



Partnership to End Homelessness

Racial Equity Advisory Board

OVERVIEW

The Partnership to End Homelessness (PEH) is a board that oversees funding, policies, and practices designed to address homelessness in Snohomish County. The Board is comprised of individuals representing a multitude of systems of care that serve vulnerable populations. However, the Board acknowledges its lack of community diversity within the Board. The PEH is committed to reflecting upon and making changes that will actively promote diversity, equity, and inclusion at all levels of its activities to end homelessness in Snohomish County.

In partnership with Snohomish County Human Services and Building Changes, the PEH Board partnered with Hooks Global for racial equity consultation between 2018 and 2020. Hooks Global provided trainings to the PEH and agency service providers on understanding racism, implicit bias, and the intersectionality of racism and homelessness. The consultation, trainings, and reflective discussions provided the framework for the PEH to gain the tools, resources and strategies needed to ensure that the policies, actions, and outcomes of the system are both equitable and sustainable.

The PEH Board recognizes this work cannot be done without input and robust collaboration with local Tribes, Black, Latinx, Immigrant, Asian and Pacific Islander communities. The PEH will partner with these communities to co-lead and co-create the next steps in equity strategies.

Scope of Work:

The Racial Equity Advisory Board (REAB) was established and initially operated as a sub-committee of the PEH during 2022, however, the future role of the Racial Equity Advisory Board will be self-determined with a recommendation to the PEH. The 2022 time period was dedicated to the PEH and the Racial Equity Advisory Board jointly establishing the foundations to implement equity as part of the governance structure in preparation for future equity strategies.

Collaborative Partnership:

The Racial Equity Advisory Board will function as a collaborative partnership approach between the County Staff, PEH and the Racial Equity Advisory Board to advance the workplan.

2022-2023 EQUITY ADVISORY BOARD WORKPLAN

Goal	Action	Outcome
Equity vision and guiding principles	Creation of a draft equity vision statement and guiding principles for review, approval and adoption by the PEH Board	A commitment to the advancement of equity
Equity performance targets	Research and provide recommendations of best/promising practices regarding formal consultation and partnership development, equitable governance performance targets and/or process measures for adoption by the PEH	Increased transparency and accountability
Governance charter review	A review and recommended revision to the governance charter and standing committee structure to align with equity performance targets, vision statement and guiding principles	Embedding equity within the governance structure of the PEH
Professional development	Creation of a training plan to further enhance the PEH Board knowledge and competency of equity and cultural humility for adoption by the PEH Board	Increased knowledge of equity and cultural humility
PEH member recruitment	Provision of recommendations for the broad promotion and recruitment of representatives from Tribal, Black, Latinx, Immigrant, Asian and Pacific Islander communities to join the PEH. PEH to discuss and/approve new member applications	Diversification of PEH membership
Equity decision framework	Develop an equity toolkit for the PEH Board to aid the decision-making processes, establish equity-informed approaches to planning and funding or grant requests	Demonstration of equity as part of the decision-making processes of the PEH
Setting future directions and strategies	Provide recommendations for the continued work of the Equity Advisory Board outlining the steps/strategies required to enhance homelessness services and processes and to address systemic barriers including Fair Housing	Improving homelessness services and housing outcomes

(Workplan prioritization may be adjusted based on Racial Equity Advisory Board input)

VISION AND VALUES

Vision:

Culturally diverse communities are secure and thriving.

Goal:

Equitable housing security for culturally diverse communities within Snohomish County.

Objectives:

1. Culturally safe and appropriate housing and homelessness services.
2. Parity of funding and resources for culturally diverse service providers.
3. Seamless housing and homelessness service integration.
4. Equitable access and availability of supportive services.

Outcomes:

- Elimination of systemic barriers to access safe and secure housing.
- Better quality of life for culturally diverse communities.
- Increased and formal partnerships with culturally diverse communities and services.

Enablers:

- Diversification of membership on the board.
- Cultural awareness and humility training.
- Development of service agreements with culturally diverse community services.

Values:

Respect requires working with culturally diverse communities to co-design housing and homelessness planning and services.

Genuineness in the commitment to creating fair and equal opportunities for culturally diverse communities.

Integrity to be open and honest in the decisions impacting housing and homelessness services.

Trust is built and established through consistent alignment between actions and words.

BOARD MEMBERSHIP

Composition:

The Racial Equity Advisory Board (REAB) is comprised of a minimum of seven members to a maximum of eleven. The REAB is comprised of:

- Five to nine member positions dedicated to individuals from Tribes, Black, Latinx, Immigrant, Asian and Pacific Islander communities
- Two member positions dedicated to PEH members

Application Process:

Individuals interested in participating on the Racial Equity Advisory Board will be asked to submit a completed [Application online](#).

Applicants will be requested to share:

- Current employment
- Demographics
- Experience on relevant boards and committees
- Education, training, and/or certificates
- How the applicant will incorporate their expertise in the work of the Racial Equity Advisory Board
- Any additional information relevant to the applicant's qualifications
- Two references to support the applicant's experience and information provided in the application

Applications will be received at ochs.mailbox@co.snohomish.wa.us and will be distributed to the Racial Equity Advisory Board for review. The Racial Equity Advisory Board will perform interviews and make final nominations for membership.

Completed physical applications can be mailed to:

Office of Community and Homeless Services
Snohomish County Human Services Department
Attention: Natasha Doyea, OCHS
3000 Rockefeller Avenue, M/S 305
Everett, WA 98201

Expectations and Commitment:

Expectations of participation and responsibilities of the Racial Equity Advisory Board include:

- Attend or review (previously recorded) REAB Meetings prior to application for membership. Previously recorded meetings can be found:
[PEH Racial Equity | Snohomish County, WA - Official Website \(snohomishcountywa.gov\)](https://www.snohomishcountywa.gov/peh)
- Believe in purpose and vision of REAB and work in good faith with other board members to achieve goals of organization
- Ensure REAB does the best work possible achieving its goals
- Ability to work well with diverse communities and be a positive representative of REAB and help create visibility
- Think creatively and be willing to share ideas freely with other Board Members
- Evaluate PEH procedures and provide recommendations for positive changes
- Serve on other committees as needed (remote and in-person)
- Act responsibly and prudently as a REAB steward and act in best interest of the organization
- Adhere to meeting protocols as outlined
- Attend no less than 80% of REAB monthly meetings whether in person or via Zoom and participate actively at the meetings

Recruitment Considerations:

Additional considerations will be given to individuals from Tribes, Black, Latinx, Immigrant, Asian and Pacific Islander communities with:

- Lived experiences of homelessness
 - Experience developing or advancing efforts dedicated to:
 - Planning and implementation strategies
 - Organizational or public policies
 - Staffing policies and procedures
 - Research and data guidelines
 - Experience working or volunteering in agencies or initiatives dedicated to:
 - Housing and homelessness
 - Services for families
 - Youth and early adulthood support
 - Education and early development
 - Health and wellness
 - Emotional and mental care support
 - Employment and training
 - Historical, cultural or linguistic services
-

- Political or governance
- Justice and policing
- Individuals with experience developing equity strategies for organizations or agencies:
 - Planning and implementation methodologies
 - Organizational or public policies
 - Staffing policies and procedures
 - Research and data guidelines
- Individuals with experience working with Tribes, Black, Latinx, Immigrant, Asian and Pacific Islander communities dedicated to:
 - Housing and homelessness
 - Family and resource support
 - Youth and early adulthood support
 - Education and early development
 - Health and wellness
 - Emotional and mental care support
 - Employment and training
 - Historical, cultural or linguistic services
 - Political or governance
 - Justice and policing

The Racial Equity Advisory Board will preliminarily support the PEH in implementing the equity workplan and setting its future equity plan. However, beyond these efforts, the Racial Equity Advisory Board will need to determine its role and function in continuing to support the PEH which possibly includes expanded recruitment of the committee. As a starting point, recruitment will initially be advanced through established community connections to the PEH and community champions from Tribes, Black, Latinx, Immigrant, Asian and Pacific Islander communities that work with the housing and homelessness sector.



Partnership to End Homelessness Racial Equity Advisory Board

The Partnership to End Homelessness (PEH) board oversees funding, policies, and practices to address homelessness in Snohomish County. The PEH is committed to diversity within its membership and looking for individuals to join the Racial Equity Advisory Board.

Lead the Change to Build Equity in Our Homelessness and Housing Services

The Racial Equity Advisory Board is helping the PEH establish the foundations needed to support and sustain future equity strategies for the improvement of housing and homelessness services.

Recruiting

Latinx and Asian & Pacific Islander Communities

(Please submit applications by Wednesday May 31, 2023)

The Racial Equity Advisory Board will be comprised of seven to eleven members and will include two PEH Board members and individuals from Tribal, Black, Latinx, Immigrant and Asian and Pacific Islander communities with:

- Lived experiences of homelessness
- Experience developing equity or working and volunteering in agencies or initiatives dedicated to:
 - o Housing and homelessness
 - o Services for families, Youth and early adulthood support
 - o Education and early development
 - o Health and wellness, and Emotional/mental care support
 - o Employment and training
 - o Historical, cultural or linguistic services
 - o Political or governance
 - o Justice and policing

If you would like to know more about this Board, please visit:

<https://www.snohomishcountywa.gov/2191/PEH-CoC-Board/5808>

Snohomish County Staff:

Sam Scoville
samuel.scoville@snoco.org

Natasha Doyea
natasha.doyea@snoco.org

Applications can be submitted to: OCHS.mailbox@co.snohomish.wa.us