



SACRAMENTO
STEPS FORWARD

Ending Homelessness. Starting Fresh.

Racial Equity (REQ) Subcommittee Minutes

Wednesday, February 3, 2021 || 11:00 AM – 12:00 PM

[Recording of Zoom Meeting](#)

Attendance:

Member	Area of Representation	Present
Angela Upshaw (Co-Chair)	Veterans	Yes
Anira Khlok	Sacramento, Health System	Yes
Ardy Akhzari (Co-Chair)	Sacramento	Yes
Brina Sylve	Greater Sacramento Area	No
Fatemah Martinez	South Sacramento, Unsheltered / Non-Profit / Outreach	Yes
Henry Ortiz	Communities Impacted by Incarceration, Systemic Oppression, Community Violence	Yes
Patricia Jones	Sacramento	Yes
Stephanie D Thompson	Oak Park and Marina Vista	Yes

SSF Staff	SSF Title
Christina Heredia	Referral Specialist
Michelle Charlton	CoC Coordinator
Tamu Green	Systems Programs Advisor

Agenda Item	Presenter(s):	Time	Item Type
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I. Welcome and Introductions	Angela Upshaw, Roads Home Program Senior Program Manager & Ardy Akhzari, CEO/ Founder of Packs for Cold Backs (Co-Chairs)	11:00 AM (5 minutes)	Informational
Welcome REQ Subcommittee!			
II. Review Minutes from Jan 27 Subcommittee Meeting	Ardy Akhzari	11:05 AM (5 minutes)	Informational and Discussion
<p>Tamu requested to move Christina to SSF Staff on attendance.</p> <p>Ardy mentioned the interview process and summarized the minutes.</p>			
III. Finalize Decisions on Protocols for Safety, Privacy, and Compensation	Tamu Green, SSF Systems Performance Advisor	11:10 AM (10 minutes)	Discussion
<p>Tamu asked if there were any questions about the 1.27.21 meeting. She mentioned the interviews will be in late Feb/early March and that the SSF staff are meeting 2.4.21 regarding the compensation specifics which will be shared later. An option for the use of a waiver and to provide the option of audio and/or visual of individuals was mentioned. She mentioned the idea is to look for trends and stories which can be used as case studies in the reporting that we do.</p> <p>Questions/Concerns asked in the chat: (1) As we conduct our interviews and we begin hearing of possible barriers to services will we be able to help them problem solve? (2) Will we as interviewers develop a script that will cover the research process/goals to ensure that the messaging is consistent? (3) Suggestion: for outreach groups going out to designate 1 person to survey, 1-2 person(s) to provide</p>			

assistance when individuals express barriers to services. (4) Ardy provided his phone number 916-873-2626 to share with individuals who are experiencing barriers to services to help them problem solve and connect, (5) makes sense to provide resources after survey, (6) We can follow up with individuals afterwards/follow up is necessary, gift cards are nice but housing should be key.

IV. Finalize Decisions on Outreach Strategy and Logistics

Tamu Green

11:20 AM
(15 minutes)

Discussion

Tamu discussed the terms/focus on the outreach strategy. She reviewed the REQC applicants list (REQ Committee (REQC) members, REQ subcommittee members, and applicants who were not selected to serve on the REQC) and mentioned there are individuals who would touch the areas (chronic homeless, TAY, race/ethnicity, family members who are homeless, etc.) and we would only need ~7-10 other individuals. Christina will create a shared document and Tamu will drop in the ~10 names from the REQC applicants to identify for the outreach. Angela mentioned we can share/forward the survey questions to the REQC members as well. See REQC work plan for Feb 17th REQC meeting agenda items/focus.

Questions/Concerns asked in the chat: (1) Patricia Jones: I'm in a housing program now you guys can also give me a survey if you guys want. (2) Will the data be skewed/biased if Henry and Patricia take the survey but also help develop it? (3) Patricia Jones: I feel like if we share our story it will help the people who were interviewing so they can know somebody has been we there at and I think they would be more honest and willing to be there self without feeling judge or like they less than because they are in a unfortunate situation.

V. Question Formation and Script for Interviewers

Ardy Akazari

11:35 AM
(20 minutes)

Discussion

Tamu shared the Interview Guide doc created by Ardy. Ardy presented the plan, questions, big picture focus/goals. Angela mentioned she would want to know the history of homelessness and economic stability/needs. Anira asked if we will mention/ask if individuals experience racism. Tamu will add everyone to the Interview Guide doc for editing/commenting/collaboration on the Interview Guide.

Questions/Concerns asked in chat: (1) Christina asked how long it took to get services. (2) Patricia: I went to volunteer of America didn't work because I didn't find me a place in 30 days then I got with Lutheran Social service and been with them for 3 years now. (3) Do we have a group chat started so we can ask questions during the week?

VI. Next Steps: Bring Recommendations to REQ Committee on Feb 17

VII. Meeting Adjourned at 12:05 PM