

RAPID RE-HOUSING HANDBOOK

VERSION 1.0

A Resource
Guidebook for
Rapid Re-housing
Programs





Point
Source
Youth

RAPID RE-HOUSING

HANDBOOK

VERSION 1.0

INFORMATION PROVIDED IN THIS HANDBOOK IS FOR EDUCATIONAL PURPOSES ONLY. EACH PROGRAM IS ADVISED TO SEEK THE AID OF AN ATTORNEY IN THEIR REVIEW OR USE OF MATERIALS CONTAINED IN THIS HANDBOOK.

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“We need to move from band-aids and a corporate colonialist model to a humane approach.”

–Maddox Guerrilla

Artist and Youth Advocate

2018 National Symposium on Solutions to End Youth Homelessness



Thank You To Our Amazing

This Rapid Re-housing handbook wouldn't be possible without the support and resources of our amazing and dedicated partners across the country. Thank you for sharing your knowledge, your resources and your support with us to provide this accessible resource to folks around the country.

To bring an end to this crisis it'll take all of us working together and supporting one another to create lasting change. We appreciate you, your work, and your commitment to ending youth homelessness.



Partners!

Thank you to the amazing folks and organizations (listed below) for being a part of our Rapid Re-housing handbook as well! Your words, advocacy and actions continue to inspire us, move us and motivate us in the journey to end youth homelessness.

- | | |
|---------------------------|---------------------|
| All Home Kings County | Sophie-Rose Cadle |
| The Connection | Slaynne De La Cruz |
| Marc Dones | Brett Esders |
| Blair Franklin | Louie Ortiz-Fonseca |
| Maddox Guerrilla | Jeffrey King |
| Dr. Cynthia Lubin Langtiw | Mindy Mitchell |
| Northwest Youth Services | Adriana Rodriguez |

The Rapid Re-Housing Journey

If you are reading this, it's safe to assume that you are dedicated to ending youth homelessness in your community. Perhaps you are launching a rapid re-housing program. Maybe you have an existing program that you want to grow and refine. Or it could be that you are thinking—is a rapid re-housing program right for me and my community?

The goal of this handbook—and our mission at Point Source Youth—is to help you at wherever you are along the rapid re-housing journey! Rapid Re-housing is a youth-centered solution that empowers young people with a lease in their own name and wrap-around services that support their journey to obtain and maintain stable and secure housing.

The following resources are compiled from our partners across the country and the best practices they've learned along their rapid re-housing journeys. Please use them, adapt them and share them— these resources are now yours, too! We are so grateful to our partners - National Alliance to End Homelessness, Youth Empowered Society, Jericho Project, U.S. Department of Housing and Urban Development, Houston Coalition for the Homeless, OrgCode Consulting Inc., Valley Youth Housing, and Community Rebuilders — for their sharing (a key value among those who really thrive in implementing the rapid re-housing model), and are here to support you along the way.

This handbook is not comprehensive, rather it is meant as a guide for implementing, evaluating, and refining rapid re-housing programs for youth. Through this handbook, we hope to lift up and share the voices of rapid re-housing providers so people doing the day-to-day work of ending youth homelessness through rapid re-housing can learn from one another.

Point Source Youth created this handbook with the goal of you writing on it, adding to it, sharing it, or using it as a doorstop when you're helping a young person move into their rapid re-housing apartment. This is YOUR tool!

Enjoy the handbook and, of course, the journey!

The Point Source Youth Team and our growing list of partners

“Health is not a privilege it’s a human right. Housing is a human right—being housed, adequately housed. That’s the way our society should be... We don’t have to live in an unjust world. We don’t have to accept that.”

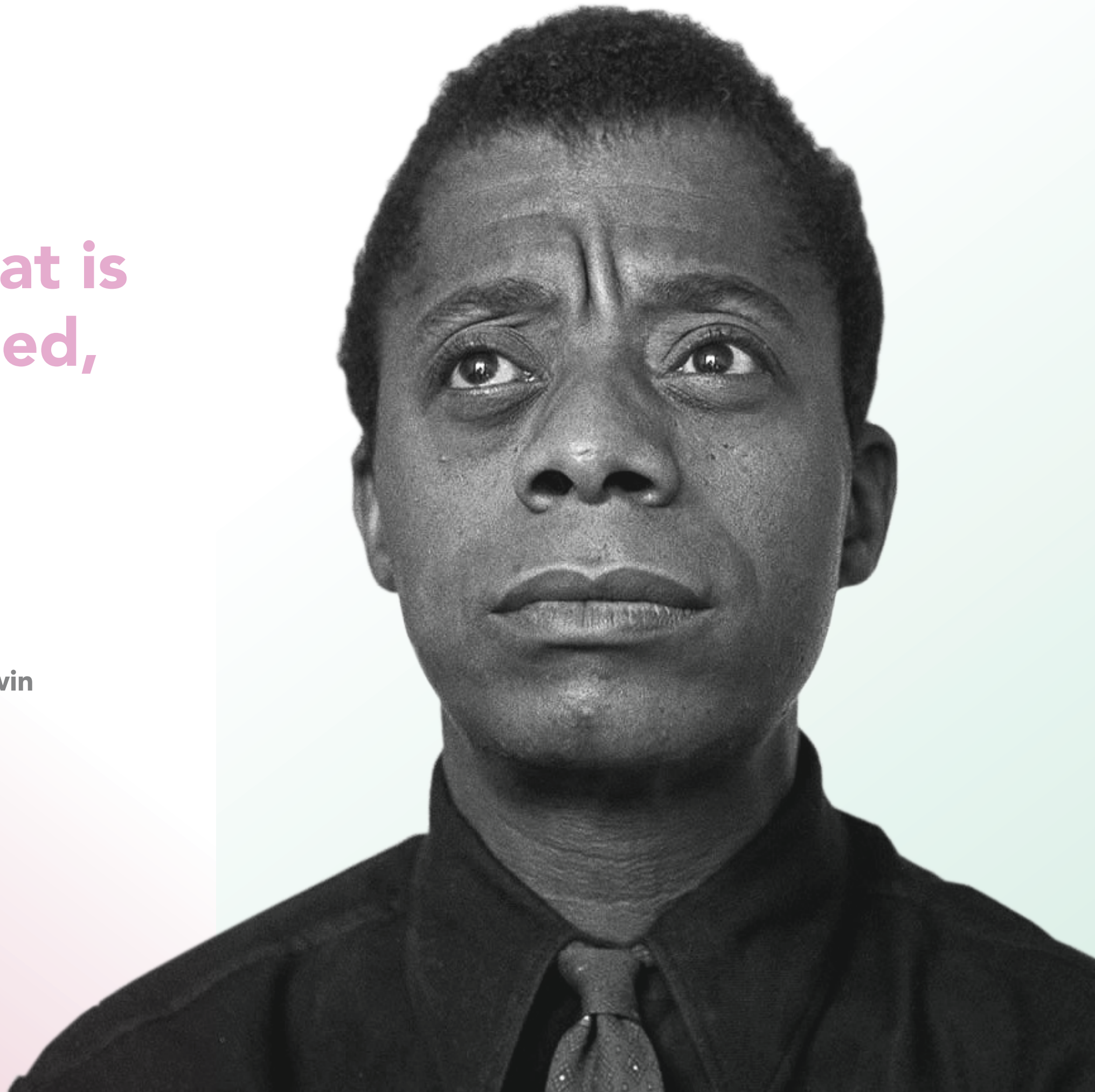
—Ronald Johnson

*Co-Founder and Board President,
Point Source Youth*



**“Not everything that is
faced can be changed,
but nothing can be
changed until it is
faced.”**

—James Baldwin



Not Business as Usual in the Youth Housing World

Rapid re-housing (RRH) is not business as usual in the youth housing world. It asks for creativity, flexibility, and the ability to sit with the uncomfortable feelings of — *is this working? Can I do this?* We ask youth for these things in housing programs, and RRH asks it from providers and systems leaders as well.

Implementing a RRH program can be many things: exciting, scary, frustrating, “two steps forward, one step back,” eye-opening, and transformative. The list goes on. We know that right now in the United States, RRH is a key tool to end youth homelessness. And by “end youth homelessness,” we mean assuring that all young adults have a safe, secure, decent place to live that is *theirs* – *their lease, in their name, with legal protections that belong to them.*

This is huge! It’s also hard. We at Point Source Youth are so excited to be on this journey together with you. To kick off this handbook, check out the following overview on RRH for youth that Brett Esders, Senior Program Specialist at HUD, delivered at the Second National Symposium on Solutions to End Youth Homelessness on April 30 – May 1, 2018. Brett breaks down what RRH for youth is and how it can be transformative.



What is rapid re-housing (RRH)?

- A solution to homelessness designed to help individuals and families to quickly exit homelessness and return to permanent housing
- An intervention offered without preconditions (it is low-barrier)
- Provides services and financial assistance that is tailored to the unique needs of the household being assisted

What are the core components of RRH?

- **Housing Identification** – recruit landlords, match participants to appropriate housing that is decent, safe, will be affordable after their assistance ends, and ensure the household has choice in their housing
- **Rent and Move-In Assistance** – help with the costs associated with moving into housing (e.g., security deposits, utility deposits)
- **Case Management and Services** – provide tailored, voluntary, wrap-around supportive services designed to help households obtain and maintain their housing (e.g., connections to mainstream resources, employment, applying for benefits)

Why RRH?

- Research shows that –
 - RRH is more cost effective than transitional housing (TH)
 - People who receive RRH assistance are homeless for shorter periods of time than those assisted with shelter or TH
- Adopts a Housing First approach, which means it is client-centered and low-barrier and focuses on housing households in permanent housing as quickly as possible without preconditions
- Helps create “flow” through your crisis response system

What is the joint transitional housing to rapid re-housing (TH-RRH) component?

- Introduced by HUD in the FY 2017 Continuum of Care (CoC) Program Competition
- An allowable component in the FY 2016 & FY 2017 Youth Homelessness Demonstration Program (YHDP) grants
- Requires a housing first approach
- Provides a safe, low-barrier place for people to stay – crisis housing – along with financial assistance and voluntary, wrap-around supportive services needed by the household to help them move as quickly as possible to permanent housing

PRO TIP

In the Transitional Housing - Rapid Re-housing component (TH-RRH), host home programs may be eligible for funding as transitional housing!^{1,2,3}

¹. Schulenberg, Kristi. "The Scoop on the Transitional Housing-Rapid Re-Housing Joint Component". *National Alliance to End Homelessness*. [Online]. Available from: <https://endhomelessness.org/scoop-transitional-housing-rapid-re-housing-joint-component/>.

². HUD Exchange. "SNAPS In Focus: The New Joint Transitional Housing and Rapid Re-Housing Component". [Online]. Available from: <https://www.hudexchange.info/news/snaps-in-focus-the-new-joint-transitional-housing-and-rapid-re-housing-component/>

³. Department of Housing and Urban Development "What is a Joint TH and PH-RRH component project?" <https://www.hudexchange.info/faqs/3250/what-is-a-joint-th-and-ph-rrh-component-project>

Why Do Rapid Re-housing for Youth in Your Community?

Focused, Flexible,

It Works

“Many experienced providers of rapid re-housing for youth have consistently reported that, on average, 85% of youth they have supported are still stably housed one year after exiting their rapid re-housing programs.”⁴

Youth Have Become a More Important Focus for Federal Response

Youth have become a more important focus in the Federal homelessness response landscape in the past few years, as evidenced by programs such as the Youth Homelessness Demonstration Program (YHDP). In July 2018, HUD announced \$43 million in funding to 11 communities to ending youth homelessness, five of which were rural.⁵ More youth rapid re-housing has been funded by HUD in recent years, so this is an opportunity for communities across the country to focus on youth RRH.

It Sets Youth Up for Independence

Rapid re-housing is a housing first intervention that empowers young people with a lease in their own name and its corresponding responsibilities. Wraparound services and case management promote skill sets grounded in independence so that youth can have the agency and tools to maintain and secure stable housing on their own afterwards.

and Effective

It's Flexible

When done correctly, progressive engagement creates a lot of important flexibility within youth rapid re-housing programs. By re-assessing rental assistance every few months to see if assistance needs to be continued, the RRH model is highly adaptable to the diverse needs of young people.

It's effective in every type of community

Rural and emerging communities have particular challenges when it comes to youth experiencing homelessness. Oftentimes, homelessness is not as visible as it is in urban communities and there is a lack of youth-specific interventions. Rapid re-housing effectively serves youth in broader, spread out areas and utilizes resources that exist in communities to build access to housing that works for young people.

⁴ The Youth Homelessness Crisis and a Path to End It: Interventions to Better Serve LGBTQ2S Youth Experiencing Homelessness” by Larry Cohen, Colin McSwiggen, Ronald Johnson, Kit Cali, and Matthew Montelongo. In *Where Am I Going to Go? Intersectional Approaches to Ending LGBTQ2S Youth Homelessness in Canada & the U.S.* Ed. Alex Abramovich and Jama Shelton.

⁵ <https://www.hudexchange.info/programs/yhdp/>

National Alliance to End Homelessness (NAEH) Core Components of Rapid Re-housing

Rapid re-housing is an intervention designed to help individuals and families to quickly exit homelessness and return to permanent housing. Rapid re-housing assistance is offered without preconditions (such as employment, income, absence of criminal record, or sobriety) and the resources and services provided are typically tailored to the unique needs of the household. The core components of a rapid re-housing program are below. While a rapid re-housing program must have all three core components available, it is not required that a single entity provide all three services nor that a household utilize all of them.

1. Housing Identification

- Recruit landlords to provide housing opportunities for individuals and families experiencing homelessness.
- Address potential barriers to landlord participation such as concern about short-term nature of rental assistance and tenant qualifications.
- Assist households to find and secure appropriate rental housing.

2. Rent and Move-In Assistance (Financial)

- Provide assistance to cover move-in costs, deposits, and the rental and/or utility assistance (typically six months or less) necessary to allow individuals and families to move immediately out of homelessness and to stabilize in permanent housing.

3. Rapid Re-housing Case Management and Services

- Help individuals and families experiencing homelessness identify and select among various permanent housing options based on their unique needs, preferences, and financial resources.
- Help individuals and families experiencing homelessness address issues that may impede access to housing (such as credit history, arrears, and legal issues).
- Help individuals and families negotiate manageable and appropriate lease agreements with landlords.
- Make appropriate and time-limited services and supports available to families and individuals to allow them to stabilize quickly in permanent housing.
- Monitor participants' housing stability and be available to resolve crises, at a minimum during the time rapid re-housing assistance is provided.
- Provide or assist the household with connections to resources that help them improve their safety and well-being and achieve their long-term goals. This includes providing or ensuring that the household has access to resources related to benefits, employment and community-based services (if needed/appropriate) so that they can sustain rent payments independently when rental assistance ends.
- Ensure that services provided are client-directed, respectful of individuals' right to self-determination, and voluntary. Unless basic, program-related case management is required by statute or regulation, participation in services should not be required to receive rapid re-housing assistance.

This Core Components of Rapid Re-housing resource was created by the National Alliance to End Homelessness and can be found at <https://endhomelessness.org/resource/core-components-of-rrh/>.

PRO TIP

The three components of RRH should form the foundation of your program design. When you're designing and implementing your program, come back to these as the essential RRH ingredients.

We've also found that a fourth component – CREATIVITY – really helps! It's not essential, but it helps set your programs and youth up for success.

Improvement based on data

An important component of your rapid re-housing program is evaluation. This is to understand its effectiveness as well as having tangible data to identify areas for iteration and improvement. The National Alliance to End Homelessness Rapid Re-housing Performance Benchmarks and Program Standards outlines what success looks like based on a RRH program's ability to meet three primary goals:

1. Reduce the length of time program participants spend homeless
Success: Households in the program move to permanent housing in an average of 30 days or less
2. Exit households to permanent housing
Success: At least 80% of households in the program exit to permanent housing
3. Limit returns to homelessness within a year of program exit
Success: At least 85% of households that have exited a RRH program to permanent housing should not become homeless again in the next year

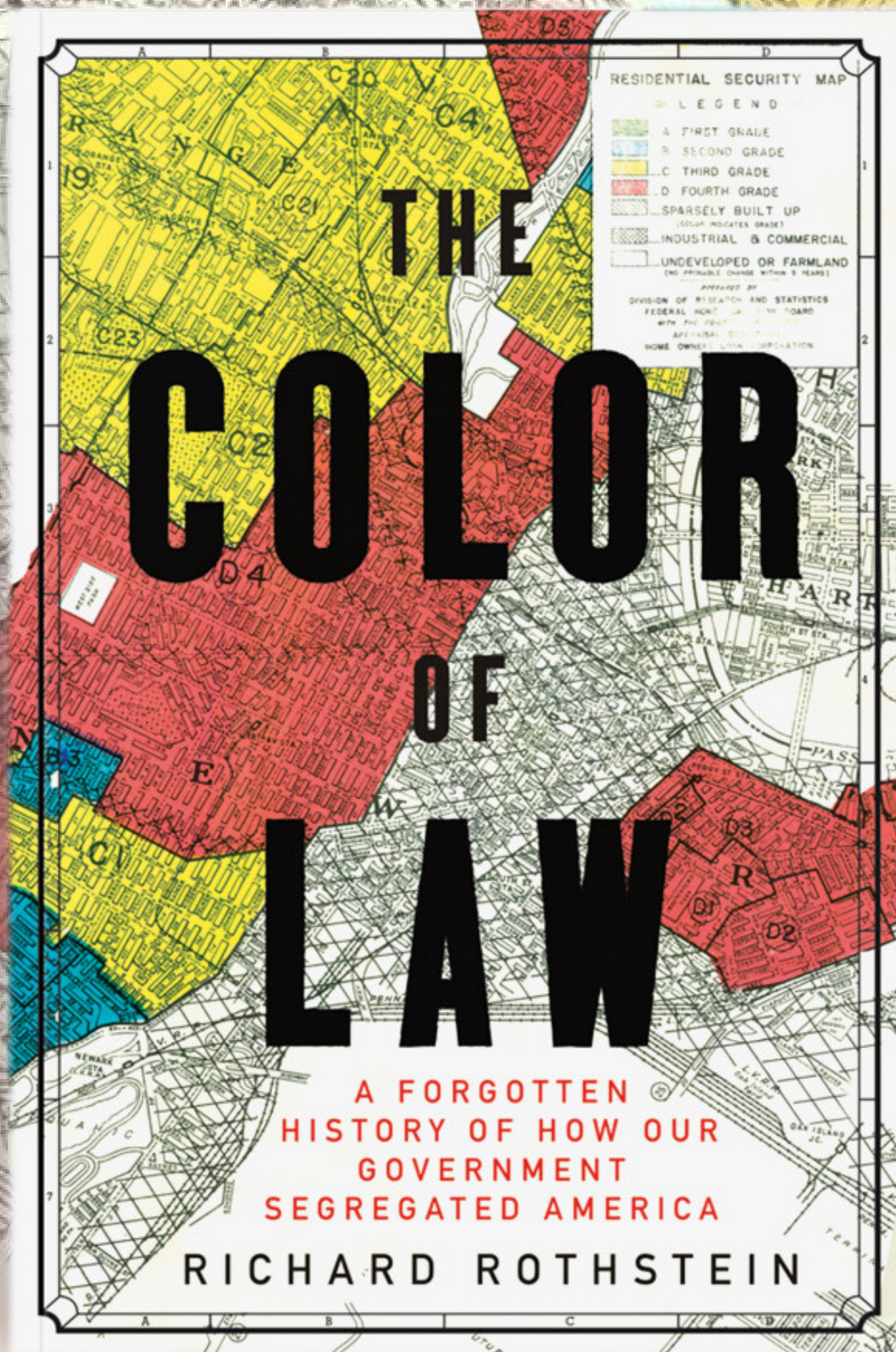
Rapid re-housing is a housing first intervention, meaning that instead of creating a linear program with permanent housing as the prize at the end, individuals and families are immediately connected with housing and resources to maximize housing stability. All people experiencing homelessness are housing ready, and shouldn't be "cherry picked" or selected based on assumptions they'll be more successful, such as mental health history, income, or criminal history.



"Before reaching out to landlords, I always have a goal in mind, and my goal isn't to just get the young adult(s) housed. It's to build a partnership with that landlord. Why? Because I want to use that landlord more than once."

—Slaynne De La Cruz

*Assistant Director for Rapid Re-housing,
Jericho Project*



"Today's residential segregation in the North, South, Midwest, and West is not the unintended consequence of individual choices and of otherwise well-meaning law or regulation but of unhidden public policy that explicitly segregated every metropolitan area in the United States."

—Richard Rothstein

*The Color of Law:
A Forgotten History of How Our Government*

CORE COMPONENT #1 HOUSING IDENTIFICATION

A Resource
Guidebook for
Rapid Re-housing
Programs



Get creative

Rapid Re-housing landlord engagement requires determination, smart marketing of your program, and a lot of creativity! Check out these amazing best practices delivered at our 2018 National Symposium on Solutions to End Youth Homelessness by Mindy Mitchell from the National Alliance to End Homelessness (NAEH).

Think Like a Landlord.

As your organization is working with landlords to facilitate partnerships, keep in mind the following four critical things that every landlord looks for and use them as a guides to market your program:

- 1. Property Care:** Landlords sometimes have to spend personal funds for repairs. Consider building a contingency fund and talk to landlords about what you can do to help with property care.



2. Long-term Renters: When tenants move out it costs landlords a lot of money! There are cleaning fees, months of vacancy, fees spent to advertise vacant space, etc. Let landlords know that you'll be there to support youth in being long-term renters. As a program you'll likely always have youth who can move in to a unit if someone moves out, so you can get the unit filled immediately and save the landlord a lot of money.

3. Good Neighbors: Landlords want to decrease potential complaints from tenants regarding super loud neighbors. Talk to landlords about how you support youth in your program in building "good neighbor skills and awareness."

4. On-Time Rent: Let landlords know what your program offers and how you'll be supporting their tenant from a rent payment lens. Talk to them about how your program works with youth on timely rent payments.

PRO
TIP

A note on the term landlord. From the medieval feudal system to post- Civil War U.S., landlord and tenant relationships have often been fraught vertical hierarchies. As the system of sharecropping grew in the U.S. among formerly enslaved peoples, high interest rates, cruel landlords and white supremacy often kept tenant farm families indebted and disenfranchised, resulting in cycles of poverty in communities across the South.

As we decolonize our philosophies and our activism we have to critically examine the language we use and how rhetoric and systems are implicated within larger histories of oppression and disenfranchisement.

Incentives and Solutions

Identify Incentives for Landlords in Tough Markets

Understanding landlord concerns can help your program identify incentives that can work to minimize risks and help landlords feel comfortable with clients whose history appears “too risky” for their limits. Mitchell’s presentation cited the following nine incentives as common program solutions.

1. Cut checks fast and on time
2. Double damage deposit if/when needed for “risky” client
3. Risk Mitigation Fund for damages caused by tenant
4. Help with minor repairs
5. Steady referral source of new tenants; no need to advertise
6. Calls returned within one business day
7. Staff teach “good tenant” skills
8. If problems can’t be solved, assist tenant to move out without an eviction
9. Annual recognition event, positive media exposure for the landlords

Leave No Stone Unturned in Landlord Recruitment

Finding potential landlords requires a lot of creativity. As you’re doing your landlord engagement and outreach, leave no stone unturned. Below are a few examples from Mitchell on how to creatively engage landlords in your community and build those partnerships!

1. Cold call landlords
2. Host a landlord event and present on how your program benefits landlords (an added bonus is having one landlord partner there who can give a testimonial)
3. Send brochures and direct mail out to landlords in buildings and areas where you want to refer clients (and follow up with a visit or call)
4. Attend landlord networking meetings
5. Utilize word of mouth referrals
6. Try to get on the agenda for a landlord association meeting
7. Ask colleagues and staff if they know any landlords and utilize those connections (not just RRH staff---everyone!)

Tips from Point Source Youth Partners

As shared at the 2018 National Symposium on Solutions to End Youth Homelessness:

1. "Our Youth and Young Adult RRH providers share a common housing locator. The same person maintains landlord relationships and builds connections that can be used across programs, to make a collaborative rather than competitive approach.

- **Danielle Winslow**, All Home Kings County in Kings County, Washington

2. "Don't ever give up on a landlord! Negotiate. Can the rent come down if you give a double security deposit? Help the landlord see success—a reduced rent will help the young person maintain the rent long-term. Questions and negotiations (and honesty) can get the young person in the door."

- **Slaynne de la Cruz**, Jericho Project in New York City

3. "We tell landlords that we're willing to paint, clean, and move furniture. Our development director in heels moved a couch."

- **Andrew Palomo**, Valley Youth House in Pennsylvania

PRO TIP

Convene each and every staff member in your agency and ask for help connecting to landlords. Creative ideas and new relationships will emerge!

Leasing & Landlord Engagement

4. Think like a landlord! Take this landlord meme....



5. My job is to make landlords happy. Through rapid re-housing, I can solve a lot of these issues. Society thinks slumlords are terrible, landlords suck and are destroying the economy. So rapid re-housing is a good thing, they're supporting the community, I'm helping them with that. Landlords think they're putting out costly fires. A landlord's job is insanely difficult. I can help them solve problems. Landlords are your friend. They are your friends. You need them, they need you, it's a mutual relationship.

I had a landlord recently who held a unit for 50 days when a young person got locked up. She did that because she knew that, she knew the program, and was willing to make those sacrifices.

Listen to landlords vent. Ask about their day, their kids, how they're doing. That's a lot nicer for landlords than calling a tenant who might get mad at them.

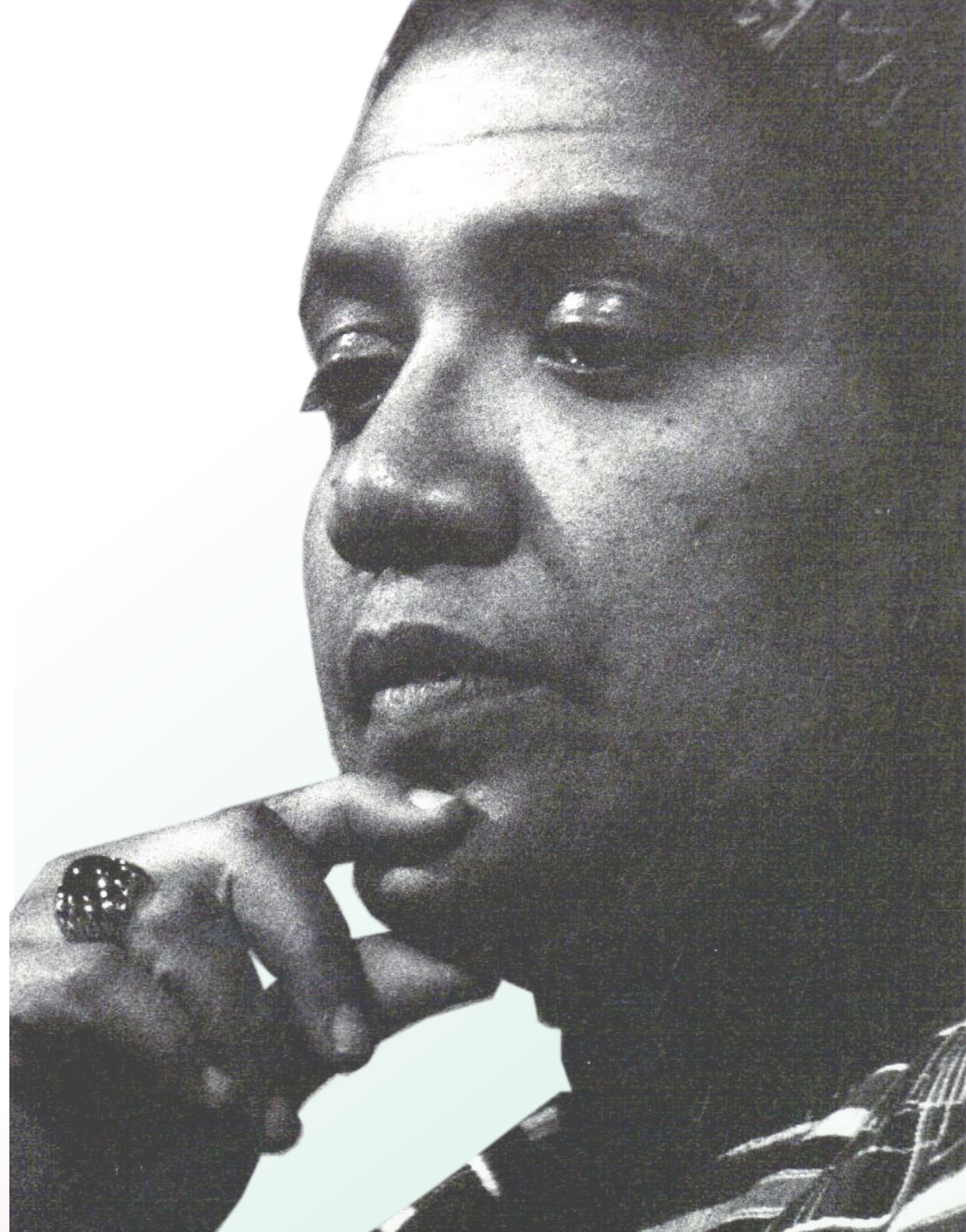
- Dylan McDonough, Youth Empowered Society in Baltimore

PRO TIP

Make it a staff policy & priority to respond to landlords within one business day. Responsiveness goes a long way.

**“The learning
process is
something you
can incite, literally
incite, like a riot.”**

—Audre Lorde



Best Practices from Slaynne De La Cruz, Jericho Project (NYC)

(As presented at the 2018 National Symposium on Solutions to End Youth Homelessness)

As you’re reaching out to landlords and building lasting relationships to create more rapid re-housing opportunities for young folks in your community, practice your talking points so that you’re best representing and marketing your program. Keep in mind the following six do’s and don’ts from Slaynne De La Cruz of Jericho Project in NYC.

Working with Landlords

DOs

- Be Honest and clear about your program and the population
- Focus on the positive, while taking responsibility for the negative
- Keep the landlord in the loop

DON'Ts

- Don't overshare
- Don't make promises or agreements you cannot keep
- Don't ignore the landlord

Why Hire a Rapid Re-housing Housing Specialist?

Having a dedicated staff member that can conduct outreach and build relationships with landlords and brokers as their primary job function can be a strong asset in landlord engagement for rapid re-housing programs. Use the benefits outlined below by Jericho Project to navigate team buy-in for this role.

Benefits:	Direct support	-Landlords are more likely to work with programs that have a person who will be able to answer and address their questions and concerns. -Landlords want to feel supported (just like clients) and the role of the Housing Specialist is to provide that support when needed. - if the landlord is happy, the tenant is happy.
	Avoids miscommunication	- Communication and information will be clear, precise and direct. - Tenant rights and landlord rights can be address easily. - Prevents side deals.
	Faster Intervention with issues or concerns	Housing Specialist will be the first person to address concerns and provide interventions, especially between landlords and tenants. (landlord/tenant mediations etc.)

Rapid Re-housing Housing Specialist Job Description from Jericho Project



Position: Housing Specialist (RRH)
Location: Harlem, New York City, travel throughout NYC required
Reports to: Assistant Director, Rapid Re-Housing
Hours: Full-Time, 40 hours per week (Some evenings and weekends may be required)

Jericho Project is a nationally-acclaimed nonprofit ending homelessness at its roots by enabling homeless individuals and families to attain quality housing, employment and mental and physical health services. The 34-year-old nonprofit serves over 2,500 individuals, including 700 veterans, annually. Jericho has been a key partner in New York City's initiative to end veterans' homelessness, and is leading bold, innovative strategies to do the same for families and young adults.

Our programs touch four cornerstones of a person's life: housing, employment, wellness and family stability. We create a culture of "moving on" through a foundation of housing and supportive services provided by expert program specialists and case managers. We have over 400 units of supportive housing including 8 residences in the Bronx and Harlem, as well as scatter-site apartments throughout NYC.

With a grant from Housing and Urban Development (HUD), the RRH program will assist homeless young adults and veterans with rapid-rehousing via a setting of comprehensive supportive services. RRH will serve very low-income young adults ages 18-24 and veterans who are homeless. Using a "housing-first" model of service delivery, the program aims to address the housing crisis before delving into issues that support long-term housing stability.

Summary:

Jericho Project is seeking a driven and creative individual to join the Rapid Re-Housing (RRH) Program as the Housing Specialist. The individual in this position will be responsible for assisting very low-income young adults and veterans with identifying and obtaining safe and affordable housing opportunities. The incumbent will be responsible for developing and cultivating housing leads and resources through community agencies, landlords and real estate brokers willing to accept program participants with little or no income. The Housing Specialist will also work with immediate family members, the VA, DHS, NYCHA, and other community partners to ensure housing is secured and maintained in a timely and efficient manner.

Responsibilities Include:

- Conduct housing intake and assessments with participants referred from the Case Manager and other staff to assess housing needs and preferences.
- Assist RRH program with meeting its goal to obtain permanent housing for 51% of program participants within 30 days of admission.
- Assist participants in completing landlord and property management housing applications, including helping to secure needed documentation and accompanying participants to housing briefings.
- Provide hands-on assistance to enable participants to find suitable housing, including accompanying participants to apartment viewings and conducting neighborhood research throughout NYC.
- Advocate on behalf of the participant with landlords and brokers to overcome any issues or challenges to securing suitable housing.
- Assist with securing resources for security deposit, broker's fees, moving expenses, bedding, and household items.
- Writing Temporary Financial Assistance (TFA) requests for RRH short-term subsidies for security deposit, broker's fees, moving expenses, etc and ensuring that all required supporting documentation is present in the request.

Do's and Don'ts of Working with Landlords

- Develop and cultivate relationships with community resources, landlords and real estate agencies.
- Collaborate as a member of the larger Jericho Project team and serve as a housing resource expert as needed.
- Serve as point-of-contact for landlords; work with case manager and client to resolve issues affecting client's ability to maintain housing and positive landlord/tenant relationship.
- Identify apartments, landlords and real estate agencies as referral resources for participants and performs housing inspections for relocations into new units throughout NYC and surrounding areas.
- Assist clients with referrals and applications for housing vouchers including SEPS, LINC, City FEPS, HPD, NYCHA, and 2010e.
- Assist clients with approved 2010es access supportive housing by making housing referrals, contacting providers, and attending housing interviews.
- Help to conduct orientation sessions with new participants to explain housing rules and regulations and lease obligations, as well as housing quality standards and housing assistance policies.
- Computes housing assistance payments, tenant rental amounts, utility reimbursements, and rent increases in order to satisfy program guidelines and landlord requests using knowledge of program regulations.
- Performs re-examinations, interim interviews and verifies income to determine and maintain eligibility with federal and city guidelines and regulations.;
- Maintains and inputs case notes in AWARDS to reflect housing services provided in a timely manner.
- Maintains and updates tenant information into computer database.
- Prepares monthly statistical reports and other data as mandated.

Qualifications:

- Associate's or Bachelor's degree preferred, but will consider extensive experience for education.
- 2-3 years relevant experience preferred.
- Ability to work independently and maximize time while conducting field work.
- Experience in social and economic problems related to housing needs for those in a lower income bracket.
- Demonstrated knowledge of challenges faced by special populations, including mental health disabilities, low income and homelessness; experience working in a multi-racial, low-income community preferred.
- Demonstrated interpersonal flexibility, teamwork, customer service aptitude and excellent oral and written communication skills.
- Knowledge of housing subsidies, rules, regulations, and affordable housing industry in NYC strongly preferred.
- Strong organizational and multi-tasking capability, proven ability to achieve results.
- Proficiency in Microsoft Office Suite required. The successful applicant will be required to complete a background check.

Compensation:

Salary is commensurate with experience. Jericho Project offers a comprehensive benefits package including health insurance, dental insurance, retirement plan, and four weeks paid vacation.

Jericho Project is an equal opportunity employer that does not discriminate in its hiring practices and, in order to build the strongest possible workforce, actively seeks a diverse applicant pool. www.jerichoproject.org



**“When I was a boy, the Sioux owned
the world. The sun rose and set on their
land; they sent ten thousand men to
battle. Where are the warriors today?
Who slew them? Where are our lands?
Who owns them?”**

—Sitting Bull

Foundational Benefits

This document can be found in the NAEH RRH for Youth Toolkit

You can view the document here: <https://bit.ly/2BdOpWW>

Before you begin recruiting and engaging potential landlords, you need to have a strong foundational understanding of the benefits of your program and your incentive strategy to get landlord buy-in. The exercise below can be found in the **National Alliance to End Homelessness Rapid Re-Housing Training Module: Housing Search Location** (<https://bit.ly/2QKdz9m>) and will help you identify incentives to engage landlords with the goal of convincing them to rent to households experiencing homelessness.

As you’re completing the incentive activity below, think about the potential concerns landlords in your community might have and identify incentives that your program can offer to directly address these concerns. Whether you’re starting from scratch or improving on an existing robust strategy, this activity is a great tool to constantly improve landlord engagement and along the way, refine your marketing pitch.

Determine what programmatic “incentives” would reduce the risk to landlords with tenant screening barriers:

1. List 5 potential incentives from the least to most expensive

2. Identify potential funding sources to pay for the landlord incentive costs.

"You can pay 100% of the rent for 3 months and then start to scale it down—that's fine. You can pay by income—that's fine. If you're working with a young person who's in school and they can't have a job during the school year but then during the summer they can have a job—you can pay more during the school year and less during the summer. You can do all of those things so long as they work within the parameter of your CoC's written standards."

—Brett Esders

Senior Program Specialist,
U.S. Department of Housing
and Urban Development (HUD)

2018 National Symposium on Solutions
to End Youth Homelessness



CORE COMPONENT #2 RENT & MOVE-IN ASSISTANCE

A Resource
Guidebook for
Rapid Re-housing
Programs



NAEH RRH for Youth Learning Community: Rent & Move-In Assistance

The National Alliance to End Homelessness’ Rapid Re-housing for Youth Learning Community featured regular online meeting of providers, system leaders, and technical assistance specialists from around the country who shared best practices for using rapid re-housing to end youth homelessness. While the learning community features comprehensive deep dives into learnings, the below section features abbreviated best practices and takeaways from three of the five+ providers across the country from the housing identification practices webinar. You can access the full discussion (1:38hr) here: <https://bit.ly/2r9M9ey>

Two Takeaways from John Lawlor at The Connection in Middletown, CT:


John Lawlor, The Connection, Middletown, CT

Financial assistance for youth RRH:

Sliding scale model, with strong incentive base:

Length of Time	Example Youth Portion (assume \$850 rent)
1-3 months: 0-10%	\$0-\$80
4-6 months: 15%	\$130
7-9 months: 20%	\$170
10-12 months: 25%	\$213
13-18 months: 40%	\$350
19-21 months: 65%	\$550
22-24 months: 85%	\$725

- Payment structure *prior* to selecting an apartment.
- Once some type of income is established, a portion is given to get them in the practice of paying rent.
- Percentages are highly flexible.
- Opportunity to participate in rent savings plan.
- Program has flex funds that can be used to cover non-rent-related expenses.



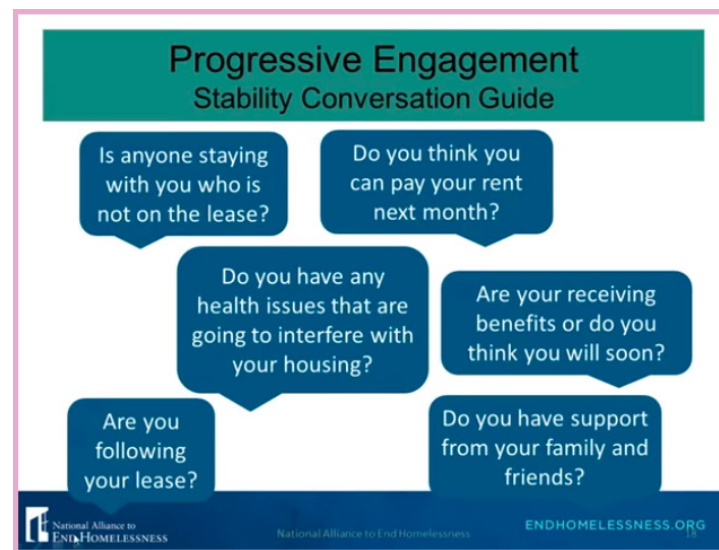
National Alliance to
END HOMELESSNESS

ENDHOMELESSNESS.ORG

- 1. Use a percentage of apartment cost instead of a percentage of income to determine youth’s rent contributions.** This assists with two things: 1) it helps avoid the dynamic of “if I make more income, I’ll pay more for housing, so logically I shouldn’t make more income” 2) Youth will pay this amount in the private market, and it won’t be varied based off their income.
- 2. Recognize that structural oppression and discrimination will create different challenges for different youth.** John Lawlor notes that for trans youth who face employment discrimination at higher rates, it may take 6+ months for them to find employment. Make sure your program is rooted in a strong foundational understanding of these things so that it doesn’t encourage or pressure them to trade sex, etc., to meet contributions

Three Takeaways from Cynthia Nagendra, Director for the Center for Capacity Building at NAEH

Progressive engagement seeks to end homelessness as rapidly as possible with the least amount of financial assistance and services needed to do so. It provides customized levels of assistance, starting with the least amount needed for stability and increasing and decreasing the amount as needed to ensure youth do not return to homelessness. This approach ensures that services and financial assistance are tailored to the young person, and stretches dollars further to serve more young people. Progressive assistance understands that each young person's situation is nuanced, and therefore different approaches, resources, and timelines may be utilized.



- 1. Progressive engagement is used to determine the duration and amount of rental assistance.** Be flexible and adjust to each household's needs rather than approaching rapid re-housing with a "standardized package" mindset. Rather than giving each household 6 months or a year of rental assistance, ask how long each participant needs and make sure that each participant both feels and truly is supported by your program.
- 2. Check your assumptions.** We often have assumptions about people from doing this work, however we're not "experts" in the futures and resiliency of the people we work with. People who are experiencing homelessness are incredibly resilient at making things work. It's important to support that, but don't predetermine it.
- 3. Check in on households regularly to see if more or less assistance is needed.** If it doesn't seem that youth will take over their rental payment after extensive RRH assistance and there is higher support needed for them to remain stably housed, permanent supportive housing may be a good next step.

Three Takeaways from Robin Meyer, Northwest Youth Services

Robin Meyer, Northwest Youth Services

Financial assistance for youth RRH:

- Rent calculator is completed documenting income and other household expenses. The youth is then asked to pay 30% of their income from the last 30 days towards move in costs.
- Step-Down Approach. Stair step increase of youth rent payment, decreasing subsidy.

Length of Assistance:

- A plan is discussed to gain employment or income and initial payment plan created; stair-stepping the youth into full rent over 6-9 months. This is done collaboratively.

Use of progressive engagement/tools to assess level of financial assistance:

- Additional assistance is requested if necessary in 3 month increments; assessing income and service and support needs.
- Concrete tools: we use are: Rent calculator, attendance logs, job search tracking sheet, budget & financial literacy tools.

- 1. Rather than setting someone up to fail, we use framework of setting someone up to succeed.** Oftentimes, youth are nervous about what rapid re-housing actually entails and their ability to eventually pay their full rent. Robin suggests framing the program as an opportunity to support youth in getting to where they want to be.
- 2. Use a "step down" approach in your RRH program.** Talk to youth when they enroll in the program about what the expectations look like for paying full rent and what this means in terms of taking over responsibility for all their bills when they leave the program.
- 3. Understand the rent burden.** Robin notes that the rent burden for youth is realistically between 50-70% of their income. It's important to recognize this as you work to determine what additional supports and resources can help each household succeed in maintaining stable housing.

The Honest Monthly Budget Worksheet from OrgCode Consulting Inc.

You can find the downloadable original worksheet here: <https://bit.ly/2QNP9vv>

Budgeting support and guidance is an integral service that should be provided in your Rapid Re-housing program. In order to help your clients remain stably housed, you'll need to work together to build budgeting skills. The more honest, transparent and comprehensive your approach to budgeting is, the more support you'll be able to provide in setting them up for success and empowering them with long-term tools to understand their monthly income and expenses.

OrgCode Consulting Inc.'s Honest Monthly Budget from their Excellence in Housing Training Series is a great resource to help clients approach budgeting by accounting for the diverse ways they may be both earning money and spending it.

Client:		Version:		Date:	
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Things That I Have to Spend Money on:		Formal Ways I Get Money:	
Rent		Job	
Utilities		General Welfare	
Food		Disability	
Arrears		Pension	
Repairs		Inheritance	
TOTAL:		TOTAL:	

Other Money That Comes in Goes Toward:	
Child Support	
Debts	
Cigarettes	
Coffee	
Alcohol	
Other Drugs	
Health Stuff	
Household Supplies	
Significant Other	
Kids	
Other Friends	
Cable	
Socializing/Partying/Night Out	
Sex	
Bus	
Taxis	
Gambling	
Legal Stuff/Fines	
Other Bills	
TOTAL:	

Formal Ways I Get Money:	
Binning/Bottle Collecting	
Odd Jobs	
Treasure Hunting	
Baby Sitting	
Sex Work	
Drug Running/Dealing	
Day Labor	
Theft/Pawning	
Friends/Famliy	
Selling Prescription	
Gambling	
Medical Research	
Panhandling	
Selling Crafts	
Busking/Street Entertainment	
Honorariums	
Non-Medical Research	
Other	
TOTAL:	

All the Ways I Spend Money:	
GRAND TOTAL	

All the Ways I Make Money:	
GRAND TOTAL	

Differences Between What I Spend and What I Make:	
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National Alliance to End Homelessness: What Does My Lease Say?

Lease-signing is an empowering and landmark moment for clients (and everyone, really). While this is a moment of celebration, it’s also an important time to help the young people you work with fully understand the parameters of their lease. The National Alliance to End Homelessness’ “What Does My Lease Say?” tool helps clients and case managers tangibly breakdown the terms and conditions of their lease in language that’s accessible and digestible.

What Does My Lease Say?

About this tool: This tool provides clients with a way to summarize, in their own words, the lease violations that could result in eviciton. However, it’s recommended that clients consult with someone qualified (i.e., their housing advocate or case manager) to help them interpret the lease language. Many housing advocated have found this to be a particularly important exercise for clients. They have found that a number of problems can be prevented simply by making sure clients understand the rules.

Directions: Bring a copy of your lease to your case manager so that you can review it together. Use this worksheet to write down the rules about your lease, and keep it in your files so you can review it if you need to. It is important that you understand your lease, because if you break any of the rules, you could be charged extra feeds or even evicted.

Paying For My Apartment:	
How much rent do I pay each month?	
When is my rent due each month?	
Where do I send my rent payment?	
How much is the damage/security deposit?	
If the rent is late, is there a late fee? How much is the late fee?	
When does the landlord start charging a late fee?	

If my check bounces, does that mean it’s a late payment?	
When does the landlord start eviction if the rent is not paid?	
What utilities do I have to pay?	
What else do I have to pay? (For example, extra charge for pets, garage, laundry, key deposit, service fee if my check bounces?)	

Rules For My Apartment:	
What are the rules about noise?	
What pets are allowed? (Kind of pet, number of pets, size of pets)	
Are there rules about how I have to do my housecleaning? Do I have to do any yard work?	
What happens if something breaks or someone damages my apartment? What should I do?	
Can the landlord come into my apartment anytime they want to?	
What are the rules about someone living with me? How long can someone visit me (If they aren’t living with me?)	
What happens if there is a police call to my apartment or someone in my family is arrested?	
What happens if someone in my apartment uses illegal drugs?	
How long is my lease? What happens if I want to move before my lease is up?	
What else do I have to pay? (For example, extra charge for pets, garage, laundry, key deposit, service fee if my check bounces?)	
What happens when my lease expires?	
If I want to move out, how soon do I have to tell my landlord?	

OrgCode Consulting Inc. Guest Policy Worksheet

You can find the original downloadable worksheet here: <https://bit.ly/2KJMEs4>

Guests and personal boundaries can often be a point of contention for young renters, especially in shared apartments. OrgCode Consulting Inc.’s guest policy worksheet is an amazing tool to help clients create a personalized guest policy that centers their wants and needs. Like all things in life, personal policies may change and evolve over time, so make sure you’re revisiting this with clients periodically so that they have the power and space to re-evaluate and reflect on what works best for their living environment.

Client:	Version:	Date:
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My Personal Guest Policy

In general, my visiting hours are:

	Mon	Tues	Wed	Thur	Fri	Sat	Sun
Guests ARE allowed							
Guests are NOT allowed							

I make exceptions for the following people:

Name	Is allowed to visit...
	<input type="checkbox"/> Always <input type="checkbox"/> Never <input type="checkbox"/> Other
	<input type="checkbox"/> Always <input type="checkbox"/> Never <input type="checkbox"/> Other
	<input type="checkbox"/> Always <input type="checkbox"/> Never <input type="checkbox"/> Other
	<input type="checkbox"/> Always <input type="checkbox"/> Never <input type="checkbox"/> Other
	<input type="checkbox"/> Always <input type="checkbox"/> Never <input type="checkbox"/> Other
	<input type="checkbox"/> Always <input type="checkbox"/> Never <input type="checkbox"/> Other
	<input type="checkbox"/> Always <input type="checkbox"/> Never <input type="checkbox"/> Other
	<input type="checkbox"/> Always <input type="checkbox"/> Never <input type="checkbox"/> Other

These are my house rules:

Here’s how I will deal with things if someone breaks my house rules:

Here’s why having and following a guest policy is important to me:

“It is our duty to fight for our freedom. It is our duty to win. We must love each other and support each other. We have nothing to lose but our chains.”

—Assata Shakur



Worth the effort

How Rapid Re-housing Creates a More Robust and Responsive System for Youth

Notes from Eva Thibaudeau,
Houston Coalition for the Homeless (Texas)

As presented at the 2018 National Symposium on Solutions to End Youth Homelessness.
Watch the video of Eva’s presentation here: <https://bit.ly/2Rg7LkL>



- When Houston’s CoC made the shift to RRH in 2015-2016, they decided not to have arbitrary guidelines about financial support but rather to embrace progressive engagement until the data showed them otherwise.
- They “slice and dice” information (head of household, minor children, income, foster care and juvenile justice involvement, can you rely on other people for help) and do NOT come up with a profile for who does and does not do well in rapid re-housing.
- Eva explained two camps of misconceptions about RRH that she’s heard from providers:
 - “Young adults are so vulnerable and traumatized that they all need to get 12 or 18 or whatever arbitrary number of months it is of rental assistance no matter what.”
 - “You think young people are going to leave a program if they get free rent? Only give a security deposit and one month!”
- Given these two camps, Eva explained why Houston embraced RRH:
 - “Frankly, resources are limited. We don’t have the types of money for everyone who needs subsidized housing or who can benefit from it forever.”
 - Sometimes the underlying cause of homelessness is simpler than it may initially seem
 - Other times it is more complex—and that becomes apparent as the case management relationship develops
- RRH helps move between higher/lower level of services—it’s about what the person in front of you needs TODAY, and that may change
- **Tips for case manager training:** Houston does role plays with case managers, who writes scripts and work with each other to practice conversations with youth about paying rent, always bringing it back to choice and autonomy.

“If you choose to be part of this program, there is an expectation that you will contribute money toward your rent. That can look a lot of different ways in different circumstances, but let’s use this example...” and then walk through some examples based on apartment cost and income.

Best Practices for Shared Housing for Youth in Rapid Re-housing

According to a new survey from Pew Research Center, nearly one-in-three U.S. adults has an adult roommate who is not their romantic partner or a college student aged 18 to 24.⁶ Since the housing crisis there has been a steady national rise in the number of people living in shared housing. Why? Because shared housing is a great option to make rental payments more affordable for folks across a large spectrum of socio-economic backgrounds.

Shared housing is a great option and common practice to keep rent affordable for youth in rapid re-housing. It may even be preferred for some youth who are interested in living with others, including a partner or friend. Below, you'll find five best practices and guidelines for shared housing from our partners across the country with youth rapid re-housing programs.

1. A key component in CoC rental assistance funded by HUD is the requirement that participants have individual signed leases with landlords.⁷

2. Prioritize having transparent, honest conversations about what a lease entails.

For many youth in rapid re-housing, this will be their first time signing their own lease. Language in lease agreements can be incredibly difficult to understand for many people, so walk through what each of their legal rights and responsibilities are and what that means when folks have separate leases in their own names.

- Roommate disagreements happen, so make sure the youth you work with know that your program cannot kick out a roommate and that the lease is a legally binding document. Explain to youth that you'll work to mediate conflicts and find empowering solutions, however it is not part of rapid re-housing, nor is it legal, to immediately remove someone from their leased housing.
- Consider setting up a small flexible fund (\$1,000-\$5,000) for shared housing situations where a roommate has to move out. A small incentive to move (\$200 or an apartment decorating trip to Target) can go a long way toward someone choosing a new placement if roommates don't agree on who will move out. Although this situation is rare it's worth preparing for, so that you can quickly find solutions that bring peace and agency to everyone involved.

PRO TIP

Progressive engagement is more cost effective, because it is focused on what gets young people out of homelessness, not what the provider thinks will get someone out of homelessness.

Shared Housing

3. Thoughtful roommate matching can help to mitigate future conflicts. Check out the roommate matching sheet from NYC RRH for youth provider Jericho Project on pages 68-72. Some providers have even held roommate matching minglers for young people to meet one another and feel more empowered in their shared housing.

4. Make sure to have regular open, facilitated discussions around roommate expectations, boundaries, and preferences.

- Talk through each roommate’s expectations and commitments regarding noise, overnight guests, shared spaces, pets, etc., and co-create something in writing so that there’s always a reference point for youth.
- Use OrgCode Consulting Inc.’s amazing guest policy worksheet on page 58-59 to help facilitate these discussions and leave youth with tangible documentation of outcomes.

5. Practice flexibility & creativity. Conflict happens in shared housing of all sorts; it’s completely normal! Have ideas in place for how your program will support youth in mediating conflict, and supporting moves or changes in living structure if it’s necessary. Doing this early on will help you move quickly in times of conflict to make sure folks are always in stable, secure housing that centers their needs, wants and independence.

“If you’re in a position of privilege or if you’re in a position of power, then it is your responsibility as adults or changemakers or folks who are at the table to make sure that young people have access to the table and are being heard at the table.”

—Louie Ortiz-Fonseca

Director of LGBTQ Health & Rights, Advocates for Youth,
2018 National Symposium on Solutions to End Youth Homelessness



⁶ Fry, Richard. “More adults now share their living space, driven in part by parents living with their adult children.” Pew Research Center. [Online]. Available from: <http://www.pewresearch.org/fact-tank/2018/01/31/more-adults-now-share-their-living-space-driven-in-part-by-parents-living-with-their-adult-children/>, 2018.

⁷ Department of Housing and Urban Development. “Leasing and Rental Assistance: Focus on Rental Assistance”. <https://www.hudexchange.info/resources/documents/CoC-Program-Rental-Assistance-Slides.pdf>

Jericho Project Roommate Matching Survey

Shared housing is a great option to help create more affordable rapid re-housing rental options for the young people you’re serving, especially in high rental market areas. While having one roommate (or more) helps bring the price down, it also adds more personalities and nuances to the living space that can sometimes create friction. Jericho Project’s Roommate Matchup Survey helps mitigate potential issues by empowering young people to clearly identify what they’re looking for in a roommate. The more choice and agency young people have in determining what’s best for their shared housing, the better the outcomes.



Rapid Re-housing Roommate Match-up Survey

Date: _____

Tell us a bit about you:

What’s your name? _____

Do you have a nickname? _____

How old are you? _____ Phone number: _____

What’s your gender? _____

What do you do for a living (work)? _____

Now let’s talk about you as a Roommate:

How much are you looking to pay on rent? What’s your current relationship Status?

Min \$_____ Max \$ _____

Single

Married

In a relationship

Dating

What Borough would you like to live in (Rank them 1-5 in order of which you prefer)?

___ Bronx

___ Manhattan

___ Brooklyn

___ Queens

___ Staten Island

Do you have any pets?

___ Yes ___ No

If yes, what pet do you have?

How do you feel about pets?

___ I love pets and don’t mind living with one

___ I love pets but not to live with one

___ No pets for me

___ No pets for me and I’m allergic

Do you drink?

___ Yes ___ No

If yes, what are your drinking habits?

___ I drink often or everyday (no crowd needed)

___ I’m a social drinker

___ I rarely drink

Do you smoke?

___ Yes ___ No

If yes, what are your smoking habits?

___ I smoke often or everyday

___ I'm a social smoker

___ I rarely smoke

If you do smoke, what do you smoke?

___ Cigarettes

___ Marijuana

___ Other: _____

How clean do you think you are?

___ Neat Freak

___ Pretty Clean

___ Fairly Clean

___ Messy

How do you feel about having people over?

___ I love having people over including sleepovers

___ I love having people over – no overnights

___ I don't like guests, I like to keep the party outside

Tell us what you looking for in a Roomie:

Roommate gender identity?

___ Female

___ Male

___ Trans Identifying

___ Gender expansive or non-conforming

___ Doesn't Matter

Would you prefer a roommate who identifies as LGBTQ?

___ Yes ___ No ___Doesn't matter

Number of roommates wanted?

___ No more than 1

___ No more than 2

___ The more the merrier

I want a roommate who?

___ Loves having people over/overnights

___ Loves having people over but no sleepovers

___ Doesn't like guests, keeps the party outside

Is there anything else you would like your potential roommate to know about you?

Is it okay if we give a copy of this survey to other young adults in our program who may be a potential roommate match?

☐ Yes ☐ No

Signature:

Date:

Initials:

Informal Contracts for Mapping Rules

A lot of conscious and subconscious needs and desires go into how we treat our living spaces. The Jericho Project Roommate Rules Template helps clients map out the various rules they have for their living spaces. By having roommates create an informal “contract” of house rules together, they can both discuss their various needs and wants and have a tangible document to reference in times of conflict or disagreement.



Rapid Re-housing Roommate Rules Template

1. Cleanliness

2. Noise

RRH Roommate Rules Template

3. Sharing items

4. Guests

5. Drugs

6. Respect

7. Alcohol

Address:

Roommates

“Hire these young people [with lived experience of homelessness]. Put it in your overhead budgets, find the money, get a donor, it’s unacceptable [not to].”

—Marc Dones

*Senior Lead, Equitable Systems,
Future Laboratories,*

*2018 National Symposium on
Solutions to End Youth
Homelessness*



CORE COMPONENT #3

RRH CASE MANAGEMENT & SERVICES

A Resource
Guidebook for
Rapid Re-housing
Programs



“Doing Rapid Re-housing and doing it well requires a change in the philosophy with which we approach youth homelessness.”

—Mindy Mitchell

*Director, Individual Homeless Adults,
National Alliance to End Homelessness,*

*2018 National Symposium on Solutions
to End Youth Homelessness*



National Alliance to End Homelessness

Rapid Re-housing for Youth Learning Community: Case Management

The National Alliance to End Homelessness' Rapid Re-housing for Youth Learning Community featured regular online meeting of providers, system leaders, and technical assistance specialists from around the country who shared best practices for using rapid re-housing to end youth homelessness. The following section features best practices on rapid re-housing for youth case management presented by Bill Motsavage of Valley Youth House in Eastern Pennsylvania (which has 11 counties, with rural, semi-urban, and urban settings). In addition to Bill Motsavage's presentation, this webinar featured an extensive Q&A from experienced RRH providers on case management best practices. You can access the full discussion (1:52 hr) and listen to the Q&A here: <https://bit.ly/2r9mp1L>

Three Takeaways on Case Management from Bill Motsavage, Valley Youth House

 A slide titled "CLIENT EDUCATION" with a list of topics. The slide has a background image of a person and the Valley Youth House logo in the top left corner.

- Apartment hunting
- Credit and credit scores
- Roommate relationships and searches
- Security deposits
- Leases and renters rights
- Apartment maintenance and repair
- Landlord relations
- Being a good neighbor
- Saying no when you need to
- Financial management
- Managing family relationships
- Everything else!

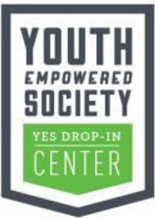
1. Shift from program consequences to natural consequences. The actions of youth in rapid re-housing can impact important relationships with their friends, neighbors, or their landlords, which can create problematic consequences for them. Make it clear to the youth you serve that the consequences are natural consequences not based on program rules. If there is an issue, case managers should consider asking youth “what do you think you can do to repair your relationship with your landlord?” instead of telling them to do something because it’s a program rule.

2. Youth are the experts for themselves. Make sure this understanding is at the center of your youth RRH program and especially your case management. Make sure you’re always centering their voices by asking them for their solutions and wants. Then support them in making it happen.

3. Make sure that your case management is supporting youth in navigating roommate relationships. Bill Motsavage shared that he had a roommate until he got married, which he brings up with staff who believe that roommates only create more drama. While more personalities create more nuance and potential conflict in housing, it’s still common for a lot of folks and one with a lot of benefits, including a nicer apartment with more affordable rent. Bill outlines ways in which your program can support roommate relationships for the youth you serve, such as:

- a. Supporting natural selection of roommates— including chosen family of LGBTQ youth
- b. Hosting “matching parties” or social events where young people meet one another and look for potential roommates.
- c. Creating roommate contracts that outline names on bills, overnight guests policies, etc.

Rapid Re-housing Case Manager
Job Description from
Youth Empowered Society



Name:	Start Date:
Program Department:	Location:
Reports to:	Supervisor:
Status: <input type="checkbox"/> Full Time <input type="checkbox"/> Contractor Hours Per Week _____ <input type="checkbox"/> Part-Time <input type="checkbox"/> Intern/Temporary <input type="checkbox"/> Exempt <input type="checkbox"/> Non-Exempt	
This position <input type="checkbox"/> does <input type="checkbox"/> does not require a background check	
General Description	
<p>Through the operation of Baltimore’s drop-in center for homeless youth, the Youth Empowered Society (YES) provides urgently-needed direct services to youth experiencing homelessness through trauma-informed peer and ally support; develops the leadership and employment readiness of youth who have experienced homelessness; and partners with youth to advocate for systems of change. Our mission is to prevent and eliminate youth experiencing homelessness through the synergy of youth and ally partnerships. The Youth Empowered Society (YES) is fiscally sponsored by Strong City Baltimore.</p> <p>The Rapid Re-housing (RRH) Case Manager functions as an integral member of the YES team, reflecting the essential value that youth, peer and ally partnerships provide the organization with its strength and uniqueness. The RRH Case Manager works to ensure their duties are in alignment with the values and mission of YES.</p> <p>The RRH Case Manager provides direct youth-centered and strengths-based case management to youth experiencing homelessness enrolled in our Rapid Re-housing Program. The Case Manager (1) encourages engagement of youth, (2) supports youth to accomplish their goals around achieving stability, (3) gains a deep understanding of available local and regional resources to reduce and remove barriers to employment and housing, and (4) advocates for systems change. The Case Manager provides services both at the drop-in-center and in the community (i.e. coffee shops, home visits).</p>	

Case Management

- Carry a caseload of youth in the RRH Program, which requires:**
 - Building authentic, caring, and affirming relationships with YES youth
 - Participating in weekly case review meetings
 - Providing a trauma informed and anti-oppression approach to youth, colleagues, and self that reflects the values of YES
 - Developing self-care practices
 - Building and maintaining strong working relationships with other providers
 - Completing intakes and assessments with youth
 - Supporting youth in identifying their strengths and use them to set goals together
 - Providing youth flexible, responsive case management that address their variety of needs including: accessing shelter; obtaining identification; enrolling in high school, GED programs, and college; navigating financial aid; accessing public benefits; connecting to health, mental health, and substance abuse care; accessing childcare; connecting to employment and permanent housing; and other supports
 - Checking in with youth each time they come into the center about progress on their goals and how YES and its partner agencies can support them
 - Seek and pick up furniture for newly housed youth
- Complete follow up tasks to help youth achieve their goals, which includes:**
 - Following up with youth by phone/email/Facebook
 - Entering youth data into the Homeless Management Information System and working with the RRH team to continually improve systems to track and transmit youth outputs and outcomes
- Develop expertise in Rapid Rehousing and the specific case management components it requires, such as providing:**
 - Regular case management to youth in the community, at youth’s home, job and other locations
 - Intensive, youth-centered budgeting and financial goal setting
 - Workforce and education supports as identified by youth and guided by YES’s Workforce Development Coordinator
 - Navigating rent court, specifically cases regarding escrow and eviction
 - Learning landlord and tenant rights and helping youth advocate for themselves

Drop-In

- Support YES’s drop-in hours by supporting youth, maintaining emotional safety of the space, and preventing and managing youth crises, while leading case management activities
- Work with team to regularly develop and update policies and practices to best meet the needs of youth and honor our values

Other

- Work closely with YES’s team to study and continually develop our trauma-informed / resiliency / strengths-based approach to our work, practiced through the lens of race equity
- Seek out and attend (as possible) relevant trainings and events that enhance skills, bodies of knowledge and which will improve YES’s RRH program
- Participate in relevant community initiatives, such as the Point Source Youth Collaborative and the Continuum of Care Board
- Advocate with youth, staff, and community partners for equity and opportunity in matters of housing, employment, education, etc. for youth/young adults experiencing homelessness
- Assist with cleaning and organizing the center as needed
- Other duties as assigned

Requirements

- Regular access to a car for community-based case management services (i.e. home visits)
- A bachelor’s degree or equivalent work experience
- At least two years of case management (or equivalent) experience
- Desire to support homeless youth and young adults in a fast-paced environment
- Experience working with youth and/or people experiencing homelessness and investment in redistributing power to youth and young adults
- Welcoming demeanor and strong oral and written communication skills
- Commitment to advancing racial equity across systems in Baltimore

The salary range for this position is \$38,000 - \$41,000.

Signatures

Employee:	Date:
Supervisor:	Date:



**“We have to talk
about liberating minds
as well as liberating
society.”**

—Angela Y. Davis

Lessons Learned from Year One

Notes from Youth Empowered Society (Baltimore, MD)

(As presented at the 2018 National Symposium on Solutions to End Youth Homelessness)

- Youth Empowered Society (YES) is a youth-centered drop-in center operating in Baltimore, Maryland.
- Baltimore is the birthplace of Redlining, the systematic denial of mortgages and loans which legally supported disinvestments in Black communities, exacerbated generational poverty, and created neighborhood segregation that continues today.
- An integral component of how YES structures its programs and staff is through the conscious understanding of the realities of racism and structural oppression.



- From the Fall of 2016 to Spring of 2018, YES successfully housed 36 young people and had three full-time staff members in their Rapid Re-housing program:

—One Housing Coordinator responsible for housing navigation and landlord relationship building as well as mediation.

— Two Case Managers who provide mobile case management and workforce support to young people in the program. Case Managers had no more than 18 cases per case manager (18:1).

- YES poses two important considerations for Rapid Re-housing programs (starting out or scaling up) on how to make values actionable:

1. What does meeting youth where they’re at and being youth-centered mean to you?

Dylan McDonough, Housing Coordinator at YES, provides the following example to help programs understand how they can be more youth-centered:

“When you do a home visit and someone has eight people crashing in their place and there’s trash everywhere, do you pull out the lease and say: ‘Hey look it says only one person is allowed to be here...when I come back everyone needs to be gone...’

or do you say

‘Hey this is dope, you’re housing your friends, you’re being a caring individual, this is awesome... how can I support you to do this so you don’t get in trouble with your landlord?’”

2. Are you hiring people that are willing to do what it takes to meet that goal?

Blair Franklin, Executive Director at YES, emphasizes three important components for staffing a Rapid Re-housing program:

- Hire people with lived experience.** “If there aren’t folks with lived experience that are at your program...actually helping to deliver services, then you need to really examine that...”
- Make sure the folks providing services look like the folks receiving services.** “...Make sure that folks getting the services look like [the] people who you’re working with...most of our staff are black, most are queer or trans, most are young people themselves and have lived experience. That’s really important to us.”
- Make sure you hire people who value housing first.** “When you think about hiring, that housing first model is really important. Some folks aren’t ready for that thinking and that framework that everyone is deserving of housing and that there should be no barriers attached to that...you can teach case management but you can’t teach values in the same way as quickly as you can case management.

PRO TIP

Notes on Redlining. Although redlining was ‘banned’ over fifty years ago, its legacy continues to disenfranchise communities of color throughout the entire U.S. landscape, especially Black Americans.⁸ In the U.S., many middle-class families gain wealth from home ownership equity. Currently, Black American wealth in the U.S. is about 5% of that of White Americans due in large part to these federal housing policies.⁹

As we do our work, we have to think about wealth disparities and their relation to housing discrimination policies sanctioned by the U.S. government.

⁸ Jan, Tracy. “Redlining was banned 50 years ago. It’s still hurting minorities today.” *The Washington Post*. [Online]. Available from: https://www.washingtonpost.com/news/wonk/wp/2018/03/28/redlining-was-banned-50-years-ago-its-still-hurting-minorities-today/?noredirect=on&utm_term=.27731183d29c

⁹ Gross, Terry. “A Forgotten History of how the US Government Segregated America.” *NPR*. [Online]. Accessed on: 10 October 2018. Available from: <https://www.npr.org/2017/05/03/526655831/a-forgotten-history-of-how-the-u-s-government-segregated-america>



“Self-definition and self-determination is about the many varied decisions that we make to compose and journey toward ourselves, about the audacity and strength to proclaim, create, and evolve into who we know ourselves to be. It’s okay if your personal definition is in a constant state of flux as you navigate the world.”

—Janet Mock

*Redefining Realness:
My Path to Womanhood, Identity,
Love & So Much More*

Q&A with Experienced RRH for Youth Providers

Questions and Answers from the 2018 National Symposium on Solutions to End Youth Homelessness

Q:

What are other housing options for youth who don’t do well in RRH following a RRH stay? Can they move into supportive housing?

A:

Yes! Participating in RRH does not make a young adult ineligible for permanent supportive housing. According to HUD, “Program participants maintain their homeless or chronically homeless status for purposes of eligibility for PSH during the time period that they are receiving the rapid re-housing assistance. Rapid re-housing is a model for helping homeless individuals and families obtain and maintain permanent housing, and it can be appropriate to use as a bridge to other permanent housing programs.”

Q:

Can you give any more information about preparing youth to live with roommates and what happens when a roommate doesn’t pay rent? Do they co-sign the lease?

A:

Each roommate signs their own lease, even if they are partners or otherwise chosen family. This gives each roommate legal tenancy rights independent from their roommate. Check out this **roommate matching survey** from Jericho Project! (<https://bit.ly/2PWB1jU>) Honest, facilitated discussions between potential roommates as well as the opportunity to meet-and-greet before moving in together are important. Going over roommate preferences (smoking in the house, noise, guests, tidiness, etc.) is also helpful. Maintaining a low case manager to youth ratio (12:1 is ideal; 15:1 is good) helps make sure that staff have the time and energy to help mediate roommate conflicts as they arise.

The National Alliance to End Homelessness’ Youth Rapid Re-housing Learning Community published this great resource on shared housing: <https://bit.ly/2slwc5C>

Q:

Can you give any more information about preparing youth to live with roommates and what happens when a roommate doesn’t pay rent? Do they co-sign the lease? (cont.)

A:

As they point out, with any roommate situation, shared housing is not without its challenges. For example, there may be roommate discord or a sudden employment change may impact the financial stability of a household. The key to addressing these challenges it to be flexible, develop and keep strong landlord relationships, and maintain a person-centered approach that builds on the strengths of program participants. Clear lines of communication with the program, the participants, and the landlord are needed, as well as the flexibility to make changes if issues arise. Additional concerns may arise when roommates are also intimate partners, and clarity about shared housing roles and expectations can be even more important in those situations.

Q:

Is it possible to use RRH funds to do a host home model while you develop a RRH program?

A:

This is a great question! In 2017, HUD released a Notice of Funding Availability (NOFA) for joint transitional housing / rapid re-housing programs, which the National Alliance to End Homelessness describes in greater detail here: <https://bit.ly/2s7B268>. Through this NOFA, you could use host homes as transitional housing, including bridge housing for youth who will be enrolled in rapid re-housing but are not yet in their apartments.

Q:

(for Jericho Project) Of the 49 youth who received permanent housing in an average of 55 days, was the rent subsidized? What happens when the subsidy ends? What happens if a youth ends up needing supportive housing but they are no longer eligible because they have been permanently housed in RRH for the past year?

A:

All of the rent is currently being subsidized with rapid re-housing rental assistance. We plan to end this assistance within one year because we believe most young adults can successfully gain the income needed to succeed on their own in this time. Even though NYC has very high rent, there are also a lot of great homeless prevention resources. Many of our young adults are receiving \$215 monthly rental assistance from public assistance. Some may also qualify for housing vouchers if they cannot pay for housing on their own afterwards. If something unexpected comes up and they fall behind, we have taught them how to apply for a One Shot Deal to pay for their rental arrears.

Rapid re-housing is great because it is flexible. There are lots of other ways besides rental assistance to help someone remain stable. Lastly, all rapid re-housing participants retain their homeless status while in the program. This means that for the few that do need a higher level of care, like supportive housing, they will still qualify. We actually have two young adults moving from their own apartments into supportive housing next month!

Q:

(for Jericho Project) Are the youth living in RRH at Jericho Project living with roommates or on their own before transitioning to permanent housing?

A:

Rapid re-housing is permanent housing! Before entering our program all of our young adults were living in emergency shelter on the streets. We help house them with a lease in their own name, between them and the landlord. Most of them live with roommates because it's more affordable, but a few live on their own as well.

Q:

What would disqualify a youth from entering a RRH program?

A:

HUD regulations allow for Continuum of Care (CoC) Program funded RRH programs to enroll youth who are considered homeless under any of the four categories in the Homeless Definition Final Rule. The NOFA under which the project was funded or the CoCs may place additional eligibility requirements locally. For Emergency Solutions Service Grant (ESG) Program funded RRH, youth must meet Category 1 of the definition of literal homelessness.

Q&A with Experienced RRH
for Youth Providers

Q:

(for Jericho Project) Were youth employed at time of intake? How many of the 49 youth are off of program housing subsidies? Did you house youth at the program until they were matched?

A:

Some of our participants were employed at intake, but many were not. The average income of a young adult at time of intake is \$725 per month. Two of our young adults are off program subsidy who moved out of state with family or significant others. The rest are still receiving rental assistance, because we just started with our first participant 12 months ago. In the time it takes to find housing (an average of 55 days) most of the young adults remain in shelter or on the streets. Some may start staying with a family member or friend who are more willing to let them stay temporarily, now that there is a plan to help them find their own housing quickly.

Q:

What is the best way to make “housing first” work with a RRH model? What is the best way to make youth aware of our services?

A:

You shouldn’t do RRH without having housing first. Housing first does work, you just have to do it and trust the process. It is a lot easier for people to get stable, access services, and maintain employment when they have a safe place to sleep at night. There will definitely be some bumps along the way, and some naturally occurring consequences you can’t protect your participants from and that’s okay. It’s a learning process for everybody. You just have to consistently offer support and services and hope that something will stick. By being consistent and genuine, you are making sure the young adults you serve know where to go when they’re ready for your help.

Q:

What are some best practices when working with youth in RRH Programs that are unwilling or unable to find employment and in turn can’t pay their portion of rent?

A:

The keys to a successful, youth-centered RRH program are flexibility and creativity, which can be hard and require staff training and support! If youth are not finding employment to pay their portion of the rent, a best practice is to explore what is happening for them. Are emotional and mental health concerns a barrier to seeking or maintaining employment? Sometimes stable housing can provide an opportunity for other issues, like mental health needs, to arise. Perhaps that means youth need a longer subsidy or a different type of supportive housing. Are there employment options locally that work for youth and pay a livable wage? In many places, these opportunities are rare. Another best practice is partnering with local businesses and workforce development programs to forge pathways to employment, described in greater detail in **this report** from Heartland Alliance: <https://bit.ly/2QumDiA>

**Special thank you to Kelly O’Sullivan,
Managing Program Director at Jericho
Project for assistance with this section and
for helping respond to audience questions!**

“Do we allow our kids to be homeless and sleep in the streets and not anyone care for them? Or do we step up and actually do something about it—something meaningful?”

—**Sophie-Rose Cadle**

*Transgender,
Gender Non-conforming,
& Non-binary (TGNCNB)
Youth Policy Advocate,
Point Source Youth*



Intentionality in Youth Rapid Re-housing

Jeffrey King of Community Rebuilders

(Grand Rapids, Michigan)

(As presented at the 2018 National Symposium on Solutions to End Youth Homelessness)

The challenges of rapid re-housing for youth, often including a philosophical shift for organizations, come up over and over with providers. At the 2018 National Symposium on Solutions to End Youth Homelessness, Jeffrey King of longtime youth rapid re-housing provider Community Rebuilders addressed this head on. Philosophical shifts are scary, as is the transition to rapid re-housing in youth programs. Read on for notes from Jeffrey's presentation and tips for addressing this fear as case managers and case manager supervisors.

Watch video of Jeffrey's
presentation here:
<https://bit.ly/2KJeDF2>



The fear is real—flip it on its head

The fear may be of not enough rental assistance, youth not sustaining rental payments, or perhaps not having enough time to teach youth how to live independently. In 2007, Community Rebuilders looked at data associated with a transitional housing program for families. This project served a small number of families, particularly young parents, at a very high cost. A shift to a rapid rehousing model doubled the number of households served. Community Rebuilders asked the question: can we do better? How can we serve more people, serve them better, and serve the people with the most need? This is what brought them to the rapid re-housing model. **Be afraid of not doing the best thing for the most people.**

Whose fear are we talking about?

Many fears are coming from providers. What about youth, what are youth worried about? Ask them! Those are the fears to focus on. Community Rebuilders has found that the job of RRH providers is a lot easier if you simply ask people what they need—through listening sessions, focus groups, and feedback surveys.

Philosophy shifts & value alignment are critical

It is important to acknowledge that there may be people on the team who will not be able to “go there” philosophically to implement RRH. Successful implementation requires values of youth autonomy and choice, a strengths-based approach.

Training, training, training

If service delivery isn’t working, who is responsible for delivering change? We spend so much time trying to teach participants and consumers to fit into what we have, rather than saying “if this isn’t working, if we’re not having successful exits, it’s not the people we’re serving that there’s something wrong with, it’s the way we are delivering our services.” Instead of training youth on how to live in housing, it’s training our staff on how to provide the services that youth have asked for.

RRH will not end poverty

Community Rebuilders decided to intentionally accept that RRH is not a poverty elimination program. Yes, youth may continue to live in poverty after exiting the program. If the program has done its job well, youth will also have stabilized their housing, connected to natural supports and public benefits, and taken steps to increase their income. The goal is for youth not to re-enter the homeless system.

PRO TIP

Instead of focusing on getting youth “housing ready,” focus on getting staff “Rapid Re-housing for youth” ready.

How the philosophical shift happened

To improve on what wasn't working, Community Rebuilders did the following and *it worked*:

- 1. Asked the experts, the youth they serve**—through feedback, listening sessions, opening programs up to scrutiny.
- 2. Flipped the script on training**—spent less time “training” youth to live in housing and spent more time training teams to provide the services youth want. Took a holistic approach, training all staff to partner with youth and look for “win-wins.”
- 3. Empowered the team**—emphasized autonomy, because program information and accountability increases staff's ability to make individualized plans with participants
- 4. Planned, evaluated, retooled**—if it's broken, fix it! Constant feedback and program evaluation.

A rights-based approach to ending homelessness.

- All youth have the ability to improve their situation
- Youth are appreciated as the experts on their own lives
- Youth know what will work for them in reaching change
- Youth are the central change agent
- Our role is facilitative
- New perceptions will reveal achievable strategies for improvements
- Power with vs. power over

Shifting the Power

Community Rebuilders acknowledges that their program's job is to recognize and hold housing as a basic human right and, while doing so, also recognize natural inequities in the provider/consumer relationship. Community Rebuilders does this by:

- Working to break down those power differentials and put the youth in control of the activities they undertake. Partner with youth to recognize strengths and healthy natural support systems that will be the catalyst for change.
- Making sure youth know that we believe housing is their right and that they will be able to maintain it. Stress that the housing first model is all precipitated on the basis that housing is a basic human right.
- Practicing power with rather than power over. Community Rebuilders doesn't set a standard amount of time that every youth gets. They've become increasingly more nimble. By asking “how much assistance do you need?,” youth have moved from an average of 6 months to an average of 3.7 months.
- Tailoring services to make them more efficient and effective. Let youth tell you what they want (where to live, how much assistance) from the very beginning.

Four Critical Elements of Engagement



Jericho Project's Four Critical Elements of Engagement

As you're designing your Rapid Re-housing program and training staff, it's important to center transparent and consistent communication. While challenging assumptions is a constant process, the following resource from Adriana Rodriguez, LCSW, Deputy Chief of Programs and Clinical Practice at Jericho Project, is a great start to understanding successful engagement and communication.

I. Clarify the helping process:

- Carefully introduce oneself, the agency's intake process, and possible service options.
- Do not assume that the individual has been given accurate information about the services being offered.
- Do not assume that the individual understands what is expected of them and what they should expect from the intake process or the social worker.

II. Set the foundation for a collaborative working relationship.

- Establish and agree upon the explicit roles and responsibilities both the individual and the social worker will abide by to meet shared goals (e.g. time of the next appointment, frequency of meetings, readiness for sessions, etc.)

III. Focus on immediate and practical concerns (aka case management):

- Be ready to schedule the second appointment the following week.
- Individuals often need help negotiating with other "systems" (e.g. school, public assistance, housing, etc.)
- Responding to the individual's concerns provides an opportunity for the social worker to demonstrate their commitment and potential capacity to help with concrete services.
- Leave them with a handout, or a referral, or a resource that the individual can think about, pursue or work on until the next appointment.

IV. Identify and problem-solve around barriers to help seeking:

- Every first interview must explore potential barriers to obtaining ongoing services.
- Identify specific obstacles which must be addressed in order to meet for the second appointment (e.g. time, transportation, insurance coverage, etc.)
- Identify other types of barriers (e.g. previous negative experiences with other helping professionals; discouragement by others to seek professional help; how the differences in race or ethnicity between the social worker and the individual may impact the relationship)

Continuums of Care and other granting agencies often ask similar questions in Requests for Proposals (RFPs). Please use the following sample responses to guide a future proposal for funding a RRH program in your community.

Section 1: Organizational Experience and Capacity

Experience providing supportive services and housing for homeless persons
Experience with renting units, operating rental assistance, and providing supportive services.

[AGENCY] proposed scatter-site Rapid Re-housing Program for young adults experiencing homelessness, [GIVE PROGRAM A NAME (optional)], is an expansion of our services in recognition of the need for youth housing that emphasizes the principles of Housing First, trauma-informed care, positive youth development, and progressive engagement. Through our [NAME OF PROGRAM] and [NAME OF PROGRAM] programs, we see the need for a Housing First option that connects youth to apartments with leases in their own name and comprehensive supports to progressively take over rental payments. [AGENCY] offers a comprehensive array of supportive services at our XXX, including: linkage to primary care services; linkage to employment & career specialists, disease management and wellness support groups; health education; HIV rapid testing and counseling; community outreach; housing information; and pro bono legal services. [AGENCY] also operates [NAMES OF PROGRAMS] programs to which youth will have access: (list programs if applicable here).

Working with and addressing the target population’s identified housing and service needs.

All of [AGENCY] housing and supportive housing programs use a Housing First approach that does not require sobriety, participation in services, or any other threshold to meet before a young person is housed. Our services are low-threshold and trauma-informed. [AGENCY] has shown that a Housing First approach is effective and leads to greater housing stability and improved quality of life for youth participating in Housing First programs.

[AGENCY] works with youth who are connected to foster care and criminal justice systems, and who face economic and social barriers to acquiring and maintaining safe, secure, stable housing.

Last year, [AGENCY] served a total of [NUMBER] youth experiencing homelessness or housing instability and provided [NUMBER] nights of care. We also saw [NUMBER] youth experiencing homelessness in our drop-in center.

In this project, drawing upon our expertise and the supplemental expertise of partners, [AGENCY] will implement a rapid re-housing program for youth based on a “Housing First” model. This model is rooted in trauma-informed care, positive youth development, and progressive engagement, an approach that emphasizes the positive benefits of stable housing in the lives of young people as they address other needs in their lives.

Experience relating to serving the proposed eligible population.

[AGENCY] has [NUMBER] years of experiences and demonstrated strength serving youth who are experiencing homelessness through our XXX housing program and drop-in center. We currently provide [NUMBER] supportive housing units to young adults ages 18-24 with support from [FUNDING SOURCE]. We also specialize in supports for youth who are involved in multiple systems and uniquely vulnerable to homelessness, including youth with foster care and criminal justice involvement. (Share outcome information if possible - how youth have been connected to educational or income supports, public benefits, medical care etc.)

[AGENCY] places a special emphasis on skill, experience, and competence supporting LGBTQ and gender expansive or nonconforming youth, youth who are gang-involved, and youth who are actively using substances. We prioritize cultural competency in staff hiring and training, train our staff on Motivational Interviewing and Critical Time Intervention, and conduct regularly organizational audits to determine areas where we can continue to improve on trauma-informed care for youth. [AGENCY] also emphasizes peer leadership through our Youth Action Board and the hiring of peer mentors who have access to mentorship training and support and who are compensated for their time.

Section Two: Program Proposal

Description of the proposed program

The proposed RRH project will support up to 12 months of rental assistance to each youth at scattered-site housing in the community and owned by private entities. 30 one-bedroom units at fair market rates are budgeted for an average of 10 months of tenant-based rental assistance. Based on past experiences of other RRH initiatives by youth providers, an estimated 25 single youth and 5 parenting/pregnant youth will be served during the first grant year (projecting an average 10 months of assistance to each youth). The length of rental subsidy will be determined through case management that utilizes a progressive engagement approach, with each young person’s responsibility for their portion of rent increasing as their income increases.

The goal is to ensure youth maintain independent housing through progressive, tiered individual case management activities. The Case Manager will meet at least once per month with youth to provide a range of supports, referrals and follow up as needed. XXX will help youth to access a comprehensive array of internal and external services in order to meet their complex needs. To ensure that this is accomplished, XXX has developed a continuum of referral linkages with a robust array of external services to ensure referral fulfillment. The goal of progressive engagement is that the case manager will establish a framework with each youth individually, based on their needs and income options. For example, one youth may pay a third of their income for the first 3 or 6 months and then take over their rent completely, while another may pay a third of their income for 12 months.

A Housing Specialist will specifically work on finding apartments for youth and outreach to landlords, since this is a different skill set than case management and can be time intensive. An Employment Specialist (50% funded from this grant) will focus on connecting youth to jobs that pay a livable wage and that meet the self-determined needs and desires of youth for their employment, and will support youth in not only finding but also maintaining their employment. XXX has in-house existing expertise and experience supporting youth with barriers to employment (criminal justice records, childcare needs, etc.) in accessing and maintaining employment.

XXX will provide in-house trauma-informed brief individual crisis counseling and group-based counseling by qualified degreed professionals. The sessions help youth cope with issues stemming from trauma experiences related to or independent from their housing instability. For mental health diagnosis and ongoing treatment, XXX has referral connections to XXX, and in this project specifically, the federally-qualified health center Callen-Lorde, as described later. For substance abuse treatment, referral sources include XXX and XXX.

Estimated schedule for the proposed activities, the management plan, and the method for assuring effective and timely completion of all work.

Timeframe	Milestone
Month 1	Anticipated award letter from HUD
Months 2-3	Hire staff, formalize partnership MOUs, receive technical assistance, outreach to landlords, publicize services
Month 3	Proposed start date of project and grant
Month 4	Begin recruitment of two Youth Consultants (supported by leveraged funding)
Month 5-6	Begin accepting referrals to RRH
Month 6	Develop and approve eviction prevention policies for RRH participants
Month 6	Implement RRH project, including distribution of TBRA, including housing participants within 90 days of receiving grant agreement
Month 6	First youth have leases in own names through RRH

Sample Responses to Rapid Re-housing RFP

Based on XXX's longstanding experience implementing housing programs for youth, we anticipate beginning to house youth through rapid re-housing within four months of the award and we intend to reach full capacity within eight months of the award.

Describe organizational staffing structure and who will be responsible for paying rent to landlords, supervising Housing Specialist, supervising Employment Specialist, supervising case management team, and tracking ongoing wellbeing of program.

Plan for rapid implementation of the program.

Describe a plan for rapid implementation of the program; Indicate the month and year in which the project will begin to house eligible participants, the month and year in which the project will achieve full occupancy, and a detailed plan for ensuring timely and full project rent-up. If any project site is not currently owned or under a lease agreement, provide a summary of relevant contracts and agreements (e.g., with local landlords, housing locator specialists, public housing authority, other partner organizations) needed for the achievement of project operation. The narrative must provide evidence that ensures there will be no delay in service provision to participants, operation of CoC management systems, or the leasing of units for reasonable rents.

[AGENCY] has robust relationships with [NUMBER] landlords and property managers who are interested in renting units to youth through the rapid re-housing program, and we currently rent [NUMBER] units throughout (city or [REGION]). We have implemented [NUMBER] programs all according to project timeline. We plan to enroll youth within 60 days of receiving funding; start housing youth within 90 days of receiving funding; and reach full capacity within eight months of receiving funding. The [AGENCY] Operations Department will be available for ongoing landlord relationship maintenance and provide incentives for landlords to participate in the program, including agreement to paint apartments when youth move out and to pay an increased security deposit and/or two months rent in advance.

Will the project receive referrals only through one of XXX established local Coordinated Access systems?

Yes, [AGENCY] will prioritize referrals through the Coordinated Entry process for youth once launched and operational in XXX. In the interim, we will prioritize in-house referrals and referrals from XXX and XXX partners. We will also incorporate the TAY VI-SPDAT Triage Tool, the only homelessness vulnerability assessment created for young people, into our intake process. This tool consists of six non-invasive questions that can help us determine the level and type of service intervention that each youth needs. Only youth that meet the criteria for needing rapid rehousing will be referred to rapid re-housing; others will be referred to housing that more appropriately meets their needs. This assessment tool will ensure that youth with the highest needs and those who are most appropriate for rapid rehousing are prioritized and enrolled in the program.

Experience with and description of the program design for implementing Housing First.

For this new RRH project, youth will be served through a "Housing First" approach. The only prerequisite to housing entry will be intake assessment. Youth will not be screened for drug use, credit, criminal history, etc. Staff and partners will follow low barrier admission procedures to promote rapid and streamlined entry into housing opportunities. Supportive services will be voluntary, while case managers will consistently engage tenants to ensure housing stability. All youth participants will have full tenant rights, responsibilities and legal protections.

Over the last half decade, [AGENCY] has increasingly employed a "Housing First" philosophy to serving homeless and street-involved young adults. The goal of [AGENCY] current "Housing First" practices is to focus on quickly moving youth into permanent housing through tiered individual case management activities. We are committed to reducing the duration of homelessness for youth entering the XXX emergency shelter by accelerating entry into independent living and permanent housing situations, and we have a policy of not discharging youth into homelessness. We will have a similar policy in our rapid re-housing program. If youth are evicted by their landlord or preemptively leave the apartment before eviction, we will work with them to find another more suitable housing option, and continue working with them until a stable option that works well for them is secured.

If applying for Rental Assistance, describe the method for determining the type and amount of rental assistance that participants can receive.

Youth and case managers will collaboratively review income, expenses, employment status, and employment goals to co-create a rental plan that includes the appropriate amount of initial rental assistance and the method to taper rental assistance over time. Youth will have the option of working closely with the Employment Specialist for linkage to pathways to higher income employment, as well as opportunities to discuss credit, budgeting, and managing income inflow/outflow. As the goal of rapid re-housing is for youth to take over their rental payments, rental assistance will decrease as youth income increases. Case managers will work with youth to help navigate application for all supplementary benefits for which they are eligible, to assure that income and supports for basic needs (i.e. food, transportation, childcare) are maximized.

Will participants be required to live in a particular structure, unit, or locality, at some point during the period of participation?

Yes- Scattered site apartments that are accessible to case managers based in [LOCATION].

Employment of homeless and/or formerly homeless individuals in this project?

[AGENCY] will hire one full-time peer navigator (a young adult with current or recent experience of homelessness) to support youth with appointments and applications; co-facilitate groups, and plan recreational activities. This person will be hired with the help of [AGENCY] Youth Action Board, which will participate in staff interviews and help make hiring decisions.

Plan to implement Continuous Quality Improvement, program evaluation, and consumer satisfaction to ensure that program provides a high quality of services.

[AGENCY] has a full time staff person dedicated to quality assurance and ongoing training and supports for programs. We are also partnered with national nonprofit Point Source Youth, a technical assistance provider for youth rapid re-housing programs, to evaluate this new program and help adapt and grow the program as needed based on the expressed needs of youth and staff. The Point Source Youth evaluation, which is grounded in informed youth consent as outlined by the University of Southern California Institutional Review Board, includes a baseline survey for youth and longitudinal surveys to evaluate the benefits of rapid re-housing on youth housing outcomes, physical and mental health, connections to social supports, and emotional wellbeing. This will be supplemented by individual interviews and focus groups with youth, as well as focus groups with staff members, to better understand highlights and growth areas of rapid re-housing for youth implementation.

Agency’s existing mechanism(s) for consumer involvement and how that information is used. Description of how consumer feedback in this new program will be obtained.

[AGENCY] prioritizes hiring peer navigators in all of our programs, and will hire a full-time peer navigator for the youth rapid re-housing program proposed in this application. We also have a robust Youth Action Board with [NUMBER] members from across [NUMBER] programs which meets monthly to review and advise staff hiring, programmatic policy, and strategic planning. The Youth Action Board will participate in hiring staff for the rapid re-housing program and we will recruit youth from the RRH program to serve on the board. We also have a survey for program participants every six months to solicit anonymous feedback, concerns, and ideas for growth / improvement.

3. Supportive Services for Participants

How participants will be assisted to obtain and remain in permanent housing.

For every RRH participant, [AGENCY] will work with youth to voluntarily develop an individual service plan to ensure that they will be able to maintain their housing. The individual plan will include services regarding financial literacy; rent; employment; independent living; education/ vocation; food and household budgeting; transportation expenses, and child care expenses if applicable. The Case Manager will assist youth in becoming familiar with community resources i.e. banks, grocery store, hospital, public transportation, and utility agencies. To the event of crisis situations, the case manager will be available to assist the client when needed.

Youth will be provided training on how to prevent eviction, and will be linked to free legal services for assistance with tenant/landlord problems. A housing checklist will be developed to ensure that the community-based independent housing is safe and all needed repairs are completed, and documented before the youth signs a leasing agreement.

To best support youth in obtaining and maintaining permanent housing, [AGENCY] case managers will use progressive engagement and specifically the Critical Time Intervention model to “front load” supports for youth as they acquire stable housing and increase their income through an individualized combination of employment and public benefits, and then reduce the frequency and nature of supports as youth become increasingly independent in both housing and income, with the option to increase or decrease supports as needed based on individual youth circumstances and experiences.

The Case Manager will achieve this by developing a self-determined service plan with each youth and collaboratively identify and address barriers to housing, both logistical and emotional. The service plan, in addition to addressing basic barriers, will include rental assistance coordination and tenant education to assure that rental supports are tailored to each youth’s need, current income capacity, and longer term income plan. As a key component of progressive engagement, youth will be able to access more or less supports, as well as customized supports, as needed throughout

the rapid re-housing program as well as aftercare supports when they graduate from the program.

A key role of the Employment Specialist will be identifying and recruiting employers for youth, with an emphasis on employers who help youth connect to positions with livable wages, pathways to careers, and work that is meaningful to youth based on their experiences, interests, talents, and desires. The Employment Specialist will work with youth to identify ways in which previous experiences both inside and outside of the traditional workforce translate to hireable skills. In addition to matching and referring youth with employment opportunities, the Employment Specialist will collaborate with case management and youth to assure that youth have active support in job retention.

Plan for ensuring program participants will be individually assisted to obtain benefits of the mainstream health, social, and employment programs for which they are eligible.

As appropriate, youth will be connected to all mainstream services that they are eligible for (i.e. SSI/ SSD, Medicaid, food resources, VA benefits, unemployment resources, etc.) as well as mental and physical health care, legal services, and any financial assistance needed to improve or obtain credit cores. [AGENCY] will prioritize connecting youth to any financial or medical benefits for which they are eligible. The organization will help youth become linked to and supported by a range of community based resources. If a youth’s primary education has been disrupted, [AGENCY] will assist in reenrolling into school or a program to earn a high school degree or GED. [AGENCY] will help parenting and pregnant youth, and their children, to access child care, WIC services, and parent training. [AGENCY] will ensure youth parented families receive coordinated services for the minor child, such as medical, infant and mental health appointments, child care, public welfare services, transportation, and parenting and child birth classes.

[AGENCY] is committed to creating and nurturing networking, collaborating, and partnering relationships with other human service agencies in the community to establish a wider support base to address the multiple needs of youth reached. [AGENCY] maintains formal referral agreements or procedures with list partner agencies.

Assistance in maximizing participants’ ability to live independently and increase self sufficiency

[AGENCY] commitment to trauma-informed care, positive youth development, and progressive engagement means that youth choice and autonomy are the basis of all case planning. Youth will have comprehensive supports available from the project’s Employment Specialist, with linkages to living wage employment and supports (including transportation support) to retain employment. Youth will also have access to [AGENCY] full service career development center called [NAME]. In our years supporting youth aging out of foster care and with criminal justice involvement, we have developed a robust network of referral partners including XXX, XXX, and XXX to support youth with elements of their holistic wellbeing that aide in housing stability including mental and physical healthcare, employment and education, and health and wellness activities.

Type, scale, and location of supportive services and mode of transportation to services

Participants will have access to family therapy and/or reunification therapy, mental health services, and outpatient services through our partnership with [NAME]. [ANGE CY] will provide substance use treatment services (using a harm reduction approach). [AGENCY] proposed rapid re-housing program staff will provide care coordination, case management, benefit eligibility assistance, and referral and coordination to education and job/internship services. To facilitate access to services, [AGENCY] will provide transportation assistance (MetroCards); Peer Specialists will provide navigation services, and case managers will make home visits to youth as needed.

Outreach for Participants

Enter the percentage of homeless persons who will be served by the proposed project for each of the following locations:

- 40% Persons who came from the street or other locations not meant for human habitation
- 60% Persons who came from Emergency Shelters
- Persons who came from safe havens
- 100% Total of above percentages

Outreach plan to bring eligible homeless participants into the project, including a contingency plan to ensure project rent-up in accordance with the described timeline if sufficient eligible applicants are not identified in a timely manner.

The proposed program will fill its vacancies primarily through referrals from Department of Homeless Services, internal referrals from [NAME] drop-in center, and collaborative partnerships with youth-serving organizations [NAME], [NAME], and [NAME], all of whom we have a strong connection and referral history with. XXX will also rely on its existing connections with an extensive network of providers that work specifically with homeless and runaway youth, including XXX, XXX, XXX, and XXX. Due to the significant need for housing among young adults, and especially LGBTQ-identified young adults, within the CoC, there is a waiting list for youth-specific emergency shelter and we do not anticipate difficulty locating and enrolling eligible participants. In the event of difficult, we will rely on our relationships with these homeless and runaway youth serving organizations and outreach teams to identify participants.

Sample Responses to Rapid Re-housing RFP

Performance Measures & Management

1. HMIS Participation

- a. Does your agency currently participate in HMIS? Y/N
- b. Will your agency enter data into the HMIS for this proposed project? Y/N
- c. Did you complete the required number of uploads for your organization’s other CoC funded projects? Y/N
- d. What measures will you take to ensure your data is high quality?

XXX has a fulltime data manager who coordinates HMIS data entry, data quality, and the use of data in program evaluation and adaptation. The data manager has XXX years of experience assuring that data collection and entry is consistent, accurate, and complete and regularly reviews HMIS entries. Data manager on staff who oversees data entry in HMIS and who is responsible for quality assurance. The Data Manager ensures that all data collected and entered into HMIS is consistent, accurate and complete.

2. Standard Performance Measures

Housing Measure	Universe	Target	Target%
All Projects: Persons remaining in permanent housing or exiting to permanent housing (subsidized or unsubsidized) as of the end of the operating year	30	27	90%
RRH ONLY: Persons placed in permanent housing within 30 days of entry into proejct.	30	25	85%

b. Specify the universe and target numbers for the following performance measure for EITHER A or B below (choose one to complete)

Income Measure	Universe	Target	Target%
A. Persons age 18 and older who maintained or increased their total income (from all sources) as of the end of the operating year or program exit.	30	27	90%
B. Persons age 18 through 61 who maintained or increased their earned income as of the end of the operating year or program exit.	30	25	85%

“If there aren’t folks with lived experience that are at your program... actually helping to deliver services, then you need to really examine that.”

—Blair Franklin

*Executive Director,
Youth Empowered Society,*

*2018 National Symposium on
Solutions to End Youth Homelessness*



“If you don’t have a lens that’s been trained to look at how various forms of discrimination come together, you’re unlikely to develop a set of policies that will be as inclusive as they need to be.”

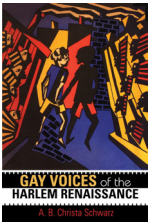
—Kimberlé Williams Crenshaw



Working together to end the crisis of youth homelessness requires us all to expand our intersectional understanding of structural and systemic inequalities in the United States. For all of us to better serve our communities and create braver spaces, we need to commit ourselves to decolonizing the literature and media we consume. We’ve compiled a list of resources, although not exhaustive, to assist you in your journeys to better understand various inequalities, histories, solutions, and perspectives in the U.S.

Books & Articles

Intersectional LGBTQ+ Voices



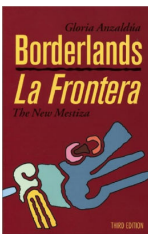
Gay Voices Of The Harlem Renaissance (Blacks In The Diaspora): A History Of Bisexuality, Steven Angelides



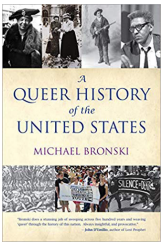
Asegi Stories: Cherokee Queer And Two-spirit Memory, Qwo-li Driskill



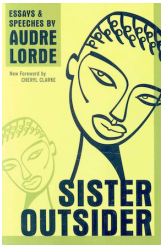
Black On Both Sides: A Racial History Of Trans Identity, Riley Snorton



Borderlands / La Frontera, Gloria Anzaldua



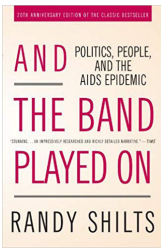
A Queer History of the United States (ReVisioning American History for Young People), Michael Bronski



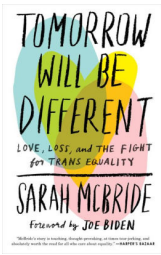
Sister Outsider, Audre Lorde



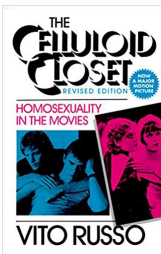
Transgender Warriors, Leslie Feinberg



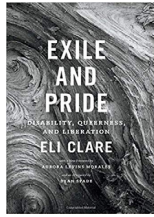
And The Band Played On, Randy Shilts



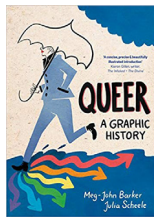
Tomorrow Will Be Different: Love, Loss, And The Fight For Trans Equality, Sarah McBride



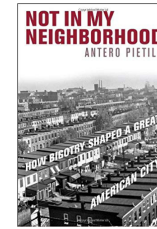
The Celluloid Closet, Vito Russo



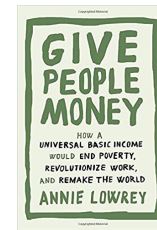
Exile and Pride: Disability, Queerness, and Liberation, Eli Clare



Queer: A Graphic History, Dr. Meg-John Barker (Author), Julia Scheele (Illustrator)



Not in my Neighborhood: How Bigotry Shaped a Great American City, Antero Pietila

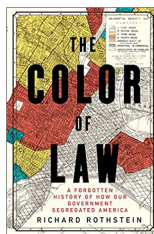


Give People Money: How a Universal Basic Income Would End Poverty, Revolutionize Work, and Remake the World, Annie Lowrey

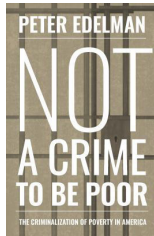


"The Case for Reparations", *The Atlantic*, Ta-Nehisi Coates

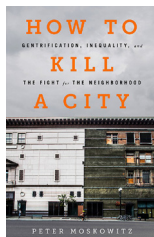
Housing, Economics and Poverty



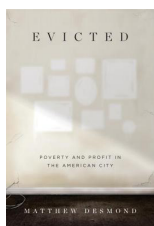
The Color of Law: A Forgotten History of How Our Government Segregated America, Richard Rothstein



Not a Crime to be Poor: The Criminalization of Poverty in America, Peter Edelman

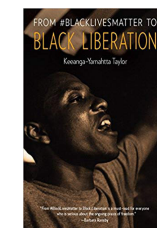


How to Kill a City: Gentrification, Inequality, and the Fight for the Neighborhood, Peter Moskowitz



Evicted: Poverty and Profit in the American City, Matthew Desmond

White Supremacy, Colonialism, and Structural Oppression



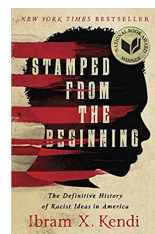
From #BlackLivesMatter to Black Liberation, Keeanga-Yamahtta Taylor



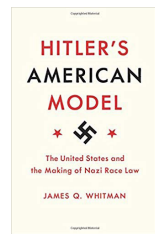
Between the World and Me, Ta-Nehisi Coates



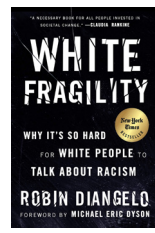
Racism without Racists: Color-Blind Racism and the Persistence of Racial Inequality in America, Eduardo Bonilla-Silva



Stamped from the Beginning: The Definitive History of Racist Ideas in America, Ibram X. Kendi



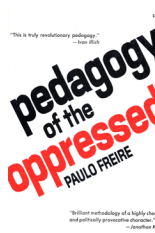
Hitler's American Model: The United States and the Making of Nazi Race Law, James Q. Whitman



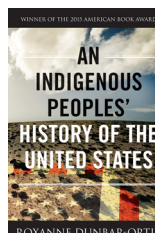
White Fragility: Why It's So Hard for White People to Talk About Racism, Robin J. DiAngelo



White Rage: The Unspoken Truth of Our Racial Divide, Carol Anderson, Ph.D

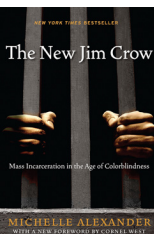


Pedagogy of the Oppressed, Paulo Freire



An Indigenous Peoples' History of the United States, Roxanne Dunbar-Ortiz

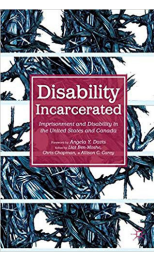
The Criminal (In)justice System and Mass Incarceration



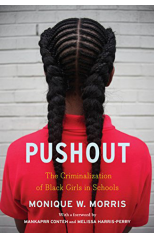
The New Jim Crow: Mass Incarceration in the Age of Colorblindness, Michelle Alexander



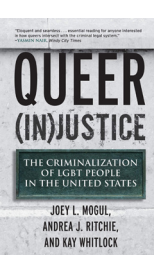
Captive Genders: Trans Embodiment and the Prison Industrial Complex, Eric A. Stanley (Editor), Nat Smith (Editor), CeCe McDonald (Foreword)



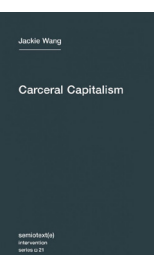
Disability Incarcerated: Imprisonment and Disability in the United States and Canada, Allison C. Carey (Editor), Liat Ben-Moshe (Editor), Chris Chapman (Editor), Angela Y. Davis (Foreword)



Pushout: The Criminalization of Black Girls in Schools, Monique Morris

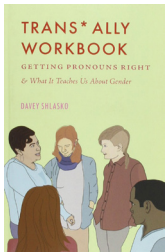


Queer (In)Justice: The Criminalization Of LGBT People In The United States, Joey L. Mogul

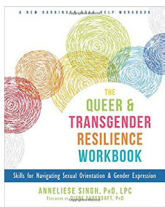


Carceral Capitalism, Jackie Wang

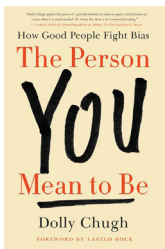
Allyship and Resilience



Trans Allyship Workbook: Building Skills to Support Trans People In Our Lives, Davey Shlasko

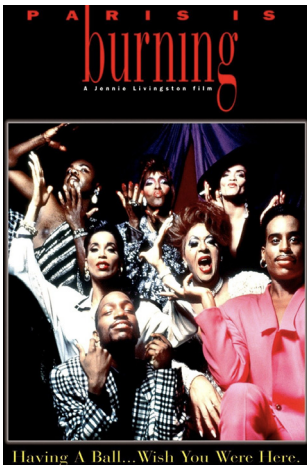


The Queer and Transgender Resilience Workbook: Skills for Navigating Sexual Orientation & Gender Expression, Anneliese A. Singh

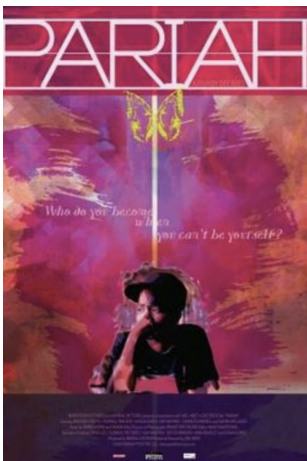


The Person You Mean to Be: How Good People Fight Bias, Dolly Chugh

Films



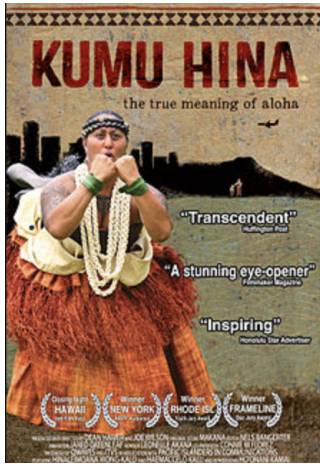
Paris is Burning (1990), is a documentary that chronicles the ball culture of New York City in the 1980s and the Black American and Latinx LGBTQ+ communities who revolutionized the space.



Pariah (2011) is an American film written and directed by Dee Rees, the first black woman to be nominated for the Academy Award for Best Adapted Screenplay. Pariah follows the story of Alike, a 17-year-old Black woman who lives with her parents and younger sister in Brooklyn’s Fort Greene neighborhood. This movie is a powerful coming-out and coming of age story of a young black lesbian and her journey to be who she wants to be, not who others want her to be.



13th (2016) is a powerful documentary directed by Ava DuVernay featuring interviews by scholars, activists and politicians analyzing the criminalization of Black Americans and the mass incarceration crisis in the US.



Kumu Hina (2014) chronicles the struggle to maintain Pacific Islander culture and values within the Westernized society of modern day Hawaii. The story is told through the lens of a proud and empowered mähū, or transgender woman and Native Hawaiian. An honored and respected kumu (teacher), cultural practitioner, and community leader, the film follows her as she inspires a young girl to lead the school's male hula troupe.



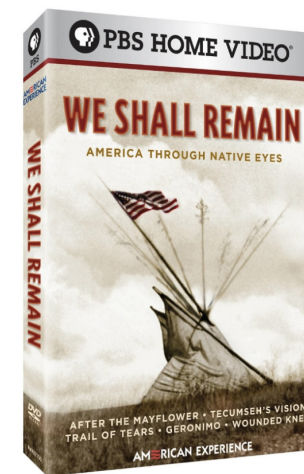
Mala Mala (2014) is a documentary following the powerful stories of 9 trans-identifying individuals in Puerto Rico. The film also chronicles the historic victory of the LGBT community with the approval and signature of Law 238-2014 (in Puerto Rico), which prevents discrimination in employment based on sexual orientation and/or gender identity.



We Were Here (2010) is a historical documentary. The film begins in the 1970s in San Francisco, which became a safe haven for the LGBTQ+ community and transitions into the San Francisco as ground zero of the AIDS epidemic. We Were Here explores the love and loss through the stories of five individuals who experienced it firsthand.



Call Me Kuchu (2012) is a documentary following openly gay activist David Kato and his friends working to defeat new legislation in their home country of Uganda that would make homosexuality punishable by death.



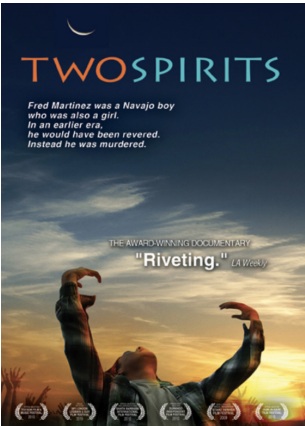
We Shall Remain (2009) is a five-part, 7.5-hour PBS documentary series about the history of Indigenous Americans spanning the 17th century to the 20th century.



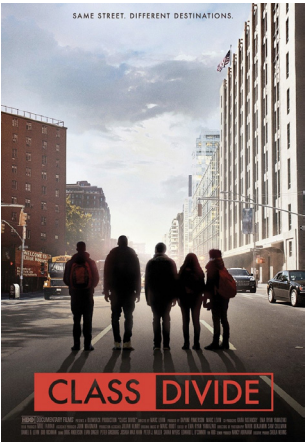
The Black Power Mixtape (2011) chronicles the evolution of the Black Power movement in the United States from 1967 to 1975. It features footage of the movement shot by Swedish journalists in the US between 1967–1975 with appearances by activists, community leaders, and artists such as Angela Davis, Bobby Seale, Huey P. Newton and Eldridge Cleaver.



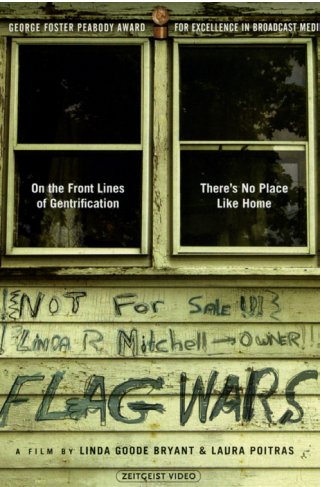
Small Town Gay Bar (2006) is a documentary that focuses on two gay bars in the rural deep Southeast region of the US. The film explores a bar in Shannon, Mississippi, and one in Meridian, Mississippi and their functions as places of refuge for communities fighting against discrimination and intolerance.



Two Spirits (2009) is a documentary on the story of Fred Martinez who was a part of an honored Navajo tradition of nádleehí or two spirits, representing a balance of ‘feminine’ and ‘masculine’ traits. Fred became one of the youngest hate-crime victims when Fred was brutally murdered at sixteen.



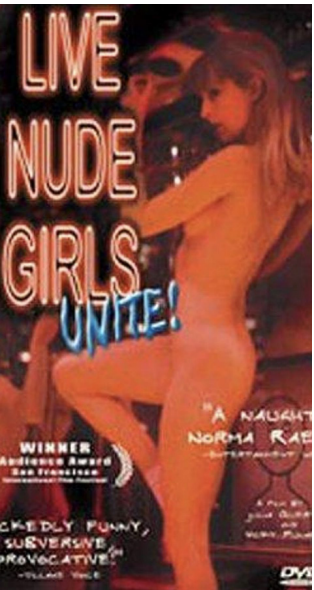
The Class Divide (2015) is an HBO documentary that examines the recent effects of hyper-gentrification in New York City's West Chelsea neighborhood.



Flag Wars (2003) is a gripping personal look at a historically black neighborhood in the Old Towne East area of Columbus, Ohio, and the tension between residents who perceive themselves to be forced out by affluent LGBTQ+ couples gentrifying the neighborhood. The documentary touches on the nuance of gentrification through the intersections of race, gender, and sexuality in the U.S.



A Road to Home (2015) follows the lives of six LGBTQ+ young people experiencing homelessness over the span of 18 months and the intersections of homophobia, racism, and poverty.



Live Nude Girls Unite! (2000) is a first-person documentary about a group of strippers who formed the only union of exotic dancers in the US, making labor history.

Intersectional Resources



Notes from the Field (2015) is a play, written and performed by Anna Deavere Smith. It discusses issues surrounding race, class, and America’s school-to-prison pipeline. Its content is drawn from over 200 interviews with students, parents, teachers, and administrators caught in the system.

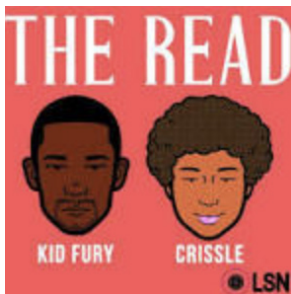


Nancy is a podcast hosted by best friends Kathy Tu and Tobin Low, that addresses the struggles faced by the LGBTQ+ community, especially for the queer Asian community.

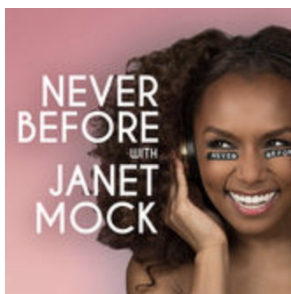
Podcasts/YouTube



Pod Save The People is an American political podcast hosted by community organizer and activist DeRay Mckesson. The podcast examines culture, social justice, and politics by exploring the history, language, and people who are shaping the struggle for progress.



The Read is a weekly pop culture podcast hosted by vlogger Kid Fury and comedian/internet personality Crissle West. The podcast explores topics like hip-hop, celebrity gossip, life in New York City, and the Black queer experience.



Never Before is a podcast hosted by author and trans activist Janet Mock. The podcast explores interesting themes and features amazing guests, all working to center the voices and stories of queer people of color in the United States.



The BiCast is a podcast that works to provide a platform for and amplifying bi voices and experiences in the U.S.



LGBTQ&A is an interview podcast documenting modern queer and trans history, hosted by Huffington Post writer Jeffrey Master.



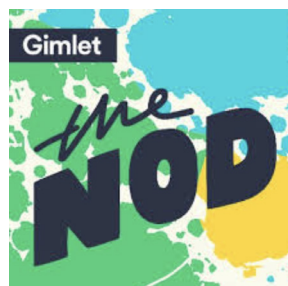
Black Girl Dangerous is a podcast hosted by queer and trans activist Raquel Willis that amplifies the voices of queer and trans people of color through intersectional conversations on cultural moments and events.



Café Con Chisme is a Latinx podcast co-hosted by siblings Sebastián and Yasmin Ferrada that explores conversations on racism, issues impacting the LGBTQ+ community, and self-care through a Latinx lens. The podcast also seeks to promote health self-care practices empowering listeners to survive and thrive.



LGBTQ+ VOICES ADDRESS ISSUES FACING OUR COMMUNITY – INTERNAL AND EXTERNAL



Umbrella is a podcast that brings together diverse leaders in the LGBTQ+ communities, gathering to explore and examine intersectional and often complex issues impacting LGBTQ+ communities both internally and externally.

How to be a Girl is a podcast hosted by Marlo Mack, a single mom raising her young transgender daughter in Seattle. Both mother and daughter produce the audio podcast about their life together, the challenges they face and their unconditional love.

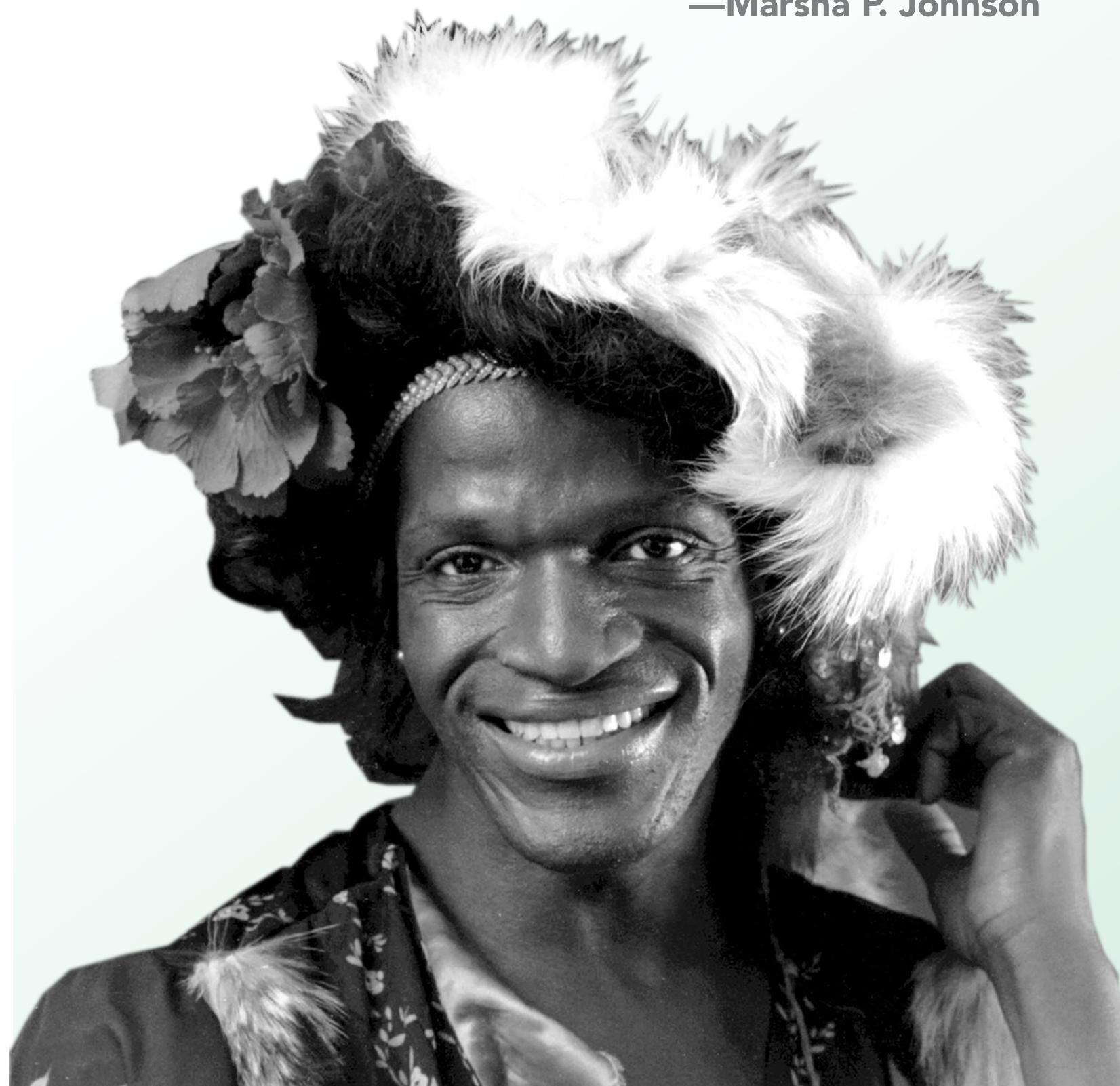
The Nod is a podcast co-hosted by Brittany Luse and Eric Eddings that explores often untold stories of black culture, history, and current events.

Still Processing is a New York Times culture podcast hosted by Times writers Jenna Wortham and Wesley Morris. The podcast explores conversations on film, art, music, and the internet as they work to understand the “pleasures and pathologies of America”.

Contrapoints features a trans-identifying American YouTube personality and director named Natalie Wynn who creates powerful comedic and educational content about issues such as gender, race, politics and social justice on her youtube channel (ContraPoints). She has an especially popular episode titled “Autogynephilia: A psychosexual journey to the heart of a bad theory about trans women.”

“It is untrue that bravery can be measured by a lack of fear. It takes guts to tremble. It takes tremble to love.”

—Marsha P. Johnson



"Self-care is critical. It's an ethical dilemma. If we're not caring for ourselves we will not be able to care for anyone else in a way that's meaningful or helpful."

—Dr. Cynthia Lubin Langtiw

*Associate Department Chair,
The Chicago School of Professional Psychology
and Board Member/Board Vice President,
Point Source Youth*

*2018 National Symposium on
Solutions to End Youth Homelessness*



Partners

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contact@pointsourceyouth.org



Youth Empowered Society

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National Alliance to End Homelessness

<https://endhomelessness.org/>
info@naeh.org



Community Rebuilders

<https://communityrebuilders.org/>
616-458-5102



Jericho Project

<http://www.jerichoproject.org/>
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OrgCode Consulting Inc.

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<http://www.orgcode.com>



Houston Coalition for the Homeless

<http://www.homelesshouston.org/>
713-739-7514



Contact

We're here to support you!

The Point Source Youth team is excited to support you on your Rapid Re-housing journey! We believe that rapid re-housing centers youth choice and youth empowerment as critical community responses to end youth homelessness. As such, we're here to provide whatever support and resources you need to feel empowered creating a youth rapid re-housing program in your community! No question or concern is too small to discuss with us.

Please use us as a resource! We're here to answer any questions you have, connect you to leaders in the space and peer organizations, invite you to our Ask a Rockstar: Rapid Re-housing series, and add sections and resources to this handbook based on your feedback and needs. We believe in you and know that together we can end the crisis of youth homelessness.

Please do not hesitate to contact our staff with any questions or to discuss any and everything related to rapid re-housing for youth!

We look forward to hearing from you!

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