

Racial Equity Committee

Minutes

November 14, 2024

11:00am – 1:00pm

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/118hFMAU2IE-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.

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 (Lynette Ward)</p>
<p>2) Public Comment (Lynette Ward)</p> <p>a) No public comment.</p>
<p>3) Approval of Minutes, October 10th, 2024 (Lynette Ward)</p> <p>a) Minutes from October 10th, 2024 approved.</p>
<p>4) Homeless System Updates (All)</p> <p>a) Kim Natarajan, Homebase: Kim invited everyone who attended the Fall Community Meeting to fill out the Feedback Survey (Link). Kim also reminded the Committee that all meeting materials are posted publicly on the EveryOne Home website (link) and the Racial Equity Committee Google Drive (link). Both links are included at the top of every agenda and minutes document.</p> <p>b) Nic Ming: Reminder about the CoC Learning Community on the third Tuesday of every month. In November, the CoC Leadership Board Co-Chairs, Alameda County Housing & Community Development (HCD), and Alameda County Health, Housing & Homelessness Services (H+H) will be present to discuss various housing plans and the response system. They will also discuss the potential impact on HUD with the new administration.</p>
<p>5) Community Building Activity (Lynette)</p> <p>a) The Committee took a moment to reflect quietly in light of the recent election and then shared things that are bringing them joy.</p> <p>b) Nic mentioned that per a discussion in a REC Planning Meeting, there will be a roster of Committee Members to rotate leading the community builder. This will begin in January and people can opt-out if they do not want to lead.</p>
<p>No voting items this month</p>
<p>6) Liaison Sharing: Youth Committee (Sabrina Abong)</p> <p>a) This item was not covered and may be revisited at a later date.</p>
<p>7) Discussion and Q&A on Alameda County Health, Housing & Homelessness Services Prevention Framework (Jonathan Russell)</p> <p>a) The Alameda County Health, Housing and Homelessness Services Department will share its Prevention Framework one last time for feedback and discussion before taking the Framework to the Leadership Board for endorsement.</p> <p>b) Past questions/feedback from the Racial Equity Committee on this Prevention Framework includes:</p> <p>i) Better understanding of sources of some data to determine the ratio being served</p>

- (1) Jonathan: What's difficult about prevention is that we're looking to serve folks that once served, we won't ever really know if they would have been homeless without the assistance
 - (2) Jonathan will send an appendix of how they came up with the cost index. The cost estimate they used in the framework assumes 15% "failure rate" meaning that even with services, about 15% people will still fall into homelessness. Similar assumptions in homelessness research and other regional prevention frameworks.
 - (3) Jonathan also hopes to look at other local tools to add to this once the funding comes out. In Oakland there is already heavy screening, but there is more room to analyze race data and mapping zip codes with census data. LA uses a predictive model to outreach to people that might be about to become homelessness.
 - (4) Nic asked about what data sources are out there and what jurisdictions are those data sources looking at.
- ii) The timeline of the framework roll-out
- (1) Jonathan: Getting through the community this month and then will roll out once the funding comes. Inflow is everything, and no matter how well the system is housing people, more fall in. The framework is so the county is prepared for when funding is available. Potential local measure funding is possible. The intention of the framework is to be ready to advocate for this funding to local lawmakers.
- iii) How the Racial Equity Framework can be connected to the Prevention Framework
- (1) Jonathan: The Racial Equity Framework should be incorporated in lots of ways! When we talk about tool and prioritization, will incorporate racial equity. We can also be very clear about who we're serving based on the data. Also drawing from past Oakland programs, there was a robust network of outreach and application support. Want to work with service providers and agencies that are connected to their neighborhoods. Want to identify who are the partners and are we in the right neighborhoods and are we equitably outreaching and engaging the geographic area.
- iv) How the CoC can/will support the Framework
- (1) Jonathan: Already supporting through community feedback! Also want to scout for philanthropic partnerships for potential funding.
- v) Identifying funding streams

- (1) Jonathan: HUD funding not for prevention, so limitations, state funding (HAP) is available for prevention but that is very strapped up in running access points and interim support. Funding needs to come from the local buckets so need to advocate to local Board of Supervisors for homelessness flexible money. Could also leverage philanthropic money.
 - (2) Kim: Often specific prevention funding is limited to very specific target populations
- vi) Next steps for the framework
- (1) Jonathan: Leadership Board approve the framework draft, identifying funding, start to design implementation
 - (2) Ms. Shelley: In the racial equity context, data and reporting is important and how that is collected and how is that data accessible and approach and digestible. Incorporate how we measure and collect data into the framework. Wants to make sure the language of it is action and solution oriented, even in its infancy.
 - (3) Sunita: As a direct service provider continued, constant, and consistent funding is what is required, how to locate and receive the funding now that's where the work is.
 - (4) Nic: In the implementation, lingering concern for who is doing what and how it can be anchored county-wide. Need more implementation clarity, but is the county ready to talk about that?
- c) Informal vote of those present to support the Prevention Framework Draft. The Committee had quorum but lost it by the time this item was presented.

Action

- i. Ms. Shelley Gonzalez motioned to support the Prevention Framework Draft.
Seconded by Daniel Scott
 - ii. Roll Call Vote:
AYES: Ms. Shelley Gonzalez, Daniel Scott, Marcel Munoz, Lynette Ward, Richard Nudelman
ABSTAIN: Nic Ming
- d) Jonathan also shared the interest form for the Home Together Refresh Workgroups as they are still looking for a few folks particularly on the Racial Equity team. Nic Ming suggested targeting outreach to the Housing Stability and Homelessness Prevention Committee and the Outreach, Access, and Coordination Committee. Kim suggested explaining why those committees are particularly relevant when outreaching to them.

8) Activity: Equity Checklist Practice & Liaison Sharing Template (Chloé Greene)

- a) Chloé Greene will lead the group through an example use of the [Equity Checklist and the Liaison Sharing Template \(link\)](#).
- b) Discussion on the sharing template and schedule:
 - i) Ms. Shelley asked if there could be a slide or some other visual to remember what the questions are, not a lot of opportunities to practice so a slide with the quick talking prompts might be helpful. Chloé will be developing a slide for that!
 - ii) Chloé also mapped out liaison sharing schedule and talking points
 - iii) Trying to change language from “report out” to “share”
 - iv) The Committee shared appreciation for the structure.
 - v) Kim: When talking about the liaison set schedule, let’s be mindful of the liaisons that are liaisons for multiple committees, do we want to stack them up or separate them out? And how do we adjust if things are coming up urgently and a committee needs to share?
 - (1) Chloé: There will still be a general sharing time so that if you aren’t on the schedule but have something urgent you can share. Homebase will review the draft schedule and adjust based on workplans, anticipating when committees will have more to share.
 - (2) Nic: Confirming the proposal is to have 30 minutes of liaison sharing in the committee space. Moving out of workgroup, so how should we use the workgroup?
 - (3) Nic: Look at the liaison roster and see where there are overlaps, need to distinguish which liaison would share per meeting
 - (4) Richard: How about a rating system of how important the matter is?
 - (5) Chloé: **Suggests using the workgroup more for the liaison sharing, still hold 5-15 minutes for liaisons to share as needed in the Committee meetings, but the workgroup meeting is the consistent space where 30 minutes for liaison sharing.**
- c) Homebase Action item: Check in with liaisons to see if they can make it to the workgroup spaces frequently. Current workgroup space is first Thursday of the month 11-12:30pm, if that doesn’t work for liaisons, it can be potentially changed to accommodate. Follow up send out a poll to see what works for liaisons.
- d) Ms. Shelley: People are overlapping in our service because we don’t have the people, and the people don’t have the bandwidth. As we develop the structure, it might become more attractive for people to join the liaison roles. Maybe having more of the template will help, hopefully more will join so we can have more representation. She’s personally fine with holding more than one sharing seat but wants to encourage other people to join. So long as we have the

<p>support and references and format and consistency, will be easier for people to share.</p> <p>e) Ms. Shelley suggestions for the liaison template: standing information and links to Google Drive folders, link to framework, also add an invitation to REC meetings, and then the prompting questions</p> <p>f) Nic: For January Committee meeting, look at REC roster to see where we can potentially outreach to new folks</p>
<p>9) Community Meeting Debrief (Nic Ming)</p> <p>a) Due to time, the Committee did not get to this agenda item.</p>
<p>10) Closing (Lynette Ward)</p> <p>a) The Committee will not meet in December. Homebase will send a poll to members to see if folks want the workgroup scheduled for December 5th to convene.</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 Member Attendance:

Voting Seat Number	Seat	Name	Organization	Attendance
1	Leadership Board Liaison	Shatae Jones	Alameda Alliance	Present
		Ms. Shelley Gonzalez	community member	Present
		OPEN		
2	HMIS Committee Liaison	Deidre Wan	community member	Absent
		Daniel Scott	Alameda County H&H	Present
		Jared DeFigh	community member	Absent
		Patrick Anderson	community member	Absent

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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
		Ms, Shelley Gonzalez	community member	Present
		OPEN		
5	Outreach Access Coordination Committee Liaison	OPEN		
		Laurie Flores	City of Fremont	Present
		Marcela Munoz	HCEB - Housing Consortium of the East Bay	Present
6	Standards Compliance and Funding Committee Liaison	Ms. Shelley 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

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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	Absent
proxy	Non-Profit or Service Provider (proxy seat)	Darryl McDavid	BACS	Absent
proxy	Community Member (proxy seat)	Richard Nudelman	community member	Present
proxy	Community Member	Ms. Shelley Gonzalez	community member	Present

Public Attendance:

Homebase staff:

- Morgan Bernados
- Aram Hauslaib
- Kim Natarajan

Community Members:

- Jonathan Russell – Alameda County Health, Housing & Homelessness Services
- Sujey Ruiz – Native American Health Center
- Pauline Blackwell – Alameda County Housing & Community Development
- Alan Guttirez – Alameda County Health, Housing & Homelessness Services
- Chloé Greene – Technical Assistance Provider