Racial Equity Committee (REQC) Meeting Agenda

Wednesday, November 17th, 2021 | 9:00 AM – 11:00 AM

SACRAMENTO STEPS FORWARD
Ending Homelessness. Starting Fresh.

Zoom Meeting | **Meeting ID:** 838 5034 2087 | **Passcode**: 033400

One tap mobile: +16699009128,,83850342087#,,,,*033400# US (San Jose)
Dial by your location: +1 669 900 9128 US (San Jose)
Find your local number here

Agenda Item	Presenter(s)	Time	Item Type
I. Welcome & "Spotlight on Equity": Serving Those Who Have Served Our Country	Angela Upshaw, & Ardy Akhzari, REQC Co-Chairs	9:00 AM (20 minutes)	Informational & Discussion
II. Approval 10/20/21 Meeting Minutes	Angela Upshaw	9:20 AM (5 minutes)	Action
III. Coordinated Entry Projects: ● **HUD TA Initiative** ● **Demographic Survey Update & Next Steps** ● **Racial Equity Action Plan**	Julie McFarland, Julie McFarland Consulting & Dr. Tamu Green SSF, Systems Performance Advisor	9:25 AM (35 minutes)	Informational & Discussion
IV. Proposed REQC Updates: ● **Spotlight on Equity Calendar** ● **CoC Committee Liaison Duties, Assignment & Process**	REQC Co-Chairs & Dr. Tamu Green	10:00 AM (35 minutes)	Action

V. CoC Board and Committee Updates: ● **New Committee Member Stipend Policy** ● **New CoC Membership Recruitment Process & Application**	Michele Watts, SSF Chief Planning Officer	10:35 AM (15 minutes)	Informational
VI. Announcements: ● **Upcoming Events** ● **Recent Actions** ● **Shout Outs**	REQC Co-Chairs, REQC Members, Guests	10:50 AM (10 minutes)	Informational
VII. Meeting Adjourned **Next REQC Meeting is Wednesday, Dec. 15th from 9:00am to 11:00am** **Potential Topics to Cover: 2022 REQC Work Plan, Liaison Next Steps, Racial Equity Plan Implementation Tracker**			

Reference the CoC Meeting calendar for upcoming CoC Board and Committee Meetings. For any questions or concerns, please contact Michelle Charlton, CoC Coordinator, Sacramento Steps Forward.

Racial Equity (REQ) Committee Meeting Minutes
Wednesday, Oct. 20th, 2021 ‖ 9:00 AM – 11:00 AM

Recording of Zoom Meeting. The chat and material(s) discussed at the meeting (not provided before the meeting) are below the minutes.

Attendance:

Member	Area of Representation	Present
Angela Upshaw, Co-Chair	Veterans	Yes
April Marie Dawson	People with Disabilities	Yes
Ardy Akhzari, Co-Chair	Sacramento	Yes
Bishop Chris Baker	South Sacramento	Yes
Bo Cassell	Sac. Emergency Shelter, Food Assist., Transitional Living, Workforce Dev.	Yes
Crystal Sanchez	Sacramento - Arden	Yes
Dawn Basciano	Sacramento	No
Deborah Hicks	Mental Health Services for Children & Adolescents, Medi-Cal, Special Needs	Yes
Deisy Madrigal	Homelessness Prevention, AB12 & TAY Housing Provider	Yes
Ejiro Okoro	Sacramento, Affordable Housing, Individuals with Low Income	Yes
Elizabeth Elliott	Pomo & Maidu Federally Recognized Tribal Members	No
Emily Zelaya	Sacramento, Refugees, Immigrants, Survivors of Human Tracking	Yes

Fatemah Martinez, MSW	South Sacramento, Unsheltered, Non-Profit, Outreach	Yes
Gina Nicole Lujan	Elder Creek, Florin, Southeast Sac.	Yes
Karisa Hyppolite	Sacramento	Yes
Kazoua Heu	Sacramento County, Underserved Southeast Asians, Hispanics, Whites	Yes
Lorraine Wilkins	Sac. County, Youth, Formerly Incarcerated	Yes
Quinn Jones-Hylton	Sacramento	Yes
Samantha Earnshaw	Northern California, Youth, Families, Single Homeless, Disabilities	Yes
Shalinee Hunter	Sacramento and Statewide	No
Stephanie D Thompson	Oak Park and Marina Vista	Yes
Steven Seeley	Mental Health Services, Sac. County	Yes
Tiffany Glass	Elk Grove, Sacramento County	No
Viola Wells	South Sacramento	Yes
Zuri K. Colbert	Sacramento County, Under-Resourced Neighborhoods - BIPOC focused	Yes

SSF Staff	SSF Title
Christina Heredia	Referral Specialists
Michele Watts	Chief Planning Officer
Michelle Charlton	CoC Coordinator
Peter Bell	CE Manager
Stacey Fong	CE Analyst
Tamu Green	Systems Performance Advisor

Guests
Cait Fournier, Harjit Singh Gill, Henry Ortiz, Jill Fox, John Foley, Julie McFarland, Koby, QJ, Tiffany Rayford, and Tina Glover.

Agenda Item	Presenter(s):	Time	Item Type
I. Welcome & "Spotlight on Equity"	Angela Upshaw, & Ardy Akhzari, REQC Co-Chairs	9:00 AM (10 minutes)	Informational

Meeting started around 9:02 AM. Attendance of 28 participants.

Angela read part of the Biden Administration's Proclamation on Indigenous Peoples' Day, 2021.

Agenda Item	Presenter(s):	Time	Item Type
II. Announcements: (Upcoming Events or Recent Actions) & Shout Outs	REQC Co-Chairs, REQC Members, Guests	9:10 AM (5 minutes)	Informational

REQC Co-Chairs:
- Angela shared details about a Veteran's Rental/Flat Subsidy Program
- Ardy shared details about Packs for Cold Backs - the non profit he works for

REQC Members:
- Bishop Chris Baker shared details about Reentry Programs and the Second Chance Program.
- Stephanie Thompson shared details about an upcoming CommonWellness Forum "Health and Harvest Festival" this upcoming weekend, 11am to 2pm.
- Fatemah Martinez shared details about upcoming activities and the search for a parking lot or church for a parking lot shelter.
- Ejiro Okoro shared details about the Sacramento Housing Alliance (SHA) efforts on "Project Room Key". She shared details on how SHA is working with the City's racial equity ad hoc committee as well.

- Deisy Madrigal shared details about her TAY program that focuses on rental assistance, invention, and getting TAY into permamentative supportive housing. Please see the google form in the chat.
- Zuri K. Colbert shared details about her program that focuses on outlining areas (outside of Downtown Sacramento), preserving communities of interest, and an outreach survey. Please see details in the chat.
- Crystal Sanchez shared details about mutual aid and the fight for civil rights. Please see details in the chat.

Guests:

- Henry Ortiz shared details on his recent efforts/programs. His email address is placed within the chat.
- Dr. Tamu Green shared details about an event this evening on Dr. Angela Davis (Activist, Educator, and Social Justice Legend). Please see details in the chat.
- Harijt Singh Gill shared details about the Bay Area Community Services and the Sacramento Crisis Navigation Program.

III. REQC Meeting Logistics & Procedures	REQC Co-Chairs & REQC Members	9:15 AM (10 minutes)	Informational & Discussion
Tamu discussed the REQC meeting details that included how to vote, quorum, how this is a public forum, the stipend process (more details to come at our next meeting), if members are interested in sharing materials to be included within the meeting packet to reach out to the co-chairs prior to each meeting, and more. Please see the recording link above for more details.			
IV. Approval 07/21/21 Meeting Minutes	Angela Upshaw	9:25 AM (5 minutes)	Action
Motioned for approval of 7/21/21 meeting minutes: 1st - Fatemah Martinez , 2nd - Ardy Akhzari. Motion approved.			

V. REQC Overview: **REQC Member Introductions & Ice Breaker** **REQ Action Plan** **Initial Committee Interest Survey Results** **Q&A**	REQC Co-Chairs	9:30 AM (60 minutes)	Informational & Discussion

Tamu started the ice breaker with a game: 2 truths and 1 lie. REQC co-chairs and members placed within the chat.

Tamu shared a presentation about the REQ Action Plan which included: REQC trainings, workplan, interviews, stakeholder forums, developed REQ action plan, next steps, the tier system to accomplish, the collaboration of the REQC and the other CoC committees, data from an equity lens, how to make data more meaningful, incorporate more BIPOC voices, training and education/normalizing conversations, staff and leadership diversity, address/prevent potential issue with VI-SPDAT (Vulnerability Index - Service Prioritization Decision Assistance Tool), language access, equitable funding, partnerships, and more. Questions/Comments were asked during the meeting. Please see the recording link for more details.

VI. Coordinated Entry System Committee Collaboration	John Foley & Jenna Abbott, CESC Co-Chairs, Peter Bell, SSF CES Manager, & Julie McFarland	10:30 AM (30 minutes)	Informational & Discussion

CESC Co-Chairs shared details about the CES, areas of populations not represented, building the relationship between CESC and REQC efforts. Peter shared a presentation which included details about CE, what is/isn't CE?, goals of CE, the core elements of CE (access, assessment, problem solving, prioritization, referral). Julie McFarland shared details on what "not to do" given her experience, what we can do in the short term, how people access and prioritize, improving the human experience, and shared a document that included details about the data with a racial equity lens, assessment and prioritization, and language access. Please see the recording link for more details.

VII. Meeting Adjourned at 11:00 AM. Attendance of 30 participants.

Next REQC Meeting is Wednesday, Nov. 17th from 9:00am to 11:00am

REQC Meeting Chat:

08:58:22 From Michelle Charlton (She/Her) SSF, CoC Coordinator to Everyone:
Welcome! Here are today's materials:
https://sacramentostepsforward.org/wp-content/uploads/2021/10/Updated-10.20.21-REQC-Materials-.pdf

09:01:30 From Zuri KColbert CLAP to Everyone:
Good Morning!!

09:01:49 From Michelle Charlton (She/Her) SSF, CoC Coordinator to Everyone:
Welcome! Here are today's materials:
https://sacramentostepsforward.org/wp-content/uploads/2021/10/Updated-10.20.21-REQC-Materials-.pdf

09:01:49 From Dr. Tamu Green (she/her), SSF, Systems Performance Advisor to Everyone:
Good morning!

09:02:07 From Henry Ortiz Community Organizer to Everyone:
Good morning everyone

09:02:07 From Ejiro Okoro to Everyone:
Good morning!

00:08:41   Bishop Chris Baker:can you speak a little louder

00:08:52   Steven Seeley: good morning

00:09:04   Bishop Chris Baker: thats better

00:18:20   Stephanie Thompson:Harvest and Health Festival - this Saturday from 11:00am - 2:00pm, at 3860 4th Ave. …..theme is Health in Motion. This event is for everyone!!

00:26:07   Deisy Madrigal, She/Her: P&I Referral Form

00:26:12   Deisy Madrigal, She/Her:
https://docs.google.com/forms/d/e/1FAIpQLSepcztMf3Q-di3SAyAN7LPAW5NIAJTSvNVLmZ6SpuBivACwKw/viewform?usp=sf_link

00:26:36   Zuri KColbert CLAP:CLAP Community Lead Advocacy Program: clapsac.com
Complete the CLAP Connect Form if you or someone you know is searching for a resource or need support, connect with culturally competent hygiene supplies or services

Contact us if you would like to be a part of a Reach Out that connects with marginalized community members or if you are a community led organization that has services and events that are coming up for our community members to connect with: clapsac.com

The Sacramento Cities & Counties for Fine and Fee Justice effort will develop reforms that make a difference in the lives of low-income residents and residents of color. Our unhoused community members, CLAP Community Lead Advocacy Program and local advocates want to assure the voices and feedback of our unsheltered community members who have been impacted
https://docs.google.com/forms/d/e/1FAIpQLSf_PdOy8Rxpma74AcR6PewU7X64rz30j1I89m_S1hKUvpGFbA/viewform

00:28:06   Zuri KColbert CLAP: Thank you Crystal!!

00:29:50   Crystal Sanchez she/ hers Nisenan land: Todays event with 71 year old being displaced **WHEN**: Wednesday, October 20, 2021, 10:00 AM PST – Media Press Conference
WHERE: Ms. Wanda Clark's Oak Park Home--Driveway of 4003 Washington Avenue Sacramento, CA 95820

00:30:49   Crystal Sanchez she/ hers Nisenan land:I have to jump off but email reach out to city and county members regarding where our unhoused can go for respite

00:30:54   Henry Ortiz Community Organizer: Henry Ortiz

henry@prisonerwithcgildren.org

00:31:00 Dr. Tamu Green (she/her), SSF, Systems Performance Advisor:
https://docs.google.com/forms/d/e/1FAIpQLSdvk-v17Q0ZNZa4IpWJmR8gBk0lI5xojqKiGvaFLcxzUz74FA/viewform

00:31:08   AngelaUpshaw: Thank you, Crystal!

00:33:34 Dr. Tamu Green (she/her), SSF, Systems Performance Advisor: Link above is for: Dr. Angela Davis: Activist, Educator, and Social Justice Legend
Wednesday, October 20
5:30-6:30 p.m. PT

The legendary Dr. Angela Davis will join CalEndow Live October 20 to discuss why building stronger communities is essential to the struggle for racial, economic and gender justice.

An outspoken voice for dismantling the prison industrial complex, Dr. Davis draws on her own experiences as one of the FBI's "Ten Most Wanted" in advocating for criminal justice reform.

In this hour-long virtual conversation, Dr. Davis will share stories from a lifetime of activism and describe why she believes building People Power is needed to shift resources away from prisons and toward education and other systems that promote safety and health.

Closed captions in English and simultaneous interpretation in Spanish will be available. If you have questions, please reach out to registration@girlfridayevents.com.

00:33:52   Henry Ortiz Community Organizer:
https://www.facebook.com/517422794952121/posts/4566675816693445/?d=n

Here's a link to a presentation that Angela Davis did with our org.

00:36:04   Michelle Charlton (She/Her) SSF, CoC Coordinator:Here are details about the REQC on the CoC Meeting webpage:
https://sacramentostepsforward.org/committees/#reqc

00:41:24   April Marie Dawson: Abstain was not there

00:41:40   Bishop Chris Baker: obstain was not there

00:41:44   Michelle Charlton (She/Her) SSF, CoC Coordinator: **Approval of 7/21/21 meeting minutes:**

00:41:46   Dr. Lorraine. USI: Abstain

00:41:54   Stephanie Thompson: Approve

00:41:54   April Marie Dawson: Abstain

00:41:55   Steven Seeley: approve

00:41:55   Bo Cassell: Abstain

00:41:56   Emily Zelaya (she/ella):   Abstain - new member

00:41:58   Deborah Hicks:Abstain. Not present for meeting.

00:41:59   Kazoua Heu: abstain

00:42:00   Ardy Akhzari: Approve

00:42:02   SEarnshaw- LSS: Abstain

00:42:04   Deisy Madrigal, She/Her: Abstain

00:42:04   Ejiro Okoro: Abstain-new member

00:42:05   AngelaUpshaw: yes

00:42:05   Gina Lujan: Abstain

00:42:06   Patrice Carpenter: Abstain

00:42:24   Viola Wells: abstain

00:44:31   Ardy Akhzari: Ardy Akhzari:

00:44:48   Julie McFarland (she/her):This is going to be fun to observe :)

00:45:11   Steven Seeley:good guy/very aware/hopeless.

00:45:15   Ejiro Okoro:1. I went camping 3X this year, 2. I love strawberries 3. I am the middle child

00:45:18   SEarnshaw- LSS:I am a mother, I speak French, I met Prince at an airport.

00:45:21   Deborah Hicks:1. I am in Florida right now. 2. I speak French fluently. 3. I was rescued by helicopter from a backpacking trip in the Sierras.

00:45:25   Bo Cassell:1. I have never played an official game of basketball. 2. Pop Star Katy Perry once came and sat with me and started a conversation. 3. I once took directions from a cow.

00:45:42   Emily Zelaya (she/ella):I was born in Central America, I speak 4 languages, I have an older brother.

00:45:44   Fatemah Martinez:Favorite team is the 49ers, favorite food is Thai and favorite color is green

00:45:51   Bishop Chris Baker:true....1.very compassionate about what i do..2 love to see people work together to solve issues..not true im negative

00:45:53   Deisy Madrigal, She/Her:Deisy Madrigal:1-My first language is Spanish 2- I have 3 kids 3-I love clowns

00:46:02   HyppoliteK: 1. Kissed a dolphin

00:46:15   April Marie Dawson:I have an irrational fear of small purses/I have a dog/I was born in Nantucket.

00:46:19   AngelaUpshaw:1. I spent 3 months studying and researching in Ethiopia 2. My favorite food is mushrooms 3. I have two pit bull/boxer puppies

00:46:41   Dr. Lorraine. USI:1.I teach Ethnic Studies. 2. I have never been homeless. 3. I am a Family Support Specialist for public housing residents

00:46:54   Dr. Lorraine. USI:Not true, I love clowns as well

00:47:07   Stephanie Thompson:love rollercoasters, born in Panama, traveled to over 41 states

00:47:15   Ardy Akhzari:1) Broke my back falling 60 feet while free soloing   2) A tree fell on my motorcycle once in the middle of San Francisco 3) Roasted a marshmallow over lava in Hawaii

00:47:18   Zuri KColbert CLAP:Lived in Germany, Honorary Member of the Wu Tang Clan, have an amazing Converse collection

00:47:36   Kazoua Heu:1. National park junkie; 2. Pitiful fear of the dentist; 3. My 7 year old son gives the best Adulting advice.

00:47:52   HyppoliteK:1.Kissed a dolphin 2. Had a pet iguana 3. Trained a turtle to play dead

00:47:57   SEarnshaw- LSS:The honorary member of the Wu Tang Clan made me lol - Zuri

00:49:42   Gina Lujan:Mom of 6, driving to nowhere is therapy, Thrift stores calm me, I make things

00:51:17   Gina Lujan:OOOPS hit enter too soon..Mom of 6, I love nail salons, driving to nowhere is therapy, tofu is awesome, Thrift stores calm me, I make things

00:55:46   Deisy Madrigal, She/Her: Raiders Forever!

01:02:34   Henry Ortiz Community Organizer: Me too

01:03:43   Emily Zelaya (she/ella):Yay for representing Central America!! :)

01:05:55   Zuri KColbert CLAP: Wow!!! Ardy!!!

01:06:44   Bishop Chris Baker:S.F. 49ers going to super bowl....

01:08:50   Dr. Lorraine. USI: Raider Nation!

01:12:19   Zuri KColbert CLAP: Wow Gina!! Rad!!

01:12:38   Ejiro Okoro:Facebook live for Ms. Clark whose home is being sold by the City is happening now:

01:12:46   Ejiro Okoro: https://m.facebook.com/sachousingalliance/?ref=m_notif&notif_t=page_user_activity&paipv=1

01:13:24   Michelle Charlton (She/Her) SSF, CoC Coordinator: Here is the REQ Action Plan: https://sacramentostepsforward.org/wp-content/uploads/2021/08/10_SSF-Racial-Equity-Action-Plan-12-copy.pdf

01:17:08   Bishop Chris Baker:hello all i have a colleague in ministry and she is a great teacher and motivator to women that may have low self esteem and more and she wants to be of help in ministry teaching to the women if interested contact me Bishop Chris Baker [chrissenior64@gmail.com] 916 393-7754.

01:17:20   Ardy Akhzari: BRB

01:18:18   Michelle Charlton (She/Her) SSF, CoC Coordinator:Again here are today's materials: https://sacramentostepsforward.org/wp-content/uploads/2021/10/Updated-10.20.21-REQC-Materials-.pdf

01:23:37   Michelle Charlton (She/Her) SSF, CoC Coordinator:Racial Equity Data and Context About the Disparities in Homelessness webpage: https://sacramentostepsforward.org/racial-equity-data/

01:27:57   Michelle Charlton (She/Her) SSF, CoC Coordinator: VI-SPDAT (Vulnerability Index - Service Prioritization Decision Assistance Tool)

01:34:46   Michelle Charlton (She/Her) SSF, CoC Coordinator: Homeless Management Information System (HMIS)

01:37:04   Zuri KColbert CLAP:Do you have info on that group Bishop? Any email or sites?

01:38:31   Michelle Charlton (She/Her) SSF, CoC Coordinator:Committee Liaison Interest Form: https://docs.google.com/forms/d/e/1FAIpQLSc7dOXz9NmyCtdVKL2DxG07xbE4PBpIWuK2_emYogIvsLt9Fg/viewform

01:38:44   Bishop Chris Baker:yes if interested please send me your emails and i will give them to the clerk.....[chrissenior64@gmail.com] 916 393-7754

01:41:13   Bishop Chris Baker:Bishop chris baker info above

01:41:23   Julie McFarland (she/her):Julie McFarland here as well for CE.

01:42:40Dr. Tamu Green (she/her), SSF, Systems Performance Advisor:BRB

01:45:01Dr. Tamu Green (she/her), SSF, Systems Performance Advisor:Back

01:50:40   Julie McFarland (she/her):Housing Problem Solving is more trauma informed and human-focused.

01:59:32   Zuri KColbert CLAP: That's right Julie!

02:03:39   Julie McFarland (she/her):We've had 4 people speak up with interest - thank you SO much! We will follow up within a few days.

02:06:25   Michelle Charlton (She/Her) SSF, CoC Coordinator: **Next REQC Meeting is Wednesday, Nov. 17th from 9:00am to 11:00am**

Racial Disparities in Sacramento County

Due to longstanding structural inequalities, people of color disproportionately experience homelessness at higher rates
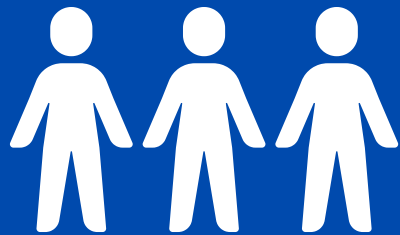
Black/African Americans

3 times more likely to experience homelessness
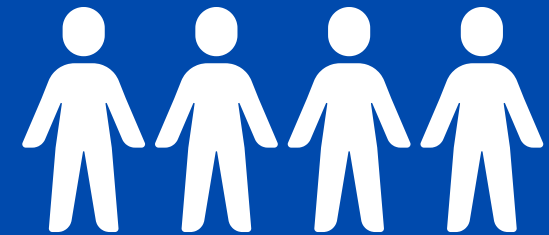
American Indian and Alaskan Natives

4 times more likely to experience homelessness

The Inaugural Racial Equity Committee

Established in November 2020

Formed to understand the causes, magnitude, and potential solutions of race as a predictor for homelessness in Sacramento.

20 member committee

Made up of Black, Indigenous, and People of Color (BIPOC), many with lived experience of homelessness.

Vision and Mission

Develop an action plan to inform the decision-making process of the CoC for the next 3 - 5 years with the input from BIPOC with lived experience, stakeholders, research, pilot studies, local systems evaluations, and other communities "to create an equitable, accountable, and transparent homelessness system that catalyzes structural change both inside and outside of our current sphere of influence."

The path to the action plan

Accomplishments

- Finalized a purpose statement and work plan

- Conducted three racial equity trainings with follow up conversations

- Held interviews and listening sessions with 14 BIPOC with lived experience

- Held two stakeholder forums

- Provided feedback on street outreach standards under development

- Developed a draft racial equity action plan
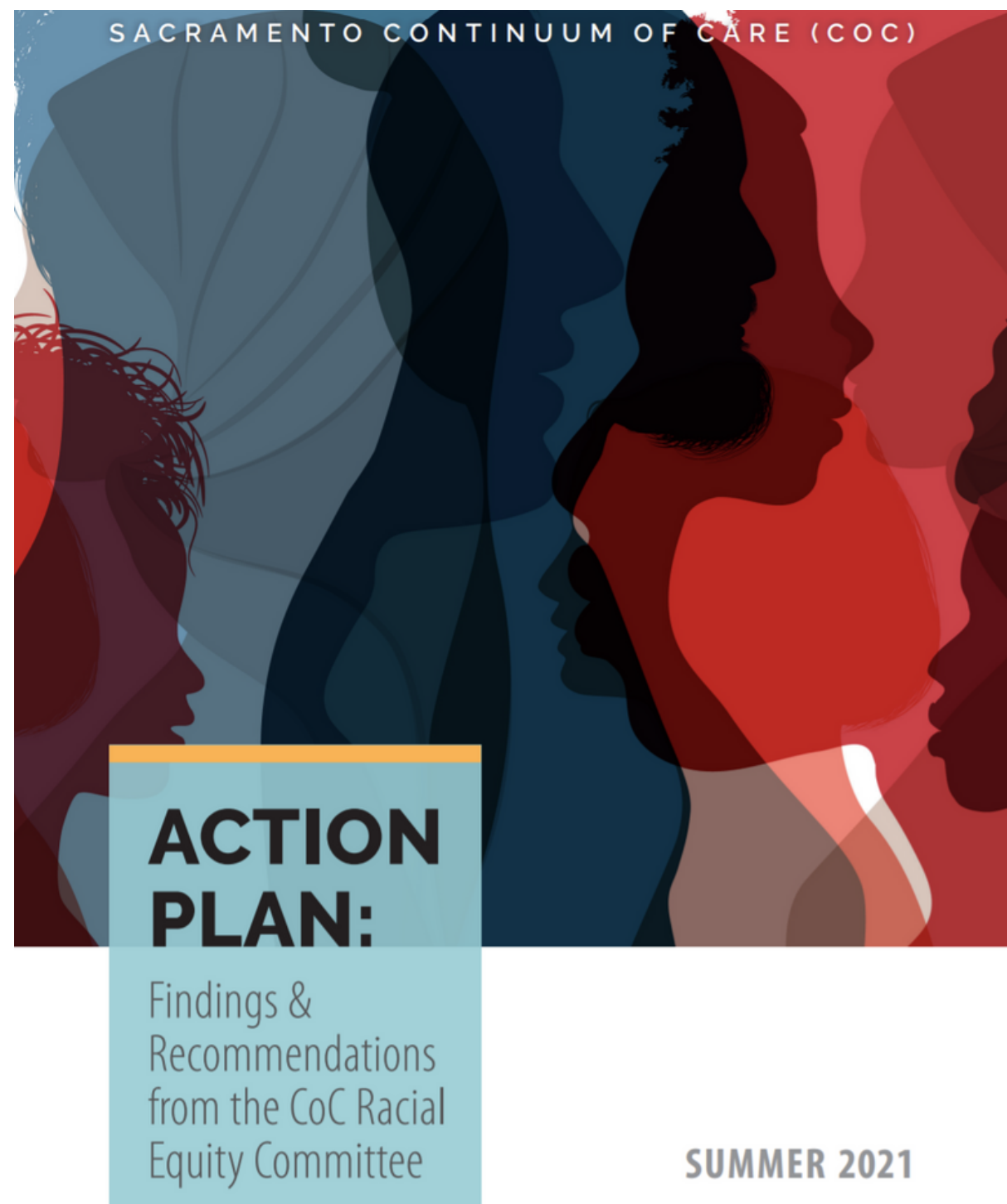
Unanimously adopted by the CoC Board on August 11, 2021

Next Steps

Develop implementation strategies and pathways for collaboration to implement the recommendations identified in the action plan

Racial Equity Committee (REQC)

Secure Funding

Staff the REQC, supporting the members with committee logistics as well as meeting the liaison, training, and advocacy needs of the committee with other organizations in the community.

Make the REQC a standing committee

To provide support for implementation of the action plan and the racial equity work of the other committees.

Incorporate REQ goals in all committees

Have the REQC advise on the development and implementation of annual work plans, racial equity goals and tools.

How we get there

Approach Corporate Contacts for Funding

Ease of Implementation: 2
Responsible Committees: Board, Executive, + REQC
Activities: Coordinate funding efforts with larger committees such as the board and exec committee. Ensure prioritization of projects with explicit REQ goals.

Expand the term of the REQC as a standing committee of the CoC Board

Ease of Implementation: 1
Responsible Committees: REQC + Governance
Activities: Recruit and approve new members

Incorporate racial equity goals and tools into each of the CoC Board's committees annual work plans. Have the REQC advise on the development and implementation of these goals and tools.

Ease of Implementation: 2
Responsible Committee: REQC + Governance
Activities:
Become acquainted with the work plans of the other committees

Annually train all staff on race equity and inclusion.

Hold ongoing opportunities (i.e. brown bag lunches, conference presentations, internal race-based caucusing) to discuss racial equity and how to achieve progress. Invite all levels of staff, administration, consumers, board members, CoC boards, and partners.

Create an annual anonymous survey to collect from staff and clients about your services and system with regard to race, ethnicity, and equity.

Review organizational policies and practices to ensure they promote equity, dignity, and rights of people facing homelessness.

Explore opportunities to remove "color-blind" approaches to service delivery.

Write a Statement of Racial Equity Principles that the CoC will adopt to guide its work.

Data with an Equity Lens

- To include a clearer picture of the BIPOC homelessness experience

- To make data on racial equity more meaningful

- To incorporate more BIPOC voices

A clearer picture of the BIPOC homelessness experience

Explore intersectionality data to understand multiplier effects of demographics outside of race and targeted universalism solutions

Ease of Implementation: 1
Responsible Committee: Data Team + HDC
Activities: Collect additional data such as zip codes, eviction rates, housing affordability

Utilize tools such as HUD's Stella P

Collect, analyze, and report qualitative data when exploring issues related to equity.

Ease of Implementation: 2
Responsible Committees: Data Team + REQC + HDC
Activities: Seek input from REQC on how and what qualitative data to collect. REQC to receive input from BIPOC with lived experience.

Conduct consumer satisfaction surveys and segment these surveys around prevention, shelter, Rapid Re-housing, and Permanent Supportive Housing

Make Data More Meaningful

Disaggregate data on race/ethnicity identity as much as possible when presented.

Ease of Implementation: 1
Responsible Committee: Data Team + HDC
Activities: Inform the CoC and local community about disparities through the use of publicly available and regularly updated dashboards an visualizations

Provide contextual information prepared with REQC input when presenting quantitative data.

Ease of Implementation: 1
Responsible Committees: Data Team + REQC +HDC
Activities: Analyze other characteristics of disproportionately represented groups, e.g. income, disabilities, history of homelessness.

Consider how public systems such as corrections, foster care, health care, or the military may affect disparities.

Develop and provide input to HUD on mandated race and ethnicity data process. Explore opportunity to collaborate with other CoCs.

Ease of Implementation: 1
Responsible Committee: Data Team + REQC + HDC
Activities: Identify which other systems interact with the homelessness system. Start a committee with those community partners to address cross-system disparities.

Incorporate more BIPOC Voices

Discuss racial equity data initiatives with the REQC and other racial equity advocates to get input on key aspects such as data definitions, data collection, analysis, and findings.

Ease of Implementation: 1
Responsible Committees: Data Team, REQC, HDC, YAB, + Advocates
Activities: Engage with other minority-serving organizations to exchange ideas about outreach and assessment efforts that improve equitable outcomes.

Work with the REQC to identify racial equity key performance measures.

Ease of Implementation: 1
Responsible Committees: Data Team + REQC + HDC
Activities: Convene a group of staff members, program residents, and community stakeholders to review policies and procedures for any barriers that might cause a racial group to avoid or be barred from housing and other services

Utilize existing tools as guides such as: HUD's Stella P Race and Ethnicity Analysis + CoC Race and Ethnicity Tool + CSH's Racial Disparities + Disproportionality Index

Training and Education/ Normalizing Conversations

Provide ongoing training and educational opportunities that are free and open to the entire community.

Ease of Implementation: 1

Responsible Committees: REQC, Volunteer Network, YAB, + Advocates

Activities: Training needs assessment + development; logistical and implementation planning

---

Adapt the national Culturally and Linguistically Appropriate Services (CLAS) Standards to provide guidance to the homelessness sector, and provide training on how to implement the standards.

Ease of Implementation: 2

Responsible Committees: REQC, Volunteer Network, + Advocates

Activities: Have an REQ specialist work with REQC Team.

Draw on local and national expertise to provide this education, uplifting the experience and voice of BIPOC with lived experience of homelessness in the process.

Ease of Implementation: 2

Responsible Committees: REQC, Volunteer Network, YAB, + Advocates

Activities: Create paid opportunities for BIPOC with lived experience to provide input on policies, procedures, and service delivery.

Staff and Leadership Diversity

Among Sacramento's homelessness service providers, encourage social equity -- intentionally hiring management level individuals with lived experience.

Ease of Implementation: 2

Responsible Committees: REQC

Activities: Interview providers to understand interest and challenges

Develop campaign with supporting resources

When recruiting for the CoC Board and committees, replicate the process of recruitment for the REQC, intentionally seeking overrepresentation of BIPOC, especially those with lived experience.

Ease of Implementation: 1

Responsible Committee: CoC Board, Governance + all Committee Chairs

Activities: Create peer mentorship structures throughout the Board amongst consumer and nonconsumer members

Provide ongoing training and education for consumer Board members to encourage more participation on topics such as agency structure, finance and budgets, group-facilitation and other decision-making processes.

Work towards creating opportunities for advancement from "peer" positions to permanent

Explicitly offer stipends for participation for board and committee members with lived experience.

Ease of Implementation: 1

Responsible Committees: Board, Governance, + Executive

Activities: Include compensation for those with lived experience when completing funding applications

Assessment + Prioritization

- To address/prevent potential issues with the VI-SPDAT tool

- To better support individuals experiencing homelessness

- To address/prevent potential assessment administrator bias

To address/prevent potential issues with the VI-SPDAT tool

Involve the REQ Committee in any planned changes to the Coordinated Entry assessment process before implementation.

Explore alternative tools and methodologies for potential future use.

In order to better support individuals experiencing homelessness

Continue to improve the Coordinated Entry process, so that people do not wait for long periods of time after data is gathered from VI-SPDAT.

In order to address/prevent potential assessment administrator bias

Educate those who conduct needs assessments about racial disparities in housing and homelessness. Advocate for racial equity training for anyone who administers an assessment.

Collect race/ethnicity data about those who provide assessments to understand to what degree administrators represent population they serve.

Language Access

Vital Documents: VI-SPDAT Risk Assessment, Consent Form and Additional Documents (e.g., third party verification, self-certification, disability certification, program information, practices and policies)

Translate all necessary information and documentation into multiple languages
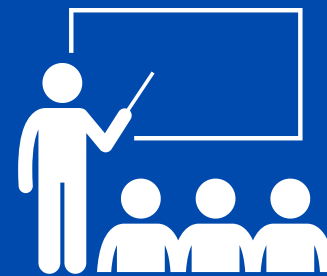
Train service providers on navigating access to translated forms and delivering assessments

Ensure that all newly implemented tools and documents are offered in multiple languages

Language Access
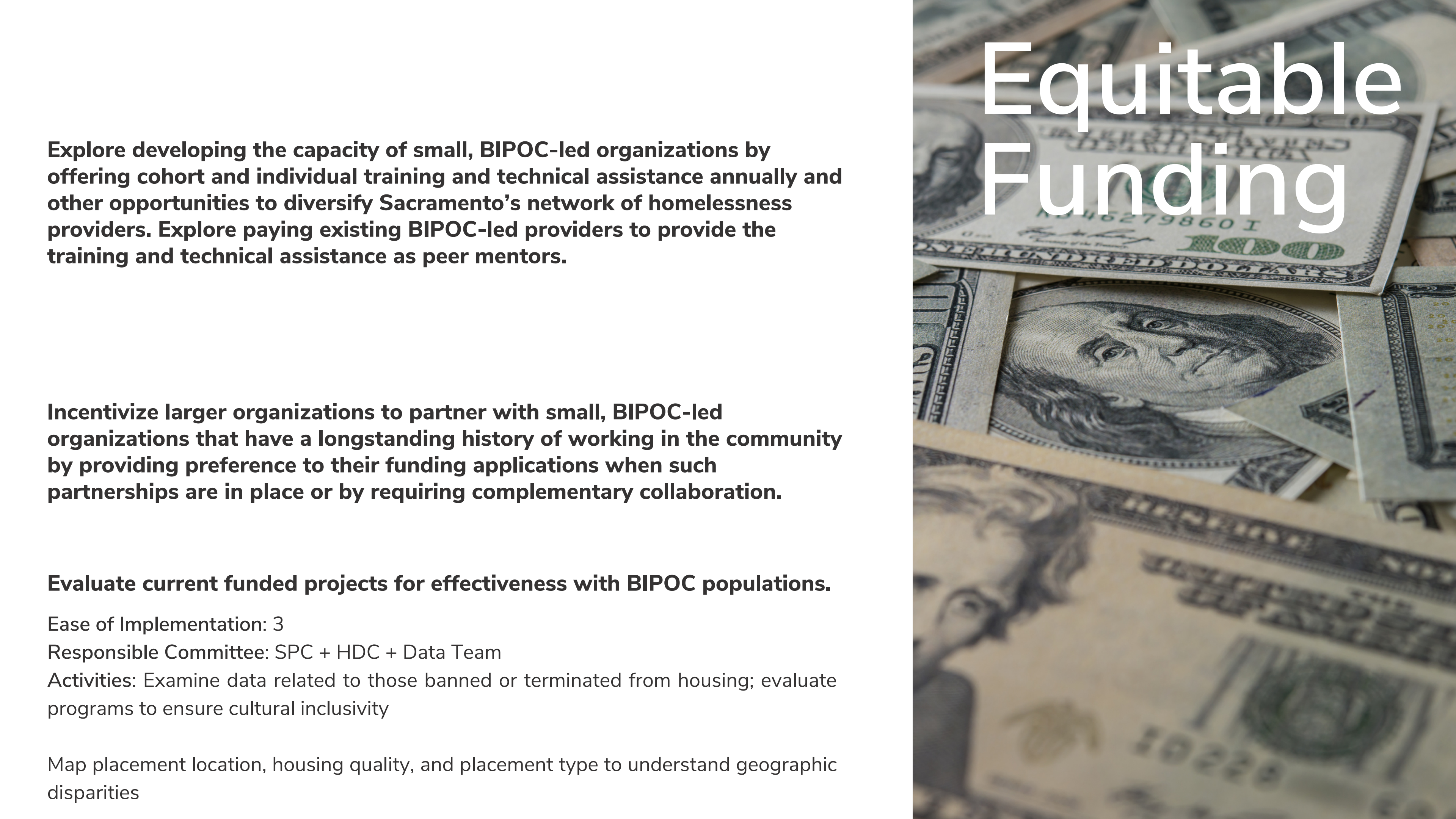
Funding for free and ongoing access to realtime translation and interpreting services for providers and programs without bilingual and multilingual staff
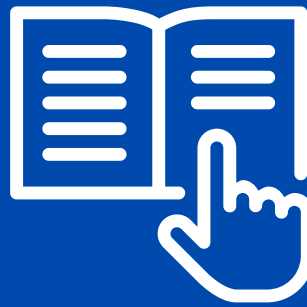
Ensure all documents that are provided to clients are able to be read at a 4th-5th grade level

Include accessibility statements on all outreach materials/brochures that includes who to reach out to if someone needs accommodations

Equitable Funding

Explore developing the capacity of small, BIPOC-led organizations by offering cohort and individual training and technical assistance annually and other opportunities to diversify Sacramento's network of homelessness providers. Explore paying existing BIPOC-led providers to provide the training and technical assistance as peer mentors.

Incentivize larger organizations to partner with small, BIPOC-led organizations that have a longstanding history of working in the community by providing preference to their funding applications when such partnerships are in place or by requiring complementary collaboration.

Evaluate current funded projects for effectiveness with BIPOC populations.

Ease of Implementation: 3
Responsible Committee: SPC + HDC + Data Team
Activities: Examine data related to those banned or terminated from housing; evaluate programs to ensure cultural inclusivity

Map placement location, housing quality, and placement type to understand geographic disparities

Partnerships

Offer formal support and allyship to Wilton Rancheria in the creation and sustainability of a CoC.

Ease of Implementation: 1
Activities: Establish connection with Wilton Rancheria

Conduct outreach into the community to develop a more comprehensive database of organizations and institutions that could aid the efforts of the CoC.

Ease of Implementation: 1
Responsible Committees: REQC, PRC, +Volunteer Network
Activities: Built database with community input

Increase cross-sector collaboration with housing, workforce, health care, corrections, education, and child welfare

---

Establish a workgroup to learn from other communities that have established data-sharing agreements among multiple systems and provide case management to determine the feasibility of replicating this type of transition coordination in Sacramento.

Ease of Implementation: 2
Responsible Committee: REQC, HDC, Volunteer Network, YAB, + Advocates
Activities: Create workgroup and include members of "feeder systems" to identify opportunities for data sharing and standardization

HMIS

Convene leaders and database administrators to discuss opportunities to standardize data collection and reporting, reduce duplicative data entry across systems, and explore potential for future data sharing

Ease of Implementation: 3
Responsible Committee: HDS
Activities: Build a data sharing system that is comprised of: a) Technical infrastructure that allows secure data transfer between SSF and its data sharing partners, b) A data sharing agreement template so that SSF can quickly and easily establish legal and binding agreements with its partners, and c) Tools to perform external data integration into HMIS.

Identify the scope of the data quality issues in HMIS and communicate them with the operators/ providers. Log this communication to get a clearer understanding of the effectiveness of current interventions.

Ease of Implementation: 1
Responsible Committee: HDS
Activities: Evaluate data quality and data management.

Expand training and education for the providers at management and data entry levels, making sure the training curricula are themselves easy to understand and follow.

Ease of Implementation: 1
Responsible Committees: HDS + REQC
Activities: Evaluate current training. Create new training processes and materials or modify existing training as needed

HMIS

Consider funding a diverse team of resource specialists to provide intensive hands-on coaching with current and potential HMIS users to increase their comfort and success with inputting and accessing HMIS data.

Ease of Implementation: 2
Responsible Committee: HDS
Activities: Develop and create a funding plan.

Analyze the most common HMIS errors and user frustration components

Recruit and train the resource specialists

Individuals who are serving as volunteers or staff for BIPOC-led and BIPOC-serving organizations should specifically be outreached to receive this HMIS support.

Ease of Implementation: 1
Responsible Committees: HDS + REQC
Activities: Conduct outreach to offer hands-on coaching and evaluate coaching effectiveness

Coordinated Entry System (CES) 101

Peter Bell, Coordinated Entry System Manager

SACRAMENTO
STEPS FORWARD

Topics to Cover

1. What is and isn't Coordinated Entry?

2. The Core Elements of Coordinated Entry (CE)

3. Adaptability

4. Why use Coordinated Entry?

SACRAMENTO
STEPS FORWARD

What is Coordinated Entry?

"Coordinated entry is a process for assessing the vulnerability of all people experiencing homelessness within the CoC to prioritize those most in need of assistance for available housing and services."

CES goals:

1. To increase the efficiency of the local <u>crisis response system</u>.
2. Improve fairness in how housing and services are allocated.
3. Facilitate rapid access to housing and services.

What Isn't Coordinated Entry?

- First come, first served
- Back-door or side-door referral processes
- Closed referral system
- Opaque processes

SACRAMENTO
STEPS FORWARD

Five Essential Elements of Coordinated Entry

1. Access

2. Assessment

3. Problem-Solving

4. Prioritization

5. Referral

Coordinated Entry Core Elements

| ACCESS | ASSESSMENT | PRIORITIZATION | REFERRAL |

Initial Triage

Diversion

Intake

Initial Assessment

Potential Eligibility Assessment

Comprehensive Assessment

1. _____
2. _____
3. _____
4. _____
5. _____

1. ACCESS

The engagement point for persons experiencing a housing crisis
In Sac, clients access the CES via 36 different "Access Points"

- 2-1-1
- Outreach Navigators
- Drop-in Centers and DHA offices
- Emergency Shelters
- Prevention programs

2. ASSESSMENT

CoC providers associated with coordinated entry begin assessing the person's housing needs, preferences, and vulnerability.

Phased Assessments:
- Safety & Security
- Shelter Survey
- Problem-Solving
- VI-SPDAT

SACRAMENTO
STEPS FORWARD

4. Prioritization

During assessment, the person's needs and level of vulnerability may be documented for purposes of determining Prioritization.

Prioritization helps the CoC manage its inventory of community housing resources and services, ensuring that those persons with the greatest need and vulnerability receive the supports they need to resolve their housing crisis.

SACRAMENTO
STEPS FORWARD

5. REFERRAL

3 Lists:

- **By-Name List** - All people experiencing homelessness
- **Community Queue** - VI-SPDAT and "active"
- **Priority List** aka "HOT sheet"
  - Top 50-100 most vulnerable clients
  - There can be multiple HOT sheets based on eligibility
  - Majority of referrals originate from a HOT sheet

SACRAMENTO
STEPS FORWARD

5. Referral Adaptability

Other considerations:

- Types of housing (shared, roommates, site-based, scattered, etc.)
- Non CoC Housing / funding source:
  - Behavioral health
  - Property Management
- Additional eligibility factors (not CoC funded)
  - Additional application process
  - Subpopulation restricted (TAY, veteran, families)

Adaptability cont.

Tools to assist with making successful referrals:

- Case Conferencing
- Phased Assessments
- HMIS Data
- Low-barrier Approach
- Data-Informed Decision Making (COVID prioritization)
- Client-Voice / Provider Voice - "We want to know how we can improve!"
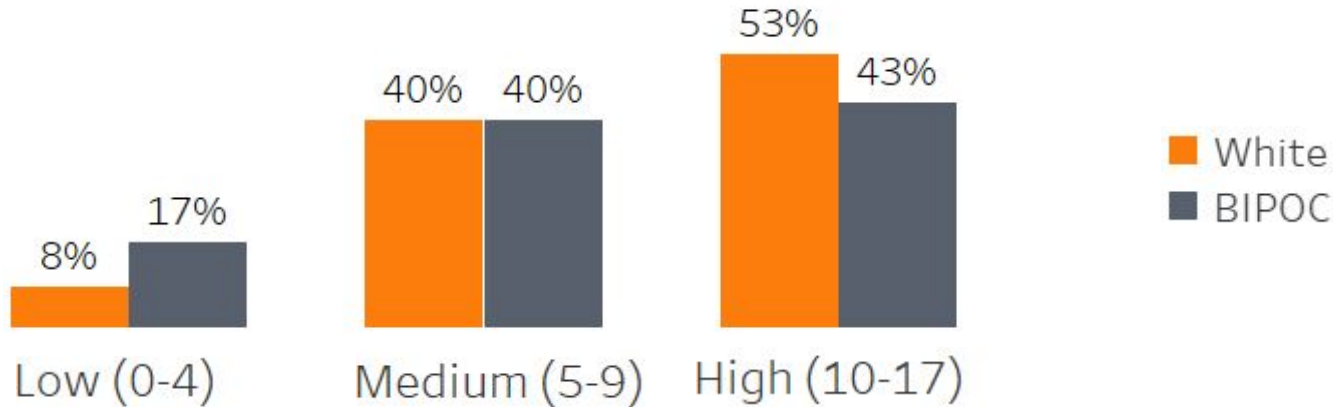
SACRAMENTO
STEPS FORWARD

Racial Inequities

- System-wide issue
  - Blacks/African Americans are 3x more likely to experience homelessness
  - American Indian/Alaskan Native are 4x more likely to experience homelessness
- Barriers to receiving services
  - Multiracial, American Indian/Alaska Native, or Native Hawaiian/Pacific Islanders are less likely to receive homeless-related services
- Disparities in VI-SPDAT scoring
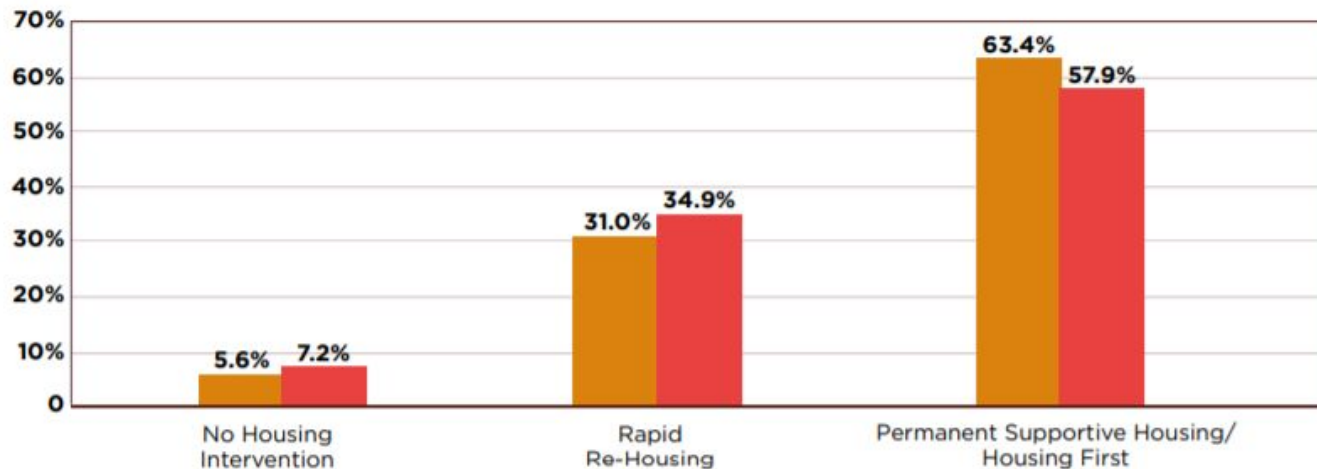- Housing placements

Local VI-SPDAT Scores 2018-2019, by Race

Single Adults

	White	BIPOC
Low (0-4)	8%	17%
Medium (5-9)	40%	40%
High (10-17)	53%	43%

SACRAMENTO
STEPS FORWARD

Housing Intervention by Race in 4 Communities

Figure 5. Single Adults: Intervention Recommendation by Race   ● WHITE   ● BIPOC

Intervention	WHITE	BIPOC
No Housing Intervention	5.6%	7.2%
Rapid Re-Housing	31.0%	34.9%
Permanent Supportive Housing/Housing First	63.4%	57.9%

There is a statistically significant association between race and intervention for single adults

Coordinated Entry Systems Racial Equity Analysis of Assessment Data, Oct. 2019, C4 Innovations
https://c4innovates.com/wp-content/uploads/2019/10/CES_Racial_Equity_Analysis_2019-.pdf

SACRAMENTO STEPS FORWARD

Ensuring Racial Equity in the CES

Collect data to show the story

- Demographic data of assessors and leadership
- VI-SPDAT data and breakdown by question
- Qualitative data

Develop key performance measures informed by the data

- REQC and CESC goals
- System strategies, including data collection and housing-problem solving

SACRAMENTO
STEPS FORWARD

Ensuring Racial Equity in the CES

Provide learning opportunities
- Community conversations
- Racial equity, implicit bias, cultural humility workshop series
- Discussions with leadership

Increase accessibility
- Materials available in multiple languages
- Documents assessed for readability

SACRAMENTO
STEPS FORWARD

Why Use Coordinated Entry?

- An equitable approach to ending homelessness
- Adaptable to rapidly shifting landscapes
- Flexible use within a variety of housing types and funding sources
- Transparent referrals/data and decision making
- Network of service providers
- Community-wide training opportunities
- Client-centered
- Emerging trends support the use of CE

SACRAMENTO
STEPS FORWARD

Questions?

How was the presentation?

SACRAMENTO
STEPS FORWARD

Data with a Racial Equity Lens			
Action Item	**Point Person + team**	**Timeline**	**Recommendations & Notes** *Task deadlines in italics*
Collect, analyze, and report qualitative data when exploring issues related to equity.	Scott + working group of REQC + working group of CE Committee	January-April 2022	• Develop qualitative data collection strategy between REQC and CE Committee *April 2022* • Complete demographic survey with active CE assessors and leadership to understand disparities between staff/administrators and people experiencing homelessness. *Early November 2021* • Host community conversations to share the survey results and discuss strategies for improvements *November 2021*
Work with the REQC to identify racial equity key performance measures.	Scott, Peter, Tamu, 1-2 RE team members	January-April 2022	• Set specific Racial Equity Goal between CE Committee & REQC, in addition to key performance measures *April 30, 2022* • Pull VI-SPDAT data and breakdown by question. Need additional capacity to complete; CESH $? *?*
Develop and provide input to HUD on mandated race and ethnicity data process.	Scott	Ongoing	• *Scott add input here.* • Watch for time limited opportunities released by HUD

Assessment & Prioritization			
Action Item	**Point Person + team**	**Timeline**	**Recommendations & Notes**
Involve the REQC in any planned changes to the CE assessment process before implementation.	Peter + Tamu	Ongoing	• Recruitment process for at least 4 CE Committee seats, including cross over between REQC and CE Committee *February 2022?*
Educate those who conduct needs assessments about racial disparities in housing and homelessness.	REQC deliver content, CE team logistics	March 2022	• Racial Equity / Implicit Bias / Cultural Humility workshop series with active assessors, lead by REQC? *December 2021-March 2022?* • Discuss ongoing learning opportunities for CE assessors and leadership beyond March 2022 *Jan-February 2022?*

To better support individuals experiencing homelessness: --Continue to improve the CE process, so people do not wait for long periods of time after data is gathered from VI-SPDAT (example strategy: Housing Problem Solving)	SSF CE Team (Peter? Stacey?)	June 2022	• Discuss this with CE Committee and REQC; develop 1-3 key strategies through June 2022 *January 2022?* • Systemwide launch of Housing Problem Solving strategy at front end of assessment process (Dynamic System goal) *??*

Language Access			
Action Item	**Point Person + team**	**Timeline**	**Recommendations & Notes**
Translate all necessary information and vital documents into multiple languages		July 1, 2022	• VI-SPDAT Risk Assessment, Consent Form and Additional Documents (e.g., third party verification, self-certification, disability certification, program information, practices and policies)
Train service providers on navigating access to translated forms and delivering assessments		July 30, 2022	
Ensure that all newly implemented tools and documents are offered in multiple languages		July 1, 2022	
Assess all documents that are provided to clients for readability; as necessary, re-create them to read at a 4th-5th grade level.		March 31, 2022	
Include accessibility statements on all outreach materials/brochures that includes who to reach out to if someone needs accommodations to participate in programs and services.		April 30, 2022	
Provide funding for free and ongoing access to realtime translation and interpreting		By Dec 2022?	

services for providers and programs without bilingual and multilingual staff.			

Racial Equity Committee Member Liaisons for the Sacramento Continuum of Care Committees & Committee Meeting Details

Resources & details about the Racial Equity Committee:
- [Continuum of Care Meeting webpage, Racial Equity Committee section](#)
- [Racial Equity Committee Roster](#)
- [Racial Equity Action Plan](#)

Coordinated Entry System Committee

Racial Equity Committee member liaisons for the Coordinated Entry System Committee:
- Deborah Hicks
- Deisy Madrigal
- Ejiro Okoro
- Quinn Jones-Hylton
- Samantha Earnshaw

Coordinated Entry System Committee Meeting Details:
- Meeting Schedule: Monthly Meetings, Second Thursday of the Month from 2:30 PM to 4:00 PM
- Meeting Location: Public Zoom Meetings until further notice
- For Zoom details, Co-Chairs, and more, review [here](#).

HMIS & Data Committee Meeting

Racial Equity Committee member liaisons for the HMIS & Data Committee:
- Angela Upshaw
- Dawn Basciano
- Tiffany Glass
- Zuri K. Colbert

HMIS & Data Committee Meeting Details:
- Meeting Schedule: Quarterly Meetings, Second Thursday of the Month from 10:00 AM to 11:30 AM
- Meeting Location: Public Zoom Meetings until further notice

- For Zoom details, Co-Chairs, and more, review [here](#).

Point-In-Time Count Committee

Racial Equity Committee member liaisons for the Point-In-Time Count Committee:
- Ardy Akhzari
- Crystal Sanchez
- Gina Nicole Lujan
- Kazoua Heu

Point-In-Time Count Committee Meeting Details:
- Meeting Schedule: Monthly Meetings, Third Thursday of the Month from 9:00 AM to 10:30 AM
- Meeting Location: Public Zoom Meetings until further notice
- For Zoom details, Co-Chairs, and more, review [here](#).

Project Review Committee Meeting

Racial Equity Committee member liaisons for the Project Review Committee:
- Bishop Chris Baker
- Fatemah Martinez, MSW
- Stephanie D. Thompson
- Viola Wells

Project Review Committee Meeting Details:
- Meeting Schedule: Monthly Meetings, Fourth Tuesday of the Month from 10:00 AM to 11:30 AM
- Meeting Location: Private Zoom Meetings until further notice. Zoom details will be provided to liaisons.
- For additional details, review [here](#).

System Performance Committee Meeting

Racial Equity Committee member liaisons for the System Performance Committee:
- April Marie Dawson
- Bo Cassell
- Elizabeth Elliot
- Emily Zelaya
- Steven Seeley

System Performance Committee Meeting Details:
- Meeting Schedule: Monthly Meetings, Fourth Thursday of the Month from 9:00 AM to 11:00 AM

- Meeting Location: Public Zoom Meetings until further notice
- For Zoom details, Co-Chairs, and more, review [here](#).

Youth Advisory Board Meeting

Racial Equity Committee member liaisons for the Youth Advisory Board:
- Gina Nicole Lujan
- Lorraine Wilkins
- Karisa Hyppolite
- Shalinee Hunter

Youth Advisory Board Meeting Details:
- Meetings details will be provided at a later time. Please check back [here](#).