



CAN Board of Directors Meeting

08/11/17 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; **Eric Bustos**, Proxy for Gerardo Castillo, Capital Metro; **Chris Cervini**, Proxy for Stephanie Hawley, Austin Community College; **Sarah Eckhardt**, Travis County Judge; **David Escamilla**, Travis County Attorney, Community Justice Council; **David Evans**, C.E.O. Integral Care; **Simone Talma Flowers**, Executive Director, Interfaith Action of Central Texas; **Christie Garbe**, VP & Chief Strategy Officer, Central Health; **Iliana Gilman** (for Ronda Rutledge, Chair, One Voice Central Texas); **Lawrence Lyman**, (for Stephanie Hayden, Interim Director, Austin Public Health); **Patricia Hayes**, Chairman of the Board, Greater Austin Black Chamber of Commerce; **Ora Houston**, Council Member, District 1, City of Austin; **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; **Amy Price**, (for David Smith, President, United Way for Greater Austin); **Erica Saenz**, Associate Vice President, UT Division of Diversity and Community Engagement; **Jeffrey Travillion**, Precinct 1 Commissioner, Travis County; **Susanna Woody**, (for Kelly Crook, Superintendent, Dell Valle ISD);

CAN staff in attendance: Raul Alvarez, Mary Dodd, and Carlos Soto.

Other guests: Diponker Mukherjee, Cap Metro; Doug Mathews, Chief Communications Director at the City of Austin; Gena McKinley, City of Austin; Vivian Newdick, City of Austin.

Call to order and introductions: Board of Directors Chair Simone Talma Flowers called the meeting to order at 1:09 PM and members introduced themselves. Announcements: Eric Bustos announced that Cap Metro will be searching for a replacement for CEO Linda Watson who will be retiring soon.

Approval of minutes: The 06/09/17 meeting minutes were postponed until September due to a copy error that occurred. Corrections noted and minutes amended.

Community Council Report: Ara Merjanian, 2017 CAN Community Council Chair: There was no meeting in July. June and August meetings will continue the focus on child poverty, dual generation approaches, and youth & families in general. Presenting at the June meeting were the Youth Homelessness Demonstration Project, Lifeworks, and ECHO. At the August meeting, participants will learn about the Community Schools initiative, from presenters involved with the Community Schools Coalition. Approximately 8 campuses currently run family resource centers. A summary of Council's work will be shared in a report, a draft working model of which was shared with the board, due by the end of the year. Merjanian also mentioned that there is a committee working on extending some of the key principles about person centered care, expect to provide feedback at the next meeting to better inform the work. If you know of something that overlaps with the work that we are doing, please let us know in order to fold it into our work and minimize duplication of efforts.

Special Announcement: The Board Chair announced that, after nearly a decade of service Assistant Director Mary Dodd will be leaving CAN in September. Talma Flowers thanked Mary for all the years she

poured her heart & soul, abundant skills, and expertise to making CAN what it is today. Dodd also served as Interim Executive Director during the transition period before Raul Alvarez joined the organization. Alvarez thanked Mary for her excellent work and praised her wealth of knowledge and experience, which were very helpful as Alvarez settled into his role of Executive Director and searched for a new Research Analyst. Alvarez added that Mary accepted a Senior Planner position at Integral Care.

Executive Director's Report: Raul Alvarez began with an encouragement to board members to sign up for the Equity Blog on the canatx.org website. The last two equity blog entries highlight the Travis County Report, "A Focus on Poverty" published this summer. The final session of this year's CAN summer book study is scheduled for August 23. Discussion guides for each session are available on the CAN Equity Blog. CAN will discuss if there is interest in a Fall book study. Please share any ideas. Deliberative Dialogues on Safety & Justice are scheduled. CAN met with the new police chief and will continue collaborating on the project with the chief's office. Dialogue Dates: September 26, 2017 at University Presbyterian Church and October 20, 2017 at St. Edwards University. CAN seeks to schedule one or two more deliberative dialogues in different parts of the community. Facilitator Training Sessions: September 16, 2017 and October 7, 2017. Location TBD. Please share ideas for venues and community partners with CAN staff. The regular CAN board meeting in November was rescheduled to November 3rd from November 10th due to Veteran's Day observation. The location for this year's retreat is AISD's Allan Center (4900 Gonzalez St.) It is the same location as the CAN offices and where 2016 CAN retreat was held.

Presentation: 2017 CAN Language Access Work Group Final Report (DRAFT): Carlos A Soto, CAN Research Analyst, began by providing a background of the initiatives and developments that fostered the creation of the work group, the process the group followed in its work, and the impact of not providing meaningful language access. Raul Alvarez continued with an overview of the final report, including the types of recommendations that will be included, a discussion of the goals for various stakeholders involved, and a brief demonstration of a language connection website concept as an example of one of the resources that has been brainstormed by members of the work group. Next steps: obtain feedback on draft report from community stakeholder & finalize; create online "Language Access Toolkit"; and consider establishing a standing "CAN Language Access Steering Committee".

Diponker Mukherjee, Diversity Coordinator & program manager for compliance, Cap Metro, thanked CAN and the work group for their research and meetings, which have been very beneficial as Cap Metro works to update its LEP plan and policy. Mukherjee cited the benefits Cap Metro, and the community at large, have received from the work group expressed support for the continuation of the work group. Doug Mathews, Chief Communications Director at the City of Austin, mentioned that language access is an issue of focus for the City since 1999. Austin has many overlapping services that could be interconnected more effectively. There is a desire and need to create a system that could help meet the city's needs and shared with partners across the region. Realizing that varying levels of compliance are a longitudinal issue, the City has proposed a full-time language access program manager to handle these activities on a citywide basis.

CAN Partner Spotlight – Greater Austin Black Chamber: Patricia Hayes, board chair of the Greater Austin Black Chamber of Commerce, began with a brief background of her work with the Chamber. Hayes has served on the Board since 2012. Last summer the Chamber met for strategic planning. One of the items that the Chamber focused on was its Mission. The Chamber also reviewed its programming, focusing efforts on college-age individuals and education overall, in order to not just promote black business, but

also focus on developing black professionals. The Greater Austin Black Chamber is searching for new board members, so please send recommendations (no requirement to be African American).

Using the Global Diversity & Inclusion Benchmarks as a Tool for Organizational Improvement, Presentation and Discussion: Jeremy Solomons began with an overview of [the Global Diversity & Inclusion Benchmarks Model](#), which includes 14 benchmark categories organized into four main groups. Each category is divided into 5 levels, with benchmarks at level 5 considered to be best practice. Solomons then discussed each of the 4 categories and the benchmarks for each. Integral Care staff discussed their experience using this tool to identify areas where the agency could improve. CAN Board members: (i) commended Integral Care for being proactive in its approach to addressing issues of Diversity and Inclusion; (ii) highlighted the importance of focusing on retention as much as on recruitment, particularly with regard to cultural diversity training so that there can be a culture of mutual understanding and respect. Developing this type of environment will improve retention for organizations; (iii) stressed the importance of communication between supervisors and the people they supervise so that they know and understand the unique needs of each employee, and can use that knowledge to tailor their support of employees; (iv) noted that organizational leaders sometimes need to be encouraged to take-on issues of diversity and inclusion, because they may not know to do so or may not be interested in doing so.

Adjournment: The Chair adjourned the meeting at 3:01 p.m.