



**SACRAMENTO  
STEPS FORWARD**

Ending Homelessness. Starting Fresh.

## Racial Equity (REQ) Committee Agenda

Wednesday, February 17, 2021 || 9:00 AM – 11:00 AM

[Zoom Meeting](#) Meeting ID: 875 3116 9430 Passcode: 779893

One tap mobile: +16699009128,,87531169430#,,, \*779893# US (San Jose)

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Agenda Item	Presenter(s):	Time	Item Type
<b>I. Welcome &amp; Introductions</b>	Angela Upshaw, BFHP-Roads Home, Associate Director & Ardy Akhzari, CEO/ Founder of Packs for Cold Backs (Co-Chairs)	9:00 AM (10 minutes)	Informational
<b>II. Review &amp; Approve 01/20/21 Meeting Minutes</b>	Angela Upshaw	9:10 AM (5 minutes)	Action
<b>III. VI-SPDAT Briefing</b>	Peter Bell, SSF Coordinated Entry System Manager	9:15 AM (30 minutes)	Informational & Discussion
<b>IV. Review &amp; Approve Plan for BIPOC with Lived Experience Interviews &amp; Listening Sessions</b>	Ardy Akhzari	9:45 AM (25 minutes)	Action
<b>V. Plan Stakeholder Forum #1</b>	Angela Upshaw	10:10 AM (30 minutes)	Informational & Discussion

<b>VI. Debrief Training #1: Implicit Bias</b>	Tamu Green, SSF Systems Performance Advisor	10:40 AM (15 minutes)	Informational & Discussion
<b>VII. Announcements</b>			
<b>VIII. Meeting Adjourned</b> <b>Next REQ Committee Meeting: Wednesday, March 17, 2021</b>			

**Receive and File:**

- [Interview Recommendation](#)
- [Interview Survey](#)
- Interview Consent Form



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## Racial Equity (REQ) Committee Minutes

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

### Recording of Zoom Meeting

(Chat, presentations, and additional item are below minutes)

### Attendance:

Member	Area of Representation	Present
Aimee Zenzele Barnes	City of Sacramento	Yes
Alicia Gonzales	Greater Sacramento	Yes
Angela Upshaw (Co-Chair)	Veterans	Yes
Anira Khlok	Sacramento, Health System	Yes
April Wick	People with Disabilities	Yes
Ardy Akhzari (Co-Chair)	Sacramento	Yes
Brina Sylve	Greater Sacramento Area	Yes
Dawn Basciano	Sacramento	No
Fatemah Martinez	South Sacramento, Unsheltered / Non-Profit / Outreach	Yes
Henry Ortiz	Communities Impacted by Incarceration, Systemic Oppression, Community Violence	Yes
Jessica Thomas	Sacramento, CA / College Students	Yes
Koby Rodriguez	Central City, Non-Profit, BIQTPOC	Yes
Mike Nguy	Government Agency in the Public Health Division	Yes
Patricia Jones	Sacramento	Yes
Shaline Hunter	Sacramento and Statewide	Yes
Stephanie D Thompson	Oak Park and Marina Vista	Yes

Stephen Hernandez	Sacramento, Veterans	No
Steven Seeley	Mental Health Services, Sacramento County	Yes
Tiffany Glass	Elk Grove, Sacramento County	Yes
Tiffany Gold	Youth with Lived Experience, POC	Yes
Vanessa Johnson	Sacramento County	Yes

SSF Staff	SSF Title
Christina Heredia	Referral Specialist
Hannah Beausang	Communications Manager
Michele Watts	Chief Planning Officer
Michelle Charlton	CoC Coordinator
Peter Bell	Coordinated Entry Systems Program Manager
Scott Clark	Systems Performance Analyst
Tamu Green	Systems Programs Advisor

Agenda Item	Presenter(s):	Time	Item Type
<b>I. Welcome &amp; Introductions</b>	Angela Upshaw, Roads Home Program Senior Program Manager & Ardy Akhzari, CEO/ Founder of Packs for Cold Backs (Co-Chairs)	9:00 AM (25 minutes)	Informational

Meeting started at 9:08 AM. Co-Chairs and members introduced themselves.			
<b>II. Discuss Committee Purpose Statement &amp; Workplan:</b> Vote to Approve Final Versions	Angela Upshaw	9:25 AM (20 minutes)	Informational & Discussion
<p>Angela discussed the purpose, proposed work plan, and the importance on how to measure success. The propose purpose was further discussed and the edit suggestion of adding intersectionality approach and disaggregated data.</p> <p>Motioned with edit suggestion. Motion passed.</p>			
<b>III. Local Data Presentation</b>	Scott Clark, SSF Systems Performance Analyst	9:45 AM (30 minutes)	Informational & Discussion
<p>Scott shared a presentation on the CoC race &amp; ethnicity data, data sources, Homebase analyses, Sacramento's general population vs population experiencing homelessness by ethnicity, Sacramento populations engaged in services, VI-SPDAT tool (<i>many questions were asked – this will be an agenda item for the next REQC meeting</i>) and scores by race (single adult and families), coordinated entry outcomes by ethnicity, exit destinations, and summary of findings. VI-SPDAT questions will be addressed at the next meeting. See presentation and questions/concerns in the chat below.</p>			
<b>IV. Plan BIPOC with Lived Experience Interviews &amp; Listening Sessions</b>	Tamu Green, SSF Systems Performance Advisor	10:15 AM (25 minutes)	Discussion
<p>Tamu presented on planning for lived experience interviews and listening session. She described why the committee is conducting these. She stated that we are looking for 15-20 BIPOC folks who have varied experience with homelessness. The REQC should plan this through subcommittee meetings and reach out to applicants to the REQC to gather their narratives. REQC members will conduct interviews using an</p>			

interview guide via Zoom or socially distanced outside. The subcommittee can work on developing questions over the next three weeks and the REQC would approve protocols at its February 2021 meeting and sessions would happen late February 2021 and March 2021. The findings will be drafted in a report in April 2021 and presented to the CoC in May 2021. She stated that the REQC will ensure that it will be representative in the interviews. The data from interviews will be shared with subcommittee members and the subcommittee will decide how to look for trends and highlight in a report for the committee and for larger conversations and will be incorporated into an action plan. See presentation and questions/concerns in the chat below.

#### **V. Potential Opportunities to Advise Outside of the CoC**

Angela Upshaw

10:40 AM (10 minutes)

Informational

Angela and Tamu discussed the opportunities and will provide updates to the group as they are identified. Michele Watts mentioned the CoC structure and engagement across committees, highlighting the importance of using a racial equity lens. See questions/concerns in the chat below.

#### **VI. Review of new agenda items for next meeting**

The next agenda items are listed on the work plan in addition to adding VI-SPDAT as discussed in the meeting.

#### **VII. Announcements**

Tamu mentioned the first training is Tuesday, February 2<sup>nd</sup>, 2021 from 12:00 PM to 1:30 PM, Google calendar invite to come.

#### **VIII. Meeting Adjourned at 11:00 AM**

Next REQ Committee Meeting: Wednesday, February 17, 2021

## Racial Equity (REQ) Committee

**Wednesday, January 20<sup>th</sup>, 2021 9:00 AM – 11:00 AM**

### Zoom Meeting Chat



09:01:53 From Vanessa Johnson to Everyone : Audio fixed. Good morning.

09:03:45 From Tamu Green (she/her) to Everyone : Feel free to add your pronouns to your name by clicking the three dots in the upper right corner of your box.

09:04:26 From Tamu Green (she/her) to Everyone : Thank you for your patience as we're admitting people.

09:05:42 From Tamu Green (she/her) to Everyone : Glad you fixed your audio, Vanessa. Good morning!

09:09:29 From Tamu Green (she/her) to Everyone : This meeting is being recorded, FYI

09:11:23 From Ardy Akhzari (he/him) to Everyone : Name? Organization or Affiliation?  
Why did you want to join the REQ committee? One thing you hope to contribute to the committee? One thing you hope to gain/learn from the committee? Favorite food?  
Favorite hobby?

09:13:15 From Vanessa Johnson to Everyone : Vanessa Johnson

09:13:16 From Stephanie Thompson to Everyone : Stephanie Thompson

09:13:20 From Anira Khlok (she/her) to Everyone : Anira Khlok, Dignity Health

09:13:22 From Shalinee Hunter (she/her) to Everyone : Shalinee - Caltrans

09:14:26 From April Wick to Everyone : April, RIL

09:14:41 From Ardy Akhzari (he/him) to Everyone : 1)Ardy Akhzari 2)Packs for Cold Backs 3) I'm passionate about social justice and racial equity, and am excited to work with this group together and hear about everyone's learned experiences. 4) I hope to contribute to developing actionable and data-driven plan that can be implemented to better serve those in our community 5) I look forward to learning more about how race serves as a predictor for homelessness in Sacramento 6) Ribs!!!! 7) Surfing or hiking with my dog:)

09:14:45 From Brina Sylve, (she, her) to Everyone : Brina Sylve, CalHFA, I am passionate about housing equality as someone who is formerly homeless. I love every food but especially tacos and I paint and draw in my spare time!

09:15:13 From Monica Rocha-Wyatt, BHS (she/her) to Everyone : Monica Rocha-Wyatt, Behavioral Health. Hope to contribute the BHS lens and I hope to bring back information



about what is happening in the community. My favorite food is seafood and I like doing craft including miniatures.

09:15:32 From Henry Ortiz Community Organizer to Everyone : Henry Ortiz, Community Healers and All of Us or None Sacramento. <https://henrycommunityhealer.org/>

09:16:18 From Vanessa Johnson to Everyone : As a Sacramento County resident and Lieutenant with the Sacramento County Sheriff's Office I wanted to be a part of this committee to share my perspective as a law enforcement leader and most importantly, hear different community member's perspectives and work collaboratively with you all. I love all FOOD...specifically I love to try hole in the wall mom and pop restaurants! I love anything outdoors - hiking, biking, paddle boarding.

09:16:43 From Tiffany Glass, DCFAS (She/Her) to Everyone : Organization or Affiliation? DCFAS, CPS Why did you want to join the REQ committee? Passionate about racial equity. One thing you hope to contribute to the committee? Information from the Child Welfare lens. One thing you hope to gain/learn from the committee? How race affects housing disparities. Favorite food? Fries Favorite hobby? Dancing

09:16:48 From Zuri KColbert CLAP Community Lead Advocacy Program to Everyone : Zuri K Colbert a community member. Founder of CLAP Community Lead Advocacy Program where we support marginalized community members with reach out to provide resources, advocacy, and food insecurities- and distributes living supplies that cater to

the hygiene needs of our Black and Brown community and those who are marginalized. I look forward to meet others in the Sacramento area who are looking to decrease the number of Black and Brown people who are unsheltered due to systemic racism and lack of viable resources.

09:16:58 From Koby Rodriguez (he/him/his) to Everyone : Chief Program Officer, Sac LGBT Center Address racial disparities in youth experiencing homelessness An intersectional approach to address racial disparities Better connect with folks who are doing intersectional work Tacos Volleyball

09:17:12 From Aimee Barnes (She/They) to Everyone : Good Morning, All. This is Aimee (ah-mee) - I serve as the Diversity & Equity Mgr for City of Sacramento - Dr. Tamu reached out to me - and thought this would be a transformative learning experience and apply my DEI and racial equity analysis experience - very food right now is vegan burger patch right now - learning to watercolor for mindfulness and creativity. Thank you!

09:17:27 From Shaline Hunter (she/her) to Everyone : Caltrans; I am excited to be a part of this committee; it is important to me to impact racism in as many facets of life as possible-both personally and professionally. I hope to learn more about places in which we can impact both structural racism and homelessness. Favorite food is gumbo and my favorite hobby is to hike and shop....

09:17:32 From Anira Khlok (she/her) to Everyone : Oops, redo- 1) Anira Khlok, 2) Dignity Health 3/4/5) I wanted to learn from others about their experiences around racial inequity and the intersection of homelessness and really design a system that addresses racial inequity and decreases the number of individuals experiencing/entering homelessness. I want to provide another perspective as a Sacramento native/child of immigrants 5) Khmer food 6) photography

09:17:33 From April Wick to Everyone : April, RIL, wants to change outcomes for homeless people and we cannot do that without race/equity, I hope to contribute my listening skills and leadership skills and personal experiences, learn more about the data and how to be a better advocate, lasagne, biking or hiking

09:17:49 From Stephanie Thompson to Everyone : Stephanie Thompson, Community Wellness Forum, I believe in serving within our community, CWF focus on providing direct support to individuals & Community org that aim to improve health, education and employment opportunities. I hope to share my diverse background and skills . I hope to gain more insight on what can be done to reduce this crisis favorite food: Dim Sum.....Hobby: listening to jazz

09:17:51 From Scott Clark to Everyone : I'm with Sacramento Steps Forward. You'll hear from me later in the agenda when we talk about data. Excited to support the committee and learn from all of you. I like to run and bike and eat food from all over the world. I love pizza too, Angela!

09:18:39 From Jessica Thomas to Everyone : Jessica Thomas, Sacramento State; I joined the REQ committee to learn how to successfully advocate for housing equality for people of color and how to break down barriers that affect access to quality housing. Favorite food is Thai food. Hobby is painting and creating.

09:18:59 From alicia.gonzales to Everyone : Alicia, SNAHC Public Health Programs Manager. Looking forward to the collaboration and brain power within this group. Interested in the data and how we can use that to support and educate our community. Sushi, tacos! playing guitar and singing

09:20:57 From Hannah Beausang (she/her) to Everyone : Hannah Beausang Communications Manager for SSF I'm so excited to support the work of this committee and to learn from all your diverse perspectives/experiences. I love to travel, make art, read and spend time outside - hiking, biking, kayaking, whatever! I'm obsessed with Thai food.

09:23:13 From Peter Bell (he/him) to Everyone : I'm with Sacramento Steps Forward. I'm excited to be listening in and looking for opportunities to collaborate with the REQ committee to improve the Sacramento coordinated entry system. One of my favorite food places is Nash N Proper and I like to play jazz drum set.

09:24:42 From Tamu Green (she/her) to Everyone : I'm Tamu Green, SSF Systems Performance Advisor. It is my great joy to staff this committee! My mom spent a good deal of her high school years in and out of jail fighting for racial equity during the Civil Rights Movement in Arkansas and I am happy to continue her legacy however I can. I love BBQ potato chips and root beer, and hiking and writing and reading. (Big nerd!)

09:28:57 From Christina Heredia (she, her,hers) to Everyone : Christina Heredia, Sac Steps Forward, I am very passionate about helping others. I enjoy advocating and sharing resources. I have navigated the system myself personally and have walked others through it. I feel there is a disconnect in the system that can be fixed by networking and sharing resources and information. I want to learn more so that I can become a better helper. I love Tacos and hiking.

09:29:34 From Michelle Charlton to Everyone : Here are the materials for today's meeting: <https://sacramentostepsforward.org/wp-content/uploads/2021/01/REQC-Meeting-Materials-1.20.21.pdf>

09:30:02 From Fatemah Martinez to Everyone : I'm from South Sac HART. I would like to add value in any way possible that focuses on racial equity and social justice. I can contribute time and talent. I hope to gain additional perspectives, and accountability partners in furthering justice especially for unsheltered community. Favorite food is anything Thai. Favorite hobby is working out.

09:33:08 From Mike Nguy (he, him, & his) to Everyone : Hi Everyone! I'm Mike Nguy (pronouns: he, him, and his) and I am with Sacramento County Public Health. I believe that there are many determinants that contribute to one's health beyond the clinical setting. I'm exciting to work with and learn from everyone here. I love all types of food. When I am not working, I enjoy hiking and traveling.

09:36:45 From Monica Rocha-Wyatt, BHS (she/her) to Everyone : be right back

09:40:54 From Tamu Green (she/her) to Everyone : I'm happy to answer questions about anything in the draft workplan

09:41:50 From Koby Rodriguez (he/him/his) to Everyone : For sake of transparency, can the budget be shared with the committee?

09:43:08 From Anira Khlok (she/her) to Everyone : Thank you! And Angela, that was my follow-up question :)

**09:45:37 From angela upshaw to Everyone : Committee purpose and workplan**

09:45:42 From Tiffany Glass, DCFAS (She/Her) to Everyone : Yes

09:45:44 From April Wick to Everyone : yes

09:45:45 From Zuri KColbert CLAP Community Lead Advocacy Program to Everyone :  
Yes

09:45:46 From Stephanie Thompson to Everyone : Yes

09:45:48 From alicia.gonzales to Everyone : yes

09:45:48 From Anira Khlok (she/her) to Everyone : Yes

09:45:48 From Ardy Akhzari (he/him) to Everyone : Yes

09:45:48 From Koby Rodriguez (he/him/his) to Everyone : are these with the suggestions?

09:45:49 From Shaline Hunter (she/her) to Everyone : Yes

09:45:50 From Vanessa Johnson to Everyone : yes

09:45:55 From Christina Heredia (she, her,hers) to Everyone : yes

09:46:10 From steven seeley to Everyone : yes

09:46:20 From Koby Rodriguez (he/him/his) to Everyone : thank you! yes

09:46:20 From Aimee Barnes (She/They) to Everyone : yes - affirm with suggestion of intersectionality approach and disaggregated data

09:46:31 From Mike Nguy (he, him, & his) to Everyone : yes

09:47:07 From Patricia Jones to Everyone : yes

09:47:31 From Brina Sylve, (she, her) to Everyone : YEs

09:51:00 From Monica Rocha-Wyatt, BHS (she/her) to Everyone : sorry got to go, something came up :(

09:51:24 From April Wick to Everyone : Maybe the non HMIS participating agencies could submit their yearly grant report to SSF and SSF can attempt to find any duplications

10:02:27 From Shalinee Hunter (she/her) to Everyone : I would be interested in seeing the questions for the VISPDAT

10:03:02 From Tiffany Glass, DCFAS (She/Her) to Everyone : In my experiences, BIPOC are not trusting of the system and do not answer as truthful as they can because they fear the answers would negatively affect their Child Welfare case. Leading their vulnerability score to drop.

10:04:31 From Tamu Green (she/her) to Everyone : Feel free to continue to add your questions and comments. We'll cover them shortly.

10:06:14 From April Wick to Everyone : I think bias on the part of the person asking the questions is at play too. For example it could be an unconscious bias about drug use or lifestyle. The service provider could be perceiving the person as less deserving of a high score. Or the person is not describing how their situation is on the worst day of that situation, because they do not have trust in the service provider filling out the form with them.

10:07:10 From April Wick to Everyone : In summary the person experiencing homelessness might be downplaying their own needs due to trust issues, and the service provider might be bringing their own biases into the discussion that determines the scoring.



10:07:29 From Tiffany Glass, DCFAS (She/Her) to Everyone : Absolutely April!

10:08:36 From Anira Khlok (she/her) to Everyone : It would be interesting just see what the demographic of VI-SPDAT administrators is as we think about biases and trust.

10:09:00 From Ardy Akhzari (he/him) to Everyone : Scott can you share the questions that VI-SPDAT asks?

10:09:03 From Tamu Green (she/her) to Everyone : We are taking minutes.

10:09:06 From Stephanie Thompson to Everyone : I agree with you April.....trust is a huge factor

10:09:31 From Gina (She/Hers) to Everyone : I agree with Tiffany and April... also, the tool is not good at demonstrating the complexity of experiences

10:09:40 From steven seeley to Everyone : we need to focus on the needs of the most under served populatiojn.

10:10:05 From Shaline Hunter (she/her) to Everyone : And tools are only as good as the person developing and employing -- eg bias in the instrument

10:10:28 From Gina (She/Hers) to Everyone : and to Ardy's point, the housing providers and decisions makers are overwhelmingly NOT BIPOC

10:10:54 From Aimee Barnes (She/They) to Everyone : Could there be an elaboration on the methodology of VI-SPDAT? Or perhaps a link/resource to learn more. I am wondering if a RE analysis on the VI-SPDAT could be considered to see if we want to supplement these tool that may not capture the experiences of BIPOC. Just beginning to brainstorm - thanks!

10:11:01 From Stephanie Thompson to Everyone : Accountability

10:11:30 From Vanessa Johnson to Everyone : Well said Henry. Getting out and connecting with people builds trusts which will help with gathering more accurate data.

10:12:48 From April Wick to Everyone : I am interested to know how much influence we can have on changing the VI SPIDAT at the local level. If we can't change the tool because of federal issues, then we could decide how to change our local criteria perhaps.

10:12:56 From April Wick to Everyone : Make a new tool.

10:13:30 From April Wick to Everyone : We could be a pilot of a new tool that the feds will adopt?

10:13:51 From Gina (She/Hers) to Everyone : there is a lot of energy about using other tools and ways to better asses, including in DV field

10:16:05 From Hannah Beausang (she/her) to Everyone : Is there a way we could get data about the race/ethnicity of the folx who are administering the VI SPIDAT?

10:17:23 From Koby Rodriguez (he/him/his) to Everyone : Is there any data on service providers?

10:20:04 From Tiffany Glass, DCFAS (She/Her) to Everyone : Thank you Scott

10:25:28 From Ardy Akhzari (he/him) to Everyone : That's a great point Tamu. When doing outreach we provide resource sheets with vetted services provided in Sacramento and the responses are generally mixed.

10:27:16 From Gina (She/Hers) to Everyone : I think we need to also focus on the disparities - what systemic barriers exist that create disparate outcomes in terms of experiencing homelessness and overcoming homelessness...

10:28:16 From Peter Bell (he/him) to Everyone : Here is a link to a rather lengthy VI-SPDAT manual. [https://www.co.shasta.ca.us/docs/libraries/housing-docs/vi-spdat-manual.pdf?sfvrsn=2453f089\\_0](https://www.co.shasta.ca.us/docs/libraries/housing-docs/vi-spdat-manual.pdf?sfvrsn=2453f089_0)

10:28:40 From Ardy Akhzari (he/him) to Everyone : Thanks Peter!

10:30:33 From Brina Sylve, (she, her) to Everyone : I would like to volunteer for the sub-committee!

10:30:51 From Anira Khlok (she/her) to Everyone : Could someone speak to the sampling strategy? Tamu, you mentioned that lots of BIPOC people applied to be on the program. How will we tap into the perspectives of community members who are less engaged in the system?

10:31:14 From Anira Khlok (she/her) to Everyone : applied to be on the committee\*\*

10:31:49 From Koby Rodriguez (he/him/his) to Everyone : I'd be interested in a question: What is driving (and preventing) BIPOC from youth to adult homelessness?

10:32:04 From Peter Bell (he/him) to Everyone : As far as I'm aware, we do not have demographic data on assessors but perhaps that information could be gathered with a survey tool?

10:32:52 From Gina (She/Hers) to Everyone : Please let's remember to capture voices of those experiencing homelessness who are not on the streets and / or not connected with the traditional homeless services, ie DV shelters, youth services, etc.

10:33:00 From April Wick to Everyone : I am interested to know how much data exist on disability statistics of those experiencing homelessness and the data limitations involved and that would be great to get at the next training on VI SPIDAR

10:33:03 From April Wick to Everyone : SPIDAT

10:33:11 From April Wick to Everyone : You don't have to read this

10:34:08 From Anira Khlok (she/her) to Everyone : Thanks, Tamu

10:35:39 From Anira Khlok (she/her) to Everyone : I'd like to participate as well.

10:35:47 From Marlina Davis to Everyone : There are apps that you can utilize that can cover your personal cell phone number, as Google Voice.

10:37:00 From Ardy Akhzari (he/him) to Everyone : I would be interested in the sub-committee as well!

10:37:07 From Tiffany Glass, DCFAS (She/Her) to Everyone : Patricia would like to join the subcommittee too.

10:37:26 From Stephanie Thompson to Everyone : I'd like to participate in a sub-committee

10:37:46 From steven seeley to Everyone : Starting a conversation is a good way to introduce BIPOC persons to services. People will be more open to talking and not just another data number. To address the need we need to know the needs of each person interviewed.

10:39:57 From Gina (She/Hers) to Everyone : totally agree with Henry!!

10:41:11 From Mike Nguy (he, him, & his) to Everyone : Utilizing a community based participatory based framework?

10:41:30 From Christina Heredia (she, her, hers) to Everyone : I will help in anyway I can. Either directly or indirectly.

10:42:51 From Gina (She/Hers) to Everyone : Can I just say that we need to elevate some of the BIPOC voices here on this subcommittee to the actual CoC and other decision making bodies

10:45:41 From Shaline Hunter (she/her) to Everyone : Could this Committee also present to other large government entities impacting (both intentionally and unintentionally)?

10:47:23 From Gina (She/Hers) to Everyone : Agree Michele - this issue crosses the whole system and should be woven into each committee

10:51:00 From Gina (She/Hers) to Everyone : Thanks for sharing your story

10:51:23 From Tiffany Glass, DCFAS (She/Her) to Everyone : Thank you Patricia for sharing your story.

10:51:40 From Ardy Akhzari (he/him) to Everyone : Thanks for sharing Patricia:)

10:52:01 From Koby Rodriguez (he/him/his) to Everyone : Appreciate you sharing, Patricia.

10:52:47 From Vanessa Johnson to Everyone : Thank you for sharing your story Patricia. The relationship our officers build with the navigators are instrumental in connecting them with people who are experiencing homelessness.

10:52:55 From Aimee Barnes (She/They) to Everyone : Thank you for sharing your experience and power, Patricia!

10:55:24 From Zuri KColbert CLAP Community Lead Advocacy Program to Everyone : There are many outreach groups and advocates on the ground already doing the direct services and work who would like to receive SSF contracts while servicing BIPOC

communities that are unsheltered and very underserved. Are there opportunities available currently?

10:58:21 From Peter Bell (he/him) to Everyone : While not exactly outreach, SSF is requesting responses for agencies to become problem-solving access points. We're doing a proposer's conference in about 5 minutes.

<https://us02web.zoom.us/j/82893251770?pwd=RzY5UW55MUN5SFA4L0VSK2t0MEloUT09>

10:59:31 From Mike Nguy (he, him, & his) to Everyone : I apologize everyone; I need to leave to another meeting. It was nice meeting you all and I look forward to learning and working with you all.

10:59:44 From April Wick to Everyone : I have to leave now to another meeting. Be well.

10:59:59 From Anira Khlok (she/her) to Everyone : Thank you all!

11:00:00 From Scott Clark to Everyone : Thanks everyone!

11:00:09 From Tiffany Glass, DCFAS (She/Her) to Everyone : Thank you everyone.

11:00:09 From Peter Bell (he/him) to Everyone : Be well, all!

11:00:11 From Shaline Hunter (she/her) to Everyone : Thank you everyone!

11:00:24 From Vanessa Johnson to Everyone : Thank you





## 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	<input type="checkbox"/> Committee Recruitment	<input type="checkbox"/> Draft Committee Purpose Statement <input type="checkbox"/> Draft Workplan			<input type="checkbox"/> Approve Committee Budget and Draft Workplan
Dec	<input type="checkbox"/> Committee Recruitment <input type="checkbox"/> Local Data Analysis <input type="checkbox"/> 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	<input type="checkbox"/> Finalize Committee Recruitment	<input type="checkbox"/> Diverse Committee Slate <input type="checkbox"/> Final Committee Purpose Statement <input type="checkbox"/> Final Workplan	<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	<input type="checkbox"/> Approve Final Committee Purpose Statement <input type="checkbox"/> Approve Final Workplan	<input type="checkbox"/> Approve Committee Membership <input type="checkbox"/> Update Governance Charter
Feb	<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	<input type="checkbox"/> Plan with Protocols & Questions for BIPOC PLE Interviews & Listening Sessions <input type="checkbox"/> Training Recording and Materials #1	<input type="checkbox"/> Plan BIPOC PLE Interviews & Listening Sessions <input type="checkbox"/> Plan Stakeholder Forum #1	<input type="checkbox"/> Approve Plan with Protocols & Questions for BIPOC PLE Interviews & Listening Sessions	<input type="checkbox"/> Attend Training #1
March	<input type="checkbox"/> Conduct BIPOC PLE Interviews & Listening Sessions <input type="checkbox"/> Attend Training #2	<input type="checkbox"/> Plan with Protocols & Questions for Stakeholder Forum <input type="checkbox"/> Training Recording and Materials #2	<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	<input type="checkbox"/> Approve Plan with Protocols & Questions for Stakeholder Forums	<input type="checkbox"/> Attend Training #2

			Gaps Analysis <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	<input type="checkbox"/> Research Best & Promising Practices <input type="checkbox"/> Host/Attend Stakeholder Forum #1	<input type="checkbox"/> Report #1: Findings from BIPOC PLE Interviews & Listening Sessions <input type="checkbox"/> Stakeholder Forum #1 Recording and Materials	<input type="checkbox"/> De-Brief Training #2 <input type="checkbox"/> Discuss Report #1	<input type="checkbox"/> Approve Report #1 for Distribution to CoC Board (Possibly with Edits)	<input type="checkbox"/> Attend Stakeholder Forum #1
May	<input type="checkbox"/> Research Best & Promising Practices <input type="checkbox"/> Attend Training #3	<input type="checkbox"/> Training Recording and Materials #3	<input type="checkbox"/> De-Brief Stakeholder Forum #1 <input type="checkbox"/> Plan Stakeholder Forum #2 <input type="checkbox"/> Initiate Action Plan Development		<input type="checkbox"/> Receive Report #1 <input type="checkbox"/> Attend Training #3
June	<input type="checkbox"/> Host/Attend Stakeholder Forum #2 <input type="checkbox"/> Develop Draft Action Plan	<input type="checkbox"/> Report #2: Findings from Research on Best & Promising Practices <input type="checkbox"/> Stakeholder Forum #2 Recording and Materials	<input type="checkbox"/> De-Brief Training #3 <input type="checkbox"/> Discuss Report #2 <input type="checkbox"/> Provide Feedback on Draft Action Plan	<input type="checkbox"/> Approve Report #2 for Distribution to CoC Board (Possibly with Edits)	<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	<input type="checkbox"/> Finalize Action Plan	<input type="checkbox"/> Final Action Plan	<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	<input type="checkbox"/> Approve Final Action Plan for Distribution to the CoC Board	<input type="checkbox"/> Receive Report #2 <input type="checkbox"/> Approve Implementation of Final Action Plan (August Meeting)

# Local Race & Ethnicity Data

Racial Equity Committee  
January 20, 2021

# Sacramento Continuum of Care Race & Ethnicity Data

## Data sources:

- U.S. Census for Sacramento County population
- 2019 Point In Time (PIT) count
- Homeless Management Information System (HMIS)

## Homebase analyses:

- Coordinated Entry (CE) Evaluation
- Gaps Analysis

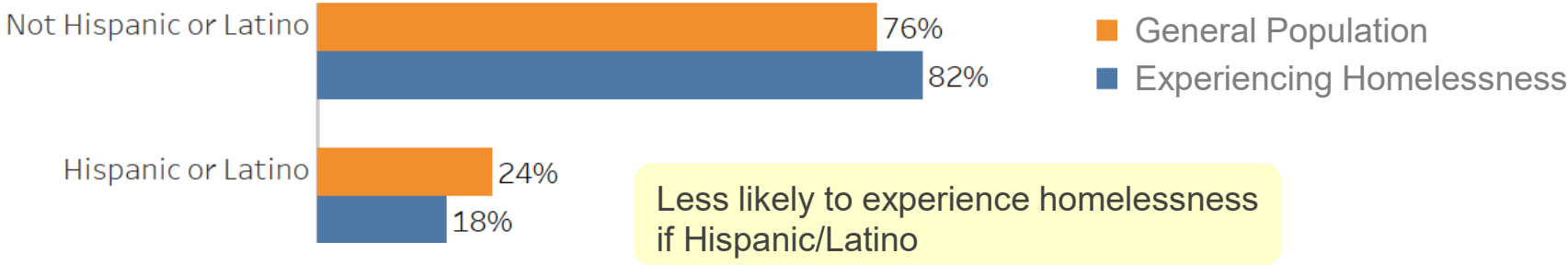
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## What is not available:

- Access & outcome data from programs not participating in HMIS

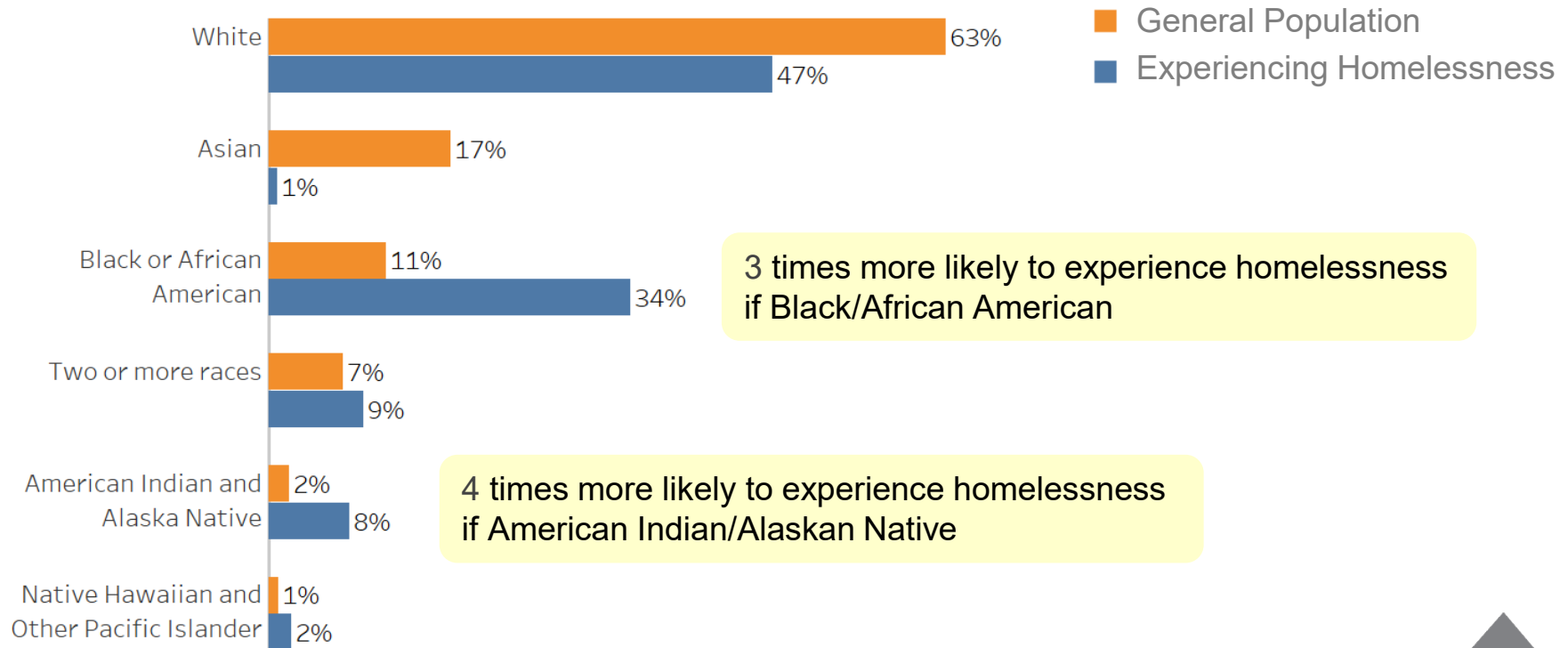


# General Population vs. Population Experiencing Homelessness by Ethnicity



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

# General Population vs. Population Experiencing Homelessness by Race



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



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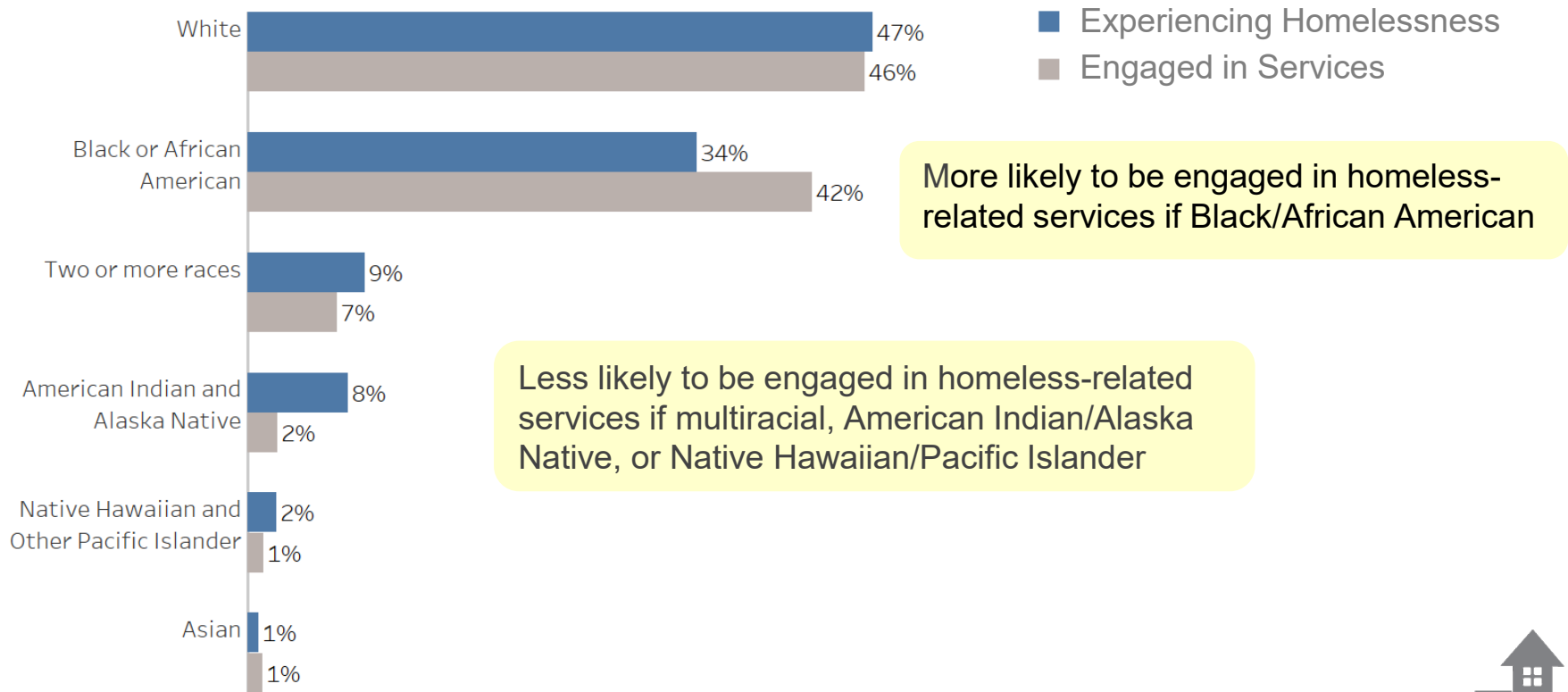
# Population Experiencing Homelessness vs. Population Engaged in Services by Ethnicity



Both ethnicities were just as likely to be engaged in the homelessness response system



# Population Experiencing Homelessness vs. Population Engaged in Services by Race



Sources: Sacramento PIT Count January 31, 2019, Sacramento HMIS Dashboard end of year data 2017-2019

# Sacramento Populations

Black/African American

More likely to experience homelessness

American Indian/Native Alaskan

Native Hawaiian/Pacific Islander

Two or more races

More likely to experience homelessness

AND

Less likely to be engaged in system

# Sacramento Populations and Subpopulation Variations

## Experiencing Homelessness on 1/1/2020

White	2,232
Black/African American	2,165
Two or more races	363
American Indian/Alaskan Native	119
Asian	73
Native Hawaiian/Pacific Islander	58

	White	Black
Households with children	628	1,119
Households without children	1,597	1,044

52% of Black persons experiencing homelessness are in households with minor children compared to 28% for White persons.



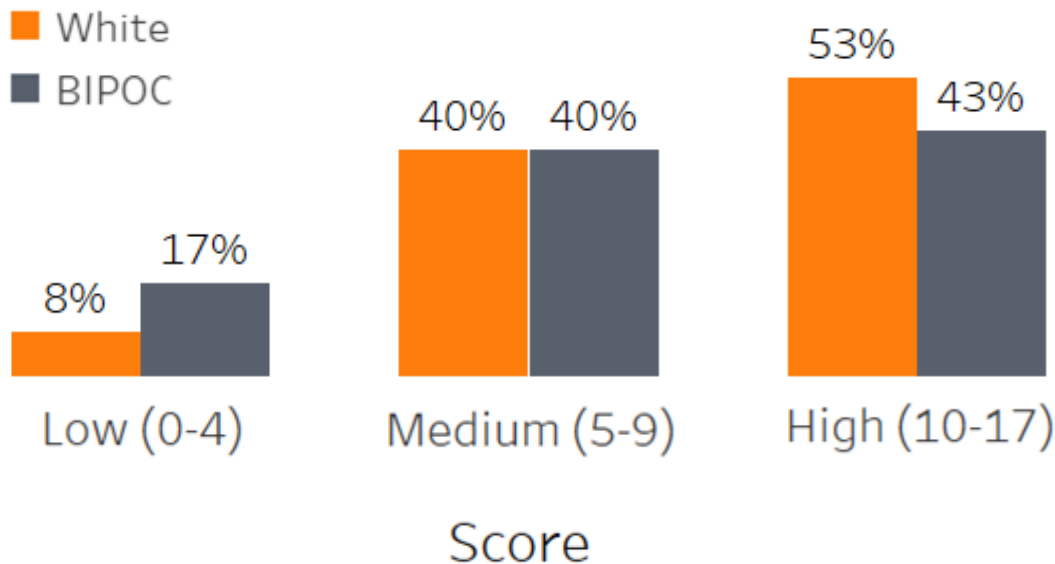
# Vulnerability Index-Service Prioritization Decision Assistance Tool (VI-SPDAT)

- Triage tool designed to help prioritize the most vulnerable participants for scarce housing resources
- Commonly used by coordinated entry systems across the country
- Assessment leads to a vulnerability score in the low, medium, or high range
- Scores play a role in determining what level of service should be provided



# VI-SPDAT Scores 2018-2019 by Race

## Single Adults



White persons received higher scores than Black and Indigenous People/Person(s) of Color (BIPOC) in all subpopulations examined

Source: HMIS data January 1, 2018 to December 31, 2019

# VI-SPDAT Scores by Race

## Single Adults

	Number	Avg. Score
White	795	10.7
American Indian	44	10.6
Multi-Racial	69	9.9
Black	486	9.6
Asian	21	9.4
Pacific Islander	20	8.7
Unknown Race	35	7.8

## Families

	Number	Avg. Score
White	169	8.4
Unknown Race	15	8.3
Multi-Racial	50	8.1
Pacific Islander	8	7.3
Black	308	6.8
American Indian	7	6.7
Asian	4	6.0

Source: Sacramento CoC 2020 Coordinated Entry Evaluation, Homebase



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# Coordinated Entry Outcomes by Race

Figure 20. Assessments, Enrollment, and Move-Ins, by **Race** (Oct. 2019-Sept. 2020)<sup>50</sup>

	White	Black	Other (Includes Unknown)
Completed VI-SPDAT	1015	878	304
Scored in Rapid Re-Housing or Permanent Supportive Housing Range	965 (95% of assessed)	752 (86% of assessed)	271 (89% of assessed)
Enrolled into Rapid Re-Housing or Permanent Supportive Housing through coordinated entry	82	67	24
Moved into Rapid Re-Housing or Permanent Supportive Housing through coordinated entry	61 (6% of eligible)	59 (8% of eligible)	19 (7% of eligible)

6.7% of Black clients who completed the VI-SPDAT moved into permanent housing, compared to 6.0% of White clients. Outcomes for clients of other races were similar to outcomes for White clients.

Source: Sacramento CoC 2020 Coordinated Entry Evaluation, Homebase



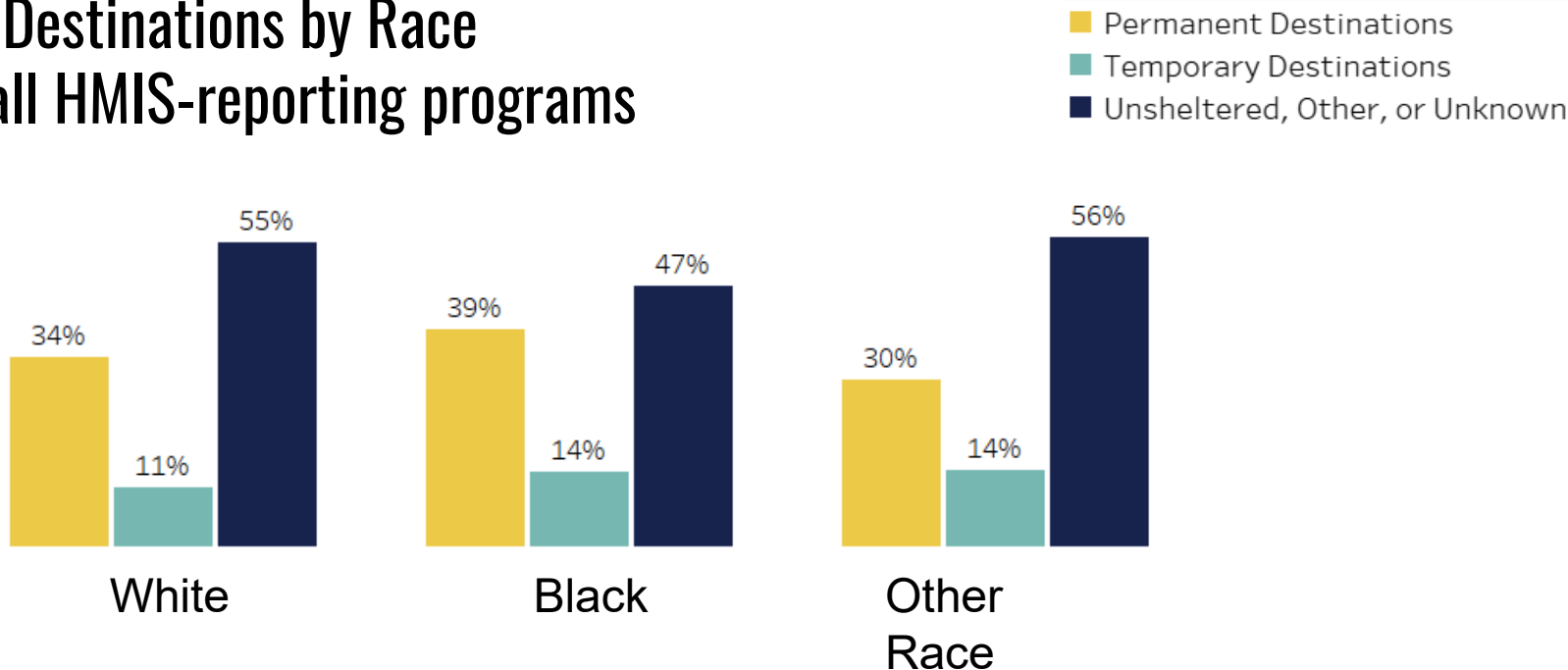
# Coordinated Entry Outcomes by Ethnicity

Figure 21. Assessments, Enrollment, and Move-Ins, by **Ethnicity** (Oct. 2019-Sept. 2020)<sup>51</sup>

	Hispanic/Latino	Non-Hispanic/Latino	Unknown
Completed VI-SPDAT	340	1,835	22
Scored in Rapid Re-Housing or Permanent Supportive Housing Range	302 (89% of assessed)	1,668 (91% of assessed)	18 (82% of assessed)
Enrolled into Rapid Re-Housing or Permanent Supportive Housing through coordinated entry	21	152	0
Moved into Rapid Re-Housing or Permanent Supportive Housing through coordinated entry	15 (5% of eligible)	124 (7% of eligible)	0 (0% of eligible)

While VI-SPDAT scoring did not show disparity by ethnicity, Hispanic/Latino persons were less likely to move into permanent housing.

# Exit Destinations by Race for all HMIS-reporting programs



Black persons exited to permanent destinations at the highest rate.

Source: Movement Dashboard for July 2018 – June 2020, Homebase

# Summary of Findings

- In general, most of the quantitative data examined showed no clear sign of disparity by race or ethnicity.
- There may be barriers to engaging in the homelessness response system for some races.
- There are disparities in VI-SPDAT scores that do not clearly correlate with outcomes.
- The available data does not reflect the entire homelessness response system.



# Thank you!



# Planning for Interviews and Listening Sessions

Racial Equity Committee  
January 20, 2021



# Why are we conducting interviews and listening sessions?

- Quantitative data is important, but it is incomplete
- When mixed with qualitative data, we are able to tell a fuller story
- This committee's research should be grounded in learnings from those who are closest to the problem -- and likely to the solutions



# What do we want to know?

- What is driving BIPOC into homelessness?
- What is preventing BIPOC from resolving their homelessness?
- How do BIPOC find out about services that are available to them?
- What do BIPOC think about the services that are available to them? How do they experience those services?
- What recommendations and ideas do they have for creating a more racially just system?
- What would they like to see changed?



# Who do we want to hear from?

- 15-25 key informants in Sacramento with varying perspectives and roles in the system
- Black, Indigenous, and People of Color (BIPOC)
- People with Lived Experience of Homelessness (PLE)
- Compensated at \$25/hour for 1-2 hours



# How are we going to approach this?

- Form a small sub-committee to plan protocols (for privacy, safety, & compensation), outreach, and logistics
- REQ Committee members and applicants who are BIPOC PLE to be invited as key informants
- Utilize volunteer REQ Committee members to conduct the interviews, listening sessions, and data analysis
- Provide volunteers with an interview guide (general script, brief introduction, key questions)



# Where will these sessions take place?

- Safety during the pandemic is paramount
- Via Zoom or conference call is safest (avoids physical contact and minimizes sharing of personal contact information)
- Outside, spaced apart, with masks, is an option



# When will this work be accomplished?

- Sub-committee to work on the protocols and questions over the next three weeks
- REQ Committee approves the protocols and questions at Feb. meeting
- Interviews and listening sessions take place Feb. - March
- Draft a report of findings in April
- Discuss and potentially edit report at April REQ Committee meeting
- Distribute report to CoC Board in May



# Thank you!





## **CoC Racial Equity Training Plan**

CoC Board members, Racial Equity Committee members, and CoC-funded providers will be invited to participate in an interactive training series in Spring 2021 designed to build a common knowledge base and move our community in the direction of collective, coordinated, well-informed action -- at the individual, organizational, and systemic level. For each session, post-training professional development assignments and resources will be offered.

### **February 2021**

#### **I Am a Good Person: I Can't Possibly Have Bias. And Other Myths About How Our Brains Work.**

In this introductory training, we will learn how implicit biases are made in our brains and expressed in our actions, creating advantages for some groups and disadvantages for others. Tools and techniques will be presented to reduce our susceptibility to both personal and institutional bias, including the Implicit Association Test and five evidence-based countermeasures.

### **March 2021**

#### **Acknowledging Our Shared Inheritance: Government-Sanctioned Bias, Systemic Racism, and a Renewed Demand for Change**

This training session will focus on: the legacies of segregation, the impact of having -- or not having -- affordable housing, the racial wealth gap, and how structural racism and implicit bias pushes BIPOC out of some systems and into others. We will explore unique opportunities in the current environment, including responsibility for action within our organizations and institutions.

**May 2021**

## **Bringing It All Together: Aligning Our Heads, Our Hearts, and Our Institutions for Equity**

In this closing training session, the emphasis will be placed on best and promising practices for organizational change to counter institutional bias, structural racism, and the inequity they produce. Participants will be introduced to real world examples of racial equity statements, decision support tools, and action plans. Together we will also engage in collective visioning.



## SACRAMENTO STEPS FORWARD

Ending Homelessness. Starting Fresh.

### Interview Consent Form

Thank you for your interest in the learning that the Sacramento Continuum of Care (CoC) is undertaking to better understand the experiences of its full range of community members, particularly those who identify as Black, Indigenous or a Person of Color (BIPOC). Through interviews and listening sessions, a clearer picture is expected to emerge of the unique challenges BIPOC face that place them at greater risk for homelessness.

You will have the option to have your interview recorded, which may aid in the analysis, but you may also decline to be audio and/or video recorded.

**Check one:**

- ☐ I agree to be audio recorded.
- ☐ I decline to be audio recorded.

**Check one:**

- ☐ I agree to be video recorded.
- ☐ I decline to be video recorded.



## SACRAMENTO STEPS FORWARD

Ending Homelessness. Starting Fresh.

You will have the option to review and edit the draft report prior to its submission to the CoC Board.

**Check one:**

☐ I want the option to review the draft report to check for accuracy and make deletions or additions prior to its submission to the CoC Board. Here is how I can be contacted or located: \_\_\_\_\_

\_\_\_\_\_

☐ I decline the option to review and approve the draft report prior to its submission to the CoC Board.

You will have the option to use your real or street name in any reporting, but you may also decline to use any identifying information, including your real or street name, in any reporting in order to preserve your confidentiality.

**Check one:**

☐ I would like this name \_\_\_\_\_ to be used in any reporting.  
I feel good about linking my name to my story.

☐ I would like my identifying information, including my real or street name, to be eliminated in any reporting in order to preserve my confidentiality.





## SACRAMENTO STEPS FORWARD

Ending Homelessness. Starting Fresh.

Only one interview, lasting approximately 90 minutes, is expected. However, follow-ups may be requested for additional clarification.

It is unknown at this time the extent to which there will be direct benefits of participation, although people generally find the chance to reflect on some of the dynamics of their life to be affirming.

Additionally, your participation in this study will help the CoC to better understand the experiences and perspectives of the community it seeks to serve. By undergoing this interview, the CoC intends to utilize the findings to shape its system improvements, including but not limited to outreach, assessment, services, professional development of providers, program design, and community collaborations. Recommendations for system improvements will be included in an action plan submitted to the CoC Board in July 2021.

Your participation in this interview is voluntary. You are free to refuse to take part. You may refuse to answer any questions and may stop taking part in the interview at any time. Whether or not you participate in this research will have no bearing on any relationship you and the CoC do now or will ever have. Whether or not you complete the interview, you will be offered a Visa gift card as a thank you for your time.

If you have any questions about the interview, you may contact the lead staff member, Dr. Tamu Green, at any time: [tgreen@sacstepsforward.org](mailto:tgreen@sacstepsforward.org) or 916-285-1835.

If you agree to take part in the interview, you will be required to sign below. If you are opting for a phone interview, please snap a photo of the three pages of this signed consent form and send it to [tgreen@sacstepsforward.org](mailto:tgreen@sacstepsforward.org). If you are opting for an in-person interview, please allow your interviewers to take a photo of the signed consent form. You are encouraged to maintain a copy of this agreement for future reference.



## SACRAMENTO STEPS FORWARD

Ending Homelessness. Starting Fresh.

### Signature of Participant

I understand the procedures described above. I have read this consent form and agree to take part in this interview. I acknowledge that I have received a copy of this form.

Printed Name of Participant: \_\_\_\_\_

Signature of Participant: \_\_\_\_\_

Date: \_\_\_\_\_