



Diversity, Equity, Inclusion, and Belonging (DEIB) Board Staff Support Request for Applications

HCD is seeking an organization interested in providing part-time (estimated 15-20 hours per month) staff support and administration of lived experience participant compensation for the Housing Link CoC's Diversity, Equity, Inclusion, and Belonging (DEIB) Board. Organizations interested in this project should apply through the 2024 Homeless Services Application.

DEIB Overview

A Diversity, Equity, Inclusion, and Belonging (DEIB) Board is a committee or advisory group that focuses on promoting diversity, equity, inclusion, and a sense of belonging within an organization or community. In the context of the CoC, a DEIB Board would work towards ensuring equitable and inclusive services for individuals experiencing homelessness.

The Board typically includes individuals from diverse backgrounds, including representatives from marginalized communities, service providers, government officials, and community advocates. The board should ideally reflect the diversity of the population being served.

Possible activities of the board will include:

- Collaborating with CoC Board and Lead Entities to plan and coordinate equity initiatives with particular focus on issues of racial equity, LGBTQ+ inclusivity, and citizenship.
- Collaborating with CoC Lead/Collaborative Applicant and HMIS Lead to issue periodic reports, at least annually, on efforts to address equity and inclusivity within the homelessness response system and the outcomes of those efforts.
- Reviewing existing and proposed policies and practices; recommending strategies to increase representation from diverse stakeholders and prevent structural and systemic inequities prior to new policy adoption.
- Assisting in the collection and analyzing quantitative data regarding equity and inclusivity within the local homelessness response system.
- Issuing recommendations to improve equitable outcomes for all populations served

Staff Support Person Responsibilities

- Serves as liaison to CoC
- Supports agenda setting / meeting organizing (monthly meetings)
- Oversees compensation for lived experience participants
- Arranges training opportunities & onboarding for new members
- Helps recruit new members when there are openings
- Looks for opportunities for Board involvement in CoC activities
- Connect board members to resources/support through a trauma informed approach