

METRO SUPPORTIVE HOUSING SERVICES

Washington County Local Implementation Planning Committee

December 10, 2020; 2 pm – 4 pm

<https://us02web.zoom.us/j/81407868630?pwd=SlJuN21TbkVodWxuVWcrbGY0b3RyUT09>

To Join by Telephone: +1 253 215 8782

Webinar ID: 814 0786 8630 Passcode: 012334

AGENDA

Facilitators: Anita Yap, Multicultural Collaborative
Heather Lyons, Corporation for Supportive Housing

- I. WELCOME** (2:00 p.m.) Anita Yap
(5 minutes)
- II. BUSINESS ITEMS**
- A. Racial Equity Strategies (2:05 p.m.) Kate Bitney
(30 minutes)
This will be a discussion and review of proposed racial equity strategies to address the inequities in the system that result in disparities of BIPOC in systems, particularly the homeless system. Committee members are asked to read through the attached document for background.
- B. Planned Investments (2:35 p.m.) Heather Lyons
(50 minutes)
This discussion will be about a critical component of the LIP that will inform the prioritization of planned investments for the resources that will be coming in for the SHS program. Committee members are asked to read the attached document for considerable background on this agenda item.
- C. Committee Issues (3:35 p.m.) Anita Yap
(10 minutes)
- D. Open Discussion. (3:50 p.m.) Anita Yap
(10 minutes)
- III. ADJOURNMENT** (4:00 p.m.)

Attachments:

- December 3, 2020 Meeting Minutes
- Racial Equity Strategies
- Planned Investments

Future Meetings:

- December 17; 2:00 p.m. – 4:00 p.m.

Additional information on the Metro Supportive Housing Services *Local Implementation Plan* is available online at www.co.washington.or.us/Housing/SupportiveHousingServices/index.cfm

To be added to the Metro SHS LIP Committee email listserv, contact vara_fellger@co.washington.or.us

Local Implementation Committee Meeting Agreements

- Keep one's video on whenever possible but respect that it isn't always possible due to technology limitations and home situations.
- Use the "Raise Hand" option to ensure the facilitator can manage input in an efficient manner.
- Give everyone an opportunity to speak, but in the interest of time, use Thumbs Up/Thumbs Down feature or chat to indicate agreement when comments are similar.
- Be conscious of and give space for people to speak especially those who don't always voice their opinion (Step Up/Step Back).
- Ideas to share/thoughts to convey may come after a meeting. It's okay to share those thoughts with facilitators via email or another format.
- Lead with racial equity. Facilitator and committee members should be conscious of and raise the issue, if and when they become aware of/observe individual experiences that call attention to systemic patterns.
- Strive to understand someone else's perspective when there is disagreement on an issue. Given the limitations of virtual meetings, Washington County staff will assist the facilitator to be aware of cues conveying disagreement.
- Practice "Safe Space," by not sharing stories or experiences outside of the group.
- Recognize and uplift other communication styles such as those using a circular "storytelling" rather than the more typical linear method
- Listen to understand and be willing to do things differently and experience discomfort, recognizing discussion will not always lead to closure.
- Maintain a virtual "Parking Lot" list of ideas/questions/topics for future meetings.

Revised 9.10.2020

FIST FOR FIVE DECISION MAKING

Voting will be done through the chat box by typing in “Fist,” “One,” “Two,” “Three,” “Four,” “Five.” Consensus would be achieved at a minimum of three fingers and members voting with less than three fingers should expect to voice their concerns.

- | | |
|-----------------|---|
| Fist = | No |
| One finger = | Additional discussion needed/Suggest changes |
| Two Fingers = | More comfortable with proposal/Need to discuss minor issues |
| Three Fingers = | Not in total agreement/Feel comfortable to let it pass |
| Four Fingers = | Good Idea/Will work |
| Five Fingers = | Great Idea/I will assist in any capacity |



**METRO SUPPORTIVE HOUSING SERVICES
LOCAL IMPLEMENTATION PLAN (LIP) COMMITTEE MEETING MINUTES
DECEMBER 3, 2020, 2:00 P.M.
Virtual Meeting via Zoom**

The Local Implementation Planning Committee is a 21-member committee convened to advise the Washington County Board of Commissioners on the County's plan to implement the Metro Supportive Housing Services Measure. The purpose of the Committee is to provide strategic planning support and to ensure focus and direction of programs and services in accordance with the Supportive Housing Services Measure.

COMMITTEE MEMBERS PRESENT

Brooks, Bridget – City of Tualatin
Curran, Brendan – FG-United Church of Christ
Galian, Katherine – Community Action Organization
Hartye, Chris – City of Hillsboro
Hille, Marcia – Sequoia Mental Health Services, Inc.
Huggins-Smith, Sarah – SOS Shelter
Kalevor, Komi – Housing Authority of WC
McCrea, Erroll – WC Sheriff's Office/Jail
McGough, Andrew – Worksystems, Inc.
Mena, Javier W. – City of Beaverton
Pero, David – Forest Grove School District
Salvador, Nelli – Immigrant & Refugee Community Org (IRCO)
Soneoulay-Gillespie, Toc – Care Oregon
Stoulil, Vera – Boys & Girls Aid
Trinh, John – Luke-Dorf, Inc.

COMMITTEE MEMBERS ABSENT

Cohen, Megan – City of Beaverton/SWS-Beaverton
Duyck, Ignolia – Virginia Garcia Memorial Health Clinic
Evans, Annette – WC Dept of Housing Service
Schnitzer, Cole – U.S. Department of Veteran Affairs
Taylor, Rosemary "Rowie" – DVRC

STAFF MEMBERS PRESENT

Jamieson, Ally – County Administrative Office
Osuna, Ruth – County Administrative Office
Proctor, Jennie – Office of Community Development
Valencia-Aguilar, Mari – Office of Community Development

Facilitators: Anita Yap, Multicultural Collaborative
Heather Lyons, Corporation for Supportive Housing (CSH)

Meeting called to order at 2:03 p.m.

I. WELCOME

II. BUSINESS ITEMS

A. Definitions – Heather Lyons, CSH

Heather reviewed the final definitions provided in the meeting packet. She shared there had been Tri-County discussions about keeping definitions consistent, but also acknowledgement there will be differences. She committed to providing the list of services included in the measure in the next meeting's packet. Additional comments should be emailed to Heather at heather.lyons@csh.org.

B. Here Together Letter – Katherine Galian

Katherine facilitated a discussion of the Here Together letter that stemmed from a November 9 meeting of the Here Together Advisory Committee, where several LIP Committee members were in attendance. Cole Merkel joined committee members and provided some background and purpose of the letter. Katherine shared her key takeaways for Washington County from the Advisory Committee meeting and invited committee members who were in attendance at the November 9 meeting to share their thoughts as well. "Workforce" was called out as a critical consideration (recruitment of providers in general, caseload and livable salary) as well as the



need to work with peers and those with lived experience within the BIPOC community in order to understand specific needs around housing supports. Arriving at a definition for “equity” would be a starting point for the work going forward. Acknowledgment that case conferencing was successful in helping people navigate systems and instrumental in identifying where silos exist. It was suggested a governance structure could be established to manage system integration and during LIP implementation, manage the flow of data, information and decision making between regions.

C. System Changes – Heather Lyons, CSH

Heather reviewed the Broad Themes listed in the document provided in the meeting packet and invited feedback/additions. Suggestions included: The Metro Bond integration be included; Include more action-oriented statements; Establish a governance structure to review policies and procedures across the various systems and to ensure racial equity; Integrate entry points into the coordinated entry system; The intersection of racial equity with other vulnerable groups such as LGBTQ be called out; Include language regarding investment in increased services, service personnel, facilities and other capacity building; Include mention of increased pay for frontline staff. Heather asked that additional suggestions be emailed to her at heather.lyons@csh.org.

D. Community Engagement – Anita Yap, MultiCultural Collaborative

Anita reviewed her Executive Summary which focused on those receiving homeless services in communities of color. The information was gathered from 75 personal surveys and comments from eight focus groups representing 360 participants from 50 organizations. 25% of those surveyed identified as people of color, 42% identified as having a disability and 38% identified as LGBTQ. The full report will be available shortly. She invited comments. Several members supported the use of SHS capital funds to build a year-round shelter and transitional housing.

E. Committee Issues – Anita Yap

Concern was expressed about the comments made in community engagement surveys, of people feeling discriminated against by service providers. It emphasized the need for centering racial equity and cultural competency, all through a trauma informed lens, in the development of the LIP.

F. Open Discussion – Anita Yap

The school system was mentioned as a good example of being “siloe” where it was difficult to interface with providers due to privacy issues. Concern was expressed of the severe lack of providers that would be needed for Measure 110: The Drug Decriminalization and Addiction Treatment Initiative and a question as to whether anyone was looking to see how many providers would be needed. The effectiveness, and need for the development, of a strong peer support system for people with chronic mental illness was emphasized.

III. ADJOURNMENT

The meeting adjourned at 4:05 p.m.

Minutes prepared by Vara Fellger, Washington County Housing Services.

To be added to the Metro SHS LIP Committee email listserv, contact Vara Fellger, vara_fellger@co.washington.or.us.

Washington County LIP: DRAFT Racial Equity Strategies

Metro's Strategic Plan to Advance Racial Equity, Diversity and Inclusion incorporates five key objectives: convene and support regional partners to advance racial equity; meaningfully engage communities of color; hire, train, and promote a racially diverse workforce; create safe and welcoming services, programs, and destinations; and have resource allocations that advance racial equity. Washington County will advance racial equity strategies and prioritize allocations, and will continue to be informed by the experiences and perspectives of BIPOC, including those with lived experience.

In reviewing both feedback from community engagement of those with lived expertise and communities of color, policies and best practices in race equity, diversion and inclusion from across the country, and incorporating feedback from the LIP Committee, the following are recommended for moving the Local Implementation Plan forward in Washington County:

Convene and support regional partners to advance racial equity by recognizing that homelessness is a result of multiple racially inequitable systems. Best practices suggest that “government is most successful in addressing inequity when all employees and the institution *normalize* racial equity as a key value, *operationalize* equity via new policies and institutional practice, and *organize*, both internally and in partnership with other institutions and the community.” (Rights) This requires coordination and participation from multiple partners and must center BIPOC with lived experience of homelessness in leadership structures. Through this inclusion, the intersectionality of systems and experience will remain at the forefront.

Meaningfully engage communities of color by supporting community collaborations that lead to the elimination of structural racism by leading with race. Hand in hand with the previous objective of creating a leadership structure for convening and supporting regional partners that centers BIPOC with lived experiences of homelessness, the engagement of communities of color will remain at the forefront of service and engagement planning, and ensure that language accessibility is centered as well.

Hire, train, and promote a racially diverse workforce by retooling recruitment and promotion practices with an equity focus, analyzing (on an ongoing basis) existing staff salaries to ensure equity between BIPOC and white staff, and moving toward a workforce that reflects the racial diversity of communities served at all levels of the organization. Organizations should create a plan to build and maintain a culture of race equity so that BIPOC staff can work in an environment that is more effective in retaining and recognizing the contributions of BIPOC staff. (CSH)

Create safe and welcoming services, programs and destinations by establishing a race equity peer network and peer to peer training within agencies. “A racial equity peer network creates an opportunity for... staff to educate each other on racial bias so that together, they can begin to dismantle inequities that exist in service delivery.” (CSH) This peer network will also create opportunities for agencies to determine how greater inclusion can exist across systems, including contracting.

Have a resource allocation that advances racial equity by using data to inform decision-making and prioritizing contracts with culturally-specific organizations. This data will include an equity analysis of growth strategies, ensuring that planning and investing meets needs and reduces disparities and takes into account past history as well as current conditions and future opportunities. (Rights)

Ensure that intersectionality is addressed among BIPOC and other highly impacted peoples' voices and perspectives (e.g., LGBTQ+ folks, especially those who identify as transgender and queer; people with disabilities – visible and invisible; and others). Identities are not monolithic, nor do they exist in a vacuum. Intersectionality “is an important part of practicing inclusion because it defines how different facets of identity contribute to our unique perspective and team participation, as well as the ways in which different types of discrimination overlap with one another.” (Halcrow, 2019)

Planned investments

Prioritization of housing interventions, services and other, related work For LIP Committee Meeting Packet - 12-7-2020

In this document, please find background lists along with community feedback on Planned Investments, a critical component of the LIP. While there are many details, this list of services is not meant to be all-inclusive. It highlights required elements that should be included in the final implementation plan and suggested examples from Metro, as well as other needs that have been raised by Multnomah and Clackamas Counties in tri-county meetings.

In the first part, the various needs for planned investments are listed.

In the second part, existing prioritization from the LIP Committee and other meetings (i.e., HSSN – Housing and Supportive Services Network) and community engagement work are summarized.

As these planned investment are reviewed, please keep in mind that the needs of the people who meet the priority populations must be met based on the following:

- 75% of SHS funds will be devoted to services for population A, defined as:
 - Extremely low-income; AND
 - Have one or more disabling conditions; AND
 - Are experiencing or at imminent risk of experiencing long-term or frequent episodes of literal homelessness.
- 25% of SHS funds will be devoted to services for population B, defined as:
 - Experiencing homelessness; OR
 - Have a substantial risk of experiencing homelessness.

For the LIP Committee meeting, **we ask that you read this background in advance**, as we will be spending a significant amount of time discussing it as well as asking the Committee to help prioritize the needs within each category to inform planned investments. The primary categories are these: Housing Interventions, Services and Other, Related Needs.

Part 1: Planned Investments List

Housing Interventions (as listed in Required Elements from Metro for LIP) – definitions are available in last weeks' packet if needed.

- Supportive housing
- Long-term rent assistance
- Short-term rent assistance
- Housing placement services
- Eviction Prevention
- Shelter and transitional housing
- NEW ADDITION – Capital resources
 - For shelter and transitional housing
 - Flexible funding to fill gaps in supportive housing

Services examples (as listed in Metro Addendum for LIP's) *

Non-exclusive list of eligible support services: In addition to the housing intervention types, this list of services and supports is provided to describe the breadth of eligible support services that may be deployed through the regional program to support access to housing and housing stability.

- Outreach and engagement supports:
 - street outreach services
 - in-reach services
 - basic survival support services
- Health and wellness supports:
 - mental health services
 - interventions and addiction services (crisis and recovery)
 - physical health services
 - intervention services for people with physical impairments and disabilities
 - peer support services
 - discharge intervention services
- Employment and benefit supports:
 - financial literacy services
 - employment services
 - job training and retention services
 - educational services
 - workplace supports
 - benefits navigation and attainment services
- Advocacy supports:
 - landlord tenant education and legal services
 - fair housing advocacy

*As you will see later in this document, the LIP committee also had culturally specific services listed as a category. The responses from that discussion (and others) promoted that those services should be weaved throughout all services and not called out separately.

Other needs

- Community based capacity building – centered in racial equity
 - Expand training and technical assistance within existing network to conduct housing interventions and services
 - Reach out to other organizations in region to provide support in Washington County
 - Lift up smaller organizations to help with implementation
- Pay equity analysis – ensuring employees have decent/living wages to help attract and retain staff
- Infrastructure needs (w/in County and in community based organizations)
 - Building up County staffing to ensure adequate resources for:
 - Administration (contracting, invoices, etc.)
 - Data, analysis and evaluation infrastructure – to work across region as well
 - Ongoing community engagement and governance – lifting up voices of BIPOC and people with lived expertise or PWLE (including payment for PWLE to participate)
 - Governance for systems collaboration and change
 - Community based organizations
 - Administration (contracting, invoices, cutting checks, etc.)
 - Data reporting and internal analysis and evaluation
 - Assistance with community engagement – engaging and making space for PWLE and BIPOC

Part 2: Results from Meetings and Community Engagement Work

Information from previous meeting with LIP and HSSN:

LIP – Housing Interventions – Supportive Housing and Shelter and Transitional Housing rose to the top

Supportive Housing	Long-Term Rent Assistance	Short-Term Rent Assistance	Housing Placement Services	Eviction Prevention	Shelter and Transitional Housing
9	5	6	6	7	10
60%	33%	40%	40%	47%	67%

LIP – Services – Behavioral Health – including a call out for Addictions and then Tenancy Support Services rose to the top

Tenancy Support Services	Housing Case Management	Behavioral Health	Addictions	Culturally Specific Services*	Employment and Benefits Income	Outreach**
8	6	12	9	2	5	6
50%	38%	75%	56%	13%	31%	38%

HSSN – Housing Interventions – Supportive Housing rose to the top, with LIP a close second

Supportive Housing	Long-Term Rent Assistance	Short-Term Rent Assistance	Housing Placement Services	Eviction Prevention	Shelter and Transitional Housing
21	19	7	14	12	14
64%	58%	21%	42%	36%	42%

HSSN – Services – Housing Case Management and Employment and Benefits Income tied at the top. Next was housing case management

Tenancy Support Services	Housing Case Management	Behavioral Health	Addictions	Culturally Specific Services*	Employment and Benefits Income	Outreach**
19	26	20	5	19	26	10
48%	65%	50%	13%	48%	65%	25%

*Please note, as stated earlier, that both groups highlighted the need for culturally specific services to be weaved through all of the service interventions and not be counted on its own.

**Additionally, outreach was indicated as a need to help people access services through the geographic equity map discussion.

Community Engagement

The final report will include the full responses as documented by the MultiCultural Collaborative (Anita Yap). For the purpose of planned investments, here are some themes that came up in that work.

Housing intervention priorities:

1. Supportive Housing
2. Shelter and transitional housing
3. Long term rent assistance
4. Eviction prevention

Summary of top issues (can be addressed by **services** listed earlier – bolded here):

- Some **communities of color and youth population** are not being counted nor served. Community members know who they are and can assist with **engagement** and **providing services**.
- **Racism and bias for the priority population is evident** in who and how people are being served, this needs to be addressed.
- Access and **outreach** need to be improved and coordinated.
- Providing **culturally specific services** with bilingual and bicultural staff is important to serve the BIPOC population.
- Navigators, case managers and other people are needed to assist people not only in housing, but **assist in accessing other services through the whole process**.
- We have the opportunity to **lower or remove some of the barriers** that other programs require.
- **Some culturally specific services are not represented in Washington County**, including Native American, Native Hawaiian, Alaskan Indian, Black/African American.
- **Low barrier, Housing First** model entry approach is needed.
- More **housing** of all types is needed, along **with support services**.

Sources:

People receiving homeless services personal interview survey

- 67 personal interview surveys
- 2 surveys returned on-line. One in English, one in Spanish

8 Focus Groups and personal interviews

- 360 individuals participating in focus groups
- 50 organizations represented in focus groups

93 responses to online survey