**Racial Equity Subcommittee**

**Jan 17, 2024**

Charter: identify areas in the North Carolina balance of state Doc's policies that may contribute to racial disparities in access and service from the homeless system and to recommend changes to them.

Participants:

Amber Story: Partners Health

Dr Deniece Cole

Gretta Worley - Here in Jackson

Kimberly Anderson-Hansonn

Kisha Darden: Trillium

Lori Watts: Vaya Health (Boone)

Melissa Lowel PSS CLC: Central Pines Regional Council

Tradell Adkins: Sanford Community Development

Ezra: Blue Ridge Community Health

NCCEH:

Elliot Rhodes

Laurel Benfield

Teresa Robinson

ESG Scorecard

Question: When scorecard asks about people served by street outreach, are those demographics based on national demographics or regional?

We get that information from PIT count, HMIS and we know BIPOC people are more represented in homelessness. THe question is about power - people in decision-making capacity. We understand that eastern NC looks different from the mountains so we set a percentage not a number.

Suggestion: community-based training, seeking people to fill roles to increase diversity, trainings to bring dialogue up to date

Suggestion: how do you reach out to applicants of color, percentage of applicants for jobs. Percentage of POC who were hired. Hiring events targeted at communities of color.

Idea: work group for ESG 2025 scorecard

Racial Equity Survey

Idea: Readings before meetings

Shift 2023 goals to next year

Example concept: requiring background checks before shelter bed perpetuates racism because overcriminalization of people of color. Implementing racism from another system.