



## Equity Charter 2021-2022

### Acknowledgement

“A 2016 study conducted by the Center for Social Innovation, confirms the dramatic over-representation of racial and ethnic groups in the homeless population. Specifically, Black people and Native Americans are the most disproportionately affected”<sup>1</sup>. Unfortunately, the Snohomish County is confronted with a similar situation indicating systemic changes are needed within the homelessness sector to effectively respond to the unique housing needs of marginalized communities.

### Aim:

The Partners to End Homelessness (PEH) Board will collaborate with marginalized communities to establish the foundations needed to support and sustain future equity strategies for the improvement of housing and homelessness services within Snohomish County.

### Objectives:

As community leaders, the PEH is well positioned to integrate equity within the housing and homelessness service sector. Implementing equity as an operational practice will require a comprehensive plan that provides:

- A commitment to working in partnership with tribes and diverse communities to co-create an equity plan
- A clear and specific equity vision, guiding principles, progress measures, transparency and accountability
- Principles of equity and fairness are evident in all decision making, project designs, processes, service standards, and resource allocations

### Scope of Work:

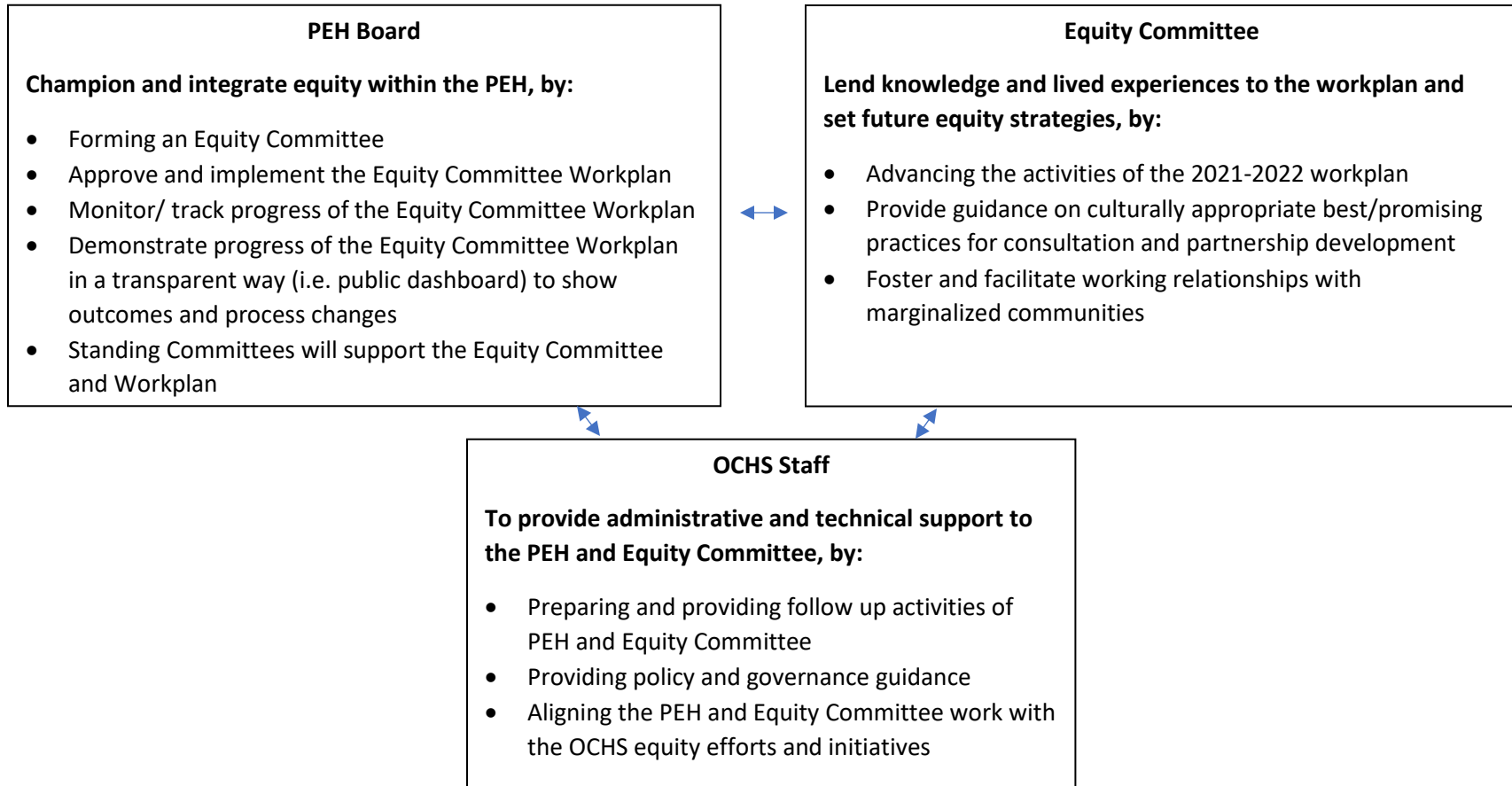
Weaving equity throughout the homelessness service sector will have the most success when undertaken through an iterative and staged process led by an Equity Committee comprised of members of the PEH and community representatives from marginalized groups and/or agency partners. The Equity Committee will initially operate as a sub-committee of the PEH for the 2021 year. The future role of the committee will be self-determined with a recommendation to the PEH Board. The 2021-2022 will be dedicated to the PEH Board and the Equity Committee jointly establishing the foundations to implement equity as part of the governance structure in preparation for future equity strategies. As a note, the Equity Committee will provide recommendation for its continued role and function to the PEH as part of its recommendations for further direction.

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<sup>1</sup> . Homeless System Response: Creating a Cultural Equity Plan: Organizational Policies and Procedures, page 1.

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

## Roles and Responsibilities



## 2021-2022 Equity Committee 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 diverse or marginalized backgrounds 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 Committee 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 Equity Committee input)**

**Resource Considerations:**

Equity Committee meeting costs:

- Member Stipends, Honorarium, Transportation, Food, and parking

Professional development:

- Facilitator, training platform or materials
- Staffing costs to attend the training

OCHS Staffing Support

- Equity Committee Technical Support including integration and coordination with PEH Board and Standing Committees
- Development of Dashboards and data tracking

**Schedule**

Workplan focused on the 2021-2022 year.

**Approval**

I, the undersigned, do hereby accept this Equity Charter as approved by the full membership of the Partnership to End Homelessness as of February 18, 2021.

*Candy Banker* February 18, 2021

Candy Banker (Date)  
Chair, Partnership to End Homelessness