# 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](#)

<table>
<thead>
<tr>
<th>Agenda Item</th>
<th>Presenter(s)</th>
<th>Time</th>
<th>Item Type</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>I. Welcome and grounding into the space</strong></td>
<td>Angela Upshaw, REQC Co-Chair &amp; Jillyan McKinney Racial Equity Specialist</td>
<td>9:00 AM (5 minutes)</td>
<td>Informational</td>
</tr>
<tr>
<td><strong>II. “Spotlight on Equity”</strong></td>
<td>REQC member April Marie Dawson, Executive Director, Resources for Independent Living</td>
<td>9:20 AM (15 minutes)</td>
<td>Informational &amp; Discussion</td>
</tr>
<tr>
<td><strong>III. Approval 1/12/22 Meeting Minutes</strong></td>
<td>Angela Upshaw</td>
<td>9:35 AM (5 minutes)</td>
<td>Action</td>
</tr>
<tr>
<td><strong>IV. Announcements (Upcoming Events &amp; Recent Actions)</strong></td>
<td>REQC Co-Chairs, REQC Members, &amp; Guests &amp; Jillyan Sylvia McKinney (SSF)</td>
<td>9:40 AM (10 minutes)</td>
<td>Informational</td>
</tr>
<tr>
<td><strong>V. HHAP 3</strong></td>
<td>Ya-Yin Isle (Chief Strategic Initiatives Officer, SSF)</td>
<td>9:50 AM (10 minutes)</td>
<td>Informational &amp; Discussion</td>
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<td></td>
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<td>Time</td>
<td>Topic</td>
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<tr>
<td>VI. Bezos Funding</td>
<td>Lisa Bates, CEO SSF Bezos Funding</td>
<td>10:00am</td>
<td>Informational &amp; Discussion</td>
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</tbody>
</table>
| VII. Liaison Report-Outs | • PIT (Point in Time Count Committee) Liaison  
• PRC (Project Review Committee)  
• System Performance Committee (Liaison) | 10:10 AM     | Informational & Discussion            |
| VI. CA REAL          | Rajni Shankar-Brown and Donald Whitehead                                                              | 10:25AM      |                                      |
| VIII. 2022 REQC Work Plan | Angela Upshaw, REQC Co-Chair, Ardy Akhzari REQC Co-Chair, & Jillyan McKinney Racial Equity Specialist | 10:40 AM     | Informational & Discussion            |
| VIII. Comments and Questions |                                                                                                    | 10:55 AM     |                                      |
| 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, |              |                                      |
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:

<table>
<thead>
<tr>
<th>Member</th>
<th>Area of Representation</th>
<th>Present</th>
</tr>
</thead>
<tbody>
<tr>
<td>Angela Upshaw, Co-Chair</td>
<td>Veteran’s</td>
<td>Yes</td>
</tr>
<tr>
<td>April Marie Dawson</td>
<td>People with Disabilities</td>
<td>Yes</td>
</tr>
<tr>
<td>Ardy Akhzari, Co-Chair</td>
<td>Sacramento</td>
<td>Yes</td>
</tr>
<tr>
<td>Bishop Chris Baker</td>
<td>South Sacramento</td>
<td>No</td>
</tr>
<tr>
<td>Bo Cassell</td>
<td>Sac. Emergency Shelter, Food Assist., Transitional Living, Workforce Dev.</td>
<td>No</td>
</tr>
<tr>
<td>Crystal Sanchez</td>
<td>Sacramento-Arden</td>
<td>No</td>
</tr>
<tr>
<td>Dawn Basciano</td>
<td>Sacramento</td>
<td>Yes</td>
</tr>
<tr>
<td>Deborah Hicks</td>
<td>Mental Health Services for Children &amp; Adolescents, Medi-Cal, Special Needs</td>
<td>Yes</td>
</tr>
<tr>
<td>Deisy Madrigal</td>
<td>Homelessness Prevention, AB12 &amp; TAY Housing Provider</td>
<td>Yes</td>
</tr>
<tr>
<td>Name</td>
<td>Location</td>
<td>Identity/Locations</td>
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<tr>
<td>-----------------------------</td>
<td>-----------------------------------------------</td>
<td>---------------------------------------------------------</td>
</tr>
<tr>
<td>Ejiro Okoro</td>
<td>Sacramento, Affordable Housing, Individuals with Low Income</td>
<td>Yes</td>
</tr>
<tr>
<td>Elizabeth Elliott</td>
<td>Pomo &amp; Maidu Federally Recognized Tribal Members</td>
<td>No</td>
</tr>
<tr>
<td>Emily Zelaya</td>
<td>Sacramento, Refugees, Immigrants, Survivors of Human Tracking</td>
<td>Yes</td>
</tr>
<tr>
<td>Fatemah Martinez, MSW</td>
<td>South Sacramento, Unsheltered, Non-Profit, Outreach</td>
<td>No</td>
</tr>
<tr>
<td>Gina Nicole Lujan</td>
<td>Elder Creek, Florin, Southeast Sac.</td>
<td>No</td>
</tr>
<tr>
<td>Karisa Hyppolite</td>
<td>Sacramento</td>
<td>Yes</td>
</tr>
<tr>
<td>Kazoua Heu</td>
<td>Sacramento County, Underserved Southeast Asians, Hispanics, Whites</td>
<td>No</td>
</tr>
<tr>
<td>Lorraine Wilkins</td>
<td>Sac. County, Youth, Formerly Incarcerated</td>
<td>Yes</td>
</tr>
<tr>
<td>Quinn Jones-Hylton</td>
<td>Sacramento</td>
<td>No</td>
</tr>
<tr>
<td>Samantha Earnshaw</td>
<td>Northern California, Youth, Families, Single Homeless, Disabilities</td>
<td>Yes</td>
</tr>
<tr>
<td>Shalinee Hunter</td>
<td>Sacramento and Statewide</td>
<td>Yes</td>
</tr>
<tr>
<td>Stephanie D. Thompson</td>
<td>Oak Park and Marina Vista</td>
<td>Yes</td>
</tr>
<tr>
<td>Steven Seeley</td>
<td>Mental Health Services, Sac. County</td>
<td>No</td>
</tr>
<tr>
<td>Tiffany Glass</td>
<td>Elk Grove, Sacramento County</td>
<td>Yes</td>
</tr>
<tr>
<td>Viola Wells</td>
<td>South Sacramento</td>
<td>No</td>
</tr>
<tr>
<td>SSF Staff</td>
<td>SSF Title</td>
<td></td>
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<td>---------------------------</td>
<td>------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>Christina Heredia</td>
<td>Referral Specialist</td>
<td></td>
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<tr>
<td>Glen Merker</td>
<td>Referral Specialist</td>
<td></td>
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<tr>
<td>Jillyan Sylvia McKinney</td>
<td>Racial Equity Specialist</td>
<td></td>
</tr>
<tr>
<td>Lisa Bates</td>
<td>Chief Executive Officer</td>
<td></td>
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<tr>
<td>Michele Watts</td>
<td>Chief Planning Officer</td>
<td></td>
</tr>
<tr>
<td>Peter Bell</td>
<td>Coordinated Entry Systems (CES) Program Manager</td>
<td></td>
</tr>
<tr>
<td>Ya-Yin Isle</td>
<td>Chief Strategic Initiatives Officer</td>
<td></td>
</tr>
</tbody>
</table>

**Guests**

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

**I. Welcome and grounding into the space:** Angela Upshaw, REQC Co-Chair &
## 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 Liaison 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 one 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.

<table>
<thead>
<tr>
<th>VIII. Comments and Questions</th>
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<tbody>
<tr>
<td>Zuri Colbert shared information on hygiene kits for BIPOC.</td>
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</table>

<table>
<thead>
<tr>
<th>IX. Meeting Adjourned</th>
</tr>
</thead>
<tbody>
<tr>
<td>Next REQC Meeting is Wednesday, March, 2022 (9:00am to 11:00am)</td>
</tr>
<tr>
<td>Potential Topics to Cover: Liaison Report-Outs, Racial Equity Action Workplan</td>
</tr>
</tbody>
</table>
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 Colo, 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)

<table>
<thead>
<tr>
<th>Month</th>
<th>Activities</th>
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<tbody>
<tr>
<td>December 2021-February 2022</td>
<td>• Assigned REQC Liaisons to be COC subcommittee</td>
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<tr>
<td>March 2022-May 2022</td>
<td>• Provided feedback to the Coordinated Access Entry team for RAPS evaluation.</td>
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<tr>
<td>Month</td>
<td>Details</td>
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<tr>
<td>----------------------------</td>
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<tr>
<td>June 2022-August 2022</td>
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<tr>
<td>September 2022-December 2022</td>
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</table>
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.
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

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

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

Louise Rothschild  
Senior Associate  
Abt Associates
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...

*Adapted from the HUD Racial Equity Demonstration Project
**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.

*Adapted from the HUD Racial Equity Demonstration Project*
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

<table>
<thead>
<tr>
<th>NOV 2021</th>
<th>DEC 2021</th>
<th>JAN / FEB 2022</th>
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<tbody>
<tr>
<td><strong>Planning</strong></td>
<td></td>
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<tr>
<td>Scope of Work, Timeline, Messaging, &amp; Methodology Completed: 11/4</td>
<td></td>
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<tr>
<td>Pre-Kick Off Office Hours Call: 11/9</td>
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<tr>
<td><strong>Pre-Implementation</strong></td>
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<td>Staff Orientation: 11/24</td>
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<td>Community Initial Assessment &amp; Identification of Core Team Members: 12/10</td>
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<tr>
<td><strong>Implementation: Community of Practice (COP)</strong></td>
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<td>CA REAL Initiative Kick-off: 1/12</td>
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<td>COP: 1st Meeting: 1/24-1/28</td>
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<td>COP: 2nd Meeting: 2/7-2/11</td>
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<td>COP: 3rd Meeting: 2/14-2/18</td>
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<tr>
<td><strong>Celebration &amp; Sustainability</strong></td>
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<td>Goals Completed: 2/21</td>
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<tr>
<td>Community Presentations &amp; Celebration: 2/25</td>
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**RACIAL EQUITY ACTION LAB**

**TAC TECHNICAL ASSISTANCE COLLABORATIVE**

**C4 Innovations**

**RACIAL EQUITY PARTNERS**

**National Coalition for the Homeless**

**Abt Associates**
<table>
<thead>
<tr>
<th>Participating California Communities</th>
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</thead>
<tbody>
<tr>
<td><strong>Communities</strong></td>
</tr>
<tr>
<td>Sacramento County 503</td>
</tr>
<tr>
<td>Colusa, Glenn, Trinity Counties CoC 523</td>
</tr>
<tr>
<td>San Diego City 601</td>
</tr>
<tr>
<td>Los Angeles City 600</td>
</tr>
<tr>
<td>Stanislaus County 510</td>
</tr>
<tr>
<td>Turlock, Modesto/Stanislaus County CoC 510</td>
</tr>
<tr>
<td>Tulare 513</td>
</tr>
<tr>
<td>Fresno City 514</td>
</tr>
<tr>
<td>Fresno City &amp; County/Madera County CoC 514</td>
</tr>
<tr>
<td>Del Norte County 516</td>
</tr>
<tr>
<td>Redding/Shasta, Siskiyou, Lassen, Plumas, Del Norte, Modoc, Sierra Counties CoC 516</td>
</tr>
</tbody>
</table>
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

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

Nastacia' Moore
Senior Associate
TAC

Jeff Olivet
Co-Founder
Racial Equity Partners

Lori Pampilio – Harris
Consultant
Racial Equity Partners

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

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

- **COP 1**
  - Community 1
    - Core Team: 5-7 people
  - Community 2
  - Community 2
  - Community 4
  - Community 5
  - Community 6

- **COP 2**
  - Community 1
  - Community 2
  - Community 4
  - Community 5
  - Community 6

- **COP 3**
  - Community 1
  - Community 2
  - Community 4
  - Community 5
  - Community 6

- **COP 4**
  - Community 1
  - Community 2
  - Community 4
  - Community 5
  - Community 6

- **COP 5**
  - Community 1
  - Community 2
  - Community 4
  - Community 5
  - Community 6
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.
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
  - Rashema Melson - rashema1022@gmail.com
  - Nastacia’ Moore - NMoore@tacinc.org
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Racial Equity Action Lab (REAL)

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

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

• 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

<table>
<thead>
<tr>
<th>United States</th>
<th>General Population</th>
<th>Deep Poverty (&lt;50% FPL)</th>
<th>Homeless</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>61.6%</td>
<td>69.9%</td>
<td>48.3%</td>
</tr>
<tr>
<td>Black</td>
<td>12.1%</td>
<td>24.4%</td>
<td>39.4%</td>
</tr>
<tr>
<td>American Indian and Alaska Native</td>
<td>1.1%</td>
<td>1.6%</td>
<td>3.3%</td>
</tr>
<tr>
<td>Asian and Native Hawaiian and other Pacific Islander</td>
<td>6.2%</td>
<td>5.7%</td>
<td>2.8%</td>
</tr>
<tr>
<td>Hispanic/Latinx (of any race)</td>
<td>18.7%</td>
<td>26.8%</td>
<td>22.5%</td>
</tr>
</tbody>
</table>

Adapted from St. Joseph Center

2020 US Census
2019 US Census American Community Survey
2018 SPARC Study
2020 HUD AHAR
Why Equality is Not Enough
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
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
Interrogate All Parts of The System

People with Lived Experience

Policies

Practices

Outcomes

Power
History on Repeat:

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

DISPARATE IMPACT

MODERN-DAY REDLINING

1968 - Present
Applying A Racial Equity and Social Justice Lens for Developing Goals
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

Equality?
Evenly distributed tools and assistance

Equity
Custom tools that identify and address inequality

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

Reference: Race Forward and The Center for Social Inclusion, 2022
Developing Community Goals

Policies, processes, and other systemic structures must be reviewed and rebuilt with a focus on racial and economic equity and inclusion.
Unpacking Our Role as Gatekeepers
Interrogating Our Role as Gatekeepers

“THE GATEKEEPER”
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. à 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
916-389-0357

**E-mail:** 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, 95822
(916) 710-2127/ 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