

2025 CoC Racial Equity Committee (REQC) Work Plan

The 2025 CoC REQC Work Plan was approved at the 1/15/2025 CoC REQC meeting.

Resources:

- [Glossary of Terms](#)
- [CoC Meetings Webpage](#)
- [2024 CoC Governance Charter](#)

Racial Equity Committee Goals

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

Subgoal 1.1 Work with the Racial Equity Committee (REQC) to Identify racial equity key performance measures.

Subgoal 1.2: Develop and provide input to Housing of Urban Development (HUD) on mandated race and ethnicity data process, and an expansion of the definition of homelessness. Explore opportunities 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 ([Resources for Independent Living "RIL"](#))

Subgoal 2.4: Ensure that language access services are available and for 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

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.

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 [Culturally and Linguistically Appropriate Services \(CLAS\)](#) 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 [Culturally and Linguistically Appropriate Services \(CLAS\)](#) 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 in alignment with the ombuds person in the [Regionally Coordinated Homelessness Action Plan \(RCHAP\)](#).

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 an intersectional multidisciplinary 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	2025 Activities
January 2025 – March 2025 (Q1)	<ul style="list-style-type: none"> • 2024 CoC Committee Overview Presentation – REQC slides: 2024 key products & accomplishments and 2025 goals. • Key Performance Indicators Follow Up (Recurring Agenda Item- once per quarter) • Approve 2025 REQC Work Plan • FY2024 NOFO Debrief Update • Revisit REQC Liaisons Assignments (<i>continued</i>) • Collaborate & Relationship Building with the Northern Circle Indian Housing Authority (<i>continued</i>) • REQC Co-Chair Recruitment (CoC Board member) • REQC Membership: Revisit Target Recruitment (as needed) • Racial Equity Action Plan Discussion • Revisit the RCHAP Actions (Work Force Needs) • Quarterly in-person Meeting. • Action Items from previous meetings
April 2025 – June 2025 (Q2)	<ul style="list-style-type: none"> • Key Performance Indicators Follow Up (Recurring Agenda Item- once per quarter) • REQC Membership: Revisit Target Recruitment (as needed) • Q2 Review of REQC Workplan • Language & Readability Forms Update • Quarterly in-person Meeting • Action Items from previous meetings

<p>July 2025 – September 2025 (Q3)</p>	<ul style="list-style-type: none"> • Key Performance Indicators Follow Up (Recurring Agenda Item- once per quarter) • REQC Membership: Revisit Target Recruitment (as needed) • Q3 Review of REQC Workplan • Collaborate & Relationship Building with the Northern Circle Indian Housing Authority (<i>continued</i>) • Quarterly in-person Meeting • Action Items from previous meetings
<p>October 2025 – December 2025 (Q4)</p>	<ul style="list-style-type: none"> • Key Performance Indicators Follow Up (Recurring Agenda Item- once per quarter) • REQC Membership: Revisit Target Recruitment (as needed) • Q4 Review of REQC Workplan • Draft 2026 REQC Workplan • 2026 Point-In-Time Count Update • Draft Language for the Updated HUD Definition of Homelessness & Data Collection per the National Alliance to End Homelessness Conference • Quarterly in-person Meeting • Action Items from previous meetings

Additional Activities for 2025-2026:

- Review & Discuss Reports:
 - [California Commission on the Status of Women & Girls Annual Report](#)
 - [State of Black California Report](#)
 - [Toward Equity: Understanding Black Californians' Experiences of Homelessness](#)