

Draft HSSN COC Board Recruitment Plan

Goal: Our goal is to have the HSSN COC Board demographics be representative of the demographics (race, ethnicity, LGBTQI and other) in our County.

Steps towards this goal:

1. Establish County demographic makeup that we are working to represent.
2. Identify demographics on the current HSSN COC Board.
3. When a new position opens or when someone's term ends, identify potential new members who would increase equitable representation.
4. Actively promote these open positions among groups that would reach target populations:
 - a) HSSN Network (Let network know that Board members do not need to be top officials).
 - b) Local city leadership programs that train BIPOC community members.
5. Add culturally specific organization position to HSSN COC Board. This is consistent with recent Housing Supportive Services RFP focus and priority.
6. Create a stipend for board participation to help low income community members be able to participate on the board.

CoC Board Demographic Survey

Washington County is committed to equity, diversity, and inclusion. Completing the demographic information on the application is voluntary, but we encourage you to provide that information. The County uses this information to help ensure that boards represent a broad cross-section of community. State and federal law prohibit use of this information to discriminate against you; however we will consider as elements of our appointment criteria, the degree to which the candidate will contribute to one or more of the following: (a) Diversity of viewpoint; (b) Demographic variety reflecting the racial and gender population of the state or the region of appointment; and (c) Remediation of existing disparities between the number of qualified applicants of one race or gender and the number of members of such groups serving on the board, commission, committee or council. These questions align with demographic questions asked in Washington County Boards and Commissions applications.

1. What gender do you identify as? Select as many as apply.
 - Female
 - Male
 - A gender that is not singularly "Female" or "Male"
 - Transgender
 - Prefer to Self Describe
 - Prefer not to disclose

2. What is your sexual orientation?
 - Bisexual
 - Gay or Lesbian
 - Straight (heterosexual)
 - Prefer to Self Describe
 - Prefer not to disclose

3. Which race(s) do you identify with? Select as many as apply.
 - American Indian, Alaska Native, or Indigenous
 - Asian or Asian American
 - Black, African American or African
 - Native Hawaiian or Pacific Islander
 - White
 - Prefer not to disclose

4. Which ethnicity do you identify with?
 - Hispanic/Latino(a)(o)(x)
 - Not Hispanic or Latino(a)(o)(x)
 - Prefer not to disclose

Gender	Female	Participants who live or identify as female. May be used in conjunction with any other response.
	Male	Participants who live or identify as male. May be used in conjunction with any other response.
	A gender that is not singularly 'Female' or 'Male'	Participants who live or identify as a gender other than female, a gender other than male, a gender outside the binary, more than one gender, or a gender that changes over time. May be used in conjunction with any other response.
	Transgender	Participants who live or identify with transgender history, experience or identity. May be used in conjunction with any other response.
Sexual Orientation	Bisexual	Sexually attracted not exclusively to people of one particular gender; attracted to both men and women.
	Gay	Sexual or romantic attraction to people of one's same sex—often used to refer to men only.
	Straight (heterosexual)	Sexually attracted to people of the opposite sex.
	Lesbian	A woman who has a romantic and/or sexual orientation toward women.
Race	American Indian, Alaska Native, or Indigenous	A person having origins to any of the indigenous peoples of North and South America, including Central America.
	Asian or Asian American	A person having origins of Asian descent, including but not limited to Chinese, Indian, Japanese, Korean, Pakistani, Vietnamese or another representative nation/region.
	Black, African American or African	A person having origins to any of the Black racial groups of Africa, including Afro-Caribbean.

	Native Hawaiian or Pacific Islander	A person having origins in any of the indigenous peoples of Hawaii, Guam, Samoa, or another Pacific Island.
	White	A person having origins in any of the original peoples of Europe, the Middle East or North Africa.
Ethnicity	Non-Hispanic/Non-Latin(a)(o)(x)	A person NOT of Central American, Latin American, or South American origin, separate from race.
	Hispanic/Latin (a)(o)(x)	A person of Central American, Latin American, or South American origin, separate from race.

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