



SACRAMENTO
STEPS FORWARD

Ending Homelessness. Starting Fresh.

Racial Equity Committee Agenda

Wednesday, January 20, 2021 || 9:00 AM – 11:00 AM

[Zoom Meeting](#) Meeting ID: 890 6293 1218 Passcode: 694743

One tap mobile: +16699009128,,89062931218#,,,,*694743# 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 & Introductions	Angela Upshaw, Roads Home Program Senior Program Manager, Co-Chair	9:00 AM (25 minutes)	Informational
II. Discuss Committee Purpose Statement & Workplan: Vote to Approve Final Versions	Angela Upshaw	9:25 AM (20 minutes)	Informational & Discussion
III. Local Data Presentation	Scott Clark, SSF Systems Performance Analyst	9:45 AM (30 minutes)	Informational & Discussion
IV. Plan BIPOC with Lived Experience Interviews & Listening Sessions	Tamu Green, SSF Systems Performance Advisor	10:15 AM (25 minutes)	Discussion
V. Potential Opportunities to Advise Outside of the CoC	Angela Upshaw	10:40 AM (10 minutes)	Informational
VI. Review of new agenda items for next meeting			
VII. Announcements			

VIII. Meeting Adjourned

Next REQ Committee Meeting: Wednesday, February 17, 2021

Receive & File:

- **Racial Equity (REQ) Committee Slate Biographies**



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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, 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, 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">❑ Committee Recruitment	<ul style="list-style-type: none">❑ Draft Committee Purpose Statement❑ Draft Workplan			<ul style="list-style-type: none">❑ Approve Committee Budget and Draft Workplan
Dec	<ul style="list-style-type: none">❑ Committee Recruitment❑ Local Data Analysis❑ Plan for the First Committee Meeting in				

	Jan. (3rd Wed. of month 9:00-11:00 a.m.)				
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"> <input type="checkbox"/> Finalize Committee Recruitment 	<ul style="list-style-type: none"> <input type="checkbox"/> Diverse Committee Slate <input type="checkbox"/> Final Committee Purpose Statement <input type="checkbox"/> Final Workplan 	<ul style="list-style-type: none"> <input type="checkbox"/> Introduce Members <input type="checkbox"/> Brief Local Data Presentation <input type="checkbox"/> Discuss & Finalize Workplan <input type="checkbox"/> Plan BIPOC PLE Interviews & Listening Sessions 	<ul style="list-style-type: none"> <input type="checkbox"/> Approve Final Committee Purpose Statement <input type="checkbox"/> Approve Final Workplan 	<ul style="list-style-type: none"> <input type="checkbox"/> Approve Committee Membership <input type="checkbox"/> Update Governance Charter
Feb	<ul style="list-style-type: none"> <input type="checkbox"/> Plan BIPOC PLE Interviews & Listening Sessions <input type="checkbox"/> Attend SPC Committee Report-Out on Gaps Analysis <input type="checkbox"/> Attend Training #1 	<ul style="list-style-type: none"> <input type="checkbox"/> Plan with Protocols & Questions for BIPOC PLE Interviews & Listening Sessions <input type="checkbox"/> Training Recording and Materials #1 	<ul style="list-style-type: none"> <input type="checkbox"/> Plan BIPOC PLE Interviews & Listening Sessions <input type="checkbox"/> Plan Stakeholder Forum #1 	<ul style="list-style-type: none"> <input type="checkbox"/> Approve Plan with Protocols & Questions for BIPOC PLE Interviews & Listening Sessions 	<ul style="list-style-type: none"> <input type="checkbox"/> Attend Training #1
March	<ul style="list-style-type: none"> <input type="checkbox"/> Conduct BIPOC PLE Interviews & Listening Sessions <input type="checkbox"/> Attend Training #2 	<ul style="list-style-type: none"> <input type="checkbox"/> Plan with Protocols & Questions for Stakeholder Forum <input type="checkbox"/> Training Recording and Materials #2 	<ul style="list-style-type: none"> <input type="checkbox"/> De-Brief Training #1 <input type="checkbox"/> Plan Stakeholder Forum #1 <input type="checkbox"/> Discuss Learnings from the SPC Committee Report-Out on 	<ul style="list-style-type: none"> <input type="checkbox"/> Approve Plan with Protocols & Questions for Stakeholder Forums 	<ul style="list-style-type: none"> <input type="checkbox"/> Attend Training #2

			<p>Gaps Analysis</p> <ul style="list-style-type: none"> <input type="checkbox"/> Plan for Research on Best & Promising Practices 		
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"> <input type="checkbox"/> Research Best & Promising Practices <input type="checkbox"/> Host/Attend Stakeholder Forum #1 	<ul style="list-style-type: none"> <input type="checkbox"/> Report #1: Findings from BIPOC PLE Interviews & Listening Sessions <input type="checkbox"/> Stakeholder Forum #1 Recording and Materials 	<ul style="list-style-type: none"> <input type="checkbox"/> De-Brief Training #2 <input type="checkbox"/> Discuss Report #1 	<ul style="list-style-type: none"> <input type="checkbox"/> Approve Report #1 for Distribution to CoC Board (Possibly with Edits) 	<ul style="list-style-type: none"> <input type="checkbox"/> Attend Stakeholder Forum #1
May	<ul style="list-style-type: none"> <input type="checkbox"/> Research Best & Promising Practices <input type="checkbox"/> Attend Training #3 	<ul style="list-style-type: none"> <input type="checkbox"/> Training Recording and Materials #3 	<ul style="list-style-type: none"> <input type="checkbox"/> De-Brief Stakeholder Forum #1 <input type="checkbox"/> Plan Stakeholder Forum #2 <input type="checkbox"/> Initiate Action Plan Development 		<ul style="list-style-type: none"> <input type="checkbox"/> Receive Report #1 <input type="checkbox"/> Attend Training #3
June	<ul style="list-style-type: none"> <input type="checkbox"/> Host/Attend Stakeholder Forum #2 <input type="checkbox"/> Develop Draft Action Plan 	<ul style="list-style-type: none"> <input type="checkbox"/> Report #2: Findings from Research on Best & Promising Practices <input type="checkbox"/> Stakeholder Forum #2 Recording and Materials 	<ul style="list-style-type: none"> <input type="checkbox"/> De-Brief Training #3 <input type="checkbox"/> Discuss Report #2 <input type="checkbox"/> Provide Feedback on Draft Action Plan 	<ul style="list-style-type: none"> <input type="checkbox"/> Approve Report #2 for Distribution to CoC Board (Possibly with Edits) 	<ul style="list-style-type: none"> <input type="checkbox"/> Attend Stakeholder Forum #2

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"> <input type="checkbox"/> Finalize Action Plan 	<ul style="list-style-type: none"> <input type="checkbox"/> Final Action Plan 	<ul style="list-style-type: none"> <input type="checkbox"/> De-Brief Stakeholder Forum #2 <input type="checkbox"/> Discuss Final Action Plan <input type="checkbox"/> De-brief and Celebrate the First Phase of the Committee 	<ul style="list-style-type: none"> <input type="checkbox"/> Approve Final Action Plan for Distribution to the CoC Board 	<ul style="list-style-type: none"> <input type="checkbox"/> Receive Report #2 <input type="checkbox"/> Approve Implementation of Final Action Plan (August Meeting)

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.

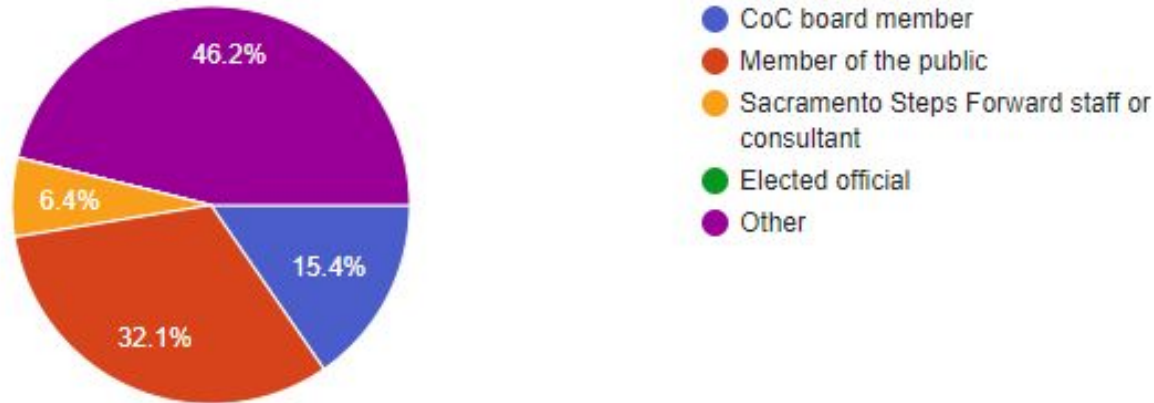
Beginning of an ongoing process to provide clarity, transparency, and leadership to eliminate racial inequity in our homelessness system and, to the extent possible, those systems that feed into it.



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

Please identify your role

78 responses



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

Racial Equity Frameworks and Tools

[National Culturally and Linguistically Appropriate Services \(CLAS\) Standards](#)

[Racial Equity Decision Support Tool](#)

[Racial Equity Impact Assessment](#)

[Racial Equity Toolkit](#)



A Look at Other Communities

[Marin County](#)

[Multnomah County](#)

[Santa Clara County](#)

[Los Angeles County](#)



REPORT AND RECOMMENDATIONS OF THE AD HOC COMMITTEE ON BLACK PEOPLE EXPERIENCING HOMELESSNESS

LOS ANGELES HOMELESS SERVICES AUTHORITY
DECEMBER 2018



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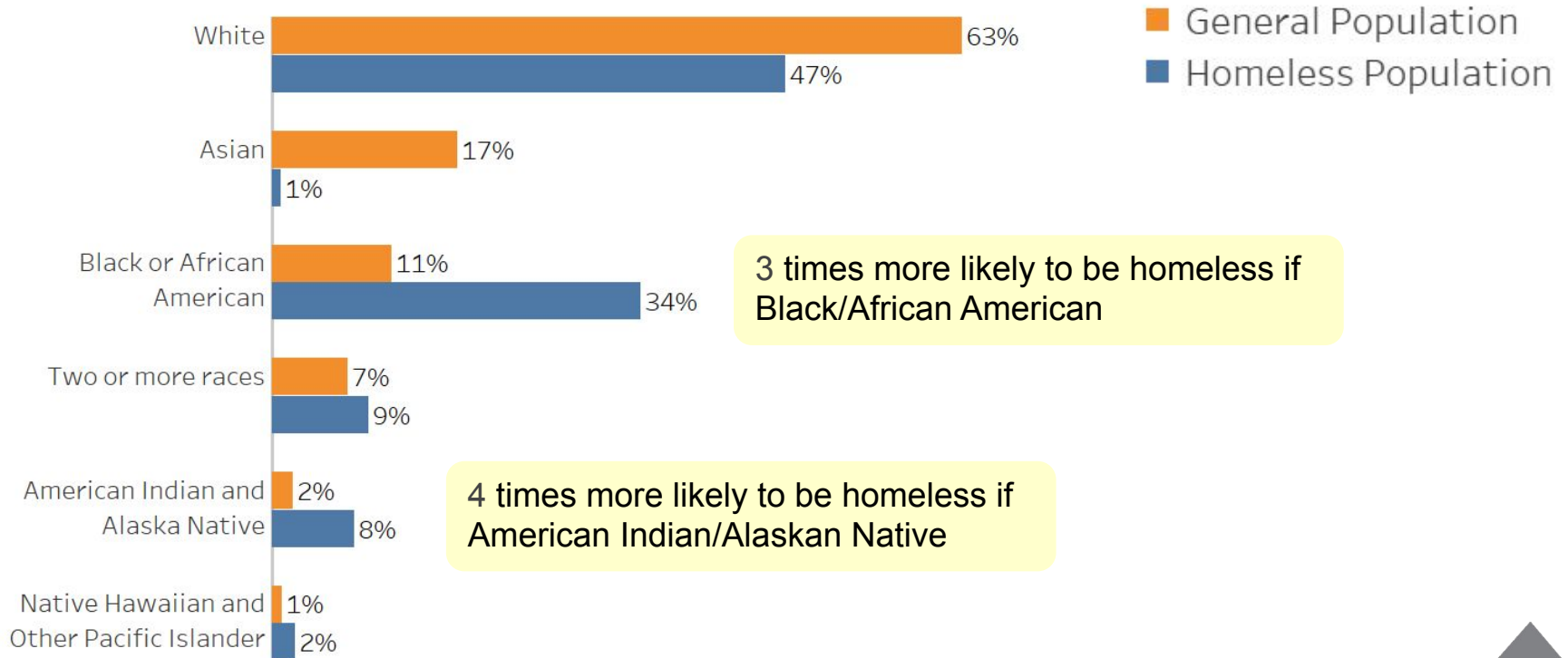
Sacramento Continuum of Care Race & Ethnicity Data

Data reviewed:

- Sacramento County population
- 2019 Point In Time (PIT) count
- Homeless Management Information System (HMIS):
 - VI-SPDAT access
 - VI-SPDAT scores
 - Program enrollments
 - Program exits
 - Returns to homelessness
- COVID-19 shelter response:
 - Assessments
 - Rankings
 - Referrals
 - Enrollments
 - Exits
 - Reason
 - Destination



General Population vs. Homeless Population, by Race



Sources: American Community Survey 2019 (5-year), Sacramento PIT Count January 31, 2019



Sacramento Populations

Black/African American

More likely to be homeless

American Indian/Native Alaskan
Native Hawaiian/Pacific Islander
Two or more races

More likely to be homeless
AND
Less likely to receive services



Additional Opportunities for Discussion

Some disparity seen in:

- Access to VI-SPDAT assessments
- Program enrollments

More analysis needed to understand program outcomes



Summary of Findings

- In an initial review, most aspects of the Sacramento CoC's services showed little sign of disparity by race or ethnicity.
- There may be barriers to receiving services for some races.
- There are disparities by race in VI-SPDAT scoring.
- Additional research and analysis would be beneficial.



Break-Out Group Questions

1. What more do we need to **know** or consider?
2. What should we be **doing** that we aren't currently doing?
3. How should the CoC assign, oversee, and be **accountable** to the work?
4. How should the CoC **partner** on aspects of the work beyond its capacity, expertise or authority?



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.



Discussion





Racial Equity (REQ) Committee Slate Biographies

(Listed by First name)

Angela Upshaw (Co-Chair)

Angela Upshaw is the Associate Director of Programs at Berkeley Food & Housing Project, where she oversees several housing programs, including three Veteran specific programs -- Supportive Services for Veteran Families, Grant and Per Diem Program, and Homeless Veteran Reintegration Program -- across the six Northern California Counties of Alameda, Contra Costa, Solano, Sacramento, San Joaquin, and Amador. Angela is a voting Board Member for the Sacramento Continuum of Care (CoC) and the non-profit agency, East Bay Housing Organizations. Angela holds two Master's Degrees, one in Public Health and the other in Business Administration.

Ardy Akhzari (Co-Chair)

Ardy Akhzari is the founder and CEO of Packs for Cold Backs (PFCB), a Sacramento-based nonprofit that provides essential survival supplies and rehabilitation services to homeless communities in California, Arizona, and Washington. Since he founded Packs for Cold Backs in 2011, Ardy has guided program development, fundraising, and volunteer recruitment to further increase the impact of PFCB's services. He is passionate about social justice, racial equity, mental health, and creating an equitable future for the Sacramento region. Ardy graduated from Sacramento State University with a degree in finance. He has five years of experience as a financial professional, having worked as a licensed brokerage consultant at Vanguard and an executive compensation consultant at Compensia. Ardy looks forward to furthering the understanding of how race serves as a predictor for homelessness in Sacramento, with the goal of developing actionable and data-driven solutions.

Aimée Zenzele Barnes

Aimée Zenzele Barnes, serves as Diversity and Equity Manager for the City

of Sacramento. In her role she is responsible for developing, implementing, and evaluating Citywide diversity, equity, and inclusion programs, initiatives, and strategic planning. Aimée joins the City of Sacramento with over 18 years of higher education administration experience at San Francisco State University where she served as the Interim Director of Diversity and Student Equity and the Interim Executive Director of Associated Students, founding Director of the Richard Oakes Multicultural Center. In addition, she has served on a variety of community-based boards of directors, including the SF Black Coalition on AIDS (Rafiki Wellness Center), SF CARE Council, and Center for Spiritual Awareness. Her various roles in working in higher education has fostered a deep understanding of the vital role of dialogue, life-long learning, and change management, plays in promoting equity and inclusivity in public service. Aimée has a Bachelor's Degree in Economics and Black Studies, and a Master's Degree in Education Administration from San Francisco State University.

Alicia Gonzales

Biography to come.

AniraKhlok

Biography to come.

April Wick

April joined Resources For Independent Living (RIL) as Executive Director in August 2018. Prior to assuming her role with RIL, April served as Executive Director of two disability focused organizations in California and Oregon. April is passionate about helping people with disabilities recognize their own power and using that power to improve their lives and their communities. April is excited to bring a disability justice lens to the Racial Equity Committee. She is a native of Windsor, CA, and a graduate of Sonoma State University, with a degree in Liberal Studies. When not working, April enjoys taking day trips with her husband Paul and her dog, Sammie.

Brina Sylve

Brina Sylve is a Paralegal with the Office of General Counsel at the California Housing Finance Agency. As a Paralegal, she works to ensure every Californian has a place to call home. In 2017, she earned her Bachelor of Arts from UC Davis in Sociology and African American Studies with focuses in social justice, racial inequity, housing law and society. As a woman of color and granddaughter of immigrants who has experienced homelessness, Brina knows first-hand the importance of community and racial equity work. It is her goal to promote racial equity work within the housing industry to empower marginalized communities with affordable, safe housing. Brina was born and raised in Sacramento.

Dawn Basciano

Biography to come.

Fatemah Martinez

Fatemah Martinez is a founding member and President of the South Sacramento Homeless Assistance Resource Team (HART) where she works unsheltered community members to connect them with resources and supplies essential for survival. She graduated from California State University of Sacramento with a master's in Social Work in 2018, and has extensive background providing services to and developing programs for individuals and families experiencing homelessness. Fatemah is a native to Sacramento who is dedicated to working collaboratively to address homelessness, and provide support and resources to at-risk, vulnerable, and underrepresented communities.

Henry Ortiz

Henry is the Founder of “Trauma Through a Traumatized Perspective” (TTTP) trainings. He’s a grass-roots organizer and Community Healer fighting oppressive systems through social justice policy strategies in California. Mr. Ortiz Conducts trainings on the art of grassroots organizing, leadership facilitator trainings and evidence based community healing practices. During his 18 years of incarceration, Mr. Ortiz wrote various

curricula based on trauma and emotional intelligence while facilitating healing workshops to over 3,500 incarcerated men and youth. Today he works with the most oppressed and broken communities as a Community Organizer and systemics Navigator. Since his release, Henry Ortiz has been featured in the The New York Times, Univision, and various local newspapers and stations for his prison advocacy efforts.

Jessica Thomas

Jessica Thomas is an MSW case manager with the Crisis Assistance and Resource Education Support Office (CARES), at Sacramento State, where she oversees both the emergency housing and emergency grant programs. She received both her bachelor's and master's degrees in social work from Sacramento State. Her passion to work with disenfranchised and low income students in higher education is driven by her own personal experiences. Through her work she strives to help others attain personal growth and accomplishment in their educational goals.

Koby Rodríguez

Koby Rodríguez serves as the Chief Program Officer at the Sacramento LGBT Community Center and has direct responsibility for 30 full-time staff members, including three of their housing programs. His degrees are in Race & Ethnic Studies and Higher Education, and he spent the 10 years following graduation working in university cultural centers supporting those with the closest proximity to oppression. He has served as President of the California Council of Cultural Centers in Higher Education, presiding over 200 staff and executives in California's identity-based resource centers. Additionally, he serves as a consultant to businesses, universities, and non-profit organizations who aim to dismantle White supremacist structures that contribute to the oppression of Black, Indigenous, and other People of Color. Lastly, he serves on the Cal MHSA Steering Committee representing the Cultural Competence Committee and on the Sacramento County Behavioral Health Racial Equity Committee.

Mike Nguy

Biography to come.

Patricia Monea Jones

Patricia Jones was born in Oakland, CA and raised in Sacramento. She attended and graduated from Encina High. Until she became homeless, she attended college and majored in Criminal Justice but is looking to pursue journalism as a career. Her dream is to become a prominent cultural commentator with a platform that reaches millions of people. Patricia is a budding social media influencer who focuses on social and cultural issues in our country from a young black woman's perspective. She enjoys having a good time with her subscribers and does some pranking videos, too! She currently works for a local fast food chain, Five Guys, as a cook. She has held many positions in the customer service industries, including Five Star restaurants and has had the honor of working with some of the most respected Head Chefs in Sacramento. Patricia considers herself to be an overachiever, responsible, hard-working and respectful. Her life hasn't been easy, but she feels she has been blessed to have supports around her that cared enough to see past her anger and hurt to her hopes and growth. Patricia looks forward to serving on this board.

Shalinee Hunter

Shalinee Hunter is the Assistant Director for the Equal Employment Opportunity Division for California Department of Transportation. She is a critical partner in leading the Department's various equity initiatives while also carrying out the Department's overall commitment to providing a workplace that is free from discrimination and harassment, recognizing the benefits of diversity and inclusion, and treating all individuals with respect and professionalism. Ms. Hunter has more than 15 years of experience working on a broad range of diversity initiatives, most recently as a Consultant on civil rights laws for the Department of Fair Employment and Housing where she developed educational materials and curriculum covering California's protected classes. She has also worked as an investigator in the Equal Employment Opportunity office at California State University, Sacramento and as a Field Representative for the Board of

State and Community Corrections for over ten years. At the Board of State and Community Corrections, she conducted compliance monitoring of state and federal laws related to the Juvenile Justice and Delinquency Prevention Act. Ms. Hunter was also a two-term national Disproportionate Minority Contact Coordinator. This was an elected position by the Coalition for Juvenile Justice that represents states on racial and ethnic disparity issues across the country. Ms. Hunter completed two Georgetown University Center for Juvenile Justice Reform Certificate Programs. Her capstone project in 2008 resulted in the development and funding of a statewide School to Prison Pipeline implicit bias training program that remains a model for addressing disparate treatment and outcomes for youth of color. In 2013, Ms. Hunter was awarded the Courageous Leadership award from W. Haywood Burns Institute for moving the justice continuum of California forward. Ms. Hunter received her Juris Doctor from Lincoln Law School in 2018.

Stephanie D. Thompson

Stephanie is a Business Analyst for Health Net, a subsidiary of Centene Corporation. She currently serves as the Co-Chair for the non-profit Community Wellness Forum. Her 25 + years of experience working in public and private sectors include Finance, IT, Project Management, Operations, Sales and Marketing. Stephanie's love for community is present in all that she does. She believes that all humans, regardless of race, class, sexuality, creed, or current circumstance deserve to feel safe and respected. She knows problems can be solved when like-minded persons come together for a higher purpose. Stephanie will continue to uplift everyone around her as she focuses her energy on the Sacramento CoC Racial Equity Committee!

Stephen Hernandez

From 2012-2014, while a member of the Oregon National Guard, Stephen worked with service members returning from deployment to connect them to social support nets that were conducive to their needs. The work of linking folks to supportive services impassioned Stephen to continue this type of work upon graduation from Portland State University. Since 2015, he has worked with veterans experiencing homelessness in California,

Oregon and Washington. Stephen is currently the Site Director of Nation's Finest in Sacramento, CA.

Steven Seeley

Steven Seeley is an African American male living here in Sacramento. He once was homeless for about 12 years until Hope Cooperative helped him with housing in 2019. Steven has been in stable housing since and now serves on the board at Hope Cooperative. He is hoping to make a change in the homeless and mental health issues here in Sacramento and looks forward to serving on the Sacramento CoC Board's Racial Equity Committee.

Tiffany Glass

Tiffany Glass has almost 20 years' experience working with underserved populations, with vast experience in community work. She was the manager at Marin Community Clinic and the West Oakland Health Center, in which homelessness was the highest population. Tiffany currently works as a Human Services Program Planner for Sacramento County Department of Child, Family and Adult Services, CPS where she is the program lead for the Black Child Legacy Campaign and the Sacramento County Cultural Broker (SCCB) program. The SCCB is an implemented strategy designed to address the disparities of African American families in Child Welfare with the desired outcome to reduce first-time entries and reentries of African American children into foster care and increase safe, successful, and timely reunification for African American families. Tiffany is the referral contact for African American families for the CPS Bringing Families Home referrals, a program to address homelessness in Child Welfare families.

Tiffany Gold

Tiffany Gold is a youth with lived experience of homelessness who graduated from Audre's Emporium through Waking The Village. Tiffany currently works with Waking the Village as a Child Care Transportation Driver. She was a co-team lead on Sacramento's 100 Day Challenge, and is a current member of the CoC Board. Tiffany has a passion for spoken

word and unconditional love for her dog (Toby).

Vanessa Johnson

Vanessa Johnson is a Lieutenant with the Sacramento County Sheriff's Office, where she has worked and served the community for nearly 20 years. She is currently the Assistant Commander at the Rio Cosumnes Correctional Center. She was previously assigned as the supervisor for the Rancho Cordova Police Department's Problem Oriented Police Team, where she was involved in creating and overseeing the Homeless Outreach Team. She's a graduate from Sacramento City College and California State University, Sacramento. She has resided in the Sacramento County region for over 25 years and is looking forward to working with a variety of community members to discover collaborative solutions to problems.