



Racial Equity (REQ) Committee Meeting Minutes

Wednesday, Dec. 18, 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	No
Deisy Madrigal	Homelessness Prevention, AB12 & TAY Housing Provider	No
Emily Zelaya	Opening Doors, Inc., Program Manager	No
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, Single Homeless, Disabilities	Yes
Shalinee Hunter	Sacramento and Statewide	No
Sher Singh, Co-Chair	Business	Yes
Stephanie Thompson	Sacramento	Yes
Yvette Buckner	Partners with Lived Expertise Advocate	Yes

SSF Staff	SSF Title
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Ayanna McGee	Program Director, Systems of Care Integration
Geoffrey Fralick	Program Analyst - Youth Specialist
Jesse Archer	CoC Analyst
Kelley Castro	PLE 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
Tyffanie Wedding-O'Con	Project Director of Racial Equity Initiatives

Agenda Item	Presenter(s):	Time	Item Type
<p>I. Welcome & Grounding into the Space</p> <p>Opener: What would it look like/feel like if things were good? If we were living in an accessible, non-racist, safe culture and world?</p> <p>Land Acknowledgement</p> <p>Labor Acknowledgement</p> <p>Community Agreements</p>	Angela Upshaw, REQC Co-Chair	9:00 AM (15 minutes)	Discussion

Angela started the meeting around 9:06am. She asked the opener question. Responses to the opener were shared during the meeting. The [Land Acknowledgement](#), [Labor Acknowledgement](#), and [Community Agreements](#) were read.

<p>II. Approval of 11/20/24 Meeting Minutes</p> <p>Supporting Material:</p> <ul style="list-style-type: none"> • 11/20/24 Meeting Minutes 	<p>Angela Upshaw, REQC Co-Chair</p>	<p>9:15 AM (5 minutes)</p>	<p>Action</p>
<p>Motioned for Approval of the 11/20/24 Meeting Minutes: 1st – Sher Singh, 2nd – Marjorie Beazer.</p> <p>Motion approved.</p>			
<p>III. Announcements (Upcoming Events & Recent Actions)</p>	<p>Marjorie Beazer, REQC Co-Chairs, REQC Members, SSF Staff, & Guests</p>	<p>9:20 AM (10 minutes)</p>	<p>Informational</p>
<p>Announcements were shared from:</p> <ul style="list-style-type: none"> • Atenceia Maria shared details about a My Time Movement an non-profit. • Sher mentioned details about her organization and training opportunities. • Marjorie shared details about a grant opportunity. • Ayanna welcomed Kelly Castro, the new SSF PLE Specialist. Kelly introduced herself. • Jesse introduced Priest Martinez from Wilton Rancheria. Priest introduced himself. • Please see the chat and recording for details. 			
<p>IV. 2024 CoC Annual Meeting Key Takeaways</p> <p>Supporting Material:</p> <ul style="list-style-type: none"> • 2024 CoC Annual Meeting Survey 	<p>Marjorie Beazer, REQC Co-Chairs, REQC Members, SSF Staff, & Guests</p>	<p>9:30 AM (10 minutes)</p>	<p>Discussion</p>

Marjorie mentioned the survey for everyone to provide their feedback. Discussions about:

- the panelists and panel conversation
- YAB involvement
- the breakout sessions and conversations
- great attendance and location
- thanks to SSF staff for planning
- in-person and networking

Ayanna mentioned a followed-up email with notes from the meeting will be shared with the CoC community.

<p>V. Key Performance Indicators Follow Up (Recurring Agenda Item)</p> <ul style="list-style-type: none"> • Framework • Built for Zero KPIs 	<p>Ayanna McGee, SSF Director of System Integration</p>	<p>9:40 AM (30 minutes)</p>	<p>Discussion</p>
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Rachel shared a SSF REQ Charter with KPIs providing details about how to document, how the KPIs are tracked and reported, and how to identify targets to establish a baseline. She shared a [REQ KPI tracker](#) to use moving forward to log the areas of finding, recommendations, tiers, progress, and notes. The progress of recommendations was shared. The KPI tracker will be used to provide quarterly updates at the CoC REQC meetings. Questions were asked. Please see the recording and chat for details.

<p>VI. 2024 CoC REQC Survey:</p> <ul style="list-style-type: none"> • Survey Purpose • Next Steps <p>Supporting Material:</p> <ul style="list-style-type: none"> • 2024 CoC REQC Survey – Due 12/27/24 	<p>Tyffanie (Ty) Wedding-O'Con, SSF Project Director of Racial Equity Initiatives</p>	<p>10:10 PM (20 minutes)</p>	<p>Discussion</p>
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Ty shared the purpose of the survey and discussed the next steps. The survey was shared within the chat for the REQC to complete.			
VII. Review Draft 2025 CoC REQC Work Plan	Sher Singh, REQC Co-Chair	10:30 PM (15 minutes)	Discussion
<p>Sher discussed the draft 2025 work plan, edits were made, and discussions about:</p> <ul style="list-style-type: none"> Once we agree on workplan for 2025, we will add clear timelines and break down steps/strategy to accomplish each goal and subgoal. Who is going to be leading the goals? SSF Staff and the CoC REQC. The 2025 REQC work plan will be voted to approve at the Jan 2025 meeting. <p>Action Item:</p> <ul style="list-style-type: none"> This agenda item will be placed on the Jan. 2025 meeting for approval. 			
VIII. Open Discussion on Recent Actions / Events	Open to All	10:45 AM (15 minutes)	Discussion
Please see the recording for details.			
<p>IX. Meeting Adjourned</p> <p>The next REQC meeting is Wednesday, Jan. 15, 2025 at 9:00 am.</p> <p>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</p>			

Meeting Chat

09:00:38 From Darrell Rogers to Everyone:
Gm

09:01:40 From ATENCEIA Maria to Everyone:
Good morning everyone, Atenceia Maria “My Time Movement”

09:02:11 From Michelle Charlton to Everyone:
Welcome! Here is today's agenda: <https://sacramentostepsforward.org/wp-content/uploads/2024/12/122024-REQC-2024-Agenda-Revised-12.17.24.pdf>

09:03:43 From Marjorie Delgadillo- she, her, ella to Everyone:
Good morning everyone

09:03:46 From Geoffrey Fralick, he/him, Program Analyst - Youth to Everyone:
Good morning!

09:03:57 From Dawn Basciano to Everyone:
Good morning!

09:04:35 From Marjorie Beazer to Everyone:
Morning! 🙏🙏

09:05:49 From Michelle Charlton to Everyone:
Welcome! Here is today's agenda: <https://sacramentostepsforward.org/wp-content/uploads/2024/12/122024-REQC-2024-Agenda-Revised-12.17.24.pdf>

09:06:20 From Michelle Charlton to Everyone:
Opener: What would it look like/feel like if things were good? If we were living in an accessible, non-racist, safe culture and world?

09:06:40 From Amina Merritt to Everyone:
HOUSING would be a HUMAN RIGHT


09:07:01 From Mercedes Lott to Everyone:
Peaceful

09:07:32 From Mercedes Lott to Everyone:
🙏

09:07:47 From Amina Merritt to Everyone:
And all Human Rights would be ENFORCED.

09:08:00 From Quinn Jones-Hylton to Everyone:
Housing cheaper and more accessible, labor would be more valuable with less time per week spent


09:09:11 From ShannonChavez to Everyone:
Non Judgemental , stainable housing


09:09:19 From Mercedes Lott to Everyone:


09:12:08 From Michelle Charlton to Everyone:
Opener: What would it look like/feel like if things were good? If we were living in an accessible, non-racist, safe culture and world?


09:15:24 From Marjorie Beazer to Everyone:



09:15:39 From Marjorie Beazer to Everyone:
Everyone is nailing it!!

09:15:57 From Marjorie Beazer to Everyone:
World citizenship!!
Marjorie Delgadillo- she, her, ella: 

09:16:41 From Amina Merritt to Everyone:
Gotta run to another meeting. Great dialogue! Happy Holidays everyone.
Holly C: 

09:17:27 From Michelle Charlton to Everyone:
Land Acknowledgement
Labor Acknowledgement
Community Agreements

09:26:12 From Vanessa Cummings, SCPH to Everyone:
yes, thank you for the acknowledgements and information 

09:27:51 From Angela Upshaw to Everyone:
Welcome Kelly!
Geoffrey Fralick, he/him, Program Analyst - Youth: 

09:28:04 From Mercedes Lott to Everyone:
Welcome!!

09:28:20 From ATENCEIA Maria to Everyone:

Atenceia Maria, My Time Movement amaria@mytimemovement.org, 279-222-5162
www.mytimemovement.org

Kelley Castro, Geoffrey Fralick, he/him, Program Analyst - Youth: ❤️

Marjorie Beazer: 👍

09:28:32 From Holly C to Everyone:

Welcome Kelly 😊

Kelley Castro: ❤️

Marjorie Beazer: 👍

09:30:10 From Marjorie Beazer to Everyone:

https://endhomelessness.org/susan-g-baker-and-elizabeth-boyle-innovation-fund/?utm_source=Master+Email+List&utm_campaign=44d24d92f8-EMAIL_CAMPAIGN_2024_10_15_05_14&utm_medium=email&utm_term=0_44d24d92f8-%5BLIST_EMAIL_ID%5D

09:30:20 From ATENCEIA Maria to Everyone:

May I please have your contact information for BPW

09:30:45 From Mercedes Lott to Everyone:

Yes!!

09:30:58 From Mercedes Lott to Everyone:

Great info this morning!

09:32:01 From Marjorie Beazer to Everyone:

Replying to "Great info this morning!":

Right!!!

09:32:14 From Darrell Rogers (PWLEC) to Everyone:

Welcome Preist

Angela Upshaw: ❤️

09:32:30 From Sher Singh BPW she/her to Everyone:

I welcome all to inquire and join our Business Professional Women's Federation. My contact is dei@nfbpwc.org -

09:32:46 From Angela Upshaw to Everyone:

Welcome, Priest! Happy to have you join us!

09:33:01 From Vanessa Cummings, SCPH to Everyone:

hi! This is my first meeting, I am Vanessa Cummings, she/her, Health Educator with Health and Racial Equity Unit of Sacramento Co Public Health. Listening and learning today, thank you!

want to just highlight next months national day of racial healing About NDORH - National Day Of Racial Healing
Quinn Jones-Hylton: 👍

09:34:23 From Michelle Charlton to Everyone:
2024 CoC Annual Meeting Survey: <https://www.surveymonkey.com/r/MQ97YVT>

09:35:13 From Michelle Charlton to Everyone:
Here is the 2024 CoC Annual Meeting webpage:
<https://sacramentostepsforward.org/2024-sacramento-continuum-of-care-annual-meeting/>

09:35:43 From Ayanna McGee (she/hers) - SSF to Everyone:
Housing California

09:40:22 From Geoffrey Fralick, he/him, Program Analyst - Youth to Everyone:
I just got my microphone issue fixed. Thanks Jesse for filling in. The YAB deeply enjoyed the CoC Annual Meeting. As one of the support staff assisting the YABs efforts, I was incredibly proud of each one of our members who participated and shared at the Annual Meeting.

Jesse SSF, CoC Analyst, Ayanna McGee (she/hers) - SSF, Samantha Earnshaw: ❤️
Marjorie Beazer: 🙌

09:45:07 From Jesse SSF, CoC Analyst to Everyone:
Done!

09:51:23 From Michelle Charlton to Everyone:
Update: we have quorum.

09:51:37 From Marjorie Beazer to Everyone:
Replying to "Update: we have quorum."
👍

10:10:24 From Vanessa Cummings, SCPH to Everyone:
Thank you for letting me join the space today. I have to hop off. Wishing you all a wonderful Winter Season ❄️

CummingsV@SacCounty.gov

10:11:01 From Marjorie Beazer to Everyone:

Thanks for being here Vanessa. Look forward to seeing you again and collaborating as well.

10:12:27 From Samantha Earnshaw to Everyone:

You are doing great Rachel. This is a lot of work!

10:12:29 From Holly C to Everyone:

Thank you Rachel

10:16:38 From Michelle Charlton to Everyone:

Here is the survey:

https://forms.office.com/pages/responsepage.aspx?id=b64o0FHtJ0e_Ouj8q3YgNav9V1yNS39GlvQGdZcYMkJUOFFHRkxDTVdLOEI3TDQxTIQzMUZVWjY4TCQIQCN0PWcu&route=shorturl

10:17:51 From Michelle Charlton to Everyone:

Survey is due Friday, 12/27/24

10:18:54 From Darrell Rogers to Everyone:



10:21:30 From Michelle Charlton to Everyone:

Here is the draft 2025 CoC REQC work plan: <https://sacramentostepsforward.org/wp-content/uploads/2024/12/2025-REQC-Workplan-DRAFT.docx>

10:22:40 From Tyffanie Wedding-O'Con to Everyone:

Once we agree on workplan for 2025, we will add clear timelines and break down steps/strategy to accomplish each goal and subgoal.

Marjorie Beazer: 👍

10:30:07 From Michelle Charlton to Everyone:

Resources For Independent living

10:30:15 From Michelle Charlton to Everyone:

<https://www.ril-sacramento.org/>

Tyffanie Wedding-O'Con, Holly C: 👍

Marjorie Beazer: 👍

10:32:22 From Jesse SSF, CoC Analyst to Everyone:
Culturally and Linguistically Appropriate Services (CLAS)

Tyffanie Wedding-O'Con: ❤️

Marjorie Beazer: 👍

10:33:00 From Dawn Basciano to Everyone:

Visual services/assistance/Braille is a protected right under the ADA. Braille services /readers etc are/ should be provided when needed/asked etc. worked on the state regs many moons ago.

Tyffanie Wedding-O'Con: ❤️

Marjorie Beazer: 👍

10:33:08 From Samantha Earnshaw to Everyone:

There are 15 National CLAS Standards, grouped into three main themes:

Culturally Competent Care: Ensures that the services are respectful of cultural differences, values, and practices.

Language Access Services: Provides communication assistance, such as translation and interpretation, for individuals with limited English proficiency or those who speak other languages.

Organizational Supports for Cultural Competence: Promotes policies and practices that support cultural and linguistic competence throughout an organization.

Tyffanie Wedding-O'Con: ❤️

Marjorie Beazer: 👍

10:33:28 From Rachel Bereza - SSF to Everyone:

Culturally and Linguistically Appropriate Services (CLAS) Standards:

<https://thinkculturalhealth.hhs.gov/clas>

Dawn Basciano, Holly C: 👍

Marjorie Beazer: 👍

10:34:07 From Rachel Bereza - SSF to Everyone:

Link to Standards:

<https://thinkculturalhealth.hhs.gov/assets/pdfs/EnhancedNationalCLASStandards.pdf>

Dawn Basciano, Holly C: 👍

Marjorie Beazer: 👍

10:38:46 From ShannonChavez to Everyone:

can I get information about the meeting , I have Uregent with a client , have to leave

10:41:37 From Michelle Charlton to Everyone:
Thank you

10:48:59 From Michelle Charlton to Everyone:
Great point!
Marjorie Beazer: 👍

10:50:25 From Samantha Earnshaw to Everyone:
Thank you everyone! Unfortunately, I need to head to next meeting. Have a wonderful rest of your year and many blessings to you and your loved ones in the new year! And blessings to this board and committee - may it grow even stronger in the new year!
Marjorie Beazer: 🙏

10:50:56 From Marjorie Beazer to Everyone:
Replying to "Thank you everyone! Unfortunately, I need to head ...":
Same to you, Samantha!

10:51:07 From Rachel Bereza - SSF to Everyone:
Great call, Ayanna. Excellent Report from UCSF Benioff:
<https://homelessness.ucsf.edu/resources/reports/toward-equity-understanding-black-californians-experiences-homelessness>
Tyffanie Wedding-O'Con: 🙌

10:54:57 From Michelle Charlton to Everyone:
Approval of the 11/20/24 Meeting Minutes:

10:55:15 From Stephanie Thompson, she/her to Everyone:
Approve

10:55:18 From Sher Singh BPW she/her to Everyone:
approve

10:55:17 From Angela Upshaw to Everyone:
yes

10:55:20 From Dawn Basciano to Everyone:
Approve

10:55:25 From iPhone (15) to Everyone:

Approve

10:55:36 From Holly C to Everyone:
approved

10:55:55 From Yvette Buckner to Everyone:
Yes

10:55:56 From Michelle Charlton to Everyone:
2024 REQC Survey:

https://forms.office.com/pages/responsepage.aspx?id=b64o0FHtJ0e_Ouj8q3YgNav9V1yNS39GlvQGdZcYMkJUOFFHRkxDTVdLOEI3TDQxTIQzMUZVWjY4TCQIQCN0PWcu&route=shorturl

10:57:24 From Marjorie Beazer to Everyone:
LEAB - Lived Expertise Advisory Board
Tyffanie Wedding-O'Con: 👍

10:57:29 From Michelle Charlton to Everyone:
The next REQC meeting is Wednesday, Jan. 15, 2025 at 9:00 am.

10:57:31 From Stephanie Thompson, she/her to Everyone:
Happy Holidays

10:57:34 From Holly C to Everyone:
Happy Holiday

10:57:38 From Michelle Charlton 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