**NOTICE:**

**As noted in the General Membership Meeting, verification for the rating and ranking of service to marginalized groups is changing.**

**Please TRANSFER the information below on to AGENCY LETTERHEAD**

**Complete, Sign, SUBMIT this Form to your Agency NOFO DROP BOX**

# **COMMITMENT TO FURTHERING EQUITY, INCLUSION, and EQUAL ACCESS**

# **For OVERREPRESENTED and UNDERSERVED HOMELESS PERSONS**

The Advisory Board (Board) for the San Diego City and County Continuum of Care (CoC) and the Regional Task Force on Homelessness (RTFH), as the Collaborative Applicant, have taken action to evaluate racial, ethnic, and gender disparities in the CoC system. Subsequent to the evaluation, the Board adopted a series of recommendations from the Ad Hoc Committee: Addressing Homelessness Among Black San Diegans. A revision to the rating factors for applicants for CoC funding reflects the action taken by the Board and strives to implement action by service agencies throughout the CoC.

To reduce barriers in equal access to housing and services experienced by groups who are over-represented and under-served by the CoC, the 2022 Rating and Ranking criteria includes measures of commitment to specific actions from Project Applicants to furthering equity, inclusion, and equal access. These actions reflect those adopted by the Board.

To promote equity of access to and provision of housing and service throughout the CoC, the

(ORGANIZATION NAME) commits to the following actions within the next 12 months: *(check all that are applicable to your commitment).*

\_\_\_\_\_ Expand training opportunities for all staff with a particular focus on front-line program staff on specific diversity, equity and inclusion topics, such as implicit bias, creating an equitable culture, understanding the effects of racial trauma, Anti-racism and Anti-oppression, and responding to persons with disabilities.

\_\_\_\_ Review agency documents to assess if program policies, practices and procedures are inclusive and sensitive to the various cultures of those receiving homeless services, and update policies as necessary to ensure inclusion and sensitivity.

\_\_\_\_\_ Identify barriers to participation faced by under-served groups, including but not limited to racial, ethnic, gender, and persons with disabilities, and amend agency polices and protocols to reduce these barriers.

\_\_\_\_\_ Provide training on recruiting practices to support diversifying front-line staff and leadership.

\_\_\_\_\_ Participate in training on Equal Access and Anti-Discrimination offered by the CoC.

As an authorized representative of (agency name), I certify that the organization will take the actions as indicated above and to retain evidence of these actions for review by the CoC.

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Printed Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_