



2024 Racial Equity Committee Work Plan

Racial Equity Committee Goals

Goal 1: Collect, Review, and Analyze data with an equity lens.

Subgoal 1.1 Work with the REQC to Identify racial equity key performance measures.

Subgoal 1.2: Develop and provide input to HUD on mandated race and ethnicity data process, and an expansion of the definition of homelessness. Explore opportunity to collaborate with other CoCs.

Subgoal 1.3: Establish procedures for reviewing collected data through an equity lens. This process includes systematically examining data to identify disparities, biases, and inequities across different demographic groups.

Subgoal 1.4: Engage with communities affected by data collection efforts to ensure that data collection methods are culturally responsive and respectful of community values and norms. Facilitating this subgoal involves forming partnerships with community organizations, conducting community-based participatory research, and soliciting input from community members on data collection protocols.

Goal 2: To reach equitable representation in the CoC that is reflective of the population of service.

Subgoal 2.1: Develop a community-wide recruitment strategy to increase the number of CoC participation of underrepresented groups to reflect the population of service. This includes hosting community forums, conducting outreach events, and establishing partnerships with community organizations that serve marginalized populations.

Subgoal 2.2: Provide training to CoC staff and members on cultural competence, diversity, equity, and inclusion to ensure that they have the knowledge and skills necessary to effectively engage with and support a diverse population.

Subgoal 2.3: Provide ongoing training and educational opportunities that are free and open to the entire community. The trainings should be determined by the needs that are demonstrated and expressed to better understand and promote racial equity. Note: Free disability training is available through the local independent living

center (RIL)

Subgoal 2.4: Ensure that language access services are available to non-English speaking individuals within the population being served by the CoC by providing interpretation services, translated materials, and culturally appropriate communication strategies to facilitate participation.

Goal 3: Ensure language accessibility, including best practices and adaptability for all outreach and materials, forms, etc.

Subgoal 3.1 Train assessment facilitators on utilizing CLAS Standards.

Subgoal 3.2 Train assessment facilitators on implicit bias and cultural competency.

Subgoal 3.3 All new assessment tools will be translated and conducted using CLAS Standards and a culturally relevant lens.

Subgoal 3.4 Ensure that translated materials are provided in accessible formats to accommodate the diverse needs of the community, such as audio recordings, braille, or large print for individuals with visual impairments or other accessibility needs.

Subgoal 3.5 Establish mechanisms for collecting feedback from community members on the accessibility and effectiveness of translated materials. This feedback should be used to continually improve the quality and relevance of translated materials over time.

Goal 4: To address/prevent potential assessment administrator bias

Subgoal 4.1: Develop and implement comprehensive training programs for assessment administrators focusing on recognizing and mitigating bias in assessment procedures.

Subgoal 4.2: Establish standardized procedures for administering assessments to ensure consistency and fairness across different administrators.

Subgoal 4.3: Ensure diversity among assessment administrators to reflect the cultural and demographic diversity of the assessed population.

Subgoal 4.4: Implement systems for ongoing monitoring and evaluation of assessment procedures to detect and address any instances of bias.

Subgoal 4.5: Provide ongoing professional development opportunities for assessment administrators to stay updated on best practices for promoting equity in assessment

Goal 5: Make revisions and Updates to Racial Equity Action Plan (REAP)

Subgoal 5.1: Create a sub-workgroup of the Racial Equity Committee to offer feedback and revisions on the revised Racial Equity Action Plan.

Subgoal 5.2: Assess the effectiveness of existing strategies, interventions, and identify responses with solutions to the gaps outlined in the REAP in addressing racial equity goals.

Subgoal 5.3: Evaluate the impact of previous actions on advancing racial equity outcomes and identify any gaps or areas for enhancement.

Month	2024 Activities
December 2023 - February 2024	<ul style="list-style-type: none"> • HHAP 5/Equity Improvement Plan • Regionally Coordinated Homelessness Action Plan (RCHAP) Racial Equity Measures • Racial Equity Action Plan Discussion • REQC Chair Recruitment • REQC Ad Hoc Review of Equity Data • Language & Readability Forms Update • Review 2023 CoC Committee Overview PPT - REQC Slides • Review the Draft 2024 REQC Work Plan
March 2024 - May 2024	<ul style="list-style-type: none"> • Racial Equity Action Plan Discussion (continued) • All In Sacramento (RCHAP) Update • Access Point Revisioning Updates • VI-SPDAT Replacement Group Update • 2024 Notice of Funding Opportunity (NOFO) CoC Program Competition Update • Housing Families First Collaborative Update • REQC Chair Recruitment (continued) • Approval Draft 2024 REQC Work Plan
June 2024 - August 2024	<ul style="list-style-type: none"> • 2024 PIT Count Report update • 2024 NOFO update (continued) • VI-SPDAT Replacement Update • System Performance Measures • Revisit the RCHAP Actions (Work Force Needs) • Collaborate & Relationship Building with the Northern Circle Indian Housing Authority • CAS Assessor / HPS Training & Certification • Access Point Revisioning Presentation • Open Discussion on Recent Actions / Events (recurring agenda item)

September 2024 –
December 2024

- Revisit KPIs ([Adopt Built for Zero KPIs](#))
- Revisit REQC Liaisons Assignments
- Collaborate & Relationship Building with the Northern Circle Indian Housing Authority (continued)
- CAS Assessor / HPS Training & Certification (continued)
- 2024 NOFO update (continued)
- Draft Language for the Updated HUD Definition of Homelessness & Data Collection per the National Alliance to End Homelessness Conference
- California Commission on the Status of Women & Girls Annual Report
- Revisit REQC Membership
- Draft & finalize the 2025 REQC Work Plan
- Review 2024 CoC Committee Overview PPT - REQC Slides
- Open Discussion on Recent Actions / Events (recurring agenda item)