



## Leadership Board Meeting

Thursday, December 8, 2:00pm-4:00pm

Meetings are public. Alameda County residents with lived experience of homelessness are encouraged to attend. Public Comment will be taken at the beginning of each meeting and is limited to 2 minutes per person. Click [here](#) to learn more about the public participation policy.

**Present:** Paulette Franklin (Alameda County Behavioral Health Care Services), C'Mone Falls (City of Oakland), Deidre Wan (Berkeley Youth Affiliates), Mike Keller (East Oakland Community Project), Moe Wright (BBI Construction), Paul Berry (Community Member), Shauna Conner (Alameda County Probation), Kate Hart (SAVE), Brenda Wadsworth (Roots), Josh Thurman (City of Livermore), Susan Shelton (City of Oakland), Lisa Warhuus (City of Berkeley), Laurie Flores (City of Fremont), Tracey Nails Bells (A Diamond in the Rough), John Jones III (Community Member), Daniel Cooper (City of Oakland), Julian Leiserson (Abode), Christine Ma (UCSF Benioff Children's Hospitals), Michelle Starratt (Alameda County HCD), Kimberly White (Community Member), Gloria Bruce (East Bay Housing Organizations), Vivian Wan (Abode), Darin Lounds (Housing Consortium of the East Bay), Kerry Abbott (Office of Homeless Care and Coordination), Nic Ming (Social Impact Wheel), Natasha Paddock (Alameda County HCD), Liz Varela (Building Futures),

**EOH Staff:** Katie Haverly (Executive Director), Rachel Rios-Richardson (Director of Training and Evaluation), Katie Barnett (Outreach Coordinator)

**Public:**

Dani Staub (Alameda Alliance for Health), Sharon Cornu (St. Mary's Center), Erica Bush (Highland Hospital, Bridge Clinic), Jenn Oakley (Lifelong Medical), Darlene Flynn (City of Oakland), Tami Lewis (Alameda Alliance for Health), Money Starr-Deluca, Estelle Clemons (City of Oakland), Sky Mihaylo, Kerry Landry, Suzanne Warner (Office of Homeless Care and Coordination)

**Absent:**

Doug Biggs (Alameda Point Collaborative), Ms. Shelley Gonzalez, Andrea Ford (Alameda County Social Services Agency), Frank Rogers, Elena Lepe (El Puente Comunitario), Ray Bonilla (Meta), Tunisia Owens (Family Violence Law Center)

Leadership Board Shared Agreements that were prioritized and refined during the 11/17 meeting:

- Have sensitivity and respect for each other's experiences.
- Agree to show up and engage. When meeting virtually, this includes having the camera on when possible and safe, while recognizing there are many valid reasons not to have cameras on.
- When making decisions, prioritize the best interests of the homelessness response system and people experiencing homelessness above the interests of the individual board member/organization.
- Commit to racial equity and justice in decision-making. Participate in training and create space and time for this practice.
- Function as peers instead of a hierarchy of persons with lived experience and others.
- Be constructive, not obstructive; try to offer solutions along with barriers.
- One voice at a time, no interruptions.
- Give people the chance to speak once before you speak twice.

- Share and review the materials in the packet in advance of meetings.
- Prioritize action items near top of agenda to help with time management in meetings.
- Give people the opportunity to process, ask questions, and understand before voting.
- If we stray from these agreements, we agree to pause, breathe, reset, and address the issue appropriately.
- Create opportunities for Leadership Board members to ask questions in advance, submit comments, and provide real-time feedback.

## AGENDA

**1. Welcome and Introductions** **2:00pm-2:10pm**

**2. Public Comment** **2:10pm-2:20pm**

- a. Nic Ming recognized the work of Wendy Jackson whose memorial was this past weekend. Nic introduced the idea of creating a Wendy Jackson Staff Service award.

**3. Review and Approval of Minutes (Moe Wright)** **2:20pm-2:25pm**

- a. Leadership Board Meeting 10.27.22

*Action Item*

- i. Gloria Bruce made a motion to approve the minutes. Paulette Franklin seconded.

<i>Brenda Wadsworth</i>	<i>Yes</i>	<i>Dr. Lisa Warhuus</i>	<i>Yes</i>	<i>Laurie Flores</i>	<i>Abstained</i>	<i>Paulette Franklin</i>	<i>Yes</i>
<i>Christine Ma</i>	<i>Yes</i>	<i>Gloria Bruce</i>	<i>Yes</i>	<i>Michelle Starratt</i>	<i>Abstained</i>	<i>Shauna Conner</i>	<i>Yes</i>
<i>C'Mone Falls</i>	<i>Yes</i>	<i>John Jones III</i>	<i>Yes</i>	<i>Mike Keller</i>	<i>Yes</i>	<i>Susan Shelton</i>	<i>Yes</i>
<i>Daniel Cooper</i>	<i>Yes</i>	<i>Josh Thurman</i>	<i>Yes</i>	<i>Moe Wright</i>	<i>Yes</i>		
<i>Tracey Nails Bells</i>	<i>Yes</i>	<i>Julian Leiserson</i>	<i>Yes</i>	<i>Nic Ming</i>	<i>Yes</i>		
<i>Deidre Wan</i>	<i>Yes</i>	<i>Kate Hart</i>	<i>Yes</i>	<i>Paul Berry</i>	<i>Yes</i>		

- ii. Motion passed

- b. Leadership Board Special Meeting 11.17.22

*Action Item*

- i. Kate Hart made a motion to approve the minutes. Deidre Wan seconded.

<i>Brenda Wadsworth</i>	<i>Yes</i>	<i>John Jones III</i>	<i>Abstained</i>	<i>Nic Ming</i>	<i>Abstained</i>
<i>Christine Ma</i>	<i>Abstained</i>	<i>Josh Thurman</i>	<i>Yes</i>	<i>Paul Berry</i>	<i>Yes</i>
<i>C'Mone Falls</i>	<i>Abstained</i>	<i>Julian Leiserson</i>	<i>Abstained</i>	<i>Paulette Franklin</i>	<i>Yes</i>
<i>Daniel Cooper</i>	<i>Yes</i>	<i>Kate Hart</i>	<i>Yes</i>	<i>Shauna Conner</i>	<i>Yes</i>
<i>Deidre Wan</i>	<i>Yes</i>	<i>Laurie Flores</i>	<i>Abstained</i>	<i>Susan Shelton</i>	<i>Abstained</i>
<i>Dr. Lisa Warhuus</i>	<i>Abstained</i>	<i>Mike Keller</i>	<i>Yes</i>	<i>Tracey Nails Bells</i>	<i>Abstained</i>
<i>Gloria Bruce</i>	<i>Abstained</i>	<i>Moe Wright</i>	<i>Yes</i>	<i>Vivian Wan</i>	<i>Yes</i>

- ii. Motion passed.

**4. Leadership Board Updates (Moe Wright & Katie Haverly)** **2:25pm-2:55pm**

- a. Cochair voting – nominees:

*Action Item*

- i. John Jones – 22% of vote
- ii. Deidre Wan – 17% of vote
- iii. C'Mone Falls – 61% of vote

b. C'Mone Falls was voted in as co-chair of the Leadership Board.

c. Adoption of Shared Agreements

*Action Item*

- i. Gloria Bruce brought up the note about the last agreement that in certain cases, more than just a pause and breath may be required to fully address a situation where an agreement has been broken.
- ii. Laurie Flores suggested expanding the definition of engagement to include submitting questions to staff before the meeting or emailing one on one to bring up concerns or ask questions.
- iii. Nic brought up the idea providing a method of gathering real time feedback after the leadership board meetings.
- iv. Michelle Starratt made a motion to approve the shared agreements, Kimberly White seconded.

<i>Brenda Wadsworth</i>	<i>Yes</i>	<i>Josh Thurman</i>	<i>Yes</i>	<i>Nic Ming</i>	<i>Yes</i>
<i>C'Mone Falls</i>	<i>Yes</i>	<i>Julian Leiserson</i>	<i>Yes</i>	<i>Paul Berry</i>	<i>Yes</i>
<i>Daniel Cooper</i>	<i>Yes</i>	<i>Kate Hart</i>	<i>Yes</i>	<i>Paulette Franklin</i>	<i>Yes</i>
<i>Darin Lounds</i>	<i>Abstained</i>	<i>Kimberly White</i>	<i>Yes</i>	<i>Shauna Conner</i>	<i>Yes</i>
<i>Deidre Wan</i>	<i>Yes</i>	<i>Laurie Flores</i>	<i>Yes</i>	<i>Susan Shelton</i>	<i>Yes</i>
<i>Dr. Lisa Warhuus</i>	<i>Yes</i>	<i>Michelle Starratt</i>	<i>Yes</i>	<i>Tracey Nails Bells</i>	<i>Yes</i>
<i>Gloria Bruce</i>	<i>Yes</i>	<i>Mike Keller</i>	<i>Yes</i>	<i>Vivian Wan</i>	<i>Yes</i>
<i>John Jones III</i>	<i>Yes</i>	<i>Moe Wright</i>	<i>Yes</i>		

v. Motion passed. [*Agreements have been updated at the top of this agenda*]

d. Proposed schedule for next year

- i. Third Thursday of the month for 2.5 hours, 2-4:30, skipping July, with an adjustment for December.
- ii. Michelle stated a preference for defining roles and responsibilities first to know what work will be held by which group.
- iii. Concerns were raised regarding increasing the meeting time, noting that continuing to increase meeting length could be prohibitive to full engagement of leadership board members.
- iv. Nic noted the large number of committees and the need for those committees to report out to the Leadership Board. They also noted that the accommodation of the extra half hour could be made, then if there was found to be no need for it, meetings could then revert to the original 2-hour schedule.
- v. Vivian noted that while meetings more than 2 hours are hard to accommodate, one of the shared agreements stated that higher priority agenda items would be discussed at the top of the meeting so that if members wouldn't be able to stay for the whole 2.5 hours, at least they would be able to participate in the most substantive conversations.
- vi. Suggestions were made to vote on meeting minute approvals via email instead of using meeting time but to decide the meeting minute approval process outside of leadership board meeting time.

e. Board Charter Revision Process

- i. Board charter revisions are in progress. The plan is to complete the revisions and have them available for review in advance of the next meeting and then vote on them in January.

**5. Racial Equity Workgroup**

**2:55pm- 3:30pm**

a. Recommended Revisions to Board Charter

*Action Item*

- i. Nic Ming and Darlene Flynn presented the Racial Equity Workgroup’s recommended revisions to the board charter and answered questions regarding committee interplay and racial equity training.
- ii. There were concerns raised regarding logistics of executing the recommended revisions, in particular the 40% minimum mark of BIPOC members for each committee and workgroup.
- iii. It was noted that the 40% mark should be seen as a starting point as this is still well below actual demographics presented in the count.
- iv. Nic made a motion to approve the revisions. Michelle seconded.
- v. Michelle suggested the amendment of voting to advance the Racial Equity Workgroup to be a committee, have the full board adopt a few key issues and address the rest of the changes to the board charter at the next meeting. Nic accepted the amendment.

<i>Brenda Wadsworth</i>	<i>Yes</i>	<i>Josh Thurman</i>	<i>Yes</i>	<i>Nic Ming</i>	<i>Yes</i>
<i>C’Mone Falls</i>	<i>Yes</i>	<i>Julian Leiserson</i>	<i>Yes</i>	<i>Paul Berry</i>	<i>Yes</i>
<i>Daniel Cooper</i>	<i>Yes</i>	<i>Kate Hart</i>	<i>Yes</i>	<i>Paulette Franklin</i>	<i>Yes</i>
<i>Darin Lounds</i>	<i>Yes</i>	<i>Laurie Flores</i>	<i>Yes</i>	<i>Shauna Conner</i>	<i>Yes</i>
<i>Deidre Wan</i>	<i>Yes</i>	<i>Kimberly White</i>	<i>-</i>	<i>Susan Shelton</i>	<i>Yes</i>
<i>Dr. Lisa Warhuus</i>	<i>Yes</i>	<i>Michelle Starratt</i>	<i>Yes</i>	<i>Tracey Nails Bells</i>	<i>Yes</i>
<i>Gloria Bruce</i>	<i>Yes</i>	<i>Mike Keller</i>	<i>Yes</i>	<i>Vivian Wan</i>	<i>Yes</i>
<i>John Jones III</i>	<i>Yes</i>	<i>Moe Wright</i>	<i>Yes</i>	<i>Kerry Abbot</i>	<i>Yes</i>

vi. Motion passed.

b. 2022 Point in Time Count Data Memo

*Discussion*

- i. Main issues with the Point in Time Count:
  - 1. The count potentially misrepresents race and ethnicity data due to imputation of data as well as potential biases amongst surveyors for the unsheltered survey.
  - 2. Another county who also used ASR and the Survey 123 app discovered significant errors were made within the geographical/jurisdictional data. There is a possibility of the same errors within Alameda County’s data.
- ii. The memo requests a meeting with ASR as soon as possible to determine the accuracy and methodology of the imputation of the race and ethnicity data, accuracy of the jurisdictional data as well as requesting the raw data as outlined in the PIT Count workplan.
- iii. The group echoed a need for transparency regarding how the data was calculated. A point was made regarding implicit bias as a potential factor in interview style surveys and noted that there was no information on whether survey providers received training on implicit bias.
- iv. Darlene Flynn from the Racial Equity Committee shared that it is important to understand the training that was offered to surveyors of the unsheltered survey to determine if bias may have occurred with the individuals the surveyor selected

- v. Michelle Starratt voiced objection to what she felt was an implication that ASR had “done a bad job”, stating that they had been the PIT count consultant for over 10 years.
- vi. A discussion around using outreach data in HMIS as a proxy for unsheltered demographics was raised and Mike Keller shared that some of this data may be skewed as individuals are not always exited from these programs in a timely manner, so it may overreport the number of individuals and may not be representative.

**5. HMIS Committee HMIS Monitoring Tool**

**3:30pm-3:50pm**

*Update*

- a. Item not addressed due to time.

**6. Discussion on topics for next Leadership Board meeting**

**3:50pm-4:00pm**

**Next Regular Leadership Board Meeting: January 19, 2022 from 2-4:30 PM**

**Parking Lot for Future Topics for Leadership Board Meetings:**

- January - Review and adoption of governance charter revisions – action item
- January – HHAP funding update from OHCC – update
- February – NOFO debrief and report out