

NC BoS CoC Racial Equity Subcommittee

May 20, 2020

Attendees, Mary Erwin, Stephanie Gilliam, LaTonya Penny, Manuel Hyman, Deniece Cole, Teresa Robinson, Angela Harper King, Tujuanda Sanders, Jeff Rawlings, James Mercer, Brian Smith, Renee Urban, Tandra Chamberlin

Staff: Kevin McNamee, Jennifer Von Egidy

NORTH CAROLINA INTERAGENCY COUNCIL FOR COORDINATING HOMELESS PROGRAMS (ICCHP)

In May 2017, with Executive Order No.8, Governor Roy Cooper reconstituted the Interagency Council for Coordinating Homeless Programs (ICCHP). Through this Executive Order, Governor Cooper recognized that homelessness denies individuals and families their basic need for adequate housing and is a barrier to healthcare, academic success, employment and overall quality of life. Effective elimination of homelessness across North Carolina, requires the eradication of silos between and within service providers, funders, and government. We must integrate our work and be aware of the circumstances that allow homelessness to impact our communities and work together to identify best practices and maximize resources to improve access to housing and supportive services.

- The Executive Order identifies the four duties of the ICCHP:
 1. Advise the Governor, the Secretary for the NC Department of Health and Human Services, other state agencies and partners on issues related to housing stabilization for people who are homeless or at risk of becoming homeless.
 2. Identify and secure resources.
 3. Promote evidence-based best practices to address the needs of people who are homeless or at risk of homelessness.
 4. Make recommendations for short- and long-term policy initiatives that increase permanent housing, identify barriers, and provide options to enhance the services provision for people who are homeless or at risk of homelessness.

Current ICCHP Members

| | | |
|--|---|--|
| Erika Ferguson, Chairperson NC Department of Health and Human Services | | Denise Neunaber, Co-Chairperson NC Coalition to End Homelessness |
| Robert Collins for Tony Copeland NC Department of Commerce | Representative Yvonne Lewis NC House of Representatives | Lisa Phillips Department of Public Instruction |
| Demetrius Pulley for Mike Daniska NC Department of Public Safety | David Locklear NC Department of Health and Human Services | Delores Taylor Cumberland County |
| Samuel Gunter NC Housing Coalition | Emily Locklear Southeast Family Violence Center | Secretary Machel Sanders Department of Administration |
| John "JJ" Evans NC Community College System | Joyce Massey-Smith NC DHHS-Division of Aging and Adult Services | Senator Joyce Waddell NC Senate |
| Scott Farmer NC Housing Finance Agency | Deronda Metz Salvation Army of Charlotte | Kristen Walker NC Office of State Budget and Management |
| Ryan Fehrman Families Moving Forward, Durham | Fred Mills Mills Construction | E. Marie Watson Johnston-Lee- Harnett Community Action Agency |
| Sam Hedrick NC Department of Health and Human Services | David Nash Asheville Housing Authority | Representative Shelly Willingham NC House of Representatives |
| Rube Holmes Private Citizen | Mellin Parker City of Winston-Salem | John White NC Department of Corrections |

Interagency Council on Coordinating Homeless Programs (ICCHP) Priorities for COVID-19 Response

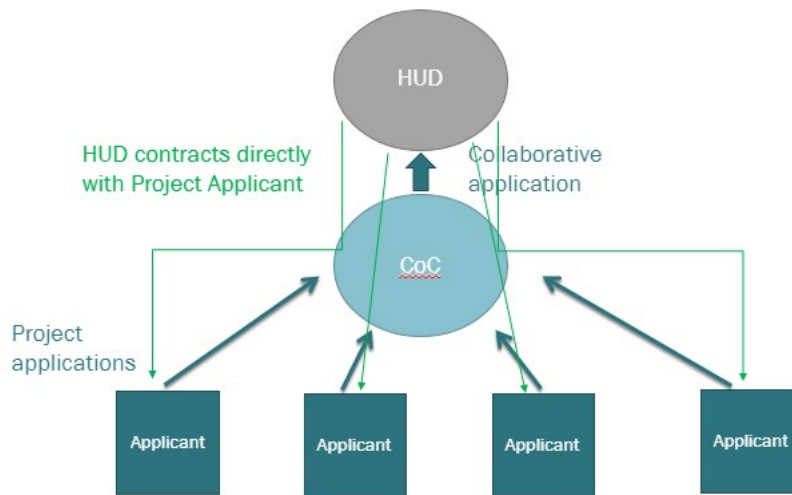
- Crisis Response
 - Sheltered Settings
 - Unsheltered Settings
 - Non-congregate Shelter
- Housing Stability
 - Prevention
 - Diversion/Rehousing (Back@Home/Safe@Home)
 - Long-term Assistance
 - Direct Landlord Relief

Applying a Racial Equity Lens to the ICCHP

- Staff talked with one of the co-chairs of the ICCHP and have sent some targeted invitations to some people to join these two workgroups. If you have not seen an invitation and you feel like you might be a good fit for one of these workgroups, please reach out to us. We reviewed the subcommittee members for those who are working in direct homeless service or rehousing agencies.
- We also have an opportunity for this group to devise and propose a decision-making framework for including racial equity in all the decisions of the ICCHP and the 2 active workgroups. This could then be adopted by the BoS Steering Committee as well to inform future decision making across the Balance of State.

CoC Competition Scorecard

The CoC application process happens at the CoC level (NCCEH) for NC BoS CoC



1. Project Applicants submit to the CoC's Collaborative Applicant, which for BoS is NCCEH. Applications are scored and ranked by the PRC. The PRC makes recommendations for ranking to Steering Committee.
2. Project Applications going forward are combined with the Collaborative Application, written by NCCEH, and sent to HUD.
3. HUD reviews and awards the Projects to be funded. HUD then contracts directly with the Project Applicants. NCCEH does not administer any of the funds to the project applicants.

Why Include Racial Equity questions in the CoC Scorecard?

- Signal to grantees that Racial Equity is a priority with the Balance of State.
- Forecast to grantees that Racial Equity will be a focus of work and evaluation over the coming year.
- Help the Balance of State provide a more detailed response to HUD regarding current racial equity activity throughout the BoS.

Considerations

- There is limited time to develop a question/questions for the score card for 2020
- This will be the first time to include a question on Racial Equity.
- We do not really know what agencies are doing in this space so it is hard to know how to create a series of fine-tuned complex questions.

Sample Racial Equity Questions

- Access for Clients
 - Does the applicant provide intake forms in other languages besides English?
 - Does the applicant provide guidelines/program rules in other languages besides English?
 - Does the applicant have client-facing bilingual staff?
- Staff, leadership, and Hiring Practices
 - Does the applicant have an Anti-discrimination Policy?
 - Points in 2020, Standard in 2021

- Has staff been sent to a training for Racial Equity or Anti-Discrimination
- Please list the date and percentage of staff that attended: _____
- Policies and Training
 - Does the applicant have an Anti-discrimination Policy?
 - Points in 2020, Standard in 2021
 - Has staff been sent to a training for Racial Equity or Anti-Discrimination
 - Please list the date and percentage of staff that attended:

| Demographics Comparison | | | | |
|--|----------------|----------------------------|--|--------------------|
| For the past year (Jan 1, 2019-December 31, 2019)* | | | | |
| Project Name | | | | |
| Project Type | | | | |
| | Clients Served | Client-Facing Agency Staff | Agency Leadership (directors, managers, supervisors) | Board of Directors |
| Everyone | | | | |
| American Indian or Alaska Native | | | | |
| Asian | | | | |
| Black or African American | | | | |
| Native Hawaiian and Other Pacific Islander | | | | |
| White | | | | |
| Multiple Races | | | | |
| Unknown | | | | |
| Ethnicity | | | | |
| Hispanic or Latino | | | | |
| Non-Hispanic or Latino | | | | |

- The Racial Equity Subcommittee discussed the questions and the priority for the questions.
 - Many commented that it is difficult to change the Board you inherit if you are a new or recent Executive Director.
 - A comment was made that the ESG office requires grantees to use their client file forms, but only provides them in English.
 - The Subcommittee agreed that these rise to the top:
 - Access for clients
 - Policies and trainings

Racial Equity Assessment

- Many federal partners are advocating for a reduced 2020 CoC Application
- NC BoS CoC will still conduct a Racial Equity Assessment
 - Timeline is uncertain
 - May continue to utilize baseline assessment data
 - Plan for addendums to the assessment in future years

Racial Equity Assessment Workgroup

- Members
 - James Mercer, The Mercer Foundation, Inc

- Deniece Cole, Spiritual Destiny Int'l
 - Teresa Robinson, Community Link
- Sign-up is still open! Email bos@ncceh.org