

The background features a stage with a red curtain and several spotlights shining down. A white rectangular box is centered at the top, containing the word "Welcome!". Below it, a larger white rectangular box contains a bullet point instruction. At the bottom, a white circular podium is visible.

Welcome!

- **Share your name, pronouns & community name in the chat.**

What's a peer learning spotlight?

- **Share ideas & learn directly from other Built for Zero communities**
- **Let us know if you have an idea that you want to spotlight!**

COMMITMENT TO EMOTIONAL WELL BEING

- ✓ **Conversation may touch on hard issues and personal experiences** which can be triggering and not our intention
- ✓ **Should you feel uncomfortable or unsafe in our conversation or any subsequent conversation** please feel free to exit the conversation with no explanation or no consequence
- ✓ **Working to build trust and foundation with each other** so if in these conversations you are triggered or made to feel uncomfortable because of a question posed please recognize that we are human and do not want to cause harm or leave you in any worse emotional state from our conversations
- ✓ **Support is key** so please inform us if there is anything we should know to ensure that you feel safe in this conversation
- ✓ **Honored to that you are here,** thank you for taking the time to speak and share your time and experience with us. We will honor the stories you share and will not share anything outside of this conversation, especially those things that are personal or confidential.

CALL NORMS & EXPECTATIONS

- ✓ **Take Space, Leave Space.**
- ✓ **Ask questions!** Please use the “raise hand” feature to ask your question. We will also collect all questions entered in the chat.
- ✓ **Offer solutions.** We are excited to learn about innovations happening across all Built for Zero communities. If you have an idea or perspective to add, we want to hear it!
- ✓ **30 minutes of discussion**

Meet today's presenter:



Tanesha Travis
HPS Trainer & Partners
with Lived Expertise
Coordinator, Sacramento
Steps Forward

In case you missed it!

Blog | Bright Spot, Homelessness, Housing, Racial Equity

Q&A WITH TANESHA TRAVIS, PARTNERS WITH LIVED EXPERTISE COORDINATOR AT SACRAMENTO STEPS FORWARD

Spotlighting Black leaders in the Built for Zero movement to end homelessness.

[Kaitlyn Ranney](#) | May 12, 2023

How We Began:

Sacramento Steps Forward (SSF) recognized the significant need to involve and center persons with lived experience of homelessness and other intersectional identities through the development of the Racial Equity Action Plan.

We acknowledged that the only way to identify, evaluate, and change existing gaps and disconnects within our Homelessness Response System, specifically as it relates to historically excluded and underserved Black, Indigenous, and Persons of Color communities, was to involve those who had lived experience both in navigating homelessness but also who were members of these underrepresented groups.

SSF surveyed their own connections within the Sacramento CoC and provider network to identify those with lived experience as a place to start building what we now know as the Partners with Lived Expertise (PLE) Cohort. In addition to this, SSF hired a PLE Coordinator with lived expertise to provide staff support for this work along with the Racial Equity Specialist.

Framework for Engagement:

- **Compensation Structure Established**
 - Consideration of AB5, accessibility to banking, and current supports
 - Consideration of individual/personal conflicts in payment structure
 - Process for tracking payment and distribution
- **Regular PLE Cohort Meetings**
 - Relationship building
 - Recruitment: Internal @ SSF, Community Outreach, Peer to Peer
 - Growth from 3 to 10 people over 3 months
- **Identifying areas of work where meaningful engagement could make significant impact.**

Large Areas of Work

1 Core Equity Team

PLE Cohort, HUD Equity Initiative Coaches, Providers & SSF Staff looked at the VI-SPDAT and racialized outcomes

- Crafted new assessment for a small family PSH project
- Catalyst: Used our project experience to re-envision a new assessment tool
- In the process of finalizing and starting pilot process

2 HPS System Rollout

SSF partnered with consultants & PLE Coordinator to offer PLE training to become HPS trainers, and expanded access.

- 42-hour training program established for future HPS trainers
- Ongoing mentoring and education
- PLE HPS Trainers clocked over 96 hours as trainers
- Doubled Problem Solving Access Point Sites

3 SNOFO

HUD's Special Notice of Funding Opportunity was a catalyst for PLE to be authentically involved and essential to a project.

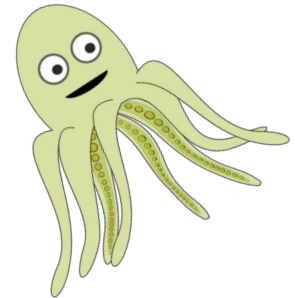
- PLE set priorities and project types
- PLE were consulted at every step of application process
- PLE on review and rank panel (4 of 6 panelist)
- PLE Signed letter of support

Challenges:

- **Creating Truly Equitable and Brave Spaces**
 - Cultural and mindset shift centering equity and re-evaluating our standards of “professionalism”
 - Understanding and avoiding tokenism; elevating compensated and respected colleagues in our work
 - Level setting expectations (ex: avoid being overly academic, plain language)
- **Accessibility**
 - Technical support and solid infrastructure for PLE
 - Providing history, context, and additional education
 - Examining meeting structures and feedback methods
- **Example: SNOFO Review & Rank**

Successes:

- **Partnerships & Support-Changes in HOW we work**
 - SSF Supports
 - Consultant Support
 - Community Support
- **Growth & Development**
 - 10 member PLE Cohort (eyes on 30 members)
 - PLE Cohort has much deeper reach into various buckets of work
- **Systems Level Change**
 - Working on a formalized PLE Policy & Procedure and establishing the PLE Cohort as part of the Sacramento CoC, including adding PLE seats to the Sacramento CoC Board.



Let's Discuss!

We want your feedback!

Please fill out form linked in the chat to give us feedback on this call, and to let us know if you have a topic you'd like to host a peer learning spotlight on!



Thank You

COMMUNITY
SOLUTIONS