



## CAN Board of Directors Meeting 2/14/20 Minutes

**Location:** Austin City Hall – Boards and Commissions Room

**Present:** **Tamara Atkinson**, Capital Area Workforce Solutions; **Marina Bhargava**, Greater Austin Asian Chamber of Commerce; **Eric Bustos**, Capital Metro; **Tina Cannon**, Austin LGBT Chamber of Commerce; **Chris Cervini**, Austin Community College; **Nora Comstock**, CAN Community Council; **David Evans**, Austin Travis County Integral Care; **Jimmy Flannigan**, Council Member, City of Austin; **Sherri Fleming**, (for Judge Sarah Eckhardt, Travis County Commissioner's Court); **Simone Talma Flowers**, Interfaith Action of Central Texas; **Juan Garza**, (for Mike Geeslin, Central Health); **Dr. Suchitra Gururaj**, UT Austin; **Patricia Hayes**, Greater Austin Black Chamber of Commerce; **Kenny Hill**, Goodwill Industries Central Texas; **Damon Johnson**, Huston-Tillotson University; **Elizabeth Johnson**, St. Edward's University; **Jeremy Martin**, Greater Austin Chamber of Commerce; **Rudy Metayer**, Council Member, City of Pflugerville; **Ann Teich**, Austin ISD; **Jeffrey Travillion**, Precinct 1 Commissioner, Travis County.

**CAN staff in attendance:** Raul Alvarez, Jelina Tunstill

**Other guests:** **Hunter Ellinger**, CAN Community Council; **Farah Muscadin**, Office of Police Oversight; **Rich Segal**, Austin LGBT Chamber of Commerce; **Gus Peña**, Austin Community.

**Call to order and Introductions:** Board Chair Jimmy Flannigan called the meeting to order at 1:07 pm and members introduced themselves.

**Citizen's Communication:** **Gus Peña** – Mr. Peña thanked David Evans for his work in leading Integral Care to provide quality mental health services, especially in this time when chronically homeless individuals are being impacted by recent and ongoing changes. Mr. Peña and his network have counted over 12,000 people that are homeless, and 550 veterans that are homeless.

**Approval of minutes from 12/13/19 meeting:** The 12/13/19 meeting minutes were approved, after a motion submitted Rich Segal, which was seconded by Nora Comstock. The minutes were passed unanimously.

**Community Council Report:** Engagement efforts grew membership to include representatives from each of the four County Precincts, as well as 8 out of 10 Council Districts. The work plan includes procedural changes to maximize time spent working on topics to be selected at the meeting scheduled for March 23.

**Executive Director's Report:** The document titled 2020 Workplan Update and Opportunities to Engage is a tool developed to enhance communication about workplan item progress and upcoming opportunities to engage around the work. Language Access, Race Equity coordination, Community Schools, and Community Workforce Plan implementation support are among the identified workplan topics. A link can be shared once the tool becomes available in the next few weeks.

**Discussion & Possible Approval: CAN Strategic Plan:** The Executive Committee reviewed the work done at the retreat and updated the language in the Strategic Plan to reflect that feedback. The CAN Strategic Plan Overview helps visualize CAN's past accomplishments and future work as it relates to the goals identified in the Strategic Plan. Rich Segal made a motion to approve the Strategic Plan, which was seconded by Ann Teich. The plan was adopted unanimously.

**CAN Partner Spotlight, Austin LGBT Chamber of Commerce:** Tina Cannon introduced herself and provided a brief overview of the history of the Chamber, and its role in the community. To better serve Austin's growing community, changes in 2020 include an expansion of membership levels, tiered by number of employees within the organization, and an expansion in sponsorship opportunities. These and other efforts have resulted in the addition of 127 new members to the Chamber over the last 12 months. Part of the focus of the Chamber's work in 2020 will be on engagement, focusing on 5 key areas: Business Academy, Advocacy, Employee Resource Groups, Young Professionals with Pride, and Health & Wellness. Other areas of focus include supplier diversity, LGBT ambassadors, the Annual Awards Gala, and a unique partnership with SXSW. Students interested in Entrepreneurship at Austin ISD and UT could be interested in partnering with the LGBT Chamber to benefit from the Young Professionals program. The LGBT Chamber's business academy is also of interest to AISD Trustees and staff. In terms of employment practices, systems based on the concept of "just cause" can provide for better outcomes than systems based on the concept of "at will" employment. The [Multi-Ethnic Chamber Alliance \(MECA\)](#) works closely with the LGBT Chamber on several initiatives. The LGBT Chamber is interested in meaningful engagement with CAN partner organizations, having CAN partners become official members of the Chamber, and for CAN to make sure that, as we work through our Strategic Plan, we remember the LGBT community and act inclusively.

**Priority Issue Presentation on Addressing Institutional Racism, Office of Police Oversight:** Farah Muscadin, Director of the Office of Police Oversight (OPO), provided a brief background on oversight in Austin and introduced the mission statement guiding the OPO's work since 2018. Important features of the OPO's new mission statement are community feedback, increasing transparency, and creating sustainable partnerships throughout the community. These align with the three main goals of police oversight: transforming accountability, enhancing transparency, and building partnerships. Work in support of the goals includes an improved complaint process and [website updates](#) with publicly accessible [reports, recommendations, and data](#) related to police oversight. [An analysis](#) of APD motor vehicle stop data from 2015-2018 reveals racial disparities in Austin and offers recommendations to address disproportionality on race/ethnicity. The Evolving Model of Focused Outreach involves building sustainable partnerships by fostering a direct connection with the community, through a lens of empathy, creating an opportunity to provide education & resources. The Know Your Rights campaign helps educate the community about their rights when interacting with officers, and includes videos in English, Spanish, Vietnamese, Mandarin, Urdu, Hindi, Korean, and Arabic. AISD is concerned about its parents and students, particularly since many are discriminated against due to poverty, race, or other circumstances. Regarding racial profiling data analysis, it's important to analyze the actions of individual officers to determine if there are clusters of "bad actors" that contribute to the erosion of public trust in the institution. The Office of Police Oversight created in 2018 is fundamentally different from the Office of Police Monitoring created in 2002. The OPO is included in Charter and is one of the few that included collective bargaining. For complaints that don't rise to the level of requiring further investigation, work is underway to create a channel to bring those to mediation. We are all invited to the OPO's Community Conversation about Race and Policing on February 22 from 10AM-12PM at the North Austin YMCA which will feature facilitated, intentional, small group conversations. To support the work of the OPO, CAN partners can connect with the Office, share the racial profiling report and website with community members, participate in upcoming conversations and events, and becoming familiar with Racial Profiling Report recommendations.

**Adjournment:** Jimmy Flannigan adjourned the meeting at 3:09 pm.