



# EQUITY COMMITTEE WORK GROUP

**Tuesday, December 10, 2024, from Noon – 2 pm**

**Zoom Registration:** <https://homebaseccc.zoom.us/meeting/register/tZUqc--sqj8jGdRiLuG6y5vuafMckRseJjn>

**Purpose:** *Increase awareness, community dialogue, and lead concrete actions to achieve equity throughout the homeless system of care.*

**Committee Members:** Hope Dixon, Iman Novin, Janae Thomas, Juno Hedrick, Leslie Gleason

## AGENDA

TIME		AGENDA ITEM	PRESENTERS
Noon	10	I. Welcome and Roll Call	Jaime Jenett, <i>H3</i>
12:10 pm	10	I. 2025 Work Plan Review	Jaime Jenett, <i>H3</i>
12:20 pm	60	II. 2025 Equity Committee Membership and Recruitment	Alex Michel and Mark Mora, <i>Homebase</i>
1:20 pm		III. Next Steps	<i>All</i>

## EQUITY DEFINITIONS

*(adapted from C4 Innovations and approved by Council on Homelessness on 8/3/23)*

Term	Definition
<b>Individual Racism</b>	A person's beliefs and actions that serve to perpetuate racial oppression. This can be conscious and unconscious. This may be externalized or internalized
<b>Institutional Racism</b>	Policies and practices at the organization (or "sector") level that perpetuate oppression. It involves unjust policies, practices, procedures, and outcomes that work better for white people than people of color, whether intentional or not.
<b>Interpersonal Racism</b>	The interactions between people - both within and across racial groups.
<b>Microaggressions</b>	Brief, everyday exchanges that send denigrating messages to certain individuals because of their group membership.
<b>Race</b>	A social construct created in the 17th century by white Europeans to justify the enslavement of Africans and the spread of colonialism. Understanding of race as a concept has changed over time, but the outcomes of discrimination based on race remain entrenched in our systems.
<b>Race Equity Lens</b>	A way of viewing the world in an integrated and holistic manner, taking into account past and present racial injustices and seeking to address them through more equitable practices and structures.
<b>Racial Bias</b>	Implicit and/or explicit bias that reinforces discriminatory attitudes and behaviors when interacting with people or situations.
<b>Racial Equity</b>	The condition where one's racial identity does not predict their social, health, or economic outcomes. Racial equity is a process of eliminating racial disparities and improving outcomes for everyone. It is the intentional and continual practice of changing practices, systems, and structures by prioritizing the measurable change in the lives of people of color.
<b>Racism</b>	A system of institutional, systemic oppression, and practices of individuals and society that shape cultural beliefs and values that support racist policies and practices.
<b>Structural Racism</b>	How these effects interact and accumulate across institutions and across history. Structural racism highlights how racism operates as a system of power with multiple interconnected, reinforcing, and self-perpetuating components which result in racial inequities across all indicators for success.
<b>Systemic Racism</b>	infrastructure of rulings, ordinances or statutes adopted by a sovereign government or authoritative entity, whereas such ordinances and statutes entitles one racial group in a society certain rights and privileges, while denying other groups in that society these same rights and privileges because of long-established cultural prejudices, religious prejudices, fears, myths, and Xenophobia's held by the entitled group.
<b>White Fragility</b>	White fragility refers to feelings of discomfort a white person experiences when they witness or engage in discussions around racial inequality and injustice. Their engagement in conversations about racism may trigger a range of defensive actions, feelings, and behaviors, such as anger, fear, and silence. These reactive behaviors reinforce continued white dominant culture.