

YHDP EQUITY
Community Call
June 24, 2020



Agenda for Call

- **Welcome and Framing**
- **Calling in the Names of those Lost to Police Violence**
- **Community Agreements**
- **Modeled Conversation 1:**
Centering the Needs of Black youth and other youth of color
- **Modeled Conversation 2:**
*Identifying White Dominant Culture and the Role of White
Accountability in Systems Change Work*
- **Closing**

Purpose

- To reflect on the social justice uprising happening in our country and begin having the difficult conversations on race, sexual orientation, and gender identity that will lead to actively creating a more just and equitable youth homelessness system

Objectives

- Discuss ways to support Black youth, particularly those who are Trans and Queer, and other youth of color & staff during the social justice uprising
- Begin identifying white dominant culture and promoting white accountability work across the homeless response system
- Explore actions that can center racial justice at the systems and project level

Format

- A series of conversations that model ways to start difficult conversations around racial justice in your communities and CoCs

Calling in the names of those
recently lost to police violence

Community Agreements

- Be present
- Be open-minded
- Be truthful/honest
- Use "I" statements
- Assume best intentions; hold accountable to impact
- Be/Hold yourself accountable (e.g., white accountability, group agreements, etc)
- Practice patience
- Show respect
- Take space; make space

Modeled Conversation 1:

Centering the needs of Black youth and other

Youth of Color

Abrea – she/her

Josephine – she/her

Tom – they/them

Modeled Conversation 2:

Identifying White Dominant Culture in the homeless system & the role of white accountability in systems

change work

Johnathan – he/him

Riannon – she/her

LaMont – he/him

Closing the Container & Closing Reflections

Wellbeing Resources for Black Individuals

- True Colors United: [Black Lives Action Center](#)
- Self.com: [44 Mental Health Resources for Black People Trying to Survive in This Country](#)
- Black LGBTQ Mental Health Support: [Supporting Black LGBTQ Mental Health](#)
- [Prentis Hemphill, Movement facilitator, Somatics teacher and practitioner](#) @prentishemphill offers 4 videos on somatic centering and tips for regulating

Closing the Container & Closing Reflections

Reflection question for non-Black people of color

- What did today's call and/or the uprising bring up for you around your responsibility to better understand and center the needs of Black youth and how those experiences and needs may be different than yours as a non-Black person of color?

Reflection questions for white individuals

- What did you think about for the first time or in a new way during today's call?
- What is one challenge that you envision encountering when pushing racial justice work forward with your organization or community?
Note: This might involve addressing the parts of the work that make you feel (or that you anticipate might make others feel) uncomfortable or defensive.

Next Steps: Everyone

DOs:

1. Take time to reflect on the ways in which you are/aren't currently supporting Black youth and staff in your system
2. Listen to and act on what Black youth and other youth of color say they need.
3. Read more about White Dominant/White Supremacy Culture to better understand and dismantle it in your local system.
4. Reflect on ways you can start taking action across your local system, your own organization, your projects.
5. Seek out experts in racial justice to support you in doing this work.

Next Steps

DON'Ts:

1. DO NOT depend on Black people and other people of color to teach you about racism within the system. Instead, DO your reading, start caucus groups and white accountability groups to learn, process, and understand.
2. DO NOT shy away from difficult conversations – especially when they make you uncomfortable.
3. DO NOT let this call be the only conversation on racism you have with your community.

Next Steps: TA Commitments

1. To continue to do our work as TA providers to reflect on the work we must do as individuals and as a team to better support the work of dismantling systemic racism
2. To develop a series of ongoing community calls on equity
3. To develop a YHDP equity framework that helps communities ensure that racial equity is woven into their Coordinated Community Plan moving forward with clear accountability measures

Next Steps: HUD SNAPS YHDP Team Commitments

1. Ongoing internal reflection and action to create an anti-racist team culture
2. Creating and sharing equity guidance and resources from HUD and partners
3. Support ongoing TA to address equity. We understand this is an iterative and enduring process.

Thank you