



## Butte Countywide Homeless Continuum of Care

### LGBTQ+ and People of Color Committee

Thursday, March 25th, 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), Elisa Rawlinson (she/her), Pahua Thao (she/her), Briana Harvey-Butterfield (she/her), Javi Pinedo (they/them), Jay Coughlin (he/him), Seng Yang (he/him), Katya Ponce Sanchez (she/her/ella), Bobby Talk (he/him)

**COMMITTEE MEMBERS ABSENT:** Emily Bateman, Carolina Cruz,  
Dawn Blackhorse,  
Ann Winters,  
Siana Sonoquie  
Mark Alvidrez

#### 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. **APPROVAL OF MINUTES - ACTION:** The minutes for the LGBTQ+ and POC Meeting for 2/25/21 were approved with the corrections noted to the Minutes of 3/25/21.

Motion to approve: Marin Hambley

Seconded: Elisa Rawlinson

4. Discussing Survey to evaluate current experiences
  - a. Has your agency taken steps you know of to be more inclusive of LGBTQ+ folks and people of color?
  - b. What is your comfort discussing race in your workplace?
  - c. What is your comfort discussing gender in your workplace?
  - d. Demographics questions?
  - 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 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?
  - g. Have you experienced a client being resistive to services because of your gender?
  - h. Have you experienced a client being resistive to services because of your sexuality?
  - i. Are you aware of and understand the procedures for reporting incidents of discrimination/bias at my workplace?
  - j. Does this policy include follow-up actions?
  - k. How does this policy get evaluated?
  - l. Do you have faith in this policy? Has it worked?
  - m. Have you seen this policy be effective? Have you utilized this reporting procedure before?
  - n. Have you heard racist/transphobic/homophobic comments in your workplace either from colleagues or clients?
    - i. Did you say something?
    - ii. How was that received?
    - iii. Did you feel comfortable reporting?
  - o. Does your workplace offer and/or require LGBTQ+ cultural competency training?
  - p. Does your workplace offer and/or require anti-racism training?

5. **NEXT MEETING:** *The next Meeting will be on April 29 at 2pm*

6. **ADJOURNMENT:** Marin Hambley

7. The meeting was adjourned at 3 P.M.