



SACRAMENTO
STEPS FORWARD

Ending Homelessness. Starting Fresh.

Racial Equity Committee (REQC) Meeting Minutes

Wednesday, June 15, 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
I. Welcome and grounding into the space Opener: What is your WHY for this work? Land Acknowledgement	Ardy Akhzari, REQC Co-Chair & Jillyan Sylvia McKinney Racial Equity Specialist	9:00 AM (5 minutes)	Informational
II. “Spotlight on Equity”	Tiffany Glass, Elk Grove, Sacramento County Human Services Program Planner, Dept of Child, Family and Adult Services, CPS	9:05 AM (15 minutes)	Informational & Discussion
III. Approval 5/18/22 Meeting Minutes	Angela Upshaw, REQC Co-Chair	9:20 AM (5 minutes)	Action
IV. Announcements (Upcoming Events & Recent Actions)	REQC Co-Chairs, REQC Members, & Guests & Jillyan Sylvia McKinney (SSF)	9:25 AM (10 minutes)	Informational & Discussion

V. REQC Liaison Structure	Jillyan Sylvia McKinney, SSF Racial Equity Specialist	9:35 AM (10 minutes)	Informational & Discussion
VI. Liaison Report-Outs	<p>CESC (Coordinated Entry System Committee) Liaison(s)</p> <ul style="list-style-type: none"> ● Deborah Hicks ● Quinn Jones-Hylton ● Samantha Earnshaw ● Deisy Madrigal ● Emily Zelaya <p>PRC (Project Review Committee) Liaison(s)</p> <ul style="list-style-type: none"> ● Bishop Chris Baker ● Viola Wells ● Fatemah Martinez ● Stephanie D. Thompson ● Kazoua Heu <p>SPC (System Performance Committee) Liaison(s)</p> <ul style="list-style-type: none"> ● Elizabeth Elliott ● Steven Seeley ● April Marie Dawson ● Lorraine Wilkins ● Dawn Basciano <p>PIT (Point in Time Count Committee) Liaison(s)</p> <ul style="list-style-type: none"> ● Crystal Sanchez ● Gina Nicole Lujan ● April Marie Dawson <p>HDC</p> <ul style="list-style-type: none"> ● Zuri K. Colbert ● Dawn Basciano ● Tiffany Glass ● Angela Upshaw 	9:45 am (15 minutes)	Informational & Discussion

	YAB <ul style="list-style-type: none"> ● Lorraine Wilkins ● Gina Nicole Lujan ● Bo Cassell ● Karisa Hyppolite 		
VII. Community Norms	Jillyan Sylvia McKinney, Ardy Akhzari, Angela Upshaw	10:00 AM (15 minutes)	Informational & Discussion
VIII. 2022 REQC Workplan	Ardy Akhzari, Angela Upshaw	10:15 AM (20 minutes)	Informational & Discussion
VIII. Comments and Questions	Jillyan Sylvia McKinney	10:35 AM (25 minutes)	Discussion
IX. Meeting Adjourned Next REQC Meeting is Wednesday, July 20, 2022 (9:00am to 11:00am) Potential Topics to Cover: Workplan, 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 (REQ) Committee Meeting Minutes

Wednesday, May 18th, 2022 || 9:00 AM – 11:00 AM

[Recording of Zoom Meeting](#). The chat is below the minutes.

Attendance:

Member	Area of Representation	Present
Angela Upshaw, Co-Chair	Veterans	Yes
Ardy Akhzari, Co-Chair	Sacramento	Yes
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
Elizabeth Elliott	Pomo & Maidu Federally Recognized Tribal Members	No
Emily Zelaya	Sacramento, Refugees, Immigrants, Survivors of Human Trafficking	*No
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	No
Lorraine Wilkins	Sac. County, Youth, Formerly Incarcerated	No
Quinn Jones-Hylton	Sacramento	Yes
Samantha Earnshaw	Northern California, Youth, Families, Single Homeless, Disabilities	No
Shalinee Hunter	Sacramento and Statewide	Yes
Stephanie D Thompson	Oak Park and Marina Vista	No
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

*Informed SSF staff of their absence before the meeting.

SSF Staff	SSF Title
Christina Heredia	CE Referral Specialist
Glenn Merker	Referral Specialist
Jesse Archer	CoC Analyst
Jillyan Sylvia McKinney	Racial Equity Specialist
Kaylin Jones	CoC Projects Coordinator
Michele Watts	Chief Planning Officer
Peter Bell	CE Manager

Scott Clark	Portfolio and Team Excellence Lead
Tanesha Travis	PLE Coordinator
Ya-Yin Isle	Chief Strategic Officer

Guests
Angel Uhercik , Darrin Greer, Henry Community Healer, Koby Rodríguez, Momma Lorraine, Sarah's iPhone

Agenda Item	Presenter(s):	Time	Item Type
I. Welcome and grounding the space. Opener: What do you like most about yourself? Land Acknowledgement	Jillyan McKinney, SSF Racial Equity Specialist	9:00 AM (10 minutes)	Discussion
Jillyan McKinney welcomed all and started the meeting around 9:01 AM. Attendance of 27 participants.			
II. “Spotlight on Equity”	REQC member	9:10 AM (15 minutes)	Informational & Discussion
Not featured this month			
III. Approval 4/20/22 Meeting Minutes	Ardy Akhzari REQC Co-Chair	9:25 AM (5 minutes)	Action

Quorum was not reached, approval of minutes moved to the next meeting.

<p>IV. Announcements (Upcoming Events & Recent Actions)</p>	<p>REQC Co-Chairs, REQC Members, & Guests</p>	<p>9:30 AM (5 minutes)</p>	<p>Informational & Discussion</p>
<ul style="list-style-type: none"> ● Angela Upshaw shared that an email went out that celebrated Asian American and Pacific Islander month with a highlight on one of the Racial Equity members, Kazou Heu ● Zuri Colbert shared that in connection with Black Child Legacy, Clap is connecting with the community in the Arden Arcade area. They have been approved for a program called Clap Community Connect which provides support for unhoused and housed families so that they can maintain housing and not have to go out into the street. ● Shalinee Hunter commented on the recent acts of violence that have been in the news. ● Crystal Sanchez requested water for the community members as the weather is changing and becoming hotter. She also mentioned that she has been training the community members on ways that they may be able to filter other products to help. 			
<p>V. Liaison Report-Outs Introduction to the process and feedback with approach.</p>	<p>CECSC (Coordinated Entry System Committee) Liaison(s) ● Deborah Hicks ● Quinn Jones-Hylton ● Samantha Earnshaw</p>	<p>9:35 AM (15 minutes)</p>	<p>Informational & Discussion</p>

	<ul style="list-style-type: none"> ● Deisy Madrigal ● Ejiro Okoro ● Emily Zelaya <p>PRC (Project Review Committee) Liaison(s)</p> <ul style="list-style-type: none"> ● Bishop Chris Baker ● Viola Wells ● Fatemah Martinez ● Stephanie D. Thompson ● Kazoua Heu <p>SPC (System Performance Committee) Liaison(s)</p> <ul style="list-style-type: none"> ● Elizabeth Elliott ● Steven Seeley ● April Marie Dawson ● Lorraine Wilkins ● Dawn Basciano <p>PIT (Point in Time Count Committee) Liaison(s)</p> <ul style="list-style-type: none"> ● Ardy Akhzari ● Crystal Sanchez ● Gina Nicole Lujan ● April Marie Dawson 		
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	<p>HDC</p> <ul style="list-style-type: none"> ● Zuri K. Colbert ● Dawn Basciano ● Tiffany Glass ● Angela Upshaw <p>YAB</p> <ul style="list-style-type: none"> ● Lorraine Wilkins ● Gina Nicole Lujan ● Bo Cassell ● Karisa Hyppolite 		
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REQC Co-Chairs: None.

REQC Members:

- Quinn Jones-Hlyton shared details about the Coordinated Entry Committee as he has become a new member.
- Shalinee Hunter shared that she was assigned to the Youth Action Board and was in search of more information on how to become more engaged with the Board.

SSF Staff:

- Jillyan McKinney shared the goals of the liaisons and reiterated that a survey had been sent out to gather feedback from the group on the topic of liaisons and what support is needed.

Guests: None.

Please see the recording and chat for more details.

VI. HHAP 3	Ya-Yin, SSF, Chief Strategic Initiatives Officer and Jillyan Sylvia McKinney, SSF, Racial Equity Specialist	9:50 AM (50 minutes)	Discussion
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Ya-Yin Isle gave an overview of the HHAP funding, application and process.

- The HHAP-3 application is due at the end of June. Sacramento Steps Forward (SSF) is working with the City and County to develop a strategic action plan for future funding that will help to end homelessness.
- The gaps analysis is another part of the process and that will help them to inform outcome goals.
- Bonus funding is available if the goals are met by June 2024. Throughout the process SSF is looking to have the thoughts and opinions from this group to influence further discussion on the HHAP-3 action plan.

Jillyan McKinney shared that SSF has developed working groups to have a voice on action items in the HHAP-3 application.

- The outcome goals and strategies that will be worked on into the summer were discussed.

Please see the slides to the presentation [here](#). There was a rich discussion and questions were asked, please listen to the recording for answers and further comments.

VII. CES Updates	Peter Bell, SSF, Coordinated Entry Manager	10:40 am (15 minutes)	Informational & Discussion
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Peter Bell presented [slides](#) on a proposed new program, the Coordinated Access Navigation (CAN team), through the Coordinated Entry team at SSF. Essentially the CAN team would quickly connect people with shelter within the HMIS system. They would work with Problem Solving Access Points (PSAPs) to divert homelessness and connect ones to shelter beds. The members of the CAN team would be case carrying and function as a PSAP as well as be embedded within the community. An RFP process will be underway to find management for the CAN team as SSF will not hold that role. The RFP process is looking to be completed by the end of July and the CAN team is looking to be activated in September. Features of the CAN team are

- shelter navigation
- transportation assistance
- storage management

Feedback was requested on how to plan to use funds from previous HHAP funding. Please see chat and recording for questions and discussion.

VIII. Comments and Questions	Jillyan Sylvia McKinney, SSF, Racial Equity Specialist	10:55 AM (5 minutes)	Discussion
Please see the recording and chat for comments and questions.			
IX. Meeting Adjourned at 11:03am. Next REQC Meeting is Wednesday, June 15, 2022 (9:00am to 11:00am) Potential Topics to Cover:			

REQC Meeting Chat:

08:58:55 From Jillyan Sylvia McKinney (she/her) SSF, Racial Equity Specialist to Everyone: Good morning all

08:59:23 From AngelaUpshaw to Everyone: need to restart my computer be right back

09:03:02 From Jillyan Sylvia McKinney (she/her) SSF, Racial Equity Specialist to Everyone: Opener: What do you like most about yourself?

09:04:57 From Jillyan Sylvia McKinney (she/her) SSF, Racial Equity Specialist to Everyone: Opener: What do you like most about yourself?

09:05:17 From Ardy Akhzari to Everyone: I never give up

09:05:19 From Tanesha Travis (she, her), SSF PLE Coordinator to Everyone: my gigantic empathetic and compassionate heart

09:06:00 From Sacramento Steps Forward to Everyone: My adjustability. Wait is that a word? Flexibility :)

09:06:02 From Jesse SSF, CoC Analyst to Everyone: My flexibility as things change.

09:06:11 From Ya-yin Isle (she/her), SSF to Everyone: My optimism!

09:06:16 From Shalinee Hunter (She/Her/Hers) to Everyone: I am kind

09:06:18 From Bo Cassell to Everyone: I'm flexible.

09:06:21 From Christina H SSF Referral Specialist (she, her) to Everyone: Openminded

09:06:29 From Peter Bell (he/him) to Everyone: My fire.

09:06:35 From Scott Clark (he/him) to Everyone: Honesty

09:06:41 From Dawn Basciano to Everyone: Doggedly tenacious

09:07:00 From Zuri KColbert to Everyone: The ability to see both sides and gray areas to solve life issues

09:12:37 From Zuri KColbert to Everyone: It was a great feature in the email distribution Angela!

09:14:55 From Tanesha Travis (she, her), SSF PLE Coordinator to Everyone: Do you need volunteers to help on site Zuri?

09:15:05 From Christina H SSF Referral Specialist (she, her) to Everyone: Thank you Zuri for sharing.

09:15:18 From Zuri KColbert to Everyone: Hi Tanesha, we could use volunteers!

09:16:59 From Christina H SSF Referral Specialist (she, her) to Everyone: Zuri can you email us the details for volunteering. Thank you.

09:17:18 From Tiffany Glass, Perm Program Planner to Everyone: I apologize for my tardiness.

09:17:29 From Dawn Basciano to Everyone: Zuri I want to volunteer too

09:18:38 From Zuri KColbert to Everyone: Thank you Christina! If anyone would like to table or offer a service at a CLAP event please connect with us at clapsac.com. There is a form on the site for any community member who needs support or any organization that would like to table or provide their events for us to add to resources: clapsac.com

09:20:31 From Ardy Akhzari to Everyone: ardy.akhzari@packforcoldbacks.org

09:21:08 From Ardy Akhzari to Everyone: sorry,*****
ardy.akhzari@packforcoldbacks.org

09:23:12 From Zuri KColbert to Everyone: I look forward to the Heritage Month emails! It has been amazing Jillyan!

09:26:54 From Jillyan Sylvia McKinney (she/her) SSF, Racial Equity Specialist to Everyone: Thanks Zuri :)

09:28:45 From Jillyan Sylvia McKinney (she/her) SSF, Racial Equity Specialist to Everyone: Heritage Awareness Month Link. <https://forms.gle/CoE9sqixi2UK7xdw7>
June-LGBTQIA Pride Month

09:28:59 From Jillyan Sylvia McKinney (she/her) SSF, Racial Equity Specialist to Everyone: June-Immigrant Heritage Month

09:30:59 From Crystal Sanchez SHU to Everyone: 100%

09:37:51 From Deisy Madrigal, She/Her to Everyone: There's not enough affordable housing inventory unfortunately. Even with vouchers folks aren't finding things because they are priced out.

09:38:50 From Tiffany Glass, Perm Program Planner to Everyone: Agree Deisy. The financial barriers to getting into housing is a large hurdle. Rent, deposit costs are too high for most

09:44:03 From Zuri KColbert to Everyone: That's real Henry! Not just finding places to rent but apartment complexes have raised rents in addition to adding on utilities and other items so maintaining housing to prevent homelessness is becoming harder

09:44:57 From Peter Bell (he/him) to Everyone: Henry, there was a recently a big investment in outreach teams across all three big entities (CoC, City, County). I will be doing a presentation on the CoC investment a little later today.

09:45:32 From Crystal Sanchez SHU to Everyone: navigators are great but we also have to see navigate to where?

09:46:45 From Peter Bell (he/him) to Everyone: I hope the coordinated access system makes that easier, Crystal, but we have more work to do!

09:48:21 From Quinn Jones-Hylton to Everyone: It was your truth, thanks

09:49:00 From Deisy Madrigal, She/Her to Everyone: never apologize for telling your truth. We appreciate you, Henry.

09:49:01 From Tanesha Travis (she, her), SSF PLE Coordinator to Everyone: No need for apologies Henry. Those feelings are valid and real and need to be expressed. I value you using your voice and being brave in this space.

09:49:04 From Ya-yin Isle (she/her), SSF to Everyone: I really appreciate what you said Henry and agree with many of the points that you made.

09:49:33 From Tiffany Glass, Perm Program Planner to Everyone: Thank you Henry for being honest and sharing the problems our community members face. Your passion is encouraging and needed to move the needle.

09:50:18 From Zuri KColbert to Everyone: Henry is right on! If you are from Sac or this is your hometown it is hurtful to see the needs and the landlords and pm's in sub par housing causing increase with setting up rentals with adding on utilities in addition to rent increases because there is so little housing and the landlords know that they can get away with it

09:50:23 From Christina H SSF Referral Specialist (she, her) to Everyone: Crystal if you or Henry can contact me I'd be happy to help you in any way I can.

09:52:24 From AngelaUpshaw to Everyone: I must log off now, but I appreciate the true sharing of thoughts and feelings and important discussion being held. Thank you all! Take care

09:52:42 From Christina H SSF Referral Specialist (she, her) to Everyone: Good point Deisy.

09:52:54 From Crystal Sanchez SHU to Everyone: I have a 23 year old and a 18 year old both working full time they still have to have 3 roommates to have a place. The dream has always been go to school get a job get a place go to college..... its unaccessable

09:54:15 From Deisy Madrigal, She/Her to Everyone: in addition they have to put holding deposits of several hundred dollars that they risk loosing if SHRA doesn't approve the unit.

09:55:27 From Tiffany Glass, Perm Program Planner to Everyone: The reality is capitalism in housing is a problem. If we want to affect change with homelessness as government agencies we have to shift funding to purchasing our own properties where we manage application requirements that then set families up for success.

09:57:45 From Shalinee Hunter (She/Her/Hers) to Everyone: I agree with Crystal --- count me in.

09:58:10 From Christina H SSF Referral Specialist (she, her) to Everyone: There is a lot of indirect discrimination when it comes to renting a unit. This is a problem.

09:58:26 From Tiffany Glass, Perm Program Planner to Everyone: Yes Christina especially when a person has a voucher

09:58:47 From Ardy Akhzari to Everyone: I agree with everyone. I think a good idea is to try and recruit college students as interns to serve as navigators. My org is in the process of doing so over the next couple of months to give it a shot. It requires minimal funding as many students are required to do some sort of community service hours. I'll share progress as we begin implementing and acting upon this. It bypasses all of the roadblocks and reliance on city or state funding

09:58:49 From Angel Uhercik (she/her) to Everyone: Agreed Cyrstal! Approaches to serve persons experiencing homelessness requires a holistic response and we often need various other non-homeless systems to support this work and assists to resolve barriers.

09:59:06 From Zuri KColbert to Everyone: Agreed Christina!! Not just with a voucher but also with ethnicity. Black people are disproportionately represented in the unhoused population

10:00:12 From Christina H SSF Referral Specialist (she, her) to Everyone: These landlords and property managers have not been held accountable for the indirect discrimination.

10:01:30 From Ardy Akhzari to Everyone: I'm going to hop off the call, I called out of work sick and am feeling really off again at the moment. I appreciate everyone sharing and I love how passionate this group is. Hope everyone has a good day, see you all at the next meeting. I'll watch the remainder of the recording later this week once I'm feeling better. Thanks all!

10:02:39 From Tiffany Glass, Perm Program Planner to Everyone: Be right back.

10:03:46 From Christina H SSF Referral Specialist (she, her) to Everyone: Yes, Ardy I have said this myself. I know there are students right now in Human Services that need internship to graduate. So why not connect with professors and connect students with agencies working in this field.

10:05:35 From Henry Community Healer to Everyone: Thank you 🙏 everyone lets keep up the good work. I'll see you all on next one. I have to jump on a meeting

10:05:37 From Crystal Sanchez SHU to Everyone: I would also like to have a matrix to go along with the performance goals. We continue to see people placed in a shelter counted as they walk out in the door then are kicked out but are still counted as a positive outcome

10:06:20 From Crystal Sanchez SHU to Everyone: they are being recycled through the systems and shelters..not housed

10:21:14 From Jesse SSF, CoC Analyst to Everyone: SPC - Thursday, May 26, 2022 9:00 AM-11:00 AM

10:21:53 From Christina H SSF Referral Specialist (she, her) to Everyone: I feel like we also need to get our participants to help us help them. We cannot do this alone. We have to do this together. We need to find a way to build our participants back up and walk with them as we advocate with them their needs. We can house everyone but we cannot keep them housed. So what are we to do? House them again and again. I understand personally both sides of this.

10:21:57 From Jesse SSF, CoC Analyst to Everyone: SPC Zoom Meeting:
<https://us02web.zoom.us/j/83414842046?pwd=dUdDK2JtYU5mL3lUThlIUUROaUJaUT09>

10:25:45 From Christina H SSF Referral Specialist (she, her) to Everyone: Maybe we can look at the low income properties and see how many tenants are able to move on from low income housing and into something better for themselves. I am curious what this looks like.

10:27:20 From Zuri KColbert to Everyone: The Tiny Homes Village can be built by Fall and it is astounding that there is push back with such need for housing and services in South Sac. It is a start for the County who is looking to build it and it would

be great to see SSF on board and advocating for it to be built- with other ones started immediately to get our community sheltered and led to permanent housing

10:30:06 From Sacramento Steps Forward to Everyone: Hello all! This is the link to the survey from the email <https://forms.gle/2hLmWZAVF3SGWvqu9>

10:30:06 From Jillyan Sylvia McKinney (she/her) SSF, Racial Equity Specialist to Everyone: <https://forms.gle/ArLYKAN7xtvYoZ3J6>

10:31:07 From Ya-yin Isle (she/her), SSF to Everyone: Thank you everyone for the great discussion and feedback. I need to attend another meeting right now, I look forward to continued discussions, solutions and action!

10:34:00 From Crystal Sanchez SHU to Everyone: check your promotion or spam box ssf goes there for me unfortunately

10:34:25 From Christina H SSF Referral Specialist (she, her) to Everyone: We also need to keep it real. How do we keep individuals housed? We cannot require them to get jobs. So what do we do? The system is not set up to pay rent forever. We need to create a flow from shelter into low income housing then from low income housing on to self-sufficiency. This can create room for the next group.

10:42:00 From Sacramento Steps Forward to Everyone: Please contact Peter Bell at pbell@sacstepsforward.org or Stacey Fong at sfong@sacstepsforward.org for any questions on becoming a PSAP (Problem Solving Access Point)

10:49:46 From Michele Watts, she/her/hers, SSF Chief Planning Officer to Everyone: RFP = Request for Proposals. SSF will release a Request for Proposals to the community, community organizations will respond with their proposals to provide what the RFP is looking for. Proposals will be reviewed and the strongest one or possibly more than one will be selected.

11:00:42 From Tanesha Travis (she, her), SSF PLE Coordinator to Everyone: its inhumane!

11:00:56 From Crystal Sanchez SHU to Everyone: I can take you we show up as they do

11:01:23 From Quinn Jones-Hylton to Everyone: I would like to go to one with you Crystal

11:01:54 From Crystal Sanchez SHU to Everyone: we have a whole sweep defense team that document the events and replace items ect

11:02:06 From Shalinee Hunter (She/Her/Hers) to Everyone: Thank you everyone.

11:02:13 From Quinn Jones-Hylton to Everyone: Ok

11:02:23 From Peter Bell (he/him) to Everyone: Thanks for having me!

11:02:38 From Sacramento Steps Forward to Everyone:
<https://forms.gle/2hLmWZAVF3SGWvqu9> link to the survey

11:02:39 From Dawn Basciano to Everyone: Fantastic! Conversion everyone!!

11:02:43 From Jesse SSF, CoC Analyst to Everyone: Thanks all!

COMMUNITY AGREEMENTS

- We commit to identifying where we are aligned and building collaboratively, giving equal power to every voice in the space and acknowledge and respect that in our group, there are differing political analyses, theories of change, and organizational structures.
- Power shows up in many different ways – be aware of how you might be unconsciously using your privilege and power
- We will choose to lean into discomfort.
- Step up and Step Back. We will be mindful of taking up too little or too much space.
- We will call each other in with love and support and hold each other accountable .
- We recognize that this is not a whole space. There are people, voices, and perspectives missing. We will hold ourselves accountable as a collaborative to elevate and empower folks who have been historically under resourced and underrepresented.
- We emphasize relationship-building especially and we agree to move only at the speed of trust.
- We commit to bringing our whole selves and fostering a brave space.
- What happens here, stays here. What's learned here, leaves here

