NC BoS Racial Equity Subcommittee January 17, 2024

**Attendance**: Amber Story (Partners Health), Dr Deniece Cole, Gretta Worley (Here in Jackson), Kimberly Anderson, Kisha Darden (Trillium), Lori Watts (Vaya Health), Melissa Lowell (Central Pines Regional Council), Tradell Adkins (Sanford Community Development), Ezra (Blue Ridge Community Health), Elliot Rhodes (staff), Laurel Benfield (staff), Teresa Robinson (staff)

**ESG Scorecard**: The group discussed racial demographics across different parts of NC. The intention of asking about representation in the ESG Scorecard is to measure who is making decisions in a position of power in an organization. Suggestions included community-based training, seeking people to fill roles to increase diversity. How can agencies reach out to applicants of color? Proposal for workgroup to consider questions for 2025 ESG scorecard.

**Racial Equity Survey**: A lot of discussion about review of survey results. Proposal about suggesting readings/education before meetings. Example: requiring background checks for shelter beds disproportionately impacts people of color due to disproportionate overcriminalization, causing the shelter system to inherent racism from the judicial system.

**2024 Goals**: Shifted to next meeting.

**NC BoS CoC Lived Expertise Advisory Council (LEAC) meeting January 12, 2024**

**Attendance:** Laurel Benfield (staff), Elliot Rhodes (staff), Rachelle Dugan, Melissa Hewitt, Joel Rice Karen Carroll, Markesha

**Introductions**: Members introduced themselves to the group, and the LEAC welcomed 2 new members, Karren Carrol in Region 06, and Markesha Daniels in Region 04. After numerous people noted having kids and grandkids, Elliot noted a desire to talk about experiences in shelter with kids. All agreed and will schedule this conversation for a future meeting.

**Electing a Chair**: The group decided to elect Rachelle Dugan as the official chair of the LEAC, but to quickly designate roles and responsibilities to all involved. Rachelle will be the primary liaison to the Steering Committee, and point of contact for NCCEH staff. Further roles will be decided and assigned at the next meeting.

**Edits to CY’24 CoC Program Competition Scorecard**: Rachelle noted that the questions of agency representation of PLE in agencies is missing a question that is specific to agency leadership. Rachelle would like to a see a director level question added. The idea was seconded by Melissa, Karen, Markesha, and Joel. Laurel proposed setting a benchmark at 10% for this new question and revisiting in coming years. All agreed. Laurel will draft the proposed question and forward to Jenny for distribution to the scorecard committee.

Joel noted that small programs in rural areas do not have the capacity to even apply for funding. Can the BoS support the areas that don’t have any resources in a different way? Laurel described NCCEH’s current technical assistance efforts and noted the administrative barriers for agencies that receive public funding.

**CBoR Training next steps**: Laurel noted that the Region 09 regional lead has responded that January was not a good month for a LEAC presentation of the Client Bill of Rights (CBoR), but that February would work. Laurel will confirm Feb and look for another Region to schedule a presentation in during February.