

2022 HUD CoC NOFO

Project Applicant

Supplemental Questions

Central Minnesota Continuum of Care – MN-505

All Projects –Supplemental Questions

Racial Equity Self-Assessment

1) Equity/Diversity of staff- What percentage of the organization’s staff identify as Black, Indigenous, or People of Color (BIPOC), and/or LGBTQ+, and/or have experienced homelessness?

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2) Equity/diversity of Board and Leadership - What percentage of the organization’s board, directors, and managers identify as Black, Indigenous, or People of Color (BIPOC), and/or LGBTQ+, and/or have experienced homelessness?

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3) Equity in Increased Overall Income – What percentage of BIPOC households increased their income in the last 12 months?

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4) Equity in Exits to permanent housing – What percentage of BIPOC participants exited the program to permanent destinations?

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5) Equity – Returns to Homelessness within 12 months – What percentage of BIPOC participants returned to homelessness within 12 months of exiting to permanent housing?

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6) How does your program integrate culturally specific and/or culturally responsive programming? If your program does not currently integrate culturally specific and/or culturally responsive programming, what is your plan to do so in the future? (suggested word count: 100-250 words):

Culturally Responsive Care Definition¹ : “Cultural responsiveness means being open to new ideas that may conflict with the ideas, beliefs and values of your own culture, and being able to see these differences as equal...It means being respectful of everyone’s backgrounds, beliefs, values, customs, knowledge, lifestyle, and social behaviors. It helps you provide culturally appropriate care and support, so people are empowered to manage their own health. Cultural responsiveness involves continuous learning, self-exploration, and reflection. It draws on a number of concepts, including cultural awareness, cultural sensitivity, and cultural competence Cultural responsiveness is important for all social and cultural groups, including:

- Indigenous and tribally enrolled people
- People from culturally and linguistically diverse backgrounds
- Refugees or displaced migrants
- People at all life stages, including end of life
- People with different abilities
- Lesbian Gay Bisexual Transgender Queer Intersex Asexual Two Spirit (LGBTQIAS2+ people)

¹ Definition adapted from the Agency for Clinical Innovation, New South Wales, AU.