Racial Equity (REQ) Committee Meeting Agenda
Wednesday, April 21, 2021 ‖ 9:00 AM – 11:00 AM

Zoom Meeting **Meeting ID:** 875 3116 9430 **Passcode**: 779893

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Agenda Item	Presenter(s):	Time	Item Type
I. Welcome & Introductions	Angela Upshaw, & Ardy Akhzari, (Co-Chairs)	9:00 AM (5 minutes)	Informational
II. Approval 03/17/21 Meeting Minutes	Angela Upshaw	9:05 AM (5 minutes)	Action
III. Best & Promising Practices in the Homelessness Sector: Racial Equity Focus	Jennifer Loving, CEO, Destination: Home	9:10 AM (25 minutes)	Informational and Discussion
IV. Best & Promising Practices intersecting with the Housing Sector: Native American Focus	Elizabeth Elliott, Executive Director, Northern Circle Indian Housing Authority	9:35 AM (25 minutes)	Informational and Discussion
V. Best & Promising Practices intersecting with the Health Sector: Native American Focus	Britta Guerrero, CEO, Sacramento Native American Health Center	10:00 AM (25 minutes)	Informational and Discussion

VI. Planning for Additional Research and Education	Ardy Akhzari	10:25 AM (10 minutes)	Informational and Discussion
VII. Updates on BIPOC Interviews	Ardy Akhzari	10:35 AM (10 minutes)	Informational
VIII. Updates on 4/26/21 Stakeholder Forum	Fatemah Martinez	10:45 AM (5 minutes)	Informational
IX. Updates on Racial Equity Training Series	Tamu Green	10:50 AM (5 minutes)	Informational
X. Announcements			
XI. Meeting Adjourned **Next REQ Committee Meeting: Wednesday, May 19th, 9:00AM to 11:00 AM**			

Racial Equity (REQ) Committee Meeting Minutes

Wednesday, March 17, 2021 ‖ 9:00 AM – 11:00 AM

[Recording of Zoom Meeting](#) - Chat is within the recording. Materials discussed at the meeting (not provided before the meeting) are below the minutes.

Attendance:

Member	Area of Representation	Present
Aimee Zenzele Barnes	City of Sacramento	Yes
Alicia Gonzales	Greater Sacramento	Yes
Angela Upshaw (Co-Chair)	Veterans	Yes
Anira Khlok	Sacramento, Health System	Yes
April Marie Dawson	People with Disabilities	Yes
Ardy Akhzari (Co-Chair)	Sacramento	No
Brina Sylve	Greater Sacramento Area	Yes
Dawn Basciano	Sacramento	No
Fatemah Martinez	South Sacramento, Unsheltered / Non-Profit / Outreach	Yes
Henry Ortiz	Communities Impacted by Incarceration, Systemic Oppression, Community Violence	No
Jessica Thomas	Sacramento, CA / College Students	No
Koby Rodriguez	Central City, Non-Profit, BIQTPOC	No
Mike Nguy	Government Agency in the Public Health Division	No
Patricia Jones	Sacramento	No
Shalinee Hunter	Sacramento and Statewide	Yes

Stephanie D Thompson	Oak Park and Marina Vista	Yes
Stephen Hernandez	Sacramento, Veterans	No
Steven Seeley	Mental Health Services, Sacramento County	No
Tiffany Glass	Elk Grove, Sacramento County	Yes
Tiffany Gold	Youth with Lived Experience, POC	No
Vanessa Johnson	Sacramento County	Yes

SSF Staff	SSF Title
Christina Heredia	Referral Specialist
Glenn Merker	Referral Specialist
Hamid Bashiri	Data and Analytics Manager
Keri Arnold	HMIS Customer Service Specialist
Lisa Bates	CEO
Michelle Charlton	CoC Coordinator
Scott Clark	Systems Performance Analyst
Tamu Green	Systems Performance Advisor

Agenda Item	Presenter(s):	Time	Item Type
I. Welcome & Introductions	Angela Upshaw, BFHP-Roads Home, Associate Director (Co-Chair)	9:00 AM (5 minutes)	Informational
Meeting started at 9:05 AM. Attendance: 33 participants.			

II. Approval 02/17/21 Meeting Minutes	Angela Upshaw	9:05 AM (5 minutes)	Action

Motioned for approval: 1st - Vanessa Johnson, 2nd - April Wick

Motion approved.

III. Updates on the Plan for BIPOC with Lived Experience Interviews & Listening Sessions	Ardy Akhzari	9:10 AM (15 minutes)	Informational

Note: Ardy was absent at the meeting. Tamu described the current efforts, edits from the last meeting, and next steps. She noted the need for former foster youth and individuals who do not speak English as their primary language.

Questions were asked in the chat and during the meeting, see recording link above.

IV. Plan Stakeholder Forum #1	Fatemah Martinez, President, South Sacramento HART	9:25 AM (30 minutes)	Informational & Discussion

Fatemah shared updates on the efforts that include: (1) the Stakeholder Forum Agenda, (2) Potential Prompts and Questions, (3) Registration Form. Edit suggestions for: (1) Agenda feedback: Organizations were listed in the chat to add to the agenda footnote as those that could be contacted as panelists. Fatemah will share updates with the REQ Subcommittee. She asked REQC members if they would like to facilitate and take notes during the Break Out groups (see chat for list of REQC members interested). The Forum date was decided: Monday, April 26th. **Tamu/Angela will ask/confirm if Ardy Akhzari, Henry Ortiz, April Wick will assist in the Stakeholder Forum efforts.** (2) Potential Prompts & Questions feedback: Question #4 - update to read: "homelessness system" and Question #6 - how would you define success and what would be your measures of success?. The Registration Form will be sent out to those who are interested in attending the Stakeholder Forum.

Questions were asked in the chat and during the meeting, see recording link above.			
V. Plan for Research on Best & Promising Practices	Tamu Green, SSF Systems Performance Advisor	9:55 AM (30 minutes)	Informational & Discussion
Tamu shared a presentation on best and promising practices. She discussed the national Culturally and Linguistically Appropriate Services (CLAS) standards on governance, leadership, and workforce; the different tiers in the California Arts Council strategic framework/decision support tool; a racial equity impact assessment; and a racial equity toolkit. She continued on: what do they generally have in common, looking at what other communities are doing (Marin County, Multnomah County (Portland, OR), Santa Clara County, Los Angeles County), themes for action within the Homelessness System, and themes for action with Homelessness Partners. She asked if REQC members are interested in working with her on researching these models. They will address this effort at the Wednesday, April 7th, REQ Subcommittee meeting. See chat for list of REQC members interested.			
VI. Racial Equity Data	Scott Clark, SSF Systems Performance Analyst	10:25 AM (10 minutes)	Informational
Scott shared a presentation slide with questions to discuss data for the SSF REQC webpage. The next REQ Subcommittee Meeting on Wednesday, March 24th will focus on the discussion regarding the REQ data. See chat for list of REQC members interested.			
VII. Input on Outreach Standards	Ardy Akhzari	10:35 AM (15 minutes)	Informational & Discussion

Note: Ardy was absent at the meeting. Tamu discussed the shared materials of the Technical Assistance Collaborative: survey and presentation slides.
Recommendation(s) were added to the chat for Tamu/Ardy to forward to Gina Schaak at gschaak@tacinc.org.

Questions were asked in the chat and during the meeting, see recording link above.

VIII. Announcements:
- Shalinee Hunter shared a [link](#) and briefly discussed the specifics of the meeting.
- Michelle Charlton reminded REQC members to provide a short bio if they haven't already to Tamu or [herself](#).
- Tamu reminded REQC members to complete the Urgent Items [Form](#)

IX. Meeting Adjourned at 10:55am. Attendance:26 participants
Next REQ Committee Meeting: Wednesday, April 21, 2021 9:00 AM to 11:00 AM

Racial Equity (REQ) Committee Stakeholder Forum Agenda
Monday, April 26th, 2021 ‖ 11:00 AM – 1:00 PM

Zoom Meeting **Meeting ID:** xxx **Passcode**: xxx

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Agenda Item	Presenter(s):	Time	Item Type
I. Welcome & Introductions	Angela Upshaw, BFHP-Roads Home, Associate Director & Ardy Akhzari, CEO/ Founder of Packs for Cold Backs (Co-Chairs)	11:00 AM **(10 minutes)**	Use chat box: Introduce self and organization. Answer question: My interest in attending today.
II. Purpose of Forum	Fatemah Martinez, President, South Sacramento HART	11:10 AM **(5 minutes)**	Informational
III. Local BIPOC-Serving Organizations	Facilitated by Fatemah Martinez	11:15 AM **(45 minutes)**	Panel with Q and A to hear from BIPOC-serving organizations [1] about their experience

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[1] Potential organizations: Northern Circle Indian Housing Authority, Decarcerate Sacramento, Sacramento Homeless Union, Sacramento Poor People's Campaign, Sac PD Impact Team, Meadowview Women's Shelter, Her Health First, Loaves and Fishes, Re-Emerging Scholars Center, CSUS Centers for Diversity & Inclusion, Sacramento Native American Health Center

			working with/within the homelessness services system
IV. Break-Out Groups	Facilitated by various REQC Members	12:00 PM **(30 minutes)**	Various topics for the break-out groups[2]
V. Report Out	Facilitated by Fatemah Martinez	12:30 PM **(25 minutes)**	Informational & Discussion
VI. Next Steps	Tamu Green, SSF Systems Performance Advisor	12:55 PM **(5 minutes)**	Informational
VII. Forum Adjourned **Next Forum TBD in June 2021**			

Additional Resources:
[Current Performance Measures](#)
[Profiles of Current Providers](#)
[Survey for Participants](#)
[Questions for Panelists](#)

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[2] Topics: 1) How to ensure non-discrimination in our system 2) How to expand funding to underserved communities and non-traditional providers 3) How the CoC Board should partner on racial equity 4) How to improve data collection 5) What performance measures should we be tracking

Potential Prompts and Questions for Racial Equity Stakeholder Forum Panelists:

1. What excites you about the work you and your organization are doing?

2. From your perspective, what is Sacramento doing right when it comes to serving the BIPOC community experiencing homelessness?

3. On the flip side, what would you like to see Sacramento do differently?

4. If you were in charge of the system, what changes would you make?

5. How would you get resources into the most impacted communities?

6. What would be your measures of success?

7. What kinds of partnerships are critical for the CoC Board to be forging at this time?

8. Do you have any other advice or recommendations on racial equity for Sacramento's leadership?

Subcommittee Discussion about Data for REQC Website

What data is important for the Racial Equity Committee to share?

- What is our goal?

What data is available?

- How and why is it collected?

What does our data really represent?

- What are the limitations? Who is included or not included?

How should we talk about the data?

- How are key words defined and the results described?

What can we do better?

- What can we address now versus later?

SACRAMENTO
STEPS FORWARD