**Strategies to Address Challenges**

The committee utilized the following criteria to determine possible strategies to address each challenge. WIBOSCOC strategies must:

* Align with its mission to support agencies who serve, support and care about those experiencing homelessness.
* Build the capacity of coalition members to more effectively deliver on their mission locally.
* Improve the conditions of those experiencing homelessness (from their perspective) in visible, obvious, and tangible ways.
* Be financially sustainable (designated and/or allocated source of funding; break even or create a surplus [revenue – costs]; provide a persuasive ‘logic’ to potential funders).
* Be supported and implemented in light of current organizational capacity. (How easy is it for WIBOSCOC to implement the strategy? Does this require expertise external to WIBOSCOC? What type of demand does this place on current staff?)
* Position WIBOSCOC as a leader (1) among its peers; and, (2) as a resource to be adapted by all programs (not limited to those experiencing homelessness) implemented by coalition members.

1. ***How can BOS and its local coalition members ensure that diversity, equity, and inclusion is taking place across our work?***

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| **Strategy** | **Who is responsible?** | **Goal Timeframe** | **Activities** | **Actual completion** |
| Develop and implement policies that impact people who are homeless or at risk of homelessness that address systemic racism and barriers to equity and inclusion. | Executive Committee, Board, CE Committee, BOS Staff | 12/31/23 | Include in Policy: Access, training for staff, CE, Housing First, Anti-Discrimination Policies BOS and LC. |  |
| Develop a Balance of State CoC diversity, equity, and inclusion statement. | Diversity, Equity and Inclusion Committee | 7/31/2021 | Members of the DEI Committee created a draft Diversity Statement that was sent out to the membership for comment on 9/14/2021 and approved by the full board 12/7/2021. | 12/7/2021 |
| Create a Balance of State committee to focus on diversity, equity, and inclusion. | Kim Cable | 3/2/2021 | Kim volunteered to be the chair of the DEI Committee. | 3/2/2021 |
| Establish partnerships with other organizations vested in equity in housing and homelessness. | Executive Committee, BOS Director, BOS staff | 6/30/23  ongoing | WI Interagency Council of Homelessness DEI Workgroup includes BOS representation that meets quarterly. Recommendations to amend the state plan to add metrics and policies related to DEI occurred in 2021-2022. |  |
| Diversify the composition of Board membership | Nominating Committee | 12/31/23  ongoing | Survey current board  Review and understand current strategies to recruit and retain diversity.  Create a standardized statement of diversity for recruitment  Review and Implement a Strategy to obtain diversity on the board: (i.e. Approach, not felt like a token, engagement, inclusive)  Determine best practices for Board recruitment and develop policies that empower all at the table to participate and belong | March 2023 |
| Provide DEI leadership training recommendations/opportunities | Diversity, Equity and Inclusion Committee | 3/31/23  ongoing | \*Training for board members was identified and  a two-day in person Anti-Racist Leadership Training request for the board of directors was presented to the executive committee. The executive committee requested that additional information on cost be gathered and presented to the Fiscal and Audit Committee.  Fiscal and audit committee did not approve this training, November 2022. Committee will continue to research training opportunities for the board.  \*Provided training in 2020/2021/2022 (e.g. equity and unconscious biases); and supportive resources and tools; Culture of Poverty training/Privilege in LC’s   * Fair Housing: Rights and Responsibilities training - Megan Wanke from metropolitan Milwaukee Fair Housing Council * ADA Webinar: What Homeless Services Providers Need to Know about Serving People with Disabilities, presented by Monica Murphy Managing Attorney, Disability Rights Wisconsin * Human Inclusivity Training: Gray Area Thinking, presented by Ellie Krug * Creating a Culture Where Everyone Feels They Belong: Alonzo Kelly * The Intersection of Lived and Learned Experience on Civility in the Workplace: Alonzo Kelly * Crucial Conversations, Critical Thinking and the Art of Asking Better Questions: Alonzo Kelly * Go Back to Go Forward: Jacqueline Battalora * White Competency: Jacqueline Battalora * Moving From Concept to Contact: Utilizing the Tools for Effective Deib Conversation & Conflict Resolution: Alonzo Kelly * Cultural Humility to Cultural Relevance Workshop: Share Collaborative | July 22, 2022  November 2022  November 2020  April 8, 2021  August 11, 2022  May 31, 2022  June 7, 2022  June 14, 2022  October 5, 2022  October 19, 2022  January 18, 2023 February 8, 2023  March 29, 2023  April 19. 2023  March 1, 2023  March 8, 2023 |
| Review the composition of local coalition membership and make recommendations on how to recruit and retain a diverse coalition | Diversity, Equity and Inclusion Committee | 6/30/23  ongoing | Survey was developed to have local COC’s provide information on demographics and membership. Surveys were sent out to members of local coalition regarding diversity.  DEI Committee to review Survey to provide recommendations and implementation strategies to support local coalitions by July 2023 on recruiting and retaining a diverse coalition. | November 2022 |
| Share Data on vulnerable homeless populations in our state | BOS Staff, Diversity, Equity and Inclusion Committee | 6/30/23  ongoing | Provide, opportunities, support, resources and information surrounding unconscious biases and impact on programs and services in LC’s.   * Data was shared at the November 18, 2022 BOS Quarterly Meeting * Data was shared at the February 10, 2023 BOS Quarterly Meeting   DEI Committee to review data and discuss next steps. | 11/18/2022  2/10/2023 |