

LACAHSA meeting agreements

- **Racial Equity:** We center racial equity in our processes and decisions, recognizing that Black, Indigenous, and People of Color are disproportionately impacted by the housing and homelessness crises.
- **Shared ownership:** We consider the needs of the whole County and make the best decision for the agency overall, not just for our own constituents or personal priorities.
- **Inclusion:** We consistently ask each other questions like - “What bias might be in this conversation and how can we mitigate it? Who is most impacted by this decision and how can we center their needs and perspectives?”
- **Innovation:** We are open to new and bold ideas and ways of working, beyond the norms of traditional government bodies.
- **Take space, make space:** We enable an equitable share of voice in our meetings; Board members self-monitor whether they should lean into conversations or step back to allow for others to participate.
- **Constructive conflict:** We engage in candid, constructive debate and have the real conversations in the room, avoiding side negotiations.
- **Outcomes-orientation:** We seek to be productive and impactful in our work; we are focused on urgently solving the housing crisis.
- **Collaboration:** We build on the ideas and perspectives of our teammates.
- **Accountability:** We close out meetings with a recap of the group’s decisions and next steps. We support decisions once made, regardless of personal views.
- **Kindness:** We strive for patience and understanding to ensure each person is heard.

ADOPTED 6/28/2023