



Racial Equity Subcommittee Meeting
NC Balance of State CoC
May 20, 2020 at 9 AM

The purpose of the Racial Equity subcommittee is to identify areas in NC Balance of State CoC's policies that may contribute to racial disparities in access to and services from the homeless system and to recommend changes to them.

Logistics

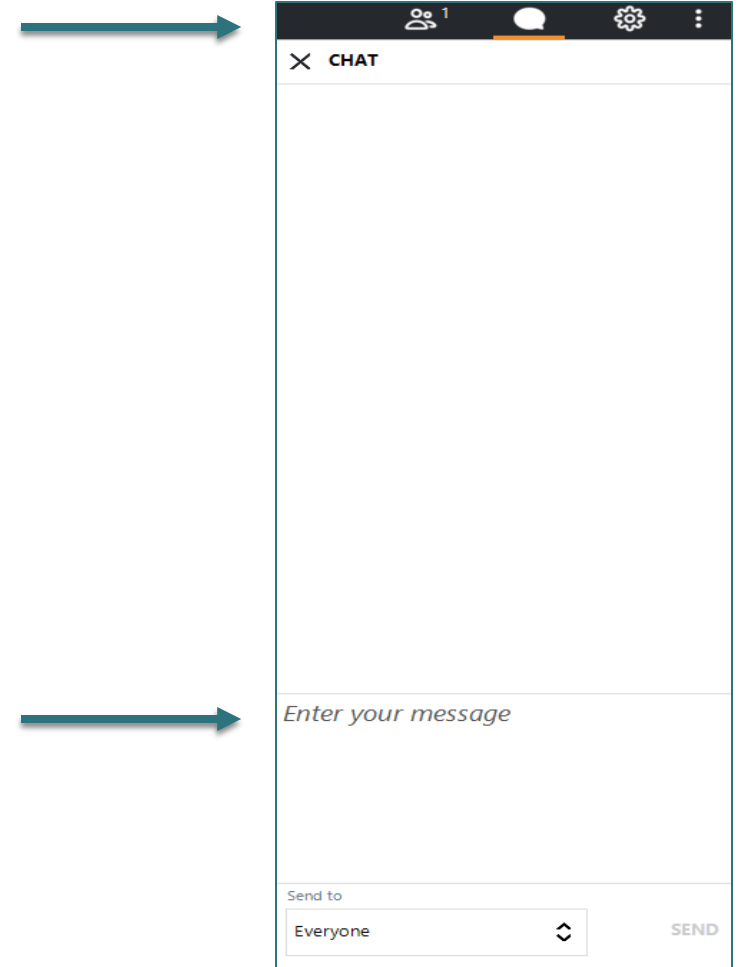


Welcome

Reminders

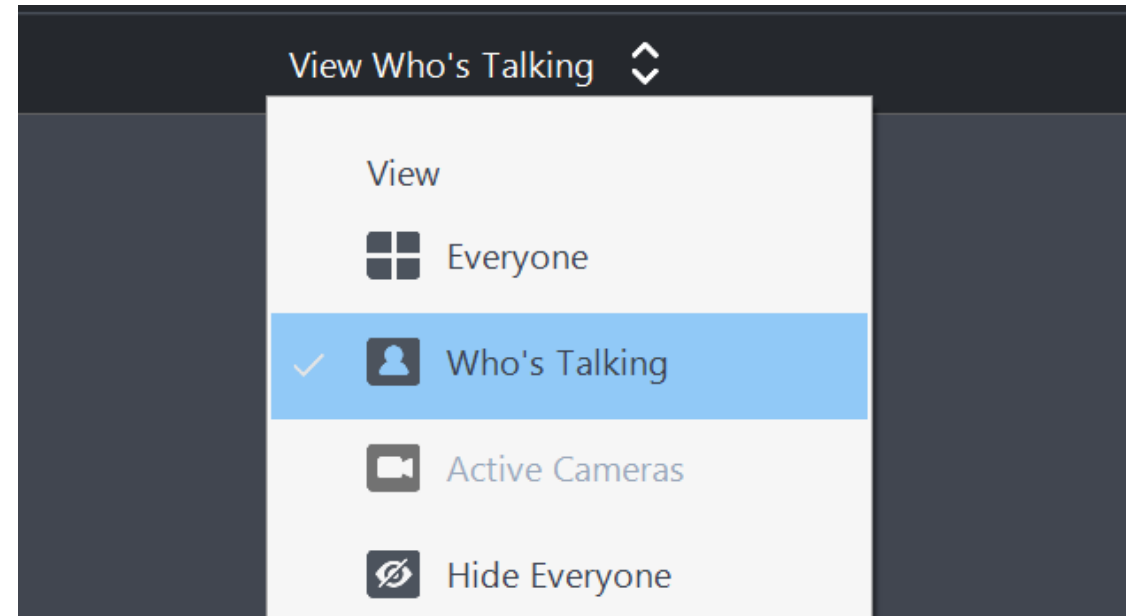
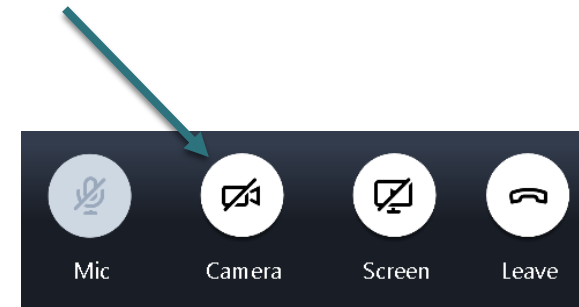
Your line is not muted.
Please mute yourself.

The chat box is available to use anytime.



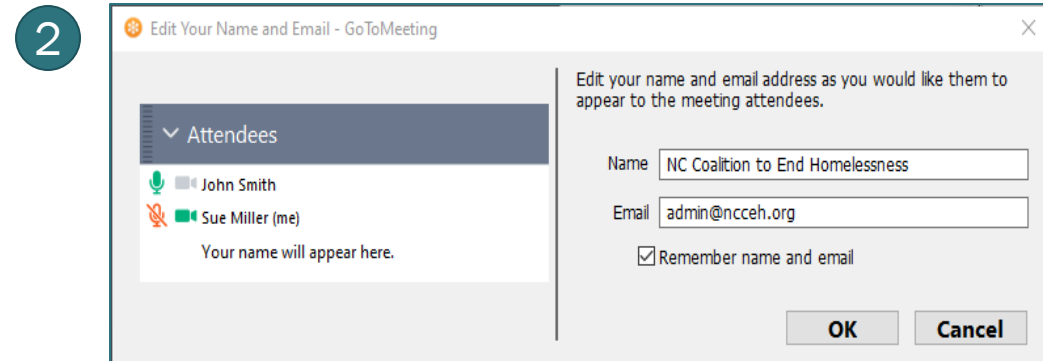
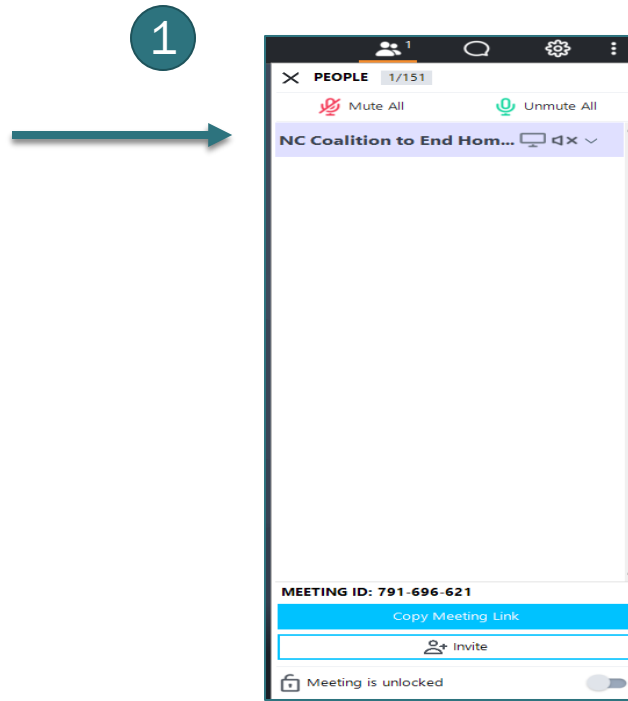
Camera

- To foster connection, we encourage every member to **turn on** their camera. Graphic is at the bottom of your screen.
- We have a lot of people! It may be easier to set the cameras to only show who is currently speaking. You can access this setting at the top of the screen.



Attendance

- Participants should right click on the caller marked as 'me' and fill in their full name and email address.
- Please enable your webcam (if possible).
Let's get to know each other as much as possible!



Staff Changes

- Departures
 - Jasmin Volkel
 - Amy Sawyer

- New staff TBD



Agenda



Agenda

- ICCHP and COVID-19
- CoC Scorecard
- Racial Equity Assessment



ICCHP and COVID-19



NORTH CAROLINA INTERAGENCY COUNCIL FOR COORDINATING HOMELESS PROGRAMS (ICCHP)

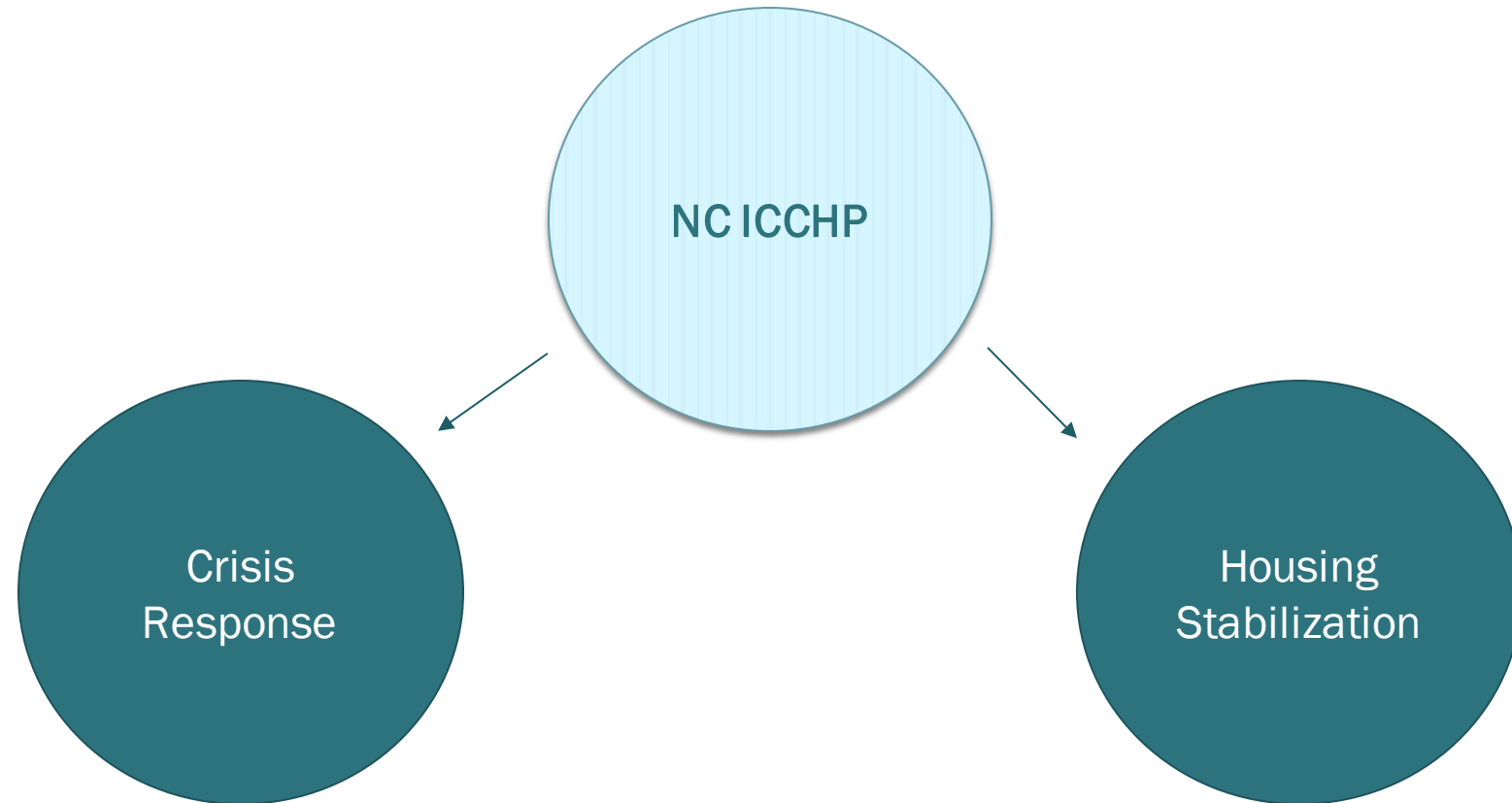
The Executive Order identifies the four duties of the ICCHP:

1. Advise the Governor, the Secretary for the NC Department of Health and Human Services, other state agencies and partners on issues related to housing stabilization for people who are homeless or at risk of becoming homeless.
2. Identify and secure resources.
3. Promote evidence-based best practices to address the needs of people who are homeless or at risk of homelessness.
4. Make recommendations for short- and long-term policy initiatives that increase permanent housing, identify barriers, and provide options to enhance the services provision for people who are homeless or at risk of homelessness.



| | | |
|--|--|---|
| <p>Erika Ferguson, Chairperson NC Department of Health and Human Services</p> | <p>Denise Neunaber, Co-Chairperson NC Coalition to End Homelessness</p> | |
| <p>Robert Collins for Tony Copeland NC Department of Commerce</p> | <p>Representative Yvonne Lewis NC House of Representatives</p> | <p>Lisa Phillips Department of Public Instruction</p> |
| <p>Demetrius Pulley for Mike Daniska NC Department of Public Safety</p> | <p>David Locklear NC Department of Health and Human Services</p> | <p>Delores Taylor Cumberland County</p> |
| <p>Samuel Gunter NC Housing Coalition</p> | <p>Emily Locklear Southeast Family Violence Center</p> | <p>Secretary Machel Sanders Department of Administration</p> |
| <p>John “JJ” Evans NC Community College System</p> | <p>Joyce Massey-Smith NC DHHS-Division of Aging and Adult Services</p> | <p>Senator Joyce Waddell NC Senate</p> |
| <p>Scott Farmer NC Housing Finance Agency</p> | <p>Deronda Metz Salvation Army of Charlotte</p> | <p>Kristen Walker NC Office of State Budget and Management</p> |
| <p>Ryan Fehrman Families Moving Forward, Durham</p> | <p>Fred Mills Mills Construction</p> | <p>E. Marie Watson Johnston-Lee- Harnett Community Action Agency</p> |
| <p>Sam Hedrick NC Department of Health and Human Services</p> | <p>David Nash Asheville Housing Authority</p> | <p>Representative Shelly Willingham NC House of Representatives</p> |
| <p>Rube Holmes Private Citizen</p> | <p>Mellin Parker City of Winston-Salem</p> | <p>John White NC Department of Corrections</p> |

ICCHP COVID-19 Response Workgroups



Interagency Council on Coordinating Homeless Programs (ICCHP) Priorities for COVID-19 Response

Crisis Response

- Sheltered Settings
- Unsheltered Settings
- Non-congregate Shelter

Housing Stability

- Prevention
- Diversion/Rehousing (Back@Home/Safe@Home)
- Long-term Assistance
- Direct Landlord Relief





**Applying a
Racial
Equity Lens
to the
ICCHP**

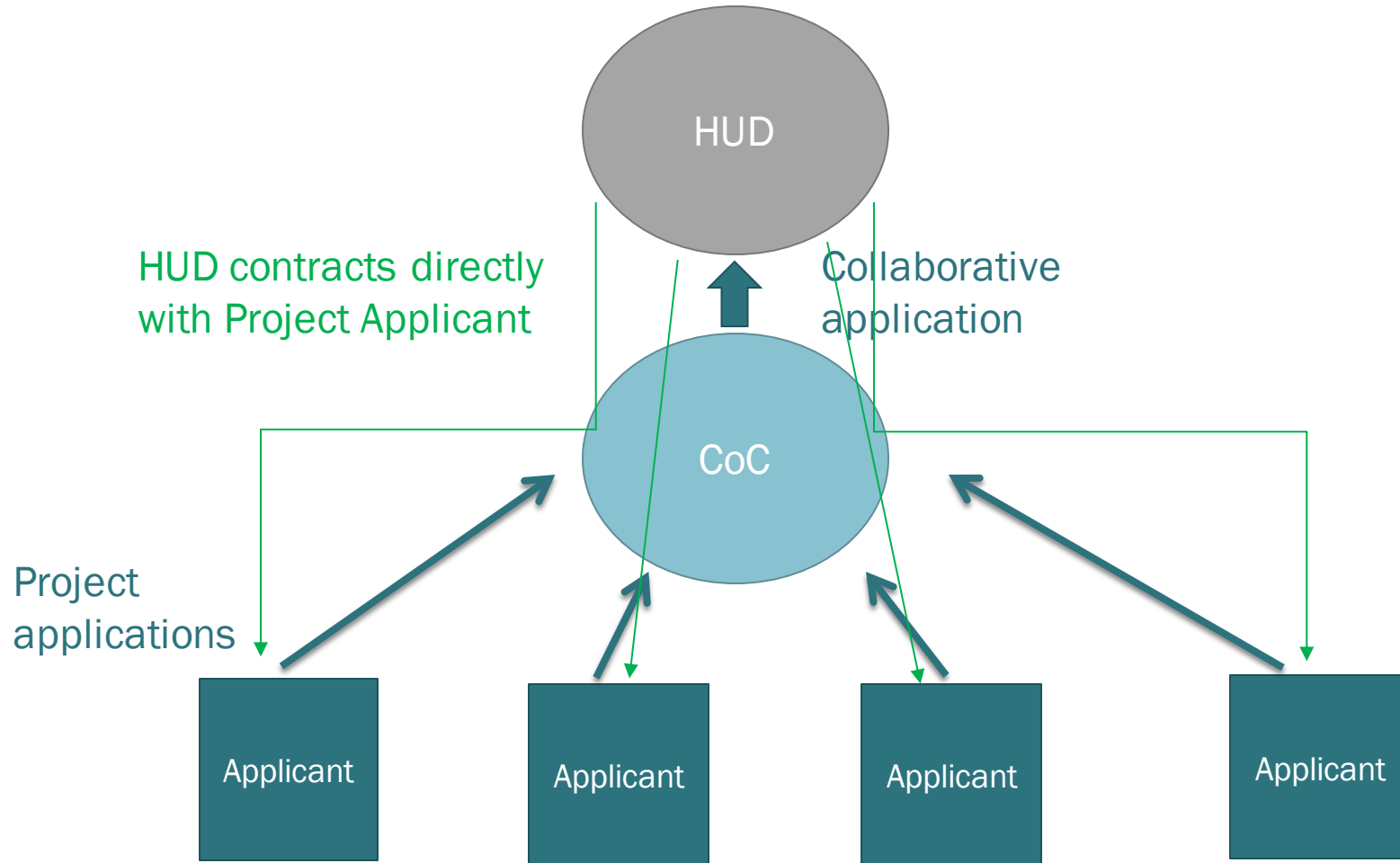
Increased representation of POC on the ICCHP Workgroups

Create a decision-making framework to minimize bias further marginalization of POC

CoC Competition Scorecard



The CoC application process happens at the CoC level (NCCEH) for NC BoS CoC



Why do we score and rank applications?

- Scorecard allows CoC to prioritize funding based on HUD and CoC priorities and need
- Ensures CoC prioritizes funding for projects that have high performance and manage funds well
- Required by HUD in application process



The Scorecard Committee creates scorecards for new & renewal grants.

4 Goals of Scorecards:

1. Fund organizations that have the capacity to run effective programs
2. Fund projects that reflect the NC BoS CoC & HUD's priorities
3. Incentivize agencies to be good partners
4. Ensure that funded projects are being good stewards of NC BoS CoC funding and performing to NC BoS CoC standards



Why Include Racial Equity Questions?

01

Signal

- Signal to grantees that Racial Equity is a priority with the Balance of State.

02

Forecast

- Forecast to grantees that Racial Equity will be a focus of work and evaluation over the coming year.

03

Help

- Help the Balance of State provide a more detailed response to HUD regarding current racial equity activity throughout the BoS.



Sample RE Questions



Access for Clients

- Does the applicant provide intake forms in other languages besides English?
- Does the applicant provide guidelines/program rules in other languages besides English?
- Does the applicant have client-facing bilingual staff?



Staff, Leadership & Hiring Practices

- Does the applicant have an Anti-discrimination Policy?
 - Points in 2020, Standard in 2021
- Has staff been sent to a training for Racial Equity or Anti-Discrimination
 - Please list the date and percentage of staff that attended:



Policies & Training

- Does the applicant have an equal access hiring clause in job postings?
- What percentage of your Board of Directors are non-white?



Demographics Comparison

For the past year (Jan 1, 2019-December 31, 2019)*

| Project Name | | | | |
|--|----------------|----------------------------|--|--------------------|
| Project Type | | | | |
| | Clients Served | Client-Facing Agency Staff | Agency Leadership (directors, managers, supervisors) | Board of Directors |
| Everyone | | | | |
| American Indian or Alaska Native | | | | |
| Asian | | | | |
| Black or African American | | | | |
| Native Hawaiian and Other Pacific Islander | | | | |
| White | | | | |
| Multiple Races | | | | |
| Unknown | | | | |
| Ethnicity | | | | |
| Hispanic or Latino | | | | |
| Non-Hispanic or Latino | | | | |

Priority-level for these?



2020 CoC Competition

- Many federal partners are advocating for a reduced 2020 CoC Application
- NC BoS CoC will still conduct a Racial Equity Assessment
 - Timeline is uncertain
 - May continue to utilize baseline assessment data
 - Plan for addendums to the assessment in future years



Racial Equity Assessment Workgroup

- Members
 - James Mercer, The Mercer Foundation, Inc
 - Deniece Cole, Spiritual Destiny Int'l
 - Teresa Robinson, Community Link
- Sign-up is still open! Email bos@ncceh.org if you are interested!



Wrap Up

Next Meeting:

Wednesday, June 17, 9:00-10:00 A.M.

Keep in touch

bos@ncceh.org

919.755.4393

