



Atlanta Homeless Continuum-of-Care

Justice, Equity, Diversion, and Inclusion (JEDI)

COMMUNITY STANDARDS

The Justice, Equity, Diversity, and Inclusion (JEDI) framework was commissioned by Partners for Home and created in partnership with Wren Consulting who led a task force composed of member agencies of the CoC in developing an appropriate framework to guide the work of CoC partners in becoming more equitable in practices, philosophy, and policies.

ABOUT THE CONTINUUM OF CARE PROGRAM

The Continuum of Care (CoC) is a HUD program that promotes community-wide commitment to the goal of ending homelessness and provides funding for efforts by nonprofit providers and state and local governments to quickly rehouse people impacted by homelessness. The Atlanta CoC works with Partners for HOME to execute its strategies to end homelessness in the city.

The Atlanta CoC is composed of 170+ nonprofit, government business and community stakeholders dedicated to ending homelessness in the City of Atlanta.

The Atlanta CoC is an unincorporated association led by a Governing Council with committee and workgroup engagement for members including:

- Agency Administrators Workgroup
- Atlanta Racial Equity Alliance (AREA)
- Client Advisory Council (CAC)
- Coordinated Entry Refinement Workgroup
- Data Quality Workgroup
- Diversion Program Model Refinement Workgroup
- Outreach Workgroup
- Veterans Workgroup
- Youth Workgroup
- Youth Action Board (YAB)

Definitions

Justice, Equity, Diversity, and Inclusion (JEDI) is a framework which guides our approach to transforming the system of care as it relates to homelessness. It recognizes that systems of oppression are embedded within global and local political, economic, and social systems and seeks to address practices and policies used by CoC member organizations.



JUSTICE is the intentional and proactive fair treatment of historically and systemically underrepresented and underserved individuals and groups by actively identifying and working to dismantle systems and practices that are rooted in and further systems of oppression and replacing them with ones that promote equity.



EQUITY is vigilantly identifying where fairness, context, or access gaps exist and intentionally learning and designing what is needed to close them to advance opportunity and access to information and resources for all. This includes ensuring equity across all groups, with particular focus on *race equity*, acknowledging the long-standing impacts of racial segregation, disenfranchisement, and systemic inequities experienced by Black communities in the Atlanta area. In addition, equity must address disparities across all EEO-protected categories, such as race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age, disability, and genetic information, ensuring fair treatment and opportunities for all.



DIVERSITY is acknowledging and valuing a mixture of similarities and differences including, but not limited to, psychological, physical, and social differences such as race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, mental or physical ability, and learning styles.



INCLUSION is the act of fostering environments and providing services in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. A sense of inclusion and belonging should be felt by anyone, and everyone involved with our organization at any level.

The JEDI framework is designed for each member organization to take an honest look at its practices through the lens of 4 domains: Administration, Staff Training, Communication, Service Provision.

The framework was created by members of the CoC and includes a JEDI vision, standards, and an evaluation assessment.

In 2024, the JEDI standards assessment and guiding document went through a pilot phase. Over the course of the year, through trial, evaluation, conversations, and workshops, the CoC working group refined the framework and Partners for HOME honed internal practices for managing and sharing data.

ATLANTA CONTINUUM OF CARE JEDI VISION STATEMENT

The Atlanta CoC JEDI vision is to create a transformative system of care that serves everyone with respect and dignity while meeting the unique needs of the individual. We provide housing and person-centered services to individuals and families efficiently, compassionately, and equitably. By transforming the way the members of the Atlanta CoC care for individuals, we further the mission of making homelessness rare, brief, and non-recurring.

Framework

This Framework offers an opportunity for individual organizations to assess where they are in adopting policies and practices related to justice, equity, diversity, and inclusion (JEDI). The initial year of completion serves as the baseline and subsequent years will be evaluated against the baseline year. Following the year one assessment, organizations may choose one or more domains in which to make changes, with the understanding that this work is ongoing and without a finite end. Having a self-assessment helps an organization see a snapshot of their organization and helps the CoC as a whole see the ecosystem of JEDI work and where changes are necessary.

How to Use the Standards and Assessment Tool

Ideally, three or more employees complete this assessment. It is also ideally paired with an internal survey exploring aspects of justice, equity, diversity, and inclusion (JEDI) from a staff point of view.

The assessment is divided as follows:

DOMAIN	The category in which the work falls.
STANDARD	Specific topics within the domain area.
INDICATOR	How the standard is done.

Each domain has one or more standards, and each standard has one or more indicators. The rating scale has four options:

INDICATOR MET	All indicators are in place
INDICATOR NOT MET	Some but not all are in progress, or some are in place or that there are no indicators in place.
I DON'T KNOW	You do not know your organization's status.
N/A	The indicator does not apply to your organization.



The evaluation tool may be accessed [here](#).

ADMINISTRATION

STANDARD 1: The organization has clearly articulated Justice, Equity, Diversity, and Inclusion (JEDI) values both internally and publicly.

- **Indicator 1a:** The organization has clearly articulated Justice, Equity, Diversity and Inclusion values that are provided to employees and listed on the organization website.
- **Indicator 1b:** The organization has expressed a commitment to JEDI by way of their mission, vision, values or through a JEDI statement.

Standard 1:

Meeting: Two indicators in place

Working towards standard: Having one of two indicators in place

Not meeting: No indicators in place

STANDARD 2: Recruitment, hiring, and retention practices ensure diverse staff representation.

- **Indicator 2a:** Staff recruitment and hiring process and policy includes various methods of outreach to ensure a pool of candidates that reflect the population served.
- **Indicator 2b:** Job recruitment and position descriptions allow for a variety of pathways to employment, including the recognition of lived experience as equivalents to educational degrees.
- **Indicator 2c:** The organization has relevant and appropriate Employee Resource Groups and includes a group for people with lived experience.
- **Indicator 2d:** The organization has identified a staff/leadership role or has established a committee that supports justice, diversity, equity, and inclusion within the organization.
- **Indicator 2e:** Routine analysis of promotions and leadership opportunities to ensure all qualified staff have an opportunity for progression within the organization.

Standard 2:

Meeting: Five indicators in place

Working towards standard: Having two or more of five indicators in place

Not meeting: Fewer than two indicators in place

STANDARD 3: The organization prioritizes equitable compensation and benefits for all staff.

- **Indicator 3a:** Routine assessment of the competitiveness of organizational benefits and wages with similar organizations and/or within similar job types.
- **Indicator 3b:** Routine analysis of compensation gaps between employees of differing demographics to ensure all staff are paid commensurate with their education, skill set, and experience (lived and work).

Standard 3

Meeting: Two indicators in place

Working towards standard: One indicator in place

Not meeting: No indicators in place

STANDARD 4: Organizational strategic planning and program development consider the perspectives of people with lived experience and includes those most impacted by homelessness.

- **Indicator 4a:** Governing Board seeks input from employees with lived experiences, utilizes the CoC advisory board when planning, and/or solicits feedback from the population served.
- **Indicator 4b:** Governing Board reflects the population served.
- **Indicator 4c:** Governing Board includes members with lived experience.

Standard 4

Meeting: Three indicators in place

Working towards standard: Two indicators in place

Not meeting: One or fewer indicators in place

STANDARD 5: Partner, vendor, and contractor bid processes are done with an equity screen.

- **Indicator 5a:** There is a bidding process that considers JEDI implications when selecting vendors, and contractors.
 - (For example, the evaluation process takes into considerations protected class or minority business owners).
- **Indicator 5b:** There is a bidding process that considers JEDI implications when selecting partners for collaboration, speaker panels and other public and internal partnerships.
 - (For example, the evaluation process takes into consideration protected class or minority business owners; ensures diversification of panels to represent audience served and/or includes those with lived experience).

Standard 5

Meeting: Two indicators in place

Working towards standard: One indicator in place

Not meeting: No indicators in place

STANDARD 6: The organization uses disaggregated quantitative and qualitative data to assess justice, equity, diversity, and inclusion (JEDI).

- **Indicator 6a:** JEDI metrics and goals are incorporated into strategic and program planning.
- **Indicator 6b:** The organization use HMIS or other tools to collect and analyze data pertaining to JEDI issues.
- **Indicator 6c:** Organizations complete Justice, Equity, Diversity and Inclusion (JEDI) organizational survey annually to gather input from stakeholders regarding aspects of culture and inclusion.

Standard 6

Meeting: Three indicators in place

Working towards standard: Two indicators in place

Not meeting: One or fewer indicators in place

STANDARD 7: Client communication and outreach efforts effectively reach the population served.

- **Indicator 7a:** Communication methods are accessible, simple, comprehensive and coordinated.
- **Indicator 7b:** Communication is presented or can be translated in multiple languages as needed by the served community.
- **Indicator 7c:** The organization works with the CoC to coordinate efforts for outreach and service provision.

Standard 7:

Meeting: Three indicators in place

Working towards standard: Two indicators in place

Not meeting: One or fewer indicators in place

Administration Domain total:

Organization met X of 7.

Organization did not meet X of 7.

Organization working on X of 7.

STAFF TRAINING

STANDARD 1: Staff and board are trained in behaviors and practices that support the justice, equity, diversity, and inclusion (JEDI) values articulated by the organization.

- **Indicator 1a:** All staff actively participate in JEDI training, in addition to annual training on anti-racist practices, implicit bias, cultural diversity and cultural humility.
- **Indicator 1b:** The organization releases selected staff members to attend JEDI training during work hours.
- **Indicator 1c:** The organization incorporates/implements CoC resources/training/best practices in organizational policies, procedures, practices.
- **Indicator 1d:** Staff attend training on vulnerable populations, including but not limited to aspects related to sexual orientation and gender identification, veteran status, youth and domestic violence survivors.

Standard 1:

Meeting: All 4 indicators in place

Working towards standard: Having two or more of four indicators in place

Not meeting: Fewer than two indicators in place

Staff Training Domain total:

Organization met X of 4.

Organization did not meet X of 4.

Organization working on X of 4.

COMMUNICATION

STANDARD 1: The organization communicates justice, equity, diversity, and inclusion principles and plans to the community served, funders, partners, and staff.

- **Indicator 1a:** Disseminates JEDI information through newsletter, website, email, and other communication channels.
- **Indicator 1b:** Organizational JEDI planning and strategy implementation is inclusive of community input/feedback.

Standard 1:

Meeting: Two indicators in place

Working towards standard: One indicator in place

Not meeting: No indicators in place

Communication Domain total:

Organization met X of 4.

Organization did not meet X of 4.

Organization working on X of 4.

SERVICE

STANDARD 1: Organizations provide services through a JEDI lens with specific focus on anti-racist practices with care, respect for individuals self-worth and dignity, and according to best practices.

- **Indicator 1a:** Organizational policy describes service standards that specify behavior to provide inclusive, person-centered needs.

Standard 1:

Meeting: Two indicators in place

Working towards standard: One indicator in place

Not meeting: No indicators in place

Communication Domain total:

Organization met X of 4.

Organization did not meet X of 4.

Organization working on X of 4.