<u>**Greater Nashua Continuum of Care (GNCOC)**</u>
<u>**FY2024 COC PROGRAM NOFO**</u>

<u>**PROJECT APPLICATION SUPPLEMENTAL QUESTIONS**</u>

As outlined in the FY2024 GNCOC Scoring Tools, NOFO Applicants will be scored based upon their commitment to promoting the HUD priority of Equity. Every agency is required to submit one Equity Survey per NOFO Competition cycle; do not submit multiple surveys per project.

Your Supplemental Answers should be responsive to the questions posed under the "Equity Factors" section of the FY2024 GNCOC Scoring Tools. **If you do not complete and return your responses to these supplemental questions, the Ranking and Review Committee will not be able to grant your Project full points for this section.**

A. Advancing Racial Equity- Identifying Barriers to Participation

Provide a description how the project will identify any barriers to participant (e.g., Lack of outreach) faced by persons of different races, ethnicities, particularly those over-represented in the local homelessness populations, or has taken or will take steps to eliminate the identified barriers?

A. Equity Factors – Agency

1. Do your agency management and leadership staff include people from typically under-represented populations (black, indigenous, people of color- (BIPOC [1]), people who identify as LGBTQIA+ [2], etc.)?

   ☐ Yes ☐ No

2. Does your Board of Directors (or equivalent decision-making entity) include people from typically under-represented populations (black, indigenous, people of color (BIPOC [1]), people who identify as LGBTQIA+ [2], etc.)?

   ☐ Yes ☐ No

3. Does your Board of Directors (or equivalent decision-making entity) include representation from more than one person with lived experience (PLE [3])?

   ☐ Yes ☐ No

4. Has your agency reviewed internal policies and procedures with an equity lens and has a plan for updating policies that currently center white dominant culture?

   ☐ Yes ☐ No

B. Equity Factors – Outcomes

1. Will you work with the CoC's HMIS Lead to develop a schedule for reviewing HMIS data with disaggregation by race, ethnicity, gender identify, and/or age within the next year?

   ☐ Yes ☐ No

2. Does your agency have a process for receiving and incorporating feedback from Persons with Lived Experience (PLE [3])

   ☐ Yes ☐ No

3. Have you reviewed participant outcomes in your current projects with an equity lens? (including disaggregation of data by race, ethnicity, gender identify, and/or age)

   ☐ Yes ☐ No

4. Have you identified programmatic changes needed to make participant outcomes more equitable and developed a plan to make those changes?

   ☐ Yes ☐ No

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[1] BIPOC denotes individuals who identify as Black, Brown, Indigenous, Native American, Asian, Pacific Islander, Latino/a/x, or other persons of color.
[2] LGBTQ+ means includes, but is not limited to: gay, lesbian, bisexual, transgender, non-binary, genderfluid, intersex, asexual, or other queer-identifying or gender non-conforming individuals.

[3] A PLE is an individual who has experienced homelessness within the last seven (7) years or is currently a program participant.

Please provide supporting documentation and/or narrative responses to support all equity questions to which you answered "YES."

The more information you provide, the better the Rank and Review Committee can assess your Project Application. Use the first page of the Equity Survey as the first document in the PDF, and attach all subsequent "Required Document Submissions" in order.

You may respond to any of the following document requests either in a narrative format (2,500-character limit (no spaces) per response), and/or you may attach supplemental documentation (i.e. Board or Leadership rosters, hiring policies, statistical data, or other internal procedures that outline your agency's process for promoting equity) to the end of your PDF submission file.

Required Document Submissions (If Applicable)

Document 1: Please attach a key personnel list and describe any self-reported composition of your management and leadership team in regard to equity-based demographics.

Document 2: Please provide a list of your Board of Directors (or equivalent decision-making entity) and highlight any self-reported composition of your Board in regard to equity-based demographics, including: BIPOC, LGBTQ+, and/or PLE status.

Document 3: Please attach policies and procedures and/or narratively describe your agency's recruitment plan for hiring people based on equity principles.

Document 4: Please attach policies and procedures, and/or narratively describe how your agency facilitates the process of receiving and incorporating feedback from persons with lived experience.

Document 5: Please attach a review, a policy for review, and/or narratively describe how your agency reviews Participant outcomes in its current projects with an equity lens/ disaggregation.

Document 6: Please attach and/or narratively describe your proposed plan for working with the HMIS Lead and ICA to review HMIS data with disaggregation during the next operating term.