



Racial Equity (REQ) Committee Meeting Minutes

Wednesday, July 21st, 2021 || 9:00 AM – 11:00 AM

[Recording of Zoom Meeting.](#) The chat is 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	Yes
Dawn Basciano	Sacramento	Yes
Fatemah Martinez	South Sacramento, Unsheltered / Non-Profit / Outreach	Yes
Henry Ortiz	Communities Impacted by Incarceration, Systemic Oppression, Community Violence	Yes
Koby Rodriguez	Central City, Non-Profit, BIQTPOC	Yes
Mike Nguy	Government Agency in the Public Health Division	No
Patricia Jones	Sacramento	No
Shalinee Hunter	Sacramento and Statewide	No*
Stephanie D Thompson	Oak Park and Marina Vista	Yes
Stephen Hernandez	Sacramento, Veterans	Yes

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

*Provided notice of absence before the meeting.

SSF Staff	SSF Title
Michele Watts	Chief Planning Officer
Michelle Charlton	CoC Coordinator
Scott Clark	Systems Performance Analyst
Tamu Green	Systems Performance Advisor

Guests
A-Juh-Row SHA, Ajna Glisic, Aliya Middleton, Angel Uhericik, Antoinette Carter, Bo Cassell, Darrin Greer, Deisy Madrigal, Erica Plumb, Jill Fox, Joseph Smith, Lee S., Nadia Rains, Pixie Pearl, QJ Hylton, Stefan Heisler, Stephanie Hopkins, Tiffany Rayford, and Tina Glover.

Agenda Item	Presenter(s):	Time	Item Type
I. Welcome, Introductions, & “Spotlight on Equity”	Angela Upshaw, & Ardy Akhzari, (Co-Chairs)	9:00 AM (10 minutes)	Informational
Meeting started around 9:06 AM. Attendance of 32 participants.			

<p>Tamu shared a video of Amanda Gorman's inauguration poem.</p>			
<p>II. Approval 06/16/21 Meeting Minutes</p>	<p>Angela Upshaw</p>	<p>9:10 AM (5 minutes)</p>	<p>Action</p>
<p>Motioned for approval of 6/16/21 meeting minutes: 1st - April Marie Dawson, 2nd - Fatemah Martinez</p> <p>Motion approved.</p>			
<p>III. Overview on CoC Committees</p>	<p>Michele Watts, SSF Chief Planning Officer</p>	<p>9:15 AM (30 minutes)</p>	<p>Informational</p>
<p>Michele discussed the Overview on CoC Committee presentation and the CoC Committee Chairs shared their committee key products, accomplishments, and goals.</p> <p>Please see the recording link above for more details.</p>			
<p>IV. REQ Action Plan Update</p>	<p>Angela Upshaw & Ardy Akhzari</p>	<p>9:45 AM (15 minutes)</p>	<p>Informational & Action</p>
<p>Angela and Ardy discussed the updated draft REQ Action Plan, sharing the changes made from the previous REQ Action Plan presentation. Tamu mentioned if there are any small formatting or text edits needed to email Tamu by Monday, 7/26/21.</p> <p>Motioned for approval of REQ Action Plan: 1st - Brina Sylve, 2nd - Stephanie Thompson</p> <p>Motion approved.</p> <p>Please see the recording link above for more details.</p>			

V. REQ Data Webpage	Scott Clark, SSF Systems Performance Analyst	10:00 AM (5 minutes)	Informational
<p>Scott shared the REQ Data webpage and briefly discussed the content.</p> <p>Please see the recording link above for more details.</p>			
VI. REQC Updates: A. Member Self-Assessment B. Committee Assessment C. The Future of the REQC	Tamu Green, SSF Systems Performance Advisor	10:05 AM (25 minutes)	Discussion
<p>Tamu asked a couple questions about the REQC which were answered in the chat:</p> <ol style="list-style-type: none"> 1. What did you bring to this work? 2. Where would you like to have strengthened your participation? <p>Tamu discussed the REQC timeline and membership. Next steps: Tamu/REQC Co-Chairs will reach out to REQC members asking if they would like to continue their membership and reach out to community members who have been involved and participated at the REQC and REQ Subcommittee meetings. Anyone interested in joining the REQC should send an email to Tamu.</p> <p>Please see the recording link above for more details. The chat is available below the minutes to review the responses.</p>			
<p>VII. Announcements & Shout Outs</p> <ul style="list-style-type: none"> • April Marie Dawson shared that Kaelea Lucas won the “Advocate of the Year - Region 9 National Council for Independent Living” Award. 			
<p>VIII. Meeting Adjourned at 10:32 AM. Attendance of 25 participants.</p> <p>Next REQ Committee Meeting: TBD</p>			


Meeting Chat:

09:05:53 From Bo Cassell (he/him) Salvation Army : Good morning! I will have to leave at 10:00am for another meeting, I apologize ahead of time.

09:06:01 From Dawn Basciano : Yay! On the spot lighting.

09:06:07 From steven seeley : Hi everyone and good morning/ HOPE COOP.

09:07:56 From ejohansen : I would like to start everyday with this! thank you!

09:11:55 From Nadia Rains : She gave me chills that day and today! Such a powerful speaker! 

09:12:06 From Dawn Basciano : We are bruised yet whole!

09:14:11 From Michelle Charlton (She/Her/Hers) SSF, CoC Coordinator : Approval

06/16/21 Meeting Minutes:

09:14:22 From Stephanie Thompson : Approve

09:14:23 From Anira Khlok : Approve

09:14:24 From Tiffany Glass, Perm Program Planner : approve

09:14:26 From Brina Sylve : Approve

09:14:27 From Ardy Akhzari : Approve

09:14:28 From Koby Rodríguez (he/him/his) : Approve

09:14:29 From Aimee Z. Barnes (She/They) : Yes approve

09:14:29 From Dawn Basciano : Approve

09:14:32 From angela upshaw : approve

09:15:05 From steven seeley : APPROVE

09:15:12 From April Marie Dawson : Approve

09:15:17 From Alicia : Approve

09:17:33 From Brina Sylve : I have to sign off at 10:30am today because of a meeting conflict

09:18:02 From Dr. Tamu Green (she/her), SSF, Systems Performance Advisor : Today's meeting is slated to end at 10:30

09:25:04 From Michelle Charlton (She/Her/Hers) SSF, CoC Coordinator : Here is the REQ webpage: <https://sacramentostepsforward.org/racial-equity/>

09:25:41 From April Marie Dawson : I have to leave at 10:40 to attend an award ceremony.

09:28:49 From Erin Johansen, COC Chair : I have to be in a meeting at 10 so leaving now. Thank you!

09:29:44 From angela upshaw : Thank you for attending and sharing, Erin! Take care.

09:29:56 From Dawn Basciano : the racial equity committee hasnt been given an opportunity to help incorporate equity components into the services, resources outreach and the business process of the other committees. Good direction to go.. wondering how the suggestions will be evaluated/process

09:33:09 From Erica Plumb (she/ her) : I have a conflicting meeting starting now. Thank you all

09:33:44 From angela upshaw : Thank you for joining and presenting, Erica!

09:35:50 From Jill Fox : Sorry for the lateness. Had another meeting. Jill Fox VOA.

09:36:03 From Dr. Tamu Green (she/her), SSF, Systems Performance Advisor : Welcome, Jill

09:41:39 From Michelle Charlton (She/Her/Hers) SSF, CoC Coordinator : Apply to the SPC here: <https://sacramentostepsforward.org/coc-program-comp/board/>

09:42:00 From Michelle Charlton (She/Her/Hers) SSF, CoC Coordinator : Application is here:

<https://docs.google.com/forms/d/e/1FAIpQLSdSF1h9qVG0-FRfECQxO4p61OoOh1QkAPLg3KeMNJG4pTevZw/viewform>

09:42:43 From Michelle Charlton (She/Her/Hers) SSF, CoC Coordinator : More details about SPC is here: <https://sacramentostepsforward.org/committees/#spc>

09:44:42 From Michelle Charlton (She/Her/Hers) SSF, CoC Coordinator : Here is more information about all CoC Committees:

<https://sacramentostepsforward.org/committees/>

09:45:31 From Pixie Pearl (they/them) : michele if you want me to add in anything for yab let me know

09:47:42 From Michele Watts, she/her/hers, SSF Chief Planning Officer : Pixie, it would be great if you could add your comments re YAB!

09:49:19 From Fatemah Martinez : The website was very informative

09:49:32 From Michelle Charlton (She/Her/Hers) SSF, CoC Coordinator : EHV webpage: <https://sacramentostepsforward.org/2021-sacramento-ehvs/>

09:50:53 From Michele Watts, she/her/hers, SSF Chief Planning Officer : to start the process of becoming an HMIS user, email hmis@sacstepsforward.org

09:51:20 From Michelle Charlton (She/Her/Hers) SSF, CoC Coordinator : More info on EHV's here:

<https://sacramentostepsforward.org/opportunity-to-house-494-households-with-new-emergency-housing-vouchers/>

09:53:11 From Stephanie Thompson : I read through the action plan last night; very well done!

09:53:12 From Michele Watts, she/her/hers, SSF Chief Planning Officer : I'm logging out for a phone call, but I'll be right back.

09:53:43 From Michelle Charlton (She/Her/Hers) SSF, CoC Coordinator : This REQ Action Plan starts on page 104 here:

<https://sacramentostepsforward.org/wp-content/uploads/2021/07/7.21.21-REQC-Meeting-Materials.pdf>

10:04:24 From Anira Khlok | she/her : Sorry I have to step away for a second

10:05:52 From Ardy Akhzari : BRB

10:07:34 From Dr. Tamu Green (she/her), SSF, Systems Performance Advisor :
tgreen@sacstepsforward.org

10:08:58 From Michelle Charlton (She/Her/Hers) SSF, CoC Coordinator : Approval of REQ Action Plan:

10:09:03 From Ardy Akhzari : Approve

10:09:06 From Tiffany Glass, Perm Program Planner : Approve

10:09:11 From Stephanie Thompson : approve

10:09:12 From steven seeley : I approve

10:09:21 From Aimee Z. Barnes (She/They) : Yes, approach of REQ action plan

10:09:23 From angela upshaw : approve

10:09:28 From Michelle Charlton (She/Her/Hers) SSF, CoC Coordinator : Dawn approves

10:09:44 From Dawn Basciano : Approve

10:10:03 From April Marie Dawson : Approve

10:10:10 From Alicia : Approve

10:10:18 From SHernandez : Approve

10:12:19 From Michelle Charlton (She/Her/Hers) SSF, CoC Coordinator : Here is the REQ Data webpage: <https://sacramentostepsforward.org/racial-equity-data/>

10:13:03 From Anira Khlok | she/her : Approve (Sorry for the late vote)

10:13:26 From Aimee Z. Barnes (She/They) : Website looks great. Great resource as well.

10:13:40 From Scott Clark (he/him) : Thanks, Aimee!

10:15:19 From Dr. Tamu Green (she/her), SSF, Systems Performance Advisor : What did you bring to this work?

10:15:39 From April Marie Dawson : Disability lens and making sure that made it into final report

10:16:05 From Tiffany Glass, Perm Program Planner : Experiences from use of the VISPDAT with families.

10:16:54 From Stephanie Thompson : Working on the REQ sub-committee during the interviewing phase. Meeting some of the unhoused and sharing their experience

10:16:59 From Pixie Pearl (they/them) : ensuring youth voice, accessibility, professional with lived experience

10:17:15 From Stephanie Thompson : Definitely appreciated the training received!

10:17:49 From Deisy Madrigal, She/Her : my experience with English as my second language helped drive the language accessibility initiative in the Grand Challenge.

10:18:34 From Antoinette Carter : having my knowledge base greatly expanded

10:19:05 From Anira Khlok | she/her : Details-oriented and process development/refinement particularly with BIPOC surveys. Probably asked too many questions :)

10:19:17 From Tiffany Glass, Perm Program Planner : Alicia shared: Trainings were a great way to assess where I am today , important in my work with team, patients and community members

10:19:21 From Dawn Basciano : I feel I should have done more and look forward to a broader view more incorp of the needs of my native community.. working with the unhoused/interviews. Just being part of a good healthful group

10:19:59 From Dr. Tamu Green (she/her), SSF, Systems Performance Advisor : Where would you like to have strengthened your participation?

10:20:07 From SHernandez : I don't feel like I made any specific contributions. I was excited about this committee because I was looking forward to learning about how the CoC is providing representation to groups often looked over. I learned a lot. Namely to challenge my own biases. This has helped me be able to focus conversation with my team to ensure we are providing quality services.

10:20:14 From steven seeley : A voice 4 change in access to services and resources within BIPOC POPULATION. Helping homeless with entry services.

10:20:51 From Brina Sylve : I wish I would have spoken up more. It can be a little difficult for me to fully participate in large groups.

10:21:20 From Tiffany Glass, Perm Program Planner : I do feel that I struggled with my participation due to my current work load and the additional meetings I could not attend however I did learn a lot about the process

10:21:27 From Dawn Basciano : Native youth. Yes I think this population is overlooked. Save space for these discussions.

10:21:37 From Anira Khlok | she/her : I would have personally liked to get to know my fellow committee members more and learn about them/their role in the community and understand their work/lived experience.

10:21:46 From Dawn Basciano : *youth

10:22:02 From Tiffany Glass, Perm Program Planner : Alicia shared: I would like to have been more directly involved in a sub committee. Time and staffing challenges definitely made my participation more limited than I would want

10:23:39 From Anira Khlok | she/her : You all did great!!!

10:23:57 From Anira Khlok | she/her : Appreciate the leadership and opportunity to learn from you all.

10:24:08 From Stephanie Thompson : Well deserved "Shout outs"!

10:24:27 From Scott Clark (he/him) : This committee is amazing! Love supporting it however I can.

10:24:39 From Dawn Basciano : Yes, appreciate everyone's leadership. You all rock!

10:24:49 From Nadia Rains : This was my 1st community committee experience and have been so grateful for the opportunity and want to be more active.

10:25:08 From Michelle Charlton (She/Her/Hers) SSF, CoC Coordinator : Learning so much and great work everyone!

10:27:45 From steven seeley : Thanks to all the leadership and support persons of this committee it was truly informative.

10:28:29 From Jill Fox : Thank you so much for all you have done. I think we are definitely heading in the right direction.

10:32:24 From Alicia : Thank you !

10:32:33 From Stephanie Thompson : Take care all!