Racial Equity Subcommittee Meeting

NC Balance of State CoC

September 21, 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.
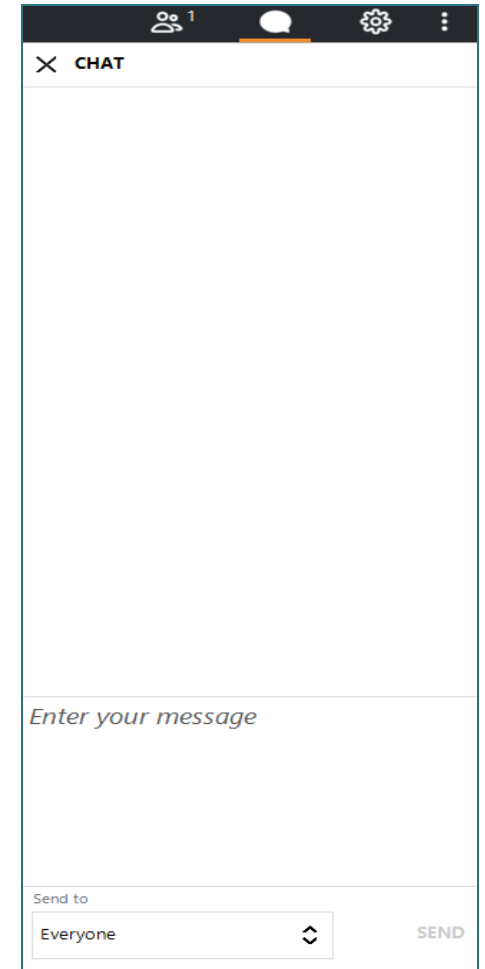
Logistics

Welcome

Your line is not muted.

Please mute yourself.

The chat box is available to use anytime.

CHAT

Enter your message

Send to
Everyone
SEND

Camera

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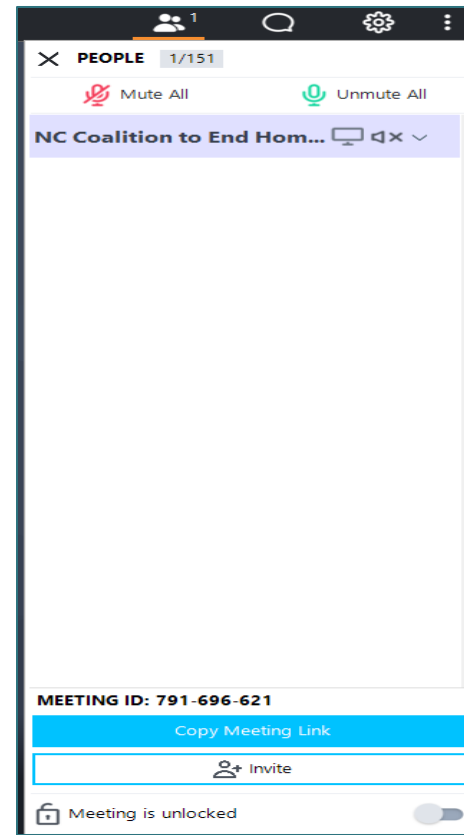
We have a lot of people! It may be easier to set the cameras to only show who is currently speaking. You can access this setting at the **top of the screen.**
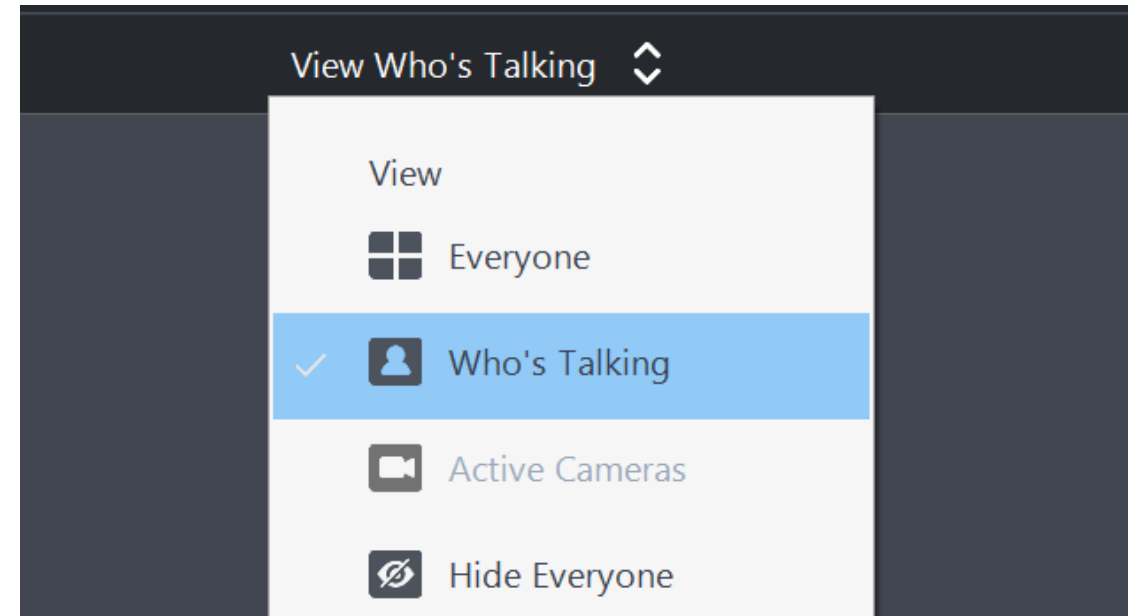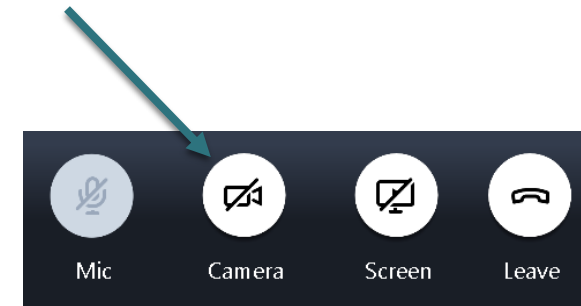
Attendance

- 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!
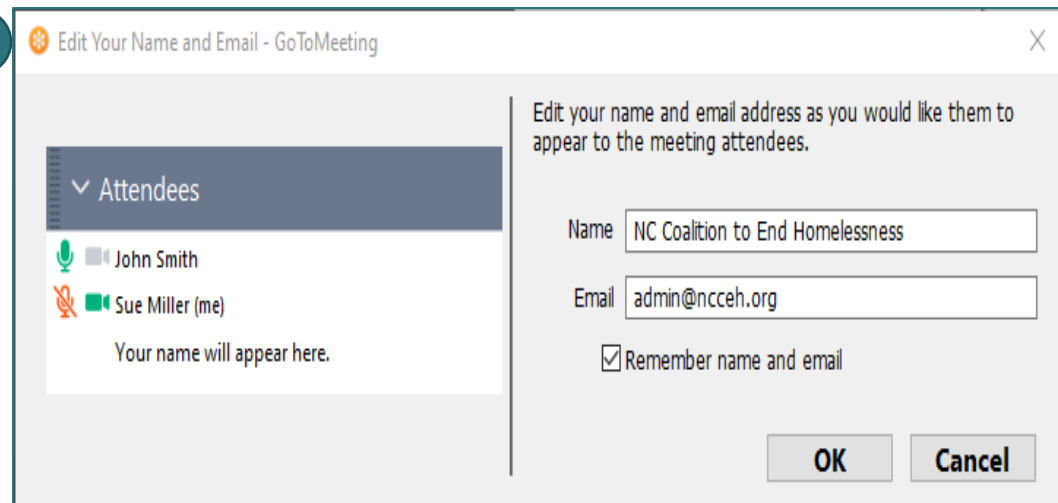
Agenda

Agenda

Introductions

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

RE questions in scorecards

RE Assessment

Work Group Updates

Celebrations and Announcements

Impact of racial equity in funding competitions

Emergency Solutions Grant funding

- ESG funding can be used for
    - Street Outreach
    - Emergency Shelter
    - Rapid Rehousing
    - Homelessness Prevention
    - HMIS
- Total available to NC BoS CoC for CY'23: $2,531,321
- 33 Renewal applications and 13 new applications were received.

ESG:

- NCCEH required a separate "Supplemental Information Form" in this year's competition with questions focused on racial equity, language access, and inclusion of persons with lived experience of homelessness.

- These questions largely mirrored the questions developed by the Racial Equity Subcommittee for the CoC funding competition in 2020.

- The scorecard used for reviewing applications was also updated to include an Equity section

Impact of RE questions on ESG funding

- Renewal agencies: *15 non-threshold Agency wide points,* **10 of which were Equity** *(median 10, min 2, max 14)*
  - **% of points from equity questions for every program type:**
  - **SO (10/25)**
  - **ES (10/26)**
  - **HP (10/26)**
  - **RRH (10/31)**
  - **HMIS (10/19)**

- Median Equity Score by Program Type:
  - SO: 5
  - ES: 6
  - HP: 5
  - RRH: 5
  - HMIS: 5.5

Decision making process for ESG applications

- Applications were scored using "met/unmet" criteria.
- Scores were totaled and median scores were established by program type across the whole CoC.
- Agencies that did not meet the median score were not eligible for an increase in funding over last year's award.
- Because of new requirements and changes to the process over last year, the Steering Committee took a "hold harmless" approach this year and no renewal agency was fully defunded.
- It is still safe to say that the low scores in the equity sections kept a number of agencies from reaching a median score and being eligible for expanded funding.

CoC annual funding nearly $14 million available

- CoC funding covers:
  - Rapid Rehousing
  - Permanent Supportive Housing
  - SSO

- 25 Renewal project applications received
  - 18 PSH
  - 7 RRH
- 6 New project applications received
  - 3 PSH
  - 1 RRH
  - 2 DV Bonus projects

CoC scoring

- CoC scoring is divided into Thresholds, Standards, and Points (PSH: 184, RRH 156 total)

- Racial Equity Section:
  - 10 questions total
  - 3 Standards
  - 7 Points (total of 29 points available)

- New Standards question this year: "(nonprofits only) Do Individuals that are Black, Indigenous, or People of Color (BIPOC) comprise at least 20% of your Board of Directors.

Anti-Discrimination Policy standard was weighted

- Having an anti-discrimination policy in full compliance with the NC BoS CoC was weighed heavily, as a Key Standard, in the final priority ranking list recommended by the PRC and approved by the Steering Committee

- PRC used precedent from last year to pull down projects missing the anti-discrimination policy standard.

- 2 renewal agencies missed this standard. Both had scored 0s on the Equity Section. Combined with performance concerns these two agencies (New Reidsville Housing Authority, and Rocking Co Help for the Homeless) were not included in the final ranking list.

Racial Equity Assessment 2022

Racial Equity Assessment

- Adopted by Steering Committee 9/20 and posted online
  - https://www.ncceh.org/bos/
  - https://www.ncceh.org/bos/subcommittees/racialequity/

Key areas of action

- *Collaborative and Inclusive Dialogue and Action:*
  - Improve representation on Steering Committee, subcommittees, and workgroups
  - Support the Racial Equity Subcommittee and the Lived Expertise Advisory Council (LEAC)
    - Continue to review policy changes and procedure changes
    - Leverage anti-discrimination policy and written standards to facilitate these discussions.
    - Coordinate joint-action between these two subcommittees
  - Host dialogue calls on racial equity that engage CoC
  - Foster partnerships for investment in projects serving and led by people of color.

Key areas of action

- *Training and Support:*
  - Deepen the racial equity questions and checks in funding process scorecards and program monitoring and oversight.
  - Share resources on racial equity with CoC stakeholders and offer time to stakeholders for dialogue and questions, especially around analyzing their agency's data.
  - Direct providers to expert training sources for support developing more racially equitable practices within agencies and community systems like Coordinated Entry.

Key areas of action

- *Data Collection and Assessment:*
  - Continue to encourage and support better data quality
  - Include age, ethnicity, and gender in the analysis
  - Conduct qualitative research to enhance the current assessment to understand the experience of people accessing the system
  - Develop additional questions with support from the Equity Initiative's Core Team have already brainstormed avenues:
    - Chronic Homeless rates by race and ethnicity
    - Regional racial and ethnic disparities
    - Prevention/Diversion project enrollment by race and ethnicity
  - Develop a more equitable Assessment and Prioritization Tool for Coordinated Entry led by the Core Team from HUD's 2022 Equity Initiative
  - Report on system performance measures for the Coordinated Entry System, by race and ethnicity
  - Study the demographics of agency staff providing services and compare to the people being served
  - Review the Racial Equity Scorecard for effectiveness in funding competitions

Equity Initiative
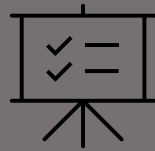
Equity Initiative Core Team

- NC BoS CoC is participating in a national cohort of CoC's attempting to improve equity in their Coordinated Entry systems

- Power-mapping, action plan, and accountability metrics are all being developed now!

Tentative Action Plan

Overall Results Statement

- All Black/African Americans experiencing homelessness in North Carolina Balance of State are swiftly assessed and connected to safe, stable, and suitable permanent housing and housing resources.

Targeted Goal Statement

- Between October and December 2023 Black/African Americans who are being assessed for prioritization are proportionally represented in high scores through the assessment
  - For context, Black folks represent less than 10% of the highest score in the VISPDAT! so 40-50% is a great first goal

Tentative Action Plan

- New Assessment/Survey/Training Outline Design Complete - Dec 2022

- Stakeholder review (REC, Healthcare, etc.) - Jan 2023

- Regional Pilot Implementation - April 2023

- Receive feedback from clients and assessors and implement changes - TBD

- Training/Rolling out to all Regions - TBD

- Full adoption by October - Dec 2023

Racial Equity Dialogue Series

Next RE Dialogue

- Will take place Tuesday 10/18
- Topic: Housing Solutions for the Future/Building Toward Better

- Register here: https://www.ncceh.org/events/1573/

Agenda items for next meeting?

- What needs to be discussed?

Wrap Up

Next Meeting:
- October 19
- 11:30 A.M.

Keep in touch
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- 919.755.4393