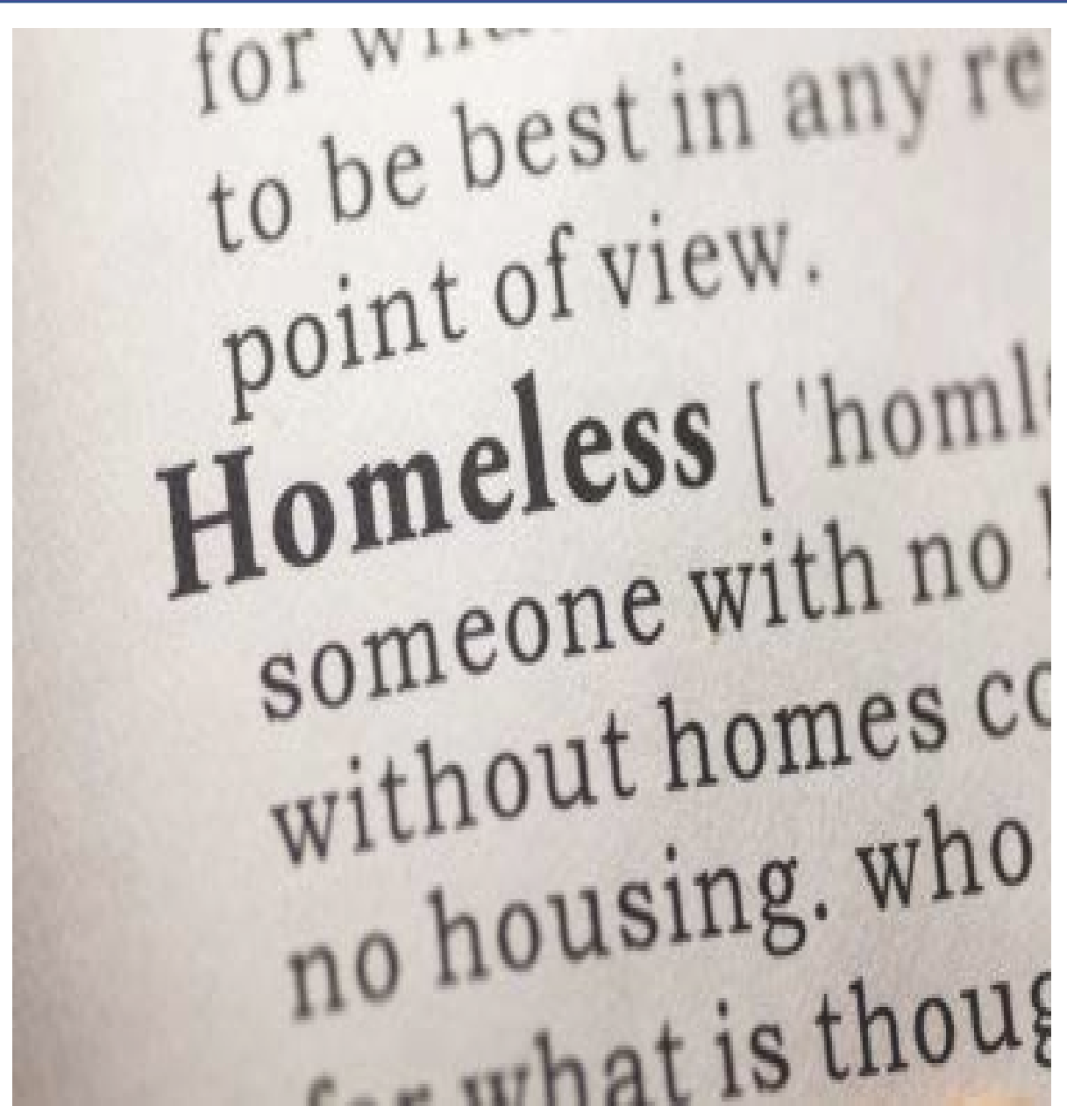


THE UNIFIERS

"One Team. One World. One Love."







Problem Statement

The legacy of racist practices contributes to the current status of housing insecurity for youth and adults.



Our Moonshot

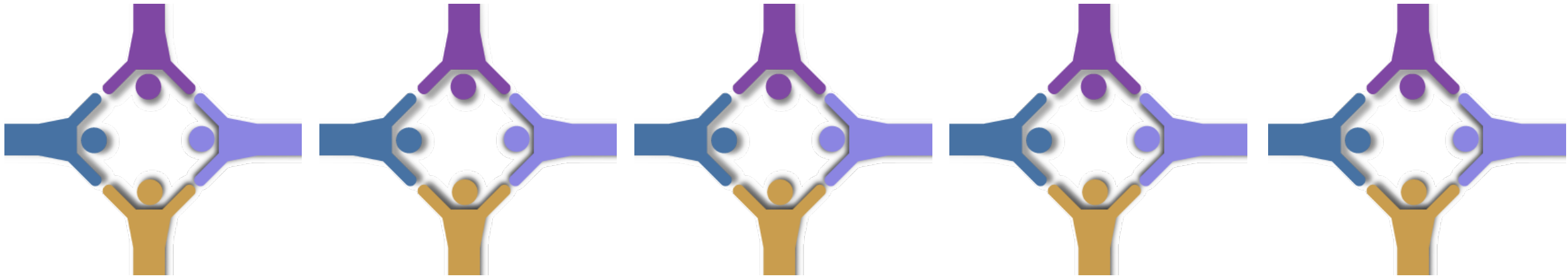
We will implement a collaborative system that results in the prevention and resolution of homelessness and racial inequities, giving power to those who are seeking shelter, safety, and employment.



Today's Journey

- Racism and Biases
- Homelessness and Our Youth
- Intersectionality
- Plans for Action





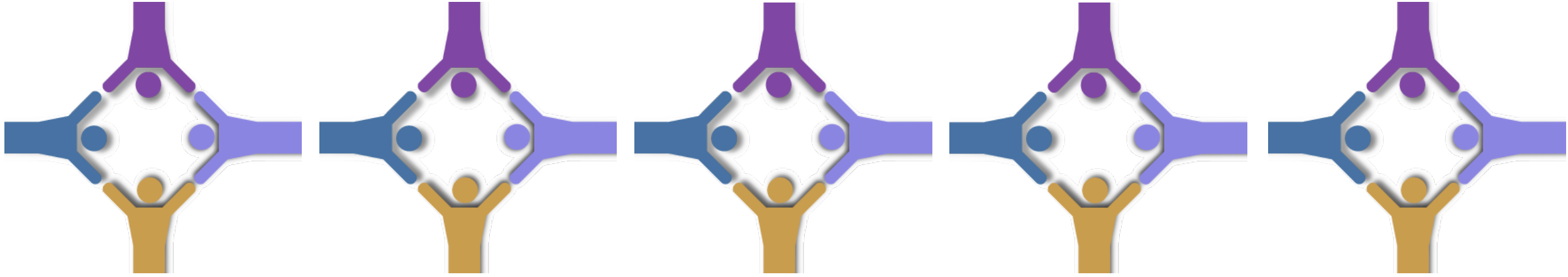
Beyond Racism: Initiatives

Governor Newsom's "California for All"

Expand CCORE

State Diversity, Equity, and Inclusion

DOR Director Joe Xavier challenge:
How can we harness and create meaningful change at the
individual level?



Uncover the “Hidden in Plain Sight”

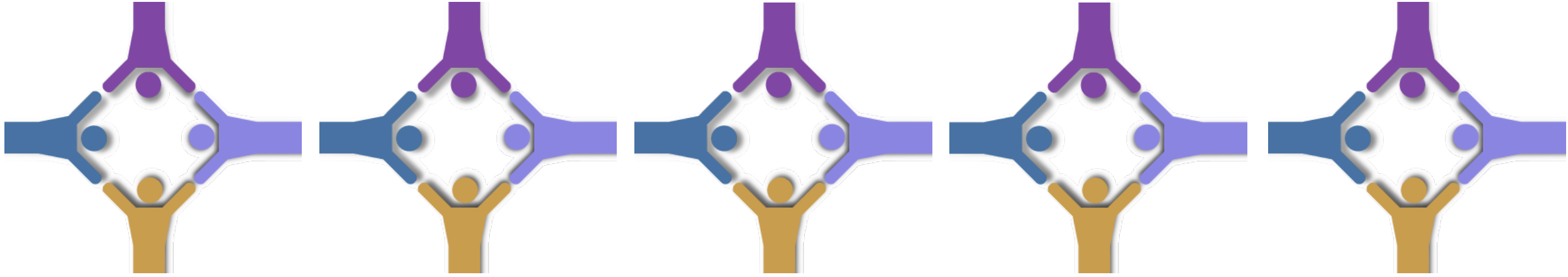
Move Beyond Current Trainings

Delivered by Professionals

Uncover Conscious and Unconscious Biases

Include Healing Component

Ensure adequate time

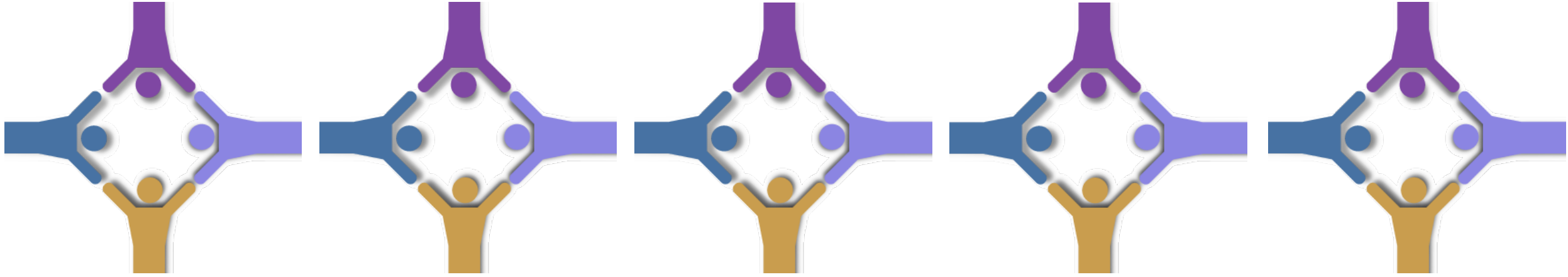


Disparity in Civil Service Salary

CalHR Workforce Analysis

“Highest Proportion of White Employees was over \$130,000”

“Highest Proportion of Non-White Employees was \$40,000 and below”

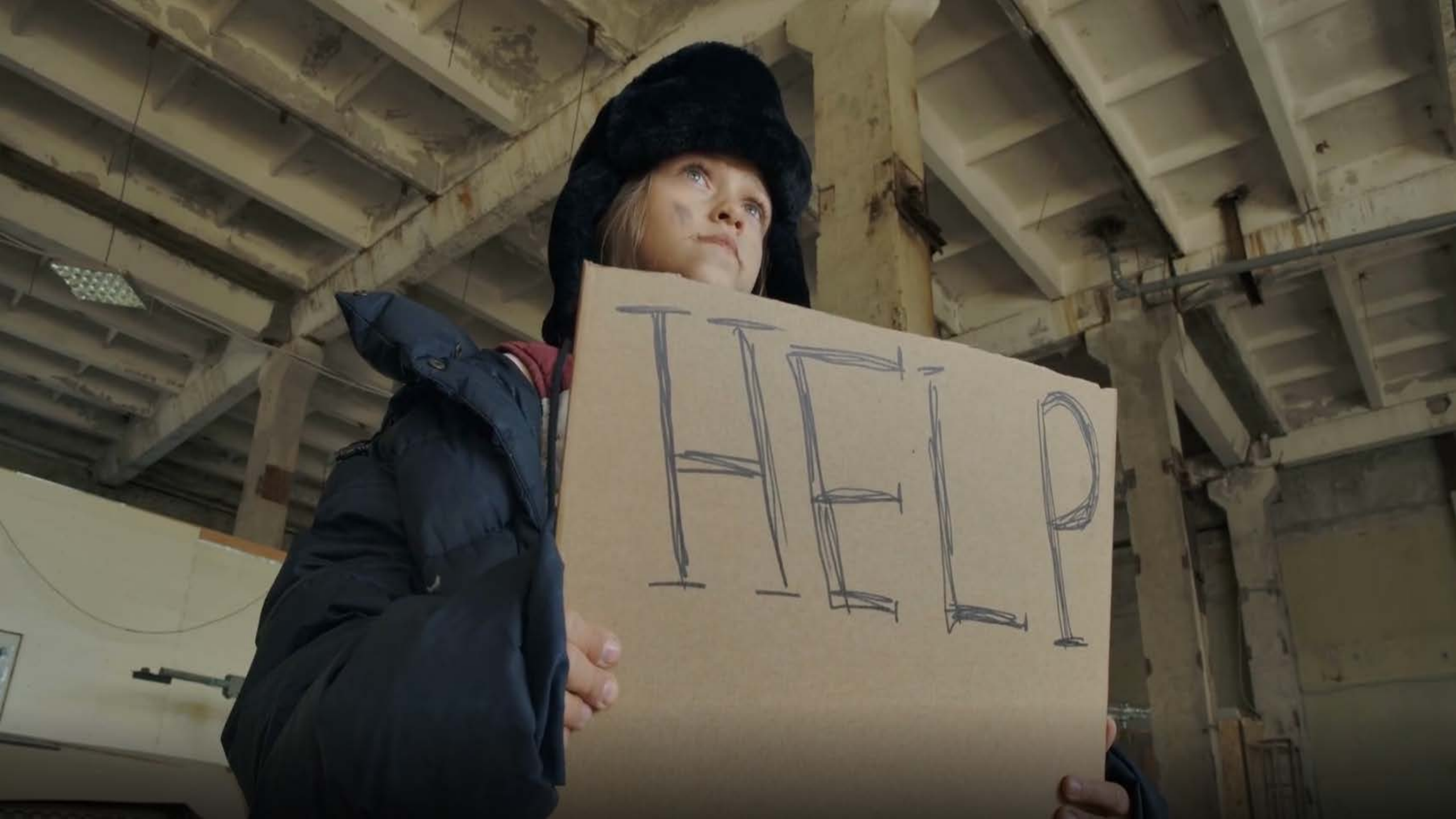


Eliminating Barriers to Equity

Hiring and Career Mobility

Eliminate Barriers Affecting Employment Decisions

Ongoing Diversity, Equity, and Inclusion Measures

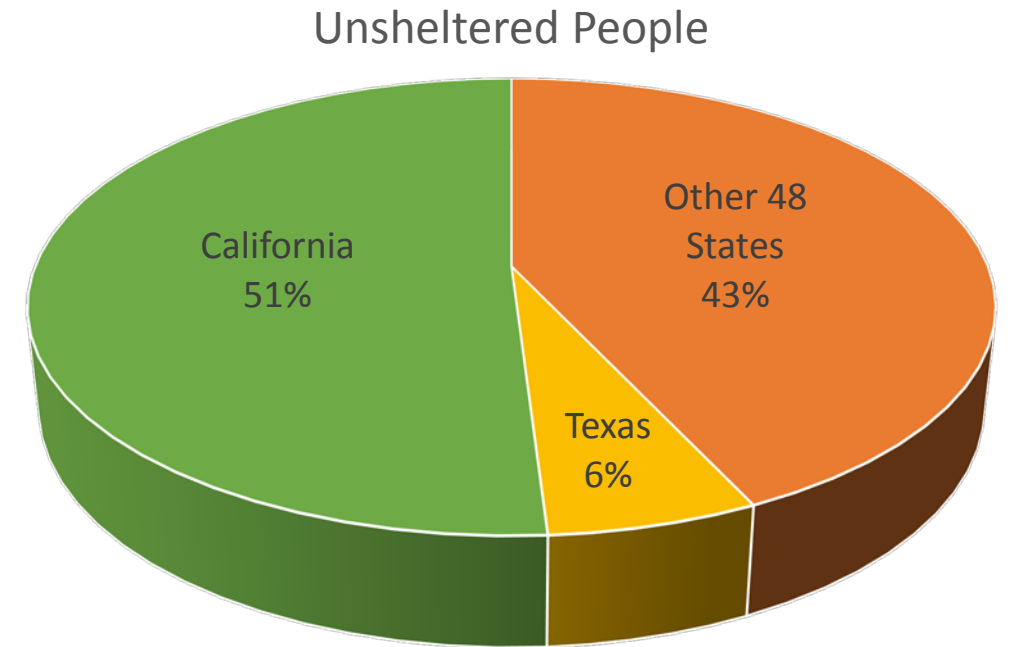
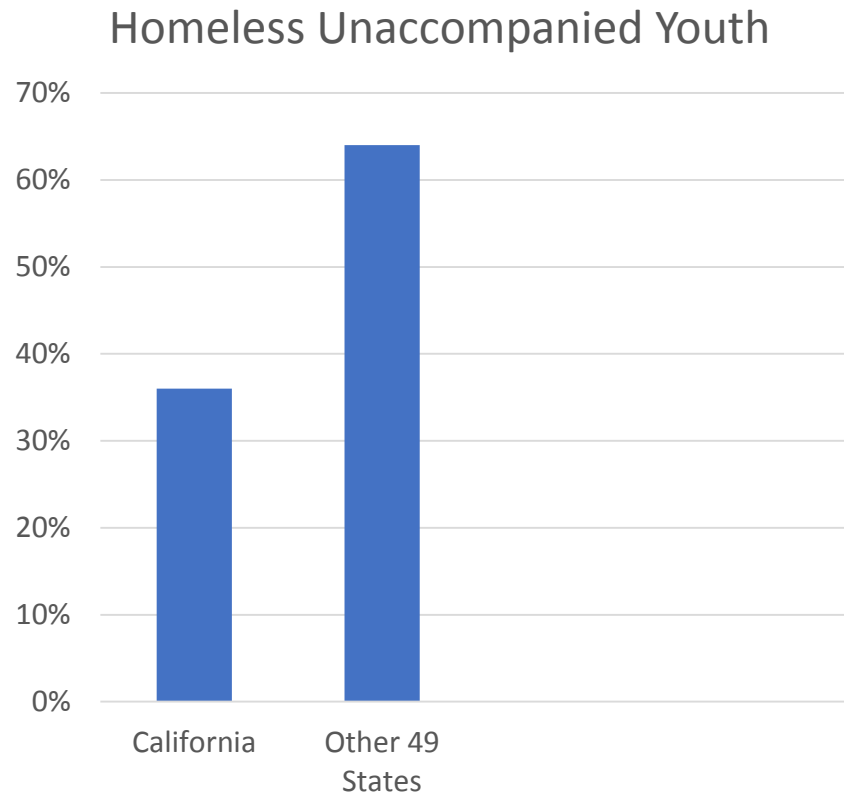



HELP



Data Snapshot:

2020 Annual Homeless Assessment Report to Congress





California has more people experiencing homelessness than any other state in the nation.

California homeless population is about 27 percent of the total homeless population in the nation.

California's overall population is about 12 percent of the nation.

The Cost of Homelessness and Racism

- Economic
- Environmental
- Criminal justice
- Healthcare
- Citizens' health and welfare



Adverse Childhood Experiences



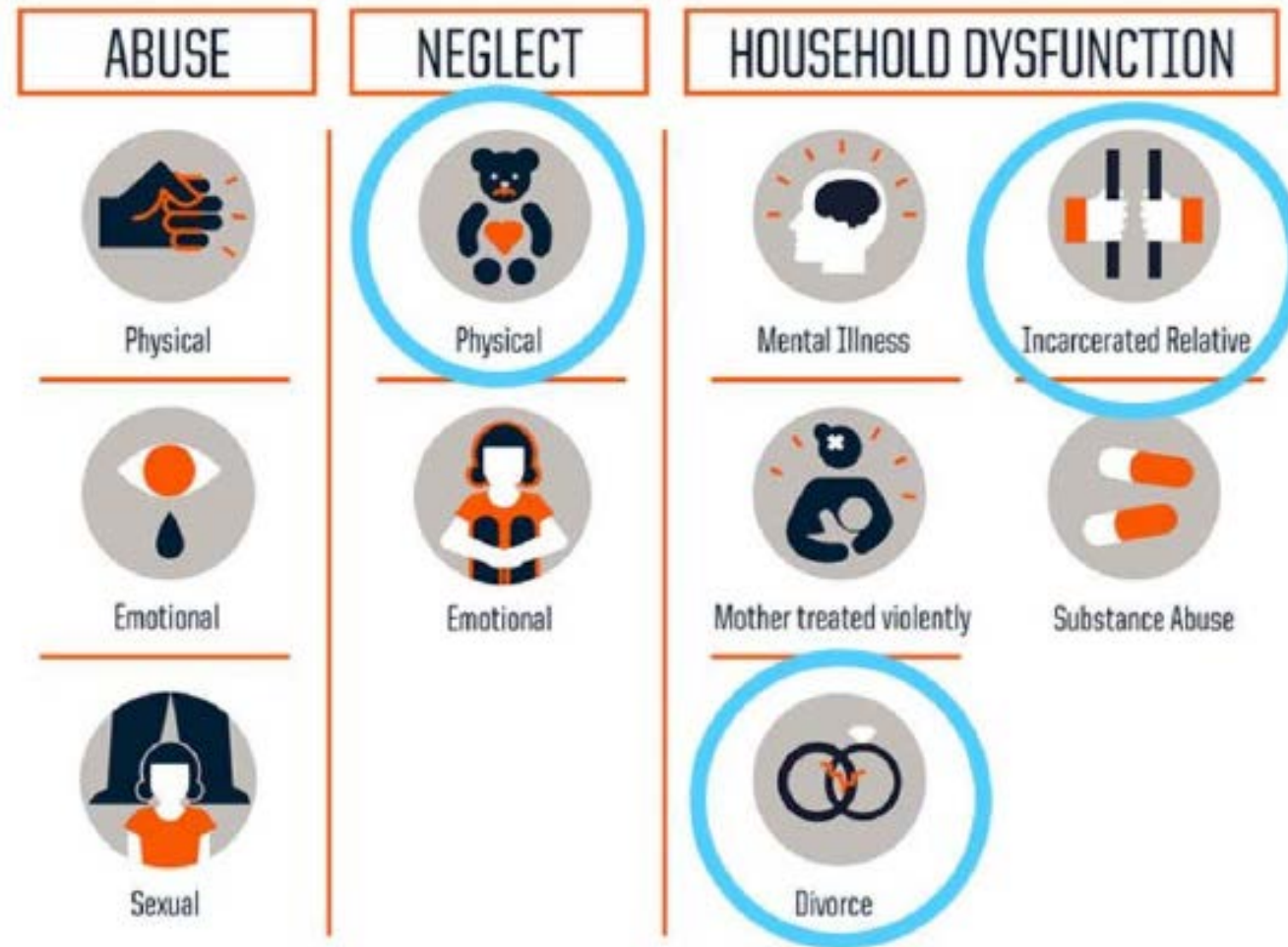
ACE Score and Relation to Adult Homelessness

Proportion of Washington residents experiencing adult homelessness (among participants in Washington's Behavioral Risk Factor Surveillance System).³

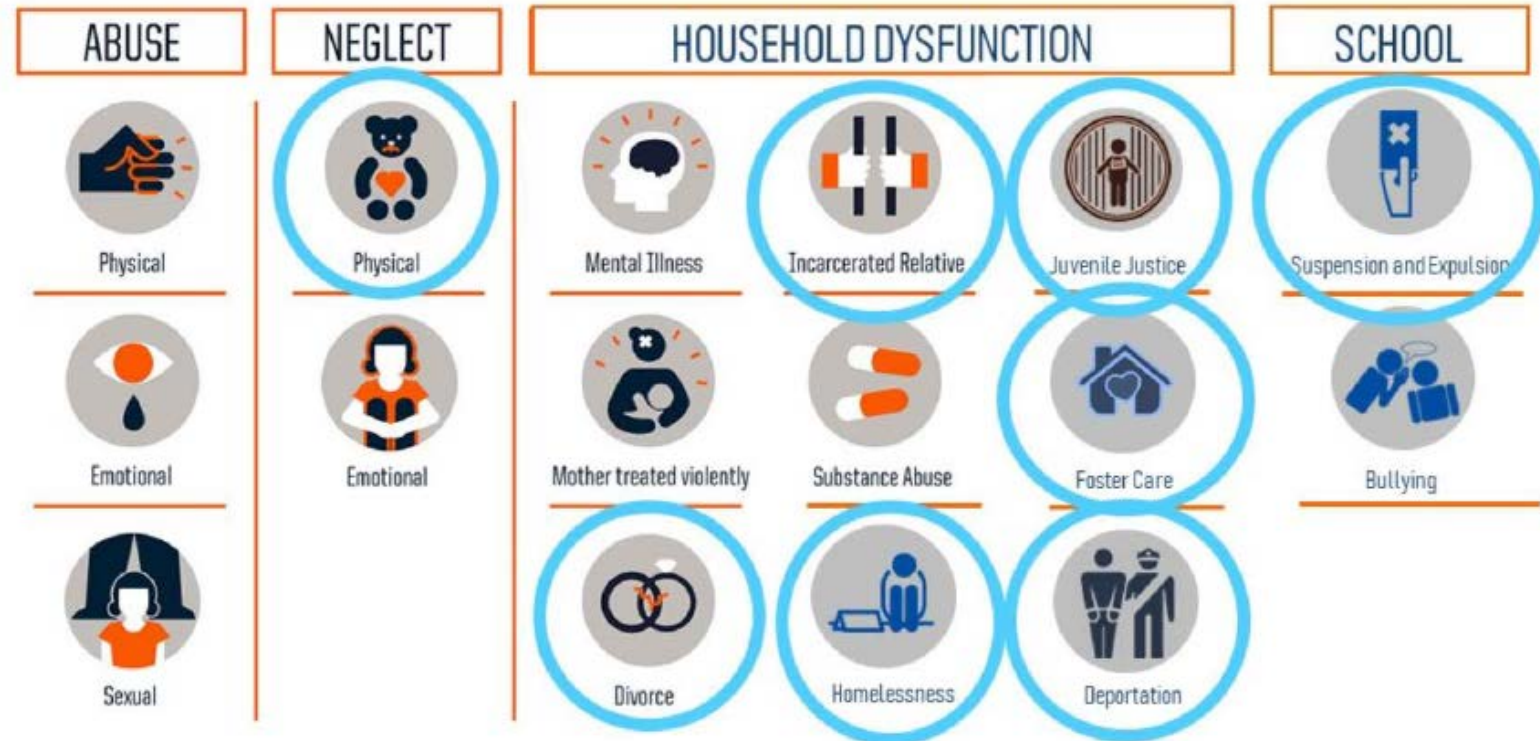
Created by Seattle University's Project on Family Homelessness with information from:

- 1. Harvard**
<http://bit.ly/1jYfIH7>
- 2. SAMSHA**
<http://1.usa.gov/1ttTi65>
- 3. Infographic adapted from "Factors Associated with Adult Homelessness in Washington State: A Secondary Analysis of Behavioral Risk Factor Surveillance System Data (Final Report)"** by Cutuli, Montgomery, Evans-Chase & Culhane (University of Pennsylvania, 2013).
<http://bit.ly/1xbGqDW>

Adverse CHILDHOOD Experiences (ACEs) & Racial Disparity



Adverse COMMUNITY Experiences & Racial Disparity



How Biases Are Shaped

≡ **The Washington Post**
Democracy Dies in Darkness

Post Nation

**Las Vegas gunman
Stephen Paddock enjoyed
gambling, country music,
lived quiet life before
massacre**

≡ **cleveland.com**
COVERING NORTHEAST OHIO

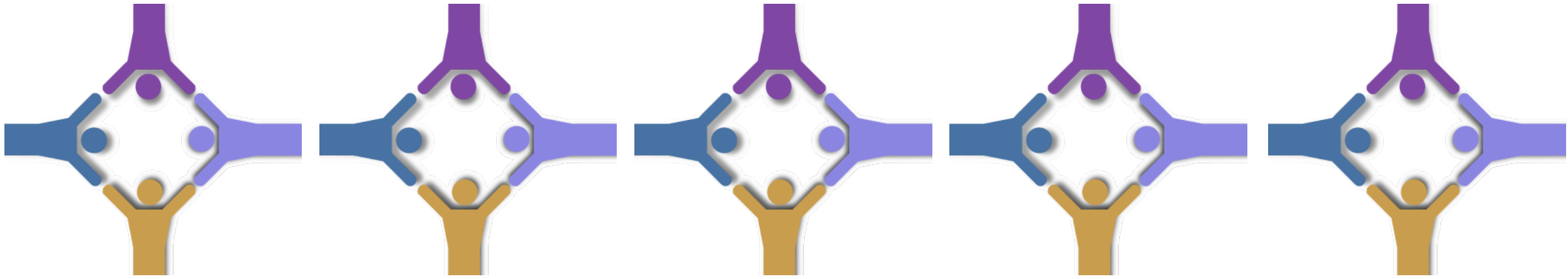
Sign In Search

**Tamir Rice's father has history
of domestic violence**

*(Update: A line has
been added to this
story to give insight
into the motivation to
investigate the parents'
background)*



[View full size](#)



Call to Action

Beyond Racism = Diversity + Equity + Inclusion + Wellness

- Operationalize the Governor's Strategic Growth Council's Racial Equity Resolution and Racial Equity Plan.
- Recruit more State departments to join the Capitol Collaborative on Race and Equity.
- Ensure an equity and a wellness focus in mandated diversity and inclusion training for state employees.

Lasting Social Change Requires...

Equity

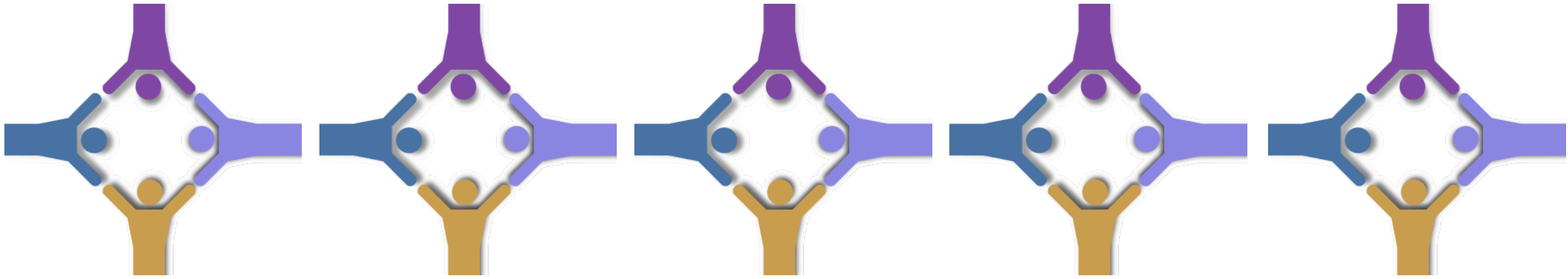
- Laws
- Policies/Procedures
- Systems/Structures
- Norms
- Guidelines

To Establish and
Maintain Conditions

Healing

- Culture/Safe Space
- Time/Resources
- Processes/Skills
- Intention/Values
- Leadership

To Affirm or Transform
Attitudes and Behaviors



Call to Action

Creating Wellness and Community for Our Youth

- Build the Rise-Up Ambassador Corps mentoring program for youth who are unhoused.
- Leverage the SACNet Skills Bank to engage State employees as mentors and advocates for youth participating in the program.



501-1-1
★
MARTIN LUTHER KING, JR.

My dream is ...

to not be homeless anymore

and help others who are

and I hope no one to go through

the things I go through

♥♥ I HAVE A DREAM ♥

My dream is...

to not be homeless anymore
and help others who are
and I hope no one (has) to go through
the things I go through

(hearts, butterflies, and stars)

IF NOW
THEN
WHEN?

CO-R



"One Team. One World. One Love."

With the deepest heartfelt gratitude, The Unifiers spread love to those who provided a path to run on, championed our journey to the brightest of moonshots, and shared their stories to fuel our commitment to make a difference for Californians – and beyond.

