Mayor Muriel Bowser
City Administrator Rashad M. Young

District of Columbia
Interagency Council on Homelessness

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Strategic Planning Committee
September 29, 2020

Agenda

- ❖ Racial Equity & Inclusion (REI) Debrief/Discussion
  (and)
- ❖ Homeward DC 2.0 Modifications

Primary goal for today's meeting is to identify recommended changes/additions to Homeward DC 2.0.

- ❖ Conversation is <u>not</u> limited to racial equity issues/strategies only. The ICH team thought REI was the topic that needed the most attention, but stakeholders should feel free to propose edits/recommendations on any topic.

- ❖ With regard to racial equity recommendations, we will keep a running list of things discussed, but would like to prioritize discussion of what needs to be added to HDC 2.0.

  - ➢ Consider today's discussion the beginning of an ongoing dialogue.

Level-Setting for Strategic Planning

Strategic Plan

End chronic homelessness among individuals and families, in part by developing a more effective crisis response system (i.e. year-round access, closing DC general, opening STFH. & creating a daytime service center for single adults).

Policies & Procedures

Grants, contracts, human care agreements, policies, and program manuals.
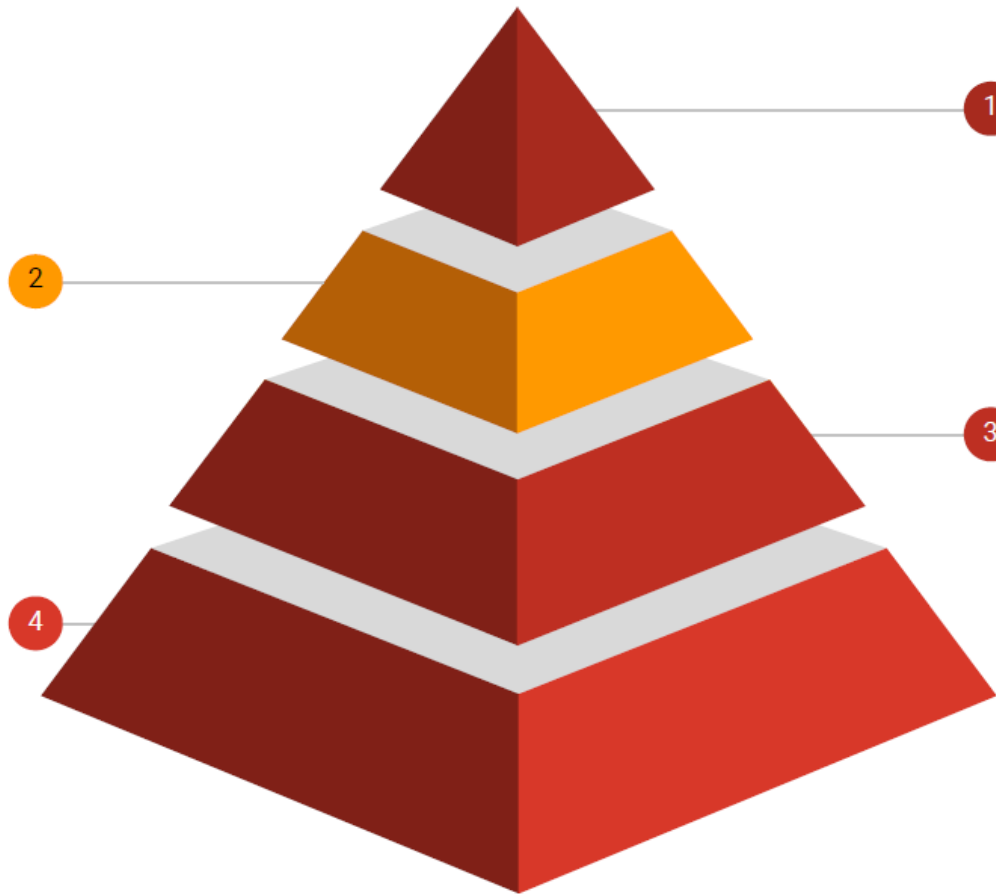
Mission Statement

1 End long term homelessness in DC by 2020 by making it rare, brief, and non-recurring.

Implementation Plans

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- DC General Closure plan
- DC General Family Shelter Replacement Plan
- Daytime Services Plan

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Strategic Planning Committee Charge

- ❖ ICH Full Council approved Homeward DC 2.0 plan in March 2020.
  - ➢ Public release put on hold as District agencies turned their focus to COVID response.
- ❖ When we turned back to the plan this summer, we decided we would benefit from a re-read of the plan.
- ❖ Strategic Planning Committee members were asked to consider the following:
  - ➢ Does anything need to be reframed?
  - ➢ Does the modeling need to be tweaked?
  - ➢ Should any strategies be added, deleted, streamlined, or modified?

Preface	• Suggest editing to acknowledge the events of 2020, why we are releasing the plan now, and when we will update it (i.e., once we better understand the impacts of the public health emergency, the eviction tsunami, etc.)
Chapter 1: Introduction/ Background	• Modify the vision statement to include language around racial equity? • Add definitions related to racial equity and the various forms of racism to support development of a common understanding and common language among ICH partners?
Chapter 2: System Modeling	• Suggest no changes to the modeling (we have no new information that will substantially change the modeling at this time).

Goal 1: Identify & Address Barriers That Impede Development of New PSH	1.3.1. Work with OP to identify changes to existing laws & procedures that allow residents to block or substantially slow the development of affordable and supportive housing projects in their neighborhoods. 1.3.2 Support efforts of the PTEH to raise public awareness about homelessness and housing insecurity and its connection to structural racism
Goal 2: Increase Speed & Efficiency of Housing Lease-Up Process	2.6.4. Enhance collaboration with the Office of Human Rights to increase enforcement of fair housing laws and support racial equity goals.

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Goal 3: Continue Capital & Program Improvements to Shelter Stock	No specific REI strategies identified
Goal 4: Pilot Streamlined Intake for Individuals	No specific REI strategies identified
Goal 5: Continue Family System Reforms	No specific REI strategies identified
Goal 6: Support Provider Capacity Expansion	No specific REI strategies identified

Goal 7: Improve Service Quality & Consistence	7.1.7. Modify service provider contract requirements to enable more hiring of peers within the homeless services system.
	
	7.3.1 Develop training plan to improve provider capacity. Identify training requirements and requirements compentenacies, and allow agencies more discretion to identify how they will fulfill requirements.
	   [Suggest modifying this strategy to include explicit emphasis on racial equity trainings.]
	
	7.3.2 Explore feasibility of implementing a racial equity impact assessment tool to promote system and provider level examination of hose different racial and ethnic groups will likely be affected by policies and programming.
	   [Suggest modifying this language to be more explicit about creating a tool that ICH committees and work groups can use to evaluate impact of policy and programming issues under consideration.]

Goal 7: Improve Service Quality & Consistence (contd.)	7.3.3. Via PTEH, leverage private sector partners to support nonprofit organizational development. *[Suggest modifying this strategy to have a more explicit focus on small, minority-led providers to support their ability to be more involved in system-level work, compete for contracts, etc.]* 7.4.1. Convene an expert task force, including people with lived experience, to review homeless services system operations through a lens of racial equity…issue report on recommendations. 7.6.2. Develop peer certification course to prepare individuals for peer support positions within the homeless services system. 7.6.4. With the help of the ICH Consumer Engagement Work Group, identify ways to increase consumer feedback to improve day-to-day operations.

Goal 8: Improve Employment & Income Growth Opportunities	No specific REI strategies identified
Goal 9: Improve Access to Care for Individuals w/ Complex Heath Needs	No specific REI strategies identified
Goal 10: Coordinate with Upstream Systems to Track and Stem Inflow	10.1.1 Conduct data analysis project with reentry partners to improve our understanding of individuals at heightened risk of experiencing homelessness …. 10.4.1 Conduct data analysis project with DCHA to determine causes among households serviced through DCHA programs that are terminated or evicted... 10.6.2. Conduct data match with child welfare system and juvenile justice system … *[Suggest modifying these strategies to include examination of racial disparities within these systems.]*

Goal 11: Continue Efforts to Expand Data Collection & Improve Data Quality	No specific REI strategies identified
Goal 12: Provide Leadership on Creating a Right to Housing in the US	12.2.1 Using a racial equity lens, develop an affordable housing policy statement that quantifies the full scope of need in the District and that clarifies the District's position on the role of the federal government in providing housing assistance to all eligible households.

Additional HDC 2.0 Strategies Recommended

❖ Investigate how to use excess commercial real estate and hotels that have been impacted by COVID. (Goal 1 or 3)

❖ Expand District infrastructure to provide largescale eviction prevention/emergency rent assistance (Goal 10).

❖ Establish Task Force to review data currently being collected on client race, ethnicity, gender identity, sexual orientation, and linguistics; develop recommendations for desired changes re: data collection and establish annual process for review of key metrics. (Goal 11)

❖ Establish Task Force to reivew how Program Rules are written (deficit-based framing vs strength-based language), communicated to clients, and used within our system. (Goal 7)

Additional Recommendations

ICH Governance/Process Issues

- ❖ Develop a list of issues/questions that each partner agency (govt, nonprofit, private sector) should use to guide internal planning & decision-making related to recruiting/hiring, leadership development, performance evaluation, procurement, and consumer feedback.

- ❖ Develop mechanisms to support cross-fertilization and sharing of ideas and resources – especially around racial equity but not limited to it.

- ❖ Conduct further analysis of "non-engaged" partners to identify barriers to participation and develop strategies to deepen engagement.

- ❖ Require that any organization/individual selected to serve as a Full Council member sign a commitment to racial equity.

- ❖ Develop "Ground Rules" for ICH meetings that enable us to respectfully hold one another accountable for our words and actions, learn together, and create a more welcoming space for everyone.

Discussion
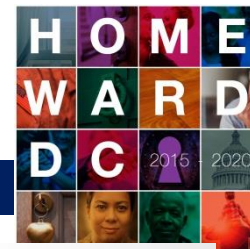
Next Steps

- ❖ Bring suggestions to Executive Committee for approval (10/13)

- ❖ Work on incorporating new text (October)

- ❖ Strategic Planning Committee review/finalize new text (October & November)

- ❖ Submit to Executive Committee for Adoption (December)