

Racial Equity Committee

Minutes

January 9, 2025

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/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.

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.

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- 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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Minutes

<p>1) Welcome / Introductions (Lynette Ward, co-chair)</p>
<p>2) Public Comment (Lynette Ward)</p> <p>a) No public comment.</p>
<p>3) Approval of Minutes, November, 14 2024 (Lynette Ward)</p> <p>a) Minutes from November 14th, 2024 approved.</p>
<p>4) Homeless System Updates (All)</p> <p>a) Kim Natarajan (Homebase):</p> <ul style="list-style-type: none">i) The CoC needs all voting members of the Committees to submit new Conflict of interest forms for 2025. People can find the form in an email from Morgan Bernados or reach out to Morgan at morgan@homebaseccc.org.ii) The Learning Community space on January 14th will focus on the PIT Count. If you have ideas for topics for the Learning Community space, reach out to Nic Ming.iii) Homebase is re-recording the trainings from October 2023 to refresh for the new year. We're also looking for volunteers to help with re-developing trainings in the new year. People are also welcome to join live to the re-recording sessions.iv) Upcoming training: GPL Training on Data-Driven Decision-Making training. Two trainings scheduled on January 24th, more coming this spring. Trainings are free and open to the public. Registration link: https://harvard.az1.qualtrics.com/jfe/form/SV_7TYViwJfhaQygTQ<ul style="list-style-type: none">(1) Nic Ming requested that information also gets specifically sent to System Impact.v) All Committees and Homebase are also working on improving readability of materials moving forward! This goes along with removing jargon and refreshing the acronym glossary. Kim shared an online tool that helps check the readability of materials (link).
<p>5) Community Building Activity (Lynette Ward and Tunisia Owens, co-chairs)</p> <p>a) Lynette and Tunisia lead a brief icebreaker. The facilitation of the Community Builder will rotate each month through the committee members. Morgan will remind folks each month when it's their turn to lead the Community Building Activity.</p>
<p>6) Liaison Sharing: Youth Committee (Sabrina Abong)</p> <p>a) The Youth Committee Racial Equity Liaison shared out the Youth Committee TAY Engagement Opportunities Chart for feedback and input from the Racial Equity Committee.</p>

- b) Sabrina shared that this project was created in collaboration with the Youth Advisory Board (YAB) in the last half of 2024. The guide was created because a lot of young people are unhoused and need help. This was created to be a resource in all different areas: food, employment, legal aid, mental health, etc. The chart also shows if/how each organization listed engages with youth (i.e. focus groups, compensated programs).
- c) [Link to the chart](#), it will also be eventually publicly posted on the EveryOne Home website.
- d) Patrick: What is the youth age cap?
 - i) Sabrina: For YAB its 26; all the resources in the document should also be a cap at 26.
- e) The Committee used the chat to share appreciation for the work being done on this project.

7) 2025 Goal Setting (Kim Natarajan, Homebase)

- a) The Committee discussed goals and a strategic vision for 2025 work.
- b) Nic: Wanted to ask folks about their goals and priorities for the year? How are we determining the priorities? What's important to continue lifting up and what new is coming up?
- c) The Committee discussed what some of the accomplishments were in 2024:
 - i) Nic: Developed and implemented the Racial Equity Framework, has been super helpful in all Committee spaces!
 - ii) Tunisia: The Learning Community was a great, organic creation.
 - iii) Others from planning call: Prevention input to County Plan, collaboration with other committees, onboarding liaisons and establishing structures of REC operations
 - iv) Patrick: As it applies to racial equity and inclusion, how will any of the achieved milestones apply to the new administration? I've gotten a lot of calls from the older generation that seems to be really concerned. How will the racial equity groups apply under the new administration?
 - (1) Nic: The TA we get from HUD for Racial Equity, that's ending in May and that's at the federal level. But at the local level we get to drive a lot of our racial equity action for the CoC. The REC will still continue, for example. Hoping to talk more about this in the Learning Community.
 - (2) Chloé: Also want to note that part of the reason my technical assistance is ending is because the unsheltered technical assistance that I do this work under is currently expected to end in May. It might get extended. But as Nic said it is important to pay attention to what is being shared and communicated at the federal, state and local levels. I will share that many at HUD are still committed to racial equity and

justice but with the changing administration the guidance coming from federal partners will probably look different.

Federal partners will most likely have to use “code words” for racial equity for the work at the federal level to continue.

- v) Kim noting the accomplishments have been very tangible in 2024. At this time last year, these specifics and projects weren't on our radar. These accomplishments happened to be the ways that we provided more consultation. In principle, REC has had the goal of providing more racial equity consultation to the CoC and we don't always know what is coming in the year. We want to continue holding communication and strong real-time collaborations as core principles.
- d) Discussion of goals and hopes for the REC in 2025:
 - i) Nic: When it comes to process and outcomes goals, we want to deepen the layers of work. We also might want to have x number of workshops with the CoC. Also, there is still a gap for CoC Committee co-chairs and very actively involved participants to have a space for general cross-collaboration discussions. Proposed the idea that the Learning Community space could hold a quarterly session where co-chairs are invited to share updates and folks have a chance to discuss what's going on across all the Committees.
 - ii) Laurie: In the last Leadership Board call when looking at PIT data, there was discussion about better marketing/communication on a county-wide level about education on homelessness and reaching those who are not traditionally involved in supporting homelessness solutions, or those in other communities who are very vocal and active but not involved in homelessness work. There's definitely need for racial equity input on any messaging or communications we do in that area.
 - iii) Patrick: Agree education about homelessness is important county-wide. Looking back, when interacting with people who don't know what a CoC is, the definition of homelessness isn't understood, it gets clustered under one thing. I don't know how to get the info out – maybe social media? Cartoons? Art? – but it's shocking to hear people's insights from people who are not involved in homelessness work about what they think homelessness is.
 - (1) Nic: Our task could be to work with Leadership Board to develop actionable steps to develop that information and decide what topics should be addressed.
 - iv) Sunita: Sharing an African proverb, “If the hunter is allowed to tell the story, then the truth is never told.” Having people who have experienced different levels of homelessness involved in the

discussion and also having diverse groups at the table and listening is very important.

- v) Kim and Patrick expressed appreciation for the Committees and how the REC brings people together to talk about and do hard things.
 - (1) Patrick: We need to see other cultures in these spaces, “racial” shouldn’t just be black and white. Other cultures are landlords, business owners. They need to be part of listening and the conversation. The Bay Area has everyone, all cultures, but where are they in the CoC spaces? That’s how things are going to move forward. More emphasis on outreach. We also need tenant rights education – young people and even property management don’t know all their rights or what is in leases. Wants to work on youth education especially.
 - (2) Nic: A while ago, the REC did talk about landlord stuff at one point and it got passed to Housing Capacity Committee. They’ve been doing landlord engagement work that we can follow-up with. Maybe we have workshops about it and then share the materials with youth spaces, for example.
- vi) Ms. Shelley: Say the quiet parts out loud. Maximize efficiency. Be willing to push back correctively and affirmatively.
- vii) Jared: Have any consumer cooperatives focused on housing been involved with the CoC?
- viii) Patrick also shared a podcast is being developed in 2025 to bring up these conversations, will table that for a future meeting.
- ix) Other goals from the planning body:
 - (1) Equity Data, utilizing data to interrupt systems of oppression and help those most impacted – PIT 2024 data, Benioff data – how to utilize that?
 - (2) Equity Policy/Practices - building examples, utilizing Framework, collaborating across committees
 - (3) Developing Equity Outcomes goals (data-driven and measurable outcomes?)
 - (4) Continue RE Process Building and Supports for RE Liaisons - sustainability phase
 - (5) Working within new Political landscapes - Learning Community as one space to talk about these issues, collab with Benioff

8) Work Plan Presentation (Kim Natarajan)

- a) The Racial Equity Committee co-chairs and planning group have begun drafting the 2025 workplan. Kim briefly oriented the Committee to the workplan layout so people can review it before the February meeting. Kim will

add more information based on the conversations today and then share with the Committee.

9) Liaison Checklist, Resources, and Practice (Chloé Greene)

- a) Chloé shared updated resources for Racial Equity Liaisons to utilize in various Committee, Workgroup, and Racial Equity Committee spaces.
- b) **Link to Liaison Resource Google Drive Folder:**
<https://drive.google.com/drive/folders/1OMOVkngzxn9hWh89cf3GI9RpEXdjikHo>
- c) Chloé has developed templates for liaisons to share with their Committees and then when liaisons need to share with REC about the Committee work. Reminder that folks need to make copies of the slide decks before adding their own information. Homepage will add the templates to each liaison committee folder in Google Drive.
- d) Highlights from the templates:
 - i) The template slide deck includes instructions for sharing.
 - ii) Reminder that part of the role as liaison is to bring up concerns or areas that need racial equity attention even if the Committee hasn't raised it. The Racial Equity Workgroup will work together to respond to those concerns and brainstorm.
 - iii) The actual template is only 1-2 slides, the instruction slides can be deleted when actually sharing.
- e) Nic: Do all shares need to come with a request for the REC? Or can it just be a share?
 - i) Chloé: Shares do not have to include a request. Will adjust the instructions to clarify.
- f) Nic: Do the shares have to come as written form? Or can the slide deck be just a guide for sharing out loud in their Committee?
 - i) Chloé: However folks want to manage! The slide can be used as a high-level guide for oral sharing with more details being captured in the minutes or the slide can contain all the details.
- g) Nic: In terms of the header, can we add "to the REC" to the slide so it's more clear who is sharing?
 - i) Chloé: Yes!
- h) Nic also shared with the Committee that Chloé will be ending her work with the REC at the end of May. Shared appreciation for the work she has done to help stand up the REC!
- i) Chloé also reminded that all Committee agendas moving forward will have dedicated liaison share time. She offered language on the template slide deck about WHY we share to ground the discussion for Committees.
- j) Kim: Small thing, but it could be helpful to have a different color background for the instruction slides and the actual share slides. The visual trigger may

help for navigation. Overall excited for this process and template to become part of the liaison routines.

- k) Chloé: After all decks have been updated, Homebase will add them to the Committee Liaison folders.
- l) Chloé also shared resources for liaisons to help each Committee set a Racial Equity Goal in their workplans. All Committees are expected to have workplans finalized by end of February.
 - i) Nic requested Homebase write a memo to go along with these materials and ask in order to formalize and frame the ask for the Workplan Equity Goal. Will also help Committees have this information ahead of time. Homebase will produce this memo.
- m) Pauline: Great information. Is there a terms or vocab list that could go with this? For teams or groups who are brand new to racial equity work, that could be helpful.
 - i) Chloé: Will share a resource already linked on the template, let me know if that doesn't meet the need.
- n) Laurie: Personally, I need more practice but I am very conscious of being a white woman and how we are overrepresented in our voice in social services spaces. Just being vulnerable and real.
 - i) Chloé: Appreciates the call out, delicate balance. Very important and necessary for white people (and all people) to be aware of how they show up in spaces. Remember your Committee believed that you were a good person to be in the role, you've been in this space, it's good and well and helpful that you are providing this information and helping facilitate the process.
- o) Chloé emphasized the importance of working together and drawing on collaboration. No one person is the expert.
- p) Aram: I like what you said Chloé about not being the expert, you are invested in the issue and are going to help raise it up in spaces you are in.
- q) Chloé reminder that Homebase facilitators will be in the spaces to support! No one is alone in starting the conversations. If you need more support, please let us know.
- r) Nic: Are we asking liaisons to check the materials and then come back to the workgroup using the format? And also coming to their Committees with the share?
 - i) Kim: Yes! Will get the memo out and the materials so that next week's Committee liaisons can begin the sharing processes.

10) Closing (Lynette Ward)

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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

Next committee meeting will be held **February 13, 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)*

Public Attendance:

- Chloé Greene
- Pauline Blackwell
- Gary Tia

Homebase attendance:

- Morgan Bernados
- Aram Hauslaib
- Kim Natarajan

Committee 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
		Jared DeFig	community member	present
		Patrick Anderson	community member	present
3		OPEN		

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	Housing Capacity Committee Liaison	OPEN		
		OPEN		
4	Housing Stability and Homelessness Prevention Committee Liaison	Freeway	community member	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-Sanchez	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
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	present

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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