Racial Equity (REQ) Committee Meeting Minutes
Wednesday, July 19th, 2023 ‖ 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	No*
Ardy Akhzari, Co-Chair	Sacramento	Yes
Crystal Sanchez	Sacramento	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	No
Elizabeth Elliott	Pomo & Maidu Federally Recognized Tribal Members	No
Emily Zelaya	Opening Doors, Inc., Program Manager	Yes
Fatemeh Martinez	Sacramento	Yes
Karisa Hyppolite	Sacramento	No
Kazoua Heu	Sacramento County, Underserved Southeast Asians, Hispanics, Whites	No
Lorena Solorio	Sacramento	No
Quinn Jones-Hylton	Sacramento	Yes

Samantha Earnshaw	Northern California, Youth, Families, Single Homeless, Disabilities	No
Shalinee Hunter	Sacramento and Statewide	No
Stephanie Thompson	Sacramento	Yes
Tiffany Glass	Elk Grove, Sacramento County	No
Viola Wells	South Sacramento	No
Zuri K. Colbert	Sacramento County, Under-Resourced Neighborhoods - BIPOC focused	No

*Informed SSF staff of their absence before the meeting.

SSF Staff	SSF Title
Ayanna McGee	Program Director, Systems of Care Integration
Anthony Robinson	Racial Equity Specialist
Carissa Theis	Survivor System Analyst
Christina Heredia	Referral Specialist
Glenn Merker	HMIS Specialist
Jesse Archer	CoC Analyst
Kathreen "Nica" Daria	Volunteer & Training Coordinator
Kaylin Jones	CoC Project Coordinator
Michelle Charlton	CoC Coordinator
Michelle Reedus	CE Manager
Sarah Fletcher	Communications Specialist
Sarah Schwartz	RAPS Specialist

Guests

ACAC1, Alan Snyder, Cristina Navarro, Dulce Delgadillo Santisteban, Haimanot Ashenafri, Lupe Rosas, Shannen Padilla, and Sophia Vargas.

Agenda Item	Presenter(s):	Time	Item Type
I. Welcome and grounding into the space Opener: What is one action you have taken recently or would like to take to promote racial equity in your personal or professional life? What was the outcome, if there was one? Land Acknowledgement Community Guidelines	Ardy Akhzari, REQC Co-Chairs	9:00 AM (5 minutes)	Informational
A started the meeting at 9:06. Attendance of 25 participants. He posed the opener to the group and a committee guest read the Land Acknowledgement and Community Guidelines. Comments in the chat and on the recording			
II. "Spotlight on Equity" ● **CalAIM & healthcare**	Ayanna McGee, Project Director, Systems of Care Integration	9:05 AM (10 minutes)	Informational
Ayanna shared that she is new to SSF, her interest, details, key focus areas, and goals about HHIP, information about community supports, REAP priorities, and next steps. Please see the recording for more information			
III. Approval 5/17/23 & 6/21/23 Meeting Minutes	Ardy Akhzari	9:15 AM (5 minutes)	Action

Motioned for Approval of 5/17/23 & 6/21/23 Meeting Minutes:

Quorum not met. Will move this to next month

IV. Announcements (Upcoming Events & Recent Actions)	Ardy Akhzari, REQC Members, & Guests	9:20 AM (10 minutes)	Informational & Discussion

Ardy shared the date for the SSF annual meeting.
Deborah with Heartland shared they will be hosting a voices of color panel on August 18th
Sher shared there will be a downtown Sacramento business professional women on the State and international level zoom workshop coming soon

Please see the chat and recording for more information

V. **Access Point Revisioning Discussion**	Quinn Jones-Hylton, SSF, CES Program Analyst	9:30 AM (15 minutes)	Informational

Michelle Reedus shared a power point of the access point revisioning work group. It covered the scope of the access points, training and standards, review of the community input sessions and future recommendations.

VI. **Join us! Break Out Session**	Anthony Robinson, SSF, Racial Equity Specialist	9:45 AM (10 minutes)	Informational & Discussion

Anthony introduced the break out room work and the group went into four rooms to discuss

- **Inclusive Agenda Setting**: How can we ensure that meeting agendas are inclusive and representative of diverse perspectives? What practices or strategies can you think of to help promote inclusion in agenda development?
- **Participation and Engagemen**t: What are some effective ways to encourage active participation and engagement during meetings? Are there any techniques or tools you have found useful in ensuring that everyone's voice is heard?

- **Inclusive Decision-Making:** How can we ensure that decision-making processes during meetings are inclusive and avoid bias or exclusion? What strategies can we use to create a space where diverse perspectives are valued, and decisions are made collaboratively?
- **Actionable Strategies**: What's at least one actionable strategy or technique that can significantly improve meeting engagement. Why do you think it is effective, and how can it be implemented moving?

Please see the recording and chat for more information.

VII. Session Share Out	Ardy Akhzari	9:55 AM (10 minutes)	Informational & Discussion

Each group shared suggestions, comments, and additional information shared within each room.

Questions and comments please see the chat and recording

X. Ongoing work on language and readability for forms	Anthony Robinson	10:05 AM (5 minutes)	Informational

Anthony mentioned the group had been meeting for over an year, translating documents into plainer six core languages.

In the June meeting he shared a plainer language document in lieu of changing standard mandated documents.

He will be reaching out to the County to find out who they use to translate docs

IX. Meeting Adjourned 10:26 am
   Next REQC Meeting is Wednesday, August 16th, 2023
   (9:00am to 11:00 am)
   Potential Topics to Cover: Workplan, Racial Equity Action Workplan,

REQC Meeting Chat:

00:11:54 Michelle Charlton (She/Her) CoC Coordinator, SSF: Opener: What is one action you have taken recently or would like to take to promote racial equity in your personal or professional life? What was the outcome, if there was one?

00:13:25 Fatemah- South Sac HART: Got more training…. Shared trainings out within community and network

00:13:53 Ardy Akhzari: My apologies, I'm back!

00:15:35 Cristina Navarro: our organization recently adopted a DEI statement and we are revisiting our hiring practices and policies to reflect this statement

00:16:51 Anthony Robinson: Reacted to "our organization rec..." with ❤️

00:16:54 Anthony Robinson: Reacted to "Got more training…. ..." with ❤️

00:17:55 Michelle Charlton (She/Her) CoC Coordinator, SSF:See here: file:///Users/michellecharlton/Downloads/Land%20Acknowledgement.pdf

00:19:11 Michelle Charlton (She/Her) CoC Coordinator, SSF:Updated link here: https://sacramentostepsforward.org/wp-content/uploads/2023/07/Land-Acknowledgement.pdf

00:30:55 Sher Singh Systems Perform Committee: Do you have any examples of outcomes from your focus areas and priorities?

00:32:07 Sher Singh Systems Perform Committee: Thank you

00:32:19 Kathreen "Nica" Daria (She/Her) SSF, Volunteer & Training Coordinator: CalAIM Capacity Building & Training Questions: Email us at trainings@sacstepsforward.org

00:33:12 Angela Greer ACAC: Ayanna contact

00:34:15 Michelle Charlton (She/Her) CoC Coordinator, SSF: Details about the 2023 CoC Annual meeting:

https://sacramentostepsforward.org/2023-sacramento-continuum-of-care-annual-meeting/

00:35:10 Michelle Charlton (She/Her) CoC Coordinator, SSF: Registier to attend in person here: https://www.eventbrite.com/e/sacramento-continuum-of-care-coc-2023-annual-meeting-tickets-657882764057

00:36:31 Christina H. SSF: Debra can you send me your contact info
00:38:25 Deborah Hicks (she/her) HeartLand Child & Family Services: Deborah.hicks@doingwhateverittakes.org
We are seeking a person from both the Asian American community and the Middle Eastern/Refugee community to participate in a Voices of Color Panel on August 18, noon to 2:30 p.m. Please contact me for more details if you know of someone. Thank you.

00:41:00 Sher Singh Systems Perform Committee: My email is dei@nfbpwc.org and the zoom workshop will be "Looking at the "D" in JDEI The Pillars of Diversity, Access, Attitude, Choice, Partnership, Communication, Opportunities, Policies.

00:42:47 Anthony Robinson: Replying to "My email is dei@nfbp..." @Sher Singh Systems Perform Committee Did you all record the Justice workshop? If so, how can we access it?

00:42:52 Anthony Robinson: Reacted to "My email is dei@nfbp..." with 👍🏾

00:42:57 Kathreen "Nica" Daria (She/Her) SSF, Volunteer & Training Coordinator: Reacted to "My email is dei@nfbp..." with 👍🏾

00:44:04 Sher Singh Systems Perform Committee: @Deborah Hicks I might be able to get someone from our Afghan Women Project community. I will email you if I am able to.

00:44:58 Sher Singh Systems Perform Committee: Replying to "My email is dei@nfbp..." We have but I am not sure if it is for members only, I will inquire for you.

00:45:08 Anthony Robinson: Reacted to "We have but I am not..." with ❤️

00:49:28 Angela Greer ACAC: Thank you Michelle I will email you

00:50:20 Michelle Reedus: Please email me at mreedus@sacstepsforward.org if you have any questions or suggestions!

00:52:24 Stephanie Thompson, she/her: I will need to drop off by 10

00:53:13 Kathreen "Nica" Daria (She/Her) SSF, Volunteer & Training Coordinator: Can you please repeat the breakout options?

00:53:53 Rachel Bereza: Timekeeper, notetaker, reporter and equity monitor

00:54:27 Sher Singh Systems Perform Committee: Where do I see the rooms?

00:54:39 Dulce Delgadillo Santisteban, DPA, LCSW (VA CES): how do i pick a room?

00:55:01 Samantha Earnshaw: Sorry I am late! What are the rooms

00:55:41 Stephanie Thompson, she/her: I will drop off now because of my 10 obligation---see you next month!

00:55:57 Stephanie Thompson, she/her: thank you

01:05:45 Emily Zelaya (she/ella): I think we should do these breakout groups more often. 🙂

01:05:52 Sacramento Steps Forward: Reacted to "I think we should do..." with ❤️

01:05:53 Cristina Navarro: Reacted to "I think we should do..." with ❤️

01:05:56 Michelle Reedus: Reacted to "I think we should do..." with ❤️

01:05:56 Christina H. SSF: Reacted to "I think we should do..." with ❤️

01:06:06 Rachel Bereza: Inclusive Agenda Development

How can we ensure that meeting agendas are inclusive and representative of diverse perspectives?

* Using the current agenda to make space to inform the next agenda requesting topics for the next meeting.
* Having announcements from community members to discuss and share.
* Going back to check the progress on how well the implemented changes went. Check in on process improvement.

What practices or strategies can you think of to help promote inclusion in agenda development?

* Asynchronous input forms to capture feedback like surveys or topic submissions.

01:08:07 Ardy Akhzari: Reacted to "I think we should do..." with ❤️

01:09:18 Haimanot Ashenafi, City of Elk Grove: Reacted to "I think we should do..." with ❤️

01:09:41 Deborah Hicks (she/her) HeartLand Child & Family Services: Engagement/Participation

01:10:25 Christina H. SSF: Reacted to "Engagement/Participa..." with 👍

01:12:53 Deborah Hicks (she/her) HeartLand Child & Family Services: Engagement/Participation can be challenging in the Zoom culture.   *Content has to be lively, meaningful to the participants, movement within the meeting helps. *Breakout rooms/groups are helpful. Smaller groups encourage people to speak up and participate. *The idea of servant leadership is important--we are here to be of service to others. *Good tools are the warm ups/openers, check ins--leaving open space for processing information and encouraging discussion/comments and questions.

01:20:27 Emily Zelaya (she/ella): Or Urdu?
01:22:51 Rachel Bereza:Languages were also chosen in alignment with the Draft County MHSA Plan for FY 21/22 – FY 23/24, which details the Sacramento

County threshold languages as: Arabic, Cantonese, Hmong, Russian, Spanish, Vietnamese.

01:23:11 Ayanna McGee (she/hers): Reacted to "Languages were also ..." with 👍🏾

01:23:34 Sacramento Steps Forward: That's what I was going to say Ardy.

01:23:38 Rachel Bereza: Here's a link to the Plan: https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdhs.saccounty.gov%2FBHS%2FDocuments%2FReports--Workplans%2FMHSA-Reports-and-Workplans%2FRT-DRAFT-2021-22--2022-23--2023-24-MHSA-Three-Year-Plan.pdf&data=05%7C01%7C%7C77366efce3de4f43422b08da91d8bd88%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C637982657329554166%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=HZl8A26FD61TA8BcWT5AYdq4c%2BeET9pWJqy%2BuVHw%2B7g%3D&reserved=0

01:23:47 Samantha Earnshaw: That makes perfect sense

01:25:04 Rachel Bereza: Excerpt from pg. 3: Sacramento County is one of eighteen counties located in the Central Mental Health Region of the State of California. The State of California, Department of Finance estimates the 2018 population of Sacramento County to be approximately 1.5 million. As such, Sacramento is considered a large county, especially in comparison with the populations of surrounding counties. Sacramento is one of the most diverse communities in California with six threshold languages (Arabic, Cantonese, Hmong, Russian, Spanish, and Vietnamese). Historically, Sacramento County has been one of three counties with the highest number of newly arriving refugees in California. Arabic was added as a threshold language in 2017. We welcome these new residents and continue to work towards meeting the unique needs of these emerging communities.

01:27:06 Ardy Akhzari:aakhzari@sacstepsforward.org