Welcome! Please type into the chat your name, organization and pronouns. Please indicate if you are a CoC Board member or Racial Equity Committee member. We are NOT recording.
Getting Centered
Guidelines for Our Brave Space

Be Present
Step Up, Step Down
Confidentiality - Share the Learning, Not the Person
Disagreement is Okay, Animosity is Not
Amnesty - Kindness to Self and Others

You will need a notepad (paper or electronic)

Tasty snacks and beverages are highly encouraged!
The CoC Training Series

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

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

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

Learn more about the REQ training series [here](#).
Why are we conducting this training?

- Addressing structural inequities and institutional bias can feel overwhelming until the process is demystified.
- Transforming our institutions and the ecosystem in which they live can profoundly impact outcomes for Black, Indigenous, and other People of Color (BIPOC).
- Knowledge increases our ability to recognize levers for change and to advocate for their implementation.
- Real world examples make the terminology and concepts more accessible.
We Strive to Become a Learning Community...

Race as a social construct  Structural racism
Racial disparities  Racial equity lens
Racial equity  Social determinants of health
Color-blindness  Intersection of homelessness and structural racism
Cultural humility  Historical impact of housing policy on homelessness
White privilege  Contemporary manifestations of housing discrimination
White dominant cultural norms
Internalized racial oppression
Interpersonal racism
Institutional racism
That Takes Action

- Normalize Conversations
- Staff and Leadership Diversity
- Race-Explicit Strategy/Goals
- Evaluation Metrics
- Client/Community Engagement
- Tailored/Inclusive Programs
- Equitable Funding
- Racial Equity Champions

“As our services expand, so does our impact. We’re working to improve housing stability for supportive housing residents, economic mobility for low-income families, and quality of life for all our residents.”

Maria Elena Marquez-Brookes, Vice President of Resident Services
Themes for Action within the Homelessness System

- Listening sessions and interviews
- Prioritization
- Internal training
- CoC board and leadership diversity
- Uplift BIPOC contracting
Themes for Action with Homelessness Partners

● Identify the institutions and systems that are major contributors to BIPOC homelessness
● Engage in strategic partnerships with a racial equity focus
● Joint support on policies, budgets, and other key recommendations
● Strengthen prevention
What is a Racial Equity Statement?
The McKnight Foundation Statement on Diversity, Equity, and Inclusion

The California Arts Council Racial Equity Statement

As California’s state arts agency, the California Arts Council is committed to racial equity both internally through our work environment, and externally through our programming.

● We are committed to ensuring that every policy enacted reflects democratic principles of equity and justice.
● We understand that enacting policy in a just and equitable manner considers critical issues of implicit bias and discrimination that requires concerted and purposeful action.
● We believe that bringing together Council, staff and other partners with differing backgrounds and life experiences will enhance our ability to increase opportunities for all arts service organizations to succeed.
● Policies, programs, and activities will be administered to identify and avoid discrimination and barriers to access, and to avoid disproportionally high and adverse effects on communities of color.
Accountability to our grantees is of central importance to us. We understand the significance of evaluating the impact of our policymaking on grantees over time and utilizing this evaluation in the development of new policy initiatives. We are committed to the just and equitable disbursement of resources.

We will obtain the following information when relevant and appropriate in order to utilize data to evaluate the impact of our equity goals: population served and/or affected by race, color, national origin, and income level, which will include diverse communities across the state such as: communities of color, racially and ethnically diverse individuals, tribal communities, immigrant and refugee communities, and communities that have principal languages other than English.

https://arts.ca.gov/about/racial-equity-statement/
1. Advocate that funders support prevention strategies
2. Engage people of color with lived expertise of homelessness
3. Engage in short- and long-term strategies to center racial equity
4. Commit to learning more about the systemic racism and anti-black, anti-native, and other forms of violence and oppression
5. Commit to diversity of speakers
6. Commit to providing ongoing training and learning
7. Commit to improve organizational skills and capacity to address racial inequity in homelessness
8. Use an intersectional lens and analysis
Developing a Racial Equity Statement

- Why would an organization want to develop a racial equity statement?
- What are the benefits of having a statement?
- What might be some pitfalls to avoid?
- What does it take to put a statement into action?
What is a Decision Support Tool?
The What and Why of a Decision Support Tool

- A series of questions to ask when considering proposed actions about programs, policies, or practices
- A methodical process that occurs at every decision point
- Intentionally slows down decision making to impede implicit biases and expose explicit biases
- Allows for greater confidence in decision making
- Validates fully vetted decisions
1. TIER 1: BASIC CAPACITY
2. TIER 2: PUBLIC INPUT AND IMPACT
3. TIER 3: EQUITY ALIGNMENT
4. TIER 4: COUNCIL PROCESS
5. TIER 5: POST-DECISION CONSIDERATIONS
<table>
<thead>
<tr>
<th>TIER 1: BASIC CAPACITY</th>
<th>TIER 2: PUBLIC INPUT &amp; IMPACT</th>
<th>TIER 3: EQUITY ALIGNMENT</th>
<th>TIER 4: COUNCIL PROCESS</th>
<th>TIER 5: POST-DECISION CONSIDERATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clearly state the desired action and its high-level expected benefit:</td>
<td>Who is expected to benefit from this action?</td>
<td>Has research been conducted to identify best practices for racial equity?</td>
<td>Prior to calling for a vote:</td>
<td>For this action, what is the Council's role?</td>
</tr>
<tr>
<td>Timeline</td>
<td>What might be the unintended consequences/drawbacks from this action?</td>
<td>If it is appropriate to conduct a Racial Equity Impact Assessment (see Appendix C), what is the timeline and staffing?</td>
<td>Was the item open for discussion at a prior Council meeting?</td>
<td>For this action, what is staff's role?</td>
</tr>
<tr>
<td>What is the desired timeline for this action?</td>
<td>Has there been an opportunity for input on this action from:</td>
<td>Will this action disadvantage:</td>
<td>Were Council members able to forward their unresolved questions or concerns to the appropriate committee for research and recommendations?</td>
<td>Is there a committee or working group to which this action should be assigned or that should be created?</td>
</tr>
<tr>
<td>Staffing, Partners, and Funding</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>What is required to fully support this action -- staffing, partners, and funding?</td>
<td>Those potentially impacted in the field?</td>
<td>Small organizations?</td>
<td>Communication</td>
<td></td>
</tr>
<tr>
<td>Are all three available during the desired timeline?</td>
<td>Those potentially impacted as community members?</td>
<td>Certain regions of the state?</td>
<td>Once the decision has been made, decide how the decision and progress on the action (if applicable) will be communicated to:</td>
<td></td>
</tr>
<tr>
<td>Is there an opportunity to acquire staffing, partners, and/or funding?</td>
<td>Council, staff, partners, funders (specifically, to what extent are other funders involved in meeting this need), elected officials?</td>
<td>Potential beneficiaries with disabilities?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Is there a lesser priority from which staff, partners, and/or funding can be redirected?</td>
<td>Position the CAC as a national or international leader?</td>
<td>Potential beneficiaries who communicate in languages other than English?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>If the timeline is adjusted, will staffing, partners, and/or funding be available?</td>
<td>Promote ownership?</td>
<td>Potential beneficiaries who face social stigma, trauma, and/or safety concerns?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>If the timeline is adjusted, will there be an adverse impact?</td>
<td>Build capacity?</td>
<td>Potential beneficiaries with fewer technological resources and/or expertise?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>From where can resources of staffing, partners and/or funding be redirected to cause a lesser impact?</td>
<td>Align with CAC values?</td>
<td>If yes to any, what adjustments or accommodations could be made to offset the disadvantage?</td>
<td>If the vote passes, move to Tier 5.</td>
<td></td>
</tr>
</tbody>
</table>

**Based on the responses, evaluate whether the action should move to Tier 2.**

**Based on the responses, evaluate whether the action should move to Tier 3.**

**Decisions made by staff skip to Tier 5.**
What is a Racial Equity Impact Assessment?
● Using a racial equity impact assessment process and tool can help jurisdictions assess the actual or anticipated effect of proposed policies, institutional practices, programs, plans and budgetary decisions.

● Conducting a racial equity impact assessment can also help ensure that policymaking occurs in an environment that is transparent and engaging of communities and constituents.

Racial Equity Impact Assessment

1. Identify Stakeholders
2. Engage Stakeholders
3. Identify and Document Racial Inequities
4. Examine the Causes
5. Clarify the Purpose
6. Consider Adverse Impacts
7. Advance Equitable Impacts
8. Examine Alternatives or Improvements
9. Ensure Viability and Sustainability
10. Identify Success Indicators

What is a Racial Equity Action Plan?
Racial Equity Action Plans

Put a theory of change into action

Normalize
- Discussion of inst. racism and gvrmnt’s role and understanding of “Why we lead with Race”
- Urgency/Prioritize/Buy-in

Operationalize
- Racial equity tools and in policies and business procedures;
- Data to inform strategies and drive results

Organize
- Build internal capacity
- Partnerships (across programs and sectors)

https://www.racialequityalliance.org/
Racial Equity Action Plans are

• A means to an end; NOT the end
• Both a process and a product
• Guided by a clear results statement/vision
• Structured to achieve meaningful and measurable results

• Transformative
• Policy documents
• Complementary to and leverage existing planning/policy documents
• used to create and maintain accountability

https://www.racialequityalliance.org/
Potential Areas to Address

- Training and Education
- Hiring, Recruitment, Retention, and Promotions
- Communications
- Contracts and Grants
- Partnerships
- Projects and Programs
- Technical Assistance and Capacity Building
- Stakeholder Policies and Practices for Community Trust-Building, Access and Engagement
- Data Collection, Analysis, and Reporting
- Interagency Collaboration
- Tribal Relations

...With Budget and Positions to Support
As spelled out in the Tribal Consultation Policy, the Commission will work collaboratively with California Native American Tribes to better understand the significance of local and regional cultural concerns.

The Commission will seek out and learn from indigenous peoples’ unique historical, cultural and ecological knowledge of California’s land and resources.

Tribal representatives will receive acknowledgement equal to that of elected officials during general public comment and public comment on specific hearing items.
Submit formal budget requests to add environmental justice staff positions that will focus on policy implementation, community outreach and issue identification. This will include at least one senior level staff position.

Work with experts to develop an internal, required training program for all staff and Commissioners to address unconscious bias and related issues.

Provide training and financial support for staff members who are willing to serve as interpreters at community meetings and local events. Include such work in the description of the employee’s job duties.
Whenever possible, agendize hearings that are relevant to disadvantaged communities at times and locations that are convenient for working families.

Provide language-appropriate training materials describing available online resources, how Commission meetings work, how to fill out comment cards, how to report violations and file appeals, and how to apply for grants.

Encourage broader participation by creating materials and supporting community workshops to show residents how to participate at Commission meetings.
ACTION PLAN
for Preventing and Ending Homelessness in California

Adopted March 2021 by the California Homeless Coordinating and Financing Council

PHASE ONE
RACIAL EQUITY ACTION PLAN

THEME 11: A DIVIDE BETWEEN HOUSING AND COMMUNITY DEVELOPMENT
The inter-agency divide between the Housing and Community Development and HBMR programmatic areas was mentioned by more than half of interview participants, as well as in a number of qualitative survey responses. The consultant documented a sense that the Housing division was segregated, "more white," and generally less open to conversations on racial equity. The consultant also noted that staff are well aware that educational and qualification requirements for employment differ between the two areas, and see this as a barrier to employment access, diversification, and racial and social inclusion.

Case Studies for Racial Equity
Strategy 1: Identify and partner with community groups that community members trust.

Strategy 2: Co-design the program with community members and partners.

Strategy 3: Adopt thoughtful and creative strategies to reach the most vulnerable households.

Strategy 4: Dedicate outreach to landlords

Strategy 5: Leverage diverse funding streams to meet needs of extremely vulnerable households.

https://nlihc.org/sites/default/files/Santa-Clara_Emergency-Rental-Assistance-Case-Study..pdf
● The Racial Equity Impact Analysis (REIA) findings transformed the homeless response system design in Alameda County.

● One place the influence of the REIA can be seen is in the program and system process recommendations.

● The program models describe the optimal structures, staffing ratios, and practices that will contribute to a more equitable homeless housing crisis response.

● Funders and providers should look to the program models as a template for program development, contracting, monitoring, and performance evaluation.
Program Model Recommendations

● All staff working in the housing crisis response system are trained to understand structural racism.
● Staff are trained to recognize the roots of homelessness in discrimination, racism, and political choices.
● All program information is translated into County threshold languages.
● All program information is disseminated at strategic community touch points. Recruitment and hiring processes for staff positions at all levels ensures diverse racial, ethnic, and linguistic representation.
Program Model Recommendations (cont’d)

- Programs include a portion of staff who have experienced homelessness.
- Staff are trained in trauma-informed care and harm reduction.
- Client choice is honored and respected in all programs and centers. Housing assistance is client-driven and helps locate housing opportunities that fit the client’s needs (near job opportunities and family/social networks, etc.).
- Programs and staff will work to build on client assets, such as culture, religion, talents, and skills.

https://everyonehome.org/centering-racial-equity/
Visioning for Racial Equity
Visioning

- What do you want our community members experiencing homelessness to expect about racial equity?
- What is your vision for an equitable approach to homelessness in our community?
- What could your role be in manifesting that vision? What steps are you able to take? What support will you need? What support can you offer to others?
- How can the organization where you work or volunteer improve its equity efforts and impact? Who needs to be involved? How can other partners be supportive? What human and financial resources might be available?
What will you do now?

- Key learnings and takeaways
- Resources
- Post-Training Professional Development
- Training Survey
- SSF CoC Upcoming Meetings/Events
Resources: Tools, Manuals, Frameworks, and Best Practices
Resources

Racial Equity at Funders Together to End Homelessness

Racial Equity Learning Resources - California Arts Council

Contextual Notes to McKnight's Statement on Diversity, Equity, and Inclusion

Racial Equity Plan Manual

Changing the Conversation

Racial Equity | EveryOneHome.org
More Resources

Multnomah County
Santa Clara County
Los Angeles County
San Francisco City & County

National Culturally and Linguistically Appropriate Services (CLAS) Standards
Racial Equity Decision Support Tool
Racial Equity Impact Assessment
Racial Equity Toolkit
Schedule 30 minutes on your calendar for this activity.
During your allotted time, scan the resource list on slides 41 and 42.
Delve into the 1-3 resources you are most interested in.

**Answer these questions:**
1) I want to share this resource with ____________ because ______________.
2) I want to learn more about ____________.
3) I am feeling inspired to ______________.
Training Survey

Please help us by completing a short survey:
https://forms.gle/MSCm71SWwT2EG7B48
SSF CoC Upcoming Meetings / Events

Tomorrow, May 25th, 2021 - Sacramento CoC Annual Meeting
June 1st, 2021 - REQ Training #3 Courageous Conversation
June 21st, 2021 - REQ Stakeholder Forum

3rd Wednesday’s 9AM to 11AM - REQC Meetings
Explore all CoC Meetings
Thank you!