



SACRAMENTO
STEPS FORWARD

Ending Homelessness. Starting Fresh.

Racial Equity (REQ) Committee Meeting Minutes

Wednesday, Nov. 17th, 2021 || 9:00 AM – 11:00 AM

Recording of Zoom Meeting. The chat and material(s) discussed at the meeting (not provided before the meeting) are below the minutes.

Attendance:

Member	Area of Representation	Present
Angela Upshaw, Co-Chair	Veterans	Yes
April Marie Dawson	People with Disabilities	Yes
Ardy Akhzari, Co-Chair	Sacramento	No
Bishop Chris Baker	South Sacramento	Yes
Bo Cassell	Sac. Emergency Shelter, Food Assist., Transitional Living, Workforce Dev.	Yes
Crystal Sanchez	Sacramento - Arden	Yes
Dawn Basciano	Sacramento	Yes
Deborah Hicks	Mental Health Services for Children & Adolescents, Medi-Cal, Special Needs	*No
Deisy Madrigal	Homelessness Prevention, AB12 & TAY Housing Provider	Yes
Ejiro Okoro	Sacramento, Affordable Housing, Individuals with Low Income	Yes
Elizabeth Elliott	Pomo & Maidu Federally Recognized Tribal Members	Yes
Emily Zelaya	Sacramento, Refugees, Immigrants, Survivors of Human Trafficking	Yes

Fatemah Martinez, MSW	South Sacramento, Unsheltered, Non-Profit, Outreach	No
Gina Nicole Lujan	Elder Creek, Florin, Southeast Sac.	*No
Karisa Hyppolite	Sacramento	No
Kazoua Heu	Sacramento County, Underserved Southeast Asians, Hispanics, Whites	Yes
Lorraine Wilkins	Sac. County, Youth, Formerly Incarcerated	Yes
Quinn Jones-Hylton	Sacramento	Yes
Samantha Earnshaw	Northern California, Youth, Families, Single Homeless, Disabilities	Yes
Shalinee Hunter	Sacramento and Statewide	*No
Stephanie D Thompson	Oak Park and Marina Vista	Yes
Steven Seeley	Mental Health Services, Sac. County	Yes
Tiffany Glass	Elk Grove, Sacramento County	Yes
Viola Wells	South Sacramento	No
Zuri K. Colbert	Sacramento County, Under-Resourced Neighborhoods - BIPOC focused	Yes

*Informed SSF staff of their absence before the meeting.

SSF Staff	SSF Title
Christina Heredia	CE Referral Specialist
Glenn Merker	Referral Specialist
Rolf Davidson	Chief Operating Officer
Tamu Green	Systems Performance Advisor

Guests

Nancy Ozsvath, Sacramento Self Help Housing; Sher Singh, Sac City Parents and Caregivers Steering Committee and DEI Chair for the National Federation Business Professional Women's Club; Joseph Smith, Loaves and Fishes; Julie McFarland, Julie McFarland Consulting; Tiffany Kayford; Tina Glover, SACOG; Angel Uhercik, Sacramento County; Cynthia Kasnick, Volunteers of America

Agenda Item	Presenter(s):	Time	Item Type
I. Welcome & "Spotlight on Equity": Serving Those Who Have Served Our Country	Angela Upshaw, & Ardy Akhzari, REQC Co-Chairs	9:00 AM (10 minutes)	Informational
<p>Meeting started around 9:03 AM. Attendance of 25 participants at 9:10 AM. Angela and Tamu determined there was a quorum.</p> <p>Angela welcomed all participants, including guests. She then provided a presentation overviewing the programs and services of the Berkeley Food & Housing Project, which has been in operation for over 50 years. Roads Home, a program for Veterans operating in Sacramento, includes outreach, wraparound case management, housing search and navigation, income support, VA benefits, and other referrals, health care navigation, shallow subsidy, Returning Home, and a HUD-VASH pilot program. REQC members shared having very positive experiences with Roads Home and asked questions of Angela. Please see the recording link above for more details.</p>			
II. Approval 10/20/21 Meeting Minutes	Angela Upshaw	9:20 AM (5 minutes)	Action
<p>Motioned for Approval of 10/20/21 Meeting Minutes: 1st - Elizabeth Elliott / 2nd - Samantha Earnshaw.</p> <p>Motion approved.</p>			

III. Coordinated Entry Projects: <ul style="list-style-type: none"> • HUD TA Initiative • Demographic Survey Update & Next Steps • Racial Equity Action Plan 	Julie McFarland, Julie McFarland Consulting & Dr. Tamu Green SSF, Systems Performance Advisor	9:25 AM (35 minutes)	Informational & Discussion
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Attendance of 28 participants at 9:29 AM.

HUD TA Initiative: Julie shared that as a consultant she works with communities nationally on enhancements and improvements to their Coordinated Entry (CE) systems and over the past few months has been working with Sacramento. We applied for a national HUD technical assistance (TA) project and were one of the successful applicants. We will participate for the next 9-12 months in this initiative, looking at how to improve housing outcomes and the human experience for BIPOC. We have a core team of 13. REQC members on the core team identified themselves and shared about their involvement and enthusiasm.

Demographic Survey Update & Next Steps and the Racial Equity Action Plan: Tamu and Julie shared about the development and implementation of a survey to collect demographic data on our providers who administer assessments, based on recommendations in the Racial Equity Action Plan. The results were reported out at two community conversations on 11/09 and 11/10 and highlighted again for the REQC. A concern that Indigenous people are both undercounted and underrepresented as assessors was raised. REQC members commented on some of the issues with our current process and assessments (primarily the VI-SPDAT and shelter assessment), including privacy and language access concerns. Julie also committed to sending out the list of organizations that were contacted to complete the demographic survey, so that REQC members can help identify gaps in our master list of assessors.

Please see the recording link above for more details.

IV. Proposed REQC Updates: <ul style="list-style-type: none"> • Spotlight on Equity Calendar • CoC Committee Liaison Duties, Assignment & Process 	REQC Co-Chairs & Dr. Tamu Green	10:00 AM (35 minutes)	Action
<p>Attendance of 27 participants at 10:00 AM.</p> <p>Spotlight on Equity Calendar: Tamu introduced this new opportunity for REQC members to sign up to present for 20 minutes (including Q and A) at the top of future REQC monthly meetings, following Angela's lead from today's Spotlight on Equity segment. Presentations would highlight specific populations and services. Initial volunteers: Zuri (December meeting), Deisy (TAY services offered by P&I), Tiffany (CPS BFH program with direct referrals from the Cultural Broker program), Bo (Salvation Army services), Emily (Survivors of Trafficking and Newcomers), and April (RIL/People with disabilities and older adults - also presented at the May 2021 REQC meeting). Christina also offered to share information about SSF and the population we serve, Elizabeth chatted that Chairman Tarango at Wilton Rancheria would be a great guest, and Nancy recommended Paul Moran, Asst. Director of SSHH.</p> <p>CoC Committee Liaison Duties, Assignment & Process: Tamu read the liaison committee assignments, which were based primarily on REQC members participating in a survey to assess their committee interests. Action was not taken (approving the final liaison committee assignments) because there was interest by some members in changing their assignments. Angel announced openings on the PRC and offered to meet with potential applicants. Tamu then shared a document outlining the responsibilities, expectations and guidance for liaisons. Future REQC meetings will have time on the agenda for liaison report backs. Please see the recording link above for more details.</p>			
V. CoC Board and Committee Updates: <ul style="list-style-type: none"> • New Committee Member Stipend Policy • New CoC Membership Recruitment Process & Application 	Michele Watts, SSF Chief Planning Officer	10:35 AM (15 minutes)	Informational

New CoC Membership Recruitment Process & Application: Tamu provided an overview of the new process and application, sharing her screen and scrolling through the [online application](#). She shared that this process allows individuals to apply for the Board and multiple committees with a single application, and that applications will stay on file for two years. The application will be made available in paper form as well.

New Committee Member Stipend Policy: Michele was unavailable, but Rolf participated in her place. Rolf shared that stipends for people with lived experience of homelessness who sit on the CoC Board and its committees will be independent contractors to accommodate labor laws, pending final approval from our lawyers. They will engage in consultant agreements with a scope of work that SSF staff can help facilitate. An announcement was made about career opportunities at SSF, including a Persons with Lived Experience Coordinator currently being recruited. This position will be responsible for coordinating the consultant agreements (formally referenced as stipends). Any REQC members with lived experience who are interested in being compensated for their time on the committee should contact Tamu. Please see the recording link above for more details.

VI. Announcements:

- **Upcoming Events**
- **Recent Actions**
- **Shout Outs**

REQC
Co-Chairs,
REQC Members,
Guests

10:50 AM
(10 minutes)

Informational

Tamu read the press release announcing the [\\$5 Million Grant from the Bezos Day One Families Fund](#). \$4.5 Million of the grant will be distributed to partner agencies. There was lots of enthusiasm about this funding support for our community, as well as questions that are too soon to be able to answer since the announcement was just made today. Rolf shared that there will be a process for community engagement. Please see the recording link above for more details.

VII. Meeting Adjourned

Next REQC Meeting: Wednesday, Dec. 15th from 9:00am to 11:00am

Potential Topics to Cover: Zuri to conduct the Spotlight on Equity, 2022 REQC Work Plan, Liaison Reports Outs, Racial Equity Plan Implementation Tracker

REQC Meeting Chat:

00:04:32 Zuri KColbert CLAP: Good Morning!

00:06:10 Samantha Earnshaw - LSS: Good Morning!

00:06:30 Elizabeth Elliott, Executive Director, NCIHA (She, They, Them): Good morning everyone!!

00:06:57 Deisy Madrigal, She/Her: Good Morning Lovely Humans!

00:07:03 Stephanie Thompson: Good morning, Stephanie Thompson (she/her) – Community Wellness Forum

00:08:10 Tiffany Glass, Program Planner (she/her/hers): Good Morning Everyone. Tiffany Glass, CPS

00:09:19 steven seeley: Good day everyone

00:09:32 Zuri K CLAP: Zuri K CLAP Community Lead Advocacy Program

00:11:30 April Marie Dawson: So sorry I am late. Was dealing with a staff issue.

00:21:04 Emily Zelaya (she/ella): Will there be a list shared letting us know when it's our turn to do a short presentation about our agency?

00:21:31 Dr. Tamu Green (she/her), SSF, Systems Performance Advisor: **Approval of the October meeting minutes:**

00:21:54 Dr. Tamu Green (she/her), SSF, Systems Performance Advisor: **Motion Elizabeth**

00:22:00 Dr. Tamu Green (she/her), SSF, Systems Performance Advisor: **2nd from Samantha**

00:22:01 April Marie Dawson: yes

00:22:01	Bo Cassell (he/him) Salvation Army:	Yes
00:22:03	Elizabeth Elliott, Executive Director, NCIHA (She, They, Them):	yay
00:22:04	Deisy Madrigal, She/Her:	Yes
00:22:04	Samantha Earnshaw - LSS:	yes
00:22:05	AngelaUpshaw:	yes
00:22:05	Tiffany Glass, Program Planner (she/her/hers):	yay
00:22:05	Emily Zelaya (she/ella):	Yay
00:22:09	Kazoua Heu:	Yes
00:22:11	Crystal Sanchez she/ hers Nisenan land:	yes
00:22:17	steven seeley:	approve
00:22:18	Christina H. SSF Referral Specialist:	yes
00:22:18	Zuri K CLAP:	Yes
00:22:19	Quinn Jones-Hylton:	yes
00:22:22	BishopChris Baker:	bishop chris baker
00:22:32	BishopChris Baker:	yes
00:24:36	BishopChris Baker:	Actually cant see it at all..
00:26:02	BishopChris Baker:	can we make it clearer on the screen..
00:26:24	Tiffany Glass, Program Planner (she/her/hers):	BRB
00:33:43	BishopChris Baker:	there is a open mic ...
00:33:49	Julie M (she/her):	Other communities in the Equity Initiative Cohort 2: Tulsa, OK (Tulsa City and County CoC)

Tucson, AZ
Chattanooga/SE TN CoC
Minnesota (multiple Counties)
North Carolina (Statewide CoC)
Massachusetts (Statewide CoC)
Ohio (statewide CoC)
Montana (Statewide CoC)
And you!

00:38:15 Emily Zelaya (she/ella): Language barriers too.

00:39:19 BishopChris Baker:remind me what the assements were

00:39:34 Julie M (she/her):If you want to see the full presentation and discussion, here's a recording link from 11/10:
https://us02web.zoom.us/rec/share/RndwCRU0APP1hnawvjuG4GH0hNt53I6BPZW6V0bhrci37kLfVZk0HITIXrSordid.RpAl61DJ2eB4_GVq?startTime=1636563919000

00:40:52 BishopChris Baker: i got it now tamu

00:44:47 Julie M (she/her):I had a bit of challenge with audio but I think I understood most of that.

00:45:18 Emily Zelaya (she/ella):Perhaps Bishop Chris can write down his question in the chat?

00:45:33 Elizabeth Elliott, Executive Director, NCIHA (She, They, Them):Is there any plan to address the lack of Indigenous representation in the PIT counts?Sacramento has one of the highest intertribal populations next to the bay area. Especially the numbers of Tribal populations that are underrepresented in the hmis system? That is one of our weakest points in most CoCs for Tribal people.

00:48:30 Lorraine Wilkins:Many withhold experiences because they feel they won't be housed if they are too many issues or certain types of issues.

00:48:49 Tiffany Glass, Program Planner (she/her/hers):I agree Lorraine.

00:48:53 Julie M (she/her):One thing I can offer, Elizabeth, is a suggestion to chat with Chief Seattle Club (in Seattle) who really took this issue on a few years ago and can share their approach.

00:53:53 Dr. Tamu Green (she/her), SSF, Systems Performance Advisor: BRB

00:58:34 Christina H. SSF Referral Specialist: We have a lot of providers who are not yet in HMIS.

00:59:25 Emily Zelaya (she/ella): Culturally appropriate language translation.

00:59:27 Julie M (she/her): We've elevated translation of documents as a priority within the CE team.

01:02:17 Emily Zelaya (she/ella): When will or how can we change the way HUD captures this info?

01:02:47 Samantha Earnshaw - LSS: agreed @ Emily

01:02:48 Dr. Tamu Green (she/her), SSF, Systems Performance Advisor: @Emily - this is also in our Racial Equity Action Plan, to give feedback to HUD

01:04:36 Julie M (she/her): 11/9 recording link:
<https://us02web.zoom.us/rec/share/jGAtZpDU5ZbflUKtNfkPmc8j5dtKEA3ctqTSwFyVQUb23KyT5E15yuAUDVdnGSig.Bit8X99iUdjDvKSp?startTime=1636484606000>

11/10 recording link:
https://us02web.zoom.us/rec/share/RndwCRU0APP1hnawvjuG4GH0hNt53I6BPZW6V0bhrci37kLfVZk0HITIXrSordid.RpAl61DJ2eB4_GVq?startTime=1636563919000

01:05:41 Julie M (she/her): Thanks so much for the time!

01:06:33 BishopChris Baker: is this part of the bezos 5million dollar grant..

01:06:51 Christina H. SSF Referral Specialist: Microphone might be up to high.

01:09:02 April Marie Dawson: I would. RIL/People with disabilities and older adults

01:09:33 Deisy Madrigal, She/Her: I would. TAY Services offered by P&I

01:09:54 Tiffany Glass, Program Planner (she/her/hers):I would. CPS BFH program with direct referrals from the Cultural Broker program. (might ask the assigned planner to guest present with me).

01:10:19 Samantha Earnshaw - LSS:Have a wonderful Thanksgiving everyone. I have to leave early and look forward to next meeting.

01:10:29 Bo Cassell (he/him) Salvation Army:Happy to share about services, might need some direction regarding specifics you would like to hear! Anytime After December is fine.

01:11:02 nozsvath:I feel my Asst. Director, Paul Moran, would be the one to present on SSHH.

01:12:16 Emily Zelaya (she/ella):Survivors of Trafficking and Newcomers (refugees and immigrants) are who we closely work with at Opening Doors. I'm happy to do a short presentation later next year.

01:12:24 Christina H. SSF Referral Specialist:I can share some information about SSF and the populations we serve

01:12:30 NCIHA:Chairman Tarango Wilton Rancheria would be a great guest

01:15:42 Emily Zelaya (she/ella):I already attend the monthly CES Committee meetings, may I be a liaison for this one?

01:16:37 Emily Zelaya (she/ella): Thank you.

01:17:01 BishopChris Baker:can we make it clearer on screen...

01:19:35Dr. Tamu Green (she/her), SSF, Systems Performance Advisor:
<https://sacramentostepsforward.org/continuum-of-care-meetings/#pitc>

01:23:39 Lorraine Wilkins:I am already a part of the Systems Performance Committee

01:26:34 HyppoliteK:Is this Liaison Responsibilities document in the meeting material? My apology if I'm overlooking it.

01:26:56 HyppoliteK: Okay, thank you.

01:27:04Dr. Tamu Green (she/her), SSF, Systems Performance Advisor:
<https://docs.google.com/document/d/1BVecVLGp6L-y7GhXy0frJcZfUcy01LZTOK6S25a-1fs/edit?usp=sharing>

01:27:17 Sher Singh she/her/hers:I am on the SPC and happy you will be engaging the diversity piece. I am the DEI chair for the National Federation Business Professional Women's Club

01:32:16 Tiffany Glass, Program Planner (she/her/hers):I second that Angela.

01:32:40 HyppoliteK:Yes, this provides helpful guidance. Thank you.

01:32:56 BishopChris Baker:im seing that for november meetings may be cancelled due to holidays

01:33:23 Angel Uhercik (she/her):Thank you for the reminder, the next PRC meeting is January 25th

01:34:28 BishopChris Baker:all i want for christmas is a new laptop...

01:34:54 Tiffany Glass, Program Planner (she/her/hers):I have to jump off for another meeting. Thank you for the great meeting and I look forward to continuing the work.

01:35:04 Tiffany Glass, Program Planner (she/her/hers):Happy Thanksgiving everyone!

01:35:51 nozsvath: HAPPY THANKSGIVING EVERYONE1

01:40:19 Sher Singh she/her/hers:can you be on more than one committee

01:43:52Dr. Tamu Green (she/her), SSF, Systems Performance Advisor: Rolf is the SSF Chief Operating Officer

01:44:01 BishopChris Baker:You mean i been working for free all these years.....Lol

01:46:20 Deisy Madrigal, She/Her:I've got another meeting to get to.
Thanks everyone, ill see you at the next meeting!

01:46:29Dr. Tamu Green (she/her), SSF, Systems Performance Advisor:
<https://sacramentostepsforward.org/about/become-a-team-member/>


01:46:48 Zuri K CLAP:Is there a limited amount of stipends for
the lived experience openings?

01:48:04 Zuri K CLAP:Thank you Dr. Tamu! Sounds good

01:50:00 BishopChris Baker: can i get a laptop...Lol

01:53:33 BishopChris Baker:all i want is a laptop that will leave
pleanty more money...Lol

01:55:04 Peter Bell (he/him): Nancy has been doing a great job!

01:55:49 Emily Zelaya (she/ella):Great meeting... thank you! Have a
safe Thanksgiving holiday everyone.  (I've got to prep for my next meeting.)

01:55:55 Christina H. SSF Referral Specialist:I agree Peter. Nancy does an
amazing job!

01:56:23 nozsvath: Thank you Christina.

01:56:52 Christina H. SSF Referral Specialist: Your welcome!

01:58:57 Stephanie Thompson:Thank you for today's meeting; I will
need to drop off now

02:01:05 Zuri K CLAP:Thank you Dr. Tamu! Very helpful

02:01:35 HyppoliteK:I have to transition into another meeting.
Thank you everyone. Happy holidays.

02:02:35 nozsvath:Yes, Congratulations! I am grateful to have
been included in this zoom meeting even though it seems to to be a fluke that I was
invited. I'll call it Divine Intervention. So much good information presented and so
many dedicated people as a part of the CoC.

02:02:37 steven seeley: Tamu can tjhe request for compensation paper work be mailed to us. Im not able to fill them out on line.

02:02:47 Christina H. SSF Referral Specialist: Thank you everyone

02:02:58 Dr. Tamu Green (she/her), SSF, Systems Performance Advisor: Yes, Steven, I'll be in touch!

02:03:13 Zuri K CLAP: Thank you for a great meeting and info!!

02:03:28 VOA-6YVZJT2: Thank you excited to be here.

SPOTLIGHT ON EQUITY



11/17/2021

“If something traumatic happens to you, the march of time will decontextualize it. Trauma in person over time can look like personality. Trauma, decontextualized over time in a family, can look like family traits. Trauma, decontextualized in a people, can look like culture”.

-Resmaa Menakem *(My Grandmother's Hands)*

SACRAMENTO ASSESSOR DEMOGRAPHIC SURVEY



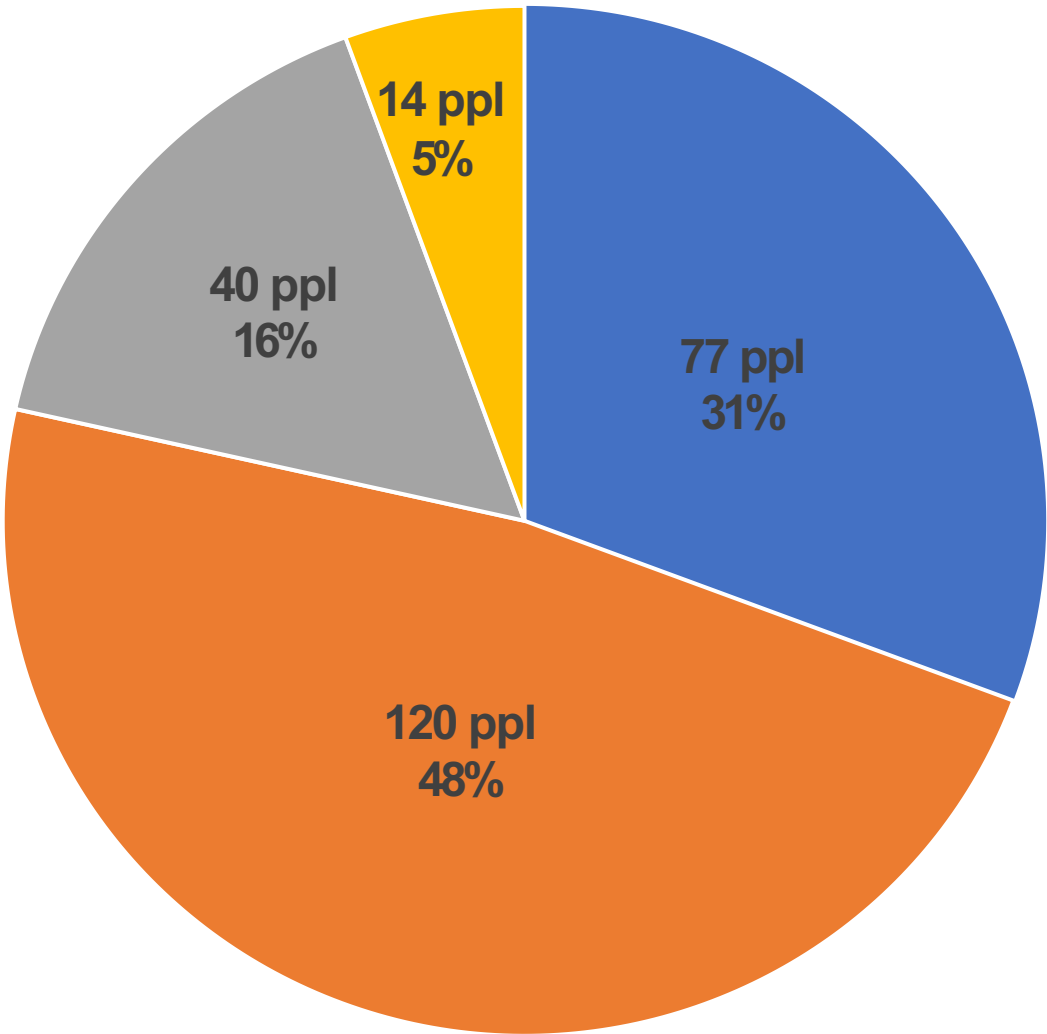
Data Analysis

November 2021

Survey Details

- **Purpose of Survey:** better understand who is conducting CE assessments in Sacramento, and understand the extent to which demographics of assessors mirror and reflect people experiencing homelessness.
 - Conducted October 2021
 - 17 questions centered in experience & demographics
 - Emailed “HMIS Active Assessor List” (about 300 people)
 - 161 total responses; data summary includes 147 people
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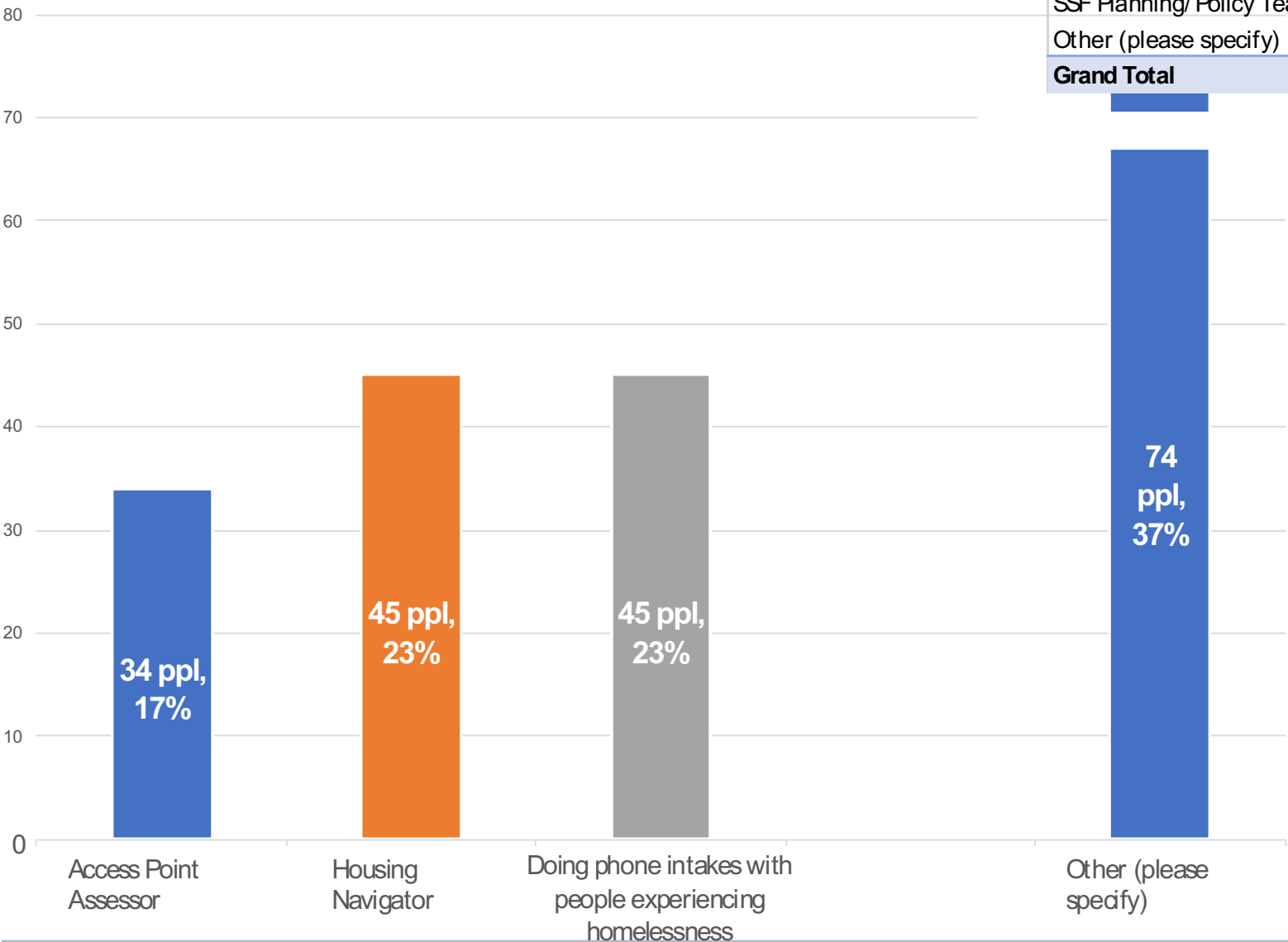
Question 1: Who do you typically complete coordinated entry assessments with (answer all that apply)?



Category	Total
Single adults	120
Families with children	77
Youth and young adults	40
Other (please specify)	14
Grand Total	251

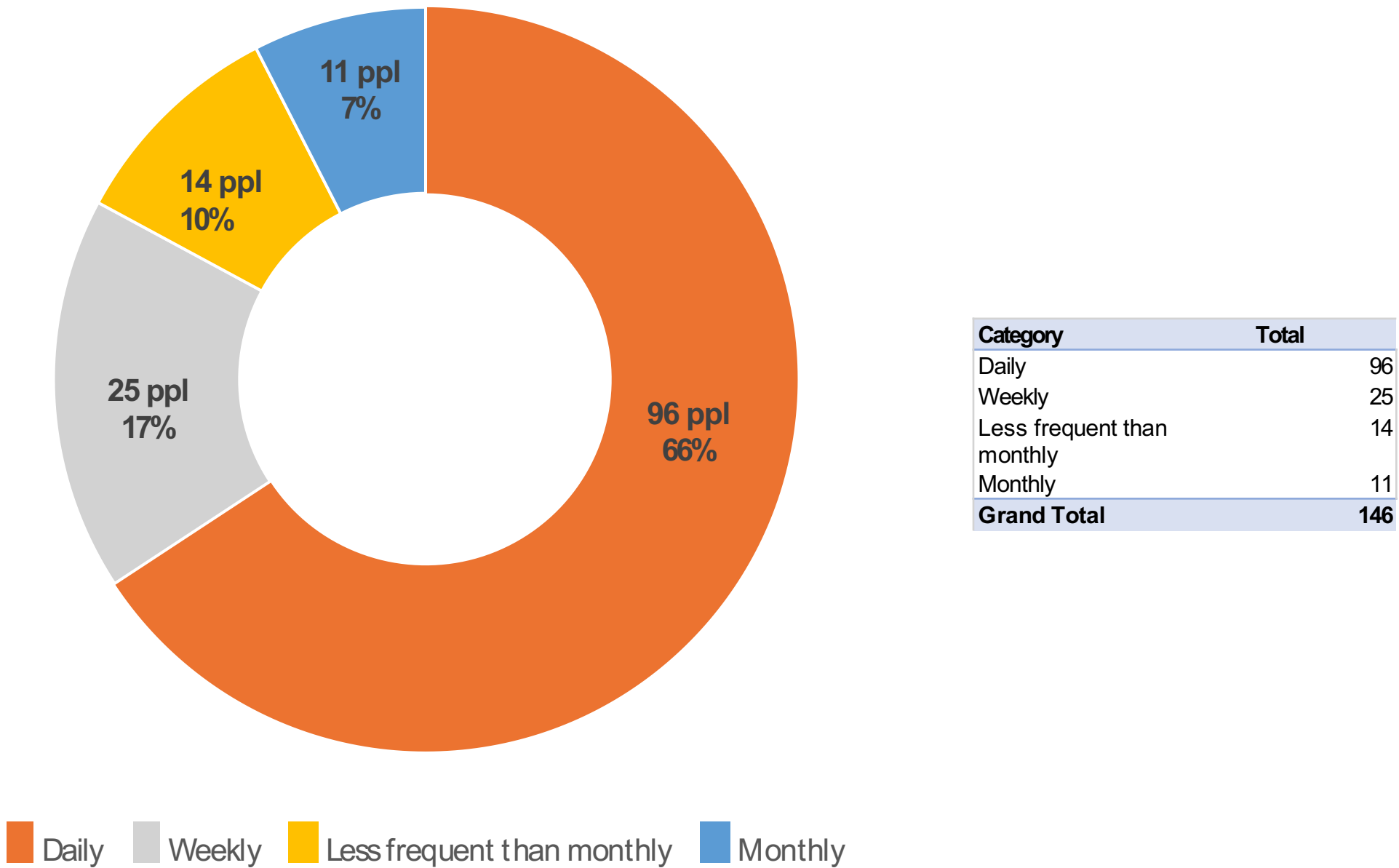
Families with children Single adults Youth and young adults Other (please specify)

Question 2: What is your role within the Coordinated Entry process (check all that apply)?

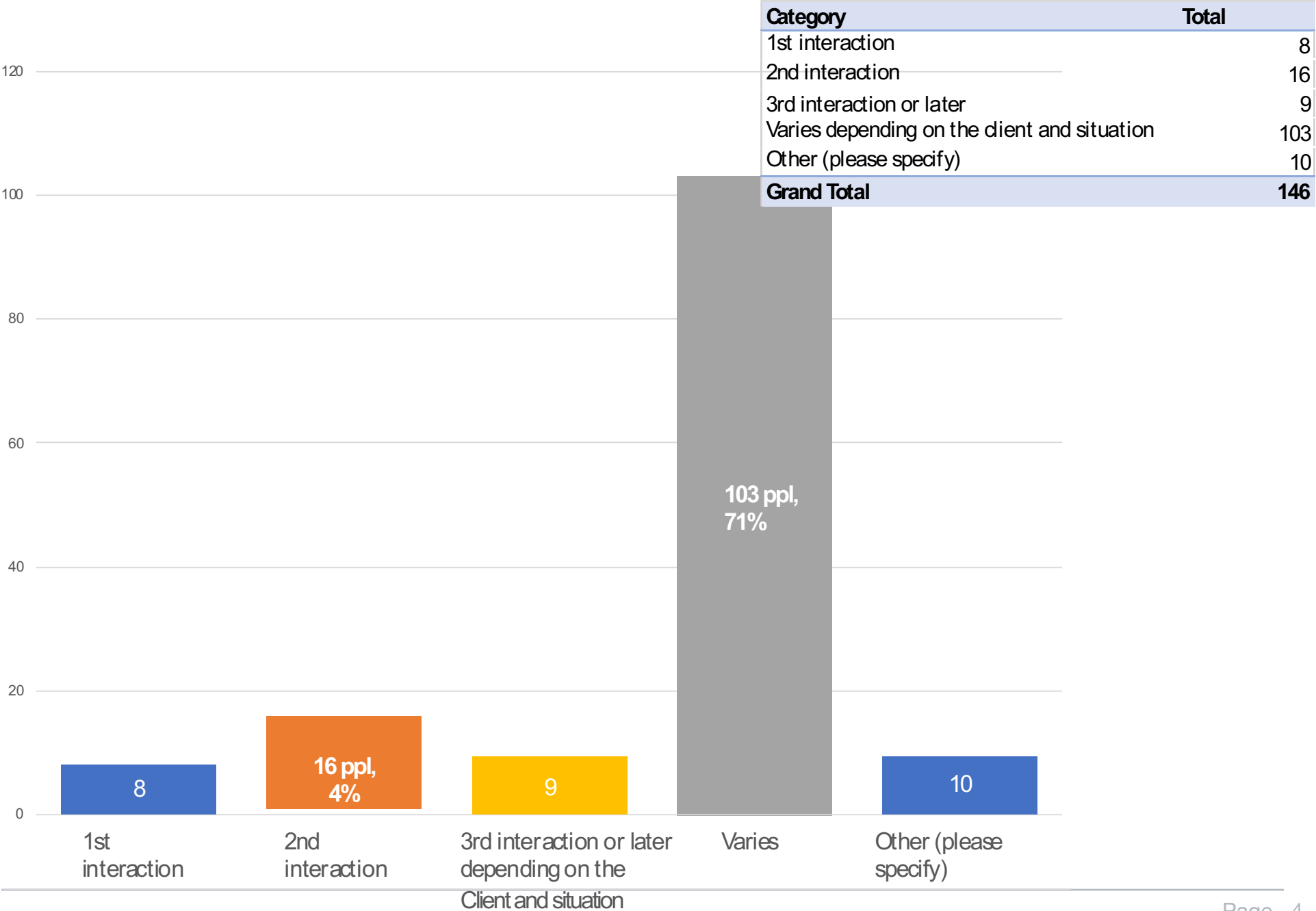


Category	Total
Access Point Assessor	34
Housing Navigator	45
Doing phone intakes with people experiencing homelessness	45
SSF Planning/ Policy Team	0
Other (please specify)	74
Grand Total	198

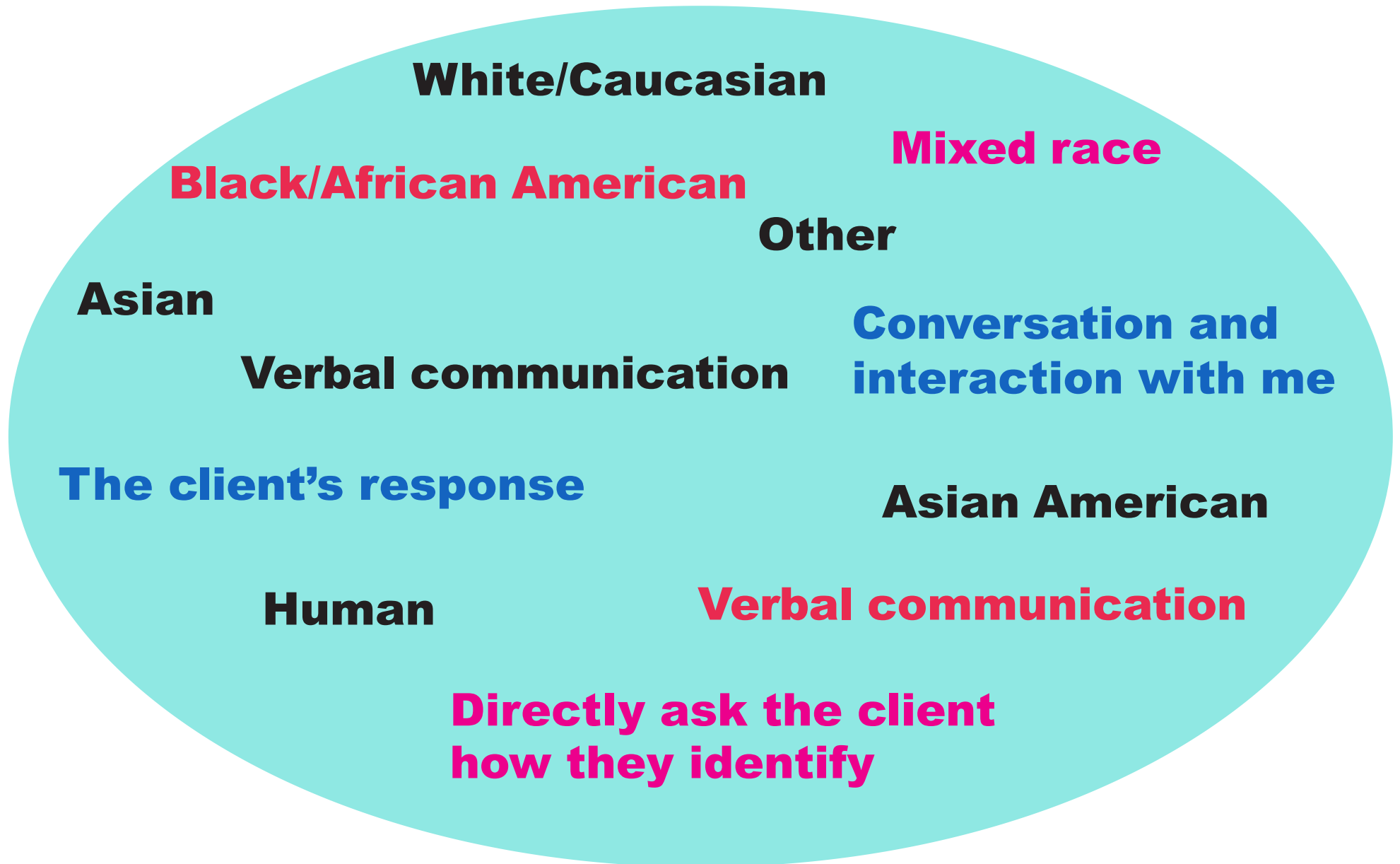
Question 3: How frequently do you engage with people experiencing homelessness within the coordinated entry process?



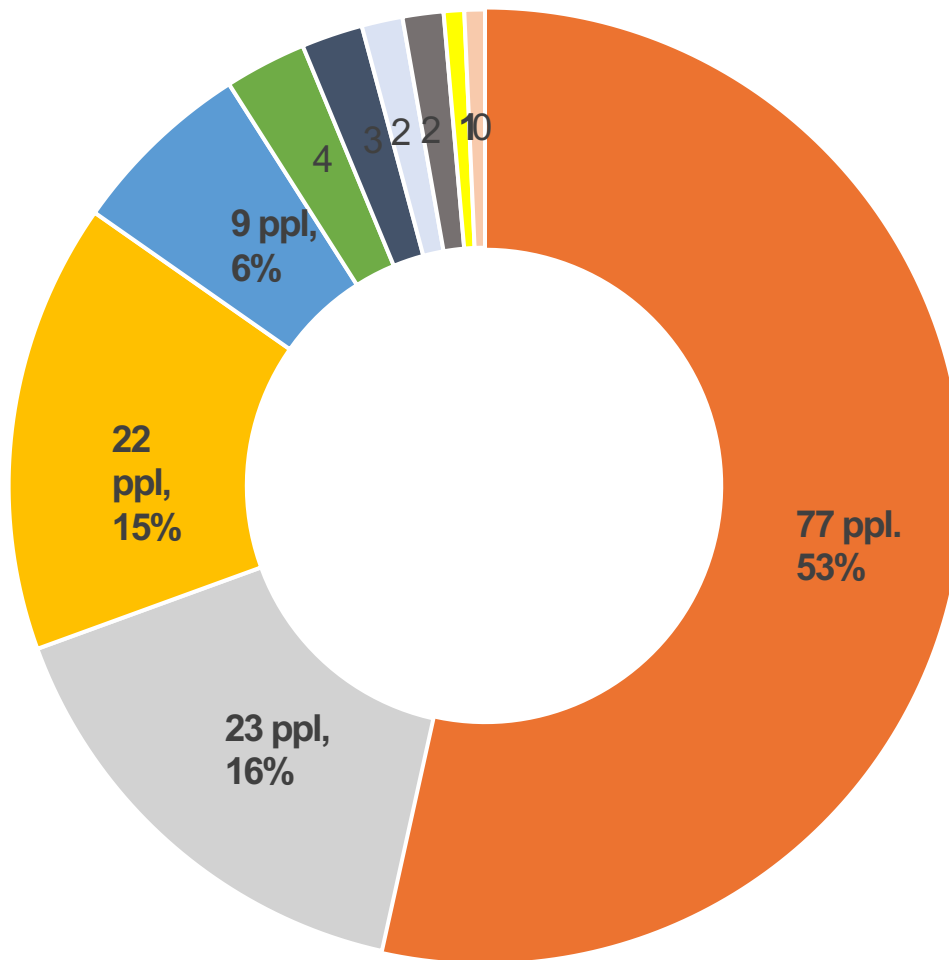
Question 4: When do you typically administer the VI-SPDAT with clients?



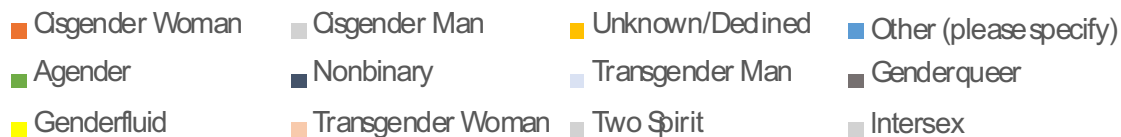
Question 5: How do you identify racially and ethnically (not limited to specific labels/categories)?



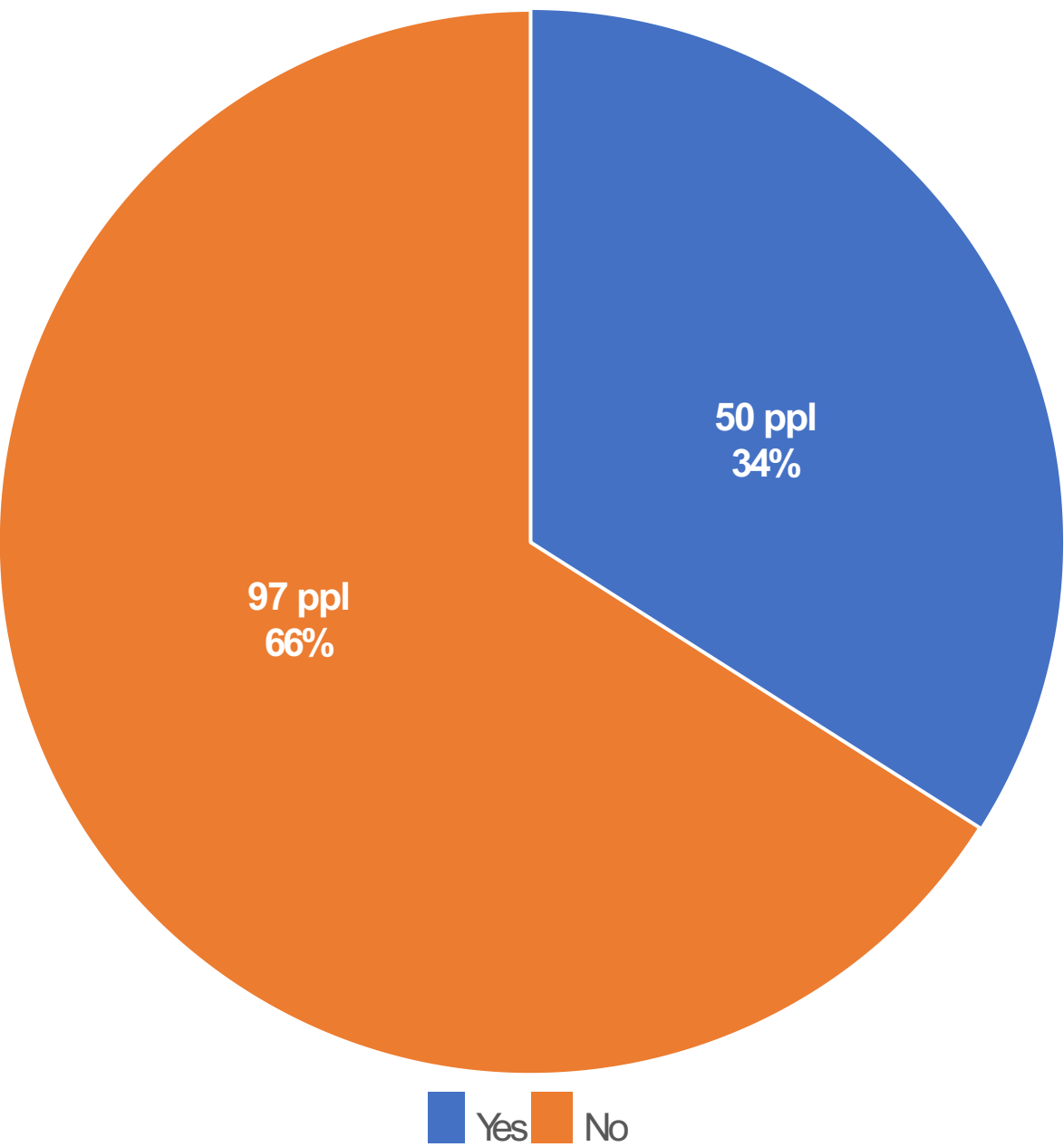
Question 6: How do you identify your gender (utilizing Sacramento LGBT Community Center categories)?



Category	Total
Cisgender Woman	77
Cisgender Man	23
Unknown/Declined	22
Other (please specify)	9
Agender	4
Nonbinary	3
Transgender Man	2
Genderqueer	2
Genderfluid	1
Transgender Woman	1
Two Spirit	0
Intersex	0
Grand Total	144



Question 7: Are you fluent in a language other than English?



Category	Total
Yes	50
No	97
Grand Total	147

Question 8: What language(s), other than English, do you speak fluently?

**Some Spanish and
sign language**

Cantonese

**I do not speak fluently but am currently
working to speak Mandarin as well as become
more fluent in Spanish**

Cantonese

Cambodian

Urdu

Verbal communication

Russian

Spanish

Gujarati

French, Sign Language

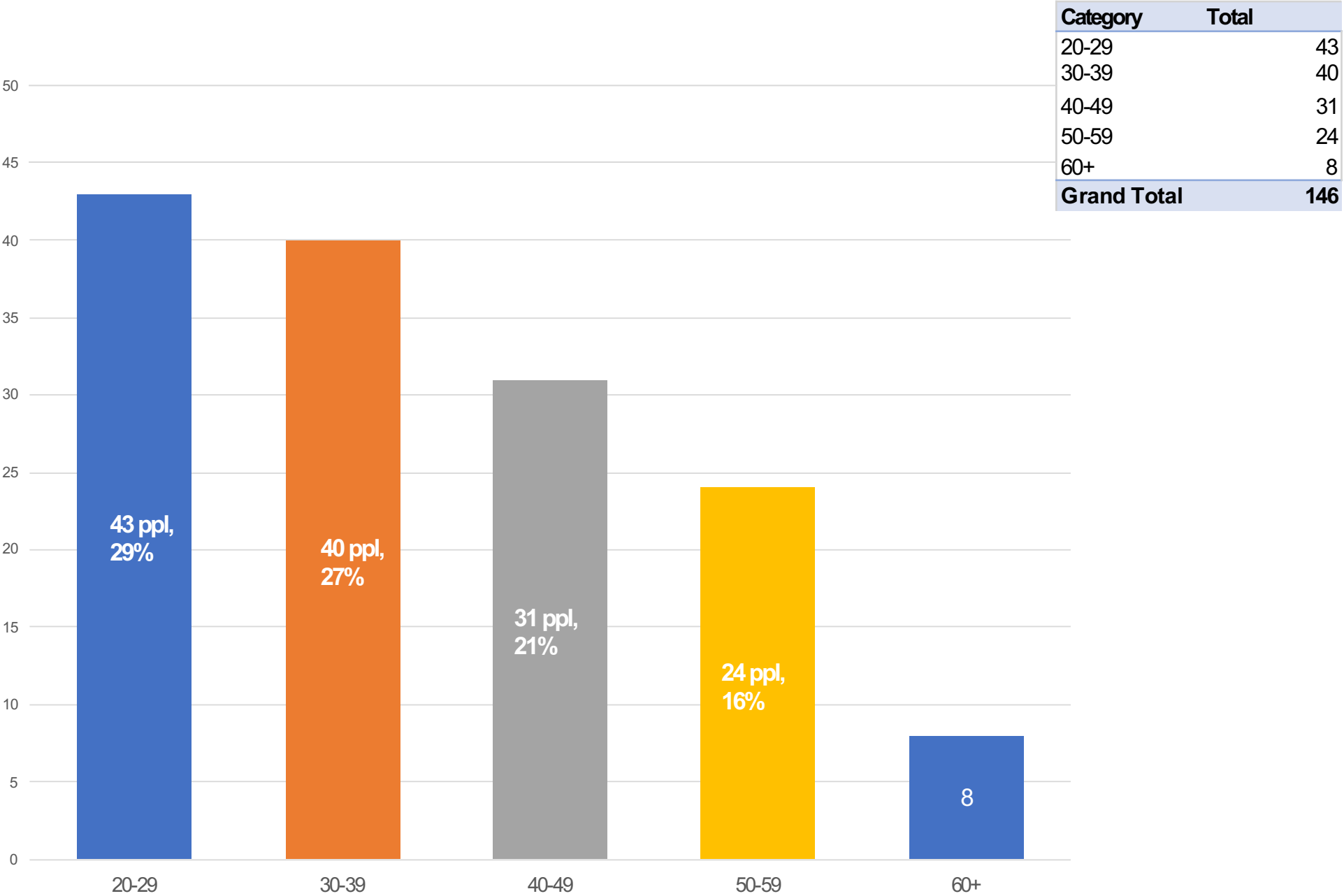
Tagalog

Hmong

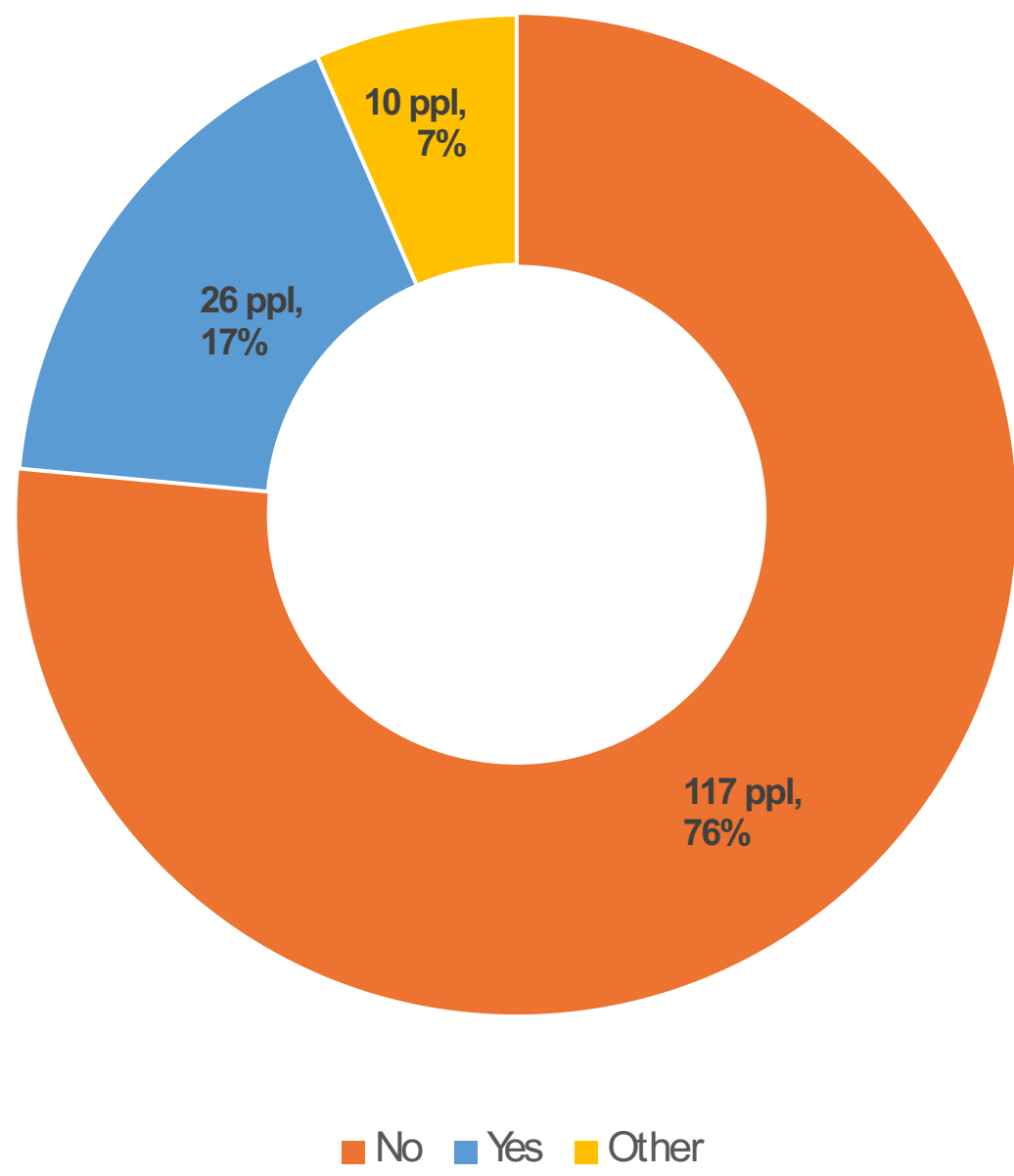
**Not Fluent but able to communicate and
understand Tagalog and Ilonggo**

ASL

Question 9: What is your age?

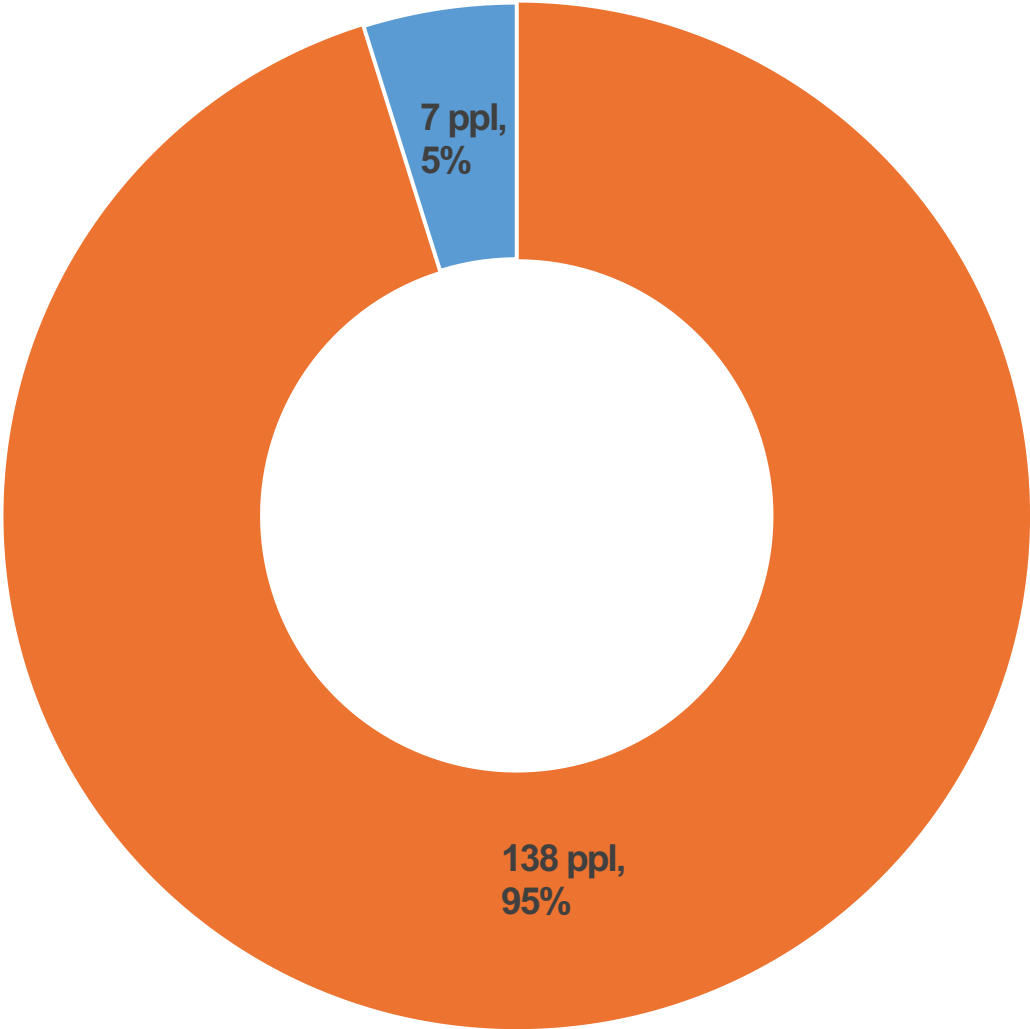


Question 10: Do you identify as lesbian, gay, bisexual, queer, questioning, asexual, pansexual, or two-spirit?



Category	Total
No	117
Yes	26
Other	10
Grand Total	153

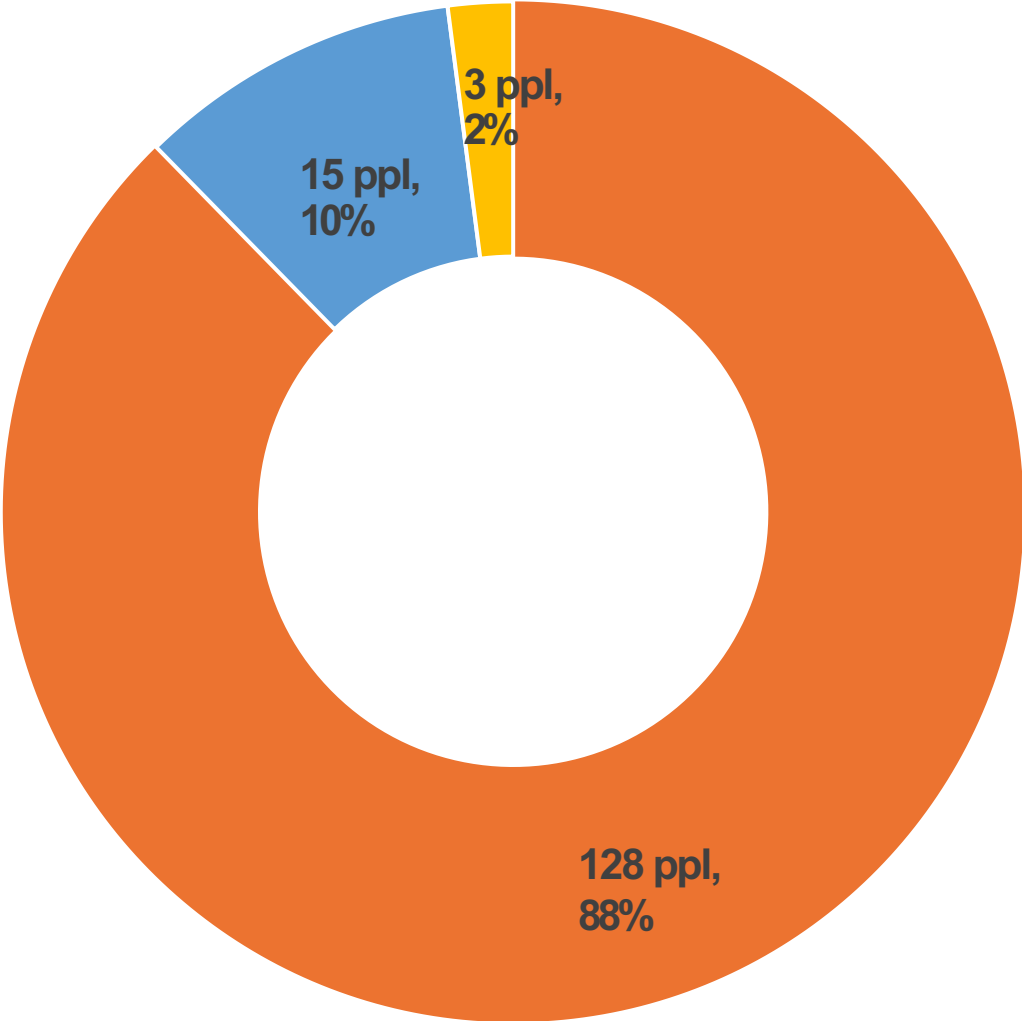
Question 11: Have you served in the United States Military?



Category	Total
No	138
Yes	7
Grand Total	145

No Yes

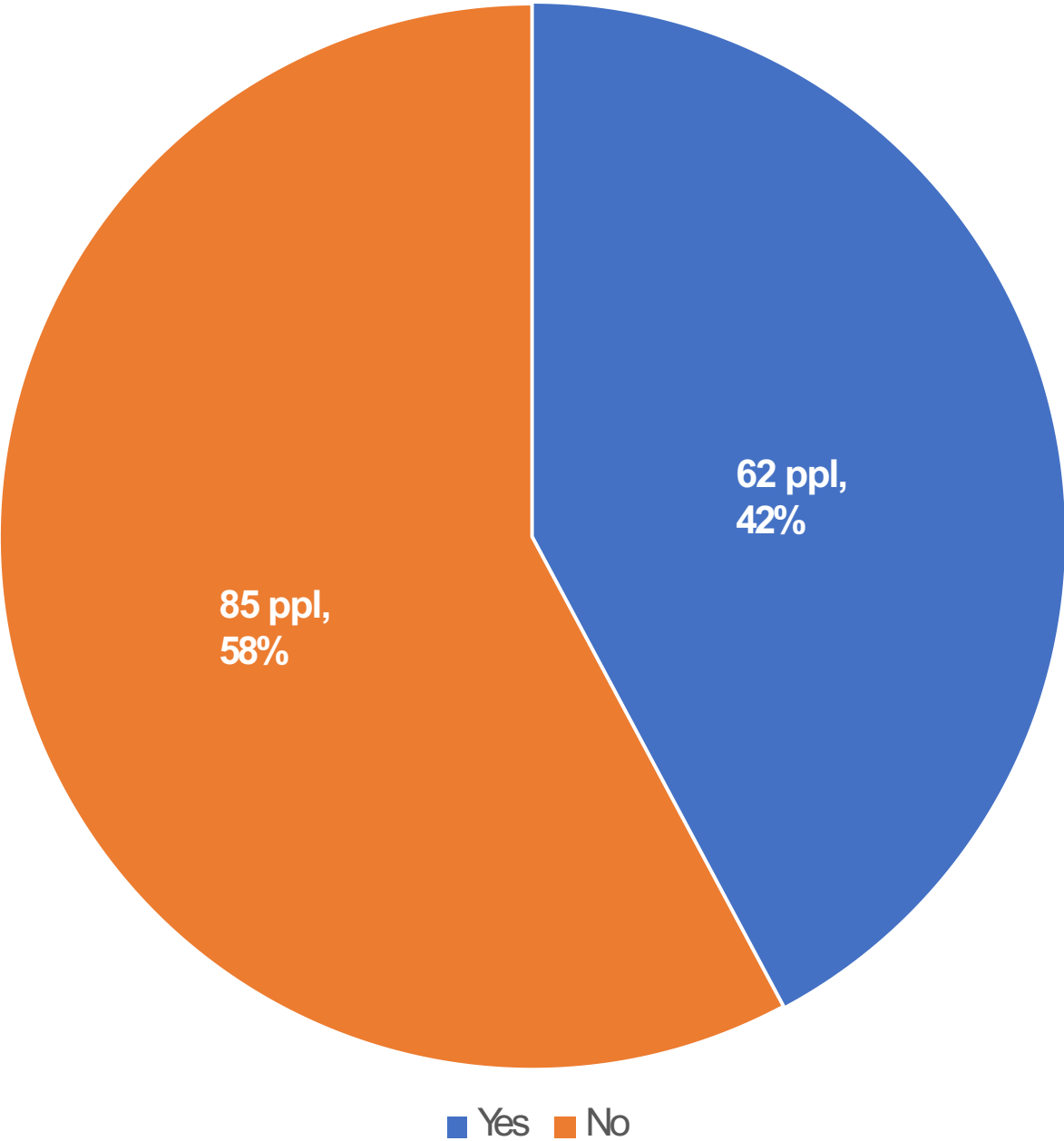
Question 12: Do you have a disabling condition?



Category	Total
No	128
Yes	15
Don't know	3
Grand Total	146

No Yes Don't know

Question 13: Have you ever experienced homelessness?



Category	Total
No	85
Yes	62
Grand Total	147

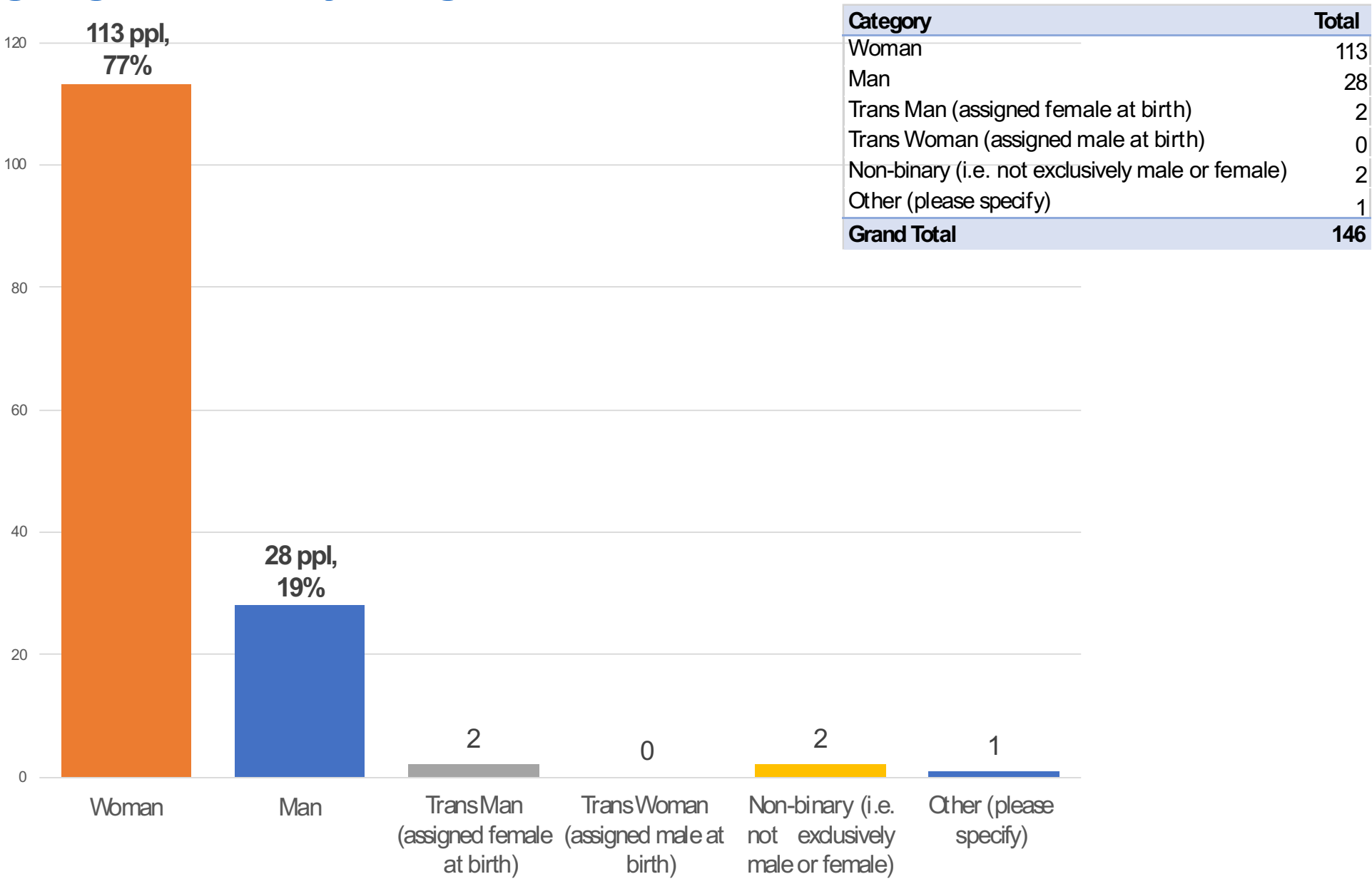
Question 14: Do you have any other thoughts to share about diversity and/or inclusion as it relates to our work with people experiencing homelessness?

- I do not fully understand the missions as laid out by SSF DEI policy. It may be helpful to have a listed understanding of its goals and regulations as it pertains to various BIPOC communities.
- More training around intergenerational trauma and how it impacts folks ability to obtain and remain housed.
- Don't be judgmental.
- I appreciate what your doing and think it's imperative for inclusion to exist. I also think there needs to be more representation of minorities in the workplace to serve the community.
- We assist EVERYONE who comes to us. We don't care what color they are, what's between their legs or the type of person they are attracted to. We record the data because we have to but we help PEOPLE - doesn't matter what type of people they are. So much focus on race, sex, orientation is making it so that these folks are being singled out in life in general. Hard to say it doesn't matter what race you are in life when there's such a focus on it everywhere.
- I think the California needs to open more programs that might help the homeless population, especially the program for homeless elderly adults.
- I think that we do need more translation services at all levels of the process.
- I identify that I am recovering from mental illness. This breaks the barriers with client's I am serving
- More focus on immigration status and the cultural shock that comes with that. Also more of a focus on health and culture as it relates to age.
- We have to be caring and compassionate and remain objective regardless of what our personal belief is. We help everyone and provide the same opportunities to everyone.
- Acknowledging diversity and the challenges members of the BIPOC are more likely to experience has encouraged me to be (even) more compassionate toward those I serve.
- Mental health needs
- I just try to make people feel like they are free to be themselves and that they will be treated based on the content of their character and actions without being defined by anyone other than themselves.

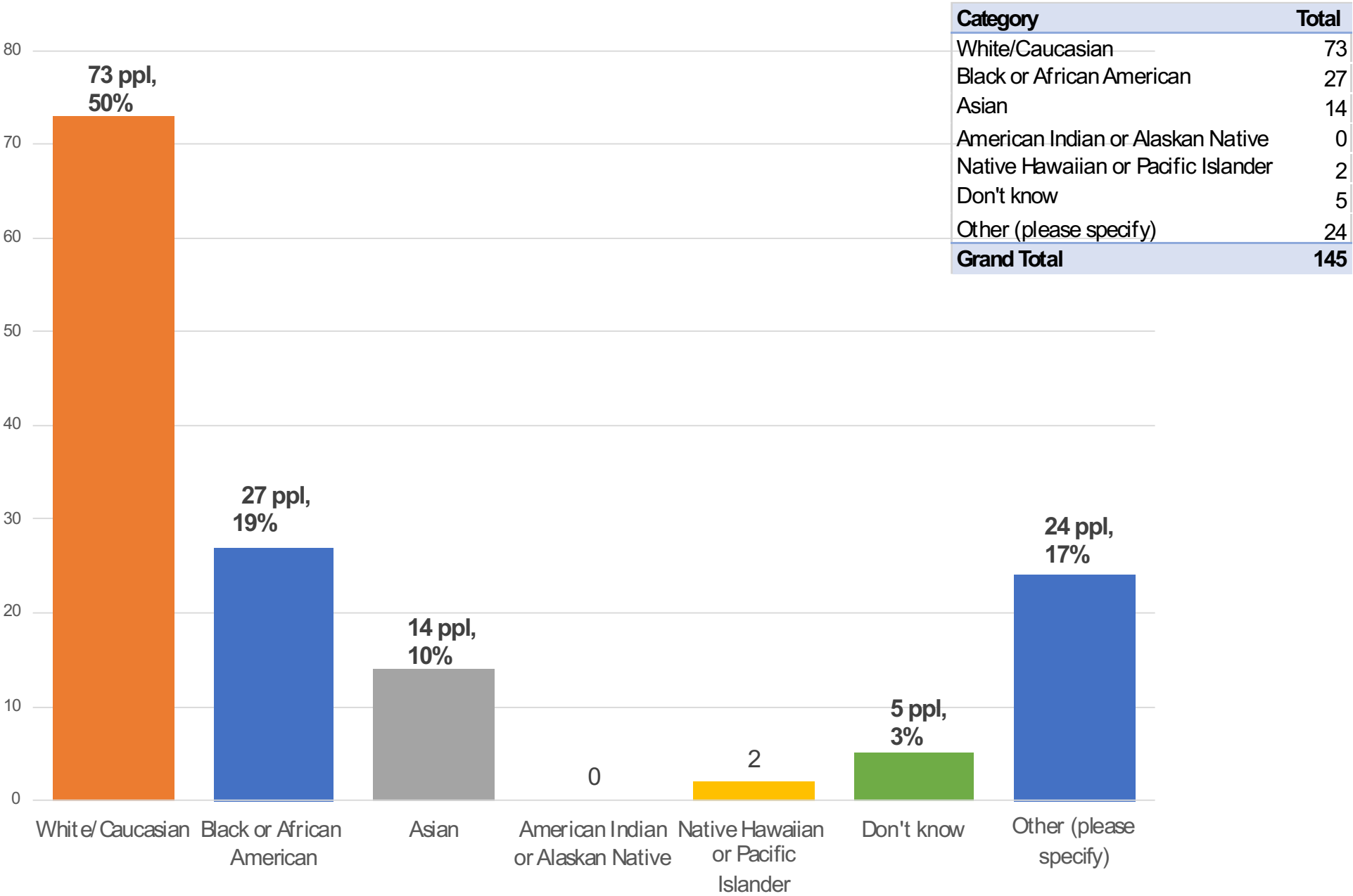
continues on the following page

- I feel all people are equal and should be treated that way regardless of where they are living or what their religious or sexual preferences.
- Everyday I hear different stories of homelessness. With the job that I do, I get to meet different people with different stories. Meeting people and listening to their stories make me relates myself more as I myself came from a place which is culturally diverse. Homeless or not, we need to treat people as people. We may have different view in life, but what matters is how we interact with others harmoniously.
- I have had family/ friends that were homeless.
- I personally feel that there are more important things to consider when assessing the challenges that the community queue and the coordinated entry systems face. Most importantly, clients who have been referred to CE by outreach workers who are no longer actively participating with them for whatever reason, creates a significant gap in services being provided and therefore when their “turn” comes up for a housing option, those clients are now lost and no longer doc ready. Active clients who are currently receiving services are often overlooked for months while someone is trying to find the individual and then potentially correct the documentation errors for compliance purposes. This is a much greater concern to those of us referring our clients as we often feel as though the referral can and will become a waste of time for both ourselves and our clients.
- In looking at all the steps needed to get a person services has to be a method to make it more simple.
- I believe we all should be treated equally
- I think it is important the acknowledge and respect everyone, their background and culture because that ‘s what makes them who they are as a person.
- People need help, a solution has to be made!
- There are a lot of complexities with the homeless demographic that I think we miss due to the lived experiences of BIPOC /LGBTQ that we don’t understand. Cultural nuances that we miss because we lack the space at work to discuss the “real” struggles BIPOC (hesitation in vaxing; Asian hate in the community; family dynamics of different cultures, etc).
- I look forward to the system becoming more equitable for the clients we serve with a hope that a prioritization comes for BIPOC to have more opportunities and be prioritized for opportunities to obtain homeless and housing resources
- Individuals need access to people other than their own ethnic background or sexual orientation. The concept of segregating populations is insanity, teach MI and cultural competence in order for individuals to learn that they can trust anyone and everyone.
- Being all inclusive is the key to working with a deverse population
- In relation to HMIS it should have a broader foundation of race and ethnicities for clients to categorize themselves.
- My staff on the ground interacting with clients come from diverse backgrounds.
- I believe having pronouns in HMIS would be helpful as well as having someone’s preferred name on their profile screen and their legal name as well. I think it shouldn’t just be an alias but preferred name.

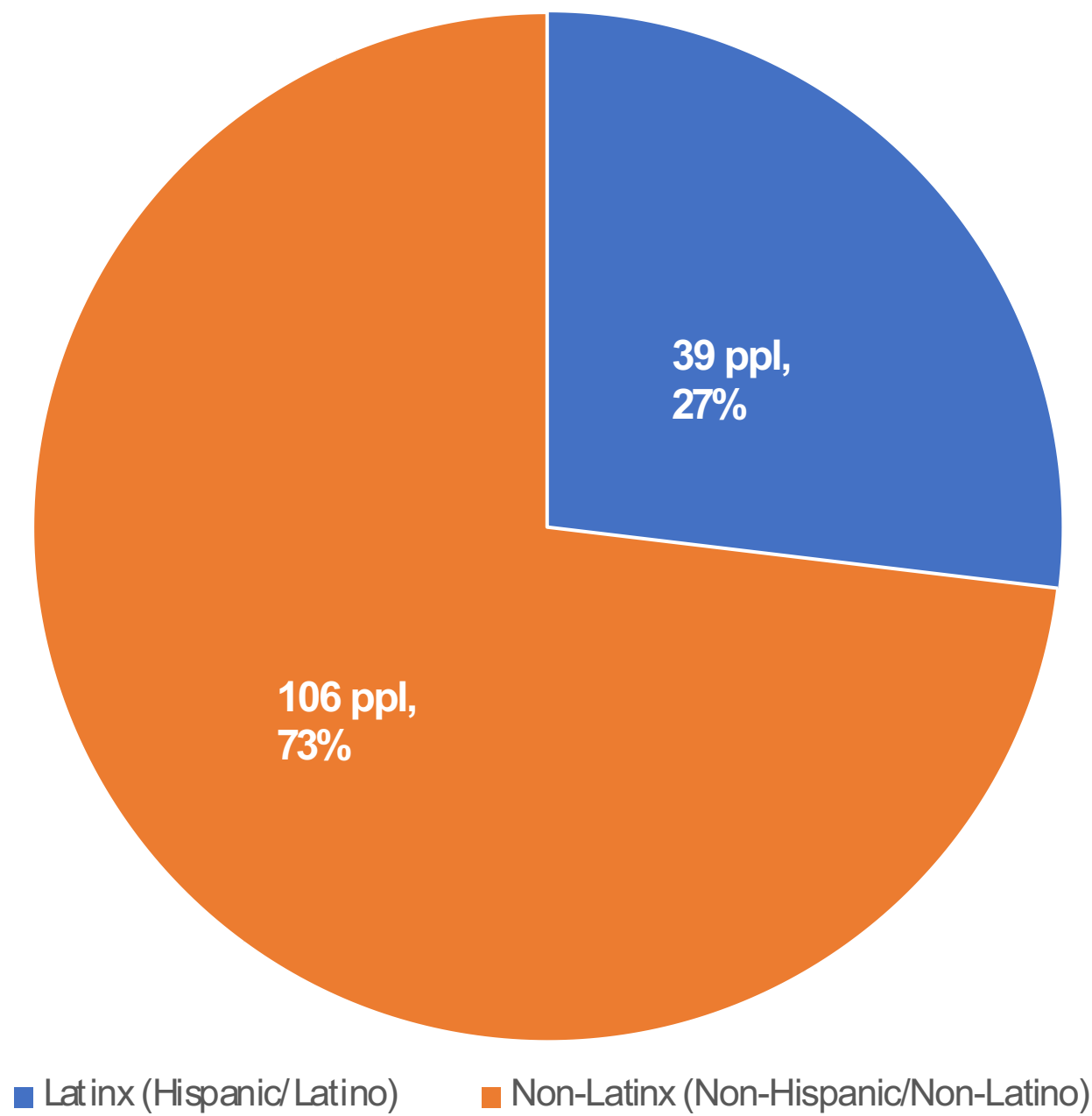
Question 15: The questions above give us more meaningful information about how people identify, not limited to HUD language. What is your gender?



Question 16: What is your race?



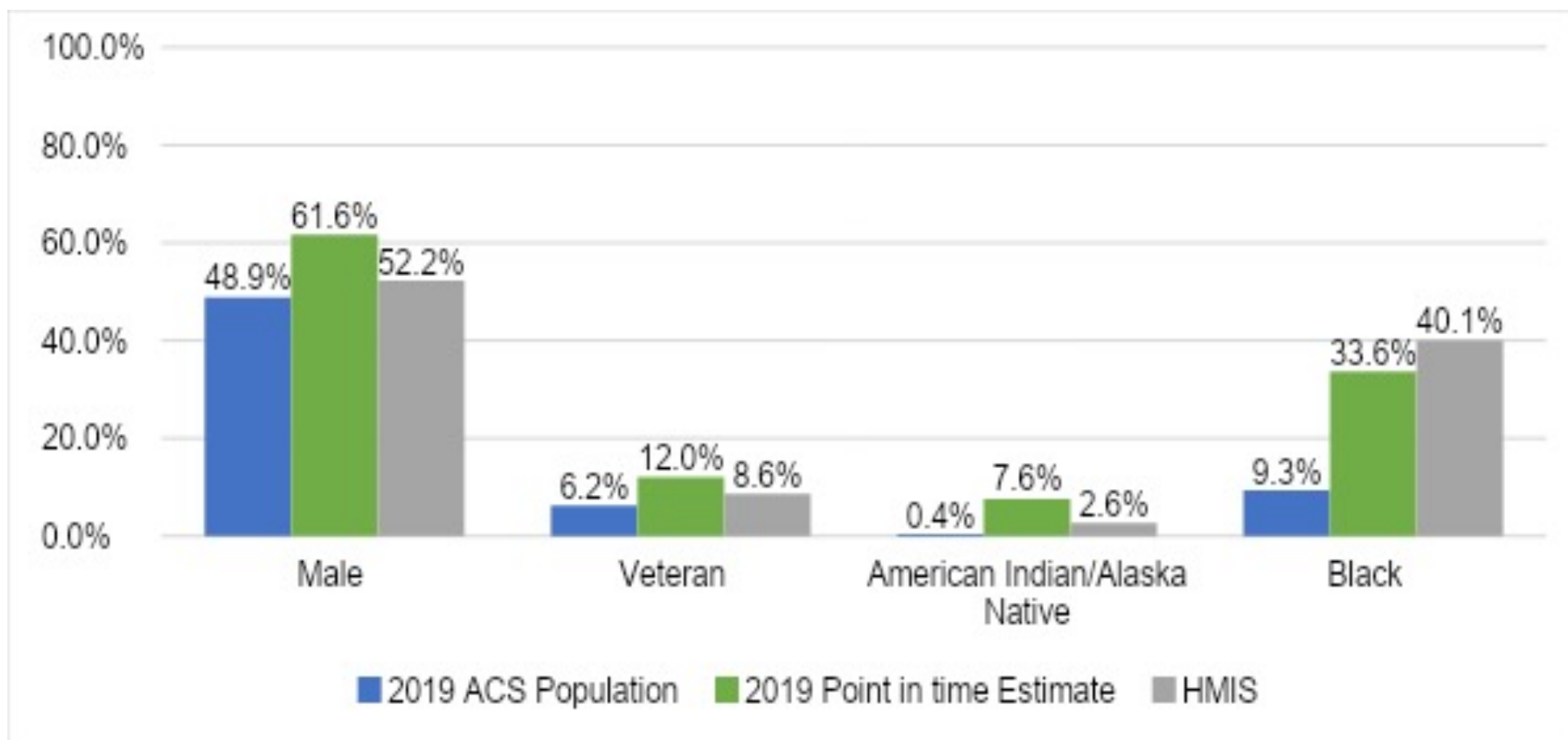
Question 17: What is your ethnicity?



Category	Total
Non-Latinx (Non-Hispanic/ Non Latino)	39
Latinx (Hispanic/Latino)	106
Grand Total	145

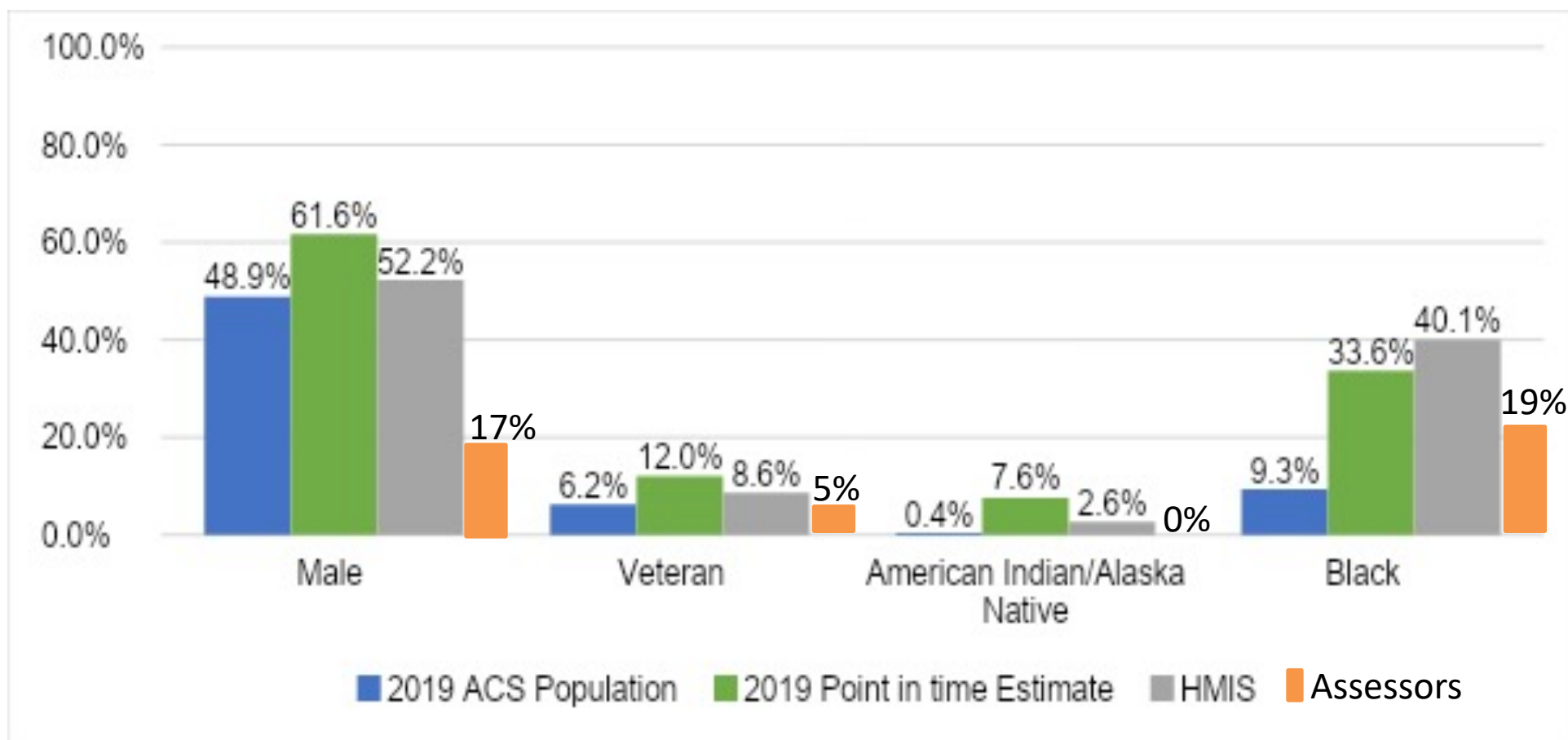
Community Demographics

Comparison of 2019 ACS, 2019 PIT Count, and HMIS final enrollment between July 1, 2018 and July 1, 2020



Community Demographics

Comparison of 2019 ACS, 2019 PIT Count, and HMIS final enrollment between July 1, 2018 and July 1, 2020



Reactions & Responses

Thank you!

SNAPS COORDINATED ENTRY EQUITY DEMONSTRATION

COHORT 2 INFORMATION PACKET

THE COORDINATED ENTRY EQUITY DEMONSTRATION – OVERVIEW

For years, communities have seen how assessment tools, prioritization processes, and general practices within coordinated entry systems (CES) exacerbate and create racial inequities in the housing and services needs of clients and do not prioritize clients for appropriate housing in a racially equitable way. HUD is embarking on a second round of a new way of approaching this work through the “Coordinated Entry Equity Demonstration (DEMO).” A second cohort of Continuums of Care (CoCs) will work together to design more equitable CES processes, especially assessment and prioritization processes, to significantly improve the Homeless Response System experience and the housing stability outcomes for Black, Brown, Indigenous, and all people of color. We are excited to invite you to join this cohort of communities in the second iteration of the Coordinated Entry Equity Demonstration.

We understand the incredible amount of work you are doing to respond to COVID-19; we also know the stark racial inequities associated with COVID-19 and its impact on communities of color. You are likely thinking about how to do more equitable work, and this DEMO may be an opportunity to make a catalytic change.

EQUITY DEMO GOALS

In partnership with Black, Brown, Indigenous, and all people of color, as well as people with lived expertise of homelessness, 8-10 CoCs will identify system disparities through local data, agree upon focus area(s) and test racially equitable CES processes **in service of** significantly transforming **both** the system experience and the housing stability condition of those disproportionately represented in our homeless response systems.

We center racial equity and the voices, brilliance, and gifts of those with lived experience.

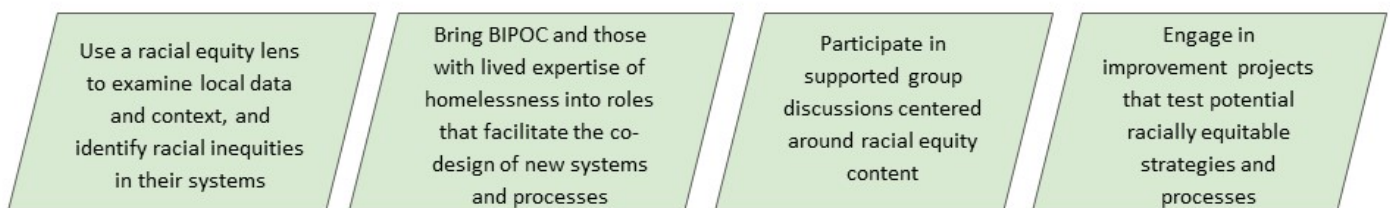
At the end of the day, we want to see significant changes in:

- Housing stability, especially for those disproportionately represented in the homeless response system, and
- The experience of those going through the homeless response system.

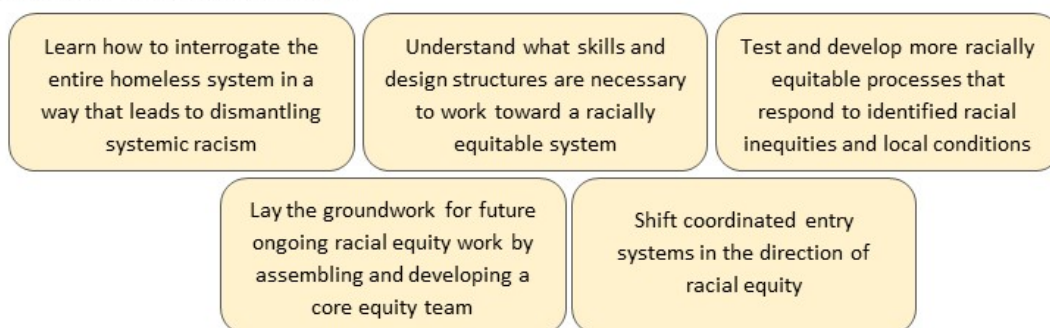
THEORY OF CHANGE

Overall Goal: To Improve the Experience and Housing Outcomes for Black, Indigenous and People of Color

We believe that **IF** communities:



THEN we believe that communities will:



PARTICIPATION IN THE DEMO

WHAT SUPPORTS WILL YOUR COMMUNITY RECEIVE AS A COHORT 2 COMMUNITY?

Each community will have a dedicated team of coaches (HUD Equity DEMO Coaches). Coaches are HUD Technical Assistance (TA) providers with data expertise and lived expertise to walk alongside you in partnership to offer guidance, support, coordination, and facilitation in pursuit of your community's racial equity goals. In addition to one-on-one calls with your coaching team, communities can access free racial equity learning opportunities and a community of peers undertaking similar work. Communities can expect to receive the following resources and learning opportunities:

- Supportive coaching, including data support
- Knowledge Bites (examples: Cultural Humility, Addressing Implicit Bias, Centering the Voices of People with Lived Experience, Power of Words, Addressing Implicit Bias, Collective Care)
- Racial Equity 101 (2-part series)
- Power Sharing / Power Mapping
- Peer Sharing Opportunities via monthly cohort calls
- Additional one-on-one calls with community peers as desired
- Support establishing Affinity Groups in your community if desired

COMMUNITY EXPECTATIONS

Building a Core Team

Communities will be expected to convene a Core Team as part of the DEMO. The Core Team established within each community will lead your community through identifying system disparities using local data, agreeing upon focus area(s), and engaging in rapid iteration to redesign projects to test racially equitable coordinated entry processes. The anticipated duration of the DEMO is 9-12 months, with frequent check-ins and action items between Core Team members, TA providers, and community partners. The Core Team should be comprised of a diverse group of people across race, ethnicity, age, gender, sexual orientation, and experience. We recommend that, at a minimum, you include the following stakeholders on your Core Team:

- Black, Brown, Indigenous, and all people of color
- People with lived expertise of homelessness
- HMIS/Data Lead
- CoC and Coordinated Entry Staff Leads

Your HUD Equity DEMO Coaches will also be part of your Core Team

The function of this transdisciplinary team is to: 1) Lead the design, implementation, and evaluation of equity redesign initiatives that result from the efforts of the DEMO, 2) Communicate performance data back to the community to build community will and support for change, and 3) Meet regularly with the coaching team, in addition to optional deeper-dive sessions.

To inform your decision regarding participation and core team members, we anticipate the following time needed from your core team (7-12 people):

- Cohort calls every 4-6 weeks (all Cohort 2 communities), with a kickoff call anticipated in October 2021
- Weekly Core Team meetings (those may include HUD Equity DEMO coaches weekly or every otherweek, depending on team preference)
- Participation in monthly Knowledge Bites and occasional learning sessions that are offered per

community request

- Presentation on lessons learned at the end of the DEMO (late 2022)
- Optional participation in additional offerings (ex: Affinity Groups, special projects, participating on HUD Friday Office Hours to share learnings with CoCs across the country)

Data and the DEMO

To participate in the DEMO, communities must have the ability to share system-level data points on a quarterly basis with their coaches, and the rest of the Cohort as the DEMO unfolds in real-time. These data must be pulled from HMIS to be considered for DEMO participation. Coaches will work with communities to collect and analyze race and ethnicity data related to system-level milestones such as: exits to permanent housing, returns to homelessness, average household length of time in the homeless response system, and more. DEMO communities will use Stella P and other analysis tools to disaggregate data by race and ethnicity and explore racial and ethnic system disproportionalities. As referenced in the HUD resource [Data and Equity: Using the Data You Have](#), “...**data quality need not be perfect to begin or continue a systems analysis and racial equity review...**”

Using elements from a participatory action approach, DEMO communities will also be supported in implementing and analyzing qualitative and quantitative data collected by techniques designed by individuals with lived experience of homelessness and Black, Brown, Indigenous, and all people of color. The content of these qualitative inquiries is flexible and may vary by community. The goals of the qualitative analysis should focus on perceptions of individuals with lived experience and can include questions around the data collection process, how accessible services are to them, and whether the people serving them and the types of interventions appropriately account for their racial and ethnic experience.

CoCs will then need to pair the quantitative and the qualitative data to understand what is going on. Both aspects are critical to understanding whether there are racial disparities in the system and potential causes for those disparities. With that data, communities can then begin the effort of looking to solutions.

One of the things HUD is looking for in the DEMO are tested strategies and innovations that improve the outcomes of Black, Brown, Indigenous, and all people of color in local homeless response systems. Improvement will be measured by reviewing of system-level data points and qualitative results if a community chooses to measure qualitative data. HUD encourages communities to continue to include qualitative feedback to test as part of this system improvement process.

What we need from you

- Energy and openness to trying something new
- Engagement with cohort communities in a peer sharing space
- Ability for streamlined rapid testing (not stalled by long decision-making processes)
- Ability to compensate all team members for their time if they are not already compensated through existing positions/roles
- Access to HMIS or other system-level dataset(s) that provide information relevant to racial equity analysis
- A commitment to reporting system-level racial equity data on a quarterly basis
- A commitment to testing and implementing qualitative data collection mechanisms that further racial equity
- Willingness to explore and interrogate institutional and systemic racism along with dominant culture norms and inherent biases and prejudices.
- A commitment to participate in the following post DEMO activities:
 - Participation in an evaluation at the conclusion of the DEMO.
 - A commitment to annually conducting follow-up analyses of key data points related to racial equity over the next 1-5 years.

- An acknowledgment that these evaluative structures may use mixed methods and may change over the 1–5 year period, as the sector learns more about what strategies are most effective in reducing racial inequities in homeless response systems.
- The HUD Equity DEMO Coaches have committed to the following team values as a means to focus on common grounds:
 - Center Black, Indigenous, and all people of color in all homeless response system processes.
 - Center lived expertise and experience of homelessness.
 - Foster relationships that recognize basic human dignity.
 - Recognize and honor that Black, Indigenous, and all people of color have always had autonomy and agency over their own liberation.
 - Commit to one another to heal internalized racial oppression, whether inferiority or superiority, by creating spaces for others to unpack.
 - Do not stay quiet anymore; silence perpetuates suffering and oppression.
 - Bring every single piece of ourselves into discussion spaces. “Take me all or leave me all.” Openness and acceptance of full self.
 - Confront white supremacy and system disparities.
 - Address the way we perpetuate vs. dismantle systems that perpetuate racial inequities.
 - We commit to course correction as a way of doing this work. We will not get everything right, so we will keep trying to do better, and publicly communicating that.
 - Hold space for discomfort.

Communities will be invited to develop and establish the team values you will use throughout the DEMO.

For Consideration

- The ability to report on HMIS data through the [Longitudinal Systems Analysis](#), or LSA, is necessary to ensure we can measure and evaluate the effectiveness of our work together. The LSA is a report that should already exist in your system and should not require any additional report building or custom modifications to your HMIS. We can support you with this, but we will need to ensure that data is available prior to the launch of Cohort 2.
- If your community has substantial HUD technical assistance now, this might be a good opportunity to hold off and make space for communities who are not currently receiving a high level of technical assistance.

SUBMISSION PROCESS

To be considered for participation in Cohort 2, communities will need to submit an ***Expression of Interest*** that answers the following questions:

- Why is it urgent for your community to participate in this DEMO?
- What is the level of support from your CoC leadership, membership, and other stakeholders?
- What previous TA engagements has your community participated in?
- Do you have a core team of individuals meeting regularly to have racial equity conversations that include Black, Indigenous, and all people of color, and people with lived experience of homelessness?
- In what ways is your community willing to do transformational equity work to prioritize input and strategies from people with lived expertise and Black, Brown, Indigenous, and all people of color in ending homelessness, and how would you reimagine this for your community?

The Expression of Interest period is open from **July 28 – September 3**. During this time, we will be offering open “Office Hours” two times a week. These office hours are optional and are intended to allow you an opportunity to join members of the Equity DEMO team to ask any questions you have about the expression of interest process or to get more information about the goals, benefits, and expectations of the DEMO.

Expression of Interest forms must be submitted to SNAPSInfo@hud.gov on or before 5:00pm PT/8:00pm ET on Sept. 3rd.

SELECTION PROCESS

After the Expression of Interest period closes, the Equity DEMO team and SNAPS staff will review the submissions and select 8-10 communities who will be invited to participate in the Cohort 2 DEMO. Communities will be notified September 30-October 6, and the Cohort 2 DEMO will launch in October 2021 with a community kick-off call.

We will be intentional to ensure the inclusion of urban, suburban, and rural geographics across the United States. The selection process includes the review of the Expression of Interest submission. The Equity DEMO team and SNAPS staff may follow up with additional questions or to get clarification on your response.

- We will use a standardized set of criteria that includes four factors: 1) Stakeholder buy-in, 2) Capacity to engage and prioritize this effort locally, 3) Willingness to engage in racial equity frameworks, and 4) Inclusion of Black, Brown, Indigenous, and all people of color in decision making bodies
- Communities above the threshold within the four factors will be organized into regional groupings (urban, suburban, rural, etc.) to ensure diversity of geography and community characteristics
- Communities will be chosen at random within each regional grouping until we reach the 8-10 cohort size
- Communities under the threshold will not be considered for Cohort 2. Feedback will be provided to communities not selected.

NEXT STEPS & TIMELINE

Communities interested in being a part of Cohort 2 should do the following:

- ✓ Review the information in this packet!
- ✓ Join Equity DEMO team members on any of the weekly Office Hours to ask questions and obtain support during the expression of interest period
- ✓ Submit your Expression of Interest **NO LATER THAN 5:00pm PT/8:00pm ET on September 3, 2021** to SNAPSInfo@hud.gov

Expression of Interest, Engagement Opportunities, and Selection Timeline

July 28:	Expression of Interest is open
July 28-Aug 27:	Optional Office Hours every Tuesday and Friday during the open submission period, beginning on Friday, August 6 th . Tuesdays: 3:00-4:00PM (Eastern Time) Fridays: 12:00-1:00PM (Eastern Time) Link to Office Hours here Or call in #: 1.253.215.8782; 3444146889#
Sept. 3:	Expression of Interest submission materials due by 5:00pm PT/8:00pm ET
September 6-24:	Selection/decision period
Sept. 30-October 6:	Communities notified
Oct. 12-14:	Communities not selected for Cohort 2 will be invited to join a call with the HUD Equity DEMO Coaches for feedback
October 2021:	Cohort 2 Launches
Oct. 2021 - Sept. 2022:	Cohort 2 DEMO: 9-12 months, individualized by community



Coordinated Entry Equity Demonstration Round 2: Expression of Interest

Why is it urgent for your community to participate in Round 2 of the Racial Equity Demo?

Our community is experiencing grave racial inequities that are now well documented and understood through the work of our system mapping, gaps analysis, and racial equity action plan.

In Sacramento County and across the country, people of color experience homelessness at disproportionately higher rates because of historic and ongoing inequities.

In Sacramento, Black/African Americans are three times more likely to experience homelessness than the general population. The disparity is even greater for Black/African American families with children. Meanwhile, American Indian and Alaskan Natives are four times more likely to experience homelessness than the general population -- yet under-represented in homeless-related program enrollment.

Sacramento Steps Forward and the Sacramento Continuum of Care (CoC) are committed to ending racial inequities in our homeless response system.

Our Racial Equity Committee (REQC) was initially established to develop a [racial equity action plan](#), which it accomplished through a [development process](#) that included interviews with BIPOC experiencing homelessness, community forums, racial equity trainings and courageous conversations, and research on best practices. The plan was unanimously adopted at the REQC's July 21, 2021, meeting and at the CoC Board's August 11, 2021, meeting.

This is the moment to seize on the momentum of this plan, when community interest is piqued, and the structures are in place for its implementation. Those structures include the ongoing work of the REQC as well as the other committees of the CoC -- Executive, Coordinated Entry System, Systems Performance, Governance, Project Review, HMIS and Data, PIT Subcommittee, and Youth Advisory Board. The day after the CoC Board adopted the Racial Equity Action Plan, the REQC co-chairs presented to the Coordinated Entry System Committee on the aspects of the plan that fall within this committee's purview.



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The Coordinated Entry System co-chairs have been invited to join the next REQC meeting to further this conversation on collaborative implementation.

There is excitement and energy to ensuring that access, assessment, prioritization, and referral are all conducted in ways that decrease barriers for BIPOC in our community. The urgency in becoming a part of the Coordinated Entry Equity Demonstration Round 2 is that the enthusiasm exists now and if we move forward without proper guidance and peer support, we run the risk of making mistakes that will dishearten the community from engaging in further racial equity efforts.

What is the level of support from your CoC leadership, membership, and other stakeholders?

The CoC board recognized the need in 2020 to develop a racial equity lens, even when that means publicly acknowledging that there are weaknesses in the system. It hosted an educational racial equity workshop for the community in September 2020 and then in November 2020, it committed substantial resources to create and support the work of a racial equity committee (the REQC).

In January 2021, we launched the REQC to uncover the scope, causes, and potential solutions of race serving as a predictor for homelessness in Sacramento, and racial equity became a formal [initiative](#) of Sacramento Steps Forward.

The board included in its budget \$25/hour stipends for members with lived experience of homelessness. The committee's work has been embraced by the broader stakeholder base, which has fully participated in a three-part racial equity training series and corresponding courageous conversations, stakeholder forums, monthly REQC meetings, and other community report-outs and workshops. It is now not uncommon for there to be 100+ engaged participants for many of our events.

What previous TA engagements has your community participated in?

Recognizing that we are still learning how to improve our homelessness system of care, our community has humbly taken advantage of TA in several forms. Within the past two years, we have worked closely with consultants from the Technical Assistance Collaborative to develop street outreach standards, through a partnership with the California Department of Housing and Community Development; Homebase to engage our CoC in system mapping, gaps analysis, CE evaluation re-design, and diversion/



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problem-solving initiatives: and Community Solutions to organize our system around the Built for Zero model, which emphasizes best practices in data collection and analysis, case conferencing, and racial equity.

Do you have a core team of individuals meeting regularly to have racial equity conversations that includes Black, Indigenous, Latinx and other people of color, and people with lived expertise of homelessness?

Recruitment and selection for the REQC was very intentional and resulted in a committee that is comprised nearly entirely of members who identify as BIPOC or part of a BIPOC family and nearly half who have lived experience of homelessness. The REQC meets monthly and a subset of the REQC meets on an ad hoc basis. The REQC co-chairs also meet monthly with staff.

The REQC is an asset not just to the CoC, but to the larger community. It is offered as a resource to our County Board of Supervisors and our local city councils to provide input into plans and policies, to give feedback on data and reports and get feedback, to make recommendations, to engage specific populations, and to help our decision makers think through implementation challenges. In this way, our core team of individuals goes far beyond just having conversations to tangibly influencing the policy and practice landscape in our region.

Our CoC's newly adopted Racial Equity Action Plan commits to increasing BIPOC and people with lived experience of homelessness in leadership roles throughout our community. We have already taken action to expand the number of members on our Systems Performance Committee in order to increase representation and efforts are underway to make similar changes on our other committees. Additionally, the new work plan for the REQC calls for this committee to ensure that racial equity strategies and tools are embedded into *all* of the CoC's committees. This will be accomplished by having officially designated liaisons between the REQC and the other committees.

In what ways is your community willing to do transformational equity work to prioritize input and strategies from people with lived expertise and Black, Indigenous, Latinx and people of color in ending homelessness, and how would you reimagine this for your community?

The REQC was tasked with developing an action plan to guide the decision-making process of the CoC Board over the next three to five years. This plan has been fully informed by



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BIPOC with lived experience of homelessness, as well as input and recommendations from stakeholders, studies, pilots, local systems evaluations, and the learnings of other communities.

Transformational -- versus transactional -- equity work requires root cause analysis, authentic power sharing, and trusting relationships. This is the very nature of the journey that our community has embarked upon. We recognize that we must have an equitable process in order to get to equitable outcomes. That means we are changing our system to ensure BIPOC are substantially afforded leadership opportunities, that decision-making is done in collaboration with the community, that data is disaggregated and contextualized, and that organizations that are BIPOC-led and BIPOC-serving are actively supported.

In addition to addressing our own sphere of influence, we are also reimagining ending racial inequities in homelessness by engaging partners and institutions that are further upstream, such as education, foster care, courts, and incarceration. These inequities were not created through any single mechanism and as such they require a concerted, sustained, and just effort that our community is committed to pursuing.