



CAN Board of Directors Meeting 2/08/19 Minutes

Location: Boards & Commissions room, Austin City Hall

Present: **Tamara Atkinson**, Capital Area Workforce Solutions; **Marina Bhargava**, Greater Austin Asian Chamber of Commerce; **Eric Bustos**, Capital Metro; **Chris Cervini**, Austin Community College; **Kelly Crook**, Superintendent, Del Valle ISD; **Hunter Ellinger**, CAN Community Council; **David Evans**, Integral Care; **Jimmy Flannigan**, Austin City Council Member District 6; **Sherri Fleming**, Travis County; **Simone Talma Flowers**, Interfaith Action of Central Texas and One Voice Central Texas; **Mark Hiemstra**, Goodwill Industries of Central Texas; **Damon Johnson**, Huston-Tillotson University; **Elizabeth Johnson**, St. Edward's University; **Ryan Marcum**, Manor ISD; **Jeremy Martin**, Greater Austin Chamber of Commerce; **Rudy Metayer**, Pflugerville City Council member; **Luis A. Rodríguez**, Greater Austin Hispanic Chamber of Commerce; **Ronda Rutledge**, Chair, One Voice Central Texas; **David Smith**, United Way for Greater Austin; **Luanne Southern**, Integral Care; **Ann Teich**, Austin ISD; **Jeffrey Travillion**, Precinct 1 Commissioner, Travis County

CAN staff in attendance: Raul Alvarez, Justin X. Hale, Carlos A Soto,

Other guests: **Ara Merjanian**, CAN Community Council, Gus Peña

Citizen's Communication: **Genoveva Rodriguez** and **Marie Guevara** with the Office of Police Oversight (OPO) discussed the community engagement team's priorities and mission which is to serve the public, inform and provide guidance on how to use office as a resource, amplify OPO director's mission, honor community's desire for transparency & accountability of the Austin Police Department, and foster a positive relationship built on trust and confidence between community and police. Rodríguez disseminated a letter & flyer with OPO information and her contact information.

Call to order and Introductions: Council Member Flannigan called the meeting to order at 1:17 pm, and members introduced themselves. David Evans announced the upcoming 19th annual [Central Texas African American Family Support Conference](#), scheduled for February 26-27 at the Palmer Events Center.

Approval of minutes from 12/14/18 meeting: The 12/14/18 meeting minutes and the December 7 strategy session notes were approved as submitted, after a motion by Juan Garza and second by Anne Teich.

Community Council Report: Hunter Ellinger mentioned that the Community Council leadership will meet on Monday to discuss the membership process and goals for the year. Right now the Community Council's membership consists mostly of people who have a provider background, there is room for more people with a community activist type background. Other areas the Council will focus on is curating things like the Child Poverty Report, increasing community awareness about issues such as disparities and institutional racism, and how community organizations can apply appropriate, effective solutions to the challenges posed by the issues, systematically addressing them in a non-confrontational way. The Council is also working to have a reunion to connect with previous Community Council members. Over 100 people have now served, and the Council could benefit from reconnecting with former members who have gone on to become more deeply engaged with the community and its organizations.

Executive Director's Report: Raúl Álvarez thanked members for attending the first Board meeting of 2019 and the CAN Beginning of Year celebration in January. Alvarez called attention to the [CAN 2018 Annual Report](#) in the agenda packet. The report highlights CAN's 2018 activities including publications like the annual Dashboard

and material relating to deliberative dialogues to community engagement efforts like the Regional Summit in San Marcos and the Legislative Forum hosted by Community Council organized. Alvarez also summarized work being done around addressing institutional racism. Alvarez highlighted the Beyond Diversity training which, in Collaboration with CAN partners, is now in its third year and has trained over 1,000 people. A lot of the work to identify strategies to address institutional racism is helping to formulate next steps for folks who complete the training or how to plug in folks who are going to be allies in terms of addressing the challenge of systemic inequities and institutional racism. To commemorate the 10 year anniversary of the Dashboard, CAN is planning a series of forums that we are calling State of the Safety Net. There will be one forum for each Dashboard goal area. Part of the idea is to look at 10 years' worth of CAN Dashboard data, assessing how conditions have changed, highlighting successes, challenges, and discussing how the report might be strengthened. The Central Texas Regional Summit recently had its first planning. The event will be focused on expanding workforce opportunities in the region and will be held this fall (late Oct or early Nov). In anticipation, we will survey CAN partners and community members about discussion topics for the dialogue and what would members like to come out of it. Next, Alvarez had clipboards passed for board members to sign up or designate someone to participate in Beyond Diversity, to become part of the Strategic Planning Committee, or to help plan the State of the Safety Net forums.

Strategic Planning Update: Patricia Hayes called attention to the notes from the Strategic Planning Session held in December. Hayes described an engaging discussion that was a good opportunity to lay the groundwork for what's to come this year. Ara Merjanian, Community Council Past-Chair, agreed to serve as facilitator for the Strategic Planning process. Hayes encouraged anybody who had reached out to her about the planning process to sign up on one of the sheets that was passed around. These meetings will be carried out over conference calls as much as possible. The goal is to complete the process and report back by October.

CAN Partner Spotlight: St. Edward's University: Dr. Andrew Prall, Provost; Liz Johnson, Director of Government & Community Relations; and Joanna Ariola, Senior & Student Government President. Liz Johnson provided a brief background on the history of St. Edwards University starting in 1885. Dr. Prall invited CAN partners to visit the campus and personally experience the community, followed by an overview of the community including academics, students, and faculty. The institution has a 13:1 student to faculty ratio which helps facilitate access to faculty and mentors. He also discussed programs aimed at supporting students from migrant, agricultural, and other underrepresented populations to earn degrees, especially doctoral degrees. Additional highlights: 88% of students complete internships or other applied learning before graduation; 91% of students are employed, volunteering, or in grad school within 6-12 months after graduation; more than 70,000 volunteer hours given to service each year; and over the last few years, 60 students have earned Fulbright Scholarships, earning it the recognition of being the #1 producer of Fulbright scholars for 9 consecutive years. Joanna presented information about Student and Civic engagement. She highlighted a few of her experiences as a St. Edward's student, such as a leadership trip to Chicago and her work to engage students and inform the population on the 2018 elections. The result of this effort around the election was a doubling of the rate of early voting on campus. In March, students will participate in an immersion experience in partnership with Leadership Austin to explore local issues, institutions, and organizations. Another upcoming engagement opportunity is the Annual Day of Service, on April 6. Next, Liz discussed alumni, highlighting current or former CAN Board members, and Teachers of the Year in AISD and Dell Valle ISD..

Discussion: Patricia Hayes shared how positive her experience with St Edward's was when her husband went back to school with 2 small children. Ryan Marcum, director of student services, shared that Manor would love to partner and engage with their students to share some of those experiences. Eric Bustos echoed Joanna's story, added that St Edward's is a service oriented institution as well, and mentioned Founders Day as epitomizing that sentiment. Chris Cervini mentioned that ACC is looking at working to increase student civic engagement and

shared an interest in partnering to put some of St Edward's strategies into the community college space. Teich added that the focus on social justice is critical to ensuring we accomplish our organizational goals. Simone Talma Flowers also shared her experience as a student at the University, adding that the opportunity of providing metrics and validation is another area of collaboration. Raul thanked St. Edward's for being a Deliberative Dialogue partner and Luis Rodriguez shared that the Hispanic Chamber will be working with St. Edwards to establish a scholarship endowment with the University foundation.

CAN Priority Presentation on Addressing Institutional Racism: Brion Oaks, Chief Equity Officer for the City of Austin provided a brief overview of the vision and mission of the Equity Office. He noted that an important aspect of the Equity Office's work is to normalize and define what we mean by equity and harped on the importance of honesty in conversations about race equity, including taking an honest look at historical practices that created the current inequitable situation between Eastand West Austin. An important aspect of the work involves looking at bias in decision making or program & initiative design. The Equity Office convenes an [Equity Action Team](#) that meets monthly and is open to any member of the community. The Equity Assessment Tool is a core resource in unpacking and unraveling that. He noted that there is a tremendous opportunity to drive equity through key areas of departmental choice such as: planning, budgeting, personnel, policy, and practices. Oakes discussed core elements embedded in the Equity Assessment Tool and mentioned 8 departments that have already gone through an equity assessment process. The Equity Office is partnering with UT to conduct a 3rd party evaluation, that highlights strengths, weaknesses, threats, and opportunities. The full report is available [on the website](#).

Discussion:

Q: There are many excellent trainings out there. How do you choose one over the other?

A: The ultimate goal is not mutually exclusive, but to build towards an Equity Academy for staff, including repeated and multiple touch points. The result is that the Equity Office has identified value in many different types of trainings. Oakes then highlighted and contrasted several strengths of Undoing Racism and Beyond Diversity.

Q: Is the Equity Office working on disaggregating data for the Asian community?

A: The Asian community is incredibly diverse and the experience is very different for members of different Asian national identity. The office works with local organizations to get local data, but it's more challenging to accomplish that with the big, national-level datasets. The office is also working on a project to build solidarity across communities. Sometimes there is a feeling like communities are competing against each other as if success is a zero sum game.

Adjournment: Dr. Crook adjourned the meeting at 3:04 pm.