

Racial Equity (REQ) Committee Meeting Minutes

Wednesday, September 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	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	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	Yes
Shalinee Hunter	Sacramento and Statewide	No
Stephanie Thompson	Sacramento	No
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
Christina Heredia	Referral Specialist
Jesse Archer	CoC Analyst
Kaylin Jones	CoC Project Coordinator
Michelle Charlton	CoC Coordinator
Michelle Reedus	CE Manager

Guests
Alan Snyder, Asya Anderson , Cristina Navarro, Darrin Greer, Donyale Abe, Haimanot Ashenafi, Kim Ritchie, Lupe Rosas, Marjorie Beazer, michelle's iPhone, Mina Khoshbakht, Ray Kemp, Sarah's iPhone, Shannen Padilla, Sher Singh, 17609641601

Agenda Item	Presenter(s):	Time	Item Type
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<p>I. Welcome and grounding into the space</p> <p>Opener: Imagine you could have dinner with a historical figure who fought for racial equity. Who would you choose, and why?</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>
<p>Ardy started the meeting at 9:06. Attendance of 28 participants.</p> <p>Angela posed the opener to the group and read the Land Acknowledgement.</p>			
<p>II. Community Agreements</p>	<p>Angela Upshaw</p>	<p>9:05 AM (10 minutes)</p>	<p>Informational & Discussion</p>
<p>Angela shared the updated version of the agreements and highlighted the new additions.</p> <p>Please see the chat for questions and comments.</p>			
<p>III. “Spotlight on Equity”</p>	<p>Marjorie Beazer, Community Member</p>	<p>9:15 AM (15 minutes)</p>	<p>Informational</p>
<p>Marjorie shared her background at Hope Consulting Inc. She shared a slide deck about the implications of expectations.</p> <p>Please see chat and recording for more information</p>			
<p>IV. Approval 8/16/23 Meeting Minutes</p>	<p>Ardy Akhzari</p>	<p>9:30 AM (5 minutes)</p>	<p>Action</p>

Motioned for Approval of [8/16/23 Meeting Minutes](#):

1st-Angela Upshaw, 2nd-Emily Zelaya
Motion passed.

V. Announcements (Upcoming Events & Recent Actions) Informational & Discussion	Ardy Akhzari, REQC Members, & Guests	9:35 AM (10 minutes)	Informational & Discussion
<p>Ardy shared comments on the newly implemented feedback survey, asking all to complete it after today's meeting</p> <p>Sher Singh shared that they are planning an equity workshop for women in the workplace</p> <p>An announcement from Stephanie Thompson was shared in the chat</p> <p>Please see the chat and recording for more information.</p>			
VI. Diversity, Equity, Inclusion, Belonging (DEIB) work update	Anthony Robinson, SSF, Racial Equity Manger	9:45 AM (10 minutes)	Informational
<p>Anthony shared that SSF has begun working on internal DEIB work. SSF is now working with a consultant from Capitol Impact Robynne Rose-Haymer as of late June. Anthony shared a slide deck of work done thus far.</p> <p>Please see the recording and chat for more information.</p>			
VII. Key Performance Measures Update	Ardy Akhzari	9:55 AM (20 minutes)	Informational
<p>Ardy shared an update from the last few months for KPIs based on the racial equity action plan. The KPIs will allow us to track the work. They are narrowing down the</p>			

current list from 40 to 8 and have been meeting with data team to make sure whatever they're looking to define that it makes sense matched with the data.

Some of the KPIs they are considering are:

- Community engagement
- Training members
- Advocacy for racial equity
- Intersectional data and racial equity
- Diversity in the coc board and recruitment
- Language accessibility

Questions and comments please see the chat and recording

VIII. July Break Out Sessions follow up	Angela Upshaw	10:15 AM (10 minutes)	Informational
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Angela shared the four questions from the previous break out rooms along with the two action items which are:

- having music to set the tone and
- providing a feedback survey to engage the members

She discussed having the staff rotate on playing music and the group sent out the feedback survey after today's meeting

IX. Project Review Committee Voting Seat	Angela Upshaw	10:25 AM (10 minutes)	Informational
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Ardy and Angela explained that the group lobbied hard for the voting seats on the PRC and would like to have interest from the members on filling the seats. Ardy explained the responsibilities of the seat and encouraged ones to fill the seat.


IX. Questions/Comments	Anthony Robinson	10:35 AM (10 minutes)	Informational
Please see the recording and chat for more information			

REQC Meeting Chat:

09:01:16 From Sacramento Steps Forward To Everyone: Hello all, please see the agenda here:

<https://sacramentostepsforward.org/wp-content/uploads/2023/09/REQC-Agenda-9.20.23-1-1.pdf>

09:03:53 From Ray Kemp Sac County To Everyone: Oh Ok, We can't go wrong with a lil Michael 

09:06:01 From Sacramento Steps Forward To Everyone: Reacted to "Oh Ok, We can't go w..."with 

09:07:00 From Sacramento Steps Forward To Everyone: Hello all, please see the agenda here:

<https://sacramentostepsforward.org/wp-content/uploads/2023/09/REQC-Agenda-9.20.23-1-1.pdf>

09:08:49 From Sacramento Steps Forward To Everyone: Opener: Imagine you could have dinner with a historical figure who fought for racial equity. Who would you choose, and why?

09:09:11 From Anthony Robinson To Everyone: Reacted to "Oh Ok, We can't go w..." with 


09:10:15 From Sacramento Steps Forward To Everyone: She has a great story. Good choice !

09:10:17 From Marjorie Beazer To Everyone: Edward boyden. The father of pan afrucanism -- from a tiny island in the Caribbean. Where'd he learn to advocate for equity from a pan africanist perspective?

09:10:17 From Kim Ritchie - SHELTER, Inc. (She/Her) To Everyone: Nelson Mandela. I went to Africa after I graduate college and experienced a connection to the country and people that I have never experienced before or since.

09:10:18 From Asya Anderson - Molina Healthcare To Everyone: Harriet Tubman - I just imagine she would have some very moving stories to tell.

09:10:29 From Anthony Robinson To Everyone: Reacted to "Nelson Mandela. I w..." with 


09:10:34 From Anthony Robinson To Everyone: Reacted to "Harriet Tubman - I j..." with 


09:10:37 From Anthony Robinson To Everyone: Reacted to "Edward boyden. The f..." with 

09:11:35 From Jesse SSF, CoC Analyst To Everyone: Marsha P. Johnson

09:11:36 From Deborah Hicks (she/her) HeartLand Child & Family Services To Everyone: Lucille Bridges, mother of Ruby Bridges--a mother's perspective on her young daughter integrating public schools.

09:11:52 From Sacramento Steps Forward To Everyone: Reacted to "Lucille Bridges, mot..." with 

09:11:55 From Asya Anderson - Molina Healthcare To Everyone: Reacted to "Marsha P. Johnson" with 

09:11:59 From Kim Ritchie - SHELTER, Inc. (She/Her) To Everyone: Reacted to "Lucille Bridges, mot..." with 

09:11:59 From Emily Zelaya (she/ella) To Everyone: Harry Belafonte - I grew up with his music and have always admired his leadership.

09:12:09 From Kim Ritchie - SHELTER, Inc. (She/Her) To Everyone: Reacted to "Edward boyden. The f..." with ❤️

09:14:15 From Anthony Robinson To Everyone: Reacted to "Harry Belafonte - I ..." with ❤️

09:18:23 From Christina H. SSF To Everyone: My grandparents. They were not historical figures but well known in Roseville Ca. They were immigrants who came from Mexico on a working visa. They opened up a restaurant, gave back to the community, gave back to people in Mexico, they fed the homeless, and so much more. They are the reason I do the work that I do.

09:19:18 From Sacramento Steps Forward To Everyone: Reacted to "My grandparents. The..." with ❤️

09:23:49 From Ardy Akhzari To Everyone: Disappointed

09:23:51 From Deborah Hicks (she/her) HeartLand Child & Family Services To Everyone: disappointed

09:23:52 From Deisy Madrigal, She/Her To Everyone: Disappointment.

09:23:53 From Christina H. SSF To Everyone: Angry

09:23:55 From Deborah Hicks (she/her) HeartLand Child & Family Services To Everyone: annoyed

09:24:02 From Angela Upshaw To Everyone: Frustrated

09:33:58 From Deisy Madrigal, She/Her To Everyone: Thank you!

09:34:37 From Deisy Madrigal, She/Her To Everyone: You should be a book narrator

09:35:01 From Anthony Robinson To Everyone: Reacted to "You should be a book..." with ❤️

09:35:06 From Ardy Akhzari To Everyone: Reacted to "You should be a book..." with ❤️

09:35:37 From Marjorie Beazer To Everyone: 👍

09:36:28 From Sacramento Steps Forward To Everyone: Motion to approve August minutes

09:36:38 From Angela Upshaw To Everyone:

yes

09:36:41 From Ardy Akhzari To Everyone:

Yes

09:36:47 From Emily Zelaya (she/ella) To Everyone:

Yes

09:36:51 From Fatemah DFA To Everyone:

Yes

09:37:15 From Dawn Basciano To Everyone:

Yes

09:37:37 From Christina H. SSF To Everyone:

yes

09:37:49 From Samantha Earnshaw To Everyone:

Yes

09:38:20 From Deborah Hicks (she/her) HeartLand Child & Family Services To Everyone:

yes

09:38:29 From Sacramento Steps Forward To Everyone: This is the survey: Please see the feedback survey here:

<https://docs.google.com/forms/d/e/1FAIpQLSe7Ita9abqXhFLmslbvCmclNGLFxXdix02RYqyXKdJnTrmEmg/viewform>

09:38:56 From Sacramento Steps Forward To Everyone: Another announcement for the group from Stephanie Thompson 12th Annual Harvest and Health Festival that will be held on Saturday, October 21st from 11:00am - 2:00pm at City Church, 3860 4th Avenue, Sacramento, CA. 95817.

09:39:14 From Sacramento Steps Forward To Everyone:

She'd like you to register here Check out "Harvest & Health Festival" on Eventbrite!

Date: Sat, Oct 21 • 11:00 AM PDT

Location: 3860 4th Avenue, Sacramento, CA 95817

<https://www.eventbrite.com/e/harvest-health-festival-tickets-720592681107>


09:43:54 From Quinn Jones-Hylton To Everyone:

Yes

09:44:54 From Sher Singh To Everyone: Awesome Anthony!!

09:48:24 From Deborah Hicks (she/her) HeartLand Child & Family Services To Everyone: My apologies. I have to leave for a medical appointment.

09:48:56 From Sacramento Steps Forward To Everyone: As part of this effort, the communications team is also gathering acronyms from around SSF, the CoC, and the HRS to make sure all new or specialized acronyms are captured and shared, creating a shared language in which all can be included. Submit yours here: <https://www.surveymonkey.com/r/XDR28QB>

09:53:31 From Anthony Robinson To Everyone: Reacted to "Awesome Anthony!!" with 

10:00:55 From Sacramento Steps Forward To Everyone: Here is the feedback survey: Please see the feedback survey here: <https://docs.google.com/forms/d/e/1FAIpQLSe7Ita9abqXhFLmslbvCmclNGLFxxdix02RYqyXKdJnTrmEmg/viewform>

10:02:14 From Sacramento Steps Forward To Everyone: To see more information on the PRC, please visit: <https://sacramentostepsforward.org/continuum-of-care-meetings/>

10:02:55 From Marjorie Beazer To Everyone: I'm interested

10:03:04 From Angela Upshaw To Everyone: Reacted to "I'm interested " with 

10:03:19 From Angela Upshaw To Everyone: Removed a ❤️ reaction from "I'm interested "

10:04:50 From Deisy Madrigal, She/Her To Everyone: Thank you Marjorie. Several members are conflicted so we wouldn't be able to join.

10:05:13 From Haimanot Ashenafi, City of Elk Grove To Everyone: Reacted to "Thank you Marjorie. ..." with 👍

10:06:48 From Deisy Madrigal, She/Her To Everyone: Can we lobby to get voting seats on the CEC?

10:06:53 From Marjorie Beazer To Everyone: 👍

10:08:57 From Marjorie Beazer To Everyone: Awesome!

10:10:10 From Michelle Charlton (She/Her) CoC Coordinator, SSF To Everyone: Details about the PRC:

<https://sacramentostepsforward.org/continuum-of-care-meetings/#prc>

10:10:26 From Michelle Charlton (She/Her) CoC Coordinator, SSF To Everyone: 2023 PRC workplan:

<https://acrobat.adobe.com/link/track?uri=urn%3Aaaid%3Ascds%3AUS%3Ab6c29d41-74d9-3146-bf56-85e41cfd0cd2>

10:10:27 From Sher Singh To Everyone: Thanks Michelle for the link

10:10:44 From Sacramento Steps Forward To Everyone: To see more information on the PRC, please visit:

<https://sacramentostepsforward.org/continuum-of-care-meetings/#prc>

10:11:11 From Michelle Charlton (She/Her) CoC Coordinator, SSF To Everyone: More details about the PRC can be found in the 2023 Governance Charter as well:

<https://sacramentostepsforward.org/wp-content/uploads/2023/09/2023-Sacramento-City-County-Continuum-of-Care-Governance-Charter.pdf>

10:11:16 From Sacramento Steps Forward To Everyone: That was sent before to the group but may have been missed. With any questions please feel free to reach out. aakhzari@sacstepsforward.org

10:11:32 From Michelle Charlton (She/Her) CoC Coordinator, SSF To Everyone: Reacted to "Thanks Michelle for ..." with 👍

10:12:47 From Sher Singh To Everyone: Agreed Deisy!

10:14:42 From Quinn Jones-Hylton To Everyone: I do

10:14:42 From Emily Zelaya (she/ella) To Everyone: I attend the Coordinated Entry meetings

10:15:21 From Haimanot Ashenafi, City of Elk Grove To Everyone: I do as well

10:17:32 From Sacramento Steps Forward To Everyone: Thank you for attending! Please complete the feedback survey here:
<https://docs.google.com/forms/d/e/1FAIpQLSe7Ita9abqXhFLmsIbvCmclNGLFxDix02RYqyXKdJnTrmEmg/viewform>

10:18:33 From Sacramento Steps Forward To Everyone: Please also see here for more information on the Committees:
<https://sacramentostepsforward.org/continuum-of-care-meetings/>

10:19:11 From Emily Zelaya (she/ella) To Everyone: I was just going to say the same thing: This link helps look at all the committees and when they meet, what they're about, etc.
<https://sacramentostepsforward.org/continuum-of-care-meetings/>

10:19:55 From Sacramento Steps Forward To Everyone: Thank you for attending! Please complete the feedback survey here:
<https://docs.google.com/forms/d/e/1FAIpQLSe7Ita9abqXhFLmsIbvCmclNGLFxDix02RYqyXKdJnTrmEmg/viewform>

10:20:01 From Samantha Earnshaw To Everyone: Thank you all