



Racial Equity Subcommittee Meeting  
NC Balance of State CoC  
March 15, 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.

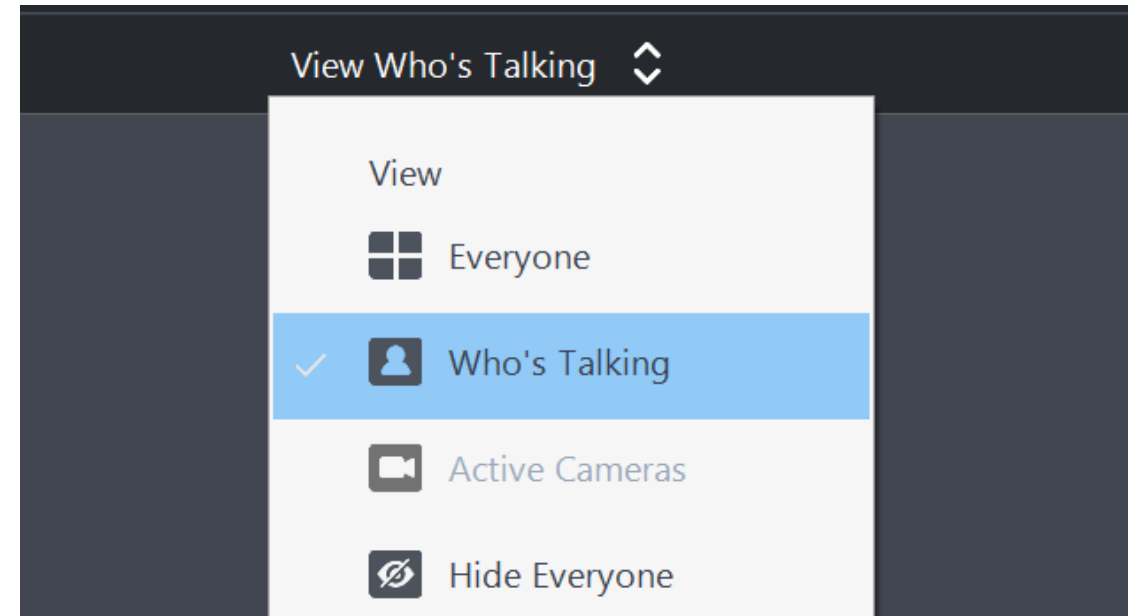
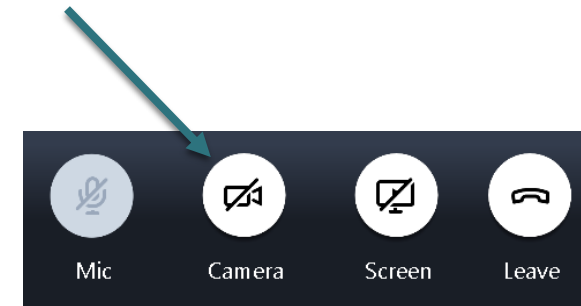
• The chat box is available to use anytime.



# Camera

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

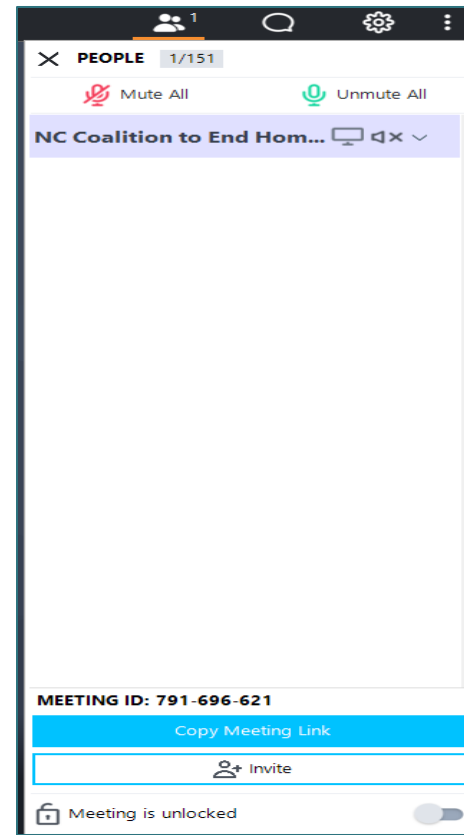
We have a lot of people! It may be easier to set the cameras to only show who is currently speaking. You can access this setting at the **top of the screen**.



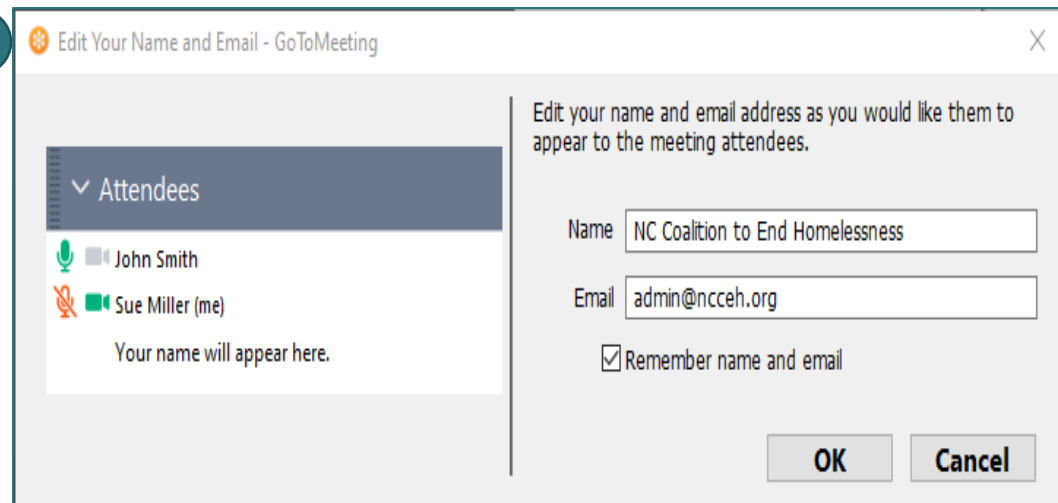
# Attendance

- 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!

1



2



# Agenda



# Agenda

Celebrations

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

Bringing It Home  
Conference

**Work Group updates**

Anti-Discrimination  
Policy



# Celebrations and Announcements





# Bringing It Home Conference



# 2023 Bringing It Home Conference

- Annual statewide conference for homeless service providers
  - May 2-3, 2023 virtual
  - Registration open!
    - <https://nchousing.org/bringing-it-home-2023/>
- Racial Equity Sessions
  - 1 long workshop
  - 2 short workshops
  - Many that incorporate RE
- Scholarships available if \$50 fee is not accessible



# Racial Equity Dialogue Work Group

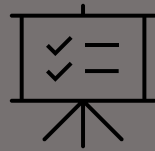


# Racial Equity Dialogue Series

- Holding 3 dialogue calls this year:
  - April 18- Language Access
  - June 20- Environmental Racism
  - October 17- Affordable Housing
- Registration will be released closer to the dates



# 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 (reminders)

- 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



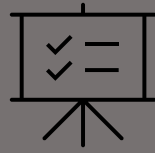
- Timeline

- ~~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)





# Data Updates



# 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
  - Join us March 30<sup>th</sup> at 12 pm for a kickoff workgroup meeting!



**NC BoS CoC**  
**Anti-Discrimination Policy**



# Anti-Discrimination Policy protects access

- The policy is robust in protecting access to services based on race, ethnicity, color, national origin, language, ancestry, religion, sex, familial status, age, gender identity, LGBTQ+ (lesbian, gay, bisexual, transgender, queer/questioning, etc) status, marital status, domestic or sexual violence victim status, or sensory, mental, or physical disability



# Difficult to protect against all forms of discrimination

- The policy has limits in its ability to protect people against discrimination and harassment.
- The document is largely targeted to being denied services.
- Grievances based on harassment, microaggressions, or other mistreatment are not often received.



# Does the RE Subcommittee want to edit the anti-discrimination policy?

- Edits are made each year, and a mandatory training held.
- Training will likely be in May or June.
- RE Subcommittee has declined to make major edits in the past for a lack of capacity. Edits can be either small or large depending on the appetite to restructure this document.
- Minor edits will likely be made either way.



# Agenda items for next meeting?

- What needs to be discussed?



# Wrap Up

Next Meeting:

**April 19, 2023**

**11:30 A.M.**

Keep in touch

[bos@ncceh.org](mailto:bos@ncceh.org)

919.755.4393

