



CAN Board of Directors Meeting

5/12/17 Minutes

Location: Austin City Hall, 301 W 2nd Street, Board & Commissions Room

Board Members Present: **Tamara Atkinson**, Executive Director, Capital Area Workforce Solutions; **Marina Bhargava**, Executive Director, Greater Austin Asian Chamber of Commerce; **William Buster**, VP of Community Investments, St. David's Foundation; **Eric Bustos**, Proxy for Gerardo Castillo, Capital Metro; **Sue Carpenter**, (for David Smith, President, United Way for Greater Austin); **Kelly Crook**, Superintendent, Del Valle ISD; **Ashton Cumberbatch**, VP, Seton Healthcare Family; **Sarah Eckhardt**, Travis County Judge; **David Evans**, CEO, Integral Care; **Simone Talma Flowers**, Executive Director, Interfaith Action of Central Texas; **Christie Garbe**, VP & Chief Strategy Officer, Central Health; **Stephanie Hawley**, Austin Community College; **Ora Houston**, Council Member, District 1, City of Austin; **Hal Katz**, Integral Care Board of Trustees; **Wayne Knox**, (for Colette Pearce Burnette, President & CEO Huston-Tillotson University, **Jeremy Martin**, Sr. VP, Greater Austin Chamber of Commerce; **Irma Martinez**, Board Member, Greater Austin Hispanic Chamber of Commerce; **Ara Merjanian**, Chair, CAN Community Council; **Ronda Rutledge**, Chair, One Voice Central Texas; **Erica Saenz**, Associate Vice President, UT Division of Diversity and Community Engagement; **Nick Solorzano** (for Sabino Renteria, City Council Member, District 3, City of Austin); **Dewayne Street**, (for Jerry Davis, CEO Goodwill Industries); **Jeffrey Travillion**, Precinct 1 Commissioner, Travis County;

CAN staff in attendance: Raul Alvarez and Carlos Soto.

Other guests: Korey Darling, Brion Oaks

Call to order and introductions: Simone Talma Flowers called the meeting to order at 1:10 p.m. and members introduced themselves. Jeremy Martin announced the Heart of Business Summit featuring the First Lady of Texas and NPR's Two Guys On Your Head, scheduled for Friday, June 2nd, which will be focusing on the changing landscape of business, increasing efforts towards corporate and social responsibility, and the need for community engagement. Irma Martinez with the Greater Austin Hispanic Chamber of Commerce mentioned that they are still looking for an executive to replace Mike Madrid. David Evans highlighted mental health awareness month and a campaign Integral Care has been participating in is called "OK To Say." Evans also mentioned a community forum held in partnership with AISD earlier in the week at Reagan High School that was well attended and included a student sharing their story of being connected to treatment, receiving treatment, and improving her life and academic achievements. William Buster announced that St David's has unveiled their Strategic Plan and they will begin their work this summer with meeting with their stakeholders and partners to discuss and clarify goals and metrics for their work. Erica Saenz thanked everybody for their support in response to the tragic attack that occurred at UT campus the previous week. Saenz also mentioned that Vice President Greg Vincent will be leaving the University around mid-July, saying that a timeline for finding a replacement has not been finalized. Stephanie Hawley invited everybody to "From Courageous Conversations to Accountability and Action", a free training for both the college and the community, consisting of 90-minute mini trainings focused on Equity and Planning, at Highland Business Center, on Wednesday May 31st. District 1 Councilmember Ora Houston mentioned that on May 13 at LBJ high school from 1-3 there will be a Code Next mapping opportunity for individuals interested in learning more about Code Next. On May 26 from 6-8 at the Carmen Guerrero Senior Activity Center there

will be a property tax forum, held in partnership with a number of stakeholders, to help local residents better know their rights in terms of exemptions and other measures that may benefit them. Sue Carpenter announced that on May 16 at 5:30 United Way for Greater Austin will have their Annual Meeting where they will be sharing key elements of their strategic plan. Wayne Knox announced that this year Huston Tillotson graduated a record number of students at their commencement ceremony. Marina Bhargava announced that May is Asian Pacific American Heritage Month and the Greater Austin Asian Chamber of Commerce will be having its annual gala next Friday, May 19. The GACC have also started a small Underserved Entrepreneur Program to reach out to refugees to talk to them and help them out. The GACC is also putting together a Creative Economy Subcommittee to look at the creative omnibus that came out of council, recommendations that have been made, and what can be implemented. DeWayne Street announced that on June 6 from 9 to 12, One Voice Central Texas will be sponsoring a three hour diversity workshop sponsored by Goodwill Central Texas. Ronda Rutledge announced that as we move to height of season, or the period of highest agricultural production, the Farmer's Market Nutrition Program kicks off together with its Double Dollars Incentive Program, where low-income clients can use their government food assistance dollars to purchase fresh, local produce at farmers markets or community farm stands, and receive double the value up to \$30 per week. Christie Garbe highlighted a partnership between Central Health and the Sustainable Food Center at the Central Health Southeast Health and Wellness Center, where they have a market stand operating on Fridays stocked with fresh fruit and vegetables and sharing healthy recipes. Garbe also mentioned that on Saturday, May 13th from 1 to 5, there is a farewell ceremony to mark the closing of the Brackenridge facility and the completion of the move to the new Dell Seton Medical Center at the University of Texas which will include a meet and greet with the team and a tour of the new facilities for any who are interested. Simone Talma-Flowers mentioned the Interfaith Action of Central Texas "Passport Program" where participants are invited to attend services in places of worship other than their own. This Sunday, May 14 the group will be visiting the Xiang Yung Buddhist Temple located near 360. On June 3rd they will be visiting the Islamic Center of Greater Austin.

Approval of minutes: The 04/07/17 meeting minutes were approved as presented on a motion by Sarah Eckhardt, seconded by Christie Garbe

Community Council Report: Ara Merjanian, 2017 CAN Community Council Chair, said that the Community Council continued its focus on child poverty and issues affecting children, youth, and their families in general. At last meeting the focus was aspects of a healthy physical environment and access to healthcare, with representatives from Children's Optimal Health, Central Health, and Go Austin Vamos Austin (GAVA). These organizations provide direct care and services and also provide data, on what's happening to children and youth in our community. At the next Community Council meeting the focus will be on the social and emotional well-being of children and youth, including Trauma Informed Care. Speakers will include guests from the Trauma Informed Care Consortium, AISD and Travis County. Merjanian also mentioned that the Community Council decided on a general approach to keep the conversation on Person Centered Care going to widen the conversation and deepen the awareness in the community and to create tools for organizations that want to adopt the framework. To achieve that goal, we have constituted a working group of council member.

Executive Director's Report: Raul Alvarez began by echoing Community Council Chair's expressed interest in continuing to learn about Person Centered Care. Next, Alvarez called attention to the upcoming Board of Director's meeting calendar noting that the June meeting which will take place at WorkForce Solutions due to a scheduling conflict with the usual meeting space in City Hall. There will be no meeting in July. In November we will have our retreat, date TBA. Alvarez also discussed the May publication dates of the CAN Community Dashboard Report and Dashboard website. The Language Access Work Group will meet in June to formalize

recommendations to present to the Board of Directors in August. An additional work item in discussion is a book study on *The New Urban Crisis* by Richard Florida (author of *Rise of the Creative Class*). Florida's new book addresses the fact that trying to support the Creative Class creates its own sets of challenges for growing urban centers and offers solutions to help lessen the social costs of rapidly growing communities. The first session will take place in June, place and time to be announced.

Alvarez also provided a brief overview of the new CAN website and online Community Dashboard. The new website features a simplified navigation menu and structure, features a highly visible a mission statement, and is organized according to the different roles CAN plays in the community, namely Inform, Engage, and Activate. The main CAN website contains links to the Dashboard, the CAN Newsletter, the Equity Blog, the Community Council, as well as links to Language Access Tools, a Diversity & Inclusion Toolkit, and information on building more Person-Centered Communities. A new component we are launching with this new design is an Equity Blog where we are highlighting the work of our partners. It will be a repository about "who is doing" what about equity in our community. Judge Eckhardt mentioned that she was discussing the creation of a book club with Chris King, of the Ray Marshall Center, and suggested a joining of forces.

CAN Partner Spotlight – Austin Community College: Stephanie Hawley, Associate Vice-President of ACC's Office of Equity & Inclusion, began by discussing a handout, *10 Lessons for Taking Leadership in Racial Equity*, that we use in our trainings that provides a framework for moving beyond conversation and actually taking action. Dr. Hawley also discussed plans for a 2017 Equity Summit, tentatively scheduled to take place on February 9th and 10th. One day will be focused on education, the next day will be focused on other sectors. The Office of Equity Inclusion was created as a response to a clearly defined institutional need that came from an analysis of existing student data. Dr. Hawley followed this with a discussion of ACC's vision and mission. Next, she presented a series of charts showing certain measures of success and failure are predictable by racial groups. ACC will work to strengthen data collection and undertake asset mapping for specific student groups. Dr. Hawley also discussed the Equity Leadership Advisory Team and the work of the various subcommittees that will be distilled into a senior leadership equity toolkit. Dr. Hawley closed her presentation with next steps for ACC such as: strengthening the role of senior leadership through ongoing customized learning experiences; facilitating connections among college departments, staff, faculty, students, and underserved community organizations; and engagement efforts to gather more data and learn more about institutional strengths and challenges to enrollment, persistence, & completion for underserved groups.

Presentation: Final Report on Mayor's Task Force on Institutional Racism and Systemic Inequities: Raul Alvarez introduced the Task Force with background information on the inception of the group and the kinds of conversations they carried out. Khotan Shahbazi-Harmon, of the Education work group, began with some background information on the members of the work group and how they began their collaboration. Dr. Jane Rivera of the Real Estate & Housing work group shared some of the challenges her group faced. The group was a very diverse group that also included developers A big challenge was history, as it was easy to see institutionalized racism in the 1928 Master Plan but more difficult to see the institutionalized racism in present day. Particularly challenging was the draft housing report leaked to the press by a member who was so angry he did not read any later drafts. It was also very important for our group to constantly remind ourselves that our focus is on race and housing. Mini Kahlon of the Healthcare group began by mentioning that her group did not have as much participation from health care providers as they would have liked. She mentioned some challenges similar to those faced by the other groups. This group focused instead on the things they could agree on. Their group discussed what it means to bring an intersectional lens. How they do interventions is just as important as the desired outcome.

Raul then asked if there was any particular topic that stood out in each group's discussions. Shahbazi-Harmon mentioned that the Education group focused on paring down the list of topics to 3 or 4 areas of discussion. Hiring and staffing, curriculum & instruction, education, admissions, and access, and leadership& capacity building. Each week a different working group would present on their work. They also had speakers give data presentation on specific on-going projects and topics in the region. Dr. Jane Rivera said that they discussed funds and funding for affordable housing, as well as inequities imposed by ordinance, policy, and procedure, giving as an example the situation in East Austin. Gentrification was a major issue for her group. Dr. Rivera mentioned Houston's Right to Stay program that includes things such as tax relief programs, a mayor's strike force approaching private investors to put together a fund to help fix instances of code violations in low income apartment buildings with a history of unhealthy living conditions. Mini Kahlon said that one area that was brought up was the impact that health can have on the very young. For every dollar put into bolstering early childhood mental health, the returns are outstanding. The second area salient topic of discussion was around housing as an intervention for healthcare. The third was around trauma and resilience. In addition to those, Kahlon highlighted training as something that come up on everybody's proposals. The equity lens came up a lot resulting in recommendations to support the City's equity office.

Discussion: Judge Eckhardt would like the effort duplicated for the institution of Justice. The legal institution puts a lot of stock in being blind, but it's the blindfold of justice itself that has amplified institutional racism feeding into the justice system. Dr. Hawley mentioned that in the report she noticed that it seems to be lacking any questioning of the white cultural norms that perpetuate these structural inequalities. It is important to train the leadership but it is also important to make equity part of the institutions mission. Jane Rivera mentioned that the leadership should work together to determine that we as a city need to change and improve the environment of equity and not only take on training, but to continually work together to share equity lenses with each other to help create mutual understanding. Shahbazi-Harmon shared how her group navigated the challenges of just talking about race in a candid manner. Kahlon mentioned how her group tried to make note of thinking about the most vulnerable today, including undocumented immigrants. Jeff Travillion asked about the identification of priorities, the documentation of disparities, and the project plans to move forward, mentioning that we also need to think about communities that have been forced out of the city into the county without an infrastructure in place to meet their needs. Jane Rivera responded that in their group, they spent a significant amount of time discussing community engagement because they believe that it is essential for city officials and universities to work more closely together to make agreements on what to move forward. They thought that funding such a program was critical. Another recommendation is to gather more data because there really is not much data available on these kinds of topics. Shabahzi-Harmon mentioned that her group found that it comes down to leadership, including leadership within the community and the leadership of the city, and what our leaders choose to do with the report.

Adjournment: The Chair adjourned the meeting at 3:00 p.m.