Racial Equity Subcommittee Meeting

NC Balance of State CoC

February 15, 2023 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.

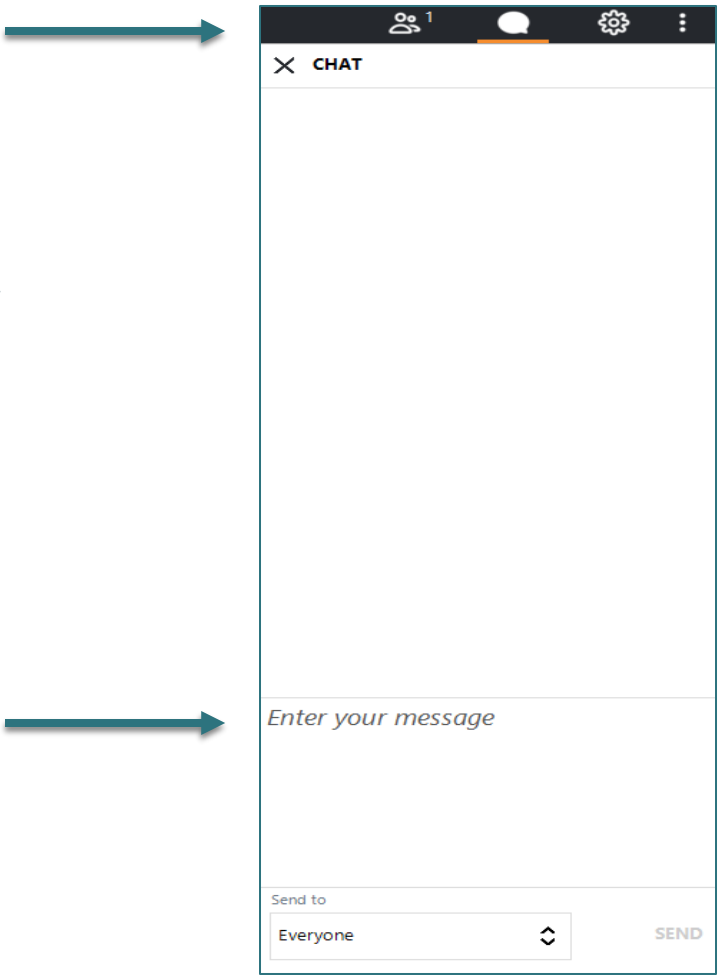
Logistics

Welcome

Your line is not muted.

Please mute yourself.

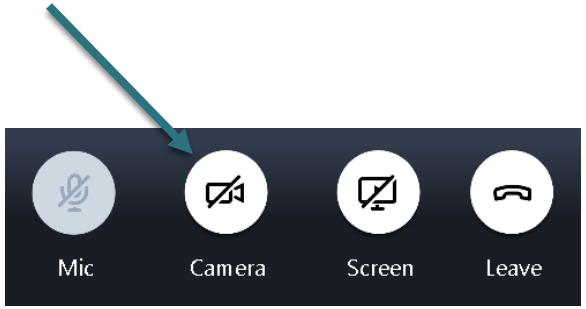
The chat box is available to use anytime.

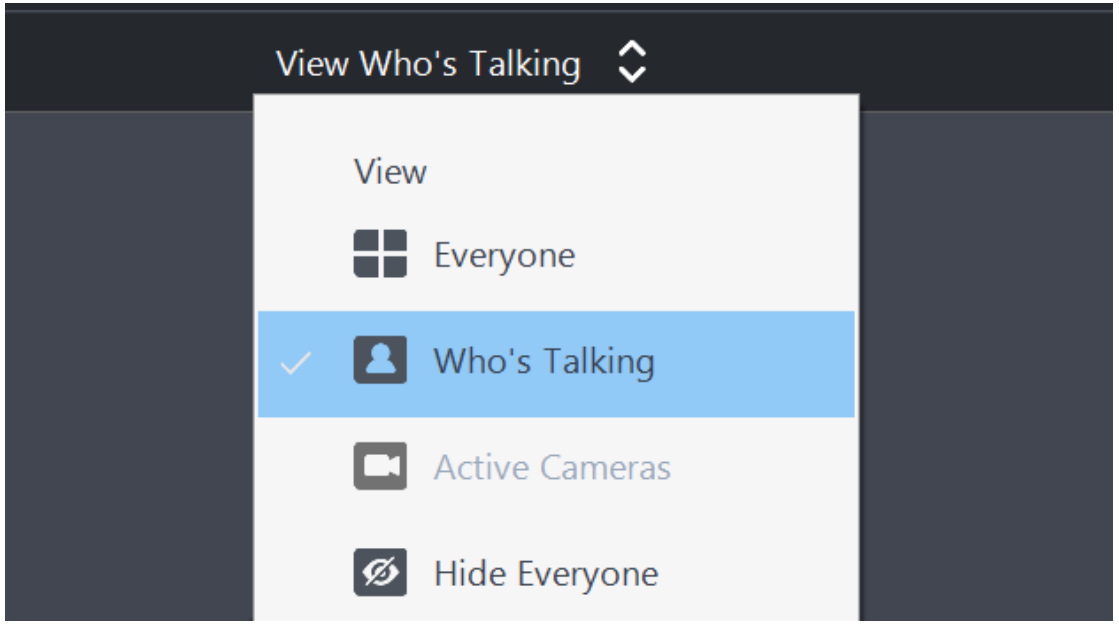


Camera

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.**

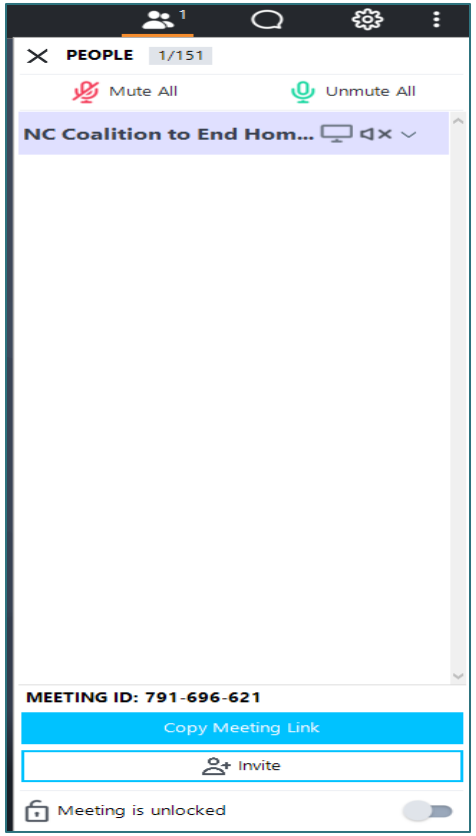




Attendance

- 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!

1



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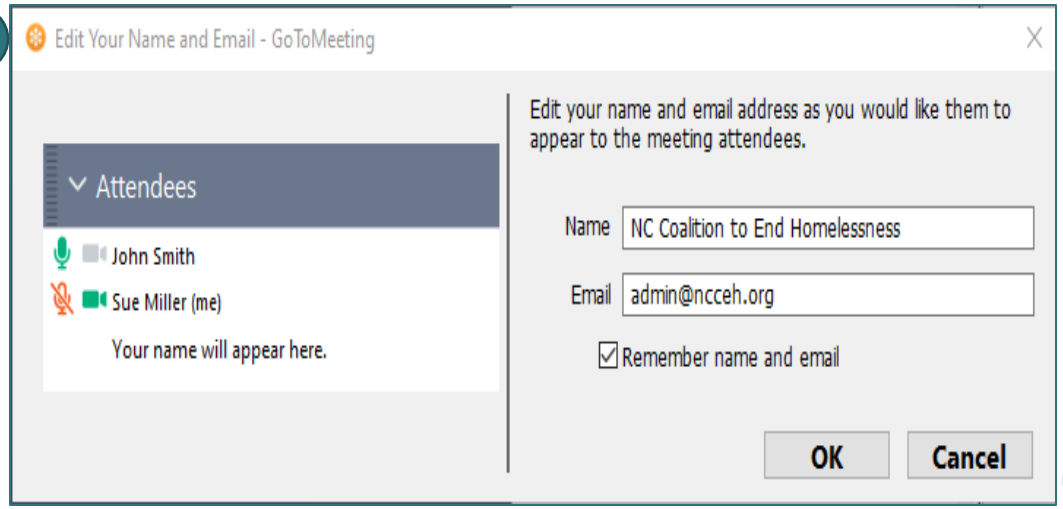


Agenda

Agenda

Celebrations

Share your successes in the chat box!

Subcommittee overview

Introductions

Scorecard amendments

Celebrations and Announcements

Recommendation from Ad-hoc Scorecard work group

Ad-hoc group formed to review competition scorecards.

- Kenett Melgar
- Dr. Deniece Cole
- Tracey Gruver

- Ad-hoc work group reviewed materials, met to discuss potential changes, and provided feedback on a proposed draft.

- Scorecards guide how applications for federal funding are scored. Equity questions in 2 scorecards were reviewed, the ESG competition and the CoC competition.

Scorecards are publicly available tools

- ESG scorecard: https://www.ncceh.org/files/12427/

- CoC Competition
  - New Applicant Scorecard: https://www.ncceh.org/files/12332/
  - Renewal Applicant Scorecard: https://www.ncceh.org/files/12333/

Work Group Recommendations

- **All Scorecards:** Replace “Does the applicant have an arrangement for interpreter services?” with:
  - “Does your organization have an arrangement for professional/trained interpretation services? In-person or remote interpretation from trained providers are both applicable. Staff can be considered interpreters if they have been trained or certified as interpreters. Bi-lingual staff or volunteers without documented training (internal or external) or certification do not qualify as trained interpreters.”
- **CoC New and Renewal Scorecards only:** Increase the weight of the above interpretation question to a “Standard” over a “Points” question.

Work Group Recommendations

- **All Scorecards:** Replace question “Has the agency sent staff to an external (outside of the agency and NCCEH) training for Racial Equity or Anti-Discrimination in the last 12 months? Examples include the RE Institute trainings or United Way’s 21 Day Challenge for RE. Attending the NC BoS CoC Racial Equity Dialogue Series is encouraged but does not count as an external staff training” with
  - “Has your staff engaged in professional racial equity training in the past 12 months for the purpose of impacting equity within your agency? Examples include the Racial Equity Institute (REI) Phase 1 or Groundwater trainings, Organizing Against Racism (OAR) training, or Race Forward training. Include certification or proof of attendance”

Work Group Recommendations

- **All Scorecards: Add new question –**
  - "Has your staff attended community events, conferences, or panel conversations in the past 12 months on the topic of racial equity, anti-racism, or indigenous rights? Please include the number of staff that attended. Benchmark at 20% of total staff."

- **All Scorecards:** Include FAQ sheet explaining some common misunderstandings in the Equity section.

Racial Equity Subcommittee Approval

- Questions?

- Motion to approve?

Racial Equity Dialogue Work Group

Racial Equity Dialogue Series

- Holding 3 dialogue calls this year:
  - April 18
  - June 20
  - October 17
  - Registration will be released closer to the dates
- We're excited this year for:
  - New and returning members
  - More interactive format

Equity Initiative

CE Equity Initiative

With limited resources, how do we know who to serve next?

- Current Coordinated Entry Assessment is racially biased

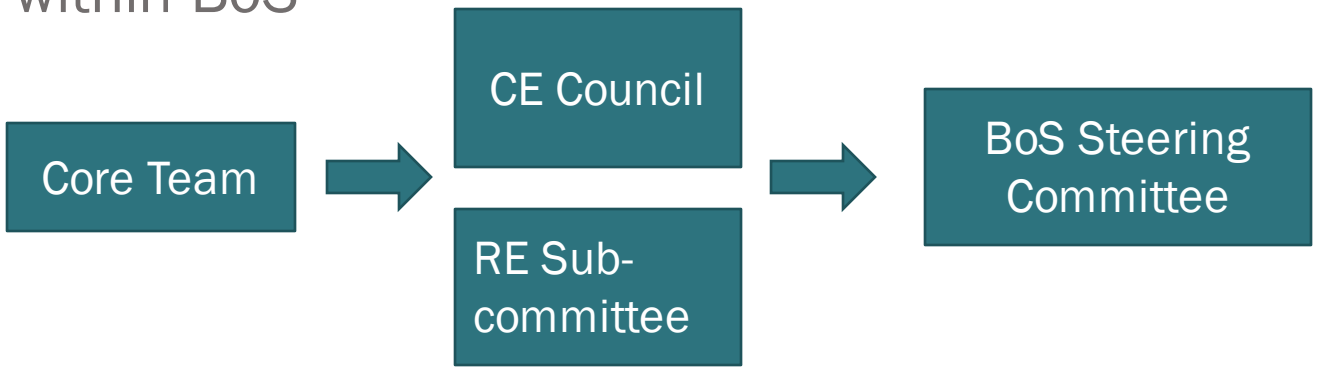
CE Equity Initiative

- Planning for the new assessment
  - Goal: By December 2023, North Carolina Balance of State aims to proportionally increase the scores of Black/African Americans assessed through a revised assessment to 43%
  - Categories of questions: Safety Risk, Housing and Homeless History, Health and Wellness, Family unit
    - Focusing on challenges to housing to prioritize

- Bringing It Home Conference Proposal submitted: "Centering Equity to Redesign Coordinated Entry Assessment and Prioritization"

CE Equity Initiative

- Approval within BoS



- Timeline
  - ~~Draft Phase (October – December 2022)~~
  - Revision with Stakeholders Phase (January – March 2023)
  - Pilot Phase (April – June 2023)
  - Analysis & Revision with Community Phase (July – August 2023)
  - Training Phase (September – October 2023)
  - Launch Phase (November 2023 – January 2024)

Bringing It Home Conference

Bringing It Home

- Annual statewide conference for homeless service providers
  - May 2-3, 2023 virtual
  - Registration will open very end of February
- Racial Equity Sessions
  - 1 long workshop
  - 2 short workshops
  - Many that incorporate RE
- Scholarships available

Data Updates

RE Assessment Workgroup

- Annual report on equity disparities in the homeless response system, including commitments to improve equity by the CoC
  - 2022 and previous assessments are posted to the subcommittee webpage: https://www.ncceh.org/bos/subcommittees/racialequity/
- Workgroup to collaborate with Andrea and Tim (Data Analyst) on what data to include, how to present, and narrative analysis between May-July

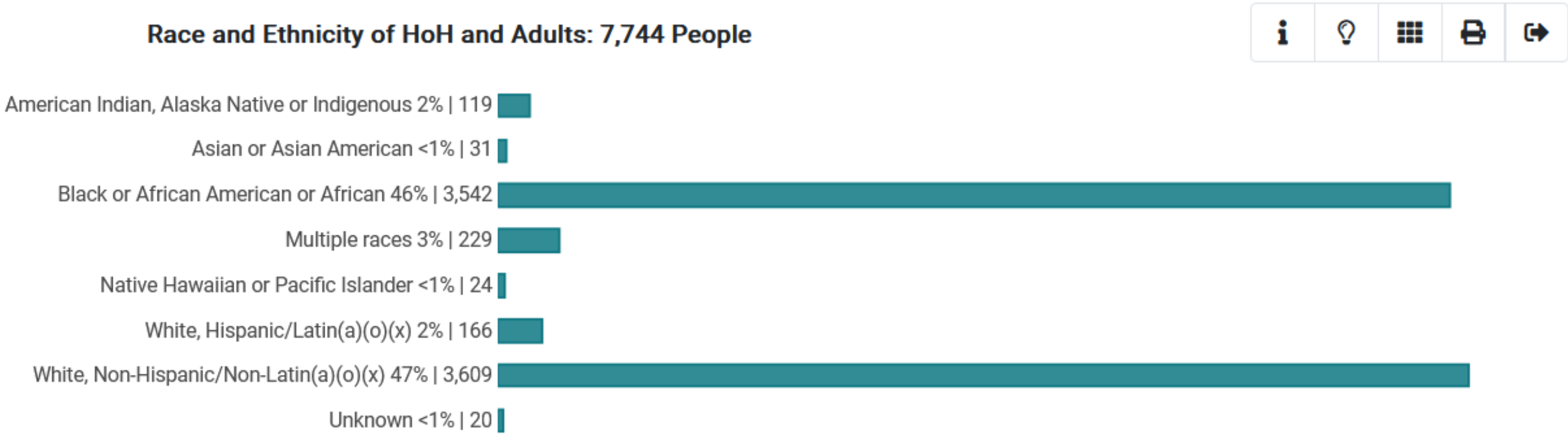
PIT Infographics

- CoC wide and region infographics published in January using 2022 PIT data > https://www.ncceh.org/datacenter/pitdata/
  - Includes disproportionality by race
- This is just the start of more regional data to be published!
- Any feedback from the subcommittee about how to highlight disparities?

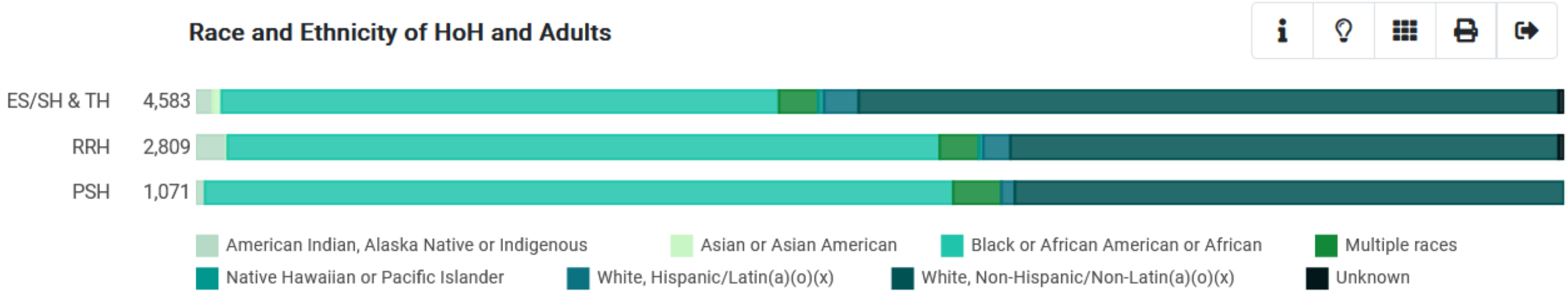
Longitudinal System Analysis data

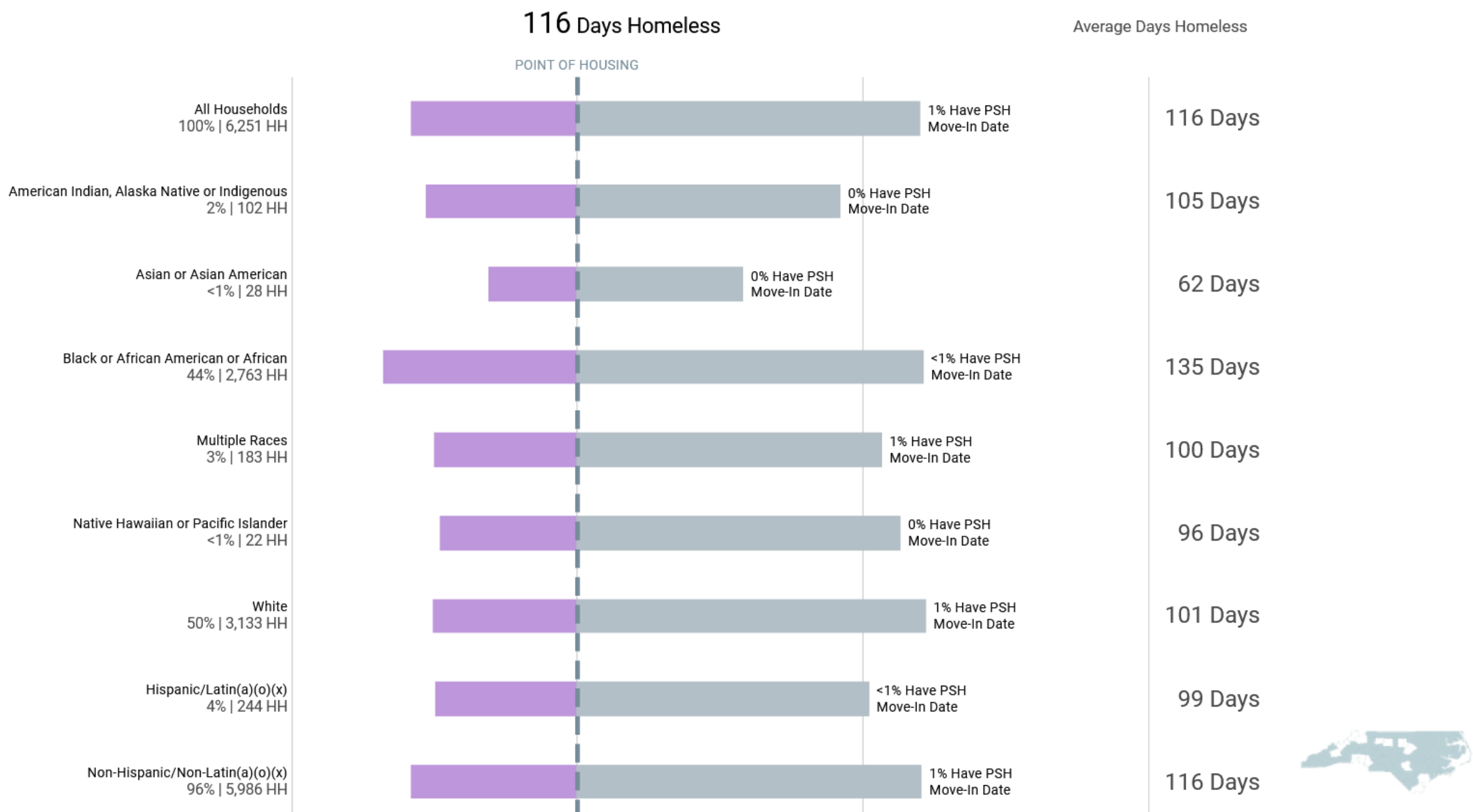
- Submitted to HUD for entire federal fiscal year that is delivered to Congress.
- Limited to Emergency Shelter, Transitional Housing, Rapid Re-Housing, and Permanent Supportive Housing projects
- Visualizes client breakout by Race & Ethnicity
- Includes:
  - System-wide or by project disproportionality
  - Length of Time Homeless (by project and self-reported)

Longitudinal System Analysis data



Longitudinal System Analysis data




116 Days Homeless
Average Days Homeless
POINT OF HOUSING
All Households
100% | 6,251 HH
1% Have PSH Move-In Date
116 Days
American Indian, Alaska Native or Indigenous
2% | 102 HH
0% Have PSH Move-In Date
105 Days
Asian or Asian American
<1% | 28 HH
0% Have PSH Move-In Date
62 Days
Black or African American or African
44% | 2,763 HH
<1% Have PSH Move-In Date
135 Days
Multiple Races
3% | 183 HH
1% Have PSH Move-In Date
100 Days
Native Hawaiian or Pacific Islander
<1% | 22 HH
0% Have PSH Move-In Date
96 Days
White
50% | 3,133 HH
1% Have PSH Move-In Date
101 Days
Hispanic/Latin(a)(o)(x)
4% | 244 HH
<1% Have PSH Move-In Date
99 Days
Non-Hispanic/Non-Latin(a)(o)(x)
96% | 5,986 HH
1% Have PSH Move-In Date
116 Days

Agenda items for next meeting?

- What needs to be discussed?

Wrap Up

- Next Meeting:
  - **March 15, 2023**
  - **11:30 A.M.**
- Keep in touch
  - bos@ncceh.org
  - 919.755.4393