**2023 HUD CoC NOFO Project Applicant**

**Racial Equity, Diversity, and Inclusion Self-Assessment**

St. Cloud/Central Minnesota Continuum of Care – MN-505

Please complete all the following questions, including the Agency Self-Score as part of the St. Cloud/Central CoC HUD NOFO application process. Responses will be used as part of the scoring and ranking process within the final HUD NOFO application package.

Organizations are also encouraged to use these questions to think about efforts to be made over the next year to increase racial equity, diversity, and inclusion within all their programming.

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| 1. **Equity/Diversity of Staff- What percentage of the organization’s staff identify as a member of an underserved population such as Black, Indigenous, or People of Color (BIPOC), LGBTQ+, etc.?**
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| 1. **Does the Equity/Diversity of Staff reflect the demographics of your full service area? (Be specific using comparative data)**
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| 1. **Equity/Diversity of Board and Leadership - What percentage of the organization’s board, directors, and managers identify as a member of an underserved population such as Black, Indigenous, or People of Color (BIPOC), LGBTQ+, etc.?**
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| 1. **Does the Equity/Diversity of Board and Leadership reflect the demographics of your full service area? (Be specific using comparative data)**
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| 1. **Inclusiveness of Staff- What percentage of the organization’s staff identify as a person with lived expertise in homelessness in the last 7 years?**
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| 1. **Inclusiveness of Board and Leadership- What percentage of the organization’s staff identify as a person with lived expertise in homelessness in the last 7 years?**
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| 1. **Equity in Increased Overall Income – What percentage of BIPOC households increased their income in the last 12 months?**
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| 1. **Equity in Exits to Permanent Housing – What percentage of BIPOC participants exited the program to permanent destinations?**
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| 1. **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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| 1. **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 Definition[[1]](#footnote-1) : “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. |

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| 1. **How does your organization integrate people with lived expertise of homelessness into the planning, day-to-day activities, and leadership of its programs? (Suggested word count: 100-250 words)**
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**Organizational Self-Score:**

**Please rate your organization from 1-5 on where you are in your efforts to be a racially equitable, diverse, and inclusive organization. Use the table below to determine your score.**

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| No current work in this area | 1 |
| This is an area for improvement but no plans/work are currently underway | 2 |
| Organizational planning is in process | 3 |
| Plans have been made and implemented but are not agency-wide | 4 |
| Racial equity, diversity, and inclusion are fully integrated throughout the agency | 5 |
| **Agency Self-Score** |  |

1. [↑](#footnote-ref-1)