Continuum of Care Equity and Inclusion Committee

Meeting Minutes
December 17, 2020, 11:00 AM via GoToMeeting

Opening

The regular meeting of the Continuum of Care Equity and Inclusion Committee on December 17, 2020, 11:00 AM via GoToMeeting by Shamika Agbeviade.

Present

xShamika Agbeviade, Chair
xKathryn Firmin-Sellers, Co-Chair
--<leave>Giovanna Collins, Secretary
xGregory Denlea, voting member
xStephen McQueen, voting member
xKhalil Salim, voting member
Lisa Raymakeer, voting member
xBranden Lewis, voting member
Gabrielle Valentine, voting member
xKrystal Long, voting member
xTchernavia Montgomery
Shannon Farrar
xHannah-Marie Warfle
Judith Brown
xJeanelle Perry
xCaller 3
xCaller 7

Mary Ann Priester
Tameka Gunn

Approval of Agenda

The agenda was unanimously approved as distributed.

Approval of Minutes

Prior meeting minutes from September 17, 2020 were approved.

Agenda Items

1. Update on Secretary position
2. Presentation by Mary Ann Priester – HMIS System Coordinator and Data Lead for BFZ
   a. Built For Zero (BFZ) Racial Equity Aims
      i. Serves veterans in the community
      ii. Initially serving ending chronic homelessness and then focused on veteran homelessness
      iii. Money from Quicken Loans for full time staff position in 2018-2019

    iv.   Integrating race equity into all of the initiatives and activities
     v.   Draft of race-equity aims – convene stakeholders in group to baseline aims – will be used to improve equity system-wide
   vi.   BFZ worked to develop cohort wide race-equity aims
  vii.   BFZ able to end veteran homelessness in small communities but no such success in large communities
 viii.   Charlotte is part of a large city cohort and convenes with other large cities
   ix.   BFZ aims shared with EIC so that we can provide feedback if they are feasible.
    x.   Does EIC see ability to help push aims forward (see BFZ handout #1 below)
        1. System Decision-making power
        2. Lived experience
        3. Quality data
        4. System outcome
   xi.   How will this be tracked or measured? (question - Tchernavia)
        1. Need to see where we are and create map of leadership and decision-making position.
        2. Create matrix to track
  xii.   BIPOC – buy-in is beneficial (comment -)
 xiii.   Branden working toward goal of lived experience (Branden stated it is a goal for January 2021)
 xiv.   Slide #4 have a report writer working on input/output by race and ethnicity. Achieved quality by name list for veterans. Need to build for youth. Staff is working with sharing data and identify best practices to eliminate bias. Goal to have disaggregated data on the community data dashboard. Not increasing race bias by how data is shared. This is also HUD requirement to not assume race/ethnicity or identity (must be self-reported and collected for at least 90% of individuals). Share data with the VA and working with VA to get race data.
  xv.   Shamika question– is this something that will be available on the dashboard? MaryAnn said yes
 xvi.   Stephen question– what would be best practices to eliminate race bias in the data?
 xvii.   MaryAnn - Ranges from all the things you do about data; data collection; would BIPOC answer questions in a different way and get a different score. It can be in the analysis of data. The launch blog needs to talk about systemic racism and why we are seeing these numbers and talk about how it relates to other metrics
xviii.   Stephen comment – more about proactive intention than allowing bias to creep in.
 xix.   MaryAnn – we as a team will take race-equity training together and then we will all come to work with a race-equity lenses. Race Matters for Juvenile Justice training for example. If you are not aware about bias then there is a risk of it creeping in to your work.

xx. Jeanelle Perry comment – need to talk about the fact that our city has not scored favorable for mobility of people born poor moving to an upper socio-economic status

xxi. MaryAnn – good idea that I can think about how to integrate into this data

xxii. Slide #6 – goal is to get outcome in coming months

xxiii. Comment caller #1 – I remained interested in involuntary (barred or banned) shelter

xxiv. MaryAnn – Roof Above tracks barred and banned and looks at internally. Could also be tracked at Salvation Army – just need to get buy-in for them to track it.

xxv. Stephen – we do track it and we do discuss it. It is not a large number so it is not a system issue (an individual issue). Usually for a short period of time unless it is extreme violence then it would be permanent

xxvi. Jeanelle Perry - There is a new issue by Pres Trump which would allow discrimination for immigrant people – previously has not come into play but may be something else we have to consider.

xxvii. Stephen – they just closed the comment period on that issue. Hoping that it becomes a dead issue in a short period. We will remain open in accepting shelter. They may not have time to implement it.

xxviii. MaryAnn – we do have gender identity listed in HMIS. We have a very small population of people who are self-identify as transgender in our gender identity question. We can look deeper into this if we want to do it

xxix. Stephen – it says measurable improvement results in outcomes.. our homeless population is 80% BIPOC. IS the goal 80% of housing placements are matched. How do we figure equitable in this context?

xxx. MaryAnn – it seems like the housing placement should be consistent with the representation in the population of those experiencing homeless

xxxi. Caller01 – I agree.

xxxii. Stephen – I like the word equitable because it is not equal. We have an opportunity to do better.

xxxiii. MaryAnn – what are you all thinking? Are these good aims to work for as a community? Are there things you would suggest changing or adding?

xxxiv. Tchernavia – if you want to send me a list of all of the areas we want to identify and capture – I will create composition matrix to see where we have gaps and then at our meeting we will discuss how we want to fill those gaps

xxxv. MaryAnn – we have the COC is that the only decision-making entity that would need to be included in this map?

xxxvi. Tchernavia – I think that is a Kathryn question. Outside of that I am not sure

xxxvii. Caller01 – can you share more of what you are thinking?

xxxviii. Mary Ann – I think this is a pure COC activity. We are focusing on board composition, do we have people with lived experience. Are we changed with anything outside of that

xxxix. Caller04 – for the veterans there is some decision-making power that happens in the VA. Another big funder is the City of Charlotte. It could get very big.

xl. MaryAnn – are we changed with identifying those entity gaps? Stephen is shaking his head no.. We could ask people to identify. We are not out to put anyone's business out there is they are not open to sharing. But if you are going to build some sort of visual map then we would be asking people outside of this room to do that.

xli. Stephen – I am really conflicted here. It is great for the COC to do this. Right now the COC holds very little power. In essence this is a funding issue and we are going to fund the agency that can do the work. Those agencies may not be in the diversity we are looking for. I certainly want the COC to be diverse. If it does nto go any further then we have not done a benefit to the community.

xlii. Tchernavia – we can become an example for others to use. This can be part of our conversation in January 2021. We should encourage others to do the same for their groups.

xliii. Caller01 – I don't know what latitude we have but is there a way to layer in a priority focused on equity in the applications. If we are going to develop an advocacy agenda would this constitute that? We do not have a lot of pull or authority – we have funding. Can we alter the application?

xliv. MaryAnn – then the starting point is the COC. I will share this PowerPoint out to Shamika. I will follow up with Tchernavia so she can complete that matrix.

3. Updates
   a. Update on CoC's Prioritization Workgroup
      i. Most of the meetings we had were after our Sep 2017 meeting. The work is lead by MaryAnn Priester. Person with lived experience was interviewed. EIC and COOR ENTRY OVERSITE community released a third version that we are not currently using but we have evaluated. Version 3 is an improvement but still isn't perfect. I do not think we will ever find a perfect tool We have reviewed 10 tools from Seattle, WA and other cities. We are looking for a true version of our clients vulnerability. There is no perfect tool but we can add questions on to a supplement in order to criminal justice activity, medical, in order to assess with client on the front end to better assess their housing opportunities.
      ii. Caller01 – looking at the tool plus the process
      iii. Caller01 (Kathy) – want people to answer them rather than being afraid to answer them because they will be judged.
      iv. Shamika that it would negatively impact them. BIPOC have a wall built up that their other lived experiences may impact their eligibility
      v. Stephen how to administer the tool and where to administer the tool
   b. Updates on other Committees
      i. We would create a sign-up (EIC Workgroup Sign-up.xlsx) so that members can select the committee meetings that they want to attend
      ii. Branden Lewis commented on various meeting activity and whether or not anyone has signed up on the list. Some groups have not yet formed.

        iii. Jeanelle – is it possible to get another email sent when some of these committees will be meeting so some of us could attend.

        iv. Branden – we keep it updated on the website and if you are signed up on the listserve you will get the meetings that are coming out in the subsequent week

        v. Shamika I am going to go on the website and update these meetings. Shoot me an email if you have trouble accessing the website. There is a lot of useful information on here.

4. Discussion
   a. What improvements to the system can the Equity and Inclusion Committee make?
5. Summarize & Next Steps
   a. Shamika: Ending Homelessness: A Virtual Conference March 8-10-2021 12pm - 6pm EST
      i. There is a $40 registration fee that we have a planning grant that could pay for voting members of the EIC to attend
      ii. The meeting is next year
      iii. Erin – conference in March – but announcement about the race-equity learning series that you can do at your own pace
      iv. Shamika – I would put the proper link on the website. If you would like to attend let me know so that we can get your registration figured out
      v. Wed Jan 6 – a conversation about racial justice and worker mobility
      vi. How do you get to be a voting member? Shamika application process and then voting process. Did a call for interested persons.
   b. Motion to adjourn

Agenda for Next Meeting
TBD

Adjournment
Meeting was adjourned at 12:00 PM by Shamika Agbeviade. The next meeting is tentatively scheduled for 11:00 AM on March 17th, 2021 via GoToMeeting.

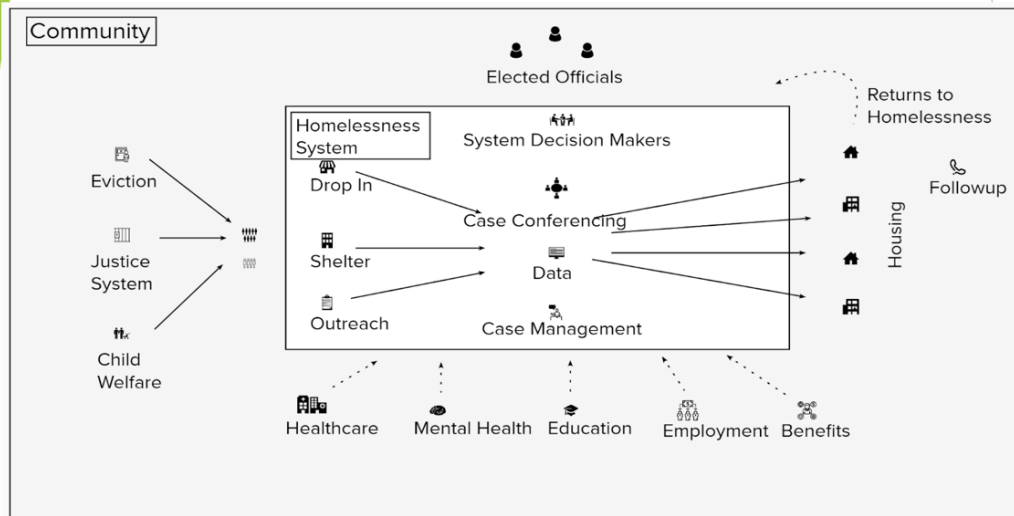Minutes submitted by: Gregory R. Denlea

Approved by:

Meeting Handouts

EIC Goals

What improvements to the system can the Equity and Inclusion Committee make?

BFZ Slides

#1 - Aims

#2 – System Decision-Making

System Decision-Making Power

[Indicator 1] Black, Indigenous, and People of Color (BIPOC) at all levels of the homeless response system have **decision-making power to influence the design of the system.**

[Measure(s)]

1. Communities have created and implemented **formal design & decision-making roles for BIPOC** including but not limited to: people currently experiencing homelessness, people with previous experience of homelessness, and front line staff

2. These roles and their selection criteria are designed with and **approved by stakeholders representing the target group.**

#3 – Lived Experience

Lived Experience

[Indicator 2] BIPOC receiving services from the homelessness response system report **interactions that preserve their dignity and that meet their needs** in a timely manner.

[Measure(s)]

1. Communities have developed **data collection procedures** and aims in partnership with a stakeholder group of individuals experiencing homelessness.

2. All data collection procedures include provisions **prohibiting retaliation against or delay or declination of service delivery to anyone reporting an unsatisfactory experience.** These provisions must be approved by the stakeholder group.

#4 – Quality Data

Quality Data

[Indicator 3] All people experiencing homelessness have **access to the system and are known by name** and in real time. Communities accurately collect data around race and ethnicity.

[Measure(s)]

1. Communities score 100% on the By-Name List (BNL) Scorecard with new racial equity content that aims to ensure data is collected appropriately, of high quality, and complete:
   a. Staff working with sharing and communicating race and equity data are **demonstrating best practices to mitigate racial bias** in data.
   b. The data collection process around race and ethnicity fields **respects self-identification** of clients, and best practices to acknowledge the sensitivity around these data points are demonstrated by frontline staff charged with collecting this data.
   c. **Race and ethnicity data is collected for at least 90%** of the individuals on the BNL with high degree of confidence in accuracy.

2. Communities can **visualize and share data disaggregated by race/ethnicity** from their quality BNLs

#5 – System Outcomes

System Outcomes

[Indicator 4] Communities **close all racial/ethnic disproportionality** in housing placements, returns to homelessness, and the average length of time from identification to housing by improving outcomes for BIPOC who experience homelessness.

[Measure(s)]

1. Racial/ethnic disproportionality in housing placement outcomes, returns to homelessness, and the average length of time from identification to housing is **analyzed with an intersectional lens** (considering gender identity, age, and sexual orientation) and documented.

2. **Measurable improvement results in closing the gap** in outcomes for populations experiencing disproportionately worse outcomes in:
   a. Housing placements
   b. Returns to homelessness
   c. Length of time homeless

#6

Committees	Committee Member to attend Meeting:							
Coordinated Entry Oversight Committee (CEOC)*	Shamika Murray Agbeviade	Kathryn Firmin-Sellers	Khalil Salim	Stephen McQueen	Gregory Denlea			
Lived Experience Committee* (committee not yet formed)	Branden Lewis							
Data Advisory Committee*	Shamika Murray Agbeviade							
Nomination & Membership Committee* (not needed)								
Ranking Committee* (not needed)								