

Resilience and Equity Checklist and Resource Toolkit for the CoC Program NOFO Competition 2023

Instructions: Applicants must review and respond to the questions listed in column A. Responses must include checking the boxes in Column D and providing a narrative response in both column D and E.

In column D, please indicate what steps the agency/project has taken to continue progress in this area. In column E, please indicate which steps the agency/project plans to take to continue to progress in the area and provide future goals the agency/project is aiming to accomplish.

Please see the Scoring Tool for more details on the scoring rubric and responses that will result in full points on the Resilience and Equity Checklist. Applicants are expected to provide narrative responses that include data, numbers/amounts, and/or detailed actions for each item. Responses can provide information that is collected from HMIS, reported in APRs, other system reports, agency data; and/or actions and contributions made toward improving equitable outcomes for the project, agency, or AWH4T. The agency may submit one form for each project application or may submit one form that includes information about each project (including referencing the name of each project in the narrative).

- For new project applications, please provide information indicating how the agency will use data in the future for planning and implementing - including evaluation timelines. New projects will be scored based on the New Project Scoring Tool criteria.

Applicant Information: Complete the following fields about your agency.

Agency Name: [Click or tap here to enter text.](#)

If the agency is completing one form for multiple CoC-funded projects (new and renewal) please list the project names below.

Provide the Name of Each Project and Type of Project

| Name of Project | Project Type (PSH, RRH, Joint TH-RRH, TH, SSO-CE, HMIS) | Applicant Type: New, Renewal, Transition, Expansion, Consolidation |
|-----------------|---|---|
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| (A) Item | (B) Resources and Ideas to Consider in Identifying Next Actions | (C) Additional Resources and Ideas | (D) Actions taken to progress in this area | (E) Planned next steps and goals |
|--|--|---|---|---|
| <p>1. <i>Have you created or reviewed your proposed/current CoC project(s) with an equity and justice lens and to what extent?</i></p> | <p>Use Race Forward's Racial Equity Impact Assessment to use a racial equity lens in planning.</p> <p>HUD Equal Access Agency Assessment Tool</p> | <p>The Department of Housing and Urban Development's (HUD) Equity as the Foundation</p> <p>National Alliance to End Homelessness' (NAEH) Racial Equity Network Action Steps</p> <p>HUD Equal Access for Transgender People Supportive Inclusive Housing and Shelters</p> | <p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure</p> <p>Narrative Description:</p> | <p>Narrative Description:</p> |
| <p>2. <i>Are individuals or communities who have been disparately impacted by homelessness involved in the creation or review of the equitableness of your proposed/current CoC project(s) and to what extent?</i></p> | <p>Identify individuals or organizations to work with.</p> <p>Identify ways you can build relationships with these individuals / this community.</p> <p>Who is missing from planning and how can you engage them?</p> <p>Avoid using <i>community</i> as a blanket term in your plans or documents – instead, be explicit in naming the racial disparities and the communities for which you are aiming to improve outcomes.</p> <p>Complete a stakeholder analysis to identify communities and to map their power and interest.</p> | <p>The Lived Experience Advisory Council's Seven principles for leadership & inclusion of people with lived experience of homelessness</p> <p>Homebase's Promising Practices for Engaging Clients Through Feedback Loops</p> <p>HUD SNAPS In Focus: Integrating Persons with Lived Experiences in our Efforts to Prevent and End Homelessness</p> | <p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure</p> <p>Narrative Description:</p> | <p>Narrative Description:</p> |

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|---|--|---|---|---|
| <p>3. <i>Have you identified potential drivers of inequity in your proposed/current CoC project(s) and system? What tools and information are used? Provide information about the identified inequities and possible solutions.</i></p> | <p>Conduct a root cause analysis to identify systemic and structural causes and move beyond individual and surface-level solutions (see video). One activity to identify root causes involves asking “the 5 whys” and identifying countermeasures/solutions (see video).</p> | <p>The United States Interagency Council on Homelessness (USICH)'s How to Start Addressing Racial Disparities in Your Community</p> <p>Changing the Conversations' podcast on Race Equity and Homelessness</p> <p>NAEH's Centering Racial Equity in Homeless System Design and The Racial Equity Dialogue Series</p> <p>The-Prism-Project-Report-Final.pdf - Google Drive</p> <p>Expanding Access to and Use of Behavioral Health Services for People Experiencing Homelessness (samhsa.gov)</p> <p>National League of Cities: Contributing factors to homelessness among Native/Indigenous Americans</p> <p>White Dominant Culture</p> | <p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure</p> <p>Narrative Description:</p> | <p>Narrative Description:</p> |

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|--|--|---|---|---|
| <p>4. <i>Have you reviewed Tulsa's equity data tools? To what extent? Provide information surrounding insights identified and how data is used for future goals and planning to create equitable outcomes.</i></p> | <p>Find relevant data in the most recent Equality Indicators Report, Child Equity Index, and Gallup Citivoice Index.</p> <p>Review Tulsa's most recent Point-in-Time (PIT) Count and A Way Home for Tulsa's Data Dashboard</p> <p>Identify other data sources, including qualitative data.</p> | <p>HUD's CoC Analysis Tool: Race and Ethnicity for Tulsa (OK-501)</p> <p>Internal agency data review</p> | <p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure</p> <p>Narrative Description:</p> | <p>Narrative Description:</p> |
| <p>5. <i>Do you have a neighborhood and local community engagement strategy? Provide a description of engagement strategies taken or planning on taking.</i></p> | <p>Review the Community Engagement Continuum and select methods to increase level of neighborhood and local community involvement, impact, trust, and communication flow that are meaningful and you for which you have resources to implement.</p> | <p>PolicyLink's Community Engagement Guide for Sustainable Communities (especially starting at page 8)</p> <p>HUD Citizen Participation & Equitable Engagement (CPEE) Toolkit</p> <p>Movement Strategies: The Spectrum of Community Engagement to Ownership</p> | <p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure</p> <p>Narrative Description:</p> | <p>Narrative Description:</p> |

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| <p>6. <i>Have you engaged internal colleagues in developing strategies to improve equity and inclusion within your agency? Are you including staff directly involved with or impacted by this issue? Are you building staff capacity and agency culture through mentorship, updates, and information sharing? Provide detailed description.</i></p> | <p>Review NAEH's Racial Equity Network Action Steps (especially Organizational Next Steps on page 5).</p> | <p>Organizational Readiness for Community Engagement (determining organizational alignment with goals and values)</p> <p>Team Dynamics' Developing a DEI Strategy for your organization: Definitions & Distinctions + Roadmap</p> <p>Sources of Power guide for organizational/programmatic power mapping</p> | <p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure</p> <p>Narrative Description:</p> | <p>Narrative Description:</p> |
| <p>7. <i>Are you incorporating feedback from neighborhood and local community and internal colleagues in the design and implementation of your proposed/current CoC project(s) and to what extent?</i></p> | <p>Use a community engagement questionnaire (example) to ask your partners to assess how you are incorporating them meaningfully in the project.</p> | <p>HUD Creating Culturally Competent Housing Projects for Native/Indigenous Communities: Case Study + Case Study</p> | <p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure</p> <p>Narrative Description:</p> | <p>Narrative Description:</p> |
| <p>8. <i>Is/are your proposed/current CoC project(s) resilient? Check all that apply in column D and provide narrative responses.</i></p> | <p>Refer to this resilience checklist to assess your project's resilience qualities:</p> <ol style="list-style-type: none"> 1. Reflective 2. Resourceful 3. Redundant 4. Robust 5. Flexible 6. Integrated 7. Inclusive | | <p>Check all that apply:</p> <p><input type="checkbox"/> Reflective <input type="checkbox"/> Resourceful</p> <p><input type="checkbox"/> Redundant <input type="checkbox"/> Robust</p> <p><input type="checkbox"/> Flexible <input type="checkbox"/> Integrated</p> <p><input type="checkbox"/> Inclusive</p> <p>Narrative Description:</p> | <p>Narrative Description:</p> |

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|--|--|--|---|----------------------------------|
| <p>9. <i>Do you have a results-based accountability framework for improvements related to equity, and how do/will you measure success?</i></p> | <p>See page 16 of GARE's Getting to Results for an overview of three measures:</p> <ol style="list-style-type: none"> 1. How much did we do? 2. How well did we do it? 3. Is anyone better off? | <p>HUD's Using the Data You Have</p> | <p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure</p> <p>Narrative Description:</p> | <p>Narrative Description:</p> |
| <p>10. <i>Have you considered offering colleagues MOCHA roles (manager, owner, consulted, helper, approver) in your proposed/current CoC project(s) to build their professional development or provide leadership opportunities? To what extent?</i></p> | <p>In projects involving multiple people across many teams, it is helpful to have a common language for roles and responsibilities. Read The Management's Center's overview on MOCHA for more details on each of the following roles: manager, owner, consulted, helper, approver.</p> | <p>HUD's Equity Capacity Building: Hiring, Supervision, Training</p> <p>Racial Equity Tools' Leadership for Racial Equity resources</p> <p>Sample Job Description with Equity in Mind — Team Dynamics (teamdynamicsmn.com)</p> <p>AskEARN Creating an Accessible and Welcoming Workplace</p> | <p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unsure</p> <p>Narrative Description:</p> | <p>Narrative Description:</p> |

[Racial Trauma and Trauma-Informed Services](#) | [Spanish Version](#)

<https://files.hudexchange.info/resources/documents/COVID-19-Homeless-System-Response-Racial-Trauma-and-Trauma-Informed-Services.pdf>

[Equity Capacity Building: Hiring, Supervision, Training](#) | [Spanish Version](#)

<https://files.hudexchange.info/resources/documents/COVID-19-Homeless-System-Response-Equity-Capacity-Building-Hiring-Supervision-Training.pdf>

[Creating a Cultural Equity Plan: Organizational Policies and Procedures](#) | [Spanish Version](#)

<https://files.hudexchange.info/resources/documents/COVID-19-Homeless-System-Response-Creating-a-Cultural-Equity-Plan-Organizational-Policies-and-Procedures.pdf>

[Staff Orientation to Racial Equity](#)

<https://files.hudexchange.info/resources/documents/COVID-19-Homeless-System-Response-Staff-Orientation-to-Racial-Equity.pdf>

[Tribal TAA Center - Healing Informed Care Handout](#) (www.samhsa.gov)