**2024 HUD CoC NOFO Project Applicant**

**Racial Equity, Diversity, and Inclusion Assessment Form**

St. Cloud/Central Minnesota Continuum of Care – MN-505

Please complete all the following questions, including the Agency Self-Score as part of the St. Cloud/Central CoC HUD NOFO application process. Responses will be used as part of the scoring and ranking process within the final HUD NOFO application package.

Organizations are also encouraged to use these questions to think about efforts to be made over the next year to increase racial equity, diversity, and inclusion within all their programming.

Helpful Definitions:

**Equity** has the meaning given to that term in Section 2(a) of Executive Order 13985 and means the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.1

**Racial Equity** is the elimination of racial disparities, and is achieved when race can no longer predict opportunities, distribution of resources, or outcomes – particularly for Black and Brown persons, which includes Black, Latino, Indigenous, Native American, Asian, Pacific Islander, and other persons of color.1

**Underserved Communities** has the meaning given to that term in Section 2(b) of Executive Order 13985 and refers to populations sharing a particular characteristic, as well as geographic communities, that have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life, as exemplified by the list in the definition of “equity” above.1

**Diversity** – The presence of different and multiple characteristics that make up individual and collective identities, including race, gender, age, religion, sexual orientation, ethnicity, national origin, socioeconomic status, language, and physical ability.2

**Inclusion** – Is creating environments in which any individual or group can be and feel welcomed, respected, supported and valued to participate fully.2

1 <https://www.hud.gov/sites/dfiles/CPD/documents/FY2024_FY2025_CoC_and_YHDP_NOFO_FR-6800-N-25.pdf>, U.S. Department of Housing and Urban Development Signature Date Community Planning and Development FY 2024 and FY 2025 Continuum of Care Competition and Renewal or Replacement of Youth Homeless Demonstration Program Grants FR-6800-N-25 08/29/2025, pages 11-12.

2 <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>, National Association of Counties, Diversity, Equity and Inclusion: Key Terms and Definitions, 2024.

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| 1. **Equity/Diversity of Staff- What percentage of the organization’s staff identify as a member of an underserved population such as Black, Indigenous, or People of Color (BIPOC), LGBTQ+, etc.?**
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**To find comparative data for your particular service area, go to** [**https://worldpopulationreview.com/us-counties/minnesota**](https://worldpopulationreview.com/us-counties/minnesota)**. Scroll down to the list of Minnesota Counties and click on your county or counties.**

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| 1. **Describe how Staff identities are or are not proportional to the demographics of your full service area? (Be specific using comparative data)**
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| 1. **Equity/Diversity of Board and Leadership - What percentage of the organization’s board, directors, and managers identify as a member of an underserved population such as Black, Indigenous, or People of Color (BIPOC), LGBTQ+, etc.?**
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| 1. **Describe how Board and Leadership identities are or are not proportional to the demographics of your full service area? (Be specific using comparative data)**
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| 1. **Inclusiveness of Staff- What percentage of the organization’s staff identify as a person with lived expertise in homelessness in the last 7 years?**
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| 1. **Inclusiveness of Board and Leadership- What percentage of the organization’s staff identify as a person with lived expertise in homelessness in the last 7 years?**
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| 1. **How does your organization integrate people with lived expertise of homelessness into the planning, day-to-day activities, and leadership of its programs?**
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| 1. **Equity in Increased Overall Income – What percentage of BIPOC households increased their income in the last 12 months?**
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| 1. **Equity in Exits to Permanent Housing – What percentage of BIPOC participants exited the program to permanent destinations?**
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| 1. **Equity – Returns to Homelessness within 12 months – What percentage of BIPOC participants returned to homelessness within 12 months of exiting to permanent housing?**
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| 1. **How does your program integrate culturally specific and/or culturally responsive programming? If your program does not currently integrate culturally specific and/or culturally responsive programming, what is your plan to do so in the future? (Suggested word count: 100-250 words):**

Culturally Responsive Care Definition: “Cultural responsiveness means being open to new ideas that may conflict with the ideas, beliefs and values of your own culture, and being able to see these differences as equal…It means being respectful of everyone’s backgrounds, beliefs, values, customs, knowledge, lifestyle, and social behaviors. It helps you provide culturally appropriate care and support, so people are empowered to manage their own health. Cultural responsiveness involves continuous learning, self-exploration, and reflection. It draws on a number of concepts, including cultural awareness, cultural sensitivity, cultural safety and cultural competence. Cultural responsiveness is important for all social and cultural groups, including: * Indigenous and tribally enrolled people
* People from culturally and linguistically diverse backgrounds
* Refugees or displaced migrants
* People at all life stages, including end of life
* People with different abilities, including intellectual and cognitive disabilities
* Lesbian Gay Bisexual Transgender Queer Intersex Asexual Two Spirit (LGBTQIAS2+ people)3

3 Definition adapted from the Agency for Clinical Innovation, New South Wales, AU, <https://aci.health.nsw.gov.au/projects/consumer-enablement/how-to-support-enablement/culturally-responsive-practice>, 2024. |
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**Organizational Self-Score:**

**Please rate your organization from 1-5 on where you are in your efforts to be a racially equitable, diverse, and inclusive organization. Use the table below to determine your score.**

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| No current work in this area | 1 |
| This is an area for improvement, but no plans/work are currently underway | 2 |
| Organizational planning is in process | 3 |
| Plans have been made and implemented but are not agency-wide | 4 |
| Racial equity, diversity, and inclusion are fully integrated throughout the agency | 5 |
| **Agency Self-Score** |  |

If your self-score is a 3, 4, or 5, please provide specific examples of work in progress, written policies and procedures, and/or completed trainings your agency has implemented.