

CAN Board of Directors Meeting Minutes, 03/11/16

700 Lavaca, Multipurpose Room B, 1-3 p.m.

Present: **Marina Bhargava**, Executive Director, Greater Austin Asian Chamber of Commerce; **Eric Bustos**, Diversity Specialist, Capital Metro (for Gerardo Castillo); **Bill Clabby**, Associate VP Global Initiatives, St. Edward's University; **Kelly Crook**, Superintendent, Del Valle ISD; **Jerry Davis**, President & CEO, Goodwill Industries Central Texas; **David Evans**, CEO, Integral Care; **Sherri Fleming**, County Executive (for Margaret Gomez, Precinct 4 Travis County Commissioner); **Mary Faria**, COO, Seton Southwest Hospital (for Ashton Cumberbatch); **Stephanie Hawley**, Associate V.P. for College Access, ACC; **Stephanie Hayden**, Deputy Director Deputy Director Austin/Travis County HHS (for Ora Houston, Council Member District 1, City of Austin); **Patricia Hayes**, Board Member, Greater Austin Black Chamber; **Ann Howard**, Past-Chair, One Voice Central Texas; **Peter Kretzschmar**, VP, United Way for Greater Austin; **Jeremy Martin**, Senior VP, Greater Austin Chamber of Commerce; **Irma Martinez**, Board Member, Greater Austin Hispanic Chamber; **Becky Pastner** (for Bobbie Barker, VP, St. David's Foundation); **Erica Saenz**, Associate VP, UT Division of Diversity and Community Engagement; **Eileen Schrandt**, Chair CAN Community Council; **Simone Talma Flowers**, Executive Director, Interfaith Action Central Texas; **Yasmin Wagner**, District 7, AISD Board of Trustees; 19

Members not in attendance and not represented by proxy: Dominique Bowman, Director of Community Engagement and Public Health Initiatives, Huston Tillotson University; Kevin Brackmeyer, Superintendent, Manor ISD; David Escamilla, Travis County Attorney, Community Justice Council; Christie Garbe, VP & Chief Strategy Officer, Central Health; Ara Merjanian, Vice-Chair, CAN Community Council; Brigid Shea, Precinct 2 Commissioner, Travis County; Sabino Renteria, Council Member District 3, City of Austin; Mike Heath, Mayor Pro Tem, City of Pflugerville; Alan Miller, Executive Director, Workforce Solutions Capital Area

CAN staff in attendance: Raul Alvarez and Mary Dodd

Call to order and introductions: Board Chair Jeremy Martin called the meeting to order at 1:07 p.m. Members introduced themselves and shared announcements.

Approval of minutes: The of 2/12/16 meeting minutes were approved as presented.

Executive Director's Report: Raul Alvarez reminded board members that their meetings this year will focus on "bridging the economic divide" and each month will consider a new topic. Today's meeting will look at how economic development activities help to bridge the economic divide. The April meeting will focus on workforce development initiatives. CAN board members with ACC, Workforce Solutions, Goodwill, and the City of Pflugerville will present. May's focus will be K-12 education.

CAN has created a Language Access Work Group that met for the first time on February 18th. The next meeting will be on April 21st at 8:30 a.m. at the Allan Center. Alvarez also announced that CAN is hiring a research analyst. Carlos Soto, who will begin working for CAN on March 21st.

Community Council Update: Community Council Chair Eileen Schrandt said the January meeting was an orientation for new Community Council members. At the February meeting, the Council did a beta test for the "Bridging the Economic Divide" deliberative dialogue. The Community Council is continuing its focus on how we can build a more person-centered community and is planning to host several forums on the topic.

The Community Council is also working with Executive Director Raul Alvarez on creating a new CAN Ambassadors Program. Community Council members also serve on the Dashboard Steering Committee and the Regional Summit Planning Team.

Dashboard Steering Committee Recommendations: Louise Lynch, Director of Network Development for Austin Travis County Integral Care is Chair of the CAN Dashboard Steering Committee. Lynch reminded board members that the role of the Dashboard Steering Committee is to regularly review indicators and targets and to make recommendations for changes, as needed. The Dashboard Steering Committee includes representatives from many CAN partner organizations and other community stakeholder organizations. A copy of Lynch's presentation is available at http://www.canatx.org/CAN-Councils/Board_of_Directors/. Lynch brought the following recommendations for changes to CAN Dashboard indicators and targets:

- Update target dates to the year 2020 for arrest proportionality, food insecurity, vehicle miles traveled, and the number of people identified in the annual homeless count.
- Adopt a target of 15% by 2020 for the percent living in poverty.
- Adopt a target of 15% by 2020 for adults reporting poor mental health.
- Adopt a target of 10% by 2020 for adults who are smokers.
- Adopt a target of 19% by 2020 for adults who are obese.
- Change the college success indicator to "Percent of college students earning a post-secondary credential within 6 years of enrollment" with a target of 55% for the Class of 2014 (by 2020)
- Change from the unemployment rate for the month of January to the annual unemployment rate and set a target of 3.5% by 2020

Irma Martinez made a motion to adopt the Dashboard Steering Committee recommendations. The motion was seconded by Marina Bhargava. Discussion: Irma Martinez asked what is being done to improve voter turnout. Bill Clabby asked if other communities have community dashboards. Raul Alvarez said Austin is quite unique in its dashboard. Staff present annually at the national Community Indicators Consortium and often field calls from other communities that want to learn more about the CAN Dashboard. Mary Dodd recently traveled to San Antonio to consult with their Community Foundation, Mayor's office and other parties who are interested in creating a similar community-wide dashboard there. Jeremy Martin asked if the college success information includes certifications. Stephanie Hawley said ACC offers several six and nine month certifications through its Continuing Education Department. Jerry Davis said it is important for the community to pay attention to how many people earn certifications. Some of these people are not even high school graduates. Jeremy Martin called for a vote on the motion, and it was approved.

Update Kettering Foundation Deliberative Dialogue on Bridging the Economic Divide: Raul Alvarez and Simone Talma Flowers shared a draft issue guide for the Deliberative Dialogues on Bridging the Economic Divide that are being planned by CAN, Leadership Austin, Interfaith Action Central Texas and Civic Collaboration. Leaders from these four organizations are participating in a Kettering Foundation Learning Exchange in which teams from four local communities are identifying an important local issue, framing a discussion guide for the issue, and then hosting deliberative dialogues throughout the community. The Austin team tested the issue guide with the CAN Community Council and with the Leadership Austin Board of Directors. The feedback from those sessions and from the CAN Executive Committee and Board review of the document will be used to fine tune the document. The Kettering Foundation will provide very limited funding for the printing of the issue guide and other expenses.

Simone Talma Flowers said the mission of Kettering is to promote democracy by encouraging people to engage in conversation and share their concerns and what is most valuable to them. The goal is to help people who do not usually have this conversation share their ideas and feelings and better understand solutions and what others think. Alvarez said this is not a new conversation. This challenge was noted by both the Mayor and Judge Eckhardt in recent speeches. We are trying to create a vehicle for conversation that is not the usual conversation and not the usual format, and one that engages people who are not the usual participants. Finally, this will not lead to a pat answer to this difficult issue.

Jeremy Martin said Deliberative Dialogues fit well with CAN's overall focus on equity and opportunity.

Irma Martinez said since this is about community engagement and conversations, she would like it to include something about language. Secondly, on page 9, we should emphasize that it's not businesses' responsibility but individuals' responsibility. Jeremy Martin said one point is not to feel comfortable with every statement. Alvarez explained that the "trade-offs" attempt to play devil's advocate for the proposed solutions.

Becky Pastner said this is a very powerful framework and it is provocative. It is a mechanism for bringing people into the conversation who have not participated. With the "trade-offs," it brings up alternative views and that provides a safe space for people who may have unpopular ideas.

Bill Clabby said he would like to see UT and St. Edwards engage in some of the solutions identified in the report.

Alvarez said he is often asked "what's next after the dialogues?" He said that through the dialogues we will learn people's interest and ideas on this topic are interested in and may also learn about new solutions that have yet to be considered. This will help us know whether there is action and a role for CAN to play in the future.

Eileen Schrandt said she feels it is important to reach a wide cross-section of people for the dialogues. She said several Community Council members have signed up to train to be facilitators for these dialogue discussions.

Ann Howard asked if we could get leadership around the community to participate in conversations on a specially designated day. Simone Talma Flowers said the first dialogue will occur on the evening of May 10th at First United Methodist Church.

Alvarez said we are interested in seeing if there are other ways to have this conversation. As we have been writing the CAN Dashboard while also working on this Issue Guide, we saw commonalities, and thought it might be helpful in the future to have annual conversations on the Dashboards as they are released.

Mary Faria supported the idea of a special day for the dialogues, and encouraged the team to host dialogues in many different locations, and use technology as well.

Patricia Hayes said the Black Chamber is interested in this topic and may wish to host a conversation.

Irma asked if there is a feedback loop and an action timeline. She asked how the issues will be responded to by leaders and decision makers. Alvarez said there will be a report to the CAN board at the conclusion of the dialogues. But the focus is also on individual action, and not just agency action or policy.

Local and Regional Efforts to Address the Economic Divide through Economic Development

Marina Bhargava, Executive Director of the Greater Austin Asian American Chamber of Commerce, shared data from a 2012 Survey of Business Owners. She broke the data down to compare Asian American businesses to overall businesses in the Austin-Round Rock-San Marcos MSA. She noted great disparity among Asian groups. The 2,490 Indian American businesses had average revenue of \$632,000, while the 3,169 Vietnamese businesses and the 844 Korean businesses had average revenue of \$178,000 and \$173,000 respectively. She provided an overview of services and programs provided by the Greater Austin Asian American Chamber. The Greater Austin Asian Chamber has created a food portal for Asian foods on their website. These included...

- business space at a very affordable rate
- one-on-one advice and support
- training and Minority Business Certification
- a business foundation series for entrepreneurs considering starting a business with professional firms sharing information and resources
- meetings in each Austin City Council district to allow business owners to meet and engage with their council member

In 2017, the GAACC will start a mentorship program. They are also working with the Mayor's Office to find ways to leverage EB-5 Visas. Looking into the future, Bhargava said she would like to expand cultural and language competency and a leadership program. She said the GAACC is constantly struggling with financial sustainability.

Patricia Hayes, Board Chair of the Greater Austin Black Chamber, announced that Tam Hawkins is the interim CEO of the Black Chamber. The GABCC mission is to promote development and expansion of African-American businesses. She noted that the minority chambers work together as the Multi-Ethnic Chamber Alliance (MECA) and meet monthly.

Hayes said Austin's history includes periods in which black businesses suffered from discrimination and were denied access to capital. African American businesses are not concentrated in any one area of the community, but are dispersed throughout the community. The African-American Cultural & Heritage Facility will provide space for the community to engage so that GABCC can be the gateway to the community. She said Black businesses need capacity building skills and resources. African American businesses, when compared by net worth, are at a huge deficit compared to the community at large. In 2012, the AA unemployment rate was 12.1%, 4% points higher than the Hispanic population.

The GABCC has a foundation through which they hope to operate educational programs and scholarships. The #IamBlackAustin campaign is to remind people that African Americans are still in Austin, are committed to our community and are doing amazing things. Signature events and programs include the State of Black Education, State of Black Business, Black Technology Council, and collegiate chapters at UT, Huston - Tillotson, and other colleges.

The GABC's needs include organizational capacity building. Hayes noted the Chamber can only do so much with a staff of only three.

Mario Flores and Irma Martinez, Greater Austin Hispanic Chamber, shared that empowering youth is a primary focus of the Chamber. GAHCC sponsors “Start-Up Superstars, an entrepreneurial competition for high school students. They develop a marketing plan and business plan and present this to a panel of judges. The winners receive cash prizes.

The Hispanic Austin Leadership (HAL) program for young leaders is a popular leadership training program. The GAHCC asks alumni of the training to connect young leaders to opportunities to serve on boards and commissions. Other initiatives include...

- Emerging leaders institute – for start-ups, small businesses and large businesses.
- Latinos Entrepreneurship program.
- Capital of Texas awards.
- Gala that kicks off Hispanic Heritage month.
- Health and wellness of businesses.

Flores said because the GAHCC leverages so many outside resources through MECA, they are nationally recognized.

Jeremy Martin, Sr. Vice President for Strategy, Greater Austin Chamber, said the vast majority of Chamber members are small businesses. The Austin Chamber is interested in the long-term sustainability of doing business in Austin. This can be accomplished through talent development, an attractive regulatory environment, and strong international components. The three main areas of Chamber engagement are: economy, talent and place. Martin said there are 42,000 job postings in the region today with 32,000 to 36,000 looking for work. There is a great need for workforce development that meets industry needs.

Discussion: Bill Clabby said he is looking for ways to engage St. Edwards’ students with each of these chambers and asked how he can do that. Patricia Hayes said a GABCC board member has been assigned to help the collegiate chapters, and they are interested in making connections. The Asian Chamber also has internship opportunities for students and sometimes engage students in projects. Mario Flores said the Hispanic Chapter typically works with the business schools, but is interested in making other connections.

Stephanie Hawley asked where the Middle Eastern members fall. Marina said the Asian Chamber claims them and they are planning an upcoming conference on Muslim businesses. There is also a Turkish Chamber in town. She asked if West African businesses are included in the Black Chamber. Patricia said they are.

Ann Howard noted a similarity between Chambers and One Voice. Chambers serve their business members and One Voice serves the non-profit leaders. One Voice, with over 80 non-profits is one of the largest employers in the community. One Voice members are interested in increasing diversity in their organizations and would like to work with the Chambers to do this.

Jerry Davis said Goodwill engages with all of the Chambers to identify and recruit board members. They also look to the Chambers for entrepreneurial expertise and frequently connect clients to their organizations.

Patricia Hayes said with attention to the black flight from Austin, they have found that the majority have moved to the suburbs. The GABCC works closely with the Pflugerville Economic Development Corporation, because many of their members live in that community.

Adjournment: The meeting was adjourned at 3 p.m.