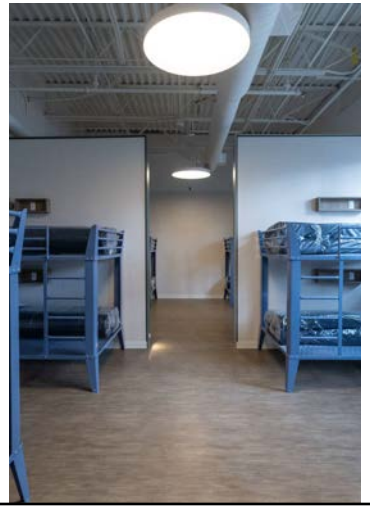










Homeless Services Department

Community Budget Advisory Committee

October 27, 2026 Meeting

Learn More
hsd.multco.us

Zoom - Webinar

Today's CBAC Meeting is using Zoom Webinar. This allows the public to watch the meeting as attendees, while CBAC members and HSD staff/invited guests are participants.

Non-CBAC members are allowed to observe. We do not take public comments during CBAC meetings. Members of the public are welcome to enter questions using the Q&A feature. CBAC members and HSD staff may not be able to respond, but HSD staff will attempt to follow up if you include your email/contact info with your question.

Homeless Services Department

Agenda

Please note: listed times are estimations

Homeless Services Department

5:05 pm Welcome and Introductions
Official welcome to official new members!
5:15 pm Approve September 29, 2026 minutes
5:20 pm Equity at HSD/HSD Budget Development
5:50 pm Break
6:00 pm CBAC Policy Manual - high level review
6:05 pm Follow up on HSD's follow up
6:15 pm Discussion: prepping for next month's budget priorities discussion
6:45 pm Open discussion
6:55 pm Next Steps and closing

Meeting Guidelines

We make ourselves comfortable

We respect and listen to each other

We make space for different participation levels and styles

We move up, and we move back

We recognize our own social positionality

We differentiate between opinion and informed knowledge

We speak from our own experience

We differentiate between safety and comfort

We choose to respectfully interrupt oppression

Homeless Services Department

Welcome and Introductions

1. Name
2. Pronouns
3. Any connections or affiliations you wish to share (brief)

[optional] Check in question:

How would you describe equity in 5 words or less?

Homeless Services Department

Minutes Approval

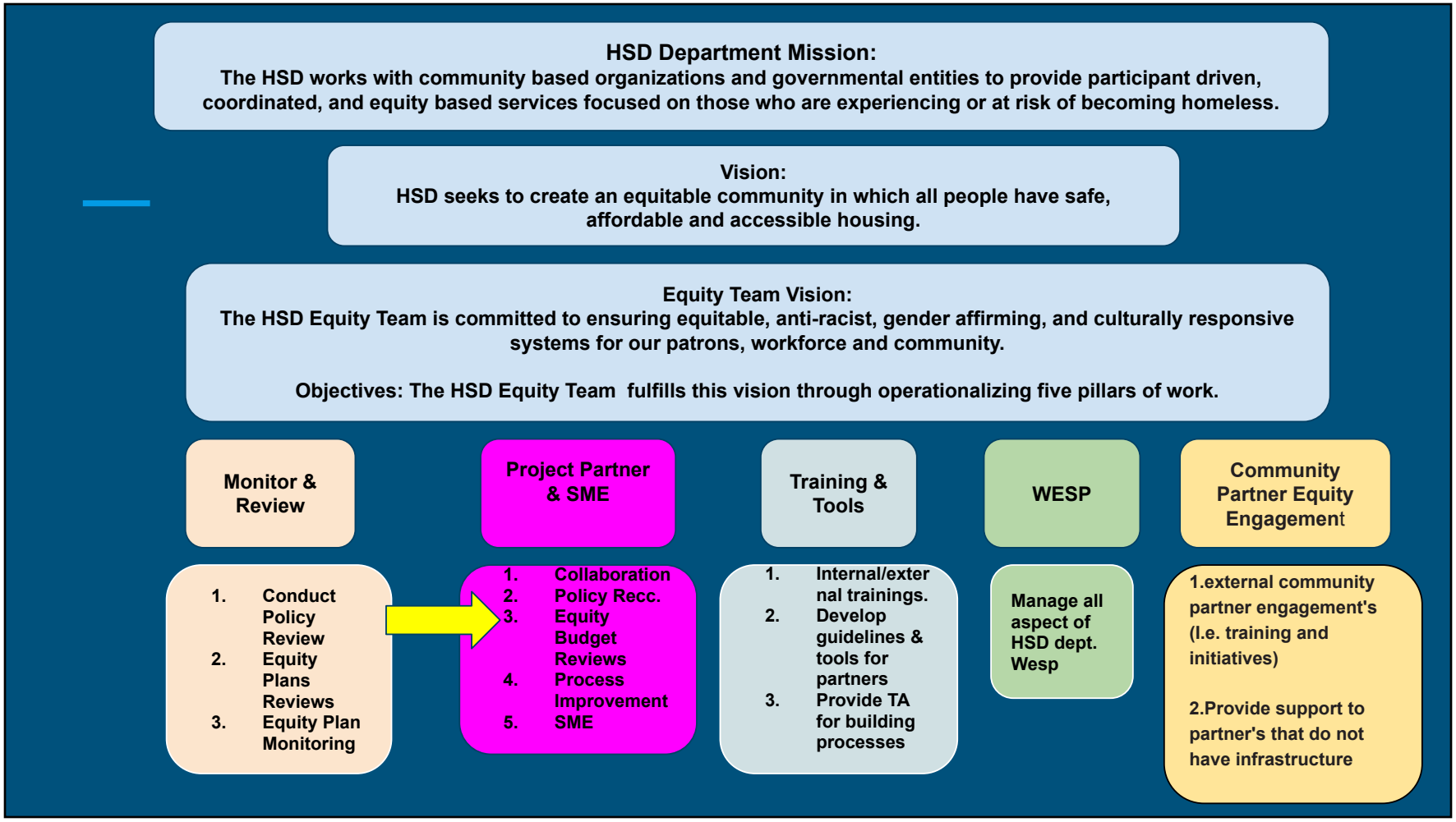
Using the “Fist to 5” Consensus Decision Making process, the CBAC can approve or change the minutes from the September 29, 2026 Meeting



Homeless Services Department

HSD Equity and the Racial Equity Lens Tool (RELT)

A Training for the Community Budget Advisory Committee


HSD Department Mission:
The HSD works with community based organizations and governmental entities to provide participant driven, coordinated, and equity based services focused on those who are experiencing or at risk of becoming homeless.
Vision:
HSD seeks to create an equitable community in which all people have safe, affordable and accessible housing.
Equity Team Vision:
The HSD Equity Team is committed to ensuring equitable, anti-racist, gender affirming, and culturally responsive systems for our patrons, workforce and community.
Objectives: The HSD Equity Team fulfills this vision through operationalizing five pillars of work.
Monitor & Review
1. Conduct Policy Review
2. Equity Plans Reviews
3. Equity Plan Monitoring
Project Partner & SME
1. Collaboration
2. Policy Recc.
3. Equity Budget Reviews
4. Process Improvement
5. SME
Training & Tools
1. Internal/external trainings.
2. Develop guidelines & tools for partners
3. Provide TA for building processes
WESP
Manage all aspect of HSD dept. Wesp
Community Partner Equity Engagement
1.external community partner engagement's (I.e. training and initiatives)
2.Provide support to partner's that do not have infrastructure

Collective Goal of Addressing Disparities

From the Multnomah County SHS Local Implementation Plan:

“Current racial disparities in homelessness represent the sum total of racist policies and the ongoing manifestation of racism within our social systems. To eliminate these racial disparities, all strategies to combat homelessness must be rooted in racial equity and justice.”

Collective Goal of Addressing Disparities

The Multnomah County Homelessness Response Action Plan (HRAP) includes among its outcomes to reduce unsheltered homelessness for the following priority populations:

Black, African American or African
Native Hawaiian or other Pacific Islander
American Indian, Alaska Native or Indigenous
Latina/Latino/Latinx/Latine
Asian or Asian American
Adults over the age of 55
LGBTQIA2S+

SHS prioritizes 75% of funding for Population A, which includes people with disabling conditions.

Collective Goal of Addressing Disparities

CBAC Responsibility:

Making decisions through a racial equity lens such that HSD resources are supporting the implementation of systems of care that eliminate racial disparities and lead with racial equity.

The Office of Diversity and Equity (ODE) provides an equity training for new CBAC members (recording is available)

HSD's Role: Support

- As a funding partner, HSD can:
  - **Operationalize equity** in our policies and practices
  - Build and support culturally specific capacity
  - Monitor and support culturally responsive capacity
  - **Bring resources**
  - **Training**
  - Technical Assistance and Capacity Building
  - Support Providers' Equity Work
    - Equity Work Plans

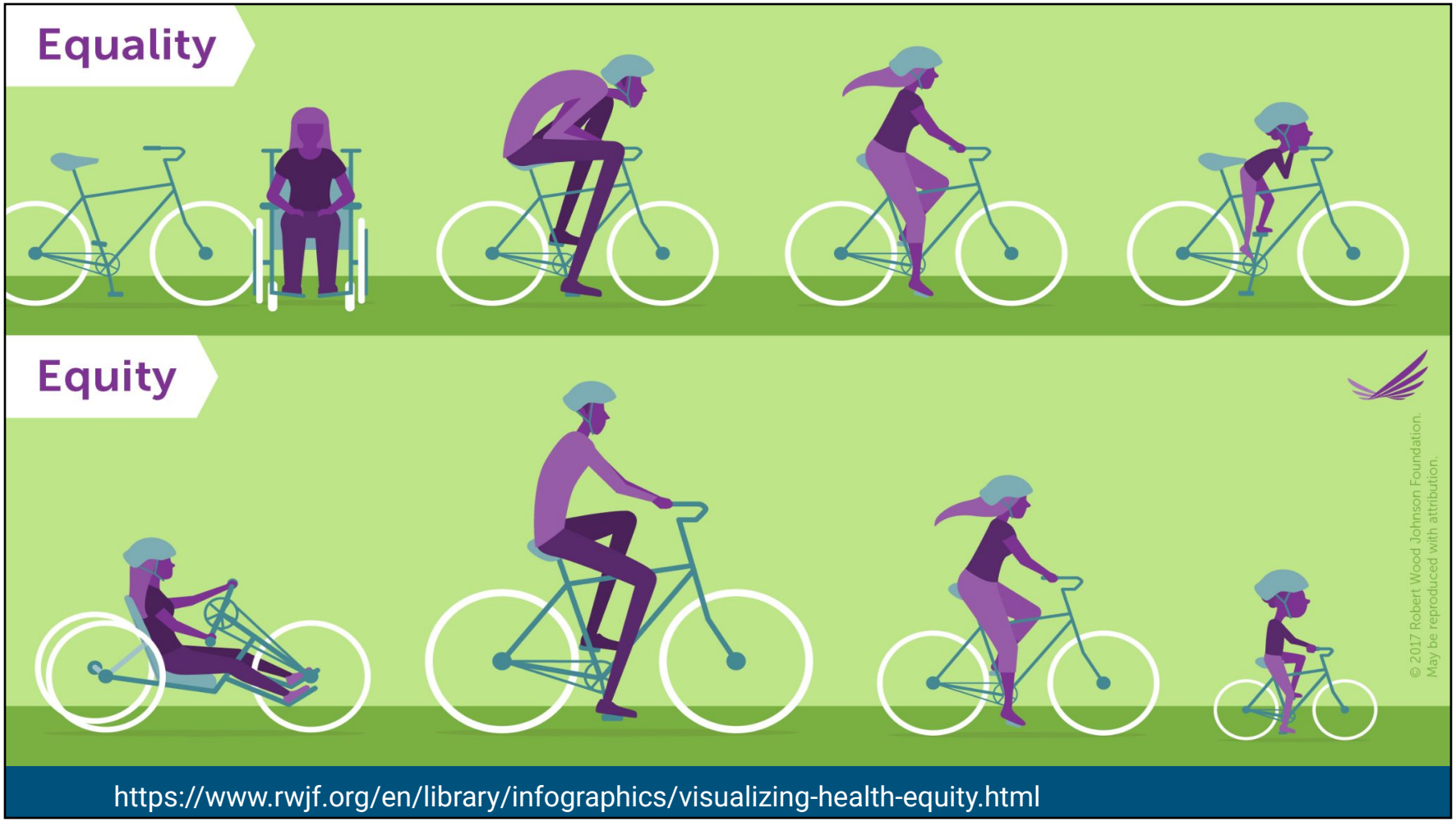
Equity

- Where equality means providing the same to all, equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances.
- Equity recognizes that each person has different circumstances and allocates resources and opportunities needed to reach an equal outcome.
- The equity process is ongoing, requiring us to identify and overcome intentional and unintentional barriers arising from bias or systemic structures.

https://www.naceweb.org/about-us/equity-definition/

Equity-Mindedness: **mode of thinking exhibited by practitioners who call attention to patterns of inequity.**

Enhancing equity-mindedness and equity implementation through the use of the Racial Equity Lens Tool.


Equality
Equity
© 2017 Robert Wood Johnson Foundation.
May be reproduced with attribution.
https://www.rwjf.org/en/library/infographics/visualizing-health-equity.html

Racial Equity

The Government Alliance on Race and Equity (GARE) defines racial equity to mean that "we eliminate racial disproportionalities so that race can no longer be used to predict success, and we increase the success of all communities."

Why does HSD use a Racial Equity Lens Tool?

- **A Racial Equity Lens Tool helps us see where challenges and opportunities exist. It allows us to take intentional steps to create the conditions for more equitable access to services for the individuals and communities we serve as well as a more equitable workplace.**

Why does HSD use a Racial Equity Lens Tool?

- Enhancing equity-mindedness
- Identify where challenges and opportunities exist
- Important step in operationalizing equity
- Collective accountability
- Intentional intervention
- Communication tool

What is a Racial Equity Lens Tool?

- A set of questions we ask ourselves when we are planning, developing or evaluating a policy, program or decision.
- Designed to integrate explicit consideration of racial equity in decisions, including policies, practices, programs, and budgets.
- Helps analyze the equitableness of an action and decision-making process. A racial equity lens tool will not tell you what action to take.

https://racialequityalliance.org/wp-content/uploads/2015/10/GARE-Racial_Equity_Toolkit.pdf

When do we use a Racial Equity Lens Tool?

- Use the racial equity lens tool ***early***. In doing so, individual decisions can be aligned with organizational racial equity goals and desired outcomes.
- Use the racial equity lens tool ***more than once*** so that equity is incorporated throughout all phases, from development to implementation and evaluation.

How is a Racial Equity Lens Tool used?

E.g. Policy analysts integrating racial equity into policy development and implementation.

E.g. Business services, Equity Team and HR use the tool when creating internal processes.

E.g. Budget analysts integrating racial equity into budget proposals at the earliest possible phase, increases the likelihood of impact.

E.g. Program lead integrating racial equity into program selection and allocation processes, monitoring, and evaluation.

E.g. HSD Advisory Bodies

Racial Equity Lens Tool

Framing the use of the RELT

The RELT, Racial Equity Lens Tool, is a strategy and practice. It is not a test. It is also not the end product of our racial equity work.

Racial Equity Lens Tool

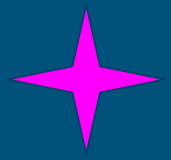
In the HSD Budget Process, RELTs are completed:

- By PO Owner
  - on the programming in PO
- By Executive Leadership
  - on funding decisions
  - on FTE decisions
  - on process
- By CBAC
  - on recommendations

Additional Equity Considerations are included in the PO Evaluation Tool

In the HSD PO RELT:

 = completed by the PO owner

 = completed by executive leadership

Racial Equity Lens Tool

1) Proposal and Desired Results:

a) What is the policy, program, practice or budget decision under consideration?
b) What is the problem or circumstance you are solving for? (Root Cause)
c) What are the desired results?

2) Data and Historic Experience:

a) How is data and historic experience informing decision making?
b) How are you collecting, reviewing, and analyzing demographic data to inform the proposal?

Racial Equity Lens Tool



3) Strategies for Racial Equity (Impact):

a) Who will benefit from or be burdened by the proposal? Identify impacted communities and groups.
   i) Which group(s) may experience disparities related to the proposal?
   ii) What are the racial demographics impacted by the proposal?
   iii) What intersectional identities will be impacted by the proposal?
   iv) Will the proposal have different impacts within different geographic areas?
   v) Are those most burdened, represented at the decision-making table? (If not, why not?)

b) What are your strategies for advancing racial equity or mitigating unintended consequences?



4) Community and Interested Parties Engagement and Input:

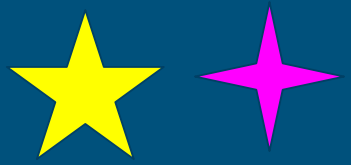
a) How have communities and interested/invested/impacted parties been engaged?
b) What opportunities exist to expand or enhance engagement and input?



5. What systemic barriers have you identified since using the RELT?

6) Proposal Revision:

a) Based on the above responses, what are possible revisions to the proposal under consideration?
b) What other processes in this proposal will need a racial equity lens tool application? When will the racial equity lens be applied during these processes?



7) Implementation:

a) What is the plan for the proposal implementation? Who is accountable for the implementation?
b) How will the proposal be evaluated? Who is responsible for evaluating the proposal's success?
c) What communication strategies will be used to notify communities of the proposal, implementation, and evaluation plan(s)?

RELT Shorthand

What is our goal? Desired results
What do we know? Data, history
Who should we connect with? Impacted/invested parties
Who will be impacted? Race, geography, LGBTQIA2S+
Should we change course? Revise
How will we implement this?

Questions?

Next Steps: Please use the RELT in working through small and large decisions.

break.

CBAC Policy Manual

- Please review on your own time, but share your questions with Bill

- Key points:
  - Page 2: CBAC dos & do nots
  - Page 3: legal obligations
  - Page 5: rescission of appointment
  - Page 6: Conflicts of Interest/Ethics
  - Page 10: Public Meetings
  - Page 11: Public Records

Homeless Services Department

CBAC Discussion

"... collecting thoughts from committee members on the priority topics you would like to be included in the [CBAC Recommendations] letter... "

TENTATIVE FY2028 CBAC Workflow

Month	Anticipated CBAC Activity
October	New members! Equity work & HSD review (continued)
November	Select new chair & CCBAC rep. Budget forecast & priority recommendations for budget planning
December	Recommendations for budget planning
January	Receive CBAC guidance from County Chair
February	HSD proposed budget published; CBAC letter
March	Initial CBAC letter due
April	County Chair's Executive proposed budget
May	CBAC Presentation
June	Review and close out year

Homeless Services Department

CBAC Chair Recommended Roles/Responsibilities

1. Co-facilitate a letter development process with CBAC Coordinator.
   a. Consult with CBAC Coordinator on setting meeting agendas during the letter development process.
   b. Support drafting and editing a letter.
2. Support the participation of other CBAC members.
3. Serve as the "point person" for other CBAC participants' questions, concerns, and follow-ups. It is recommended that any communications between CBAC members and the CBAC Chair include County staff to comply with public record law.
4. Serve as departmental CBAC representative on the Central CBAC *or recommend the role be filled by a different representative*.
   a. Attend Central CBAC meetings.
   b. Act as a liaison between departmental CBACs and the Central CBACs by providing updates.



Homeless Services Department

FY 2028 Central CBAC (CCBAC)

2027 Meeting Schedule

CCBAC meetings start in January. All meetings are virtual and take place on Wednesdays 5:30PM- 7:30PM on the following dates:

- January 13th & 27th
- February 10th & 24th
- March 10th & 24th
- April 14th & 28th
- May 12th & 26th
- June 9th & 23rd
- July 14th

You are invited to serve on the Central CBAC (CCBAC), which consists of one representative from each departmental CBAC.

The CCBAC provides feedback on budget and program issues that may cross departmental lines. Because the CCBAC advises the Chair and Board of County Commissioners, public meetings law applies.

Members collectively determine their focus areas, which may include: 1) improvements to the CBAC program, 2) cross-departmental budget recommendations, 3) input on past budget year recommendations

Coordinated by the Office of Community Involvement

Chair and CCBAC Rep nomination and selection

All HSD CBAC members are qualified and eligible to serve as Chair and/or CCBAC representative

- HSD and OCI strive to make both roles accessible and manageable

To be considered as Chair or CCBAC rep, please nominate yourself at the 11/24/2026 meeting

- Please reach out to Bill with questions about either role

Nominees will have a chance to share their interest in serving in the role at the 12/15/2026 meeting, and a vote will follow

Member(s) that receive the most votes will be selected



Homeless Services Department

CBAC Continuing Education Series & next meetings

Budget Big Picture - Bonds and Budget Forecast
11/18/2026 | 5:30pm - 7:00pm
Google Meet Link:
https://meet.google.com/kgt-gfmt-fma

Updated HRAP Goals

- 11/10 or 11/19 for any advisory committee member, OR
- 11/20 for advisory members with lived experience

Next scheduled CBAC meetings:

- November 24, 2026
- December 15, 2026

Remember to update your forms in Better Impact!!

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Learn More

Read about our new initiatives - from data improvement to new models for outreach, shelter, and housing.

Visit **hsd.multco.us** for more information!

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Support Our Unhoused Neighbors

- Call 211 or visit 211info.org. 211 for shelter, hygiene, eviction prevention, and housing services and resources.
- Share a Rose City Resource Guide!
  - HSD-funded, Street Roots Produced
  - A guide to all resources within Multnomah County.
- Volunteer in a shelter or day center nearest you!

Homeless Services Department

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hsd.multco.us

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Social Media | @multco_hsd