

Racial Equity Committee

Minutes

August 8, 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-FqYmK8TZ9Hp40vmS1zRck9EBEbPIbw8/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>a) Nic Ming led a community builder exercise – What strengths do you bring to this space? What can support you to successfully contribute to the REC? It was noted that we’d like to continue holding community builder time as a separate item on the agenda.</p>	<p>11:00am – 11:05am</p>
<p>2) Public Comment (Tunisia Owens)</p> <p>a) No public comment received.</p>	<p>11:05am – 11:10am</p>
<p>3) Approval of Minutes, July 11th, 2024 (Tunisia Owens)</p> <p>a) These minutes were not yet released. The minutes for July 11th will be reviewed at the September REC meeting.</p>	<p>11:10am – 11:15am</p>
<p>4) Homeless System Updates (All)</p> <p>a) Alameda County HCD is accepting public comment on their Draft 10-Year Housing Plan (2025-2035).</p> <p> i) Feedback Form</p> <p>b) Home Together Year 2 Update was released: https://homelessness.acgov.org/reports.page?#hometogether_2026</p> <p>c) Advocacy Tools for Promoting the Regional Bond</p> <p> i) https://stmaryscenter.org/bond2024/</p> <p> ii) https://siliconvalleyathome.org/advocacy-toolkit/advocacy/</p> <p>d) 2024 NOFO Bidders Conference August 12 - More Info</p>	<p>11:15am – 11:20am</p>
<p>Action Items</p>	
<p>No voting items this month</p>	
<p>Informational/Discussion Items</p>	
<p>5) Regional Bond Presentation (Sharon Cornu and Courtney Welch)</p> <p>a) Sharon gave an overview of this once-in-a lifetime opportunity. More info on their website: https://stmaryscenter.org/bond2024/</p> <p> i) Other related voting info: Prop 5 on Nov ballot and would apply to Measure 4. Would allow us to pass bond at lower threshold</p> <p>b) Questions from the group:</p> <p> i) Nic – What is the ask of the Racial Equity Committee?</p> <p> (1) If folks are interested and want to show their support or participate in advocacy there are</p>	<p>11:20am – 11:45am</p>

<p>opportunities to volunteer as an individual and present information at various meetings across Alameda and SF Bay Area. If the bond passes, there may be more opportunities to provide input as cities and counties write the expenditure plans.</p> <p>ii) Darlene: Can we have more information about the operating subsidies? We have a disproportionate number of low income Oakland residents, so we need permanent operational subsidies to keep it affordable, incomes are not likely to change.</p> <p>(1) Sharon: Need ongoing operating subsidy (e.g. project based vouchers through PHA) to guarantee new homes will remain affordable. SSI seniors need a subsidy. County can pair funds with the bond money so can build it and also have the operating subsidy and supportive services.</p> <p>iii) Nic: So the work and involvement of the CoC would be after the bond passes and focused toward the expenditure plan? The CoC can't endorse a campaign. But can the CoC as a body get involved after it passes and get involved in the expenditure planning for the funds?</p> <p>(1) Sharon will check back on this</p> <p>iv) Jared: I know an architect working with Wood Street - would it be helpful to connect them?</p> <p>(1) Sharon: We would love to talk to him.</p> <p>v) Patrick: I would like to discuss the current age range for senior living eligibility, which is set at 55. Given the increasing number of individuals experiencing homelessness and housing instability who are just under this age threshold, I believe it would be beneficial to consider lowering the eligibility age to 50. This change could provide critical support to those aged 50-54 who are currently ineligible but in need of stable housing solutions. Could we explore the potential impacts and benefits of such an adjustment?"</p> <p>(1) Sharon: in fact many are set to age 60 or 62, we agree that lower is better. however a lot of this is tied to federal policy</p>	
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<p>vi) Nic: Does the committee need more liaisons or communication with REC? (1) Sharon: The committee currently does have vacancies, and only one REC liaison.</p>	
<p>6) Overview of 2024 CoC Activities, connection to 2024 REC workplan (Tunisia Owens)</p> <ul style="list-style-type: none"> a) Tunisia discussed the fact that many CoC committees have active or upcoming projects that may need a REC engagement. One way to view the other projects happening is to review the documents in the Racial Equity Committee google drive folder named <u>Work Plans</u>. b) It is a priority to finish the REC workplan. c) Darlene: We have identified the Coordinated Entry Evaluation happening in the Outreach Access and Coordination Committee as a priority project. 	<p>11:45am – 12:00pm</p>
<p>7) Breakouts: REC Workplan Prioritization Discussion (all)</p> <ul style="list-style-type: none"> a) We did not do breakouts due to time. 	<p>12:00pm – 12:15pm</p>
<p>8) Debrief Breakouts (Tunisia Owens)</p> <ul style="list-style-type: none"> a) NA. 	<p>12:15pm – 12:30pm</p>
<p>9) Leading with Equity: 2024 CES Evaluation Discussion (Darlene Flynn)</p> <ul style="list-style-type: none"> a) Darlene Flynn walked through the most recent Coordinated Entry Evaluation report, which was produced in early 2023 based on 2022 data. This report did include a list of recommendations for improvements. Issues highlighted included a lack of CES Grievances. Darlene showed us a 5-step system for creating equity centered processes. <ul style="list-style-type: none"> i) Name the desired future condition (outcome) ii) Use disparity data to understand who is not experiencing desired outcomes iii) Work with the impacted community iv) Design equity changes to the system with rigorous performance measures v) Implementation b) Kim Natarajan and Anna Fellers noted that OAC has received multiple status update presentations which explained progress 	<p>12:30pm – 12:55pm</p>

<p>made on each of the recommendations to date. It was requested that there be more communication around those updates with the racial equity committee to improve transparency. – As a reminder the process of bringing back information and reporting and debriefing outcomes is just as important as setting up the process.</p> <ul style="list-style-type: none"> c) An emphasis was made on needing a theory of change model and establishing possible next steps for influencing an equitable process of CES evaluation. d) Darlene asked that others read and review the previous report and requested that there will be a presentation summarizing the progress since the last report. e) All members of the REC were invited to attend the OAC meeting next week, in which the OAC will have their first discussion to design a CES evaluation process. f) Nic suggested that the REC lead a structured conversation around the framework to influence the CES evaluation process. Would like OAC to be informed that REC has started conversations around this. Also asked if OAC plans a separate workgroup. Right now it is planned to be in OAC itself but it may become an independent workgroup at a later point. g) One thing important to create system change is to ensure the partners are engaged. h) The CES evaluation process is expected to take multiple months, into early 2025. i) 	
<p>10) Closing (Tunisia Owens)</p> <ul style="list-style-type: none"> a. Discussion of upcoming agenda items for next meeting <ul style="list-style-type: none"> a. Presentation on the operational design steps b. Presentation from Ms. Shelley and Sunita on Racial Equity Framework Implementation <p>Next committee meeting will be held September 12th, 2024</p>	<p>12:55pm – 1:00pm</p>

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	(absent)
		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	present
		Patrick Anderson	community member	present
3	Housing Capacity Committee Liaison	Sepideh Kiumarsi	Housing Authority of the City of Alameda	(absent)
		OPEN		
		OPEN		
4	Housing Stability and Homelessness Prevention Committee Liaison	Kelly Hoffman	Oakland HCD	(absent)
		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	(absent)
		OPEN		
7	System Impact Committee Liaison	Miguel Dwin	Berkeley Unified School District	(absent)
		Sabrina Abong	community member	(absent)
		OPEN		
8	Youth Committee Liaison	Sabrina Abong	community member	(absent)
		Marisol Rodriguez	Alameda County H&H	present
		OPEN		
9	Public Sector City, County State Agency or Entity	Darlene Flynn	City of Oakland	present
10	Public Sector City, County State Agency or Entity	Lynette Ward (co- chair, public)	Alameda County H&H	present

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11	Non-Profit or Service Provider	Nic Ming	Social Impact Wheel	present
12	Non-Profit or Service Provider	Katie Barnett	All Home	(absent)
13	Non-Profit or Service Provider	Tunisia Owens (co-chair, private)	FVLC	(absent)
14	Community Member	Fiani Johnson	Araminta Ross Foundation	(absent)
15	Community Member	Patrick Anderson	community member	present
proxy	Non-Profit or Service Provider (proxy seat)	Darryl McDavid	BACS	(absent)
proxy	Community Member (proxy seat)	Richard Nudelman	community member	(absent)

Homebase Staff in attendance:

- Kim Natarajan
- Aram Hauslaib

Guests in attendance:

- Chloe Green, Sowing Love
- Anna Fellers, Alameda County H&H