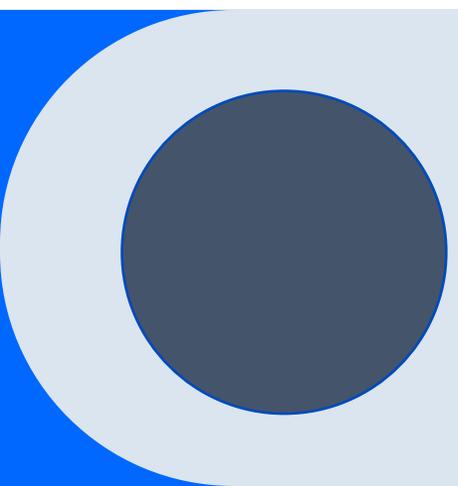




Task Force on Homelessness & Racial Disparities

August 17, 2022



Agenda

Welcome/Roll Call

Problem Statement

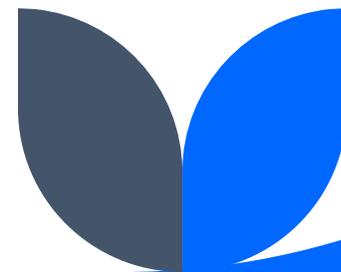
HB 2100 Reforms

HB 4051 Guidance

Task Force Recommendations

- Potential Implementation Pathways

Task Force Retreat Update



Task Force Members

Ariel Nelson, League of Oregon Cities

Jessica Pratt, Association of Oregon Counties

Ashley Hamilton (in for Jimmy Jones), Mid-Willamette Valley Community Action Agency

Paula Hall, Community Action Program of East Central Oregon

Jennifer Parrish Taylor, Urban League of Portland

Katrina Holland, JOIN

Marisa Espinoza, Northwest Pilot Project

Rowan Schwartz (in for Vanessa Timmons), Oregon Coalition Against Domestic & Sexual Violence

Nicole Witham, Northern Jackson County Community Member

Alan Evans, Helping Hands Re-Entry

Sami Jo Difuntorum, Siletz Tribal Housing Department (unable to join)

Jill Smith, Oregon Housing & Community Services Department

Sen. Kayse Jama

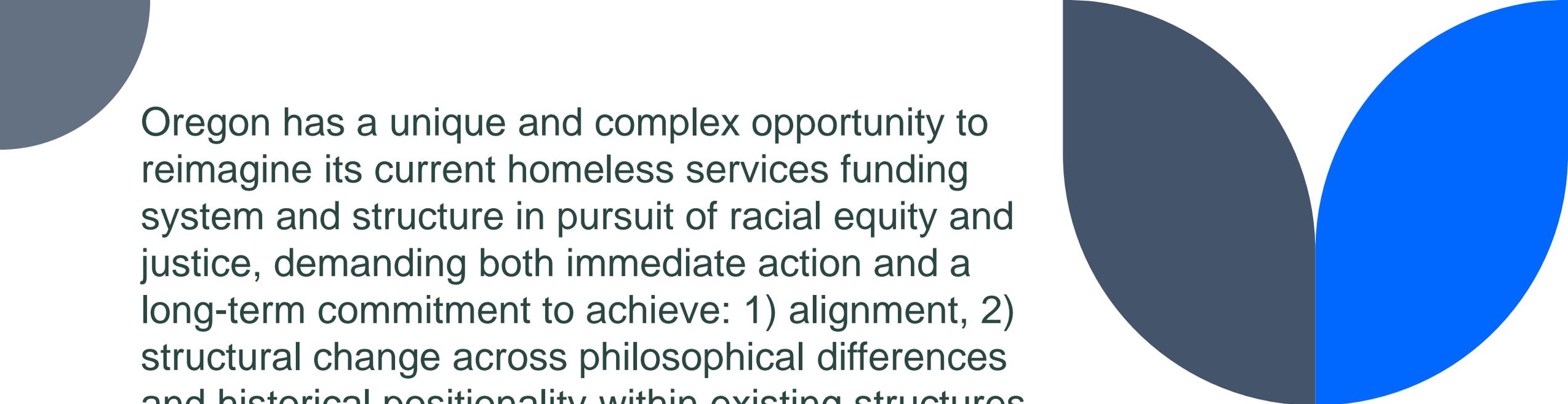
Sen. Dick Anderson (unable to join)

Rep. Wlnsvey Campos

Rep. Jack Zika

Marcus Mundy, Coalition of Communities of Color

Pink Highlight denotes member presence at Task Force Meeting



Oregon has a unique and complex opportunity to reimagine its current homeless services funding system and structure in pursuit of racial equity and justice, demanding both immediate action and a long-term commitment to achieve: 1) alignment, 2) structural change across philosophical differences and historical positionality within existing structures, and 3) adequate resources to effectuate the transformational change required to reduce racial disparities by people experiencing homelessness.



HB 2100 Overarching Problem Statement

House Bill 4051

- Extended the Task Force on Homelessness and Racial Disparities through December 2025
- Charged the Task Force with “specifically identifying implementation pathways for changes to the state’s funding structure, modifications for contracting processes and solutions regarding the eligibility and funding of services under section 7 (3)(b), (d) and (e), chapter 448, Oregon Laws 2021.”
- Expect an interim report by September 15, 2022, and final report by March 31, 2023
- Create an opportunity for the Task Force to develop and deliver additional reports to the Legislative Assembly or Housing Stability Council



Chapter 448, Oregon Laws 2021

Section 7 (3) states the task force shall:

(b) Identify and investigate potential changes in this state's funding structure to address racial disparities among people experiencing homelessness and housing insecurity, including consideration of how housing transition of services delivery could be implemented to avoid service disruptions among people experiencing homelessness or housing insecurity

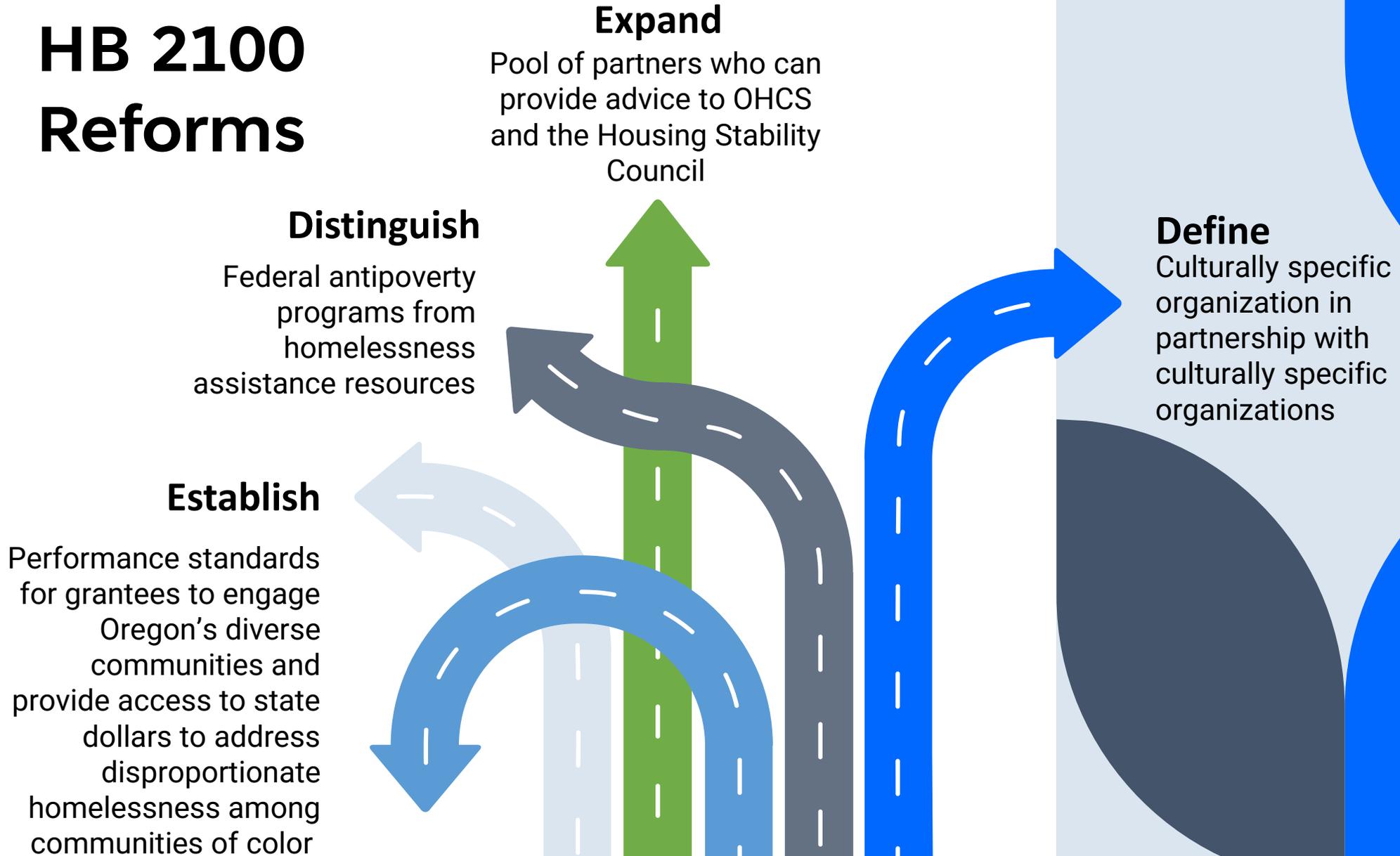
(d) Identify and investigate methods by which the Housing and Community Services Department and Housing Stability Council may modify contracting process and eligibility for providers of services for individuals experiencing homelessness and housing insecurity

(e) Recommend solutions regarding the funding of services for individuals experiencing homelessness or housing insecurity, including legislation or rulemaking and modifications to:

- A. The delivery and eligibility requirements for federal and state funds;
- B. The receipt and distribution of information about homelessness services by the state; and
- C. Methods for addressing racial disparities



Actionable HB 2100 Reforms

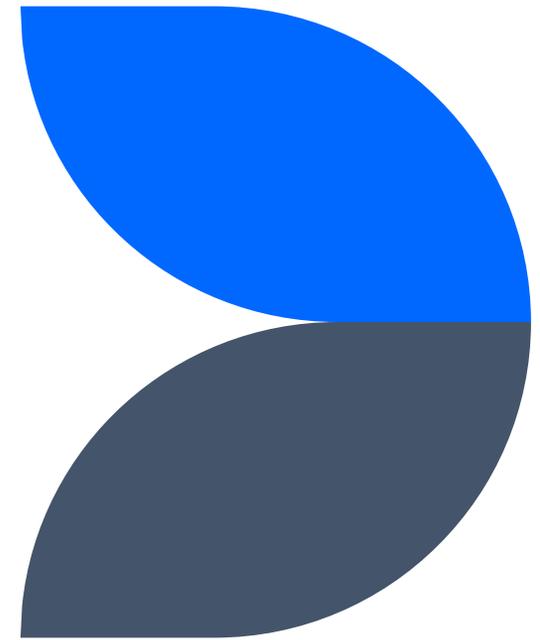


HB 2100 Actionable Task Force Recommendations with Proposed Timeline

Of the 35 recommendations developed by the Task Force, some are actionable, some require additional Task Force input for refinement and/or implementation pathways.

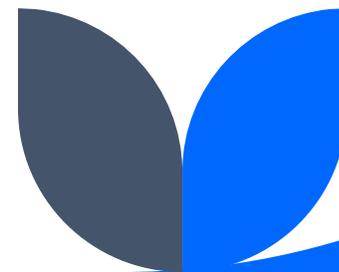
Goal #1: Decrease Disparate Impact of Homelessness on Communities of Color

The Task Force offers recommendations below as methods by which the state may decrease rates of racial disparity among people experiencing homelessness and receiving services.



Recommendation A: Align criteria/model for demographically robust practices across state agencies and funding.

***Determine *which* criteria/model needs alignment and refine recommendation. For future discussion.**



Recommendation B: Require that agencies take measurable steps towards prioritizing racial equity and inclusion in their hiring and employee retention practices.

OHCS will revise its contracts to include agency-specific requirements to:

- Maintain and submit demographics including race, ethnicity, gender, sexual orientation, geography, and age for all volunteers, employees and Board members
 - Note the agency's current diversity statistics in announcements and have print material made that is reflected of the population served and the agency's diversity to encourage a diverse candidate pool
- Affirmatively market volunteer or employment position announcements through non-traditional recruitment sources (e.g., community-based publications, faith-based community publications, local workforce centers, etc.)
- Require an annual hiring and employee retention policy prior to contract execution along with hiring and retention data disaggregated by demographic information

Recommendation C: Require that some percentage of changes to funding structure and modifications to contracting, as well as specified goals for decreases in racial disparities in homelessness, directly address the current power imbalance between CBOs and CAAs (especially CSOs).

For future TF discussion – related to funding structure and modifications to contracting.



Recommendations D, E, G, H, I & M (below): The Governor has authorized the creation of and funding to support the establishing of the Oregon Interagency Council on Homelessness which could lead the following recommendations in coordination with the Task Force:

- Work with Governor’s Racial Justice Council in shaping equitable outcomes.
- Incorporate learnings from the Ecosystem Power Map generated through the Task Force’s work when working to shape equitable outcomes and changes to decision-making structures.
- Intentionally include and compensate people with lived experiences of homelessness in decision-making at the State level.
- Incorporating learning from the Ecosystem Power Map, system changes and new policies should take measurable steps towards promoting self-determination and power-sharing to benefit “below radar” groups (i.e., CSOs, tribal communities, historically underfunded communities, people experiencing homelessness, seasonal Latinx migrant farmworkers, and frontline provider staff).
- Review historic legislation that mandates current models in use at OHCS and determine appropriate updates to those pieces of legislation.



Recommendation F: Provide support (rental assistance, public housing, other housing resources) in child welfare and criminal justice systems.

OHCS will stay up to date on and inform local CoCs about:

- [Federal health and social service programs](#) that support people experiencing homelessness who have child welfare and/or criminal justice system involvement.

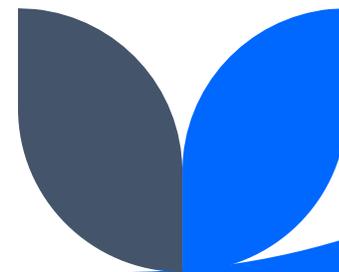
OHCS, through the Oregon Interagency Council on Homelessness, Joint Offices, and/or Tribes, will coordinate with applicable state or local agencies to bring additional federal and non-federal resources to Oregon by:

- Supporting application processes for funding such as Family Unification Vouchers, Family Violence Prevention & Services, Runaway & Homeless Youth Programs, Social Services Block Grant, Chafee Foster Care Program, etc.



Recommendation J: OHCS begin changing existing funding structure beginning in 2023-2025 biennium with the goal of addressing power imbalances between CBOs and CAAs, especially CSOs. Task Force continues to meet to evaluate successes, tweak and refine (e.g., competitive RFP process, targeted universalism pilot with x% of existing dollars, etc.).

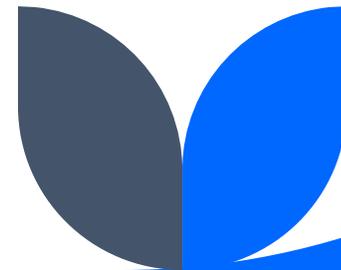
For future TF discussion – related to funding structure and modifications to contracting.



Recommendation K: Conduct an audit of OHCS' policies and practices that may influence racial disparities.

OHCS will use the agency's Racial Equity Toolkit:

- To begin to audit its policies, practices, and decision-making to identify ways in which they influence racial disparities.



Recommendation K: Conduct an audit of OHCS' policies and practices that may influence racial disparities.

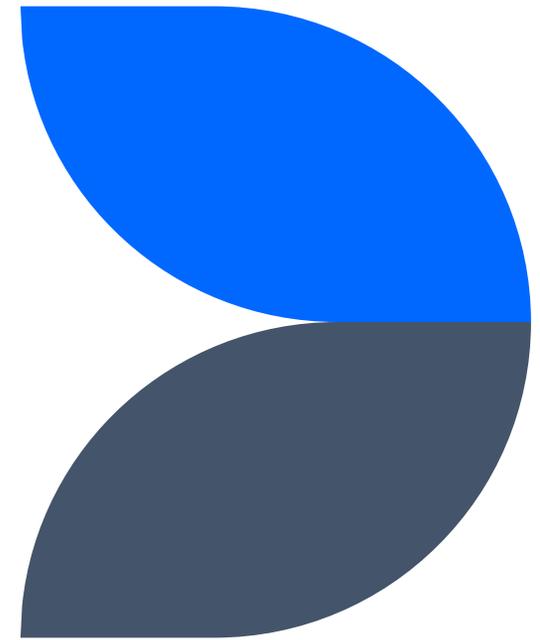
OHCS will use the agency's Racial Equity Toolkit:

- To begin to audit its policies, practices, and decision-making to identify ways in which they influence racial disparities.



Goal #2: Identify Needs

The Task Force offers recommendations on how to support the Housing and Community Services Department (OHCS) and Oregon Housing Stability Council (OHSC) in receiving advice and information about needed services for individuals experiencing homelessness and housing insecurity.



ECOSYSTEM OF HUMAN-CENTERED FINDINGS

Each mode of research in the discovery process shed light on structures and power dynamics that perpetuate racial inequity in Oregon, as outlined in the findings below. This Ecosystem Power Map provides a visual representation of power imbalances in efforts to address homelessness in Oregon, analyzed and identified through Discovery Team through interactions with Task Force members (through interviews), survey responses, and policy analysis.

DECISION-MAKERS



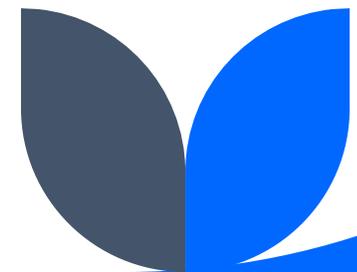
INFLUENCERS



BELOW RADAR



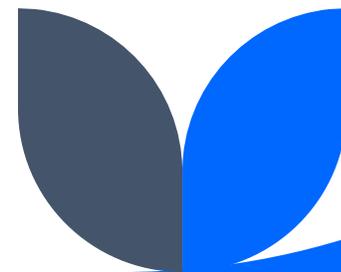
State Actors for Goal #2



- **Recommendation A:** Set aside state resources to fund a multidisciplinary DEI audit examining efforts to actively reduce racial disparities to level set work across state, local, CSOs, and various partners, and identify what resources/TA are needed to get everyone aligned/level.
- **Recommendation B:** Compensate people with lived experience of homelessness to identify needs with the State, with attention to what people need to meaningfully engage, (e.g., childcare access, transportation, shower access, and other needs).
- **Recommendation C:** Build mechanisms by which consumers can give input and inform decision-makers about their experiences, and make sure the input is used to make improvements



- **Recommendation D:** Require the state to receive input from culturally specific organizations and participants.
- **Recommendation E:** Assess how/if current services are meeting needs, identifying redundancies unnecessary to meet the volume of needs, what's working/what's not? Phase out what's not working and grow/continue what is - recognize that's what's working may not live within your organization.



Action Steps for Goal 2

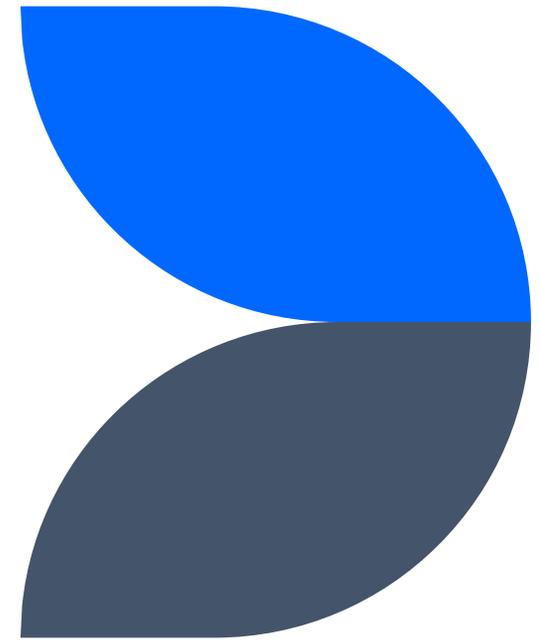
The path to comprehensively identify needs across the state agencies and state-funded programs.



- 
- **Step 1:** Governor’s Office spearheads a mandatory DEI audit within all State agencies that targets programmatic regulations, policies, and allocations, using a disparate impact framework to identify where State institutions have been producing unintended disproportionate effects for members of specific racial and ethnic groups.
 - **Step 2A:** OHCS provides funding and administrative staffing for a standing advisory group of persons with lived experience of homelessness to provide ongoing input to OHCS policymaking and program administration regarding the intersecting needs that households experiencing homelessness have and the lived impacts of OHCS policies. OHCS would offer substantive compensation to members of the advisory group—perhaps using a direct contracting vehicle or funding a third party—and offer meaningful, reliable stipends for childcare, transportation, shower access, etc., to maintain a truly inclusive group.
 - **Step 2B:** OHCS undertakes a statewide system analysis of resource vs need (existing services, shelter, and housing resources compared with needs) as well as performance outcomes. This analysis relies on available data from PIT, HIC, and Longitudinal Systems Analysis, as well as less standardized data sources such as Coordinated Entry data, 2-1-1 call information “needs” data from key advocacy organizations, e.g. statewide Coalition Against Domestic Violence, to better understand where access has been limited such that the homeless system does not reflect the needs, and where existing resources are not meeting demand, whether at a geographic level or across key demographics. This analysis will set a baseline for all future work, and OHCS can benchmark program improvement from this baseline.
 - **Step 3:** State legislation mandates that, as part of their participation in a statewide ICH, all state agencies are required to engage a representative group of CSOs as part of their development of funding priorities, and this mandated input is tied to the state budget process.

Goal # 4 Modify Contracting

The Task Force offers recommendations on methods by which the Housing and Community Services Department and Oregon Housing Stability Council may modify contracting process and eligibility for providers of services for individuals experiencing homelessness and housing insecurity



Recommendation A: Align contracting timelines and processes across state agencies.

OHCS can look at the process for all state agencies and synthesize the process, so it is comprehensive and align for all agencies through:

- A workgroup of decision makers may need to be formed to decide what can be eliminated or kept in the timelines and overall process.
- This workgroup should consult with the taskforce and/or another excluded population for input and recommendation.



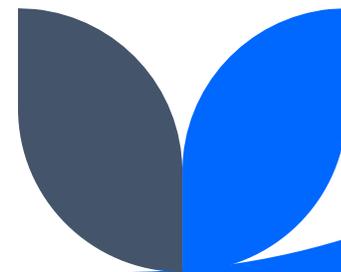
Recommendation B: OHCS, in alignment with other State agencies, articulate how equity goals will be measured and made transparent to the public in contracts. Consider use of dashboards for greater transparency.

OHCS will consult and collaborate with historically minoritized and excluded populations to establish goals and measurement :

- Subcontract out a local organization that specializes in racial equity along with people with lived experience that can establish goals and how equity would be measured.

Utilize HMIS to setup a dashboard to display progression of the equity goals:

- OHCS can set a dashboard function to display the equity data in their homeless system of care. The dashboard should be displayed on OHCS website to show transparency.



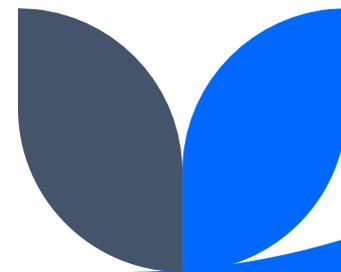
Recommendation C: OHCS, in alignment with other State agencies, including the Racial Justice Council, builds in clear expectations around reducing racial disparities in contracts (numbers should “overrepresent” impact for populations disproportionately impacted by homelessness), with consequences or corrective actions when expectations are not met.

- Working towards cultural humility, OHCS in consultation with CBOs and CSOs, shall develop a work group to define a standard for cultural competence to use in contracting.
- Training funding will be set aside by OHCS to support funded organizations in building greater cultural humility.



Recommendation D: Contracts require all agencies to engage in and complete training in Best Practices on equitable and just homeless service delivery; contracts include funding for agencies to meet this requirement.

- Training funding will be set aside by OHCS to support funded organizations in accessing training in best practices on equitable and just homeless services delivery.
- Organizations will be trained from upper management to front-line staff.
- Newly funded organizations must establish and submit a training plan before funds are reimbursed.
- Funded organizations will be penalized (reallocation of funding) due to noncompliance within the fiscal year.



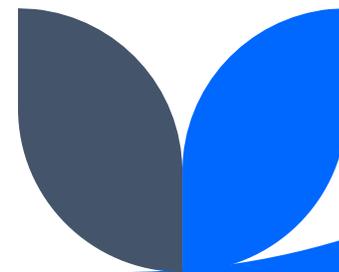
Recommendation E: Review current systems to ensure that diverse populations have prioritized access to processes such as language friendly application systems and culturally inclusive and low barrier methods of engagement.

Ensuring access for people with Limited English Proficiency (LEP):

- OHCS and funded organizations shall conduct an individualized assessment no less than biannually to determine what language needs exist, what assistance measures are sufficient for different programs/activities, and what reasonable steps they will take to ensure meaningful access for LEP persons.

Advertising and affirmatively marketing to people least likely to apply:

- OHCS and funded organizations will ensure programs and activities are well advertised and affirmatively marketed to eligible persons regardless of race, color, national origin, religion, sex, actual and perceived sexual orientation/gender identity/gender expression, age, familial status, and disability.



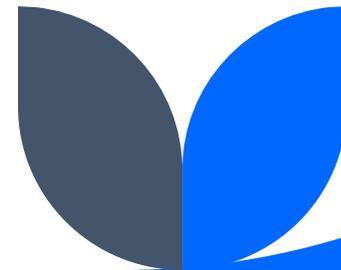
Recommendation F: Contracts require meaningful, rich local collaborations to include historically minoritized and excluded populations.

- **The procurement process includes raters (people who rate the proposals to determine who gets awarded) from historically minoritized and excluded populations:** OHCS can invite representatives from organizations (non-funded) to read and rate submitted proposals and interview potential funded providers. It is imperative that the organizations and/or individuals represent people with lived experience, and they are compensated for their time and expertise.
- **Create a committee of non-funded stakeholders to create a template of contracts:** OHCS can utilize the raters, from the procurement process, to create templates (specifically scope of services and outcomes) for contracts to be utilize and implemented. The template will incorporate the recommendation of the workgroup.



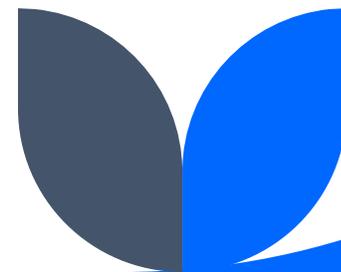
Recommendation G: OHCS contracts establish a definition of and standard for cultural competence and require organizations receiving funding to meet the standard.

- Working towards cultural humility, OHCS in consultation with CBOs and CSOs, shall develop a work group to define a standard for cultural competence to use in contracting.
- Training funding will be set aside by OHCS to support funded organizations in building greater cultural humility.
- Defining cultural competence: OHCS will collaborate with culturally specific entities to define “cultural competence” as a dynamic process of knowledge building and engagement rather than static benchmark(s).



Recommendation H: OHCS, in alignment with other State agencies and through a transparent process, builds on outcomes based contracting efforts, examining its internal policies and systems, as well as including transparent local reporting on outcomes, and strengthens focus on reducing racial disparities/increase access for CSO's. As part of these efforts, State agencies review policies with an eye toward removing policies that feed greater proportions of homelessness among communities of color and remove disparities

- Request OHCS connect with peers at comparable state-level departments who have already implemented an outcomes-based approach to contracting.
- Establish a target deadline for OHCS to collect baseline data in the development of outcomes by project type.
- Direct OHCS to host listening sessions with current and prospective grantees, including CSOs, in the development of outcome measures.



Task Force Retreat

- Friday, September 9th from 9:30am – 4:30pm
- League of Oregon Cities (*located in Local Government Center*)
 - 1201 Court Street, NE, Suite 200
Salem, OR 97301
- Agenda provided no later than two weeks prior to the retreat – please surface any items you would like to be included via email no later than Thursday, August 25th

