



## Yolo County Homeless and Poverty Action Coalition (HPAC)

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Davis/Woodland/Yolo County Continuum of Care (CA-521)

### **HPAC's Policy on Diversion and Racial Equity Adopted May 26, 2021**

The Davis, Woodland, Yolo County Continuum of Care (CoC), known as the Homeless and Poverty Action Coalition (HPAC) recognizes that systemic racism exists in large part due to historical, perpetuated biases that create inequity within our community. HPAC further recognizes that without intentional intervention, inequitable outcomes linked to race, socioeconomic status and other identities will persist, including within the homelessness response system.

HPAC therefore endeavors to understand and address the landscape of racial inequities in its policies and procedures, dissemination of information, and distribution of homeless resources to inform an intentional, continual plan that addresses such inequities in Yolo County.

**Mission:** HPAC aims to engage with issues of racial equity intentionally and meaningfully in the homelessness response system to create positive, transformational change across Yolo County. This includes working towards equitable access to HPAC services and achieving just outcomes, as well as realizing the HPAC's capacity to address the impacts of inequities left by public systems related to homelessness.

HPAC seeks to approach racial equity from a place of learning, driven by earnest dialogue and active listening. It recognizes that individuals of color hold expertise in determining the effects of inequitable policies, practices, and interactions, and strives to create an atmosphere of inclusiveness, diversity, and engagement in all aspects of HPAC to ensure that both participants and staff are able to reach their full potential.

**Vision:** HPAC looks towards a vision of a thriving county where residents have equitable access to housing opportunities, free of socioeconomic and racial inequities. For HPAC, this includes equitable housing outcomes for participants regardless of race, ethnicity, socio-economic status, gender identity, sexual orientation, disability, culture, language preference, religion or age.

**Practice:** HPAC will focus on individual, institutional, and societal measures to address inequities in Yolo County.

- **Individual:** All HPAC staff and members of community partners share individual responsibility in achieving racial equity in the homeless response system. In addition to attending trainings offered by HPAC, individuals are responsible for seeking to understand their own conscious and unconscious biases and incorporating behavioral changes that support the goal of equity.
- **Institutional:** HPAC will develop a Racial Equity Action Plan to advance the equity initiative within and across the CoC. All items in the Racial Equity Action Plan will undergo a vetting process through the HPAC Board.
- **Societal:** HPAC will continue to evaluate its progress in addressing inequities in homelessness and housing programs, as well as implications for the wider community.