

14:09:31 From Terry Hill : <https://www.wintersgroup.com/>

14:09:39 From Sherry Burton, HPN : Thank you!

14:09:59 From Sherry Burton, HPN : If others would like to share the names of the consultants they are working with that would be great!

14:10:26 From Chuck Wehrwein, HPN : We'll save the chat and share with all afterwards

14:15:42 From Janice Turner, Mercy Housing : At Mercy Housing we've used Race Forward <https://www.raceforward.org/>; Crossroads DEI training for all senior level staff (VP-CEO) <https://crossroadsantiracism.org/>; Racial Equity, Diversity & Inclusion all staff workshops - ReadySet <https://www.thereadysset.co/>

14:16:03 From Miriam Benavides : SAHA is working with The Justice Collective, <https://www.thejusticecollective.org/>

14:17:12 From Tracy Kaufman : Some of our senior staff (National Housing Trust) also did a 2-3 training through crossroads. It was very valuable to being level-setting our knowledge base.

14:18:15 From Holly Benson : we inquired with Winters Group but they are so busy that they couldn't take us on until next year so we ended up going with a local smaller group (Joy Hawkins Consulting)

14:19:34 From Cheryl DeBoise : same is true of Crossroads Antiracism Training & Organizing, although they are doing more virtual work <https://crossroadsantiracism.org/>

14:21:31 From Sherry Burton, HPN : We'll go to Cheryl next, then Kim

14:21:57 From Liz Orlin : TNDC used (is still using) CURE (Center for Urban and Racial Equity): <https://urbanandracialequity.org/>

14:24:27 From Cheryl DeBoise : We are finding the work of our Equity Committee has a very different level of emotional workload and many other staff reach out to these employees, so we're seeing it as very different than many of our other committees.

14:32:37 From Tracy Kaufman : I'm curious if other groups have executive staff on the committee. Initially we had exec representative on the committee and have since changed that approach and now have the committee to meet without us and then come to us.

14:33:09 From David Jones : We do have executive level staff on our committee at The Community Builders

14:33:39 From Jillian Sullivan : At Bellwether, we have executive level representation on our Equity Committee; as a group, we then go to the executive group to collaborate on various items.

14:33:51 From Kim Dorsett : We have executive level representation on the committee.

14:35:11 From Cheryl DeBoise : Bellwether's Equity Committee also involves staff at all levels of the organization - Site Managers, Accountants, Facilities staff, etc.

14:35:21 From Liz Orlin : Yes, we have the full executive team on the committee - at least at this point.

14:36:21 From JILL GOODRICH : We also have executive level representation on the committee, but I'm not sure that's a good idea. The team looks to that person to lead them due to her position, but it's not really appropriate.

14:36:27 From Terry Hill : At MidPen, the council currently has two execs as active members, one serving as the sponsor/leader. We're trying to strike a balance where it doesn't feel too top heavy but always has senior leadership participation so it remains a priority.

14:37:15 From Aly Wilson (she, her) : Our CEO helped to kick off and design the purpose of our Anti-Racism Working Group (that's what we call it). She attended our first meeting to help set the tone and stage, and will continue to be involved in an "informed" role to give her support to any work that is done or set forth but has opted to 'step out' of the regular meetings so that group members can feel completely safe to explore this work together honestly and openly.

14:38:36 From Cheryl DeBoise : I agree - we have limited our committee to about a dozen people to allow us to really create the safety, confidentiality and accountability to one another. We also agree to speak with one Equity Committee voice so that no one member is targeted by raising an issue

14:40:34 From Aly Wilson (she, her) : Our group is limited to 8 people. We're also putting together 'working agreements' for how we will work and dialogue together to create a brave/safe space and ensure representation from all group members.

14:40:59 From Kim Dorsett : At Capital Impact, we have a total of 15 employees on the committee. We have a two year term limit for the members and the committee chair changes annually.

14:43:41 From Sherry Burton, HPN : We'll go to Cheryl then Holly next

14:47:27 From Chuck Wehrwein, HPN : How much have you empowered the committees? Has your company allowed suggestions to be implemented w/o Executive consideration?

14:47:36 From Liz Orlin : Terry - is that the same approach you have for all cross-departmental workgroups, or just this one?

14:49:05 From Cheryl DeBoise : and wow it takes time and uncomfortable conversations and persistence

14:50:18 From Aly Wilson (she, her) : In response to the question about not rushing but still making progress, the most helpful thing recommended to us was just to *start* with assessment and learning, which can feel less "active" at first but then any activities are well informed by the current context of the organization and its people - more of a "go slow to go fast" approach. The assessment step can *feel* less active at first but is an important part of the process.

14:51:26 From Kim Farrar : About the earlier question on execs on the DEI committee, we have a single member of the exec team on the committee to balance active participation on the part of leadership with ensuring a safe space for the committee to work.

14:51:35 From Janice Turner, Mercy Housing : Kim Dorsett....Can you say what does IDEA stand for again?

14:51:55 From Paul Downing : Inclusion Diversity Equity Awareness

14:53:06 From Cheryl DeBoise : What is the 21 day racial challenge?

14:53:54 From Kim Farrar : we did that as well

14:54:09 From Kim Farrar : our local Chamber ran it for the community

14:54:27 From Lisa Roberson : Thanks Kim! Great ideas and examples

14:57:52 From Kim Dorsett : I have another meeting I need to attend. I will share the 21 day challenge with Sherry to distribute to everyone. It was nice meeting you. Stay safe and well.

14:58:16 From Sherry Burton, HPN : Thanks Kim!

15:00:49 From Jillian Sullivan : I wish we weren't doing performance reviews! Good idea, Janice.

15:01:51 From Miriam Benavides : Good to hear your process, Janice. We did the same thing at SAHA in July and are now planning for 2021.

15:02:01 From JILL GOODRICH : I lobbied to not do traditional employee evaluations, but I was overruled.

15:02:21 From Kim Farrar : Is this a permanent change or just for 2020 because of the pandemic?

15:04:56 From Jan Haase : did you develop criteria for the "sub standard" and communicate that so staff wasn't surprised?

15:05:07 From Terry Hill : As it turned out, we were already converting to a quarterly perf mgmt. system for 2020 that uses lighter weight qtlly check-ins vs. heavy annual reviews and is more focused on employee development. We stuck with it even with the pandemic and find that the check-ins are particularly helpful in these stressful times.

15:05:31 From Chuck Wehrwein, HPN : Janice, any more comp for those on the "front lines"?

15:06:53 From Aly Wilson (she, her) : Terry - how do you handle the timing and process for promotions/raises with a quarterly instead of annual review system?

15:06:56 From Liz Orlin : At TNDC, we considered eliminating the traditional performance evaluation for this past year, but we didn't align around it because of the merit increase. We didn't have an alternative means of determining variation in merit amounts. And people wanted a means of rewarding exceptional performance, especially this year.

15:08:22 From Terry Hill : Hi Aly, we still do annual succession/promotion planning and annual pay evaluation. This year we're using a standard pay increase for all (3.5%) and then apply promotion increases and market rate adjustments (from the planning) on top.

15:09:45 From Aly Wilson (she, her) : Thank you - very helpful!

15:09:59 From Terry Hill :in effect, we've separated pay from the perf system, trying to have the perf system be more about support and development.

15:10:31 From Aly Wilson (she, her) : Yes. We've been discussing separating the two in our process as well.

15:10:51 From Chuck Wehrwein, HPN : Very helpful Terry and Aly, was wondering the same thing

15:17:12 From Kim Farrar (Avesta Housing) : we have an EAP already but are working with a local social services organization to provide additional supports locally and in a relationship-based manner. we also put out intentionality around support webs from supervisors to their teams.

15:18:47 From Cheryl DeBoise : We are providing more supervisors with Executive Coaches during this time to help deal with leadership challenges

15:19:38 From Tracy Kaufman : We've done some fun little virtual team building things (e.g. an online scavenger hunt). We also did little gift bags for all staff that we had senior staff hand deliver (appropriately socially distanced, of course). We're small so we could pull that off and it was fun to see folks and chat for a few minutes. Staff really appreciated it.

15:20:16 From Holly Benson : we're sending to all staff holiday cards signed by senior mgmt. with a gift card included

15:21:41 From Aly Wilson (she, her) : For those wanting to create virtual team building/retreat experiences in the new year, we've worked with a firm called HumanSide, Inc. that does great work in that area and has moved all of their offerings online for 2021 - <https://www.thehumansideof.us/corporate-virtual-retreats>

15:21:58 From Susan Adams : We are giving all staff Grub Hub gift cards for a virtual holiday meal to be celebrated at staff's convenience and we are announcing that we will have an extra day off on January 4 to kick off 2021.

15:22:07 From Aly Wilson (she, her) : We started "no meeting Fridays" in the summer and have continued them - people say the time of quiet work is invaluable

15:22:09 From Paul Downing : Thank you Aly

15:23:43 From Jillian Sullivan (she/her) - Bellwether Housing : Something I learned this year: the day after Thanksgiving is called Native American Heritage Day.

15:24:04 From Miriam Benavides : Thank you, super helpful meeting.

15:24:08 From Holly Benson : great facilitating Sherry

15:24:20 From Sherry Burton, HPN : Thank you!!

15:24:38 From Holly Benson : wish we had more time for each topic!

15:24:40 From Jillian Sullivan (she/her) - Bellwether Housing : It always feels like we don't have enough time!

15:24:48 From Aly Wilson (she, her) : Very helpful discussion, thank you!

15:24:50 From Tracy Kaufman : covered a lot of ground in 90 minutes. Thank you.

15:24:59 From Lisa Roberson : This is very informative and very helpful - Sherry always brings relevant and timely topics - great job

15:25:23 From Sherry Burton, HPN : Thanks so much everyone!

15:25:32 From Karen Hammond-Jamboree Housing Corp : Very helpful, thank you.

- 15:25:54 From Cheryl DeBoise : We're looking at reducing from two admin offices to one and more remote and desk sharing
- 15:26:17 From Aly Wilson (she, her) : We rent co-working space and have downsized all spaces starting in January and will re-open more space when safety has increased.
- 15:26:53 From Terry Hill : Hidden Brain is awesome
- 15:28:20 From Holly Benson : would love to have another COP meeting some time sooner than June
- 15:28:57 From Janice Turner, Mercy Housing : Agree with sharing "new normal" working remotely guidelines
- 15:30:43 From Aly Wilson (she, her) : Thank you!