

Welcome/Introductions

Housekeeping





Panel Discussion on Centering Racial Equity

October 26th, 9:00am-9:45am

What does Centering Racial Equity Mean?

“We envision an end to all homelessness in Alameda County, California. To achieve this goal, we will **center racial equity**, amplify the voices of people who have experienced homelessness, and work together to implement comprehensive strategies to prevent and end homelessness in our county.”



What does Centering Racial Equity Mean?

- “The system is intentionally designed to center racial equity and **actively eliminate racial disparities.**”
- “The homeless services workforce—including senior leadership and boards of directors— should **reflect the racial and ethnic diversity of the people we serve...**”
- “We **bring a racial equity lens** to how we collect, analyze, and use data to drive equitable outcomes for Black, Indigenous, and People of Color (BIPOC). ”
- “Racial equity is not a short-term initiative, but an **overarching, long-term commitment that shapes everything we do as a system.**”



Equity Principles



1. Systems focused, outcome, and data-driven.

2. Shift people from gatekeepers to agents of institutional transformation (change agents).

3. Take action to identify and address institutional elements of racism.

4. Stay grounded in history and root causes of racial inequity.

5. Be accountable to those most impacted by racial disparities



Advocates/Change Agents strive to:

- Clearly articulate a racial equity vision
- Share experience with racial equity work; examples and concrete stories
- Open about dissatisfaction with current conditions, values, hopes and aspirations of others
- Communicate the way forward for creating racial equity
- Be hopeful; determined, resilient, committed

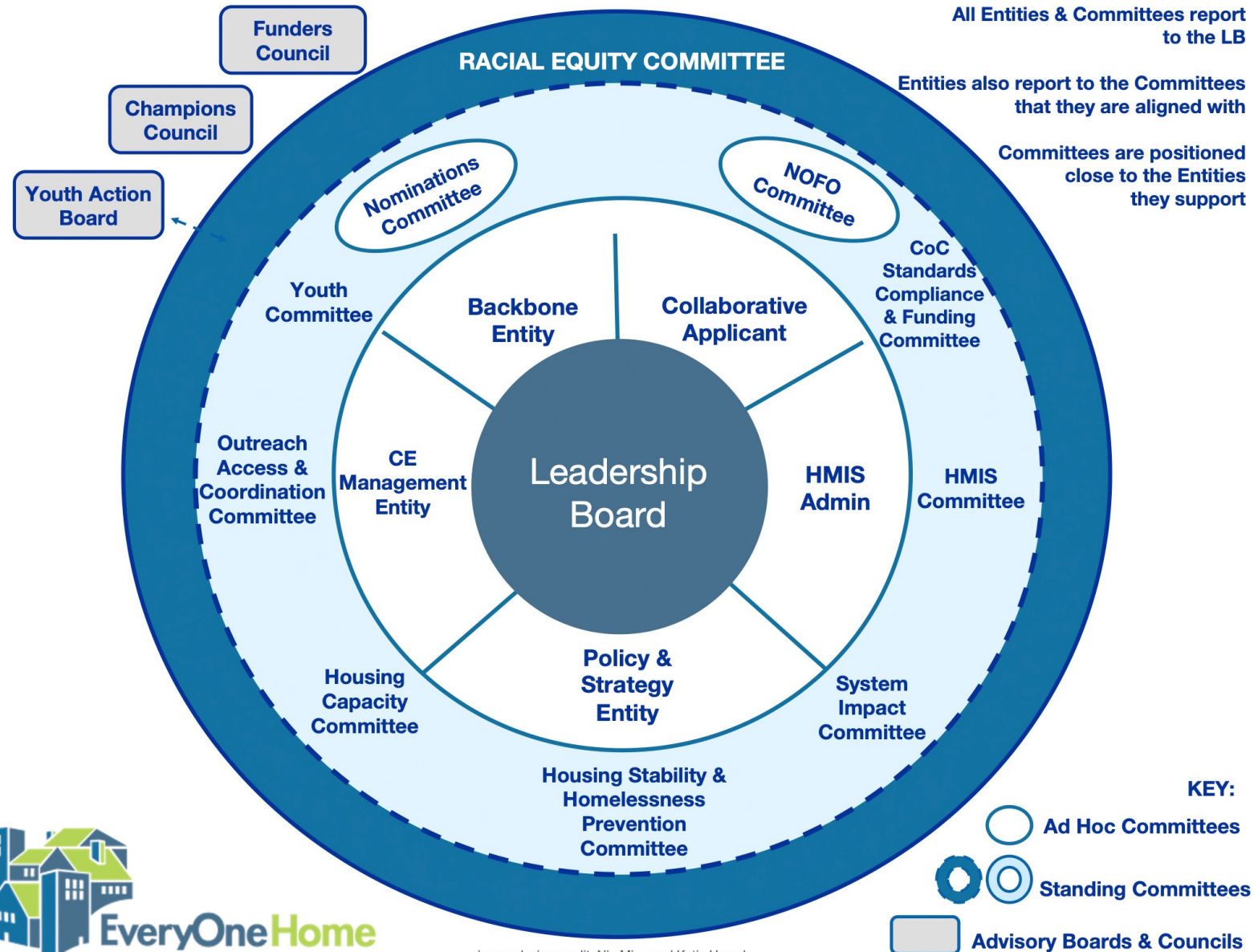
(Modified by D. Flynn, from Creating Contagious Commitment, by Andrea Shapiro and Crossroads Anti-racism Skills Training)

What does Centering Racial Equity Mean?

- **“Operationalizing equity** is the responsibility of the Leadership Board and all other committees and workgroups.”
- “The Racial Equity Workgroup will therefore **serve as a catalyst for racial equity** across all our work. It will also **hold the Leadership Board and all other committees responsible for embedding racial equity** in everything they do.”



CoC Organization Chart



Committee Member Onboarding

HUD CoC Introduction

- What is the federal definition of the CoC role and responsibilities

EveryOne Home – Oakland/Berkeley, Alameda County CoC Introduction

- How are these definitions implemented in our local structures

Centering Racial Equity Training

- Why and How we Center Racial Equity in our CoC

Anti-Racism Training

- Putting concepts into practice

<https://www.youtube.com/playlist?list=PLVogEzc6iZwzesg7NhWgUPVXVHn-kAx5p>





Panel Discussion



jamboard