



Butte Countywide Homeless Continuum of Care

LGBTQ+ and People of Color Committee

Thursday, February 25, 2021

2 P.M. to 3 P.M.

Butte County Employment and Social Services – Virtual Meeting Via Zoom

Zoom Link: <https://us02web.zoom.us/j/83217153894>

COMMITTEE MEMBERS PRESENT: Marin
Hambley, Emily Bateman, Carolina Cruz,
Dawn Blackhorse, Elisa Rawlinson, Pahua
Thao, Ann Winters

COMMITTEE MEMBERS ABSENT: Siana Sonoquie,
Rachel Sanchez, 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. **Establish Committee Purpose, Description of Committee Roles and Responsibilities -**
Discussion. M. Hambley

Group discussed vision, intent, and goals for committee

Draft Purpose: The POC and LGBTQ+ committee is an action-focused group aimed at providing support for those LGBTQ+ people and People of Color working within Butte County Continuum of Care, and at dismantling the barriers and bias LGBTQ+ people and People of Color experience when attempting to access services from the Butte County COC.

Draft Goals: The committee aims to take the following actions:

- **TRAININGS:** Provide and/or recommend specific **trainings** for COC service providers, committee members, and other individuals to address and dismantle racism, transphobia, and homophobia apparent in our network of care, and to provide support and resources for creating more LGBTQ+ inclusive and POC-inclusive spaces and services
- **SUPPORT FOR WORKERS:** Create **spaces for support and mutual care** between the LGBTQ+ individuals and People of Color already working in the Butte County COC as providers
- **DATA COLLECTION:** Create a plan to address the bias in **data** collection, and how to collect data on the current experiences of LGBTQ+ individuals and People of Color in the Butte County COC
 - Training users of HMIS. Training intake people. PIT.
 - Using data to make the point. Looking at exits as a means of evaluation. Seeing if LGBTQ+ people and POC are disproportionately exited from services, and if they are disproportionately exited to “places not meant for habitation”
 - Language of services, forms, questions, reporting, etc
 - VI-SPDAT, scoring, priority points for shelter/housing placement
 - Making a proposal to the HMIS subcommittee for local prioritization points? How to make the questions follow FEHA and make them evidence-based?
 - Surveying what's going on right now. What is happening
 - Do you have a non-discrimination policy?
 - Do you understand what happens if discrimination occurs?
 - Do you know who to go to if you experience or witness discrimination?
 - Do you trust the person you are supposed to report to?
 - Do you feel safe talking about your experiences with your peers? With your supervisor? With the director or manager?
 - Is the policy working?
 - How safe do you feel?
 - What do you think would happen if you talked about an experience of harassment/discrimination? Career suicide?
 - Scorecards
- **ADVOCACY:** Provide stronger **advocacy** for LGBTQ+ individuals and People of Color navigating services within the Butte County COC that could include recommended policies, reporting procedures, best practices, evaluatory processes

- You can have the policy, but how are you addressing it. Thinking about the evaluation piece. Thinking about responses to bad experiences. What do we do when something happens.
- Policy recommendations, and follow up
- Making training a requirement for funding
- Creating a space for people to report experiences of discrimination in their workplace or in an agency while accessing services (reporting line? Google form?)

Questions we are leaving with: How do we know what's going on now, how do we do better, how do we evaluate, and how do we support the LGBTQ+ and POC people doing this work/engaging in services

4. Next Steps - Discussion, M. Hambley

- Submitting goals and priorities to COC
- Creating Survey Monkey Survey with questions to evaluate what COC providers are seeing and experiencing right now
- Committee members brainstorm questions for survey together
 - Marin will email Dawn email addresses
 - Dawn will create Sharepoint file for us all to work on
- Marin will send out past meeting minutes and agendas to group for approval at the next meeting

4. **NEXT MEETING:** *The next Meeting will be on* **Thursday Mar 25th at 2pm**

5. **ADJOURNMENT:**

6. The meeting was adjourned at 3pm by Marin Hambley