

VT-500 BoS CoC Policy on Addressing Racial Disparities

VT BoS will review Coordinated Entry and Longitudinal Systems Analysis (LSA) data annually for racial and ethnic disparities within VT BoS. VT BoS will publicly present these results in an open CoC meeting and solicit perspectives on how these disparities may be remedied.

Strategies to remedy racial disparities will include some combination of the following, and VT BoS policy will be to undertake one or more of these strategies following the annual disparities review:

- Reviewing CoC member organizations to ensure that they are culturally inclusive such as understanding what holidays are being celebrated, providing bilingual signs/forms, and others.
- Reviewing CoC policies, procedures, and processes to ensure that they do not create unintentional barriers for people of color to access, engage, and remain connected to housing and/or services.
- Reviewing program policies to see if people are experiencing different results of certain policies or ways they are enforced.
- Providing trauma-informed training for staff on racial equity and inclusion.
- Aligning racial equity work with other organizations in the housing, homelessness, and social services sectors in Vermont.
- Hosting focus groups to system participants who are most impacted by these disparities to better understand what they're facing within and outside the homeless response system.