

Racial Equity (REQ) Committee Meeting Minutes

Wednesday, August 16th, 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	Yes
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	Yes
Elizabeth Elliott	Pomo & Maidu Federally Recognized Tribal Members	No
Emily Zelaya	Opening Doors, Inc., Program Manager	Yes
Fatemeh Martinez	Sacramento	Yes
Karisa Hyppolite	Sacramento	Yes
Kazoua Heu	Sacramento County, Underserved Southeast Asians, Hispanics, Whites	Yes
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

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Agenda Item	Presenter(s):	Time	Item Type
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<p>I. Welcome and grounding into the space</p> <p>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?</p> <p>Land Acknowledgement</p>	<p>Angela Upshaw, SSF, Racial Equity Committee Co-Chair</p>	<p>9:00 AM (5 minutes)</p>	<p>Informational</p>
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Ardy started the meeting at 9:06. Attendance of 32 participants.

He posed the opener to the group and a committee guest read the Land Acknowledgement.

Comments in the chat and on the recording

<p>II. “Spotlight on Equity” Break Out Room Activity</p> <ul style="list-style-type: none"> ● What are your initial thoughts after completing the activity? <ul style="list-style-type: none"> ● What surprised you? Why? ● What, if anything, did you learn about yourself? 	<p>Anthony Robinson, SSF, Racial Equity Specialist</p>	<p>9:05 AM (15 minutes)</p>	<p>Informational</p>
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Anthony shared a link to the DEI test for the break out rooms. Participants went into rooms for discussion and discussed the questions:

What are your initial thoughts after completing the activity?

- What surprised you? Why?
- What, if anything, did you learn about yourself?

Please see the chat for questions and comments.

III. Approval of 5/17/23, 6/21/23 & 7/19/23 Meeting Minutes	Ardy Akhzari, SSF, Racial Equity Committee Co-Chair	9:20 AM (5 minutes)	Action
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Motioned for Approval of [5/17/23](#), [6/21/23](#) & [7/19/23 Meeting Minutes](#) :

1st- Deisy Madrigal, 2nd- Emily Zelaya
Motion passed

IV. Announcements (Upcoming Events & Recent Actions)	Ardy Akhzari, REQC Members, & Guests	9:25 AM (10 minutes)	Informational & Discussion
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Ardy shared info on the annual meeting
 Sher Shign shared information for her Jedi committee meeting
 Stephanie Thompson shared they are having their annual harvest fest in October at Oak Park

Please see the chat and recording for more information

V. Break Out Rooms & Share out • Community Agreements	Anthony Robinson	9:35 AM (25 minutes)	Discussion
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Anthony gave direction on the goal of the break out rooms and the community agreements. He asked that there be a scribe and reporter in each group.

Please see the chat and recording for more information.

VI. Updated HUD definition of homelessness and data collection	Ardy Akhzari	10:00 AM (15 minutes)	Informational & Discussion
<p>Ardy shared a slide deck showing HUD's definition of homelessness and other key points below.</p> <ul style="list-style-type: none"> - rationale behind the change - need to be inclusive and equitable <p>Please see the recording and chat for more information.</p>			
VII. July Break Out Sessions follow up	Angela Upshaw	10:15 AM (15 minutes)	Informational & Discussion
<p>Angela asked that we move this to the next meeting</p> <p>Questions and comments please see the chat and recording</p>			
VIII. Diversity, Equity, Inclusion, Belonging (DEIB) work update	Anthony Robinson	10:30 AM (5 minutes)	Informational
<p>Anthony asked that we move this to the next meeting</p>			
IX. Questions/Comments	Anthony Robinson	10:35 AM (10 minutes)	Informational

Please see the recording and chat for more information

REQC Meeting Chat:

08:59:15 From Sacramento Steps Forward to Everyone: Hello all! Here are todays meeting materials:

<https://sacramentostepsforward.org/wp-content/uploads/2023/08/REQC-Agenda-8.16.23-2-1.pdf>

09:00:41 From Tanesha Travis (she/her) SSF PLE Coordinator to Everyone: Oh yay 🎵🎵🎵🎵🎵

09:00:49 From Emily Zelaya (she/ella) to Everyone: Reacted to "Oh yay 🎵🎵🎵🎵🎵" with 😊

09:00:57 From Sacramento Steps Forward to Everyone: Hello all! Here are todays meeting materials:

<https://sacramentostepsforward.org/wp-content/uploads/2023/08/REQC-Agenda-8.16.23-2-1.pdf>

09:01:50 From Emily Zelaya (she/ella) to Everyone: Can our entire meeting just be listening to music? My soul needs this. 😊

09:01:58 From Sacramento Steps Forward to Everyone: Reacted to "Can our entire meeti..." with ❤️

09:02:21 From Dulce Delgadillo Santisteban, DPA, LCSW (VA CES) to Everyone: This song.... I feel it in my core! 🎵

09:05:47 From Jesse SSF, CoC Analyst to Everyone: Reacted to "Can our entire meeti... ." with ❤️

09:06:25 From Sacramento Steps Forward to Everyone: 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?

09:06:38 From Anthony Robinson to Everyone: Reacted to "Can our entire meeti..." with ❤️

09:06:43 From Anthony Robinson to Everyone: Reacted to "This song.... I feel..." with ❤️

09:06:44 From angela upshaw to Everyone: Sorry, stepped away. Back now. Good morning everyone!

09:06:50 From Anthony Robinson to Everyone: Reacted to "Oh yay 🎵🎵🎵🎵🎵" with ❤️

09:07:22 From Fatemah Martinez (She/Her)_DFA-USTCF_ to Everyone: Currently taking a Racial Equity Train a Trainer Training.... got to keep my skill sharp

09:07:32 From Anthony Robinson to Everyone: Reacted to "Currently taking a R..." with ❤️

09:07:34 From Sacramento Steps Forward to Everyone: Reacted to "Currently taking a R..." with 👍

09:08:01 From Anthony Robinson to Everyone: Replying to "Currently taking a R..." @Fatemah Martinez (She/Her)_DFA-USTCF_ Can you give me the information? That sounds interesting.

09:08:28 From Sacramento Steps Forward to Everyone: I was going to ask the same Fatemah. Would you mind sharing here any info if possible

09:09:07 From Jesse SSF, CoC Analyst to Everyone: Reacted to "Currently taking a R..." with ❤️

09:09:09 From Fatemah Martinez (She/Her)_DFA-USTCF_ to Everyone: Replying to "I was going to ask t..." Most definitely

09:09:16 From Deborah Hicks (she/her) HeartLand Child & Family Services to Everyone: (Formed the IDEA (Inclusion, Diversity, Equity, Action) Collaborative within our agency to guide our vision and implementation of a culture focused on DEI. Made up of 14 staff members who volunteer to meet monthly.

09:09:27 From Anthony Robinson to Everyone: Reacted to "(Formed the IDEA (In..." with ❤️

09:09:31 From Jesse SSF, CoC Analyst to Everyone: Reacted to "(Formed the IDEA (In..." with ❤️

09:09:39 From angela upshaw to Everyone: Would like to implement new policies and practices that have tangible results including diverse leadership beyond the first and middle management level. Diversity at the executive level.

09:09:52 From Anthony Robinson to Everyone: Reacted to "Would like to implem..." with ❤️

09:10:06 From Michelle Reedus to Everyone: Reacted to "Would like to implem..." with ❤️

09:10:40 From Emily Zelaya (she/ella) to Everyone: This week I presented to the Latino Leadership Council about LGBTQ+ resources and the national support group, PFLAG which offers meetings in Spanish.

09:12:21 From Ardy Akhzari to Everyone: Reacted to "This week I presente..." with ❤️

09:13:11 From Sacramento Steps Forward to Everyone: What are your initial thoughts after completing the activity? • What surprised you? Why? • What, if anything, did you learn about yourself?

09:13:29 From Sacramento Steps Forward to Everyone: Here are the questions for the break out rooms

09:14:14 From Ardy Akhzari to Everyone: Ive taken this test for a DEI course!

09:15:17 From Anthony Robinson to Everyone:
<https://implicit.harvard.edu/implicit/takeatest.html>

09:23:00 From Sacramento Steps Forward to Everyone:
What are your initial thoughts after completing the activity? • What surprised you? Why? • What, if anything, did you learn about yourself?

09:35:14 From Tanesha Travis to Everyone: Also wish it wasn't focused on the black/white dichotomy

09:35:24 From Peter Bell (he/him) to Everyone: Reacted to "Also wish it wasn't ..." with 👍

09:36:28 From Kim Ritchie - SHELTER, Inc. (She/Her) to Everyone: I did not see hot and cold it was all good and bad

09:36:50 From Tanesha Travis to Everyone: got to jump to another meeting all. will watch the recording to hear all the feedback :)

09:36:57 From Anthony Robinson to Everyone: Reacted to "got to jump to anoth..." with ❤️

09:37:05 From Sacramento Steps Forward to Everyone: Thank you Tanesha!

09:42:14 From Deisy Madrigal, She/Her to Everyone: It may have been because I took the Hispanic questionnaire. There are so many nuances within our culture. Even the fact that it assumes everyone is okay with subscribing to being called Hispanic or latino without considering the origin of that label was a bit off putting

09:44:16 From Emily Zelaya (she/ella) to Everyone: Thank you Anthony for facilitating this exercise. I always enjoy taking these Implicit Bias tests.

09:44:17 From Sher Singh to Everyone:
Great job Anthony - dialogue is so important. Love the breakout room idea!

09:45:04 From Anthony Robinson to Everyone: Reacted to "Great job Anthony - ..." with ❤️

09:45:10 From Anthony Robinson to Everyone: Reacted to "Thank you Anthony fo..." with ❤️

09:46:15 From Sacramento Steps Forward to Everyone: Motion to approve May, June, & July minutes

09:46:43 From Stephanie Thompson, she/her to Everyone: Yes

09:46:45 From Deborah Hicks (she/her) HeartLand Child & Family Services to Everyone: Yay

09:46:45 From Quinn Jones-Hylton to Everyone: Aye

09:46:47 From Emily Zelaya (she/ella) to Everyone: Yay

09:46:48 From angela upshaw to Everyone: Yes

09:46:48 From Ardy Akhzari to Everyone: Yes

09:46:48 From Kazoua Heu to Everyone: Yes

09:46:51 From Fatemah Martinez (She/Her)_DFA-USTCF_ to Everyone: yes

09:46:57 From sabrina basquez to Everyone: yeah


09:46:58 From Dawn Basciano to Everyone: yes

09:47:53 From Sacramento Steps Forward to Everyone: Join us at the 2023 CoC Annual Meeting!:

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

09:48:47 From Kim Ritchie - SHELTER, Inc. (She/Her) to Everyone: SHELTER, Inc. is hiring in Sacramento! Please go to our website www.shelterinc.org Case Managers, Program Manager, Shelter Attendants!

09:48:56 From Anthony Robinson to Everyone: Reacted to "SHELTER, Inc. is hir..." with ❤️

09:50:14 From Anthony Robinson to Everyone: Reacted to "JDEI - DIVERSITY (1) (2) (1) (1) (1).jpg" with 

09:51:33 From Sacramento Steps Forward to Everyone: •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 .

09:51:43 From Sacramento Steps Forward to Everyone: 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.

09:52:25 From Kim Ritchie - SHELTER, Inc. (She/Her) to Everyone: I need to drop for another meeting. Sorry!

10:08:43 From Dulce Delgadillo Santisteban, DPA, LCSW (VA CES) to Everyone: sorry, I missed the break out room as I had to step away for a bit

10:09:19 From Sacramento Steps Forward to Everyone: No worries, some have finished up and one group is still working. We will share out in just a bit

10:28:32 From Fatemah Martinez (She/Her)_DFA-USTCF_ to Everyone: apologies I have a parent conference

10:28:45 From Sacramento Steps Forward to Everyone:no worries, thank you for joining

10:45:29 From Tanesha Travis to Everyone: Thank you for a very productive and robust meeting 😊

10:46:37 From Ardy Akhzari to Everyone: Reacted to "Thank you for a very..." with 👍

10:47:51 From angela upshaw to Everyone: I need to hop off. Everyone have a great day

10:48:00 From Anthony Robinson to Everyone: Reacted to "I need to hop off. E..." with ❤️

10:48:46 From Dulce Delgadillo Santisteban, DPA, LCSW (VA CES) to Everyone: Thank you!!