

# COC DEIB Committee Meeting Minutes

## 01/25/2024 Meeting

Mike Intro with meeting formally starting at 1505 hours.

Present: Mike (Chair), Sharon (Co Chair), Katie, Erin, Matthew, Joe, Jace. (Lauren unable to attend due to schedule conflict)

### Agenda items:

Mike brought up that a secretary is needed for the committee in order to prevent the role of note taking being rotated to a different member each month that the committee meets. He also reminded everyone that the Committee is a Committee of the CoC BOD and it is our duty as the committee to guide and make recommendations to the BOD in all matters pertaining to DEIB.

Discussed and reviewed, more in depth, the report that Regina and Gia provided. The collective decision was for Mike, on behalf of the DEIB Committee, go to the COC BOD at the Bod Retreat and recommend to the CoC BOD that an RFP be created and posted for a consultant to be hired ASAP in order to help the BOD focus on how to create better DEIB in the areas of Governance, Vision, Levels of Change/Values (in order to capture success metrics of change in the form of data).

It was determined that members who are able would assist in the interviewing and choice of the consultant, alongside MSHA and members of the BOD.

It was also discussed that Mike would reach out to Lauren and Kelly at MSHA and let them know Planning dollars will be required to accomplish the hiring of the consultant at a rough minimal cost of \$25K with the scope of work taking 6 months minimum 12 months maximum.

Joes discussed the HUD DEIB training he, Erin, and Scott Tibbitts attended and the benefit of Erin and Joe providing that training in various meetings. Jo also expressed how data is affected by this.

Next CoC DEIB Committee meeting is Thursday 02/29/2024.

Next COC BOD meeting is the BOD Retreat at MSHA on Thursday 02/01/2024.

Next CoC Meeting Thursday 02/15/2024.

These Meeting Minutes were drafted by Mike.