



## System Performance Committee Agenda

Thursday, October 22<sup>nd</sup>, 2020 from 9-11 AM

Zoom Link: <https://homebaseccc.zoom.us/j/99525792143>

<b>I. Welcome &amp; Introductions:</b> Noel Kammermann, Chair		
<b>II. New Business:</b>		
<b>A. CESH Work Products for Feedback/Discussion:</b> 1. <u>Final Presentation &amp; Analysis:</u> Sacramento County Department of Human Assistance Visual Map Analysis 2. <u>Final Presentation &amp; Analysis:</u> SHRA Visual Map Analysis	<b>Presenter(s):</b> Homebase	<b>Time:</b> 40 minutes
<b>B. Systems Mapping CoC Hosted Workshop</b> a. Breakout Rooms b. Group Discussion	<b>Presenter(s):</b> Homebase	<b>Time:</b> 65 minutes
<b>C. Update on CoC Board Hosted Workshop on Racial Equity &amp; Next Steps</b>	<b>Presenter(s):</b> Scott Clark, SSF	<b>Time:</b> 10 minutes
<b>D. Meetings in November &amp; December</b>	<b>Presenter(s):</b> Noel Kammermann, Chair	<b>Time:</b> 5 minutes
<b>III. Review of new agenda items for next meeting</b>		
<b>IV. Announcements</b>		
<b>V. Meeting Adjourned</b>		

For questions about accessibility or to request accommodations please contact Michelle Hulshof at [mhulshof@sacstepsforward.org](mailto:mhulshof@sacstepsforward.org). Two weeks advance notice will allow us to provide seamless access.

# CESH System Mapping & Gaps Analysis: October Progress Report

Work Product	Description of Progress Made in October
WP 1: Visual Maps	<ul style="list-style-type: none"> <li>• Final analysis of the SHRA Visual Map presented to SPC.</li> <li>• Final analysis of the Department of Human Assistance Visual Map presented to SPC.</li> </ul>
Completed Systems Mapping Work Products	<ul style="list-style-type: none"> <li>• WP 1 – Coordinated Entry Visual Map (pg. 7-11, <a href="#">here</a>), SCDBHS Visual Map (pg. 2-6, <a href="#">here</a>)</li> <li>• WP 2 – Project Access Matrix (pg. 13-19, <a href="#">here</a>)</li> <li>• WP 3 – Tableau Movements Analytical Tool (pg. 2-6, <a href="#">here</a>)</li> </ul>
Gaps Analysis	<ul style="list-style-type: none"> <li>• Homebase and SSF complete planning and began data collection process for the Gaps Analysis.</li> </ul>

## Breakout Room Questions

1. What findings from this systems mapping work have surprised you the most?
2. What findings from this systems mapping work have been the most impactful for you and your work?
3. What findings from this systems mapping work do you have lingering questions about or would like further clarification on?

# Racial Equity Workshop Recap

Sacramento Continuum of Care (CoC) Board  
September 30, 2020



# Purpose of the September 30th Workshop

Provide a brave space to:

- 1) Discuss the impact of racial inequities on people experiencing homelessness and the system designed to support them.
- 2) Decide how the CoC will move this work forward.

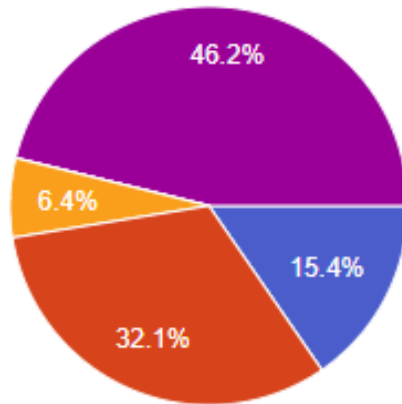
Beginning of an ongoing process to provide clarity, transparency, and leadership to eliminate racial inequity in our homelessness system and, to the extent possible, those systems that feed into it.



# Participants: 48 (39 excluding SSF) CoC Boardmembers: 7

Please identify your role

78 responses



- CoC board member
- Member of the public
- Sacramento Steps Forward staff or consultant
- Elected official
- Other



# Expertise, Interest, and Motivation

- Range of expertise, learning communities and positions
- Wanting to be a better citizen
- Interest in providing better services
- Working to be an anti-racist organization

“I am here to learn.”



# Agenda Included:

1. Welcome, Purpose, and Grounding
2. Racial Equity Frameworks, Learnings, and Key Considerations
3. Presentation of Local Data
4. Break-Out Groups
5. Report Back
6. Next Steps



# Who's Missing from the Conversation?

- Landlords and property owners
- SHRA
- TAY
- People with lived experience

“I know I am new to engaging with this group, but I feel like this is important enough of a topic that I find it discouraging that a majority of **CoC Board members** weren't here.”



# Assessment Tools

- Bias in the VI-SPDAT may lead to system disparities
- How is it being administered and by whom?
- What are the HUD requirements for prioritization?



# Access

- Why do some groups not access the system?
- Are there cultural or language barriers?
- Need for a regional shelter waitlist

“Hard to get our hands around, no clear entrance, multiple front doors looking slightly different, make it hard to answer what more we need to know.”



# Coordinated Entry

- Comparative analysis: Are there fewer disparities with Coordinated Entry?
- Single door Coordinated Entry for all shelters
- More comprehensive
- All programs committing to use it



# Get Educated on Institutional Racism in Sacramento

- People need to know about Sacramento's history of
  - gentrification
  - redlining
  - institutional racism
- Utilize subject matter experts and local historians



# Tailored Outreach with Trained Outreach Workers

- Need to know how outreach impacts outcomes
- Cultural differences include ethnicity and may require different approaches
- Outreach workers need training



# Ongoing Training for Everyone

Importance of **regular, ongoing** cultural and diversity training for all staff at all levels working with those experiencing homelessness

- sensitivity training
- trauma informed approach
- implicit bias training
- move beyond equity and embrace justice



# Data, Policy and Planning

- Data deeper dive into more populations
- Divert resources to those areas that need targeted help
- Bring the disparity data into broader policymaking
- Racial equity is upstream

“Who wrote the strategic plan? We need one clearly. CoC board needs to make decisions in the lens of racial equity.”





# Ensure Leadership Diversity

- Full system scan of leadership and homeless provider organizations by individual demographics
- Increase diversity on CoC boards and committees.
- Better recruitment and orientation for the CoC to get more BIPOC participation.

“Totally agree with diversifying CoC Board and all those making decisions... feels very white dominated making decisions/resources for majority non-white folks - need to uplift the voice and experience of BIPOC and people affected by the decision / resources.”



# Dedicated Committee

Create an equity committee, to include:

- non-CoC Board members
- broad representation from the community
- unhoused people, including BIPOC unhoused
- authority (“real teeth”)



# SSF Recommendation

- Establish a new committee, co-chaired by a CoC board member and non-CoC community member.
- Membership of approximately 15 seats would likewise be reflective of both the CoC and broader community, ensuring diversity across multiple demographics, including current and/or past lived experience of homelessness.
- The main task would be to create a racial equity action plan for the CoC.

