



State of California
BUSINESS, CONSUMER SERVICES AND HOUSING AGENCY



California Interagency Council on Homelessness

Council Meeting

September 5, 2024

Agenda

- I. Call to Order, Tribal Land Acknowledgement, and Roll Call
- II. Consent Calendar
- III. Council Co-Chair Opening Remarks
- IV. Executive Officer Updates
- V. Bold Action Plan Activity Share-Out
- VI. Racial Equity Work Group
- VII. General Public Comments
- VIII. Final Remarks and Adjournment

I. Call to Order, Tribal Land Acknowledgement, and Roll Call

Tribal Land Acknowledgement

We wish to acknowledge that Sacramento is the homeland of the Southern Maidu, Valley and Plains Miwok, the Nisenan people, the Patwin Wintun people, and members of the Wilton Rancheria Tribe, who have inhabited this landscape since time immemorial.

We extend our gratitude to the ancestors of all California Native American Tribes and their descendants, as we recognize that wherever we are joining from in our virtual community, we are all on California Native American land.

Committee Member Roll Call

- Please say "here" or "present"

II. Consent Calendar

- Adoption of the Meeting Summary from the June 12, 2024 Council Meeting

Public Comment on Agenda Item II - Consent Calendar

- Public comment related to Consent Calendar items only
- If joining by Zoom, click the “raise hand icon”
- If connected by phone, press “*9” to indicate that you would like to comment

Council Member Vote

- Shall items on the Consent Calendar be approved?

III. Co-Chair Opening Remarks

IV. Executive Officer Updates

V. Bold Action Plan Activities Share-Out

Logistics

- Council Member Share-Out: What is **one bold, new action** you are including in the Action Plan that is directly connected to one of the plan's goals?
 - Every Council Member will have **two minutes** to speak.
 - Due to time restraints, Cal ICH staff will be timing Council Members to help track their two minutes.
- Cal ICH staff will share more about the Action Plan Goals to frame discussion.
- Council Members Veronica Lewis and Dr. Margot Kushel will lead discussion to help us see the bigger picture of the Action Plan activities.

Goals

- 1. Create more housing:** Plan for the creation of more than 2.5 million homes, with no less than one million of those meeting the needs of lower-income households, by 2030.
- 2. Reduce inflow into homelessness:** Reduce the ratio of people entering homelessness as compared to those exiting each year to XX.
- 3. Help more people leave unsheltered homelessness:** Increase by XX% the total number of people who leave unsheltered homelessness to either emergency shelter, interim housing, or permanent housing.
- 4. Help more people move into permanent housing:** Increase by XX% the total number of people who move into permanent housing.
- 5. Improve connections to health and social services:** Increase by XX% the percent of people who are currently experiencing homelessness who are enrolled in/receiving Medi-Cal and CalWORKs.
- 6. Ensure people do not become homeless again:** Ensure that at least XX% of the people who move into permanent housing do not become homeless again.

Share-Out

Prompt: What is **one bold, new action** you are including in the Action Plan that is directly connected to one of the plan's goals?



Actions to Support Local Communities #3

Regional Housing Needs Allocation

Local Housing Elements (HE)

HCD HE Process

Technical Assistance

Enforcement

Draft Action Plan Three-Year Goals

- Ultimate goal: **Functional zero**
 - Have a housing placement available for every person served, ratio of 1:1
 - Listed “ultimate goals” or “north stars” for each individual goal
- Get **halfway to all ultimate goals** by end of plan
- Focus on redressing profound racial inequities and other disparities
 - Inequities especially pronounced in communities identifying as Native American, American Indian, or Alaska Native; Native Hawaiian or other Pacific Islander; and Black or African American.

Draft Goals

	Action Plan Three-Year Goal (2025 – 2027)	Draft Baseline Data (CY 2023)
RARE	<p>1. Move toward functional zero: Reduce the ratio of people exiting homelessness to permanent housing each year, to people entering or returning to homelessness services to 1:2.</p> <p><u>Ultimate goal:</u> Have permanent housing placements available for everyone served (ratio of 1:1).</p> <p><i>Specific inequities to be redressed might include:</i></p> <ul style="list-style-type: none"> • Racial inequities experienced by Native American, Native Hawaiian, and Black communities in continuous experiences of homelessness from year to year. • Risks of homelessness and access to prevention resources within Native American, Native Hawaiian, and Black communities. • Disparities in housing referrals and successful permanent housing placements within Native American, Native Hawaiian and Black communities. 	<p>Ratio - 1:3.8 for every 10 people who exited homelessness to permanent housing, 38 people entered or returned to accessing homeless services.</p>
RARE	<p>2. Create more housing: Plan for the creation of more than 940,000 homes, with no less than 390,000 of those meeting the needs of low- and very low-income households.</p> <p><u>Ultimate goal:</u> 2.5 million homes by 2030, with no less than 1 million of those for low- and very low-income households.</p> <p><i>Specific inequities to be redressed might include:</i></p> <ul style="list-style-type: none"> • Racial discrimination and other forms of discrimination experienced by Native American, Native Hawaiian, and Black communities within housing markets. • Racial inequities and other disparities experienced by Native American, Native Hawaiian, and Black communities served by State-funded housing dollars and/or units. • Inequitable geographic distribution of affordable housing options. 	<p>500,484 units have been submitted for development since 2022, 81,362 of those being low- and very low-income units.</p>

Draft Goals

	Action Plan Three-Year Goal (2025 – 2027)	Draft Baseline Data (CY 2023)
BRIEF	<p>3. Help more people leave unsheltered homelessness: Increase by 70% the total number of people who leave unsheltered homelessness to either emergency shelter, interim housing, or permanent housing.</p> <p><u>Ultimate goal:</u> Place everyone experiencing unsheltered homelessness in a sheltered setting.</p> <p><i>Specific inequities to be redressed might include:</i></p> <ul style="list-style-type: none"> • Overrepresentation of Native American, Native Hawaiian, and Black communities among those who are unsheltered. • Disparities in access to services, interim and permanent housing options, and outcomes achieved for Native American, Native Hawaiian, and Black communities. 	<p>98,095 people who were experiencing unsheltered homelessness moved into a sheltered setting.</p>
BRIEF	<p>4. Help more people move into housing: Increase by 89% the total number of people who move into permanent housing.</p> <p><u>Ultimate goal:</u> Have permanent housing placements for everyone served.</p> <p><i>Specific inequities to be redressed might include:</i></p> <ul style="list-style-type: none"> • Racial inequities experienced by Native American, Native Hawaiian, and Black communities in lengths of time remaining homeless while accessing services and in continuous experiences of homelessness from year to year. • Disparities in housing referrals and successful permanent housing placements among Native American, Native Hawaiian, and Black communities. 	<p>73,020 people exited homelessness and moved into permanent housing.</p>

Draft Goals

	Action Plan Three-Year Goal (2025 – 2027)	Draft Baseline Data (CY 2023)
BRIEF	<p>5. Improve connections to health and social services: Increase by XX% the percent of people who are currently experiencing homelessness who are enrolled in/receiving Medi-Cal and CalWORKs.</p> <p><u>Ultimate goal:</u> To be determined.</p> <p><i>Specific inequities to be redressed might include:</i></p> <ul style="list-style-type: none"> Disparities experienced by Native American, Native Hawaiian, and Black communities in access to health care and social services, care and services provided, and outcomes. 	<p>Cal ICH will work with relevant HHS departments to establish baseline data for this goal.</p>
ONE-TIME	<p>6. Ensure people do not experience homelessness again: Ensure that at least 96% of the people who move into permanent housing do not return to accessing homelessness services again.</p> <p><u>Ultimate goal:</u> 100% of people who moved into permanent housing do not experience return to accessing homelessness services again within 6 months.</p> <p><i>Specific inequities to be redressed might include:</i></p> <ul style="list-style-type: none"> Inequities in returns to accessing homelessness services for Native American, Native Hawaiian, and Black communities. 	<p>91% of people who exited homelessness and moved into permanent housing did not return to accessing homelessness services within 6 months.</p>

Discussion

- Is this collection of proposed activities realistically moving us toward our goals?
- What other strategic work do we need to focus on in order to reach these goals?
- What limitations do we collectively face in making progress toward our goals? How can Cal ICH help?

VI. Racial Equity Working Group

- Introduction to Racial Equity Working Group (REWG)
- Discussion of leading with racial equity in the Action Plan
- REWG role in supporting Council's racial equity work



Integrating Racial Equity Frameworks into the Cal ICH Action Plan



Dr. LaMont Green,
DSW
(he/him/his)
Director of Diversity,
Equity, & Inclusion,
TAC



Lori Pampilo Harris
(she/her/o'ia)
Wayfinders
Consulting

**ENDING
HOMELESSNESS
CANNOT HAPPEN
WITHOUT ADDRESSING
RACIAL INEQUITY.**

The historic – and very current – causes of racial injustice and inequities in housing and homelessness are staggering.

Structural Racism is a system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity.

Structural racism is not something that a few people or institutions choose to practice. Instead, it has been a feature of the social, economic and political systems in which we all exist.

Infusing Racial Equity Frameworks Within the Action Plan

- ▶ **Addressing Disparities:** Black, Brown, Indigenous, and Native American communities, experience homelessness at disproportionately higher rates. A racial equity framework helps to identify and address these disparities by ensuring that interventions and resources are allocated in a way that addresses the unique needs of marginalized groups.
- ▶ **Tailoring Solutions:** Different racial and ethnic communities have diverse experiences and barriers related to homelessness. A racial equity framework helps to create targeted solutions that are culturally responsive and effective for different populations, rather than applying a one-size-fits-all approach.
- ▶ **Ensuring Inclusivity:** By integrating a racial equity perspective, the Action Plan becomes more inclusive and considers the voices and experiences of those most affected by homelessness. This inclusion can lead to more comprehensive and effective strategies.
- ▶ **Preventing Unintended Harm:** It helps to guard against policies and practices that may inadvertently perpetuate racial biases or discrimination. A racial equity framework ensures that all aspects of the Action Plan are examined through the lens of equity and justice.
- ▶ **Continuous Quality Improvement:** When equity is prioritized, the overall effectiveness of homelessness prevention and intervention strategies can improve. Addressing root causes and systemic barriers leads to better long-term outcomes and sustainable solutions.
- ▶ **Building Trust:** Communities that have historically been marginalized often have a lack of trust in institutional systems. A commitment to racial equity can help build trust and engagement by showing a genuine commitment to addressing historical and ongoing injustices.

Racial Equity Frameworks Within Each State's "Tools"

Action Plan	Racial Equity Framework/Intervention
Using Data Strategically	Targeted Universalism (Programmatic Interventions)
Engaging Partners & Communities	Equity Centered Community Design (Partner Engagement)
Increasing the Supply of Housing & Services	Equity Based Decision-Making Framework (Policy and Funding Interventions)
Coordinating & Streamlining State Programs	Collective Impact 3.0 for Racial Equity & Justice (Systems Alignment Interventions)
Advancing Best Practices & Quality	Continuous Quality Improvement



Racial Equity Implementation Hub



Targeted Universalism

State Tool: Use Data Strategically

Targeted Universalism is the pursuit of universal goals with targeted or tailored measures, programs or interventions.

- In a Targeted Universalism framework, only the goals are universal, but the implementation processes are targeted. It is different from targeted policies in that targeted policies start with targeted goals.
- Targeted Universalism seeks to raise all groups to a common aspiration point, even though it may take different paths or efforts to achieve that goal.



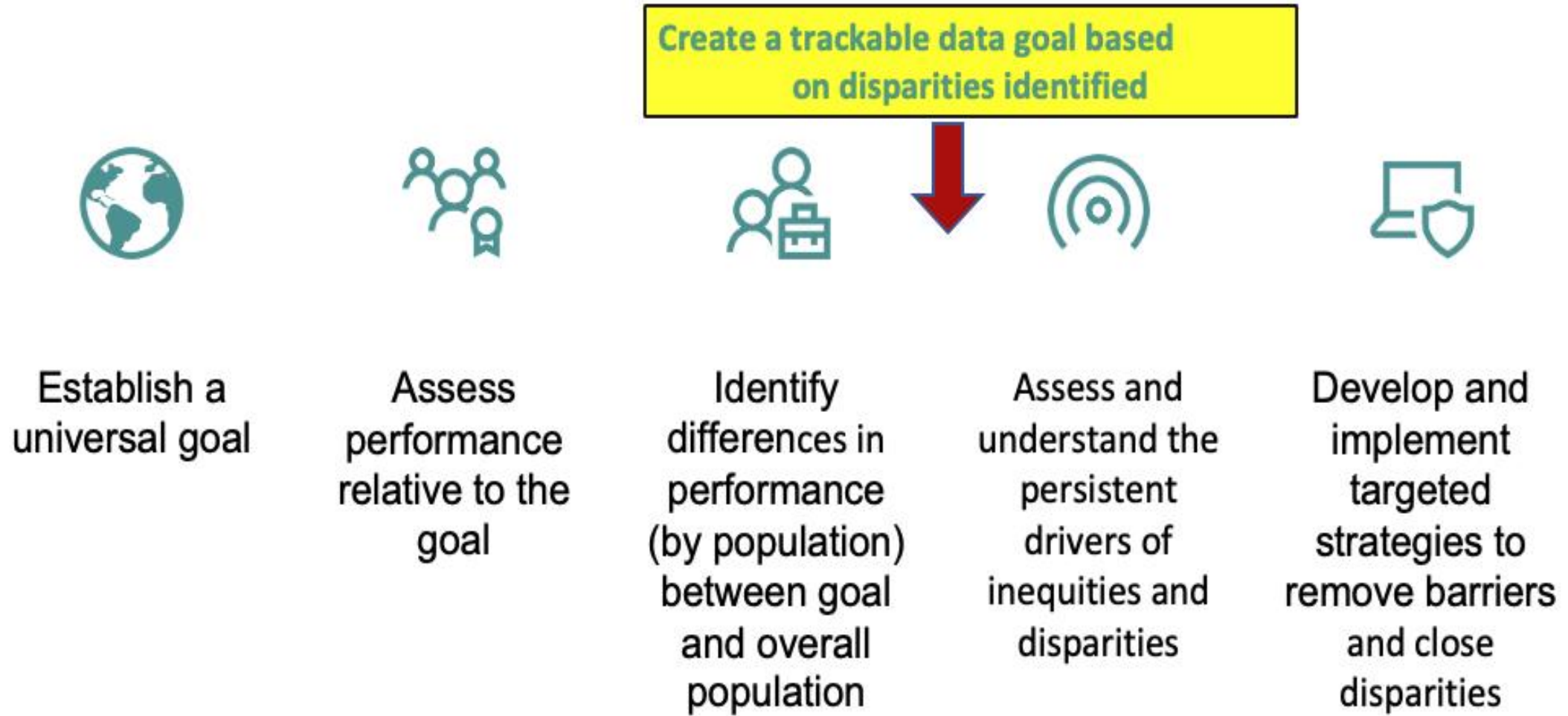
© 2014, Saskatoon Health Region

Each person is given an identically sized box to help them reach the fruit—but only the taller person is able to reach the fruit when they stand on the box.

The same box doesn't help people of different heights get access to the fruit. In this way the visual metaphor demonstrates the idea that treating “different people” equally is not a solution.

When we map this image onto the concept of targeted universalism it may be said that the universal strategy of distributing identical boxes to different people did not enable everyone to reach the goal.

Five Steps for Targeted Universalism Framework



The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the left and right sides of the frame, creating a modern, layered effect. The central area is a plain white space where the text is located.

Racial Equity Implementation Hub

“Creating Action Plans are Good but Effective Implementation is Divine”

- Research indicates that most system partners lack the capacity and technical support that is needed for effective Implementation of Action Plan Goals - some of these barriers include insufficient funding, polarization, time constraints, poor coordination, lack of leadership, and incongruent values.
- Most Action Plans do not achieve its intended impact due to issues with Uptake and Routine Usage by System Partners due to lack of familiarity in developing data-driven and community-centered solutions to address disparities.
- Effective Implementation of Action Plans depend on navigating effectively real-time contextual dynamics.
- Implementation support is NECESSARY to provide technical assistance to support system partners in addressing barriers and implementing facilitators to achieve the goals of the Action Plan.

REWG has an opportunity to not only be an accountability partner to the Council and its members' departments, but to become a support mechanism towards implementation of the Action Plan.



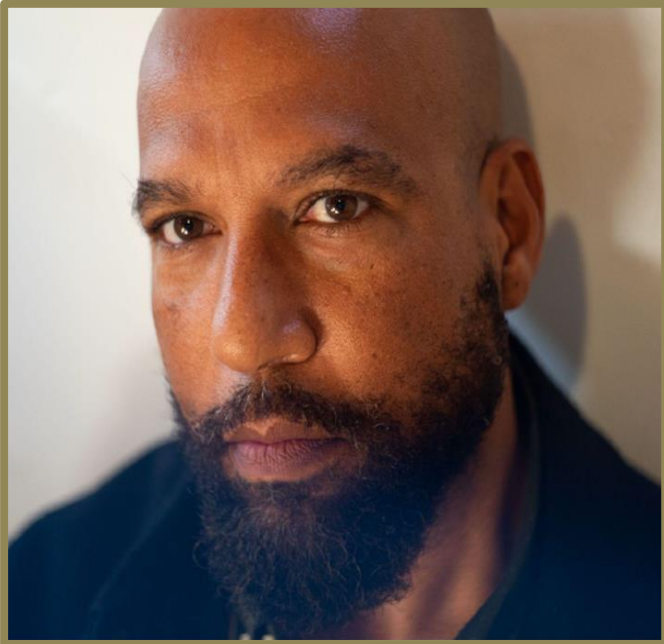
Shared Reflections

Let's move into a time of Shared Reflections to explore what resonated with each of us and share any thoughts and reactions.

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. The shapes are primarily triangles and polygons, creating a dynamic, layered effect. The text is centered in a bold, sans-serif font.

Cal ICH Council Racial Equity Working Group

REWG Inaugural Co-Chairs



Earl Simms *he/him/his*
REWG Community Member
CEO, Restorative
Community Solutions

Term: Present – April 2025



Janice L. Waddell *she/her/hers*
Assistant Deputy Director
Division of Federal Financial Assistance
Housing and Community Development

Term: Present – April 2025

Cal ICH Working Groups



The California Interagency Council on Homelessness Action Plan called for the formation of the Cal ICH Racial Equity Work Group (REWG), charged with advancing racial equity and addressing acute disparities particularly for Black, Brown, Pacific Islander, Indigenous communities and Tribal Nations who have been historically underserved, marginalized, and adversely affected by persistent inequality in homelessness systems, funding, services, and strategies.

Formation of REWG

The REWG went through an exhaustive process to be thoughtful in the REWG's formation and intentional effort to model the principles we hope to see across ICH State Departments.



The REWG is composed of seventeen members, including ten members representing State agencies and departments from the Council, and seven community members who have endured and experienced homelessness, and those with experience serving historically excluded populations, such as Black, Latino, Indigenous and Native American persons, Asian Americans and Pacific Islanders, and other persons of color.

Mission Statement

The REWG's mission is to develop inclusive, culturally responsive, and equity-driven solutions to prevent and end homelessness in California. Using a Racial Equity and Decolonizing framework, the REWG works to transform statewide policies, programs, and funding strategies to address the root causes and persistent drivers of racial and social inequities for Black, Brown and Indigenous communities and Tribal Nations.

Recent Activities

Our recent activities include putting in the time and thought to support the establishment of critical processes and practices for effective racial equity integration into the State's approaches to preventing and ending homelessness.

- ▶ **In-Person Retreat:** The work group convened for a full-day in-person retreat to establish racial equity foundational knowledge for a shared consciousness.
- ▶ **Racial Equity Training:** Each monthly meeting includes a component of racial equity training to ensure all members are equipped with the necessary knowledge and skills.
- ▶ **Creation of a Charter:** The group developed a comprehensive charter that includes a mission statement, guiding principles, and a structure for the work group's efforts.
- ▶ **Thought Partnership:**
 - **State Funding and Policy Working Group:** Provided critical insights and recommendations to incorporate racial equity into funding and policy decisions.
 - **Advisory Committee:** Offers guidance to inform the committee's recommendations to the Council that reflects racial equity principles.
 - **Homeless Data Integration System (HDIS) Team:** Provided thinking towards the integration of racial equity into data collection and analysis efforts.
- ▶ **Racial Equity Framework Development:** The group is currently focused on developing racial equity frameworks to be integrated into the state's newest Action Plan. These frameworks will also serve as accountability tools to measure progress and impact.

REWG Top Priorities Identified

The REWG is passionate about actively engaging in Council and Council member work in an interactive way.

- ▶ **Development of Pathways:** To facilitate collaboration and enhance effectiveness, create a structured pathway for Departments to submit requests to the REWG. Additionally, this pathway would allow REWG to proactively identify and elevate potential areas of interest that Departments may wish to explore or address.
- ▶ **Identifying Barriers and Gaps:** Upon request from departments or Council, conduct a review of existing toolkits, plans, and policies to identify barriers and gaps preventing progress on racial equity goals.
- ▶ **Serving as a Resource:** Act as a resource hub for best practices, training, and guidance on implementing racial equity strategies.
- ▶ **Concrete Input and Coordination:** Offer tangible contributions to the Action Plan and the development of a Racial Equity Framework toolkit that ensures the integration of racial equity considerations into the Action Plan to maximize impact and minimize harm.
- ▶ **Uplifting Lived and Learned Experience:** With the members of the REWG who have lived experience, and members working directly with those experiencing and enduring homelessness, bring the needed attention to specific issues, barriers and voices to the real-time situations that impede the progress towards racial equity in the approaches to preventing and ending homelessness.
- ▶ **Accountability Partnership:** Develop mechanisms for holding partners accountable to the racial equity initiatives infused in the Action Plan.

- ✓ Explored and learned about various racial equity frameworks
- ✓ Determined which racial equity frameworks will be used to apply to the Action Plan

REWG will serve as the Racial Equity Implementation Hub and knowledge source to the Council, State Depts and agencies, working groups, Advisory Committee in applying and implementation of RE Frameworks

Infuse and Guide the Cal ICH Action Plan:

1. Create and curate language, examples and resources on the RE frameworks for the Council State departments to apply to their actions.
2. Be an Implementation Hub and accountability partner for State department members to collaborate and align systems and funding, while implementing RE frameworks.

Role and Partner in
the Development
and
Implementation of
the Action Plan

Shared Reflections

Let's move into a time of Shared Reflections to explore what resonated with each of us and share any thoughts and reactions.


VII. General Public Comment

- Public comment on items discussed this meeting
- If joining by Zoom, click the “raise hand icon”
- If connected by phone, press “*9” to indicate that you would like to comment

VIII. Final Remarks and Adjournment

- Next Council meeting: December 3, 2024 at 1:00 pm

Contact Information

- Cal ICH Website: <https://www.bcsh.ca.gov/calich>
- Questions: calich@bcsh.ca.gov
- Social Media
 -  https://twitter.com/Cal_ICH
 -  <https://facebook.com/CaliforniaICH>
 -  <https://linkedin.com/company/california-interagency-council-on-homelessness>