

Racial Equity Committee

Minutes

October 10, 2024

11:00am – 1:00pm

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-FqYmK8TZ9Hp40vmS1zRck9EBEbPIbwy8/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.

Minutes

1) Welcome / Introductions (Lynette Ward)
2) Public Comment (Lynette Ward) a) No public comment.
3) Approval of Minutes, September 12th, 2024 (Lynette Ward) - No roll call vote is needed for minutes. Quorum is present. No additional revisions were requested to the September minutes. September minutes approved. - Nic Ming commented they liked the format of the minutes and appreciated images being included.
4) Homeless System Updates (All) a) Kim Natarajan, Homepage: i) The Fall Community Meeting will be Tuesday, October 29 and Wednesday, October 30 2024. The event will be held at the California

<p>Endowment, 2000 Franklin Street, Oakland, CA 94612. A virtual option will be available. The registration form and agenda can be found on the EveryOne Home website. Registration closes October 18th.</p> <ul style="list-style-type: none">ii) Reminder of meeting norms: Homebase is reminding all committees in the CoC to create an inclusive meeting space by eliminating the use of jargon and saying the whole name of things instead of just acronyms. Homebase staff will be proactive in reminding meeting attendees of this norm and ask people to spell out acronyms and define jargon.iii) 'A Rising Tide' Virtual Screening will take place October 15th during the CoC Learning Community Space. The screening will be followed by a panel discussion.
<p>5) Community Building Activity (Nic Ming)</p> <ul style="list-style-type: none">- Nic Ming: For future meetings, they would like to create a rotation of who leads the community builder.- Reflection: Think about one thing you've seen being done by a person in this space and how it has contributed to improving, expanding, and strengthening the work we do.- The group shared appreciations for one another's work and contributions.
<p>Action Items</p>
<p>No voting items this month</p>
<p>6) Liaison Sharing (All)</p> <ul style="list-style-type: none">a) Housing Stability & Housing Prevention (HSHP), Ms. Shelley Gonzalez: HSHP discussed presentation from the City of Berkeley about the City's homelessness prevention strategies. They also discussed what HSHP's role is in monitoring prevention efforts. In addition, they discussed the need for centralized resources for people at risk of eviction or homelessness. Other questions raised during the meeting include: Is HSHP responsible for compliance? How can HSHP be most effective? Can HSHP call out HUD for their regulations that might lead to people being more at risk of homelessness?b) Outreach Access and Coordination (OAC), Laurie Flores: The OAC voted for the unsheltered workgroup to collaborate with the City Technical Working Group (TWG) on recommendations for the Leadership Board that build on the TWG encampment prioritization matrix. The goal is to come up with best practices for encampment response to present to Leadership Board for endorsement. OAC also received presentation from Alan Guttirez from Alameda County Homelessness and Housing Services (H+H) about a proposed coordinated entry evaluation process. H+H asked OAC to provide feedback on the process. OAC also voted on limited definition of "encampment" for use within the Unsheltered NOFO (Notice Of Funding

Opportunity) projects. Additional updates on the Unsheltered Workgroup progress will also be reported at next Leadership Board.

- i) Nic Ming: Wanted to tie the encampment matrix to a comment Richard Nudelman made in the chat about wanting to talk more about encampment response.
 - ii) Richard Nudelman: Seeing “them” getting rid of tent encampments and then people have to rebuild, so people end up having more dilapidated lifestyle.
 - iii) Kim Natarajan mentioned that OAC is a great place to talk about encampments and tents. Kim also shared that the Community Meeting will also have a panel discussion about recent shifts in policy about encampments and tent removals. The Community Meeting discussion will also talk about the implications of the Grants Pass Supreme Court decision and Governor Newsom’s executive order.
 - iv) Chloé Green asked about the status of the Coordinated Entry evaluation and if the process had been decided. Alan Guttirez shared that in the OAC meeting, H+H shared a framework for the evaluation moving forward. To comply with HUD’s annual coordinated entry requirement, there is a coordinated entry self-evaluation tool that can be used. H+H is going deeper with an additional evaluation by incorporating feedback from racial equity presentations, OAC discussions, and is gathering feedback from people with lived experience from the unsheltered NOFO process. Letters from the community that have come in as additional written feedback are going to be incorporated. The process has not gone to Leadership Board for a vote.
 - v) Kim: At the OAC meeting, the goal was to practice working on evaluation specific items, but due to time the OAC wasn’t able to fully approve the evaluation process. There is more time to adjust the process proposal.
 - vi) Darlene Flynn: Darlene recommended not rushing the process so that they can build out an effective evaluation process that doesn’t have to be revisited and changed year after years. Taking the time to build equity in and map out a process that can be replicated is time well spent.
- c) **Youth Committee** (Sabrina Abong): Sabrina will be presenting the Youth Committee Work Plan at the Racial Equity Committee Meeting on November 14th.

7) Community Meeting Planning (Kim Natarajan)

- a) Kim Natarajan noted for the group that the Community Meeting scheduled for October 29th and 30th will have Racial Equity Committee-led activities on the

agenda. The Racial Equity Committee discussed and planned how to use the time for: “Racial Equity Breakfast and Activity” and “Day 2 Racial Equity Activity”

- b) Planning for the Racial Equity Breakfast:
 - i) Kim Natarajan: Does the REC want to keep the breakfast closed to just REC members or open it up to all meeting attendees?
 - ii) The Committee decided that the breakfast should be used to debrief Day 1 of the meeting, particularly the presentation titled *‘Toward Equity: Understanding Black Californians’ Experiences of Homelessness Report’* by Benioff Homelessness and Housing Initiative. Tunisia Owens and Darlene Flynn flagged that the Benioff presentation is particularly important for REC to discuss. Benioff utilizes data beyond just HMIS data, such as stories and information from other sources. The presentation will likely highlight racial disparities.
 - iii) The committee decided the breakfast will be limited to REC members to build community and have conversations about racial equity. Tunisia Owens, Ms. Shelley Gonzalez, Lynette Ward, and Sunita Garrett will be present and can help guide the conversation, but the expectation is that the breakfast will be an organic, free flowing discussion. Discussion facilitators are not expected to prepare material other than their own personal reflections from Day 1 of the meeting.
- c) Planning for the Racial Equity Activity during Day 2 of the meeting
 - i) Kim Natarajan suggested the idea of having table discussion and questions. Tunisia Owens clarified for the REC that the afternoon session will be a more formal activity and engagement opportunity.
 - ii) Nic Ming suggested that the session could relate to the work of each committee. Each group could talk about how the racial equity framework is being utilized and implemented in their various committees.
 - iii) Ms. Shelley expressed the need for a foundation or framing to ground the activity. Tunisia suggested framing: “This is what it looks like when it is supported.” She suggested the REC members leading the activity could give examples and then ask small groups to discuss.
 - iv) Nic Ming volunteered to help plan the afternoon session but not necessarily doing the presentation. Ms. Shelley and Tunisia will also help plan for the activity. Kim will support setting up the email thread and Morgan Bernados will send the planning team a list of which REC members will be in attendance on Day 2 of the meeting.

8) Activity: Equity Checklist Practice (Chloé Green)

- a) Chloé Green has been organizing [the Racial Equity Committee Google Drive](#) folder so that it is easier for members to access resources and share information. Chloé presented a walk-through of the new organization system.
- b) Due to time, the committee did not go through the [Equity Checklist](#).

Highlights from the Google Drive walk-through:

- Red folders have some gaps and missing information.
- There had previously been 2 different REC folders, but Chloé merged them.
- The link to the folder is on the minutes and agendas for REC.
- Nic Ming asked about permissions and access; wants to ensure everyone has what they need to contribute and collaborate on documents but also knows some documents need to be protected from accidental editing.
 - Chloé agreed and said that if any committee member is unable to access a folder or document they previously were able to, please let Chloé know so she can fix the permissions.
- Morgan Bernados from Homebase will support by adding shortcuts for each committee to the respective liaison folder.

Discussion about the Liaison Template and Liaison Folder:

- As an example of what materials could go in the liaison folder, Tunisia and Chloé will be facilitating a Racial Equity 101 training for HMIS committee. The training materials are in the HMIS Liaison folder.
- The REC discussed in prior meetings the need for a template for sharing out as liaisons in their committees. “Sharing” was previously called “report out” but the REC would like to change the language to “sharing” moving forward.
- Important components for the template shared by the REC:
 - What are the expectations are for liaisons and does sharing happen every meeting or not?
 - For REC members that are involved in multiple committees, clarify which committees they are liaisons for and which committees they are expected to share about.
 - Guiding questions for sharing
 - Understanding what your role is in the liaison
 - Link to liaison roster
 - Policy for when/if share outs can be written and submitted to committee facilitators in advance if a liaison is unable to attend the meeting
 - Distinguish protocol and expectations for liaisons to share about their committees to the REC and liaisons to share about the REC to their committees

- For sharing to the REC, create a rotation for liaisons to share so that not every liaison is sharing in every meeting.
- 9) Closing** (Lynette Ward)
- a. Discussion of upcoming agenda items for next meeting. Requests for future agenda items are also welcome at this time or via email to: alameda@homebaseccc.org
 - b. Kim:
 - a. Housing Capacity Committee is compiling a letter with feedback on 10-year housing plan. Voting to send it off at HCD at their next meeting. Last call to contribute to that letter.
 - b. Alameda County has asked if the Racial Equity Committee is ready to move forward on their Prevention Framework so that it can move to Leadership Board for approval.
 - i. Nic Ming asked if the county was going to come speak again at a REC meeting because they had previously run out of time. Kim will ask if Alameda County Housing and Homelessness Services can attend the REC meeting on November 14th before the Leadership Board meeting on November 21st.
 - c. Next committee meeting will be held **November 14th, 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 Attendance:

Voting Seat Number	Seat	Name	Organization	Attendance
1	Leadership Board Liaison	Shatae Jones	Alameda Alliance	absent
		Shelly Gonzalez	community member	present
		OPEN		
2		Deidre Wan	community member	absent

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	HMIS Committee Liaison	Daniel Scott	Alameda County H&H	present
		Jared DeFig	community member	absent
		Patrick Anderson	community member	absent
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		
5	Outreach Access Coordination Committee Liaison			
		Laurie Flores	City of Fremont	present
		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	present

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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
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	present
proxy	Community Member (proxy seat)	Richard Nudelman	community member	present

Public Attendance

Homebase Staff in Attendance:

- Kim Natarajan
- Aram Hauslaib
- Morgan Bernados
- Matthieu Kaman

Guests in Attendance:



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- Alan Guttirez, Alameda County H+H
- Annie Lagunas, SAVE
- Chloé Green, Sowing Love
- Pauline Blackwell
- Christoverre Kohler, Community Member