



DEPARTMENT OF
HOMELESSNESS AND
SUPPORTIVE HOUSING

LHCB DEI Updates

June 6th, 2022



External Equity Focus Areas: February

- HSH's Deputy Director of Planning, Performance, and Strategy, in collaboration with our Chief Equity Officer, began meeting with the Strategic Framework Advisory Committee (SFAC) to brainstorm the equity needs of our providers, with an intentional focus on addressing the disparities between BIPOC-Led organizations in comparison to their white counterparts.
- One takeaway was that we needed an intentional approach to set equity goals with clear metrics to address disparate outcomes in contracting, organizational infrastructure, technical assistance, capacity building, and wage equity.
 - One crucial focus was ensuring that each organization could address its specific needs regarding organizational infrastructure, capacity building, and technical assistance, as these needs vary from org to org.

HSH External Priorities Based on Data

- Develop strategies to improve equity within our contracts to increase the number of contracts awarded to BIPOC-Led organizations.
- Develop systems to support BIPOC-Led organizations better to expand their services to meet clients' comprehensive needs.
- Target racial disparities in the homeless response system and coordinated entry to lessen the impact of marginalized communities' overrepresentation in HRS.
- Define equity goals and set accountability methods in collaboration with service providers and those with lived expertise to restore trust in the community and work in solidarity with the organizations and clients we serve to end homelessness.
- Address wage equity, capacity building, and technical assistance for BIPOC organizations.

External Equity Focus Areas: March-April

- Continued to meet with SFAC and providers of color to refine our definition of Black-Led organizations to better allocate funding to these organizations.
- Develop a coalition to help us set our equity goals and provide an accountability body for the purposes established in our strategic plan.
- HSH also began meeting with organizations to brainstorm how we would address and provide capacity building to our Black-Led CBOs that have historically been under-supported in the HRS.

Internal and External Equity Focus Areas- May-June

- Submitted the R.E.A.P. Progress Report on May 2nd.
- Continue to work with SFAC and BIPOC-Led Providers to refine our equity goals and share them in our strategic plan by June 30th.
- Provide spaces for people with lived expertise to support the creation of our equity goals.
- Work to develop a tiered approach to offer our BIPOC-Providers the support they need to address organizational infrastructure, contracting, technical assistance, and capacity building.
- Work with our Coordinated Entry Team to identify disparities and utilize data to improve our overall system.
- Drafting our first All-staff DEI Staff training on WSC.

DEI Trainer Update

- Finalized the job description with HR, DHR.
 - Awaiting feedback from DEI Committee and MTA Racial Equity Leader.
- Feedback will be shared in two weeks, and then we will post the position.
- Following the post, we will have to refine our prompt and create a scoring rubric or criteria for the exam.
 - Rubric will be aligned with ORE's REAP Rubric.

HSH DEI Training Series: Training 1- WSC

- Define white supremacy culture (WSC) and discuss its historical and present-day manifestations.
- Address the consequences of WSC on white people and communities of color in the U.S.
- Develop staff cultural competency & fluency using concepts focused on anti-racism, intersectional justice, and equity.
- Address the ways that WSC has impacted vulnerable communities at the systemic & institutional levels, and specifically how it informs/impacts the homelessness response system.
 - Deeper dive into how WSC manifests within the department of HSH in discipline, firings, turnover, promotion & retention.
 - Externally in the work we do with providers addressing the disparities for our CBOs
 - Address the systemic impacts of racial and SOGI disparities in the homelessness response system and coordinated entry.

Proposed Timeline for DEI Training

- Draft of Session 1: Addressing WSC at the Systemic and Institutional Level. (June 24th, 2022).
- Share Drafted PD with DEI Committee and Executive Leadership at June 28th meeting
- Implement Feedback and finalize PD By July
- Hold All Staff DEI trainings by the end of July or early August.

Updated Language: Black-Led Providers

- **Definition:** An organization in which at least 70% of the executive leadership (including the board of directors and administrative roles) are Black-identifying people.
- **Additional Criteria:**
 - For organizations with a White identified Executive Director or a person of color who is not Black, their organization has developed a succession plan to ensure their leadership structure represents the communities they serve.
 - Board procedures and protocols include 70% of executive leadership to be people of color. Outside of leadership, the majority of staff represent the communities they serve.
 - Black-Led organizations intentionally center the black community in their policies and decision-making power. See additional language below.

Black-Centering Language

- Definition: A policy or social program that contextualizes the world through the lens of the Black experience. It is the process of creating policy/ safe and uplifting environments that channel the love of ourselves and our visions into creating a world in which we are all treated equitably with dignity and respect.
 - White supremacy is dependent on anti-Blackness to function. This racial hierarchy's historical roots that place Black people at the bottom of society erodes once Blackness is centered. Creating spaces and policies where the Black experience is acknowledged, honored, and protected is a vital step to dismantling white supremacy.

The Mayor's Trans Homeless Initiative

- Working with Trans and Gender Non-Conforming providers and CBOs to end Trans Homelessness in 2-5 years.
- HSH will intentionally analyze the disparities in the coordinated entry of SOGI data to ensure that we set clear metrics to end homelessness in the SOGI community.
- Intersectional equity will be a vital component of this initiative to ensure we are targeting racial and ethnic disparities in our SOGI data.



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Questions?



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Thank you!