

# CCRPC Equity Advisory Committee

June 6, 2022 | 2 - 3 pm

Join Zoom Meeting

<https://us02web.zoom.us/j/8438117777>

<p><b>UPDATED TASK</b> <b>Expand and diversify the Equity Advisory Committee</b></p> <p>CCRPC: Charlie, Emma, Brian CCRPC Board: Mike, Elaine, Jackie TCDG: Sue, Nadia</p>	<p><b>Jun -Oct 2022</b></p>
<p>Work with CCRPC to expand the Equity Advisory Committee to potentially include members of partner organizations as well as informal community leaders.</p> <ul style="list-style-type: none"><li>❖ Provide consultation regarding the process to recruit new members of the ELT as well as suggestions for members<ul style="list-style-type: none"><li>➤ 4 meetings with the existing EAC to support their process of inviting and onboarding new committee members [NOTE: we recommend building in ongoing support for the existing EAC as they work to expand the EAC]</li></ul></li><li>❖ Facilitate six foundational sessions with the expanded team [NOTE: we suggest combining four of these sessions into one half day retreat]<ul style="list-style-type: none"><li>➤ 1 half day retreat (late August or early September)</li><li>➤ 2 follow up meetings (September and October)<ul style="list-style-type: none"><li>■ Establish relationships, group norms and shared expectations for the work ahead.</li><li>■ Clearly define the role of the EAC</li><li>■ Develop shared understanding of CCRPC's approach to equity and how to move forward</li><li>■ Work with ELT to review recommendations from the TCDG's report and develop an equity statement and specific tasks recommended for action to the board.</li><li>■ Also work with ELT to determine the ongoing roles and responsibilities of the ELT.</li><li>■ Coach members of the ELT to provide effective summaries of the ELT's work to the full board</li></ul></li></ul></li><li>❖ Two (2) meetings with the full board to provide updates on the work of the ELT</li></ul>	

## AGENDA

1. Establish context for the work
2. Review and refine the process for inviting members
3. Identify timeline and next steps (please note: we are suggesting a few shifts)
  - a. June through August
  - b. Half day retreat with expanded team in August
  - c. Two monthly meetings with expanded team (Sept & Oct)

## **SUGGESTED PROCESS**

### **1. Create tools for the process**

- a. Template to gather information about potential committee members (who referred the person/community and organizational connections/why they would be good to consider)
- b. Invitation language
- c. Announcement language
- d. Selection process tools as needed (TBD)

### **2. Outreach**

- a. Announcement if required (if general announcement, be explicit about the people that you are looking for).
- b. Communication with targeted organizations (partner organizations, BIPOC organizations, and organizations who work with groups who have been marginalized) to let people know about this opportunity and invite them to suggest people they think would value the opportunity and bring value to the work or share with their network.

### **3. Generate a list of names of people to invite to participate**

- i. EAC committee, CCRPC staff, CCRPC board, partner organizations, TCDG

### **4. Extend invitations to join committee**

- a. Personal invitations to people who rise up as viable candidates for the committee
  - i. Small sub-committee to do the outreach - maybe one staff, one board member
  - ii. Brief meetings to discuss the opportunity and learn more about what would make the opportunity valuable and doable for people (go where people are as needed)
  - iii. Be explicit about the value you believe each individual will bring to the committee
  - iv. Ask what people will need to be able to say “yes” to this opportunity (stipend, supports, power) - shifting the power dynamic in the conversation

### **5. Onboarding process (TBD)**