

**Race Equity Standards - Additions to CoC Monitoring Guide – Updated 9/9/2021**

**Race Equity & Consumer Involvement** Has each recipient and subrecipient agency taken these actions during the past 12 months to ensure that homeless services programs are meeting the unique needs of marginalized communities, including people with lived experience of homelessness; people who identify as Black, Indigenous, and People of Color – BIPOC, Latinx, and Lesbian, Gay, Bisexual, Transgender and Queer/Questioning - LGBTQ?  
*(Best Practice Recommendations)*

- A. Recruiting, retaining and promoting people with lived experience of homelessness in staff and Board positions
- B. Recruiting, retaining and promoting people who identify as BIPOC, Latinx and LGBTQ, and people from nations of origin and linguistic groups that are significantly represented in the relevant CAN in staff and Board positions
- C. Creating and maintaining an inclusive organizational culture that promotes equity.
- D. Engaging people with lived experience of homelessness in meaningful opportunities to shape homeless services programs
- E. Reviewing consumer survey results and taking action accordingly
- F. Developing partnerships with local organizations that focus on work with marginalized populations
- G. Analyzing who gets access to your agency’s homeless services programs and program outcomes by race/ethnicity/sexual orientation/gender identity to determine if access and/or outcomes are disparate
- H. Planning and or implementation of steps to address any disparate access and/or outcomes

*Information and resources: [Race Equity Impact Assessment Tool](#), [Restorative Justice Practices in Housing Programs](#); [Race Equity Framework for the Connecticut Homeless and Housing System](#).*

Our agency has taken specific actions in the past 12 months to advance:

- All items listed above
- At least 6 items listed above
- 3-5 items listed above
- Fewer than 3 items listed above

I. If your agency has not taken specific actions in the past 12 months to advance at least 3 of the above items, please briefly describe specific actions your agency plans to take over the next 12 months to advance additional items. For each action, please be sure to include a target date.

Letter	Action	Target Date
EXAMPLE: C.	<i>Customize a race equity impact assessment tool for use in analyzing policies and programmatic decision-making.</i>	<i>9/30/21</i>
	<i>Pilot use of the tool in two programs</i>	<i>11/30/21</i>