EQUITY & INCLUSION COMMITTEE
APPLICATION FORM INFORMATION
(application begins on page 3)

EQUITY & INCLUSION COMMITTEE GOVERNANCE

The Equity and Inclusion Committee (EIC), a committee of the Continuum of Care (CoC), is responsible for developing and implementing plans and processes to assess whether the CoC's policies and resource allocation decisions are positively impacting inequities among homeless individuals and families in the community. The committee will work closely with the Data Advisory Committee (DAC), Coordinated Entry Oversight Committee (CEOC) and the training workgroup.

EQUITY & INCLUSION ROLES & RESPONSIBILITIES

In order to ensure that the Charlotte-Mecklenburg CoC promotes diversity, equity and inclusion in housing and service agencies in Mecklenburg County, the key tasks of the EIC shall include:

- Collecting data related to addressing disparities in the homeless services system
- Developing plans and processes to address disparities in the system
- Working with agencies/organizations to implement plans on reviewing their practices using a racial equity lens
- Working with the CEOC annually on CE evaluation
- Ensuring CoC Written Standards are written from a racial equity lens
- Host community trainings in partnership with the training workgroup related to equity and inclusion

EQUITY & INLCUSION COMMITTEE COMPOSITION

The EIC will consist of no more than 12 members, and no fewer than 8, all of whom will have one vote. EIC composition is categorized into two sections: Ex-officio and elected. Elected positions include population-specific and service-specific areas. It is possible for one EIC member to cover multiple sections as well as different roles/areas.

- Minimum of 1 CoC Board member
- 1 person from the Homeless Management Information System (HMIS) Lead Agency
- 1 CoC Collaborative Applicant designee
- 1 person with research expertise
- 1 person who engages in equity and inclusion work in their organization
- 7 other members from the CoC (can include other CoC Board members)
- At least 1 member should be a person with lived experience in homelessness
- The membership should be demographically diverse.

All EIC members must also be member organizations or individuals of the CoC. The EIC is committed to a diverse and inclusive committee composition in terms of race, gender, sexual orientation, immigration status, and other factors. It is important to have front-line and high-level views represented on the EIC.

EQUITY & INLCUSION COMMITTEE ELECTED ROLES
Population Specific

To ensure that all subpopulations have equal access to the homeless and housing system, the EIC will ensure that there is representation from all subpopulations outlined below by at least one EIC member. It is possible that one committee member may represent more than one subpopulation.

- Victim Services Provider
- Single Adults
- Unaccompanied Children and Youth
- Families
- Older Adults (55 and older)
- Chronic Homelessness

- Veterans
- Lived experience designee
- Refugees/Immigrants
- Persons with disabilities
- LGBTQ

Service-Specific

Our community provides many services through different projects and funding sources. This includes emergency shelter, rapid re-housing, permanent supportive housing and transitional housing as well as other housing and homelessness projects. In order to ensure that all persons experiencing homelessness have equal access to housing and homelessness resources, the EIC will ensure that there is representation from all project types outlined below by at least one EIC member. It is possible that one EIC member may represent more than one project type.

- Prevention
- Diversion
- Street Outreach
- Emergency Shelter
- Transitional Housing
- Residential / Institutional Care
- Rapid Re-housing
- Permanent Supportive Housing
- Other Permanent Housing

- Education
- Individual who engages in equity and inclusion work in their organization
- Individual with research expertise
- Organization whose mission is to promote equity and inclusion
- Faith-based organization
- Law enforcement agency

EXPECTATIONS OF EIC MEMBERS & EIC MEETINGS

It is expected that EIC members participate fully in all aspects of the EIC and attend at least 75% of the EIC meetings as scheduled. Meeting attendance will be reviewed quarterly. The meeting schedule will be determined by the EIC Chair, in consultation with EIC members. All meetings are open to the public. Meeting minutes and agendas will be posted to the CoC website. At a minimum of once per quarter, the EIC will schedule a time and encourage CoC providers to attend.

ELECTED ROLES TERM LENGTH & LIMITS

Elected positions include population-specific and service-specific areas. Terms will be staggered, creating 1 or 2-year limits for each member of the EIC. There are no term limits for individuals serving in an Ex-Officio capacity on the EIC. If an EIC member leaves before the end of the term, the replacement will be filled in the manner it was originally filled; and will serve to the end of that term, and then must be reappointed or reelected.

PROCESS FOR EIC MEMBER SELECTION

Nominations will be collected and reviewed by the CoC Membership / Nominating Committee with input from the EIC.

EQUITY & INLCUSION COMMITTEE APPLICATION FORM

TERM: July 1, 2021-June 30, 2023

The purpose of this form is to collect information for interested applicants to serve in an open, elected seat on the Equity & Inclusion Committee. Elected seats represent either a population- or service-specific area within the Continuum of Care.

NAME: _____ **CONTACT #:** _____

EMAIL ADDRESS: _____

TYPE OF COC MEMBERSHIP: ☐ **ORGANZIATION:** _____ ☐ **INDIVIDUAL**

IF ORGANIZATION, PLEASE LIST YOUR POSITION: _____

EQUITY & INCLUSION COMMITTEE POPULATION OR SERVICE AREA

Eligible candidates must be able to demonstrate they can adequately represent the vacant population-, service or other-specific area identified below. **Please check all that apply to you.**

☐Victim Service Provider	☐Education
☐Person with Lived Experience	☐Veterans Provider
☐Unaccompanied Children and Youth Service Provider	☐Law enforcement agency
☐Emergency Shelter Provider	☐Street Outreach Provider
☐Rapid Re-housing Provider	☐Diversion Provider

The CoC is committed to fostering a culture of diversity and inclusion to ensure that as many voices representing a vast array of backgrounds and experiences are in decision-making roles in the CoC. The CoC believes that diversity in Board, committees, workgroups and general membership is critical to carrying out the CoC's vision: *Homelessness is rare, brief and non-recurring in the Charlotte-Mecklenburg community. Racial disparities are eliminated, and everyone has housing choices and prompt access to the housing resources and supports that meet their needs.* To that end, we ask that perspective Board & committee members complete these **optional** demographic questions. **(Please see table on next page & check all that apply)**.

Race/Ethnicity	Sexual Orientation	Gender Identity	Age Group	Experiential
☐White	☐Homosexual	☐Female	☐<18 years old	☐Veteran
☐Black/African American	☐Heterosexual	☐Male	☐18-25 years old	☐Lived Experience of homelessness
☐American Indian or Native Alaskan	☐Pansexual	☐Transgender	☐ 26-40 years old	☐ Criminal Background
☐Native Hawaiian/Pacific Islander	☐Bisexual	☐Non-binary	☐41-55 years old	☐Trauma Survivor
☐Multiple Races	☐Asexual	☐Other: _____	☐56-65 years old	☐Substance Use
☐Latin_x_a_o	☐Other: _____	☐Do not wish to answer	☐>65 years old	☐Mental Health
☐Other: _____	☐Do not wish to answer		☐Do not wish to answer	☐Domestic Violence Survivor
☐Do not wish to answer				☐Other: _____
				☐Do not wish to answer

APPLICATION QUESTIONS

1) **What work have you done in the community related to equity and inclusion and how would you use that experience as a member of this committee?**

2) **What work have you done in the community related to housing and homelessness and how would you use that experience as a member of this committee?**

3) Why is it important for the CoC to engage in equity work?

4) What are 1-2 things that you would like to see this committee accomplish?

5) It is important that the CoC board is inclusive and representative of the community—racially/ethnically, LGBTQ+, people with disabilities, older and younger people, people with low income, etc. How will you represent and advocate for greater diversity in the CoC?

COMMITMENT & SIGNATURE

Equity & Inclusion Committee members must also be a full member of the Continuum of Care (CoC) and are required to attend 75% of meetings, as scheduled; fully participate and engage in all aspects of the committee; and complete external committee work as required. In addition, it is important that committee members are committed to the upholding the essential qualities of an effective homeless and housing system that is equitable and inclusive. Effective committee members possess good communication and problem-solving skills; are flexible and open to change; and can balance the need for systemic solutions with consistent and fair policies and procedures.

By signing below, you indicate you are a member of the CoC, aware of the commitment and qualities required, and agree to serve as a fully participating and engaged committee member if selected.

Signature_____   Date: _____

Print Name_____