



SACRAMENTO  
STEPS FORWARD

Ending Homelessness. Starting Fresh.

## Racial Equity Committee (REQC) Meeting Agenda

Wednesday, February 16, 2022 | 9:00 AM – 11:00 AM

[Zoom Meeting](#) | Meeting ID: 838 5034 2087 | Passcode: 033400

One tap mobile: +16699009128,,83850342087#,,, \*033400# US (San Jose)

Dial by your location: +1 669 900 9128 US (San Jose)

Find your local number [here](#)

Agenda Item	Presenter(s)	Time	Item Type
<b>I. Welcome and grounding into the space</b>	Angela Upshaw, REQC Co-Chair & Jillyan McKinney Racial Equity Specialist	9:00 AM (5 minutes)	Informational
<b>II. “Spotlight on Equity”</b>	REQC member April Marie Dawson, Executive Director, Resources for Independent Living	9:20 AM (15 minutes)	Informational & Discussion
<b>III. Approval 1/12/22 Meeting Minutes</b>	Angela Upshaw	9:35 AM (5 minutes)	Action
<b>IV. Announcements (Upcoming Events &amp; Recent Actions)</b>	REQC Co-Chairs, REQC Members, & Guests & Jillyan Sylvia McKinney (SSF)	9:40 AM (10 minutes)	Informational
<b>V. HHAP 3</b>	Ya-Yin Isle (Chief Strategic Initiatives Officer, SSF)	9:50 AM (10 minutes)	Informational & Discussion

<b>VI. Bezos Funding</b>	Lisa Bates, CEO SSF Bezos Funding	10:00am (10 minutes)	Informational & Discussion
<b>VII. Liaison Report-Outs</b>	<ul style="list-style-type: none"> <li>• PIT (Point in Time Count Committee) Liaison</li> <li>• PRC (Project Review Committee)</li> <li>• System Performance Committee (Liaison)</li> </ul>	10:10 AM (15 minutes)	Informational & Discussion
<b>VI. CA REAL</b>	Rajni Shankar-Brown and Donald Whitehead	10:25AM (15 min)	
<b>VIII. 2022 REQC Work Plan</b>	Angela Upshaw, REQC Co-Chair, Ardy Akhzari REQC Co-Chair, & Jillyan McKinney Racial Equity Specialist	10:40 AM (15 minutes)	Informational & Discussion
<b>VIII. Comments and Questions</b>		10:55 AM	
<b>IX. Meeting Adjourned</b> <b>Next REQC Meeting is Wednesday, March, 2022 (9:00am to 11:00am)</b> <b>Potential Topics to Cover: Liaison Report-Outs, Racial Equity Action Workplan,</b>			

Reference the [CoC Meeting calendar](#) for upcoming CoC Board and Committee Meetings. For any questions or concerns, please contact [Jillyan McKinney](#), Racial Equity Specialist, Sacramento Steps Forward.

## Racial Equity Committee (REQC) Meeting Minutes

Wednesday, February 16th, 2022 | 9:00 AM to 11:00 AM



[Recording of Zoom Meeting](#). The meeting chat and materials shared during the meeting (not included within the meeting materials packet) are below the minutes.

### Attendance:

Member	Area of Representation	Present
Angela Upshaw, Co-Chair	Veteran's	Yes
April Marie Dawson	People with Disabilities	Yes
Ardy Akhzari, Co-Chair	Sacramento	Yes
Bishop Chris Baker	South Sacramento	No
Bo Cassell	Sac. Emergency Shelter, Food Assist., Transitional Living, Workforce Dev.	No
Crystal Sanchez	Sacramento-Arden	No
Dawn Basciano	Sacramento	Yes
Deborah Hicks	Mental Health Services for Children & Adolescents, Medi-Cal, Special Needs	Yes
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	No
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	Yes
Kazoua Heu	Sacramento County, Underserved Southeast Asians, Hispanics, Whites	No
Lorraine Wilkins	Sac. County, Youth, Formerly Incarcerated	Yes
Quinn Jones-Hylton	Sacramento	No
Samantha Earnshaw	Northern California, Youth, Families, Single Homeless, Disabilities	Yes
Shaline Hunter	Sacramento and Statewide	Yes
Stephanie D. Thompson	Oak Park and Marina Vista	Yes
Steven Seeley	Mental Health Services, Sac. County	No
Tiffany Glass	Elk Grove, Sacramento County	Yes
Viola Wells	South Sacramento	No

Zuri K. Colbert	Sacramento County, Under-Resourced Neighborhoods - BIPOC focused	Yes
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SSF Staff	SSF Title
Christina Heredia	Referral Specialist
Glen Merker	Referral Specialist
Jillyan Sylvia McKinney	Racial Equity Specialist
Lisa Bates	Chief Executive Officer
Michele Watts	Chief Planning Officer
Peter Bell	Coordinated Entry Systems (CES) Program Manager
Ya-Yin Isle	Chief Strategic Initiatives Officer

Guests
Angel Uhercik, Emily Davis, Jill Fox, Koby Rodriguez, Patricia Chadwick, Ranji Shankar-Brown, Rick Loek, Robin Barney, Tiffany Rayford, Tina Glover

<b>I. Welcome and grounding into the space:</b> Angela Upshaw, REQC Co-Chair &
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Jillyan McKinney Racial Equity Specialist

**No comments**

**II. “Spotlight on Equity”:** April Marie Dawson, Executive Director, Resources for Independent Living

April gave a review for new faces. They have 29 independent living centers. All staff and board have disabilities. Her company was run by a majority white board with a majority minority staff. They recently had a more balanced pay scale approved and recently diversified their board. Board is now almost all BIPOC members. Core services are peer support, independent classes on Zoom, caregiver registry, extensive housing list, advocacy and transition service with a youth component. Main point of the company is to help people with disabilities live independently. They are involved in outreach work but don't have an outreach worker. They do plan to find out who they haven't been reaching and make an action plan to reach out.

**III. Approval 1/12/22 Meeting Minutes:** Angela Upshaw

There were no minutes to share at this meeting. Both the following month and today's meeting minutes will be presented for approval at the next meeting.

**IV. Announcements (Upcoming Events & Recent Actions):** REQC Co-Chairs, REQC Members, & Guests & Jillyan Sylvia McKinney (SSF)

- Heritage and awareness month form will be sent out for feedback. Jillyan hopes to have this form go out every week to highlight what people are doing in the community.
- Crystal Sanchez- resources aren't connecting because people are losing housing/small RV's. Sweeps are being done in the City. Mainly in Evergreen, Del Paso Heights and Lexington areas. She will be filing a lawsuit on the 21st of February.
- Christina Heredia- Project Room Key participants are being vacated from La Quinta and are anxious they will have a street exit. SSF is helping to move them medically challenged will go first and they are expediting clients with vouchers. The county is working to make sure they don't have a street exit.
- Crystal Sanchez- working on the 100 day challenge. They have 20 of their 46 needed

### **V. HHAP 3:** Ya-Yin Isle (Chief Strategic Initiatives Officer, SSF)

- State HHAP-3 funding for homelessness requires a local homelessness action plan as part of the application due by the end of June. SSF and partners are developing the process for the action plan development now and the CoC Board and committees will be key participants asked to contribute.
- Access to additional announcements can be found in the meeting recording link near the top of the minutes (above the attendance).

### **VI. Bezos Funding:** Lisa Bates, CEO SSF

- Last October SSF was invited to apply for the Bezos Funding. \$5 million awarded with 4.5 million to go back out to community based organizations for families to end homelessness. The funds are to be spent over a 5 year period. SSF is interested in collaborating with Black Child Legacy and looking to bring on a consultant with Sierra Health. There will be more information on Bezos Funding in March/April because they are trying to align it with the HHAP 3 in the Summer.
- Two family housing projects coming online. One in Natomas and one in Citrus Heights

### **VII. Liaison Report-Outs:** PIT (Point in Time Count Committee) Liaison

No comments on Liason report-outs

### **VI. CA REAL:** Rajni Shankar-Brown and Donald Whitehead

- Sacramento is well above other areas in CA with racial equity but the work is fragmented. They shared the core team characteristics to help them advance equity in real ways
- State wants goals in place by end of February
- Goals created will mirror REQC workplan and goal setting

- **VIII. 2022 REQC Work Plan:** Angela Upshaw, REQC Co-Chair, Ardy Akhzari REQC Co-Chair, & Jillyan McKinney Racial Equity Specialist



Four goals already outlined. Work is being done on goal one and goal two.  
Comments on goal three

- It should be at a fifth grade level readability
- Should reach out to professional translators
- Find out what languages are needed to translate into

Goals may not be completed in one year. Goal four was created.

### **VIII. Comments and Questions**

Zuri Colbert shared information on hygiene kits for BIPOC.

### **IX. Meeting Adjourned**

**Next REQC Meeting is Wednesday, March, 2022 (9:00am to 11:00am)**

**Potential Topics to Cover: Liaison Report-Outs, Racial Equity Action Workplan**



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# Racial Equity Committee Work Plan 2022

**Goal 1:** Engage Persons with Lived Expertise to join Assessment and Prioritization Working group and CORE Initiative.

Subgoal 1.1: Recruiting Persons with Lived Expertise and hiring them as Independent Contractors, paid by SSF

**Goal 2:** Develop thresholds of representation for all committee recruitment processes, with consideration given to the inclusion of individuals representing the following: lived expertise, identifying as Black, Indigenous and People of Color, and/or individuals with disabilities.

Subgoal 2.1: Focus specifically on recent lived experience within the last 1-3 years from the Sacramento community.

Subgoal 2.2:

**Goal 3:** Language accessibility for outreach and materials, forms, etc (all docs) and readability. (Needs further development to be more specific)

Subgoal 3.1: VI-SPDAT should be translated by a professional translators

Subgoal 3.2 Any NEW assessment tool should have translations

**Goal 4:** Clarify and refine and clarify REQC Liaisons roles and responsibilities

## Annual Plan (WIP)

Month	Activities
December 2021-February 2022	<ul style="list-style-type: none"><li>Assigned REQC Liaisons to be COC subcommittee</li></ul>
March 2022-May 2022	<ul style="list-style-type: none"><li>Provided feedback to the Coordinated Access Entry team for RAPS evaluation.</li></ul>

<b>June 2022-August 2022</b>	
<b>September 2022-December 2022</b>	



## Copy Heritage and Awareness Month Spotlight Interest Form

Questions

Responses

Settings

# Heritage and Awareness Month Spotlight Interest Form

Sacramento Steps Forward wants to honor and celebrate our incredibly diverse Racial Equity Committee Members. We are starting a Heritage and Awareness Spotlight Feature that will be shared in our newsletter and on our website. The goal of this effort is to highlight the excellence of our members and create a space of celebration. If you are interested, please fill out this form. You will be asked to write a 100 word bio of yourself and your organization and include a photo of your choosing.

Email \*

Valid email

This form is collecting emails. [Change settings](#)

Last Name \*

Short answer text

First Name \*

Forms containing File Upload questions are not currently supported in shared drives. Please remove this form from the shared drive.

DISMISS

Short answer text

Email \*

Short answer text

Phone Number \*

Short answer text

Heritage Month that you identify with. \*

- ☐ February-Black History Month
- ☐ March-Women's History Month
- ☐ March-Developmental and Disabilities Awareness Month
- ☐ March-National Deaf History Month
- ☐ April-Arab American Heritage Month
- ☐ April-Autism Awareness Month
- ☐ May-Asian American and Pacific Islander Awareness Month
- ☐ May-Jewish American Heritage Month
- ☐ June-LGBTQIA Pride Month
- ☐ June-Immigrant Heritage Month

- ☐ August-(8/9) International Day of the World's Indigenous People
- ☐ September-Hispanic/LatinX Heritage Month
- ☐ October Filipino American History Month
- ☐ October-Blindness Awareness Month
- ☐ October LGBT History Month
- ☐ October-Global Diversity Awareness Month
- ☐ November-National Native American/Indigenous History Month
- ☐ December-International Day of Persons with Disabilities (United Nations)

Is there a heritage/awareness month we are missing? \*

1. Yes
2. No

If answered yes to the previous question, please specify the month and information.

Short answer text

What contributions do you make to the community? Is there an upcoming event that the community can participate in? \*

Long answer text

Long answer text

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Upload a photo for the spotlight \*

Upload your bio-100 words (use word or google docs) Include: Info about yourself and your org, contributions to the community, upcoming events that the community can participate in, etc. \*

# **California Racial Equity Action Lab (REAL)**

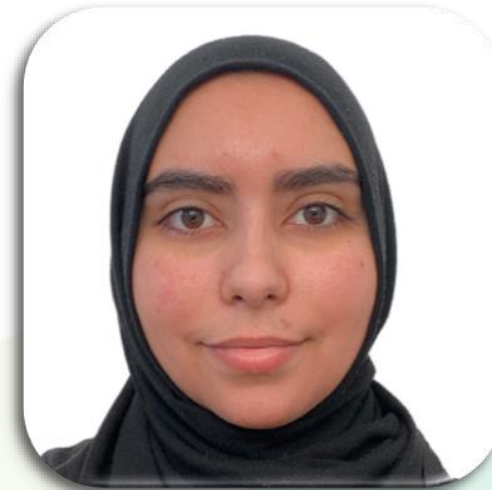
Community Kickoff and Project Overview



# Welcome



**Nichole Zaragoza-Smith**  
Capacity Building Team Supervisor



**Sara Mahmoud**  
Capacity Building Analyst

# REAL Project Overview

- I. Welcome and Introductions**
- II. REAL Overview**
- III. Theory of Change**
- IV. Phase 1: Development of Racial Equity Goals**
- V. Phase 2: Intensive Technical Assistance**
- VI. Next Steps**



**RACIAL EQUITY**  
ACTION LAB

# **Welcome and Introductions**

# Racial Equity Action Lab: Leadership Team



**LaMont Green, DSW, LSWAIC**  
*Director of Diversity, Equity, & Inclusion*  
TAC



**Gina Schaak**  
*Senior Consultant*  
TAC



**Nastacia' Moore**  
*Senior Associate*  
TAC



**Aubrey Sitler, MPP, MSW**  
*Homeless Systems Technical Assistance Provider*  
Abt Associates



**Louise Rothschild**  
*Senior Associate*  
Abt Associates



**Regina Cannon**  
*Chief Equity and Impact Officer*  
C4 Innovations



**Jonathan Cox**  
*Director of Housing Solutions*  
C4 Innovations



**Jeff Olivet**  
*Co-Founder*  
Racial Equity Partners



**Donald Whitehead, Jr**  
*Co-founder, Racial Equity Partners*  
*Executive Director, National Coalition for the Homeless*



**Rashema Melson**  
*Consultant*  
Racial Equity Partners

# REAL OVERVIEW

# REAL Goals

- Design racially equitable homelessness systems by utilizing equity-based decision making tools within policymaking, system and project design, funding process, and governance.
- Develop a results-driven approach for racial equity by utilizing both quantitative and qualitative data analyses to drive concrete system and programmatic improvements that are effective in eliminating racial disparities across homelessness and intersecting systems.
- Eliminate the distance between traditional decision-makers and people who are closest to the problem by engaging and sharing power with BIPOC with lived expertise of homelessness to better understand racial inequities and co-develop solutions that work.
- Develop strategies with communities most impacted to support greater engagement and investment in local BIPOC grassroots organizations serving historically disenfranchised communities overrepresented in homelessness systems.
- Embed continuous quality improvement strategies to ensure community-wide accountability, transparency, and achievement of race equity goals.

# Theory of Change



# Theory of Change\*

According to our best thinking, we believe that **IF:**

- People with lived experience of homelessness, including BIPOC, are invited into roles that enable the co-design of new systems and processes in communities;
- Using a racial equity lens, communities can develop targeted goals by analyzing their local data and contexts and identifying root causes of racial inequities within their homelessness systems;
- Through peer learning, communities explore and develop competency around racial equity, emerging best practices, and innovations; and
- Communities test potential strategies and processes to eliminate racial disparities through improvement projects...



# Theory of Change\*

**THEN**, we believe that communities will be able to:

- Interrogate the entire homeless system in order to identify, unpack, and dismantle internalized, interpersonal, institutional, and systemic levels of racism that are the persistent drivers of inequity;
- Establish community Racial Justice Champions with the skills to lead racial equity transformations in local homelessness systems; and
- Implement and scale up strategies necessary to eliminate and prevent racial disparities in homelessness.

# Phase 1:

Development of Racial Equity Goals

# Community of Practice on Developing Racial Equity Goals

**Frameworks that will be used to develop goals:**

- Racial Equity 101- Developing Shared Language and Understanding of Race Equity
- Unpacking Our Role as Gatekeepers
- Power Analysis
- Current State to Transformed State Mapping



# Phase 1 Community of Practice Lab: Develop Racial Equity Goals



RACIAL EQUITY  
ACTION LAB

NOV 2021

DEC 2021

JAN / FEB 2022

Planning

▼ Scope of Work, Timeline, Messaging, &  
Methodology Completed: 11/4

▼ Pre-Kick Off Office Hours Call:  
11/9

▼ Staff Orientation:  
11/24

Pre-Implementation

▼ Community Initial Assessment &  
Identification of Core Team Members:  
12/10

Implementation:  
Community of  
Practices (COP)

♥ CA REAL Initiative Kick-off:  
1/12

♥ COP: 1st Meeting:  
1/24-1/28

COP: 2nd Meeting:  
2/7-2/11

♥ COP: 3rd Meeting:  
2/14-2/18



Celebration &  
Sustainability

Goals Completed: 2/21 ★

Community Presentations & Celebration:  
2/25 🌟



# Participating California Communities

Communities			Coaching and TA support
Sacramento County 503	Shasta County 516	Lake 529	    
Colusa, Glenn, Trinity Counties CoC 523	Vallejo/Solano County CoC 518	Lake County CoC 529	
San Diego City 601	Butte County 519	Santa Ana City 602	
Los Angeles City 600	Merced City & County 520	Bakersfield/Kern County CoC 604	
Stanislaus County 510	Davis, Woodland/Yolo County CoC 521	Riverside 608	
Turlock, Modesto/Stanislaus County CoC 510	Yolo County 521	Riverside City & County CoC 608	
Tulare 513	Humboldt County 522	Glendale CoC 612	
Fresno City 514	Humboldt County CoC 522	Imperial County 613	
Fresno City & County/Madera County CoC 514	Glenn 523	Imperial County CoC 613	
Del Norte County 516	Tuolumne 526	Santa Ana City 602	
Redding/Shasta, Siskiyou, Lassen, Plumas, Del Norte, Modoc, Sierra Counties CoC 516	Tehama 527	Tehama County CoC 527	

# Racial Equity Action Lab: Coaching Team



**LaMont Green, DSW, LSWAIC**  
*Director of Diversity, Equity, & Inclusion*  
TAC



**Monique Price, MS**  
*Racial Equity Subject Matter Expert/Manager II*  
C4 Innovations



**Donald Whitehead, Jr**  
*Co-founder, Racial Equity Partners*  
*Executive Director, National Coalition for the Homeless*



**Louise Rothschild**  
*Senior Associate*  
Abt Associates



**Lori Pampilio-Harris**  
*Consultant*  
Racial Equity Partners



**Nastacia' Moore**  
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**Jeff Olivet**  
*Co-Founder*  
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**Rashema Melson**  
*Consultant*  
Racial Equity Partners

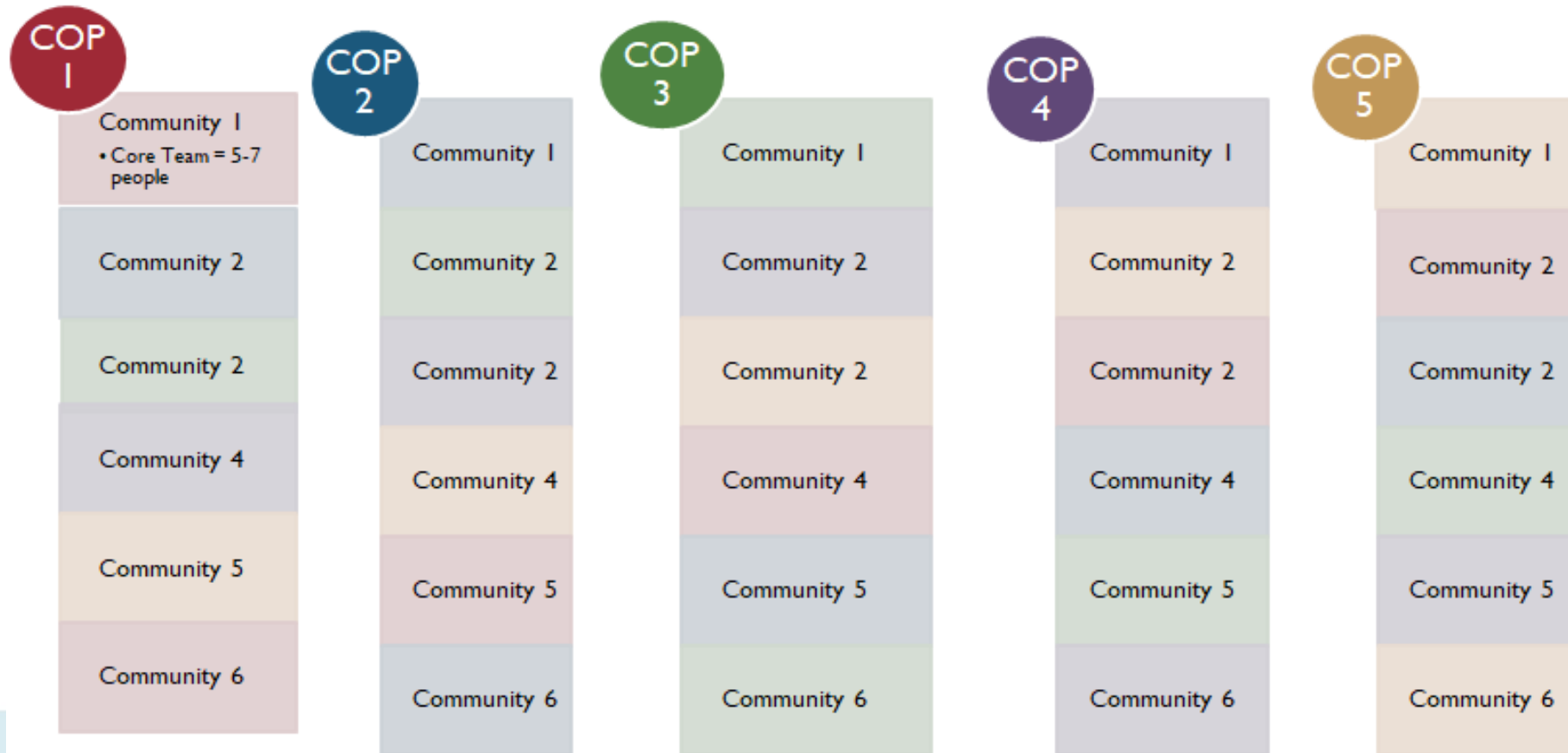


**Rajni Shankar-Brown, Ph.D.**  
*Vice President*  
National Coalition for the Homeless



**Bob Erlenbusch**  
*Consultant*  
National Coalition for the Homeless

# Community of Practice (COP) Structure





# Community Core Team Purpose

**Through partnership with your REAL coaching team and the community core team, participants will:**

- Commit to making space for non- traditional stakeholders from racially marginalized communities. This includes but is not limited to agencies, individuals and government entities
- Actively and continuously incorporate Black, Indigenous and People of Color with lived experience of homelessness in decision-making processes and bodies
- Participate in learning opportunities (Community of Practice) to strengthen overall team capacity
- Complete a brief assessment to inform racial equity goals
- Work with coaching team to identify one- three working race equity goals



# Recommended Core Team Characteristics

The core team will be comprised of a diverse group of 5-7 people across race, age, gender, sexual orientation and experience. The composition of the core team should challenge assumptions on traditional qualifications such as higher education, and instead emphasize qualifications such as lived expertise of homelessness navigating systems and/or community organizing...

- Black, Indigenous, and People of Color with lived experience of homelessness
- Coordinated Entry Team Decision Maker
- CoC Lead Staff Member
- Data Lead Staff Member
- Others (Non-traditional stakeholders engaged in racial equity work)



# Phase 2:

**Intensive Racial Equity Technical Assistance**

# Next Steps

# Next Steps...

## ■ Identify Core Team Members

- Black, Indigenous, and People of Color with lived experience of homelessness
- Coordinated Entry Team Decision Maker
- CoC Lead Staff Member
- Data Lead Staff Member
- Others (Non-traditional stakeholders engaged in racial equity work)

## ■ HHAP grantees please email your Core Team members names and contact information to the Assessor who completed your initial community assessments by **Friday, January 14th at 12pm PT (3pm ET)**

- Rajni Shankar- Brown, PH.D. - [rajni@shankar-brown.com](mailto:rajni@shankar-brown.com)
- Rashema Melson- [rashema1022@gmail.com](mailto:rashema1022@gmail.com)
- Nastacia' Moore - [NMoore@tacinc.org](mailto:NMoore@tacinc.org)
- Jeff Olivet - [jeff@racialequitypartners.com](mailto:jeff@racialequitypartners.com)
- Lori Pampilio –Harris - [lori@vujadeconsulting.com](mailto:lori@vujadeconsulting.com)
- Monique Price, MS - [mprice@c4innovates.com](mailto:mprice@c4innovates.com)
- Louise Rothschild- [Louise\\_Rothschild@abtassoc.com](mailto:Louise_Rothschild@abtassoc.com)
- Donald Whitehead, Jr - [donald@racialequitypartners.com](mailto:donald@racialequitypartners.com)

# California Racial Equity Action Lab (REAL)

Racial Equity 101:  
Developing Shared Language and Understanding of Race Equity



# Racial Equity 101:



RACIAL EQUITY  
ACTION LAB

- I. Leading with Racial Equity and Social Justice**
- II. Shared Anti-Racist Language and Concepts**
- III. History on Repeat: Understanding the historical Impact of Systemic and Institutional racism on BIPOC experiencing homelessness**
- IV. Applying a Racial Equity and Social Justice Lens for Developing Goals**
  - ▶ **Advancing Racial Equity and Social Justice using a Race Equity Lens**
  - ▶ **Understanding Racial Equity through a Race Equity and Social Justice Lens: Identifying Goals to promote Racial Equity**
- V. Unpacking Our Role as Gatekeepers**
- VI. Next Steps**

# Starting with a Liberated Space

“A liberated space is a space grounded in **community** and **love**. It is a space where we are free (libre) to **be human** along with one another. And since to be human is to err, a Liberated Space is a space where **a mistake, or a transgression will not cost us our freedom**. That being said, in a Liberated Space, we will process whatever intentional and unintentional hurt/pain is caused by our words/actions.

A Liberated Space is a space in which everyone works as a team to **restore that which has been broken**. We all play a part in doing so. In a Liberated Space, we all hold each other accountable for doing so. **We protect each other.**” – *Martin Urbach*

Are grounded in  
**community** and **love**.

**Look out** for each other  
and **protect** each other.

Work as a team **to restore**  
what has been broken.



Are free to **bring all of**  
**ourselves**.

Are free to **take risks** and  
**make mistakes**.

Are free to be uncomfortable,  
**to hold tension in life-**  
**giving ways**.

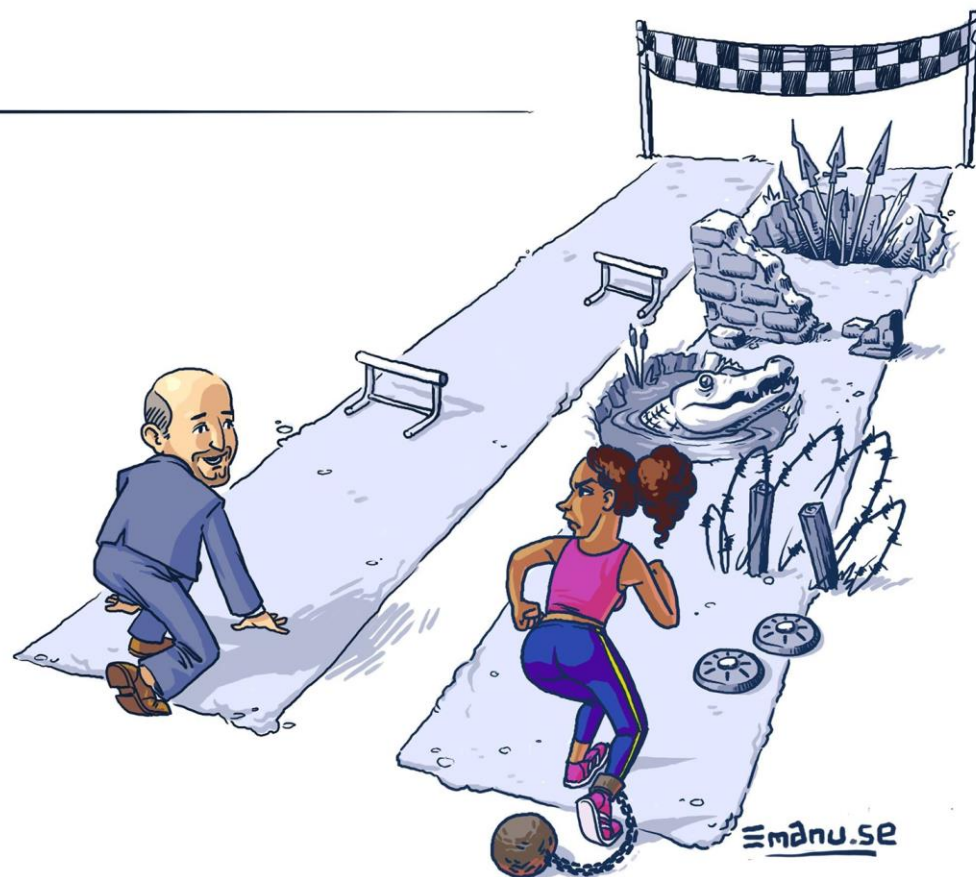
# **Leading with Racial Equity and Social Justice**





## Why Now? What this “Moment” Teaches Us

# Why We Lead with Race



"What's the matter?  
It's the same distance!"

- Race is a predictor of health outcomes, social well-being and economic well-being in the US.
- Black folks and other folks of color are disproportionately represented among those experiencing homelessness and housing insecurity.
- To end homelessness, we must build systems with targeted strategies that are responsive to those who are most impacted by the issue.

# RACIAL INEQUITY

United States		General Population	Deep Poverty (<50% FPL)	Homeless
	White	61.6%	69.9%	48.3%
	Black	12.1%	24.4%	39.4%
	American Indian and Alaska Native	1.1%	1.6%	3.3%
	Asian and Native Hawaiian and other Pacific Islander	6.2%	5.7%	2.8%
	Hispanic/Latinx (of any race)	18.7%	26.8%	22.5%
		2020 US Census	2019 US Census American Community Survey 2018 SPARC Study	2020 HUD AHAR



# EQUALITY



# EQUITY



# **Shared Anti-Racist Language and Concepts**

# Race is . . .

a social construct or idea that

- has been **built** over time
- continues to **evolve** and change
- has **concrete** ramifications for people's lives, and
- has many interconnecting sides or **facets**

The process of **racialization** is *one* way that our society sorts communities and people to allocate resources and access to resources.

It is helpful to shine light on it



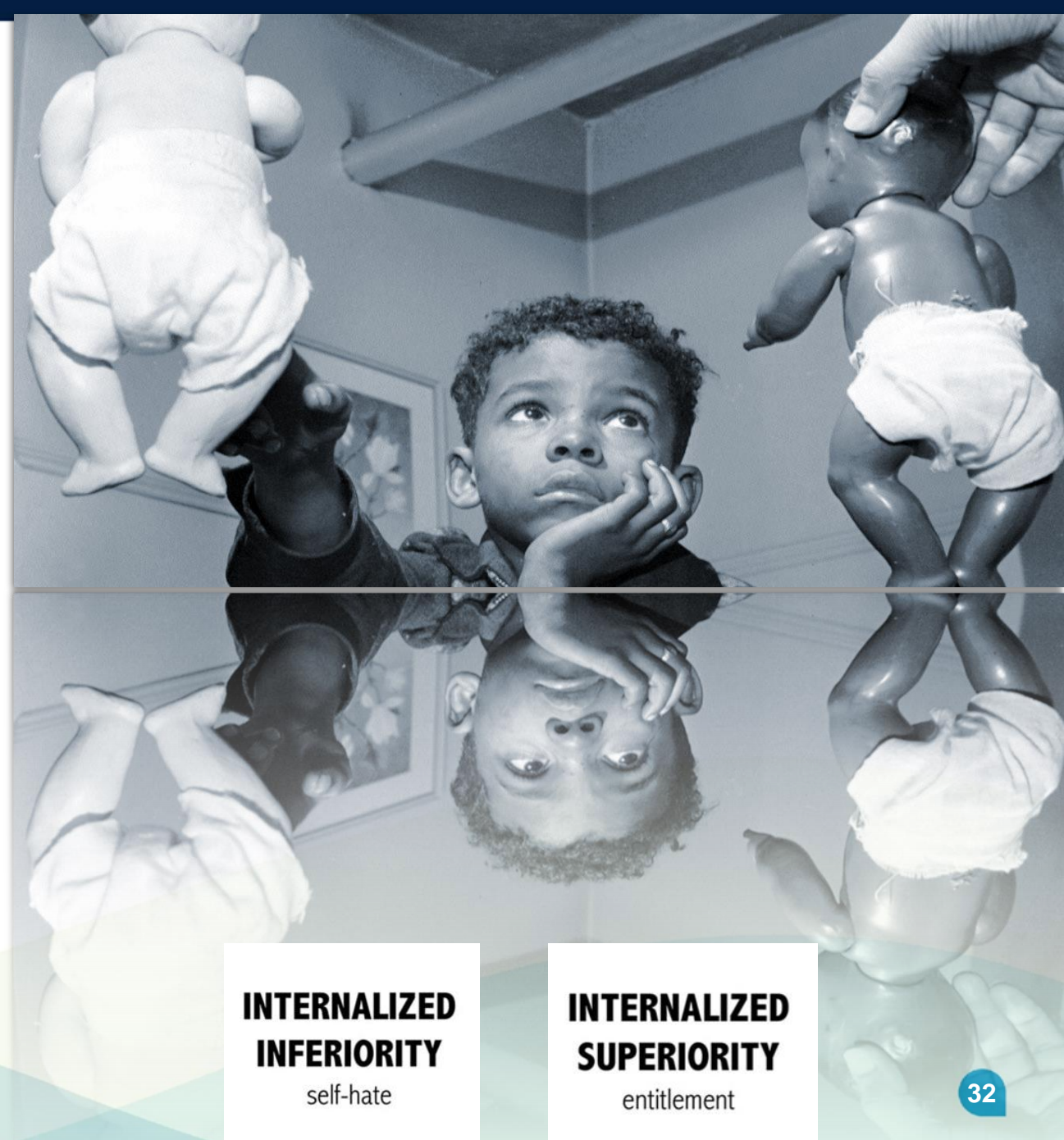
Image source: understandingrace.org



# Forms of Racialization

**Internalized Racial Inferiority-** is a complex multi-generational socialization process that teaches people of color to believe, accept and live or act out negative societal definitions of self

**Internalized Racial Superiority-** is a complex multi generational socialization process that teaches white people to believe, accept and or live superior societal definitions of self



**INTERNALIZED  
INFERIORITY**  
self-hate

**INTERNALIZED  
SUPERIORITY**  
entitlement





# **History on Repeat:**

**Understanding the Historical Impact of Systemic and Institutional Racism on BIPOC Experiencing Homelessness**



1600s

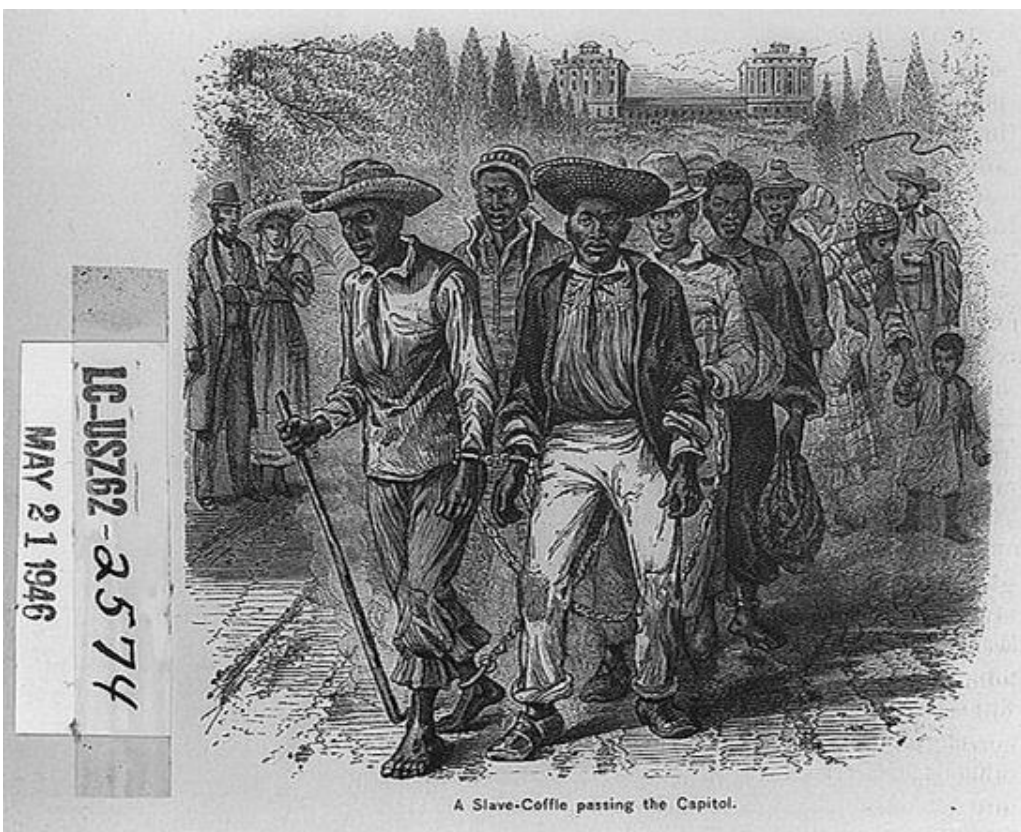


1619



1830

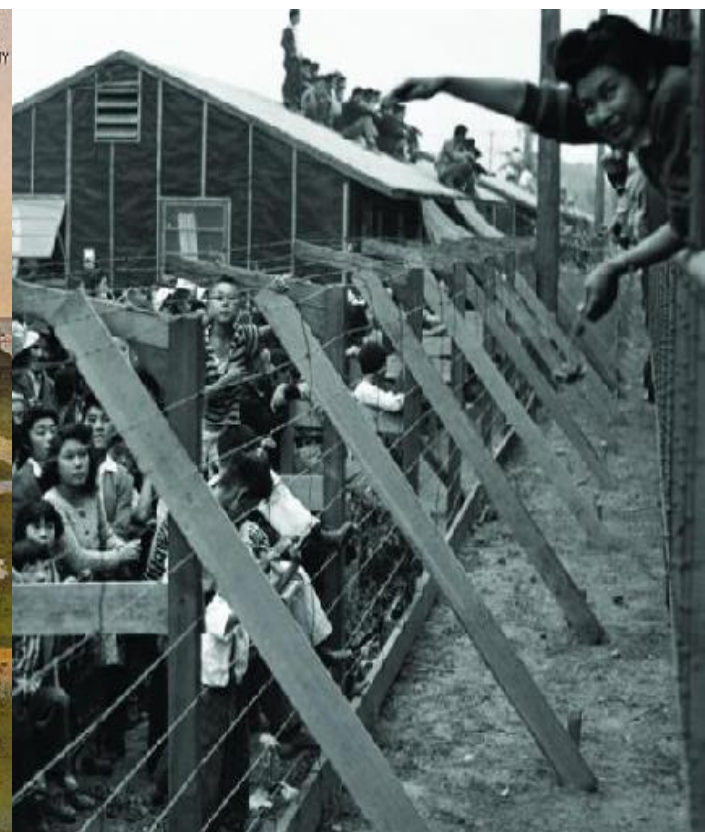




1800s

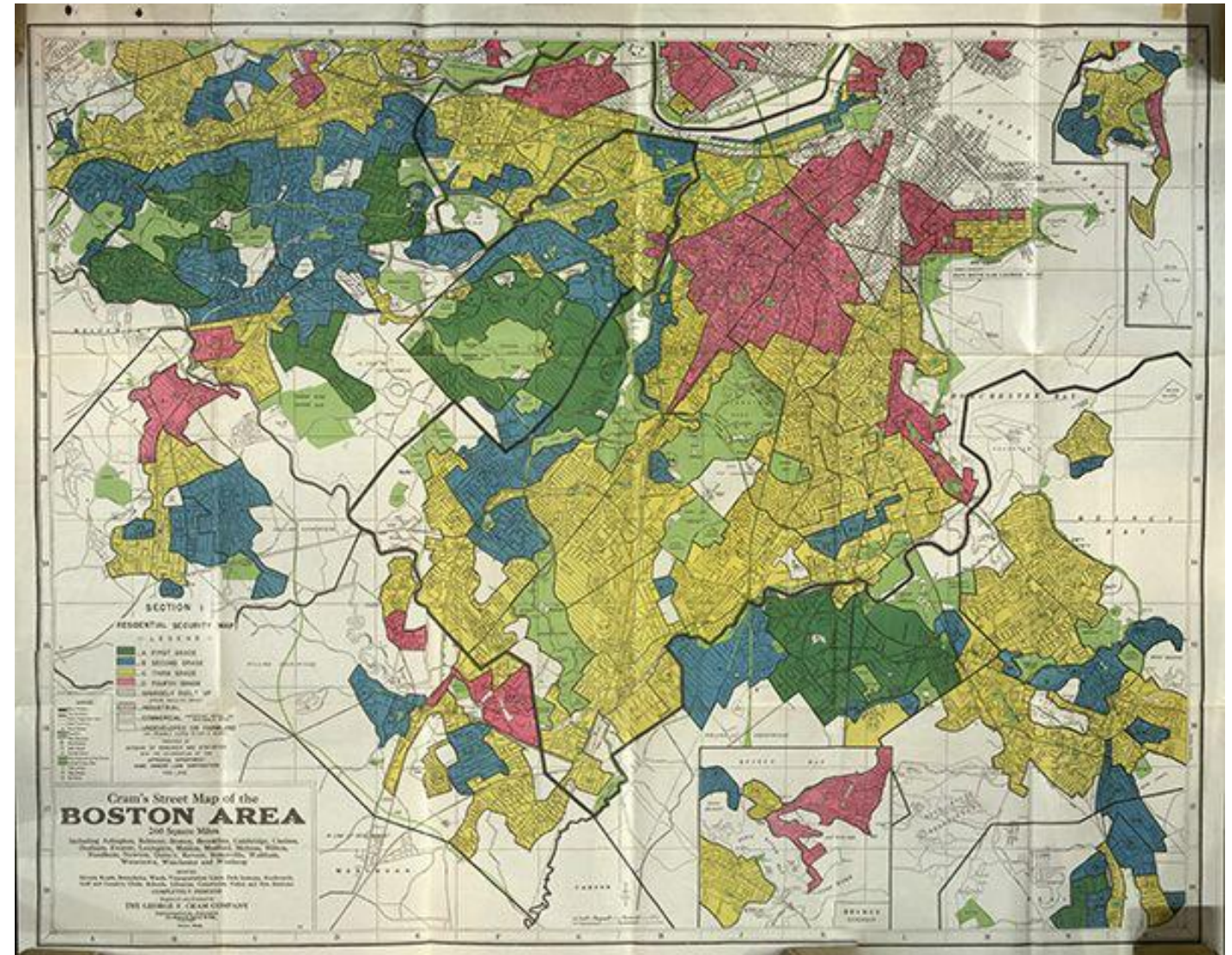
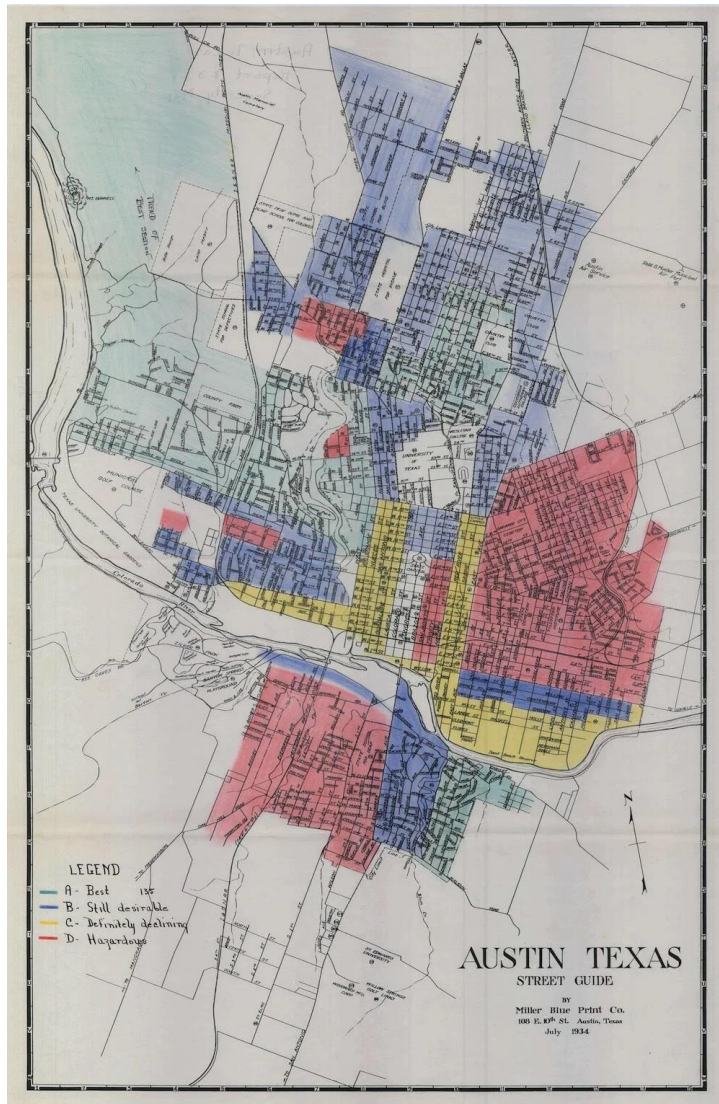


1882



1940s





1930s - 1968





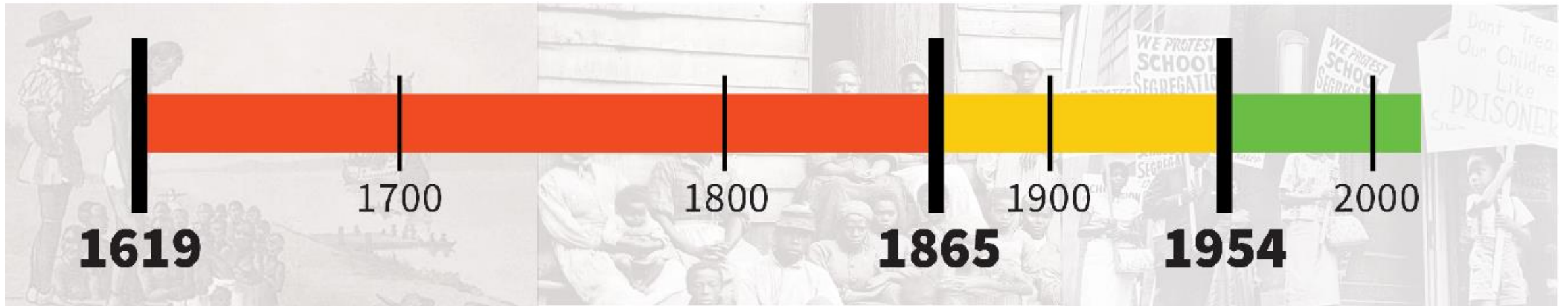
1968 -Present

# *American Slavery*

246 YEARS

# *Segregation*

89 YEARS



**RACIAL  
EQUITY  
PARTNERS**

# **Applying A Racial Equity and Social Justice Lens for Developing Goals**



WE WHO BELIEVE  
IN FREEDOM  
CANNOT REST

“Ignorance allied with power is the most ferocious enemy justice can have.” – James Baldwin

# What is Social Justice?

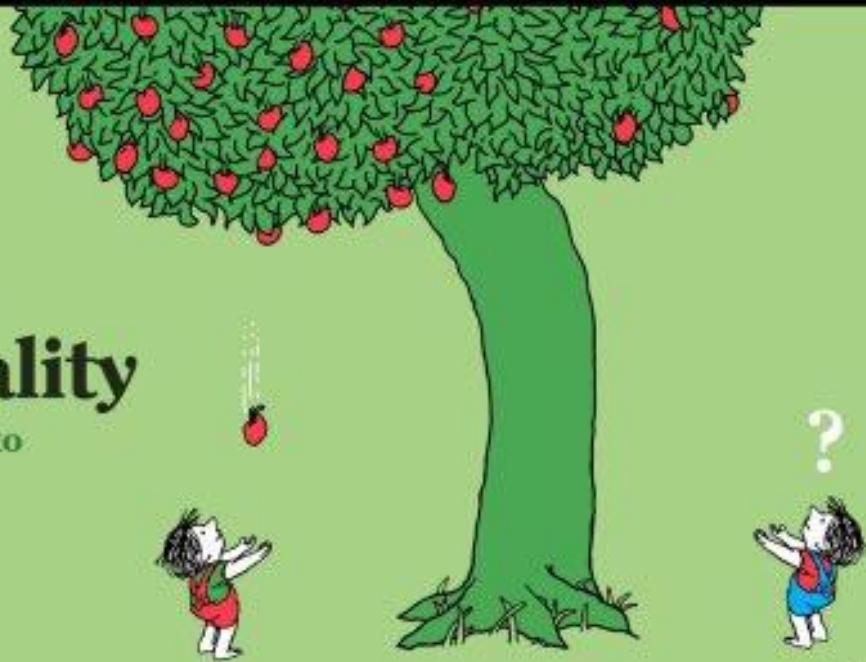
**Social Justice (SJ) is both a PROCESS and a GOAL.**

- SJ = full and equal participation of all groups in a society that is mutually designed to meet their needs.
- SJ = a vision of society that is equitable; a world in which all members are physically and psychologically safe and secure.
- SJ = fair distribution of opportunities, access, and resources.
- SJ = elimination of systemic barriers and oppression.
- Social *injustice* = rights of a person or a group of people are ignored, disrespected, or violated.



# Inequality

Unequal access to opportunities



By Shmuel Herzfeld  
Based on the famous story by  
Theodor Herzl, 1896, reprinted in The New York Times

# Equality?

Evenly distributed tools and assistance



By Shmuel Herzfeld  
Based on the famous story by  
Theodor Herzl, 1896, reprinted in The New York Times

# Equity

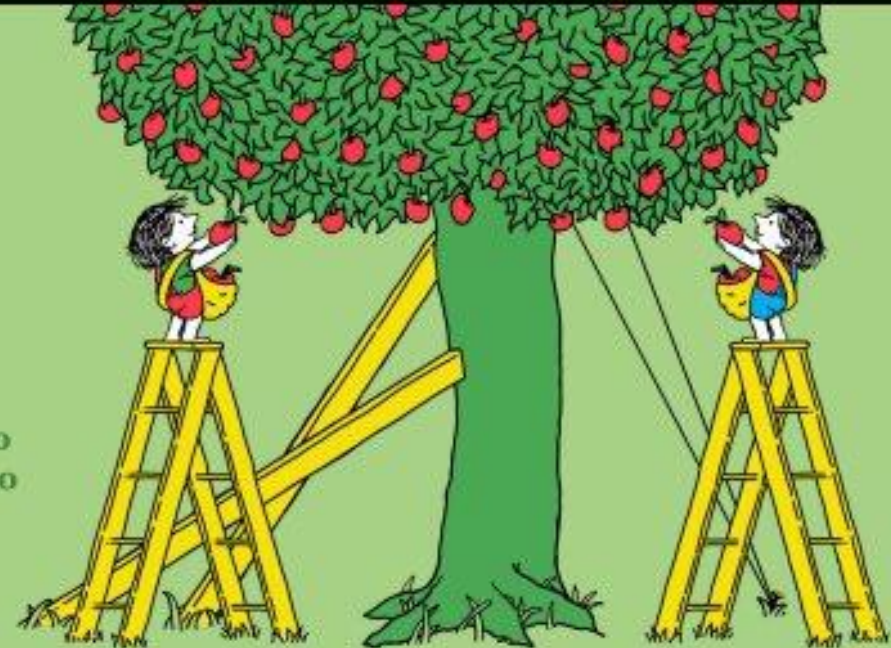
Custom tools that identify and address inequality



By Shmuel Herzfeld  
Based on the famous story by  
Theodor Herzl, 1896, reprinted in The New York Times

# Justice

Fixing the system to offer equal access to both tools and opportunities



By Shmuel Herzfeld  
Based on the famous story by  
Theodor Herzl, 1896, reprinted in The New York Times



# Developing a Racial Equity Lens

**\* Racial equity = outcome and a process**

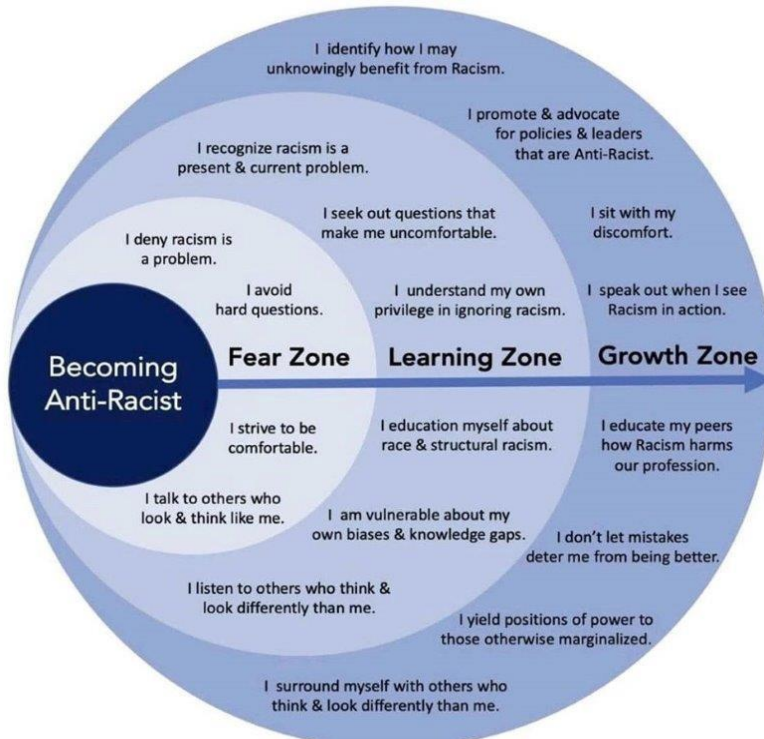
**Outcome:** *we achieve racial equity when race no longer determines one's socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live.*

**Process:** *we apply racial equity when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.*

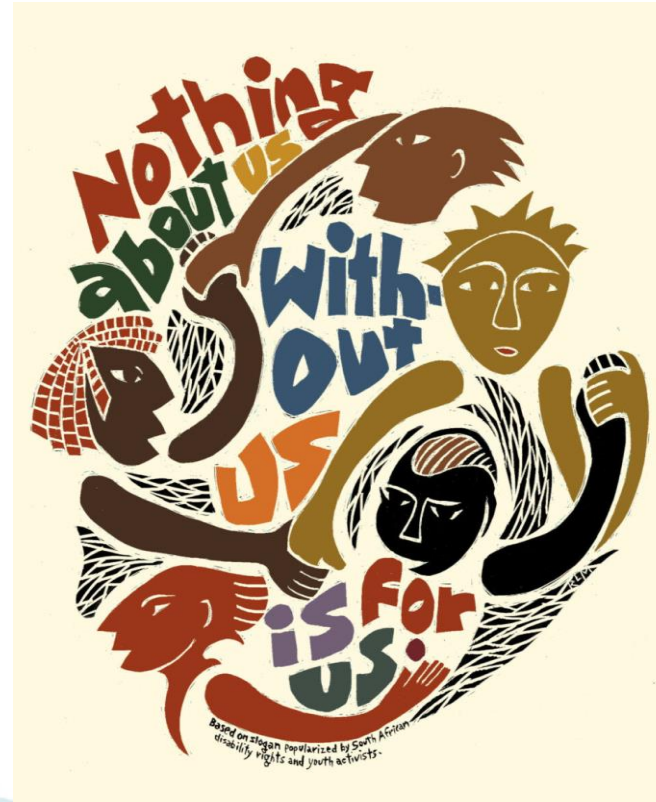


# Developing Community Goals

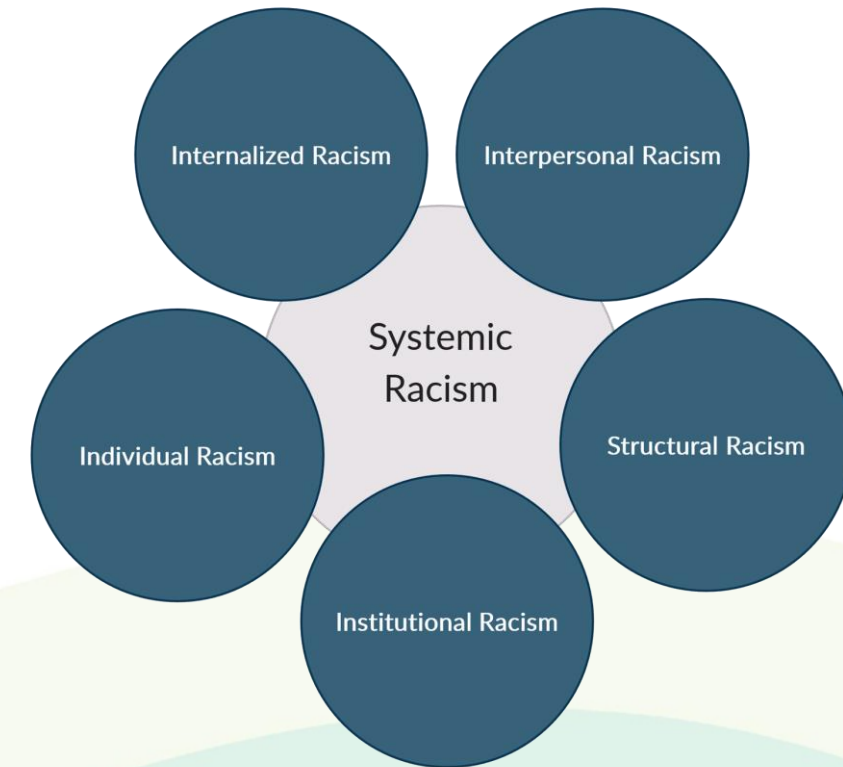
Policies, processes, and other systemic structures must be reviewed and rebuilt with a focus on racial and economic equity and inclusion.



Graphic by Ibrahim, A. M.



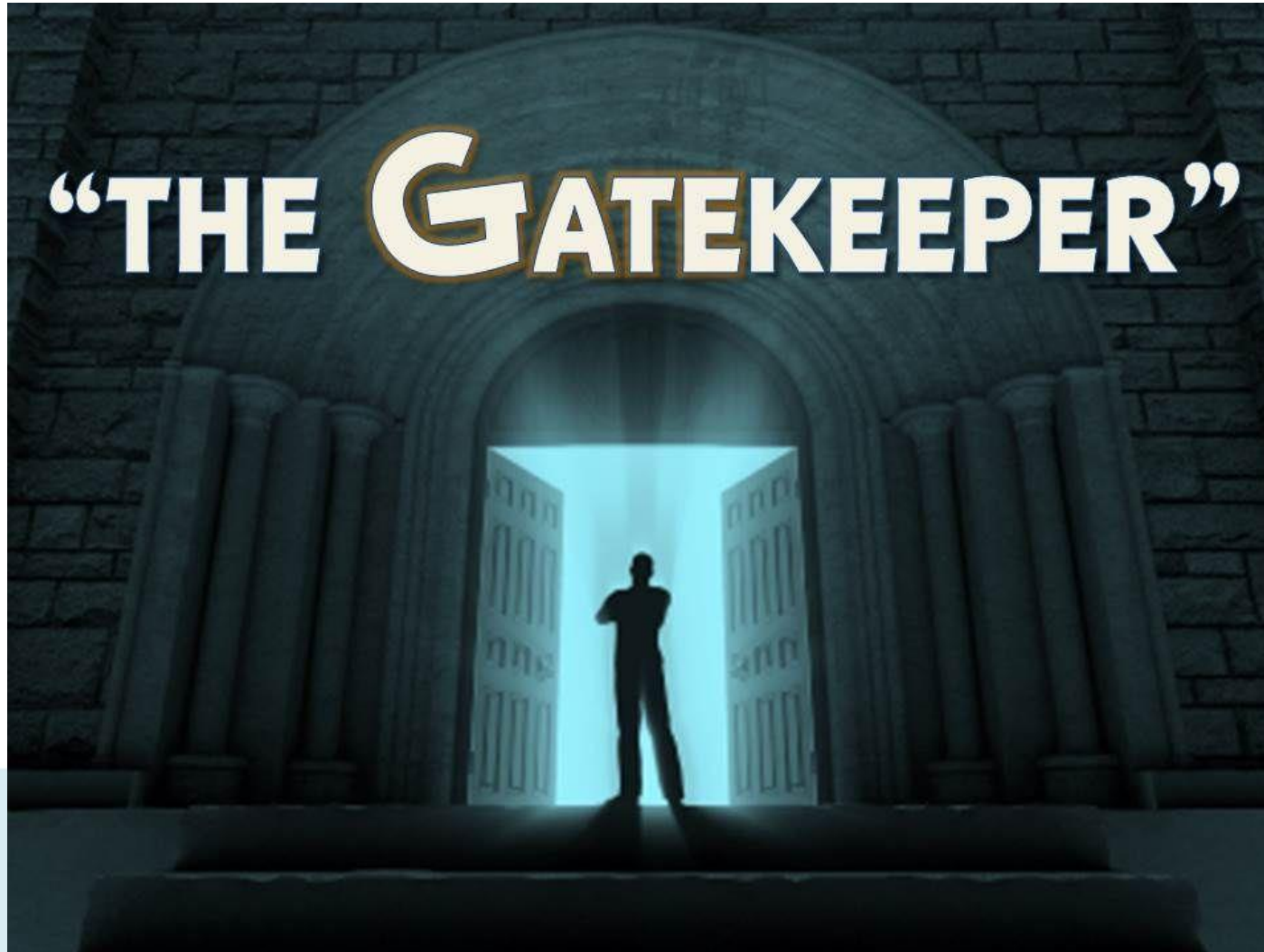
Art by Ricardo Levins Morales





# **Unpacking Our Role as Gatekeepers**

# Interrogating Our Role as Gatekeepers



# Ways that Gatekeeping Shows Up

- Disconnection between our role and our liberated gatekeeping potential
- Not engaging in open sharing about professional mistakes and harm we and our organizations have caused with a focus on amends and changed action moving forward
- Being mostly performative about racial equity and engaging PWLE by not committing to actions that will move money, share power, and lead to concrete solutions that advance racial equity and social justice

# Discussion Questions...

1. What are the dynamics of professionalism/gatekeeping that keep you and/or your organization stuck in perpetuating institutional and structural racism?
2. What would liberated gatekeeping look like for you and/or your organization?

# Apply Racial Equity Lens to **EVERYTHING**: Questions to Consider

- What are the Race Equity goals for this process (typically 1 -3 overarching goals)? → **SET RACIAL EQUITY GOALS**
- How are we being accountable to BIPOC and PWLE in this process? → **BE ACCOUNTABLE TO PWLE**
- How are we maximizing benefit and minimizing harm to BIPOC and PWLE in this process? → **MAXIMIZE BENEFIT & MINIMIZE HARM**
- What are the systemic and institutional barriers in place that act as additional constraints for BIPOC and PWLE? What are interventions to remove barriers to ensure equitable outcomes? → **IDENTIFY & REMOVE BARRIERS**
- How are we monitoring our progress to ensure that we are iterating rapidly to meet the goals while being accountable to those most impacted. → **CONTINUOUS QUALITY IMPROVEMENT**



# Questions

# Contact Information



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*Housing and service strategies that work for people*

## Supporting our Unhoused African American Community Members



### African American Products and Hygiene Items

#### Local Businesses/Supply Stores:

**Nubian Family Beauty Supply**  
2251 FLORIN RD  
Suite 135, SACRAMENTO, CA 95822-4478 United States  
[nubianfamilybeauty@gmail.com](mailto:nubianfamilybeauty@gmail.com)  
916-389-0357

EMAIL: [snsequity@gmail.com](mailto:snsequity@gmail.com)  
for more info or questions about  
the support to our Black  
Unhoused

#### This store provides:

##### Hair Products:

Cantu Leave-In Conditioning Repair (hair grease)  
Beeswax (for locs)

Tea Tree Oils (for hair and skin)

Beard and Scalp oil

Strong Combs (Wide tooth Combs)

Mini Hard Bristle Brushes

Afro Picks

##### **All Things Literacy Book & More Featuring Glorious Accessories**

2251 Florin Rd, suite 113, Sacramento, CA, CA 95822

(916) 710-2127/ [https://www.facebook.com/AccessoriesandAdornments/posts\\_to\\_page/](https://www.facebook.com/AccessoriesandAdornments/posts_to_page/)

#### This store provides:

##### Skin Products:

Shea Butter (skin care but also can be used in hair)

Fragrance Free Lotions (mini-size)(to accommodate all skin types)