Racial Equity Subcommittee Meeting

NC Balance of State CoC

May 18, 2022 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.

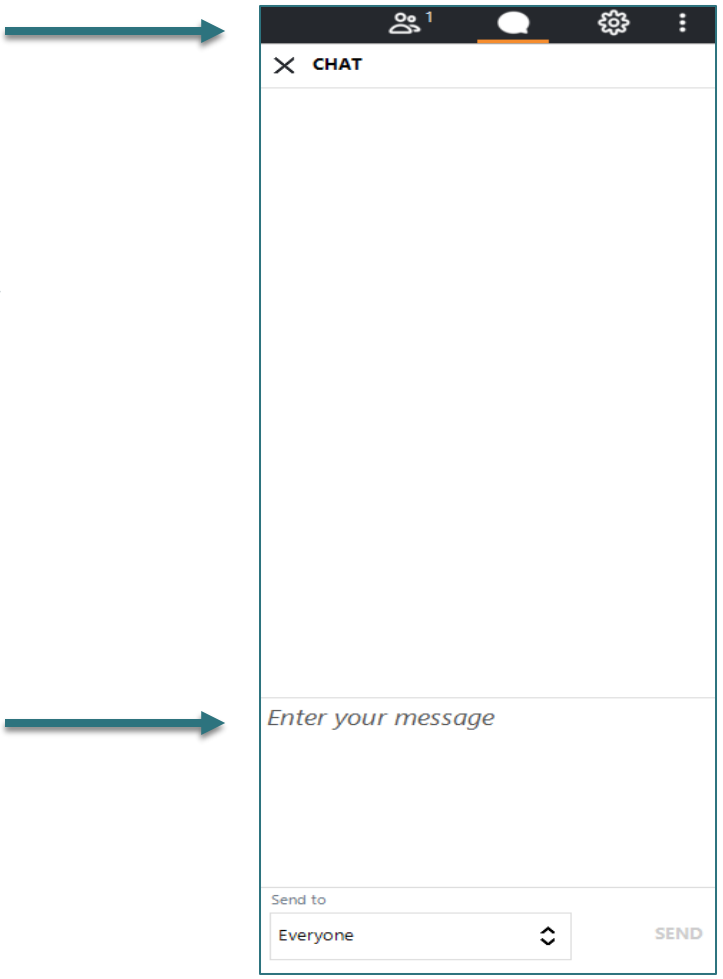
Logistics

Welcome

Your line is not muted.

Please mute yourself.

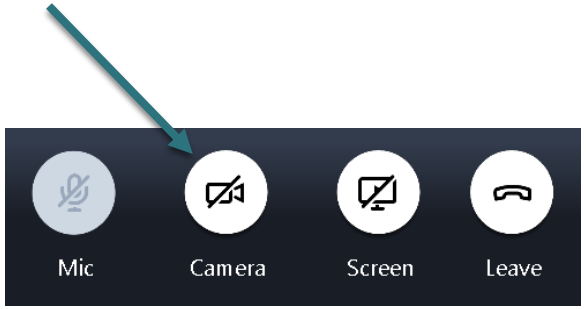
The chat box is available to use anytime.

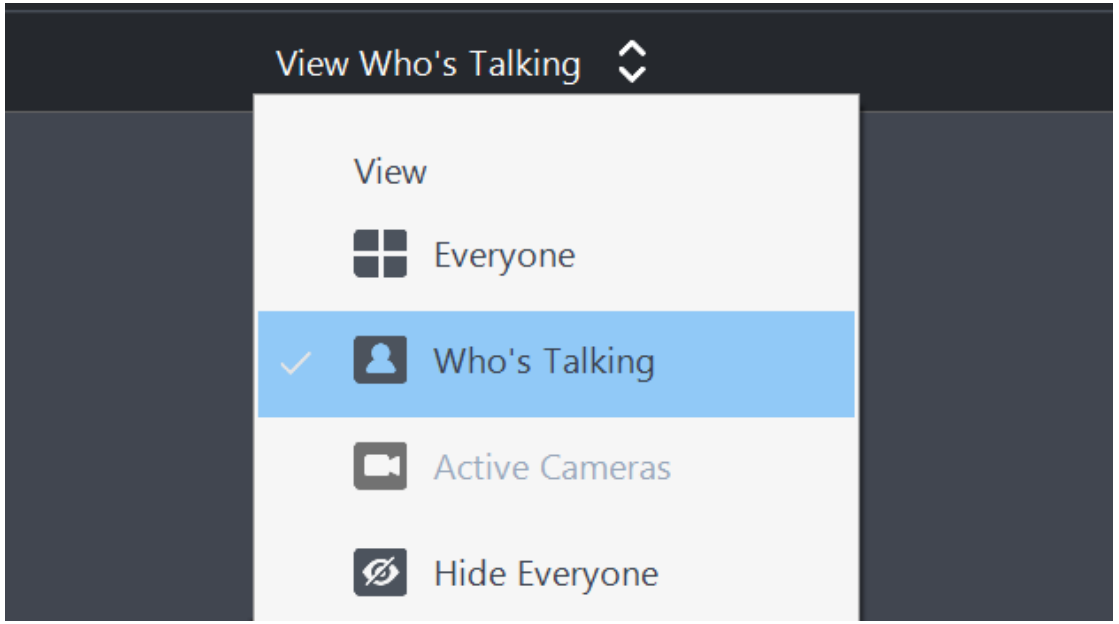


Camera

To foster connection, we encourage every member to **turn on** their camera. **The camera graphic** is at the bottom of your screen.

We have a lot of people! It may be easier to set the cameras to only show who is currently speaking. You can access this setting at the **top of the screen.**

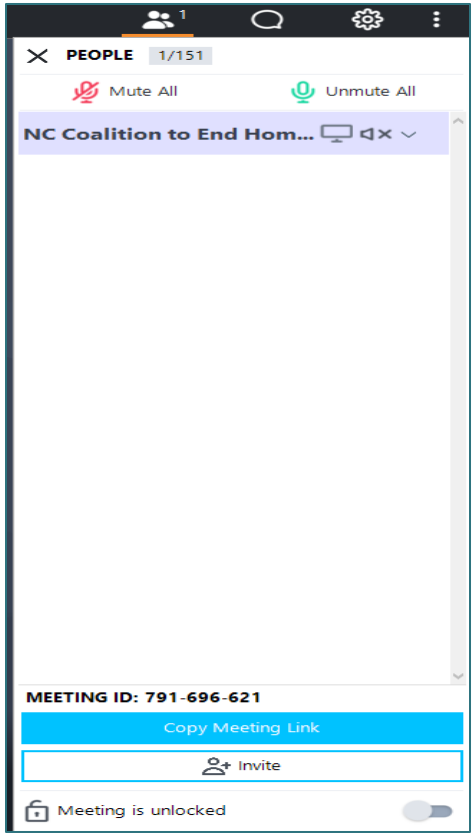




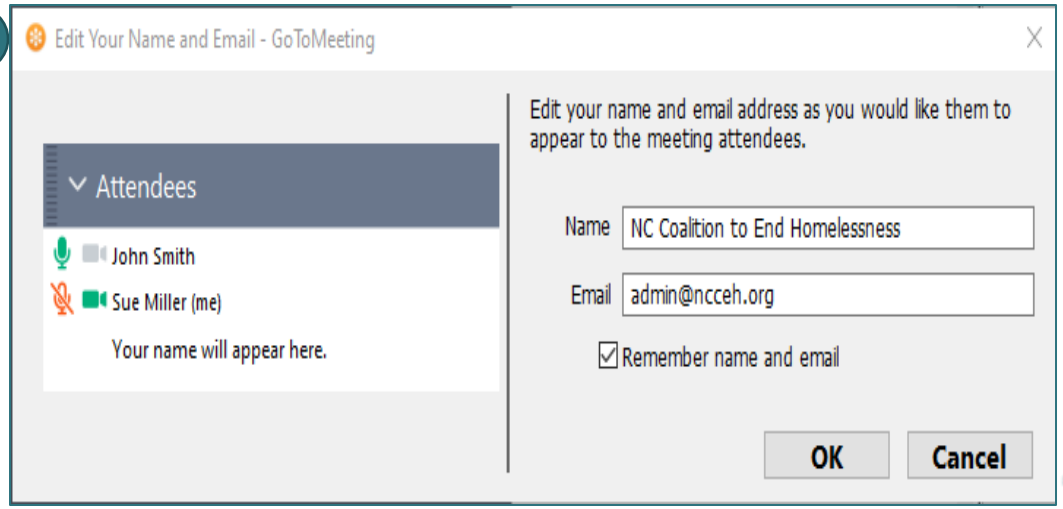
Attendance

- Participants should right click on the caller marked as ‘me’ and fill in their full name and email address.
- Please enable your webcam (if possible). Let's get to know each other as much as possible!

1



2



Agenda

Agenda

Introductions

Celebrations — **Share your successes in the chat box!**

Legislative Advocacy

Re Dialogues Update

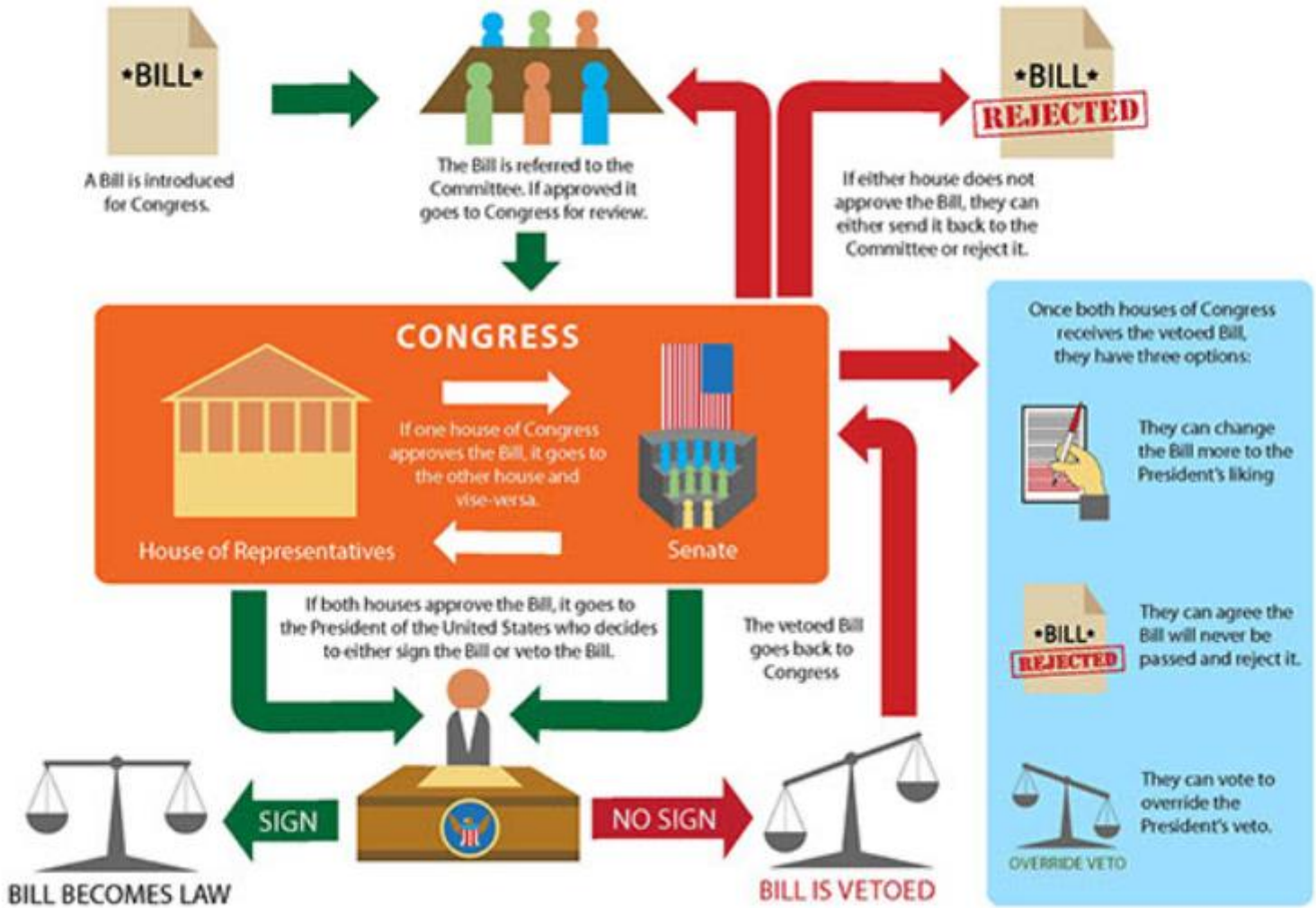
Anti-Discrimination Policy

Equity Initiative Update

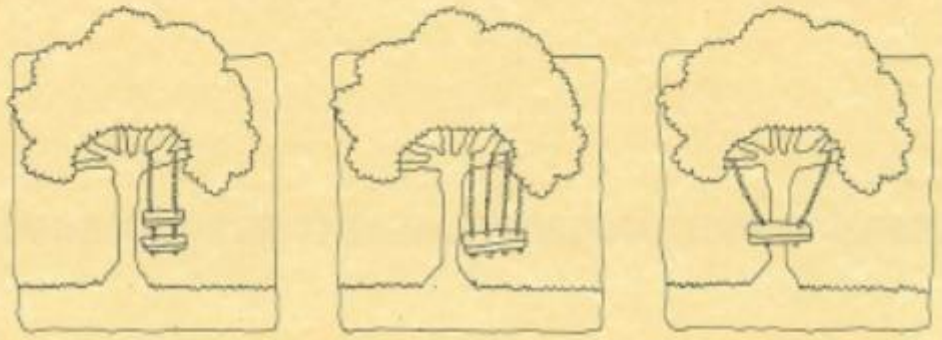
Celebrations and Announcements

Advocacy 101: How a Bill Becomes a Law

How a Bill Becomes a Law



HOW A BILL BECOMES LAW



AS INTRODUCED

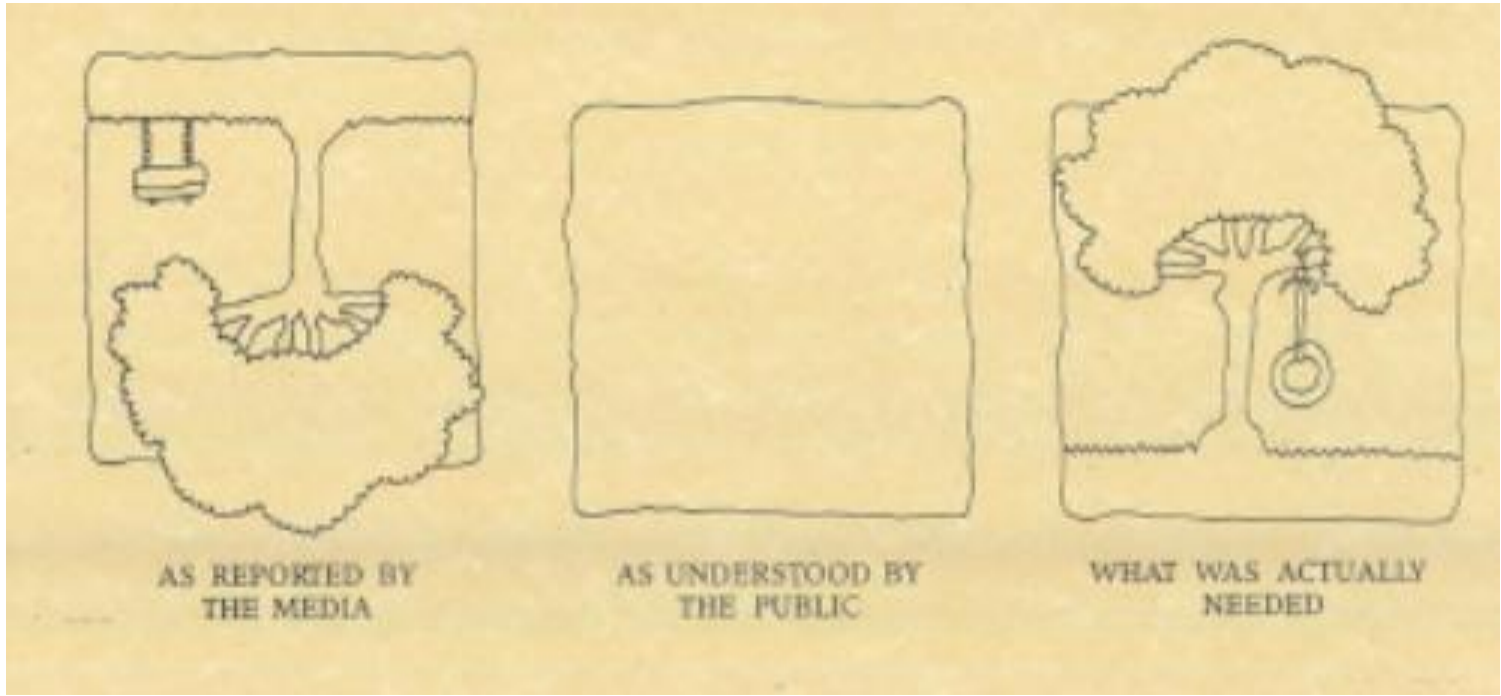
AS AMENDED IN COMMITTEE

AS AMENDED ON SECOND READING

AS ENACTED

AS FUNDED BY JOINT BUDGET COMMITTEE

AS IMPLEMENTED BY THE STATE AGENCY


AS REPORTED BY THE MEDIA
AS UNDERSTOOD BY THE PUBLIC
WHAT WAS ACTUALLY NEEDED

There are two forms of power in American politics: money and people.

Grassroots advocacy believes that, given the presentation of compelling facts, an elected official will make the right choice for the public good (and their own self interest).

Which is more POWER-full ?

- I can make a phone call to my elected official's office.
- I can make a phone call to my elected official's office and identify myself as an active Methodist.
- I can get the Methodist Bishop of my state (who has a "bully" pulpit and a direct line to 1300 churches with 280,000 congregants) to schedule a meeting with my elected official.
- I can be part of a kick-ass, statewide organization that schedules a strategic meeting for my bishop along with bishops from 3 other denominations with my elected official *after* holding a news conference on our issue.

For this, you need an organization with broad collaborations that knows how to embrace the serendipitous after an abundance of planning.

The School Bus Trip & the Senate Rules Chair

- Secure a legislative blueprint from another state and make it your own
- Hold back something in your pocket
- Who’s got skin in this game?
- Weaponize the moral argument

The Willie Ann Glenn Act

- Look outside your state for models
- Not the usual suspects and leveraging self-interests
- Mobilize your multi-sector partners
- Marketing pros--priceless!

- One on the community level
- One on the federal level

Real-time advocacy opportunity #1

Community Advocacy for Local Fiscal Recovery Fund allocations from American Rescue Plan Act (ARPA)

1:00 today on NC Local Leadership Response Sharing Call

https://zoom.us/j/5799039481?pwd=UFkwNCtLdUszeG94Y2prS0ttRkVmdz09

Scroll down at this link to see how much your county or municipality has been allocated:

https://www.ncjustice.org/publications/state-and-local-fiscal-recovery-funds-present-opportunities-to-address-needs-in-communities/

Real-time advocacy opportunity #2

Federal advocacy with FOUR NC congressional members on key committees for HUD programs.

House Financial Services Committee

- Patrick McHenry: CD10 [Ranking Member]
- Alma Adams: CD12
- Ted Budd: CD13

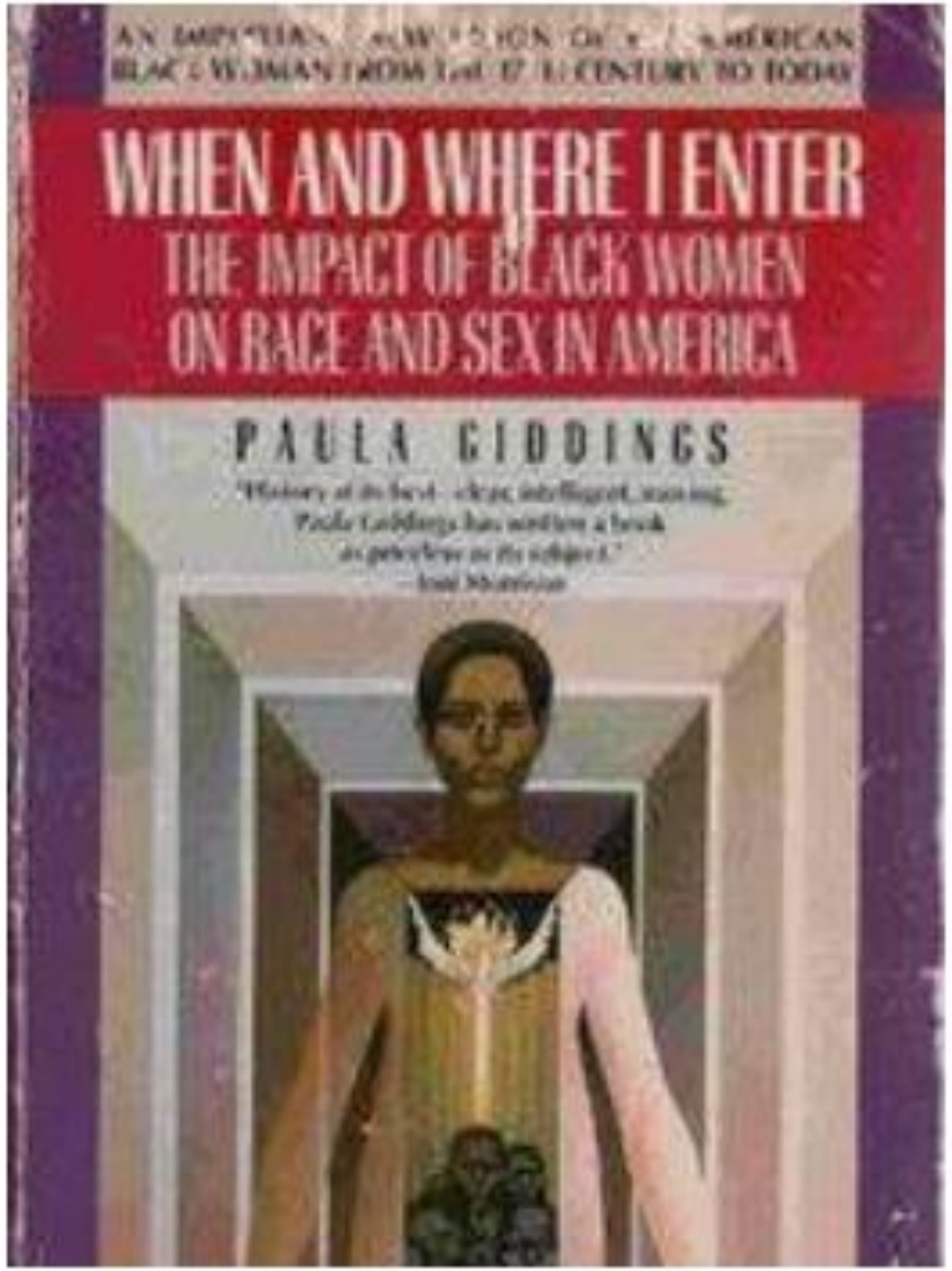
House Appropriations Subcommittee on Transportation, Housing and Urban Development (THUD)

- David Price: CD4

Are one of these yours?

- Patrick McHenry: CD10 comprises all of Cleveland, Gaston, Lincoln, Polk, and Rutherford counties, and part of Catawba, Iredell, and Buncombe counties.
- Alma Adams: CD12 comprises city of Charlotte and surrounding areas in Mecklenburg County.
- Ted Budd: CD13 comprises all of Alamance, Caswell, Davidson, Person, Randolph, Rowan and parts of Guilford, Iredell, and Chatham counties
- David Price: CD4 comprises all of Orange County and parts of Wake and Durham

I’m not makin’ this stuff up . . .



Racial Equity Dialogue Series

Next RE Dialogue

- Will take place Tuesday 6/21
- Topic: Impacts of Stress and Trauma on People of Color Experiencing Homelessness

- Working to confirm speakers- if you know of anyone with lived experience as a youth please let us know

- Please save the date!
- Will send advertisement out closer to time- help spread the word!
- Join the workgroup is you are interested in making these happen

Edits to NC BoS CoC Anti-Discrimination Policy

The NC BoS CoC Anti-Discrimination Policy guides program implementation and is updated yearly

- Built to mirror HUD's Equal Access Rule, the Anti-Discrimination policy prohibits overt acts of discrimination that prevent people from accessing services.
- Required for all agencies in the CoC. Mandatory training annually.
- The policy has strong protections for:
  - LGB and Transgender people seeking services
  - Families (Family Separation policy)
  - People of all faiths (Faith-based services policy)
  - People with grievances against their provider
- Discrimination on the basis of race and ethnicity is prohibited, but protections don't go beyond overt acts of discrimination (which are hard to prove anyway)

2022 Anti-Discrimination Policy included a new section on Equity

- **Racial Equity Policy**
- CoC agencies, staff, volunteers, and contractors must recognize that Black, Indigenous, and People of Color (BIPOC) are disproportionately represented in the homeless services system and are often negatively impacted at disproportionate rates by economic and political systems, contributing to higher rates of homelessness. All agencies within the NC BoS CoC must take active steps to assess and reduce racial disparities in their agency and their community. These steps can include, but are not limited to:

1. Seeking regular racial equity training opportunities for all agency staff, volunteers, contractors, and board members.
2. Review the NC BoS CoC annual Racial Equity Assessment and develop plans to target disparities that persist in their community.
3. Actively work to increase racial diversity in hiring, especially in leadership or supervisory positions, and board member recruitment.
4. Actively recruit bi-lingual staff in hiring for client-facing positions.
5. Assess and make changes to agency policies and procedures that might disproportionately impact BIPOC clients, such as requiring criminal background checks for program entry.
6. Consider tracking your agency's data to ensure equal access to admission, housing, and other programming based on race.

Benefits and challenges of adding an Equity Section

- The existence of an equity section means that all agencies are required to have in their own P&Ps.
  - This requirement can then be leveraged later through the scorecard for ESG funding to make sure that agencies are implementing it.
- The Challenge is that we have no “silver bullet” for initiating an equity process at the agency level. Agencies have to want it for this work to be meaningful.
  - Language remains vague because we don’t offer a specific training to make people attend, for example (yet!).
- It’s a start!

Does the Racial Equity Subcommittee approve the proposed edits to the Anti-Discrimination Policy?

- Questions?
- Motion to approve?

Equity Initiative

Equity Initiative Core Team

We are seeking diverse candidates with lived experience with homelessness to participate in a group that will create new policies to ensure our CoC's housing opportunities are fair to all!

WHEN

- Through December
- About to 2-3 hrs/wk
- Meeting time can be flexible

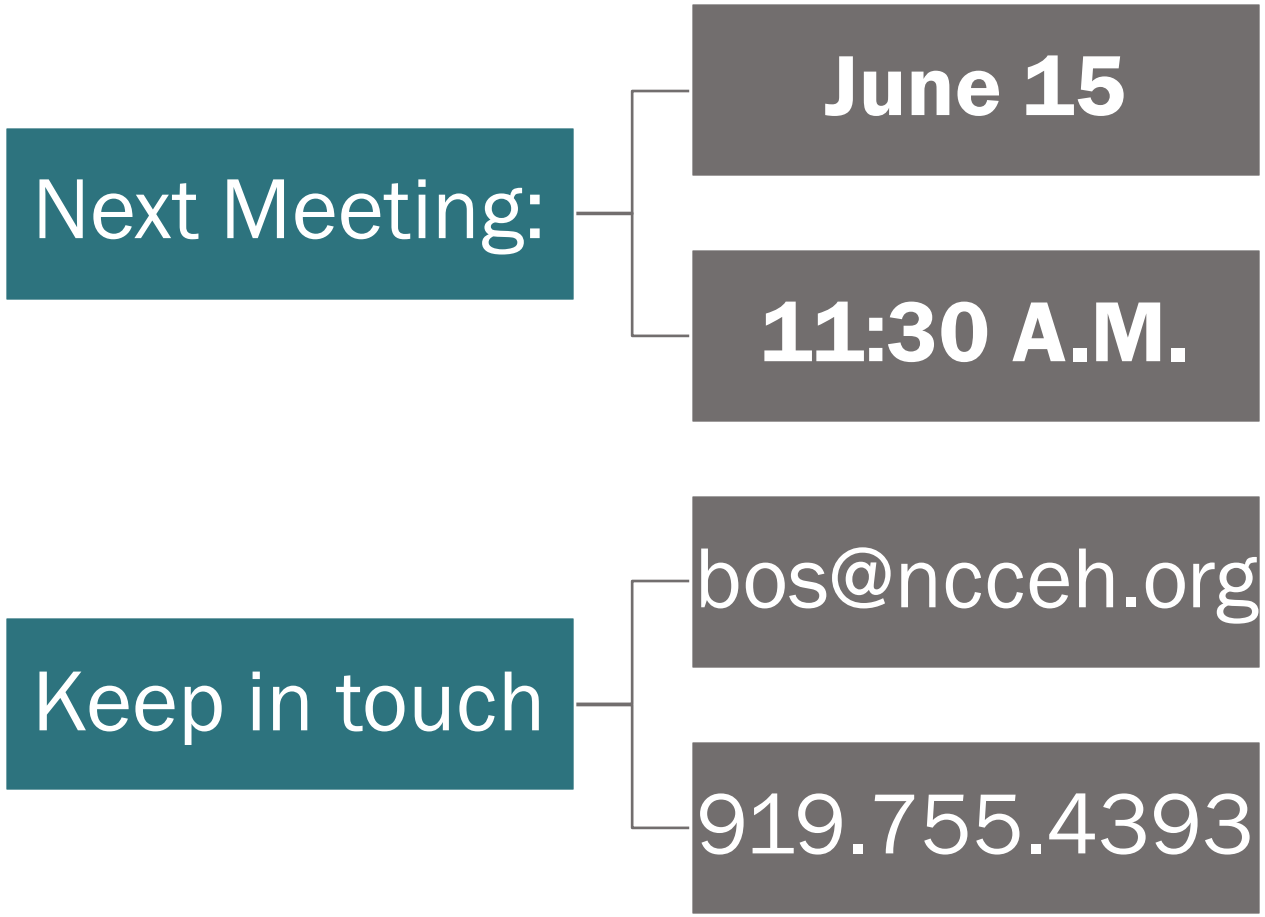
WHERE

- Virtual meetings on Zoom or Microsoft Teams
- You'll need access to a smart phone or computer and the internet.
- We may be able to help!

Agenda items for next meeting?

- What needs to be discussed?

Wrap Up


Next Meeting:
June 15
11:30 A.M.
Keep in touch
bos@ncceh.org
919.755.4393