



HB 2100 Task Force on Homelessness & Racial Disparities | MEETING SUMMARY

Meeting date | time December 27, 2021 | **8:00-9:58am** | **Meeting location** Virtual

Facilitator Sophia Tzeng
Note Taker + Timekeeper Mary Frances Kenion

Task Force Members in Attendance: Andrea Ball, Sami Jo Difuntorum, Xan Augerot (proxy for Lizzy Atwood Wills), Jennifer Parrish Taylor, Paula Hall, Katrina Holland, Ariel Nelson, Marisa Espinoza, Sen. Dick Anderson, Rep. Wlnsvey Campos, Rep. Jack Zika, David DiMatteo

Additional attendees included members of the public.

AGENDA TOPICS

Agenda topic: Human Centering + Introductions/Icebreaker |

Task Force members kicked off the meeting by sharing “freezing points” and burning concerns. The range of responses from Task Force members included:

Design Day ICEBREAKER

| <i>What is your freezing point? (That makes you say slow down/stop!)</i> | <i>What is your burning concern? (That makes you move forward?)</i> |
|---|--|
| <ul style="list-style-type: none"> • Timeline • Data quality • Complexity of the current system • Polarization + philosophical differences • pressure and polarization • Denial of racism/racist system | <ul style="list-style-type: none"> • Urgency to address racial disparities and inequity • Opportunity to align the ecosystem for long-term, transformative community impact • That folks are coming to the conversation with a specific viewpoint without being open to what their potential blindspots may be • Change that incorporates racial equity and addresses disparities is long overdue • burning concerns: racial equity and real-world effectiveness/outcomes around the state • racial equity and real-world effectiveness/outcomes around the state • The extraordinary point-in- time to effect lasting change |

Agenda topic: Task Force Goals + Outputs |

The Facilitator shared the session goals and outputs. Goals included:

- Aligning on Task Force process and criteria for deliverables
- Centering the work on people – the experience and needs of persons experiencing homelessness affected by racial disparity in Oregon, and those whose alignment is needed for success
- Drafting emerging solutions

Desired kickoff meeting outputs included:

- Session capture
- Draft findings and recommendations for subcommittee development and iteration

Agenda topic: Task Force Process + Charter |

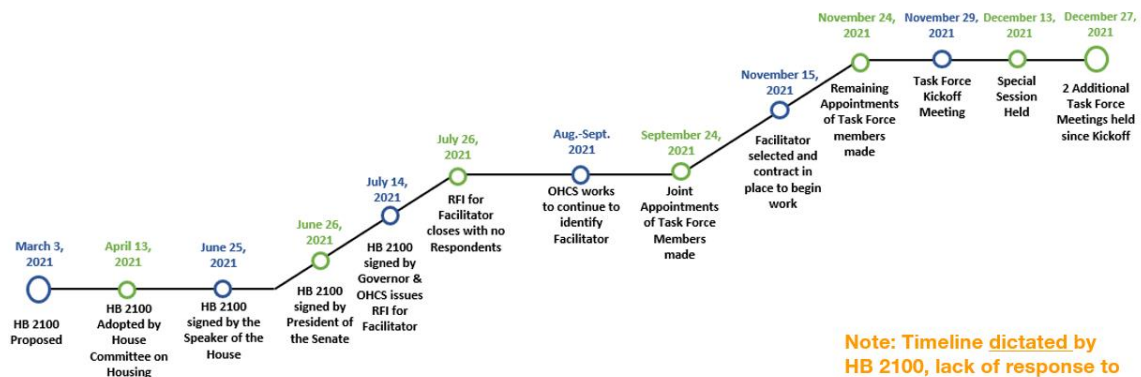
The Facilitator discussed concerns related to the Task Force process and offered some thoughts for discussion (see below).

DISCUSS: Task Force Process

| CONCERNS | FOR DISCUSSION AND FEEDBACK |
|--|---|
| <ul style="list-style-type: none"> ● Timeline ● Data quality ● Complexity of the current system ● Polarization + philosophical differences <ul style="list-style-type: none"> ○ Resistance/refusal to acknowledge requirement and reasons for change ○ Need for alignment across the ecosystem for long-term, transformative community impact | <ul style="list-style-type: none"> ● Build into mandated 1/15 report + recommendations: ● Agreed-upon key shifts ● More time throughout 2022 for TF to <ul style="list-style-type: none"> ○ Conduct discovery ○ Build understanding ○ Develop, review and consider solutions ○ “Pilot” prototypical approaches, including a change management process |

Concerns around the timeline were reaffirmed by several Task Force members (full discussion captured in recording). The Facilitator reviewed a timeline leading up today (see below).

Timeline: How We Got Here



Note: Timeline dictated by HB 2100, lack of response to initial RFI, delays in appointments of Task Force members, special session, and holidays

The governance questions from Task Force members were reviewed and discussed from the 12/20/2021 meeting. The Facilitator referred Task Force members to HB 2100 Section 7 which prescribes much of the charter.

Task Force “Governance”

| QUESTIONS FROM LAST WEEK | TASK FORCE “CHARTER” - HB 2100 SECTION 7 |
|--|--|
| <ol style="list-style-type: none"> 1. Are we consensus or majority, or how do we make decisions together? 2. If not consensus, how will minority opinions be reflected? 3. How are we operationalizing racial equity into our governance structure and processes? 4. Do we establish guiding principles that center work in racial and social justice? <p>Comments/Questions Today?</p> <ul style="list-style-type: none"> • None noted | <ol style="list-style-type: none"> 1. Establishment 2. 19 Members + Appointments 3. TF Directives (see next slides) 4. TF Powers of Discovery 5. Quorum is Majority 6. <u>Official Action requires Majority</u> 7. Chairperson or Co-chairs 8. Vacancy appointments 9. Minimum monthly meetings before 1/31/21 10. Rules as necessary 11. OHCS staff support + provide <u>facilitator</u> 12. TF member reimbursement + stipend 13. State government agency information and assistance 14. Deadline for submitting report on Section 3 Findings and Recommendations to Legislative Assembly committee and OHSC - January 15, 2022 |

Agenda topic: Task Force Facilitation + Approach |

The Facilitator re-reviewed the ASCETA Approach to Task Force facilitation, re-introduced the Facilitation Team and Discovery Teams.

Facilitation Team + Activities



Sophia Tzeng
Design Process & Facilitation Lead



Emily Lindsay
Change Facilitator



Ramon Valdez
Communications and Project Support
ASCETA Operations

Inclusive Process

- **Process architecture** and facilitation
- **Task Force Work Sessions** (monthly remote up to three hours each, or divided as needed)
 - **Agenda Design Meetings** (monthly remote up to 45 minutes each)
- **Check-in Meetings** with Project leads (monthly)
- **Communications** including updates, key event reporting, digital communications and PR collaboration with Task Force and stakeholders

Discovery Team + Activities



Mary Francis Kenion
Project Manager



Kira Zylstra
Racial Equity SME



Alicia Nevaquaya
Tribal Nations SME



Ziggy Keyes
Youth & Young Adult SME



Kenisha Bryant
Project Support



Michael Thomas
Project Support



Abby Miller
National Homelessness Expert



Donald Whitehead
Racial Equity Expert



Jeff Olivet
Racial Equity Expert



Kavita Singh
Racial Equity Expert



Brittani Manzo
Policy Strategist & Intergovernmental Affairs Expert

Emerging Learning

- Interviews (19)
- Survey (300+) with Synthesis Insights Development
- Data, policy and financial research and analysis

Deliverable (est. 1/7)

Homelessness + Racial Disparities Report

The Facilitator reviewed the current Task Force Workplan until 1/15/2022:

Task Force Workplan: until 1/15/22

| | Grounding | Discovery | | | Design | Iteration | Implementation |
|--|---------------------------|--|------------------------------------|------------------------------------|---|---|------------------------------------|
| | Week of 11/29 | Week of 12/6 | Week of 12/13 | Week of 12/20 | Week of 12/27 | Week of 1/3 | Week of 1/10 |
| Task Force | S1: KICKOFF 1.5 hrs | 3 hrs, w/Prewrite Interviews (19) | | S2: SYNTHESIS 2 hrs, w/Prewrite | S3: DESIGN 2 hrs, w/Prewrite | S4: IMPLEMENTATION 2 hrs, w/Prewrite | S5: REFINEMENT 1/15 submission |
| Stakeholders | | Survey and Insights Development Interviews Data, policy and financial research and analysis Workshops as needed | | | Further Survey, Interviews, Workshops and Research As Needed | | |
| Project Leads <i>Chair and Co-Chair</i> | | Weekly check-in w/Agenda Design | Weekly check-in w/Agenda Design | Weekly check-in w/Agenda Design | Weekly check-in w/Agenda Design | Weekly check-in w/Agenda Design | Weekly check-in w/Agenda Design |
| OUTPUTS | Roadmap Discovery Plan | Draft Discovery and Insights Report Draft Design Framework | | | Iterated Framework +Draft Solutions Draft Phase 2 Framework | | Final Report + Recommendations |

The Facilitator revisited Task Force Collaboration commitments and encouraged Task Force members to make additions:

Task Force Collaboration

| REMOTE COMMITMENTS | INTERPERSONAL COMMITMENTS |
|--|---|
| <ol style="list-style-type: none"> 1. Share your thoughts - aloud or write it on the doc 2. Mute if not talking 3. Crafting is encouraged (it helps me to focus to do something with my hands) 4. Snacking welcome! 5. Pets included 6. Children and Grandchildren | <ol style="list-style-type: none"> 1. Give grace and forgiveness 2. Take space and make space - openly share and support your colleagues as they openly share experiences 3. Take good care - manage your boundaries 4. Engage in lively conversation, even if it feels awkward 5. Be thoughtful and compassionate 6. Does it need to be said, does it need to be said by me, does it need to be said by me right now |

Agenda topic: Report Design |

The Facilitator asked Task Force members to share their hopes, requests, and intended audiences for the report to the Legislature, highlighting minimum legislative requirements.



Report Design

- Summarizes “findings and recommendations” of Section 3 (goals)
- To be submitted by 1/15/21 to appropriate Legislative Committee; email 2-page executive summary to every member of the Legislative Assembly + Administrator, with a copy to the Oregon Housing Stability Council

| AUDIENCES <i>Who are key audiences for the report?</i> | HOPES <i>How might the report be used + referred to, and for how long?</i> | REQUESTS <i>What would you like to see / not see?</i> |
|---|---|--|
| <ul style="list-style-type: none"> • Legislators • OHC • CAA • League or Oregon Cities/Association of Oregon Counties • CSOs • CBOs • Tribes • Governor’s Office • Foundations | <ul style="list-style-type: none"> • At least 1 year, to design change and propose metrics for success | <ul style="list-style-type: none"> • Opportunity to surface problematic issues and “sparks notes” version with rec for more time • “pilot “ concepts |

Agenda topic: **Human Centering** |

The Facilitator discussed centering persons of lived experience and discussed discovery team work being conducted via Task Force member interviews and a broader stakeholder survey. Task Force members were invited to add intersectionality considerations.

HUMAN-CENTERING THE STATE ECOSYSTEM TO DECREASE RACIAL DISPARITY via funding structure, needs identification, contract modification redesign

| |
|--|
| <p><i>Persons with lived experience of homelessness impacted by racial disparity (LEH)</i></p> |
| <p>White Persons w/LEH</p> |
| <p>Native American Persons w/LEH</p> |
| <p>Hispanics w/LEH</p> |
| <p>Asian/Pacific Islander Persons w/LEH</p> |
| <p>African American Persons w/LEH</p> |
| <p><i>Who has an even more challenged experience because of their intersectionality? LGBTQIA+, elderly, disabled, immigrants/refugees, COVID-specific data,</i></p> |

Work in Progress?

Task Force members were invited to self-select into breakout groups to explore the state ecosystem for decreasing racial disparity. The Facilitator clarified that content on slides 25-27 was derived directly from Task Force member interviews by the Discovery Team – all of which have not been completed – so there may be different and/or contradictory perspectives represented.

HUMAN-CENTERING
STATE ECOSYSTEM FOR DECREASING RACIAL DISPARITY
 (via funding structure, needs identification, contract modification)

| WHO | DO (current state) |
|---|---|
| Political Representatives | Represent constituents in State's budget and priorities |
| OHCS | Determine priorities for and approach to funding for housing instability and homelessness |
| Community Action Agencies (CAA) | Administer funds and provide services to address housing instability and homelessness |
| League of Oregon Cities Association of Oregon Counties | Represent the interests of county and city governments across the state |
| Culturally-specific service organizations/departments (CSO) | Provide services to members of one or more specific communities |
| Community-based service organizations (not culturally specific) (CBO) | Provide services to all persons experiencing housing instability or homelessness |
| Foundations Governor's Office Criminal Justice | |

Task Force members self-selected into breakout groups and were gently reminded members of the Task Force to record their group discussions live on the slide deck so that members of the public could view their insights.

STATE ECOSYSTEM FOR DECREASING RACIAL DISPARITY
 (via Interviews - funding structure, needs identification, contract modification)

| WHO | GREATEST CHALLENGE TO ADDRESSING RACIAL DISPARITY | GREATEST OPPORTUNITIES TO ADDRESS RACIAL DISPARITY |
|--|--|---|
| <u>Group 1:</u> Political representatives | <ul style="list-style-type: none"> Not representing their vocal/voting constituents' interests Pressure from | <ul style="list-style-type: none"> No specific opinions Bolstering statewide bridges between community and elected officials |
| <u>Group 2:</u> OHCS | <ul style="list-style-type: none"> Something big needs to change; the system is antiquated. | <ul style="list-style-type: none"> Homelessness needs are prioritized in statewide housing plan. Need a defined seat at the table with authority for 1 or more entities to address equity and racial justice as their core mission Designated partners to create metrics that hold the state accountable |

STATE ECOSYSTEM FOR DECREASING RACIAL DISPARITY
 (via Interviews - funding structure, needs identification, contract modification)

| WHO | GREATEST CHALLENGE TO ADDRESSING RACIAL DISPARITY | GREATEST OPPORTUNITIES TO ADDRESS RACIAL DISPARITY |
|--|--|--|
| <u>Group 3:</u> Community Action Agencies (CAA) | <ul style="list-style-type: none"> Do not share the opinion that racial disparities exist. Committed to maintaining funding structure the same at recipient level - against deprioritization of CAAs as the only eligible entities Adapting to inclusive state funding structure where CAA's are not the only eligible entities Do not believe that disparities will decrease with other eligible entities at the funding table. ? Data system that accurately reports numbers served Insufficient resources to pay staff adequate wages to delivery services. Not created as a culturally-specific organization Not required to fund culturally specific services or organizations, nor meeting disparities - too much subjectivity | <ul style="list-style-type: none"> Adapt to inclusive state funding structure where CAA's are not the only eligible entities Streamline contracting requirements "Grow the pie" by using set asides or pilots for CSO's. Have larger CSO's step in to subcontract instead of cities Interagency collaboration Pass through funds to CSO's through the CAA as a contractual requirement. Require CAA's to have a RFP process to allow CSO's to apply for funding Allow CBO's access to state funding ? |
| <u>Group 4:</u> Cities Counties Tribes | <ul style="list-style-type: none"> Not being part of the conversation Lack of data Lack of coordination/disconnect between state policy/funding discussion and decisions and local/regional discussions/funding Missing a targeted approach to homelessness Missing access to resources (tribes) Lack of collaboration across jurisdictions Lack of common goal | <ul style="list-style-type: none"> Direct contracting opportunities/eligibility to address racial disparities "Grow the pie" by creating special funds for CSO's Improve state grant/application processes, make more accessible across populations Align applications across state agencies (need to layer funding), support collaborative applications Make recommendations for reforming federal rules/requirements |

STATE ECOSYSTEM FOR DECREASING RACIAL DISPARITY
(via Interviews - funding structure, needs identification, contract modification)

| WHO | GREATEST CHALLENGE TO ADDRESSING RACIAL DISPARITY | GREATEST OPPORTUNITIES TO ADDRESS RACIAL DISPARITY |
|--|--|---|
| Group 5: Culturally specific service organizations/ Departments (CSO) | <ul style="list-style-type: none"> ● Not having access to funding ● Being able to attract staff due to lack of funding ● Reporting requirements from funders ● Work is focused on the symptoms and not the sources of the issue (homelessness) ● Resources are not proportional to the reality of need ● Lack of cultural understanding - the fear of being seen as "racist" gets in the way of moving the conversation forward ● The system will fight change unless power holders cede their power ● The process of change as it currently exists is devoid of time/resources - weaponizing the viewpoints of CBOs | <ul style="list-style-type: none"> ● Need for equity approaches - more time and consideration to overstretched people. ● Direct contracting is to address racial disparities. ● Lots of capacity building for CSO's ● Reduction or reimagining of reporting for CSO's and the communities they serve ● Opportunity for funding in general - some never get the opportunity due to lack of information or lack of relationships with CAAs |
| Group 6: Community based service organizations (not culturally specific) (CBO) | <ul style="list-style-type: none"> ● Not having access to funding ● Not enough funding to begin with- thus, scarcity leaves little room for innovation and can hold back progress on prioritizing BIPOC communities within non CSOs ● Constrained relationships with CAAs ● Need for more comprehensive understanding of racial disparities, how they affect our work, and how to address them/ what our responsibility is to address them ● Need for non-culturally specific organizations to be accountable for providing culturally "responsive" services and develop better/ more collaborative relationships with CSOs ● Significant underfunding leads to racial disparities with regard to wage/compensation - we end up asking BIPOC to do heart work while still struggling ● "Parallel process" in many CBOs - frontline workers contend with stark inequalities within organizations in which leadership heavily skews white - and the push to address disparities often comes from frontline workers themselves | <ul style="list-style-type: none"> ● Direct contracting is to address racial disparities. ● Operationalizing racial equity strategies and using a targeted universalism approach ● Creating opportunities for collaborative applications, especially between white/ dominant culture CBOs and CSOs ● Removing the "middle man" creates opportunities better funding ● Creating robust accountability structures that require and monitor progress towards addressing racial disparities ● Incorporating values of transparency and collaboration into systems and processes |

Task Force members were invited by the Facilitator to share insights and surprises after emerging from self-selected breakout groups. Feedback included:

Insights / Surprises

- AOC to Cities, Counties and Tribes - local jurisdictions
- Political representatives - about communication and how people feel heard, how do people find their elected officials, do outreach across the state, how do we connect those lines across the perfect
- When dealing with white progressives who have the best of intentions, sometimes their need not be seen as racist can get in the way of talking about what the disparities are - impediment to the work. A lot of energy making that person feel better. We need to have a transparent conversation. Because there is a need and a problem. How do we set their egos

Agenda topic: Design |

The Facilitator shared HB 2100 Goals:

| TASK FORCE GOALS | HB 2100 SECTION 7.3. <i>The task force shall:</i> |
|-------------------------------|--|
| ① Decrease Disparity | Identify and investigate methods by which the state may decrease rates of racial disparity among people experiencing homelessness and receiving services. |
| ② Identify Needs | Consider existing methods and recommend additional methods by which the Housing and Community Services Department and Oregon Housing Stability Council may receive advice and information about needed services for individuals experiencing homelessness and housing insecurity. |
| ③ Change Funding Structure | Identify and investigate potential changes in this state's funding structure to address racial disparities among people experiencing homelessness and housing insecurity, including consideration of how housing transition of services delivery could be implemented to avoid service disruptions among people experiencing homelessness or housing insecurity. |
| ④ Modify Contracting | Identify and investigate methods by which the Housing and Community Services Department and Oregon Housing Stability Council may modify contracting process and eligibility for providers of services for individuals experiencing homelessness and housing insecurity. |
| ⑤ Policy Recommendations | Recommend solutions regarding the funding of services for individuals experiencing homelessness or housing insecurity, including legislation or rulemaking and modifications to: (A) The delivery and eligibility requirements for federal and state funds; (B) The receipt and distribution of information about homelessness and homelessness services by the state; and (C) Methods for addressing racial disparities |

The Facilitator reviewed context and trends noted previously by Task Force members in the 11/29/2021 meeting and noted the breath synthesis completed to generate grouping titles for the feedback.

| CONTEXT / TRENDS (NOTED PREVIOUSLY BY TASK FORCE MEMBERS) | |
|---|--|
| In the greater universe/world? | In the state? |
| <p>NOW</p> <p>Climate Change</p> <ul style="list-style-type: none"> Climate change, immigrant and refugee Climate change is devastating our local response systems. Wildfires, ice storms, heat waves <p>Housing + Wage Gap</p> <ul style="list-style-type: none"> Housing is conditional Wage gap between demographics <p>COVID</p> <ul style="list-style-type: none"> COVID variants <p>INTO THE FUTURE</p> <ul style="list-style-type: none"> Race doesn't predict how one fares** Housing as a human right | <p>NOW</p> <p>Lack of coordination and access</p> <ul style="list-style-type: none"> Lack of coordination between government systems, private/public, and lack of access to those systems for culturally specific orgs, new/emerging community-based orgs Need to grow our resource base, act in unity and advocacy for each other.* Legally, the State cannot contract directly with culturally specific agencies for anti-poverty programming - this is equal access issue System coordination and accountability** Seeking solutions solely at the program levels vs improvements at the structural level <p>Systemic Racism</p> <ul style="list-style-type: none"> History of a "very" closed network of distribution ** Systemic racism; BIPOC The city feeling unsafe for Black people Oregon's racist past (and some would argue present)* Denial that systemic racism exists <p>Rising Inequity + Disparate Impacts</p> <ul style="list-style-type: none"> increase of homelessness for trans-survivors of domestic and sexual violence. Specifically black trans women Rising inequity*** Inequities exist regardless of where you live. Identifying racial disparities at ALL levels of the system not just service providers. <p>Need for Funding and Resources</p> <ul style="list-style-type: none"> Lack of land to develop for affordable housing across the board** Funding for under-resourced areas of the state Lack of political will to fund the values we say are important <p>Blue State Bias</p> <ul style="list-style-type: none"> Being a "blue state" many on the left/ liberals/ progressives won't acknowledge their racial biases or investment in unequal systems Ensuring geographic equity.** <p>Rise in unsheltered homelessness</p> <ul style="list-style-type: none"> Massive rise of unsheltered homelessness; enormous disabilities, barriers, and hostile local policies* <p>Rural Data</p> <ul style="list-style-type: none"> Lack of data in rural communities and disaggregated by race/ethnicity**** <p>INTO THE FUTURE</p> <ul style="list-style-type: none"> Affordable housing throughout the state with different types. Including SRO's. Increase of Resources |
| In the country/continent? | |
| <p>NOW</p> <p>Root Cause Resistance</p> <ul style="list-style-type: none"> Unwillingness to go to the root of inequity, governments have largely created the structure that allowed inequities to emerge. Little conversation about distributive justice, land reform** Lack of historical restitution Housing systems centered in oppression** Long history of social services/ social work perpetuating oppression Housing access has always been unequal due to racist roots of housing system Lack of true community collaboration How communities are designed versus how they are actually used <p>Racial Justice Visibility</p> <ul style="list-style-type: none"> Racial justice is more visible/ used as a term but not understood or committed to on a deep level Wage disparity <p>Inflation + Resources</p> <ul style="list-style-type: none"> impact of inflation on survivors ability to maintain housing. This is a national concern More resources are needed to fully address the needs.* <p>Growing BIPOC Population</p> <ul style="list-style-type: none"> Growing BIPOC population deserving more targeted services instead of continually being underserved* <p>Criminalization of Homelessness</p> <ul style="list-style-type: none"> Increasing calls to criminalize homelessness | |

The Facilitator reviewed emergent themes across all Task Force domains for consideration as a framework for design as the Task Force moves forward with preliminary recommendations.

EMERGENT THEMES

A framework for design

- A. Shared power** - those with lived experience included in every step of the process, and at the table for all decision-making processes (policy, funding, program design, implementation)
- B. Standardize and require demographically robust practices** to accurately reflect impact of racial disparities
- C. Require affirmative marketing and culturally specific outreach** for folks least likely to respond or participate
- D. Flexibility and Continuous Improvement** - statutes and rules that support agency learning, experimentation and iteration that result in outcomes that are positive in reducing racial disparities

Task Force Continuation: What will take more time to do? What else will need to be done and by when? What must this TF recommend to ensure successful outcomes from these efforts?

No concerns were noted by Task Force members for using this design approach to potential solutions. Task Force members were pre-assigned to breakout groups to explore Task Force goals 1-4 as a small group. Task Force members were asked to document their small group discussions on the slides so that members of the public could see group insights.

| TASK FORCE GOALS | DISCOVERY TEAM | SMALL GROUP 11/29 | SUBCOMM 12/20 | TODAY |
|--------------------------------------|--|--|---|---|
| ① Decrease Disparity | 1. Brittani Manzo 2. Kenisha Bryant | 1. Alan Evans 2. Ariel Nelson | 1. Marisa Espinoza 2. Jennifer P. Taylor 3. Senator Dick Anderson 4. ? | 1. Marisa Espinoza 2. Andrea Bell 3. Senator Dick Anderson |
| ② Identify Needs | 1. Jeff Olivet 2. Donald Whitehead | 1. Jennifer Parrish Taylor 2. Jimmy Jones | 1. Ariel Nelson 2. Andrea Bell 3. Vanessa Timmons 4. ? | 1. Ariel Nelson 2. Jennifer P. Taylor 3. Xan Augerot |
| ③ Change Funding Structure | 1. Abby Miller 2. Michael Thomas | 1. Katrina Holland 2. Lizzy Atwood Wills | 1. Xan Augerot 2. Sami Jo D. 3. Wlnsvey Campos | 1. Sami Jo D. 2. David DiMatteo 3. Katrina Holland |
| ④ Modify Contracting | 1. Abby Miller 2. Michael Thomas | 1. Marisa 2. Sami Jo 3. Paul | 1. Paula Hall 2. Marcus Mundy 3. ? | 1. Representative Wlnsvey Campos 2. Paula Hall 3. Representative Jack Zika |

Task Force members were provided working slides inclusive of notes from the 12/20/2021 meeting to begin to develop draft recommendations based on the corresponding design framework. For brevity of the meeting summary, all slides are posted publicly on the Task Force website to reflect the small group discussions (goal 1: slides 35-39, goal 2: slides 42-46, goal 3: slides 49-53, goal 4: slides 56-60).

Upon returning from pre-assigned breakout groups, Task Force members were asked to continue to develop thoughts collectively via Slack or independently and note in the working slide deck.

Agenda topic: Reflections |

The Task Force was asked to offer reflections for today’s meetings which included:

Quick Reflections

- On a bright point, some things we’re confident we can identify by the 15th as recommendations. We started to realize this is really clear we can articulate by then. “Audit” and “assessment”
- No way everyone’s going to come out on the same page in this process - pretty real in putting in our recommendations. That the legislature needs to recognize that nobody is going happy.

Agenda topic: Recommendations Criteria |

Task Force members were invited to make “target” and “reach” criteria for drafting recommendations:



Criteria for Drafting Recommendations

- “Findings and recommendations” per Section 3 (goals)
- To be submitted by 1/15/21

| TARGET <i>Aim for</i> | REACH <i>Great to get</i> |
|--|---|
| <ul style="list-style-type: none">• E.g. Expands resources w/o jeopardizing funding• E.g. Just like this (insert sample)• E.g. Add more Task Force time for structural change (change management, testing, data-driven evals) - two years• Expands resources without jeopardizing funding, for a limited transitional period• Recommend clear DEI expectations for all grantees/funding recipients, that are operational and not check-box• Readily available tech assistance | <ul style="list-style-type: none">• E.g. No Task Force sunset - longitudinal work over 10 years• Even if taskforce does not feel comfortable moving forward after this allocated time for discussion, OHCS change the funding structure beginning FY22-23 anyway as a first attempt. Experimentation must begin right away instead of asking BIPOC to continually wait until everyone (especially dissenters) is comfortable or ready• Targeted universalism funding approach that avoids subjecting BIPOC orgs to systemically racist and inequitable practices of competitive funding procurement processes |

Agenda topic: Next Steps & Closing |

Next steps that Task Force members could anticipate included:

- Synthesize Session 3 and Share Back
- Session 3- Session 4 Prework (complete draft recommendations)
- Survey Report/Discovery Report Draft
- Postwork/Prework (continuation)
- Sign onto Slack, join Subcommittees, and give feedback (Task Force Members)

The Task Force meeting was concluded at 9:58 a.m.