



Community Led Planning – Lessons Learned

Alicia Alvarez
Community Consultant

Bobbin Paskell
Chief Operating Officer/Assistant Director of
Systems, Coming Home of Middlesex County, Inc.

Nadine Azari
Associate, Monarch Housing Associates

Regina Cannon
Chief Equity and Impact Officer, Vice
President, Housing Solutions, C4
Innovations

Housing as a Human Right: Exploring Partnerships, Innovation, and Equity

October 6, 2022



Toward More Inclusive, Equitable Community Planning

HUD COORDINATED ENTRY EQUITY DEMONSTRATION PROJECT

IMPACT & EVALUATION REPORT



COHORT 1

HUD Equity Demonstration Cohort 1 Community Lessons



Centering Racial Equity and Lived Experience

The WHAT: Project Goal

In **partnership** with Black, Indigenous and people of color, and people with lived expertise and experience, 25 CoCs identified system disparities through local data, agreed upon focus area(s) and tested racially equitable CES processes to

- Significantly change the experience of those going through a Homelessness Response System.
- Increase Housing stability, **especially** of those disproportionately represented in our Homeless Response Systems.

Project Values

- Be led by the voices, brilliance, skills and gifts of those with lived **experience/expertise of homelessness**
- Lead with **equity and racial equity**
- Live out equity in all our **processes and practices**
- Be honest, open and flexible

The How: Theory of Change

We believe that **IF** communities:

Communities use a racial equity lens to examine local data and context, and identify racial inequities in their systems

Bring BIPOC and those with lived expertise of homelessness into roles that facilitate the co-design of new systems and processes

Participate in supported group discussions centered around racial equity content

Engage in improvement projects that test potential racially equitable strategies and processes

THEN we believe that communities will:

Learn how to interrogate the entire homeless system in a way that leads to dismantling systemic racism

Understand what skills and design structures are necessary to work toward a racially equitable system

Test and develop more racially equitable processes that respond to identified racial inequities and local conditions

Lay the groundwork for future ongoing racial equity work by assembling and developing a core equity team

Shift coordinated entry systems in the direction of racial equity

1

Lessons Learned

- Centering lived experience / expertise
- Championing shifting power to people and communities most impacted
- Identifying and addressing the root causes that are barriers to stable and healthy housing and wellbeing (**across systems**)
- Creating an environment to challenge performative, surface words and actions
- Building a space for continuous deep learning and course correction



2

Lessons Learned

- Use “Urgency” to advance equity, not bypass it
- Changing the culture is a necessary and ongoing process
- We Have to Reimagine a New Way, rather than just fixing an old way...
- We must have a Framework to hold each other accountable to making real changes
- Embrace the Messiness and Beauty of Us



Vision a New Future



Who's
at the
Table?



Don't Run from Race

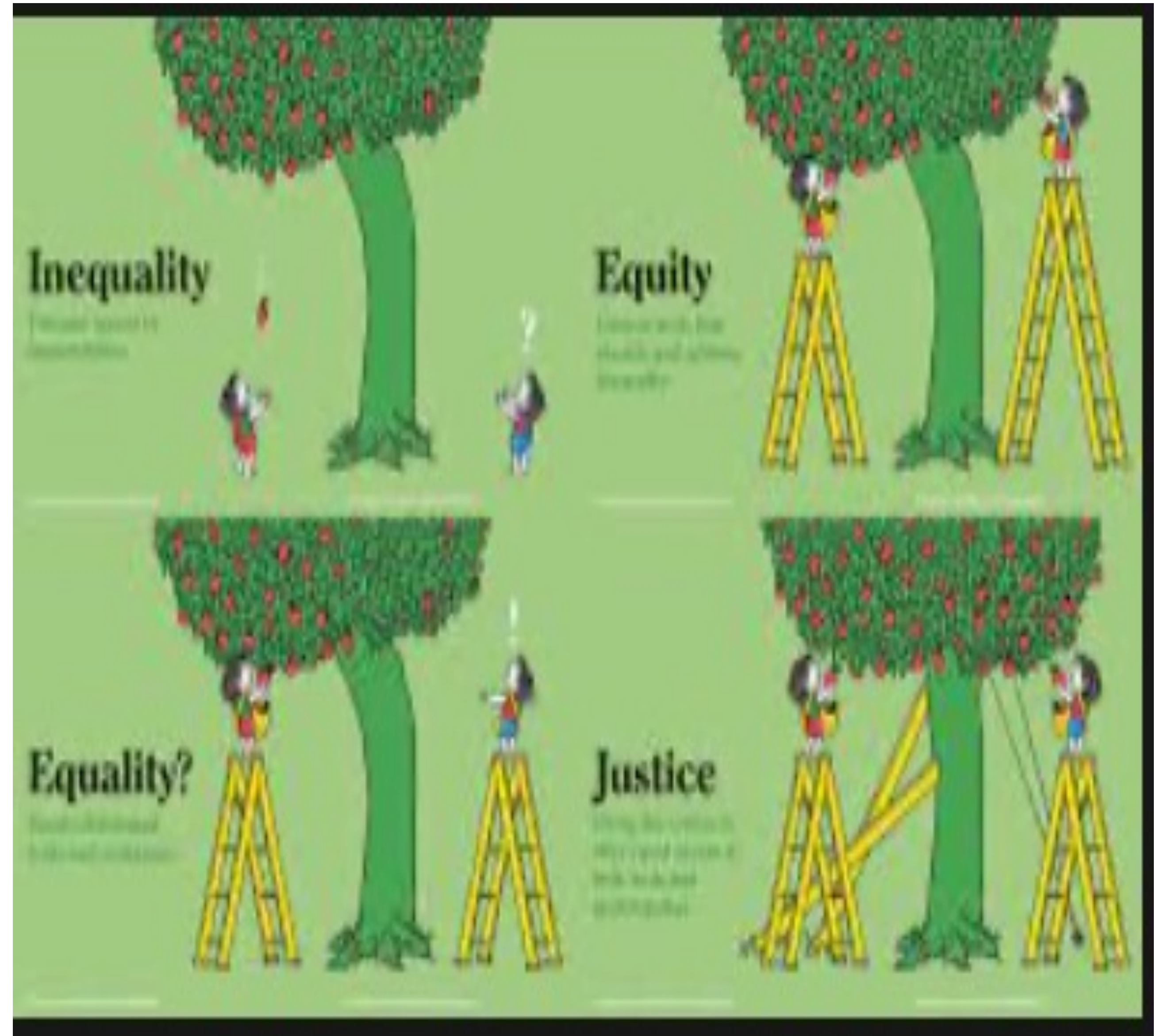
Race is a strong predictor of health outcomes, well-being, socioeconomic position, and life expectancy.

Racism and the belief that race is a determinant of human traits, behaviors, and capacities leads to discrimination against and unearned disadvantage for the Black community across EVERY system in this country - political, educational, legal, social, healthcare, housing, and economic.

Racism has been so deeply embedded in our institutions, systems, and structures that power, resources, and knowledge continue to be withheld from communities of color today without recourse.

Racist systems and structures cause devastating loss of life without accountability or justice (examples: Hurricanes Katrina in New Orleans and Maria in PR, contaminated water supply in Flint, COVID-19, and the many Black and brown individuals who have died due to racialized violence, homelessness)

Race to Justice





SHARED POWER: CHANGING THE NARRATIVE

“Poor Black, Brown, and Native people don’t need programming — they need their power back.”

Ron Chisom, PISAB

If you have come
to help me you are
wasting your time.
But if you have
come because your
liberation is bound
up with mine, then
let us work together.

ABORIGINAL
ACTIVISTS
GROUP
QUEENSLAND, 1970s

Interrogating the System

DRAW SOUND CONCLUSIONS ABOUT THE STORY THE DATA IS TELLING

Ask How and Why?

Why are we seeing these performance results?

What are facilitators or barriers to achieving intended outcomes?



Gather More Evidence

- Quantitative data from HMIS, coordinated entry, secondary data sources
- Debriefs, interviews with providers and clients
- Review program practices and policies
- Assess portfolio



Identify Factors Influencing Performance

System-level?

Project-level?

External/Environmental?

Good

Better

Best



Unequal Sentencing

Structural Racism

Restrictive

Zoning



Equitable access to housing

Deeply Affordable Quality Housing

A More Just Future



Racial Equity

Cultural Humility

Low Paying Jobs

Health

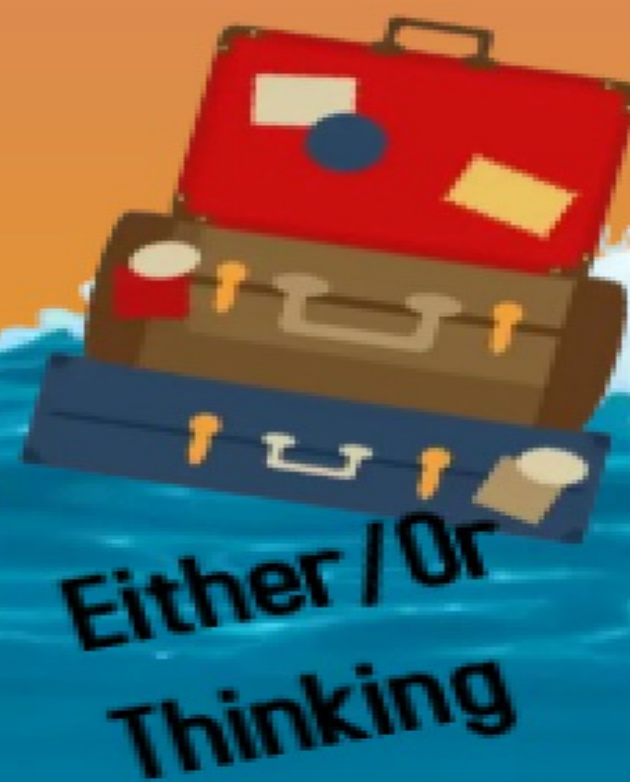
Inequity



Tokenism



Patrichary





Regina Cannon
Chief Equity & Impact Officer,
Vice President, Housing Solutions

617-659-8010

rcannon@c4innovates.com





Community Led Planning – Lessons Learned

Questions?

Thank you for attending the panel!

Housing as a Human Right: Exploring Partnerships, Innovation, and Equity

October 6, 2022