Housekeeping

- A recording of today's session, along with the slide deck and a copy of the Chat and Q&A content will be posted to the HUD Exchange within 2-3 business days

- Event information for upcoming Office Hours, along with copies of all materials can be found here:
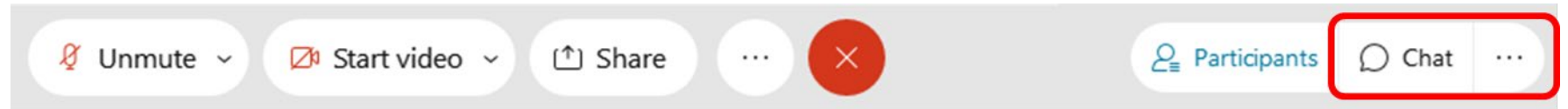
https://www.hudexchange.info/homelessness-assistance/diseases/#covid-19-webinars-and-office-hours

- To join the webinar via the phone, please call in using:
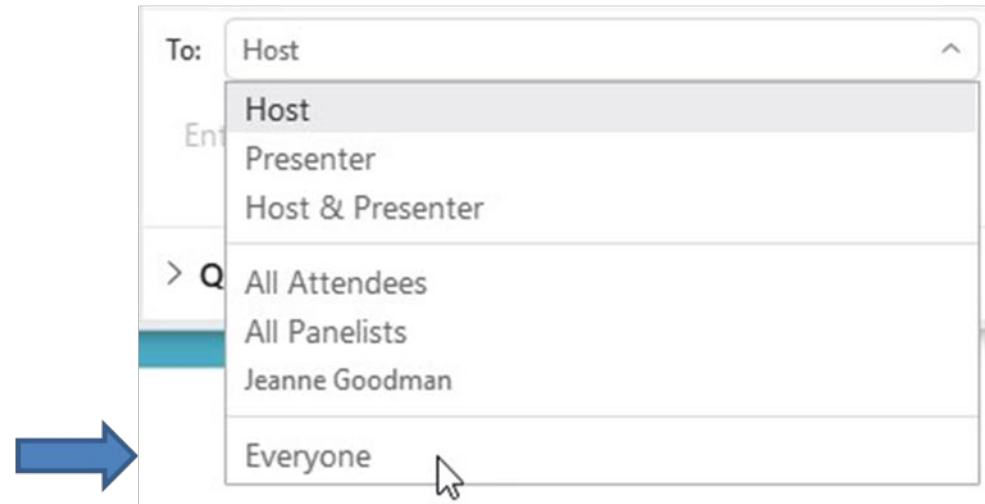
    +1-415-655-0002   Access code: 610 976 677

    (If you need to call in toll-free, call 1-855-797-9485)

Chat Feature

Select the Chat icon to make a comment or ask a question.

Be certain the To field is set to **Everyone**

Speakers & Resource Advisors

Department of Housing and Urban Development

- Office of Special Needs Assistance Programs
  - Norm Suchar
  - Karen DeBlasio
  - Marlisa Grogan
  - William Snow
  - Ebony Rankin
  - Brett Esders
  - Lisa Coffman
  - Sharon Singer

- Ellen Fitzpatrick, HUD TA, Technical Assistance Collaborative
- David Canavan, HUD TA, Canavan Associates

Speakers & Resource Advisors

Centers for Disease Control and Prevention

- Emily Mosites, PhD MPH- COVID-19 At-Risk Population Task Force, Senior Advisor on Health and Homelessness

National Healthcare for the Homeless Council
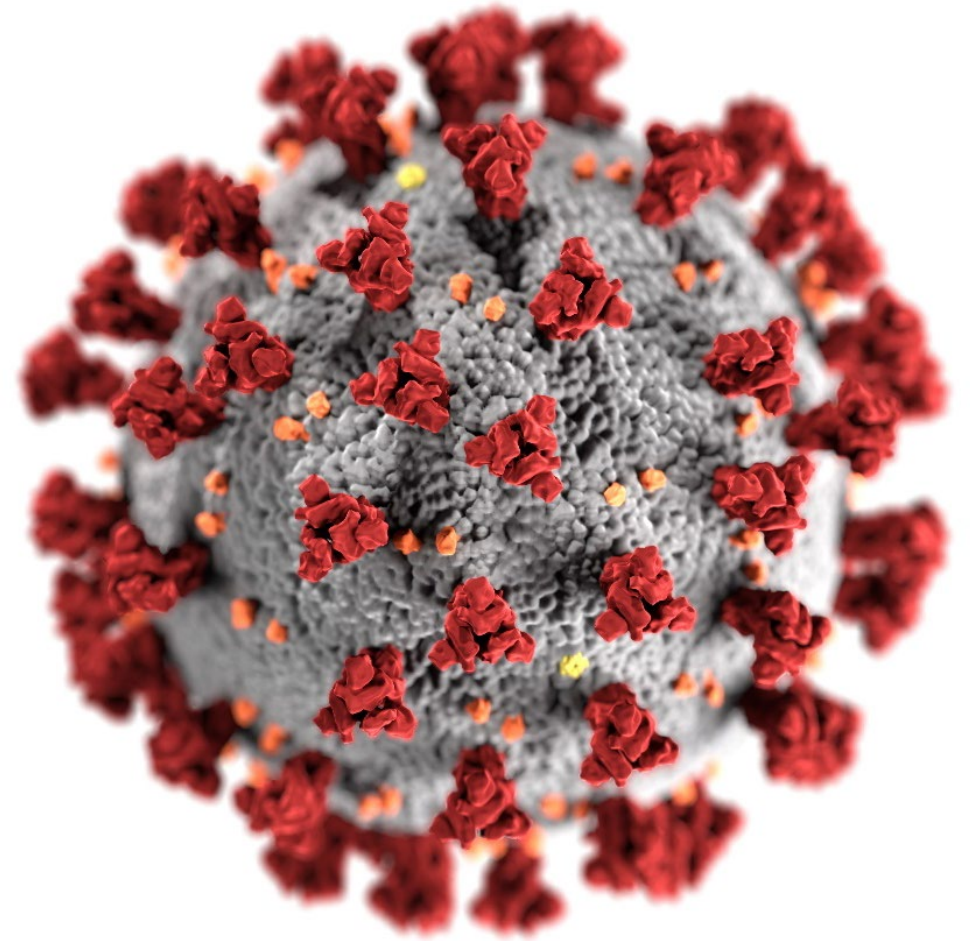
- Barbara DiPietro, PhD, Senior Director of Policy

Department of Veterans Affairs

- Jillian Weber, PhD, RN, CNL, Homeless-PACT National Program Manager, VHA Homeless Program Office
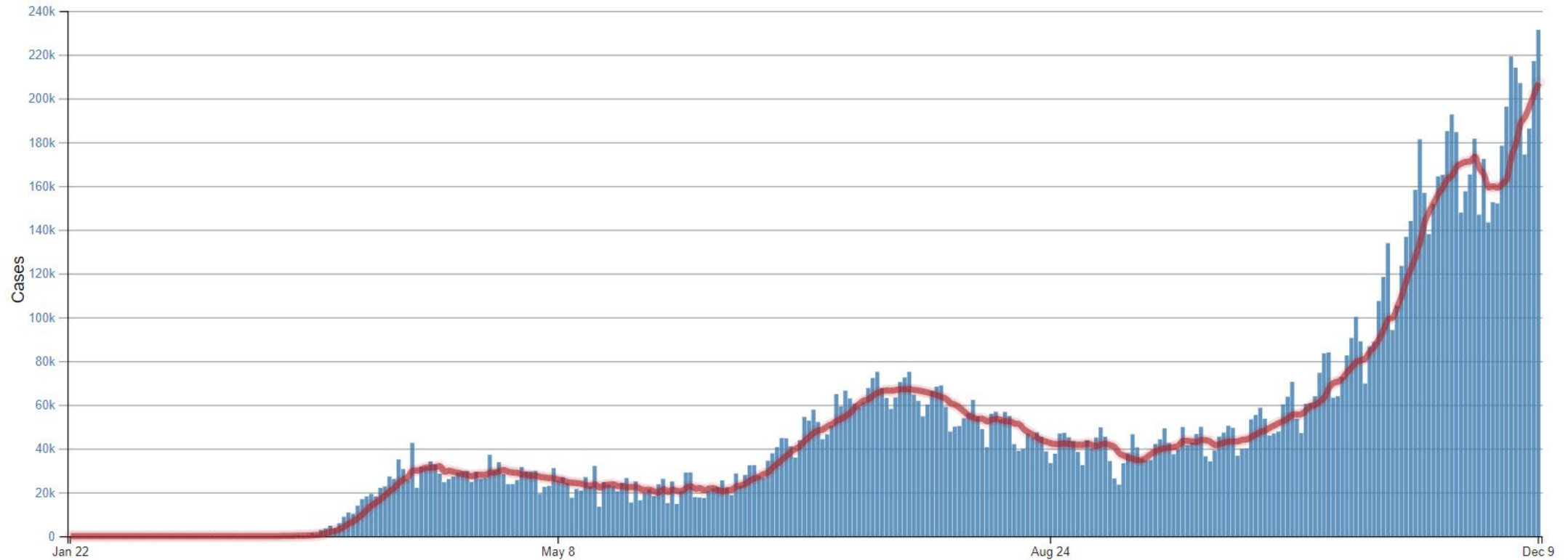
COVID-19 and Homelessness

Updates

Homelessness Unit
Disproportionately Affected Populations Team
CDC COVID-19 Response
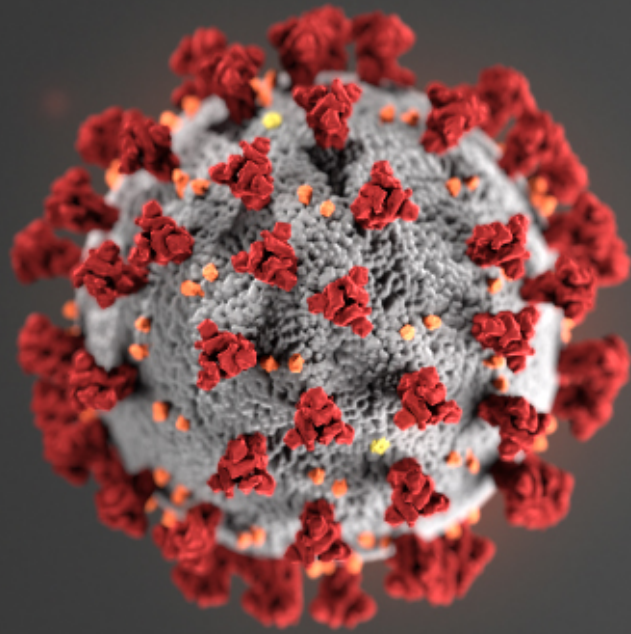
cdc.gov/coronavirus

231,000 cases, 3,400 deaths on 12/10/20 in the United States

Daily Trends in Number of COVID-19 Cases in the United States Reported to CDC

For more information, contact CDC
1-800-CDC-INFO (232-4636)
TTY: 1-888-232-6348   www.cdc.gov

Vaccines:
Factors to Consider, Actions to Take Now

Barbara DiPietro, Senior Director of Policy

December 11, 2020

Key Factors for Successful Vaccine Campaigns

Factors specific to homelessness:

1. Known inequities in access to care and lower immunization rates traditionally

2. Lack of trust due to history of mistreatment

3. Logistics of complex vaccines

4. Retaining public health measures

Common factors across the system:

1. Clear communication/messaging

2. Managing side effects

3. Uncertainty: delivery, effectiveness, triaging limited supply

Action Steps for CoCs to Take Now

1. Communicate with your local/state health authority

2. Identify your health care partner(s) and plan for how a vaccine campaign would best occur

3. Ensure vaccination campaigns reach all those without homes, to include at unsheltered locations

4. Develop "vaccine ambassadors" among clients and staff who are knowledgeable about the vaccine and can engage/educate others

5. Partner with consumer advisory boards or other consumer groups to discuss effective messaging/communications approaches as well as needed supports

6. Openly discuss systemic racism in health care & the what is needed to overcome understandable distrust

7. Consider how best to track need for 2nd dose and/or other information in a way that protects privacy

Client Perspectives

1. "I have a lot of health care conditions. I don't know what this vaccine will do to me—not to everyone—but to **me**. How would I react to it? I want to see what happens to people who take it before me—people in my category, people like me."

2. "There's too many things that are unknown but I think there were corners cut on safety—there had to have been. Not they just want us to try it and see what happens—that's scary to me."

3. "I want to make sure my clinic has my second dose after I take my first one. I'm concerned I'll get only one, but another one won't be available until too late."

4. "I want up to date information and education about vaccines in simple terms that's easy for me to understand. I'm on several medications and will those cause a reaction? Will I need to change my medications? This really worries me."

Source: December 9 focus group with members of the National Consumer Advisory Board Steering Committee

➢ ***Webinar Next Friday, 1:00-2:00 EST: COVID-19 & the HCH Community: Vaccines for Clients and Staff***

NATIONAL
HEALTH CARE
for the
HOMELESS
COUNCIL

WEBINAR: VACCINES FOR CLIENTS AND STAFF

As vaccines for COVID-19 are approved and become available for distribution, there are many questions about when they will be available for people experiencing homelessness as well as staff working in community-based programs (such as health centers and homeless shelters). This discussion will identify the main challenges to vaccinating the HCH community, the strategies needed to ensure a successful vaccination campaign, and the immediate action steps to consider in order to be prepared. Please join us for this important discussion and bring your questions for our panelists to answer.

Presenters:

Emily Mosites, PhD, MPH, CDC COVID-19 Response, Homelessness Unit Lead, Centers for Disease Control & Prevention (CDC), Atlanta, GA

Denise De Las Nueces, MD, MPH, Medical Director, Boston Health Care for the Homeless Program; Asst Professor of Medicine, Boston University School of Medicine

Ed Farrell, MD, Medical Director of Integrated Health Services, Colorado Coalition for the Homeless

Katie League, LCSW-C, COVID-19 Project Manager, National Health Care for the Homeless Council

Moderator:

Barbara DiPietro, PhD, Senior Director of Policy, National Health Care for the Homeless Council

NATIONAL
HEALTH CARE
for the
HOMELESS
COUNCIL

December 18th, 12pm-1pm CST
Register at https://nhchc.org/webinars/covid-19-the-hch-community-vaccines-for-clients-and-staff/

THANK YOU!

HUD TA SPOTLIGHT

- Staff Capacity: Considerations for Scaling Up

Staff Capacity

- Expanding and Diversifying Staff

- Hiring Processes

- Hiring and Retention Incentives

- Assuring Staff Safety and Well-being

- Onboarding and Training

- Leveraging Partnerships

Expanding and Diversifying Staff

- Consult with and hire people with lived experience – we can't emphasize this enough!

- Ensure that advertising for open positions is wide-reaching and inclusive of a diverse audience

- Reduce unnecessary barriers that may deter quality applicants

- Engage local leaders, politicians, funders, and private sector partners to put out the call

- Draw new applicants from non-traditional sectors

- Leverage existing City, County, or State Dept. staff whose positions or work may be on hold because of COVID-19

Hiring Practices

- Use social media platforms to promote staffing needs

- Offer public-facing, virtual information sessions for applicants to learn more about available positions and ask any questions they may have

- Operationalize remote hiring practices (e.g., virtual application processes and interviews, reference check tools)

Assuring Staff Safety and Well-being

- Clearly communicate organization's commitment to staff safety

- Ensure sick leave benefits account for federal Families First Coronavirus Response Act requirements – and make sure staff are aware

- Offer accommodation or repositioning of staff with health risks away from high-risk positions

- Foster a workplace that promotes self-care and consideration for mental health needs

- Adopt and promote Employee Assistance Programs (EAPs) that support staff well-being

Onboarding and Training

- Operationalize remote onboarding and training opportunities for new staff
- Incorporate infection control and mitigation and self-care topics in to new staff training
- Cross-train staff in roles similar to their primary position to increase flexible staffing in response to shifting needs/staff absenses
- Stand up new projects by utilizing a blend of new and existing staff to embed expertise early on and accelerate ramp-up period

Leveraging Partnerships to Build Capacity

- Engage in cross-system partnerships to ensure access for participants to health and employment benefits, child care, and other assistance – ultimately freeing up time for housing and shelter staff to focus on addressing immediate needs and increasing prevention and rehousing efforts

Using ESG-CV to Manage Community Risks

Using ESG-CV to Manage Community Risk

- We are facing our first winter during the COVID-19 pandemic.
- Communities are experiencing surging cases, outbreaks and ICU saturation.
- Homeless response systems are fatigued and understaffed, challenged by staffing gaps, spacing constraints and difficulty creating new isolation and quarantine, temporary shelter and permanent supportive housing spaces.
- Monitor signals that indicate when to pivot from rehousing to crisis response work – can't necessarily do both!
- Prioritize crisis work to keep people experiencing homelessness safe through the winter.

Advancing ESG-CV Funds

- Recipients may advance ESG or ESG-CV funds
- Can quickly inject much-needed resources in communities with great need and to help new subrecipients scale-up
- Effective way to demonstrate a priority. For example:

To demonstrate a priority for new infection controls strategies, such as safe sleeping for unsheltered populations or standing up new temporary shelters, an ESG-CV recipient could advance a portion of the subrecipients' award to get these programs set up faster.

Paying for Staffing and Hazard Pay

- Pay competitively to fill staffing gaps
- Many communities have stopped paying hazard pay, directly contributing to front line staff not wanting to take on the risk associated with these kinds of jobs
- In many communities, time and a half is not much more than unemployment benefits for entry level staff
- Essential to make these jobs competitive to get them filled

Administrative Support

- Third party administrative support through a contractor or subrecipient can provide increased recipient capacity.

- ESG recipients could build in more support, enabling them to do more direct homeless work or operate the grant more efficiently.

In your community, could this relieve burdens on existing ESG recipient staff so that they could do more direct work, support community-based planning or to take the lead on coronavirus crisis response work?

New Resources Posted

- [Victim Service Provider - Comparable Database ESG-CV Project Set-Up Tips](#)

- [Grants Management- Procurement Strategies for ESG-CV](#)

- [Grants Management Support- Staffing Options for ESG-CV Administration](#)

Upcoming Webinars

- [2021 Pit Count Office Hours](#)

  December 15, 2020 | 3:00 PM - 4:30 PM EST

- [ESG-CV Quarterly Reporting Office Hours for City and County Recipients](#)

  December 16, 2020 | 3:00 PM - 4:30 PM EST

- [SAMHSA HHRC Webinar: Eviction Prevention and Housing Retention During and After COVID-19](#)

  December 16, 2020 | 3:00 PM - 4:30 PM EST

Key Websites

HUD: https://www.hudexchange.info/homelessness-assistance/diseases/infectious-disease-prevention-response/

CDC: https://www.cdc.gov/coronavirus/2019-ncov/community/homeless-shelters/index.html

NHCHC: https://nhchc.org/clinical-practice/diseases-and-conditions/influenza/

USICH: https://www.usich.gov/tools-for-action/coronavirus-covid-19-resources/

VA: https://www.publichealth.va.gov/n-coronavirus/index.asp

HRSA: https://bphc.hrsa.gov/emergency-response/coronavirus-frequently-asked-questions.html

Federal Partner Contacts

For additional information or assistance, contact:

- Centers for Disease Control and Prevention: www.cdc.gov/COVID19; 1-800-CDC-INFO (232-4636); TTY: 1-888-232-6348

- Department of Housing and Urban Development: HUD Exchange Ask-A-Question (AAQ) Portal

Q & A