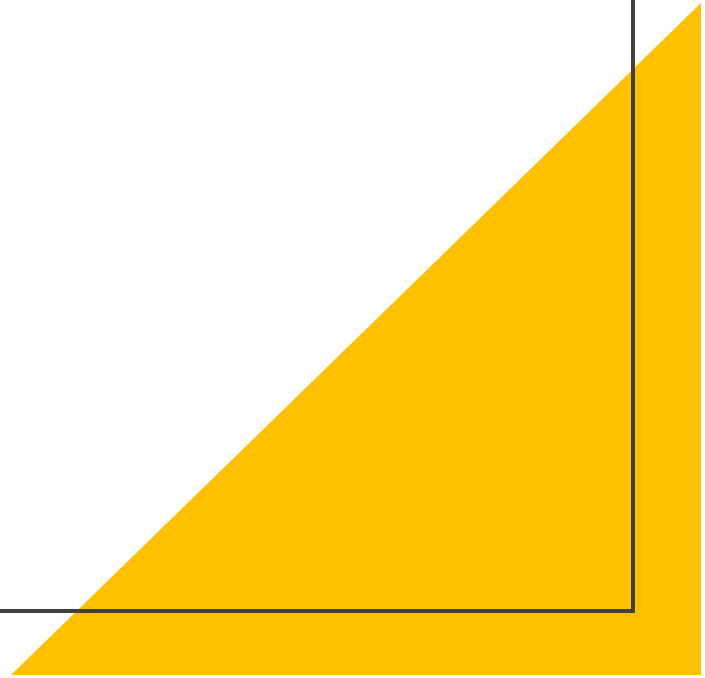




EveryOneHome

# HMIS Committee

*October 16, 2024*



## Goals for Today

- The HMIS Committee Co-Chairs have been in touch with the Racial Equity Committee (REC) about its work to incorporate the CoC Racial Equity Framework into the HMIS Committee's ongoing work.
- The REC will provide foundational information racial equity work and using the Racial Equity Framework.
- Additionally, the HMIS Lead Team will give the committee a preview of the work it is doing to present outcomes data disaggregated by race, gender, and household type.

# Agenda



- 1. Welcome / Introductions
  - 1. Ground rules and norms
  - 2. Approval of Minutes
- 2. Public Comment
- 3. Announcements
- 4. HMIS Team Updates
  - Generate Demographic Report
  - Analyze system performance by race
  - Identify disparities in outcomes
- 5. Continuing the Discussion of Using the Racial Equity From to Move the HMIS Committee's Work Forward



# Ground Rules

- 1. The first time you speak, state your name, preferred pronouns, and where you live/organization or agency affiliation.** In a public meeting, it is helpful to know who is speaking as well as where they live in the community and/or what organization or agency they represent.
- 2. One person speaks at a time.** Refrain from side conversations. Pay attention to the person speaking. If you think you will forget an idea that comes to mind, write it down.
- 3. This is a public discussion, not a debate.** The purpose is not to win an argument, but to hear many points of view and explore many options and solutions.
- 4. Everyone is encouraged to participate. You may be asked to share what you think, or we may ask for comments from those who haven't spoken. It is always OK to "pass" when you are asked to share a comment**
- 5. No one or two individuals should dominate a discussion.** If you have already voiced your ideas, let others have an opportunity. When you speak, be brief and to the point.
- 6. Listen to and respect other points of view.**
- 7. Do your best to understand the pros and cons of every option,** not just those you prefer. Be as objective and fair-minded as you can be.
- 8. Seek first to understand, not to be understood.** Ask questions to seek clarification when you don't understand the meaning of someone's comments.

- Homebase distributed the meeting minutes (meeting minutes are the written record of our monthly meetings) from the August 21 HMIS Committee meeting for committee members to review on August 22.
- The draft minutes have also been posted in the HMIS Committee's [google drive folder](#).
- This time is held for committee members to let us know if they believe the minutes to do not accurately capture the discussion items from the September meeting and need to be amended.
- You may also email Homebase at [jose@homebaseccc.org](mailto:jose@homebaseccc.org) and [matthieu@homebasesccc.org](mailto:matthieu@homebasesccc.org) copying [alameda@homebaseccc.org](mailto:alameda@homebaseccc.org), if you see anything in the draft minutes that are distributed following today's meeting that should be amended.
- No roll call vote is needed, corrections not already received by Homebase will be noted and minutes changed accordingly.

## Approval of Minutes



# Public Comment



- Public Comment will be taken at the beginning of each meeting and is limited to 2 minutes per person.
- Homebase has created a public comment tracker where public comments across CoC meetings will be recorded.
- Comments will be directed to the appropriate CoC committee or County staff.
- You may also email Homebase at [jose@homebaseccc.org](mailto:jose@homebaseccc.org) and [matthieu@homebaseccc.org](mailto:matthieu@homebaseccc.org), copying [alameda@homebaseccc.org](mailto:alameda@homebaseccc.org), if you would like to submit written comments.

# Announcements



- Removing Jargon from Meeting Spaces
  - Use the whole word not just the acronyms. These spaces are to be open and welcoming for anyone unfamiliar with the housing world jargon.
  - Please feel free to ask for clarification if a speaker uses language or terms that you don't understand.
  - Homebase/chairs/others will step up in providing more guidance around supporting this meeting norm
- Community Meeting Save the Date
  - Community Meeting will be Tuesday, October 29th and Wednesday, October 30th
  - The event will be held at the California Endowment, 2000 Franklin Street, Oakland, CA 94612. A virtual option will be available.
  - Programming will be from approximately 9am to 4pm with a full agenda to be announced as soon as possible.
  - [Registration Link](#)
  - If you have any questions, please email [alameda@homebaseccc.org](mailto:alameda@homebaseccc.org).

# HMIS Team Updates



- The HMIS Team is working on producing reports that will disaggregate outcomes and performance data by race, using Stella P and will provide a brief demo.
  - **Generate demographic reports:** Stella P allows CoCs to create reports that show the distribution of homeless individuals across different racial and ethnic groups, as well as other demographic factors such as age, gender, and disability status. These reports can be used to identify disparities in the homeless system and to target resources and services to those who are most in need.
  - **Analyze system performance by race:** Stella P can be used to track the performance of the homeless system for different racial and ethnic groups. This includes data on the length of time individuals remain homeless, the types of housing they exit to, and the rate at which they return to homelessness. This information can be used to identify areas where the system is performing well and areas where it needs to be improved.
  - **Identify disparities in outcomes:** Stella P can be used to identify disparities in outcomes for different racial and ethnic groups. For example, the reports may show that certain groups are more likely to experience chronic homelessness or to have difficulty finding permanent housing. This information can be used to advocate for policy changes and program improvements that address these disparities.



# Racial Equity and Racial Justice Foundational Workshop

CoC Racial Equity Committee



# Reminder of Ground Rules for Conversations on Advancing Equity in the Committee Space

## Respect and Empathy

- **Listen actively:** Give full attention to the speaker without interrupting.
- **Speak from personal experience:** Share your own experiences and perspectives but avoid generalizations.
- **Respect differing viewpoints:** Acknowledge that everyone has different experiences and perspectives.
- **Use "I" statements:** Express your feelings and thoughts without blaming or accusing others.
- **Practice empathy:** Try to understand and share the feelings of others.

## Openness and Honesty

- **Be willing to learn:** Approach the conversation with an open mind and a willingness to learn.
- **Challenge assumptions:** Question your own biases and assumptions.
- **Be honest and authentic:** Share your true thoughts and feelings respectfully.
- **Avoid defensiveness:** Listen to feedback without becoming defensive.

## Ground Rules for Effective Communication

- **One person speaks at a time:** Allow everyone a chance to share their thoughts.
- **Avoid interrupting:** Let others finish speaking before responding.
- **Use "I" statements:** Express your feelings and thoughts without blaming or accusing others.
- **Focus on the issue, not the person:** Avoid personal attacks and stay focused on the topic.
- **Take breaks if needed:** It's okay to take a short break if the conversation becomes too intense.

## Equity Discussion Norms

- **Create a safe space:** Allow everyone a chance to share their thoughts.
- **Establish Clear Goals:** Define the purpose of the conversation and what we hope to achieve.
- **Follow up:** Agendize discussions on progress and next steps.

Acronym	Definition
HUD	US Department of Housing and Urban Development
CoC	Continuum of Care: A geographic region awarded funding by HUD each year in a collaborative application process
OAC	Outreach Access Coordination Committee
SCC	System Coordination Committee: The former name of the OAC
PWLE	Person with Lived Expertise/Experience: Someone who has been homeless or is currently homeless
BIPOC	Black, Indigenous, Person of Color
NOFO/NOFA	Notice of Funding Opportunity: The annual (summer) competition for CoC funding
PIT	Point in Time Count: The count held every January of currently homeless households in the CoC
PSH	Permanent Supportive Housing: A type of CoC funded project that pays long-term, permanent housing subsidy for clients
RRH	Rapid Rehousing: A type of CoC funded project that pays short to medium term housing subsidy for clients
SSO	Supportive Services Only: A type of CoC funded project which includes staffing but not housing

Acronym	Definition
CES	Coordinated Entry System
HRC	Housing Resource Center
HHIP	Housing and Homelessness Incentive Program
HHAP	Homeless Housing Assistance and Prevention Grant
ERF	Encampment Resolution Fund
SI	System Impact Committee
REC	Racial Equity Committee
LB	Leadership Board
HCC	Housing Capacity Committee
SFC	Standards, Funding, and Compliance Committee
HSP	Housing Stabilization and Prevention Committee