



North Carolina Balance of State Continuum of Care

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NC BoS CoC Steering Committee Meeting

November 5, 2019 Minutes

Regional Leads Present: Kristen Martin, Teena Willis, Nicole Dewitt, Emily Locklear, Joel Rice, LaTasha McNair, Melissa Eastwood, Jim Cox

At-Large Members Present: Angela Harper King, Deena Fulton, Ellen Blackman, Todd Rosendahl

SC Members Absent: Destri Leger, Jessa Johnson, Mary Boyles, LaTonya Penny, Marie Watson, Tharessa Lee, Parker Smith, Lisa Phillips

Interested Parties Present: Alison Azbell, Amy Steele, Bonnie Harper, Emily Lowery, Gail Henson, Jacqueline Caron, James Mercer, Janice Sauls, Jennifer Clark, Jessica Leal, Joshua Edwards, Nikki Ratliff, Leila McMichael, Linda Golden, Lori Watts, Monica Frizzell, Mary Erwin, Melissa McKeown, Renee Urban, Sabra Rock, Susan Thigpen, Talaika Williams, Amy Modlin

NCCHE Staff Present: Brian Alexander, Ehren Dohler, Jenn Von Egidy, Kevin McNamee, Amy Sawyer

Approval of Consent Agenda

- The consent agenda will be voted on as a whole at the beginning of each meeting. Steering Committee members may request to move an item from the consent agenda to the regular agenda, if they feel it requires additional discussion.
- The consent agenda was sent out prior to the meeting and is posted at: <https://www.ncceh.org/bos/steeringcommittee/>
- There being no changes needed, the consent agenda was approved by common consent.

Racial Equity Assessment

The NC BoS CoC and the Data Center have collaborated to create an initial Racial Equity Assessment. The Racial Equity Assessment was included in the 2019 CoC Collaborative application. We anticipate HUD will require annual Racial Equity Assessments. This assessment will be used to plan efforts to bolster equity across the NC BoS CoC homeless response system.

The NC BoS CoC Anti-Discrimination Policy states the following: *“The NC BoS CoC is committed to providing housing and services in an environment in which all individuals are treated with respect and dignity and have equal treatment and opportunity. The NC BoS CoC’s Anti-Discrimination Policies and Procedures ensure all people experiencing homelessness in the CoC have equal access to the housing and services necessary to end homelessness.”*

Racism impacts homelessness

The 2018 Annual Homeless Assessment Report to Congress shows that: nationally, while African Americans represent 13% of the population, they account for 40% of people experiencing homelessness and 50 % of families experiencing homelessness.

At the July 2019 National Alliance to End Homelessness Conference, participants discussed the *Social Ecological Model*, which can help explain the multiple relationships and experiences a person, or group of people, has with race. Collectively, these experiences develop cultures and norms. The NC BoS CoC can use this approach as we analyze and understand the impact of racism and develop strategies to combat it.



- Intrapersonal experiences are those that happen within a single person – the thoughts, feelings, and reactions to the world.
- Interpersonal experiences happen when people interact with each other, such as an interaction between a landlord and a potential tenant during a lease signing.
- The organizational experience incorporates the processes, actions, and activities of a group of people or organizations, such as the local emergency shelters.
- Partnership experiences emerge as groups of people form alliances or interact with one another as groups, such as within a Continuum of Care.
- Community experiences are created through interacting with the people and structures within the community, such as a neighborhood or city.
- Public Policy & Investments refers to the experience of interacting with policies that regulate, support, and enforce actions within society, such as HUD-VASH Vouchers, which provide housing vouchers to Veterans across the country who experience homelessness.

Bias towards action

This assessment gives us information about disparities but does not offer solutions. Having the information is only as powerful as what we do about it.

Race and Ethnicity Categories

We are going to look at the race and ethnic categories from the Dept. of Housing & Urban Development (HUD).

- Race:
 - White
 - African American/Black
 - Native American/Alaskan
 - Asian/Pacific Islander
 - Other/Multi Racial
- Ethnicity:
 - Hispanic



- Non-Hispanic

Additional Categories

- Families: A household with at least one adult and one child
- Unaccompanied Youth: Youth under 25 years old who are in households with no other adults
- Veterans: Self-reported or verified by the VA.

In NC BoS CoC

The NC BoS CoC covers a huge geographic area and also has a large portion of North Carolina’s people in it.

- US Census Data Estimates: 9,845,333 people in NC
- 51% reside in the NC BoS CoC geographic area (5,030,593 people)



Racial Equity Tools

- HUD’s Continuum of Care Assessment Tool: Compares 2017 PIT data to Population Estimates from Census Data to understand the distributions of people living in poverty and for people experiencing homelessness by race, ethnicity, age, as well as Family and Veteran status.
- National Alliance to End Homelessness’ Racial Equity Tool: Using HMIS data from January 1 – December 31, 2018, the tool helps communities measure whether the outcomes of their system vary depending on the race or ethnicity of a person or family experiencing homelessness.

The tools offer comparisons

When we look at the proportion that a group makes up in the overall population, does the proportion of racial and ethnic groups stay the same when we narrow the population to:

- people in poverty,
- people experiencing homelessness, and
- families experiencing homelessness?

The answer to these questions is ‘No.’

- Often, we see a *smaller percentage* of white people experiencing poverty and homelessness than in the overall population.
- Conversely, we see a *larger percentage* of people of color who experience poverty and homelessness than in the overall population.

Tool Limitations

- Relies on census data and population estimates from 2011-2015 (most recent available).
- The tools use 2017 PIT Data and 2018 HMIS data – but can be updated.



- The tools only look at race and ethnicity. Looking at the intersectionality of gender, race, and ethnicity would help us better understand disparities.

HUD's Continuum of Care Assessment Tool

Shows who we are serving based on 2017 Point-in-Time Data. The trend observed across the US is present in the NC Balance of State CoC: people of color are disproportionately represented in poverty and homelessness, especially among families experiencing homelessness.

Race

- While people who identify as White make up 72% of the whole population in the NC BoS CoC, they only make up 53% of everyone experiencing homelessness.
- Conversely, people who identify as African American make up 19% of everyone in the NC BoS CoC but 37% of people experiencing homelessness.
- People who identify as Black are *overrepresented* among people experiencing homelessness.

	White	Black	Native American/ Alaskan	Asian/ Pacific Islander	Other/ Multi-Racial
Percent of Everyone:	77%	19%	2%	1%	5%
Percent of People Experiencing Poverty:	55%	31%	3%	1%	10%
Percent of People in Families Experiencing Homelessness:	55%	31%	3%	1%	11%
Percent of Everyone Experiencing Homelessness:	53%	37%	4%	0%	5%
Percent of People in Families Experiencing Homelessness:	44%	40%	6%	1%	9%

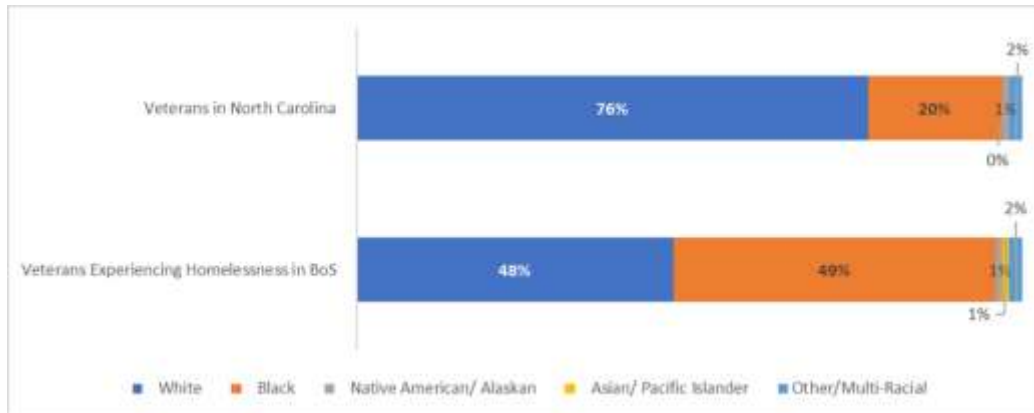
While not pictured here, this same pattern is evident when we look at other subgroups, such as Veterans – among all Veterans in the United States.



Race among Veterans

The same pattern is evident when we look at other subgroups, such as Veterans.

- Among all Veterans in North Carolina (data not available for NC Balance of State CoC only):
 - 75% identified as White and 20% identified as Black.
 - However, when looking at Veterans experiencing homelessness in the NC BoS CoC, the percentage of people who identify as White decreases to 48% and the percentage of people who identify as Black increases to 49%.



Ethnicity

People who identify as Hispanic make up 8% of everyone and 5% of people experiencing homelessness.

- An even bigger disparity can be noted among people experiencing poverty – people who identify as Hispanic make up 16% of everyone experiencing poverty.
- People who identify as Hispanic are underrepresented among people experiencing homelessness, but *overrepresented* among people experiencing poverty.

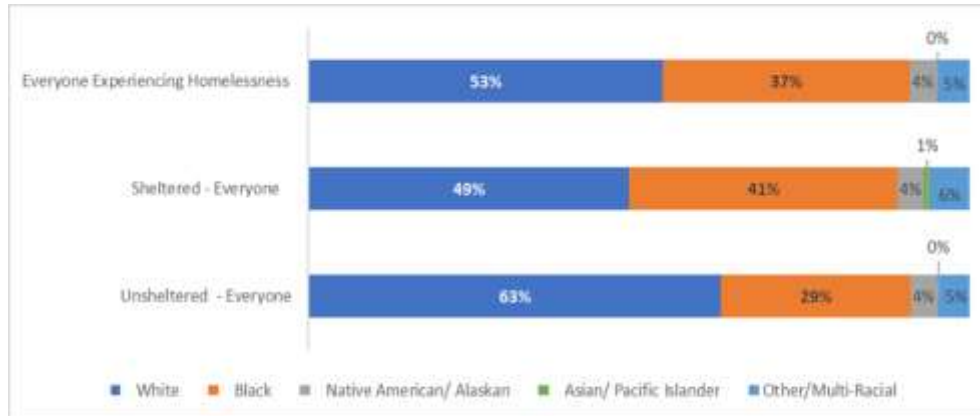
	Hispanic	Non-Hispanic
Percent of Everyone:	8%	92%
Percent of People Experiencing Poverty:	16%	84%
Percent of People in Families Experiencing Homelessness:	16%	84%
Percent of Everyone Experiencing Homelessness:	5%	95%
Percent of People in Families Experiencing Homelessness:	7%	93%



Sheltered and Unsheltered Homelessness

Unsheltered homelessness had a greater percentage of people who identify as White than people who identify as Black, which is different than the overall trends observed.

- How much of this is due to people identifying as White eschewing the system or asking for help when in need because of their status in society whereas people identifying as Black have had to become more comfortable providing information and getting assistance because of systematic racism?



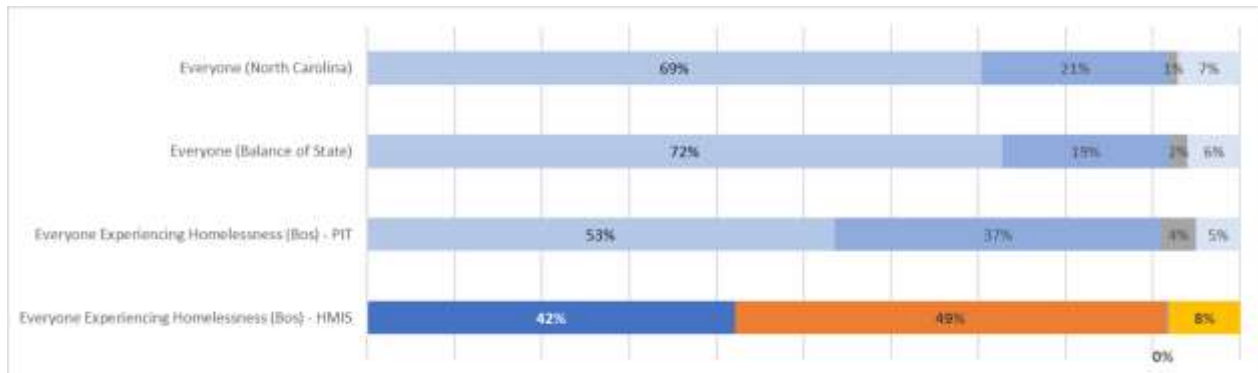
NAEH Racial Equity Tool

This tool is based on HMIS Data (Jan 1-Dec 31, 2018)

- For this tool, four categories exist: White, Black, Native American, and Other Races.
 - Native American matches the Native American/Alaskan category used in the HUD tool.
 - Other includes the Asian/Pacific Islander and Other/Multi-Racial categories used in the HUD tool.

Race

Overall, the same pattern seen with PIT data is seen in the HMIS data used for this tool – the greater percentage of people identify as Black and other races suggests that there are disparities.



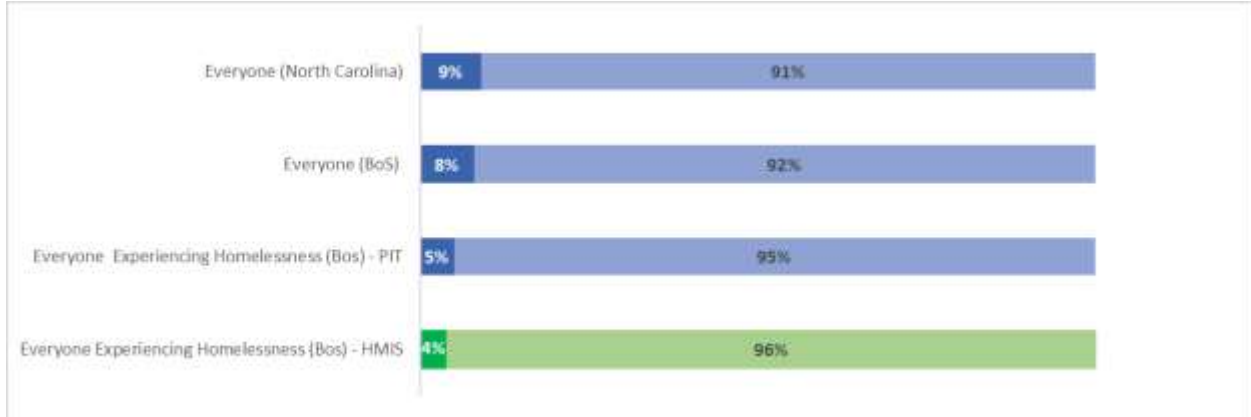
- The HUD tool identified more people who identify as Native American (4% as opposed to 0%). This is likely because areas where Native American people live, such as the Lumbee Tribe of North Carolina in southeastern NC or with Cherokee Tribe in western NC, do not have as much HMIS coverage. More research to understand housing need and access for Native Americans



will help the NC BoS CoC incorporate Native Americans into the housing crisis response system.

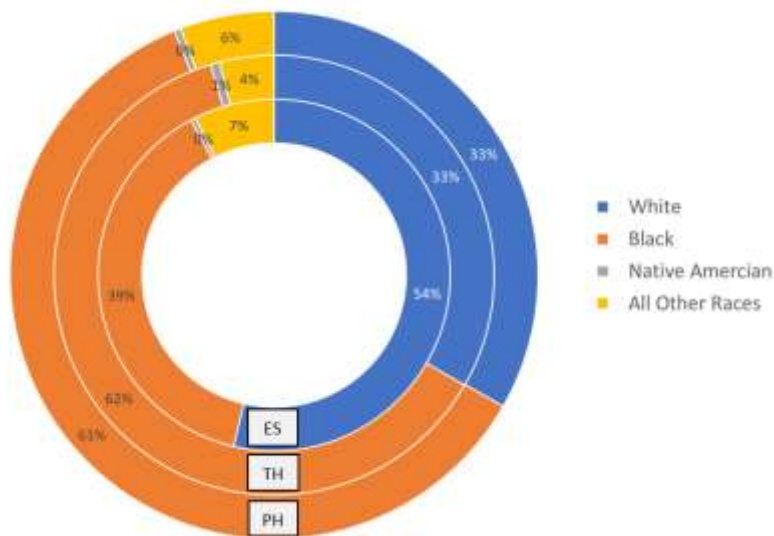
- Ehren pointed out that because the NC BoS CoC covers such a large geographic area, we may be seeing a lack of accessibility to shelter, because dispersment of resources is low in the same areas with large Native American populations.
- Brian added that this data does not include unsheltered populations.

Ethnicity



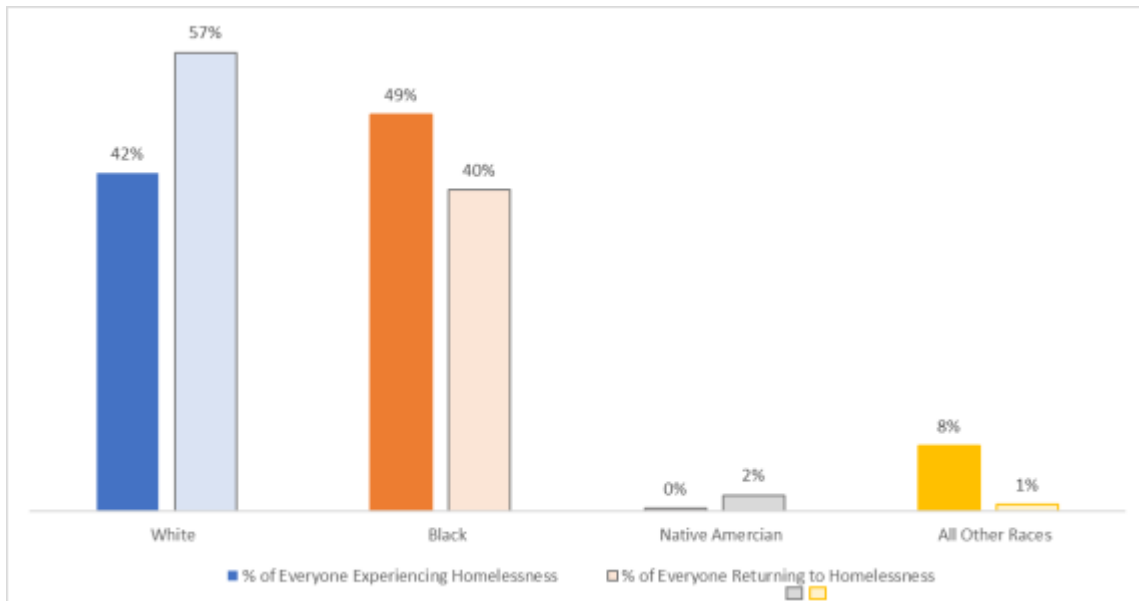
Access to Emergency Shelter and Housing

When observing who accesses emergency shelter, the data generally mirrored the overall population of people experiencing homelessness. However, as we look at transitional housing and permanent housing, a greater percentage of people who identify as Black accessed those services.



Returns to Homelessness

This same pattern is seen in returns to homelessness – the percentage of people who identify as White returning to homelessness is greater than the overall percentage of people experiencing homelessness who identify as White. Conversely, the percentage of people who identify as Black returning to homelessness is slightly less than the percentage of everyone experiencing homelessness who identifies as Black.



- On the surface, this suggests that the NC BoS CoC housing crisis response system may be effectively counteracting disparities caused by race. Deeper research into the coordinated system as it develops will help the NC BoS CoC better understand what resources and strategies are having an impact and ensure that this can be applied across the system.
 - Coordinated entry policies prioritizing people with the highest vulnerability may be prioritizing people who identify as Black because they are more vulnerable than people who identify as White due to systematic racial discrimination over time.
 - Emergency shelters do not use the coordinated entry assessment tool for entry – are screening processes in shelters potentially screening people out or creating barriers to entry?

Observations and Next Steps

- This is just the start – ongoing evaluation is needed to track how racism impacts homelessness.
- To put this knowledge into action and impact racial disparity, it is critical to pursue strategies that dismantle racism and end homelessness.
- Differences in the PIT and HMIS counts show that there are groups of people, such as Native Americans and Hispanic people, who are not regularly tracked by HMIS. How do we ensure we’re including everyone in our system?

Key areas of action

- Staff and Stakeholder Engagement: What can we do to ensure we are aware of and intentional about our actions in order to support racial equity?
- Agency Policies and Activities: How can our agencies design processes, programs, and policies that drive racial equity?



- CoC Governance & Accountability: How can we use our governance process to drive racial equity throughout the CoC and with our partners across the state and nation?

Strategies

- Data collection and assessment – Assess what data collection, as well as internal and external assessments, can be conducted on a regular basis to evaluate our approach and drive action.
- Training and support – Encourage training and support that will help us understand what approaches we can make to improve racial equity.
- Collaborative and inclusive dialogue and action: Support participation from everyone - from people with lived experience to governance committee members - with a bias to increasing participation by people who have typically been underrepresented.

Next steps

- Make Racial Equity an ongoing agenda item.
- Identify, implement, and track actions that the NC BoS CoC can take to address racial disparities.
- Launch Racial Equity work in January during an in-person meeting.

Staff solicited questions or comments. None Expressed.

Governance Charter Updates

The NC BoS CoC Governance Charter is updated annually, as required by HUD. The following has been updated to reflect changes in 2019:

- Regional Code of Conduct
- Adding alternate/proxy for at-large members
- Small typos

Draft charter: <https://www.ncceh.org/bos/steeringcommittee/>

- Jim Cox asked why each Region needed its own Code of Conduct Policy, instead of adopting a CoC-wide Code of Conduct Policy. He mentioned that the regions do not create other individual policies.
 - Brian responded that because the ESG competition is held at the regional level, not the CoC level, that each region needs to have a code of conduct policy to meet the ESG office's requirements.
 - Ehren stated that the regions do have their own coordinated entry plans, because coordinated entry is executed at the regional level. This is different from the Governance Charter and written standards, which are policies/plans that cover the entire CoC.
 - Nicole Dewitt stated she feels like the ESG office treats the regions as a CoC.
 - Brian stated he would have some clarifying conversations with the ESG office to see if the NC BoS CoC could create a Code of Conduct template the regions can use to create individualized Codes of Conduct.
- Voting to approve the 2019 Governance Charter revisions was tabled until clarification from the ESG office could be attained.



According to the Significant Change Policy, any CoC grant that wants to change more than 10% of a budget line item, must request the approval of the NC BoS CoC Steering Committee. Burlington Development Corporation has requested approval to change their budget for their FY18 Rapid Rehousing CoC grant.

Budget change requests for FY18 STEPS RRH Program:

- One-time only
- Move \$185 from HMIS and \$215 from Rental Assistance to Admin to cover audit costs.
- Move \$8,996 from Rental Assistance to Supportive Services to cover childcare costs.
 - The program will still serve the approved number of households.
 - Childcare costs are a barrier for households to obtain and keep employment.
- A motion was made to approve the budget amendment request for FY18 STEPS RRH program [Dewitt, Cox]. All in favor, none opposed.

Funding and Performance Subcommittee

From the NC BoS CoC Governance Charter, the Funding and Performance Subcommittee will:

- Assist the Steering Committee to set goals and priorities for the CoC and to make funding decisions.
- Analyze relevant data including, but not limited to, system performance measures, progress toward ending homelessness among subpopulations, and resource allocation.

Data improvement

We know gaps exist in the data we have, and the Funding and Performance Subcommittee will be working closely with the Data Center to access data and build knowledge to better share with the Steering Committee.

The Funding and Performance Subcommittee will be doing the following to fulfill its role:

- Work with HMIS@NCCEH to pull data from HMIS on a regular basis.
- Work with NC BoS CoC staff to create charts and data to share this information regularly with the Steering Committee.
- As a group, assess available information and develop a shared knowledge about what is happening in the CoC.
- Discuss what steps might be taken to have a greater impact and bring this wisdom to the Steering and Regional Committees.

Goal: Overall, our goal is to use data from HMIS to start to answer questions that can help us focus in on what we can do to improve outcomes for people experiencing homelessness.

Looking at data regularly gives us insight into our system:

- What is the scope of our work?
- What are some of the major activities?
- What is happening over time?
- Is there any impact if we change how we do things?
- Are there ways to improve our data?



Dashboards

We will start with a dashboard with the Steering Committee and then move towards dashboards that Regional Committees can use at each of their Regional Committee meetings. We want to use data to drive our work in the CoC and at the local level and help develop and evaluate strategies over time. Using these dashboards, we understand that it will require the CoC to:

- Improve our data quality and collection
 - Ensure that programs are entering all relevant information such as NC County of Service.
 - Solicit other programs to start using HMIS so that we have increased coverage, especially in ES and TH programs.
- Build data literacy
 - Training for Steering Committee members.
 - Training and ongoing technical assistance with regional leadership to understand how to use the data and facilitate discussions.

Dashboards as a tool can:

- Demystify data
- Replace complexity with insight
- Draw attention to important data
- Increase interactivity and exploration
- Develop strategies for impact

The Funding and Performance Subcommittee hopes to have an initial dashboard to use at the January 2020 Steering Committee meeting!

- We will be presenting the dashboards at the top of the meeting to spark conversation and provide the Steering Committee an opportunity to ask questions for either the Data Center or the Funding and Performance Subcommittee.
- The Funding and Performance Subcommittee will be making recommendations for the Steering Committee.

Brian made an ask for additional members for the Funding and performance Subcommittee. The subcommittee meets monthly. To express interest, please email brian@ncceh.org.

ESG Wrap-Up

ESG Applications were submitted from all 13 regions.

- Regional Applications have been reviewed and Special Considerations were sent out.
 - CoC staff have responded to regions concerning some Special Considerations.
 - Special Considerations responses were due on November 1.
 - CE evaluation timeline negotiation

ESG Orientation Webinar

NCCEH staff will host a webinar for all new applicants in this year's ESG funding application process. This webinar is meant to provide guidance to new and renewing applicants as you prepare your agencies to start ESG-funded projects beginning on January 1, 2020.



- Attendance and participation is mandatory for new applicants, and is very ***strongly*** encouraged for current grantees/renewing applicants. New applicants are expected to attend regardless of award announcements not being released by the date of this webinar.
- Tuesday, Nov. 19, 2019: 10:30 - 11:30 A.M.
 - Register here: <https://www.ncceh.org/events/1358/>

Meetings and Reminders

- 2019 Family Reunification Program (FUP) NOFA has been released. Applications due December 17, 2019.

For PHAs to serve:

- Families for whom the lack of adequate housing is a primary factor in the imminent placement of a family's child in out-of-home care or the delay in the discharge of a child to the family from out-of-home care.
 - Youth between 18-24 who left foster care or will leave foster care within 90 days and are homeless or at-risk of becoming homeless.
- BoS HMIS User Meeting, November 21, 1:00 PM
 - Register here: <https://www.ncceh.org/events/1311/>
 - Coordinated Entry Council Meeting, November 18, 10:00 AM
Presentation: <https://global.gotomeeting.com/join/791696621>
Audio: (646) 749-3112 **Access Code: 791-696-621**
 - Funded RRH Programs: CE Evaluation Surveys for RRH Programs, November 14, 3:00 – 4:00 P.M.
Presentation: <https://global.gotomeeting.com/join/791696621>
Audio: (646) 749-3112 **Access Code: 791-696-621**
 - Funding and Performance Subcommittee Meeting, November TBD (we will post on the NCCEH website calendar)
Presentation: <https://global.gotomeeting.com/join/791696621>
Audio: (646) 749-3112 **Access Code: 791-696-621**

Next Steering Committee Meeting: Tuesday, December 3, 10:30 AM – 12:00 PM

