

Continuum of Care Equity and Inclusion Committee

Meeting Minutes

June 17, 2021, 11:00 AM via GoToMeeting

Opening

The regular meeting of the Continuum of Care Equity and Inclusion Committee on June 17, 2021, 11:00 AM via GoToMeeting by Shamika Agbeviade.

Present

Shamika Agbeviade, Chair
Kathryn Firmin-Sellers, Co-Chair
Giovanna Collins, Secretary
Gregory Denlea, voting member
Khalil Salim, voting member
Thais Yeon, voting member
Brandon Lewis, voting member & presenter
Erin Nixon, presenter
Mary Ann Priester, presenter
Allison Winston, guest & presenter
Emani Mills
Thomas Jacobs
Teresa Porter
Lakika Marshall
Erin Morris
Amy Anderson
Terry Tiamd
Bermuda Scott-Ingram
Pedro Perez

Approval of Agenda

The agenda was unanimously approved as distributed.

Approval of Minutes

The minutes from March 18, 2021 were approved.

Open Issues

1. Welcome and Overview – Participants introduced themselves in the comments for attendance monitoring purposes. Shamika introduced guests and presenters. Committee approved meeting minutes from March 2021.
2. EIC Leadership and Meeting Schedule-Elected positions are ending on June 30, 2021. Gregory Denlea, Khalil Salim, Thais Yeon all reapplied for their positions. Stephen McQueen's position is currently vacant. Members decided the meeting schedule. The

committee voted to hold meetings monthly on the third Thursday of every month for 90 minutes from 11:00 AM to 12:30 PM. As several members have a conflict with that date in July, a Doodle poll will help determine the date of the July meeting. All voting members are expected to complete the Doodle. Membership expectations include at least 75% attendance record each year: if meeting monthly, that equals 9 out of 12 meetings annually.

3. Updates

- The Prioritization Workgroup: Mary Ann presented. Suggestions arose regarding the prioritization tool. The group worked with Coordinated Entry (CE) team to make edits, which focused less on deficits in the person asking for help. CE began piloting a supplemental tool to the VI-SPDAT questionnaire to be administered to every client. The Prioritization Workgroup will sensitize the data, and if there is continued equity within the tool, CE will use it for prioritization. CE has been great with suggesting ideas for the new tool.
- Built for Zero Racial Equity Aims update on Matrix/survey: Shamika and Mary Ann obtained approval for CoC Composition Matrix. 80 responses (16 people)=80% response rate. Mary Ann shared results of the survey. About 50% were Black/Indigenous People of Color (BIPOC), very few identified as LGBTQ, there was a gross underrepresentation of Latino/a/x responders, and almost no youth representation at all (ages 18-24). There was an even split among front line staff vs. non-frontline. Regarding experiential identity, some responders with lived experience of homelessness serve as board officers. Results show a disparity in race, ethnicity and gender identity, as well as in frontline staff representation. These are potential identities for recruitment. Among committee voting members, there was a broad range of experiential identities. Lastly, very few members reported criminal histories. A discussion arose regarding signaling a 50/50 split of responders identifying as White or BIPOC. One person suggested that classifying race into just these two categories devalues people of different racial identities. As for the disparity of Latino/a/x or other ethnic identity, a potential barrier would be the exclusion of people with limited English proficiency, as it would require simultaneous interpretation. Shamika posed the question: What does recruitment look like for the CoC? Detailed discussion generated several ideas: 1) Make a charge to the membership nominating committee to recruit members with identities which the CoC currently lacks, 2) Recruit from specific agencies, i.e., Time Out Youth, Refugee Support Services, Latin American Coalition, etc. 3) Provide a one-page summary of survey results to the Nominating Committee 4) Personally reach out to people we know. Shamika agreed that our CoC lacks personal recruitment. Erin Nixon suggested

starting with the Nominating Committee, and Kathryn stated a charge to the CoC Board should follow.

- C4 Innovation Equity Training and Consultation Collaboration: Branden presented updates of the C4 Innovation Survey. There are two focus groups 1) lived experience and 2) frontline staff. The REDI steering committee is a sub-committee of the EIC. Membership involves 30-40 hours of work until January 2022. If interested, email charneck@mecknc.gov by 6/22/21. There is no application process right now. There will be a Community Kick-off (Two 90-minute trainings) 7/26/21 and 8/2/21 at 11:00 AM. There will also be a REDI Steering Committee Kick-off on 8/9/21,8/16/21 and 8/30/21. The REDI Steering will consist of 3 CoC members, 3 frontline workers, and 3 people with lived experience. You do not have to be a member of EIC to participate.
- Data Advisory Committee (DAC): Allison Winston, chair of DAC, presented monthly review of Race and Ethnicity HMIS Data. This data is from April 2021. There was an alarming rate of the population returning to homelessness from housing within 90 days. 90% were Black/AA; 76% of the homelessness population is Black/AA. The numbers represent only those people experiencing homelessness who are currently in HMIS system. Shamika stated the purpose of this investigation is to determine why there was a return to homelessness, and the EIC's role is to make recommendations for action items re: this data. Shamika urged everyone to attend the first part of the DAC committee meeting regularly.
- NOFA Scorecard: Erin Nixon presented. HUD requires ranking the projects of the CoC for funding distribution. CoC uses a scorecard to ranks projects objectively. This helps HUD understand what our CoC prioritizes for the community. Ranking Committee asks for certain outcomes when projects ask to be renewed. There are three measures for racial equity. Points are assigned based on percentages; more points are assigned based on active engagement, plans, and strategies for how programs are addressing the issue of disparities within their respective programs. This is the first year of the Reallocation Policy, which is being implemented by the Ranking Committee as part of the equity goal. Shamika asked how the EIC will monitor the programs' commitment to equity and inclusion? Erin stated the Ranking Committee can share the scorecards with the EIC to provide input on the data needed to test for equity and inclusion.

4. Discussion- Implicit Bias Homework: Shamika stated there was charge to the Board to complete Implicit Bias tests, read books, articles and other media for homework. While this was strongly encouraged, it was not required. EIC wants to develop an action item to follow up with the Board. What does that look like for us? How to we ask for the Board's commitment to this work? Branden stated that C4 will have recommendations for this. Gregory Denlea stated that having an action item will open dialogue with the Board about these and other challenging topics. Branden suggested incorporating data from Mary

Ann's presentation into a future EIC meeting and inviting the Board to attend. Shamika agreed and stated that increasing EIC meeting schedule from quarterly to monthly will allow us to do that. Shamika asked how will the EIC evaluate the homework? The survey matrix could be shared with the board. Kathryn suggested hashing the survey matrix with the board before the July meeting and inviting the Board to attend that meeting. Branden stated the CoC is changing the process for updates and suggested July's Update could highlight the EIC. From there the Board could go more in depth at their July meeting.

4. Summary & Next Steps- Shamika will send two Doodle Polls; one for July Meeting and one for monthly meeting schedule going forward.

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 date in July TBD via GoToMeeting.

Minutes submitted by: Giovanna G. Collins

Approved by: