



SACRAMENTO
STEPS FORWARD

Ending Homelessness. Starting Fresh.

2021 PIT Count (PITC) Committee Meeting Minutes

Thursday, October 21st, 2021 || 9:00 AM – 10:30 AM

Recording of Zoom Meeting. The chat and material(s) discussed at the meeting (not provided before the meeting) are below the minutes.

Attendance:

Member	Area of Representation/Organization	Present
April Marie Dawson (Co-Chair)	People with Disabilities	Yes
Bridget Alexander	Shelter/HousingYouth Waking the Village	No
Crystal Sanchez	Advocate Sacramento Homeless Union	No
Cynthia Hunt (Co-Chair)	Shelter/Housing Cottage Housing	Yes
Jeff Tardaguila (Co-Chair)	Advocate	Yes
Jesse Archer	Housing/ShelterYouth, LGBTQ LGBT Community Center	Yes
Joseph Smith	Advocacy, Loaves & Fishes	Yes
Julie Pederson	Law Enforcement Sheriff's Department	Yes
Michelle Schumann	Behavioral Health County Behavioral Health Services	Yes
Niakia "Kia" Phillips	Case Manager Supervisor, Veteran Services	Yes
Stefan Heisler (SPC Chair)	Reinvestment Analyst, City of Rancho Cordova	Yes

SSF Staff	SSF Title
Kathreen Daria	Volunteer & Training Coordinator
Michele Watts	Chief Planning Officer
Michelle Charlton	Continuum of Care Coordinator

Scott Clark	Systems Performance Analyst
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Guests:

Arturo Baiocchi, Brenda Epperly, Eric, Fatemah Martinez, James Landreth, Jesscia Jones, Jesscia Newham, John Holden, Justin Morris, Lee Sorrell, Liz Lorand, Lori Easterwood, Pixie Pearl, Samantha Earnshaw, William White, and 916-606-3969.

Agenda Item	Presenter(s):	Time	Item Type
I. Welcome/Introductions & Approval of 9/16/21 Minutes	April Marie Dawson, PITCC Co-Chair	9:00 AM (5 minutes)	Information
<p>Meeting started around 9:03 AM. Attendance of 22 participants. April welcomed everyone, started introductions, and discussed the agenda items.</p> <p>Motioned for approval of 9/16/21 minutes: 1st - Cynthia Hunt, 2nd - Joseph Smith Motion approved.</p>			
II. Announcements: (Upcoming Events, New Program Incentives, Recent Actions)	PITC Co-Chairs, PITC Members, & Guests	9:05 AM (10 minutes)	Information & Discussion
<p>PITC Co-Chairs: None.</p> <p>PITC Members: None.</p> <p>Guests:</p> <ul style="list-style-type: none"> Arturo Baiocchi shared that CSUS is hosting an event on Monday, Nov 8th with the focus on reducing the harms of homelessness. The event is open to the public and asked for SSF staff to attend and advertise the 2022 PIT Count. 			

III. 2022 Unsheltered PIT Count Updates: <ul style="list-style-type: none"> • 2019 Unsheltered PIT Mapping Summary • 2022 Data Tool • Q&A 	Michele Watts, SSF Chief Planning Officer & Arturo Baiocchi, CSUS	9:15 AM (50 minutes)	Information & Discussion
<p>Arturo shared a presentation which included details about 2019 efforts and findings: what is pre-mapping and why? (hot and warm locations), what did we learn by analyzing 2019 (how useful & accurate?), and specific recommendations. Questions were asked during the meeting. Please see the recording for more details.</p>			
IV. PITC Membership Update: <ul style="list-style-type: none"> • Part A: Renewal of Current Members • Part B: Targeted Recruitment 	Michele Watts & Michelle Charlton, CoC Coordinator	10:05 AM (5 minutes)	Information
<p>Michele and Michelle shared the timeline of recruitment, current membership renewal, new membership, and pending areas of recruitment. Michele shared an overview on the PIT Count and discussed the chat comments. Nica provided details about the PIT Count Volunteer Interest Form. Please see the chat and recording for more details.</p> <p>Also, Michele shared the PITC workplan (to be shared once finalized) providing details about the components/activities, timeline, and contributors.</p>			
V. REQ Action Plan & the PITC	Dr. Tamu Green, SSF Systems Performance Advisor	10:05 AM (25 minutes)	Information & Discussion
<p>Tamu shared a presentation which included information about racial disparities in Sacramento County, the creation of the REQC, the REQC accomplishments with next steps, data with a REQ lens, making data more meaningful, incorporating more BIPOC voices, training and education/normalizing conversations, staff & leadership diversity, assessment and prioritization, language access, partnerships, and HMIS. She mentioned REQC members will be liaisons for all CoC Committees including the PITC. Please see the recording for more details.</p>			

VI. Meeting Adjourned at 10:31 AM. Attendance of 24 participants.
Next PIT Count Committee Meeting: Thursday, November 18th, 2021

PITC Meeting Chat

00:10:03 Michelle Charlton (She/Her) SSF, CoC Coordinator: Welcome! Here are today's materials:
<https://sacramentostepsforward.org/wp-content/uploads/2021/10/10.21.21-PITC-Materials.pdf>

00:10:38 Lori Easterwood - Folsom: Hi, all--I'm Lori Easterwood (she/her), the City of Folsom's Library Director/Homelessness Liaison just here to listen in and learn more about the PIT Count. Thanks!

00:11:29 Jesse (He/Him): Jesse (He/Him), Sac LGBT Center, Assistant Director of Youth Programs. Have been working with the PiT for a few years

00:11:40 Kia: Kia Phillips, He, She, Her, VOA- Veteran Services, Case Manager Supervisor. Here to be a part of the PIT

00:12:00 Brenda Epperly: Good Morning, I am Brenda Epperly she/her HART of Orangevale - Fair Oaks, President

00:12:15 SEarnshaw- LSS: Hello, Samantha Earnshaw (she/her), Program Manager with Lutheran Social Services of Northern CA (LSS), listening and learning.

00:12:48 Ricki Hammett: Ricki Hammett, she/her/hers, HCD.

00:13:10 Michelle Charlton (She/Her) SSF, CoC Coordinator: **Approval of 9/16/21 minutes**

00:13:12 Stefan Heisler: yes

00:13:15 Jesse (He/Him): yes

00:13:16 Joseph Smith: yes

00:13:19 April Marie Dawson: yes

00:13:22 chunt: yes

00:13:26 Jeffery Tardaguila: yes

00:13:27 Pixie Pearl (they/them): Pixie Pearl, they/them, Director of the California Homeless Youth Project, CoC secretary

00:15:14 Arturo Baiocchi:

https://www.csus.edu/college/health-human-services/center-health-practice-policy-research/_internal/_documents/flyer_approved_10-13-21.pdf

00:39:13 Lori Easterwood - Folsom: I can definitely help with better information from Folsom, getting volunteers familiar with Folsom, general library questions (I have contacts with Sac Public Library too) -- leasterwood@folsom.ca.us

00:39:50 April Marie Dawson: Thanks Lori Arturo can you put your info in the chat so that you two can connect

00:40:57 Michele Watts, she/her/hers, SSF Chief Planning Officer: Hi Lori, our volunteer coordinator Kathreen Daria will follow up with you. Her email is kdaria@sacstepsforward.org

00:42:20 SEarnshaw- LSS: That is a good idea

00:43:00 April Marie Dawson: Great thanks

00:43:28 Michele Watts, she/her/hers, SSF Chief Planning Officer: I am keeping track of everyone's suggestions re outreach for mapping data and proactive requests to pause on sweeps.

00:58:10 William White - Health Net: new to these meetings - when is the actual PITC?

00:58:58 Jeffery Tardaguila: two years commitment pit

00:59:48 Michelle Charlton (She/Her) SSF, CoC Coordinator: For more details, here is the 2022 Point-In-Time Count webpage:

<https://sacramentostepsforward.org/continuum-of-care-point-in-time-pit-count/2022-pit-count/>

01:02:33 Pixie Pearl (they/them): in regards to satellite sites have we considered utilizing public libraries in the areas?

01:03:42 Jeffery Tardaguila: wifi sites for collecting data

01:04:31 Pixie Pearl (they/them): happy to help with connect and coordination if needed

01:06:23 Brenda Epperly: Thank you

01:06:56 Joseph Smith: Sacramento Street Med visits 8 encampment zones every month. Please reach out to them at sacramentoservicesnotsweeps@gmail.com

01:10:03 Kathreen Daria (She/Her) SSF, Volunteer & Training Coordinator: SSF Volunteer Application:
https://docs.google.com/forms/d/e/1FAIpQLSf4PQokjzQzh6amFpNAC1fdDfB5KyFzLUt4BANXED_ovibAvw/viewform

01:13:32 Kathreen Daria (She/Her) SSF, Volunteer & Training Coordinator: 2022 PIT Webpage:
<https://sacramentostepsforward.org/continuum-of-care-point-in-time-pit-count/2022-pit-count/>

01:16:53 Joseph Smith: Hi Jessica!

01:20:47 Michelle Charlton (She/Her) SSF, CoC Coordinator: Here is the REQ Action Plan:
https://sacramentostepsforward.org/wp-content/uploads/2021/08/10_SSF-Racial-Equity-Action-Plan-12-copy.pdf

01:22:27 Michelle Charlton (She/Her) SSF, CoC Coordinator: Here are details about the REQC on the CoC Meetings webpage:
<https://sacramentostepsforward.org/committees/#reqc>

01:23:46 Michelle Charlton (She/Her) SSF, CoC Coordinator: New REQC Roster:
<https://sacramentostepsforward.org/wp-content/uploads/2021/10/REQC-Oct-2021-Roster.pdf>

01:26:59 Michelle Charlton (She/Her) SSF, CoC Coordinator: For more details, here is the Racial Equity Data and Context About the Disparities in Homelessness webpage: <https://sacramentostepsforward.org/racial-equity-data/>

01:31:57 Michelle Charlton (She/Her) SSF, CoC Coordinator: Here are meeting details and materials about the REQC on the CoC Meeting webpage: <https://sacramentostepsforward.org/committees/#reqc>

01:37:26 Michelle Charlton (She/Her) SSF, CoC Coordinator: For more details, here is the Racial Equity webpage: <https://sacramentostepsforward.org/racial-equity/>

PIT MAPPING

Lessons learned & looking ahead



SSF + SACRAMENTO STATE



Lessons Learned & Recommendations for Pre-Mapping

What is pre-mapping and why?

What did we learn by re-analyzing 2019:
how useful & accurate?

Specific recommendations



What is pre-mapping and why?

The PIT in Sacramento has traditionally adhered to HUD's "Known location" Methodology

- Soliciting input from the community about "known locations" where individuals sleeping outdoors have been recently observed (preferably collected within weeks of the Count).
- Using this information to construct canvassing maps of targeted "hot" and "warm" locations where there is a high probability of encountering individuals on the night of the count.

Sac State & SSF Volunteer Coordinator engaged 50+ different stakeholders

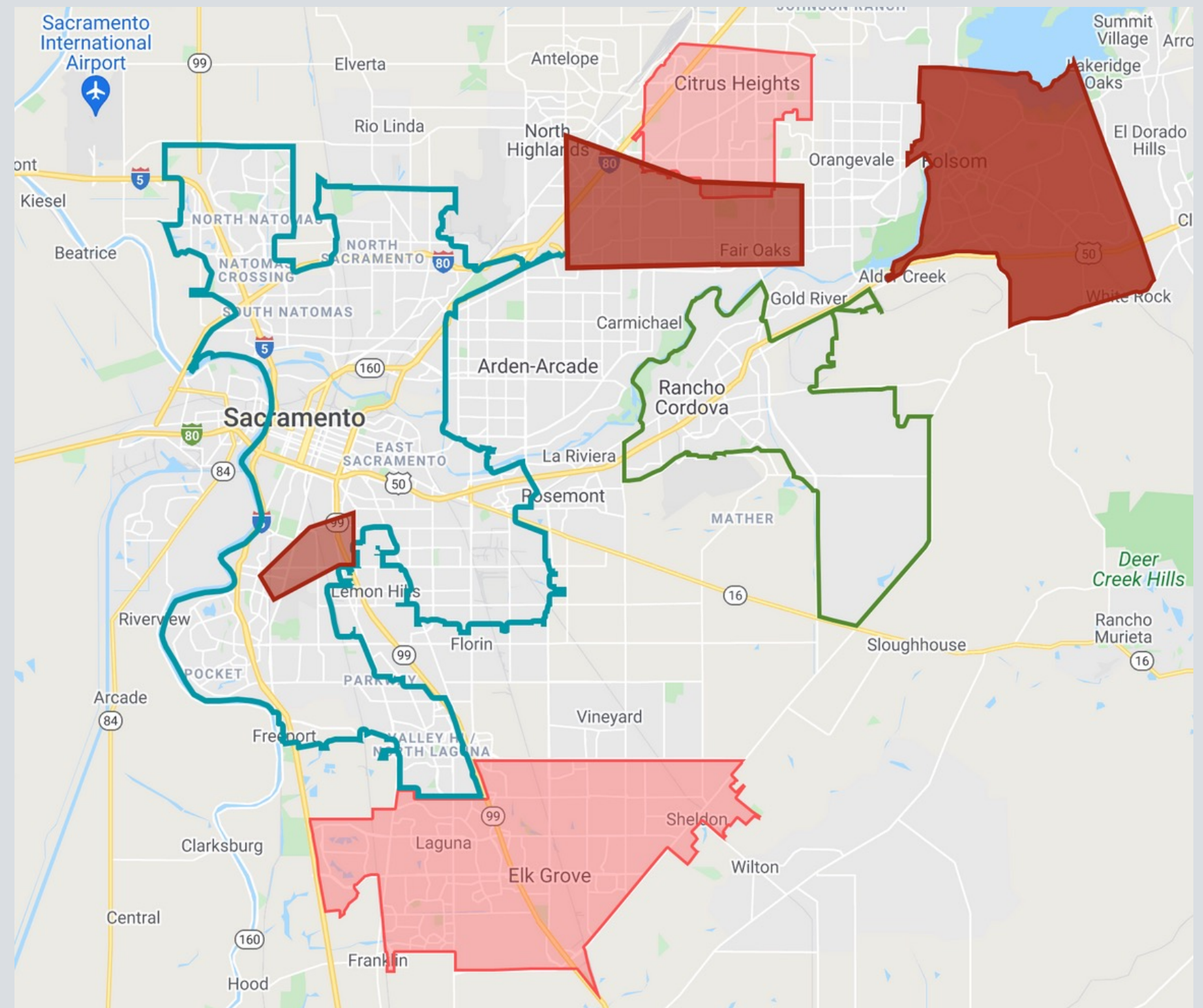
- Identified 200+ geolocations identified throughout a 381-mile area of Sacramento
 - Resulting in 165 map zones (135 warm, 25 hot)

What did we learn by re-analyzing 2019: how useful & accurate?

Post-Analysis of 2019 pre-mapping vs. 2019 Results

Finding: Pre-mapping was generally accurate but varied by some regions

- Part of the variation reflects the distribution of homelessness: some areas it is easier to identify locations because concentration, other more difficult because more dispersed reports
- Difficult vs. Accuracy



AREA	DIFFICULTY OF FINDING HOMELESSNESS	ACCURACY OF REPORTED HOMELESSNESS
City of Sacramento	Low	High
Rancho Cordova	Medium	High
Elk Grove	High	Moderate
Citrus Heights	Insufficient Information	Insufficient Information
Unincorp. Areas (General)	Medium	Moderate
Unincorp. County District 3	Medium	Low
Unincorp. (Folsom)	Insufficient Information	Low

Specific recommendations

- **Consider again using a standardized reporting tool (standardized questions + interactive map)**
- **Engage again with specific stakeholders but also facilitate 3-4 focus groups**
 - i.e., youth taskforce, outreach providers, advocacy groups (HART groups)
- **Engage with city representatives but from every municipality (e.g., Elk Grove City Council, Citrus Heights)**
 - Ensuring information from each district
- **Request law enforcement call-for service data (e.g., 311 calls)**
 - Sometimes very predictive—but when provided in raw form
- **Focus on some challenging areas with underreports:**
 - Unincorporated area of County District 3
 - Citrus Heights
 - Elk Grove
 - However, don't lose the focus on City of Sacramento
- **Start collecting initial data between Nov-Dec, then update in early Jan**
 - Sac State needs to start analyzing data by *Dec 15th*
 - Can update and revise by *Jan 10th*
 - Make early request to law enforcement for Oct-Dec calls
 - Facilitate dual-focus meetings with stakeholders
 - While getting logistic buy-in also ask about known locations



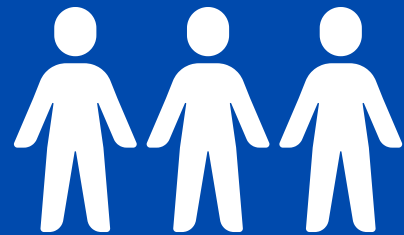
Sacramento Steps Forward Racial Equity Action Plan

Point in Time Count Committee Meeting

10/21/21

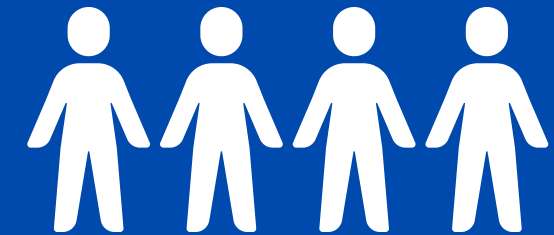
Racial Disparities in Sacramento County

Due to longstanding structural inequalities, people of color disproportionately experience homelessness at higher rates



Black/African Americans

3 times more likely to experience homelessness



American Indian and Alaskan Natives

4 times more likely to experience homelessness

The Inaugural Racial Equity Committee



Established in November 2020

Formed to understand the causes, magnitude, and potential solutions of race as a predictor for homelessness in Sacramento.

20 member committee

Made up of Black, Indigenous, and People of Color (BIPOC), many with lived experience of homelessness.

Vision and Mission

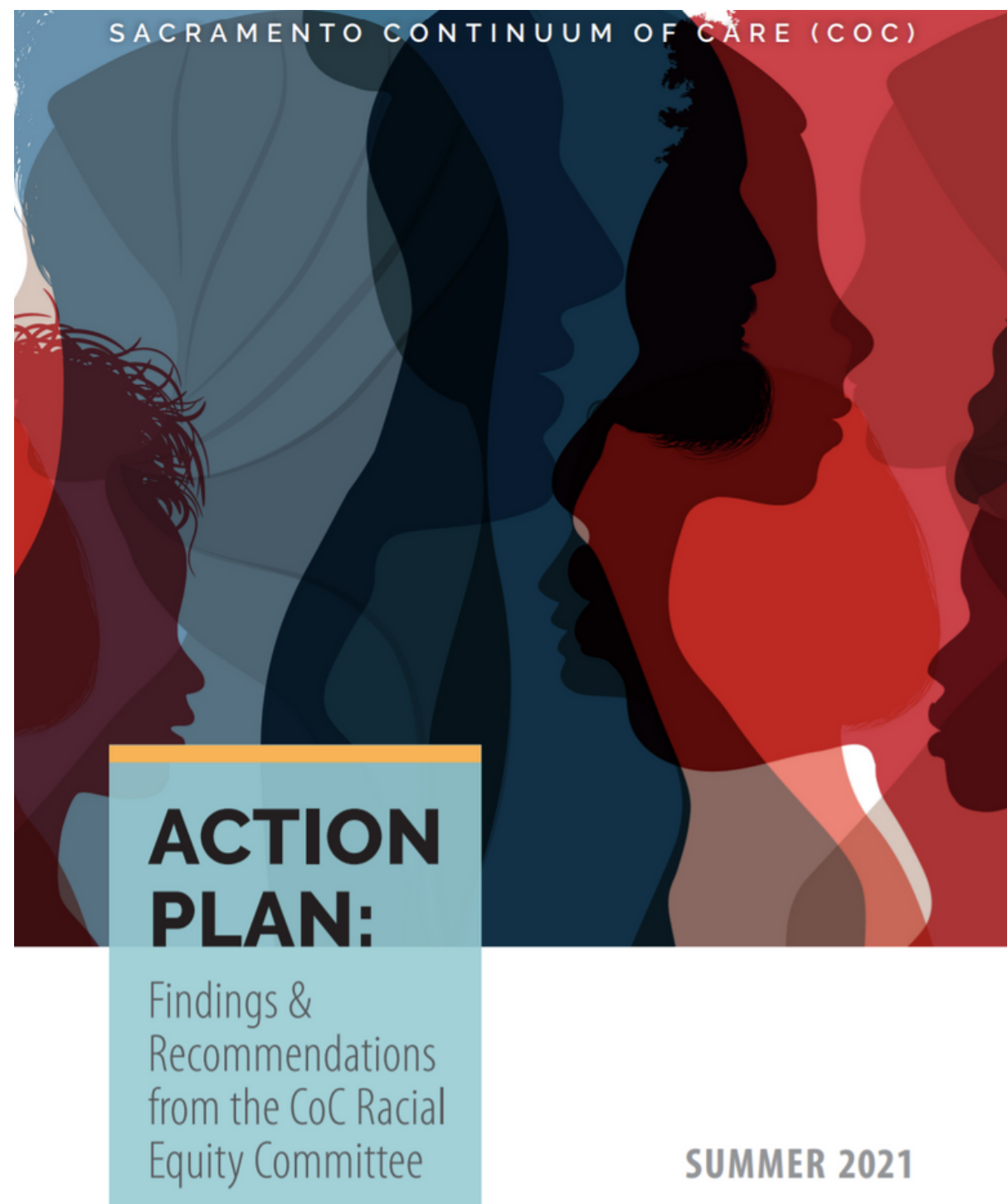
Develop an action plan to inform the decision-making process of the CoC for the next 3 - 5 years with the input from BIPOC with lived experience, stakeholders, research, pilot studies, local systems evaluations, and other communities "to create an equitable, accountable, and transparent homelessness system that catalyzes structural change both inside and outside of our current sphere of influence."

The path to the action plan



Accomplishments

- Finalized a purpose statement and work plan
- Conducted three racial equity trainings with follow up conversations
- Held interviews and listening sessions with 14 BIPOC with lived experience
- Held two stakeholder forums
- Provided feedback on street outreach standards under development
- Developed a draft racial equity action plan



**Unanimously adopted by the
CoC Board on August 11, 2021**

Next Steps

Develop implementation strategies and pathways for collaboration to implement the recommendations identified in the action plan



Racial Equity Committee (REQC)



Secure Funding

Staff the REQC, supporting the members with committee logistics as well as meeting the liaison, training, and advocacy needs of the committee with other organizations in the community.



Make the REQC a standing committee

To provide support for implementation of the action plan and the racial equity work of the other committees.



Incorporate REQ goals in all committees

Have the REQC advise on the development and implementation of annual work plans, racial equity goals and tools.

How we get there



Approach Corporate Contacts for Funding

Ease of Implementation: 2

Responsible Committees: Board, Executive, + REQC

Activities: Coordinate funding efforts with larger committees such as the board and exec committee. Ensure prioritization of projects with explicit REQ goals.

Expand the term of the REQC as a standing committee of the CoC Board

Ease of Implementation: 1

Responsible Committees: REQC + Governance

Activities: Recruit and approve new members

Incorporate racial equity goals and tools into each of the CoC Board's committees annual work plans. Have the REQC advise on the development and implementation of these goals and tools.

Ease of Implementation: 2

Responsible Committee: REQC + Governance

Activities:

Become acquainted with the work plans of the other committees

Annually train all staff on race equity and inclusion.

Hold ongoing opportunities (i.e. brown bag lunches, conference presentations, internal race-based caucusing) to discuss racial equity and how to achieve progress. Invite all levels of staff, administration, consumers, board members, CoC boards, and partners.

Create an annual anonymous survey to collect from staff and clients about your services and system with regard to race, ethnicity, and equity.

Review organizational policies and practices to ensure they promote equity, dignity, and rights of people facing homelessness.

Explore opportunities to remove “color-blind” approaches to service delivery.

Write a Statement of Racial Equity Principles that the CoC will adopt to guide its work.

Data with an Equity Lens

- To include a clearer picture of the BIPOC homelessness experience
- To make data on racial equity more meaningful
- To incorporate more BIPOC voices





A clearer picture of the BIPOC homelessness experience

Explore intersectionality data to understand multiplier effects of demographics outside of race and targeted universalism solutions

Ease of Implementation: 1

Responsible Committee: Data Team + HDC + PITCC

Activities: Collect additional data such as zip codes, eviction rates, housing affordability

Utilize tools such as HUD's Stella P

Collect, analyze, and report qualitative data when exploring issues related to equity.

Ease of Implementation: 2

Responsible Committees: Data Team + REQC + HDC + PITCC

Activities: Seek input from REQC on how and what qualitative data to collect. REQC to receive input from BIPOC with lived experience.

Conduct consumer satisfaction surveys and segment these surveys around prevention, shelter, Rapid Re-housing, and Permanent Supportive Housing

Make Data More Meaningful

Disaggregate data on race/ethnicity identity as much as possible when presented.

Ease of Implementation: 1

Responsible Committee: Data Team + HDC + PITCC

Activities: Inform the CoC and local community about disparities through the use of publicly available and regularly updated dashboards and visualizations

Provide contextual information prepared with REQC input when presenting quantitative data.

Ease of Implementation: 1

Responsible Committees: Data Team + REQC + HDC + PITCC

Activities: Analyze other characteristics of disproportionately represented groups, e.g. income, disabilities, history of homelessness.

Consider how public systems such as corrections, foster care, health care, or the military may affect disparities.

Develop and provide input to HUD on mandated race and ethnicity data process. Explore opportunity to collaborate with other CoCs.

Ease of Implementation: 1

Responsible Committee: Data Team + REQC + HDC + PITCC

Activities: Identify which other systems interact with the homelessness system. Start a committee with those community partners to address cross-system disparities.

If HUD presents an opportunity for community input on the definition of homelessness, advocate for a broader definition.

Ease of Implementation: 1

Responsible Committee: Data Team + REQC + HDC + PITCC

Activities: Utilize insights from the PIT Count, assessment process, outreach activities, and REQC input to make HUD recommendations.

Incorporate more BIPOC Voices



Discuss racial equity data initiatives with the REQC and other racial equity advocates to get input on key aspects such as data definitions, data collection, analysis, and findings.

Ease of Implementation: 1

Responsible Committees: Data Team, REQC, HDC, YAB, PITCC, + Advocates

Activities: Engage with other minority-serving organizations to exchange ideas about outreach and assessment efforts that improve equitable outcomes.

Work with the REQC to identify racial equity key performance measures.

Ease of Implementation: 1

Responsible Committees: Data Team + REQC + HDC

Activities: Convene a group of staff members, program residents, and community stakeholders to review policies and procedures for any barriers that might cause a racial group to avoid or be barred from housing and other services

Utilize existing tools as guides such as: HUD's Stella P Race and Ethnicity Analysis + CoC Race and Ethnicity Tool + CSH's Racial Disparities + Disproportionality Index

Training and Education/ Normalizing Conversations



Provide ongoing training and educational opportunities that are free and open to the entire community.

Ease of Implementation: 1

Responsible Committees: REQC, Volunteer Network, YAB, + Advocates

Activities: Training needs assessment + development; logistical and implementation planning

Adapt the national Culturally and Linguistically Appropriate Services (CLAS) Standards to provide guidance to the homelessness sector, and provide training on how to implement the standards.

Ease of Implementation: 2

Responsible Committees: REQC, Volunteer Network, + Advocates

Activities: Have an REQ specialist work with REQC Team.

Draw on local and national expertise to provide this education, uplifting the experience and voice of BIPOC with lived experience of homelessness in the process.

Ease of Implementation: 2

Responsible Committees: REQC, Volunteer Network, YAB, + Advocates

Activities: Create paid opportunities for BIPOC with lived experience to provide input on policies, procedures, and service delivery.

Staff and Leadership Diversity



Among Sacramento's homelessness service providers, encourage social equity -- intentionally hiring management level individuals with lived experience.

Ease of Implementation: 2

Responsible Committees: REQC

Activities: Interview providers to understand interest and challenges

Develop campaign with supporting resources

When recruiting for the CoC Board and committees, replicate the process of recruitment for the REQC, intentionally seeking overrepresentation of BIPOC, especially those with lived experience.

Ease of Implementation: 1

Responsible Committee: CoC Board, Governance + all Committee Chairs

Activities: Create peer mentorship structures throughout the Board amongst consumer and nonconsumer members

Provide ongoing training and education for consumer Board members to encourage more participation on topics such as agency structure, finance and budgets, group-facilitation and other decision-making processes.

Work towards creating opportunities for advancement from "peer" positions to permanent

Explicitly offer stipends for participation for board and committee members with lived experience.

Ease of Implementation: 1

Responsible Committees: Board, Governance, + Executive

Activities: Include compensation for those with lived experience when completing funding applications

Assessment + Prioritization

- To address/prevent potential issues with the VI-SPDAT tool
- To better support individuals experiencing homelessness
- To address/prevent potential assessment administrator bias





To address/prevent potential issues with the VI-SPDAT tool

Involve the REQ Committee in any planned changes to the Coordinated Entry assessment process before implementation.

Explore alternative tools and methodologies for potential future use.

In order to better support individuals experiencing homelessness

Continue to improve the Coordinated Entry process, so that people do not wait for long periods of time after data is gathered from VI-SPDAT.





In order to address/prevent potential assessment administrator bias

Educate those who conduct needs assessments about racial disparities in housing and homelessness. Advocate for racial equity training for anyone who administers an assessment.

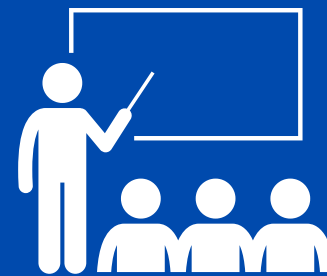
Collect race/ethnicity data about those who provide assessments to understand to what degree administrators represent population they serve.

Language Access

Vital Documents: VI-SPDAT Risk Assessment, Consent Form and Additional Documents (e.g., third party verification, self-certification, disability certification, program information, practices and policies)



Translate all necessary information and documentation into multiple languages



Train service providers on navigating access to translated forms and delivering assessments



Ensure that all newly implemented tools and documents are offered in multiple languages

Language Access



Funding for free and ongoing access to realtime translation and interpreting services for providers and programs without bilingual and multilingual staff




Ensure all documents that are provided to clients are able to be read at a 4th-5th grade level



Include accessibility statements on all outreach materials/brochures that includes who to reach out to if someone needs accommodations

Equitable Funding

The background of the right side of the slide is a close-up, slightly blurred image of several US dollar bills. A \$100 bill is prominent in the center, showing the portrait of Benjamin Franklin. Other bills, including a \$20 bill, are visible underneath and around it.

Explore developing the capacity of small, BIPOC-led organizations by offering cohort and individual training and technical assistance annually and other opportunities to diversify Sacramento's network of homelessness providers. Explore paying existing BIPOC-led providers to provide the training and technical assistance as peer mentors.

Incentivize larger organizations to partner with small, BIPOC-led organizations that have a longstanding history of working in the community by providing preference to their funding applications when such partnerships are in place or by requiring complementary collaboration.

Evaluate current funded projects for effectiveness with BIPOC populations.

Partnerships



Offer formal support and allyship to Wilton Rancheria in the creation and sustainability of a CoC.

Ease of Implementation: 1

Activities: Establish connection with Wilton Rancheria

Conduct outreach into the community to develop a more comprehensive database of organizations and institutions that could aid the efforts of the CoC.

Ease of Implementation: 1

Responsible Committees: REQC, PRC, PITCC + Volunteer Network

Activities: Built database with community input

Increase cross-sector collaboration with housing, workforce, health care, corrections, education, and child welfare

Establish a workgroup to learn from other communities that have established data-sharing agreements among multiple systems and provide case management to determine the feasibility of replicating this type of transition coordination in Sacramento.

Ease of Implementation: 2

Responsible Committee: REQC, HDC, Volunteer Network, YAB, + Advocates

Activities: Create workgroup and include members of "feeder systems" to identify opportunities for data sharing and standardization

Convene leaders and database administrators to discuss opportunities to standardize data collection and reporting, reduce duplicative data entry across systems, and explore potential for future data sharing.

Ease of Implementation: 3

Responsible Committee: HDS

Activities: Build a data sharing system that is comprised of: a) Technical infrastructure that allows secure data transfer between SSF and its data sharing partners, b) A data sharing agreement template so that SSF can quickly and easily establish legal and binding agreements with its partners, and c) Tools to perform external data integration into HMIS.

Identify the scope of the data quality issues in HMIS and communicate them with the operators/ providers. Log this communication to get a clearer understanding of the effectiveness of current interventions.

Ease of Implementation: 1

Responsible Committee: HDS

Activities: Evaluate data quality and data management.

Expand training and education for the providers at management and data entry levels, making sure the training curricula are themselves easy to understand and follow.

Ease of Implementation: 1

Responsible Committees: HDS + REQ

Activities: Evaluate current training. Create new training processes and materials or modify existing training as needed

HMIS



HMIS

Consider funding a diverse team of resource specialists to provide intensive hands-on coaching with current and potential HMIS users to increase their comfort and success with inputting and accessing HMIS data.

Ease of Implementation: 2

Responsible Committee: HDS

Activities: Develop and create a funding plan.

Analyze the most common HMIS errors and user frustration components

Recruit and train the resource specialists

Individuals who are serving as volunteers or staff for BIPOC-led and BIPOC-serving organizations should specifically be outreached to receive this HMIS support.

Ease of Implementation: 1

Responsible Committees: HDS + REQC

Activities: Conduct outreach to offer hands-on coaching and evaluate coaching effectiveness