



Racial Equity Subcommittee Meeting  
NC Balance of State CoC  
November 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.

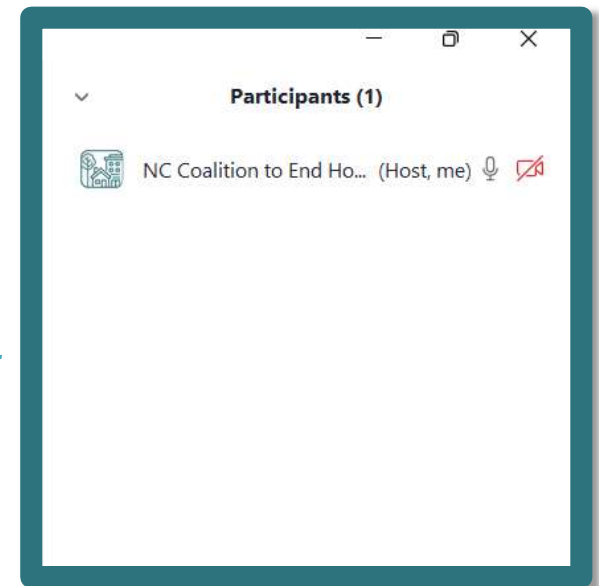
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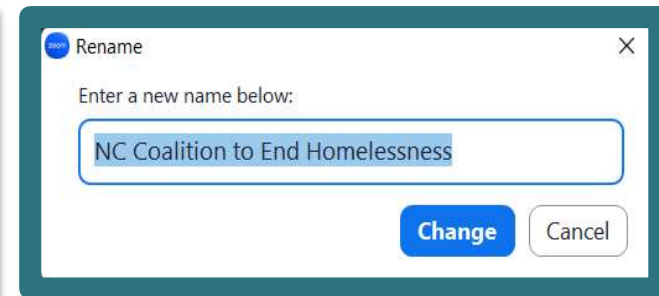
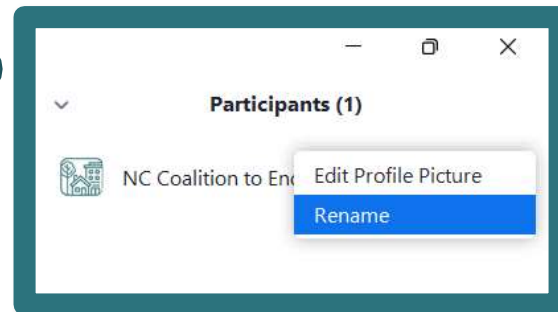
- Please keep your line muted to reduce background noise.
- We invite you to have your camera on if you're comfortable!
- All participants should enter their full names, so we can document their participation in the minutes.

1



*How to change your screen name:*

2



# Agenda



# Agenda

Celebrations

Debrief Impact of  
Equity Scorecards

Scorecard Edits  
for 2024

Racial Equity  
Dialogues Update

Recruitment



# Celebrations



**Debrief:  
Equity in the ESG and CoC  
Program Competitions**



## Competition scorecards determine which programs are funded



The NC BoS CoC utilizes scoring tools (scorecards) to determine funding for the Continuum of Care Program and the Emergency Solutions Grant Program.



The Racial Equity Subcommittee wrote equity questions for these scorecards in 2020 and has reviewed and revised them each year.





## Scorecards make an impact!

- Neither NCCEH nor the NC BoS CoC hold grant contracts for providers\* for ESG or CoC funding.
  - Grant compliance and monitoring are not tools that we have to drive change or improve equity practices.
- Application review and funding decisions/priority ranking allows for the NC BoS CoC to prompt providers to consider implementing better practices which improves their score.



# Changes made in 2023

- Ad hoc workgroup formed to propose edits:
  - Strengthened language in requiring interpretation services
  - Clarified language around racial equity training requirement
- The Lived Expertise Advisory Council added new questions:
  - Do agency hiring announcements cite lived experience of homelessness as a relevant skill for open positions at all levels in the agency?
  - What percentage of agency staff involved in operating or administering the ESG/CoC eligible activities have experienced homelessness? Benchmark at 10%
  - Has the agency incorporated the NC BoS CoC Client Bill of Rights into internal policies and procedures? y/n
  - Has the agency changed an internal policy within the last 12 months as a result of feedback from current/former clients? y/n



# Impact on funding:

- ESG Competition:
  - Average equity score (max 15)
    - Agencies approved for funding: 8.78
    - Agencies denied funding: 2.33
- CoC competition:
  - Average equity scores (max 33. Additional review triggered at scores below 16)
    - Agencies approved for funding: 14.3
    - Agencies denied funding: 10
    - Increased the number of questions that are Standards (vs. points and thresholds).
    - Compliance with the Anti-Discrimination Policy (standard) directly impacted funding decisions.



**Scorecard Edits for  
2024 CoC  
Program Competitions**



## New timeline for scorecard edits

- Subcommittee approval for any changes to the scorecard must be approved at the Jan meeting.
- Options to further refine the scorecard:
  - Form a workgroup to draft edits between now and the Jan subcommittee meeting.
  - Individual review and discussion at the Jan subcommittee meeting



# Racial Equity Dialogue Series



# Next Racial Equity Dialogue Series – 2024

- Topic –Affordable Housing: Rethinking Housing Solutions in NC
- Potential Panelists: HUD Housing Providers/Developers, Housing Collective representatives, Policy Makers and Advocates for Affordable Housing. People with experience in creative housing solutions like flipping Hotels/motels into housing
  - If you know someone who would be a good fit, let us know!



# Dialogues- Feedback From the Community

- The Balance of State and Racial Equity Subcommittee has always included all BIPOC communities in our equity work. Our purpose for this workgroup is to identify areas in the BOS CoC policies that may contribute to racial disparities in access to and services from the homeless system and to recommend changes to them.
- Our research reflects disproportionality in positive housing outcomes across all BIPOC populations. This includes African American, Hispanic or Latino populations, American Indian and Alaska Native, Asian and Native Hawaiian and Pacific Islander
- Our focus for dialogues have always been on marginalized populations and improving their outcomes in service access and housing success through thought provoking conversations and reflection on the way we do our work.





# Feedback from the Community

- Concerns about heavy emphasis on Latin(x) populations instead of African Americans
- Disinterest in the work due to limited focus on African American populations
- Overall disinterest in racial equity focus on our work within the Balance of State

\*\*these thoughts and opinions come from staff within our communities and are not the opinions of members of the workgroup

- Hearing these thoughts from our community, what are your ideas on next steps for our Dialogues? For the subcommittee?



# Ice Breaker

- Pair and Share!
- Small Group Conversation
  - Question 1: Why did you join the Racial Equity Subcommittee?
  - Question 2: What would progress look like in your community relative to Racial Equity?
- One group member presents what was discussed during the small group



# Recruitment



# Workgroup recruitment

## Current workgroups

- Dialogues Workgroup
- Racial Equity Analysis Workgroup
- Racial Equity Core Team

## Future Workgroups?

- Policy workgroup
- Others?



## Goals for CoC representation

The Racial Equity Subcommittee established the goal that all subcommittees be operating with a lens of racial equity. Representation of RE Subcommittee members was an early tactic toward this goal.

- Regional Committee leadership
- Lived Expertise Advisory Council
- Funding and Performance Subcommittee
- Veterans Subcommittee
- Project Review Committee



# Cancelling December meeting

- The December Racial Equity Subcommittee meeting would be December 20, 2023.
- Instead of attempting to reschedule, the December meeting of the Racial Equity Subcommittee will be cancelled.

Happy Holidays!!



## Wrap Up

Next Meeting:

**January 17,  
2024**

**11:30 A.M.**

Keep in touch

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