

**Racial Equity Committee**

**Minutes**

**February 13, 2025**

**11:00am – 1:00pm**

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Join Zoom Meeting

<https://homebaseccc.zoom.us/j/88193971818>

Meeting ID: 881 9397 1818  
(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](mailto:alameda@homebaseccc.org).

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Helpful links:

- **Google Drive folder** for the Racial Equity Committee:  
[https://drive.google.com/drive/folders/1ZG59MFs7BkWc77cwPJfO\\_wnaTXDjNjOI](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](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.

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Minutes

**1) Welcome / Introductions** (Lynette Ward, co-chair)

- a) Welcome new liaisons – Krsna (HMIS) and Freeway (Housing Stability and Homelessness Prevention)!

**2) Public Comment** (Lynette Ward)

- a) Richard asked to how people are feeling in this current political climate. Lynette encouraged him to hold his question as the Committee would have an open discussion later in the meeting.

**3) Approval of Minutes, January 9<sup>th</sup>, 2025** (Lynette Ward)

- a) Minutes from January 9<sup>th</sup> approved.

**4) Homeless System Updates** (Kim Natarajan, Homebase)

- a) Community Meeting Planning
  - i) If you have an idea for themes or presentations at the May Community Meeting, please let us know! Email your thoughts to [alameda@homebaseccc.org](mailto:alameda@homebaseccc.org) before March 10<sup>th</sup>, 2025.
- b) The Harvard Kennedy School [Government Performance Lab \(GPL\)](#) **invites you to join our Data-Driven Decision-Making Training series.** These trainings are virtual and open to anyone working in and around homelessness prevention and response work in Alameda County. The intended audience is those new to data.
  - i) **Please register for the training [here: bit.ly/gpltraining](https://bit.ly/gpltraining).**
    - **Unpack & Interpret Data | Friday, March 14 at 10 am - 12 noon:** Learn strategies for disaggregating data to better understand what your data is telling you.
    - **Communicate with Data | Friday, April 11 at 10 am - 12 noon:** Bring all your learnings from previous sessions together and focus on how to present data to support action-oriented meetings and conversations.
  - ii) Please reach out to Sky Mihaylo ([skymihaylo@hks.harvard.edu](mailto:skymihaylo@hks.harvard.edu)) if you have any questions.
  - iii) Discussion of trainings so far:
    - (1) Multiple persons present who had attended the first training shared feedback that it was very introductory. One person left the training early because of this. She had previously attended another training led by the Casey Foundation that she really loved and felt was more relevant.
    - (2) Another person shared he really enjoyed the training even if it was basic. Happy to take any opportunity for training and learning!

(3) A question was asked, Is there room to have conversation with GPL outside of the training? They first heard about the training and what they were going to do, it was from the standpoint of prevention. Would like to have more conversations about how to move the training from basic data to prevention work.

(a) Kim: GPL is doing two projects; this training series and then specific work with the Housing Stability and Homelessness Prevention (HSHP) Committee about prevention.

(b) Q: Has the prevention work began? And would that aspect of the project run longer than the data training series?

(c) Kim will check back with the HSHP Committee for an update.

(4) Tunisia shared about another free training opportunity, from a global entity. It was more advanced and felt more useful. Will look back and share who that is. During the GPL training, had asked a question but felt like the answer was dismissive and felt like the presenter had less knowledge than the people in the room, especially when it comes to knowledge about how various systems work together.

c) **Workgroup Opportunities:**

i) These three workgroups are looking for volunteers:

(1) The Performance Measures Workgroup will update the Performance Measures for CoC projects, last updated about 10 years ago. The updated measures are planned to be used as a part of scoring the 2026 NOFO project applications.

(2) The Data Quality Workgroup will develop a data quality plan for the community

(3) SCF is developing a NOFO Toolkit in its NOFO Workgroup. The toolkit will be designed to help orient new applicants to the NOFO process of CoC funding.

ii) Seeking members who are: providers, PWLE, REC committee members, and Youth Committee members

iii) Please email [alameda@homebaseccc.org](mailto:alameda@homebaseccc.org) if you are interested no later than February 19<sup>th</sup>.

iv) Discussion:

(1) Freeway asked about workgroup involvement and who can participate and if there are any conflict of interest considerations.

(a) Kim: No conflict! Because the NOFO Workgroup is happening in a year where no one is applying for NOFO funding, everyone is welcome to join and there are no conflict of interest considerations.

(2) Krsna asked if the workgroups have already started. Kim shared that some may have started or that the projects have been

discussed in other Committees, but they are still looking for volunteers. Krsna is interested and will reach out.

- (3) Ms. Shelley asked for clarity if these workgroups would be compensated. Kim shared that these workgroups may or may not be compensated. The majority of workgroups, when compensated, are compensated only for members of the parent committee.

**5) Community Building Activity** (Ms. Shelley Gonzalez, Racial Equity Liaison and Community Member)

- a) Ms. Shelley led an ice breaker activity to help people get grounded and set a positive tone.

**6) Open Discussion** (All)

- a) The Committee opened up a discussion and processing of recent political events and how they are impacting people personally, professionally, and as a Continuum of Care. Because of the sensitive nature of the conversation, the co-chairs decided the minutes of this discussion should be anonymous.

Discussion Highlights:

- One person shared that DEI is so much more than skin color, such as accessibility for disability and other ways inclusion impacts us all. There’s so much going on and we’re all in so many spaces where we are responding and experiencing things, but we still show up. Things are going on that are reiterations of past historical occurrences, but still, how can we prepare? It’s still unprecedented.
- Another person said it comes down to the direct impact on the Racial Equity Committee, while we were expecting Chloé’s technical assistance to end in May as part of her normal contract, instead it’s ended now because of the Executive Orders. Even though things are in the courts, people have still already lost their positions in equity-related work. Also, how do we think through and move through as things come up, how can we be proactive? How can we plan for how we will need to respond and preserve our work? Equity and justice work is like the rain, rain falls on everyone’s housetop. We want to think about what the data tells us and plan to be proactive, not just respond after the fact. If we want to think more broadly about the principles we have in our [Racial Equity] Framework and how government actions and structural harm occur to disenfranchise groups. These aren’t theoretical things but real experiences right now. We need to work through it and create space for that. We want to always be thinking about “what are the actions that help us move forward?”
- A person shared in the chat, “Haven’t had the chance to review this extensively but Racial Equity Tools has a resource page on “Countering Attacks on Racial Equity” — there may be some helpful tools here for the Committee:

<https://www.racialequitytools.org/resources/fundamentals/special-topics/countering-attacks-on-racial-equity>”

- A question was asked, How can we be prepared to support one another in this atmosphere? What is the opportunity for Racial Equity Committee to help others also maintain an equity focus in this climate?
- Another person shared they are feeling so overwhelmed since this administration. Had so many problems feeling incapacitated, doom scrolling, constant input of bad news, feeling frozen. Has tried to redirect and focus on the work, but sometimes it's so intense and heavy.
  - Members of the Committee resonated and shared, You're not alone! This is a tactic, called "Flood the Zone" and it's supposed to make you feel that way. At times like this, social media isn't our friend; try to be super selective because it can be draining. Selective about the tv shows watched and everything. Wants to show up as a whole person. Try to think about how to mitigate the harm to myself, that's what I can control. Want to uplift what another said, "This is not theoretical." This feels like confirmation of what we've been expecting for a long time.
- Another question was asked, How to mitigate when we need social media to do our work?
  - Suggestions from the Committee:
    - I sometimes only can find certain things on social media, so must try and create boundaries that work for you.
    - Social media is a double-edge sword. It's best to log in and log out...consciously. Get rid of all notifications.
- Another resource was shared in the chat, saying this was affirming and has helped them to prioritize care and stay grounded: <https://wagingnonviolence.org/2024/11/10-things-to-do-if-trump-wins/>
- A person shared they use snopes.com and other sources to debunk some information and things you see on social media. Saw a video only available on Fox News that was a fake shootout in West Oakland. Able to realize that it was fake and part of a narrative to create fear and feed corporate interests. Drives down prices of property so that big developers can come in and buy land.
- Another person shared they have been listening to news from other countries to compare to news [in the US], as well as channels like PBS and NPR to compare.
- One Committee member shared that the burnout is real, but it's not. Living in LA, working in Hollywood, was able to pull curtain back. Stopped watching the news after that, no longer on social media. Everything is highly orchestrated; we are not in control. Best thing you can do is to consciously log in and log off. There are so many entities that want to keep you in fear.
- A question was asked, What can the Racial Equity Committee do to support and strengthen communication and narratives coming from the CoC?

- One suggestion: Can we host talking circles for concerned people? For the community?
- Another suggestion: At our organization, we release press releases and flyers that respond to things happening. Maybe we need a CoC statement about the fact that we're still here and still doing the work.
- A question was asked, Do folks know how to access resources like support groups and therapy if you need it?
  - Sharing [7 Free Mental Health Apps](https://cprededu.com/resources/local-911/), <https://cprededu.com/resources/local-911/> and calling/texting 988 as a 24/7 resource
  - Mental Health 1<sup>st</sup>, call 510-999-9641.
- A question was asked, Should REC or EveryOne Home compile a summary of advice for navigating the current environment?
- The CoC Learning Community plans a self-care workshop in April
- Agenda suggestion: Utilizing and Navigating AI in the Homeless, Housing and Mental Health Space

**7) Discussion and approval of Racial Equity Committee Workplan and Goals** (Kim Natarajan, Homebase)

- a) Due to time, the Committee did not get to this item.

**8) Closing Business** (Lynette Ward)

- a) The Racial Equity Planning Body is looking for 2-3 more members to join regular monthly calls. The Planning Body primarily plans the agendas for the Racial Equity Workgroup and the Racial Equity Committee.
- b) 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](mailto:alameda@homebaseccc.org)
- c) Request For the Community Meeting: Could we add that to our agenda to discuss here in March? Please add screening of A Rising Tide during lunch to suggestions for community meeting agenda.
- d) Kim also suggested compiling a list of resources and advice that could be shared outside the CoC.

Next committee meeting will be held **March 13, 2025.**

**Resources:**

- [\*Racial Equity Guiding Framework \(DRAFT\)\*](#)
- [\*REC CoC Capacity Building Plan \(Draft\)\*](#)
- [\*Centering Racial Equity Training \(Foundational Training for Committee Members\)\*](#)

**OAKLAND, BERKELEY / ALAMEDA COUNTY CoC**

- CoC 101 Training (Foundational Training for Committee Members)
- Everyone Home 101 Training (Foundational Training for Committee Members)

**Committee Attendance**

Seat	Name	Organization	Attendance
Leadership Board Liaison	Shatae Jones	Alameda Alliance	present
	Ms. Shelley Gonzalez	community member	present
	OPEN		
HMIS Committee Liaison	Krnsa Hare	community member	present
	Jared DeFigh	community member	present
Housing Capacity Committee Liaison	OPEN		
	OPEN		
	OPEN		
Housing Stability and Homelessness Prevention Committee Liaison	Freeway	community member	present
	Ms. Shelley Gonzalez	community member	already counted
	OPEN		
Outreach Access Coordination Committee Liaison	OPEN		
	Laurie Flores	City of Fremont	absent
	Marcela Munoz	HCEB - Housing Consortium of the East Bay	present
Standards Compliance and Funding Committee Liaison	Ms. Shelley Gonzalez	community member	already counted
	Sunita Garrett	community member	present
	OPEN		
System Impact Committee Liaison	Miguel Dwin	Berkeley Unified School District	absent
	Sabrina Abong	community member	already counted
	OPEN		
Youth Committee Liaison	Sabrina Abong	community member	present
	OPEN		
	OPEN		

**OAKLAND, BERKELEY / ALAMEDA COUNTY CoC**

Public Sector City, County State Agency or Entity	Darlene Flynn	City of Oakland	<b>absent</b>
Public Sector City, County State Agency or Entity	Lynette Ward (co-chair, public)	Alameda County H&H	<b>present</b>
Non-Profit or Service Provider	Nic Ming	Social Impact Wheel	<b>present</b>
Non-Profit or Service Provider	Katie Barnett	All Home	<b>absent</b>
Non-Profit or Service Provider	Tunisia Owens (co-chair, private)	FVLC	<b>present</b>
Community Member	Fiani Johnson	Araminta Ross Foundation	<b>absent</b>
Community Member	Patrick Anderson	community member	<b>present</b>
Non-Profit or Service Provider (proxy seat)	Darryl McDavid	BACS	<b>absent</b>
Community Member (proxy seat)	Richard Nudelman	community member	<b>present</b>

**Public Attendance**

Homebase:

- Morgan Bernados
- Aram Hauslaib
- Kim Natarajan

Public:

- Pauline Blackwell, Alameda County Housing and Community Development
- Chloé Greene, Volunteer Consultant
- Alan Gutierrez, Alameda County Health, Housing and Homeless Services
- Daniel Scott, Alameda County Housing and Community Development
- Caroline Topeé, Leadership Board

**List of resources shared in the meeting**

- Article and list of resources: <https://www.racialequitytools.org/resources/fundamentals/special-topics/countering-attacks-on-racial-equity>
- [snopes.com](http://snopes.com) – Helps fact check news and information



## OAKLAND, BERKELEY / ALAMEDA COUNTY CoC

- Article: 10 ways to be prepared and grounded now that Trump has won
- 7 Free Mental Health Apps
- Bay Area Local Emergency Dispatch Numbers
- 988 Lifeline as a 24/7 resource
- Mental Health First: 510-999-9641
- Self-care workshop at the April 15<sup>th</sup> CoC Learning Community, [Zoom link here](#)