

# FRE January Call: Notes

January 28, 2019 | 2:00 – 3:30 pm EST

## Introductions

- Participants introduced themselves and shared a superpower they're bringing to the community of practice. Several common superpowers included:
  - An ability to connect the dots
  - Tenacity, positive attitude, and the ability to move forward despite setbacks
  - Fearlessness and being unafraid to speak the unspeakable or talk about tough things and ask questions
  - A sense of humor and the ability to find joy in the work that we do!
  - Curiosity and willingness to put on our "big ears"
  - Being able to listen deeply, especially for areas of alignment or dis-alignment and figuring out a way to move forward. Similarly, an ability to travel through different communities and worlds and bring comfort.
  - Empathy and a passion for community building
  - Patience
  - A focus on the practical
  - Flexibility and ability to adjust as needed. A willingness to do what it takes, whether that's listen, change, or make room.

## Approach for this work

- Stephanie reviewed the overarching goals for the community of practice and shared that we don't want the work and learnings of this group to operate in a silo.
- Stephanie provided a brief update about the SPARC work today, noting that we'll hear more from them directly soon.
- She also shared an update about the National Working Group on Racial Equity, comprised of several national organizations working in homelessness and housing, that gathered in DC on January 22-23 to chart a course forward for collective work to address racial inequities in homelessness.
  - The Working Group created a theory of change: "If we center racial equity in our work to end homelessness in order to be accountable to people with lived experience, we expect a system that is effective, inclusive, and racially equitable."
  - To accomplish this, the Working Group created five sub-teams that will work on the following buckets:
    - Creating a national standard of racial equity competencies for the homelessness system and developing shared language, tools, resources, and best practices
    - Funding racial equity work at the institutional and systems levels
    - Focusing on leadership and culture change
    - Working on a policy and advocacy agenda
    - And thinking through how we can have better information to make better decisions (qualitative and quantitative)
- **What other sources of information or groups do we want to stay in touch or aligned with moving forward?**
  - SPARC
  - Ending bond or bail efforts in Chicago

- Race and Equity in Philanthropy group (not sector specific)
- What other folks in this group are doing and what their communities are doing
- Grantmakers in other systems and what they've done in those systems (e.g. education, health, etc.)
- Learning directly from people with lived experience
- Sectors and groups that have done a lot of equity work related to data, e.g. PolicyLink

## March 6-8 Convening in Portland, OR

- Stephanie reviewed, at a very high level, the working agenda for our first convening in March
- **What skills do we need or want to build? What conversations do we need to have?**
  - **Learning about each other's work**
    - Hear from each other what our organizations have done, our challenges, and lessons learned. What has helped move people's racial equity work in housing and homelessness forward?
    - It would be helpful to have an idea of where people are starting from.
    - National level scans of lessons learned so far – what's working and what hasn't
  - **Skill building**
    - Insights from others on how to genuinely get input and expertise from folks with lived experience
    - Might be more useful to build common knowledge and definitions
  - **Backmapping**
    - Can we leverage the backmapping that the national group on racial equity/homelessness has already pulled together?
    - Most effective when it's working off of specific data – how would we ensure that the backmap we create is based on accurate data?
    - Helpful to have a mixed group doing the backmapping so that we have more lenses and to take into account that we have different biases. Make sure we mix the group with different vantage points, lived experience, and different roles.
    - Backmapping is a valuable exercise and hope that we do it even if at a later convening
- **What will make our time together in March a success?**
  - **Relationship building**
    - Starting to create a network and breakdown some of the isolation. This should be part a larger movement.
  - **Getting a sense of our shared work together**
    - What do we want to accomplish together as a community of practice?
    - What's our work and how will we do it?
  - **Strategies and ideas**
    - Going beyond theory and the intellectual and being more grounded / action oriented
    - I hope to leave with tangible ideas I can implement in my own org.
    - Talk about strategies for how to engage in a public conversation about this work and how to engage multiple stakeholders in the community (public, legislators, community councils)