Racial Equity Subcommittee Meeting

NC Balance of State CoC

June 15, 2022 at 11:30 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

Your line is not muted.
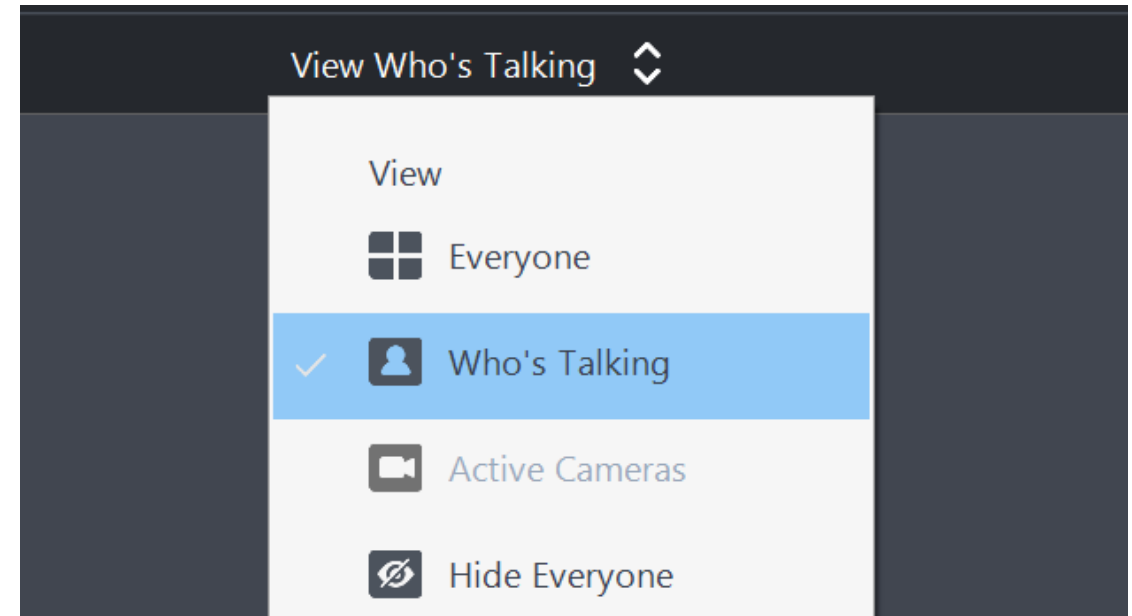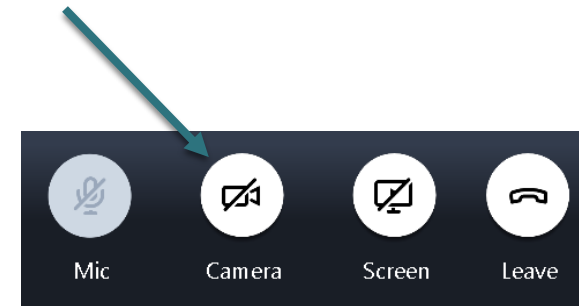
Please mute yourself.

The chat box is available to use anytime.

Camera

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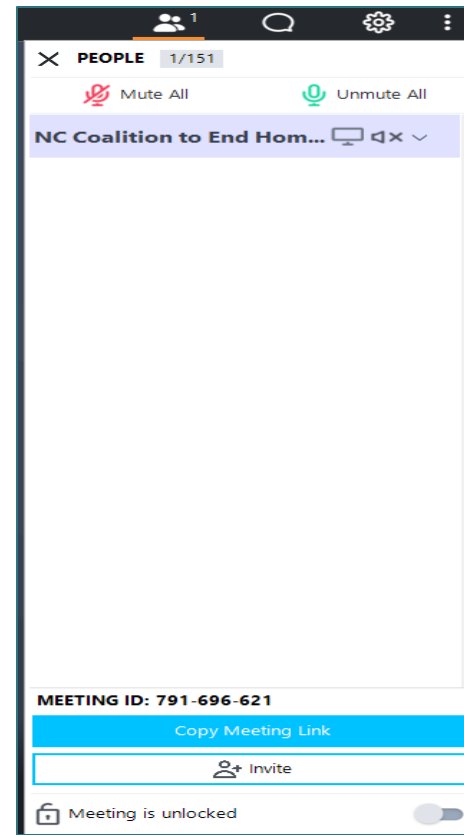
We have a lot of people! It may be easier to set the cameras to only show who is currently speaking. You can access this setting at the **top of the screen.**
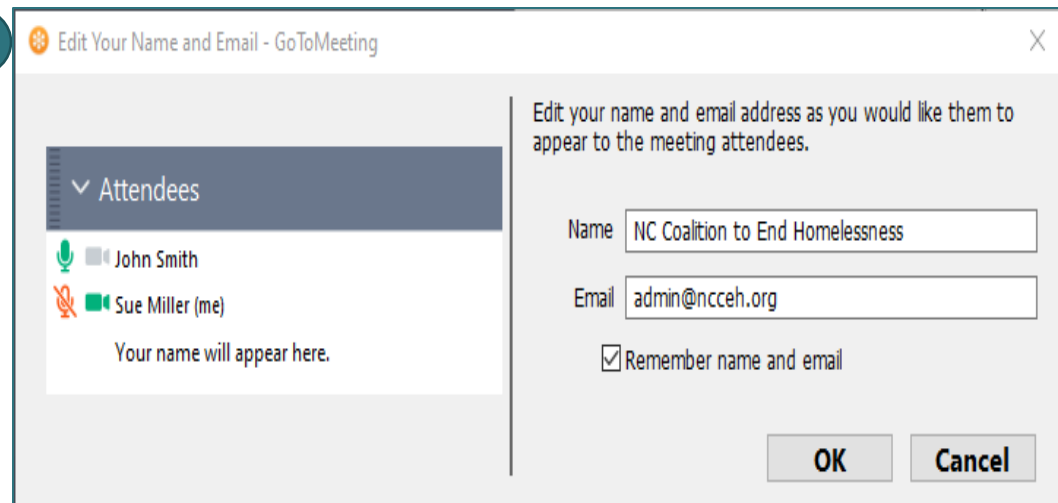
Attendance

- 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!

Agenda

Agenda

Introductions

Celebrations — **Share your successes in the chat box!**

RE Assessment 2022

Governance/Policy Updates

RE Dialogue Update

Equity Initiative Update

Celebrations and Announcements

# Racial Equity Assessment

Background:
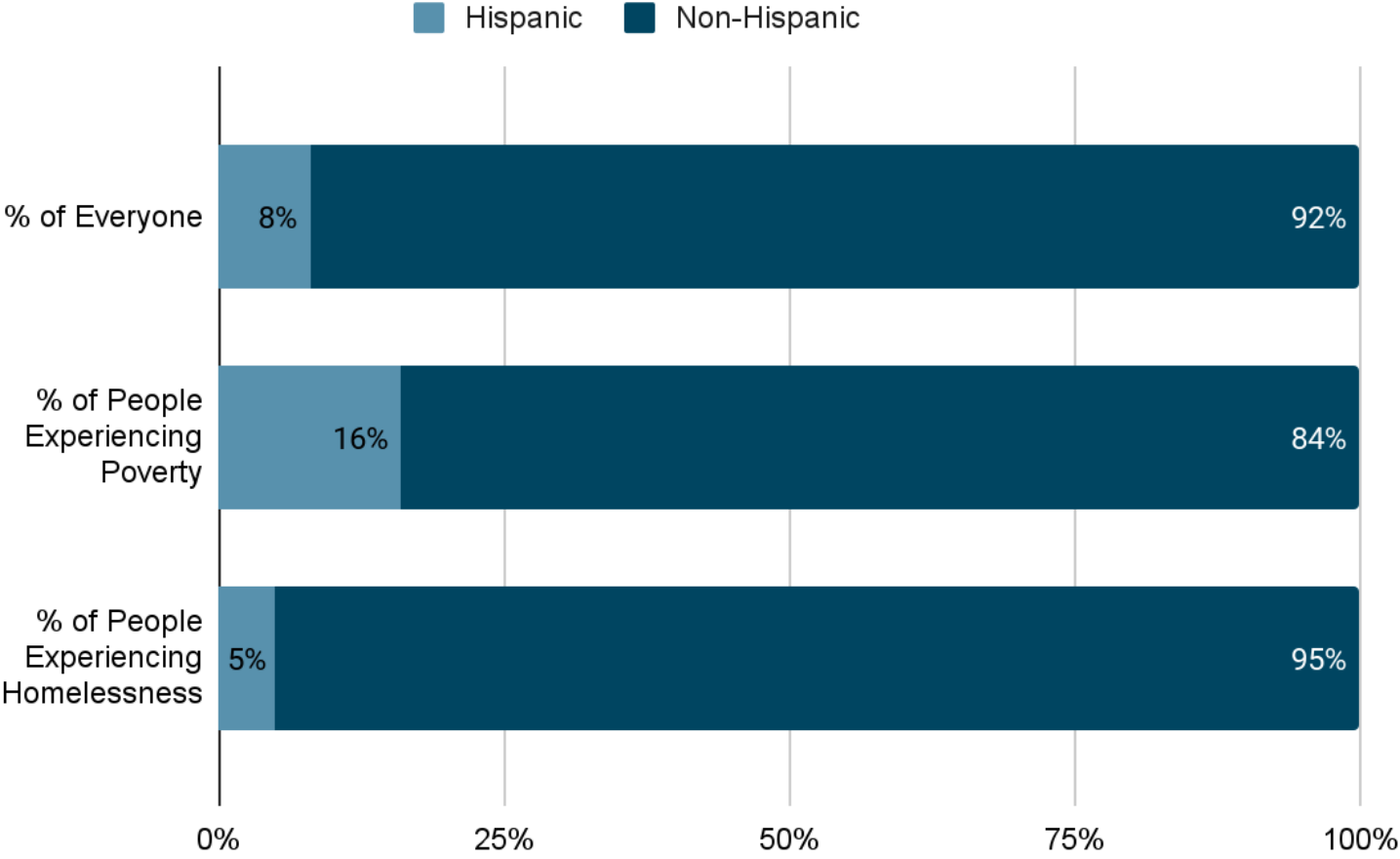
- NC Balance of State has published a Racial Equity Assessment annually since 2019
- HUD has encouraged assessments on racial disparities through CoC scoring
- All NC BoS CoC Racial Equity Assessments are posted to the Racial Equity Subcommittee's webpage:

  https://www.ncceh.org/bos/subcommittees/racialequity/

Point in Time and Census Disparities
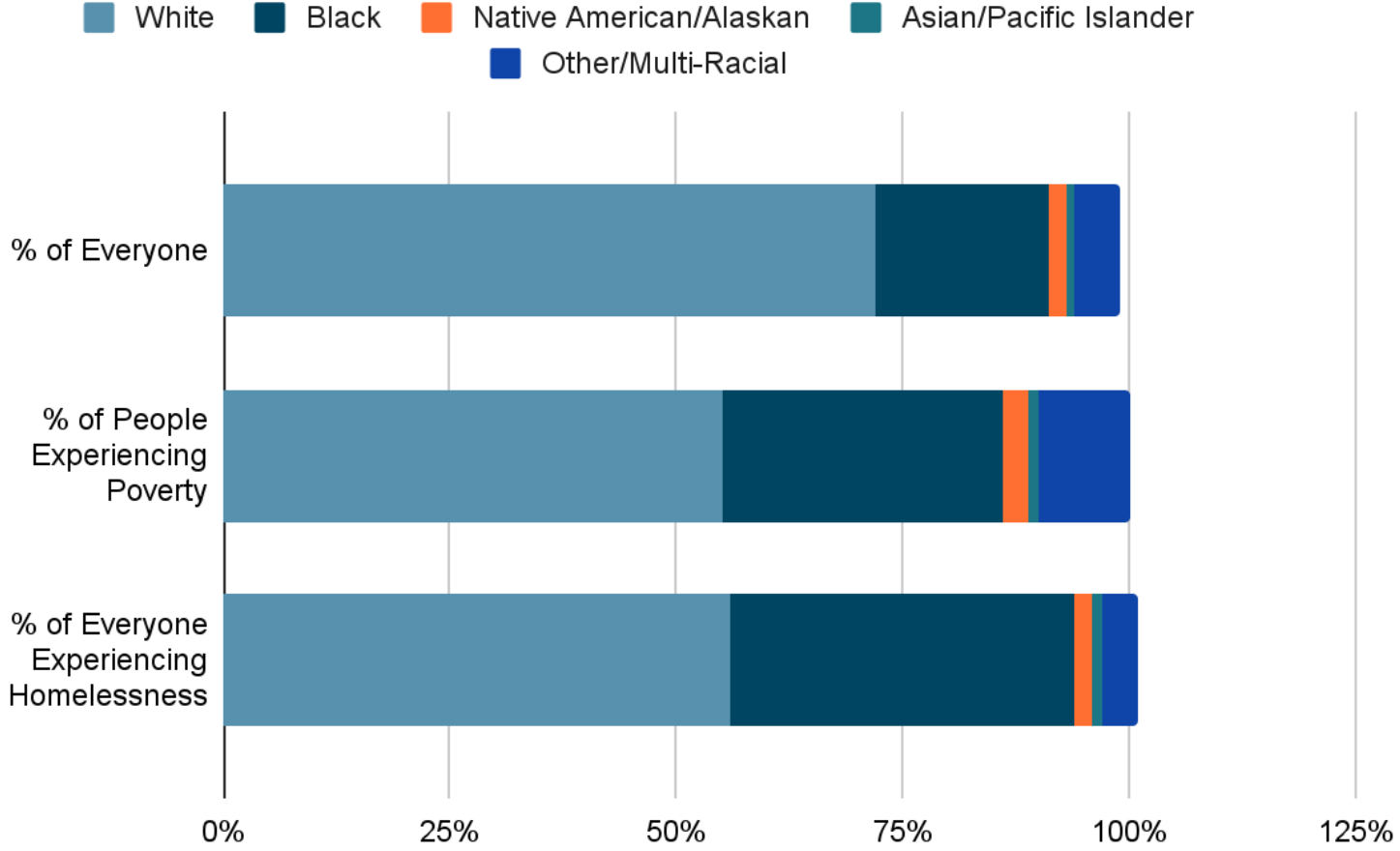
Point in Time and Census Disparities

HMIS Data Disparities

Average Days Homeless (by project stay)

Race/Ethnicity	Average Days Homeless
White Non-Hispanic/Non-Latino	107
Black or African American	137
Multiple Races	90
White, Hispanic/Latino	78
American Indian or Alaska Native	74
Asian	103
Native Hawaiian or Other Pacific Islander	61
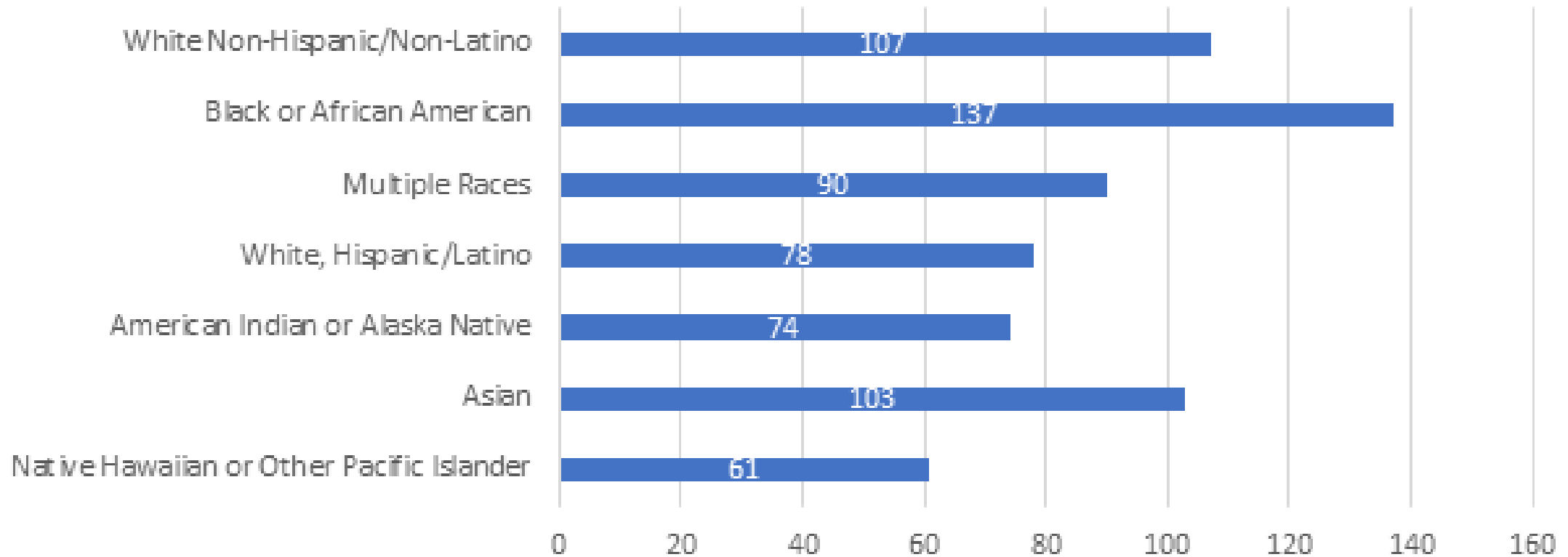
Coordinated Entry Disparities

VI-SPDAT CE Assessment by Race
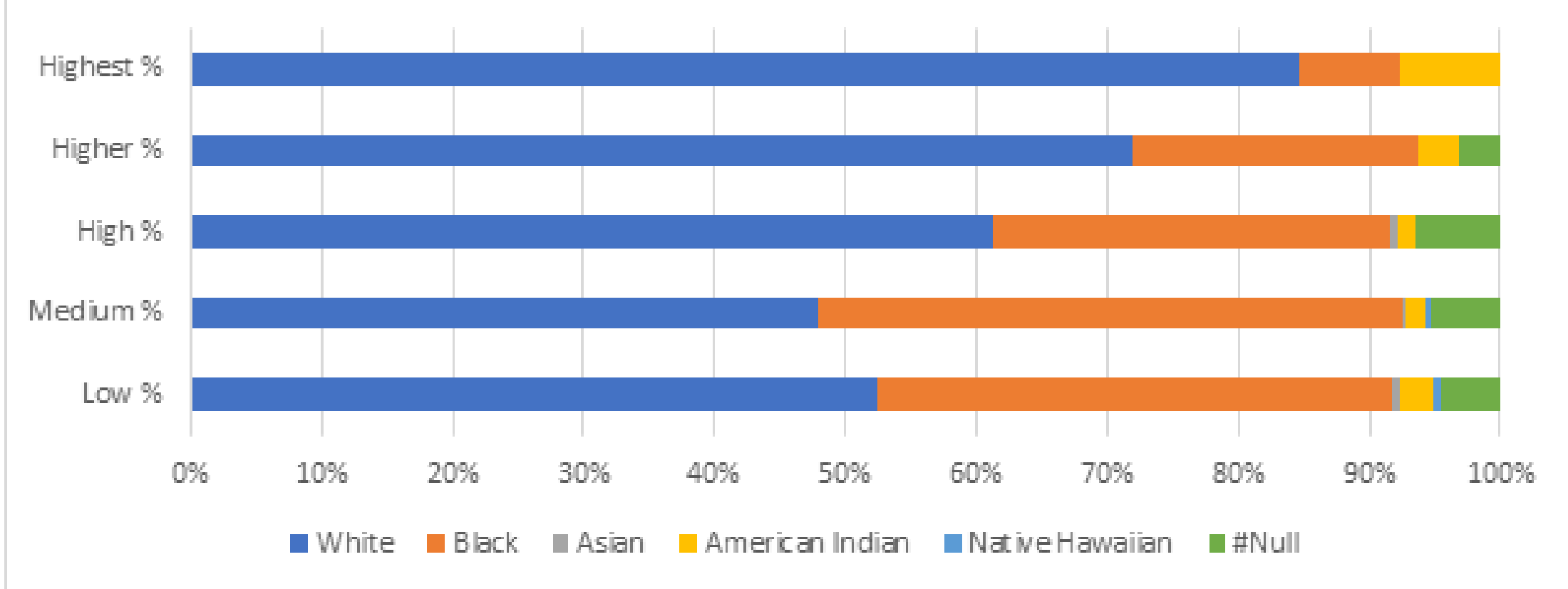
Coordinated Entry Disparities

VI-SPDAT CE Assessment by Ethnicity

Legend: Hispanic/Latino, Non-Hispanic/Non-Latino, #Null

Categories: Highest %, Higher %, High %, Medium %, Low %
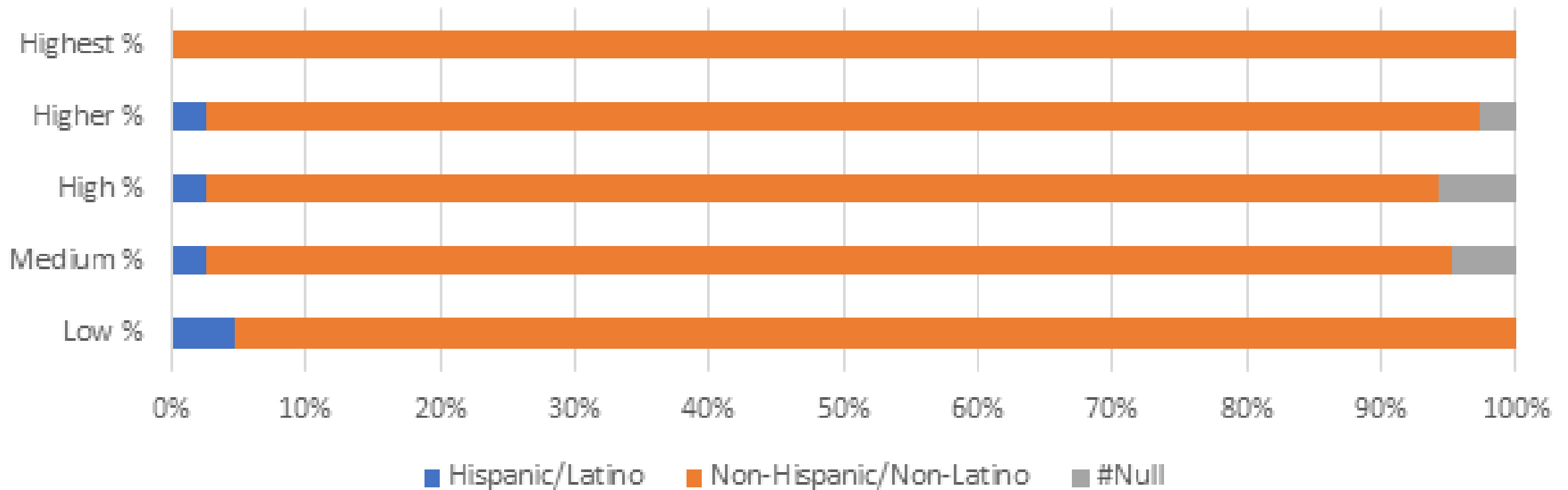
Timeline / Next Steps

June 2022

- Data Center staff run the numbers

July 2022

- Data Center and Balance of State draft assessment

August 2022

- Racial Equity Sub-Committee reviews, edits, improves, and approves

September 2022

- Steering Committee adopts

Governance and Policy Updates

The Steering Committee approved 3 important pieces of policy at the June 07 meeting.

- CoC Competition Scorecard
- ESG Funding Priorities
- Anti-Discrimination Policy

All of these documents further the CoC's ability to impact racial disparities!

CoC Competition Scorecard

- CoC funding supports Permanent Supportive Housing and Rapid Rehousing programs.

- The Scorecard governing program applications has an updated racial equity section.

- The Racial Equity Subcommittee approved edits to this scorecard in April 2022

- After a review and minor edits from the Scorecard Committee, The Steering Committee has approved the 2022 CoC Scorecard.

ESG Funding Priorities

- ESG funding provides support for Street Outreach, Emergency Shelter, Rapid Rehousing, Diversion, and HMIS.

- The funding priorities document helps set goals and direction for decision making in allocating ESG funding to provider agencies.

- Was last updated in 2019 and the 2022 updates have significantly changed the document. A Racial Equity Section was established as a funding priority. Does not provide much in the way of specific recommendations or requirements for agencies, prioritizes agencies that *are* working toward racial equity for funding and lays the foundation for future racial equity requirements for ESG recipients.

- Steering Committee approved the CY23 ESG Funding Priorities on June 7

Anti-Discrimination Policy edits

- The NC BoS CoC Anti-Discrimination Policy establishes baselines that any funded agencies must follow in avoiding discriminating against clients.

- New Racial Equity section has been added in 2022, which establishes equity, beyond just explicit and overt acts of discrimination, as a foundational part of the anti-discrimination policy.

- Language mirrors the CoC Scorecard, suggesting training for staff, diversity in staff/leadership/board recruitment/hiring, bi-lingual staff, and inclusion of persons with lived experience of homelessness.

- Steering Committee approved this policy on June 07

- Anti-Discrimination Policy training held on June 08.

These are big wins!

- Racial Equity language in these 3 documents might not feel like much of a victory. But all of these documents have the power to influence how providers write their policies and procedures and continue to put pressure on providers to implement real racial equity strategies.

- All these documents can also be built upon, further edited, and strengthened!
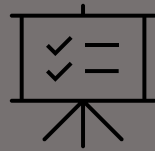
Racial Equity Dialogue Series

Next RE Dialogue

- Will take place Tuesday 6/21
- Topic: Impacts of Stress and Trauma on People of Color Experiencing Homelessness

- Link to register has been sent out- please join us!

- Join the workgroup if you are interested in making these happen

Equity Initiative

Equity Initiative Core Team

HELP WANTED

**RACIAL EQUITY
INITIATIVE CORE TEAM**

We are seeking diverse candidates with lived experience with homelessness to participate in a group that will create new policies to ensure our CoC's housing opportunities are fair to all!

WHEN

- Through December
- About to 2-3 hrs/wk
- Meeting time can be flexible

WHERE

- Virtual meetings on Zoom or Microsoft Teams
- You'll need access to a smart phone or computer and the internet.
- We may be able to help!

Agenda items for next meeting?

- What needs to be discussed?

Wrap Up

Next Meeting:
- July 20
- 11:30 A.M.

Keep in touch
- bos@ncceh.org
- 919.755.4393