

Attending: Barbara Foushee, Corey Root, Emila Sutton, Isabel Shapiro, Jackie Jenks, Kathleen Ferguson

Background

- Leadership contracted with Racial Equity Consultant, Tina Vasquez, in 2019 and she began working on the Racial Equity analysis for the Continuum of Care (CoC) application. She spoke with different people and recommended the remainder of her work to concentrate on team development with the Leadership Team.
- Leadership Team composition, recruitment, and on-boarding:
 - Up to 25 members: HUD requires at least one person with lived experience of homelessness; the current [Governance Charter](#) stipulate 4 elected officials, 1 each from Orange County, Town of Chapel Hill, Town of Carrboro, and Town of Hillsborough; 4 full voting ex-officio members from Orange County Housing, Chapel Hill Housing, DSS, and Orange County Criminal Justice Resource Department; the remainder of members are service providers, community members, and other stakeholders who can serve up to three 2-year terms
 - Leadership Team members have an initial on-boarding meeting with Corey to go over the [Orientation Manual](#) and review the membership expectations, including:
 - Participate in racial equity training; this gives OCPEH Leadership Team members a common analysis and language around race, racism, and racial equity essential for work to improve homeless services and address disproportionality in our system. Full scholarships are available.
 - Attend 1.5 hour OCPEH Homeless Orientation session in person or view online training
 - Attend monthly Leadership Team meetings, third Monday of each month, 6-7:30 p.m.
 - Review meeting materials and minutes when unable to attend meetings in person
 - Volunteer for OCPEH Committee or event, like Project Connect, the Point-in-Time count, the Project Review Committee, and other ad-hoc workgroups
 - Complete three Leadership Team individual actions per year, more info: <http://bit.ly/2D7DRuG>
 - There is no timeline currently for completing the expectations
 - Board development was put on hold in Fall 2019 while the Leadership Team underwent team development with Ms. Vasquez

Scope of Racial Equity Committee work and racial equity work for OCPEH

- Two goals relating to racial equity are in the current [OCPEH 2019-2020 Plan to End Homelessness](#):
 - #8. Conduct data analysis on racial disparities related to homelessness and present this information alongside annual Community Data Review event”
 - Housing Department recently hired a Racial Equity Consultant who may be able to share the data that are generated through her work in the Housing Department with the OCPEH, may be a first step in achieving this goal and increasing inter-departmental/inter-agency synergy
 - #9. To better reflect the people being served in the Orange County homeless service system, increase percentage of African-Americans on the OCPEH Leadership Team from 19% to at least 35%”
 - Key finding of Racial Equity Analysis of 2019 was that this step does not happen in a vacuum. Committee must develop a plan to enhance the culture and internal structure of the OCPEH before directly addressing recruitment/development needs.
- Discussion: what does success look like?
 - Consensus on current culture:
 - A group of people with good intentions, high-level thinking, and a genuine desire for racial equity, but currently lacking a strong understanding of where each other are coming from
 - Don't have the hard conversations
 - Meetings tend to involve Corey providing a large amount of information, less generative group discussion.
 - The group dynamic influenced by elected officials being in the room
 - Success would include:
 - A willingness of all members to engage in difficult conversations
 - A culture that respects, recognizes, and holds space for people's varied experiences and spaces, particularly black experiences and black spaces
 - A greater commitment to honesty and 'speaking truth to power'
 - A better understanding of each other, specifically with regard to where team members exist in the various power structures in which we live and work every day
 - Proactive steps would include:
 - Increasing diversity on the team and throughout our systems—whose voices are we not hearing in any given space? How can we bring them to the table?
 - As board development occurs, incorporate screening questions to better understand potential member's frame of reference when it comes to racial equity, poverty, and homelessness

- Taking a look at Corey's role as coordinator. How can others provide support?
- Evaluating whether current team members have fulfilled [racial equity training expectation](#)
- Incorporating training into racial equity contract, options:
 - A team retreat focusing on racial equity
 - Adding a Groundwater or Groundwater Plus to other racial equity work in contract – either just for Leadership Team members, or an OCPEH sponsored Groundwater also open to the public
- Barriers to full participation:
 - Cost – full scholarships available for REI Phase 1
 - Time – REI Phase 1 is 2 days

Next Steps for Racial Equity Consultant:

- OCPEH currently has the funds (\$10,000) to hire a racial equity consultant
- Corey met with [Jamall Kinard](#) last week. Mr. Kinard is a Racial Equity Trainer at the Racial Equity Institute, entrepreneur, and community organizer.
- To develop a scope of work:
 - Invite Mr. Kinard to meet with the racial equity committee and get more information about what he has found to be successful in his experience

Next meeting: Wed. August 5, 6-7:00 p.m.