

Monthly Report: March 2021

Moving forward, we will present this report in two sections. Section A will contain new information while Section B will focus on updates of standing sections that you will see repeated in the monthly reports. This way, you will continue to find consistent messaging throughout this report without having to go back to older reports. This report is based on available data from February 2021.

Section A:

Vaccination Plan for People Experiencing Homelessness

Nashville provider agencies have set a goal to have offered COVID-19 vaccines to all people experiencing homelessness by Memorial Day.

The Metro Public Health Department has already offered vaccines to the main shelters (Metro shelters, Nashville Rescue Mission, and Room In The Inn are among them), and continues with follow ups.

A plan to vaccinate people living outdoors is being implemented starting in early April with the largest encampments and meal sites. Three health providers, Neighborhood Health, Metro Public Health Department, and St. Thomas/Ascension are coordinating the health provider efforts. Each vaccination event will be co-hosted by a nonprofit organization. In March, several coordination meetings including trainings were held among providers.

Thank you to Brian Haile, CEO of Neighborhood Health, who put pen to paper and developed a health provider plan with input from service providers, held trainings to service providers, and ensured people will be offered the one-dose J&J vaccine in the places they stay. The vaccination plan will be available online next week at the Neighborhood Health Website.

<https://www.neighborhoodhealthtn.org/covid19vaccine/>

Nashville is one of the first cities in the Southeastern United States to implement a coordinated vaccination plan for its homelessness population. We were invited by HUD to present our local plan to peer cities in HUD Region IV (Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, Puerto Rico, South Carolina, and Tennessee).

Annual Homelessness Assessment Report (AHAR) Part 1 to Congress

The Annual Homeless Assessment Report (AHAR) is a HUD report to the U.S. Congress that provides nationwide estimates of homelessness, including information about the demographic characteristics of homeless persons, service use patterns, and the capacity to house homeless persons. Part 1 of the report is mostly based on Point In Time Count data of people experiencing homelessness on one day in January. Congress uses this accumulative data report together with Part 2 (which includes HMIS data) to determine the level of funding for homelessness.

For the first time in many years, the state of homelessness across the nation has not improved. This report measures homelessness PRIOR to the COVID pandemic!

Listen to a three-minute introduction of the new HUD Secretary Fudge:

<https://www.youtube.com/watch?v=qACOmm0uMKU>

AHAR 2020 Report: <https://www.huduser.gov/portal/datasets/ahar.html>

Housing Provisions in the American Rescue Plan Act of 2021

Homelessness Funds:

- Emergency housing vouchers. The legislation provides \$5 billion for emergency housing vouchers for individuals and families who are experiencing homelessness or at risk of homelessness.
- Homelessness assistance and supportive services program. The legislation provides \$5 billion for the HOME Investment Partnerships Program to help create housing and services for people experiencing or at risk of homelessness.

Prevention Funds:

- Emergency rental assistance. The legislation provides more than \$21.5 billion in emergency rental assistance, to be administered by Treasury, to help millions of families keep up on their rent and remain in their homes.
- Homeowner Assistance Fund. The legislation provides nearly \$10 billion, to be administered by Treasury, to help homeowners behind on their mortgage and utility payments and avoid foreclosure and eviction.

To read the full fact sheet from HUD:

https://www.hud.gov/sites/dfiles/Main/documents/Factsheet_Housing_Provisions_American_Rescue_Plan_Act-2021.pdf

Personal Stories

Submitted by Joseph Parker, MHID:

A gentleman moved to Nashville from Memphis where he had taken care of his mother. After her death, her house was sold because he could not afford the mortgage payments. When he arrived in Nashville, he stayed at Nashville Rescue Mission. Unfortunately, his persistent back problems kept him from maintaining steady employment. He was denied Social Security approval and eventually, during the COVID pandemic, moved to the Metro Social Distancing Shelter at the Fairgrounds. The medical team at the Fairgrounds assisted him with doctor appointments at Vanderbilt and social services staff supported him with transportation. He also received assistance with case management and another social security application was approved. Now case managers help him with applications for apartments throughout Nashville. He is grateful for the services provided at the shelter and has now a positive outlook about his future in Nashville.

ESG-CV RRH Dashboard

10/01/2020 to 03/21/2021

384 people served

187 chronically homeless
13 veterans
235 adults with no children
56 adults in HH with children
92 children in HH with adults
40 youth under 25



290 people moved into housing

191 people in hh with adults only
99 people in hh with adults & children



29 average days from enrollment to housing

7 days or less: 135
7-14 days: 13
15-21 days: 7
22-30 days: 28
31-60 days: 55
61-180 days: 50



Length of Time Homeless

31-60 days (1-2 months): 4
61-180 days (2-6 months): 49
181-365 days (6 months-1 year): 51
366-730 days (1-2 years): 57
731+ days (over 2 years): 114
Data not collected: 15
Not yet moved into housing: 94

Program Exits

63% to positive destinations
Permanent destinations: 10
Homeless destination: 1
Jail: 4
Deceased: 2
Data not collected: 1



Sustainability Efforts

With assistance from Heather Dillashaw of ICF (our technical assistance provider from the U.S. Dept. of Housing and Urban Development (HUD)), we are working closely with MDHA to look at all the voucher programs to create a referral priority to each rental subsidy. Ongoing rent subsidies include:

- Up to 18 Housing Choice Vouchers (Section 8) per month
- An additional 100 Section 8 vouchers for 2021
- Shelter Plus Care vouchers
- Veterans Affairs Supportive Housing (VASH) vouchers
- Downtown Permanent Supportive Housing: 81 units
- Ensure we utilize the allocations that Nashville will receive from the American Rescue Plan in accordance with best practices.

Racial Equity Work

With the passing of the Anti-Racism Pledge (see Appendix A) by the Homelessness Planning Council in January, the Equity and Diversity Committee was charged with operationalizing the pledge. To do this, they have determined to begin with the following tasks:

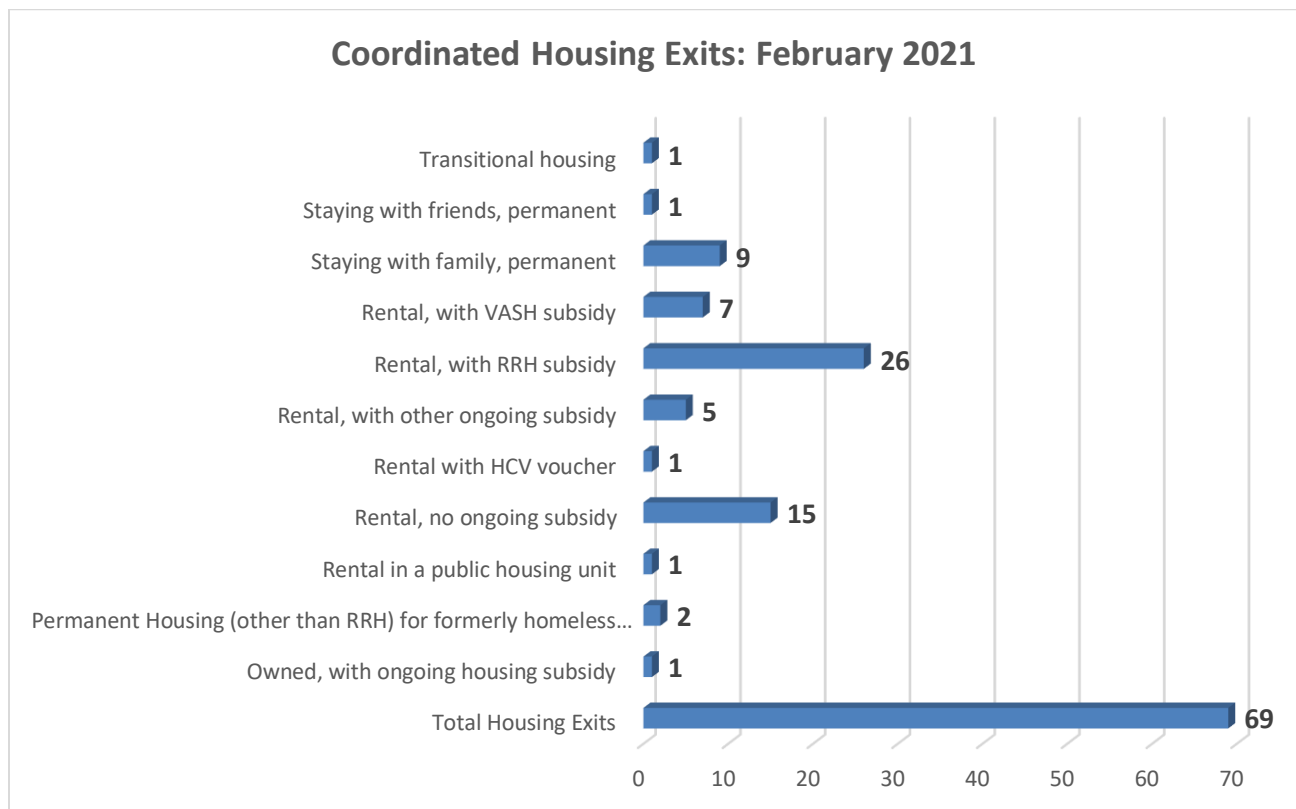
1. Create a web-based resource page that can be accessed through the Homelessness Planning Council site on Nashville.gov.
 - a. To ensure strong and focused content, the Equity Committee has determined to create a small workgroup that will vet and organize suggested content to ensure the page is easy to navigate.
 - b. The workgroup will be charged with updating content as needed.
2. Create a racial equity focused training opportunity for the Homelessness Planning Council and/or larger Continuum of Care.
 - a. Several training recommendations were provided by different members of the committee. The committee members will now review and determine the best option.
 - b. Training goal: To raise awareness and create a common set of knowledge to frame anti-racism work.
 - c. If needed funding opportunities may be available through the CoC Planning Grant or through individual agency CoC grants, though HUD will need to provide approval.
3. Homelessness Planning Council Diversity.
 - a. The committee reviewed Radical Inclusion language and documents created by the city's HIV Council. This language will be provided to the CoC Nominations Committee for consideration to be used as a guide as they create the slate of nominees.
 - b. Further work will be done to draft guidelines for approval by the Homelessness Planning Council and appropriate to be added to the CoC Governance Charter.
4. Performance Evaluation Committee Collaboration.
 - a. The PEC asked this committee to assist with adding questions to the local CoC funding application. The committee looked at questions from different applications and chose 3 with minor edits to be specific about how the agencies serve individuals experiencing homelessness.
 - What actions were taken over the past year to integrate racial justice and equity into your services for those experiencing homelessness?
 - What actions will you take in the year(s) ahead to ensure racial justice and equity are woven into your organization's services for those experiencing homelessness?
 - Describe how your agency demonstrates efforts and challenges to identify and reduce racial and ethnic disparities within the homeless system, service provisions and/or agency culture.
 - b. The Equity and Diversity Committee has also agreed to assist with scoring the answers to the questions and possibly assist with in-person interviews.
 - c. The PEC also requested help from the committee to broad the diversity of the current PEC. Members of the committee will email suggestions.

The Equity and Diversity Committee continues to be open to assisting with the HUD Equity Demo projects once there are more concrete action steps in place.

Section B:

Housing Placement Rate

This month, we are breaking down the Housing Placement Rate by housing type. This information is based on data collected in the Coordinated Entry process. Please remember, our Continuum of Care depends on service providers to enter data consistently and accurately for all populations encountered and served. MHID provides ongoing community training to improve and maintain data quality standards.



HMIS Report

HMIS information is available online at <https://hmisnashville.weebly.com/>.

Moving forward, the Homeless Impact Division's HMIS Team is creating a separate HMIS report. We believe it is imperative that the Homelessness Planning Council understands what data we are collecting, what data HMIS is capable of collecting, and where we are in the data collection process. Please review the separate report. By doing so, you will familiarize yourself with the current state of the data quality and data completeness of HMIS.

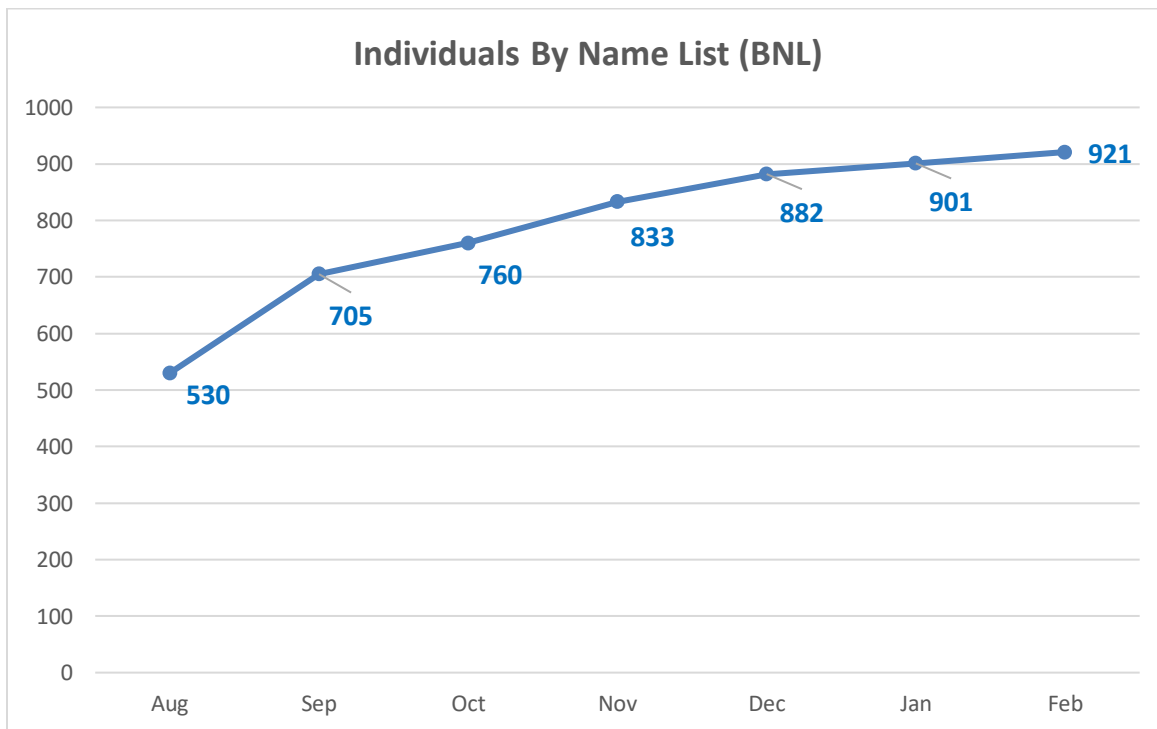
The quality of data depends on improving the following:

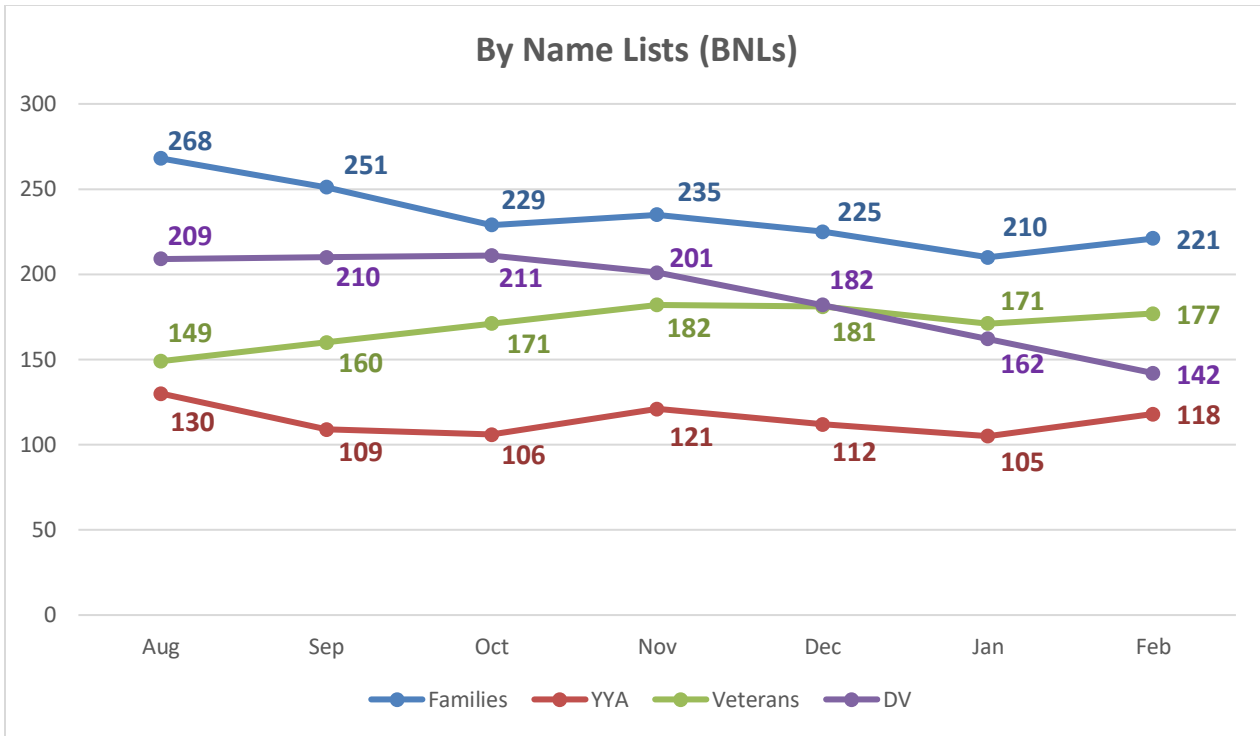
1. Have an adequately staffed HMIS Lead Team. At present, we have 2.75 FTE positions. Continuums of Care of comparable size have 4-5 FTEs.
2. Continue to train HMIS end users. Our team is discovering a lot of data entry mistakes that need to be corrected ASAP to ensure we can provide accurate reports. HMIS is the community's database and its correct implementation and application is the responsibility of the entire Continuum of Care. The HMIS Lead Agency assists the community in that process.
3. Continue our partnership with Nashville Rescue Mission to include their emergency shelter data in HMIS. The Homeless Impact Division is ready to receive that data.

Under the guidance of our stellar HMIS team our community has been able to significantly improve the functionality of HMIS. With this year's ability to safely share data among participating partners, Nashville is on the right track, but not quite there yet when it comes to producing an unduplicated annualized number of people experiencing homelessness.

By Name Lists

While the Homeless Impact Division is keeping track of four By Name Lists (BNLs) for Veterans, Youth and Young Adults, Families with minor children, and Individuals, we are currently most confident in the quality of the BNLs for Veterans and the Youth and Young Adults. The Homeless Impact Division team is working with Domestic Violence (DV) providers on their BNL. We will keep including them in this report (thank you to the Mary Parrish Center for providing that data).





The following BNLs provide more detailed information of the different populations: Youth and Young Adults (YYA), Individuals, Veterans, Families, and Domestic Violence (DV)/Intimate Partner Violence (IPV).

Moving forward, we plan to include six months of data in these regular reports.

YYA BNL

How many YYA are on the BNL at the end of the month?
How many YYA were housed?
What was the average length of time from identification to housing?
How many new YYA were added to the BNL?

	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb
How many YYA are on the BNL at the end of the month?	127	130	109	106	121	112	105	118
How many YYA were housed?	11	9	19	11	9	27	28	14
What was the average length of time from identification to housing?	104 days	144 days	124 days	113 days	94 days	125 days	146 days	86 days
How many new YYA were added to the BNL?	18	18	14	20	16	23	25	21

How many previously housed YYA were added to the BNL?
 How many previously inactive YYA were added to the BNL?
 What was the total BNL inflow?

0	1	1	2	2	1	0	3
3	3	7	4	5	6	5	5
21	22	22	26	23	30	30	29

Individual BNL

How many individuals on the BNL at the end of the month?
 How many individuals were housed?
 What was the average length of time from identification to housing?
 What was the total BNL inflow?

603	530	705	760	833	882	901	921
22	13	19	53	48	97	145	45
214 days	215 days	253 days	154 days	214 days	186 days	218 days	136 days
49	86	241	179	132	205	204	151

July Aug Sept Oct Nov Dec Jan Feb

Veterans BNL

How many Veterans are on the BNL at the end of the month?
 How many Veterans were housed?
 What was the average length of time from identification to housing?
 How many Veterans met the chronic definition?
 How many have experienced long-term homelessness?

146	149	160	171	182	181	171	177
22	9	6	28	19	13	24	19
247 days	149 days	225 days	166 days	228 days	198 days	298 days	251 days
47	37	30	32	40	44	46	50
22	21	18	18	22	23	38	35

How many Veterans were exited from HMIS due to inactivity, housing, or death?

35	7	12	40	26	13	13	18
16	20	30	45	36	29	31	30

What was the total BNL inflow?

July Aug Sept Oct Nov Dec Jan Feb

Family BNL

How many families are on the BNL at the end of the month?

254	268	251	229	235	225	210	221
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How many families were housed?

30	16	43	34	30	40	28	25
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What was the average length of time from identification to housing?

164	243 days	213 days	105 days	97 days	128 days	119 days	129 days
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How many new families were added to the BNL?

49	38	52	42	27	34	36	35
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How many previously housed families were added to the BNL?

3	2	4	1	0	5	2	2
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How many previously inactive families were added to the BNL?

5	9	10	6	6	3	2	3
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What was the total family BNL inflow?

57	49	66	69	33	41	40	40
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DV BNL

How many DV/IPV Survivor households are on the BNL at the end of the month?

July	August	Sept	Oct	Nov	Dec	Jan	Feb
213	209	210	211	201	182	162	142

How many DV/IPV survivor households were housed?

21	28	25	27	21	37	19	17
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What was the average length of time from

139 Days	132 Days	116 Days	100 Days	133 Days	176 days	132 days	180 days
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identification to housing?							
How many DV/IPV survivors met the chronic definition?	33	33	35	40	34	30	31
How many DV/IPV survivors on the DV-CE BNL are active on the High-Risk Intervention Panel (HRIP)?	24	21	21	20	16	15	14
How many DV/IPV survivors were exited from HMIS due to inactivity, housing, or death?	22	12	15	10	15	23	12
What was the total # of assessments completed?	47	37	43	41	28	28	28
What was the total BNL inflow?	46	35	42	40	27	28	27

Responding to Concerns

The Homeless Impact Division receives complaints and concerns about people living outdoors. In February, MHID followed up on 54 requests with an average of 33 hours until the outreach specialist was able to make first contact with the person experiencing homelessness.

Cold Weather Plan

Metro has started coordinating a Cold Weather Community Response Plan in 2013. Each year, community providers including Room In The Inn, Nashville Rescue Mission, Launch Pad, Open Table Nashville, and Metro departments have come together to develop a communitywide plan that outlines the processes to access available shelter beds during extremely cold weather from Nov. 1-March 31.

The Metro Cold Weather Overflow Shelter opens overnight when temperatures are predicted to reach 28 degrees Fahrenheit* or below. This year, 250-300 winter shelter beds are accessible to people from 7 pm to 7 am each time temperatures reach 28 degrees Fahrenheit or below. The location of Metro’s cold weather overflow shelter is at the Fairgrounds in a separate building that is adjacent to the existing Social Distancing and the COVID+/Isolation shelters. All three shelter operations that are run by Metro at the Fairgrounds are in separate buildings to limit anyone’s potential exposure to COVID.

Based on input from the community providers, the Office of Emergency Management monitors the temperatures each day what temperatures are predicted as the low for the next night using the National Weather Service (for zip code 37203). Metro announces to providers the day prior to the opening of a shelter. Therefore, Metro opens a shelter based on temperature forecast from the day prior rather than actual temperature the day of the event.

Cold Weather nights for this season:

11/30: 54 people, 1 dog
12/1: 69 people, 3 dogs
12/14: 67 people, 1 dog
12/17: 73 people, 1 dog
12/24: 87 people, 1 dog
12/25: 110 people, 3 dogs
1/9: 57 people, 6 dogs
1/10: 77 people, 3 dogs
1/11: 91 people, 4 dogs
1/12: 83 people, 3 dogs
1/22: 64 people, 3 dogs
1/27: 81 people, 4 dogs
1/28: 87 people, 4 dogs
2/1: 81 people, 4 dogs
2/2: 81 people, 5 dogs
2/7: 76 people, 5 dogs
2/11: 87 people, 4 dogs
2/12: 91 people, 4 dogs
2/13: 102 people, 4 dogs
2/14: 135 people, 5 dogs (60 people stayed during the day)
2/15: 166 people, 5 dogs (90 people stayed during the day)
2/16: 194 people, 4 dogs (105 people stayed during the day)
2/17: 217 people, 5 dogs (145 people stayed during the day)
2/18: 208 people, 4 dogs (105 people stayed during the day)
2/19: 154 people, 4 dogs
2/20: 130 people, 2 dogs

Summary: The cold weather overflow shelter has been open for 26 nights this season, providing 2,722 beds, 92 dog stays, and 505 day beds during the 6 days that it was kept open 24/7 during the February winter storm. For detailed information, please visit www.coldweathernashville.com.

**This temperature was determined by community providers and was increased from 25 degrees Fahrenheit a few years ago. The main argument to settle at 28 degrees Fahrenheit was that outreach workers and canvassers determined that this seems to be the threshold temperature most people who are offered a ride to shelters are taking volunteers up on that offer.*

This concludes our monthly report. If you would like additional information and/or have questions regarding building an effective Housing Crisis Resolution System to address homelessness in Nashville-Davidson County, please email Judith Tackett, the director of the Homeless Impact Division, at judith.tackett@nashville.gov

Glossary

By Name List (BNL) - A real-time up, up-to-date list of all people experiencing homelessness, which can be filtered by categories and shared across agencies. In essence, this provides a regular census of how many people have been identified as experiencing homelessness in Nashville. Our community is working on these lists constantly. We do not feel we have the capacity quite yet to produce quality lists for all populations.

Collaborative Applicant - The organization that is designated by the CoC to collect and submit the CoC Registration, CoC Consolidated Application, and apply for CoC planning funds on behalf of the CoC during the CoC Program Competition. More information is available at hudexchange.info.

Continuum of Care (CoC) - A regional or local planning body that coordinates housing and services funding for individuals, families, and unaccompanied youth experiencing homelessness. A CoC creates a collaborative community effort that provides a strategic systems approach that focuses on connecting people to housing and services to end their homelessness.

Emergency Solutions Grants (ESG) - A program to assist individuals and families quickly regain stability in permanent housing after experiencing a housing crisis or homelessness. ESG provides grants by formula to states, metropolitan cities, urban counties, and U.S. Territories to support homelessness prevention, emergency shelter, transitional housing, and Rapid Re-Housing.

Emergency Solutions Grants – COVID (ESG-CV) - Nashville has received a total of \$10 million in Emergency Solutions Grant (ESG) funding as part of its CARES dollars to address COVID-19 (ESG-CV grants). These funds are designated to respond to homelessness. They are one-time funds and are exponentially higher than the usual annual ESG allocations, which was \$450,000 for 2020. In addition to the \$10 million, the U.S. Department of Housing and Urban Development (HUD) provided Nashville with free technical assistance and has assigned Heather Dillashaw of ICF (icf.com) as our local consultant to use the COVID-19 allocations to improve our Housing Crisis Resolution System.

The goal is to house 400+ families with Rapid Re-Housing funds. Nonprofit partners have applied for the ESG-CV grants, which are managed locally by MDHA. The grants will pay up to one year in rent assistance to individuals and some families. Rapid Re-Housing is a program that also pays for support services once people obtained housing. The goal is to increase income for people, so they can maintain their housing long-term. In addition, Metro, MDHA, and ICF are working with community partners to develop a process that will link people with ongoing rent subsidies whenever possible. Approximately a dozen partner agencies are also coordinating their housing searches to ensure our community has housing available for people. As part of that process, our community is focusing on utilizing motels as efficiency housing. Landlords, including motels, must be willing to enter one-year leases with options for renewal. **Any landlord or motel/hotel owners willing to receive more information can contact Deon Trotter at deon.trotter@nashville.gov.**

Homeless Management Information System (HMIS) - a local information technology system used to collect client-level data and data on the provision of housing and services to individuals and families experiencing or at-risk of homelessness. It is used as a tool to evaluate people's needs and assist them more effectively, avoiding duplication of services. To make HMIS functional and effective, our community recently took the first steps to allow agencies to share data within HMIS.

Homelessness Planning Council – a 25-member board that serves as the Continuum of Care's governance board. It was created in July 2018 to unify our community's efforts to build an effective Housing Crisis Resolution System (HCRS). The board's official name is the Nashville-Davidson County Continuum of Care Homelessness Planning Council and it is anchored within Metro government through BL2018-1199. Members consist of 8 mayoral appointees, 3 Council members appointed by the Vice Mayor, and 14 board members elected by the Continuum of Care general membership.

Housing Crisis Resolution System (HCRS) – A community system that includes all types of programs from prevention/diversion, emergency and temporary interventions to permanent housing solutions. An effective Housing Crisis Resolution System focuses on identifying people in a housing crisis as early as possible and connects them with housing and needed supports as quickly as possible. In Davidson County, the current goal is to house people in an average of 90 days or less.

Point In Time (PIT) Count – A one-night count conducted within the last 10 days of January of people meeting the Literal Homelessness definition. The PIT Count should be used as part of a data set including data from HMIS, the local school system, and other data sources to provide a full picture of homelessness in a community.

Rapid Re-Housing - provides short-term rental assistance and services. The goals are to help people obtain housing quickly, increase self-sufficiency, and stay housed. It is offered without preconditions (such as employment, income, absence of criminal record, or sobriety) and the resources and services provided are typically tailored to the needs of the person.

VI-SPDAT (Vulnerability Index – Service Prioritization Decision Assistance Tool) – is a triage tool in form of a self-reported survey to determine risk and prioritization when providing assistance to homeless and at-risk of homeless individuals, families, and youth. It allows to determine the appropriate housing intervention based on vulnerability determinants.

Appendix A: Anti-Racism Pledge

Nashville Continuum of Care, Equity and Diversity Committee

ANTI-RACISM PLEDGE (i.e. “Here’s how I’m going to show up.”)

As the Nashville-Davidson County Continuum of Care (CoC) Homelessness Planning Council, we take the following pledge to dismantle racism:

We define racism as racial prejudice plus the misuse of power by systems and institutions (misuse can be intentional or unintentional). We are mindful of the racial inequities across housing, economic mobility, health care, criminal justice, and other systems. These all contribute to racial inequities in homelessness. For example, Black, Indigenous, and People of Color are overrepresented in the population of people experiencing homelessness. Implicit (i.e. subconscious) biases of service providers can result in fewer housing opportunities for Black, Indigenous, and People of Color.

Cognizant of institutional and structural racism as well as the daily realities of all forms of bias, prejudice and bigotry in our own life, our family, our circles of friends, our co-workers and the society in which we live, with conviction and hope:

We pledge to stay mindful of the power and privilege that we bring into every space that we enter and conversation that we have.

We pledge to actively and intentionally practice antiracism when participating on the CoC Homelessness Planning Council, representing this council and the CoC in the community, and in talking about homelessness and housing issues in Nashville. While the realities of racism are much larger than us and this council, the decisions we make day-to-day as professionals can literally either open or close doors for people. We have an opportunity to learn and make different choices about how we interact with colleagues and clients, which can in turn directly impact access to and experiences of housing and services, as well as health and economic outcomes of members of our community.

We pledge to use the knowledge we obtain and differing perspectives to which we are exposed to view each choice we make in our professional and personal lives as an opportunity to move towards racial justice or away from it. And we pledge to move towards it.

We pledge to educate ourselves individually on racial justice issues. We pledge to share what We learn in our own communities: with our family, our partner, our children, our friends, our co-workers and those we encounter on a daily basis, even if and especially when this means challenging people around us in the process. We pledge to have difficult conversations and endure uncomfortable interactions in order to deepen our own understanding through this sharing as

well as give others the opportunity to come along with us so that we can move together towards justice. We pledge to choose being uncomfortable so that others can be safe.

We pledge to cultivate a life that encourages us to be confronted, accurately and often, with how racial injustice and inequity show up in our society.

We pledge to ally with others who commit to dismantling institutionalized racism in the wider community.

We pledge to remember and honor intersectionality: that all aspects of an individual's social and political identity, including their gender, race, class, sexuality, physical and mental abilities, cultures of origin and current cultural context, contribute to a person's experience and treatment, and that any combination of these aspects creates a unique lived experience. We will consider the intersection of these identities in thinking about how systems advantage or disadvantage people based on marginalized social identities and understanding that individuals' identities will impact how they experience racism.

We take this pledge, fully aware that the struggle to eliminate racism will not end with a mere pledge but calls for an ongoing transformation within each of us and the institutions and structures of our society.

We pledge to reflect internally and continue ongoing introspection to identify internal racial bias; to rebuke the use of racist language and behavior towards others; to root out such racism in our daily lives and in our encounters with persons we know and with strangers we do not know; and to expand our consciousness to be more aware and sensitive to our individual use of overt and subtle expressions of racism and racial stereotypes.

We recognize that no matter the level of our efforts to end racism, we will inevitably make mistakes in how we encounter this transformation. We therefore pledge to move forward with humility and compassion about the experiences of others, with vulnerability and sincerity about our own experiences, and with understanding of disparities that exist between our lived realities. We will remember that correction and accountability are vital to this process and commit to listening to others completely, to being challenged both privately and in group settings about our individual beliefs, and to take necessary time to consider the thoughts others offer us without reacting defensively.

We pledge to actively support practices and policies that prominently, openly and enthusiastically promote racial equity in homelessness and housing; and to actively support and devote our time to the CoC Homelessness Planning Council, as well as other groups and organizations, working to eradicate racism from our society.

Name: _____

Signature: _____

Date: _____

*The term intersectionality was coined by Black feminist scholar Kimberlé Williams Crenshaw in 1989

This pledge has been adapted by members of the Nashville-Davidson CoC from the YWCA USA Stand Against Racism Pledge, which was adapted from the Pledge to Eliminate Racism in My Life, YWCA Bergen County which is an adaptation of the Pledge to Heal Racism in My Life, Interfaith Communities United for Justice and Peace, April 10, 2006