**One Table –**

**Addressing Root Causes of Homelessness**

**One Table Community Action Workgroup Strategy Development (Draft)**

This is a compilation of the draft strategies for each Community Action Workgroup (CAW). These strategies were developed to directly address the Root Cause Factor Analysis. Strategies were generated from CAW discussions on 2/22/2018 and 3/13/2018. They are representative of contributions from all members of these groups, and are still in draft form.

**Call to Action**

No one in our community, regardless of race, should experience the trauma of homelessness.

**Equity and Social Justice Integration**

People of color are disproportionately impacted by the root causes of homelessness. Therefore, our factor analysis, strategy identification, and prioritization will pay particular attention to the drivers and possible remediation of disparities. While we want to see improvement for all King County residents, success will be also be evaluated with respect to whether strategies are closing the gap between white residents and residents of color. To assist with this, all data points will be disaggregated by race and place when possible.

**Behavioral Health**

**Implementation in less than 1 year**

1. Develop and expand Flexible Person-Centered behavioral health approaches that use motivational interviewing and harm reduction and focus on what the client requests and do not dictate a specific course of treatment, e.g. abstinence or in-patient treatment.
2. Create a housing stabilization fund to pay rent and utilities while people are in inpatient or fulltime treatment and temporarily not able to pay rent.

**Implementation in 1-3 years**

1. Create an incentive pool to bring behavioral health treatment to people. Because Medicaid behavioral health payments are so low and caseloads are so high, behavioral health providers primarily provide services only in their offices. People in permanent supportive housing or other housing may still need behavioral health services, but may not go to a service provider’s facility for many different reasons.

**Implementation in 3-10 years**

1. Expand Peer Bridger Programs (people with lived experience providing support for people with behavioral health challenges) and create peer crisis respite houses in all communities throughout King County.
2. Expand opportunities in the behavioral health workforce for people with lived experience, particularly for people of color, which removes barriers and pays well.
3. Create Financial Incentive Program for inpatient treatment programs to find stable long-term housing for people who are exiting treatment.

**Affordable Housing**

**Implementation in 1-3 years**

1. Preservation tax credit focused on properties within communities of color.
2. Rent control / rent stabilization to address racial disproportionality in rent burden.
3. Actively promote transfer of public land for affordable housing, with target and/or preference for persons/communities of color.
4. Expedite permitting and reduce fees for affordable housing with preference for projects that affirmatively benefit communities of color and/or counteract displacement.
5. Endorse and enforce tenant protections, including Just Cause Eviction, Third-Party Inspections, substandard housing, and tenant screening, including incentive for jurisdictions that participate.
6. Increase financial resources at the local, state, and federal level dedicated to affordable housing and ensure that additional resources are targeted to communities of color.

**Implementation in 3-10 years**

1. Mandatory housing affordability tied to growth management countywide with affirmative access to communities of color for affordable units. Should include deep affordability at high capacity transit locations and address demographic and cultural needs (e.g., larger unit size) of local communities.
2. Trauma informed, flexible housing, including co-housing, ADUs, etc. that address diverse cultural housing needs.
3. Flexible housing at mid and low income level (DADU, SRO, ADU) with protections that ensure intervention assists communities of color.
4. Trauma informed housing that affirmatively addresses racism and dominant culture (prioritizes large units, shared housing options, and recovery housing).
5. Create non-traditional homeownership options targeted to communities of color, particularly Black/African American and American Indian/Alaska Native.
6. Longer-term rent support for people of color to address institutional and structural racism across systems.

**Child Welfare**

**Implementation in 1-3 years**

1. Ongoing training for mandated reporters, community service providers, foster parents, DCYF staff, judges, attorneys and legislators that address bias, institutional racism and disproportionality.
2. Broaden the extended foster care program to include youth up to age 25 with comprehensive, person-centered services including guaranteed housing, education and employment.

**Implementation in 3-5 years**

1. Increased investments in reunification and addressing concerns before children ever come into care.
2. Increase availability of foster placements for youth of color through a campaign to target families of color as foster families by paying more to families of color and offering other incentives and supports.
3. Focus on the strengths of families (including foster families and kinship care), building the family unit support through counseling, training, mental health, and behavioral health services.

**Implementation in 3-10 years**

1. Recruit, incentivize and support people with lived experience and/or people of color to become social workers.
2. On-going training for mandated reporters, community service providers, foster parents, DCYF staff, judges, attorneys and legislators that address bias, institutional racism and disproportionality.

**Criminal Justice**

**Implementation in less than 1 year**

1. Divert all homelessness-related bookings to services rather than jail. “Divert first, book as a last resort.”

**Implementation in 1-3 years**

1. Create a network of Reception/Transition Hubs with culturally relevant services.  These community-sited centers would provide a variety of services and be staffed with folks who look like the community; would offer a range of residential/non-residential/drop in facilities; and would be available as a diversion alternative to jail and as a reentry “landing spot” for people leaving jail.
2. Educate the criminal justice system to be homeless and housing informed (judges, prosecutors, jail staff, law enforcement etc.) including training on institutional racism.  Assess booking criteria and sentencing guidelines and add homelessness and antiracist lens.
3. Human-centered and racially explicit review and redesign of compliance requirements.  Offer alternatives to supervision and incarceration including education, vocational, involvement with community-based agencies, behavioral health treatment.  Ensure compliance requirements do not penalize homelessness and poverty.
4. King County and every municipality pass fair housing laws (mirroring Seattle’s Fair Chance Housing law) with juvenile records and reporting components.

**Implementation in 3-10 years**

1. Conduct a fiscal, cost and power analysis of criminal justice investments, and redirect half of all criminal justice (including law enforcement and corrections) spending to early intervention, diversion and behavioral health services.

**Employment**

**Implementation in 1-3 years**

1. Scale King County Jobs Initiative and other dedicated funds for training pathways in high wage jobs for groups most at risk of homelessness—justice-involved individuals, single men with no support system, youth without a high-school education, youth aging out of foster care.
2. Change in policy to allow for more flexible funding to address needs of individuals and prevent homelessness.
3. Elevate training and employment plans as a core offering alongside housing 1st polices in diversion—train housing staff on income/employment referral options.
4. Create a system that encourages employers to adopt initiatives from a menu of actionable options that address racial inequities in hiring, such as:

* Training on hiring practices to reduce racial bias
* Holding certain number of slots to hire those at risk of homelessness (with reimbursement from public-private fund for some costs)
* Paid internships
* Investing in education programming for at-risk youth (e.g. summer academies above)

(\*In order to effect long-term change with consistent results, this strategy may require an implementation phase of 3-10 years.)

**Implementation in 3-10 years**

1. Create Summer Academies for at-risk youth in middle school.
2. More personalized attention and support to youth in need/at risk in most high-poverty middle schools—includes combination of more high-quality teachers, counselors, community-based mentors.