

## Consent Agenda

### 2024 Committee Member Attendance

Name	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Dr. Susie Paterson	X	X	x	X		X	X				
Jeffery Lorick	Virtual	-	-	-		-	X				
Dominique Randall	-	X	x	X		X	X				
Theresa Jones			X	X		X	Virtual				
Trish Collins			X	X		X	-				
Ross Silvers			X	-		-	-				
Kiara Lovett			-	X		X	X				

### Pinellas Continuum of Care (CoC) Diversity, Equity, and Inclusion Committee Meeting Minutes

**August 27, 2024 | 9:00 a.m. – 10:00 a.m. | Allendale Methodist Church and Zoom**

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Committee Members	HLA Staff
Dr. Susie Paterson	Daisy Corea
Dominique Randall	Cheri Holzbacher
Jeffery Lorick	Thanh-Van Le
Kiara Lovett	Hayla Donovan
	Megan Robinson
Online	Non-Committee Members
Theresa Jones	
Victoria Kelly, HLA	

#### **Welcome & Introductions** (presented by Dr. Susie Paterson)

- Chair Dr. Susie Paterson calls the meeting to order at 9:01am.

#### **Consent Agenda** (presented by Dr. Susie Paterson)

- Dominique Randall requests an edit to the July minutes to reflect the Housing and Urban Development (HUD) Diversity, Equity, and Inclusion (DEI) training should be an annual training. Mrs. Randall thinks it might be mandatory.

*Dominique Randall motions to approve the July 2024 committee attendance, and meeting minutes with requested edit; Jeffrey Lorick seconds; motion carries.*

- TV Le asks about providing a Zoom option for future meetings. Dr. Paterson thinks meetings should be in-person but is open to discussion.
- Dominique Randall refers to recent Continuum of Care (CoC) meetings being listen-in only. Dr. Paterson agrees that listening-in only is best. Daisy Corea says the Data and Systems Performance Committee (DSP) meetings are hybrid (Zoom and in-person) with full participation allowed on Zoom; they typically meet quorum and have decent hybrid attendance. The Lived Experience Advisory Committee (LEAC) meets in-person only. The Funders' Council is hybrid, Providers' Council is in-person (can only listen-in on Zoom).

- Megan Robinson states HLA can investigate disabling the unmuting feature in meetings that only allow one-way virtual attendance (listening-in only).

*Dominique Randall motions for Diversity, Equity, and Inclusion meetings to allow people to watch but not participate in the meeting when attending virtually (listening-in only).*

- Jeffery Lorick asks if attendees can vote if they attend virtually. This item is discussed because quorum has been difficult to achieve with in-person as the only option. Mrs. Randall says an open forum can be added to the motion, but this does not include voting participation. Mr. Lorick prefers to attend virtually unless there is no option to vote. There is discussion about meeting at a more accessible location to allow more in-person participation, but only if the committee's usual meeting time and day are available.

*Dr. Paterson moves for action on the motion on floor: for Diversity, Equity, and Inclusion meetings to allow people to watch but not participate in the meeting when attending virtually (listening-in only). Kiara Lovett seconds. Motion carries.*

### **July Tasks Follow Up** (presented by TV Le, HLA)

- Follow-up is needed to clarify which DEI trainings are mandatory.
  - Dominique Randall states there is likely mandatory training.
  - Mr. Lorick says he has presented Fair Housing and DEI training. The State rulings have changed the dynamic of DEI training and finding someone to teach is more difficult. Mr. Lorick confirms the last training for the Pinellas CoC was in 2021.
  - Dominique Randall confirms the roll out of the Racial Equity Toolkit was when DEI training was last done. The Toolkit was supposed to be incorporated into the Notice for Funding Opportunity (NOFO) and act as a guide for best practices. Daisy Corea mentions the CoC Committee Planning Meeting last week and asks the purpose of the Toolkit.
  - Dominique Randall mentions the Organizational Assessment in the Toolkit that providers are to use to measure their agency's DEI competence. Discussion follows on reviewing, updating, and reinforcing the Toolkit. Mr. Lorick suggests developing action items and strategies for the CoC based on the Toolkit.
- Dominique Randall mentions the Center for Health Equity offering very robust training. Dr. Paterson suggests sharing/promoting this information with the CoC. HLA staff discuss the possibility of adding a DEI section on the HLA newsletter.
- HLA staff will send out a follow up e-mail to committee members to review the Racial Equity Toolkit. This item will be discussed at the October meeting to give members time to review. Mr. Lorick mentions not recreating the Toolkit but giving it an update. Dr. Paterson agrees.
- Dr. Paterson will follow up with the ACLU contact, requesting they present at the November CoC Board of Directors meeting.
- Megan Robinson and Jeffery Lorick have confirmed Oct. 10 for Fair Housing Training, more information is forthcoming.

- TV Le introduces Cheri Holzbacher and Megan Robinson, who will serve as HLA liaisons to this committee.
- Daisy Corea says because Ms. Le's position is funded by the Department of Children and Families (DCF), she can no longer serve as the liaison per DCF's directive. Ms. Le will still come to meetings but cannot be involved directly.
  - Mrs. Corea says there is a lack of DEI participation from providers and funders because of state/contractual barriers. Solutions could include changing the committee's name, as well as other creative workarounds.
  - Jeffery Lorick says those who receive state funding are most in jeopardy of repercussions and agrees to changing the committee's name.
  - Cheri Holzbacher mentions having to change the name of a DEI committee in a previous role. Mr. Lorick discusses being strategic and creative, asking what HUD's stance is on DEI. Mrs. Corea states there is a DEI requirement on the HUD NOFO.
- The committee agrees to investigate name changes for next meeting that still identify the committee's purpose.
- Dr. Paterson asks what legal questions the ACLU should talk about at the November CoC Board of Directors meeting. Dominique Randall suggests dispelling myths of the fear of DEI work/committees.

#### **Takeaways from Committee Planning Meeting** (presented by Dr. Susie Paterson)

- Daisy Corea says there was a motion passed by Therea Jones at the August CoC Board of Directors meeting which prompted an ad hoc Committee Planning Workgroup. Chair Beckman created a small workgroup to review how committees function. Discussions addressed all committees having:
  - A toolkit that explains mission, purpose, and action.
  - A specific communication worksheet the Chairs of each committee can bring to the Board of Directors.
- There was a conversation about the Racial Equity Toolkit as a foundation for other committees as well consistent forms of communication.
- Jefferey Lorick asks if there is a governance document on establishing this committee. HLA staff will share the DEI policies and procedures in a follow up e-mail.
- Daisy Corea mentions using OnBoard to have an easily accessible location for charters and policies/procedures for Chairs.
- Dominique Randall asks about the status of the Sunshine Law. HLA staff believe it is not applicable and will follow up.
- Daisy mentions other items discussed in the Committee Planning Meeting including a CoC strategic plan and an annual calendar containing things like the Point in Time (PIT) Count, NOFO, and policy reviews.

- Jeffery Lorick asks about homeless discrimination and if someone is providing advocacy or if there are CoC Board of Directors discussions. Dominique Randall suggests the CoC Advocacy Committee and LEAC are forums to discuss these issues.
  - The committee mentions that during Pride and on First Fridays, open container rules are lax, while the homeless population is targeted immediately.

### **Adjournment**

- Chair Dr. Paterson adjourns the meeting at 10:02am.