



## Racial Equity (REQ) Committee Meeting Minutes

Wednesday, Sept. 18, 2024 | 2:30 PM to 4:00 PM

[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	No
Emily Zelaya	Opening Doors, Inc., Program Manager	No
Fatemeh Martinez	Sacramento	No
Karisa Hyppolite	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, Single Homeless, 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
Ayanna McGee	Director, System Implementation
Jesse Archer	CoC Analyst
Jodi Weiner	Learning & Development Specialist
Geoffrey Fralick	Program Analyst - Youth Specialist
Leah Kingsley	Youth Programs Specialist
Marjorie Delgadillo	Family Collaborative Director
Michelle Charlton	CoC Coordinator
Niomi Del Rio	Administrative Analyst
Quinn Jones-Hylton	Programs Analyst "Emergency Services"
Rachel Bereza	Deputy CEO
Shaitra Ken	Program Analyst "Housing"
Tlaltzin Muro	Referral Specialist

Guests
Charles FXR Pfof, Darrell's iPhone, Dulce Delgadillo, Haimanot Ashenafi, Kara, Madihah Almustafa-Stewart, Mercedes Lott, Taman Garcha, and TGarcia

Agenda Item	Presenter(s):	Time	Item Type
<b>I. Welcome &amp; Grounding into the Space</b>  <b>Opener: How have stereotypes impacted your race framework?</b>	Angela Upshaw REQC Co-Chair	9:00 AM (15 minutes)	Discussion

<p><a href="#">Land Acknowledgement</a></p> <p><a href="#">Labor Acknowledgement</a></p> <p><a href="#">Community Agreements</a></p>			
<p>Angela started the meeting around 9:05 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 8/21/24 Meeting Minutes</b></p> <p>Supporting Material:</p> <ul style="list-style-type: none"> <li>• <a href="#">8/21/24 Meeting Minutes</a></li> </ul>	<p>Sher Singh, REQC Co-Chair</p>	<p>9:15 AM (5 minutes)</p>	<p>Action</p>
<p><b>Motioned for Approval of 8/21/24 Meeting Minutes:</b> 1st – Shalinee Hunter, 2nd – Deborah Hicks.</p> <p>Motion approved.</p>			
<p><b>III. Announcements (Upcoming Events &amp; Recent Actions)</b></p>	<p>Marjorie Beazer, REQC Co-Chairs, REQC Members, SSF Staff, &amp; Guests</p>	<p>9:20 AM (10 minutes)</p>	<p>Informational</p>

Announcements were shared:

- Marjorie B. shared details about her podcast and [Myle.com](http://Myle.com)
- Sher shared details about an upcoming event honoring a Council Women and invited REQC to join.
- Stephanie T. shared details about upcoming events: “Harvest & Health” and Oak Park Community Action Networking Lunch (tomorrow).
- Quinn H. shared details about the [Sept. CoC Board meeting](#) (page 5) discussion about the VI-SPDAT Replacement: The Housing Conversation Tool. Please see the recording and chat for more details.

<p><b>IV. Key Performance Indicators (KPIs):</b></p> <ul style="list-style-type: none"> <li>• Recommendation to Adopt <a href="#">Built for Zero KPIs</a></li> <li>• System Performance Measures</li> </ul>	<p>Rachel Bereza, SSF Deputy CEO &amp; Ayanna McGee, SSF Director, System Implementation</p>	<p>9:30 AM (40 minutes)</p>	<p>Discussion &amp; Action</p>
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Rachel shared details about the [Community Solutions KPIs](#), purpose and goals of the KPIs, definition of “[functional zero](#)”, the KPIs natural fit with the REQC/CoC efforts, SSF high levels service KPIs summary, the roll out of Community Standards, specifics about the System Performance Measures, and Community Wide Trainings, and the type of data that we have currently. Ayanna shared the importance of story/how people become homeless and “Public Awareness Campaign” / story telling opportunities. Questions were asked. Please see the recording and chat.

**Action Item:**

- SSF staff will bring back a framework/KPIs for additional review and action to approve from the REQC.

<p><b>V. “Spotlight on Equity” Check In:</b></p> <ul style="list-style-type: none"> <li>• Purpose</li> <li>• REQC Interest</li> <li>• Next Steps</li> </ul>	<p>Angela Upshaw</p>	<p>10:10 AM (10 minutes)</p>	<p>Discussion</p>
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Supporting Material: <ul style="list-style-type: none"> <li>• <a href="#">Spotlight on Equity sign up form</a></li> </ul>			
Angela shared this is a recurring agenda item, the purpose, and the sign-up form. Comments were made. Please see the recording for details.			
<b>VI. REQC Liaisons Assignments:</b> <ul style="list-style-type: none"> <li>• Purpose</li> <li>• REQC Interest</li> <li>• Next Steps</li> </ul> Supporting Material: <ul style="list-style-type: none"> <li>• <a href="#">REQC Liaison Guidance</a></li> </ul>	Angela Upshaw	10:20 AM (15 minutes)	Discussion
Angela shared the purpose, discuss the REQC Liaison Responsibilities, Guiding Questions for REQC Liaisons, efforts to report back to the REQC, and discussed REQC liaison assignments. Questions were asked. Please see the recording for details.			
<b>VII. Open Discussion on Recent Actions / Events</b>	Open to All	10:35 AM (10 minutes)	Discussion
Discussions about: <ul style="list-style-type: none"> <li>• For CoC Committee recruitment, please share details at this meeting.</li> <li>• The recent inequity and negative language about the Haitian community</li> <li>• The importance of advocacy</li> <li>• The use of code switching</li> <li>• The idea of an attending a submit or gathering as a CoC dREQC</li> </ul>			
<b>VIII. Meeting Adjourned at 10:33am.</b>  <b>The next REQC meeting is Wednesday, Oct. 16 2024 at 9:00 am.</b>  <b>Remaining 2024 REQC meetings: Nov 20   Dec 18</b>			

## Meeting Chat

09:01:40 From Michelle Charlton (She/Her) CoC Coordinator, SSF to Everyone: Welcome! Here is today's agenda: <https://sacramentostepsforward.org/wp-content/uploads/2024/09/092024-REQC-2024-Agenda.pdf>

09:04:20 From Marjorie Delgadillo- she, her, ella to Everyone: Good morning 🌻 everyone hope you are all of to a great start today

09:05:08 From Dulce Delgadillo Santisteban, DPA, LCSW (VA CES) to Everyone: Replying to "Good morning 🌻 ever..."

Good morning :)

09:05:30 From Michelle Charlton (She/Her) CoC Coordinator, SSF to Everyone: Welcome! Here is today's agenda: <https://sacramentostepsforward.org/wp-content/uploads/2024/09/092024-REQC-2024-Agenda.pdf>

09:05:41 From Michelle Charlton (She/Her) CoC Coordinator, SSF to Everyone: **Opener: How have stereotypes impacted your race framework?**

09:08:05 From darrell's iPhone to Everyone: The expectation of less

09:10:41 From Dawn Basciano to Everyone: Changed how I enter some spaces

09:10:56 From Kara (she/her/they/them) to Everyone: With how many women there are compared to men in the U.S. it surprises me the inequity of being born female. It makes me feel as though we are complicit to the inequity in our society.

09:13:03 From darrell's iPhone to Everyone: Reacted to "Changed how I enter ..." with 👍

09:13:09 From Sher Singh she/her to Everyone: Reacted to "With how many women ..." with 👍

09:16:00 From Rachel Bereza to Everyone:

When I was in college, I worked as a Marketing Specialist for Hispanic Business Magazine. We hosted an annual event every year and made cold calls to contacts lists to sell tickets. One call stands out in my memory as the person berated me for calling him and accused me of “sitting around eating tacos all day.” My heart was so broken that someone who couldn’t see me made assumptions about who I, a complete stranger, was based on their horribly negative stereotypes.

09:16:31 From Marjorie Delgadillo- she, her, ella to Everyone:  
Reacted to "When I was in colleg..." with 😞

09:16:53 From Kara (she/her/they/them) to Everyone:  
I am a white woman who does not use drugs. I am also a person living with HIV, yet no doctor would look at me and offer PrEP to have prevented the virus.

09:17:23 From Geoffrey Fralick, he/him, Program Analyst - Youth to Everyone:  
Reacted to "I am a white woman..." with 😞

09:17:33 From Marjorie Delgadillo- she, her, ella to Everyone:  
Reacted to "I am a white woman w..." with 😞

09:18:14 From Michelle Charlton (She/Her) CoC Coordinator, SSF to Everyone:  
Land Acknowledgement

09:19:01 From Michelle Charlton (She/Her) CoC Coordinator, SSF to Everyone:  
Labor Acknowledgement

09:19:46 From Michelle Charlton (She/Her) CoC Coordinator, SSF to Everyone:  
**We have quorum.**

09:20:17 From Michelle Charlton (She/Her) CoC Coordinator, SSF to Everyone:  
Community Agreements

09:22:20 From Michelle Charlton (She/Her) CoC Coordinator, SSF to Everyone:  
**Approval of 8/21/24 Meeting Minutes**

09:22:25 From Stephanie Thompson, she/her to Everyone:  
Approve

09:22:31 From Angela Upshaw to Everyone:  
approve

09:22:32 From Yvette Buckner to Everyone:  
Approved

09:22:34 From Marjorie Beazer to Everyone:  
Yes

09:22:36 From Shalinee Hunter (She/Her/Hers) to Everyone:  
yes

09:22:36 From Dawn Basciano to Everyone:  
Yes

09:23:06 From Michelle Charlton (She/Her) CoC Coordinator, SSF to Everyone:  
**Announcements (Upcoming Events & Recent Actions):**

09:26:24 From Sacramento Steps Forward to Everyone:  
Reacted to "harvest and health festival flyer \_update.png" with ❤️

09:29:31 From Michelle Charlton (She/Her) CoC Coordinator, SSF to Everyone:  
Sept CoC Board discussion about the VI-SPDAT Replacement: The Housing  
Conversation Tool (HCT) Follow Up (see page 5):  
<https://sacramentostepsforward.org/wp-content/uploads/2024/09/092024-CoC-Board-Minutes.pdf>

09:30:31 From Marjorie Beazer to Everyone:  
<https://myle.com/>

09:33:29 From Michelle Charlton (She/Her) CoC Coordinator, SSF to Everyone:  
See here: <https://community.solutions/equipping-the-homeless-sector-with-racial-equity-tools/>

09:39:27 From Kara (she/her/they/them) to Everyone:  
There are tests that grade people's bias, explicit and implicit, would that help in raise the awareness of those would implement the intake of folks into homeless services?

09:40:08 From Marjorie Beazer to Everyone:  
Reacted to There are tests that... with "👍"

09:42:24 From Ayanna McGee (she/hers) - SSF to Everyone:  
Great note, Kara. I know our team will be developing a comprehensive training curriculum for new crisis/housing assessors as part of their "certification" to deliver



the tool. Implicit bias and cultural sensitivity would be part of that curriculum, and I think those kinds of bias test can be incorporated in the training activities.

09:43:01 From Marjorie Beazer to Everyone:  
Reacted to Great note, Kara. I ... with "👏"

09:43:23 From Jodi Weiner, SSF, Learning & Development to Everyone:  
Reacted to "Great note, Kara. I ..." with 👍

09:45:56 From Shalinee Hunter (She/Her/Hers) to Everyone:  
Thank you for this!

09:45:59 From Kara (she/her/they/them) to Everyone:  
Curious how someone might become a part of the team creating the training? Not only do I have experience in developing curriculum that integrates cultural sensitivity and humility, I also develop DEI trainings as a hobby, meaning I love creating training activities of this nature.

09:46:14 From Samantha Earnshaw to Everyone:  
Reacted to "There are tests that..." with 👍

09:47:11 From Marjorie Beazer to Everyone:  
does the system aspect look at the "Why" of the areas of limitations and/or lack?

09:47:25 From Kara (she/her/they/them) to Everyone:  
Yes please

09:47:31 From Leah Kingsley SSF to Everyone:  
Reacted to "does the system aspe..." with 💜

09:47:45 From Dawn Basciano to Everyone:  
How and at what interval will SSF measure

09:48:43 From Michelle Charlton (She/Her) CoC Coordinator, SSF to Everyone:  
Training Questions, please contact: Kathreen Daria, Capacity Building & Training Manager [kdaria@sacstepsforward.org](mailto:kdaria@sacstepsforward.org)

09:49:16 From darrell's iPhone to Everyone:  
Measuring system performance by tracking clients two years after being housed seams huge & tells a unique story within itself

09:59:46 From Shalinee Hunter (She/Her/Hers) to Everyone:  
thank you Ayanna and Rachel

10:01:55 From Michelle Charlton (She/Her) CoC Coordinator, SSF to Everyone:  
Sign up here: <https://www.signupgenius.com/go/10c094cafaa23abfcc07-spotlight/>

10:03:40 From Sher Singh she/her to Everyone:  
In Equity - we must strive for long term, sustainable solutions to balance equity with inclusion and DEI priorities.

10:03:58 From Ayanna McGee (she/hers) - SSF to Everyone:  
That's great, Shalinee!

10:08:28 From Dawn Basciano to Everyone:  
Yes! Vote Down Ballot!! Some heavy hitting local elections up this Nov! 🔥

10:08:34 From Michelle Charlton (She/Her) CoC Coordinator, SSF to Everyone:  
REQC Liaison Guidance: <https://docs.google.com/document/d/1BVecVLGp6L-y7GhXy0frJcZfUcy01LZTOK6S25a-1fs/edit>

10:08:48 From Marjorie Beazer to Everyone:  
Reacted to "Yes! Vote Down Ballo..." with 👍

10:08:52 From Marjorie Beazer to Everyone:  
Reacted to "In Equity - we must ..." with 👍

10:09:19 From Ayanna McGee (she/hers) - SSF to Everyone:  
Reacted to "Yes! Vote Down Ballo..." with 👍

10:12:28 From Marjorie Delgadillo- she, her, ella to Everyone:  
Reacted to "Yes! Vote Down Ballo..." with 👍

10:15:09 From Michelle Charlton (She/Her) CoC Coordinator, SSF to Everyone:  
Learn more and attend CoC Committee meetings:  
<https://sacramentostepsforward.org/continuum-of-care-meetings>

10:15:15 From Samantha Earnshaw to Everyone:  
I will stay in Casc and just do a better job at attending!

10:15:41 From Michelle Charlton (She/Her) CoC Coordinator, SSF to Everyone:  
Replying to "I will stay in Casc ..."

Thank you Samantha

10:17:02 From darrell's iPhone to Everyone:  
Interested in HMIS data

10:17:19 From Yvette Buckner to Everyone:  
Yes I'm on the Pit n REQC  
But I have applied for other committees n was shut down.  
Told I wasn't accepted

10:17:46 From Mercedes Lott to Everyone:  
Interested as well

10:19:09 From Yvette Buckner to Everyone:  
It's Closed PWLE  
Thx Dawn 👍

10:20:07 From Jesse SSF, CoC Analyst to Everyone:  
Replying to "Yes I'm on the Pit n..."

Sorry Yvette, we always have so many great applicants that apply to openings for our Board and Committees! I always encourage people to re-apply in the future as well. So many great voices in our community

10:20:54 From Mercedes Lott to Everyone:  
Hmis

10:21:30 From Mercedes Lott to Everyone:  
Thank you

10:21:37 From Yvette Buckner to Everyone:  
Me

10:22:36 From Jesse SSF, CoC Analyst to Everyone:  
I was going to add that HDC just went through a recruitment period. I don't think they are looking for new voting members right now but liaisons are always welcome.

10:23:01 From Marjorie Beazer to Everyone:  
Thank you for following up on that as psromised, Darrell!

10:23:24 From Marjorie Beazer to Everyone:

Reacted to "I was going to add t..." with 👍

10:24:34 From Michelle Charlton (She/Her) CoC Coordinator, SSF to Everyone:  
Questions about the REQC Liaisons, please contact me  
[mcharlton@sacstepsforward.org](mailto:mcharlton@sacstepsforward.org)

10:31:29 From Rachel Bereza to Everyone:  
@Ayanna McGee (she/hers) - SSF - Perhaps we can add Sher's suggestion as a workshop in the CoC Annual Meeting?

10:31:44 From Ayanna McGee (she/hers) - SSF to Everyone:  
Was thinking that exact thing too!

10:31:55 From Marjorie Beazer to Everyone:  
Reacted to "@Ayanna McGee (she/h..." with 👍

10:32:01 From Marjorie Beazer to Everyone:  
Reacted to "Was thinking that ex..." with 👍

10:33:09 From Haimanot Ashenafi, City of Elk Grove to Everyone:  
[hashenafi@elkgrovecity.org](mailto:hashenafi@elkgrovecity.org)

10:33:17 From Marjorie Beazer to Everyone:  
excellent! that how we do that!

10:33:24 From Haimanot Ashenafi, City of Elk Grove to Everyone:  
Reacted to "excellent! that how ..." with ❤️

10:33:28 From Michelle Charlton (She/Her) CoC Coordinator, SSF to Everyone:  
The next REQC meeting is Wednesday, Oct. 16 2024 at 9:00 am.

10:33:46 From Sher Singh she/her to Everyone:  
@Haimanot Ashenafi - I love your name!