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 will initially operate as a sub-committee of the PEH for the 2021 year, however, the future role of the Racial Equity Advisory Board will be self-determined with a recommendation to the PEH. The 2021-2022 will be 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

<table>
<thead>
<tr>
<th>Goal</th>
<th>Action</th>
<th>Outcome</th>
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</thead>
<tbody>
<tr>
<td>Equity vision and guiding principles</td>
<td>Creation of a draft equity vision statement and guiding principles for review, approval and adoption by the PEH Board</td>
<td>A commitment to the advancement of equity</td>
</tr>
<tr>
<td>Equity performance targets</td>
<td>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</td>
<td>Increased transparency and accountability</td>
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<tr>
<td>Governance charter review</td>
<td>A review and recommended revision to the governance charter and standing committee structure to align with equity performance targets, vision statement and guiding principles</td>
<td>Embedding equity within the governance structure of the PEH</td>
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<tr>
<td>Professional development</td>
<td>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</td>
<td>Increased knowledge of equity and cultural humility</td>
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<tr>
<td>PEH member recruitment</td>
<td>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</td>
<td>Diversification of PEH membership</td>
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<tr>
<td>Equity decision framework</td>
<td>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</td>
<td>Demonstration of equity as part of the decision-making processes of the PEH</td>
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<tr>
<td>Setting future directions and strategies</td>
<td>Provide recommendations for the continued work of the Equity Advisory Board outlining the steps стрategies required to enhance homelessness services and processes and to address systemic barriers including Fair Housing</td>
<td>Improving homelessness services and housing outcomes</td>
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(Workplan prioritization may be adjusted based on Racial Equity Advisory Board input)
BOARD MEMBERSHIP

Composition:
The Equity Advisory Board be comprised of a minimum of seven members to a maximum of eleven. The Board will be comprised of:

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

Expression of Interest:

Individuals interested in participating on the Equity Advisory Board will be asked to submit an expression of interest. It is important to emphasize the expression of interest is intended to ensure the voices of Tribes, Black, Latinx, Immigrant, Asian and Pacific Islander communities are a central feature of the Equity Advisory Board. Submissions can be received in a variety of formats; submissions can include but not limited to:

- written
- video
- audio
- oratory
- art and music
- discussion with county staff

The length of the expression of interest will be at the discretion of the individual, however, some considerations to include:

- Address and contact information;
- Preferred available to participate in the advisory board;
- Reason or motivation for wanting to participate on this board;
- Experience and/or interest with the housing and homelessness sector;
- Experience or involvement with supportive services dedicated to assisting Tribes, Black, Latinx, Immigrant, Asian and Pacific Islander communities; and
- Experience or involvement with supportive services dedicated to equity.

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 advance 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 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

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:
  - Housing and homelessness
  - Services for families, Youth and early adulthood support
  - Education and early development
  - Health and wellness, and Emotional/mental care support
  - Employment and training
  - Historical, cultural or linguistic services
  - Political or governance
  - 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

Tanya Baniak
tanya.baniak@snoco.org