



OFFICE OF COMMUNITY &
ECONOMIC DEVELOPMENT

Collaborative solutions for a promising future

2022 RUBRIC REVIEW

Washtenaw County
Continuum of Care

4/8 AGENDA

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|---------|--|
| 10:00am | Welcome & Introductions |
| 10:15am | Recap of First Meeting and Today's Goals |
| 10:20am | Employment Metric |
| 10:45am | BREAK |
| 10:55am | Racial Equity |
| 11:00am | HMIS Section |
| 11:20am | Wrap-up, Next Steps |



REVIEW OF FIRST MEETING

3/25/22

At the first Rubric Review Meeting, the community made the following recommendations:

- Update the FRT Process so that agencies are presenting their projects to the FRT
- Reconsider the Employment metric at a future Rubric Review Meeting
- Use Supportive Services Only as the Cost Effectiveness Measure
 - Do not score this measure this year, but revisit the scoring next year

TODAY'S GOALS

The CoC has established the following priorities for this year's Rubric Review

- Review **Employment Metric**
- Add a **racial equity** section (to align with HUD priorities)
- Update **HMIS Section**



EMPLOYMENT METRIC

CURRENT MEASURE

C) Employment Rate for Leavers and Stayers at Annual Assessment

$$\frac{\text{Total no. of Adult (L + S) with earned Y}}{\text{Total no. of Adults served}} \times 100\%$$

20%

%

20% or > = 4
10-19% = 3
5-10% = 2
Below 5% = 0

/4

DISCUSSION

At our last session, providers raised concerns about this metric:

- Employment is not always feasible for the populations served by this project
- Some projects serve specific populations for whom employment is harder
- Even pre pandemic, employment outcomes were difficult to achieve
- We are also measuring total income, which is correlated.

QUESTIONS

Should we keep this measure?

For PSH? RRH?

If not:

- Do we adjust the scoring of the other measures?
- Should we replace it with something else?

RACIAL EQUITY

The background is a complex, abstract composition of overlapping, semi-transparent geometric shapes, primarily hexagons and pentagons. The color palette is diverse, featuring shades of blue (from light cyan to deep navy), green (from lime to forest green), yellow (from pale to bright), red (from dark maroon to bright red), and white. The shapes are layered, creating a sense of depth and movement. A solid blue vertical band runs down the left side of the image, serving as a backdrop for the text.

BACKGROUND

In the 2021 NOFO, HUD asked that as part of our local process, projects are rated and ranked based on the degree to which their project has identified any barriers to participation (e.g., lack of outreach) faced by persons of different races and ethnicities, particularly those over-represented in the local homelessness population, and has taken or will take steps to eliminate the identified barriers.

We have not historically had this section in our rubric, so we will need to add one!

EXAMPLES FROM OTHER COMMUNITIES

For inspiration, CoC Staff gathered examples from the following communities:

- Lake County, OH
- Connecticut
- Boston, MA
- Portland, OR
- North Carolina

LAKE COUNTY, OHIO

- How will you define the project's efforts to promote culturally-inclusive services, including underserved Lake County populations?
- What are the barriers to underserved populations' participation, particularly those over-represented in the homeless population?
- What are your outreach action plan components that will ensure ethnic cultural communication in Lake County?
- What monthly tracking system will be used to evaluate and ensure all community segments are receiving service under this Grant?
- What are your outreach action plan strategies to serve chronically homeless groups, including current minority service gaps?
- What are your % target populations served, and % of each severity needs groups?

STATE OF CONNECTICUT

The State of Connecticut uses data for this section, but does not score it:

Rate of Return to Homelessness Among Latinx, Black, Asian, Native, Multiple Race Groups as compared to White/NonLatinx group (not scored)

BOSTON, MA

- The project applicant assessed whether black, indigenous, and other people of color (BIPOC) face barriers to equitably accessing or receiving services from their organization.
- The applicant addressed the above assessment or made a written commitment to addressing BIPOC barriers identified, OR no barriers were identified in the assessment above.
- The applicant assess whether lesbian, gay, bisexual, transgender, queer, and other people whose genders or sexualities are heteronormative (LGBTQ+) people face barriers to equitably accessing or receiving services from their organization.
- Does the project applicant address or made a written commitment to addressing LGBTQ+ barriers identified above, OR no barriers were identified in the assessment above

PORTLAND, OR

Addressing institutional racism:

Complete the checklist to indicate what methods are used and describe some of the project's most important strategies for addressing and responding to institutional racism, and any significant successes/challenges that the project experienced in this work over the past year.

Public written commitment to address/eliminate racial and ethnic inequities in guiding documentation (i.e. mission, vision, goals, etc.)
Organization has a racial equity plan or strategy that is regularly monitored
Ongoing evaluation of policy, service, or program impacts and progress towards racial equity
Internal structures exist to address issues of racial equity (i.e. a functioning equity committee, formal or informal complaint resolution process, caucusing and community advisory body)
Racial equity knowledge, skills, and practices are a part of staff job descriptions and work plans
Staff receive training and support around racial equity and how their role is important in addressing institutional racism (i.e. anti-oppression trainings, etc.)
Management consistently applies a racial equity lens
Other (please list):

PORTLAND, OR

- Reducing homelessness within communities of color: The 2017 Point-In-Time Count shows a disproportionately high rate (40.5%) of our community's population experiencing homelessness are people of color. For the past several years, we've asked you to describe what actions your project was taking to help reduce homelessness within communities of color. Provide an update on this work.
- Implementing culturally-responsive programming: Complete the checklist to indicate what methods are used, and describe some of the project's most important strategies to ensure culturally-responsive programming and any significant successes that the project experienced providing these services over the past year.
- Addressing barriers faced by people who identify as LGBTQ: For the past few years, we've asked you to describe what actions the project is taking to address specific barriers faced by people experiencing homelessness who identify as LGBTQ. Provide an update on this work.

STATE OF NORTH CAROLINA

- Does the applicant provide guidelines/program rules in other languages besides English
- Does the applicant have client-facing bilingual staff?
- Does the applicant contract with interpreter services?
- Does the applicant have an Antidiscrimination Policy?
- Does the applicant hold annual trainings on its Anti-Discrimination Policy, as required by the CoC Anti-Discrimination Policy?
- Has the agency sent staff to an external training for Racial Equity or AntiDiscrimination in the last 12 months? Please list the date(s) of training(s) and percentage of staff that have attended an external racial equity/anti-discrimination training in the last 12 months).
- Does the applicant have an equal access hiring clause in job postings?
- What percentage of your Board of Directors are non-white?

DISCUSSION

Consider the following questions:

- Which approach made the most sense to you?
- Should we use data, or just narrative questions?
- How should we score this section?
- How should it be weighted compared to other sections of the rubric?

HMIS UPDATES

The background features a complex, abstract geometric pattern. It consists of numerous overlapping, semi-transparent polygons in various colors including shades of blue, green, yellow, red, and white. The polygons are arranged in a way that creates a sense of depth and movement, with some shapes appearing to be layered on top of others. The overall effect is a vibrant, multi-colored mosaic.

HMIS SECTION UPDATES

There are 3 updates we are proposing to this section:

- Update the data elements to match current HUD Universal Data Elements
- Return the scoring threshold for Social Security Number to match other elements
- Add annual assessment element

HMIS DATA ELEMENTS

HMIS no longer reports on two data elements that were previously used:

- Residence prior to program entry
- Zip code of last residence

The HMIS team is recommending we remove these elements from the rubric

SOCIAL SECURITY NUMBER THRESHOLD

We have historically allowed a higher percentage for SSNs due to the history of collecting partial numbers throughout the system.

The plan always was to return to the 5% threshold used for other elements

Should we return to 5% or keep it at 10%

ANNUAL ASSESSMENT

The HMIS team proposes we add an element around Annual Assessments

OCED has identified two ways we could do this:

- Use the income at annual assessment data quality element from the Annual Performance Report and score like other required data elements
- Use Number of Adult Stayers without Annual Assessment from question 18
 - We would have to come up with a threshold out of total clients.

Any other ideas for how to measure this?

Should we add this measure?



WRAP UP AND NEXT STEPS

NEXT MEETING

At the next meeting we will:

- Review an updated rubric with the changes proposed so far
- Discuss project applications for new projects of all types, including:
 - Permanent Supportive Housing
 - Rapid Re-Housing
 - Joint Transitional Housing/Rapid Re-Housing
 - Supportive Services/Coordinated Entry
 - Homeless Management Information System projects