SOAR Dialogue Call

August 2023

NC COALITION to end HOMELESSNESS

Agenda

- Reminders & announcements
- Compassionate Allowance update
- Q&A
- Review DEI Action Plan
- Next steps

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Reminders

- New state team lead
- New data points in OAT
- Record [backlog](#) & [denials](#)
- Any updates from others?

The SSA has announced 12 new Compassionate Allowance conditions

- 1p36 Deletion Syndrome, Anaplastic Ependymoma, Calciphylaxis, Cholangiocarcinoma, FOXG1 Syndrome, Leber Congenital Amaurosis, Metastatic Endometrial Adenocarcinoma, Paraneoplastic Cerebellar Degeneration, Pineoblastoma – Childhood, Primary Omental Cancer, Sarcomatoid Carcinoma of the Lung – Stages II-IV, and Trisomy 9.

- For more information about the program, including a list of all Compassionate Allowances conditions, please visit www.ssa.gov/compassionateallowances

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DEI (Diversity, Equity, Inclusion) Action Plan - Context

- From April to June, SOAR National ran a DEI Learning Community. SOAR communities were invited to apply to participate. Each state or community included one team lead and up to 5 people who were involved in the planning and implementation.

- The Learning Community focused on operationalizing tools that promote diversity, equity, and inclusion in SOAR implementation (resources including Identifying SOAR Applicants, the Medical Summary Report, and the Hiring and Supervising SOAR Case Workers Toolkit).

- Learning Community participants were assigned to develop an action plan to promote the use of DEI resources and work with stakeholders to use agency and community data to inform the equitable access to SOAR assistance for individuals served.

- The Learning Community included 3 biweekly, 90-minute sessions. Each call included presentations on key subject matter, updates from learning community participants, brainstorming and discussion of key learning objectives, and instructions for homework and individual team discovery.

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DEI Action Plan - Review

- NC SOAR Program
  - Strengths:
    - Multiple funding streams
    - Strong relationships with local leads
    - Strong outcomes
    - Top 10 states
  - Opportunities:
    - Increasing SOAR capacity across the state
    - Getting a SOAR trained caseworker in every region then county
    - Collecting DEI data to analyze gaps
    - DEI data now live on OAT dashboard
  - Challenges
    - Lack of case workers
      - Particularly in rural areas
      - High turnover
        - Lack of clarity on cases left open from departing caseworkers
    - VI-SPDAT prioritization is not 100% reliable
    - Lack of agency/community knowledge on the benefits of SOAR and the uniqueness of SOAR caseworker position

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DEI Action Plan – Objective #1

Action Planning Objective: Ensure SOAR-trained staff understand and implement DEI considerations, (including but not limited to, checking implicit bias and practicing cultural competency) when completing applications

Measurable Objective	2023	2024	2025
Create an ongoing DEI workgroup within the NC SOAR program	5 members	9 members	15 members
Action Steps	**Lead Person**		**Timeframe**
▪ Create survey to garner interest	SOAR state lead		October
▪ Develop topic list ○ Use survey to inform ideas	SOAR state lead		November; ongoing
▪ Set up initial meeting ▪ Develop workgroup goals ○ *Ideas: reviewing demographic data from OAT, developing communication plan*	SOAR state lead + workgroup		January; ongoing

▪ Collect and share DEI resources
▪ Add DEI section to monthly newsletter
   ○ https://soarworks.samhsa.gov/article/dei-resources-overview
   ○ White Supremacy and Work Culture: https://surj.org/resources/white-supremacy-culture-characteristics/
	SOAR state lead + workgroup members		ongoing

Thoughts?

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DEI Action Plan – Objective #2

Action Planning Objective: Improve data quality using demographic and other DEI-related data considerations to improve gaps in service delivery			
Measurable Objective	**2023**	**FY2024-25**	**FY2025-26**
Develop + disseminate database/reports for demographic section/DEI data	Plan developed	First report – 50% of outcomes with demographic section collected	Second report – 75% of outcomes with demographic section collected
Action Steps	**Lead Person**		**Timeframe**
▪ Update training re: new data points in OAT for caseworkers	SOAR state lead		September/ October 2023
▪ Develop template report o Create categories (broken out by age groups, child SOAR, etc.)	SOAR state lead, have Advisory Board & DEI workgroup review & give feedback		November/ December 2023
▪ Develop a plan/process to identify people at risk using report	SOAR state lead, Advisory Board, DEI workgroup		January 2023; ongoing
▪ Create report out ▪ Compare data to SSA data o How much do they consider DEI?	SOAR state lead, have Advisory Board & DEI workgroup review & give feedback		End of FY23-24

Thoughts?

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Contact NCCEH
hello@ncceh.org
919.755.4393

Contact us re: SOAR
soar@ncceh.org
919.755.4393

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