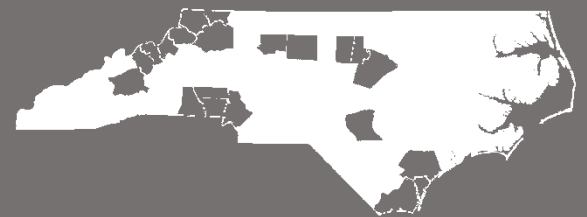Racial Equity Subcommittee Meeting

NC Balance of State CoC

January 17, 2024 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.
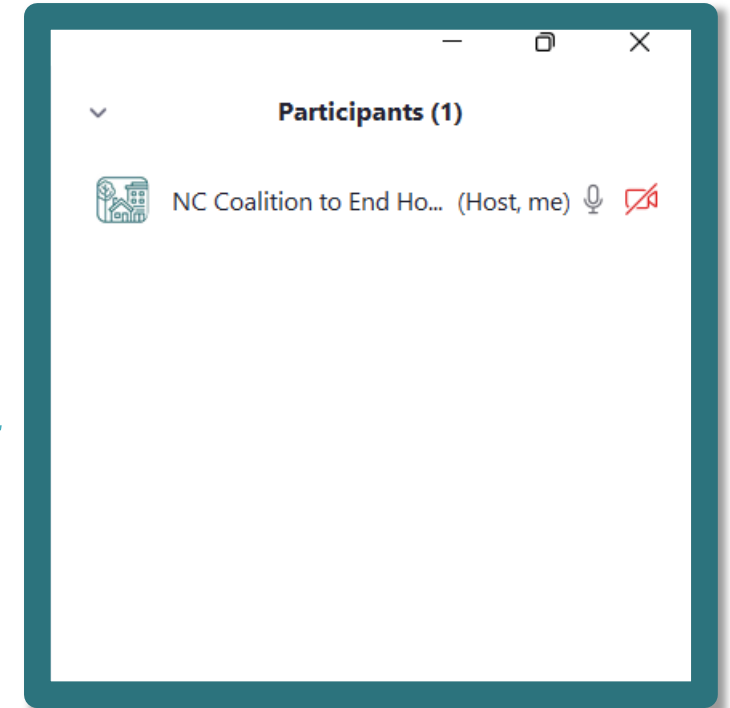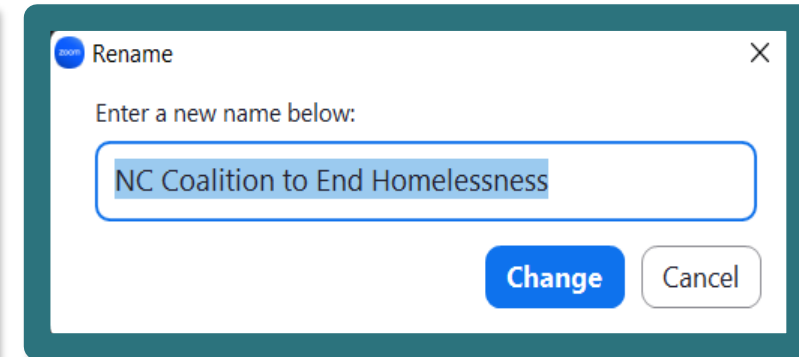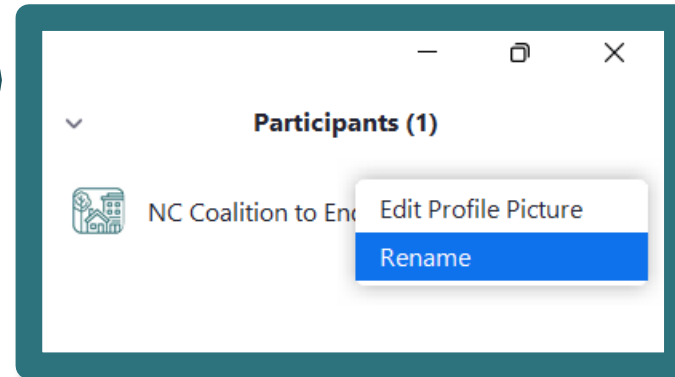
Logistics

Logistics

- 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.

How to change your screen name:

1

Participants (1)

NC Coalition to End Ho... (Host, me)

2

Participants (1)

NC Coalition to En[ ]

Edit Profile Picture

Rename

Rename

Enter a new name below:

NC Coalition to End Homelessness
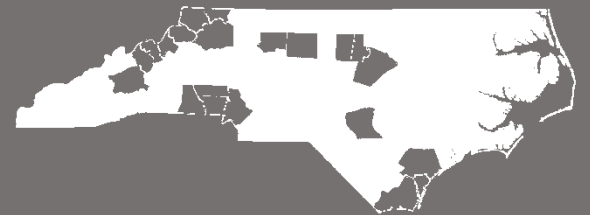
Change   Cancel

Agenda

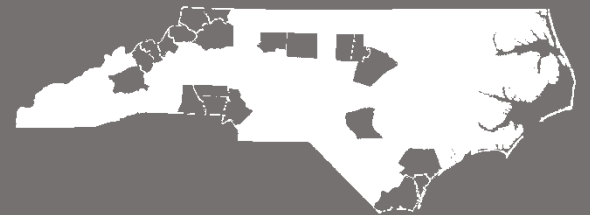# Agenda

Welcome/Overview

Introductions

Scorecard Edits for 2024

Racial Equity Survey Update
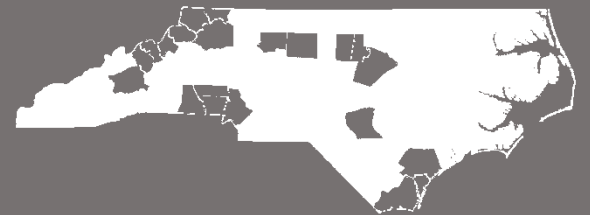
Goals for 2024

Welcome!

History of the RE Subcommittee

- Est. In November of 2020, our group has worked to identify racial disparities in our services and policies and work to improve positive housing outcomes for the people we serve in the Balance of State. Using our Racial Equity Assessments, we tailor our activities to address the needs in our community.

- So far, we have held several racial equity dialogues to open the conversation, educate, and explore the intricacies of our work

- We have influence over policy and have helped to make changes to our Funding Scorecard for funding

- We are looking to grow in new ways in 2024
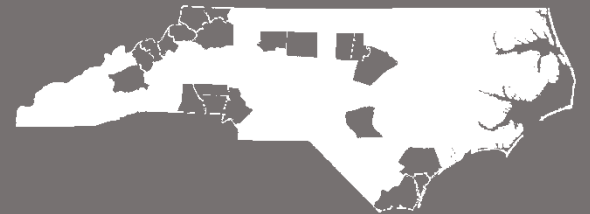
Introductions

👋

Get to Know The Team

- Name, Pronouns, Agency
- How you identify (race and gender)
- Which Indigenous tribe's ancestral land you are currently residing in?
  - https://native-land.ca/
- Recent Tv show you binged/enjoyed

2024 CoC Program Competition Scorecard Edits

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
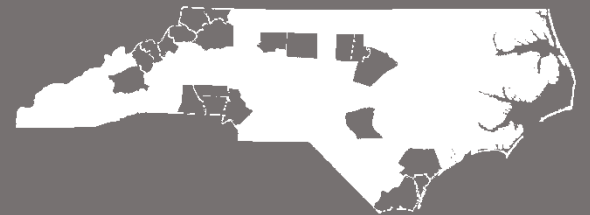
Draft scorecard for '24 CoC Scorecard up for review

- Drafts available at:
  - FY2024 New Project Scorecard
  - FY2024 Renewal Project Scorecard

- Does the Racial Equity Subcommittee propose any changes to the CoC competition scorecard for 2024?

Racial Equity Survey

Racial Equity Survey 2024

- The subcommittee wants input from our community on their understanding of racial equity and their interests in related subject areas to plan action steps for our committee going forward

- Anonymous outreach to 13 counties in BOS, Durham, and Orange counties

  - How does our community define racial equity?

  - Do our communities value the work?

  - What have we as a group done well?

  - What are some areas we can improve or enhance our work?

  - Are the dialogues impactful?

Survey- Feedback From the Community

- 22 Responses
- Regions 9, 11, 12 and 13
- Limited from all others
- Surveys sent to entire BOS, Orange, and Durham counties

- Defining Racial Equity
  o Equal treatment
  o Same benefits
  o Non-judgement
  o Equal opportunity
  o Fair treatment
  o Color blind

Survey- Feedback from the Community

- Racial Equity affecting our work?
  - 55% Strongly agree
  - 23% Agree
  - 18% Somewhat agree

- Past Dialogue Feedback
  o Move past the past
  o Limited understanding of implementation in rural communities
  o Topics scrape the surface
  o In person conversations would be beneficial

Survey- Feedback from the Community

- **Community Needs for Racial Equity**
  - Education
  - Leadership recognizing and taking responsibility for the problem
  - Training opportunities
  - Property providers being a part of the conversation
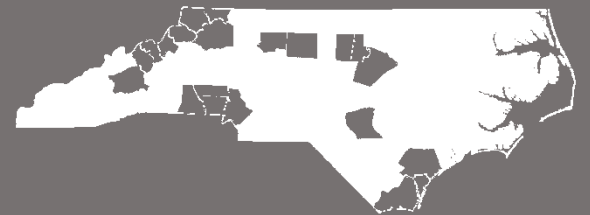 - Community partners and stakeholders being a part of the conversation

Survey- Feedback from the Community

- **Suggestions for Future Dialogues**
  - Racial equity in primarily White communities
  - Working with clients who are racist
  - Reading lists before the meeting
  - Housing conversations/lending practices
  - Centering Inclusion and wholeness

Subcommittee Goals for 2024

What impact do you want to have in 2024?

- Where is your energy?

- What makes you angry?

- What gaps do you see in our system that affect Black, Indigenous, and People of Color?

NCCEH Staff Brainstorming:

- Impact focused conversation led to the following ideas:
  - Language translations: forms, data collections tools, interpretation on phone calls, etc. Can this improve access to Coordinated Entry? Can help with outreach to communities that don't speak English as a primary language.
  - Recruitment and involvement of grassroots groups and nontraditional partners with CE. Could be Latinx groups, LGBTQ orgs, disability rights orgs, etc.
  - Further incorporation of previous dialogue topics at the community level. Where can the group push for change based on previous convos?
  - Can we use regular data report outs to the committee about what the disparities look like? Would that help drive change?

Wrap Up

Next Meeting:
- Feb 21, 2024
- 11:30 A.M.

Keep in touch
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- 919.755.4393