



Community Plan Oversight Committee Agenda

June 2, 2023 11AM-1PM

Meeting ID: 878 6657 5327

Passcode: 572055

1-877-853-5257

Attendance

Committee members:

- Sarah Lim
- Rachel Kaiser
- Johneisha Prescott
- Michelle Hemp
- Angela Jones
- Meshan Adams
- Patrick Duffie
- Alicia Spry
- Marilyn Feil
- Kristina Dux
- Jani Koester
- Takisha Jordan
- Brenda Konkel
- Bonnie Margulis
- Linda Ketcham
- Aurelius Leslie

Homebase: Esther Wilch, Karen Kowal, Kenya Rawls, Mihir Vohra

Agenda for 6/2 with Notes:

1. Retreat Update and High-Level Planning Exercise

- Retreat details
 - Tuesday June 27
 - 9am-4pm
 - United Way of Dane County (2059 Atwood Ave) - 3rd floor boardrooms
 - Parking across the street and adjacent to the building

2. Strategic Plan Visioning Exercise

- Mentimeter activity: What would you like to cover at the retreat?
 - Takisha: how can we better involve people who aren't attached to agencies already involved in the system?
 - See other responses in PDF of Mentimeter slide
- Mentimeter activity: How do you want people to describe the homeless system of care in Dane County in 5 years?
 - "sufficient for needs" - means no waiting list
 - See other responses in PDF of Mentimeter slide

3. Racial Equity Focus

- Racial Equity Goals and Integration (see Mentimeter slide)
- Racial Equity Concepts: Terms, self-assessment, community priorities
 - Intersectionality
 - Brenda: homelessness is a protected class in Dane County and it's a way people get discriminated against - it's a layer we should be thinking about when talking about intersectionality
 - Angela: the community has lots of trainings around many of these terms, so she thinks the group is well versed in terminology and the need is more for strategies to address them
 - Is there consensus in common definitions of what these terms mean?
 - Angela: her org has collectively determined definitions so they're all using the same language; doesn't think the community more broadly has done that in order to move forward addressing inequities
 - Takisha: agrees that the community has lots of trainings around these terms, but some agencies haven't attended, maybe because of lack of funds
 - Implicit bias
 - Takisha: requests people offer examples of how it shows up in the community we can discuss
 - Sarah: people with white-sounding names are more likely to get job interviews even if the rest of the resume is the same
 - Johneisha: pictures people use when they want to use a visual of "homelessness" or "people who are homelessness"
 - Takisha: volunteers dropping off donations say "there are the reparations for the month"; saying a Black boy "will be a great basketball player"
 - Anti-Blackness
 - Takisha: shows up in housing - landlords don't want to rent to Black people
 - White fragility
 - Johneisha: hard to address in Madison (but also the county as a whole), because it considers itself to be extremely liberal, so the general population of white people in Madison wouldn't respond well to calling out their white fragility
 - Brenda, Kristina, Patrick agree in chat
 - Doesn't think she's ever seen someone be called out for it

- Takisha: the threat of professional retaliation prevents people of color from calling it out
 - Michelle: feels more comfortable calling it out among friends and family than in professional settings
 - Brenda: gave an example of a situation where someone's white fragility came up recently; she tried to address it in the moment but the person refused
 - Takisha: gatekeeping by white people can limit the progress we make - the more people we include and the more different kinds of people we include the better things will be
- White privilege
 - Johneisha: shows up in the positions/roles/structures of the CoC - it's why you see so many white people in these roles
 - White people have more access to the education and social capital the CoC deems necessary to get those jobs
 - Angela: data shows that the biggest beneficiaries of affirmative action are white women; people meant to be helped by these policies are being left out
- White supremacy
 - Takisha: learned about this term in the community 3-4 years ago - powerful to learn that terms exist for these things
 - Different cultures have different philosophies/approaches to service delivery, and it can be hard for white-led orgs/CoCs to understand that and include them in the CoC
- How do you see these terms negatively impacting your work in the community (scale of 1-10)?
 - Anything surprising about the group's rankings?
 - Takisha: White supremacy and white fragility should be higher
 - Kristina agrees
 - Angela: shared a recent experience of a microaggression; we should extend grace to others, which includes when they tell you you've done something harmful

Parking Lot Items