



Butte Countywide Homeless Continuum of Care

LGBTQ+ and People of Color Committee

Thursday, May 27, 2021

2 P.M. to 3 P.M.

Butte County Employment and Social Services – Virtual Meeting Via Zoom

Zoom Link: +1 669 900 6833 US (San Jose)

COMMITTEE MEMBERS PRESENT:

Marin Hambley (they/them), Carolina Cruz (she/her), Javi Pinedo (they/them), Elisa Rawlinson (she/her), Shaveta Hall (she/her) present for Bobby Jones

COMMITTEE MEMBERS ABSENT: Emily Bateman,

Dawn Blackhorse,
Ann Winters,
Siana Sonoquie
Mark Alvidrez
Rachel Sanchez (she/her),
Jen Small (she/her),
Pahua Thao (she/her)
Chang Vang
Chue Yang
Seng Yeng (he/him)
and Melody Proebstel (she/her)

OTHER ATTENDEES:

RECORDING: None available.

ORDER OF BUSINESS:

1. **CALL TO ORDER:** The meeting was called to order by Chair Marin Hambley at 2pm, who facilitated the meeting.
2. **INTRODUCTIONS:** All Members in attendance introduced themselves.
3. **HUD Emergency Voucher Program - Discussion**

4. Discussing Survey to evaluate current experiences

- a. Demographics questions:
 - i. Do you or have you held a position (paid or volunteer) at a participating agency of the Butte County Continuum of Care? ***skip logic question, survey ends if “no”**
 - ii. How long have you worked within COC participating agencies?
 - iii. How many COC agencies have you worked with?
 - iv. Do you identify within the LGBTQ+ community?
 - v. Do you identify within the Transgender, Gender Non-conforming, and/or Non-binary community?
 - vi. Do you identify as a Person of Color?
- b. Has your agency taken steps you know of to be more inclusive of LGBTQ+ folks and people of color?
- c. What is your comfort discussing race in your workplace?
- d. What is your comfort discussing gender in your workplace?
- e. Have you experienced harassment or discrimination based on your race, gender, or sexuality from your coworkers or colleagues?
 - i. If yes, did you feel comfortable reporting?
 - ii. What happened? Was it addressed? How was it addressed? What follow up did you see?
- f. Have you heard racist/transphobic/homophobic comments about you in your workplace either from colleagues or clients?
 - i. Did you say something?
 - ii. How was that received?
 - iii. Did you feel comfortable reporting?
- g. Have you heard racist/transphobic/homophobic comments in your workplace either from colleagues or clients towards others?
 - i. Did you say something?
 - ii. How was that received?
 - iii. Did you feel comfortable reporting?
- h. Have you experienced harassment or discrimination based on your race, gender, or sexuality from your clients or the people your agency is serving? Have you experienced a client being resistive to services because of your race?
 - i. If yes, did you report it?
 - ii. Did you feel comfortable reporting?
 - iii. What happened? Was it addressed? How was it addressed? What follow up did you see?
- i. Have you experienced a client being resistive to services because of your gender?
- j. Have you experienced a client being resistive to services because of your sexuality?
- k. Have you had to change positions or leave a position due to factors of discrimination/harassment based on your race, gender, and/or sexuality?

- l. Have you been fired, denied a promotion, or demoted due to factors of discrimination/harassment based on your race, gender, and/or sexuality?
 - m. Are you aware of and understand the procedures for reporting incidents of discrimination/bias at my workplace?
 - n. Does this policy include follow-up actions?
 - o. How does this policy get evaluated?
 - p. Do you have faith in this policy? Has it worked?
 - q. Have you seen this policy be effective? Have you utilized this reporting procedure before?
 - r. Does your workplace offer and/or require LGBTQ+ cultural competency training?
 - s. Does your workplace offer and/or require anti-racism training?
 - t. Do you or have you felt tokenized at your workplace? Have you ever felt like others at your workplace have considered you a token representative of your identity?
 - i. define token
 - u. Have you ever observed different treatment, or different policy enforcement, towards clients of a certain race, gender, or sexuality who are participating in your agency's services?
 - v. Have you ever observed someone be disqualified or exited from services where their race, gender, and/or sexuality may have played a role in that decision?
 - w. Open-ended question at the end
5. How do we get the survey out? (ESG funding)
- a. Make an agenda item?
6. **ANNOUNCEMENTS:**
- a. **Juneteenth is being hosted by African American Family & Cultural Center on Saturday June 19th in Oroville**
 - b. **Stonewall Alliance is hosting Chico Pride with events throughout the month of June. Check their website for details: www.stonewallchico.com/pride-events**
7. **NEXT MEETING:** *The next Meeting will be on June 24, 2021 at 2pm*
8. **ADJOURNMENT:** Marin Hambley
9. The meeting was adjourned at 3 P.M.