

Application Review Round Three

Human Services Commission
June 7, 2022



Emergent Themes Adopted as Priorities

Increased needs will continue post-pandemic

- The pandemic has highlighted that health, social, and economic equity is still not a reality; **COVID-19 has disproportionately impacted communities of color**, putting them more at risk of getting sick and dying from COVID-19.
- **Pre-pandemic safety nets were eliminated**, which means post-pandemic that the slightest unexpected expense could plunge a household into homelessness



Emergent Themes Adopted as Priorities

Increased needs will continue post-pandemic

- COVID-19 guidelines led to **social isolation** for many individuals in our community, **especially older adults and people with disabilities**.
- The stressors of social isolation, the disruption of daily life, and grief have strained many people's mental health and coping abilities.



Emergent Themes Adopted as Priorities

High Cost of Living in Bellevue

- **Low-income individuals, people with disabilities, and older adults on fixed income are particularly at risk** because of the high cost of living and lack of affordable housing
- Many families still struggle to provide for their children because the cost of living in Bellevue is outpacing earnings. **Affordable, quality childcare is critical but difficult to secure**



Emergent Themes Adopted as Priorities

Lack of access for certain groups

- Despite the individual and collective efforts of our region's human service providers, **there remain substantial challenges to ensure all members of Bellevue's diverse and growing community have the resources they need to thrive.**
- Many residents are not aware of how to access human services when the need arises, and some are unaware of what resources exist. **Reasons include not having easy access to a computer, limited language skills, not needing to access services in the past, and fear about accessing services.**



Emergent Themes Adopted as Priorities

Lack of access for certain groups

- **The need for more culturally- and linguistically-responsive human services grows** including
 - translated information
 - more diverse staff who are bilingual and bicultural
 - more culturally responsive behavioral health services due to the stigma around accessing services.
- **Coordinated transportation is a rising issue** for all population and in all services areas, especially for older adults, people with disabilities, and individuals that work nontraditional hours.



Emergent Themes Adopted as Priorities

Challenges experienced by human service agencies

- COVID-19 has caused not only a **tremendous increase in service need**, but it has also required **significant adjustments to how services are delivered**.
- Nonprofit agencies are reporting substantial **increases in operations expenses** due to the COVID-19 and reporting a **reduction in revenue**.



Emergent Themes Adopted as Priorities

Challenges experienced by human service agencies

- Providers report that they are experiencing a **staffing shortage due to the high cost of living and their inability to pay a competitive wage**. They reported that with the cost of living in East King County, there is an extra challenge in retaining staff since many cannot afford to live here



Areas of Need with Significant Increase Adopted as Priorities

Behavioral Health Services

- **Behavioral health needs in our community outweigh the capacity of our providers** and providers are reporting extensive waiting lists for services.
- Although behavioral health needs are experienced by individuals from all socioeconomic groups, there is an inverse relationship between household income and feelings of anxiety and depression.
- There is a **significant increase in need for behavioral health services for children and youth**, as well as higher rates for youth suicidal ideation and attempt.



Areas of Need with Significant Increase Adopted as Priorities

Homelessness: Prevention

- Preventing individuals from entering homelessness **prevents ongoing trauma** that can lead to other challenges and is **more cost-effective** than attempting to return an unhoused individual to stability.
- **Behavioral health services** have been identified as a key strategy to maintaining housing stability.
- In addition, providing **financial assistance** to help residents maintain their housing is an important strategy for ending homelessness.



Areas of Need with Significant Increase Adopted as Priorities

Homelessness: Services

- **Homelessness shelter and services continues to be an increasing need** in East King County.
- East King County has low-barrier shelters are often **either close to capacity or over capacity**. When a shelter is over capacity, they provide local resources as well as refer individuals to shelter in either Seattle or South King County, forcing Bellevue residents to leave their city of residence in order to access resources



Areas of Need with Significant Increase Adopted as Priorities

Racial and Ethnic Discrimination

- Racial and ethnic discrimination is a rising concern in our community.
- Many refugees and immigrants are refusing services and disengaging from other public or private systems. Most often this is because the perception that accessing resources is not safe for them or their family due to their citizenship status.
- The number of hate crimes and bias incidents have been increasing both in the reports gathered by Bellevue Police Department and through reports gathered by King County Coalition Against Hate and Bias



Areas of Need with Significant Increase Adopted as Priorities

Domestic Violence

- Survivors of domestic violence are faced with barriers to housing and legal services.
 - The high cost of housing in Bellevue creates a serious challenge for survivors
 - Accessing pro-bono or affordable legal representation for child custody, protection orders, immigration, and financial issues is another huge challenge.
 - Without these services, it becomes much harder for survivors to maintain their safety, return to employment, and become self-sufficient
- The rise in domestic violence was reported by several providers who stated that people have been isolated due to COVID-19, which has led to increased stress for many households. This stress has resulted in more reports of domestic violence



Areas of Need with Significant Increase Adopted as Priorities

Legal Services

- Many low-income people are not able to access legal services due to inability to pay for legal fees. Low-cost or free civil legal aid and free legal assistance are a growing need for many residents.
- Provider's stated that there is a significant lack of resources for those who need legal assistance to address their immigration status in the courts and for those trying to attain citizenship



Equity Lens Review— Assessing the Services, not just the Application

- Does the program identify and addresses a specific community issue?
- Does the program prioritize communities of color and/or other communities who have experienced persistent historic and systemic oppression?
- Does program staff and board reflect the communities they serve; Was the program developed with guidance and input from the community?
- Do outcome measures demonstrate a measurable impact on community need or identified priority and goal?

Equity Lens Review— Assessing the Services, not just the Application

- Does the budget make sense and is it proportional to city asks and service units?
- Does the program demonstrate understanding of, and address challenges and barriers associated with accessing programs and services?
- Does the program have bilingual/ bicultural staff, train other staff on accessing interpretation and working with Limited English Proficient (LEP) clients?



General Practices and Systems that can Contribute to Inequity in Grantmaking

- Some grantmaking practices actually perpetuate unequal distribution of funds
- Some practices favor orgs that:
 - Have existing relationships with funders
 - Dedicated development staff
 - Larger budgets, staff size, greater organizational capacity
 - Are White-led
- Leaders of color may have smaller budgets and lack access to capacity–building and internal staff structures



General Practices and Systems that can Contribute to Inequity in Grantmaking

- Existence of interpersonal bias
- Some funders lack understanding of culturally relevant approaches
- Big orgs get big grants, small orgs get small grants
- Potential lack of trust that communities have solutions to their own problems

Structural processes + Implicit Bias = Inequity



Staff Framework

The percentages were determined for the most part by

- priorities laid out in the 2021-2022 Bellevue Human Services Needs Update
- and the proportion of the asks in an area compared to the total amount available for allocation.
- Programs were grouped in a number of subsets to highlight priority areas and needs
- Some programs did get moved to a different section



Staff Framework

HB1590 Set Asides

- The City Council will be considering a long-term use of House Bill 1590 funds in early July. For this reason, all applications that would likely qualify for that funding have been moved to the end of the spreadsheet.
- If the City Council accepts the city staff's recommendations, a separate RFP will be released in late summer. All the applicants listed under the HB1590 set asides would be invited to apply.



Staff Framework

Goal Areas Four and Five

- Commissioners had expressed concern that Goal Areas Four and Five would not be funded at sufficient levels because of the high number of requests and needs of Goal Area One.
- The table shows that those goal areas are slightly overrepresented in the framework compared to the requests made.

Application breakdowns by Goal Areas	% of 2023 Asks	% of 2023 proposed framework
Goal Area #1 Housing Stability & Food Security	53.2%	47.1%
Goal Area #2 Supportive Relationships	18.8%	17.5%
Goal Area #3 Safety from Abuse and Violence	5%	7.0%
Goal Area #4 Mental and Physical Health**	9.7%	13.3%
Goal Area #5 Education and Employment	13.2%	15.1%



Working with the Staff Framework

For tonight:

- General questions about the framework that needed to be answered in order to use it this evening?

