



ALLIANCE FOR HOUSING

**C4 Innovations & Alliance
Meeting Minutes
3.24.2021**

Attendees: Leah McCall, Lil Stoneback, Ryan Hertz, Shannon Smith, Suzanne Kimmerly, Ernestine McRae, Genesis Garcia, Julia Steinberg, Regina Cannon, Melanie Grund, Anne Harpe, Jayesh Patel, Ashley Burton, Erinn Johnson, Holly Ellis, Jessica Keenan, Elizabeth Kelly, Audrey White, Barbara Burke, Danielle Redilla, D'Asia McDonald, Dubrae Newman, Tiffany Jones, Janet Smith, Beth Baker

Drafting the Equity Statement/Commitment

The Alliance commits to:

- Prioritizing the engagement of people of color with lived expertise in efforts to develop programs, set public policy, conduct research and redesign how the crisis response system works.
- Identifying what drives inequities in who enters the homeless response system, as it is our collective responsibility to address the underlying causes, including the racial inequity and government sanctioned racism that leads to disproportionate representation amongst those experiencing homelessness.
- Looking at systems as a whole to ensure equity throughout our processes, supporting initiatives that work to address disparities, and developing lasting solutions to homelessness.
- Centering our work around racial equity to strengthen existing strategies and solutions, and to create new approaches to more effectively recognize and meet the needs of people of color experiencing homelessness.
- Using all modalities, resources, and forms of communication to promote inclusivity, and evaluate policies and resource allocations through the lens of our values.
- Educating and advocating for change in agencies, government, funders, and all entities that perpetuate inequity and racism.
- Measuring outcomes, sharing, and holding each other accountable.

Quantitative and qualitative data to help set a shared goal

Inequities within the homeless response system

- Is the length of time from engagement to assessment to lease-up the same for all demographics?
- Are the returns to homelessness within six months the same for all demographics?
- Are there policies within each organization that disproportionately impact Black and Brown folks negatively?
- What is the experience of Black and Brown folk as they go through the system?
- How are they treated, are they connected to culturally appropriate support services, are they put out of shelters for non-compliance at higher rates?



Inequities that bring individuals into the homeless response system

- Are there clusters of neighborhoods where the eviction rate is disproportionately high for Black and Brown folks that also lead to greater rates of homelessness?
- What are the rates of arrest and incarceration for quality of life offenses that make it more difficult to maintain housing?

Discussion

- Aligning our behavior with our values/commitments and measuring tangible outcomes regularly, work with vendors that share our values and practice racial equity.
- Fair compensation for people with lived expertise for their engagement, providing tools necessary for their participation (laptop/internet, etc.), leveling playing field by reducing use of acronyms/jargon and speaking in language that encourages contribution throughout the entire conversation.
- Large amount of money being spent on motels because CoC policy doesn't prioritize those homeless for less than 12 months.
- Treating individuals with dignity and respect, asking intake questions in non-offensive ways, ensuring their experience with the system is humanizing and positive.
- Policy for simplifying application process and simplifying required reporting processes.
- Veteran services provided based on discharge status. Services should be provided to all, not based on discharge status. At what rate do Black and Brown folks receive other-than-honorable discharge status?
- Implicit bias training/awareness, measurement and accountability.
- Partner with public defenders & law enforcement to offer services to incarcerated folks. What are the incarceration rates? Expungement/amnesty.
- Bridge for foster youth as they age-out so they aren't experiencing homelessness.
- Educate landlords, provide risk mitigation programs, negotiate paying past due rent for opening % of property to voucher recipients.
- Source-of-income discrimination.
- Workforce development, education/training. Access to internet and appropriate technology.
- Ban employers asking about criminal history during the application process.

Next Steps

Short-term and long-term shared goals to target with outcomes tied-in, and follow-up group conversation.