



Alliance/C4 Meeting Minutes August 22, 2022

Attendees: Leah McCall, Regina Cannon, Anne Harpe, Ashley Burton, Audrey White, Ernestine McRae, Rhi Sehl, Shannon Smith, Jessie Polito, Eric Burton, Sharlee Carter-Willis, Melissa Brown, Jessica Keenan, Bonnie Haney, Erinn Johnson, Donna Bunin

Company values are a set of core beliefs held by an organization. Values are overarching – they’re not about a single situation but act as a guide to how a CoC should approach everything it does and its interactions. As one description puts it: “values function as guides to what is seen as good and important in the organization.” They can make a statement about where a company stands and what it believes in. And crucially, values act as one of the building blocks of culture, giving a consistent reference point, even in times of change.

Guiding principles are statements of behavior that members of a team agree to honor in their relationships with one another. They are meant to be clear, behaviorally focused and relevant to the dynamics within the organization or system. Guiding principles provide an organization with purpose and direction. It is important, for example, to define words like respect, communication, etc.

Questions to ask include: “What would respect look like in our CoC?”

Values/Guiding Principles

- What grounds us to this work?
- What values and guiding principles will we operationalize and keep returning to when things get a little foggy and we need to course correct?

Values/Guiding Principles Discussion (Group work can be found on Jam Board: <https://jamboard.google.com/d/13j3MQvyC3DRFHxVb8MUr6GL9BayPMqb9S7FB03XM3sA/viewer?f=0>)

- Treat all people with dignity and respect
- Trustworthiness
- Teamwork
- Innovation
- Honesty and integrity
- Autonomy/self-determination
- Commitment to participation
- Justice/equity
- Open to feedback and making changes
- Collaborative culture
- Transparency
- Assume best intentions
- Reshape how competitive funding influences collaboration
- Include input from those with lived experience

Once values/guiding principles are approved, add them to website.





Using Performance Measures to Track Progress

- Who is better off?
- What difference did we make?
- How much did we do?
- How well did we do?
 - Were they referred to the appropriate program?
 - Did they return to homelessness?
 - Did they experience feelings of dignity and respected during the process?

Building Shared Accountability and Sustainability

Accountability for:

- Developing the plan in an inclusive and equitable process
- Support from CoC leadership
 - Racial equity is a core value that the CoC is willing to invest in
 - Building a shared understanding and commitment
- Implementation of strategies
- Data reporting
- Monitoring, evaluation, and course correction
- Keeping the plan live and updated
- Partner engagement and sharing progress with all key stakeholders

Listening Session via Zoom on Monday, September 12, from 1pm-2:15pm

- Inviting around 10 individuals with lived experience.
 - They can be current or former clients, or someone who couldn't access the services they needed.
- Asking about their experience with the system and their suggestions for improving the system.
- Paying \$25 hourly in cash, check or VISA gift card.
- Please send list of individuals and their email address in advance of the meeting date.