



# C4 Innovations

Community & Behavioral Health | Recovery | Social Change



# C4 Innovations: Coaching Call

## Michigan Balance of State CoC Governance Charter Policy & Procedure Recommendations

October 8, 2020



# Applying a Racial Equity Lens to Governance Charter Policies

**Race Equity Lens:** A way of viewing the world in an integrated and holistic manner, taking into account past and present racial injustices and seeking to address them through more equitable practices and structures.

**Methodology for reviewing and providing feedback to MIBOS Governance Charter includes;**

- Not assuming that a race equity lens was already applied to policy statements.
- Questioning how racial equity is embedded in the MI BOS mission, vision, and values statements.
- Projection of possible impacts of how BIPOC and individuals with lived experience fare within each policy statement.
- Questioning the ways in which the policy statements are race neutral.



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## **Mission:**

*“BOSCOC promotes the prevention and ending of homelessness by developing and maintaining a system to coordinate federal and statewide resources and services for people experiencing homelessness in the Michigan Balance of State geographic area”.*

## **Vision:**

*“No one is homeless – everyone has a safe, stable place to call home”.*



# MI BOS Recommendation: Mission

## Reference:

*“BOSCOC promotes the prevention and ending of homelessness by developing and maintaining a system to coordinate federal and statewide resources and services for people experiencing homelessness in the Michigan Balance of State geographic area”.*

## Recommendation:

- Ensure that MIBOS is explicitly stating within their mission to promote racially equitable opportunities for persons experiencing homelessness.

# MI BOS Recommendation: Principles

## Reference:

*“Prioritize vulnerable populations. Homelessness has significant detrimental effects on everyone, yet there are some whose health and safety are placed at even greater risk for harm without a safe and stable place to call home. These groups include, but are not limited to children, youth, chronically homeless, individuals fleeing from domestic violence situations, veterans and people with disabilities. Strategies to identify and assist the most vulnerable groups will be prioritized”.*

## Recommendations:

- Redefine what vulnerability means (Consider using equity-based factors in defining vulnerability).
- Identifying the experiences of BIPOC that are barriers to accessing and maintaining housing.

# MI BOS Recommendation: Promote justice for all vulnerable populations

## Reference:

*“To eliminate the disproportionate rates of homelessness among many communities of vulnerable populations, we will adopt strategies to achieve equity in both access and outcomes in all areas of housing and services. These strategies will include culturally specific services, using a racially equitable lens across all program investments and dedicated funds to eliminate disparities.”*

## Strategy Considerations:

- Targeted Universalism
- Equitable Resource Allocation

# MI BOS Recommendation: Use data-driven assessment and accountability

## Reference:

*“To best utilize our resources, we must understand the outcomes of our investments, evaluate progress and demonstrate accountability. We will continue to improve and expand our community-wide data system so funders and providers can efficiently collect data, share knowledge for better client outcomes and report outcomes against the goals of the CoC”.*

## Recommendation:

- “To best utilize our resources, we must understand the outcomes of our investments **for each demographic (by gender, race, ethnicity and the intersection of those factors)**, evaluate progress and demonstrate accountability. We will continue to improve and expand our community-wide data system so funders and providers can efficiently collect data, share knowledge for better client outcomes and report outcomes against the goals of the CoC”.

## Consideration:

- Ensure that the goals of the CoC are addressing racial inequities.



# MI BOS Recommendation: Strengthen system capacity and increase leveraging opportunities

## Reference:

*“The longstanding solutions to prevent and end homelessness transcend multiple systems of care, foster care, education, domestic violence, community justice, health, mental health and addictions and available resources. To permanently end homelessness, we must strengthen efficiencies in our current system and better align other resources towards ending homelessness”.*

## Recommendations:

- Consider adopting an Aligned Contributions/ Collective Impact Framework
- Essential to this process: BIPOC leaders and those with lived experience engaged in every aspect of systems planning.

# MI BOS Recommendation: LOCAL PLANNING BODY(LPB) Membership

## Reference:

*“Build an inclusive and diverse workgroup from local network of service providers, government agencies, and those with lived experience”*

## Recommendations:

- *“Build an inclusive and diverse workgroup from local network of service providers, government agencies, **ensuring that BIOPC leaders are at the table as well as individuals with lived experience**”*
- Ensure that those with lived experience are compensated at the level of all other workgroup members.

# MI BOS Recommendation: STRUCTURE AND ORGANIZATION

## Governance Council Representation- Homeless or Formerly Homeless Person

### Reference:

“Member Selection MI BOSCOG Governance Council membership will be surveyed annually to confirm representation of at least one homeless or formerly homeless person within its membership. If there is no representative identified at that time who reports this experience, a homeless or formerly homeless member will be sought through Local Planning Bodies. If a representative meeting one of the other requirements from this list also happens to be homeless or formerly homeless, then another homeless/formerly homeless person is not required to be appointed to the MI BOSCOG Governance Council”.

### Recommendation:

- Challenge only inviting **ONE** person with lived experience as this can lead to tokenism and muting of that voice.

# MI BOS Recommendation: MI BOSCOOC PERFORMANCE AND OUTCOMES COMMITTEE Role and Responsibilities

## Reference:

*“The MI BOSCOOC Performance and Outcomes Committee is responsible for developing and implementing plans for the monitoring and improvement of State and Federal system performance measures for the MI BOSCOOC homeless system.*

*• The MI BOSCOOC Performance and Outcomes Committee, with assistance from CoC staff, will take primary responsibility for fulfilling HUD’s CoC Program requirements related to monitoring and evaluating system performance measures”.*

## Recommendation:

- What is the make up of your Performance and Outcomes Committee? Ensure full representation of those with lived experience as well as BIPOC staff.

# MI BOS Recommendation: MI BOSCOG FINANCE COMMITTEE

## Role and Responsibilities

### Reference:

*“The MI BOSCOG Finance Committee is responsible to develop and oversee the Planning Grant budget. The Committee is also responsible to inform the Governance Council on the budget through reports and accept recommendations from the Governance Council on the budget based on strategic plans and goals”.*

### Recommendation:

- Does your budget/ resource allocation process reflect commitment to racial equity?

# MI BOS Recommendation: MIBOS Governance Council Meeting Structure

## Reference:

### *“Standing Agenda*

- *Review and consensus of agenda and previous meeting minutes*
- *Presentation from MI BOSCOG Coordinator or other designated topic expert for the betterment of practice within the MI BOSCOG and its Local Planning Bodies (LPBs)*
- *Updates from each Committee of the MI BOSCOG, as provided by the Committee Chair or designated representative*
- *Record of those in attendance (both Governance Council members and all others who choose to attend)*
- *Opportunity for public comment or announcements (standing and those identified by the Executive Committee on specific agenda items)”*

## Recommendation:

- Consider adding a standing agenda Include a focus on MI BOS Race Equity initiatives to report and measure outcomes.



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**What do you believe are next steps to revising and embedding race equity into MI BOS Governance Charter?**



# Contact C4 Racial Equity Team

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