



# Racial Equity Framework Presentation

**10:10am-10:50am**

# REC Presentation Topics:

## 1. Seating of the Full Racial Equity Committee

- Presenters: Darlene Flynn & Tunisia Owens

## 2. Racial Equity Liaison Role

- Presenters: Darlene Flynn & Tunisia Owens

## 3. CoC Racial Equity Framework & Next Steps

- Presenters: Chloé Greene & Shatae Jones



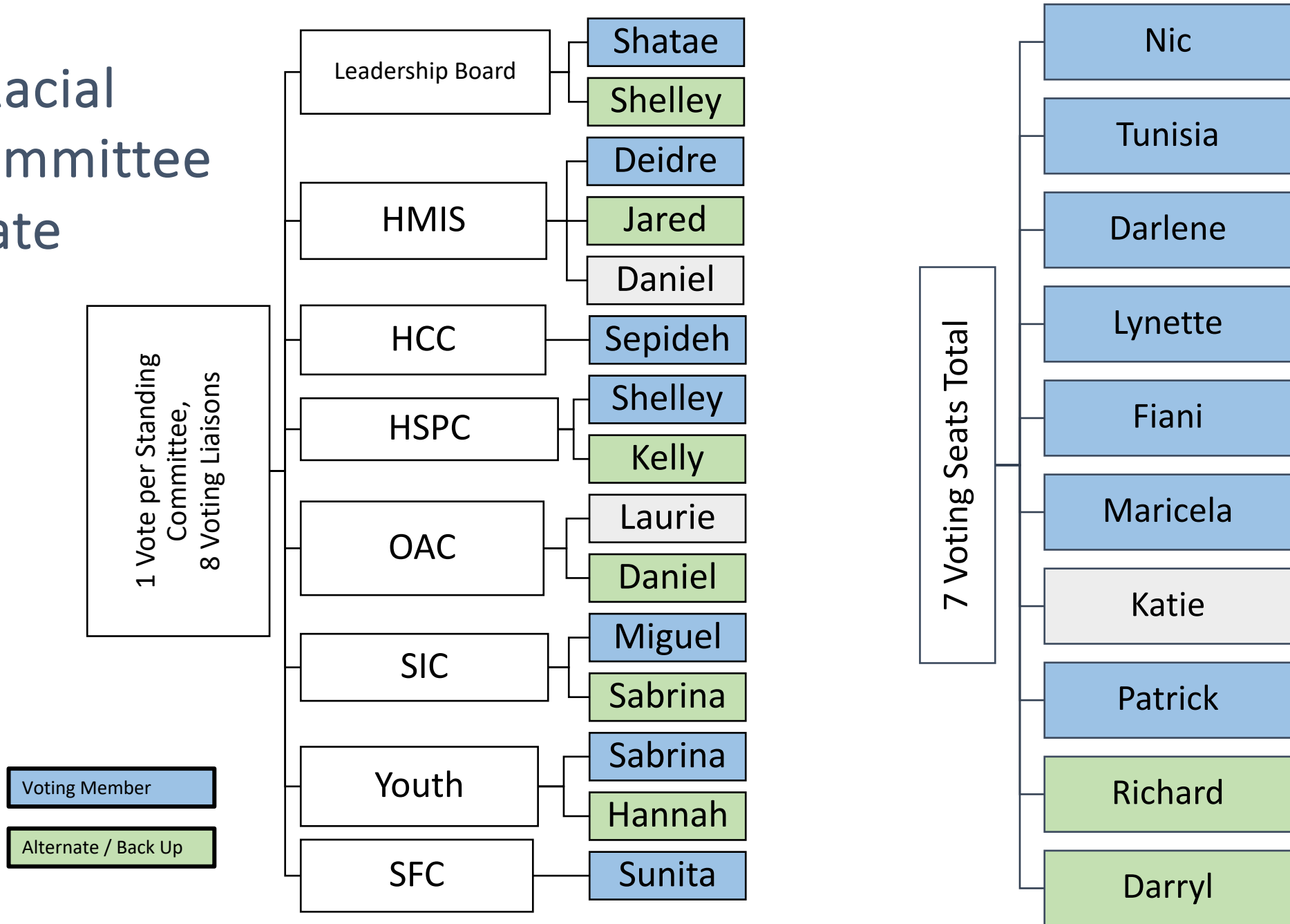


# Seating the Full Racial Equity Committee

# Voting Seats on the Racial Equity Committee (REC)

1. CoC Standing Committees send up to three Racial Equity Liaisons to join the Racial Equity Committee. The Standing Committee will propose the lead voting member from amongst the volunteers to the Racial Equity Committee.
2. The Racial Equity Committee should consider the volunteers submitted to fulfill committee make-up guidelines to reflect lived experience and diversity in the CoC and review that with the Nominating Committee.
3. The current Racial Equity Committee members will review the names and confirm one person from each Standing Committee to be the voting liaison. Another liaison can substitute for the voting liaison for quorum.
4. The Racial Equity Committee will provide voting seats to up to seven additional community members who are not in a Liaison role.

# Current Racial Equity Committee Voting Slate





# Racial Equity Liaison Role

# Racial Equity Liaison Panel



REC Anchors:

- **Darlene Flynn, Tunisia Owens**

Homeless Management  
Information System (HMIS)  
Committee:

- **Jared DeFig, Patrick Anderson**

Standards, Compliance &  
Funding:

- **Sunita Garrett**

Housing Stability & Homeless  
Prevention:

- **Ms. Shelley Gonzalez**

# Racial Equity Liaisons

All CoC Standing Committees, including the Leadership Board, nominate one to three members to serve as liaisons to the Racial Equity Committee. RE liaisons serve as equity touchpoints in CoC committees' conversations and work. RE Liaisons also help to communicate key information between committees and the REC, and support REC initiatives and projects that may not directly overlap with a committee's area.

RE liaisons are instrumental to advance the CoC's racial equity work but it is important to note that they will not carry the full responsibility of doing that work which is a CoC wide commitment. RE Liaisons help committees and their co-chairs to embed racial equity in our approach to ending homelessness. RE Liaisons will receive training, resources and tools from the REC to help facilitate equity work and be effective in the role.





# Racial Equity Liaison Activities

- Attend and participate in a monthly RE Committee meeting (required).
- Attend and participate in 2 x RE Workgroup sessions each month.
- Complete ongoing REC training for REC members and RE liaisons.
- Use training to support CoC standing committees to center racial equity principles and goals during their work and activities.
- Meet with relevant standing committee co-chairs to share work and communication to advance racial equity in committee's work and activities.
- Participate in standing committee sessions about racial equity.
- Help to coordinate direct technical assistance support from the REC to standing committees, sub-committees or workgroups.
- Participate in providing and facilitating training workshops and sessions for CoC committees and the community.



# Racial Equity Liaison Panel Questions

- What's the Standing committee that you serve on? What's the purpose and function of that committee?
- How do you see (opportunities and challenges) to apply racial equity in your committee's work?
- What are your thoughts about inequities that community members with lived experience may face as they participate in the CoC at the leadership and committee level?



# CoC Racial Equity Framework

# Racial Equity Framework



Chloe Greene  
(Moderator)

Shatae Jones

# RE Framework: Purpose

The framework is intended to serve **as a guide to approach the Oakland, Berkeley, Alameda County CoC committee work**. CoC membership and committees should use this framework to:

- Support them in developing and implementing policies and practices that are grounded in racial equity and justice.
- To advance the CoC's efforts to address structural inequities and build a homeless system response that supports everyone in resolving their homelessness quickly, justly and with dignity.



# RE Framework: Purpose

The framework is intended to capture **the absolute essentials that must be present and considered when developing equitable and inclusive resources to ensure the prioritization of racial equity at the core of the work.**

The framework is a living document and we will continue to contribute to it and make adjustments based on learnings and developments from our collective work as a CoC.



# How to Use the RE Framework

The framework and accompanying support tools **should be used during all phases of CoC committee work (planning, implementation, and evaluation)** to help CoC members and committees to:

- Embed the CoC's racial equity principles in CoC work and to,
- Evaluate whether the work furthered the CoC's racial equity priorities.



# Racial Equity Framework: Guiding Principles

The principles visual is set up this way to reflect that racial equity and justice work is not linear. The principles are not intended to be used as a step-by-step process, but as interconnected components to be considered and used in all aspects of the CoC's work.

Individual CoC members are also encouraged to use the framework principles to reflect on your personal racial equity journey and how practicing the principles can support your individual learning and growth.





# RE Framework Reflection Questions

*What are your thoughts about the principle?*

*What is important about the principle?*

*If your community committed to this principle,  
what do you think would change?*



# RE Framework Roll-out

## Steps to Date:

- Office Hours (Feb - March).
- Dialog with all Standing Committees (April - May).
- Community Presentation at Spring General Community Meeting (April).

## Next Steps:

- Complete Presentations and Dialog.
- Review and incorporate feedback and suggestions received.
- Submit updated draft for CoC adoption.
- Train CoC members to apply RE Framework.

# RE Framework Related Materials

- [Racial Equity Framework](#) (DRAFT) which is the set of guiding racial equity principles and sets of questions that help committees apply the principles to the respective committee's work.
- [RE Framework Dialog Summary Talking Points](#) summarizing most of the key points in the RE Framework.
- [RE Framework Overview video](#) which outlines the purpose of the RE Framework, its nine guiding principles and questions that can help committees to apply the principles to their relevant areas.
- [RE Framework presentation deck used in the overview video](#) which is the set of presentation slides that are shared in the overview video.