



SACRAMENTO  
STEPS FORWARD

Ending Homelessness. Starting Fresh.

## Racial Equity (REQ) Committee Meeting Minutes

Wednesday, April 21, 2021 || 9:00 AM – 11:00 AM

[Recording of Zoom Meeting](#) - The chat and materials discussed at the meeting (not provided before the meeting) are below the 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 Marie Dawson	People with Disabilities	Yes
Ardy Akhzari (Co-Chair)	Sacramento	Yes
Brina Sylve	Greater Sacramento Area	No
Dawn Basciano	Sacramento	Yes
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	No
Koby Rodriguez	Central City, Non-Profit, BIQTPOC	Yes
Mike Nguy	Government Agency in the Public Health Division	No
Patricia Jones	Sacramento	No
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	No
Tiffany Glass	Elk Grove, Sacramento County	Yes
Tiffany Gold	Youth with Lived Experience	No
Vanessa Johnson	Sacramento County	Yes

SSF Staff	SSF Title
Andrew Geurkink	CoC Specialist
Glenn Merker	Referral Specialist
Kathreen Daria	Volunteer & Training Coordinator
Lisa Bates	CEO
Michele Watts	Chief Planning Officer
Michelle Charlton	CoC Coordinator
Peter Bell	CE Manager
Sarah Schwartz	Field Administrator
Scott Clark	Systems Performance Analyst
Stacey Fong	CE Analyst
Tamu Green	Systems Performance Advisor

Guests
Aliyah Middleton, Annum, Antoinette Carter, Barbara, Bo Cassell, Britta Guerrero, Deisy Madrigal, Ebony SB, Elizabeth Elliott, Jill Fox, Joseph Smith, Judah Dwight Sanders, Lee S., Monica Rocha-Wyatt, Nadia Rains, Quinn Jones-Hylton, and Robynne Rose-Haymer.

Agenda Item	Presenter(s):	Time	Item Type
<b>I. Welcome &amp; Introductions</b>	Angela Upshaw, BFHP-Roads Home, Associate Director (Co-Chair)	9:00 AM (5 minutes)	Informational
Meeting started at 9:01 AM. Attendance approximately 27 participants.			
<b>II. Approval 03/17/21 Meeting Minutes</b>	Angela Upshaw	9:05 AM (5 minutes)	Action
Motioned for approval: 1 <sup>st</sup> - Ardy Akhzari, 2 <sup>nd</sup> - Vanessa Johnson. Motion approved.			
<b>III. Best &amp; Promising Practices in the Homelessness Sector: Racial Equity Focus</b>	Jennifer Loving, CEO, Destination: Home	9:10 AM (25 minutes)	Informational & Discussion
Jennifer Loving did not present. Elizabeth Elliott, Executive Director, Northern Circle Indian Housing Authority, presented in her time frame until about 10 AM. Please see the details within the agenda item below.			
<b>IV. Best &amp; Promising Practices intersecting with the Housing Sector: Native American Focus</b>	Elizabeth Elliott, Executive Director, Northern Circle Indian Housing Authority	9:35 AM (25 minutes)	Informational & Discussion

Elizabeth introduced herself and shared a presentation entitled “Hope, Healing, Housing” which included: Where Are We?, Who Should We Acknowledge?; Land Acknowledgements; Policy behind Structural Violence and Historical Trauma/ Epigenetics, including The Relocation Act/Public Law 959 and How Public Law 280 Began; Housing Justice and Redlining/Segregation By The FHA; Lateral Violence and Adverse Community Experiences; How To Include Tribes In Our Programs and How to Ensure Equity; and a Cultural Humility Model (HUMBLE).

Questions were asked in the chat and during the meeting; see recording link above.

**V. Best & Promising Practices intersecting with the Health Sector: Native American Focus**

Britta Guerrero,  
CEO,  
Sacramento  
Native American  
Health Center

10:00 AM  
(25 minutes)

Informational  
&  
Discussion

Britta introduced herself and shared a presentation entitled “Housing Barriers Faced By Indigenous People” which included: How To Be Addressed; Sacramento Tribal Areas; Indian Treaties, including Treaty Guarantees and Violations; Barriers To Accessing Housing Resources; and Successful Programs. She closed by highlighting some of the data collection issues with monoracial and multiracial Native Americans.

Questions were asked in the chat and during the meeting; see recording link above.

**VI. Planning for Additional Research and Education**

Ardy Akhzari

10:25 AM  
(10 minutes)

Informational  
&  
Discussion

Ardy mentioned that several members of the REQ Committee met and decided that they would highlight additional populations that we could benefit from better understanding (April - BIPOC with disabilities, Koby - Latinx/LGBT, Tamu - mixed race). They would also consider how the CLAS Standards could be adapted to the homelessness services sector. Additionally, there are communities that are focused on racial equity who could share their learnings and best practices. One is Santa Clara, and their materials will be disseminated after this meeting. Another is Multnomah County in Oregon, with whom Ardy is trying to connect.



<b>VII. Updates on BIPOC Interviews</b>	Ardy Akhzari	10:35 AM (10 minutes)	Informational & Discussion
<p>Ardy provided an update sharing the interviews and noted the interview survey due date is Monday, May 3rd, 2021. He asked for anyone who would like to participate in writing the report on the interview findings to place their information within the chat. He mentioned he will email the REQ Subcommittee the due date, shared folder, and number of interviews conducted.</p> <p>Questions were asked in the chat and during the meeting; see recording link above.</p>			
<b>VIII. Updates on 4/26/21 Stakeholder Forum</b>	Fatemah Martinez	10:45 AM (5 minutes)	Informational
<p>Tamu shared details about the REQC Stakeholder Forum (<a href="#">RSVP Here!</a>) this Monday, April 26, 2021 from 11:00am to 1:00pm. She named the facilitators who already signed up to volunteer at the Forum and asked additional volunteers to place their information within the chat. She will provide a “Facilitator Huddle” slide deck to prep the volunteers.</p> <p>Questions were asked in the chat and during the meeting; see recording link above.</p>			
<b>IX. Updates on Racial Equity Training Series</b>	Tamu Green, SSF Systems Performance Advisor	10:50 AM (5 minutes)	Informational
<p>Tamu discussed the third/last training within the REQ Training Series is <a href="#">Tuesday, May 25th from 12 PM to 1:30 PM</a>, noting the RSVP deadline of Monday, May 24th by 10 AM. For more details, please see the <a href="#">Sacramento Steps Forward Racial Equity Training Series webpage</a>.</p>			
<b>X. Announcements - None.</b>			
<b>XI. Meeting Adjourned at 10:52 AM. Attendance approximately 35 participants.</b>			

**Next REQ Committee Meeting: Wednesday, May 21, 2021**

## Racial Equity Committee (REQC) Meeting Chat

### Wednesday, April 21st, 2021 9:00 AM – 11:00 AM



SACRAMENTO  
STEPS FORWARD

Ending Homelessness. Starting Fresh.

00:06:26 Shalinee Hunter (she/her): Good morning Everyone

00:06:39 Michelle Charlton: Welcome Everyone! Here are today's meeting materials:

<https://sacramentostepsforward.org/wp-content/uploads/2021/04/4.21.21-REQC-Materials-Final.pdf>

00:08:22 Michelle Charlton: Approval of minutes:

00:08:32 angela upshaw: yes

00:08:35 Ardy Akhzari: Yes

00:08:38 Stephanie Thompson: Approve of the minutes

00:08:39 Vanessa Johnson: yes

00:08:48 Shalinee Hunter (she/her): Yes

00:08:50 Ebony SB: Yes

00:08:57 April Marie Dawson: yes

00:09:03 Dawn Basciano: Yes

00:09:25 Christie Lynn: yes

00:10:28 Henry Ortiz Community Organizer: Abstain

00:10:53 Anira Khlok: Approve

00:12:30 Quinn Jones-Hylton: Approve

00:12:39 Tiffany Glass, DCFAS (She/Her): approve

00:59:54 Deisy Madrigal, She/Her: Thank you for this presentation

Elizabeth.

01:00:05 Tiffany Glass, DCFAS (She/Her): Thank you for the presentation. I learned so much.

01:00:08 Anira Khlok: Thank you for the presentation, Elizabeth. I felt like I was in an Ethnic Studies course in college. Thank you for sharing your experience as well.

01:00:12 Vanessa Johnson: Thank you so much for presenting. I learned so many things.

01:00:12 Scott Clark: I learned a lot, too. Thank you!

01:00:23 Stephanie Thompson: Thank you for the informative presentation!

01:00:29 Judah Dwight Sanders: Thank you! Can we have the number again to text to find out about the native people whose land we are on

01:00:50 Tiffany Glass, DCFAS (She/Her): @Judah the number is 844-910-3545

01:00:56 Judah Dwight Sanders: Thank you!

01:01:25 Ardy Akhzari: Thank you so much Elizabeth!

01:01:40 Elizabeth Elliott, Executive Director, NCIHA, (She, They, Them): To learn the name of the Indigenous People who are the traditional caretakers of the land on which you live, please text your zip code (or city, state, and zip code) to 1-844-910-ELGL (3545).

01:02:13 Britta Guerrero, (she, hers): Ooooh Elizabeth! I love your hair!

01:02:27 Britta Guerrero, (she, hers): So happy to see your face!

01:02:43 Deisy Madrigal, She/Her: Elizabeth, do you know if this map is a valid source for us to use? <https://native-land.ca/>

01:03:37 Kathreen Daria: Thanks Deisy! Was about to ask about that :)

01:05:18 Elizabeth Elliott, Executive Director, NCIHA, (She, They, Them): The map is a work in process. It is a start the creators are always working on improving the map.

01:30:54 Andrew Geurkink: This is powerful, thank you

01:32:35 Shaline Hunter (she/her): Thank you Britta

01:32:50 Koby Rodríguez (he/him/his): Britta, you're brilliant! Thank you!

01:33:21 Ebony SB: Thank you Britta.

01:33:31 Christie Lynn: Beautiful presentation thank you!

01:33:31 Anira Khlok: Thank you for sharing, Britta.

01:34:47 alicia.gonzales: Strength based perspective! Love love love

01:34:56 Elizabeth Elliott, (She, They, Them): Britta you are amazing. Thank you for your service and all that you do for the community!!!

01:36:28 Dr. Tamu Green: Hispanic = "His Panic"

01:39:17 Ebony SB: Good point Henry.

01:45:36 alicia.gonzales: SNAHC.org Sacramento Native American Health Center

01:46:00 Dr. Tamu Green: Thank you, Alicia.

01:46:36 alicia.gonzales: [Britta.Guerrero@snahc.org](mailto:Britta.Guerrero@snahc.org)

01:47:00 Dr. Tamu Green: <https://www.nciha.org/>

01:47:05 Anira Khlok: I would like to participate in the report writing.

01:47:16 Henry Ortiz Community Organizer: Please add me to the report writing process

01:47:19 Stephanie Thompson: I'm interested in participating in the report writing

01:47:57 Anira Khlok: Do we have a current count of how many interviews were conducted?

01:47:58 Henry Ortiz Community Organizer: [ttptrainings@gmail.com](mailto:ttptrainings@gmail.com)

01:48:25 Anira Khlok: Thank you.

01:49:36 April Marie Dawson: I need to jump off

01:50:49 Michelle Charlton: REQC Stakeholder Forum (RSVP Today!) is this Monday, April 26, 2021 from 11:00am to 1:00pm  
[https://docs.google.com/forms/d/e/1FAIpQLSezpMFQ7Sg2dDCOX\\_tYxW-ZWquhYXcPW1xzXOkDIEXLQg8u5Q/viewform](https://docs.google.com/forms/d/e/1FAIpQLSezpMFQ7Sg2dDCOX_tYxW-ZWquhYXcPW1xzXOkDIEXLQg8u5Q/viewform)

01:52:51 Michelle Charlton: RSVP Deadline is Tomorrow, 4/22 at Noon.

01:54:00 Ardy Akhzari: I'm happy to help with a break out room if needed

01:54:21 Aimee Barnes (She/They): Do you recommend those of us serving on the committee attend to listen? If so, is it appropriate to attend if it is a portion of the forum? Thanks!

01:54:48 Henry Ortiz Community Organizer: Henry

01:55:48 Michelle Charlton: REQ Training #3 is on Tuesday, May 25th, 2021 from 12:00 - 1:30 PM  
<https://docs.google.com/forms/d/e/1FAIpQLSch2SxZZWZewBqKFTaY85V32FYn3kdW77OpOkXRprqQOTMKwA/viewform>

01:56:56 Michelle Charlton: Racial Equity Training Series:  
<https://sacramentostepsforward.org/racial-equity-training-series/>

01:57:27 Shalinee Hunter (she/her): Thank you ---  
01:57:37 alicia.gonzales: Thank you!  
01:57:48 Anira Khlok: Thanks for organizing a great meeting.  
01:57:49 Aimee Barnes (She/They): Thank you!!  
01:57:56 Nadia Rains: This has been fantastic! thank you!  
01:58:03 Barbara: Thank you, very informative



# HOPE, HEALING, HOUSING



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**PRESENTED BY: ELIZABETH ELLIOTT, EXECUTIVE DIRECTOR, NCIHA**



# WHERE ARE WE? WHO SHOULD WE ACKNOWLEDGE?




To learn the name of the Indigenous People who are the traditional caretakers of the land on which you live, please text your zip code (or city, state, and zip code) to 1-844-910-ELGL (3545).





# LAND ACKNOWLEDGEMENTS.....

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*“Land acknowledgments are  
a stepping stone to honouring  
broken treaty relationships.”*

Land acknowledgements are an honest and historically accurate way to acknowledge the enduring relationship between Indigenous people as stewards of this land. Recognizing the traditional lands of a Tribal community is also a way to express gratitude and to honor the resilience of that specific Tribal community.

Permission.....Would you walk into a strangers house and tell them how to do their dishes, how to wash their clothes, what religion to believe? When we acknowledge the land we stand on we also need to ask permission from the first people of that land to be there and to perform our work. This does not rectify the genocide these nations have faced but begins a restorative healing process.



Hope Healing Housing



# WHO AM I?

"THOSE OF US WHO STAND OUTSIDE THE CIRCLE OF THIS SOCIETY'S DEFINITION OF ACCEPTABLE WOMEN; THOSE OF US WHO HAVE BEEN FORGED IN THE CRUCIBLES OF DIFFERENCE - THOSE OF US WHO ARE POOR, WHO ARE LESBIANS, WHO ARE BLACK, WHO ARE OLDER - KNOW THAT SURVIVAL IS NOT AN ACADEMIC SKILL. IT IS LEARNING HOW TO STAND ALONE, UNPOPULAR AND SOMETIMES REVELED, AND HOW TO MAKE COMMON CAUSE WITH THOSE OTHERS IDENTIFIED AS OUTSIDE THE STRUCTURES IN ORDER TO DEFINE AND SEEK A WORLD IN WHICH WE CAN ALL FLOURISH. IT IS LEARNING HOW TO TAKE OUR DIFFERENCES AND MAKE THEM STRENGTHS.

FOR THE MASTER'S  
TOOLS WILL NEVER  
DISMANTLE THE  
MASTER'S HOUSE.



Audre Lorde

THEY MAY ALLOW US TO TEMPORARILY BEAT HIM AT HIS OWN GAME, BUT THEY WILL NEVER ENABLE US TO BRING ABOUT GENUINE CHANGE. AND THIS FACT IS ONLY THREATENING TO THOSE WOMEN WHO STILL DEFINE THE MASTER'S HOUSE AS THEIR ONLY SOURCE OF SUPPORT".





72 STAT.] PUBLIC LAW 85-671—AUG. 18, 1958 619

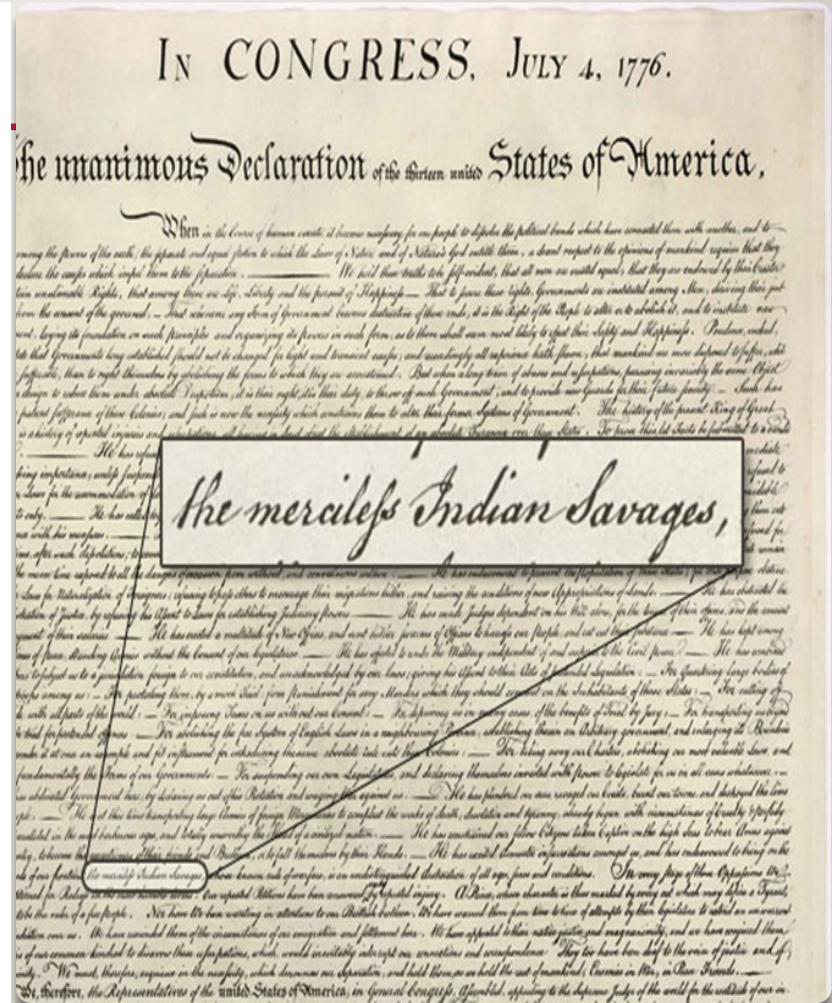
Public Law 85-671

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,* That the lands, including minerals, water rights, and improvements located on the lands, and other assets of the following rancheries and reservations in the State of California shall be distributed in accordance with the provisions of this Act: Alexander Valley, Auburn, Big Sandy, Big Valley, Blue Lake, Buena Vista, Cache Creek, Chicken Ranch, Chico, Cloverdale, Cold Springs, Elk Valley, Guidiville, Graton, Greenville, Hopland, Indian Ranch, Lytton, Mark West, Middletown, Montgomery Creek, Mooretown, Nevada City, North Fork, Paskenta, Picayune, Pinoleville, Potter Valley, Quartz Valley, Redding, Redwood Valley, Robinson, Rohnerville, Rufeys, Scotts Valley, Smith River, Strawberry Valley, Table Bluff, Table Mountain, Upper Lake, Wilton.

(b) General notice shall be given of the contents of a plan prepared pursuant to subsection (a) of this section and approved by the Secretary, and any Indian who feels that he is unfairly treated in the proposed distribution of the property shall be given an opportunity to present his views and arguments for the consideration of the Secretary. After such consideration, the plan or a revision thereof shall be submitted for the approval of the adult Indians who will participate in the distribution of the property, and if the plan is approved by a majority of such Indians who vote in a referendum called for that purpose by the Secretary the plan shall be carried out. It is the intention of Congress that such plan shall be completed not more than three years after it is approved.

(d) No property distributed under the provisions of this Act shall at the time of distribution be subject to any Federal or State income tax. Following any distribution of property made under the provisions of this Act, such property and any income derived therefrom by the distributee shall be subject to the same taxes, State and Federal, as if the property had not been distributed. *Provided*, That for the purpose of capital gains or losses the base value of the property shall be the value of the property when distributed to the individual, corporation, or other legal entity.

(a) To cause surveys to be made of the exterior or interior boundaries of the lands to the extent that such surveys are necessary or



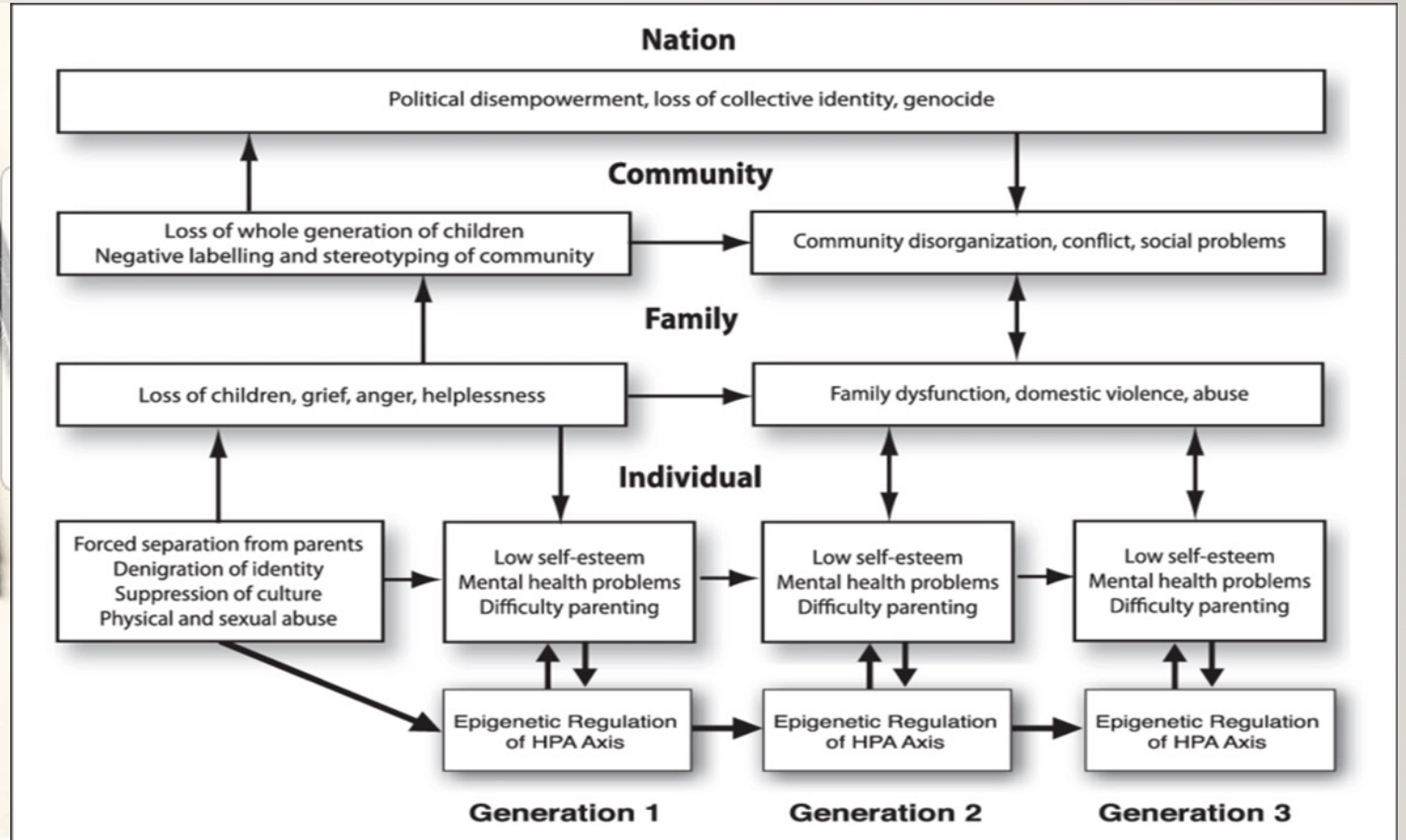


## Not truly Free

► In 1843, Burnett led a wagon train to Oregon. He was elected to the legislature where he took the lead in passing a law that excluded African Americans from the state. The law allowed whites to keep slaves for three years, after which they would be freed and required to leave. Any black person who refused to leave would be whipped, earning it the nickname of "Peter Hardeman Burnett's Lash Law." It was rescinded, though other black exclusionary laws were later passed. In 1848, Burnett followed tales of gold to California where he befriended John Sutter Jr. and helped him found Sacramento. Burnett was later elected governor of California. He tried again to pass laws banning black people from the state but was unsuccessful. Burnett also helped fuel the enslavement and genocide of California's indigenous people. He signed the perversely-named Act for the Government and Protection of Indians. This law enabled whites to force Native people from their lands into indentured servitude. While Burnett was governor, U.S. Cavalry troops slaughtered Native Californians, including Pomo Tribal members in the "Bloody Island Massacre." Burnett later became a California Supreme Court Justice and was sitting on the bench that ordered that fugitive slave Archy Lee be returned to his enslaver – in violation of California's constitution. While Burnett's vision of an exclusively white West was extreme, it fit within broader white supremacist policies of the time.



# HISTORICAL TRAUMA / EPIGENETICS



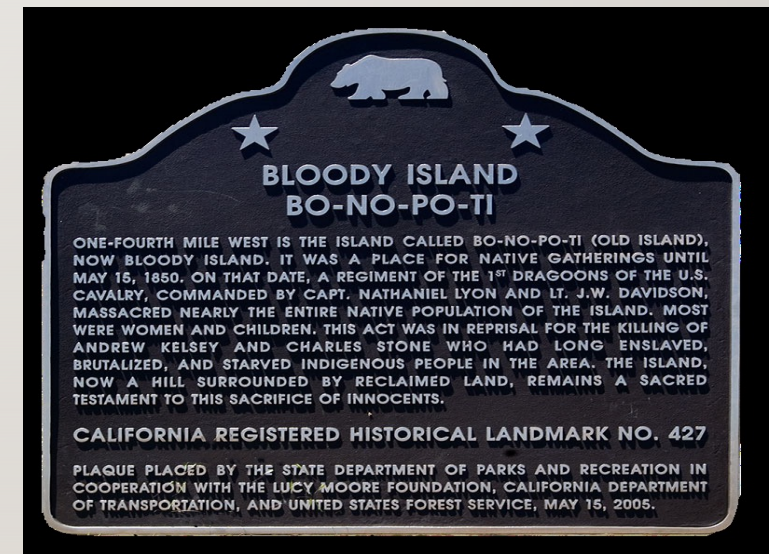




"That a war of extermination will continue to be waged between the races until the Indian race becomes extinct must be expected," he told legislators in the second state of the state [address](#) in 1851. "While we cannot anticipate this result but with painful regret, the inevitable destiny of the race is beyond the power or wisdom of man to avert."

Burnett didn't just refuse to avert such a conflict—he egged it on. He set aside state money to arm local militias against Native Americans. The state, with the help of the U.S. Army, started assembling a massive arsenal. These weapons were then given to local militias, who were tasked with killing native people.

State militias raided tribal outposts, shooting and sometimes scalping Native Americans. Soon, local settlers began to do the killing themselves. Local governments put bounties on Native American heads and [paid settlers](#) for stealing the horses of the people they murdered.





To accomplish this goal – assimilation - the federal government adopted a new policy – **Indian boarding schools** where Indian children would be forcibly taken from their homes and enrolled in schools designed to “Kill the Indian, save the man.” The architect of this philosophy was former Indian fighter, Colonel Richard H. Pratt.



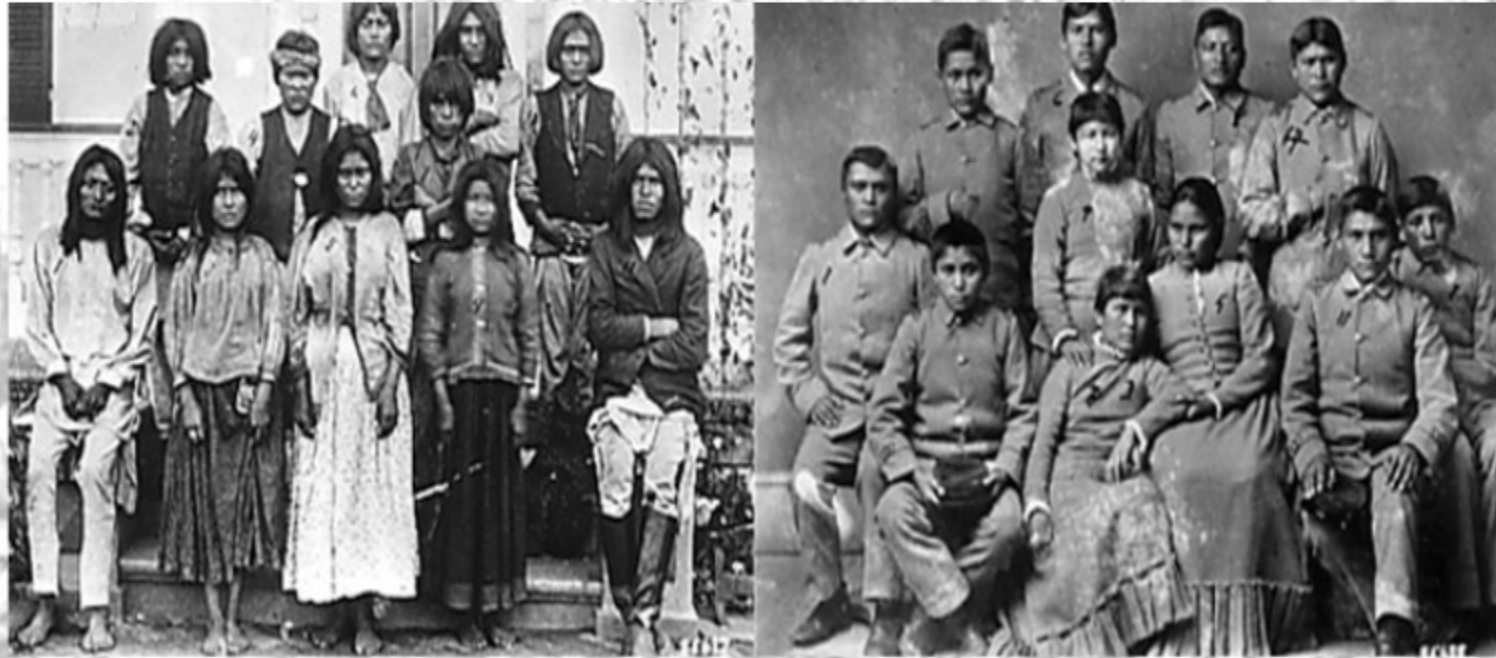


- Their days included a strict routine defined by military drill and structure.
- Children marched in silence to and from all classes and meals.
- Children attended school half of each day and spent the other half training to become mechanics, farmers, and servants.





And so from the 1880s through the 1960s,  
Indian children were taken – often forcibly –  
from their families and sent to Indian  
Boarding Schools.



# The Relocation Act/Public Law 959

986

PUBLIC LAW 959—AUG. 3, 1956

[70 STAT.]

shall be paid, as a tentative advance only, 75 per centum of the amount so determined and shall be entitled to sue the United States to recover such amount as would equal just compensation therefor, in the manner provided for by section 24, paragraph 20, and section 145 of the Judicial Code (U. S. C., 1946 edition, title 28, secs. 41 (20) and 250): *Provided, however*, That in the event of an election to reject the amount determined by the Commission and to sue in the courts, the excess of any amounts advanced on account of just compensation over the amount of the court judgment will be required to be refunded."

Amendment of  
prior insurance.  
54 Stat. 773,  
46 USC 1281-  
1294,  
46 USC 1289.

SEC. 4. All war-risk insurance issued under title XII of the Merchant Marine Act, 1936, which is in force on the date of the enactment of this Act shall, as of the beginning of such date, be deemed to have been amended to conform to the requirements of section 1209 of the Merchant Marine Act, 1936, as amended by this Act unless the insured, within ten days after such date, objects to such amendment.

SEC. 5. The first sentence of section 1206 of the Merchant Marine Act, 1936, as amended (46 U. S. C. 1286), is amended by striking out the words "during any time the United States is at war or during any period of emergency declared to exist by the President of the United States."

Approved August 3, 1956.

Public Law 959

AN ACT

CHAPTER 930

August 3, 1956  
[S. 3416]

Relative to employment for certain adult Indians on or near Indian reservations.

Indians.  
Vocational training.

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled*, That in order to help adult Indians who reside on or near Indian reservations to obtain reasonable and satisfactory employment, the Secretary of the Interior is authorized to undertake a program of vocational training that provides for vocational counseling or guidance, institutional training in any recognized vocation or trade, apprenticeship, and on



LISTEN:

Uprooted: The 1950s plan to erase Indian Country

0:04 | 52:49

Appropriation.

in their respective fields of training, or with any corporation or association which has an existing apprenticeship or on-the-job training program which is recognized by industry and labor as leading to skilled employment.

SEC. 2. There is authorized to be appropriated for the purposes of this Act the sum of \$3,500,000 for each fiscal year, and not to exceed \$500,000 of such sum shall be available for administrative



# How Public Law 280 began and how it fails to protect us.....

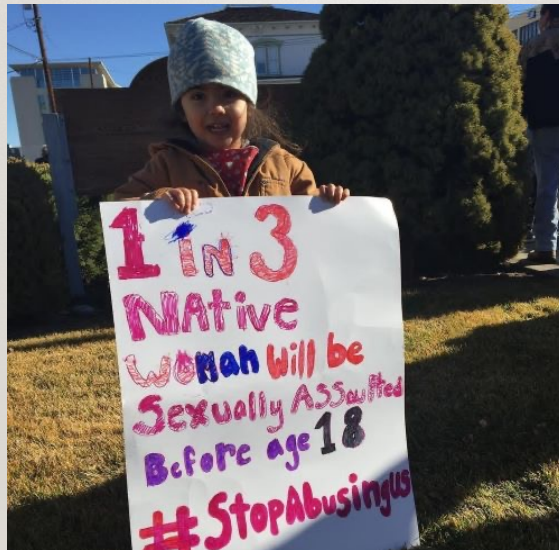
## 1953 - Public Law 280

- Delegated criminal (and some civil jurisdiction) over Indian Country to several states (CA, MN, NE, OR, WI and AK)
- Permitted other states to opt in
  - Several states (AZ, FL, ID, IA, MT, NV, ND, UT, and WA) assumed all or part of the jurisdiction offered.
- 1968 Amendments permitted retrocession by states and prevented future assumption of jurisdiction without tribal consent
- Concurrent tribal jurisdiction

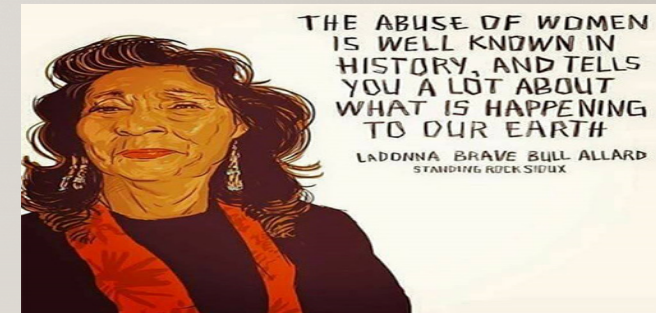
Public Law 280 was adopted as part of the United States policy to terminate tribes and force Indian people to “assimilate.”

Assimilation may have made sense to the immigrant colonies that became the United States, when viewing later waves of immigrants, who were expected to blend in, and may have even wanted to blend in.

Assimilation makes no sense to indigenous people, who are already at home, who love their homes and whose languages and life ways arise directly from their homelands.



**Public Law 280 is the most misunderstood and underused law in Tribal communities. It leads to lack of protection for victims of crime and their families and continues the cycle of structural violence.**





## American Indian Religious Freedom Act of 1978

- After over 300 years of religious persecution tribes are able to practice their traditional religions without fear.
- U.S. federal laws interfered with the traditional religious practices of many American Indians
- The purpose is to preserve and protect Native American religions

### Why ICWA

- "ICWA" stands for the **Indian Child Welfare Act**, which is a federal law passed in 1978. ICWA was passed in response to the alarmingly high number of Indian children being removed from their homes by both public and private agencies. The intent of Congress under ICWA was to "protect the best interests of Indian children and to promote the stability and security of Indian tribes and families" (25 U.S.C. § 1902). ICWA sets federal requirements that apply to state child custody proceedings involving an Indian child who is a member of or eligible for membership in a **federally recognized tribe**.



## HOW TRIBAL COMMUNITIES WERE ROBBED OF THE VERY TOOLS THAT FOSTERED THEIR RESILIENCE AND IDENTITY.

### NAGPRA

- **Native American Graves Protection and Repatriation Act of 1990**
  - Federal Law which requires that cultural items be returned to their respective tribes if they can be determined
  - Includes grave goods, tributary and sacred items and items of cultural patrimony
  - Any institution failing to comply with be assessed with civil penalties

### Government Actions (continued)

- 1978 - Indian Child Welfare Act: Restricts placement of Native American children into non-Native American homes.
- 1978 - American Indian Religious Freedom Act: Protects Native American religious rights, including peyote use.
- 1988 - Indian Gaming Regulatory Act
- 1993 - Religious Freedom Restoration Act: Restores standards of review for American Indian Religious Freedom Act that were overturned by a Supreme Court ruling in 1990.
- 1993 - Omnibus Indian Advancement Act: Establishes foundation for gifts to BIA schools; increases economic development opportunities for tribes; improves tribal governance.
- 1990 - Indian Art & Craft Act





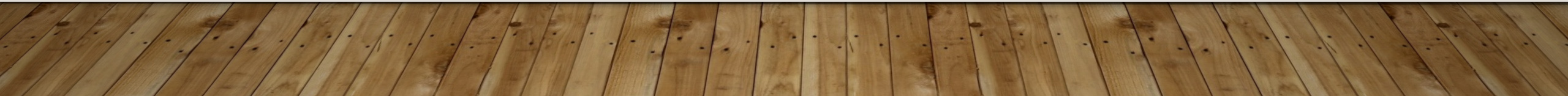
# HOUSING JUSTICE

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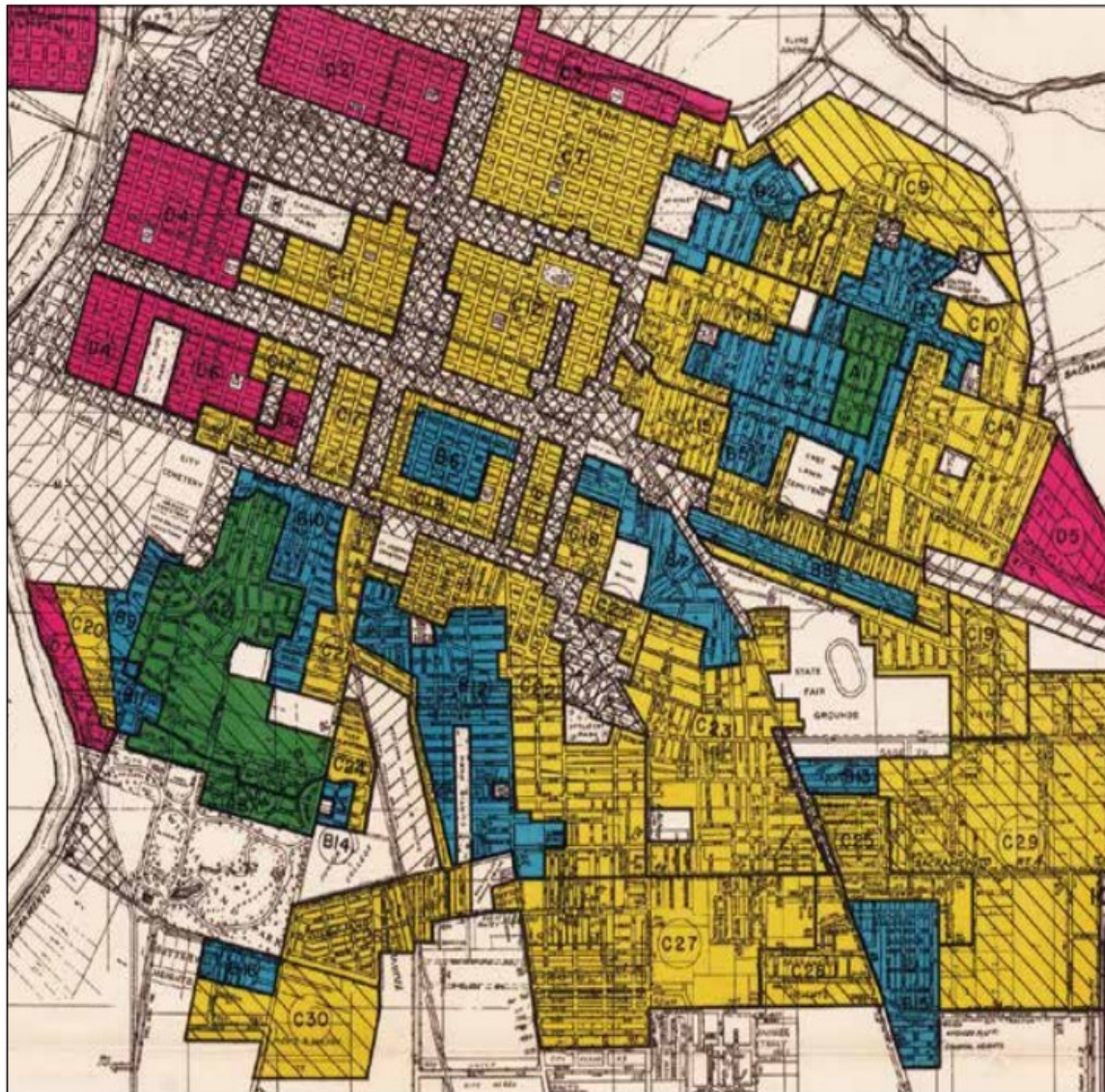
We believe that housing is a human right not a commodity to be bought or sold for profit. We will not have Housing Justice until all Tribal Communities have running water and electricity. We believe that for our communities to obtain self sufficiency all members should be safely, adequately, and equitably housed.

# SEGREGATION BY COVENANT

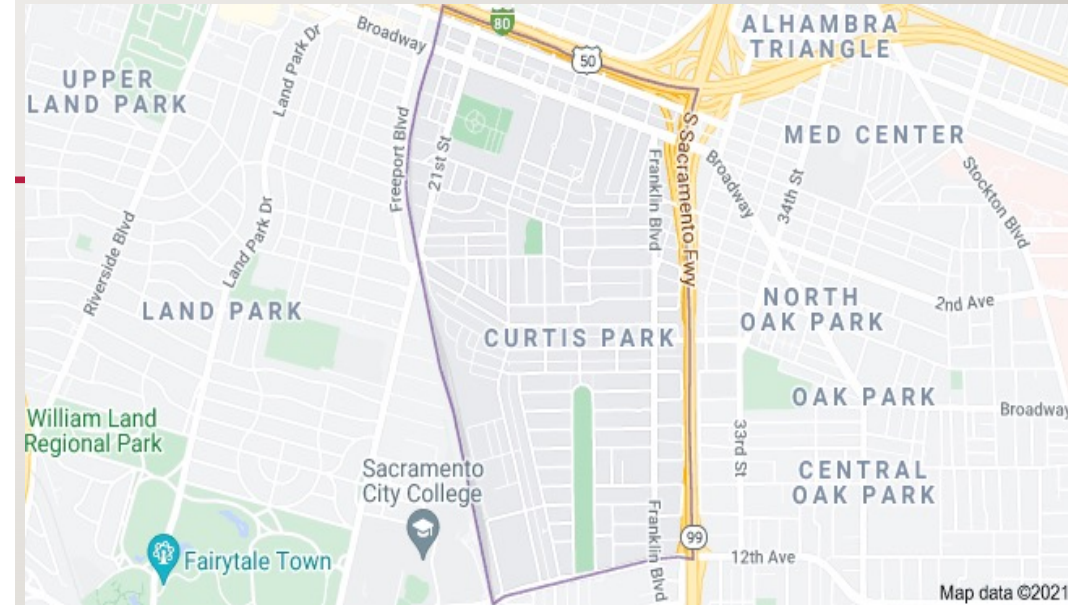
- During World War I, the U.S. Supreme Court ruled that a zoning ordinance intended to promote racial segregation in Louisville, Ky., was unconstitutional because it denied a white man his right to sell his property to a Black man.
- The real estate industry, seeking to preserve housing segregation, got around the Supreme Court's ban on segregationist ordinances by promoting "restrictive covenants," private agreements in property deeds to prevent subsequent sales to non-white buyers. For several decades, the National Association of Real Estate Boards required real estate agents to honor restrictive covenants and provided templates for local real estate boards to draft restrictive covenants to ensure neighborhoods would be segregated.
- Developer J.C. Carly, one of the founders of the Sacramento real estate board, introduced restrictive covenants into his South Curtis Oaks subdivision, starting in 1920, to prevent home purchases by non-white buyers. "Restrictions" were a common selling point in real estate ads in 1920s newspapers, one of which promised, "Strict race restrictions guard you against unpleasant neighbors." Deeds for properties in the Heilbron Oaks subdivision in 1923 required that "no NEGRO, JAPANESE or CHINESE, or any person of AFRICAN or MONGOLIAN descent shall own or occupy any part of said premises." Deeds in South Curtis Oaks had similar language.
- Racially exclusive restrictive covenants were legal, the U.S. Supreme Court ruled in 1926, because they were private agreements. Nothing in the Constitution, the court said, "prohibited private individuals from entering into contracts respecting the control and disposition of their own property."
- Even where restrictive covenants were not in effect, local prejudice prevented racial integration of the suburbs. In 1921, Tome Takatsuki, president of the Japanese Growers' Market, purchased a house at 2632 21st St., which "aroused indignation in the neighborhood" of Highland Park, according to *The Sacramento Bee*.
- The local district attorney, in concert with the California Japanese Exclusion League, threatened to sue to challenge the purchase, prompting Takatsuki to sell the home back to the real estate broker who had sold it to him just a few weeks earlier.







The federal government's 1938 assessment of mortgage lending risk rated Sacramento neighborhoods green, blue, yellow or red, the origin of the term "redlining." Most of Curtis Park was blue, the second-best rating.



The color lines that divided us - Sierra 2



# SEGREGATION BY THE FHA

- 
- The federal government became directly involved in enforcing racial segregation in the 1930s, after the Roosevelt administration created programs to promote homeownership: Home Owners' Loan Corp. (HOLC), which refinanced existing mortgages to prevent foreclosures; and Federal Housing Administration (FHA), which insured bank mortgages. "Because the FHA's appraisal standards included a whites only requirement, racial segregation now became an official requirement of the federal mortgage insurance program," author Richard Rothstein notes in his 2017 best-seller, *The Color of Law*.
  - To assess lending risk, HOLC surveyed 239 cities throughout the country and developed "residential security maps," grading neighborhoods from A to D and color-coded green, blue, yellow or red. "Grade A" neighborhoods, marked in green on maps, tended to be relatively new, single-family and all white. "Grade B" neighborhoods, marked in blue, were also all-white. They were considered "still desirable," though the dwellings may be somewhat older and may include two-family homes. "Grade C" neighborhoods, marked in yellow, were considered "declining." The bottom classification, "Grade D," marked in red, was primarily inner-city neighborhoods with multi-family dwellings and large minority populations. The federal government would not insure home loans in the red areas, hence the origin of the term "redlining."



# What is lateral violence and how does it impact Housing Justice for Tribal Communities?

## Forms of Lateral Violence

### Overt (Done Openly)

- Name Calling
- Bickering
- Fault Finding
- Criticism
- Intimidation
- Gossip
- Shouting
- Blaming
- Put Downs
- Raised Eye Brows

### Covert (Not Openly Acknowledged)

- Unfair assignments
- Refusing to help someone
- Ignoring
- Making faces behind someone's back
- Refusing to only work with certain people or not work with others
- Whining
- Sabotage
- Exclusion
- Fabrication
- Failure to Respect Privacy
- Broken Confidences

( Bartholomew, 2012)

*"Those most at risk of lateral violence in its raw physical form are family members and, in the main, the most vulnerable members of the family: old people, women and children. Especially the children."*

Marcia Langton, Aboriginal writer



[www.naho.ca/bullying](http://www.naho.ca/bullying)

## Expressions of Lateral Violence

- 'Walkabout' our ancient educational system was dismantled by fencing and building of towns, stations and missions. Education was taken over by government and the church.
- Access to ancient tribal boundaries, sacred sites, hunting grounds and law grounds disrupted as land became a commercial commodity = peoples spiritual connections to sacred country disrupted, some groups took their spirituality and Law underground.
- Aboriginal spirituality was demonised made out to be evil – We were told that we were an animists people who worshipped things and objects.

Yavu-Kama-Harathunian 2010-2012© 6

## What is lateral violence?

*Lateral violence* is a form of bullying which has been explained as the **"organised, harmful behaviours that we do to each other collectively as part of an oppressed group, within our families, within our organisations and within our communities"**.

Lateral violence is a **worldwide occurrence with all minorities** and particularly Aboriginal peoples. It is **directed sideways** ('lateral') meaning the aggressors are your peers, often people in powerless positions. It is your own (Aboriginal) peers who bully you.

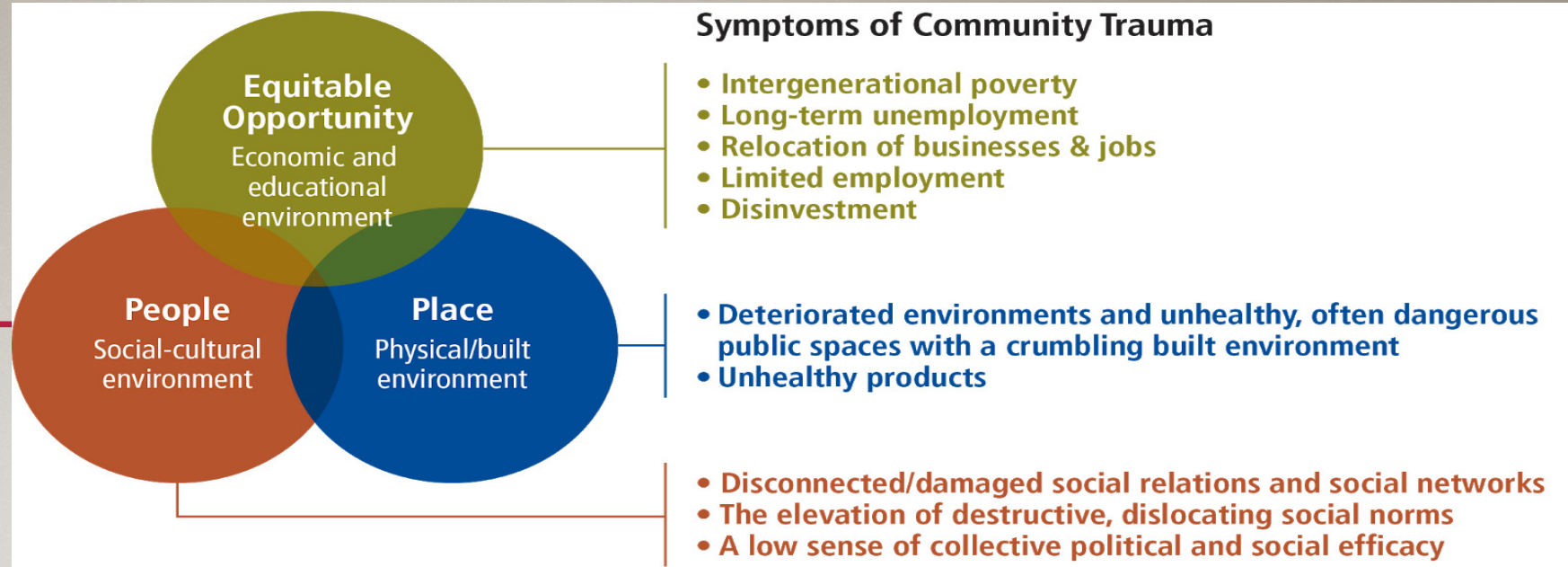
"Lateral violence is the **expression of rage and anger, fear and terror** that can only be safely vented upon those closest to us when we are being oppressed." In other words, **people who are victims of a situation of dominance turn on each other instead of confronting the system that oppresses them.**



Other terms include 'work place bullying' and 'horizontal violence' [www.naho.ca/bullying](http://www.naho.ca/bullying)



# HOW ADVERSE COMMUNITY EXPERIENCES AND STRUCTURAL VIOLENCE IMPACTS TRIBAL COMMUNITIES.



**THE ECONOMIC ENVIRONMENT** Over the last 40 years, scholars and policy makers have pointed to the role of “neighborhood effects” caused by concentrated poverty. Multiple studies have illustrated that levels of violence, crime and delinquency, education, psychological distress, and various health problems, among many other issues, are affected by neighborhood characteristics, particularly the concentration of poverty.<sup>28</sup> Conversely, the risk of violence and associated trauma is increased by the presence of concentrated poverty. The stressors of living with inadequate access to economic and educational opportunities or inequitable opportunities can also contribute to trauma at the community level. The manifestation of trauma at the community level includes:

- i. Intergenerational poverty;
- ii. Relocation of businesses and jobs;
- iii. Limited employment and long-term unemployment; and
- iv. Government and private disinvestment.

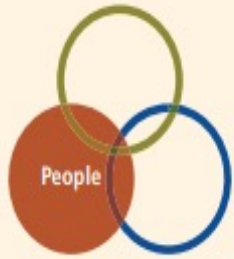


**THE PHYSICAL/BUILT ENVIRONMENT** The economic and social changes that occurred during the last 50 years have resulted in communities where high rates of poverty were concentrated in neighborhoods that had a crumbling infrastructure with dilapidated buildings and deteriorating roads, poor transportation services and crippled local economies. There is a mutually reinforcing dynamic between deteriorated physical environments, violence and community trauma. At the community level, trauma manifests within the physical environment, including as:

- i. Deteriorated environments and unhealthy, often dangerous, public spaces with a crumbling built environment.
- ii. The high availability of unhealthy products, such as alcohol.

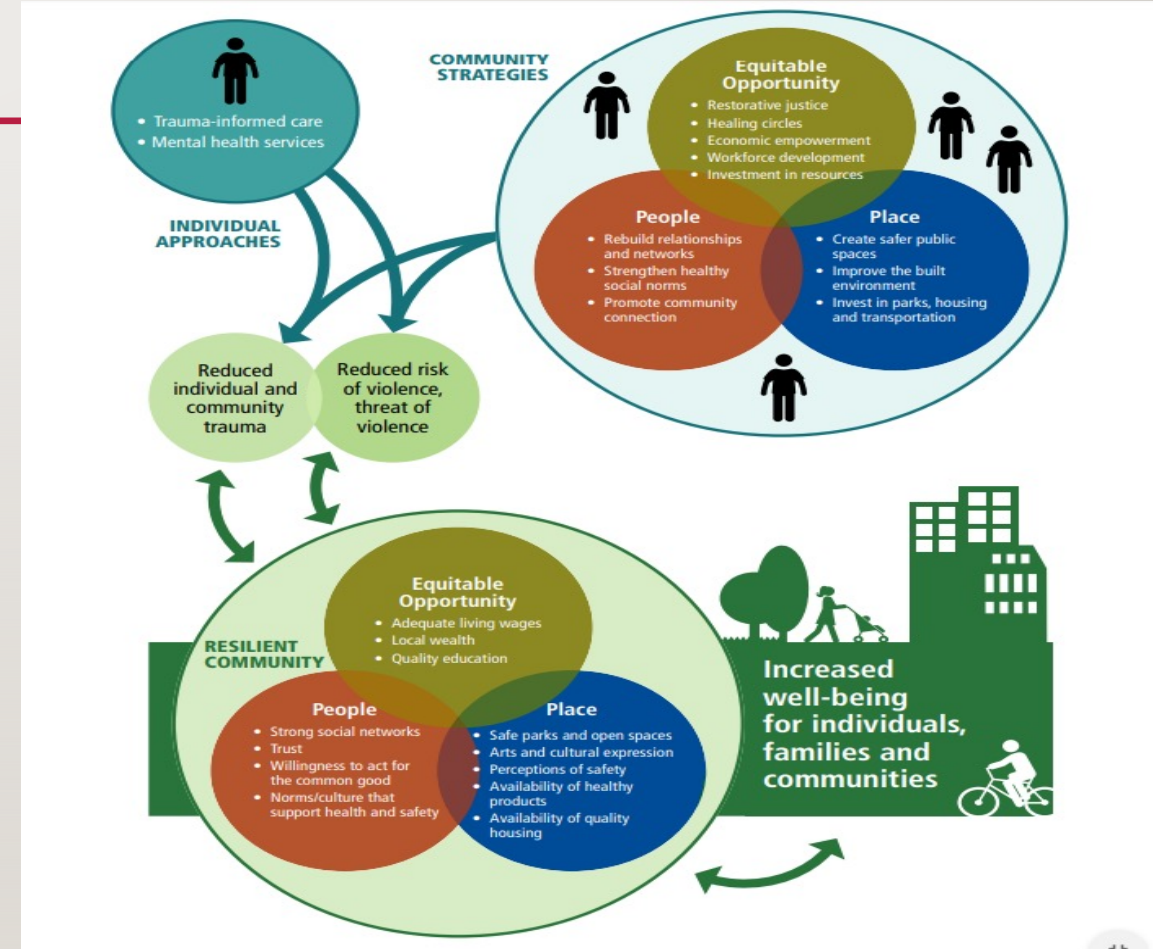


# HOW DO WE BEGIN TO BE ALLY'S TO THE COMMUNITIES WE SERVE? HOW DO WE STOP STRUCTURAL VIOLENCE AND ADVERSE COMMUNITY EXPERIENCES?

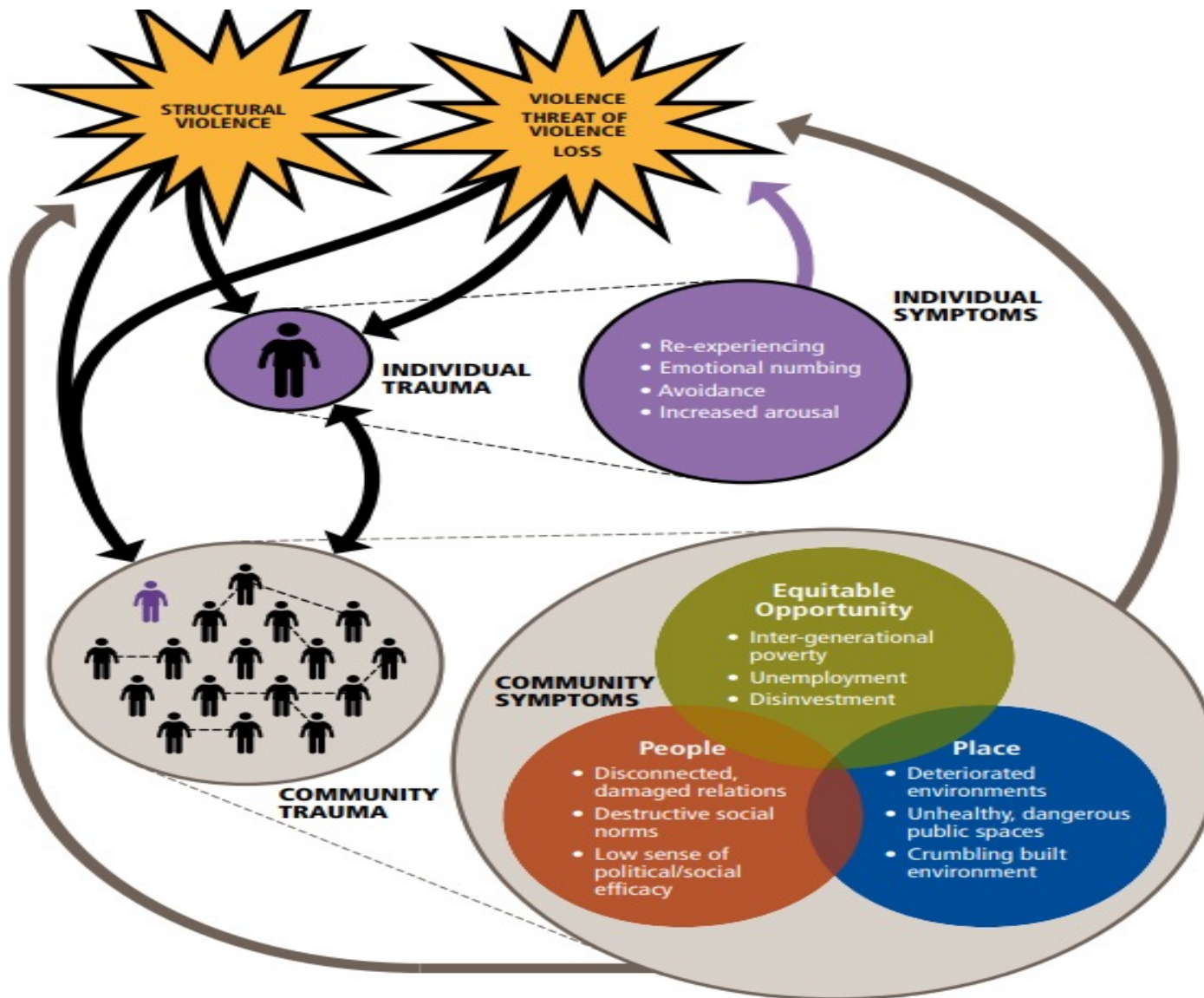


**THE SOCIAL-CULTURAL ENVIRONMENT** Strategies within the social-cultural environment are intended to counter the symptoms of community trauma and support healing and connection between people, while shifting norms to support safe and healthy behaviors. Strategies include:

- i. Rebuild social relationships, particularly intergenerational relations;
- ii. Revitalize damaged or broken social networks and infrastructure of social support;
- iii. Strengthen and elevate social norms that promote or encourage healthy behaviors, community connection and community oriented positive social norms;
- iv. Establish collaborations that promote community-level strategies while rebuilding community social networks;
- v. Change the narrative about the community and the people in it;
- vi. Shift community social norms;
- vii. Organize and promote regular positive community activity;
- viii. Provide a voice and element of power for community folks around shifting and changing environmental factors as well as the structural factors;
- ix. Promote and restore a connection to and sense of cultural identity, which has been shown to have a positive impact on mental health outcomes.<sup>32</sup>







## Definition

- Systematic ways in which social structures harm or otherwise disadvantage individuals
- “Structural violence is visited upon all those whose social status denies them access to the fruits of scientific and social progress.”—Dr. Paul Farmer
- Institutionalized [elitism](#), [ethnocentrism](#), [classism](#), [racism](#), [sexism](#), [adultism](#), [nationalism](#), [heterosexism](#) and [ageism](#)

# HOW MANY FEDERALLY RECOGNIZED TRIBES EXIST IN CALIFORNIA? HOW MANY ARE IN SACRAMENTO COUNTY?

- There are 109 Federally recognized Tribes in California. There is only one in Sacramento County. Wilton Rancheria
- The members of Wilton Rancheria are descendants of the Penutian linguistic family identified as speaking the Miwok dialect. The Tribe's Indigenous Territory encompasses Sacramento County. The lands the Tribe's ancestors inhabited were located along a path of massive death and destruction of California Indians caused by Spanish, Mexican, and American military incursions, disease and slavery, and the violence accompanying mining and settlements. Between March 1851 and January 1852, three commissioners hastily negotiated eighteen treaties with representatives of some of the indigenous population in California. The ancestors of the Tribe were party to the treaty signed at the Forks of the Cosumnes. The Treaty of the Forks of the Cosumnes River ceded the lands on which the Wilton Rancheria in Sacramento County was later established, but promised to establish a rancheria beginning at the Cosumnes River, "commencing at a point on the Cosumnes river, on the western line of the county, running south on and by said line to its terminus, running east on said line twenty-five miles, thence north to the middle fork of the Cosumnes river, down said stream to the place of beginning; to have and to hold the said district of country for the sole use and occupancy of said Tribe forever."
- The Tribe's ancestors came back from nearly being annihilated only to have their children taken to boarding schools that stripped their indigenous language and culture further. Finally in July of 1928 the United State of America acquired land in trust for the Miwok people that were living in Sacramento County. A 38.77 acre tract of land in Wilton, Sacramento County, California was purchased from the Cosumnes Company which formally established the Wilton Rancheria. In 1958, the United States Congress enacted the Rancheria Act, authorizing the termination of federal trust responsibilities to 41 California Indian Tribes including Wilton Rancheria. The Tribe official lost its Federal Recognition in 1964.
- Congress reconsidered their policy of termination in favor of Indian self-determination in the 1970s. In 1991, surviving members of Wilton Rancheria reorganized their tribal government and in 1999 they requested the United States to formally restore their federal recognition. Ten years later a decision of a U.S. District Court Judge gave Wilton Rancheria restoration, restoring the Tribe to a Federally Recognized Tribe in 2009. Wilton Rancheria is a federally recognized Indian Tribe as listed in the Federal Register, Vol. 74, No. 132, p. 33468-33469, as "Wilton Rancheria of Wilton, California". The Tribe passed their constitution in 2011. It stated its four branches of government that includes the Office of the Chair & Vice Chair, the Tribal Council, a Tribal-Court, and the General Council. The Tribe's administration office is located in the City of Elk Grove, Sacramento County in California.
- As stated in the Federal Register, Vol. 78, No. 176, Notices 55731, on September 11, 2013 the Tribe was designated the geographic boundaries of the Service Delivery Area (SDA) of Sacramento County in the State of California. As the only Federally Recognized Tribe in Sacramento County it is designated administratively as the Tribe's SDA. To function as a Contract Health Service Delivery Area (CHSDA), for the purpose of operating a Contract Health Service (CHS) program pursuant to the Indian Self-Determination and Education Assistant Act (ISDEAA), Public Law 93-638.



# THE TILLIE HARDWICK ACT

## California Rancheria termination litigation [\[ edit \]](#)

In 1979, on the basis that termination was illegal since the improvements had not been done, Hardwick filed suit with the assistance of California Indian Legal Services, who decided to make the case a class action.<sup>[6]</sup> In a decision dated 19 July 1983 a US District Court restored the status of 17 California rancherias:<sup>[7][8]</sup>

- Big Valley Rancheria
- Blue Lake Rancheria
- Buena Vista Rancheria
- Chicken Ranch Rancheria
- Cloverdale Rancheria
- Elk Valley Rancheria
- Greenville Rancheria
- Mooretown Rancheria
- North Fork Rancheria
- Picayune Rancheria
- Pinoleville Rancheria
- Potter Valley Rancheria
- Quartz Valley Rancheria
- Redding Rancheria
- Redwood Valley Rancheria
- Rohnerville Rancheria
- Smith River Rancheria

The United States agreed to restore the status of the individual members of the Rancherias as Indians and acknowledged that the federal government would recognize as Indian entities the "Indian Tribes, Bands, Communities or groups" of these 17 Rancherias with the same status as they possessed prior to termination. The United States also agreed that tribal members could elect to restore their fee simple lands which had been former trust allotments to trust status, to be held by the United States for their benefit. The first Hardwick decision (*Tillie Hardwick, et al. v. United States of America, et al.* Case #C-79-1710-SW) did not determine whether or to what extent the boundaries of the 17 Rancherias were restored,<sup>[9]</sup> but it did establish the basis that the BIA was to ensure that those who formed the *initial* tribal governments and re-organized them were the individuals who properly had the right to do so.<sup>[10]</sup>

On 31 January 1986 the Hardwick plaintiffs amended their complaint (often cited as Hardwick II) and added a number of tribes that had reconstituted their former federally recognized governments to be able to intervene in the litigation and dropped as defendants those counties that had voluntarily resolved their issues with tribes in their jurisdictions.<sup>[11]</sup> The decisions issued throughout 1986 and 1987 established the boundaries of various Rancherias and settled taxation disputes with some of the California counties

<sup>[6]</sup> 1979-1983, 1983-1987

# HOW DO WE INCLUDE TRIBES IN OUR PROGRAMS? HOW DO WE ENSURE EQUITY?

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AB 1010  
Page 1

CONCURRENCE IN SENATE AMENDMENTS  
AB 1010 (Eduardo Garcia)  
As Amended September 5, 2019  
2/3 vote

## **SUMMARY:**

Makes the governing body of Indian reservations and Rancherias eligible to receive funding from various state affordable housing programs.

## **The Senate Amendments:**

Provide that where provisions of tribal law, tribal governance, tribal charter, or difference in tribal entity or agency legal structure would cause a violation or not satisfy the financing requirements of any state program administered by the Department of Housing and Community Development (HCD), the requirements may be modified as necessary to ensure program compatibility, as specified.

## **COMMENTS:**

HCD used to operate a program to provide technical assistance to Indian reservations and Rancherias to provide assistance in planning for affordable housing. This bill would appropriate funding for one full-time position for the program and name the program the "G. David Singleton California Indian Assistance Program." G. Dave Singleton passed away in September of 2018. According to his obituary, he "served as a human rights advocate for Native American, Latino, and African American communities for over 60 years in New York, Alabama, and California." This bill would make the governing board of an Indian reservation or Rancheria eligible to receive funding from the: Joe Serna, Jr. Farmworker Housing Program, the Predevelopment Loan Program, Local Housing Trust Fund Program, the CalHOME program, and the Special User Housing Rehabilitation Program. Each of these programs have new funding available from housing bonds approved by the voters through Proposition 1 in 2018.



# CULTURAL HUMILITY MODEL (HUMBLE)

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**H:** Humble about the assumptions you make.

**U:** Understand your own background and culture.

**M:** Motivate yourself to learn more about another person's background.

**B:** Begin to incorporate this knowledge into your work and personal life.

**L:** Be committed to lifelong learning.

**E:** Emphasize respect & negotiate equitable policies & opportunities for BIPOC.

	Cultural Competence	Cultural Humility
Goals	To build an understanding of minority cultures to better and more appropriately provide services.	To encourage personal reflection and growth around culture in order to increase service providers' awareness
Values	<ul style="list-style-type: none"> <li>• Knowledge</li> <li>• Training</li> </ul>	<ul style="list-style-type: none"> <li>• Introspection</li> <li>• Co-learning</li> </ul>
Shortcomings	<p>Enforces the idea that there can be “Competence” in a culture other than one’s own.</p> <p>Supports the myth that cultures are monolithic.</p> <p>Based upon knowledge rather than lived experience. Believes professional can be “certified” in culture.</p>	<p>Challenging for professionals to grasp the idea of learning with and from the community/clients.</p> <p>Noe end result, which those in academia can struggle with.</p>
Strengths	<p>Allows for people to strive to obtain a goal.</p> <p>Promotes skill building</p>	<p>Encourages lifelong learning with no end goal but rather in appreciation of the journey of growth and understanding.</p> <p>Puts professionals and clients/community in a mutual beneficial relationship and attempts to diminish or eliminate power dynamics.</p>



**WE KNEW THIS TIME WAS COMING.....**



### Ghost Dance

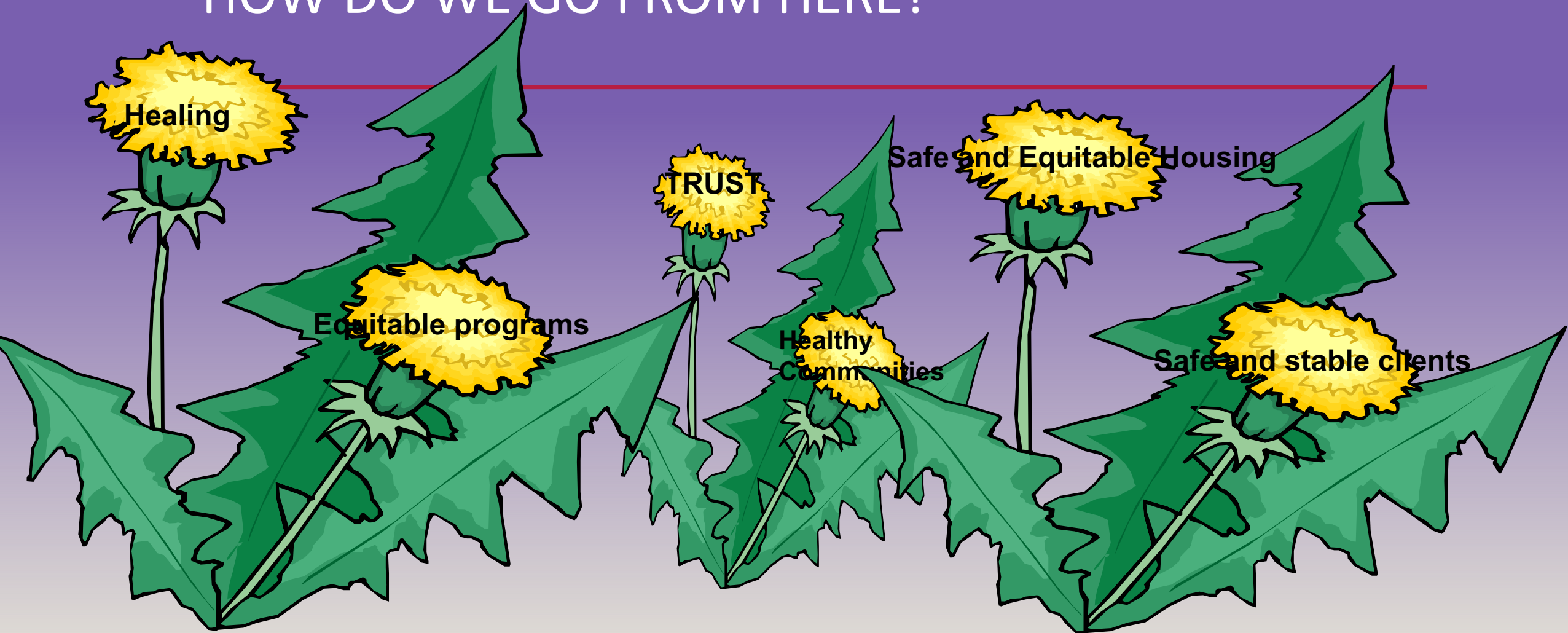
#### Wovoka

- Went into coma during a bout of Scarlet Fever
- Had a vision calling for a Religious movement



**THE TOOLS FOR COMMUNITY HEALING HAVE BEEN WAITING TO BE WOKEN UP.**

# HOW DO WE GO FROM HERE?





**TO HERE.....**

---

**Trust**

**Safe and Equitable Housing**

**Healing**

**Equitable programs**

**Meeting people  
where they are  
at**

**Systems that can be  
trusted**

**Healthy  
families**

**Client centered programs**

**Trauma Informed  
Organizations**

**Community  
centered  
healing**

**A successful  
future.....**



# Housing Barriers Faced by Indigenous People

Britta Guerrero, Chief Executive Officer  
Sacramento Native American Health Center, Inc.

# What's in a name?

- Native American
- Natives
- American Indian
- Indigenous
- First Nations
- Tribal People
- Aboriginal
- Tribe specific identifications



# You are on Native Land

Sacramento Tribal areas consist of:

- Nisenan
- Foothills and Southern Madiu
- Valley Miwok
- Wilton Miwok
- Me-Wuk people

South of the Sacramento River, are the

- Patwin
- Wintun
- Wintu

# What are Indian Treaties?

- Legally binding contracts between Indian tribes and the United States confirm each nation's rights and privileges.
- In most of these treaties, the tribes ceded title to vast amounts of land to the United States in exchange for protection, services, and in some cases cash payments, but reserved certain lands (reservations/rancherias) and rights for themselves and their future generations.
- Indian treaties have the same force now as on the day they were signed. Like the Constitution and Bill of Rights, treaties do not expire with time.



# Treaty Guarantees

The federal government agreed to guarantee **education, health care, housing**, and other negotiated services to Indian tribes.

(Treaties are specific to specific Tribes)

# Treaty Facts

## **1. How Many Treaties Are There?**

The US Government signed 370 Treaties with numerous individual sovereign Nations between 1779-1871

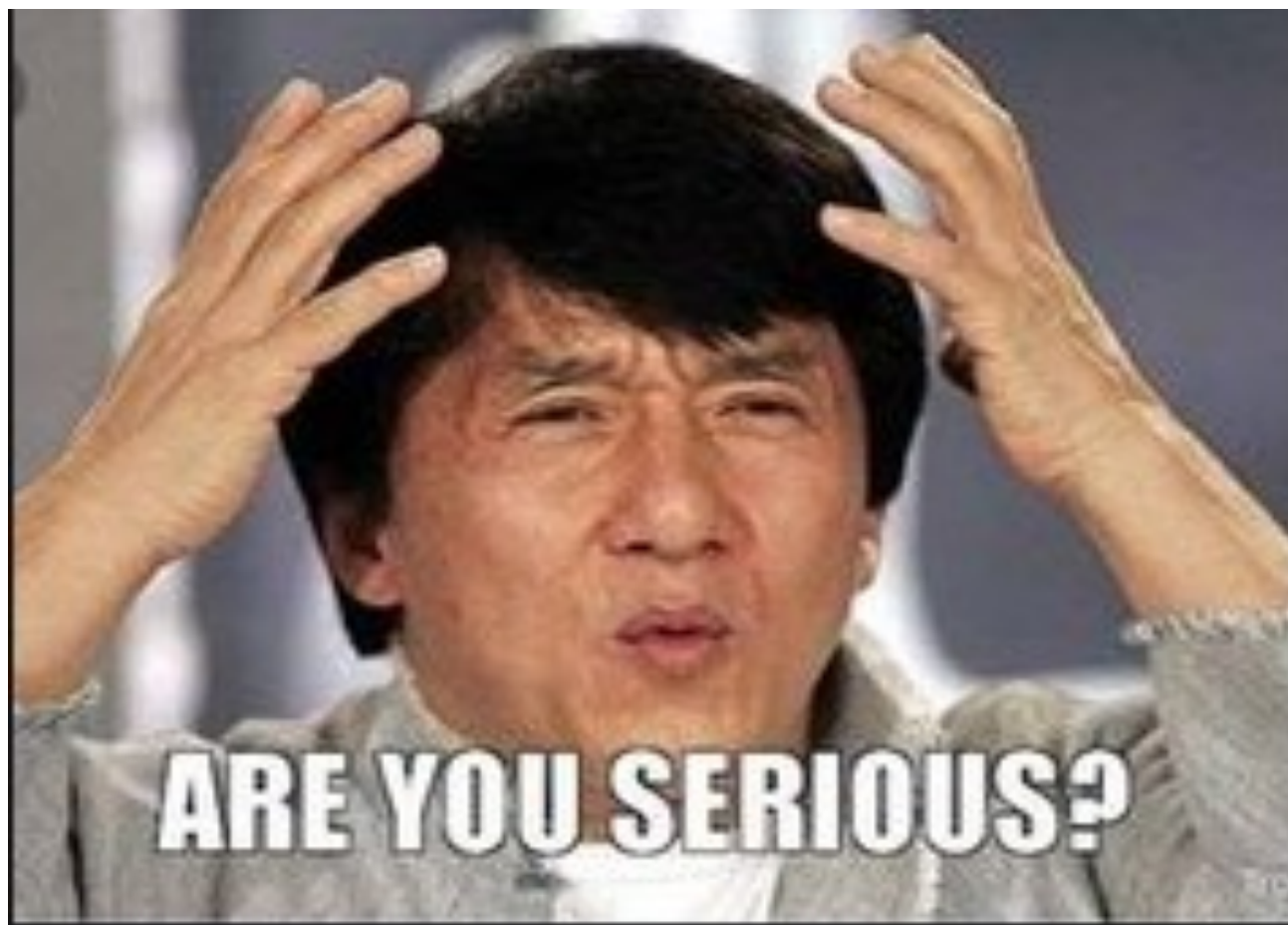
## **2. How many treaties have been broken and or violated?**

370

## **3. But that was so long ago, why can't you get over it?**

We honor the US Constitution and that was ratified in 1788.





# Barriers to Accessing Housing Resources

- Fear and Trust Issues
- Not Familiar with Non-Native Programs
- Culture isn't acknowledged (Disrespected)
- Not Visible (Invisibility)
- Generational/Intergenerational Trauma
- Generational Family units
- Race/Demographics limited (Othering)



# Successful Programs

- Whole Person Care (86 families housed)
- Health Homes Program (111 families housed)
- Use of Trusted Messengers
- Partnerships with Tribes and Native Agencies

# Questions?

Britta Guerrero, CEO

[Britta.Guerrero@snahc.org](mailto:Britta.Guerrero@snahc.org)





SANTA CLARA COUNTY

# COMMUNITY PLAN TO END HOMELESSNESS

2020–2025



## **Acknowledgements**

The Community Plan Steering Committee would like to thank the many community stakeholders, people with lived experience of homelessness, and organizations for their participation in the process to update the plan and their valuable input.

For a full list of organizations that participated in the process, see page 14.



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14	Strategy 3: Improve Quality of Life for Unsheltered Individuals and Create Healthy Neighborhoods for All
<b>16</b>	Thank you!



# Introduction

In 2015, the community came together to create a roadmap for ending homelessness in Santa Clara County. This plan—which was centered around a collective impact response and the proven Housing First model—set an ambitious goal to create 6,000 new housing opportunities and identified innovative strategies and programs for reducing homelessness.

## Supportive Housing System Progress 2015-2019

Thanks to the collective efforts of partners throughout the community, over the past five years, we have done the following:

Helped **8,884 households** resolve their homelessness,



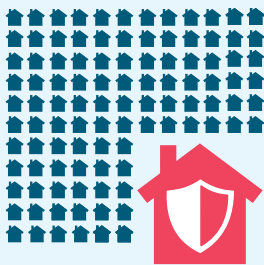
representing **14,132 people**



**Doubled** the number of supportive housing units in Santa Clara County



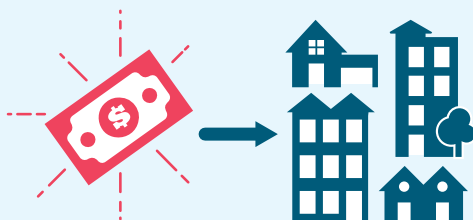
**Doubled** our temporary housing and emergency shelter capacity



Launched a new homelessness prevention system that now serves about **1,000 households annually**



Led a community-wide campaign that has successfully housed more than **1,600 veterans** and engaged nearly **800 private landlords** in the effort



Voters approved **\$950 million** to develop affordable housing through the 2016 Measure A Affordable Housing Bond and raised another **\$100 million** in private contributions to support the implementation of the community plan



Despite our progress creating a supportive housing system that assists thousands of homeless individuals and families each year, the crisis continues to grow. The systemic factors driving homelessness in our community—from the failed policies at the local, state, and national level to the extreme lack of housing options that are affordable for low-income residents—remain stronger than ever and are pushing more of our neighbors onto the streets every day.

These challenges have been compounded by the novel coronavirus (COVID-19) pandemic that arrived in our community as this plan was in development, making implementation of many of these strategies even more urgent. This public health crisis has ground our local economy to a halt, leaving many more households on the brink of homelessness due to job loss, lack of childcare, and economic uncertainty. The pandemic has also required a massive and immediate response by our crisis response system to quickly ramp up shelter capacity, increase access to hygiene services for people living outside, and protect those people experiencing homelessness who are particularly vulnerable. As a result, as this plan goes into effect, we anticipate there will be many more people experiencing or at risk of homelessness who will need immediate support, which will require our community to continue to be flexible and innovative in our responses to homelessness.

To truly end homelessness in Santa Clara County, we must summon the collective will and resources to not only respond to the current crisis and scale our successful housing strategies, but also address and eliminate the root causes of homelessness in our community.

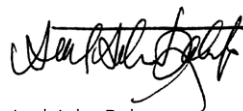
### Community Plan Steering Committee Members



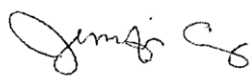
Ky Le, Co-Chair



Erin Connor



Joel John Roberts



Jennifer Loving, Co-Chair



Katherine Harasz



Claudine Sipili



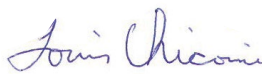
Jan Bernstein Chargin



Miguel Marquez



Leland Wilcox



Louis Chicoine

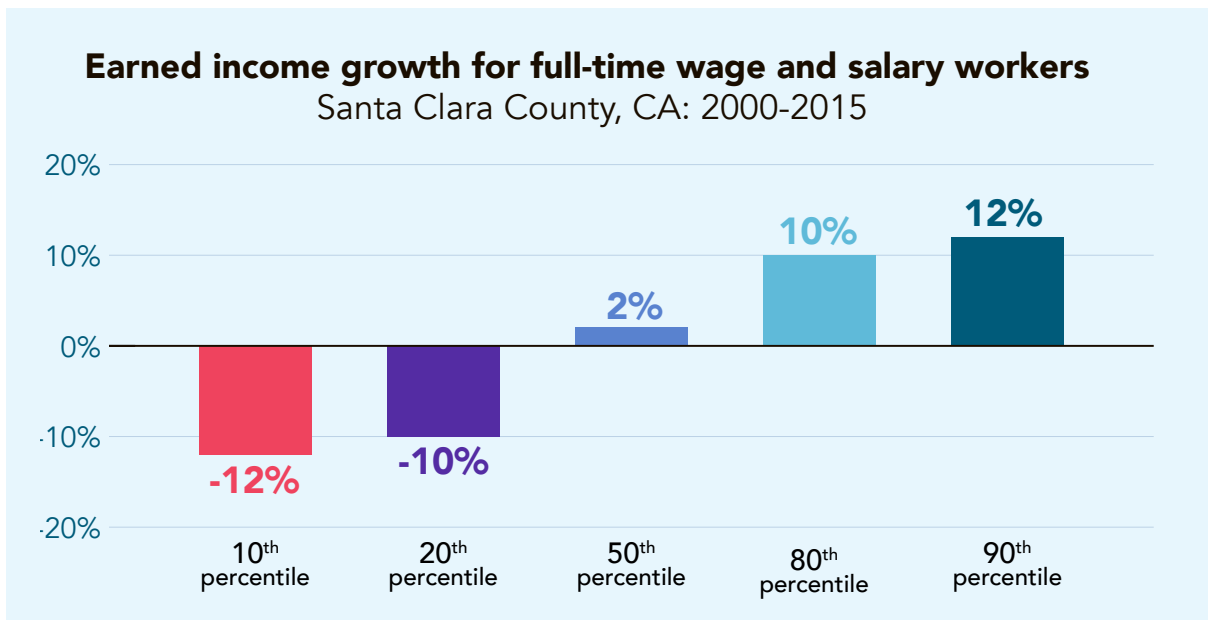


Jacky Morales-Ferrand

# Our Homelessness Crisis

According to the 2019 Point-in-Time count, there are 9,706 individuals experiencing homelessness on any given night in Santa Clara County.<sup>1</sup> Families with children, seniors, individuals with disabilities, veterans, youth and young adults are all represented in the county's diverse homeless population. More than 80% of these individuals are unsheltered—sleeping outside, in cars, or other places not meant for human habitation. We expect that these numbers will increase over the coming months as the full impact of the COVID-19 pandemic is felt.

The gap between the rich and the poor in our community, combined with the lack of housing development particularly at the lowest income levels, is fueling the homelessness crisis. According to the Public Policy Institute of California, families at the highest income levels in the Bay Area (the 90th percentile) have more than 12 times the income of families at the bottom (the 10th percentile).<sup>2</sup> Those at the bottom rung of the economic ladder have also not shared in the region's significant economic growth. Between 2000 and 2015 in Santa Clara County, workers with earnings in the 10th percentile saw their income decline by 12%.<sup>3</sup>



This income inequality has been further exacerbated by the economic slowdown caused by the COVID-19 pandemic as many low-income households living paycheck-to-paycheck struggle to make rent and pay for other basic needs.

<sup>1</sup> Applied Survey Research, "Santa Clara County Homeless Census & Survey Comprehensive Report 2019." 2019. <https://www.sccgov.org/sites/osh/ContinuumofCare/ReportsandPublications/Pages/HomelessnessCensusandSurvey.aspx>

<sup>2</sup> Public Policy Institute of California, "Income Inequality in California." 2020. <https://www.ppic.org/publication/income-inequality-in-california/>

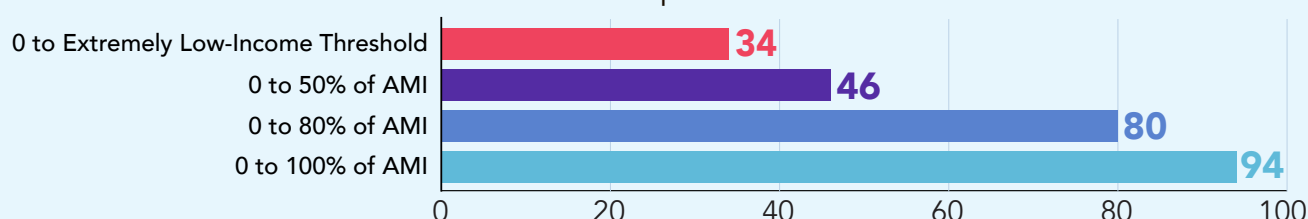
<sup>3</sup> Bay Area Equity Atlas, "Earned income growth for full-time wage and salary workers: Santa Clara County, CA, 2000–2015." <https://bayareaequityatlas.org/indicators/income-growth#/?geo=04000000000006085>



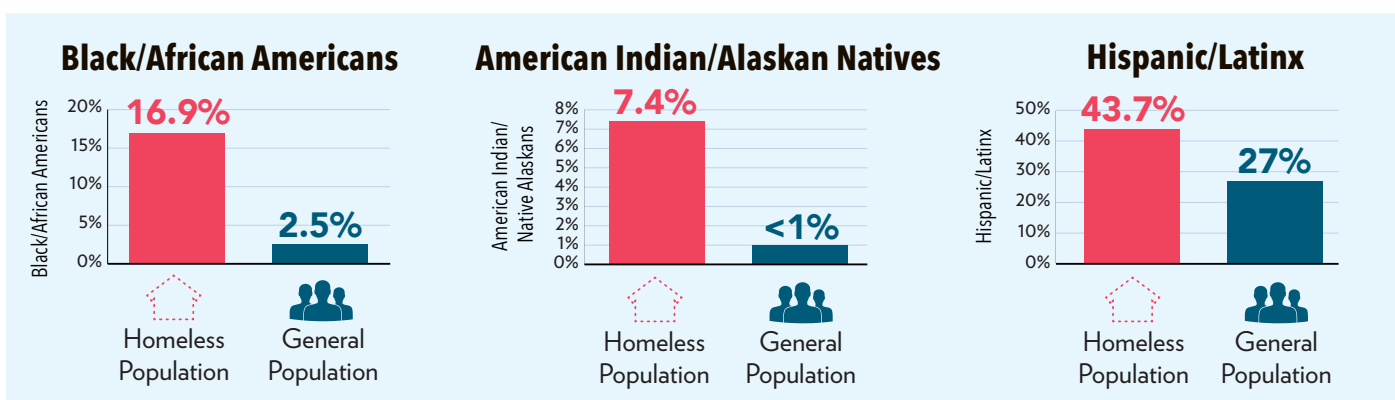
Compounding the impacts of this inequality is the fact that housing costs are higher than ever and housing that is affordable to the lowest-income families is not being produced. In fact, the National Low-Income Housing Coalition's most recent report, *The Gap: A Shortage of Affordable Homes*, found that in 2018 there were only 34 affordable and available units for every 100 extremely low-income renter households in the San Jose metro area.<sup>4</sup>

### Affordable & Available Rental Homes "Per 100 Renter Households"

San Jose Metropolitan Area: 2018



In addition, longstanding and structural racial inequities continue to affect who becomes homeless in our community. A recent report commissioned by Destination: Home found that people of color are dramatically more likely than their white counterparts to become homeless in Santa Clara County, and that poverty alone cannot explain disparities in homelessness. For example:



While the brunt of this crisis is borne by our unhoused neighbors, we know its impacts are felt much more broadly. Our neighborhoods, first responders, businesses, and environment are also suffering the consequences of our region's severe homelessness crisis.

Even worse, the problem continues to grow as more people are slipping into homelessness than ever before—the result of growing income inequality, gentrification and displacement, rising housing costs, an extreme housing shortage, and a lack of sufficient safety net services to adequately care for the most vulnerable in our community. In fact, for every homeless family or individual we connect to housing, between two and three more are experiencing homelessness for the very first time.

If this trend continues, in addition to the nearly 10,000 individuals currently experiencing homelessness, another 20,000 are at-risk of falling into homelessness over the next five years—far more than our supportive housing system currently has the capacity to serve.

<sup>4</sup> National Low-Income Housing Coalition, "The Gap: A Shortage of Affordable Homes." 2020. [https://reports.nlihc.org/sites/default/files/gap/Gap-Report\\_2020.pdf](https://reports.nlihc.org/sites/default/files/gap/Gap-Report_2020.pdf)







# Ending Homelessness in Santa Clara County

Solving this crisis is one of the great moral challenges facing us. It will require tremendous effort, new partnerships, and even bolder strategies—and it will require the entire community to be a part of the solution.

We must take immediate actions that can improve the quality of life for the huge number of unsheltered residents in our community. We must increase shelter capacity and increase interim housing options, and we must expand services to meet their basic health and safety needs.

We need to significantly scale our housing development and programs to meet the growing need in our community. This includes building many thousands more supportive housing units, expanding our homelessness prevention strategies, and enhancing the way our supportive housing system serves those in need.

Most importantly, we will never end homelessness in our community if we do not attack the systemic root causes that continually push more of our neighbors into homelessness. As a result, we must address inequitable land use and housing policy to allow every jurisdiction to achieve their Regional Housing Needs Allocation goals for very low and extremely low-income housing production. We must ensure every resident who is able to work can access living wage employment and we must reverse decades-long structural inequities that have driven people of color and other vulnerable residents onto the streets.

**As we implement the strategies in this plan, we will raise the voices of people with lived experience and share power with our unhoused and recently-housed neighbors. We will focus on policies and programs that reduce racial inequity, in an effort to reverse the disproportionately high rates of people of color who are unhoused.**

None of this will be easy or cheap. In fact, just meeting the affordable housing needs of our community would require several billion dollars. But we cannot accept a future in which thousands of our neighbors are forced to live outside. Every member of our community deserves a safe and stable home—and it is our collective responsibility to make this vision a reality.

# Our Plan

The 2020–2025 Community Plan to End Homelessness will serve as our roadmap for ending homelessness in Santa Clara County and is organized around three main strategies:

STRATEGY 1	STRATEGY 2	STRATEGY 3
 <p>Address the root causes of homelessness through system and policy change</p>	 <p>Expand homelessness prevention and housing programs to meet the need</p>	 <p>Improve quality of life for unsheltered individuals and create healthy neighborhoods for all</p>

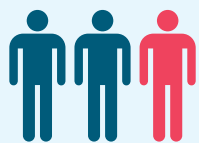
The strategies included in this plan are grounded in evidence-based practices, lessons learned over the past five years, and robust conversation and input from more than 8,000 members of our community; including people with lived experience of homelessness, subject matter experts, key stakeholders, and community members.

In addition, this plan sets aggressive targets designed to reverse the current growth in homelessness we are experiencing and bring us one step closer to our collective goal of eliminating homelessness in our community.



# Our Targets

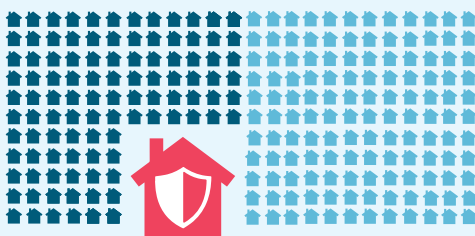
By 2025, we will:



Achieve a **30% reduction** in annual inflow of people becoming homeless\*



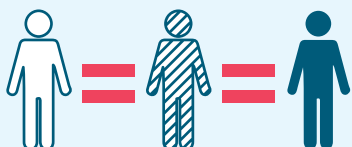
House **20,000 people** through the supportive housing system



Expand the Homelessness Prevention System and other early interventions to serve **2,500 people per year**



**Double** temporary housing and shelter capacity to reduce the number of people sleeping outside



Address the **racial inequities present** among unhoused people and families and track progress toward reducing disparities

\*The reduction in annual inflow target was based on annual inflow prior to the COVID-19 pandemic. This target will be reevaluated once the longer term impacts of COVID-19 are known.



## The Strategies

Reaching these ambitious goals will require a collaborative community response based on proven, evidence-based strategies to end homelessness as well as innovative approaches that maximize the resources available.

The strategies are organized under three areas of focus that make up the basic framework for the plan.



# STRATEGY 1



## Address the Root Causes of Homelessness Through System and Policy Change

To end homelessness in our community, we must address its root causes. This plan sets a five-year goal of reducing new unhoused individuals and families in a given year by 30%. The strategies below are targeted to address the entrenched economic and societal causes of homelessness through transformational systemic and policy change. The system we live in has created social, economic, and racial disparities and it will take monumental shifts in policies and priorities to make effective change. While eliminating these disparities across our community will take more than the five years covered by this plan, we can make substantial progress towards this important goal by implementing the strategies below.

### 1

#### Ensure that people accessing safety net services have the support they need to obtain and maintain housing.

- A** Adopt housing screening and referral processes for individuals and families accessing safety net services.
- B** Expand housing programs for families involved in the child welfare system.
- C** Expand and diversify housing programs for foster youth to meet their long-term housing needs, so no foster youth become homeless.
- D** Expand housing resources available to Medi-Cal recipients accessing services in the Specialty Mental Health System.
- E** Advocate for the state and the federal government to increase funding and access to safety net services.

### 2

#### Ensure that people involved in the criminal justice system do not become homeless.

- A** Support households with incarcerated family members to prevent homelessness.
- B** Expand existing and develop new housing and workforce development programs to successfully reintegrate people leaving probation, parole, jails, and prisons into the community.

## STRATEGY 1



### Address the Root Causes of Homelessness Through System and Policy Change (Continued)

#### 3 Create the conditions to develop enough affordable housing to meet the need in our community.

- A** Work with cities to change local land use and housing policy to allow for development of more affordable housing and help reverse housing disparities that have negatively impacted people of color.
- B** Identify underutilized land across the county to be used for dense affordable housing development.
- C** Prioritize development of housing for extremely low-income individuals and families making 30% of Area Median Income or less and set joint targets.
- D** Advocate for flexible funding that can speed up and create more affordable housing.

#### 4 Protect residents from evictions, displacement, and housing discrimination.

- A** Adopt and implement new fair housing plans for the region.
- B** Strengthen local rent control and tenant protections.
- C** Provide legal assistance to ensure that individuals and families most severely impacted by the lack of affordable housing, namely people of color, have equal access to housing.
- D** Create a fund to preserve both naturally affordable and income-restricted affordable housing.

#### 5 Ensure all residents who are able to work have access to living wage employment.

- A** Support efforts to increase the minimum wage to a living wage in Santa Clara County.
- B** Partner with corporations to create living wage job opportunities for people who are unhoused or at risk of homelessness.
- C** Provide training, internships, and mentorships to help people who are unhoused or at risk of homelessness to obtain access to living wage jobs.
- D** Invest in social enterprises that train and employ people who are unhoused or at risk of homelessness.

#### 6 Expand public and private sector support for ending and preventing homelessness.

- A** Increase community engagement and support for affordable and supportive housing development throughout the county.
- B** Provide leadership opportunities for people with lived experience of homelessness to shape how we address homelessness in our community.
- C** Create a county-wide education campaign that increases awareness of the causes and impacts of homelessness and ongoing efforts to end homelessness.





## STRATEGY 2



### Expand Homelessness Prevention and Housing Programs to Meet the Need

While Strategy 1 aims to close the gaps in our social safety net and address the other systemic causes of homelessness, we know that there will be some people over the next five years who will still become unhoused due to a severe shortage of affordable and accessible housing. To end homelessness, we will need to continue to build capacity to provide a broad array of housing and services over the next five years.

#### 1 Increase the capacity of supportive housing programs for people experiencing homelessness.

- |  |  |
|--|--|
| <p><b>A</b> Expand the supportive housing system to provide housing and services to help 20,000 unhoused people secure stable, permanent housing. Expansion would target the following:</p> <ul style="list-style-type: none"> <li>• 7,000 people housed in Permanent Supportive Housing programs that provide long-term support.</li> <li>• 10,000 people housed through Rapid Rehousing programs that provide short- and medium-term support.</li> <li>• 3,000 people housed through Housing Problem Solving and other short-term or one-time assistance.</li> </ul> | <p><b>B</b> Develop programs tailored to the needs of specific populations of people experiencing homelessness, including:</p> <ul style="list-style-type: none"> <li>• Youth and young adults</li> <li>• Older adults (55+) and seniors</li> <li>• Families with children</li> <li>• Adults (ages 25 to 54) without children</li> </ul> |
|--|--|

#### 2 Provide a broad range of supports to prevent homelessness.

- |  |   |
|--|---|
| <p><b>A</b> Expand the Homelessness Prevention System to prevent homelessness for an additional 7,000 households who are at risk by providing targeted financial assistance and supportive services.</p> | <p><b>B</b> Provide targeted financial resources to prevent homelessness and eviction for severely rent-burdened residents living in existing affordable units.</p> |
|--|---|

#### 3 Create a state-of-the-art supportive housing system.

- |   |   |   |   |
|---|---|---|---|
| <p><b>A</b> Center the voices of people who have lived experience of homelessness, especially people of color, in the policy and program design decisions of the supportive housing system.</p> | <p><b>B</b> Invest in professional development and competitive pay to attract and retain a highly qualified workforce of homeless service provider staff.</p> | <p><b>C</b> Incentivize hiring of people who have lived experience of homelessness to reflect the client population—especially people of color and LGBTQI+ persons.</p> | <p><b>D</b> Increase access to supportive housing programs for people of color by addressing racial bias in our system.</p> |
|---|---|---|---|

## STRATEGY 3



### Improve Quality of Life for Unsheltered Individuals and Create Healthy Neighborhoods for All

The first two strategies of the plan seek to end and prevent homelessness for as many people as possible over the next five years. However, the reality is that many people will remain unhoused due to an extreme housing crisis and increasing income inequality. To address this immediate crisis in our community and ensure healthy neighborhoods for all, we must begin by doubling our temporary housing and shelter capacity to serve 2,000 additional households each night and increase investment in health, safety and other basic services to better meet the needs of people living in unsheltered conditions and build connections to housing programs and safety net services offered throughout the county.

#### 1 Double the number of year-round temporary housing beds and offer a variety of welcoming temporary housing options throughout the county.

- A** Build new partnerships to host emergency shelter, safe places to park and access services, and sanctioned encampments that are not swept and include hygiene and supportive services.
- B** Reduce barriers to shelter such as allowing for pets, storage of personal items, greater privacy, longer stays, and provide higher levels of safety for residents.
- C** Expand hours at new and existing shelters to remain open during the day.
- D** Ensure that all families with children under 18 years old who are unhoused have access to emergency shelter or temporary housing.
- E** Provide more public services in neighborhoods hosting emergency shelter or temporary housing programs.

#### 2 Increase street outreach, hygiene services, and transportation options to match the needs of unsheltered residents.

- A** Increase access to basic hygiene resources, including bathrooms, showers, and laundry
- B** Increase the number of free public transit passes and other transportation options for people who are unhoused to access services.
- C** Increase the number of street outreach staff and case managers working in encampments.
- D** Provide opportunities for people who have lived experience of homelessness to provide peer-to-peer support.

#### 3 Increase mental health and substance use services.

- A** Increase the number of mobile crisis teams with clinical staff, and expand their hours, to support individuals experiencing severe mental health and substance use crises.
- B** Increase the number of beds available for substance use treatment and provide the follow-up supportive services needed to prevent relapses.
- C** Increase access to mental health treatment for people who are unhoused and struggling with mental illness.
- D** Develop a plan to eliminate service access and treatment gaps for unsheltered people struggling with chronic and severe mental illness.





## STRATEGY 3

## Improve Quality of Life for Unsheltered Individuals and Create Healthy Neighborhoods for All *(Continued)*

### 4 Engage a cross-section of community partners to address the needs of unsheltered residents.

- |  |  |   |   |
|--|--|---|---|
| <p><b>A</b> Increase outreach to city and County staff and business and neighborhood associations about available resources to assist people who are unhoused.</p> | <p><b>B</b> Engage the private sector to contribute funding to support health and safety services and shelter for people who are unhoused.</p> | <p><b>C</b> Increase coordination between agencies engaging people living in encampments to ensure consistent and humane approaches to encampment resolution.</p> | <p><b>D</b> Create a referral system where unhoused residents can access information and services, such as available temporary housing and homeless services.</p> |
|--|--|---|---|

### 5 Ensure that community spaces are safe and welcoming for housed and unhoused residents.

- |   |   |
|---|---|
| <p><b>A</b> Partner with new private sector, community-based, and faith-based organizations to create safe and welcoming community spaces in every community for unhoused people to access services during the day.</p> | <p><b>B</b> Work with community organizations, cities, County agencies, and neighborhood associations to ensure that public spaces such as parks, libraries, and community centers remain clean, well-maintained, and welcoming to all.</p> |
|---|---|

## Process Improvements Across Strategies 1, 2, and 3

Throughout our work, we must continue to expand coordination between systems, increase the use of data to improve programs, and increase training opportunities for all partners, including:

- Share data across safety net, criminal justice, and housing systems to better predict and target households who are experiencing homelessness or at risk of homelessness.
- Better utilize data collected in the homeless system of care and across County departments to know what is working well, what programs need improvement, and to identify inequities in the system.
- Provide demographic data, including race and ethnicity, in all reports on homelessness to highlight and address inequities.
- Create accessible dashboards that show our progress and hold our systems accountable.
- Provide trauma-informed care and racial equity/anti-racism training to all staff working with people experiencing homelessness.
- Increase access to services, including providing system navigation resources and training to all staff working with people experiencing homelessness.
- Align racial equity work in the homelessness sector with other racial equity initiatives in Santa Clara County.
- Expand partnerships with corporations, philanthropic institutions, and individual donors to secure private funding to reduce and prevent homelessness.
- Align and coordinate with other community efforts to address homelessness, such as the Homelessness Task Force.

# Thank You!

The Community Plan Steering Committee would like to thank the following agencies and staff who participated in the Community Plan Work Group to gather community input and update the community plan:

- County of Santa Clara: Jackie MacLean, Hilary Barroga, Kathryn Kaminski, Hilary Armstrong
- City of San José: Sarah Zárate, Ragan Henninger
- Destination: Home: Ray Bramson, David Low
- City of Morgan Hill: Rebecca Garcia
- City of Mountain View: Wayne Chen
- LifeMoves: Bruce Ives
- Sacred Heart Community Service: Erin Stanton
- Community Solutions: Erin O'Brien

The Steering Committee and Work Group would like to thank the many people who are currently or formerly unhoused who shared their input and experiences to inform the community plan, including the following:

- Lived Experience Advisory Board
- Sacred Heart's Survivors of the Streets
- HomeFirst Sunnyvale Shelter's Client Collaborative
- Clients/residents from Hope's Corner, Bill Wilson Center, New Haven Inn, and Second Street Studios

The Steering Committee and Work Group would like to thank the following community stakeholders, agencies, and organizations for participating in the process:

- Abode Services
- Alta Vista High School
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- Anthem Blue Cross
- Bill Wilson Center
- Bitfocus
- Catholic Charities of Santa Clara County
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- Cisco
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- City Team
- City of Cupertino
- City of Morgan Hill
- City of Mountain View
- City of Palo Alto
- City of San José
- City of Milpitas
- City of Santa Clara
- Community Services Agency
- Community Solutions
- County of Santa Clara:
  - Behavioral Health Services
  - Office of the District Attorney
  - Probation Department
  - Public Defender Office
  - Public Health Department
  - Reentry Services
  - Santa Clara Valley Medical Center
  - Social Services Agency
  - Office of Supportive Housing
  - Office of Equity and Social Justice
  - Offices of Supervisors Cindy Chavez, Dave Cortese, Susan Ellenberg, Joe Simitian, and Mike Wasserman
  - Valley Homeless Healthcare Program
- David and Lucile Packard Foundation
- Destination: Home
- Dependency Advocacy Center



- Downtown Business Association
- Downtown Streets Team
- EAH Housing
- East Side Union High School District
- Family Supportive Housing
- First Community Housing
- Gilroy Compassion Center
- HomeFirst
- Housing Trust Silicon Valley
- Humane Society of Silicon Valley
- Hunger at Home
- Kaiser Permanente
- Kids in Common
- Law Foundation of Silicon Valley
- LifeMoves
- LinkedIn
- Los Altos Community Foundation
- Mental Health Systems
- Next Door Solutions
- On Lok
- PATH
- Razing the Bar
- Resources for Community Development
- Santa Clara County City Managers Association
- Santa Clara County Housing Authority
- Santa Clara County Office of Education
- Santa Clara County Domestic Violence Advocacy Consortium
- Santa Clara Family Health Plan
- Sacred Heart Community Service
- Salvation Army
- Silicon Valley Community Foundation
- Silicon Valley Council of Nonprofits
- Silicon Valley at Home
- Silicon Valley Independent Living Center
- Silicon Valley Organization
- South Bay Coalition to End Human Trafficking
- Spectrum Equity
- St. Joseph Family Center
- Sunnyvale Community Services
- The Health Trust
- United Way Bay Area
- U.S. Department of Veterans Affairs
- West Valley Community Services
- YWCA of Silicon Valley

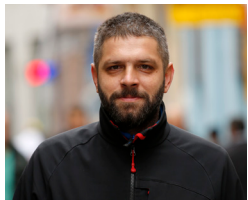






# RACE AND HOMELESSNESS IN SANTA CLARA COUNTY, CALIFORNIA

JANUARY 2020



This project is a  
collaboration between



DESTINATION: HOME

&

**SPARC**

with generous support from



## ACKNOWLEDGEMENTS

This report is part of a year-long initiative on racial equity and homelessness in Santa Clara County, California. The initiative is a partnership between Destination: Home, a public-private partnership dedicated to ending homelessness in Santa Clara County, and SPARC (Supporting Partnerships for Anti-Racist Communities), a national initiative examining structural racism and homelessness. SPARC is a project of Boston-based C4 Innovations.

This report was authored by the SPARC Team: Jeff Olivet, Regina Cannon, Caty Wilkey, and Nastacia' Moore and made possible through the financial support and thought leadership of Cisco, as part of its larger efforts to address homelessness in Santa Clara County.



## INTRODUCTION

This report is about helping our community improve and expand services for homeless men, women and children who are disproportionately people of color. Homelessness is an extreme manifestation of poverty. Along the continuum of safety-net services, our supportive housing system is at the end of the line. This report is about making sure that supportive housing services do not exacerbate or perpetuate the racial and social disparities in our community.

This report is also a lens through which we begin to perceive our circumstances more clearly. In a March 2018 report, SPARC (Supporting Partnerships for Anti-Racist Communities), wrote: “People of color are dramatically more likely than White people to experience homelessness in the United States. This is no accident; it is the result of centuries of structural racism that have excluded historically oppressed people—particularly Black and Native Americans—from equal access to housing, community supports, and opportunities for economic mobility.” To an extent, homelessness is the result of policy choices we’ve made.

We asked SPARC to help bring a racial equity lens to the valiant and amazing work that so many social workers, property managers, volunteers, doctors, nurses, and public servants are performing each day. From this effort, two things have become apparent. One, homelessness in Santa Clara County is characterized by many of the same racial and ethnic disparities seen in communities across the country. And two, we are only beginning to scratch the surface when it comes to understanding and addressing the underlying causes that are pushing individuals and families – especially people of color – into homelessness.

We hope this report serves as a jumping off point for the challenging, yet vital, work to eliminate these disparities in our community. By acknowledging the negative consequences of some of our policies, choices, and attitudes, and by embracing the core values and strategies outlined in this report, we can begin to undo the negative and detrimental impacts of decades of systemic racism for our most vulnerable neighbors.

Sincerely,

Pastor Paul Bains,  
*Project WeHOPE / Dignity on Wheels*

Camille Llanes-Fontanilla,  
*SOMOS Mayfair*

Poncho Guevara,  
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## EXECUTIVE SUMMARY

People of color are dramatically more likely than their white counterparts to become homeless in the United States. Recent national research has shown that such racial disproportionality is not limited to any particular geographical area or region of the country, but instead that patterns of racial disproportionality play out in community after community across the country.<sup>1</sup> Further, this is not simply an issue of poverty: people of color experience homelessness at rates significantly higher than the proportion of those living in poverty.<sup>2</sup> Indeed, the legacy of historical and contemporary structural racism is at the root of who becomes homeless.

Against this backdrop, Destination: Home partnered with the national SPARC Initiative (Supporting Partnerships for Anti-Racist Communities) to examine the link between racial inequity and homelessness in Santa Clara County.

Launched in February 2019, the initiative involves:

- Establishment of a Racial Equity Advisory Group to guide the process
- Assessment of the current state of race and homelessness in Santa Clara County through quantitative and qualitative approaches, including Homeless Management Information System (HMIS) and Annual Homelessness Assessment Report (AHAR) data; listening sessions with people of color experiencing homelessness; and stakeholder interviews
- Work with Destination: Home's Lived Experience Advisory Board to center racial equity
- Racial equity training for homeless service providers and city/county government staff
- Action planning to implement racial equity strategies within the Community Plan to End Homelessness

This report presents an assessment of the intersection of race and homelessness in Santa Clara County and offers recommendations for next steps. Three major themes emerged:

1. Disproportionately high rates of homelessness among specific racial and ethnic groups
2. Racial/ethnic variation in experiences of homelessness
3. Structural barriers, including lack of affordable housing and economic opportunity

Specific findings in each of these three areas create a preliminary understanding of the state of race and homelessness in the county.

### Disproportionality

Overall, Santa Clara County is generally similar to other communities across the U.S., with high rates of homelessness among people of color:

- Black/African Americans are disproportionately represented in the homeless population (16.9%) compared to their numbers in the general population (2.5%). This ratio is significantly higher than other communities in which SPARC has conducted research.
- Similarly, American Indian/Native Alaskans experience homelessness in Santa Clara County at a ratio of 7:1 compared to their general population numbers (7.4% of homeless population compared to <1% of general population).
- Unique to Santa Clara County, people who identify as Hispanic/Latinx comprise 43.7% of the homeless (HMIS) population, compared to 27% of the general population; 65% of families presenting to the Coordinated Entry System are Hispanic/Latinx.

<sup>1</sup> Olivet, J., Dones, M., Richard, M., Wilkey, C., Yampolskaya, S., Beit-Arie, M. and Joseph, L. (2018). *Supporting Partnerships for Anti-Racist Communities: Phase One Findings*. Center for Social Innovation.

<sup>2</sup> Carter, G. (2011). From Exclusion to Destitution: Race, Affordable Housing, and Homelessness. *Cityscape: A Journal of Policy Development and Research* • Volume 13, Number 1



- Non-Hispanic people and those who identify as Asian/Asian American are both significantly underrepresented in the homeless population.

## Racial/ethnic variation in experiences of homelessness

Our analysis found racial and ethnic disparities for some (but not all) HMIS data sets related to a person's homelessness experiences.

- Prior homeless experiences are generally proportionate by race and ethnicity to the HMIS population.
- Race is a statistically significant predictor of exiting into homelessness for American Indian/Alaska Native, who were 35% more likely to exit into homelessness.
- When assessed for vulnerability and housing need, a higher percentage of Non-Hispanic/Latinx families (45.7%) are assessed as needing Permanent Supportive Housing than Hispanic/Latinx families (39%).

## Structural barriers

Stakeholders across the community cited systemic and structural inequities as a significant driver of housing insecurity and poverty in people of color.

- While housing affordability is an issue that affects people of all racial and ethnic background, people of color may be most severely impacted.
- The persistent wealth gap and lack of economic opportunity put communities of color at risk of homelessness.
- Disproportionately high rates of homelessness among people of color in the county mirror disproportionality in other safety net systems.

In addition to these major themes, we identified three underlying values to ground Destination: Home's racial equity work going forward. These include:

1. Integrating people of color with lived experience of homelessness in all program, policy, and funding decisions
2. Aligning racial equity work in the homelessness sector with other racial equity initiatives in Santa Clara County
3. Using a racial equity lens and data-driven decision making in the homelessness system and across other systems.

Based on the findings of this assessment, Destination: Home is poised to shift its work from analysis to planning and implementation of racial equity-based strategies in Santa Clara County's homelessness response system. An implementation strategy, as outlined in the recommendations of this report, should address inflow, crisis response and outflow. Through this work, Santa Clara County has the potential to address structural racism as a root cause of homelessness, and, in doing so, create a roadmap for other communities across the country.



## APPROACH

In 2016, C4 Innovations launched the SPARC Initiative (Supporting Partnerships for Anti-Racist Communities), a multi-city effort to examine the connections between structural racism and homelessness across the United States. The project documented disproportionately high rates of homelessness among African Americans and Native Americans, with risk of homelessness especially high among families and youth of color.<sup>3</sup> As SPARC communities have continued to examine their data and to shift from understanding the problem to developing equity-based strategies to reduce homelessness among people of color, various key components of racial equity implementation have emerged. These include: upstream prevention, cross-sector collaboration, organizational training and capacity building, targeted programming for specific at-risk groups, and long-term commitment to affordable housing and economic opportunities for communities of color.



To understand any potential racial disproportionality among people experiencing homelessness in Santa Clara County, California, Destination: Home partnered with the national SPARC Initiative. Initiated in February 2019, the collaborative effort includes three phases of work:

1. Assessment
2. Planning
3. Implementation

Throughout these phases, SPARC and Destination: Home (DH) are also focused on community engagement and buy-in, a recognition that tackling the important work of racial equity cannot be done in isolation, but instead in partnership and solidarity with partners across the community, including:

- People of color with lived experience of homelessness
- Homeless service providers
- City and County officials
- Advocates for specific racial and ethnic groups
- Faith community leaders
- Private sector/business leaders
- Philanthropy

<sup>3</sup> Olivet, J., Dones, M., Richard, M., Wilkey, C., Yampolskaya, S., Beit-Arie, M. and Joseph, L. (2018). *Supporting Partnerships for Anti-Racist Communities: Phase One Findings*. Center for Social Innovation.

As a first stage of the work, SPARC led an assessment process that occurred between February and May 2019, and included a number of key activities:

1. Strategy meeting with the Racial Equity Advisory Group (REAG), which was formed to guide this project
2. Meetings with the Destination: Home Lived Experience Advisory Board (LEAB), DH Governing Board and other community partners
3. Listening sessions with people of color experiencing homelessness at four homeless service programs:
  - HomeFirst Boccardo Reception Center homeless shelter
  - Recovery Café
  - CityTeam Men's Program
  - Life Moves Family Shelter
4. Stakeholder interviews with individuals representing a wide range of perspectives:

NAME	TITLE	ORGANIZATION
Ariel Blume	Executive Director	County of Santa Clara Office of Cultural Competence
Analilia P. Garcia	Racial & Health Equity Program Manager	County of Santa Clara Department of Public Health
Jermaine Hardy	Adult Services Division, Deputy Chief Probation Officer	County of Santa Clara Probation Department
Maritza Maldonado	Executive Director	Amigos de Guadalupe Center for Justice and Empowerment
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Elena Rivera	Board Member	Lived Experience Advisory Board
Amber Siddle-Manas	Health Planning Specialist	County of Santa Clara Department of Public Health
Shari Slate	Vice President, Chief Inclusion & Collaboration Officer	Cisco
Toni Tullys	Behavioral Health Director	County of Santa Clara Department of Health and Human Services



## 5. Analysis of Homeless Management Information System (HMIS) data

Our team used Santa Clara County Homeless Management Information System (HMIS) and Coordinated Entry System (CES) data to analyze the current state of racial inequities among the population experiencing homelessness and to better understand the role of race in determining outcomes related to housing and homelessness. This analysis was guided by five research questions:

1. What is the current state of disproportionality by race and ethnic group?
2. What is the experience of Black, Indigenous, and People of Color (BIPOC) in previous homeless experience compared to Whites?
3. What are the differences by race in VI-SPDAT (Vulnerability Index-Service Prioritization Decision Assistance Tool) score and prioritization for permanent housing and other housing resources?
4. What role does race play in recidivism into homelessness?
5. What role does household type (i.e., family, single adults, youth) play in understanding inequities in the homeless service system?

Quantitative data from years 2014-2019<sup>4</sup> were collected from the San Jose/Santa Clara City and County CoC HMIS system and Coordinated Entry System (specifically, VI-SPDAT). Data were cleaned, deduplicated, and analyzed using SPSS. The HMIS sample includes cases from 24,746 individuals and the VI-SPDAT sample included cases from 14,818 individuals and families. We conducted univariate and bivariate analyses to understand the demographics of this client sample and to describe the general nature of over- and under-representation by racial groups in certain circumstances. To better understand outcomes experienced by clients, we analyzed information pertaining to the most recent homeless event and entry in the HMIS system. Where possible, data were analyzed by household type to specifically understand the differences in experience and outcomes of clients presenting to the system as individuals (both single adults and youth) versus clients presenting as part of a household or family. Data on household type was extrapolated using the categories "Household without Children," "Households with only Children," and "Households with Children". The category "young adults" were defined as those under 25 and who were included in the category of "Household without Children"; however, it is unknown whether or not these individuals presented to the system alone. For CES data, to determine whether people of color differed from White clients on prioritization score, a one-way ANOVA was conducted. Pearson chi-square analysis was used to determine whether there is a statistically significant association between race and being classified into a specific vulnerability group (i.e., no housing intervention is needed, Rapid Re-Housing, or Permanent Supportive Housing/Housing First).

From these sources of information, the SPARC team documented the current state of race and homelessness in Santa Clara County. This report presents the findings from this assessment and offers potential directions forward as Destination: Home works to center racial equity in its county-wide homelessness response.

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<sup>4</sup> Some data dating back to 1998 were included in the dataset and analysis; however, the bulk of cases were from 2014 onward.





## RACE AND HOMELESSNESS IN SANTA CLARA COUNTY

Through the assessment process, three themes of findings emerged:

- Disproportionately high rates of homelessness among specific racial and ethnic groups
- Racial/ethnic variation in experiences of homelessness
- Structural barriers, including lack of affordable housing and economic opportunity

In addition to these major themes, the assessment unearthed the need for three important cross-cutting values:

1. Integrate people of color with lived experience of homelessness in all program, policy, and funding decisions
2. Align racial equity work in the homelessness sector with other racial equity initiatives in Santa Clara County
3. Use a racial equity lens and data-driven decision making in the homelessness system and across other systems.



## THEME 1:

### Disproportionately high rates of homelessness among specific racial/ethnic groups

Figure 1 below presents a racial and ethnic breakdown of American Community Survey (ACS) data for Santa Clara County CoC (general population), poverty data, HMIS sample, and Annual Homelessness Assessment Report (AHAR) data. As Figure 1 shows, a simple comparison of the general population in the CoC with the population presenting to the homeless service system (HMIS) shows that Black/African Americans are dramatically overrepresented in the homeless service system (16.9% compared to 2.5% of the local population). This is almost seven (6.76) times greater than would be expected based on this group's presence in the general population. AHAR data also reflects this inequity with 18.3% identifying as Black/African American.

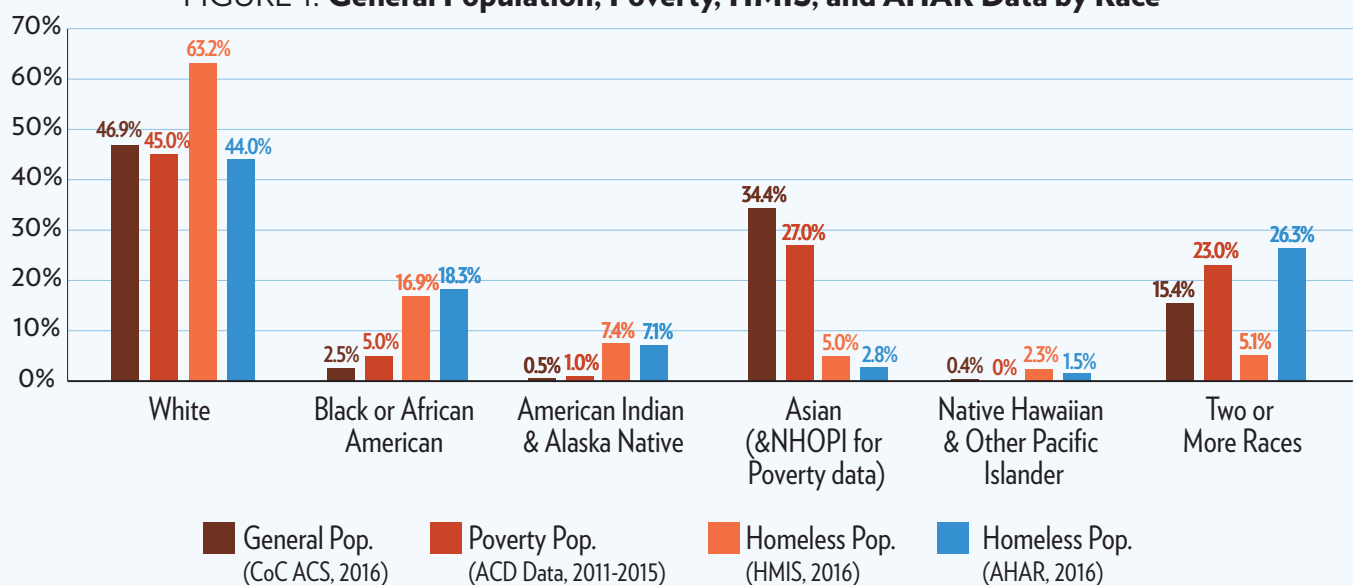
Also shown in Figure 1 is the overrepresentation of the American Indian/Alaskan Native population, which accounts for 7.4% of the HMIS population and 7.1% of the AHAR data, despite making up only 0.5% of the general population. This is almost 15 (14.8) times greater than would be expected based on their presence in the general population.

By comparison, Asians are underrepresented in HMIS and AHAR, accounting for 5.0% and 2.8%, respectively, of populations experiencing homelessness, while accounting for more than a third (34.4%) of the general population. This representation is almost seven (6.89) times less than would be expected based on their presence in the general population.

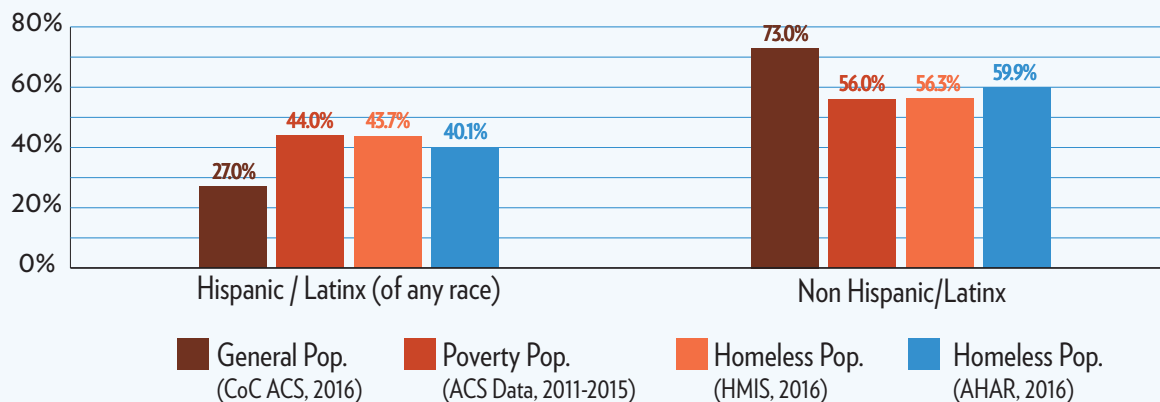
## IMPORTANT FINDINGS

- Black/African Americans are dramatically overrepresented in the homeless populations (16.9% compared to 2.5% of the general population).
- Hispanic/Latinx individuals represent 43.7% of the HMIS sample compared to 27% of the general population.
- High rates of Hispanic/Latinx family homelessness—65% of families experiencing homelessness.
- American Indian/Alaskan Natives are 0.5% of the general population but 7.4% of the homeless population.
- Poverty alone does not explain high rates of homelessness among people of color.

FIGURE 1. General Population, Poverty, HMIS, and AHAR Data by Race





**FIGURE 2. General Population, Poverty, HMIS, and AHAR Data by Ethnicity**

Whites are also overrepresented in the HMIS data, accounting for 63.2% of HMIS population compared to 46.9% in the general population. However, the magnitude of overrepresentation is not as great for Whites as it is for Black/AA and AI/AN race groups. Specifically, representation of Whites in HMIS is 1.34 times greater than what you would expect based on their presence in the general population. It's also worth noting that AHAR data was generally proportional to the general population for Whites.

Also notable is the inequity for Hispanic/Latinx individuals, who represent 43.7% of the HMIS sample compared to 27% of the general population (see Figure 2). This overrepresentation is reflected in the AHAR data as well (40.1%).

Table 1 also shows that poverty cannot explain for racial and ethnic disproportionality in the homeless system (especially given that the percentage of Black/African Americans in poverty in this community is not dramatically disproportionate to the general population).

**TABLE 1. Race & Ethnicity Breakdown Across General Population, Poverty, CES, HMIS, and PIT**

	COC ACS* (2016)	POVERTY (2011-2015)**	HMIS (2016)***	AHAR (2016)****
White	46.9%	45.0%	63.2%	44.0%
Black/AA	2.5%	5.0%	16.9%	18.3%
AI/AN	0.5%	1.0%	7.4%	7.1%
Asian (& NHOPI for poverty data)	34.4%	27.0%	5.0%	2.8%
NHOPI	0.4%	--	2.3%	1.5%
Two or More Races	15.4%	23.0%	5.1%	26.3%
Hispanic/Latinx	27.0%	44.0%	43.7%	40.1%

\* "CoC ACS" refers to the general population numbers (according to the U.S. Census Bureau's American Community Survey) for the geographical areas covered by the Santa Clara County Continuum of Care.

\*\* The poverty numbers in this table are also drawn from ACS data

\*\*\* Homeless Management Information System (HMIS) data include all individuals served by the homeless services system in the county over the course of a year.

\*\*\*\* Annual Homelessness Assessment Report (AHAR) data represents the total unsheltered and sheltered residents in Santa Clara County, as measured by a standardized count methodology required by the federal government to document the scope of homelessness on an annual basis.

The data for Hispanic/Latinx families with children show similar disparities, representing 43% of the overall homeless population but 65% of families experiencing homelessness. Stakeholders described numerous issues facing this group, including language barriers, lack of culturally competent services, and gentrification that drives Hispanic/Latinx people out of their neighborhoods.

## THEME 2:

### Racial/ethnic variation in experiences of homelessness

HMIS data elements related to prior location before entering homelessness (i.e. before entering the HMIS system) were analyzed. These distributions were more or less proportionate to the HMIS population; in other words, each racial group presented to the homeless service system from situations/locations at generally the same rate as one would expect. These data are presented in Table 2.

TABLE 2. Prior Location by Race

	WHITE	BLACK/AA	AI/AN	ASIAN	NHOPI	TWO OR MORE RACES
Homeless	61.6%	17.1%	7.2%	4.6%	2.5%	7.1%
Permanent Housing/ Renting w/ subsidy	59.4%	22.9%	4.1%	4.3%	1.4%	7.8%
Permanent Housing/ Renting without subsidy	63.1%	16.6%	4.5%	5.5%	2.4%	7.9%
Institutionalized care	69.5%	14.6%	3.4%	5.0%	1.5%	5.9%
Correctional facility	64.4%	16.9%	5.4%	3.7%	2.4%	7.2%
Doubled up	63.8%	15.9%	6.2%	5.4%	2.2%	6.6%
Transitional care	62.3%	18.2%	5.5%	4.6%	2.6%	6.8%

We also analyzed the duration and frequency of homeless experiences. Specifically, *number of months homeless in the past three years* and *number of times homeless in the past three years* were analyzed by race and ethnicity. Prior homeless experiences are generally proportionate by race and ethnicity to the HMIS population.

TABLE 3. Number of Times Homeless & Number of Months Homeless in Past Three Years by Race and H/L ethnicity\*

	WHITE	BLACK/AA	AI/AN	ASIAN	NHOPI	TWO OR MORE RACES	HISPANIC OR LATINX (of any race)
NUMBER OF TIMES HOMELESS							
1	62.7%	16.8%	6.5%	5.1%	2.7%	6.2%	42.6%
2	60.5%	17.5%	7.3%	5.0%	3.3%	6.4%	43.5%
3	59.3%	19.8%	7.3%	4.2%	1.9%	7.5%	43.0%
4 or more	60.6%	18.0%	7.2%	4.4%	2.2%	7.6%	41.9%
NUMBER OF MONTHS HOMELESS							
1 (this is the first month)	60.4%	17.0%	6.0%	7.1%	3.0%	6.5%	43.9%
Average for 2-12 months, Mean	5.97 mo.	6.10 mo.	6.58 mo.	5.90 mo.	5.83 mo.	6.18 mo.	5.93 mo.
More than 12 months	61.4%	17.7%	7.8%	4.0%	2.3%	6.9%	40.9%

\*It is important to note the limitations of the HMIS data system as a data source to answer this research question. Specifically, the response options for these two questions are categorical and therefore force respondents to fit into a predetermined answer, which limits a true understanding of prior homeless experiences.

We examined whether or not race was a **predictor of exiting from programs back into homelessness**. Race is a statistically significant predictor of exiting into homelessness for American Indian/Alaska Native, who were 35% more likely to exit into homelessness. Gender is a significant predictor, with females 29% less likely to exit into homelessness than males.

We also examined whether or not race and other factors were predictors of exiting back into homelessness for different age/household groups. For young adults (single, aged 18-24), black youth were 2 times more likely ( $p < .05$ , OR 2.05) to exit back into homelessness than were their white counterparts. This was also true for Native Hawaiian and Other Pacific Islander youth, who were almost four times as likely ( $p < .05$ , OR 3.98). Also statistically significant for this age group was gender, where females were over two times less likely to exit into homelessness than males ( $p < .01$ , OR 0.46). For older single adults, the American Indian/Alaska Native population were 35% more likely to exit into homelessness ( $p < .05$ , OR 1.35) than whites, and Hispanic/Latinx individuals were 13% more likely than their non-Hispanic/Latinx counterparts (of any race) ( $p < .05$ , OR 1.13). Females in this age group were 37% less likely to exit into homelessness ( $p < .05$ , OR 0.73). Neither race nor gender were statistically significant in the models for family members.

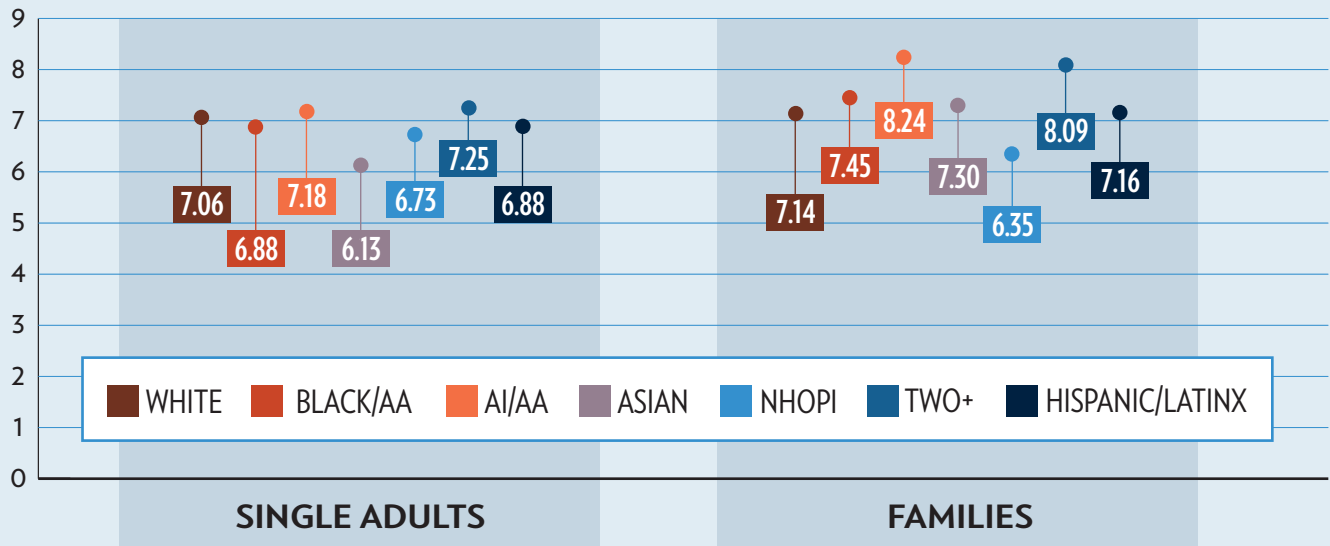
An examination of VI-SPDAT data helps to understand how individuals and families are prioritized for housing services and whether there are any inequities by race or ethnicity. We examined mean final scores and service referral categorization. Figure 2 shows the variability in mean scores across race and ethnicity. One-way ANOVA found that for both individual and family samples, there was a statistically significant difference between race groups and ethnicity groups of final scores. However, scores were somewhat higher for non-White race groups in the family dataset, with AI/AN and individuals identifying as Two or More Races receiving higher prioritization scores.

## IMPORTANT FINDINGS

- Prior homeless experiences are generally proportionate by race and ethnicity to the HMIS population.
- Race is a statistically significant predictor of exiting into homelessness for American Indian/Alaska Native, who were 35% more likely to exit into homelessness.
- Black youth were two times more likely to exit back into homelessness than their white counterparts.
- When assessed for vulnerability and housing need, a higher percentage of Non-Hispanic/Latinx families (45.7%) are assessed as needing Permanent Supportive Housing than Hispanic/Latinx families (39%).
- Gender is a significant predictor of returns to homelessness, with females 29% less likely than males to exit programs back into homelessness.



FIGURE 2. VI-SPDAT Mean Score by Race &amp; H/L Ethnicity



The rate at which non-White individuals and families receive prioritization for Permanent Housing/Housing First following a VI-SPDAT assessment is important in understanding the inequities in the Coordinated Entry System. Figures 3 and 4 shows the distribution of prioritization category by race (BIPOC represents all combined non-White race groups) and ethnicity, respectively. Pearson chi-square analyses showed a statistically significant ( $p < .05$ ) association between race and prioritization category for families only, and a statistically significant ( $p < .05$ ) association between ethnicity and prioritization for both single adults and families.

FIGURE 3. Race and Prioritization Category

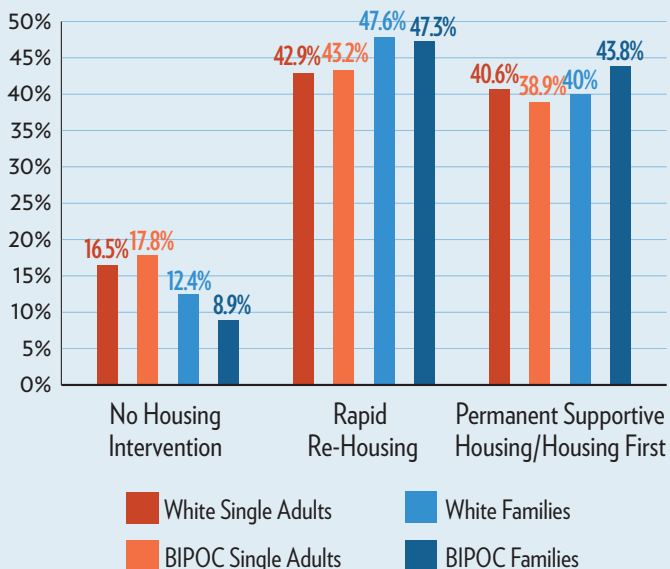
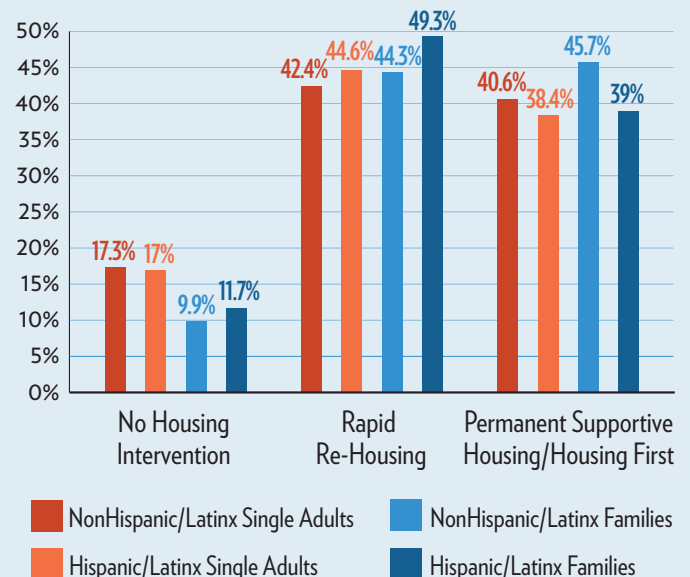


FIGURE 4. Ethnicity &amp; Prioritization Category



## THEME 3:

### Structural barriers, including lack of affordable housing and economic opportunity

Lack of access to affordable housing was a major area of focus in the listening sessions. The following direct quotes from people of color with lived experience of homelessness who participated in one of four listening sessions illustrate barriers to housing and perceptions on the part of participants about the need for more housing. One participant connected housing stability with sobriety: “They need to give us more access to [set aside] units. People get frustrated and relapse and forget about the process.” Another said simply, “Everything is so expensive, you can’t do it alone.”

The stakeholder interviews echoed this theme of lack of affordable housing. The county’s public health department has conducted multiple community needs assessments in recent years, each of which, without exception, identified housing as one of the most pressing public health issues facing the county. Interviewees described people living in their cars, doubled up with friends and family, and renting couches, floor-space, or subdivided living rooms for a few hours a day. They talked about people who have lived in Santa Clara County their whole lives, but who have been pushed out by skyrocketing rents, only to drive more than an hour each way to get to work in the county or to keep their children in their schools of origin. As one stakeholder succinctly put it: “You can’t have luxury housing for everyone and not have sufficient housing for low-income individuals.”

**While housing affordability is an issue that affects people of all racial and ethnic backgrounds**, several of key stakeholders interviewed stated that people of color were more severely impacted. One reason for this may be the persistent **racial wealth gap** and **lack of economic opportunity** for people of color. Next to housing, economic inequality was the most regularly reported challenge named in the interviews. This focus is captured well in the words of one respondent: “We have to think about systemic structures that have not

## IMPORTANT FINDINGS

- While housing affordability is an issue that affects people of all racial and ethnic background, people of color may be most severely impacted.
- The persistent wealth gap and lack of economic opportunity put communities of color at risk of homelessness.
- Disproportionately high rates of homelessness among people of color in the county mirror disproportionality in other Safety Net systems.

worked for people of color...Disinvestment from communities of color places them at a great disadvantage. When we talk about community violence and trauma, we come back to economic opportunity.”

While other issues were raised, including language barriers, criminalization of homelessness, behavioral health, education, and multi-generational homelessness, stakeholders continually brought the conversation back to housing and economic inequality as major drivers of homelessness among people of color in Santa Clara County.

The disproportionately high rates of homelessness among people of color in the county mirror **disproportionality in other Safety Net systems**. For example, one interviewee described similarities between disproportionately high rates of foster care and criminal justice involvement among Black and Hispanic/Latinx people—with both groups disproportionately represented compared to their general population numbers. Involvement in the child welfare and criminal justice system increases the risk of homelessness and may be creating pipelines into homelessness for people of color. An important area of future work will be to further analyze data across multiple systems to determine not just disproportionality, but also to understand patterns of cross-system involvement (e.g., someone who is ex-

periencing homelessness and has also been involved in foster care, criminal justice, or eviction systems). To date, such involvement is generally documented by self-report rather than data-sharing and analysis across multiple data sets.

## Underlying Values to Guide Destination: Home's Racial Equity Work

In addition to these three major findings themes, three cross-cutting values emerged from the assessment process:

### 1. Integrate people of color with lived experience of homelessness in all program, policy, and funding decisions

The stakeholder interviews revealed a widespread belief that people with lived experience of homelessness should be included more in shaping policy and system responses to homelessness. "The mistake we make in housing," stated one stakeholder, "is that we're talking to people who are housed...I would challenge us to bring authentic voices to the table." Another noted that their agency is "designing programs that target specific communities. We are working on listening to those communities so that we have an impact...partnerships with individuals most impacted by the issue."

### 2. Align racial equity work in the homelessness sector with other racial equity initiatives in Santa Clara County

Multiple stakeholders identified the importance of aligning efforts to promote racial equity. One stated that "a coordinated, cross-departmental aligned effort" is essential to address racial inequities in homelessness, and that agencies working on racial equity need to "align and advance toward a common goal with something we can measure and truly evaluate our efforts." In the course of the interviews, several existing racial equity initiatives were underway in the county. These include:

1. GARE: The Government Alliance for Racial Equity, in which multiple city/county departments and staff are participating
2. A race equity committee in the justice system that has been meeting regularly for a number of years
3. A subcommittee on the school to prison pipeline
4. A committee within the Department of Health and Human Services focused on culture and diversity

As some stakeholders indicated, it will be important to develop a full catalog of such existing efforts, then determine the most effective strategies for aligning and coordinating these efforts.

### 3. Use a racial equity lens and data-driven decision making in the homelessness system and across other systems.

Across all of this work, interviewees, listening session participants, and members of the Racial Equity Advisory Group and DH's Lived Experience Advisory Board noted the importance of bringing racial equity into all of the organization's work to end homelessness. This suggests that a racial equity initiative should not exist in parallel to other efforts, but should instead permeate all of Destination: Home's work. The upcoming planning process to develop a five-year community plan to address homelessness offers an important opportunity to embed racial equity across multiple activities.



## NEXT STEPS: STRATEGIES TO ADDRESS RACIAL EQUITY

The quantitative and qualitative findings outlined in this report confirms that significant racial disproportionality exists within the homeless population in Santa Clara County, especially for Black/African American, Native American people and Hispanic/Latinx individuals and families, pointing perhaps to similar levels of disproportionality in upstream safety net and criminal justice systems. It also paints a picture of the acute challenges and structural barriers, including lack of affordable housing and economic opportunity, present for the most vulnerable people in the community.

With these initial findings complete, Destination: Home and its partners now enter the second phase of work to leverage the data and information provided to identify and adopt a set of structural change objectives. To do so, Destination: Home will propose formally adding racial equity action items to the new Community Plan to End Homelessness. The plan, as well as the community engagement sessions leading up to it, will provide a formal adoption and planning process with a range of county stakeholders, creating the accountability to meaningfully move the racial equity work forward for this community.

Based on this report, we propose incorporating the following action items into the current Community Plan to End Homelessness:

- 1. Center and raise the voice of people of color who have experienced homelessness in the policy and program decisions of the supportive housing system.**

Our community has a vibrant Lived Experience Advisory Board (LEAB), and two of its members serve on the Racial Equity Advisory Group that guides this initiative. The next step is to ensure that people with lived experience of homelessness are included in a decision-making capacity around major policy and program design in concerted and consistent manner.

- 2. Partner with the safety net system to better understand and address the systemic causes of poverty and inequity.**

Based on some of the key findings in Theme 3 of this report, it is critical to fully understand which policies or practices constrain our safety-net systems and the extent to which our policies and institutions exacerbate the crisis of homelessness.

A comprehensive data study should be conducted that focuses on all systems that serve individuals with housing instability. The study should help policy makers understand housing instability of individuals and families as they interact with safety-net programs and the justice system, the housing outcomes associated with those programs and institutions, and all the resources available to individuals and families to end or prevent their homelessness.

The findings of this work should help to inform safety net system improvements that could eventually lead to an overall decrease of inflow into homelessness and a reduction in the current disproportionality found in the homeless population.

- 3. Adopt new housing and land use policies that help reverse longstanding housing disparities that have negatively impacted people of color.**

As noted earlier, numerous racial equity efforts are already underway in Santa Clara County, including work on affordable housing dispersion policies, anti-displacement, tenant protections, and local resident preferences. Significant involvement by staff across multiple city and county departments provides a strong foundation for bringing Destination: Home's equity work into alignment with other efforts. One approach would be to develop shared outcomes and strategies for measurement. Additionally, committees and task forces working on displacement, criminal justice, public health, and cultural competence across sectors offer the possibility of joint work, cross-sector pilot projects, and representation of a homelessness focus at those tables.

## CONCLUSION

This report is a first step in documenting the intersection of race and homelessness in Santa Clara County. The findings begin to shed light on racial disparities as they related to housing and homelessness. Santa Clara County is not alone, as the SPARC Initiative has documented similar patterns in communities across the United States. This report provides a baseline assessment from which Destination: Home and its partners can develop and implement racial equity strategies to prevent and end homelessness. It takes courage to look candidly at the lasting impact of racism in this country, and to connect its legacy with the current epidemic of homelessness. Destination: Home has begun that courageous work.

