**Introduction, Deadline, and How Measure is Used in Ranking**

Please answer the following questions and return to Shawn Hayes, [shayes@coloradocoalition.org](mailto:shayes@coloradocoalition.org) by **EOB Friday September 9th, 2022**.

Questions will not be scored in Project Ranking this year, but you must return the questions with answers that have been well thought out and reasoned in order for your Project to be ranked in the 2022 Project Ranking Process. **If you do not return this form by the deadline, your project(s) will be ranked at the bottom of the list regardless of what it or they score in the ranking process. If more than one project does not return the measure they will be ranked according to their projects scores at the bottom of the Project Ranking list.** The reasoning behind this is to recognize as a CoC that equity and advancing racial equity is an important part of our process in making homelessness rare, brief and one-time. This has weight in the work we do, and will have weight in future competitions. It also helps to remind us that equity with a focus on racial equity is something BoS CoC programs will continue to work towards.

**Equity Overview & Framing for the CoC Program**

*The following information is pulled from a resource document on the* [*HudExchange*](https://files.hudexchange.info/resources/documents/COVID-19-Homeless-System-Response-Rehousing-Activation-and-Racial-Equity-Part-1-Equity-as-the-Foundation.pdf?utm_source=HUD+Exchange+Mailing+List&utm_campaign=1088eb8856-SNAPS-COVID-19-Digest-06-08-2020&utm_medium=email&utm_term=0_f32b935a5f-1088eb8856-19260329)

**What do we mean when we reference Equity?**

“Equity refers to proportional representation (by race, class, gender, etc.) of opportunities in housing, healthcare, employment, and all indicators of living a healthy life. When talking about equity, it is helpful to distinguish it from equality. Equality is typically defined as treating everyone the **same** and giving everyone access to the same opportunities. The assumption is that everyone will benefit from the same support and services. This is not true. Some populations are situated differently because of historical and current discrimination against them. Equity addresses those **differences**. **Equality** is about sameness; it focuses on making sure everyone gets the same thing. **Equity** is about fairness; it ensures that each person gets what the person/population needs.

To achieve equity, policies and procedures may result in an unequal distribution of resources, but will lead to equitable outcomes for everyone.”

**What does HUD mean and what does the CoC mean when we say we are focusing on Racial Equity?**

“Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, one’s housing, economic, and health outcomes. With racial equity, race would no longer be used to predict outcomes, and outcomes for all groups are improved. Racial equity includes addressing root causes of inequities, not just their outcomes. This includes elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or otherwise fail to address them. Racial equity is also a process. This means that Black people, Indigenous people, and people of color—those most impacted—are part of the decision-making about funding, policies and programs.

*Sources:* [*Center for Assessment and Policy Development*](http://www.capd.org/) *and* [*Center for Social Inclusion*](https://www.centerforsocialinclusion.org/)”

**Question 1.**

Has your agency had an assessment done, or completed a self assessment on equity and/or racial equity? Yes / No

If Yes, please attach a summary or write a summary of the assessment with dates, key findings and next steps.

If No, does your agency have any plans in the near future for an assessment to be completed on equity and/or racial equity? If so, please explain.

**Question 2.**

Outside of funding, name three barriers your agency faces in regards to completing an assessment on equity and/or racial equity. What are measurable steps you can take in the next year to overcome those barriers? If your agency has completed an assessment on equity and/or racial equity, what are three barriers you see regarding next steps and measurable steps you can take to overcome those barriers?

**Question 3.**

What type(s) of educational support can you identify that would be helpful to achieve forward movement regarding equity within your agency and for the participants of your programs, especially when the focus is on racial equity in the next year?

**Question 4.**

Although many forms of systemic oppression exist and impact people experiencing homelessness, racial disparities are often singled out and racial equity is frequently referenced as an area that funders would like grantees to focus on in their applications. Why do you think this is and how do you see your agency playing a role in achieving racial equity in homelessness?