



# Racial Equity Committee Meeting

---

Thursday, July 11, 2024

# REC Agenda



- Welcome & Introductions (All) – 5 min.
- Public Comment – 10 min.
- Community Builder: – 15 min.
- Committee Business (Co-Chair / Tunisia) – 25 min.
  - VOTING ITEM: Confirm Meeting Minutes
  - VOTING ITEM: Nominations & Election of Co-Chair (Public Sector)
    - Discussion: YAB as a public or private entity
  - INFORMATION SHARING: Changes in Homebase’s Staff Support
  - DISCUSSION ITEM: Inviting Alameda County Homeless Prevention & Housing Stability Committee Co-chairs & Homebase Staff support to August Meeting
- CoC Updates (Homebase) – 5 min.
- REC Liaison Checklist (Chloé) – 15 min.
- REC Liaisons Committee Updates (REC Liaisons) – 10 min
- REC DRAFT Work Plan – 35 min.
- Adjourn

*Next Meeting Thursday, August 8, 2024*

**Welcome our monthly Racial Equity  
Committee meeting! Please share your  
info in the chat:**

- Name
- Pronouns
- Race and/or Ethnicity
- Affiliation / Organization
- Any CoC Committee you serve on

**Welcome  
and  
Introductions**



Review the [CoC LB shared agreements](#)

# Public Comment

---

Committee Members & Public

10 Minutes



# Community Builder –

## One big 2024 Lesson/Reminder

---

15 Minutes





# Racial Equity Committee Business

25 Minutes

[ACTION]

# Confirm Meeting June Minutes

---

REC Chair

5 minutes



# [ACTION] REC Co-Chair Nomination & Election

---

REC Chair  
10 minutes





# [Information Sharing] Change in Homebase's Staff Support

---

REC Chair & Homebase

5 minutes



# [Discussion Item]

Inviting Alameda County, Homeless Prevention & Housing Stability Committee Co-Chairs & Homebase Staff support to August Meeting

---

REC Chair

5 minutes



# CoC Updates

---

Homebase  
5 minutes



# CoC Updates - Homebase

Home Together Report



# REC Draft Liaison Checklist

---

Chloé Greene

15 Min.



# Liaison Checklist Purpose

- Highlights questions from the racial equity framework that committees should consider when starting committee tasks.
- The checklist also outlines when the committee should reach out to the racial equity committee for support.
- Liaison checklist link [here](#)

# REC Committee Updates

---

REC Liaisons – HMIS, OAC, HPHS

10 Minutes



# REC Draft Work Plan

---

Chloé Greene, Nic Ming, Tunisia Owens

35 Minutes





# REC Draft Work Plan

Work Plan & Goals

NOFO

Racial Equity Practice & Capacity Building

Racial Equity Priorities - Integrating RE into other  
CoC Committees



# REC Draft Work Plan

## **CoC Committees' Racial Equity Priorities**

### **HMIS Committee**

HMIS Annual Monitoring

### **Housing Stability and Homelessness Prevention Committee**

Homelessness Prevention Framework

### **Outreach, Access, and Coordination Committee**

Coordinated Entry Evaluation -

REC involvement in the Coordinated Entry evaluation,

CE Evaluation includes a racial equity impact analysis, particularly of the assessment and prioritization processes.

# REC Draft Work Plan

## **CoC Committees' Racial Equity Priorities**

### **Systems Impact Committee**

Home Together Plan Year 2 Updates Analysis

PIT Count Action Items

### **Youth Committee**

### **CoC Standards, Compliance, and Funding Committee**

### **Housing Capacity Committee**

Embed racial equity approaches in the Landlord Liaison work.

# Racial Equity Guiding Framework

## Applied Equity Activities/Practice

Racial Equity Committee

July 9, 2024



# Racial Equity Framework: Purpose

A guide to approach the Oakland, Berkeley, Alameda County CoC committee work. CoC membership and committees should use this framework to:

- Support them to develop and implement 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 to resolve their homelessness quickly, justly and with dignity.



# Applied Equity Activities with Committees

Applied Equity Activities - Activities and steps to apply the RE Framework to topics. REC proposed process for applied equity activities with Committees is:

- REC supports each committee to identify 1-3 key workplan racial equity priority items to apply Framework (the focus for applied equity practice).
- REC incorporates support to each committee's key workplan RE priority items into the REC workplan.
- REC identifies technical assistance team to support committee for applied equity activities. Team includes REC members, RE liaisons; REC TA support, co-chairs, and other key members (e.g. relevant city or county staff).



# Applied Equity Activities with Committees

REC proposed process for applied equity activities with Committees cont'd:

- REC supports each committee through dialog to apply the RE Framework Principles to RE Priorities - to determine which principles to apply through learning period.
- Start by applying Framework principles with Lead with Equity Design principle
- Apply most relevant other principles to apply to topic.





# Select Committee Workplan RE Priorities

Questions to help committees to identify RE Priorities

- Which Committee workplan items can help the Committee and CoC to address homeless system inequities?
- Based on what you know about the system, which items do you think can have the greatest impact on homeless system inequities?
- Are there workplan items that people with lived experience and/or Black, Indigenous, and People of Color have noted that are significant or important?
- Of these items, are there any where racial equity and justice work is already happening? Or, are there any items where there is initial consideration or commitment to engage in racial equity and justice work?



EveryOneHome

# Apply RE Principles to Selected Priorities



# Lead with Equity Design

About diverse co-creation

- Build Systems focused on liberation and healing and requires dismantling systemic inequities and oppression.
- Equity design as part of **all phases** of the work, from the beginning to monitoring and evaluation.
- Those most impacted by oppressive and/or inequitable systems must be deeply involved in the redesign and decision-making process.



**TOOL: [Liaison Checklist](#)**

See “Leading with equity design” principle section in the [framework](#) for

- **Key Design Process Elements**
- **Consider Decision-Makers**
- Questions for dialog/action for
- Are people with different perspectives, values, experiences, and expertise at the decision-making table?
- Have community members most impacted been invited and consistently included and heard at each stage of the design process?

# Applied Equity Activity -

**PREPARING  
RE LIAISONS TO  
SUPPORT APPLIED  
EQUITY ACTIVITIES  
WITH COMMITTEES**



# 3 Breakout Rooms

## **CoC Committees' Racial Equity Priorities**

### **HMIS Committee**

HMIS Annual Monitoring

### **Housing Stability and Homelessness Prevention Committee**

Homelessness Prevention Framework

### **Outreach, Access, and Coordination Committee**

Coordinated Entry Evaluation -

REC involvement in the Coordinated Entry evaluation,

CE Evaluation includes a racial equity impact analysis, particularly of the assessment and prioritization processes.

Discussion -

**zoom**  
**BREAKOUT ROOMS**

# Emerging Questions, Reflections and Next Steps

- How do committees determine the other principles to apply and the order in which to apply them?
- What additional tools do we need to apply the RE principles?
- What happens during August Committees meetings?
- What's follow up REC capacity building in August to build on this?



# Adjourn

---





## Racial Equity Committee COC Capacity Building Plan (DRAFT)

Objectives:	Basic Skill Building; Refresh and expand	Learning Equity Tool; framework in by applying them across Committee functions	Problem solving, strategies to remove barriers, lessons learned		
Activity:			Participants:	Location:	
<b>Trainings</b> Identify topics Schedule Publicize schedule to target audiences	¶ X	¶	¶	REC members, Liaisons, COC Leadership	REC meetings, special sessions, COC leadership and members meetings
<b>Applied equity Practice</b> Need to identify key action items in each committee that will be the focus for practice Identify technical assistance team for each item Add details to REC workplan	¶	¶ X	¶	COC Committees & Liaisons, with technical assist. from REC leads and members	COC Committee meetings, sub-committee/workgroup meetings
<b>Capacity Building debriefs and report backs</b> Regular item placeholder on all meeting agendas to touch bases on active efforts	¶	¶	¶ X	REC members, Liaisons, SMEs, as needed by invitation	REC workgroup and Committee meetings

# Reference Slides

---

Acronym	Definition
BIPOC	Black, Indigenous, Person of Color
CES	Coordinated Entry System
CoC	Continuum of Care: A geographic region awarded funding by HUD each year in a collaborative application process
ERF	Encampment Resolution Fund
HCC	Housing Capacity Committee
HHAP	Homeless Housing Assistance and Prevention Grant
HHIP	Housing and Homelessness Incentive Program
HRC	Housing Resource Center
HSHP	Housing Stabilization and Homelessness Prevention Committee
HUD	US Department of Housing and Urban Development
LB	Leadership Board

Acronym	Definition
NOFO/NOFA	Notice of Funding Opportunity: The annual (summer) competition for CoC funding
OAC	Outreach Access Coordination Committee: That's us!
PIT	Point in Time Count: The count held every January of currently homeless households in the CoC
PSH	Permanent Supportive Housing: A type of CoC funded project that pays long-term, permanent housing subsidy for clients
PWLE	Person with Lived Expertise/Experience: Someone who has been homeless or is currently homeless
REC	Racial Equity Committee
RRH	Rapid Rehousing: A type of CoC funded project that pays short to medium term housing subsidy for clients
SCC	System Coordination Committee: The former name of the OAC
SFC	Standards, Funding, and Compliance Committee
SI	System Impact Committee
SSO	Supportive Services Only: A type of CoC funded project which includes staffing but not housing