



Racial Equity (REQ) Committee Meeting Minutes

Wednesday, July 17, 2024 | 9:00 AM to 11:00 AM

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

Attendance:

| Member | Area of Representation | Present |
|--------------------------|--|---------|
| Angela Upshaw, Co-Chair | Veterans | Yes |
| 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 |
| Emily Zelaya | Opening Doors, Inc., Program Manager | Yes |
| Fatemeh Martinez | Sacramento | No |
| Kazoua Heu | Sacramento County, Underserved Southeast Asians, Hispanics, Whites | No |
| Majorie Beazer, Co-Chair | Partners with Lived Expertise Advocate | Yes |
| Samantha Earnshaw | Youth, Families, Disabilities | Yes |
| Shalinee Hunter | Sacramento and Statewide | Yes |
| Sher Singh, Co-Chair | Business | Yes |
| Stephanie Thompson | Sacramento | Yes |
| Yvette Buckner | Partners with Lived Expertise Advocate | No |
| SSF Staff | SSF Title | |

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|-----------------------|---|
| Ayana McGee | Program Director, Systems of Care Integration |
| Geoff Fralick | Program Analyst - Youth |
| Kathreen "Nica" Daria | Capacity Building & Training Manager |
| Kim Winters | Community Impact Director |
| Jodi Weiner | Learning & Development Specialist |
| Marjorie Delgadillo | Family Collaborative Director |
| Michelle Reedus | CES Manager |
| Niomi Del Rio | Administrative Analyst |
| Rachel Bereza | Deputy CEO |
| Sarah Schwartz | Volunteer Coordinator |
| Quinn Jones-Hylton | Programs Analyst "Emergency Services" |
| Tlaltzin Muro | Referral Specialist |

Guests

Dulce Delgadillo Santisteban, DPA, LCSW (VA CES), Haimanot Ashenafi, City of Elk Grove, Lashunda Price, Leslie Napper (she/her/Sis)-DRC, Lupe Rosas, Ramsone, Tonya Benefield, Tyffanie Wedding-O'Con (WEAVE), Womens Empowerment, and Yroberts.

| Agenda Item | Presenter(s): | Time | Item Type |
|-------------|---------------|------|-----------|
|-------------|---------------|------|-----------|

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|---|---------------------------------------|---------------------------------|-------------------|
| <p>I. Welcome & Grounding into the Space</p> <p>Opener: What do you remember from your childhood about how you made sense of human differences? If you have kids, is it different for them today than your own experience?</p> <p>Land Acknowledgement</p> <p>Labor Acknowledgement</p> <p>Community Agreements</p> | <p>Marjorie Beazer, REQC Co-Chair</p> | <p>9:00 AM (15 minutes)</p> | <p>Discussion</p> |
|---|---------------------------------------|---------------------------------|-------------------|

Marjorie started the meeting around 9:05 am. She asked the opener question. Responses to the opener were shared during the meeting. She shared the [Land Acknowledgement](#), [Labor Acknowledgement](#), and [Community Agreements](#).

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| <p>II. “Spotlight on Equity”</p> <ul style="list-style-type: none"> Reminder: REQC Members: Sign up to present for the next “Spotlight on Equity” | <p>Sher Singh, REQC Co-Chair</p> | <p>9:15 AM (10 minutes)</p> | <p>Informational</p> |
|---|----------------------------------|---------------------------------|----------------------|

Sher shared a [presentation](#) on “Equality vs. Equity”. Please see the recording for details.

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|--|---|---------------------------------|--------------------------------|
| <p>III. Approval of 5/15/24 & 6/26/24 Meeting Minutes</p> <p>Supporting Materials:</p> <ul style="list-style-type: none"> • 5/15/24 Meeting Minutes • 6/26/24 Meeting Minutes | <p>Angela Upshaw, REQC Co-Chair</p> | <p>9:25 AM (5 minutes)</p> | <p>Action</p> |
| <p>Motioned for Approval of 5/15/24 Meeting Minutes: 1st – Sher Singh, 2nd – Shalinee Hunter.</p> <p>Motion approved.</p> <p>Motioned for Approval of 6/26/24 Meeting Minutes: 1st – Sher Singh, 2nd – Marjorie Beazer</p> <p>Motion approved.</p> | | | |
| <p>IV. Announcements (Upcoming Events & Recent Actions)</p> | <p>Angela Upshaw, REQC Co-Chairs, REQC Members, SSF Staff, & Guests</p> | <p>9:30 AM (10 minutes)</p> | <p>Informational</p> |
| <p>REQC Members and SSF Staff shared details about job opportunities. Please see the recording for details.</p> | | | |
| <p>V. VI-SPDAT Replacement: The Housing Conversation Tool (HCT)</p> <p>Supporting Materials:</p> <ul style="list-style-type: none"> • HCT Questions • HCT Prioritization Schema | <p>Quinn Jones-Hylton, SSF Programs Analyst "Emergency Services"</p> | <p>9:40 AM (55 minutes)</p> | <p>Discussion & Action</p> |

Quinn shared a [presentation](#) on the “Housing Conversation Tool” (VI-SPDAT Replacement). Questions were asked. Please see the recording for details.

Motioned for Approval of VI-SPDAT Replacement: The Housing Conversation Tool (HCT): 1st – Marjorie Beazer, 2nd – Deisy Madrigal.

Motion approved.

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| VI. CAS Assessor / HPS Training & Certification | Kathreen Daria, SSF Capacity Building & Training Manager | 10:35 AM (10 minutes) | Informational |
|--|---|--------------------------|---------------|

Nica shared that the HPS will be re-launching this quarter and is set for the last week of August 2024. New invites will be sent out to the Provider community. This is for staff working directly with clients. Please see the recording for more details.

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| VII. Wilton Rancheria Update: Northern Circle Indian Housing Authority | Jesse Archer, SSF CoC Analyst | 10:45 AM (5 minutes) | Informational |
|---|----------------------------------|-------------------------|---------------|

Jesse shared Wilton has designated seat on the CoC Board. He shared details about the Northern Circle Indian Housing Authority (NCIHA) and that we are awaiting final documentation from the NCIHA to establish a relationship to move forward with a recommendation to appointment a member from the NCIHA to the CoC Board. More details to come.

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|---|-------------|--------------------------|------------|
| VIII. Open Discussion on Recent Actions / Events | Open to All | 10:50 AM (10 minutes) | Discussion |
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Marjorie asked to go back to the Labor Acknowledgment to ensure we voiced the importance of this document. Nica circled back to share that additional PWLEC members will be joining and being certified as new HPS trainers. Please see the recording for more details.

IX. Meeting adjourned at 10:47am.

The next REQC meeting is Wednesday, Aug. 21 2024 at 9:00 am.

Remaining 2024 REQC meetings: Sep 18 | Oct 16 | Nov 20 | Dec 18

Meeting Chat

09:01:18 From Marjorie Delgadillo- she, her, ella to Everyone:
Hello everyone, good morning to all.

09:01:37 From Sacramento Steps Forward to Everyone:
Today's Agenda: <https://sacramentostepsforward.org/wp-content/uploads/2024/07/July-17-2024-REQC-Meeting-Agenda.pdf>

09:01:49 From Shalinee Hunter (She/Her/Hers) to Everyone:
Good morning

09:02:20 From Marjorie Beazer to Everyone:
Good morning 🙏 ✨

09:03:38 From Shalinee Hunter (She/Her/Hers) to Everyone:
Shalinee Hunter is here :)

09:03:56 From Sher Singh to Everyone:
Morning everyone

09:04:00 From Sacramento Steps Forward to Everyone:
Today's Agenda:
<https://sacramentostepsforward.org/wp-content/uploads/2024/07/July-17-2024-REQC-Meeting-Agenda.pdf>

09:04:04 From Jodi Weiner to Everyone:
Good morning!

09:05:26 From Sacramento Steps Forward to Everyone:
Opener: What do you remember from your childhood about how you made sense of human differences? If you have kids, is it different for them today than your own experience?

09:08:40 From Jodi Weiner to Everyone:
as a child I didn't know the differences until the TV series Roots was on TV and it was then I learned there was separation and judgment in humans.

09:09:41 From Shalinee Hunter (She/Her/Hers) to Everyone:
Love it

09:10:04 From Marjorie Beazer to Everyone:
Reacted to as a child I didn't ... with "👍"

09:10:13 From Marjorie Beazer to Everyone:
Reacted to Love it with "😊"

09:13:01 From Samantha Earnshaw to Everyone:
Sorry I am late folks! Can you restate the question?

09:13:14 From Sacramento Steps Forward to Everyone:
Opener: What do you remember from your childhood about how you made sense of human differences? If you have kids, is it different for them today than your own experience?

09:14:11 From Emily Zelaya (she/ella) to Everyone:
My early childhood years in the US, I lived in San Francisco. I was raised in a Cuban family. The people we would spend time with were from all over Latin America and the diversity in skin tones and accents was normal. However, my godfather joked with me when I was very little (4 y.o.) and told me that people who were born at night were darker skinned.

09:18:37 From Sarah Schwartz (Volunteer Coordinator) to Everyone:
My Nicaraguan side of my family only likes to acknowledge the Spanish side of our long heritage and my family tries to ignore that any of our relatives are of indigenous decent. It's been especially interesting being mixed with German and Jewish from my father and how my mom and grandparents wanted me and my brother to lean more into our white identity and my father did not want us to learn Spanish. It took me until my college years to come to fully understand this.

09:19:25 From Emily Zelaya (she/ella) to Everyone:
Reacted to "My Nicaraguan side o..." with 💜

09:20:50 From Angela Upshaw to Everyone:

Beautiful and tragic stories. Beautiful to hear the innocence in our youth and childhood, tragic to hear when it is tainted and stripped away. Thank you all for sharing. We appreciate you and value your experiences.

09:30:00 From Leslie Napper (she/her/Sis)-DRC to Everyone:
Example for consideration moving forward:

09:30:15 From Sacramento Steps Forward to Everyone:
Approval of 5/15/24 Meeting Minutes:

09:30:18 From Stephanie Thompson, she/her to Everyone:
Approve

09:30:23 From Angela Upshaw to Everyone:
yes

09:30:33 From Sher Singh to Everyone:
approve

09:30:33 From Emily Zelaya (she/ella) to Everyone:
Aye

09:30:34 From Deborah Hicks (she/her) HeartLand Child & Family Services to Everyone:
yes

09:30:37 From Dawn Basciano (She/Her) to Everyone:
yes

09:30:40 From Deisy Madrigal, She/Her to Everyone:
yes

09:30:43 From Marjorie Beazer to Everyone:
Approve

09:31:10 From Shalinee Hunter (She/Her/Hers) to Everyone:
approve

09:31:19 From Samantha Earnshaw, LSS to Everyone:
yes

~~09:31:26 From yroberts to Everyone:~~

~~Yolanda Roberts Yes~~

~~09:32:25 From yroberts to Everyone:
Approve~~

09:32:30 From Sacramento Steps Forward to Everyone:
Approval of 6/26/24 Meeting Minutes:

09:32:35 From Sher Singh to Everyone:
yes

09:32:39 From Stephanie Thompson, she/her to Everyone:
abstain

09:32:41 From Emily Zelaya (she/ella) to Everyone:
Abstain

09:32:42 From Deborah Hicks (she/her) HeartLand Child & Family Services to
Everyone:
yes

09:32:45 From Shalinee Hunter (She/Her/Hers) to Everyone:
Abstain

09:32:49 From Dawn Basciano (She/Her) to Everyone:
yes

09:32:52 From Angela Upshaw to Everyone:
abstain

~~09:32:53 From yroberts to Everyone:
Abstain~~

09:33:40 From Samantha Earnshaw, LSS to Everyone:
abstain, I was not present

09:34:13 From Deisy Madrigal, She/Her to Everyone:
yes

09:46:53 From Marjorie Beazer to Everyone:
I'm back...

09:49:13 From Deisy Madrigal, She/Her to Everyone:
Lutheran Social Services of No. California Careers and Employment | Indeed.com

09:49:28 From Samantha Earnshaw, LSS to Everyone:
Great note Sher! *project 2025

09:49:35 From Shalinee Hunter (She/Her/Hers) to Everyone:
I am also hiring for several positions, a data researcher, analyst, and others. I am the Director of Equal Employment Opportunity and Equity at Caltrans. Please feel free to reach out to me at shalinee.hunter@dot.ca.gov or find me on LinkedIn

09:49:43 From Ayanna McGee (she/hers) - SSF to Everyone:
SSF is hiring for Racial Equity Manager: <https://sacramentostepsforward.org/wp-content/uploads/2024/06/Racial-Equity-Manager-Job-Posting-FINAL-6.12.24.pdf>

09:49:48 From Leslie Napper (she/her/Sis)-DRC to Everyone:
Reacted to "Lutheran Social Serv..." with 🌸

09:50:01 From Leslie Napper (she/her/Sis)-DRC to Everyone:
Reacted to "SSF is hiring for Ra..." with 🌸

09:53:47 From Stephanie Thompson, she/her to Everyone:
Oak Park Community Action Lunch - Thursday, July 18th @ 11:30am - 1:00pm - the lunch will be held University of the Pacific 3200 5th Avenue, Sacramento, CA 95817

09:54:15 From Leslie Napper (she/her/Sis)-DRC to Everyone:
Please check out www.disabilityrightsca.org

09:54:27 From Quinn Jones-Hylton to Everyone:
<https://www.surveymonkey.com/r/9NV397B>

10:02:09 From Marjorie Delgadillo- she, her, ella to Everyone:
Appreciate that trauma informed built in feature to prevent having to answering repeated triggering questions.

10:07:39 From Emily Zelaya (she/ella) to Everyone:
Reacted to "Appreciate that trau..." with 🙏

10:14:10 From Samantha Earnshaw, LSS to Everyone:
I really like the Ombuds-Office goal

10:14:20 From Ayanna McGee (she/hers) - SSF to Everyone:
Reacted to "I really like the Om..." with 👍

10:15:12 From Marjorie Delgadillo- she, her, ella to Everyone:
Reacted to "I really like the Om..." with 👍

10:16:02 From Jodi Weiner to Everyone:
Reacted to "Appreciate that trau..." with 👍

10:17:28 From Deisy Madrigal, She/Her to Everyone:
it's also worth noting current assessors will have to go through minimal training to reduce strain on current work load.

10:17:41 From Ayanna McGee (she/hers) - SSF to Everyone:
Reacted to "it's also worth noti..." with 👍

10:17:57 From Shalinee Hunter (She/Her/Hers) to Everyone:
Thank you

10:18:33 From Samantha Earnshaw, LSS to Everyone:
Thanks Quinn!

10:19:29 From Deisy Madrigal, She/Her to Everyone:
this committee was key to advocating for the ombuds office too.

10:19:37 From Ayanna McGee (she/hers) - SSF to Everyone:
Members from both REQC and CAS Committee developed this tool. As part of the approval process, it will go before both committees before implementation (and CoC board approval).

10:19:38 From Samantha Earnshaw, LSS to Everyone:
Reacted to "Members from both RE..." with 👍

10:19:44 From Samantha Earnshaw, LSS to Everyone:
Reacted to "this committee was k..." with 👍

10:19:46 From Ayanna McGee (she/hers) - SSF to Everyone:
Reacted to "this committee was k..." with 👍

10:19:55 From Samantha Earnshaw, LSS to Everyone:

Removed a 👍 reaction from "this committee was k..."

10:19:58 From Samantha Earnshaw, LSS to Everyone:
Reacted to "this committee was k..." with 👍

10:20:24 From Samantha Earnshaw, LSS to Everyone:
Removed a 👍 reaction from "Members from both RE..."

10:20:27 From Samantha Earnshaw, LSS to Everyone:
Reacted to "Members from both RE..." with 👍

10:20:36 From Deisy Madrigal, She/Her to Everyone:
Reacted to "Members from both RE..." with 👍

10:20:53 From Quinn Jones-Hylton to Everyone:
qjoneshylton@sacstepsforward.org

10:21:11 From Dawn Basciano (She/Her) to Everyone:
Unable to post fliers, however here is the link to the Sac Racial Equity Alliance and registration racialequitysac.org

10:21:35 From Sacramento Steps Forward to Everyone:
Motion for Approval of VI-SPDAT Replacement: The Housing Conversation Tool (HCT):

10:21:41 From Sher Singh to Everyone:
yes

10:21:41 From Deborah Hicks (she/her) HeartLand Child & Family Services to Everyone:
yes

10:21:42 From Emily Zelaya (she/ella) to Everyone:
Aye

10:21:42 From Deisy Madrigal, She/Her to Everyone:
yes

10:21:43 From Stephanie Thompson, she/her to Everyone:
I vote to approve

10:21:46 From Angela Upshaw to Everyone:
approve

10:21:47 From Dawn Basciano (She/Her) to Everyone:
yes

10:21:47 From Shalinee Hunter (She/Her/Hers) to Everyone:
I really appreciate the Ombuds Office

10:21:50 From Samantha Earnshaw, LSS to Everyone:
Aye

10:21:52 From Shalinee Hunter (She/Her/Hers) to Everyone:
Yes

10:21:56 From yroberts to Everyone:
I want to thank everyone. My contact is yroberts@hope coop.org Hope Cooperative
Yolo Inspire Housing Specialist

10:22:13 From yroberts to Everyone:
Yes

10:32:13 From Shalinee Hunter (She/Her/Hers) to Everyone:
Good to see everyone. I have to jump to next meeting.

10:33:00 From Deisy Madrigal, She/Her to Everyone:
Sorry folks. Needing to jump off early. I have an urgent client matter to attend to.

10:46:49 From Quinn Jones-Hylton to Everyone:
Happy Birthday!

10:47:00 From Dawn Basciano (She/Her) to Everyone:
I have to jump. Good mtg everyone.

10:47:07 From Sacramento Steps Forward to Everyone:
The next REQC meeting is Wednesday, Aug. 21 2024 at 9:00 am