



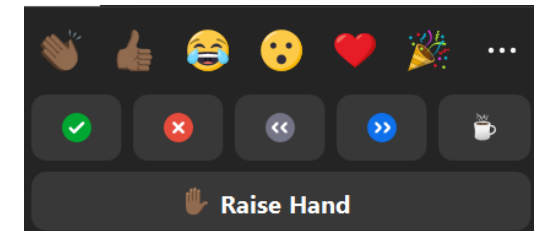
# CA REAL: Community Presentations & Celebration

March 2, 2022

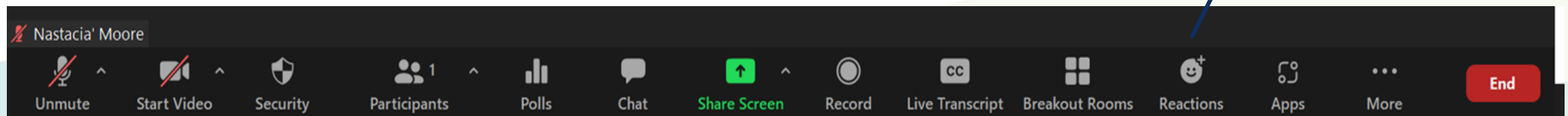


# Community Presentation Format

- This meeting will be recorded
- This meeting is scheduled for 120 min (2 hours)
- We invite all participants to join on camera (highly suggested)
- Please mute audio upon entry
- Questions can be submitted using the chat or raise hand function using the reactions icon on dashboard to speak



Use the reactions icon to express non- verbal feedback and emotions using emoji's and the raise hand option to speak aloud.



Use this icon to mute and unmute.

Use the chat icon to submit questions, comments, and feedback.

# Order of the Day

- I. Welcome and Introductions**
  - Acknowledgement of Women’s History Month
  - Reflections from CAL ICH
- II. CA REAL Community of Practice Highlights**
  - Phase 1
  - Phase 2
- III. Community Presentations for SMARTIE Goals**
  - Cohort 4
  - Cohort 3
  - Cohort 2
  - Cohort 1
- IV. Closing Remarks**





# Welcome and Introductions



# CA Racial Equity Action Lab: Leadership Team



**LaMont Green, DSW, LSWAIC**  
*Director of Diversity, Equity, & Inclusion*  
TAC



**Gina Schaak**  
*Senior Consultant*  
TAC



**Nastacia' Moore**  
*Senior Associate*  
TAC



**Aubrey Sitler, MPP, MSW**  
*Homeless Systems Technical Assistance Provider*  
Abt Associates



**Louise Rothschild**  
*Senior Associate*  
Abt Associates



**Regina Cannon**  
*Chief Equity and Impact Officer*  
C4 Innovations



**Jonathan Cox**  
*Director of Housing Solutions*  
C4 Innovations



**Rashema Melson**  
*Racial Equity Consultant*  
Racial Equity Partners



**Donald Whitehead, Jr**  
*Co-founder, Racial Equity Partners*  
*Executive Director, National Coalition for the Homeless*



**Jeff Olivet**  
*Co-Founder*  
Racial Equity Partners







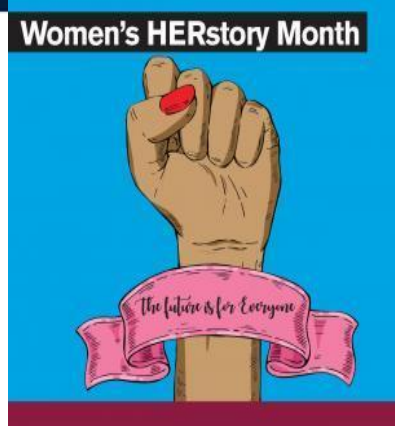
“I could not move, because history had me glued to the seat. . . It felt like Sojourner Truth’s hands were pushing me down on one shoulder and Harriet Tubman’s hands were pushing me down on another shoulder, and I could not move.”

- **Claudette Colvin**

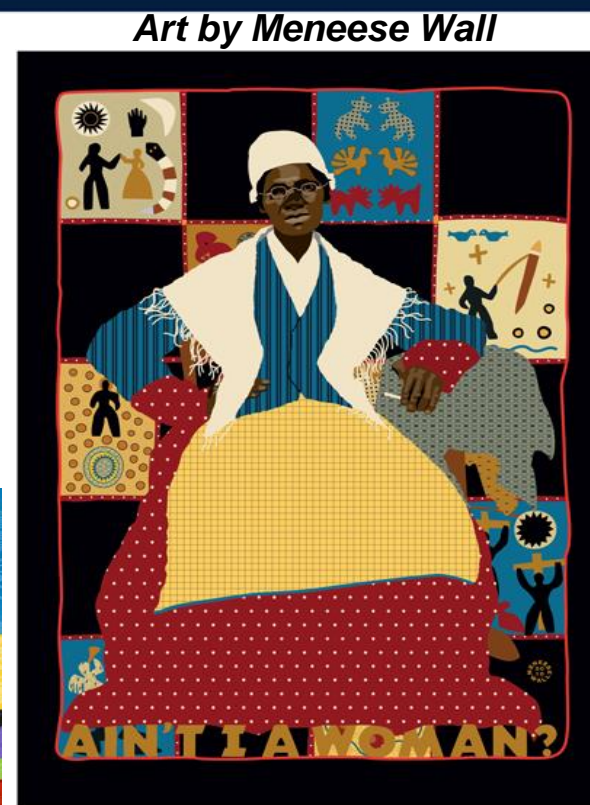


“We still, today, have a long way to go and we have to continue our work.”

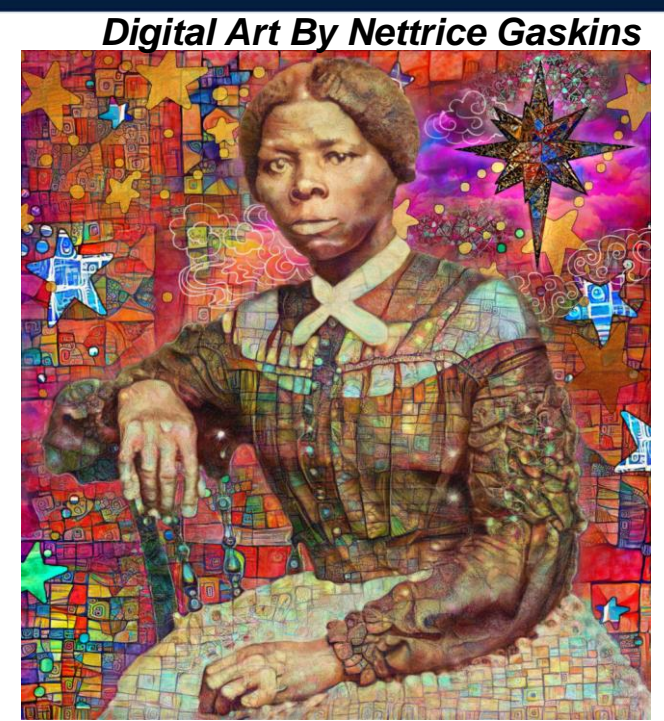
- **Rosa Parks**



Art by **Michelle Vella**



WomenYSK -STEM Role

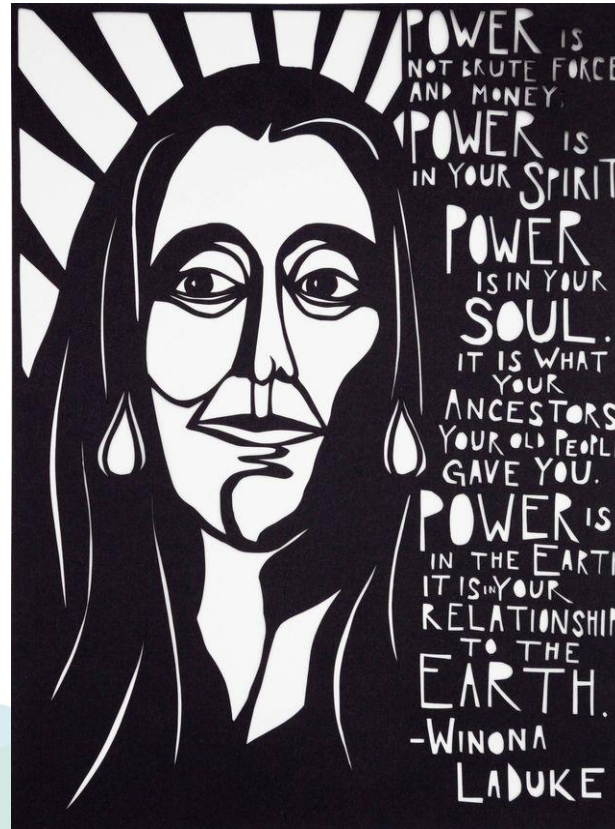


Art by **Raychelle Duazo**





# MARCH IS WOMEN'S HISTORY MONTH...Check out the "Women's Wisdom Project" by Anna Brones!



# Reflections from CAL ICH







# **CA REAL**

## **Community of Practice Highlights**



# Phase 1: Community of Practices (COP): Racial Equity Goals



RACIAL EQUITY  
ACTION LAB

NOV 2021

DEC 2021

JAN - MARCH 2022

Planning

▼ Scope of Work, Timeline, Messaging, & Methodology Completed: 11/4

▼ Pre-Kick Off Office Hours Call: 11/9

▼ Staff Orientation: 11/19

Pre-Implementation

▼ Community Initial Assessment & Identification of Core Team Members: 12/3

Implementation: Community of Practices (COP)

♥ CA REAL Initiative Kick-off: 12/10

♥ COP: 1st Meeting: 2/2

♥ COP: 2nd Meeting: 2/9

♥ COP: 3rd Meeting: 2/23

Celebration & Sustainability

Goals Completed: 2/28 ★

Community Presentations & Celebration: 3/2 🎉



# Phase 2: Practice Labs

## Areas of Focus:

- The Equity-based Decision Making Toolkit Lab
- The Data Analysis and Research Lab
- The Lived Expertise Collaboration Center
- BIPOC (Black, Brown, Indigenous, and People of Color) Led Organization Advancement Center





# **Community Presentations of SMARTIE Goals**

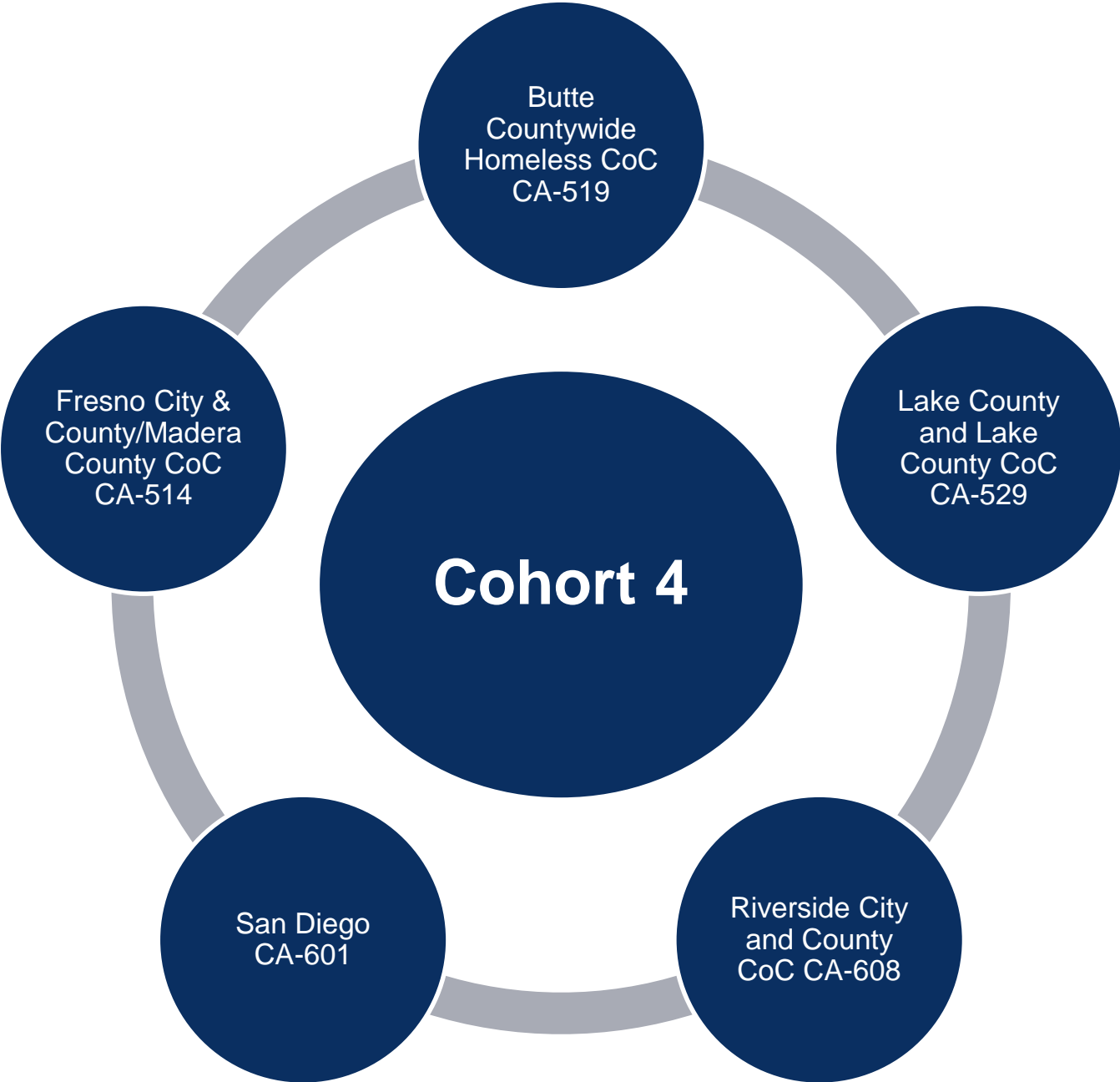
# Coaching Team



**Monique Price, MS**  
*Racial Equity Subject  
Matter Expert/Manager II  
C4 Innovations*



**Louise Rothschild**  
*Senior Associate  
Abt Associates*



# Community Presentations:

## CA-604: Bakersfield Kern Regional Homeless Collaborative

### Core Team Members:

- Anna Laven
- Traco Matthews
- Ucedrah Osbey
- Curt Williams
- Rebecca Moreno
- Vanessa Williams
- Heather Kimmel
- Deborah Johnson



### SMARTIE Goals

**Goal 1:** Cultural Equity and Consciousness Training to realize a CoC system where administrators and line staff are able to address the needs of all we serve and engage diverse, vulnerable populations.

**Goal 2:** Improving language access to realize a CoC system where administrators and line staff are able to address the needs of all we serve and engage diverse, vulnerable populations.

**Goal 3:** The CoC will be able to track and monitor all activities for prevention and addressing those at risk of or experiencing homelessness by race and ethnicity for 95% of those served on a quarterly basis.



# Community Presentations: *Butte Countywide Homeless Continuum of Care CA-519*

## Core Team Members:

- Erin Murray
- Briana Harvey-Butterfield
- Pahua Thao
- Don Taylor
- Kayla Davis
- Josh Indar
- Elisa Rawlinson



## SMARTIE Goals

**Goal 1:** As of November 14, 2022 the Butte Countywide Homeless CoC will approve a policy addressing racial equity within the CoC.

**Goal 2:** As of June 30, 2022 a designated Housing Navigator will be hired and a strategy put in place to address targeted outreach and to provide direct services to underserved regions of the community. By June 30, 2023, Butte County, as the administrative entity of the CoC, will review the year's data and revise policy as appropriate to ensure continuing outreach to demographics that are experiencing disparities in housing.

# Community Presentations: *City of San Diego – CoC 601*

## Core Team Members:

- **Hafsa Kaka**, Director, City of San Diego Homelessness Strategies and Solutions Department
- **Kim Desmond**, Chief Equity Officer for the City of San Diego
- **Tamera Kohler**, CEO of Regional Task Force on Homelessness (CoC Lead Agency)
- **James Carter**, Deputy Director, City of San Diego Homelessness Strategies and Solutions Department



## SMARTIE Goals

**Goal 1:** By May 1, 2022, the City of San Diego Homelessness Strategies and Solutions Department will engage at least two people with lived experience and expertise to serve as reviewers of service providers' proposals for funding.

**Goal 2:** By November 1, 2022, the City of San Diego Homelessness Strategies and Solutions Department will create an equity plan detailing strategies to ensure the City moves towards creating equitable outcomes in programs, policies, and budget decisions related to homelessness.

# Community Presentations: *Lake County and Lake County Continuum of Care 529*

## Core Team Members:

- Lorrell Caradell
- Ana Santana
- Thomas Brown
- Melissa Kopf



## SMARTIE Goals

**Goal 1:** Representation of County Demographics on CoC Executive Board and Grant Selection Committee with required Cultural Complicity and Ethnicity Taring for each Board Member.

**Goal 2:** Street Outreach programs to reach the hidden homeless demographic and hard to house populations.

**Goal 3:** Smarter County funded projects that utilize out many vacant commercial buildings.



# Riverside City and County CoC 608

## Core Team Members:

- Raushanah Walker
- Myrel Cabezon-Perez
- Paul Jackson
- Angelina Coe
- Kin Tat Natalis Ng



## SMARTIE Goals

**Goal 1:** By February 1, 2023, we will create an advisory committee of no less than 5 and no more than 9 individuals, reflecting our client population with lived experience and expertise that will meet monthly to provide guidance for the BoG and CoC in program, policy design and implementation.

**Goal 2:** By July 1, 2023, create a seat on the BoG for the chair or co-chair of the lived experience advisory committee to represent the committee in decision making and policy change and implementation.

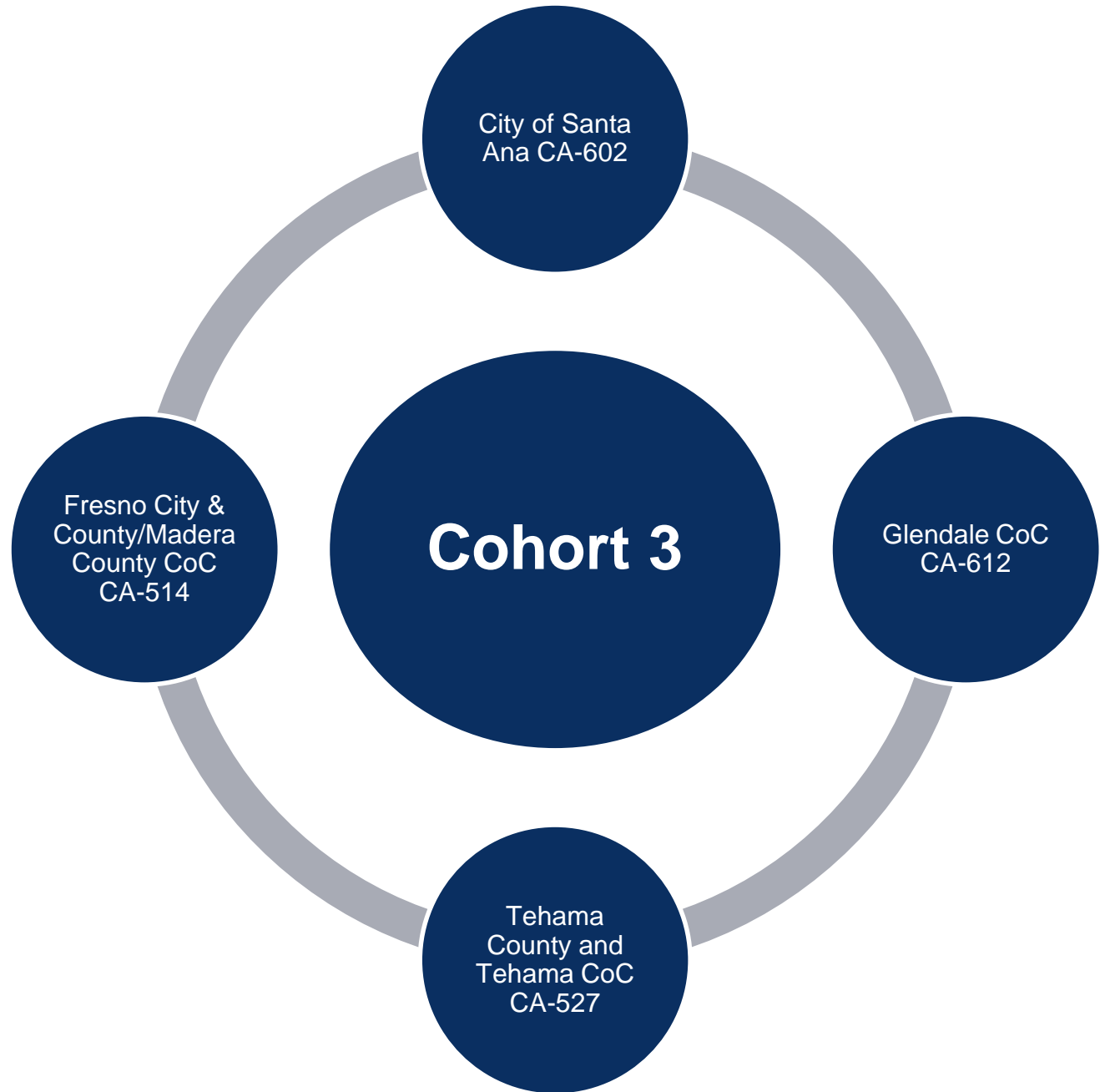
# Coaching Team



Lori Pampilio –Harris  
Consultant  
Racial Equity Partners



Nastacia' Moore  
Senior Associate  
TAC



# Community Presentation: *Glendale CoC (CA-612)*

## Core Team Members:

- Candiece Hope
- Carrie Prado
- Chaquitta Boyce
- Fabiola Montiel
- Marcell Mitchell
- Phil McCollum
- Richmond Amoah
- Tommie Hodge
- Arsine Isayan\*
- Cynthia Foster\*

(\*) *On Standby*



## SMARTIE Goal:

**Goal:** By July 1, 2023, the Glendale CoC will improve permanent housing placement by at least 10 percent for Black, Indigenous, Asian, Native American, Pacific Islanders, Latinx and other historically marginalized populations who are experiencing homelessness, displaced, and/or formerly housed.

# Community Presentations:

*Fresno City, County, and CoC 514  
Madera County 514*

## Core Team Members:

- Ana Cisneros
- Doreen Eley
- Jody Ketcheside
- Laura Moreno
- Robert Huerta
- Sara Mirhadi
- Shannon Duncan
- H Spees
- Jillian Gaytan



## SMARTIE Goal

**Goal:** The Fresno Madera Continuum of Care (FMCoC) in partnership with the City and County of Fresno and the County of Madera will engage with homeless and formerly homeless persons in the community to develop a paid Lived Experience Board of Black, Native, and Indigenous, Latinx, Asian, Pacific Islander, and other People of Color who regularly convene, with one member serving on the FMCoC Board of Directors. This will be achieved by October 31, 2022.





# Community Presentations: *Tehama County and Tehama CoC*

## Core Team Members:

- Avery Vilche
- Crystal Jimenez
- Fernando Villegas
- Cherish Padro
- Sharon Brisolaro
- Heather Henderson
- Andrea Curry

## SMARTIE Goals

**Goal 1:** By September 30, 2022, the Tehama County Housing and Homelessness Stakeholders' Collaborative membership will include representation from at least one service provider whose focus is to serve the Latino community and one service provider whose focus is to serve the Native community to help in leading program and policy design and implementation.

**Goal 2:** By January 31, 2023, the Tehama County Housing and Homelessness Stakeholders' Collaborative membership will include at least one Latino community member and one Native community member with lived experience and expertise to help in leading program and policy design and implementation, with compensation provided for their participation.

**Goal 3:** By March 31, 2023, Tehama County/CoC's (2018) 10-Year Plan to End Homelessness will be updated to include goals and action items specific to eliminating racial and ethnic disparities within the local system for addressing homelessness and housing insecurity, developed in consultation with Latino and Native individuals with lived experience of homelessness/housing insecurity and service providers serving these populations.



# Community Presentations: *City of Santa Ana 602*

## Core Team Members:

- Dr. Bernice B Rumala
- Ken Gominsky
- Terri Eggers

## SMARTIE Goals\*

*\*Under discussion with the City of Santa Ana and awaiting final approval.*

**Goal 1:** By October 2022, Review homeless services captured data (including HMIS, Point in Time, etc), by race and ethnicity, showing both inflows into the homeless system and exits into housing placements. Analyze data with an equity lens to see if there are disproportionate numbers based upon race and ethnicity to explore culturally responsive solutions to addressing disparities. Display and share disaggregated data by race and ethnicity with the public on the [Santa Ana Homeless Services Data Dashboard](#).

**Goal 2:** By January 2023, Offer racial equity training for front-line workers in the Navigation Center, Street Outreach and Engagement, and Homeless Services.

**Goal 3:** By October 2022, Ensure that materials released to the public relating to homeless resources include at least two different languages.

**Goal 4:** By December 2022, Conduct a focus group for those with lived experience, including those who identify as Black, Indigenous, Asian, Native American, Pacific Islanders, Latinx, and other traditionally marginalized populations, to provide feedback on homeless services provided or funded by the City of Santa Ana.



Figure 1: Bernice B. Rumala - Lived experience on the inequities of the resilience model, 2021 Animation: <https://youtu.be/S-LXPI67IE>  
<https://drive.google.com/file/d/1k15uDuEMKMBQ7QFFSTzMUahctXQJcdCI/view?usp=sharing>

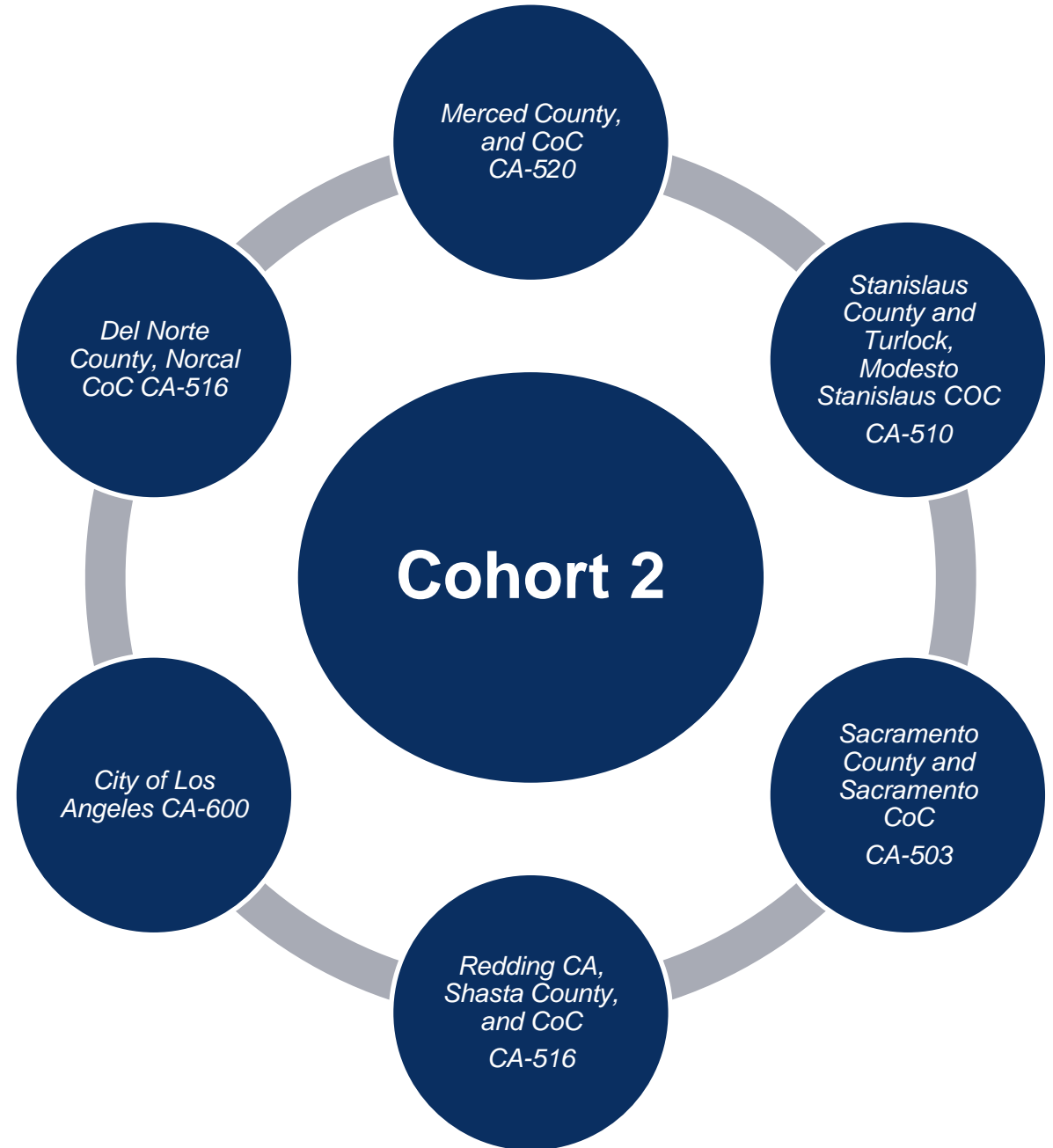
# Coaching Team



**Rajni Shankar- Brown, Ph.D.**  
*Vice President*  
National Coalition for the Homeless



**Donald Whitehead, Jr**  
*Co-founder, Racial Equity Partners  
& Executive Director,*  
National Coalition for the  
Homeless



# Community Presentations: *City of Los Angeles*

## Core Team Members:

- Breanna Hawkins
- Brian Buchner
- Clifton Trotter
- Courtney Price
- Leticia Colchado
- Pranita Amatya

## SMARTIE Goal

**Goal:** The City of Los Angeles will partner with the County of Los Angeles and LAHSA to establish a joint steering committee by June 30, 2022 to effectuate the recommendations from the Ad Hoc Committee on Black People Experiencing Homelessness. This committee will meet monthly for at least the course of the grant while ensuring regional alignment on our racial equity goals.





# Community Presentations: *Del Norte County, Norcal CoC 516*

## Core Team Members:

- Roy Jackson
- Megan Miller
- Jeri Robertson
- Shannon Hoenke

## SMARTIE Goals

**Goal 1:** By July 1<sup>st</sup>, 2022, we will increase the voice and membership of Indigenous and Latinx individuals with lived experience of homelessness on the Del Norte County Advisory Board of the Norcal CoC by creating two designated (and if possible – paid) positions on the Board.

**Goal 2:** Del Norte County Department of Health and Human Services (DHHS) will complete an organizational assessment and develop a strategic implementation plan with the support of the Collective Good, LLC, a private contractor. This work is currently in progress as we are currently evaluating internal systems and structures of the Department through an equity and inclusion lens. The strategic implementation plan which will be completed by the end of July 2022 and will also include ways to integrate DEI philosophies into procedures and practices, and advise on ways to address disparities among populations served across DHHS programs.



# Community Presentations: *Merced County, and CoC 520*

## Core Team Members:

- Christy McCammond
- Martha Aguayo



## SMARTIE Goal

**Goal:** By June 2022, we will collect and disaggregate data in the Coordinated Entry Process by race and ethnicity to help us in identifying racial equity disparities and create additional racial equity goals.

# Community Presentations: *Redding CA, Shasta County, and CoC CA - 516*

## Core Team Members:

- Keith Anderson
- Paul Tunison
- Shannon Goodwin



## SMARTIE Goal

**Goal 1:** Engage with all 13 Tribal Nations located within our CoC's jurisdiction. Invite all of the Tribal nations to participate and engage with their local advisory boards by 12/31/2022.



# Community Presentations:

## *Stanislaus County and Turlock, Modesto Stanislaus COC 510*

### Core Team Members:

- John Aguirre
- Dana Bailey
- Lynnell Fuller
- Leng Power
- La Tosha Walden



### SMARTIE Goals

**Goal 1:** By July 2023, Stanislaus County and our Continuum of Care will adopt features to the vulnerability assessment tool that will capture data related to race and ethnicity.

**Goal 2:** By July 2023, Stanislaus County and our Continuum of Care will provide an annual training to system stakeholders on racial equity and create a resource database of information related to race equity in the homeless response system.





# Community Presentations: *Sacramento County and Sacramento CoC*

## Core Team Members:

- Angela Upshaw
- Angel Uhercik
- Peter Bell
- Jillyan Sylvia McKinney
- Scott Clark



## SMARTIE GOALS

**Goal 1:** Engage Persons with Lived Expertise to join the Working Group dedicated to Assessment Tools and Prioritization within Coordinated Entry and CORE Initiative.

Subgoal

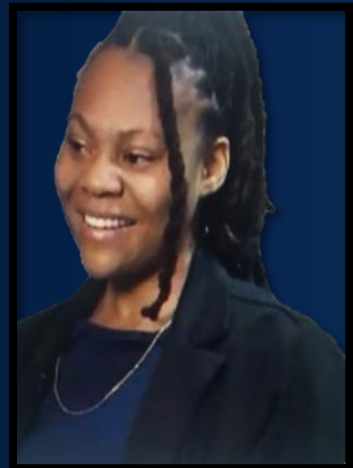
**Subgoal 1:** Develop thresholds of representation for all committee recruitment processes, with consideration given to the inclusion of individuals up to 50% of the CoC composed of Black individuals and aiming to have at least half of this 50% be Black individuals with lived experience and expertise.

**Goal 2:** Survey existing committee members of the CoC (DV, Lived Experience, identifying as Black, Indigenous, People of Color and/or persons with disabilities)

**Goal 3:** Address inequities where the gaps exist. Prioritize the Black Population and use data from surveys to identify inequities in representation throughout the CoC. Racial Equity Committee finds the recommendations and will present them to the CoC for adoption and implementation.

*If you would like to learn more about our teams process please contact Jillyan Sylvia McKinney [jmckinney@sacstepsforward.org](mailto:jmckinney@sacstepsforward.org)*

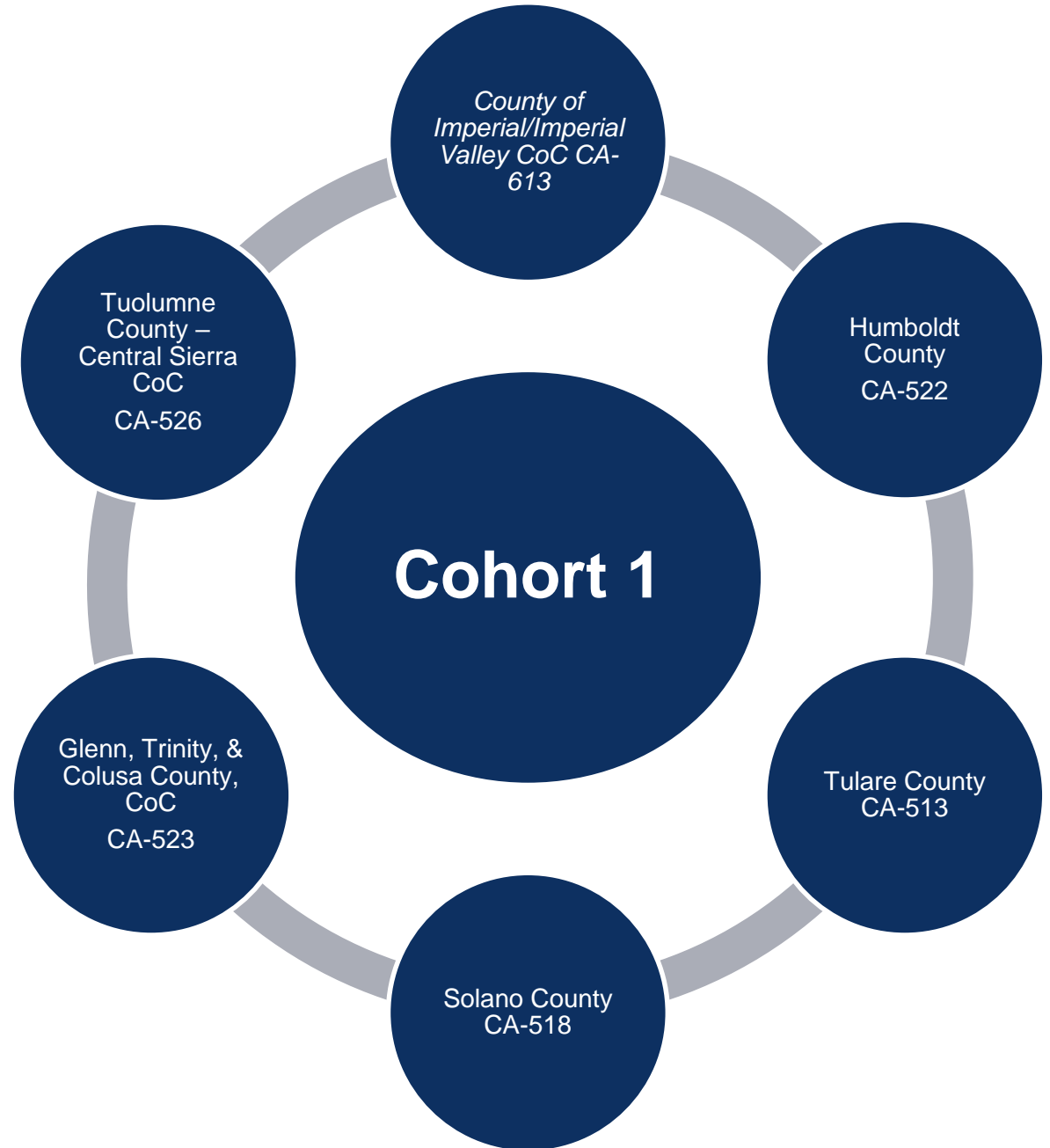
# Coaching Team



**Rashema Melson**  
*Consultant*  
Racial Equity Partners



**Kavita Singh Gilchrist**  
*Consultant*  
Racial Equity Partners



# Community Presentations: *Glenn, Trinity, & Colusa County, CoC-CA 523*

## Core Team Members:

- Bill Wathen
- Kendall Wilson
- Janelle Kelly
- Erika Fuentes
- Luz Melgarejo
- Robert Johnson



## SMARTIE Goal

By December 31, 2022, we will **increase outreach** to recruit at least one person from the Indigenous and Latino/x/a community/population who currently or has lived experienced of Homelessness, to regularly attend stakeholder discussions held at the local and regional CoC levels; to ensure our funding and policy decisions reflect the needs of communities of color we serve and to ensure we have inclusive and equitable representation for all populations that we serve under our county/CoC.

# Community Presentations: *County of Imperial/Imperial Valley CoC 613*

## Core Team Members:

- Adrienne Lawson
- Marisela Avila
- Eleanor Vega
- Emmanuel Sanchez



## SMARTIE Goals

**Goal 1:** To further our efforts to equitably serve our unrepresented and marginalized populations, we will target partner agencies and other organizations that represent previously nonparticipating BIPOC populations to participate in our Continuum of Care (CoC) by November 30, 2022. To reach this goal, by August 31, 2022, the CoC will extend an invitation to additional faith-based organizations, churches as well as local social justice organization(s).

**Goal 2:** We will reach out and work with our local school districts and Imperial County Office of Education, targeting underrepresented students/members of our BIPOC community to ensure those students/members are provided with information in homeless services that are available, so that the information may be shared with their parents/guardians by August 17, 2023.

**Goal 3:** By no later than August 31, 2022, the CoC will ensure all RFPs set to be released include as a condition that the agency/organization applying for funding submits their Equal Access and non-discriminating policies as part of the application and the CoC will ensure that future scoring and ranking evaluation committee members come from racially diverse populations.



# Community Presentations: *CA-522 Humboldt County*

## Core Team Members:

- Sally Hewitt
- Ashley Gephart
- Anjali Browning
- Marian Strong
- Robert Ward

## SMARTIE Goal

**Goal:** By August 1, 2022, we will create two paid positions on the Continuum of Care Board to hire and engage with Black and Indigenous people with lived experience and expertise to help in leading program and policy design and implementation.



# Community Presentations: *Solano County*

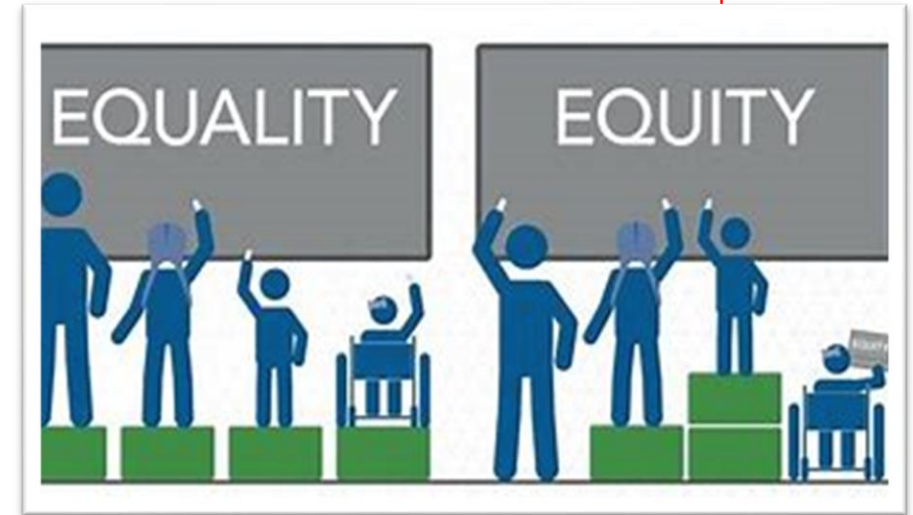
## Core Team Members:

- Kari Rader
- Devra Edelman
- Miranda Ramirez
- David Gaines
- Kevin Purifoy
- Cheraden Wright

## SMARTIE Goals

**Goal 1:** Within the next year, the HFS CoC will provide at least two training sessions for the JPA and CoC funded project staff (including case managers and housing location staff) on landlord engagement techniques and fair housing laws to support education and outreach to local landlords/property owners that break down racial biases and increases equitable access to permanent housing.

**Goal 2:** The Housing First Solano CoC will provide authentic avenues for people with lived experience of homelessness to have input into decision making related to the homeless system through supporting the participation of people on the Lived Experience Advisory Committee partaking in the COC Board and General Membership meetings.



# Community Presentations: *Tuolumne County – Central Sierra CoC-526*

## Core Team Members:

- Denise Cloward
- David Carlton
- Amy Arndt
- Kristina Herrera
- Houa Xiong



## SMARTIE Goals

**Goal 1:** By 9/1/23, strengthen local native/indigenous participation in homelessness system decision-making through direct engagement to form stronger connections with local tribal leadership in CoC-526, resulting in tribal representatives from at least 2 of the 4 counties doubling their attendance at CoC meetings & participating on at least 1 committee for each of those counties.

**Goal 2:** By 9/1/23, enhance and provide language accessibility tools, including bilingual outreach staff to further connect with Hispanic/Latinx/Asian farm workers and decrease language barriers in our direct services, resulting in a 10% increase in project enrollments in HMIS/CES of individuals whose primary language is other than English.

# Community Presentations: *Tulare County HHSA and Kings Tulare Homeless Alliance*

## Core Team Members:

- Miguel Perez
- Laura Fisher
- Leticia Hinojosa
- Noah Whitaker
- Sharon Lopez
- Barbara Osborn
- Christina Jones

## SMARTIE Goals

### Goal 1:

**(Internal)** By October 2022, engage outreach staff, case managers, service providers, and other participants of the monthly Bi-County Case Management Round Table in 15-20 minute conversations on racial equity, with an initial focus on the tribal community, and report progress to Kings Tulare Homeless Alliance (KTHA) Community Stakeholder Quarterly Meeting and the County-wide Task Force on Homelessness (HTF) at least biannually.

### Objective

**(External)** By April 2023, we will utilize the feedback of our members to create a forum for broader community engagement around housing racial equity hosting at least 2 events within the next 12 months. This events will be hosted by KTHA during their Membership Meeting and a meeting of the County-wide Task Force on Homelessness.







# Closing Remarks



# Contact Information

**CAL-REAL- TA**

**[CAL-REAL-TA@tacinc.org](mailto:CAL-REAL-TA@tacinc.org)**

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**@TACIncBoston**

*Housing and service strategies that work for people*