

Centered In Equity Committee Meeting  
Via Zoom

November 16<sup>th</sup>, 2021 at 12:00 pm  
Minutes

In attendance: B. Cheives, J. Cummings, S. Malone, C. Thornburgh, V. Stanley, Rev. Dr. R. Norris, W. Philius, S. LaRocca

Absent: D. Stanley

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- Discussion about the presentation at the November board meeting made apparent a need to have a follow-up discussion instead of just a presentation or video.
- V. Stanley updated the committee on how positively the staff responded to the competency training by B. Cheives. The staff understands that these trainings/workshops are a constant of the TLP's dedication to DEI initiatives and it is well received. The REACT committee expressed appreciation for the efforts of the CIE Committee. V. Stanley is going to implement exercises with the REACT Committee from the Everyday Democracy packet from B. Cheives.
- December board meeting presentation:
  - The video below will be sent to the board at large requesting it to be watched before the December 1<sup>st</sup> board meeting. [Allegories on race and racism | Camara Jones | TEDxEmory - Bing video](#)  
B. Cheives will research a condensed video that can be presented at the December board meeting to start discussion.
  - "Beyond the Board" piece
    - Inform the board we are developing a curriculum for those who would like more opportunities to delve deeper into these topics.
    - The Racial Equity Institute (REI) 2-day training will be offered on January 16<sup>th</sup> & 17<sup>th</sup> and directors will be encouraged to attend virtually.
- January board meeting will focus strictly on the Strategic Plan.
- February board meeting
  - C. Thornburgh will remind the board that the work we are doing is to help with governing the agency and offering a better understanding of the marginalized clients we serve.
  - B. Cheives will follow and would like to humanize that we are all in this together; the face of the homeless has no color.
  - CIE will then present a learning module agreed upon by the committee.

- An additional module agreed upon by the committee will be offered at the April or May board meeting .
- For January, March, and May (if we do not present) a short article/video will be sent to the board to keep CIE top of mind.
- V. Stanley will do a short REACT update at the board meetings. In the beginning of next calendar year the REACT Committee will be conducting a survey with all staff. The committee requested that age and race be included in the survey. C. Thornburgh requested to include a question regarding whether or not the board appears to be supporting their efforts.

To Do:

- S. LaRocca to send out the video to the board with three different reminders to watch it.
- B. Cheives will search for a shorter video for the December board meeting.
- B. Cheives will get the REI flyer over to the Committee to be sent to the board.
- V. Stanley will continue to work with Cristina Lucier on a survey to be given to the staff.