Racial Equity (REQ) Committee Meeting Agenda
Wednesday, June 16th, 2021 ‖ 9:00 AM – 11:00 AM

SACRAMENTO STEPS FORWARD
Ending Homelessness. Starting Fresh.

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 05/19/21 Meeting Minutes	Angela Upshaw	9:05 AM (5 minutes)	Action
III. Approval of BIPOC Interviews Report	Ardy Akhzari	9:10 AM (20 minutes)	Action
IV. Draft Racial Equity Action Plan	Angela Upshaw & Ardy Akhzari	9:30 AM (60 minutes)	Informational and Discussion
V. Plan for the June 21st Stakeholder Forum	Tamu Green, SSF Systems Performance Advisor	10:30 AM (10 minutes)	Discussion
VI. Emergency Housing Vouchers (EHV) Plan	Michele Watts, SSF Chief Planning Officer	10:40 AM (20 minutes)	Informational and Discussion
VII. Announcements: ● Stay informed by visiting the **SSF REQ Stakeholder Forum webpage** for more details on previous and upcoming Stakeholder Forums.			

VIII. Meeting Adjourned
   Next REQ Committee Meeting: Wednesday, July 21st, 2021 from 9:00AM to 11:00 AM

Racial Equity (REQ) Committee Meeting Minutes

Wednesday, May 19, 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	Yes
Brina Sylve	Greater Sacramento Area	Yes
Dawn Basciano	Sacramento	Yes
Fatemah Martinez	South Sacramento, Unsheltered / Non-Profit / Outreach	Yes
Henry Ortiz	Communities Impacted by Incarceration, Systemic Oppression, Community Violence	Yes
Jessica Thomas	*Sacramento, CA / College Students*	*Resigning*
Koby Rodriguez	Central City, Non-Profit, BIQTPOC	Yes
Mike Nguy	Government Agency in the Public Health Division	Yes
Patricia Jones	Sacramento	Yes

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

SSF Staff	SSF Title
Christina Heredia	Referral Specialist
Hannah Beausang	Communications Manager
Lisa Bates	CEO
Michelle Charlton	CoC Coordinator
Scott Clark	Systems Performance Analyst
Stacey Fong	CE Analyst
Tamu Green	Systems Performance Advisor

Guests
Alexia Sanchez, Aliyah Middleton, Antoinette Carter, Bo Cassell, Christie Lynn, Deisy Madrigal, Eijo Okoro, Elizabeth Elliott, Jill Fox, Joseph Smith, Nadia Rains, Regina Vasquez, Samantha Earnshaw, Stephanie Hopkins, Tiffany Rayford, and WIND YOUTH.

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 was approximately 26 participants.

Angela mentioned Jessica Thomas, REQC member, is resigning from the committee and asked if anyone is interested in joining the REQC to reach out to **herself, Ardy Akhzari, Dr Tamu Green,** and/or **Michelle Charlton**.

II. Approval 04/17/21 Meeting Minutes	Angela Upshaw	9:05 AM (5 minutes)	Action

Motioned for approval with the date correction for the May REQC meeting: 1st - Anira Khlok, 2nd - Ardy Akhzari.

Motion approved.

III. Best & Promising Practices: Latinx Intersectionality	Koby Rodriguez, Chief Program Officer & Alexis Sanchez, Director of Advocacy and Training, Sacramento LGBT Center	9:10 AM (20 minutes)	Informational

Koby and Alexis shared a presentation and discussed topics including what is Latinx, Latinx diaspora in the US, intersections of Latinx identity, undocuqueer and asylum seeking Latinx, barriers to service, best practices, and asked what are the best practices the community has seen? Questions/comments were asked in the chat and during the meeting; see recording link above.

IV. Best & Promising Practices: BIPOC Living with Disabilities	April Marie Dawson, Executive Director, Resources for Independent Living - Sacramento	9:30 AM (15 minutes)	Informational

April shared a presentation and discussed topics including disability facts, common disability types, language and identity key takeaways (person first language concept), medical vs social model of disability, customer service tips, TBI, management, and shared her contact information with the community. Questions/comments were asked in the chat and during the meeting; see recording link above.

V. Systems Gaps Analysis	Scott Clark, SSF Systems Performance Analyst	9:45 AM (20 minutes)	Informational

Scott shared a presentation and discussed the Systems Gaps Analysis including areas of opportunity, streamline access to the homeless system of care, forge a cohesive and coordinated homeless systems of care, examples of data challenges, stop homelessness before it begins, optimize existing housing and shelter programs, address the Gaps in housing and supportive services, create more affordable housing units, increase system equity, and key takeaways from **Homebase**. He also shared the CoC response. Questions/comments were asked in the chat and during the meeting; see recording link above.

VI. Racial Equity Data Webpage	Scott Clark	10:05 AM (15 minutes)	Informational

Scott shared a presentation and discussed topics including issues to address, draft contextual language for the website:
1. race is a social construct,
2. ethnicity categories are inadequate oversimplifications,
3. the data does not reflect the true range of identity and experience,

4. the data does not represent the true burden of the housing crisis facing the BIPOC community

He shared visuals (graphs) discussing in detail and the purpose of the visuals. He discussed HUD updates for October 2021 and provided the "**Ask A Question**" HUD feedback portal. Questions/comments were asked in the chat and during the meeting; see recording link above.

VII. Update on BIPOC Interviews	Ardy Akhzari	10:20 AM (10 minutes)	Informational

Ardy shared that the BIPOC Interviews are moving along and in the process of organizing/reviewing data with Scott. He asked if you haven't provided your interview information to do so as soon as possible. Also to email Ardy if you have any questions/concerns. He will share the folder link again to place the recordings and survey information. The goal is to collect 15 interviews in total.

Tamu mentioned that REQ committee members with lived experience of homelessness who would like to add to our data collection from their personal perspective to fill out the **survey** and to reach out to Ardy.

VIII. Stakeholder Forum Updates:
    A. April 26th Forum Debrief
    B. June 21st Forum Details
	Fatemah Martinez & Tamu Green, SSF Systems Performance Advisor	10:30 AM (10 minutes)	Informational

Tamu and Fatemah shared details about the REQ Stakeholder Forum #1 on Monday, April 26th, 2021 from 11am to 1pm. She mentioned and shared the REQC **Action Plan Input Form**. Tamu mentioned the **REQ Stakeholder Forum #2 is Monday, June 21st, 2021 from 11am to 1pm**.

IX. Debrief & Next Steps Towards the Development of the Action Plan	Tamu Green	10:40 AM (20 minutes)	Informational

Tamu described the purpose and next steps in creating the action plan. She shared the next REQ Subcommittee meeting Wed, 6/2/21 (11am-12pm) will discuss the Action Plan. If you are interested in attending, place your name in the chat. She discussed the Action Plan timeline of:
● Draft Action Plan - June REQC meeting.
● Approve Action Plan - July REQC meeting.
● If approved, the Action Plan will be presented at the July CoC Board meeting.

X. Announcements:
● The third (last) REQ Training within the **REQ Training series** is next week on **Tuesday, May 25th, 2021 12:00PM to 1:30PM**. **RSVP here!** The RSVP deadline is Monday, May 24th, 2021 by 10:00AM.

● Stay informed by visiting the **SSF REQ Stakeholder Forum webpage** for more details on previous and upcoming Stakeholder Forums. Remember to submit your input in the **REQ Action Plan Input Form** before Monday, May 24th by Noon.

● RSVP to attend the **2021 Sacramento CoC Annual Meeting** scheduled for Wednesday, May 26th, 2021 from 8:30 AM to 1:00 PM. The RSVP deadline is Monday, May 24th, 2021 by 10:00AM. For more details, explore the **SSF 2021 CoC Annual Meeting webpage**.

XI. Meeting Adjourned at 10:51 AM. Attendance approximately 31 participants.

Next REQ Committee Meeting: Wednesday, June 16th, 2021

Best & Promising Practices: Latinx Intersectionality

SACRAMENTO LGBT COMMUNITY CENTER

May 19, 2021

What is "Latinx"?

- "Latinx" is an umbrella term
- Latinx was originally formed in the early aughts as a word for those of Latin American descent who do not identify along the gender binary or who simply don't want to be identified by gender
- People may not identify as Latinx and may prefer identifying as Hispanic, Latina/o, Chicana/o/x, by their country of origin, or other identifying demographic traits.

Latinx Diaspora in the US

There are more than 58.8 million Latinx people living in the United States. According to the US Census Bureau, that number is projected to double by 2060 comprising for nearly 30% of the total population. This multilingual, multicultural, multiethnic community is comprised of various nationalities, generations, racial and gender identities and socio-economic backgrounds, making it a challenge to lump everyone into a monolithic bucket, nor should they.

Intersections of Latinx Identity

Because the community is not a monolith, we must think broadly of factors that also comprise a person's identity and change how they navigate the world (and our services)

- Experiencing Homelessness

- LGBTQIA+ People

- White Latinx, Brown Latinx, Afro-Latinx

- People with Disabilities

- Formerly or currently incarcerated

- Documented Status

- Education Level

- Age

- Language (Monolingual, Bilingual, Multilingual)

- First Generation or beyond

"Immigration and LGBTIQ issues are controversial topics that have gained prominence in political and social circles throughout the nation and at the ballot boxes. These are not parallel movements, but intersecting ones in the fight for social justice. This is true for those who are undocumented and identify as queer, but also for those who are in one or the other (or neither) because of the interconnectedness of all those fighting for human rights" (Julio Salgado, 2012).

Barriers to Service

- Name and Gender Markers on documents
- Lack of access to culturally humble supportive services (e.g. Spanish speaking mental health clinicians)
- Trauma from immigration
- Value alignment
- Impact of religion on intersecting identities

Best Practices

- If you want to reduce harm, use pronouns

- On-going Cultural Humility training for staff

- Refer community members to the LGBT Center or Gender Health Center to process Name and Gender Marker changes

- Offer services and/or forms in Spanish

- Hire folks with lived experience

- Review in-take forms to ensure data-inclusive practices; disaggregate data

- Re-evaluate your practices for gender assignment

Best Practices

What are some best practices to serve the Latinx community you have seen?

Questions?

Alexis Sanchez

She/Her/Hers

Director of Advocacy and Training

Alexis.sanchez@saccenter.org

Koby Rodríguez

he/him/his

Chief Program Officer

koby.rodriguez@saccenter.org

Disability 101

CoC REC

May 19, 2021

Training Agenda:

INTRODUCTIONS

PART ONE

- What is Disability?

- Person First Language

- Intersectionality

- Social vs. Medical Model of Disability

- BREAK- 5-10 Minutes

PART TWO

- Customer Service Etiquette

- Embracing Access in Your Organization

- Resources For Independent Living

- Other Objectives?

Disability Facts

- According to the CDC, 61 million adults in the U.S. live with a disability (that is 1/4 or 26% of U.S. adults

- 2/5 adults over 65 have a disability

- 1 in 4 women have a disability

- 2 in 5 non-Hispanic American Indians/Alaskan Natives have a disability

- People with disabilities are more likely to have obesity, heart disease, and diabetes than people without disabilities

- 33.2% disability labor participation rate vs. 75.7% nondisabled labor participation rate

- Disability can happen to anyone at any time

- (Source: CDC Disability and Health Infographic and www.dol.gov)

What Types Of Disabilities Are You Aware Of?

Common Disability Types

- Visual

- Hearing

- Psychiatric/mental health

- Intellectual

- Developmental

- Physical

- Learning

- Neurological

Language and Identity

PERSON FIRST LANGUAGE CONCEPT

- Person first language refers to the individual first and the disability second.

- Example: person with a physical disability

- Not equating a person with a disability (retarded, a quadriplegic, an epileptic)

- Emphasis on ability rather than limitations (walks with crutches instead of can't walk)

- Disability is not a challenge to be overcome

- Avoiding words like "wheelchair bound", "special"

- Not casting disability as a tragedy

- Differently abled and physically challenged=EEEW!!!

(Source www.tcdd.Texas.gov)

Language and Identity Cont.

Identity First Language Concept

– Emphasis on empowerment

– Disability is nothing to be ashamed of

– Claiming disability as a central part of their identity

– Disability is something to be proud of, accepted embraced

Language and Identity Key Takeaway

- *Ultimately, the key is to ask, whenever possible, how a person chooses to identify, rather than making assumptions or imposing your own beliefs. Each person's relationship to language and identity are deeply personal, and everyone's identity choices are worthy of respect. ... Being who you choose to be—who you are—is something no language rule should ever take away.- Emily Landau*

Language and Identity Key Takeaway

In the autism community, many self-advocates and their allies prefer terminology such as "Autistic," "Autistic person," or "Autistic individual" because we understand autism as an inherent part of an individual's identity. ... I am Autistic. I am also East Asian, Chinese, U.S. American, a person of faith, leftist, and genderqueer. These are not qualities or conditions that I have. They are part of who I am. Being Autistic does not subtract from my value, worth, and dignity as a person.

-Lydia X.Z. Brown

Intersectionality

Intersectionality is an analytical framework for understanding how aspects of a person's social and political identities combine to create different modes of discrimination and privilege. Examples of these aspects are gender, caste, sex, race, class, sexuality, religion, disability, physical appearance,[1][2] and height.[3]Intersectionality identifies multiple factors of advantage and disadvantage.[4]These **intersecting** and overlapping social identities may be both empowering and oppressing.[5][6]
 (Source: Wikipedia)

What images pop into your mind when you think of people with disabilities?

Medical vs. Social Model of Disability

BREAK

15

Any lingering questions from Part One?

Please share the worst customer service experience you ever had?

What are some situations you encounter in your respective roles related to serving people with disabilities that you have questions on?

Customer Service Tips

- Treat everyone as a valued customer

- Learn about accessibility features at your place of business Make sure there is a clear path of travel for customers using mobility devices or service animals.

- Service animals are used by people with a variety of types of disabilities. If you can't tell whether an animal is a service animal, you may ask only two questions: (1) is the animal a service animal needed because of a disability, and (2) what work or task has the animal been trained to perform.

- A mobility device is considered part of an individual's personal space; do not lean on it or move it without permission.

- When you offer assistance, wait for the individual to respond (Source: www.adata.org)

Customer Service Tips

- Speak directly to persons with disabilities; don't avoid eye contact or speak only to their companions.

- Be patient and give your full attention to persons who may have difficulty communicating

- If you don't understand someone, don't pretend you do; ask questions that will help you understand.

- When speaking with a person who is deaf or hard of hearing, speak clearly, face the person, and don't cover your mouth. If speaking through an interpreter, direct your attention to the individual with a disability, not to the interpreter.

Customer Service Tips

- When speaking with a customer of short stature or a person using a wheelchair or scooter, it may be helpful to sit down at eye level, if possible, to make the conversation easier.

- When speaking with a person who is blind or has low vision, identify yourself and others who are with you, and let the person know if you are leaving. Use specific words to give information or directions (remember the person may not be able to see you pointing, nodding, etc.) and offer to read printed material out loud if necessary.

(Source: www.adata.org)

TBI

- Be sure they can see your face when you speak.

- Stand about 2 to 5 feet away from them.

- Make sure they are in a comfortable position, such as sitting down.

- Reduce distractions such as noise from televisions or radios.

- Make sure to get their attention before you start talking.

- Speak slowly, simply and clearly.

- Talk about subjects that are of a personal nature, or of specific interest to the person.

- Stay on one subject at a time. Avoid jumping from one topic to another.

TBI

- Use short, complete sentences.
- Pause between sentences.
- Repeat and reword or rephrase what you say.
- Use gestures and facial expressions to help illustrate what you're saying.
- Allow time for responses. Don't rush the person.
- Pay attention to their facial expressions and body language. Are they interested, happy, bored, upset, sad, worried or impatient?
- Treat them with respect. Remember, they are able to understand more than their ability to communicate indicates. Include them in your conversations.
- Allow for rest periods. Reduce stimulation and activity when they are tired.
- (Source: www.sutterhealth.org)

- Are there other tips about working with people with disabilities that you would like to share with your peers?

Management

- How do you model inclusion and impart to staff that accessibility is everyone's responsibility?

- Has your organization designated a point person to handle reasonable accommodation requests for programming and events?

- Do your organizational materials contain a short, welcoming accessibility statement that includes how to request reasonable accommodations, including the point person name and contact info and how many days notice is requested?

- Are your organizational materials available in alternate formats ie large print, Braille. Have you identified a vendor to produce those materials for you when requested?

- Are staff trained on how to interact with a video relay interpreter or video remote interpreting?

- Does your organization conduct regular accessibility audits of your sites, programs and services? How are access issues remedied?

About RIL

- Mission: Promoting the socio-economic of persons with disabilities by providing peer-supported, consumer-directed independent living services and advocacy.

- Non-residential, consumer controlled

- 8 core services: Information and Referral, Peer Support, Individual and Systems Advocacy, Independent Living Skills Training, Transitions, Housing Search Assistance, Caregiver Registry, Assistive Technology

- QUESTIONS?

- 916-446-3074 Office Line

- www.ril-sacramento.org.

April Marie Dawson

Executive Director

(510) 926-2958

aprilw@ril-sacramento.org

Sacramento Continuum of Care Gaps Analysis Overview

May 19, 2021

SACRAMENTO CONTINUUM OF CARE GAPS ANALYSIS:
EXECUTIVE SUMMARY
FEBRUARY 2021

Homebase

Full report available at:
https://sacramentostepsforward.org/coc-program-comp/policies/

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Gaps Analysis Report Structure

- **Executive Summary**

- **7 Overarching Recommendations**

- **Key Takeaways**

- **Next Steps**

- **Detailed Appendices**

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Areas of Opportunity

Improve Coordination and Align Priorities

Increase System Capacity

Explore and Address Disparities in Program Outcomes

- Streamline Access to the Homeless System of Care

- Forge a Cohesive and Coordinated Homeless System of Care

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Areas of Opportunity

Improve Coordination and Align Priorities	Increase System Capacity	Explore and Address Disparities in Program Outcomes

- Stop Homelessness Before it Begins

- Optimize Existing Housing and Shelter Programs

- Address the Gap in Housing and Supportive Services for People Experiencing Homelessness

- Create More Affordable Housing Units

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Areas of Opportunity

Improve Coordination and Align Priorities	Increase System Capacity	Explore and Address Disparities in Program Outcomes

- Increase System Equity

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Streamline Access to the Homeless System of Care

- Resources dedicated to individuals experiencing homelessness are split among **different entities**.

Percentage of Dedicated Beds By Entity (2020)

Legend:
- County Behavioral Health Services
- Coordinated Entry
- County Department of Human Assistance
- Sacramento Housing & Redevelopment Agency
- Veterans Administration
- Shared
- Other

Values shown: 4%, 17%, 17%, 16%, 12%, 18%, 16%
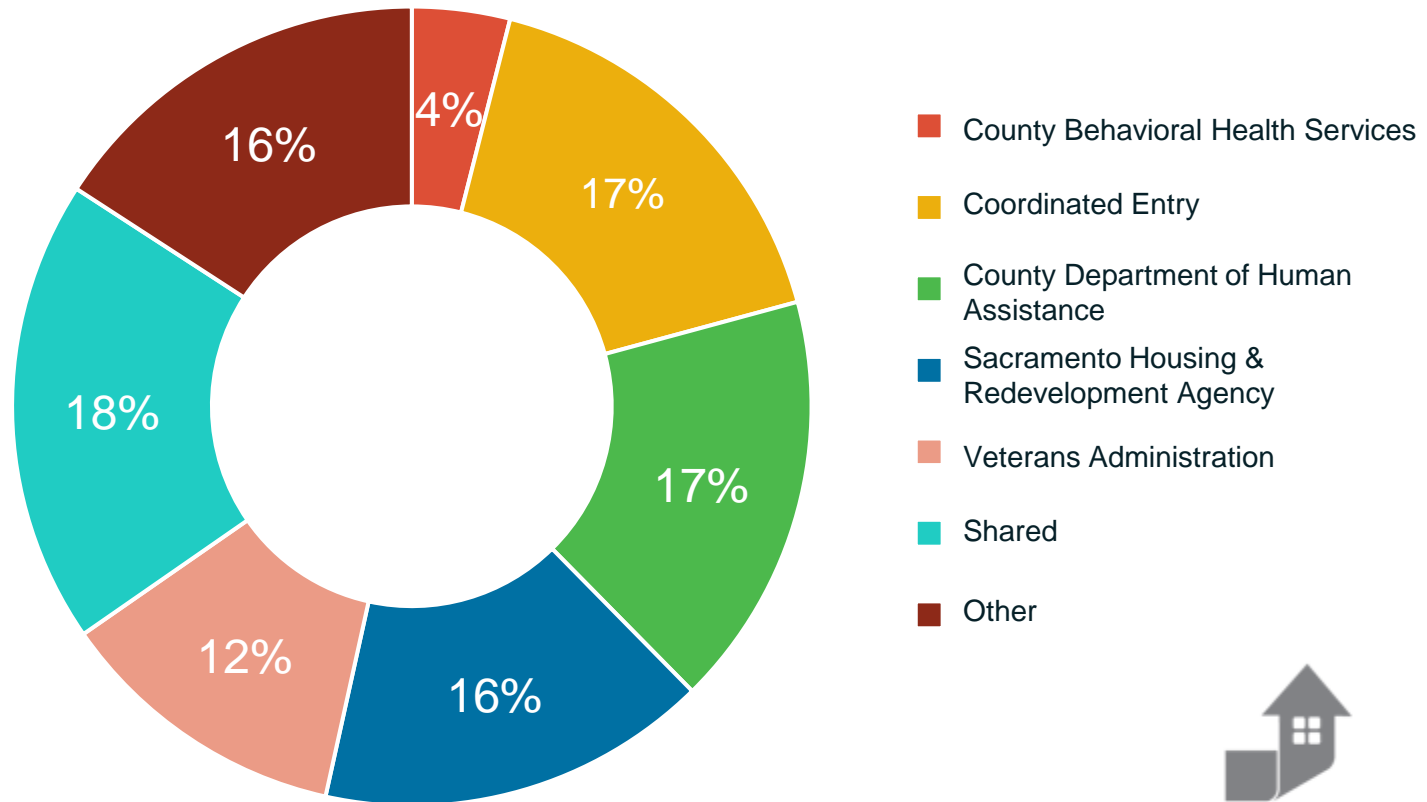
Streamline Access to the Homeless System of Care

- Access to housing and shelter programs typically requires a **referral from another organization.**
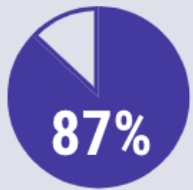
87%
Permanent Supportive Housing
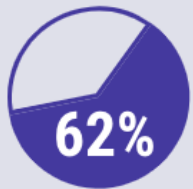
62%
Rapid Rehousing

require a referral from a specific access point or set of access points

112 Shelter & Housing Programs

60 access points

No access point connects to all the shelter and/or housing resources in Sacramento County

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Forge a Cohesive and Coordinated Homeless System of Care

- **The lack of standardized data collection and sharing prevent the accurate measurement of system capacity and utilization of resources dedicated to people experiencing homelessness.**

- There are currently over 60 access points utilizing various data systems with limited information sharing across systems.

- Without better data sharing, the ability to track outcomes and monitor for system equity is limited in scope.

- Accountability and transparency are reduced by a lack of coordination, data sharing, and reporting.

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Examples of Data Challenges

Question	Missing Data
*How many individuals are trying to **access** the system of care? Who does or does not get access?*	❑ Standard collection/reporting on individuals and households requesting, waiting, receiving, and denied services
*How is capacity currently being **utilized**?*	❑ Track and share beds available, utilization, turnover ❑ Collect and report each program's expected unspent resources
*Where is the system **duplicating efforts** and resources?*	❑ Share standardized data across the CoC, Sacramento County, Veterans Administration, SHRA, and local entities.

Stop Homelessness Before it Begins

- Increase **prevention and diversion resources** available to address the estimated need of individuals entering homelessness for the first time each year.

249 individuals enrolled in a prevention program (in HMIS)

92% of participants exiting prevention programs successfully exit to permanent housing (HMIS)

Newly Homeless & At Risk of Homelessness

5,206 individuals accessed housing or shelter programs for the first time

Average Length of Time from 1st Enrollment to Housing: 182 days

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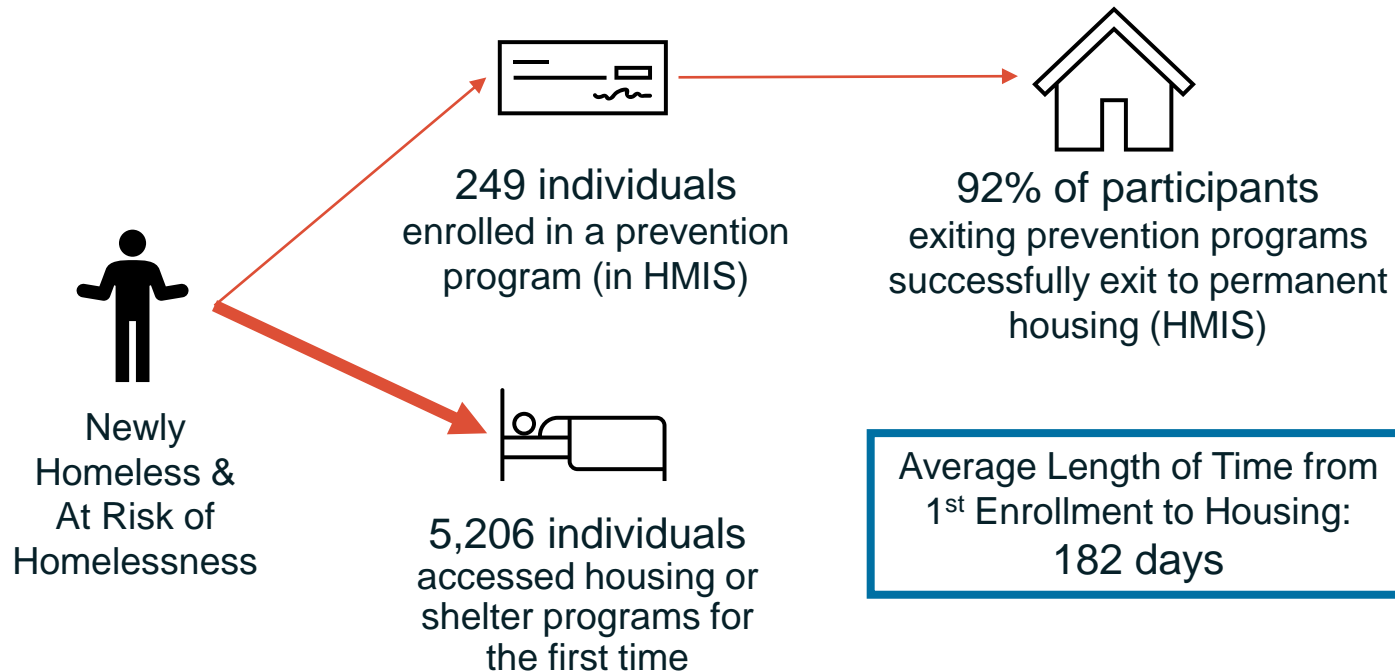
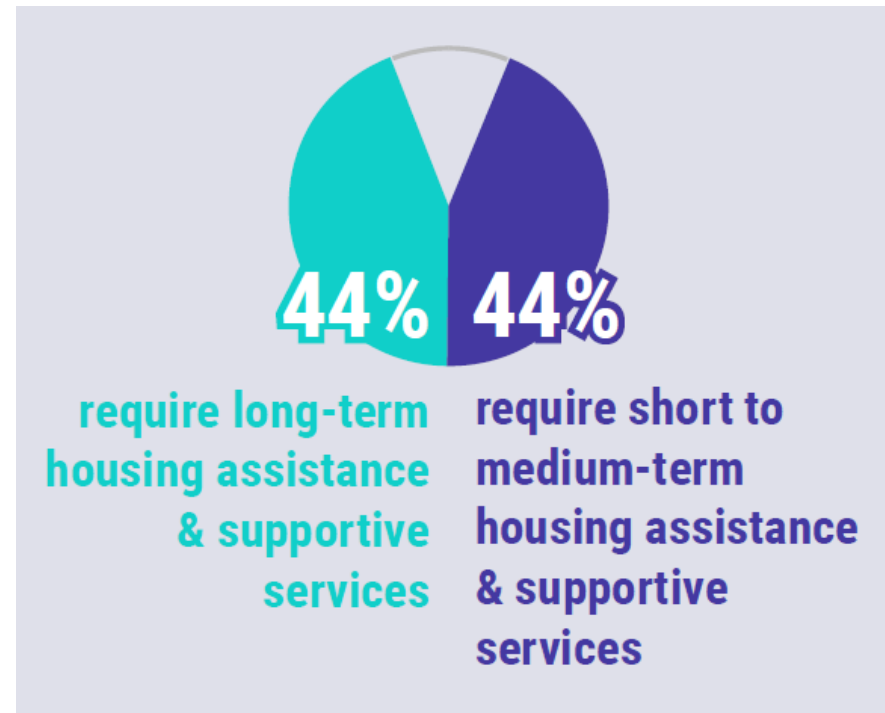# Optimize Existing Housing and Shelter Programs

- Rapid re-housing has highly variable performance and permanent supportive housing is consistently high-performing.

- A highly competitive rental market and landlord bias against subsidy-holders limit the effectiveness of existing housing programs.

- There is wide variation in bed utilization rates for Sacramento's emergency shelter programs.

Address the Gap in Housing and Supportive Services

- In the 2019 Point in Time Count, at least **5,570 people in Sacramento had shelter and housing needs that are not met** by the current homeless system of care's capacity.

- **70% of people experiencing homelessness in Sacramento are unsheltered** and current emergency shelter capacity is insufficient to meet that need.

44% require long-term housing assistance & supportive services

44% require short to medium-term housing assistance & supportive services

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Create More Affordable Housing Units

- **Rental housing vacancies have declined** over the past decade resulting in a highly competitive rental market that creates additional barriers for low-income tenants to obtaining market-rate housing.

2.5% rental vacancy rate

- There are **too few dedicated affordable housing units** to meet community need, contributing to high numbers of individuals at risk of and experiencing homelessness.

Example: 15,000 households on waiting list for one location with 60 units

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Increase System Equity

- Inequitable housing outcomes and systematic disparities in bed dedication and resources highlight **missed opportunities** for household types.

80% — *Adults without Children* → 20% *Rapid Re-housing*

20% — *Families with children* → 80% *Rapid Re-Housing*

7% — *Transition age youth* → 2% *Rapid Re-Housing*

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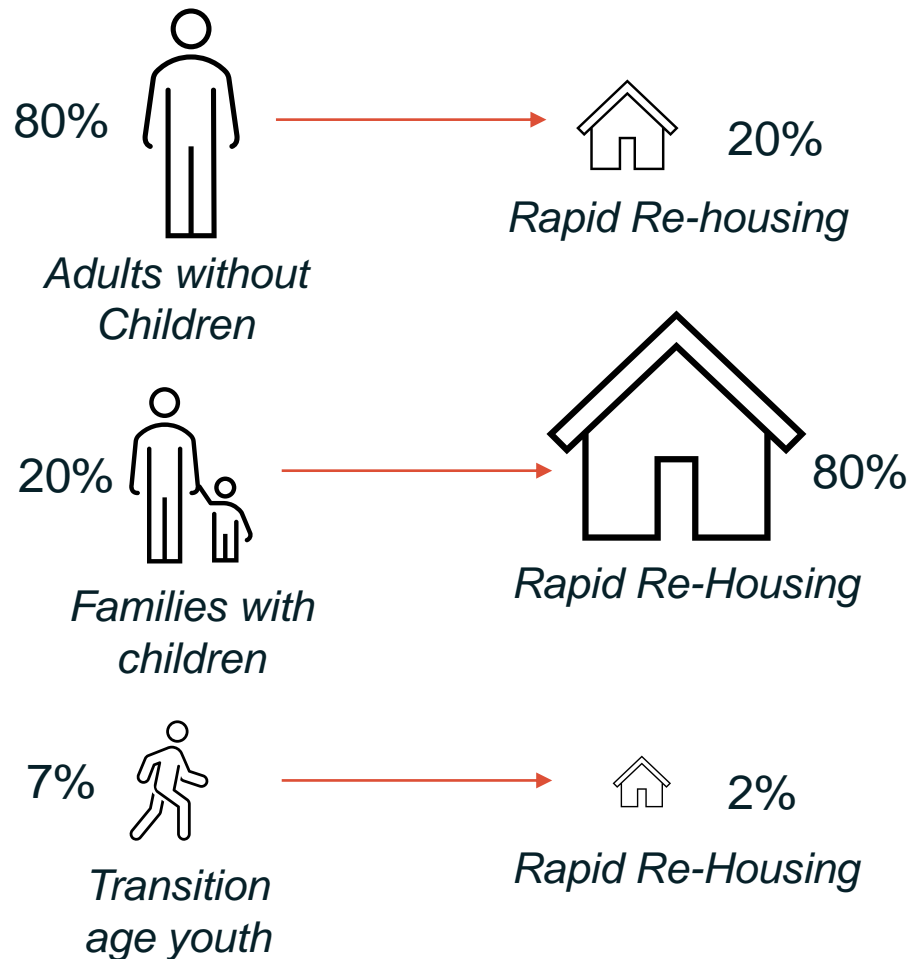
Increase System Equity

- **Veterans, American Indian and Alaska Native persons, males, and transition age youth (TAY)** are underrepresented in enrollments in HMIS as compared to the PIT.

Comparison of 2019 Census (ACS) Data, 2019 PIT Count, and HMIS enrollment between July 1, 2018 and July 1, 2020
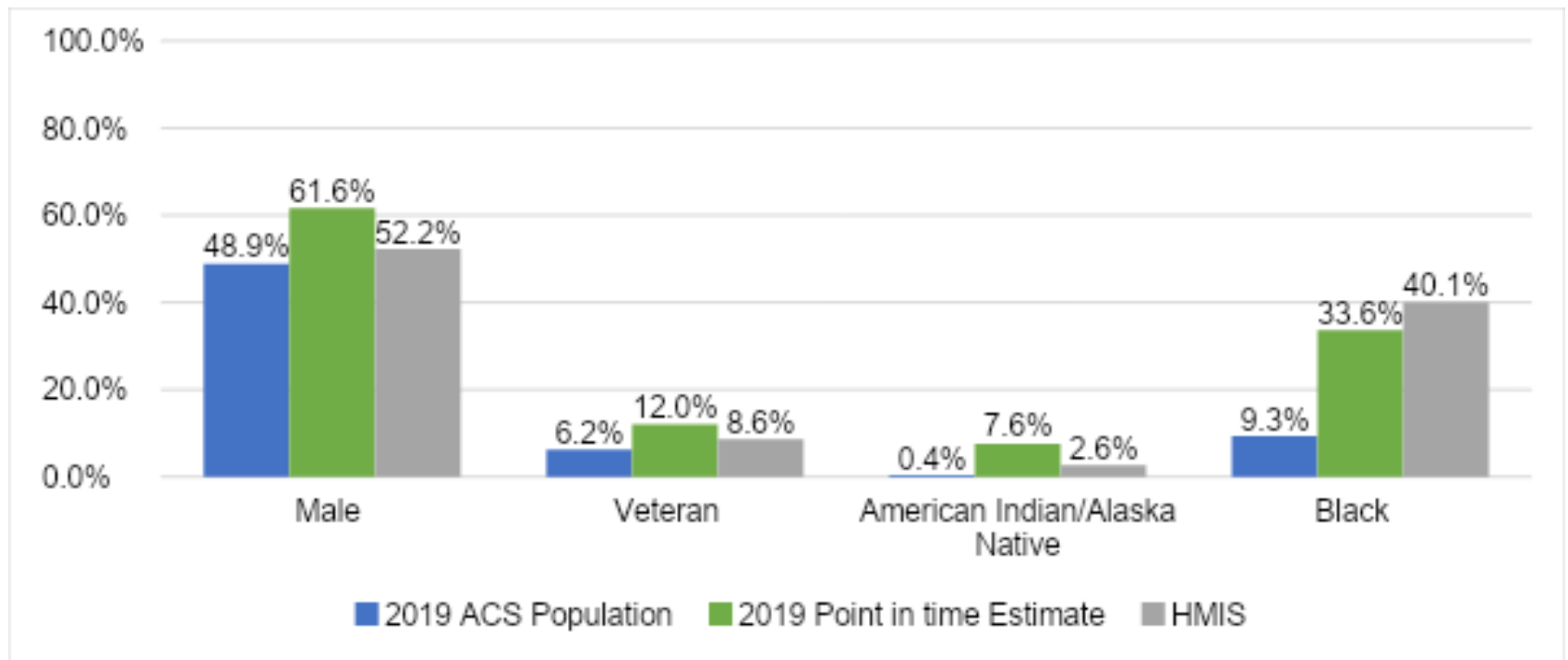
Increase System Equity

- The conflicting outcomes with regards to race and program types is something that needs more attention, monitoring and study.

  - White persons are exiting to permanent housing destinations at higher rates (58.4%) than Multi-racial (50.4%), and Black (54.3%) persons.

  - Black families are moving from street outreach to permanent destinations at a higher rate than white families, but the inverse is true for families exiting shelters.

  - Black families are more successful in permanent supportive housing programs (98.1% either stay or exit to permanent destinations) than white families (93.5%).

  - American Indian or Alaska Native persons exit from street outreach to housing programs at lower rates than other races: 4.3% compared to 9.1% average across all racial groups.

Increase System Equity

- **Potential Strategies for Response**

  Coordinate with the Racial Equity Committee to:

  (1) convene listening sessions with individuals experiencing homelessness that identify as Alaska Native and/or American Indian and/or organizations that serve this population to discuss challenges in accessing the system of care; and

  (2) create an equity monitoring plan to observe and monitor disparities and identify new areas for equity evaluation.

Key Takeaways from Homebase

There are too few **prevention and diversion** resources available to meet current need.

Access to housing and shelter programs is complicated, creating barriers for individuals experiencing homelessness.

There is need for additional **capacity** in permanent supportive housing, rapid re-housing, and emergency shelter.

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Key Takeaways from Homebase

Too few dedicated **affordable housing** units are being created to meet community need.

Disparities in access, housing outcomes, and resource dedication by sub-population point to missed opportunities for household types and racial groups.

The lack of **standardized data collection and/or sharing** creates gaps in understanding and capacity for planning.

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CoC Response Includes

- Rapid Access Problem Solving (RAPS) pilot includes access and diversion initiatives

- Outreach standards in development

- County multi-disciplinary outreach team pilot underway

- 7 new permanent housing projects in development

- Shelter performance reports in development

- Expanded community discussions

- Established Racial Equity Committee

Draft Data and Context for REQC webpage

May 19, 2021

Questions Explored at March 24 Subcommittee Meeting

What data do we want to include on a REQC webpage?

What do we want to communicate?

What data do we need?

What data do we have?

How do we want to present the data?

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Issues to Address

Race is a social construct.

Ethnicity categories are inadequate oversimplifications.

The data does not reflect the true range of identity and experience.

The data does not represent the true burden of the housing crisis facing the BIPOC community.

Despite the data's limitations, it is clear there is disparity.

Race is a social construct

There exists no clear, reliable distinctions that bind people to the racial categories, which were created as a way to define physical differences between people, and often used as a tool for oppression and violence.

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Ethnicity categories are inadequate oversimplifications

We are required to collect data on ethnicity separate from race using two ethnicity choices ("Hispanic or Latino" or "Not Hispanic or Latino"), which neglects the true diversity of shared culture, language, ancestry, practices, and beliefs. In addition, "Hispanic" and "Latino," which the federal government defines as a "person of Cuban, Mexican, Puerto Rican, South or Central American or other Spanish culture of origin, regardless of race," are not terms universally embraced by the labelled community. See more data on the intersection of race and ethnicity here. <link to chart 2>

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STEPS FORWARD

The data does not reflect the true range of identity and experience

The data reflects the self-identified race and ethnicity of persons experiencing homelessness, but the categories are limiting. For example, the racial category "Asian" groups together a huge number of countries and people of very diverse cultures.

In addition, combining multiracial persons into a category such as "Two or more races," can mask the true impacts for some racial groups. For example, there are more *multi-racial* American Indian/Alaska Native persons experiencing homelessness than there are American Indian/Alaska Native *mono-racial* persons. See more data on who is represented within "Two or more races" here. <link to chart 3>

SACRAMENTO
STEPS FORWARD

The data does not represent the true burden of the housing crisis facing the BIPOC community

By focusing on those who are unsheltered, the federal definition of homelessness leaves out other housing crisis situations that may be more common among some populations, such as over-crowding of multiple families in a unit meant for one or two persons, or couch-surfing.
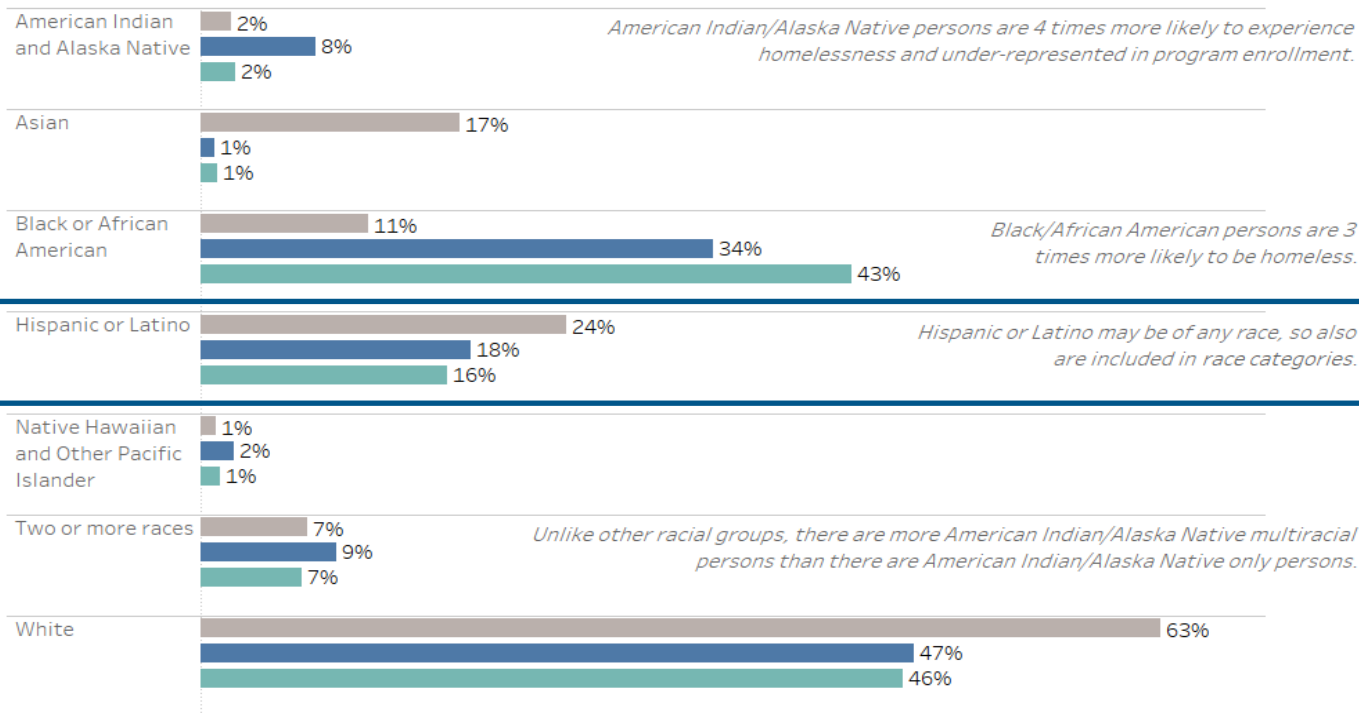
SACRAMENTO
STEPS FORWARD

Proportion of Race/Ethnicity by Population

Population
- ■ Sacramento County
- ■ Experiencing Homelessness
- ■ Enrolled in Programs

American Indian and Alaska Native
- 2%
- 8%
- 2%

American Indian/Alaska Native persons are 4 times more likely to experience homelessness and under-represented in program enrollment.

Asian
- 17%
- 1%
- 1%

Black or African American
- 11%
- 34%
- 43%

Black/African American persons are 3 times more likely to be homeless.

Hispanic or Latino
- 24%
- 18%
- 16%

Hispanic or Latino may be of any race, so also are included in race categories.

Native Hawaiian and Other Pacific Islander
- 1%
- 2%
- 1%

Two or more races
- 7%
- 9%
- 7%

Unlike other racial groups, there are more American Indian/Alaska Native multiracial persons than there are American Indian/Alaska Native only persons.

White
- 63%
- 47%
- 46%

Sacramento County population from 2019 Census QuickFacts. Population experiencing homelessness from 2019 Point in Time Count (1/31/19). Population enrolled in programs from Sacramento Homelessness Management Information System (1/31/19)

SACRAMENTO
STEPS FORWARD

Intersection of Ethnicity and Race
for those enrolled in programs on March 1, 2021

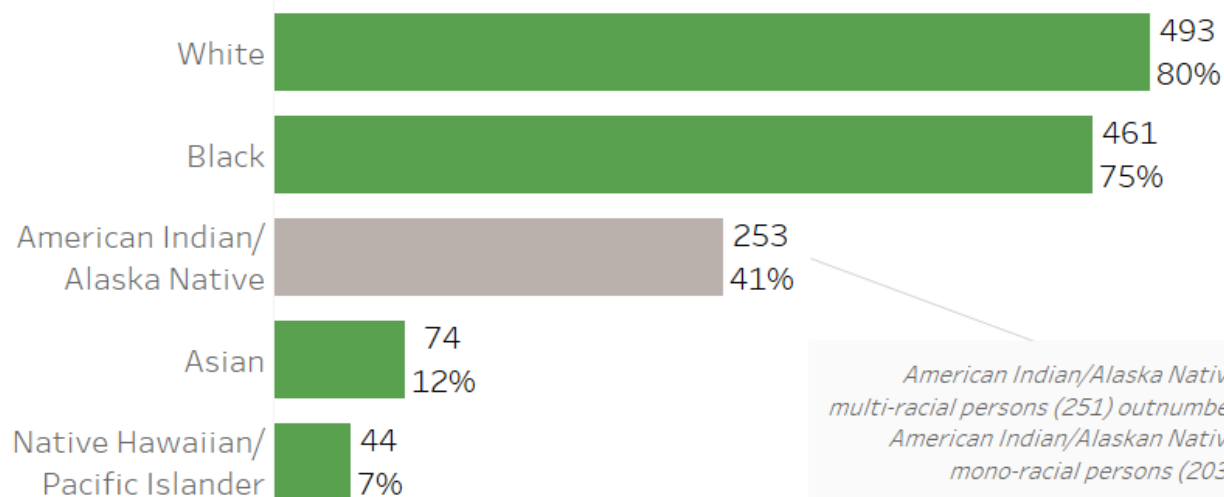|			
Non-Hispanic/ Non-Latino	Black or African American	3,071	47%
	White	2,705	41%
	Two or More Races	425	6%
	American Indian or Alaska Native	120	2%
	Asian	108	2%
	Native Hawaiian or Other Pacific Islander	91	1%
	Unknown Race	37	1%
	Total	6,557	100%
Hispanic/ Latino	White	883	63%
	Two or More Races	190	14%
	Black or African American	149	11%
	American Indian or Alaska Native	83	6%
	Unknown Race	60	4%
	Native Hawaiian or Other Pacific Islander	19	1%
	Asian	8	1%
	Total	1,392	100%
Unknown Ethnicity	Unknown Race	74	76%
	White	15	15%
	Black or African American	6	6%
	Native Hawaiian or Other Pacific Islander	1	1%
	American Indian or Alaska Native	1	1%
	Total	97	100%

Unpacking the "Two or more races" category
 for those enrolled in programs on March 1, 2021

Total persons reporting two or more races

615

Races reported for those of two or more races

Race	Count	Percent
White	493	80%
Black	461	75%
American Indian/ Alaska Native	253	41%
Asian	74	12%
Native Hawaiian/ Pacific Islander	44	7%

American Indian/Alaska Native multi-racial persons (251) outnumber American Indian/Alaskan Native mono-racial persons (203).

SACRAMENTO
STEPS FORWARD

HUD Updates for October 2021

Element and Field Impacted: Race (3.04) - field 1 labels updated
Rationale:
Revisions made to race descriptions and labelling to provide more inclusionary and representative language for all demographics.

Header	Instruction
Element Name	Race
Field 1 & Responses	Race (as many as are applicable)
	1 American Indian, Alaska Native, or Indigenous
	2 Asian or Asian American
	3 Black, African American, or African
	4 Native Hawaiian or Pacific Islander
	5 White
	8 Client doesn't know
	9 Client refused
	99 Data not collected

SACRAMENTO
STEPS FORWARD

Element and Field Impacted: Ethnicity (3.05) – field 1 labels updated

Rationale:

Revisions made to ethnicity descriptions and labelling to provide more inclusionary and representative language for all demographics.

Element Name	Ethnicity
Field 1 & Responses	Ethnicity
0	Non-Hispanic/Non-Latin(a)(o)(x)
1	Hispanic/Latin(a)(o)(x)
8	Client doesn't know
9	Client refused
99	Data not collected

https://www.hudexchange.info/programs/hmis/fy-2022-hmis-data-standards/standards/#t=Universal_Data_Elements.htm

SACRAMENTO
STEPS FORWARD

HUD Updates for October 2021

Element and Fields Impacted: Gender (3.06) – Field 1 re-labeled, and data collection logic updated.

Rationale:
Revisions made to gender categories to provide actual gender options and more inclusionary and representative answers.

Select all that apply

Header¤	Instruction¤
Element·Name¤	Gender¤
Field·1·&·Responses¤	Gender·(as·many·as·are·applicable)¤
	0¤Female¤
	1¤Male¤
	4¤A·gender·other·than·singularly·female·or·male·(e.g.,·non-binary,·genderfluid,·agender,·culturally·specific·gender)¤
	5¤Transgender¤
	6¤Questioning¤
	8¤Client·doesn't·know¤
	9¤Client·refused¤
	99¤Data·not·collected¤

Was "gender non-confirming"

Was "transgender male to female" and "transgender female to male"

https://www.hudexchange.info/programs/hmis/fy-2022-hmis-data-standards/standards/#t=Universal_Data_Elements.htm

SACRAMENTO STEPS FORWARD

HUD Feedback

Resources and assistance to support HUD's community partners

HUD EXCHANGE

Home > Program Support > Ask A Question

Ask A Question

https://www.hudexchange.info/program-support/my-question/

SACRAMENTO
STEPS FORWARD

Draft REQC Interviews Summary June 2021

The Sacramento Continuum of Care Racial Equity Committee (REQC) established a goal to better understand the local Black Indigenous & Persons of Color (BIPOC) homelessness experience through an interview process. REQC members were encouraged to contribute names of persons with current or recent past experience with homelessness, who might be willing to be interviewed. 19 people were recommended for interview.

Based on the ability to connect, 20 REQC members were involved in surveying 14 people. Participants were provided with a gift card. Field interviews were transcribed by a REQC Co-Chair. Themes were identified through a descriptive coding process by Sacramento Steps Forward (SSF) staff. The draft summary document was compiled by SSF staff and reviewed by the REQC Chairs.

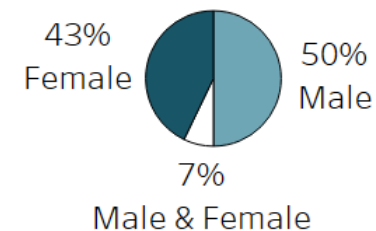**Participant Demographics Summary**

14 people interviewed

"How do you identify racially and ethnically?"

African American	5
African American/Black	2
Black	1
Native American/Black	1
Native/Black	1
Indigenous/Haitian/Native American	1
Native American	1
Hispanic/Indian	1
Anglo/Asian/Latin	1

Current homelessness situation

Experiencing/connected to services	6
Experiencing/not connected to services	4
Resolved	4

Gender

43% Female
50% Male
7% Male & Female

Age group

7% 65+
29% 36-49
64% 50-64

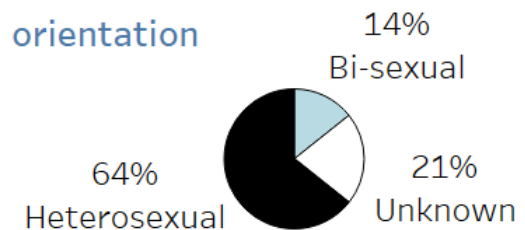### Sexual orientation
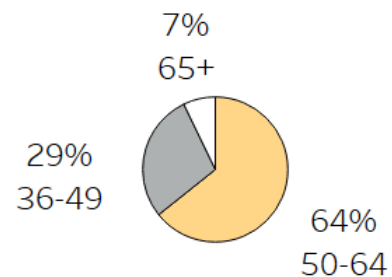
14% Bi-sexual
64% Heterosexual
21% Unknown

Draft REQC Interviews Summary June 2021

Participant Demographics Detail:

Person ID	Race/Ethnicity	Gender	Sexual Orientation	Head of Household	Living w/ Disability	DV Survivor	Formerly Incarcerated	Veteran	Age Group	Current Situation
1	Black	Male	Straight	Yes	Yes	-	-	-	36-49	Experiencing/not connected to services
2	Indigenous & Haitian/ Native American	Male	Straight	Yes	Yes	-	-	-	50-64	Experiencing/connected to services
3	Native American	Female	Straight	Yes	Yes	Yes	-	-	50-64	Resolved
4	Black/African American	Female	Bi-sexual	Yes	Yes	Yes	Yes	-	36-49	Experiencing/connected to services
5	Native American & Black	Female	Not answered	Yes	Yes	Yes	Yes	-	50-64	Experiencing/not connected to services
6	African American Black	Male	Straight	-	-	-	-	Yes	50-64	Resolved
7	African American	Male	Heterosexual	Yes	Yes	-	-	Yes	50-64	Resolved
8	African American	Female	Not answered	Yes	Yes	-	-	-	65+	Experiencing/connected to services
9	Hispanic/Indian	Female	Not answered	Yes	-	-	Yes	-	50-64	Experiencing/connected to services
10	Anglo Asian Latin	Male/Female/ Hesperus	Bi-sexual	Yes	-	-	-	-	50-64	Experiencing/not connected to services
11	African American	Male	Straight	Yes	-	-	Yes	-	36-49	Experiencing/connected to services
12	Native & Black	Male	Straight	Yes	Yes	-	-	-	50-64	Experiencing/connected to services
13	African American	Male	Straight	Yes	Yes	-	-	-	50-64	Experiencing/not connected to services
14	African American	Female	Straight	Yes	Yes	Yes	-	-	36-49	Resolved

- For Race/Ethnicity, Gender, and Sexual Orientation, the participant self-identified and was not limited to any categories.
- For Head of Household, Living with a Disability, Domestic Violence (DV) Survivor, Formerly Incarcerated, and Veteran categories, participants were asked "Which of these descriptions best describe you?"
- For Current Situation, participants chose from three options.

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Draft REQC Interviews Summary June 2021

Length of time homeless

Of the 12 persons who responded, all indicated a length of one year or longer. It was in some cases difficult to tell if lengths were continuous or represented multiple cases of homelessness. The range reported spanned "about one year" to 30 years.

Those who had resolved their homelessness, reported shorter lengths of time homeless.

Current homelessness situation	Average years homeless
Experiencing/connected to services	9.2
Experiencing/not connected to services	10.3
Resolved	2.0
Overall average years homeless	**8.3**

Location of homelessness

The majority of persons had spent all of their time homeless in Sacramento.

Other locations mentioned were Los Angeles (experience was better in Sacramento) and Texas (experience was better in Sacramento).

Location of homelessness	Count
All Sacramento	8
Not just Sacramento	5
Total	**13**

Events leading to homelessness

All 14 persons identified events contributing to their homelessness.

8 people reported multiple events leading to homelessness, and each event was counted.

The most common themes were related to:

- Employment, including loss of job or inability to find work
- Health-related challenges, including illness or injury that prevented them from working, as well as related bills
- Family changes, including death of family member and separation from partner

Event type	Count
Multiple reasons	8
Employment	7
Health	7
Family change	6
Not enough money	5
Other	3
Drug addiction	1
Eviction	1
Total	**38**

Draft REQC Interviews Summary June 2021

Personal impact of homelessness

10 people answered a question on how homelessness affected them. 4 people focused on challenges (1 had resolved their homelessness). 5 people focused more on things they had learned (1 person had resolved their homelessness). 1 person spoke to both challenges and growth.

Challenges identified in response to this question included:

- bad weather
- no bathroom or shower
- health issues got worse
- addicted to living outside
- realize people look down on you
- things get stolen
- getting the "run around" from providers

Changes that reflect new understanding included:

- increased empathy
- more aware of world
- helped resolve personal issues
- increased understanding of self
- realized you need others to survive

Resources accessed

13 people indicated a wide variety of services and agencies accessed or attempted to access, including navigation, housing services, shelter, and drug-related programs. 2 persons (both not connected to services) indicated that they "haven't really tried." Sometimes resources were referred to generally, but specific programs were also mentioned.

Sacramento programs and providers mentioned

- 2-1-1
- Covered Sacramento
- Loaves & Fishes
- Sacramento Covered navigator
- Sacramento Self Help Housing
- Salvation Army
- Volunteers of America
- Union Gospel Mission
- Sacramento Housing & Redevelopment Agency (SHRA)

Veteran programs mentioned

- Roads Home
- VASH vouchers
- Veterans advocate program

Other programs mentioned

- Section 8
- SNAP
- SSI

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Housing Choice Vouchers

A little more than half (8 out of 14) indicated they had received Housing Choice Vouchers, 3 of whom reported that they received denials for vouchers or from apartments or landlords. An additional 2 people who did not receive Housing Choice Vouchers reported other housing-related denials. No reasons for denials were provided in response to this question, but related issues emerged for other questions, as captured elsewhere in this report.

Time to services

Of the 11 people who responded, 5 reported they were quick to get services ("immediate"/"daily"/"not long"). 2 people indicated months (1 of which was specific to housing) and 1 person indicated years (specific to housing). 1 person said it depends. 2 people said they had not yet received services.

Barriers to accessing services

11 out of 13 people indicated barriers to accessing services at some point in the interview. 2 people stated that they did not experience any barriers.

The most common barrier identified was transportation to appointments and/or to access services with 8 mentions, followed by health-related issues, and documentation issues.

Barriers identified	Count
Transportation	8
Health condition	4
Documentation	3
Hard to connect with providers	2
Men-only program	1
Locating housing	1
Politics	1
Long wait for housing/shelter	1
Drug use	1
Domestic Violence	1
Lack of opportunity	1
Lack of resources	1
Being a woman	1
Insurance changes	1

Draft REQC Interviews Summary June 2021

Reasons rejected or denied resources

Of the people who responded, half (6 out of 12) said they had been rejected or denied services. In some cases, details were provided.

- Person 2 was told that he was verbally abusive and an "angry black man" and doesn't meet the criteria because of his attitude.
- Person 5 said the Sheriff's Department denied her resources when they were around, and she noticed someone else of another race get vouchers but she didn't receive any.
- 3 people mentioned that the call-back process is an issue, and some programs do not return calls.
- Person 14 said no call-backs leaves people feeling lost. In addition, she said "So many places have denied me along the way for having a voucher and some take advantage that you do in all type of ways – profiling, indecent behavior, or just not helping at all."

Alternatives that played a part in resolution of homelessness

Alternatives to the homeless-related services and programs were not cited by most. Person 2 indicated an alternative, which was making relationships with people who had housing. Persons 5 and 11 referenced jail-based programs.

Ability to meet basic needs

1 person not connected to services said they were not able to meet their needs. 3 people clearly stated that their needs were met. In total 12 people listed different ways they were able to meet at least some of their needs. In general, people spoke positively about the services available to meet their basic needs, but 2 people indicated it was difficult to meet their needs.

General ways meeting needs

- Resourcefulness
- Car sharing
- Doctor service
- Food closets
- Food/supplies delivery
- Navigator
- Shelter/housing
- Wellness center

Specific programs meeting needs

- Citrus Heights Food Closet
- Loaves & Fishes
- Maryhouse
- One Community Health
- Salvation Army
- Section 8
- SHRA

- SNAP
- St Francis house
- VA health care
- Volunteers of America
- Roads Home

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Draft REQC Interviews Summary June 2021

History of homelessness or other social or economic challenges related to race in family

The majority of the 8 people who responded did not indicate that there was a family history of homelessness or other family challenges related to race.

Of those who indicated there was a history, Person 2 indicated it was job-related ("you're not getting the job because you are a black guy with dreads"), and the Person 13 mentioned challenges of growing up in "the South."

History related to race	Count
No	6
Yes	2
Total	**8**

Is there a difference compared to other races in the factors that played a part in becoming homeless?

3 people indicated there was a difference.

- Person 1 said being black in America is hard. He doesn't blame his skin color, but he clarified that it does make it a little tougher.
- Person 10 said he gets rejected because of the way he looks.
- Person 13 said he has been "undercut" on construction jobs by other races who are willing to do the job cheaper.

Is there a difference compared to other races in applying for or accessing services?

A little more than half (8 out of 14) thought there was a difference by race in applying for and accessing services. Some people provided specific examples.

- Person 1 says sometimes people look to help certain other people faster than they help you. He feels that being black "puts you at the bottom of the totem pole."
- Person 2 said he was frustrated and upset that his word isn't taken at face value, he wants to be treated equally when requesting resources.
- Person 4 said "When I was at the river, Discovery, there were different services and groups come out; groups would have you write down your name and social and were going to call you. White females got calls and spoke highly of them; I couldn't get a call back. And, I was pregnant at the time. Yes, like I was saying early a couple of people swear by these services; there was a pastor that got hotel, people who got the help were white. Never saw anybody who wasn't get much help. Not until where I work now."
- Person 5 said it is not fair that the only time she has access to services is when she is being taken to jail.

- Person 6 mentioned being given a "not up to par" feeling by a particular provider who wound up not providing the sought-after service to him, but providing to two others.
- Person 7 did not think race was a factor and mentioned that because he used a phone line that may have helped since they didn't know what color he was.
- Person 12 said "It's a certain look…they're not hiding it."
- Person 13 said "Man I don't know why they hate us, what did we ever do?...I'm at this stand, grabbing coffee, he'll just look up and move away like I'm going to do something to him or something, that hurts more than anything." He says he is not a threat to anyone, and it is sad for him to go through things like that.
- Person 14 said "I see many pick-and-choose situations with races."

Were services denied or delayed due to labels such as "service resistant", "aggressive", "violent"?

Of the 11 people who answered the question, 4 said they were delayed or denied services due to labels more readily assigned to BIPOC individuals. Specific labels were mentioned by 3 people.

- Person 1 says he was called a "lazy son of a bitch" and told "it's just like you people."
- Person 2 despises the "angry black man" moniker that has been assigned to him in the past.
- Person 12 has been labeled "service resistant."

An additional person answered no, but said she had observed others get labelled as "aggressive" and "service resistant."

Person 4 said they had not been labelled, but is impacted by the possibility of being labelled. "I try to keep myself as calm as possible because I know this; I'm a black female and of course seen as aggressive especially coming off of drug addiction, coming off the river all stacked up against me, so I try to be as pleasant as possible.

Draft REQC Interviews Summary June 2021

What would a more racially just system look like?

All 14 people responded, with a general call for equal access and treatment echoed by almost all. In addition, there were a wide variety of other recommendations.

Changes

- Remove program limitations (e.g., one bag limit at shelter)
- Better leadership
- Learn more about people served
- Provide mailing addresses
- More mental health staff
- More communication
- More funding
- More housing
- Expand Roads Home program
- Allow more time in programs
- More promotion of programs

- More training for providers
- Equality
- Compassion
- Accept imperfections
- Challenge each other
- Individual role
- Stop killing each other
- God's judgment
- Accept authority

Person 1 wishes everyone would realize that we all bleed the same blood. We should be judged by the content of our character, not the color of our skin. We need to treat each other better instead of pulling each other down. They need to realize that we are all the same.

Person 2 says equality across the board is the start. Zero tolerance on both sides, both the provider and the participant. Organization leadership needs to set a proper example. The individual coming in for help needs to be open and put their biases aside as well. Funds, more money needs to be poured into this. This is a state of emergency and needs to be addressed as such.

Person 3 says God is the only one that can judge us. She wishes everyone would just get along because we are all children of God regardless of the race.

Person 4 says the professionals in the industry of helping along with education need some training with who they are dealing with. Every staff should have one person on staff for mental health, staff for drugs and alcohol and mental health for sure, it should be required. Need people who are compassionate or do understand that mindset. Need to know if there's mental issues. A training course once a month for the staff because they can be the breaking point for a person being homeless

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Draft REQC Interviews Summary June 2021

Person 5 says equal access to services for all, color of skin shouldn't matter. Start handing out vouchers for everyone who is living on the street. Help those that want to be helped, shouldn't discriminate beyond that. Remove limitations, such as "you can only take one bag with you" Don't place time constraints for individuals, such as showering in 10 minutes, taking only one bag. Also, mailing addresses are needed and often times identification cards are stolen and other things like that.

Person 6 says people should just be treated as people. People who care and listed, showed compassion, understood the system are key to his/and everyone's success. Not everyone is "Cinderella." The attitudes of the employees of non-profits and legislators who are hired/and elected needs to change. They are there to serve the homeless population and he feels that they don't really follow through sometimes. When he was in the service, his job was to protect and serve the country. As a provider of services, they need to do the same. They need to care, that is paramount. You are in the public services to care and empathize with whatever your role entails that is what needs to happen.

Person 7 says if Roads Home could expand their services beyond veterans, it could be very helpful in getting more people off the street.

Person 8 says build more apartments and buildings. More funding to keep more homeless people off the street all the time.

Person 11 says try to love each other more. We got to stop killing each other before we worry about police killing us. As a whole, my race needs to take authority. We don't take authority that well, we don't like other people telling us what to do, that's what we have to get past, until we can do that, then nothing will change. Everyone's perception has to change and in order to do that, we have to look out for each other more. It falls back on that four-letter word, love.

Person 12 says a just system has no barriers holding specific races back. We should be challenging each other on how to better ourselves, society, and the world. We should come together as one, get back into the lawbooks to represent the people as one.

Person 13 says help everyone and everyone get along. Be more communicative, learn about people, don't go about old sayings and what you were you were taught in your household. Things have changed, and I hope so, we're not bad people man, we just need a break like everybody else. Everyone needs to learn how to let it flow and be good human beings. Equality is the goal, doesn't believe it'll happen in his lifetime, but he mentioned that even a little bit of change in his lifetime would be positive.

Person 14 says the reach out should be genuine to where it doesn't matter what race you are but based on the situation you are in and the desire to get out of your situation.