

Racial Disparity Policy

Purpose: To establish an organizational approach for the prioritization of addressing racial inequity in any program established under the umbrella of Wayne County Action Program, Inc.

1. WCAP will train all staff working in the homeless service sector on understanding racism and the intersection of racism in homelessness including the differences between individual, institutional and structural racism as well as implicit and explicit bias.
2. WCAP commits to prioritizing change based on research and evaluation from tools including, but not limited to;
 - A Comprehensive Community Needs Assessment (updated every three years);
 - Agency Strategic Plan (updated every five years);
 - Customer Surveys;
 - Ongoing input and direction from the Tripartite Board of Directors comprised of individuals from the low-income sector, consumer sector and private sector;
 - Census 2020; and
 - Constant monitoring of HMIS data and internal COPA reporting data.
3. All individuals will have equal access to resources and services without bias.
4. All individuals will have equal access to wrap around supports that address underlying systemic inequities that have for decades put people of color at greater risk for experiencing homelessness.
5. WCAP commits to hiring and retaining staff that can uniquely improve program outcomes with urgency and accountability. Current practices are innovative; positions are often filled with clients; staff recruitment practices routinely include low-income communities.
6. WCAP commits to work in partnership with communities, institutions and grassroots movements to achieve meaningful results.
7. WCAP commits to deliberately test ideas designed to disrupt and shift practices, encourage and empower people to seek solutions utilizing a results-based accountability framework.