



LOS ANGELES COUNTY
COMMISSION ON HIV



Visit us online: <http://hiv.lacounty.gov>

Get in touch: hivcomm@lachiv.org

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Join us in developing a progressive and inclusive agenda to address the disproportionate impact of HIV/STDs in the Black community

BLACK CAUCUS

Virtual Meeting

Thursday, May 18, 2023

4:00-5:00pm (PST)

Agenda and meeting materials will be posted on <http://hiv.lacounty.gov/Meetings> *Other Meetings

REGISTRATION NOT REQUIRED + SIMULTANEOUS TRANSLATION IN SPANISH AND OTHER LANGUAGES NOW AVAILABLE VIA CLOSED CAPTION FEATURE WHEN JOINING VIA WEBEX. [CLICK HERE](#) FOR MORE INFO.

TO JOIN BY COMPUTER:

<https://lacountyboardofsupervisors.webex.com/lacountyboardofsupervisors/j.php?MTID=m963e27eb08fed077fd197bbaae6f1add>

Meeting Password: BLACK

TO JOIN BY PHONE:

1-213-306-3065 Access Code/Event #: 2598 964 2788

For a brief tutorial on how to use WebEx, please check out this video: <https://www.youtube.com/watch?v=iQSSJYcrgIk>

**For those using iOS devices - iPhone and iPad - a new version of the WebEx app is now available and is optimized for mobile devices. Visit your Apple App store to download.*

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510 S. Vermont Ave., 14th Floor • Los Angeles, CA 90020 • TEL (213) 738-2816
HIVCOMM@LACHIV.ORG • <https://hiv.lacounty.gov>

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Virtual Meeting Agenda

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1. WELCOME, INTRODUCTIONS & MEETING GUIDELINES 4:00PM-4:05PM
2. COH STAFF REPORT/UPDATES 4:05PM-4:07PM
3. CO-CHAIR REPORT/UPDATES 4:07PM-4:10PM
 - Organizational Capacity Needs Assessment | UPDATES
 - 2023 Taste of Soul Participation | UPDATES
4. DISCUSSION 4:10PM-4:50PM
 - Convening community listening sessions/townhalls to address the state of HIV in the Black community (Workplan Activity #4)
5. RECAP AND NEXT STEPS 4:50PM-4:55PM
6. PUBLIC COMMENT & ANNOUNCEMENTS 4:55PM-5:00PM
7. ADJOURNMENT 5:00PM



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CODE OF CONDUCT

We welcome commissioners, guests, and the public into a space where people of all opinions and backgrounds are able to contribute. We create a safe environment that celebrates differences while striving for consensus and is characterized by consistent, professional, and respectful behavior. Our common enemies are HIV and STDs. We strive to be introspective and understand and clarify our assumptions, while appreciating the complex intersectionality of the lives we live. We challenge ourselves to be self-reflective and committed to an ongoing understanding. As a result, the Commission has adopted and is consistently committed to implementing the following guidelines for Commission, committee, and associated meetings.

All participants and stakeholders should adhere to the following:

- 1) We strive for consensus and compassion in all our interactions.**
- 2) We respect others' time by starting and ending meetings on time, being punctual, and staying present.**
- 3) We listen, don't repeat what has already been stated, avoid interrupting others, and allow others to be heard.**
- 4) We encourage all to bring forth ideas for discussion, community planning, and consensus.**
- 5) We focus on the issue, not the person raising the issue.**
- 6) We give and accept respectful and constructive feedback.**
- 7) We keep all issues on the table (no "hidden agendas"), avoid monopolizing discussions and minimize side conversations.**
- 8) We have no place in our deliberations for homophobic, racist, sexist, and other discriminatory statements and "-isms" (including misogyny, transphobia, ableism, and ageism).**
- 9) We give ourselves permission to learn from our mistakes.**

Approved (11/12/1998); Revised (2/10/2005; 9/6/2005); **Revised (4/11/19; 3/3/22)**



2023 Training Schedule

- All trainings are open to the public.
- Click on the training topic to register.
- Recordings will be available on our [website](#) for those unable to join live trainings.
- Certifications of Completion will be provided.
- All trainings are virtual.

Topic	Date
<u>General Orientation and Commission on HIV Overview</u> *	March 29 3:00 - 4:30 PM
<u>Priority Setting and Resource Allocation Process & Service Standards Development</u> *	April 12 3:00 - 4:30 PM
<u>Tips for Making Effective Written and Oral Public Comments</u>	May 24 3:00 - 4:00 PM
<u>Ryan White Care Act Legislative Overview</u> <u>Membership Structure and Responsibilities</u> *	July 19 3:00 - 4:30 PM
<u>Public Health 101</u>	August 16 3:00 - 4:30 PM
<u>Sexual Health and Wellness</u>	September 20 3:00 - 5:00 PM
<u>Health Literacy and Self-Advocacy</u>	October 18 3:00 - 4:30 PM
<u>Policy Priorities and Legislative Docket Development Process</u> *	November 15 3:00 - 4:30 PM
<u>Co-Chair Roles and Responsibilities</u>	December 6 4:00 - 5:00 PM

**Mandatory core trainings for all commissioners.*

Equity Lens for Decision Making

Below are the current equity lens questions for use in planning, decision-making and implementation for policies, practices, and programs. These are a guide only, and there may be other factors to consider. The Lens is an ever-evolving tool for decision making, that changes as our constructs and understandings change.

SECTION 1: Basic Racial Equity Lens

1. What is the policy, program or decision under review?
2. What racial, cultural and/or ethnic group(s) experience disparities related to this policy, program or decision? Are they at the table? (If not, why?)
3. How might the policy, program or decision affect the group(s)? How might it be perceived by the group(s)?
4. Does the policy, program or decision improve, worsen, or make no change to existing disparities? Please elaborate. Does it result in systemic change that addresses institutional racism?
5. Does the policy, program, or decision produce any intentional benefits or unintended consequences for the affected group(s)?
6. Based on the above responses, what are the possible revisions to the policy, program, or decision under review?
7. What next step is recommended and how will it be advanced?

Adapted from: Portland State University Equity Lens Assessment Tool

SECTION 2: Multi-Dimension Equity Lens

(Broad inclusion of multiple as well as intersecting historically marginalized groups and underserved populations) These questions provide more global considerations and speak to macro issues such as policy as well as individual project, program or micro issue decision making, action and implementation.

People

- How have we adequately ensured that our operational processes are inclusive and that elements of the process have not created barriers to meaningful participation?
- Which stakeholder groups would we like to have included but were unable to facilitate?
- Who is affected—positively, negatively, or not at all—by this decision, process, and actions? List positives and negatives.
- What are the specific ways this decision, process, or action, etc. is expected to reduce disparities and advance social justice?
- How have you intentionally involved stakeholders who are also members of the communities affected by the strategic investment or resource allocation? How do you validate your assessment?

Place

- On the basis of Harvard Chan School of Public Health's social, physical and cultural location, how does this process compensate for access limitations of various stakeholder groups?
- How have we modified our process to support access by marginalized community stakeholders?

Process

- How are our processes supporting the empowerment of communities historically most affected by inequities?
- How are processes ensuring that participants' emotional and physical safety needs are addressed?
- How are processes supporting participants' need to be productive and feel valued?
- How are our processes building ongoing community capacity for involvement with Harvard Chan School of Public Health by those communities historically most affected by inequities?
- How are we using this opportunity to contribute to the leadership development of those from marginalized communities?
- What types of biases have influenced the work of your group and how have these been identified and addressed?
- What improvements to team processes can you support for naming and identifying unaddressed bias?
- What have we learned about effective practices that we can recommend being continued by other offices and departments?
- What are the barriers to more equitable outcomes? (e.g. mandated, political, financial, programmatic, or managerial)



Black Caucus Workplan 2023

Adopted 1/19/23

PURPOSE OF THIS DOCUMENT: To identify activities and priorities the Black Caucus will lead and advance throughout 2023.

CRITERIA: Select activities that 1) represent the core functions of the COH and Caucus, 2) advance the goals of the 2022-2026 Comprehensive HIV Plan (CHP), 3) identify strategies to address the Black/AA Community Task Force Recommendations, and 4) align with COH staff and member capacities and time commitment.

CAUCUS RESPONSIBILITIES: 1) Facilitate dialogue among caucus members, 2) develop caucus voice at the Commission and in the community, 3) provide the caucus perspective on various Commission issues, and 4) cultivate leadership within the caucus membership and consumer community.

#	GOAL/ACTIVITY	ACTION STEPS/TASKS	TIMELINE/ DUE DATE	STATUS/COMMENTS/SUGGESTIONS
1	Organizational Capacity Needs Assessment for Black-led Organizations	Administer a qualitative and quantitative needs assessment to the nine selected, Black-led organizations to help inform and implement a TA program so that Black-led organizations can better compete for County contracts.	Initial target date: February 2023; ongoing	Final draft submitted to DHSP on 1/19/23 for piloting. Status updates will be provided by DHSP and/or Caucus Co-Chairs as appropriate.
2	National Black/AA HIV/AIDS Awareness Day (NBHAAD)	Plan activity(ies) promoting health/wellness, lifting the Black community, and addressing stigma and the disproportionate impact of HIV within the Black community	February 2023 (COMPLETED)	SUGGESTION: Convene a Part 2 of Candid Conversations (or "Black" Table Talk) on how BLACK MEN & WOMEN living with/impacted by HIV can better support one another; refer to the 2022 NBHAAD activity led by Danielle & Gerald at the 2/10/22 Commission meeting. Also, tie in announcement of needs assessment.
3	Next steps & future of the Black/AA Community Task Force Recommendations	Review recommendations for revisions/updates and determine next steps.	2023	Prior discussions included adding a demographic section for those who are incarcerated, ultimately addressing the industrial prison complex.

#	GOAL/ACTIVITY	ACTION STEPS/TASKS	TIMELINE/ DUE DATE	STATUS/COMMENTS/SUGGESTIONS
4	Community listening sessions to address the state of HIV in the Black community	Hold candid community conversations by Black folx, for Black folx, addressing stigma and its relation to the faith-based community	2023	Recommended by Dr. Wilbur Jordan. Leon Maulsby offered to host community meetings @ CDU. Planning discussion to begin at 4/20 meeting.
5	Community Engagement and Communications	<p>Efforts around active recruitment, social media engagement, amplifying other Black HIV-centered communications (ex. A Black women’s focus during NGWHAAD, Black men’s focus during National Gay Men’s Awareness Day (NGMHAAD, etc.)</p> <p>Communications to serve recruitment and retention. Ex. What does recruitment look like? Do we want at least one representative from Black-led, Black-serving orgs? What are the members’ responsibilities?</p>		<p>At its meeting on 3/23, the Caucus agreed to participate in the 2023 Taste of Soul on October 21st, and host a booth for outreach and recruitment. A planning team was formed. Next steps will be communicated by Dawn once TOS reps confirm Caucus interest and logistics.</p> <p>COMMENT: A lot of folks don’t even know the Caucus exists and many don’t know how much great work is happening. We have an opportunity to better amplify the Caucus’s work through strategic communications.</p> <p>This would also look at effective delegation and engagement, getting more folks active in the room</p>