

DC Interagency Council on Homelessness Racial Equity & Inclusion Work Group Overview

Purpose

Homeward DC 2.0 establishes a vision of making homelessness in the District rare, brief, and nonrecurring; it further acknowledges that to do so, we must eliminate racial inequities in the homeless services system and create systemic fair treatment for all people. Accordingly, the Racial Equity & Inclusion Work Group (REI WG) is being launched to support the ICH and its member agencies in creating a racial equity framework for our operations and developing and implementing targeted strategies to identify and address racial disparities within our agencies, our programs, and our system as a whole.

Goals

- ***Identify and support the elimination of*** racial inequities within the District’s homeless service system to ensure individuals and families experiencing homelessness receive equitable services and programming.
- ***Strengthen*** outreach to, engagement with, and access to services for communities of color.
- ***Collaborate*** with agencies and institutions to address racial inequity in upstream systems impacting homelessness, including housing, education, labor, criminal justice, and health.
- ***Serve*** as the District’s liaison for the regional racial equity systems analysis being conducted via the Metropolitan Washington Council of Governments (MWCOC) Homeless Services Committee.

Composition

The ICH seeks a diverse cross-section of partners to participate in this work group, including diversity in terms of race, ethnicity, gender, ability, and sexual orientation, as well as diversity with respect to agency type (public/private/nonprofit), organization roles (executive, homeless services, human resources), and position (directors, supervisors, front-line staff). Ideally, we would like at least one representative of every ICH committee or work group to be designated to participate in the REI WG to ensure cross-fertilization of ideas and information sharing from the REI WG back to other committees and work groups.

Roles & Responsibilities

Co-Chairs (2) – responsible for shaping and managing the overall strategies and performance of the workgroup. These responsibilities include setting priorities; facilitating meetings; representing the workgroup at other ICH meetings; and monitoring and adjusting the workgroup’s strategies as needed.

Members – prepare for and actively participate in meetings, offer constructive ideas and feedback, volunteer to assist with action items and assignments, volunteer to lead Special Project Teams, etc.

Deliverables

Specific deliverables will be discussed/determined by the work group members, including (but not limited to) the following:

- **Racial Equity Impact Assessment Tool:** In accordance with Strategy 7.3.2 of Homeward DC 2.0, the REI Work Group will develop a racial equity impact assessment tool for use by ICH committees, work groups, and member agencies to review the racial equity impact of any new homeless services policy or programming prior to implementation of that policy or programing.
- **Data Collection & Analysis Recommendations:** In accordance with Strategy 11.2.1 of Homeward DC 2.0, review data currently being collected on client race, ethnicity, gender identify, sexual orientation, and linguistics; develop recommendations for desired changes re: data collection, and establish annual process for analysis of information to monitor trends related to access to services, outcomes, and client satisfaction.