



## Racial Equity (REQ) Committee Meeting Minutes

Wednesday, January 15, 2025 | 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	No
Majorie Beazer, Co-Chair	Partners with Lived Expertise Advocate	Yes
Samantha Earnshaw	Youth, Families, Single Homeless, Disabilities	No
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
-----------	-----------

Ayanna McGee	System Building & Integration Director
Jesse Archer	Interim CoC Program Manager
Jodi Weiner	Learning & Development Specialist
Kathreen "Nica" Daria	Capacity Building & Training Manager
Kelley Castro	Partners with Lived Expertise Specialist III
Leah Kingsley	Youth Programs Specialist
Marjorie Delgadillo	Family Collaborative Director
Michelle Charlton	Interim Senior Analyst – CoC Governance
Michelle Reedus	Coordinated Access System (CAS) Director, CAS Operations
Niomi Del Rio	Administrative Analyst
Quinn Jones-Hylton	Programs Analyst "Emergency Services"
Tlaltzin Muro	Program Analyst "Survivor Programs"
Tyffanie Wedding-O'Con	Project Director of Racial Equity Initiatives

**Guests**

Cristina, Darrin Greer, Dulce Delgadillo, LaShunda Price, Lupe Rosas, Mercedes Lott, & Priest Martinez.

Agenda Item	Presenter(s):	Time	Item Type
<b>I. Welcome &amp; Grounding into the Space</b> <b>Opener: When were you first aware of your race?</b> <a href="#">Land Acknowledgement</a>	Angela Upshaw, REQC Co-Chair	9:00 AM (15 minutes)	Discussion

<a href="#">Labor Acknowledgement</a> <a href="#">Community Agreements</a>			
<p>Angela 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 12/18/24 Meeting Minutes</b></p> <p>Supporting Material:</p> <ul style="list-style-type: none"> <li>• <a href="#">12/18/24 Meeting Minutes</a></li> </ul>	<p>Angela Upshaw, REQC Co-Chair</p>	<p>9:15 AM (5 minutes)</p>	<p>Action</p>
<p><b>Motioned for Approval of 12/18/24 Meeting Minutes:</b>  1st - Dawn Basciano, 2nd – Sher Singh.  Motion approved.</p>			
<p><b>III. Announcements (Upcoming Events &amp; Recent Actions)</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2024 CoC REQC Survey</a> Update</li> </ul>	<p>Marjorie Beazer, REQC Co-Chairs, REQC Members, SSF Staff, &amp; Guests</p>	<p>9:20 AM (10 minutes)</p>	<p>Informational</p>
<p><b>Announcements shared:</b></p> <ul style="list-style-type: none"> <li>• Angela expressed her condolences to the survivors and victims of the SoCal fires.</li> <li>• Tyffanie shared an update to the REQC survey that was conducted. The feedback provided was that the meeting time works and there is an interest in meeting in person quarterly.</li> </ul>			

<b>IV. Approve the 2025 REQC Work Plan</b>	Tyffanie (Ty) Wedding-O'Con, SSF Project Director of Racial Equity Initiatives	9:30 AM (10 minutes)	Action
<p>Ty shared the draft 2025 work plan, discussed edits made, once the work plan is approved by the REQC we will draft a timeline for the goals listed within the work plan to discuss at future REQC meetings. Questions were asked. Please see the recording for details.</p> <p><b>Motioned for Approval of the 2025 REQC Work Plan:</b></p> <p>1st – Deisy Madrigal, 2nd – Shalinee Hunter.</p> <p>Motion approved.</p>			
<b>V. CoC REQC Co-Chair Recruitment (CoC Board Member Requirement)</b>	Marjorie Beazer, REQC Co-Chair	9:40 AM (10 minutes)	Discussion
<p>Angela shared that REQC is recruiting a co-chair position as Angela terms off from the CoC Board. Also, for CoC REQC Members, there is a vacant seat for the Project Review Committee (PRC) “REQC Alternate Voting Seat”. If interested in the REQC Co-Chair seat (CoC Board members only) or joining the CoC PRC (REQC members only), please email <a href="#">Michelle Charlton</a>.</p>			
<b>VI. Revisit REQC Liaisons</b>	Tyffanie (Ty) Wedding-O'Con	9:50 PM (15 minutes)	Discussion
<p>Ty shared a spreadsheet to visually identify gaps in REQC liaisons for other committees. She reviewed the previously discussed liaison responsibilities. Questions were asked. Please see the recording for details.</p>			

<b>VII. 2024 CoC Committee Overview Presentation – REQC Slides</b>	Angela Upshaw, REQC Co-Chair	10:05 AM (10 minutes)	Discussion
Angela shared the REQC slides with the 2024 accomplishments and 2025 goals. For REQC members, please email <a href="#">Michelle Charlton</a> your photo to place into the REQC slides.			
<b>VIII. Open Discussion on Recent Actions / Events</b>	Open to All	10:15 AM (15 minutes)	Discussion
The committee shared recent events and work. Please see the recording for additional details.			
<b>IX. Meeting Adjourned at 10:33am.</b> <b>The next REQC meeting is Wednesday, Feb. 19, 2025 at 9:00 am.</b> <b>2025 REQC meetings:</b> Jan. 15   Feb. 19   Mar. 19   Apr. 16   May 21   Jun. 18 July 16   Aug. 20   Sept. 17   Oct. 15   Nov. 19   Dec. 17			

### Meeting Chat

09:01:19 From Michelle Charlton, Sacramento Steps Forward to Everyone:

Welcome! Here is today's agenda: <https://sacramentostepsforward.org/wp-content/uploads/2025/01/012025-REQC-2025-Agenda.pdf>

09:01:56 From Michelle Reedus to Everyone:

Good morning

09:03:40 From Michelle Charlton, Sacramento Steps Forward to Everyone:

Welcome! Here is today's agenda: <https://sacramentostepsforward.org/wp-content/uploads/2025/01/012025-REQC-2025-Agenda.pdf>

09:06:46 From Michelle Charlton, Sacramento Steps Forward to Everyone:

Welcome! Here is today's agenda: <https://sacramentostepsforward.org/wp-content/uploads/2025/01/012025-REQC-2025-Agenda.pdf>

09:06:59 From Michelle Charlton, Sacramento Steps Forward to Everyone:

**Opener: When were you first aware of your race?**

09:08:17 From Priest Martinez Wilton to Everyone:

I first was aware when I was in pre-school when we practice a cultural dance.

09:11:48 From Tyffanie Wedding-O'Con to Everyone:

Reacted to "I first was aware wh..." with ❤️

09:12:46 From Jodi Weiner to Everyone:

I was first aware in elementary school, I had a crush on a boy who was of a different race. I was told I was "not allowed" by my (elderly) teacher.

09:19:03 From Michelle Charlton, Sacramento Steps Forward to Everyone:

Land Acknowledgement

Labor Acknowledgement

Community Agreements

09:22:20 From Ayanna McGee (she/hers) - SSF to Everyone:

Thank you, Priest!

09:22:34 From Deisy Madrigal, She/Her to Everyone:

🙏 i'll work on my pronunciation! gracias 😊

09:22:54 From Angela Upshaw- Insight Housing to Everyone:

Reacted to "Thank you, Priest!" with ❤️

09:22:58 From Angela Upshaw- Insight Housing to Everyone:

Reacted to "🙏 i'll work on my pr..." with ❤️

09:23:04 From Tyffanie Wedding-O'Con to Everyone:

Replying to "🙏 i'll work on my pr..."

you did great!

09:23:11 From Tyffanie Wedding-O'Con to Everyone:

Yes, thank you, priest!

09:24:55 From Michelle Charlton, Sacramento Steps Forward to Everyone:

### **Announcements (Upcoming Events & Recent Actions)**

09:28:04 From Michelle Charlton, Sacramento Steps Forward to Everyone:

2024 CoC REQC Survey (previously shared)

09:28:53 From Shalinee Hunter to Everyone:

L.A. Fire Devastates Historic Black Community in Altadena - The New York Times

09:29:17 From Leah Kingsley SSF to Everyone:

Reacted to "L.A. Fire Devastates..." with 😞

09:29:23 From Shalinee Hunter to Everyone:

how many people ?

09:30:26 From Dulce Delgadillo Santisteban, DPA, LCSW (VA CES) to Everyone:

Would Zoom still be an option if in person cannot attend that particular meeting?

09:30:32 From Tyffanie Wedding-O'Con to Everyone:

Thank you, Shan!

09:30:48 From Shalinee Hunter to Everyone:

Reacted to "Thank you, Shan!" with ❤️

09:30:54 From Tyffanie Wedding-O'Con to Everyone:

Replying to "Would Zoom still be ..."

Yes, I will make sure we have a zoom option as well. :)

09:31:16 From Michelle Charlton, Sacramento Steps Forward to Everyone:

**We have quorum.**

09:31:31 From Dulce Delgadillo Santisteban, DPA, LCSW (VA CES) to Everyone:

Reacted to "Yes, I will make sur..." with 

09:32:53 From Michelle Charlton, Sacramento Steps Forward to Everyone:

**Approval of 12/18/24 Meeting Minutes**

09:33:06 From Fatemah Martinez to Everyone:

Abstain

09:33:09 From Deborah Hicks to Everyone:

yes

09:33:10 From Shalinee Hunter to Everyone:

abstain

09:33:10 From Sher Singh to Everyone:

So moved

09:33:13 From Angela Upshaw- Insight Housing to Everyone:

yes

09:33:16 From Dawn Basciano to Everyone:

Yes

09:33:20 From Deisy Madrigal, She/Her to Everyone:

I was absent

09:39:29 From Michelle Charlton, Sacramento Steps Forward to Everyone:

Tyffanie (Ty) Wedding-O'Con [twedding@sacstepsforward.org](mailto:twedding@sacstepsforward.org)

09:53:55 From Michelle Charlton, Sacramento Steps Forward to Everyone:



California Commission on the Status of Women & Girls Annual Report

State of Black California Report

Toward Equity: Understanding Black Californians' Experiences of Homelessness

09:54:49 From Michelle Charlton, Sacramento Steps Forward to Everyone:

**Approval of the 2025 REQC Work Plan**

09:55:01 From Deisy Madrigal, She/Her to Everyone:

yes

09:55:02 From Angela Upshaw- Insight Housing to Everyone:

yes

09:55:03 From Deborah Hicks to Everyone:

yes

09:55:04 From Fatemah Martinez to Everyone:

Yes

09:55:10 From Shalinee Hunter to Everyone:

Yes

09:55:11 From Dawn Basciano to Everyone:

Yes

09:55:46 From Michelle Charlton, Sacramento Steps Forward to Everyone:

**CoC REQC Co-Chair Recruitment (CoC Board Member Requirement)**

09:55:57 From Shalinee Hunter to Everyone:

nooooo

09:56:56 From Michelle Charlton, Sacramento Steps Forward to Everyone:

Michelle Charlton [mcharlton@sacstepsforward.org](mailto:mcharlton@sacstepsforward.org)

09:59:56 From Michelle Charlton, Sacramento Steps Forward to Everyone:

**For CoC REQC Members: Are you interested in joining the CoC Project Review Committee (PRC)?**

10:02:06 From Michelle Charlton, Sacramento Steps Forward to Everyone:

REQC Liaison Guidance: <https://docs.google.com/document/d/1BVecVLGp6L-y7GhXy0frJcZfUcy01LZTOK6S25a-1fs/edit?tab=t.0>

10:03:44 From Shalinee Hunter to Everyone:

I would be interested in YAB

10:07:41 From Deisy Madrigal, She/Her to Everyone:

i'm also on the CoC board

10:08:04 From Priest Martinez Wilton to Everyone:

Got to sign off I will contact you on my intentions for committees

10:08:16 From Tyffanie Wedding-O'Con to Everyone:

Replying to "Got to sign off I wi..."

Thank you, Priest!

10:10:18 From Michelle Charlton, Sacramento Steps Forward to Everyone:

Created the 2024 REQC Work Plan

Appointed Two New REQC Co-Chairs

Approved Key Performance Indicators (KPI) Measures & KPI Tool for future quarterly updates

Discussed REQC liaisons assignments

Continued relationship building with the Northern Circle Indian Housing Authority

Participated in the 2024 CoC Annual Meeting

Approved the VI-SPDAT Replacement: The Housing Conversation Tool

Participated in the CAS Assessor / Housing Problem Solving Training & Certification

10:10:51 From Michelle Charlton, Sacramento Steps Forward to Everyone:

2025 Goals:

10:10:54 From Michelle Charlton, Sacramento Steps Forward to Everyone:

Approval of the 2025 REQC Work Plan

New REQC Co-Chair & member recruitment

Participate in the 2026 Point-In-Time Count

Revisit REQC liaisons assignments

Revamp the Racial Equity Action Plan

Revisit Racial Equity training series

Review Key Performance Indicators quarterly updates

Improve language, readability & accessibility on forms

Create an open space for partners to discuss racial justice

Educate those who conduct needs assessments about  
racial disparities in housing & homelessness.

Revisit Racial Equity Measures within the Regionally Coordinated Homelessness  
Action Plan

10:12:02 From Michelle Charlton, Sacramento Steps Forward to Everyone:

For REQC members, please email me your photo to place into the slides:

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

10:14:04 From Tyffanie Wedding-O'Con to Everyone:

Thank you, Marjorie. We have added goal 2.5 to our workplan based on your previous feedback. "Subgoal 2.5: Ensure that accessibility services are available to support access needs such as audio recordings, braille, or large print for individuals with visual impairments, accessibility needs. "

10:15:54 From Tyffanie Wedding-O'Con to Everyone:

yes, so important.

10:17:04 From Tyffanie Wedding-O'Con to Everyone:

Yes- I can reach out to the Society for the Blind to see what training options are available. Thank you, Fatemah!

10:17:45 From Deisy Madrigal, She/Her to Everyone:

assistive technology is so important to have access to.

10:17:52 From Tyffanie Wedding-O'Con to Everyone:

Reacted to "assistive technology..." with 👍

10:18:02 From Deisy Madrigal, She/Her to Everyone:

Reacted to "Yes- I can reach out..." with 🙌

10:18:51 From Tyffanie Wedding-O'Con to Everyone:

Reacted to "Yes- I can reach out..." with 🙌

10:18:52 From Tyffanie Wedding-O'Con to Everyone:

Removed a 🙌 reaction from "Yes- I can reach out..."

10:19:02 From Marjorie Beazer to Everyone:

Reacted to assistive technology... with " 👍 "

10:19:09 From Shalinee Hunter to Everyone:

DOR also provides training on this subject

10:19:30 From Michelle Charlton, Sacramento Steps Forward to Everyone:

### **Open Discussion on Recent Actions / Events**

10:19:42 From Marjorie Beazer to Everyone:

Reacted to DOR also provides tr... with " 👍 "

10:19:42 From Michelle Charlton, Sacramento Steps Forward to Everyone:

**The next REQC meeting is Wednesday, Feb. 19, 2025 at 9:00 am.**

10:19:48 From Michelle Charlton, Sacramento Steps Forward to Everyone:

**2025 REQC meetings: Jan. 15 | Feb. 19 | Mar. 19 | Apr. 16 | May 21 | Jun. 18 July 16 | Aug. 20 | Sept. 17 | Oct. 15 | Nov. 19 | Dec. 17**

10:19:58 From Marjorie Beazer to Everyone:

Reacted to Yes- I can reach out... with " 🙌 "

10:21:39 From Mercedes Lott to Everyone:



10:21:43 From Tyffanie Wedding-O'Con to Everyone:

Sending love to you and your mother, Marjorie. 🙏

10:21:51 From Angela Upshaw- Insight Housing to Everyone:

Reacted to "Sending love to you ..." with ❤️

10:21:55 From Mercedes Lott to Everyone:

Reacted to "Sending love to you ..." with ❤️

10:22:02 From Leah Kingsley SSF to Everyone:

I'm so sorry Marjorie. Sending so much love your way and to your mother ❤️❤️

10:22:05 From Marjorie Beazer to Everyone:

Thank you SO much! 😊❤️🙏👉

10:22:06 From Ayanna McGee (she/hers) - SSF to Everyone:

Reacted to "Sending love to you ..." with ❤️

10:22:10 From Mercedes Lott to Everyone:

Reacted to "Thank you SO much! ..." with ❤️

10:22:11 From Ayanna McGee (she/hers) - SSF to Everyone:

Reacted to "I'm so sorry Marjori..." with ❤️

10:22:28 From Tyffanie Wedding-O'Con to Everyone:

Reacted to "Thank you SO much! 💎..." with ❤️

10:22:49 From Deborah Hicks to Everyone:

So sorry to hear about your mother's health crisis. Sending hopes for her recovery.

10:25:14 From Marjorie Beazer to Everyone:

Replying to "So sorry to hear abo..."

Thank you so much.

10:29:57 From Shalinee Hunter to Everyone:

Thank you everyone - great meeting. I have to jump off.

10:30:08 From Tyffanie Wedding-O'Con to Everyone:

Sher-LOVE IT! I too am Caribbean! 😊 Family from Guyana and Belize! Looking forward to being in community with you all! Will start the planning process for both in person meetings and an informal gathering.

10:30:45 From Sher Singh to Everyone:

Wow!! @Tyffanie Wedding-O'Con didn't know

10:30:52 From Tyffanie Wedding-O'Con to Everyone:

Reacted to "Wow!! @Tyffanie Wedd..." with ❤️

10:32:13 From Mercedes Lott to Everyone:

Reacted to "Sher-LOVE IT! I too ..." with ❤️

10:32:34 From Ayanna McGee (she/hers) - SSF to Everyone:

I'll be ready to dance!

10:32:41 From Tyffanie Wedding-O'Con to Everyone:

Reacted to "I'll be ready to dan..." with ❤️

10:33:10 From Jodi Weiner to Everyone:

Reacted to "I'll be ready to dan..." with ❤️

10:33:14 From Leah Kingsley SSF to Everyone:

Reacted to "I'll be ready to dan..." with ❤️

10:33:20 From Michelle Charlton, Sacramento Steps Forward to Everyone:

**The next REQC meeting is Wednesday, Feb. 19, 2025 at 9:00 am.**