

**Morris County Continuum of Care (CoC) Executive Committee Meeting
April 8, 2021, 10:00 AM Meeting Minutes – WEBEX Conference Call**

Voting Members Present:

Mike Armstrong, Citizen Rep.; Karina Calabuig, Catholic Family & Community Services; Terry Connolly, Nourish NJ; Allison Delcalzo-Berens, Atlantic Health System; Russ Hall, Housing Alliance of Morris County; Elorm Ocansey, Fair Share Housing; Rebecca Sherrod, Child & Family Resources, Inc., Jeff Bashe, Arthur Pressley, Drew University.

Staff and Consultants Present: Shelia Carter, Morris County Human Services; Amy Archer, Morris County Human Services; Nadine Azari, Monarch Housing; Kasey Errico, County of Morris

Others: Invited Guests: Jeff Bashe, Deena Foster, Jim D'Antonio, Dianne Williams, JBWS

Welcome: Terry Connolly started the meeting at 10:05am and welcomed all attendees.

I. Approval of January 28, 2021 Minutes:

Change by Allison: change "motion to adapt LAP" to "motion to adopt LAP"
Motion by Mike Armstrong, second by Rebecca Sherrod. All in favor. Approved.

II. Public Comment: None

III. Racial Equity Training:

This is a two year project to build equity in our system by inviting consumers to the Executive Committee and Allocations Committee. Over the next year the goal is for consumers to learn how the system works, while the current Executive Committee members learn about Diversity, Equity and Inclusion, so we can come together as one group in 2022.

Training #2 by Nadine and Deena

Agenda:

- Overview of Racial Disparities in Morris County
- Goals and Overview of CLPD Project
- Conversation "Ground Rules"
- Summary of January Training #1- "Invisible Knapsack", Privilege
- Definitions
- A Gardener's Tale Activity

Key terms:

Racism

- Internalized Racism: socialized
- Personally mediated (Interpersonal): bigotry and biases shown in word and action
- Institutional Racism: discriminatory policies and practices within organizations
- Structural Racism:

Dr. Camara Jones: A Gardener's Tale: Story of two flower boxes. New soil is put in only one box. Ten years later the red flowers (where new soil was used) are flourishing and pink flowers are not.

Poll Everywhere:

How does institutional racism feed into the homelessness we see in Morris County?

- zoning
- taxes, more diff for people of color to rent or buy houses, past evictions
- zip codes and credit score = life expectancy
- criminal justice system, home values, loan rates,

Examples of personally mediated / interpersonal racism?

- Personally mediated racism: Intentional, unintentional, acts of commission, acts of omission, maintains structural barriers, condoned by societal norms.

What are some of the ways that biases are manifested in program structure and program policies and procedures?

- Hours of operation, restriction headwear or hair styles or clothing, perception of cultural behavior when they don't match societal norms. Barriers to entrance into programs.

Internalized racism: reflects systems of privilege, reflects societal values, erodes individual sense of value, undermines collective action.

Internalized racism in the homeless service system: Involved 4 essential and interconnected elements:

- Decision making:
- Resources
- Standards
- Naming the Problem

How can we fix things in this garden?

Who is the Gardner in the systems we work in?

- How do we shift the paradigm and support our consumers in becoming the gardeners?
- Create gardeners who know how to deal with pink flowers.
- Kasey: soil has to have diversity in order for plants to grow. We need this diversity in our communities also. Housing First can be that thriving soil.
- Russ Hall: better funded programs. Allocate resources the right way.

IV. Strategic Planning:

- How do we keep Racial Equity as a lens as we plan for the future?
- Overarching Goal: Developing a client centered, trauma informed, data driven system that is racial equitable.
- We want to create a small group to create Strategic Plan and come back to May meeting with priorities.
- Monarch has put together a report showing how consumers move through the system. Data is clean and strong.
- CE is doing interviews with consumers who have re-entered homelessness after receiving assistance.
- Send an email to Terry if you are interested.

V. Housing First Project Discussion:

- Opportunity from DCA. Nadine: Office of Homelessness Prevention has an RFP out. Seed \$ to plan a Housing First Project. Uses data and works collaboratively to house consumers. You need to apply as a region. Morris needs to partner up with another County. Tri-County can apply for this grant. Morris County can only apply if we apply with Tri-County. Due May 3rd. We can join Sussex, Warren and Hunterdon Counties.
- There is another grant that will be sent to agencies " Diversion Program"
- County released a documents that details CARES moneys and how it was allocated:
- Amy Archer went over allocations for CARES ESG and CDBG funding. This is a public document. Feel free to share. If anyone has questions, they can email the County.

VI. Questions on Committee Reports:

Terry, any questions on the committee reports? No one had questions.

VII. Funded Agency Spotlight:

Rose MHA - Laurie Litt from EDGE - will shift to May

VIII. New Business: None

IX. **Closed Session:** Closed and Confidential, not for distribution.
Next Meeting: May 28, 2021