



**SACRAMENTO  
STEPS FORWARD**

Ending Homelessness. Starting Fresh.

### CoC Board Racial Equity Committee

**Proposed Purpose:** The Racial Equity Committee has been created to uncover the scope, causes, and potential solutions of race serving as a predictor for homelessness in Sacramento. This discovery extends to the ways in which Black, Indigenous, and People of Color (BIPOC) experience homelessness and our local homelessness system. As knowledge is generated, it will be disbursed through interactive trainings, accessible reports, and other user-friendly mechanisms. The Committee is tasked with developing an Action Plan that has been fully informed by BIPOC with lived experience of homelessness, as well as input and recommendations from stakeholders, studies, pilots, our local gaps analysis and Coordinated Entry evaluation, disaggregated data wherever possible, and the learnings of other communities to guide the decision-making process of the CoC Board over the next 3-5 years. The ultimate vision is to create an equitable, accountable, intersectional, and transparent homelessness system that catalyzes structural change both inside and outside of our current sphere of influence.

**Proposed Workplan November 2020 - July 2021:**

Month	Main Activities Outside of the Committee Meetings	Deliverables	Committee Meeting Topics	Formal Committee Action	CoC Board Action
Nov	<ul style="list-style-type: none"><li><input type="checkbox"/> Committee Recruitment</li></ul>	<ul style="list-style-type: none"><li><input type="checkbox"/> Draft Committee Purpose Statement</li><li><input type="checkbox"/> Draft Workplan</li></ul>			<ul style="list-style-type: none"><li><input type="checkbox"/> Approve Committee Budget and Draft Workplan</li></ul>
Dec	<ul style="list-style-type: none"><li><input type="checkbox"/> Committee Recruitment</li><li><input type="checkbox"/> Local Data Analysis</li><li><input type="checkbox"/> Plan for the First Committee Meeting in Jan. (3rd Wed. of month 9:00-11:00 am)</li></ul>				

Month	Main Activities Outside of the Committee Meetings	Deliverables	Committee Meeting Topics	Formal Committee Action	CoC Board Action
Jan	<ul style="list-style-type: none"> <li><input type="checkbox"/> Finalize Committee Recruitment</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Diverse Committee Slate</li> <li><input type="checkbox"/> Final Committee Purpose Statement</li> <li><input type="checkbox"/> Final Workplan</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Introduce Members</li> <li><input type="checkbox"/> Brief Local Data Presentation</li> <li><input type="checkbox"/> Discuss &amp; Finalize Workplan</li> <li><input type="checkbox"/> Plan BIPOC PLE Interviews &amp; Listening Sessions</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Approve Final Committee Purpose Statement</li> <li><input type="checkbox"/> Approve Final Workplan</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Approve Committee Membership</li> <li><input type="checkbox"/> Update Governance Charter</li> </ul>
Feb	<ul style="list-style-type: none"> <li><input type="checkbox"/> Plan BIPOC PLE Interviews &amp; Listening Sessions</li> <li><input type="checkbox"/> Attend SPC Committee Report-Out on Gaps Analysis</li> <li><input type="checkbox"/> Attend Training #1</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Plan with Protocols &amp; Questions for BIPOC PLE Interviews &amp; Listening Sessions</li> <li><input type="checkbox"/> Training Recording and Materials #1</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Plan BIPOC PLE Interviews &amp; Listening Sessions</li> <li><input type="checkbox"/> Plan Stakeholder Forum #1</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Approve Plan with Protocols &amp; Questions for BIPOC PLE Interviews &amp; Listening Sessions</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Attend Training #1</li> </ul>
March	<ul style="list-style-type: none"> <li><input type="checkbox"/> Conduct BIPOC PLE Interviews &amp; Listening Sessions</li> <li><input type="checkbox"/> Attend Training #2</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Plan with Protocols &amp; Questions for Stakeholder Forum</li> <li><input type="checkbox"/> Training Recording and Materials #2</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> De-Brief Training #1</li> <li><input type="checkbox"/> Plan Stakeholder Forum #1</li> <li><input type="checkbox"/> Discuss Learnings from the SPC Committee Report-Out on Gaps Analysis</li> <li><input type="checkbox"/> Plan for Research on Best &amp; Promising Practices</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Approve Plan with Protocols &amp; Questions for Stakeholder Forums</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Attend Training #2</li> </ul>

Month	Main Activities Outside of the Committee Meetings	Deliverables	Committee Meeting Topics	Formal Committee Action	CoC Board Action
April	<ul style="list-style-type: none"> <li><input type="checkbox"/> Research Best &amp; Promising Practices</li> <li><input type="checkbox"/> Host/Attend Stakeholder Forum #1</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Report #1: Findings from BIPOC PLE Interviews &amp; Listening Sessions</li> <li><input type="checkbox"/> Stakeholder Forum #1 Recording and Materials</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> De-Brief Training #2</li> <li><input type="checkbox"/> Discuss Report #1</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Approve Report #1 for Distribution to CoC Board (Possibly with Edits)</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Attend Stakeholder Forum #1</li> </ul>
May	<ul style="list-style-type: none"> <li><input type="checkbox"/> Research Best &amp; Promising Practices</li> <li><input type="checkbox"/> Attend Training #3</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Training Recording and Materials #3</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> De-Brief Stakeholder Forum #1</li> <li><input type="checkbox"/> Plan Stakeholder Forum #2</li> <li><input type="checkbox"/> Initiate Action Plan Development</li> </ul>		<ul style="list-style-type: none"> <li><input type="checkbox"/> Receive Report #1</li> <li><input type="checkbox"/> Attend Training #3</li> </ul>
June	<ul style="list-style-type: none"> <li><input type="checkbox"/> Host/Attend Stakeholder Forum #2</li> <li><input type="checkbox"/> Develop Draft Action Plan</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Report #2: Findings from Research on Best &amp; Promising Practices</li> <li><input type="checkbox"/> Stakeholder Forum #2 Recording and Materials</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> De-Brief Training #3</li> <li><input type="checkbox"/> Discuss Report #2</li> <li><input type="checkbox"/> Provide Feedback on Draft Action Plan</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Approve Report #2 for Distribution to CoC Board (Possibly with Edits)</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Attend Stakeholder Forum #2</li> </ul>
Month	Main Activities Outside of the Committee Meetings	Deliverables	Committee Meeting Topics	Formal Committee Action	CoC Board Action
July	<ul style="list-style-type: none"> <li><input type="checkbox"/> Finalize Action Plan</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Final Action Plan</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> De-Brief Stakeholder Forum #2</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Approve Final Action Plan for</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Receive Report #2</li> <li><input type="checkbox"/> Approve</li> </ul>

			<ul style="list-style-type: none"><li><input type="checkbox"/> Discuss Final Action Plan</li><li><input type="checkbox"/> De-brief and Celebrate the First Phase of the Committee</li></ul>	Distribution to the CoC Board	Implementation of Final Action Plan (August Meeting)
--	--	--	---	-------------------------------	--