



## Responses Overview Active


Responses

**35** 

Average Time

**48:29** 

Duration

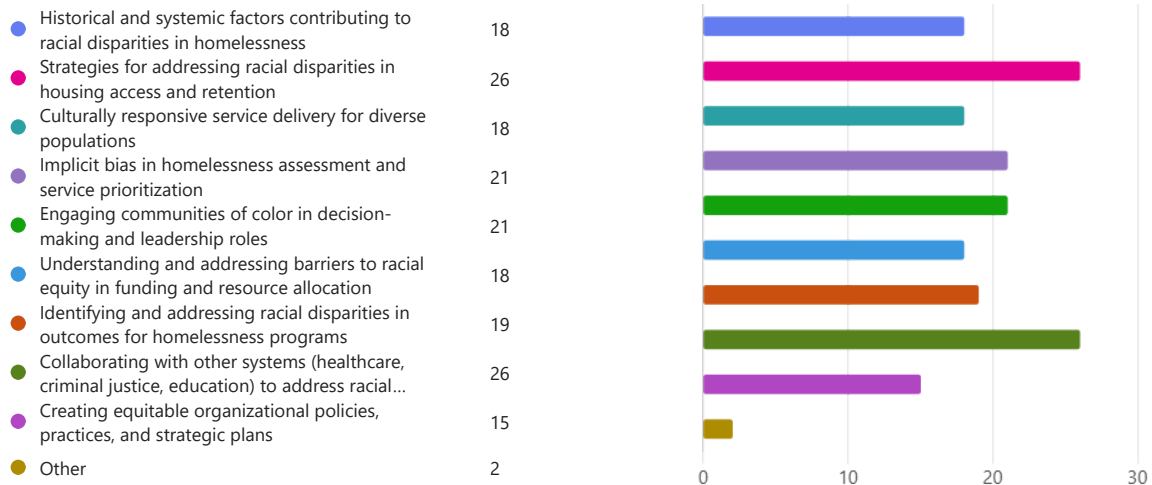
**36** Days 

1. Have you attended a previous Racial Equity Training hosted by the Continuum of Care?



2. What racial equity topics specific to homelessness services are you most interested in learning about?

*Please select all that apply*



3. Are there specific knowledge gaps or challenges you encounter in promoting racial equity in your work to prevent and end homelessness?

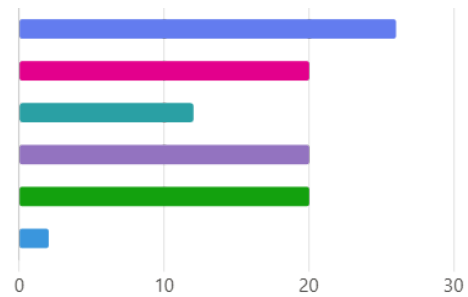
18  
Responses

Latest Responses  
 "How best to collaborate with other programs and organizations to maximize sup... "  
 "unconscious bias"  
 "None"  
 ...

4. What format do you think would be most effective for this training?

*Please select all that apply*

- Interactive workshops focused on real-world scenarios 26
- Small group discussions and activities 20
- Lecture-style presentations 12
- Panel discussions 20
- Q & A sessions 20
- Other 2



5. If you know of any specific trainers, organizations, or experts that you believe would be effective in leading this training, please provide their name(s) and contact information below:

12  
Responses

Latest Responses  
 "Lindsay Krinks, Open Table Leah Alexander, Meharry Tene Franklin, TN Healthcare... "  
 "None"  
 ...

6. Do you have additional feedback, ideas, or suggestions for this Racial Equity Training?

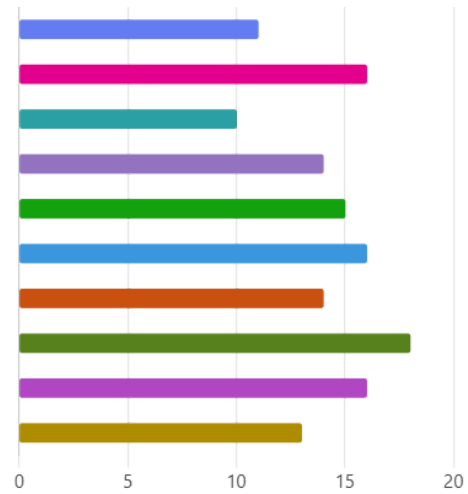
11  
Responses

Latest Responses  
 "It needs to be regular and ongoing...for the entire community."  
 "None"  
 ...

7. If you were to attend this training, what days and times work best for you?

Please select all that apply

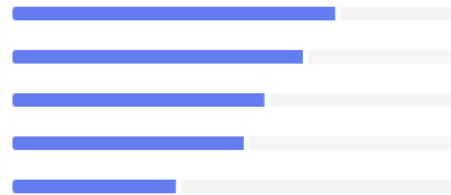
- Monday Mornings 11
- Monday Afternoons 16
- Tuesday Mornings 10
- Tuesday Afternoons 14
- Wednesday Mornings 15
- Wednesday Afternoons 16
- Thursday Mornings 14
- Thursday Afternoons 18
- Friday Mornings 16
- Friday Afternoons 13



8. Please rank which roles within the community would benefit most from this racial equity training.

Drag and drop or use the arrows on the right hand side to rank.

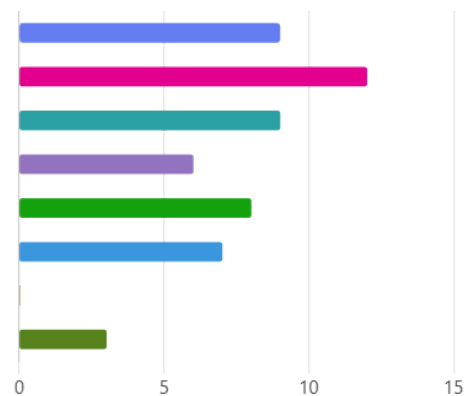
- 1 Executive Leadership (e.g. Director, CEO)
- 2 Frontline Staff (e.g. Case Manager, Outreach Worker)
- 3 Middle Management (e.g. Program Manager, Supervisors)
- 4 Board Members (e.g. Nonprofit Board, Homelessness Planning Council)
- 5 Continuum of Care Committee Members



9. Which best describes your role within the community?

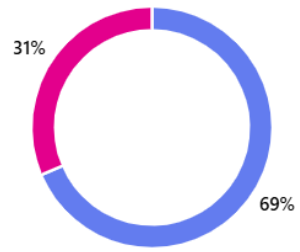
Please select all that apply

- Executive Leadership (e.g. Director, CEO) 9
- Upper / Middle Management (e.g. Program Manager, Department Head) 12
- Frontline Staff (e.g., Case Manager, Outreach Worker) 9
- Board Member (e.g. Nonprofit Board, Homelessness Planning Council) 6
- Continuum of Care Committee Members 8
- Person with Lived Experience of Homelessness 7
- Service Recipient 0
- Other 3



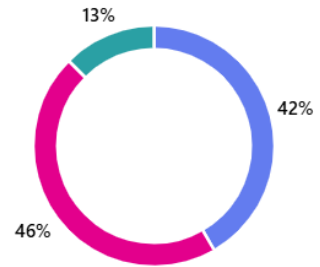
10. Do you work for or represent an organization providing homeless services?

- Yes 24
- No 11



11. Does the organization you work for receive Continuum of Care funding?

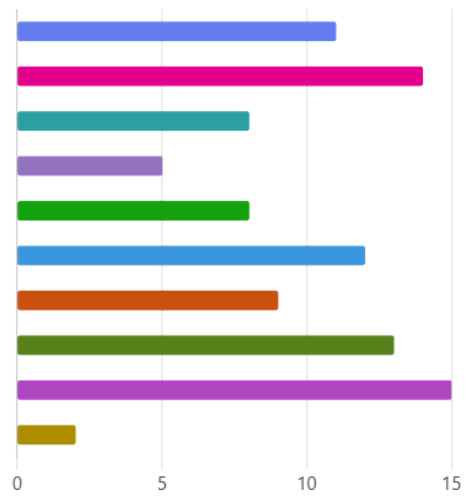
- Yes 10
- No 11
- Unsure 3



12. Does your organization provide any of the following services?

*Please select all that apply*

- Street Outreach 11
- HMIS / CE Intake 14
- Emergency Shelter 8
- Transitional Housing 5
- Rental Assistance 8
- Housing Navigation 12
- Permanent Supportive Housing 9
- Case Management 13
- Supportive Services 15
- Other 2



13. If you feel comfortable, please provide the name of the agency you work for below. This information will help the Equity & Diversity Committee ensure the representativeness of survey responses.

*This question is completely optional.*

12  
Responses

Latest Responses  
"OHS"  
"Operation Stand Down Tennessee"  
...

## Text Responses

3. Are there specific knowledge gaps or challenges you encounter in promoting racial equity in your work to prevent and end homelessness?

Too many to name the healing lies in this formulation of training and anti racism dei movement work it's super deep , but together we CAN !

N/A

How to talk about criminal convictions in the context of system racism with landlords

Public housing as a facade for housing. In many cases, people who live in public housing have shelter but the conditions of the housing property and the neglect of the landlords result in essentially homelessness.

Limited funding for staff with experience in racial equity and housing.

Language barriers and approaching people with cultural understanding, addressing support in different cultures

Understanding/explaining intersectionality, particularly as it relates to racism, ableism and homelessness.

People know there are racial disparities and racism happening- but then it seems like nobody knows what to do about it

I sense a level of frustration among employees at my agency when it comes to DEI training. The Black & Brown employees have lived experience with the fear and anger associated with discrimination and unfairness, and may think there is little to learn in such training. I also sense that some (by no means all) of the White employees think that oppression, slavery, urban renewal, segregation, the acts and transgressions of the past are just that- in the rearview mirror, and not worth re-hashing. I detect a virtual "eye-roll" when they have to attend DEI training.

n/a

In larger nonprofit organizations, the executive leadership is very disengaged with the frontline staff - including the challenges and gaps they face on a daily basis.

CE referral process: referral pool may be pulled blindly based on Vi-SPDAT/date added to list, but actual referrals made depend on CWs showing up and advocating for someone. No way to promote or process to track racial equity in the process

No

How we can improve the racial equity in services provided. Most of our referrals are white, how can we gain more referrals, more housed people, from a wider cultural backgrounds?

Securing housing

None

unconscious bias

How best to collaborate with other programs and organizations to maximize supports. Strategies to address discriminatory policies that impact the community we support.

5.

If you know of any specific trainers, organizations, or experts that you believe would be effective in leading this training, please provide their name(s) and contact information below:

[https://linktr.ee/queenmaker\\_dc](https://linktr.ee/queenmaker_dc) Mandala meditation circles for healing too they're apart of the CAB non lived experience , and housing opportunities as well .

N/A

Travis Claybrooks does an excellent Implicit/Unconscious Bias training. [travis@raphah.org](mailto:travis@raphah.org).

N/A

Melissa Álvarez - Tn Hispanic action network 615-755-8694  
[TnHispanicActionNetwork@gmail.com](mailto:TnHispanicActionNetwork@gmail.com)

Olusola Tribble (Race Forward) -- based in Nashville Nashville Black Assembly (Jamel Campbell-Gooch)

Crossroads <https://crossroadsantiracism.org/fees/> The Equity Alliance Fund  
<https://theequityalliance.org/> P.O. 280214 Nashville, TN 37228

n/a

Racial Equity Institute (REI) or CrossRoads

No

None

Lindsay Krinks, Open Table Leah Alexander, Meharry Tene Franklin, TN Healthcare Campaign Tiffany Israel, Vanderbilt Contributor Advisory Board Members

13. If you feel comfortable, please provide the name of the agency you work for below. This information will help the Equity & Diversity Committee ensure the representativeness of survey responses. This question is completely optional.

Step Up
The Village at Glenciff
Urban Housing Solutions
Park Center
OHS
MDHA
Oasis
The Village at Glenciff
Office of Homeless Services
Through The Looking Glass LLC
Operation Stand Down Tennessee
OHS