



## Racial Equity (REQ) Committee Meeting Minutes

Wednesday, August 21, 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	No
Fatemeh Martinez	Sacramento	Yes
Kazoua Heu	Sacramento County, Underserved Southeast Asians, Hispanics, Whites	Yes
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	Yes
SSF Staff	SSF Title	

Ayana McGee	Program Director, Systems of Care Integration
Geoff Fralick	Program Analyst - Youth
Ian Olsen	COMMS Specialist
Jesse Archer	CoC Analyst
Jodi Weiner	Learning & Development Specialist
Kathreen "Nica" Daria	Capacity Building & Training Manager
Kim Winters	Community Impact Director
Leah Kingsley	Youth Programs Specialist
Marjorie Delgadillo	Family Collaborative Director
Michelle Reedus	CES Manager
Niomi Del Rio	Administrative Analyst
Peter Bell	Planning Director
Quinn Jones-Hylton	Programs Analyst "Emergency Services"
Rachel Bereza	Deputy CEO
Sarah Schwartz	Volunteer Coordinator
Shaitra Ken	Program Analyst – Housing
Tlaltzin Muro	Referral Specialist

**Guests**

Christina Navarro, Dulce Delgadillo Santisteban, LaShunda, Algie Mosley – SHRA Landlord Liaison, Leslie Napper, Mercedes Lott, “Community Healer”, Sandra Gomez Salazar – Next Move, and Kemarra Shockley.

Agenda Item	Presenter(s):	Time	Item Type
<p><b>I. Welcome &amp; Grounding into the Space</b></p> <p><b>Opener:</b> How have external factors influenced your thinking about racial differences? Good or bad? People, media, etc.?</p> <p><a href="#">Land Acknowledgement</a></p> <p><a href="#">Labor Acknowledgement</a></p> <p><a href="#">Community Agreements</a></p>	<p>Sher Singh, REQC Co-Chair</p>	<p>9:00 AM (15 minutes)</p>	<p>Discussion</p>
<p>Sher started the meeting around 9:06 am. She asked the opener question. Responses to the opener were shared during the meeting. She shared the <a href="#">Land Acknowledgement</a>, <a href="#">Labor Acknowledgement</a>, and <a href="#">Community Agreements</a>.</p>			
<p><b>II. Approval of 7/17/24 Meeting Minutes</b></p>	<p>Marjorie Beazer, REQC Co-Chair</p>	<p>9:25 AM (5 minutes)</p>	<p>Action</p>

<p>Supporting Material:</p> <ul style="list-style-type: none"> <li>• <a href="#">7/17/24 Meeting Minutes</a></li> </ul>			
<p>Marjorie asked for a motion to approve the 7/17/24 meeting minutes: 1<sup>st</sup> : Sher Singh, 2<sup>nd</sup>: Samantha Earnshaw.</p> <p>Motion approved.</p>			
<p><b>III. Announcements (Upcoming Events &amp; Recent Actions)</b></p>	<p>Sher Singh, REQC Co-Chairs, REQC Members, SSF Staff, &amp; Guests</p>	<p>9:30 AM (10 minutes)</p>	<p>Informational</p>
<p>Announcements &amp; updates were shared. Please see the meeting recording for details.</p>			
<p><b>IV. CAS Assessor / HPS Training &amp; Certification</b></p>	<p><b>Kathreen Daria, SSF Capacity Building &amp; Training Manager</b></p>	<p><b>9:40 AM (20 minutes)</b></p>	<p><b>Discussion</b></p>
<p>Kathreen <a href="#">presented</a> on the newly developed CAS Assessor &amp; HPS Training / Certification series. Several new training topics have been included in this series as per recommendations from the CoC PWLEC. The goal of this implementation schedule is so that all new CAS assessors in our community meet minimum training standards, and that the existing cohort of assessors are fully trained or re-trained in Housing Problem Solving.</p>			

<b>V. Housing Families First Collaborative: Strategic Plan</b>	<b>Ayanna McGee, SSF Program Director, Systems of Care Integration &amp; Marjorie Delgadillo, SSF Family Collaborative Director</b>	<b>10:00 AM (30 minutes)</b>	<b>Discussion</b>
<p>Ayanna introduced Marjorie Delgadillo, the director of the Housing Families First Collaborative (HFFC) to the group. Marjorie shared a <a href="#">presentation</a> about the project description, its membership, purpose, and goals for the Collaborative. Ayanna made a call for the group’s involvement in the HFFC as there is a need to get the project’s strategic plan/goals updated. For more information about the Housing Families First Collaborative please reach out to <a href="#">Marjorie Delgadillo</a>. Sign up for the HFFC Newsletter: <a href="#">here</a></p>			
<b>VI. Rapid Process Improvement Update</b>	<b>Shaitra Ken, SSF Program Analyst "Housing"</b>	<b>10:30 AM (10 minutes)</b>	<b>Informational</b>
<p>Shaitra shared <a href="#">several updates</a> regarding the Key Performance Indicators (KPIs) determined in the Rapid Process Improvement plan for our community. A variety of barriers to housing were identified and shared with the group. Out of the 31 barriers identified, 22 solutions were proposed to address them. Please see the recording for more details.</p>			
<b>VII. FY2024–2025 NOFO CoC Program Competition</b>	<b>Jesse Archer, SSF CoC Analyst</b>	<b>10:40 AM (10 minutes)</b>	<b>Informational</b>
<p>Jesse provided updates regarding the 2024-25 CoC Program NOFO competition. Additional information can be found on SSF’s CoC 2024-25 NOFO website <a href="#">here</a>.</p>			

Several comparisons were made between this cycle's NOFO and previous years including the new two-year cycle, HUD's inclusion of Cost-of-Living Adjustments (COLAs) for sector staff, and changes to the tiering structure of the competition.

<b>VIII. Open Discussion on Recent Actions / Events</b>	<b>Open to All</b>	<b>10:50 AM (10 minutes)</b>	<b>Discussion</b>
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A discussion on including client satisfaction as a metric for determining a project's impact was had. It was suggested that this element be considered for inclusion in future NOFO cycles. Also, the potential creation of a local Ombud's office

**IX. Meeting adjourned around 9:50 am.**

**The next REQC meeting is Wednesday, Sept. 18 2024 at 9:00 am.**

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

### Meeting Chat

09:08:08 From Jesse SSF, CoC Analyst to Everyone:

**Opener: How have external factors influenced your thinking about racial differences? Good or bad? People, media, etc.?**

09:17:42 From Marjorie Beazer to Everyone:

Algie, plz send that to me! Beazermc@gmail.com

09:19:21 From Yvette Buckner to Everyone:


Mine was different going to private school

It was all white n I was the only black girl n I saw prejudice for the first time n knew that hate was very much alive AND at that time I knew I wouldn't n couldn't ever allow NO ONE to break my spirit or make me feel less than because I am a Queen n belong to the most high God.

So I just dot bite into other peoples BS .

But Prejudice is truly alive

09:20:17 From Rachel Bereza - SSF to Everyone:

Reacted to "Mine was different g..." with 

09:21:28 From Dawn Basciano to Everyone:  
Reacted to "Mine was different g..." with ❤️

09:25:03 From Mercedes Lott to Everyone:  
Wow

09:25:50 From Dawn Basciano to Everyone:  
All for show? Do our decision makers really want change??

09:26:43 From Cristina Navarro (she/her/ella) to Everyone:  
Reacted to "Mine was different g..." with ❤️

09:29:23 From Marjorie Beazer to Everyone:  
Reacted to Mine was different g... with "❤️"

09:29:35 From Marjorie Delgadillo - (s/her) to Everyone:  
Reacted to "Mine was different g..." with ❤️

09:33:32 From Leslie Napper (she/her/Sis)-DRC to Everyone:  
Reacted to "All for show? Do our..." with ❤️

09:34:34 From Leslie Napper (she/her/Sis)-DRC to Everyone:  
Reacted to "Mine was different g..." with ❤️

09:34:38 From Marjorie Beazer to Everyone:  
Yes! Speak truth to power!!

09:37:32 From Sher Singh she/her to Everyone:  
yes

09:37:34 From Jesse SSF, CoC Analyst to Everyone:  
**Approval of 7/17/24 Meeting Minutes**

~~09:37:37 From Mercedes Lott to Everyone:-(Not a REQC Member)~~  
~~Yes~~

09:37:37 From Deisy Madrigal, She/Her to Everyone:  
Yes

09:37:39 From Stephanie Thompson, she/her to Everyone:

Approve

09:37:39 From Angela Upshaw to Everyone:  
Yes

09:37:42 From Deborah Hicks (she/her) Heartland Child & Family Services to Everyone:  
Yes

09:37:42 From Yvette Buckner to Everyone:  
Yes

09:37:42 From Shalinee Hunter (She/Her/Hers) to Everyone:  
Yes

~~09:37:43 From Algie Mosley - SHRA Landlord Liaison to Everyone: (Not a REQC member)~~  
yes

09:37:44 From Samantha Earnshaw to Everyone:  
Yes

09:37:46 From Dawn Basciano to Everyone:  
Yes

09:38:06 From Marjorie Beazer to Everyone:  
Yes

09:38:35 From Fatemah Martinez to Everyone:  
Yes

~~09:38:52 From Algie Mosley - SHRA Landlord Liaison to Everyone: (Not a REQC member)~~  
Yeah!

09:39:02 From Mercedes Lott to Everyone:



09:39:09 From Ayanna McGee (she/hers) - SSF to Everyone:  
Talk that talk!

09:39:23 From Marjorie Delgadillo - (s/her) to Everyone:  
Go Marjorie Go!! You are walking that walk too!

09:40:11 From Samantha Earnshaw to Everyone:



Reacted to "Go Marjorie Go!! You..." with 👍

09:40:36 From Marjorie Beazer to Everyone:



09:42:03 From Marjorie Delgadillo - (s/her) to Everyone:

@Angela Upshaw Would love that information shared out in support of VA

09:42:21 From Marjorie Beazer to Everyone:

Me too Angela

09:42:33 From Angela Upshaw to Everyone:

Volunteers or more information on the VA's Surge efforts, August 27-29:

[kphillips@insighthousing.org](mailto:kphillips@insighthousing.org)

09:42:46 From Kathreen "Nica" Daria (She) SSF, Capacity Building & Training Manager to Everyone:

Reacted to "Volunteers or more i..." with ❤️

09:42:47 From Marjorie Delgadillo - (s/her) to Everyone:

Reacted to "Volunteers or more i..." with ❤️

09:42:53 From Leslie Napper (she/her/Sis)-DRC to Everyone:

Reacted to "Volunteers or more i..." with ❤️

09:43:19 From Peter Bell (he/him) SSF to Everyone:

The Source and/or Youth Help Network by Capitol Stars are both great youth focused mental health services.

09:43:38 From Marjorie Beazer to Everyone:

Yes plz Stephanie! Thnx!

09:43:59 From Leslie Napper (she/her/Sis)-DRC to Everyone:

Reacted to "The Source and/or Yo..." with ❤️

09:44:19 From Geoffrey Fralick, he/him, Program Analyst - Youth, Sacramento Steps Forward to Everyone:

Replying to "The Source and/or ..."

Second those! Additionally, Capital Stars Behavioral Health offers a wide range of mental health services to TAY youth and minors in Sacramento.

09:44:28 From Community Healer to Everyone:

#Fair Chance Housing

[https://docs.google.com/forms/d/16\\_HJRbdfjrsXRSwIVAx7QiBHUxR2jvghsh\\_Mz\\_Se5HY/edit?usp=drivesdk](https://docs.google.com/forms/d/16_HJRbdfjrsXRSwIVAx7QiBHUxR2jvghsh_Mz_Se5HY/edit?usp=drivesdk)

09:45:04 From Marjorie Beazer to Everyone:

Congrats Sher!!

09:45:49 From Quinn Jones-Hylton to Everyone:

Reacted to "#Fair Chance Housing..." with ❤️

09:46:09 From Leslie Napper (she/her/Sis)-DRC to Everyone:

Reacted to "Second those! Additi..." with ❤️

09:46:17 From Marjorie Beazer to Everyone:

Thank you for that!!

09:46:52 From Rachel Bereza - SSF to Everyone:

SSF is recruiting for a Project Director of Racial Equity Initiatives! The Project Director of Racial Equity Initiatives ("Project Director") is responsible for leading and advancing racial equity strategies within the Sacramento County Continuum of Care (CoC) and Sacramento Steps Forward (SSF). This position demands an in-depth understanding of the systemic factors contributing to racial disparities in homelessness, particularly affecting Black and Indigenous populations. The Project Director will oversee cross-sector projects, foster stakeholder engagement, and implement policies that promote a more equitable homeless response system.

Here's a link to the posting: <https://sacramentostepsforward.org/wp-content/uploads/2024/08/Project-Director-of-Racial-Equity-Initiatives-Job-Posting-FINAL-8.14.24.pdf>

09:47:13 From Marjorie Beazer to Everyone:

Reacted to SSF is recruiting fo... with "👍"

09:47:19 From Marjorie Beazer to Everyone:

Reacted to #Fair Chance Housing... with "👍"

09:48:11 From Stephanie Thompson, she/her to Everyone:

Replying to "The Source and/or Yo..."

Thank you

09:48:31 From Marjorie Delgadillo - (s/her) to Everyone:  
Reacted to "SSF is recruiting fo..." with 👍

09:48:51 From Sher Singh she/her to Everyone:  
Reacted to "Congrats Sher!!" with ❤️

09:52:56 From Peter Bell (he/him) SSF to Everyone:  
There ~350 active CAS Assessors in Sacramento right now. These staff are the primary connection points for people experiencing homelessness into homeless services across the county.

09:53:10 From Deisy Madrigal, She/Her to Everyone:  
How will this shift once the new assessment is launched?

09:53:51 From Peter Bell (he/him) SSF to Everyone:  
This training is slated to begin in January 2025.

09:54:20 From Dawn Basciano to Everyone:  
What's the certification process?

09:55:30 From Peter Bell (he/him) SSF to Everyone:  
We anticipate a quiz and are also exploring a role play, asking staff to model housing problem-solving as part of that section (part 3).

10:00:01 From Dawn Basciano to Everyone:  
Will the CAS assessor training be conducted by SSF staff, online, or hybrid?

10:00:53 From Peter Bell (he/him) SSF to Everyone:  
We are exploring a mixture of SSF staff and community members, including PWLE to conduct the training. We anticipate a mixture of in-person and online but likely not both at the same time.

10:02:06 From Dawn Basciano to Everyone:  
HPS trainers cert process, but I think Peter answered?

10:07:48 From Kathreen "Nica" Daria (She) SSF, Capacity Building & Training Manager to Everyone:  
SSF Training Questions: [trainings@sacstepsforward.org](mailto:trainings@sacstepsforward.org)

10:08:25 From Dulce to Everyone:

Yay!! Awesome last name!!

10:08:25 From Sher Singh she/her to Everyone:  
Welcome Marjorie D

10:09:04 From Kathreen "Nica" Daria (She) SSF, Capacity Building & Training Manager to Everyone:  
Thank you all for having me here today. I'll be signing off to join another meeting. Have a great week!

10:09:46 From Marjorie Beazer to Everyone:  
Reacted to Thank you all for ha... with "👊"

10:24:10 From Deisy Madrigal, She/Her to Everyone:  
I agree, we need to bring more awareness to this.

10:24:48 From Deisy Madrigal, She/Her to Everyone:  
what does the compensation look like for folks with lived expertise?

10:25:35 From Sacramento Steps Forward to Everyone:  
Sign up for the HFFC Newsletter at  
[https://lp.constantcontactpages.com/sl/JKaMTsc/HFFC?mode=preview&source\\_id=4f3e8be0-bc6a-45a2-8be7-90c3c76d969c&source\\_type=em&c=](https://lp.constantcontactpages.com/sl/JKaMTsc/HFFC?mode=preview&source_id=4f3e8be0-bc6a-45a2-8be7-90c3c76d969c&source_type=em&c=)

10:25:55 From Marjorie Beazer to Everyone:  
Reacted to Sign up for the HFFC... with "👍"

10:28:01 From Marjorie Delgadillo - (s/her) to Everyone:  
[Mdelgadillo@sacstepsforward.org](mailto:Mdelgadillo@sacstepsforward.org)

10:30:16 From Marjorie Delgadillo - (s/her) to Everyone:  
Please feel free to reach out with introductions for new members to the Housing Families First Collaborative

10:30:39 From Jesse SSF, CoC Analyst to Everyone:  
<https://sacramentostepsforward.org/2024-continuum-of-care-coc-program-competition/>

10:30:51 From Marjorie Beazer to Everyone:  
Replying to "Please feel free to ..."  
Got you! Please go ahead and add me. 🙌

10:32:04 From Sher Singh she/her to Everyone:

Replying to "Please feel free to ..."  
Marjorie D my email also is dei@nfbpwc.org

10:32:47 From Marjorie Beazer to Everyone:  
Replying to "Please feel free to ..."  
Beazermc@gmail.com is my email and 916.844.8773 if you need those.

10:34:31 From Marjorie Beazer to Everyone:  
👍

10:35:17 From Deisy Madrigal, She/Her to Everyone:  
Replying to "Please feel free to ..."  
Can you please also include me. my email is Dmadrigal@lssnorcal.org

10:35:47 From Marjorie Delgadillo - (s/her) to Everyone:  
Reacted to "Can you please also ..." with 👍

10:35:51 From Marjorie Delgadillo - (s/her) to Everyone:  
Reacted to "Beazermc@gmail.com i..." with 👍

10:35:56 From Marjorie Delgadillo - (s/her) to Everyone:  
Reacted to "Marjorie D my email ..." with 👍

10:35:59 From Marjorie Delgadillo - (s/her) to Everyone:  
Reacted to "Got you! Please go a..." with ❤️

10:37:29 From Sher Singh she/her to Everyone:  
Marjorie D - my email is also dei@nfbpwc.org

10:37:54 From Angela Upshaw to Everyone:  
Hi all, I need to hop off early to head to another meeting. Great meeting all! Awesome job facilitating, Sher and Marjorie! Have a great rest of your day! :)

10:38:40 From Marjorie Beazer to Everyone:  
Reacted to Hi all, I need to ho... with " 👍 "

10:38:43 From Sher Singh she/her to Everyone:  
Thanks @Angela - you also

10:41:34 From Yvette Buckner to Everyone:  
Rachel can you send me your email or put in the chat

10:41:46 From Marjorie Beazer to Everyone:  
Yvette, call me! 916.844.8773

10:41:54 From Yvette Buckner to Everyone:  
[bucknerdyvette@gmail.com](mailto:bucknerdyvette@gmail.com)

10:42:03 From Rachel Bereza - SSF to Everyone:  
Replying to "Rachel can you send ..."

[rbereza@sacstepsforward.org](mailto:rbereza@sacstepsforward.org)

10:42:08 From Rachel Bereza - SSF to Everyone:  
Reacted to "Rachel can you send ..." with 👍

10:42:31 From Yvette Buckner to Everyone:  
Replying to "Rachel can you send ..."  
Thx

10:44:02 From Yvette Buckner to Everyone:  
Ok Marjorie

10:49:17 From Samsung SM-A037U to Everyone:  
Kemarra shockley im late

10:55:05 From Dawn Basciano to Everyone:  
Is northview RRH?

10:55:22 From Rachel Bereza - SSF to Everyone:  
Replying to "Kemarra shockley im ..."

What is the best number to reach you?

10:58:54 From Rachel Bereza - SSF to Everyone:  
Replying to "Kemarra shockley im ..."

I will have someone from our team call you directly. Probably Darrell 😊

10:59:19 From Samsung SM-A037U to Everyone:

Replying to "Kemarra shockley im ..."  
Thank you

10:59:32 From Deisy Madrigal, She/Her to Everyone:  
Thank you, everyone.

10:59:43 From Dawn Basciano to Everyone:  
Thank you!! Everyone

10:59:47 From Marjorie Delgadillo - (s/her) to Everyone:  
Thank you Shaitra for the update and deep dive into the process- helps guide us  
at HFFC