

# CULTURALLY RESPONSIVE & EQUITABLE APPROACHES TO SERVE & TRAIN OUR HOMELESS VETERAN POPULATION

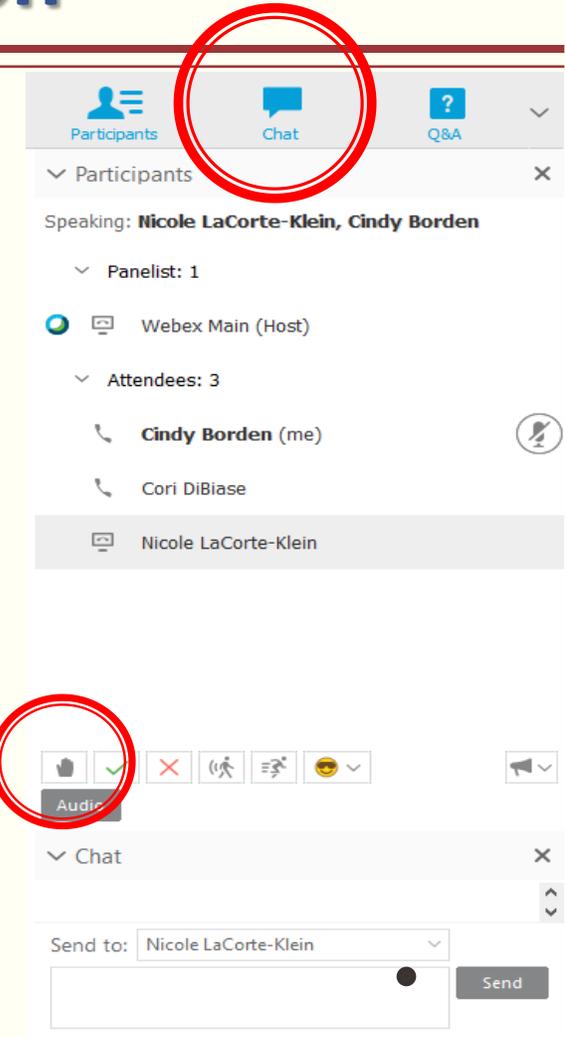
April 1, 2021



# We want to hear from you! – PC Version

If you have a question, and want to speak, **raise your hand** to get your mic unmuted.

If you don't want to speak, **use the chat box** to share thoughts, question and observations with **all attendees!**

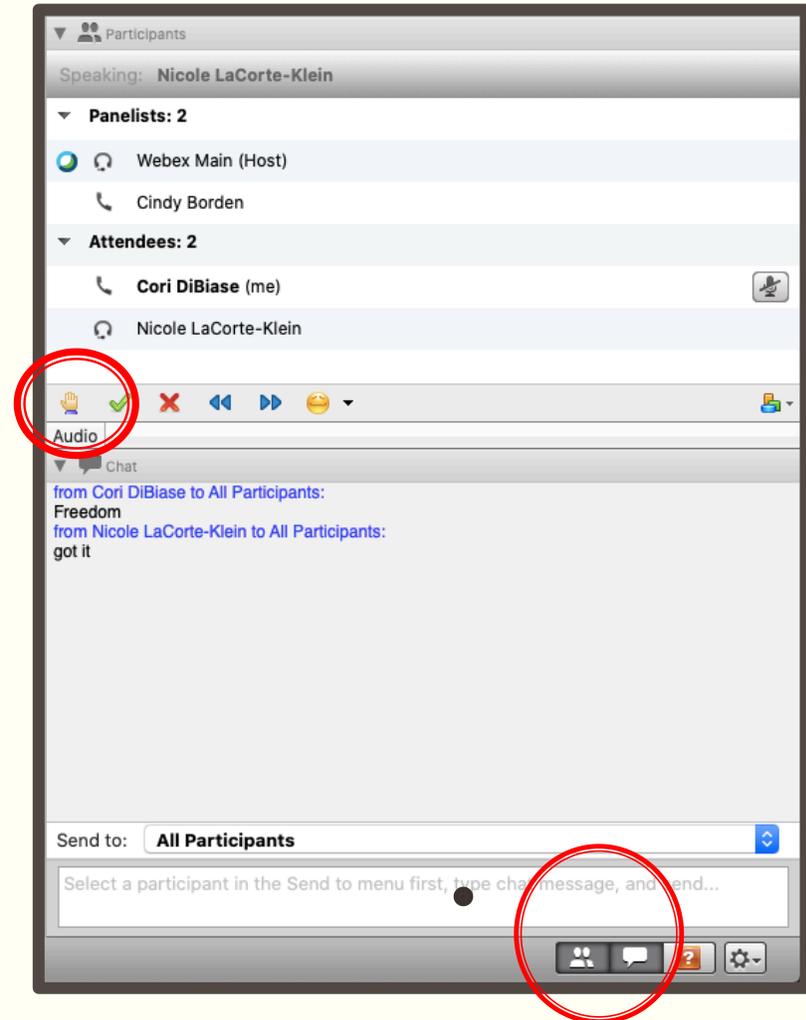


# We want to hear from you! Mac Version

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# Kimberly Harris- Researcher & Evaluator

## Educa Consulting

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Dr. Kimberly N. Harris (Kim) is a social science researcher and evaluator located in Durham, North Carolina.

Specializing in workforce development and organizational behavior, Kim's work is framed by a social justice and cultural relevance lens. Kim began her research career conducting workforce development research. She has conducted independent research on workforce development issues including diversifying and democratizing industries such as STEM, in which women and people of color are under-represented as employees.

A 2020 Alumna of the Annie E. Casey/Expanding the Bench Leaders in Equitable Evaluation and Diversity (LEEAD), Kim is trained in culturally competent and culturally responsive & equitable research and evaluation approaches.

# Today's Goals

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- Overview of Culturally Responsive and Equitable Approach
- Benefits
- Considerations
  - Questions
  - Checklist



# WHAT DOES IT MEAN TO BE CULTURALLY RESPONSIVE AND EQUITABLE?

# Components

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- Non-Assuming
- Acknowledges Barriers and Challenges
- Prioritizes Customer Voice
- Utilizes Customer Insight
  - Program Planning
  - Program Design
  - Program Implementation
  - Program Assessment

# Why Consider Equity in HVRP?

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- Trust
- Positive Relationships
- Increased Veteran Engagement
- Improved Outcomes
- **Harm Reduction**
- On-going Stakeholder Feedback
- Contextualized Solutions
- Increased Collaboration and Partnerships

# Grounding Questions

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- Do you discuss notion of Implicit Bias with your staff or colleagues?
- How might Implicit Bias change the way you interact with veterans, and the way they interact with you, other service providers, and employers?
- How does a history of homelessness impact cultural and equity considerations?

# Grounding Questions

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- What challenges have you encountered in prompting cultural equity and inclusiveness in your HVRP grant?
- How have veterans you've served reflected on instances when they feel welcome, or unwelcome, when accessing services?

# Considerations

	<b>Checklist</b>
1.	Use a variety of sources to learn about the cultural heritage of veterans in your service area, including: a. Local cultural and historical organizations. b. Veteran peer groups. c. Associations for veterans of different identities and backgrounds (i.e. female veterans, veterans of color, Latinx veterans, LGBTQ+ veterans, etc.)
2.	Seek information to better understand the cultural context of the communities and areas that veterans call home, including: a. Temporary housing sites such as shelters, therapeutic communities, homeless villages, etc.). b. Remote areas. c. Groups or communities “on the streets” or in other areas deemed uninhabitable.
3.	Conduct ongoing internal check-ins to examine the potential impact of stereotypes and personal bias around race, ethnicity, gender, socio-economic status and other individual differences.



# Considerations

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	<b>Checklist</b>
4.	Note the similarities and differences of life experiences between the team and the veteran communities in service area and consider how those dynamics might impact interactions / service providing.
5.	Deliberately include time in discussions and planning to discuss cultural bias and contextual issues that will /could impact interactions / providing services.
6.	Engage community members and other stakeholders, including veterans in: <ul style="list-style-type: none"><li>• Identifying what questions to ask.</li><li>• Learning what equity means to veterans in your service area.</li><li>• Creating and or tailoring culturally responsive data collection approaches when needed.</li></ul>
7.	Actively seek to understand the role trauma plays in exacerbating veteran's challenges with housing and employment stability.

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**E-mail questions to:**

[contact@nvtac.org](mailto:contact@nvtac.org)

**Continue the conversation at:**

[nvtac.org/nvtac-knowledge-network/](https://nvtac.org/nvtac-knowledge-network/)

