

- EIC members will develop a listing of priorities for the year and data needed to support the work

Giovanna Collins: I am case coordinator for clients in the Shelter Program and also work with the center commonly known as the morgue. I want to do this job. I have a lot to learn and I am humbled and honored to take the lead.

Giovanna Collins: I am hoping that this year we will do a little bit more of the reporting back from the workgroups that we are working in. Members should report back from those meetings. We need to be able to discuss it and take action. Use that time to provide actionable items to bring back to this meeting. Are we making plans and commitments and policies that are with an equity lens. That is the purpose of attending these work groups. Everyone in a workgroup should post updates from the meeting they attended in the Trello group.

Giovanna Collins: What other goals should we focus on?

Khalil Salim: You may need to go into the settings to enable verification to be alerted.

Mary Ann Priester: Can we say what the Trello board is?

Shamika: It contains minutes, training, resources from C4, brainstorming area, etc.

Giovanna Collins: Contains a platform to house our documents. It informs our agenda. Other goals we should work on this year? We can revisit the C4 JAM board. We have focused on racial bias and racial equity. How about we explore other types of inclusion (LGBTQ, physical disabilities, other experiences). Changing the culture of how we recognize race in this city.

Kenny Robinson: Women which regardless of race. Our women in Mecklenburg and Charlotte are not in leadership positions. We need women to be in groups that are signing for funding.

Greg (via chat): Do we have a mission and vision statement for EIC committee? It would assist us when we are in work groups and attempting to conform other policies to our EIC lens.

Giovanna Collins: Submissions to Trello and then vote on our mission statement.

Leslie Dill: Works well to bring in someone from outside to help us create. They can facilitate. Anytime we are doing work we ensure that it aligns to our mission and vision.

Mary Ann Priester: Other committee on equity where they related all of their efforts to their vision and goals.

Giovanna Collins: Put on agenda to write our mission statement in a future meeting.

Shamika: With the experience on our team we should be able to do it in house.

CoC Committee/Workgroups Updates

EIC members will provide update on CoC committees/workgroups

12:20– 12:25

Giovanna Collins: Does anyone have a workgroup update.

Mary Ann Priester: New supplemental prioritization tool. Formulas exist, it is implemented, we are using it, and we are figuring out how to implement the evaluation plan. Changed prioritization policy to align with the tool. Agreed to meet as needed going forward. We accomplished our charge.

Giovanna Collins: Transition Age Youth Pilot Project (no name for organization at this time) to assist niche population to transition from unstable housing and homeless to permanent housing with support included. We are in the early stages – researching housing first youth model (came out of Canada). Reaching out to grass roots organizations that can provide the wrap-around services. Looking for groups of 14 individuals to start this program. This number meets the goal of increasing housing 20%.

Kenny Robinson: provided in chat the money used this year for the funding received to reduce racial disparities.

- \$5 million for equity investments in parks that have suffered from underinvestment
- \$2.2 million for the expansion of the Unite Charlotte Program through the United Way of Central Carolinas
- \$2 million for equity investments that align to the goals of the County’s Equity Action Plan
- \$688,000 for 10 new positions in multiple departments, to implement the recommendations of the recently completed disparity study aimed at expanding opportunities and access for minority contractors
- \$693,000 in new funding for the Arts and Science Council, bringing the total investment to \$2.1 million
- \$600,000 for the Fine Free Initiative at the Charlotte-Mecklenburg Library. The initiative permanently eliminates fees and fines for overdue library materials. Eliminating these fines will allow 40,000 residents who have lost their library privileges to have their access reinstated.
- \$80,000 to support Arts+ in their new space at the historic Morgan School
- \$15,000 a year for 10 years to support the restoration of the Siloam School.
- \$87,000 for a new position in the Office of Equity and Inclusion
- \$50,000 to baseline funding for My Brother’s Keeper
- \$9,200 in additional funding to support Race Matters for Juvenile Justice

Summarize & Next Steps

12:25– 12:30

Date of Next Meeting: February 17, 2022 11:00-12:30am EST