

# Equity Committee Meeting

Tuesday, February 5<sup>th</sup>, 2019

5:30-7:00PM, Seal Hi-Rise (825 Seal Street)

*Important NOTE: These minutes use headers, an important way to make them accessible to people using screenreaders. As part of our commitment to equity, we will make every effort to ensure accessibility of our meeting minutes each month. We encourage other committees and the broader Council to do the same.*

## Attending

### Minutes/Agenda (5:30-5:35)

Review last month's minutes

Approve agenda

### CulturalSTAR (5:40-50)

Goal: implement diversity projects throughout the year. They need a 501c3 to be the fiscal agent.

Projects to consider

- Hosting community events
- Workshops
- Professional development events
- Focused on arts & culture focused content: what does art & culture mean through our own lens? We would challenge cultural stereotypes, taking the stories and shift them into visual/video/audio stories (much like Humans of New York).
- Hoping to work with designers and artists of color to facilitate the realization of their goals. This might include a showcase of their work.
- BIPOC (Black Indigenous and People of Color) committee.
- The conversation would extend to include equity issues, like housing, etc.
- Eager to facilitate conversations between black and brown people without white intermediaries. So instead of the individualized focus of HONY, it would feature conversations instead.
- CoCreatz is through the Co-Lab LLC, so they can't sponsor, but they are supporting the development of the organization.
- Kathryn is working w/ Como Park (District 10) on the same grant.
- The name of the grant is CulturalSTAR, and it's due February 22<sup>nd</sup>.
- Individuals on the BIPOC cmte would receive stipends, but CoCreatz wouldn't directly financially benefit in any way. It's possible that there would be some name recognition that results, but no direct financial benefit.

Scott made a motion that the committee approve the council serving as the fiscal agent for the BIPOC committee of CoCreatz to apply for the CulturalSTAR grant.

We will add Mayumi and Tri to our email list for Equity Committee meetings so that we can have updates and provide useful support as we move forward.

## Year-End Review (6-6:30)

### 2018 Goals

1. Develop and support community events that foster inclusive participation across neighborhood demographics.
  - a. HPC food activities pre-movie
  - b. Annual meal
  - c. Sunday table (and Wednesdays)
  - d. Farmer's market tabling
  - e. Art Festival
2. Use food as starting point to address immediate and real food insecurities, facilitate healthy food infrastructure, to build community across demographics, food resource center as eventual goal.
  - a. See above, plus
  - b. SAP Box conversation
  - c. Community Conversation at Seal in May
  - d. Actively building coalition with local partners, including SAPCC, Lydia Place, HPC, Urban Growler, Open Hands Midway, Brightside Produce, Avalon School, Jennings School, Eastside Table
3. Develop response plans to act in instances of discrimination or other events.
  - a. This is an area where we need to develop more effective resources. We did reach out to the Jewish Resource Center after an incident of antisemitism in the neighborhood.
4. Facilitate access to resources like SHIP grants, extension services, other orgs.
  - a. Brought in resources for TAP (Transit Assistance Program)
  - b. Began Discussion with Urban Growler Farmer's Market regarding accepting food stamps.
5. Proactive in responding to gentrification and segregation.
  - a. Humphrey/CURA interns who created report around gentrification in SSAP.
6. Continue to review and improve communication and outreach to gather and disseminate information with community and have decision making reflect neighborhood.
  - a. Extensive outreach in the form of flyering, getting neighborhood input to 10-year Plan, asking about best ways to reach neighbors.
  - b. Multiple points of outreach (see above) at neighborhood events.
  - c. Changed our newsletter service in an effort toward better outreach.
  - d. Began working on more effective social media outreach and improved website structure.
7. Continuous review of equity framework.
  - a. No review of equity framework (ongoing)
8. Develop proactive education and responsive plans.
  - a. These were not developed, but we were part of Jennings Work-Based Learning Committee.
9. Building connections to facilitate access to resources.
  - a. Coalition building across district councils, plus the coalition building efforts above.
10. Strategic planning of food equity programming.

- a. See above; we had multiple events, especially the Community Conversation around food in May at Seal.

## 2019 Goals

Proposed elements (note that some of these are very event-specific and may need to be generalized in order to be appropriate to 2019 goals):

- Foster coalition building to meet community needs within the district and across districts.
  - Ward 4's collaborative efforts toward renter outreach, likely starting in March
  - Affordability study, starting in January
  - CulturalSTAR partnership with BIPOC Cmte at CoCreatz.
- Encourage and facilitate diversity training for the Community Council.
- Review and update the Equity Framework.
  - Utilizing the Equity Scorecard across all council initiatives (standardizing our oversight role for the council as a whole regarding equitable action).
- Strategically and intentionally plan out food justice events and initiatives.
  - Continued partnerships between the Community Garden, Lydia Place, and Seal.
  - Pre-movie, food-focused events in partnership with Hampden Park Co-op.
  - Work w/ Urban Growler farmer's market to achieve EBT access.
  - Food justice coalition.
- Provide a voice for equity and affordable housing on neighborhood land use initiatives.
  - Representation from Equity on other initiatives, including the Seminary Development Workgroup.
- Actively recruit and broaden diversity for the Equity Committee so that we're more representative of the neighborhood.

Review and discuss Equity Framework: postponed until March

Updates, New Business/Announcements (6:30-7)

**Land Use: Unified Development Guidelines.** Land Use has been working with Towerside and CEZ. We've been asked to conduct an equity review.

**Seminary Development Work Group** (discussed; Scott will serve as our representative).

**Asset Mapping.** Plans for Community Council to conduct asset mapping, which will provide us a list of potential assets upon which we can rely as we encounter new challenges and opportunities.

**Alina Healthy Neighborhood Grants Application.** Due tomorrow. Scott and Kathryn have been working on this. It's pertaining to our interests in SAP Box development.

**Update on CURA student researcher.** Liz Engels is our new student researcher and is reviewing the affordability study. She is exploring affordable housing strategies in the district.

**HPC Co-op activities.** Brianna has stepped down, and Rachel Williams is going to be the Outreach Coordinator. They will be reaching out to plan. Mayfest is 5/11, 11-3PM. We'll need volunteers to table. They're also still interested in pre-movie activities sponsored by the council. We don't have the dates or movies set until April, but they do want to pull us into the conversation early. Melissa volunteers to be

the primary point of contact for collaborating with the HPC. Melissa Pappas is interested in volunteering for Mayfest.

#### For next month

- Racial Equity Action Plan Toolkit (from GARE)
- Equity Framework (shared via Google Docs). Kathryn will share the Equity folder with all of us.
- Start a calendar of Food Justice Events.
- Talk about reviews of documents (see above) or requests for equity reviews.
- Updates and Announcements

#### Adjourn

Next Meeting: March 5<sup>th</sup>, 5:30-7, Seal Hi-Rise