



Leadership Board Meeting Special Meeting
Thursday, November 17, 2022, 2:00pm-3:30pm

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:

Brenda Wadsworth (Roots), Deidre Wan (Berkeley Food and Housing Project), Mike Keller (East Oakland Community Project), Moe Wright (BBI Construction), Paulette Franklin (Alameda County Behavioral Health Care Services), Josh Thurman (City of Livermore), Liz Varela (Building Futures), Doug Biggs (Alameda Point Collaborative), Paul Berry, Darin Lounds (Housing Consortium of the East Bay), Tyler Zatcoff sitting in for Shauna Conner (Alameda County Probation), Kate Hart (SAVE), Ms. Shelley Gonzalez, Estelle Clemons (City of Oakland), Nic Ming (Social Impact Wheel), Natasha Paddock sitting in for Michelle Starratt (Alameda County HCD), Vivian Wan (Abode)

EOH Staff: Katie Haverly (Acting Executive Director), Rachel Rios-Richardson (Interim Director of Research and Data Analytics)

Absent: Andrea Ford (Alameda County Social Services Agency), Christine Ma (UCSF Benioff Children's Hospitals), Frank Rogers, Elena Lepe (El Puente Comunitario), Gloria Bruce (East Bay Housing Organizations), John Jones III, Julian Leiserson (Abode), Kerry Abbott (Office of Homeless Care and Coordination), Kimberly White, Ray Bonilla (Meta), Susan Shelton (City of Oakland), C'Mone Falls (City of Oakland), Daniel Cooper (City of Oakland), Lisa Warhuus (City of Berkeley), Laurie Flores (City of Fremont), Tracey Nails Bells (A Diamond in the Rough), Tunisia Owens (Family Violence Law Center), Kerry Landry (Alameda Alliance for Health)

Public: no members of the public present

1. Welcome (Moe) 2:00pm-2:05pm

2. Public Comment (Moe) 2:05pm-2:15pm

a. No public comment.

3. Shared Agreements Brainstorming Session (Katie/Rachel) 2:15pm-3:00pm

- b. Katie Haverly shared the shared agreements and recommendations for the Leadership Board, as developed in the recent *Partnering Authentically with Individuals with Lived Expertise Training 11.4.22*.
- c. Rachel Rios-Richardson set up a Mural session for ease of discussion and provided a brief tutorial. View the Mural board [here](#).
- d. Brenda Wadsworth noted the need for clarity behind the meaning of the agreement "courage over comfort," which was one of the shared agreements at the recent trainings.
- e. There was a discussion of the potential barriers to being on camera in a zoom meeting, including home situations and access to technology. The group updated the shared relevant agreement

to: “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.”

- f. The group brought up the idea of providing basic set-ups and technical assistance for those who need it to be able to participate more fully.
- g. Suggestions for new agreements were added to the Community Agreements Brainstorm mural document and grouped by general topic.
- h. The group then prioritized the agreements using Mural voting. Each Leadership Board member could mark up to five agreements that were most important to them. The agreement that received the most prioritization votes (n=7) was “have sensitivity and respect for each other’s experiences.” The group discussed the importance of this agreement, and discussion led to an additional agreement to “function as peers instead of a hierarchy of persons with lived experience and others.”
- i. The group then refined the language of individual agreements. The group reviewed each agreement one by one, made edits and clarifications, and to brought up any concerns. The group was able to refine and reach general consensus on all draft agreements that received three or more prioritization votes. The group did not have enough time to review the potential agreements that received two or fewer votes.
- j. There was much discussion around the need to balance efficiency with meeting time and allowing time and space for questions and discussion. Group agreements related to this topic included to “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” and “give people the opportunity to process, ask questions, and understand before voting.” The group would also like more communication about how much time has been set aside to discuss each item.
- k. During the discussion about the agreement related to committing to racial equity and justice in decision-making, the group talked about the need to build capacity through training to ensure that Leadership Board members can apply a racial equity framework. The Racial Equity Workgroup will be presenting further recommendations on this topic.
- l. A draft of the agreements will be shared with the Leadership Board for further input and will be considered at the 12/8/2022 Leadership Board meeting.

The draft agreements are available [here](#) for comment, and also listed below:

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, and reset.

Other possible agreements that could be added/refined (these were agreements that received 2 or fewer votes when LB members prioritized the agreements on 11/17):

- Be willing to ask for clarity when needed.
- Time to get questions asked.
- Explain acronyms and lingo. Don't assume everyone knows.
- Have a listening ear.
- Courage over comfort.
- Fear should not be a part of change.
- When conflicts arise naming them as "impact moments."
- Use inclusive language. Avoid "othering."
- Focus on your own story and experience.
- Provide a method of gathering real time feedback after LB meetings.

4. Leadership Board Priorities Brainstorming Session (Katie/Rachel)

3:00pm-3:30pm

The group did not reach this item on the agenda.

Next Regular Meeting: December 8, 2022 from 2-4 PM