

Racial Equity Committee

Minutes

July 11, 2024

11:00am – 1:00pm

Join Zoom Meeting

<https://homebaseccc.zoom.us/j/84924753418>

Meeting ID: 849 2475 3418

(US) +1507-473-4847

Meetings are public. Alameda County residents with lived experience of homelessness are encouraged to attend. Public Comment will be taken at the beginning of each meeting and is limited to 2 minutes per person. Public Comment is also accepted in advance via email to: alameda@homebaseccc.org.

Helpful links:

- **Google Drive folder** for the Racial Equity Committee: https://drive.google.com/drive/folders/1ZG59MFs7BkWc77cwPJfO_wnaTXDjNjOI
- **Website page** (on EveryOne Home website) for the REC: <https://everyonehome.org/about/racial-equity-committee/>
- **Acronyms and Glossary:** https://docs.google.com/spreadsheets/d/1I8hFMAU2IE-EqYmK8TZ9Hp40vmS1zRck9EBEbPIbwy8/edit?usp=drive_link

Committee Purpose

The purpose of the Racial Equity Committee is to ensure that racial equity is centered across the homelessness response system and that racially disparate outcomes around homelessness and housing are addressed and eliminated. The committee will advise and hold accountable all other boards, committees, and workgroups, including the Leadership Board on racial equity goals, metrics, and outcomes. The overarching goal is that the work of racial equity is woven throughout all boards, committees, workgroups, and system activities.

Committee Shared Agreements:

- Have sensitivity and respect for each other's experiences.
 - Agree to show up and engage. When meeting virtually, this includes having the camera on when possible and safe, while recognizing there are many valid reasons not to have cameras on.
 - When making decisions, prioritize the best interests of the homelessness response system and people experiencing homelessness above the interests of the individual board member/organization.
 - Commit to racial equity and justice in decision-making. Participate in training and create space and time for this practice.
 - Function as peers instead of a hierarchy of persons with lived experience and others.
 - Be constructive, not obstructive; try to offer solutions along with barriers.
 - One voice at a time, no interruptions.
 - Give people the chance to speak once before you speak twice.
 - Share and review the materials in the packet in advance of meetings.
 - Prioritize action items near top of agenda to help with time management in meetings.
 - Give people the opportunity to process, ask questions, and understand before voting.
 - If we stray from these agreements, we agree to pause, breathe, and reset.
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Agenda

<p>1) Welcome / Introductions (Tunisia Owens)</p>	<p>11:00am – 11:05am</p>
<p>2) Public Comment (Tunisia Owens) a) <i>No comment</i></p>	<p>11:05am – 11:15am</p>
<p>3) Community Builder a) Nic Ming led the group through a shared discussion of – a Big Lesson or Reminder you have experienced so far this year that has been helpful to you.</p>	<p>11:15am – 11:30am</p>
<p>Committee Business</p>	
<p>4) VOTING: Approval of Minutes, June 13th, 2024 (Tunisia Owens) <i>Action Item I</i> i. Shatae Jones made a motion to approve the June 13th 2024 meeting minutes. Seconded by: Lynette Ward <i>Discussion: None.</i> ii. It was noted that a Roll Call Vote is not necessary for minutes according to our CoC practice. A call for questions or concerns with approving the minutes was made, and no challenges were presented. iii. The minutes were approved.</p>	<p>11:30am – 11:35am</p>
<p>5) VOTING: Nominations and election of Co-Chair (Public Sector) (Tunisia Owens) a) The position of Co-Chair, Public Sector is open. That seat must be someone from a government role. Tunisia Owens currently occupies the Co-Chair, Private sector seat. At the last meeting, the committee asked for volunteers to serve as Co-Chair from the Public Sector. Multiple people expressed an interest in serving as co-chair. b) Discussion: YAB as a Public or Private Entity i) One of the individuals who volunteered to serve as Co-Chair Public Sector was a member of the Alameda County Youth Advisory Board (YAB). Upon discussion with County representatives, it was determined that YAB membership does not qualify someone as a “Public Sector” employee. YAB members are volunteers providing advisory services representing themselves. c) The one volunteer for Co-Chair who met the criteria of “Public Sector” was Lynette Ward, who is employed by Alameda County as Homeless Services Regional</p>	<p>11:35am – 11:45am</p>

<p>Coordinator (Oakland) for the Alameda County Healthcare for the Homeless Program. (ACHCH)</p> <p>d) Shatae Jones withdrew her candidacy to accommodate her time in the position of HMIS Co-Chair and Leadership Board representative from HMIS Committee.</p> <p>e) Lynette stated that she is excited to be a part of the committee and interested in doing great work in the space.</p> <p><i>Action Item II</i></p> <p>j. Nic Ming made a motion to nominate Lynette Ward as the REC Co-Chair, Public Sector. Seconded by: Shatae Jones. <i>Discussion:</i> None.</p> <p>iv. <u>Roll Call Vote:</u> AYES: Shatae Jones (LB), Sepideh Kiumarsi (HCC), Kelly Hoffman (HSHP), Marcela Munoz (OAC), Shelley Gonzalez (SFC), Tunisia Owens, Nic Ming, Richard Nudelman, Lynette Ward. NOES: None. ABSTAINS: None.</p> <p>v. Motion passes with 9 yes votes.</p>	
<p>6) INFORMATIONAL: Changes in Homebase Staff Support</p> <p>a) Kim Natarajan and Aram Hauslaib will be taking over for Nicole McCray-Dickerson and Karen Kowal as Homebase support staff for the Racial Equity Committee.</p> <p>b) Additional transitions of Homebase staffing may occur in other committee spaces as well over the next few months. Homebase is consolidating staff on the Oakland, Berkeley/Alameda County CoC support to emphasize local staff, and have fewer but more dedicated staff.</p> <p>c) Tunisia stated her gratitude for the work they have put into supporting the REC these past few months, asking if this was their last meeting. Nicole stated she and Karen will do their best to be at the August REC meeting.</p> <p>d) Nic Ming also commented that Nicole and Karen have provided significant support to the REC, putting together materials and building committee infrastructure. It has been good learning and lots of dialogue with Homebase on what kinds of support are needed for the REC. Nic wanted to say thanks, and to say to the members – we are also asking for your input as far as what continued support from Homebase would look like to help you function well as members of the committee.</p>	<p>11:45am – 11:50am</p>

<ul style="list-style-type: none"> i) Tunisia stated the transition could have had more advance communication and would have liked to have been in the conversation on staffing decisions by Homebase. She stated the REC was growing accustomed to the work rhythm of Nicole and Karen. More time for the transition and more conversation would have been nice. ii) Kim stated that she appreciated the criticism and will look for more opportunities to overlap meetings during the one month transition. iii) Aram stated he is looking forward to working with the committee and providing his skillset to support the committee vision and find opportunity for action. 	
<p>7) DISCUSSION ITEM: Inviting Alameda County, Homeless Prevention & Housing Stability Committee Co-Chairs and Homebase Staff support to discuss Prevention Framework at August REC meeting</p> <ul style="list-style-type: none"> a) Nic Ming requested that the REC invite HSHP and County representatives to come to REC and present about the Prevention Framework soon, as early as August. Tunisia noted this might need to happen in September. Those present had no additional discussion to add. 	<p>11:50am – 11:55am</p>
<p>Informational/Discussion Items</p>	
<p>8) CoC Updates (Homebase)</p> <ul style="list-style-type: none"> a) Alameda County HCD is accepting public comment on their <u>Draft 10-Year Housing Plan (2025-2035)</u>. <ul style="list-style-type: none"> i) <u>Feedback Form</u> b) Home Together Year 2 Update was released: <u>https://homelessness.acgov.org/reports.page?#hometogether_2026</u> c) 2024 PIT Full Report still in finalization stages, aiming for release before September but exact release date TBD. 	<p>11:55am – 12:00pm</p>
<p>9) REC Liaison Capacity Building – REC Checklist (Chloé Green)</p> <ul style="list-style-type: none"> a) Chloé Green has begun compiling a <u>draft Racial Equity Checklist</u>, for use by liaisons. The checklist also explains suggested moments when the liaisons might want to reach out for additional support. Two main steps are presented: Building an Equitable Table, and Planning for an Equitable Process. b) Kelley noted that the Prevention committee (HSHP) is in early stages but it has both work it does on its own and work providing feedback on other people’s work. For example, they don’t create the County Prevention Framework but may be asked to provide 	<p>12:00pm – 12:15pm</p>

<p>input. In the cases where HSHP does not have much control over the work product, does this checklist still apply?</p> <ul style="list-style-type: none"> i) Chloe: There may be certain times where a CoC committee is asked to be a reviewer. The questions on the checklist could be posed to that group doing the work, asking them to ask these questions. ii) Kelley: I understand, so the part of the review of the Prevention Framework needs to clearly include how various groups were involved and to what level of engagement. So we examine not just the work product but also the process that created the product. iii) Ms. Shelley commented that the language in these documents reminds her of her college experience. This is a lot of information. The conversation might be improved if we are including the information that already exists, coordinating the multiple documents trying to do the same thing. Something seems disjointed in our collaborative understanding. 	
<p>10) REC Liaisons Committee Updates (REC Liaisons)</p> <ul style="list-style-type: none"> a) Due to time constraints, no updates were given, instead moving those updates into the activity exercise in agenda item 11. 	<p>12:15pm – 12:25pm</p>
<p>11) REC Applied Equity Activity (Chloé Green, Nic Ming, Tunisia Owens)</p> <ul style="list-style-type: none"> a) Objective: Help RE Liaisons communicate with committees to identify their RE priorities to begin to apply the RE framework principles, starting with Lead with Equity Design b) Nic Ming presented the Racial Equity Committee’s Draft Work Plan. The workplan is divided into key categories of work, including equity capacity building, and overlap with other committee projects. The proposal discusses how to apply Racial Equity Framework principles in Applied Equity Activities within CoC committees. c) Before going to the breakout rooms, the group discussed the difficulty understanding how liaisons do equity work either proactively and reactively within committees. d) One way to think about it proposed, was liaisons can both ask for support within the committee and do tangible actions on their own where they believe the level of support needed is something they can provide. e) The group moved into Breakout rooms to discuss opportunities to engage equity in three sampled committee spaces: Outreach Access Coordination, Housing Stability and Prevention, and HMIS Committee. Each of these committees have active projects with opportunities for equity elements. f) Upon return from the breakout rooms, there was very little time remaining in the meeting for discussion. Those who provided 	<p>12:25pm – 12:50pm</p>

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feedback were excited about the breakout room model, and stated that the format helped to go into deeper discussion detail.	
12) Closing (Tunisia Owens) a. Discussion of upcoming agenda items for next meeting	12:50pm – 1:00pm
Next committee meeting will be held August 8th, 2024	

Resources:

- *Racial Equity Guiding Framework (DRAFT)*
- *REC CoC Capacity Building Plan (Draft)*
- *Centering Racial Equity Training (Foundational Training for Committee Members)*
- *CoC 101 Training (Foundational Training for Committee Members)*
- *Everyone Home 101 Training (Foundational Training for Committee Members)*

Committee Members Attendance

Voting Seat Number	Seat	Name	Organization	Attendance
1	Leadership Board Liaison	Shatae Jones	Alameda Alliance	present
		Shelly Gonzalez	community member	present
		OPEN		
2	HMIS Committee Liaison	Deidre Wan	community member	(absent)
		Daniel Scott	Alameda County H&H	(absent)
		Jared DeFigh	community member	(absent)
		Patrick Anderson	community member	(absent)
3	Housing Capacity Committee Liaison	Sepideh Kiumarsi	Housing Authority of the City of Alameda	present
		OPEN		
		OPEN		
4	Housing Stability and Homelessness Prevention Committee Liaison	Kelly Hoffman	Oakland HCD	present
		Shelly Gonzalez	community member	present
		OPEN		

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5	Outreach Access Coordination Committee Liaison	Daniel Scott	Alameda County H&H	(absent)
		Laurie Flores	City of Fremont	(absent)
		Marcela Munoz	HCEB - Housing Consortium of the East Bay	present
6	Standards Compliance and Funding Committee Liaison	Shelly Gonzalez	community member	present
		Sunita Garrett	community member	present
		OPEN		
7	System Impact Committee Liaison	Miguel Dwin	Berkeley Unified School District	(absent)
		Sabrina Abong	community member	present
		OPEN		
8	Youth Committee Liaison	Sabrina Abong	community member	present
		Marisol Rodriguez	Alameda County H&H	(absent)
		OPEN		
9	Public Sector City, County State Agency or Entity	Darlene Flynn	City of Oakland	(absent)
10	Public Sector City, County State Agency or Entity	Lynette Ward (co-chair, public)	Alameda County H&H	present
11	Non-Profit or Service Provider	Nic Ming	Social Impact Wheel	present
12	Non-Profit or Service Provider	Katie Barnett	All Home	(absent)

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13	Non-Profit or Service Provider	Tunisia Owens (co-chair, private)	FVLC	present
14	Community Member	Fiani Johnson	Araminta Ross Foundation	(absent)
15	Community Member	Patrick Anderson	community member	(absent)
proxy	Non-Profit or Service Provider (proxy seat)	Darryl McDavid	BACS	(absent)
proxy	Community Member (proxy seat)	Richard Nudelman	community member	present

Homebase Staff in attendance:

- Nicole McRay-Dickerson
- Kim Natarajan
- Aram Hauslaib

Guests in attendance:

- Chloe Green, Sowing Love
- Riley Wilkerson, Alameda County H&H
- Arai, Building Futures
- Christoverre Kohler, community member
- Dr. Kenisha Bryant, Abt Global