



SACRAMENTO
STEPS FORWARD

Ending Homelessness. Starting Fresh.

Racial Equity (REQ) Committee Meeting Minutes

Wednesday, May 19, 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	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
<i>Jessica Thomas</i>	<i>Sacramento, CA / College Students</i>	<i>Resigning</i>
Koby Rodriguez	Central City, Non-Profit, BIQTPOC	Yes
Mike Nguy	Government Agency in the Public Health Division	Yes
Patricia Jones	Sacramento	Yes

Shalinee Hunter	Sacramento and Statewide	Yes
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	No
Tiffany Gold	Youth with Lived Experience	No
Vanessa Johnson	Sacramento County	Yes

SSF Staff	SSF Title
Christina Heredia	Referral Specialist
Hannah Beausang	Communications Manager
Lisa Bates	CEO
Michelle Charlton	CoC Coordinator
Scott Clark	Systems Performance Analyst
Stacey Fong	CE Analyst
Tamu Green	Systems Performance Advisor

Guests
Alexia Sanchez, Aliyah Middleton, Antoinette Carter, Bo Cassell, Christie Lynn, Deisy Madrigal, Eijo Okoro, Elizabeth Elliott, Jill Fox, Joseph Smith, Nadia Rains, Regina Vasquez, Samantha Earnshaw, Stephanie Hopkins, Tiffany Rayford, and WIND YOUTH.

Agenda Item	Presenter(s):	Time	Item Type
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I. Welcome & Introductions	Angela Upshaw, BFHP-Roads Home, Associate Director (Co-Chair)	9:00 AM (5 minutes)	Informational
<p>Meeting started at 9:05 AM. Attendance was approximately 26 participants.</p> <p>Angela mentioned Jessica Thomas, REQC member, is resigning from the committee and asked if anyone is interested in joining the REQC to reach out to herself, Ardy Akhzari, Dr Tamu Green, and/or Michelle Charlton.</p>			
II. Approval 04/17/21 Meeting Minutes	Angela Upshaw	9:05 AM (5 minutes)	Action
<p>Motioned for approval with the date correction for the May REQC meeting: 1st - Anira Khlok, 2nd - Ardy Akhzari.</p> <p>Motion approved.</p>			
III. Best & Promising Practices: Latinx Intersectionality	Koby Rodriguez, Chief Program Officer & Alexis Sanchez, Director of Advocacy and Training, Sacramento LGBT Center	9:10 AM (20 minutes)	Informational
<p>Koby and Alexis shared a presentation and discussed topics including what is Latinx, Latinx diaspora in the US, intersections of Latinx identity, undocuqueer and asylum seeking Latinx, barriers to service, best practices, and asked what are the best practices the community has seen? Questions/comments were asked in the chat and during the meeting; see recording link above.</p>			

IV. Best & Promising Practices: BIPOC Living with Disabilities	April Marie Dawson, Executive Director, Resources for Independent Living - Sacramento	9:30 AM (15 minutes)	Informational
<p>April shared a presentation and discussed topics including disability facts, common disability types, language and identity key takeaways (person first language concept), medical vs social model of disability, customer service tips, TBI, management, and shared her contact information with the community. Questions/comments were asked in the chat and during the meeting; see recording link above.</p>			
V. Systems Gaps Analysis	Scott Clark, SSF Systems Performance Analyst	9:45 AM (20 minutes)	Informational
<p>Scott shared a presentation and discussed the Systems Gaps Analysis including areas of opportunity, streamline access to the homeless system of care, forge a cohesive and coordinated homeless systems of care, examples of data challenges, stop homelessness before it begins, optimize existing housing and shelter programs, address the Gaps in housing and supportive services, create more affordable housing units, increase system equity, and key takeaways from Homebase. He also shared the CoC response. Questions/comments were asked in the chat and during the meeting; see recording link above.</p>			
VI. Racial Equity Data Webpage	Scott Clark	10:05 AM (15 minutes)	Informational
<p>Scott shared a presentation and discussed topics including issues to address, draft contextual language for the website:</p> <ol style="list-style-type: none"> 1. race is a social construct, 2. ethnicity categories are inadequate oversimplifications, 3. the data does not reflect the true range of identity and experience, 			

4. the data does not represent the true burden of the housing crisis facing the BIPOC community

He shared visuals (graphs) discussing in detail and the purpose of the visuals. He discussed HUD updates for October 2021 and provided the [“Ask A Question”](#) HUD feedback portal. Questions/comments were asked in the chat and during the meeting; see recording link above.

VII. Update on BIPOC Interviews

Ardy Akhzari

10:20 AM
(10 minutes)

Informational

Ardy shared that the BIPOC Interviews are moving along and in the process of organizing/reviewing data with Scott. He asked if you haven't provided your interview information to do so as soon as possible. Also to email Ardy if you have any questions/concerns. He will share the folder link again to place the recordings and survey information. The goal is to collect 15 interviews in total.

Tamu mentioned that REQ committee members with lived experience of homelessness who would like to add to our data collection from their personal perspective to fill out the [survey](#) and to reach out to Ardy.

VIII. Stakeholder Forum Updates: **A. April 26th Forum Debrief** **B. June 21st Forum Details**

Fatemah Martinez & Tamu Green, SSF Systems Performance Advisor

10:30 AM
(10 minutes)

Informational

Tamu and Fatemah shared details about the REQ Stakeholder Forum #1 on Monday, April 26th, 2021 from 11am to 1pm. She mentioned and shared the REQ [Action Plan Input Form](#). Tamu mentioned the [REQ Stakeholder Forum #2 is Monday, June 21st, 2021 from 11am to 1pm](#).

IX. Debrief & Next Steps Towards the Development of the Action Plan

Tamu Green

10:40 AM
(20 minutes)

Informational

Tamu described the purpose and next steps in creating the action plan. She shared the next REQ Subcommittee meeting Wed, 6/2/21 (11am-12pm) will discuss the Action Plan. If you are interested in attending, place your name in the chat. She discussed the Action Plan timeline of:

- Draft Action Plan - June REQC meeting.
- Approve Action Plan - July REQC meeting.
- If approved, the Action Plan will be presented at the July CoC Board meeting.

X. Announcements:

- The third (last) REQ Training within the [REQ Training series](#) is next week on **Tuesday, May 25th, 2021 12:00PM to 1:30PM**. [RSVP here!](#) The RSVP deadline is Monday, May 24th, 2021 by 10:00AM.
- Stay informed by visiting the [SSF REQ Stakeholder Forum webpage](#) for more details on previous and upcoming Stakeholder Forums. Remember to submit your input in the [REQ Action Plan Input Form](#) before Monday, May 24th by Noon.
- RSVP to attend the [2021 Sacramento CoC Annual Meeting](#) scheduled for Wednesday, May 26th, 2021 from 8:30 AM to 1:00 PM. The RSVP deadline is Monday, May 24th, 2021 by 10:00AM. For more details, explore the [SSF 2021 CoC Annual Meeting webpage](#).

XI. Meeting Adjourned at 10:51 AM. Attendance approximately 31 participants.

Next REQ Committee Meeting: Wednesday, June 16th, 2021

Racial Equity Committee (REQC) Meeting

Wednesday, May 19th, 2021 9:00 AM – 11:00 AM



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Meeting Chat

00:08:18 alicia.gonzales: MERCY!

00:08:18 Christie Lynn: good morning all!

00:08:22 Dr. Tamu Green: Good morning, everyone! So glad you made it!

00:08:53 angela upshaw: here*

00:09:42 Antoinette Carter: Antoinette Carter
Consumers Self Help Center

00:12:17 Stephanie Thompson: The date of this meeting is wrong on the minutes it shows 5/21 instead of 5/19

00:13:17 Michelle Charlton, SSF, CoC Coordinator: Approval of April
21st REQC Meeting Minutes:

00:13:23 Shalinee Hunter (she/her): yes

00:13:26 angela upshaw: yes

00:13:27 Ardy Akhzari: Yes

00:13:28 Koby Rodríguez (he/him/his): yes

00:13:30 Stephanie Thompson: Yes

00:13:30 April Marie Dawson: yes

00:13:31 Christie Lynn: yes

00:13:31 Vanessa: Yes

00:13:33 Brina Sylve: Yes

00:13:34 Anira Khlok: Yes

00:13:36 Antoinette Carter: yea

00:13:37 Dawn Basciano: Yes

00:13:43 SHernandez: Yes

00:13:48 steven seeley: yes

00:13:52 Fatemah Martinez: Yes

00:18:11 Dr. Tamu Green: Great podcast I listened to yesterday:
<https://www.npr.org/2021/04/28/991629761/the-kid-mero-talks-what-it-means-to-be-latino>

00:19:33 Shalinee Hunter (she/her): How do you accommodate the intergeneration audience with terms just mentioned --- Queer for example, in a mixed audience?

00:32:35 angela upshaw: Regarding modifying forms as it relates to the question of race and ethnicity, since these are HUD mandated questions on many of program intake forms, has there been any work to change this on a federal level?

00:33:11 Scott Clark (he/him): I am aware of some changes of HUD. Actually going to speak to this in my data presentation later today.

00:37:46 Henry Ortiz Community Organizer: Sorry very complex question

00:38:56 Henry Ortiz Community Organizer: Good point thank you



00:42:00 Koby Rodríguez (he/him/his): Looks like Scott will be addressing your question, Angela. Happy to expand after Scott, if necessary.

00:51:30 Dr. Tamu Green (pronouns: she/her): How much is the built environment of our homelessness services system a factor in people accessing services?

00:53:23 alicia.gonzales: I would love to share these training with my team.

00:53:55 alicia.gonzales: Alexis/April is there an opportunity to come out and do a team training , or share the trainings you did today?

00:57:49 Stephanie Thompson: Both presentations have been extremely informative!

00:59:07 April Marie Dawson: Yes there is an opportunity to do a team training. Email me at aprilw@ril-sacramento.org or call me at 510-926-2958.

00:59:15 Koby Rodríguez (he/him/his): For anyone looking for further workshops/training opportunities through the LGBT Center's Training Institute: alexis.sanchez@saccenter.org

00:59:28 April Marie Dawson: Tamu- Yes the built environment is huge barrier to homeless services. I will bring that to our next meeting and share materials.

01:01:49 Michelle Charlton, SSF, CoC Coordinator: Gaps Analysis Executive Summary:
<https://sacramentostepsforward.org/wp-content/uploads/2021/05/Sacramento-Gaps-Analysis-2021-Executive-Summary.pdf>

01:02:05 Michelle Charlton, SSF, CoC Coordinator: Gaps Analysis Report:
<https://sacramentostepsforward.org/wp-content/uploads/2021/05/Sacramento-Gaps-Analysis-2021.pdf>

01:15:23 Dawn Basciano: For more uniform access to services, and functional reporting we need a legislative fix. I may have missed it, but are we working on any legislation, getting senate and assembly members on board?

01:23:50 Koby Rodríguez (he/him/his): that's 100% accurate, Angela.

01:24:26 Aimee Barnes (She/They): I think it is very helpful!

01:24:31 Dr. Tamu Green (pronouns: she/her):
<https://bookshop.org/books/fatal-invention-how-science-politics-and-big-business-re-create-race-in-the-twenty-first-century/9781595588340>

01:24:45 Koby Rodríguez (he/him/his): Disaggregated data is always helpful, Scott. thank you!

01:25:54 Anira Khlok | she, her, hers: Oh great! I was going to ask about gender as well.

01:26:28 Koby Rodríguez (he/him/his): unfortunately, they have a ton of work to do still. Male and female = sex, rather than gender.

01:28:15 Anira Khlok | she, her, hers: Thanks Koby.

01:29:08 Michelle Charlton, SSF, CoC Coordinator: HUD Exchange > Program Support > Ask a Question:
<https://www.hudexchange.info/program-support/my-question/>

01:30:44 Anira Khlok | she, her, hers: Scott, so these changes will go into effect as of October 21? Will HUD make more adjustments prior to Oct?

01:31:19 Anira Khlok | she, her, hers: Thank you.

01:35:17 Dr. Tamu Green (pronouns: she/her):
<https://forms.gle/Z1PXgxWu48H5DH1Z9>

01:36:54 Dr. Tamu Green (pronouns: she/her): That is the link to the survey for members of the committee with lived experience of homelessness who would like to add to our data collection from your personal perspective

01:39:29 Christina Heredia: I have someone I can interview this weekend. I will connect with Ardy after the meeting.

01:42:03 Michelle Charlton, SSF, CoC Coordinator: Details about the REQ Stakeholder Forums, explore here:

<https://sacramentostepsforward.org/racial-equity-stakeholder-forums/>

01:43:01 Michelle Charlton, SSF, CoC Coordinator: REQC Action Plan Input Form:

<https://docs.google.com/forms/d/e/1FAIpQLSf1eB-Q-f05MGXA3GFyf9SbWnP4TotwhPnV2JFhz3MWUcwSUg/viewform?gxids=7628>

01:44:01 Michelle Charlton, SSF, CoC Coordinator: Please provide your input in the form (link above) before Monday, 5/24 by noon.

01:45:02 Michelle Charlton, SSF, CoC Coordinator: REQ Stakeholder Forum #2: Monday, June 21st, 2021 (11:00 a.m. to 1:00 p.m.) Invitation to come.

01:49:09 Michelle Charlton, SSF, CoC Coordinator: Explore the REQ webpage here: <https://sacramentostepsforward.org/racial-equity/>

01:50:29 Shalinee Hunter (she/her): Shalinee

01:50:31 Brina Sylve: Please include me for the subcommittee

01:50:34 Stephanie Thompson: I'm interested (Stephanie Thompson)

01:50:37 Ardy Akhzari: Would like to take part- Ardy

01:50:39 Michelle Charlton, SSF, CoC Coordinator: The next REQ Subcommittee Meeting is Wed, 6/2 11am to 12pm

01:50:48 Dawn Basciano: Interested

01:51:17 Christina Heredia: Include me also- Christina Heredia

01:51:42 angela upshaw: Count me in!-Angela Upshaw

01:52:05 Dawn Basciano: That is actually a good one. Increase diversity.

01:54:10 Michelle Charlton, SSF, CoC Coordinator: RSVP today if you haven't already:

<https://docs.google.com/forms/d/e/1FAIpQLScH2SxZZWZewBqKFTaY85V32FYn3kdW77OpOkXRprqQOTMKwA/viewform>

01:55:01 Michelle Charlton, SSF, CoC Coordinator: 2021
Sacramento CoC Annual Meeting is next week on Wed., May 26th, 2021
8:30 AM to 1:00 PM. Learn more about the CoC Annual meeting here:
<https://sacramentostepsforward.org/2021-sacramento-continuum-of-care-annual-meeting/>

01:55:45 Anira Khlok | she, her, hers: Thank you, April, Kobe, Alexis and Scott. These were really informative presentations and I took away a lot of helpful information.

01:56:02 Shalinee Hunter (she/her): Great information and presentations -- thank you!!

01:56:06 Scott Clark (he/him): Thanks all!

01:56:13 Christina Heredia: Thank you!

01:56:16 Samantha Earnshaw, LSS: thank you and great work everyone!

01:56:20 Aimee Barnes (She/They): Thank you!

Best & Promising Practices: Latinx Intersectionality



May 19, 2021



What is “Latinx”?

- “Latinx” is an umbrella term
- Latinx was originally formed in the early aughts as a word for those of Latin American descent who do not identify along the gender binary or who simply don't want to be identified by gender
- People may not identify as Latinx and may prefer identifying as Hispanic, Latina/o, Chicana/o/x, by their country of origin, or other identifying demographic traits.



Latinx Diaspora in the US

There are more than 58.8 million Latinx people living in the United States. According to the US Census Bureau, that number is projected to double by 2060 comprising for nearly 30% of the total population. This multilingual, multicultural, multiethnic community is comprised of various nationalities, generations, racial and gender identities and socio-economic backgrounds, making it a challenge to lump everyone into a monolithic bucket, nor should they.



Intersections of Latinx Identity

Because the community is not a monolith, we must think broadly of factors that also comprise a person's identity and change how they navigate the world (and our services)

- Experiencing Homelessness
- LGBTQIA+ People
- White Latinx, Brown Latinx, Afro-Latinx
- People with Disabilities
- Formerly or currently incarcerated
- Documented Status
- Education Level
- Age
- Language (Monolingual, Bilingual, Multilingual)
- First Generation or beyond



Undocuqueer and Asylum Seeking Latinx

“Immigration and LGBTIQ issues are controversial topics that have gained prominence in political and social circles throughout the nation and at the ballot boxes. These are not parallel movements, but intersecting ones in the fight for social justice. This is true for those who are undocumented and identify as queer, but also for those who are in one or the other (or neither) because of the interconnectedness of all those fighting for human rights” (Julio Salgado, 2012).



Barriers to Service

- Name and Gender Markers on documents
- Lack of access to culturally humble supportive services (e.g. Spanish speaking mental health clinicians)
- Trauma from immigration
- Value alignment
- Impact of religion on intersecting identities



Best Practices

- If you want to reduce harm, use pronouns
- On-going Cultural Humility training for staff
- Refer community members to the LGBT Center or Gender Health Center to process Name and Gender Marker changes
- Offer services and/or forms in Spanish
- Hire folks with lived experience
- Review in-take forms to ensure data-inclusive practices; disaggregate data
- Re-evaluate your practices for gender assignment

Best Practices

What are some best practices to serve the Latinx community you have seen?



Questions?

Alexis Sanchez

She/Her/Hers

Director of Advocacy and Training

Alexis.sanchez@saccenter.org

Koby Rodríguez

he/him/his

Chief Program Officer

koby.rodriguez@saccenter.org





Disability 101

CoC REC

May 19, 2021



Training Agenda:

INTRODUCTIONS

PART ONE

- What is Disability?
- Person First Language
- Intersectionality
- Social vs. Medical Model of Disability
- BREAK- 5-10 Minutes

PART TWO

- Customer Service Etiquette
- Embracing Access in Your Organization
- Resources For Independent Living
- Other Objectives?





Disability Facts

- According to the CDC, 61 million adults in the U.S. live with a disability (that is 1/4 or 26% of U.S. adults
- 2/5 adults over 65 have a disability
- 1 in 4 women have a disability
- 2 in 5 non-Hispanic American Indians/Alaskan Natives have a disability
- People with disabilities are more likely to have obesity, heart disease, and diabetes than people without disabilities
- 33.2% disability labor participation rate vs. 75.7% nondisabled labor participation rate
- Disability can happen to anyone at any time
- (Source: CDC Disability and Health Infographic and www.dol.gov)



What Types Of Disabilities Are You Aware Of?



Common Disability Types

- Visual
- Hearing
- Psychiatric/mental health
- Intellectual
- Developmental
- Physical
- Learning
- Neurological



Language and Identity

PERSON FIRST LANGUAGE CONCEPT

- Person first language refers to the individual first and the disability second.
- Example: person with a physical disability
- Not equating a person with a disability (retarded, a quadriplegic, an epileptic)
- Emphasis on ability rather than limitations (walks with crutches instead of can't walk)
- Disability is not a challenge to be overcome
- Avoiding words like "wheelchair bound", "special"
- Not casting disability as a tragedy
- Differently abled and physically challenged=EEEW!!!

(Source www.tcdd.Texas.gov)



Language and Identity Cont.

Identity First Language Concept

- Emphasis on empowerment
- Disability is nothing to be ashamed of
- Claiming disability as a central part of their identity
- Disability is something to be proud of, accepted embraced



Language and Identity Key Takeaway

- *Ultimately, the key is to ask, whenever possible, how a person chooses to identify, rather than making assumptions or imposing your own beliefs. Each person's relationship to language and identity are deeply personal, and everyone's identity choices are worthy of respect. ... Being who you choose to be—who you are—is something no language rule should ever take away.- Emily Landau*



Language and Identity Key Takeaway

In the autism community, many self-advocates and their allies prefer terminology such as “Autistic,” “Autistic person,” or “Autistic individual” because we understand autism as an inherent part of an individual’s identity. ... I am Autistic. I am also East Asian, Chinese, U.S. American, a person of faith, leftist, and genderqueer. These are not qualities or conditions that I have. They are part of who I am. Being Autistic does not subtract from my value, worth, and dignity as a person.

-Lydia X.Z. Brown






Intersectionality

Intersectionality is an analytical framework for understanding how aspects of a person's social and political identities combine to create different modes of discrimination and privilege.

Examples of these aspects

are gender, caste, sex, race, class, sexuality, religion, disability, physical appearance,^{[1][2]} and height.^[3] Intersectionality identifies multiple factors of advantage and disadvantage.^[4] These **intersecting** and overlapping social identities may be both empowering and oppressing.^{[5][6]}

(Source: Wikipedia)



What images pop into
your mind when you think
of people with disabilities?

Medical vs. Social Model of Disability






BREAK




Any lingering questions
from Part One?



Please share the worst
customer service
experience you ever had?





What are some situations you encounter in your respective roles related to serving people with disabilities that you have questions on?



Customer Service Tips

- Treat everyone as a valued customer
- Learn about accessibility features at your place of business
Make sure there is a clear path of travel for customers using mobility devices or service animals.
- Service animals are used by people with a variety of types of disabilities. If you can't tell whether an animal is a service animal, you may ask only two questions: (1) is the animal a service animal needed because of a disability, and (2) what work or task has the animal been trained to perform.
- A mobility device is considered part of an individual's personal space; do not lean on it or move it without permission.
- When you offer assistance, wait for the individual to respond
(Source: www.adata.org)



Customer Service Tips

- Speak directly to persons with disabilities; don't avoid eye contact or speak only to their companions.
- Be patient and give your full attention to persons who may have difficulty communicating
- If you don't understand someone, don't pretend you do; ask questions that will help you understand.
- When speaking with a person who is deaf or hard of hearing, speak clearly, face the person, and don't cover your mouth. If speaking through an interpreter, direct your attention to the individual with a disability, not to the interpreter.



Customer Service Tips

- When speaking with a customer of short stature or a person using a wheelchair or scooter, it may be helpful to sit down at eye level, if possible, to make the conversation easier.
- When speaking with a person who is blind or has low vision, identify yourself and others who are with you, and let the person know if you are leaving. Use specific words to give information or directions (remember the person may not be able to see you pointing, nodding, etc.) and offer to read printed material out loud if necessary.

(Source: www.adata.org)



TBI

- Be sure they can see your face when you speak.
- Stand about 2 to 5 feet away from them.
- Make sure they are in a comfortable position, such as sitting down.
- Reduce distractions such as noise from televisions or radios.
- Make sure to get their attention before you start talking.
- Speak slowly, simply and clearly.
- Talk about subjects that are of a personal nature, or of specific interest to the person.
- Stay on one subject at a time. Avoid jumping from one topic to another.



TBI

- Use short, complete sentences.
- Pause between sentences.
- Repeat and reword or rephrase what you say.
- Use gestures and facial expressions to help illustrate what you're saying.
- Allow time for responses. Don't rush the person.
- Pay attention to their facial expressions and body language. Are they interested, happy, bored, upset, sad, worried or impatient?
- Treat them with respect. Remember, they are able to understand more than their ability to communicate indicates. Include them in your conversations.
- Allow for rest periods. Reduce stimulation and activity when they are tired.
- (Source: www.sutterhealth.org)

- 
- Are there other tips about working with people with disabilities that you would like to share with your peers?



Management

- How do you model inclusion and impart to staff that accessibility is everyone's responsibility?
- Has your organization designated a point person to handle reasonable accommodation requests for programming and events?
- Do your organizational materials contain a short, welcoming accessibility statement that includes how to request reasonable accommodations, including the point person name and contact info and how many days notice is requested?
- Are your organizational materials available in alternate formats ie large print, Braille. Have you identified a vendor to produce those materials for you when requested?
- Are staff trained on how to interact with a video relay interpreter or video remote interpreting?
- Does your organization conduct regular accessibility audits of your sites, programs and services? How are access issues remedied?



About RIL

- Mission: Promoting the socio-economic of persons with disabilities by providing peer-supported, consumer-directed independent living services and advocacy.
- Non-residential, consumer controlled
- 8 core services: Information and Referral, Peer Support, Individual and Systems Advocacy, Independent Living Skills Training, Transitions, Housing Search Assistance, Caregiver Registry, Assistive Technology

- 
- QUESTIONS?
 - 916-446-3074 Office Line
 - www.ril-sacramento.org.

April Marie Dawson

Executive Director

(510) 926-2958

aprilw@ril-sacramento.org

Sacramento Continuum of Care Gaps Analysis Overview

May 19, 2021

SACRAMENTO CONTINUUM OF CARE GAPS ANALYSIS:

EXECUTIVE SUMMARY

FEBRUARY 2021



Full report available at:

<https://sacramentostepsforward.org/coc-program-comp/policies/>



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Gaps Analysis Report Structure

- **Executive Summary**
- **7 Overarching Recommendations**
- **Key Takeaways**
- **Next Steps**
- **Detailed Appendices**



Areas of Opportunity



**Improve Coordination
and Align Priorities**



**Increase System
Capacity**



**Explore and Address
Disparities in Program
Outcomes**

- Streamline Access to the Homeless System of Care
- Forge a Cohesive and Coordinated Homeless System of Care



**SACRAMENTO
STEPS FORWARD**

Areas of Opportunity



**Improve Coordination
and Align Priorities**



**Increase System
Capacity**



**Explore and Address
Disparities in Program
Outcomes**

- Stop Homelessness Before it Begins
- Optimize Existing Housing and Shelter Programs
- Address the Gap in Housing and Supportive Services for People Experiencing Homelessness
- Create More Affordable Housing Units



**SACRAMENTO
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Areas of Opportunity



**Improve Coordination
and Align Priorities**



**Increase System
Capacity**



**Explore and Address
Disparities in Program
Outcomes**

- Increase System Equity

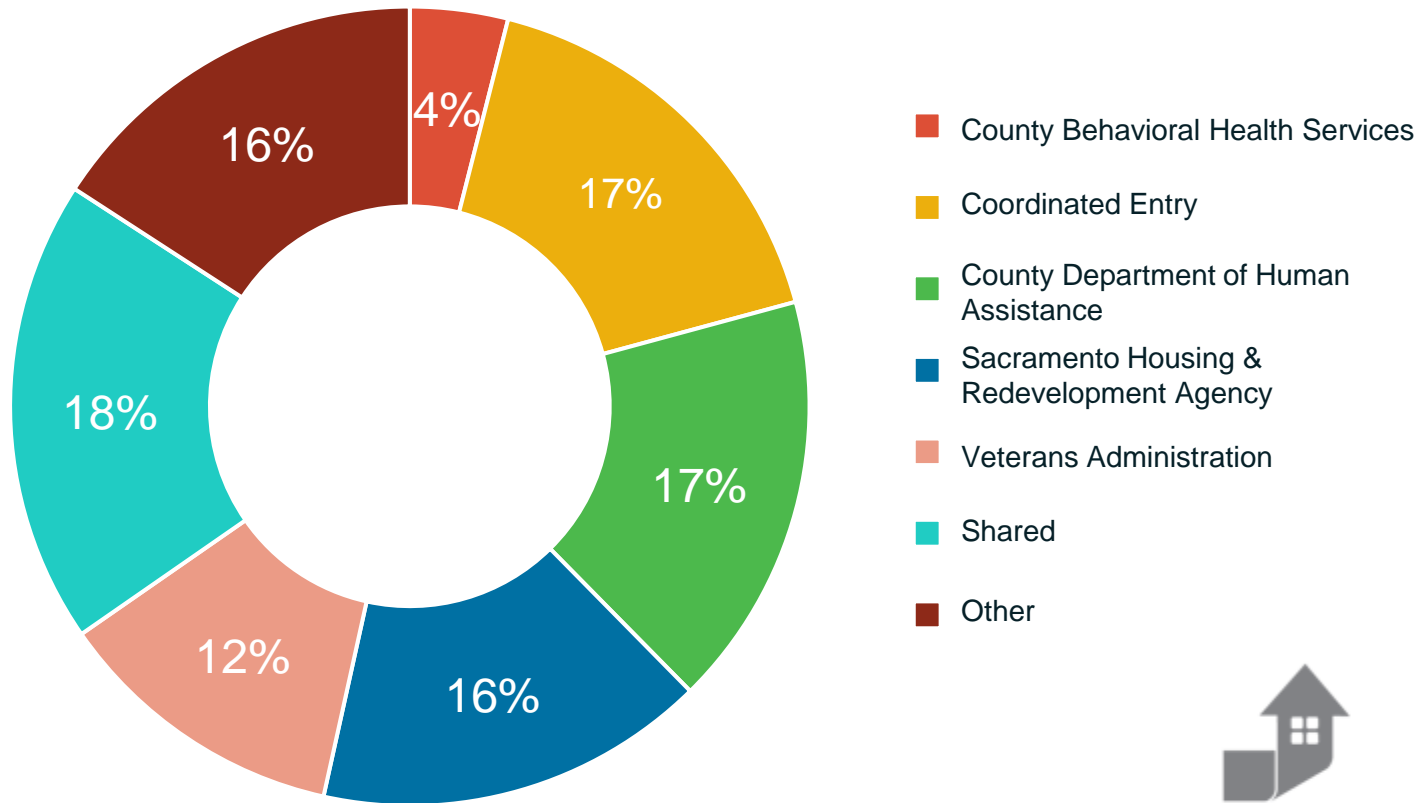


**SACRAMENTO
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Streamline Access to the Homeless System of Care

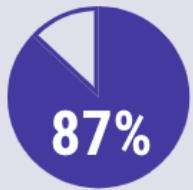
- Resources dedicated to individuals experiencing homelessness are split among **different entities**.

Percentage
of Dedicated
Beds By
Entity (2020)

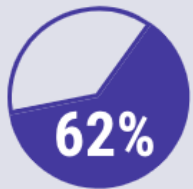


Streamline Access to the Homeless System of Care

- Access to housing and shelter programs typically requires a **referral from another organization.**



**Permanent
Supportive
Housing**



**Rapid
Rehousing**

require a referral from a
specific access point or
set of access points

112 Shelter &
Housing
Programs

60 access
points

No access point
connects to all the
shelter and/or housing
resources in
Sacramento County



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Forge a Cohesive and Coordinated Homeless System of Care

- **The lack of standardized data collection and sharing prevent the accurate measurement of system capacity and utilization of resources dedicated to people experiencing homelessness.**
- There are currently over 60 access points utilizing various data systems with limited information sharing across systems.
- Without better data sharing, the ability to track outcomes and monitor for system equity is limited in scope.
- Accountability and transparency are reduced by a lack of coordination, data sharing, and reporting.

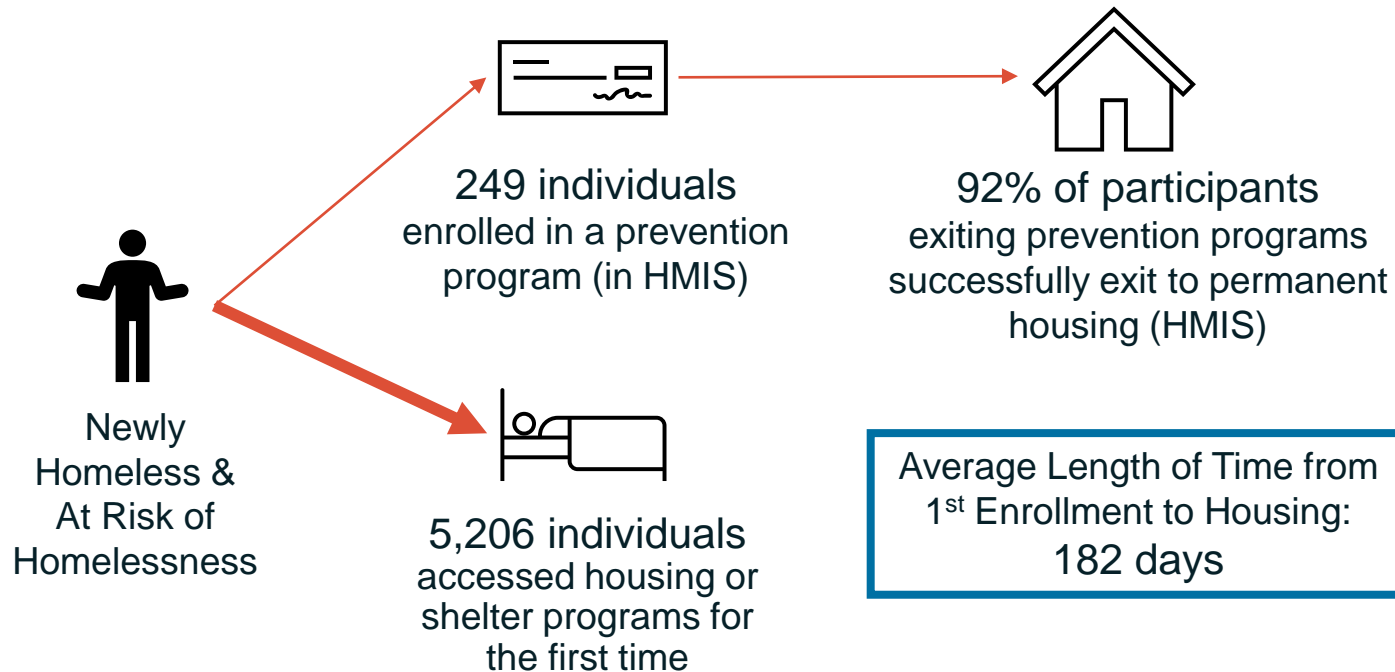


Examples of Data Challenges

Question	Missing Data
<i>How many individuals are trying to access the system of care? Who does or does not get access?</i>	<input type="checkbox"/> Standard collection/reporting on individuals and households requesting, waiting, receiving, and denied services
<i>How is capacity currently being utilized?</i>	<input type="checkbox"/> Track and share beds available, utilization, turnover <input type="checkbox"/> Collect and report each program's expected unspent resources
<i>Where is the system duplicating efforts and resources?</i>	<input type="checkbox"/> Share standardized data across the CoC, Sacramento County, Veterans Administration, SHRA, and local entities.

Stop Homelessness Before it Begins

- Increase **prevention and diversion resources** available to address the estimated need of individuals entering homelessness for the first time each year.



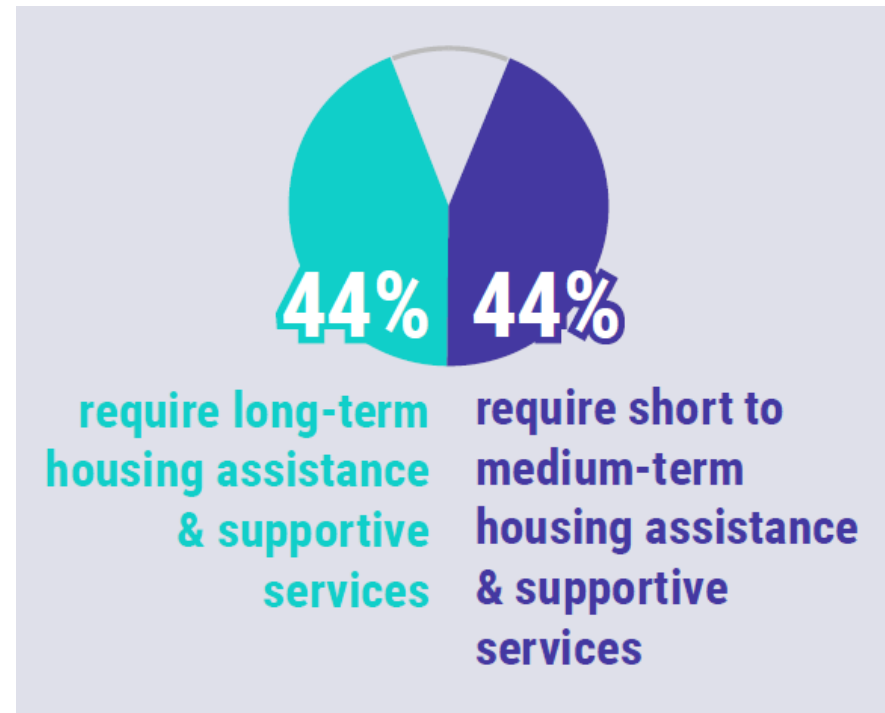
Optimize Existing Housing and Shelter Programs

- Rapid re-housing has highly variable performance and permanent supportive housing is consistently high-performing.
- A highly competitive rental market and landlord bias against subsidy-holders limit the effectiveness of existing housing programs.
- There is wide variation in bed utilization rates for Sacramento's emergency shelter programs.



Address the Gap in Housing and Supportive Services

- In the 2019 Point in Time Count, at least **5,570 people in Sacramento** had shelter and housing needs that are not met by the current homeless system of care's capacity.
- **70% of people experiencing homelessness in Sacramento are unsheltered** and current emergency shelter capacity is insufficient to meet that need.



Create More Affordable Housing Units

- **Rental housing vacancies have declined** over the past decade resulting in a highly competitive rental market that creates additional barriers for low-income tenants to obtaining market-rate housing.

2.5% rental vacancy rate

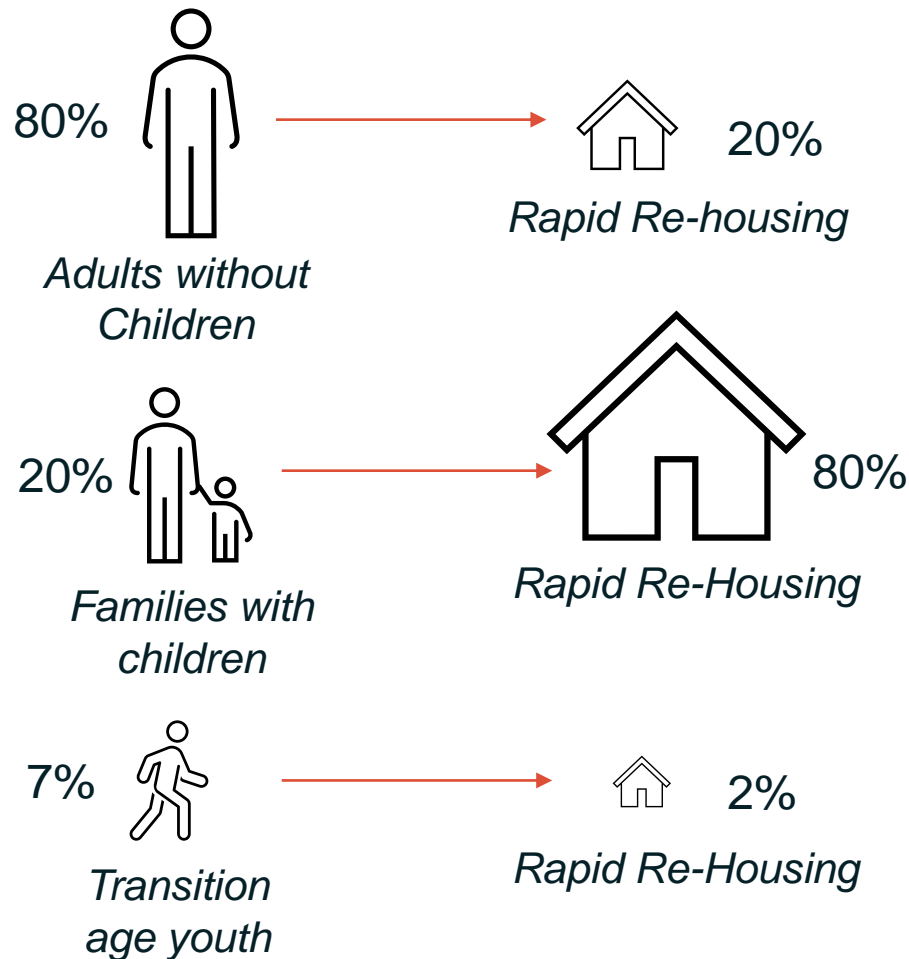
- There are **too few dedicated affordable housing units** to meet community need, contributing to high numbers of individuals at risk of and experiencing homelessness.

Example: 15,000 households on waiting list for one location with 60 units



Increase System Equity

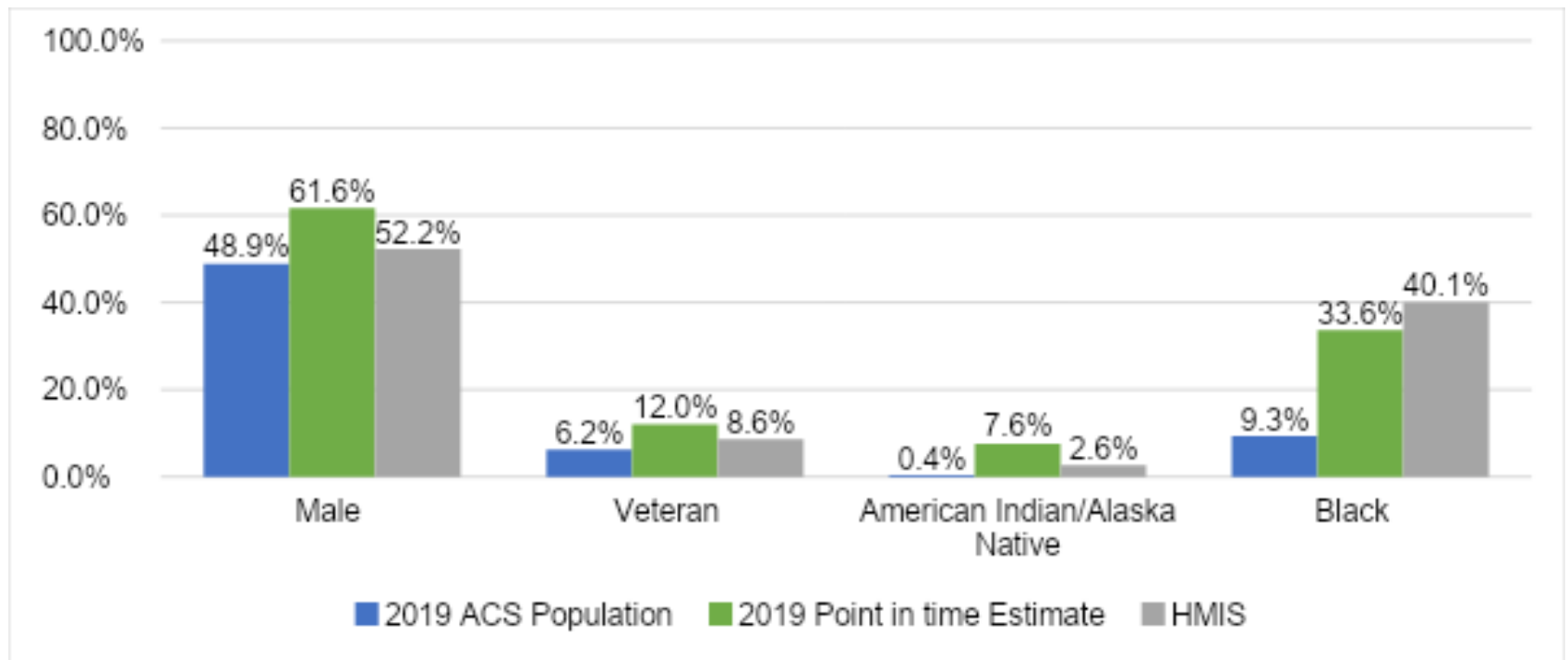
- Inequitable housing outcomes and systematic disparities in bed dedication and resources highlight **missed opportunities** for household types.



Increase System Equity

- **Veterans, American Indian and Alaska Native persons, males, and transition age youth (TAY)** are underrepresented in enrollments in HMIS as compared to the PIT.

Comparison of 2019 Census (ACS) Data, 2019 PIT Count, and HMIS enrollment between July 1, 2018 and July 1, 2020



Increase System Equity

- The conflicting outcomes with regards to race and program types is something that needs more attention, monitoring and study.
 - White persons are exiting to permanent housing destinations at higher rates (58.4%) than Multi-racial (50.4%), and Black (54.3%) persons.
 - Black families are moving from street outreach to permanent destinations at a higher rate than white families, but the inverse is true for families exiting shelters.
 - Black families are more successful in permanent supportive housing programs (98.1% either stay or exit to permanent destinations) than white families (93.5%).
 - American Indian or Alaska Native persons exit from street outreach to housing programs at lower rates than other races: 4.3% compared to 9.1% average across all racial groups.

Increase System Equity

- **Potential Strategies for Response**

Coordinate with the Racial Equity Committee to:

- (1) convene listening sessions with individuals experiencing homelessness that identify as Alaska Native and/or American Indian and/or organizations that serve this population to discuss challenges in accessing the system of care; and
- (2) create an equity monitoring plan to observe and monitor disparities and identify new areas for equity evaluation.

Key Takeaways from Homebase

There are too few **prevention and diversion** resources available to meet current need.

Access to housing and shelter programs is complicated, creating barriers for individuals experiencing homelessness.

There is need for additional **capacity** in permanent supportive housing, rapid re-housing, and emergency shelter.



Key Takeaways from Homebase

Too few dedicated **affordable housing** units are being created to meet community need.

Disparities in access, housing outcomes, and resource dedication by sub-population point to missed opportunities for household types and racial groups.

The lack of **standardized data collection and/or sharing** creates gaps in understanding and capacity for planning.



CoC Response Includes

- Rapid Access Problem Solving (RAPS) pilot includes access and diversion initiatives
- Outreach standards in development
- County multi-disciplinary outreach team pilot underway
- 7 new permanent housing projects in development
- Shelter performance reports in development
- Expanded community discussions
- Established Racial Equity Committee



Draft Data and Context for REQC webpage

May 19, 2021



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Questions Explored at March 24 Subcommittee Meeting

What data do we want to include on a REQC webpage?

What do we want to communicate?

What data do we need?

What data do we have?

How do we want to present the data?



Issues to Address

Race is a social construct.

Ethnicity categories are inadequate oversimplifications.

The data does not reflect the true range of identity and experience.

The data does not represent the true burden of the housing crisis facing the BIPOC community.

Despite the data's limitations, it is clear there is disparity.

Draft contextual language for website

Race is a social construct

There exists no clear, reliable distinctions that bind people to the racial categories, which were created as a way to define physical differences between people, and often used as a tool for oppression and violence.



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Ethnicity categories are inadequate oversimplifications

We are required to collect data on ethnicity separate from race using two ethnicity choices (“Hispanic or Latino” or “Not Hispanic or Latino”), which neglects the true diversity of shared culture, language, ancestry, practices, and beliefs. In addition, “Hispanic” and “Latino,” which the federal government defines as a “person of Cuban, Mexican, Puerto Rican, South or Central American or other Spanish culture of origin, regardless of race,” are not terms universally embraced by the labelled community. See more data on the intersection of race and ethnicity [here](#). <link to chart 2>



Draft contextual language for website

The data does not reflect the true range of identity and experience

The data reflects the self-identified race and ethnicity of persons experiencing homelessness, but the categories are limiting. For example, the racial category “Asian” groups together a huge number of countries and people of very diverse cultures.

In addition, combining multiracial persons into a category such as “Two or more races,” can mask the true impacts for some racial groups. For example, there are more *multi-racial* American Indian/Alaska Native persons experiencing homelessness than there are American Indian/Alaska Native *mono-racial* persons. See more data on who is represented within “Two or more races” [here](#). <link to chart 3>



Draft contextual language for website

The data does not represent the true burden of the housing crisis facing the BIPOC community

By focusing on those who are unsheltered, the federal definition of homelessness leaves out other housing crisis situations that may be more common among some populations, such as over-crowding of multiple families in a unit meant for one or two persons, or couch-surfing.

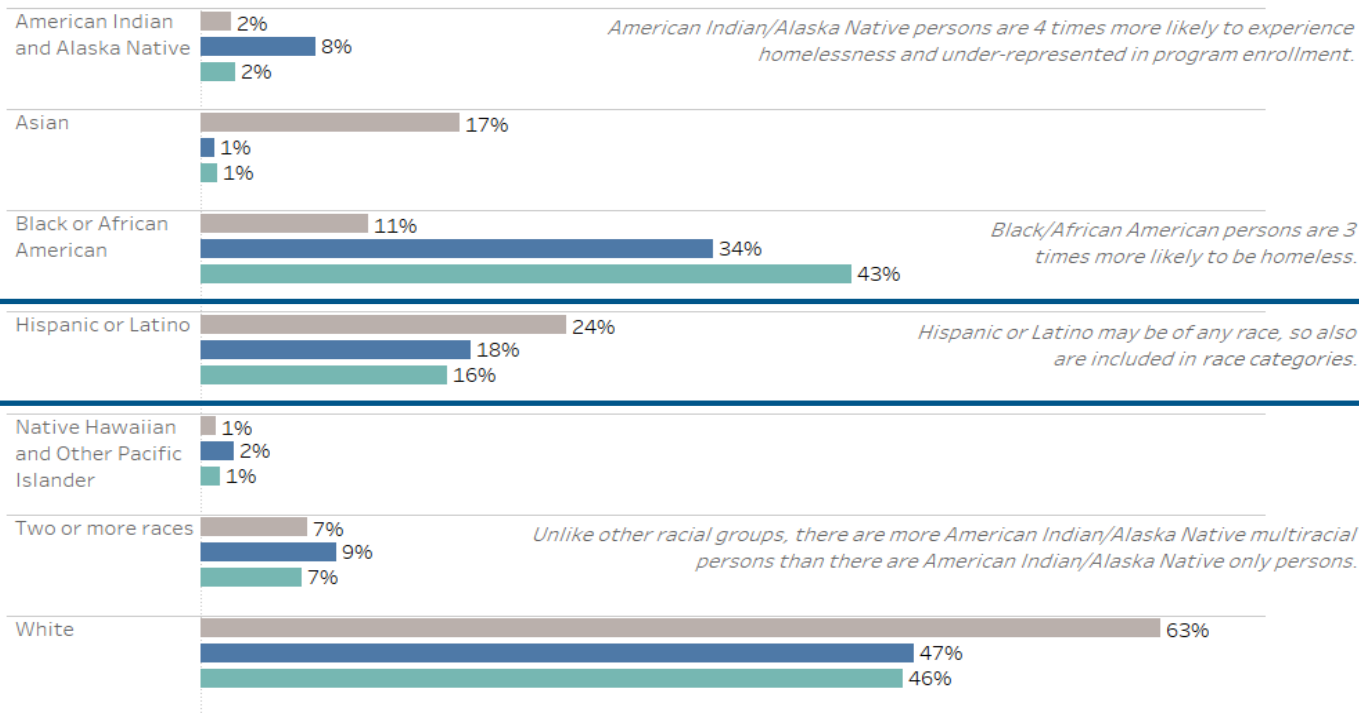


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Proportion of Race/Ethnicity by Population

Population

- Sacramento County
- Experiencing Homelessness
- Enrolled in Programs



Sacramento County population from 2019 Census QuickFacts. Population experiencing homelessness from 2019 Point in Time Count (1/31/19). Population enrolled in programs from Sacramento Homelessness Management Information System (1/31/19)

Intersection of Ethnicity and Race

for those enrolled in programs on March 1, 2021

Non-Hispanic/ Non-Latino	Black or African American	3,071	47%
	White	2,705	41%
	Two or More Races	425	6%
	American Indian or Alaska Native	120	2%
	Asian	108	2%
	Native Hawaiian or Other Pacific Islander	91	1%
	Unknown Race	37	1%
	Total	6,557	100%
Hispanic/ Latino	White	883	63%
	Two or More Races	190	14%
	Black or African American	149	11%
	American Indian or Alaska Native	83	6%
	Unknown Race	60	4%
	Native Hawaiian or Other Pacific Islander	19	1%
	Asian	8	1%
	Total	1,392	100%
Unknown Ethnicity	Unknown Race	74	76%
	White	15	15%
	Black or African American	6	6%
	Native Hawaiian or Other Pacific Islander	1	1%
	American Indian or Alaska Native	1	1%
	Total	97	100%



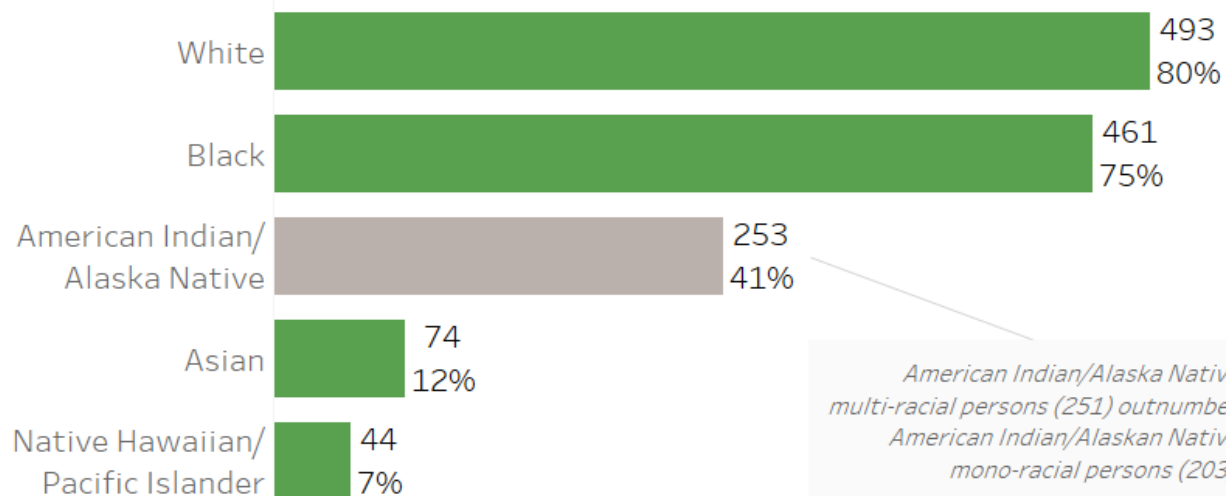
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Unpacking the "Two or more races" category for those enrolled in programs on March 1, 2021

Total persons reporting two or more races

615

Races reported for those of two or more races



*American Indian/Alaska Native
multi-racial persons (251) outnumber
American Indian/Alaskan Native
mono-racial persons (203).*

HUD Updates for October 2021

Element and Field Impacted: Race (3.04) - field 1 labels updated

Rationale:

Revisions made to race descriptions and labelling to provide more inclusionary and representative language for all demographics.

Header	Instruction
Element Name	Race
Field 1 & Responses	Race (as many as are applicable)
	1 American Indian, Alaska Native, or Indigenous
	2 Asian or Asian American
	3 Black, African American, or African
	4 Native Hawaiian or Pacific Islander
	5 White
	8 Client doesn't know
	9 Client refused
	99 Data not collected



HUD Updates for October 2021

Element and Field Impacted: Ethnicity (3.05) – field 1 labels updated

Rationale:

Revisions made to ethnicity descriptions and labelling to provide more inclusionary and representative language for all demographics.

Element Name	Ethnicity
Field 1 & Responses	Ethnicity
0	Non-Hispanic/Non-Latin(a)(o)(x)
1	Hispanic/Latin(a)(o)(x)
8	Client doesn't know
9	Client refused
99	Data not collected



HUD Updates for October 2021

Element and Fields Impacted: Gender (3.06) – Field 1 re-labeled, and data collection logic updated.

Rationale:

Revisions made to gender categories to provide actual gender options and more inclusionary and representative answers.

Select all that apply

Header	Instruction
Element Name	Gender
Field 1 & Responses	Gender (as many as are applicable)
	0 Female
	1 Male
	4 A gender other than singularly female or male (e.g., non-binary, genderfluid, agender, culturally specific gender)
	5 Transgender
	6 Questioning
	8 Client doesn't know
	9 Client refused
	99 Data not collected

Was “gender non-confirming”

Was “transgender male to female” and “transgender female to male”



Resources and assistance to support HUD's community partners



HUD EXCHANGE

[Home](#) > [Program Support](#) > [Ask A Question](#)

Ask A Question

<https://www.hudexchange.info/program-support/my-question/>



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