Racial Equity Subcommittee Meeting

NC Balance of State CoC

January 18, 2023 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.
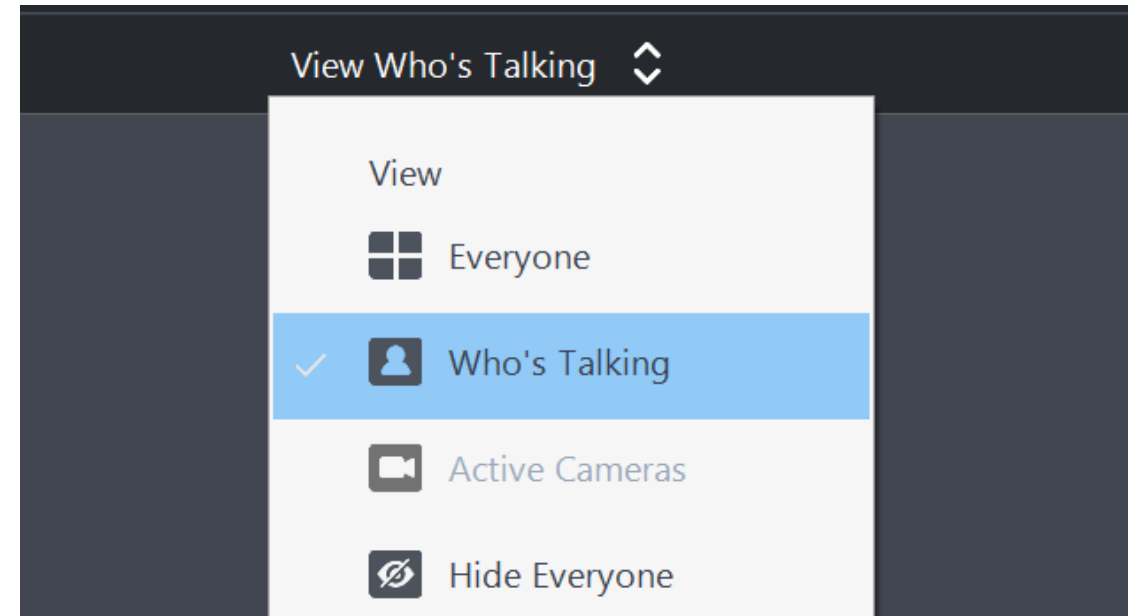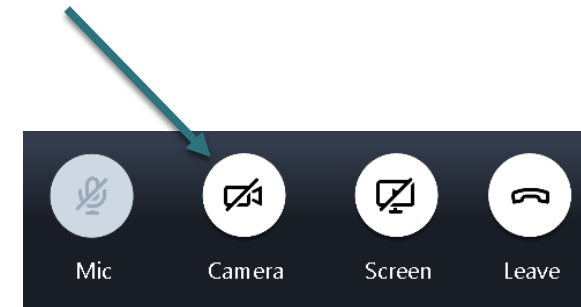
Please mute yourself.

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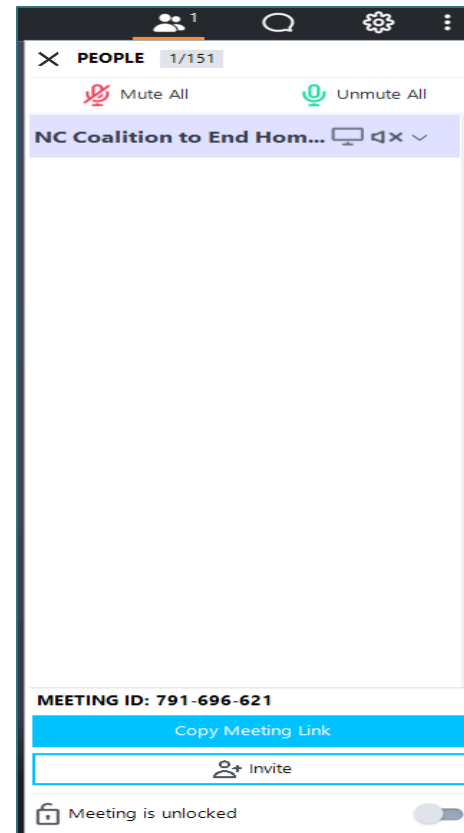
We have a lot of people! It may be easier to set the cameras to only show who is currently speaking. You can access this setting at the **top of the screen.**
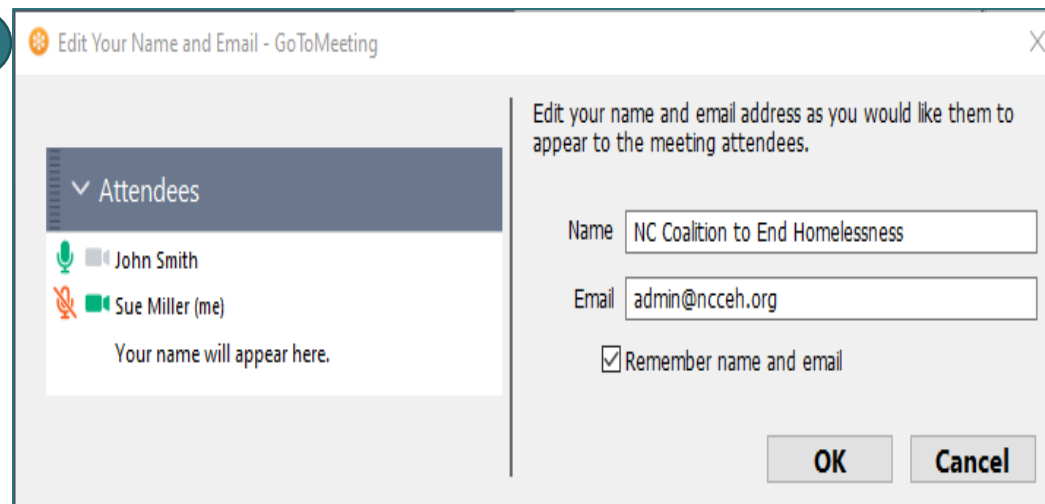
# Attendance

- 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!

# Agenda

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Celebrations

Share your successes in the chat box!

Subcommittee overview

**Introductions**

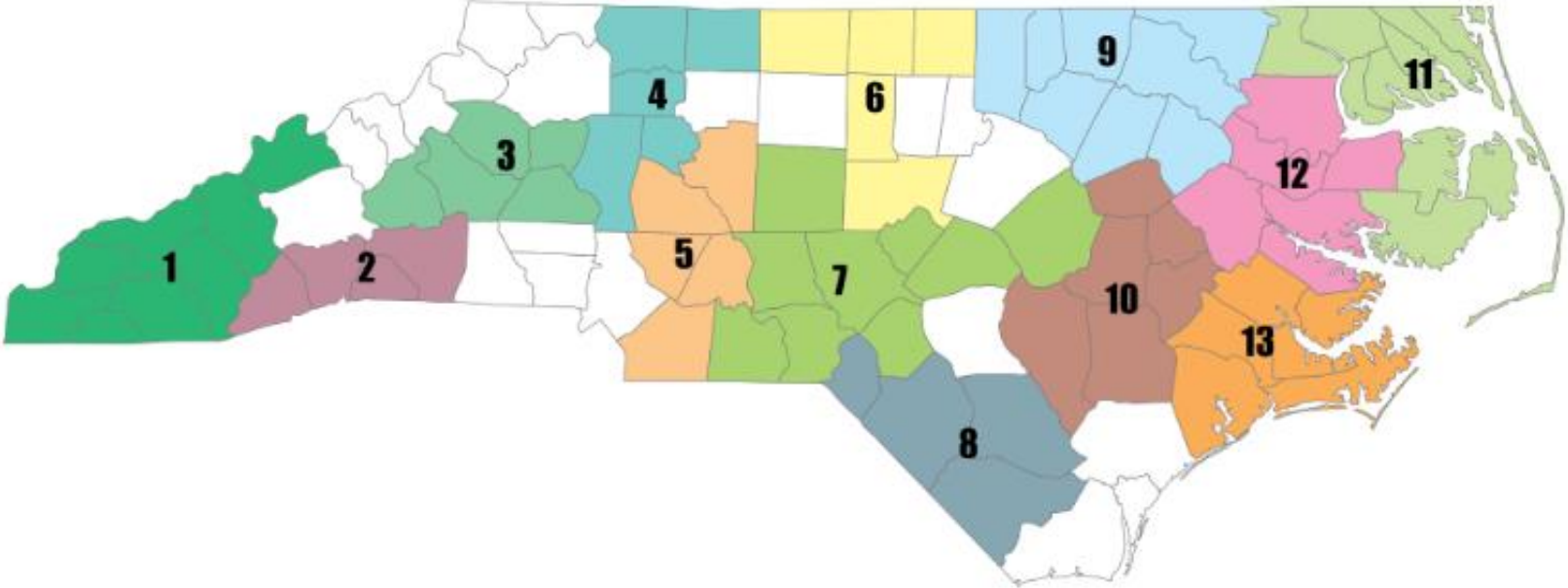Scorecard amendments

# Celebrations and Announcements

# What is the
# NC BoS CoC Racial Equity Subcommittee?

# The NC Balance of State CoC covers 79 rural and suburban counties.

Balance of State CoC
Regional Committees

# The Steering Committee is the governing body for the CoC

- Guided by the Governance Charter, the Steering Committee is a representative body of regional leaders and state-wide at-large members.

- The Steering Committee has several sub-committees that operate at the CoC level including Racial Equity Subcommittee, Funding and Performance Subcommittee, Coordinated Entry Council, and Lived Expertise Advisory Council
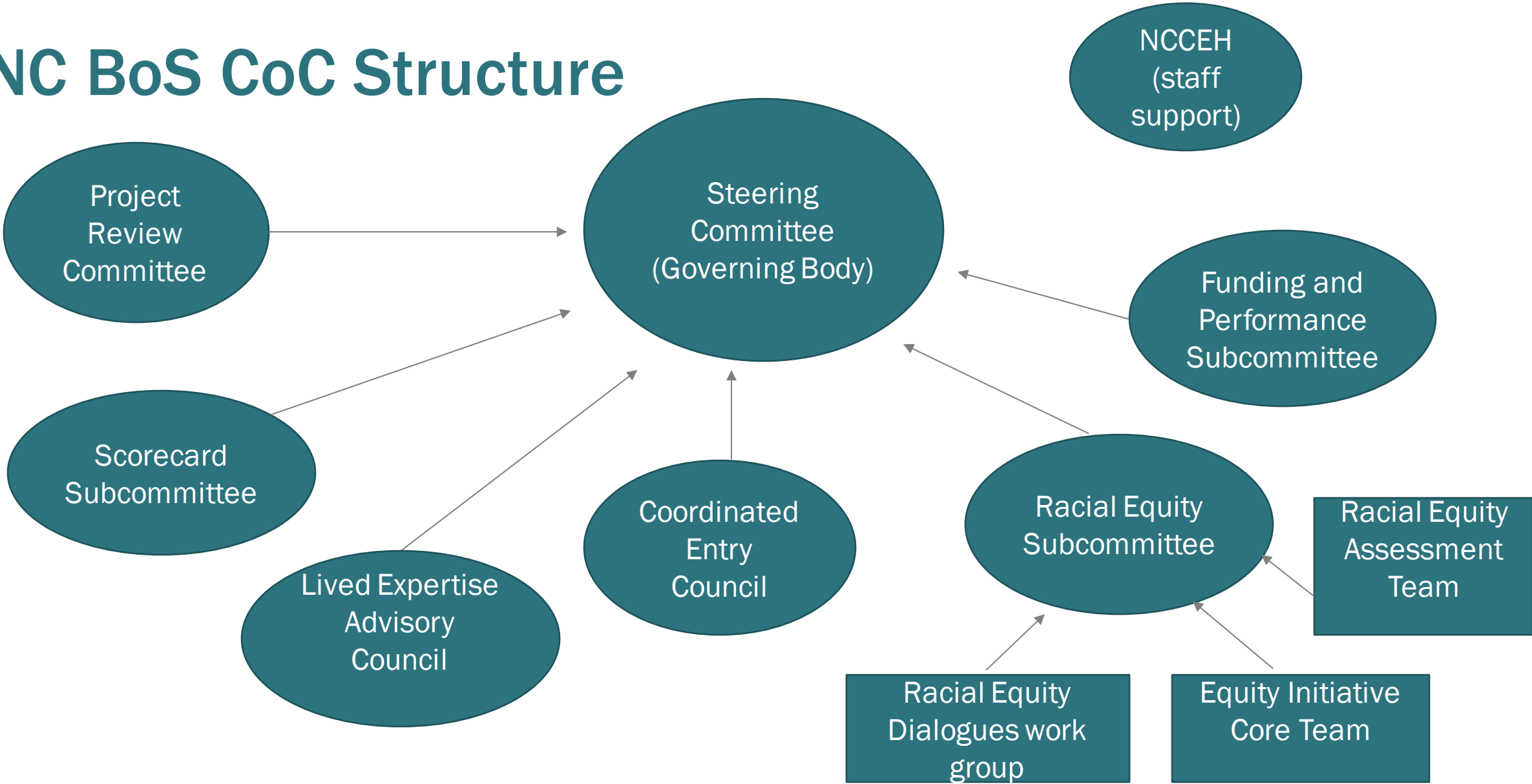
# NCCEH serves as the NC BoS CoC Collaborative Applicant and HMIS Lead.

The North Carolina Coalition to End Homelessness:

- Staffs the CoC
- Facilitates the CoC competition each year, writes the CoC-wide application, and submits to HUD
- Ensures the CoC meets HUD requirements
- Provides training and technical assistance
  - Conducts performance improvement with ESG and CoC grantees
  - Teaches best practices
    - Harm Reduction
    - Housing First
    - Low-barrier, Housing-focused shelter
    - Case Management
  - Supports HMIS end users
- Serves as grantee for HMIS and CE project

# NC BoS CoC Structure

NCCEH (staff support)

Project Review Committee

Steering Committee (Governing Body)

Funding and Performance Subcommittee

Scorecard Subcommittee

Lived Expertise Advisory Council

Coordinated Entry Council

Racial Equity Subcommittee

Racial Equity Assessment Team

Racial Equity Dialogues work group

Equity Initiative Core Team

# NC BoS CoC Structure
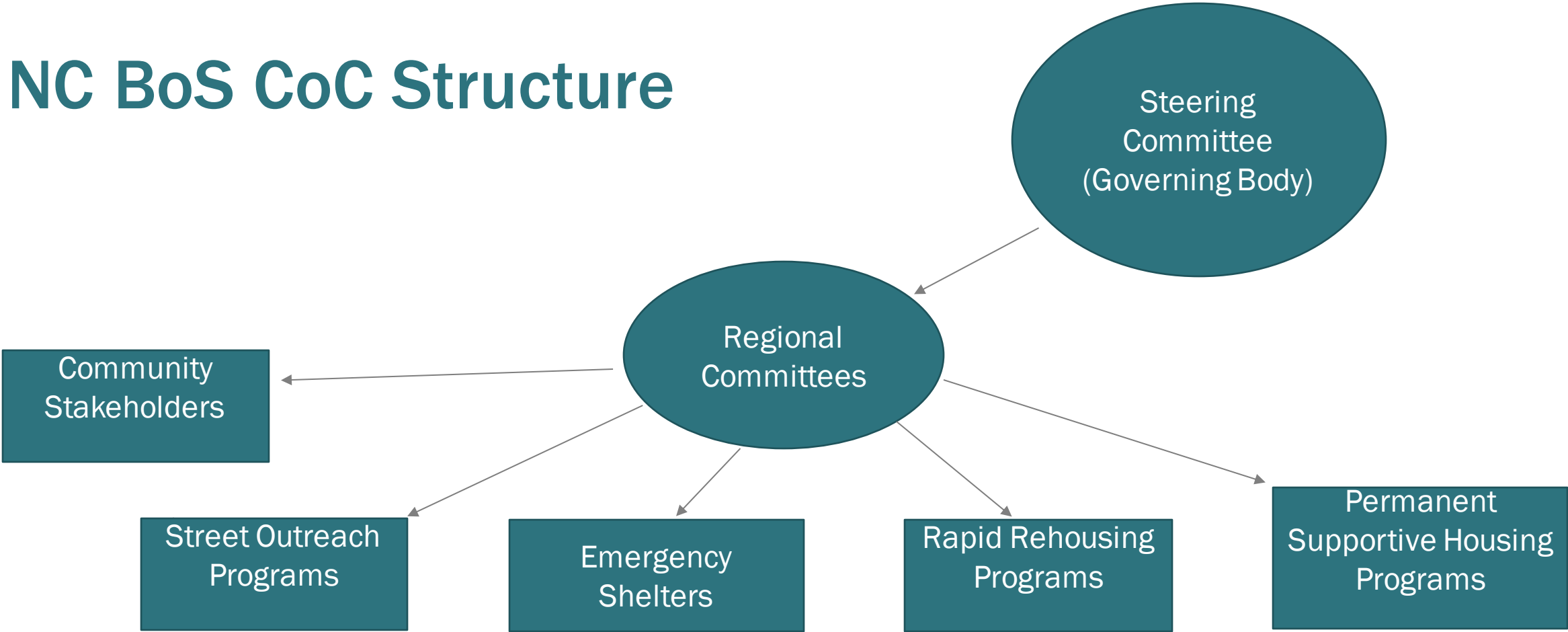
# The NC BoS CoC Steering Committee formed the Racial Equity Subcommittee in January 2020.

Open call for membership

Charged with both Assessment and Impact

Strategy and decisions driven by Subcommittee members, not CoC staff

Early impact on CoC program scorecards

# The Racial Equity Subcommittee's work continues

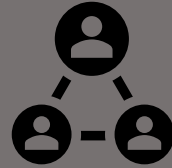Strengthening our CoC's Racial Equity Assessment with additional tools and data

Impacting equity in Coordinated Entry and system access

Incorporating a racial equity lens across all CoC policies, committees, and workgroups

Continuing the Racial Equity Dialogue Series to engage providers through dialogue

# Work Groups for 2023

# Racial Equity Dialogue Series

# Racial Equity Dialogue Series

- Held 3 dialogue calls:
  - Barriers to homeownership for POC experiencing homelessness
  - Impacts of stress and trauma on POC experiencing homelessness
  - Innovative BoS programs serving POC experiencing homelessness
- New members welcome- please join us!
  - Every other week mtgs
  - Recruiting speakers
  - Designing questions

# Equity Initiative
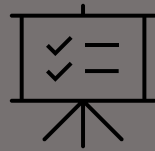
# CE Equity Initiative

With limited resources, how do we know who to serve next?

- Current Coordinated Entry Assessment is racially biased

# CE Equity Initiative

- Planning for the new assessment
  - Goal: By December 2023, North Carolina Balance of State aims to proportionally increase the scores of Black/African Americans assessed through a revised assessment to 43%
  - Categories of questions: Safety Risk, Housing and Homeless History, Health and Wellness, Family unit
    - Focusing on challenges to housing to prioritize

- Bringing It Home Conference Proposal submitted: "Centering Equity to Redesign Coordinated Entry Assessment and Prioritization"

# CE Equity Initiative
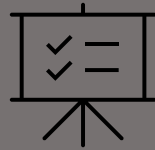
- Approval within BoS
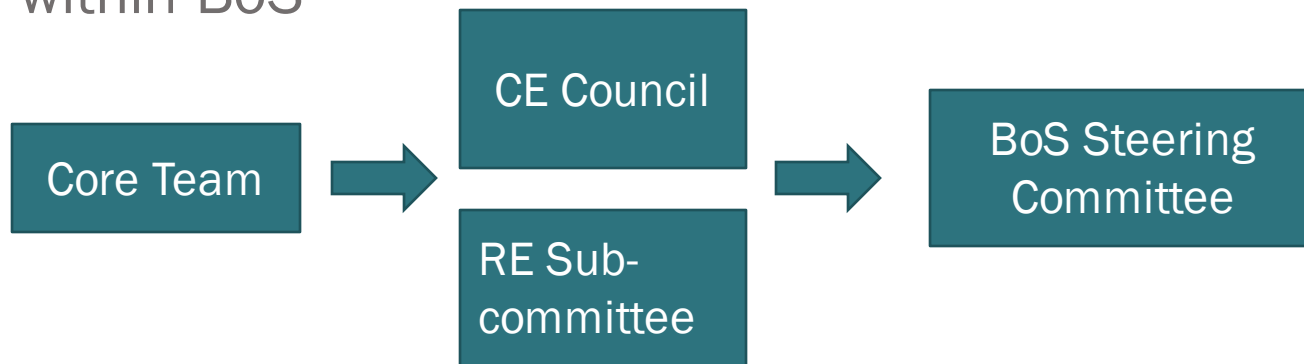


- Timeline
  - Draft Phase (October – December 2022)
  - Revision with Stakeholders Phase (January – March 2023)
  - Pilot Phase (April – June 2023)
  - Analysis & Revision with Community Phase (July – August 2023)
  - Training Phase (September – October 2023)
  - Launch Phase (November 2023 – January 2024)

# Racial Equity Assessment

# RE Assessment Workgroup

- Annual report on equity disparities in the homeless response system, including commitments to improve equity by the CoC
  - 2022 and previous assessments are posted to the subcommittee webpage: https://www.ncceh.org/bos/subcommittees/racialequity/
- Workgroup to collaborate with Andrea and Tim (Data Analyst) on what data to include, how to present, and narrative analysis between May-July

# Introductions!

👋

# Welcome

- Let's take some time to get to know each other. Please share:
  - Name
  - Racial Identity and tribal affiliation (if applicable)
  - Gender/pronouns
  - Agency you work for
  - County and BoS Region that you live and/or work
  - How long have you been with the Racial Equity Subcommittee?
  - Where is your energy? Based on the information provided, which work group would you be most interested in? Are there other areas that you would commit to taking a leadership role?

# Urgent opportunity for impact: Updates to competition scorecards

# New schedule requires updates by 2/28

- The Racial Equity Subcommittee drafted questions in 2020 to be included in the CoC funding competition.

- Those questions have been strengthened and expanded to the ESG funding competition.

- In previous years, scorecard updates were done in April. They are now being required by 2/28.

- Are any volunteers available for an ad hoc workgroup to meet 1 or 2 times before the February Subcommittee meeting (2/15)?

# Agenda items for next meeting?

- What needs to be discussed?

# Wrap Up

Next Meeting:
- February 15, 2023
- 11:30 A.M.

Keep in touch
- bos@ncceh.org
- 919.755.4393