



Minutes (DRAFT)
CCRPC Equity Leadership Team Meeting
Wednesday, April 6, 9:00-10:00am

Via Zoom | <https://us02web.zoom.us/j/4705968092>

Attendees: Jacki Murphy, Mike O'Brien, Elaine Haney (Members); Emma Vaughn, Bryan Davis, Charlie Baker (CCRPC Staff); Sue McCormick (The Creative Discourse Group)

1. Welcome; changes to the agenda

There were no changes to the agenda.

2. General status report

Charlie provided an update and explained that we put the hiring on hold and will review the recommendations.

3. Review table of recommendations from equity assessment*

The group decided to walk through the table. Jacki noted that she liked the recommendation to get partner organizations involved. Sue called attention to the significant investment in recommendation #2 (expand the ELT) as part of proposed scope provided by The Creative Discourse Group.

Mike wanted to look at the job description more and make sure it encourages anyone who is qualified for the position to apply, rather than having it focused on only hiring a person of color. Jacki noted she was silent during the Executive Committee meeting where this was discussed because the concerns were being expressed by white males and felt defensive. She noted that as a woman who grew up when women were discriminated against, she does not have any issue with race first. Mike noted this might be part of prejudices and hurdles we need to get over, and Sue responded that all of our personal experiences can help us identify and relate to what other people go through, and can help us recognize biases. Owning and sharing our experiences is very useful. Elaine thanked Jacki for sharing and agreed. Charlie noted that the primary speaker at the Executive Committee meeting was Bard Hill, whose concern was that we would get on a track where we would only focus on racial equity and not equity in general – and he expressed that we weren't clear on what our mission is. What are we really trying to do? A couple of the bullet points in the job description were focused on race only. Sue noted that if we create systems that work well for people who have been excluded, they will work the best for everyone. She said sometimes it's helpful to ask the questions: What is the fear? If we eliminate barriers for people of color, what is the negative? When the work is done well, it benefits everybody. Mike reiterated that we want to make sure anybody felt comfortable applying.

Charlie noted that we want to create opportunities for people to learn from each other and referenced recommendation #4 regarding celebrating/uplifting BIPOC organizations or leaders; as regional entity we'll want to do this for any marginalized community. Sue suggests looking to how we support and celebrate other organizations engaged in our work that are helping create the community we want to live in.

4. Review revised scope of work for Phase 2 with TCDG*

The group reviewed the revised scope of work. It was noted that the budget for task 3 (workshop series) reflects the participation of two TCDG colleagues. Mike noted the lack of full Board support for the work and Sue replied that ELT members and other Board members will need to reach out to other Board members about supporting this work. Elaine suggested having this as a topic always on the agenda so that it's conveyed as important. Eleni noted that task 4 (UPWP review) is important and depends on other tasks happening first, like expanding ELT, so maybe we should extend this task through the fall. It was noted that task 4 would need to extend past July, maybe to October. Eleni noted that we need to understand the role of ELT and where it fits into the overall organization. Sue reminded the group of a conversation we've been having to develop a tool that captures what groups across the county are working on. Regina noted that this effort may be bigger than what people have in mind as the UPWP has about 200 lines of projects but this task may look at 10-20 projects (?). Charlie asked if we should add time to scope for consultant help with hosting a regional forum? Sue noted it was taken out because of timing and what it would look like was uncertain; they wanted to create scope that was likely to happen.

Bryan provided an update on the Active Transportation Plan and shared co-hosting walk bike committee forum with Local Motion and how that could provide similar framework for CCRPC potentially co-hosting similar event with local equity committees.

5. Expansion of Equity Leadership Team

This discussion was incorporated into the previous items. The group agreed it's important to expand this team and to work with TCDG in their revised scope to help accomplish that.

6. Equity statement adoption

Mike asked about the timeline for approving this scope of work, as it would be nice if we had our vision (equity statement) and expanded ELT as soon as we can. Charlie noted that the ELT is the decider on how to proceed.

7. Socio/Economic/Housing Board vacancy

Charlie noted that Bruce Wilson is interested in joining the committee and Board, and it was noted that we'd follow our appointment process.

8. Next steps and future meeting dates

The meeting ended at 10:08.