



**Tampa Hillsborough Homeless Initiative (THHI) Continuum of Care Lead Agency
2023 Universal Request For Proposals (RFP)
FY 2023 HUD-CoC Program Competition**

FL-501: Diversity, Equity, and Inclusion Assessment - Instructions and Sample

Purpose

The Department of Housing and Urban Development (HUD) continues to emphasize the importance of addressing the needs of communities that have been marginalized due to race, gender expression, ethnicity, sexual orientation, and other protected classes.

To that end, the FL-501 Tampa/Hillsborough County Continuum of Care will assess the extent to which applicants have worked to ensure they have a diverse, equitable, and inclusive workplace.

The Diversity, Equity, and Inclusion (DEI) Assessment is designed to assess the attitudes of, and concrete steps taken to be diverse, equitable, and inclusive.

Structure and Scoring

The assessment is divided into two sections: “Organizational Attitudes” and “Ensuring Diversity, Equity, and Inclusion.”

This assessment has a total of 23 possible points, and the points earned on the assessment will be scored as follows in the Renewal Project Performance ScoreCard (as described in the scoring instructions of this NOFO):

- DEI Score of 23 = 3 pts
- DEI Score of 18-22 = 2 pts
- DEI Score of 10-17 = 1 pts
- DEI Score of 0-9 = 0 pts

Assessments are agency-wide regardless of how many projects that agency may be submitting. An average score will be provided across all responders per agency (more on this below).

Instructions

We will ask that at least one member from the following departments fill out the assessment:

- Executive Management
- Senior Management
- Finance/Accounting Staff
- Program Supervisors
- Clerical Staff

- Case Managers/Entry Level Staff

Please notify THHI through our official communication channel for the FY2023 NOFO should one of these departments not exist at your agency.

Organizational Attitudes

This section features 13 Likert Scale items, where you will be asked to rate these 13 items on the following scale:

1. Strongly Disagree
2. Disagree
3. Neutral/Does Not Apply
4. Agree
5. Strongly Agree

Please read each item carefully before answering to ensure the most accurate score possible for your agency.

Ensuring Diversity, Equity, and Inclusion

This Section features 5 “Yes/No” questions to which you will respond. Included in these questions are a prompt to submit backup documentation as needed, which may be submitted as part of your application packet. Backup documentation can look different for different agencies, but a sample of allowable documentation may include (but not limited to):

- Contracts/MOUs/Business Agreements
- Training Materials
- Client/Staff Feedback forms (de-identified).
- Improvement Plans
- Standard Operating Procedures
- Employee Manuals

Diversity, Equity, and Inclusion Assessment

Designed for the 2023 NOFO process for FL-501.

* Indicates required question

1. Email *

2. For which agency are you completing this form? *

Mark only one oval.

- ACTS
- Catholic Charities
- Dawning Family Services
- The Spring
- Tampa Housing Authority
- Other: _____

3. How would you best describe your role at your agency: *

Mark only one oval.

- Executive Management
- Senior Management
- Finance/Accounting Staff
- Program Supervisor
- Clerical Staff
- Case Manager/Entry Level Staff

Organizational Attitudes

Please rate the extent to which you agree or disagree with the following statements. If a statement does not apply to your agency, please select option "3."

- 4. It is **very important** for my agency to be diverse, equitable, and inclusive in order to achieve its mission. * 1 point

Mark only one oval.

Strongly Disagree

1

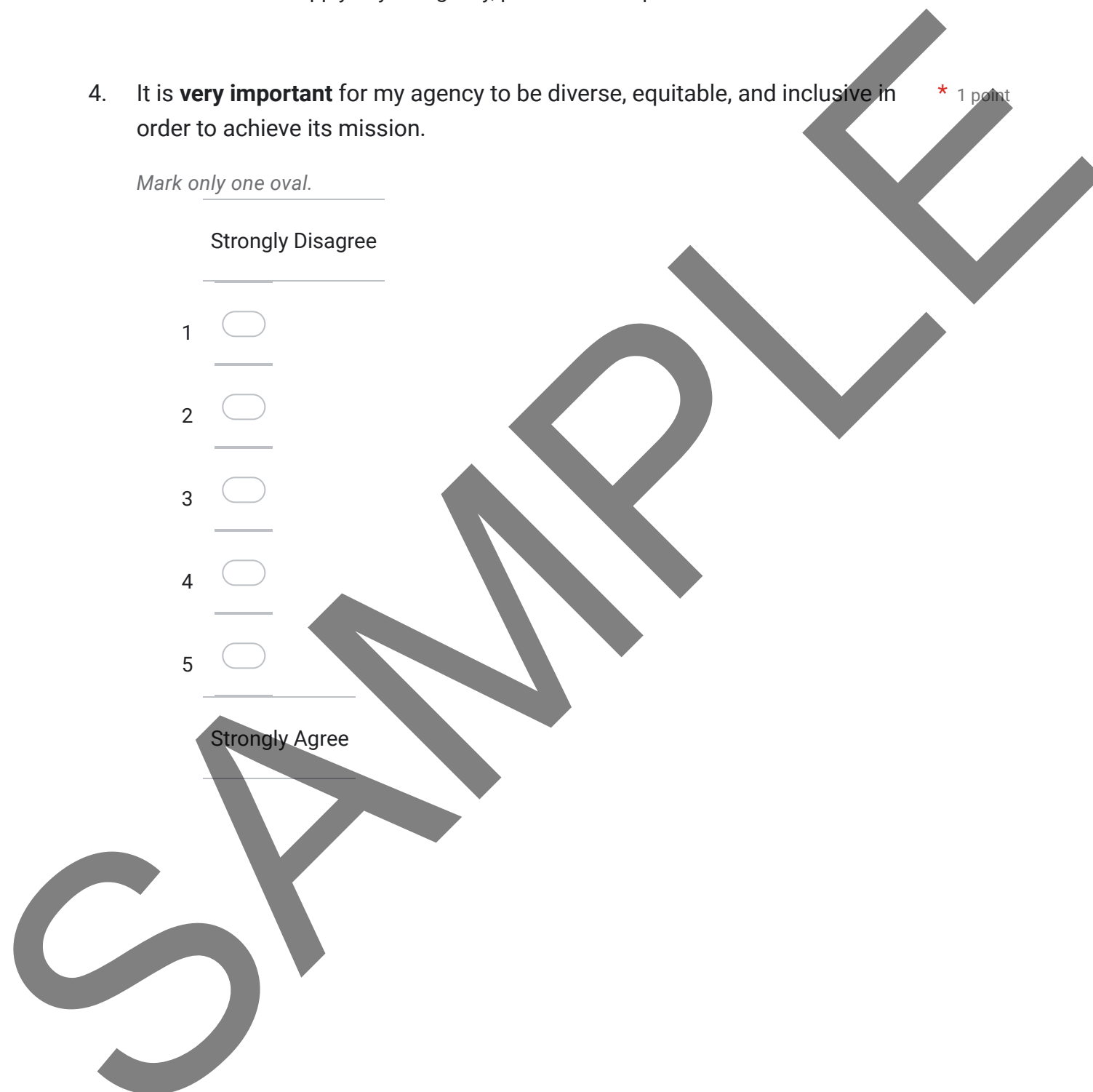
2

3

4

5

Strongly Agree



5. In my opinion, the **Executive Management** at my agency is very diverse. * 1 point

Mark only one oval.

Strongly Disagree

1

2

3

4

5

Strongly Agree

SAMPLE

6. In my opinion, the **Senior Management** at my agency is very diverse. *

1 point

Mark only one oval.

Strongly Disagree

1

2

3

4

5

Strongly Agree

SAMPLE

7. In my opinion, the **Finance Staff** at my agency are very diverse. *

1 point

Mark only one oval.

Strongly Disagree

1

2

3

4

5

Strongly Agree

SAMPLE

8. In my opinion, the **Clerical Staff** at my agency are very diverse. *

1 point

Mark only one oval.

Strongly Disagree

1

2

3

4

5

Strongly Agree

SAMPLE

9. In my opinion, **Program Supervisors** at my agency are very diverse. *

1 point

Mark only one oval.

Strongly Disagree

1

2

3

4

5

Strongly Agree

SAMPLE

10. In my opinion, **Case Managers** at my agency are very diverse. *

1 point

Mark only one oval.

Strongly Disagree

1

2

3

4

5

Strongly Agree

SAMPLE

11. In my opinion, **all of the overall staff** at my agency are very diverse. *

1 point

Mark only one oval.

Strongly Disagree

1

2

3

4

5

Strongly Agree

SAMPLE

12. My agency is **not** very diverse. *

1 point

Mark only one oval.

Strongly Disagree

1

2

3

4

5

Strongly Agree

SAMPLE

13. My agency offers trainings on diversity, equity, and inclusivity. *

1 point

Mark only one oval.

Strongly Disagree

1

2

3

4

5

Strongly Agree

SAMPLE

14. My agency does not focus on diversity, equity, and inclusion. *

1 point

Mark only one oval.

Strongly Disagree

1

2

3

4

5

Strongly Agree

SAMPLE

15. I have felt harassed, accosted, or otherwise uncomfortable due to my agency's policies on diversity, equity, and inclusion.

* 1 point

Mark only one oval.

Strongly Disagree

1

2

3

4

5

Strongly Agree

SAMPLE

16. Focusing on diversity, equity, and inclusion has hurt my agency. *

1 point

Mark only one oval.

Strongly Disagree

1

2

3

4

5

Strongly Agree

Ensuring Diversity, Equity, and Inclusion

17. Has your agency conducted any training(s) on diversity, equity, and inclusion within the last calendar year? (If so, please submit backup documentation)

* 2 points

Mark only one oval.

Yes

No

18. Has your agency sought out any third-party support around diversity, equity, and inclusion? (If so, please submit backup documentation) * 2 points

Mark only one oval.

Yes

No

19. Does your agency have a formal, written diversity, equity and inclusion improvement plan? (If so, please submit backup documentation) * 2 points

Mark only one oval.

Yes

No

20. Does your agency have a formal, written policy for how it will handle **staff complaints** around diversity, equity and inclusion? (If so, please submit backup documentation) * 2 points

Mark only one oval.

Yes

No

21. Does your agency have a formal, written policy for how it will handle **client complaints** around diversity, equity and inclusion? (If so, please submit backup documentation) * 2 points

Mark only one oval.

Yes

No



QuickFacts

Hillsborough County, Florida

QuickFacts provides statistics for all states and counties, and for cities and towns with a *population of 5,000 or more*.

Table

PEOPLE	
Population	
Population Estimates, July 1, 2022, (V2022)	△ 1,513,301
Population estimates base, April 1, 2020, (V2022)	△ 1,459,773
Population, percent change - April 1, 2020 (estimates base) to July 1, 2022, (V2022)	△ 3.7%
Population, Census, April 1, 2020	1,459,762
Population, Census, April 1, 2010	1,229,226
Age and Sex	
Persons under 5 years, percent	△ 5.7%
Persons under 18 years, percent	△ 21.5%
Persons 65 years and over, percent	△ 15.1%
Female persons, percent	△ 50.7%
Race and Hispanic Origin	
White alone, percent	△ 72.9%
Black or African American alone, percent (a)	△ 18.5%
American Indian and Alaska Native alone, percent (a)	△ 0.6%
Asian alone, percent (a)	△ 4.8%
Native Hawaiian and Other Pacific Islander alone, percent (a)	△ 0.1%
Two or More Races, percent	△ 3.1%
Hispanic or Latino, percent (b)	△ 30.5%
White alone, not Hispanic or Latino, percent	△ 46.0%
Population Characteristics	
Veterans, 2017-2021	90,253
Foreign born persons, percent, 2017-2021	18.3%
Housing	
Housing units, July 1, 2022, (V2022)	628,454
Owner-occupied housing unit rate, 2017-2021	59.8%
Median value of owner-occupied housing units, 2017-2021	\$251,200
Median selected monthly owner costs -with a mortgage, 2017-2021	\$1,647
Median selected monthly owner costs -without a mortgage, 2017-2021	\$508
Median gross rent, 2017-2021	\$1,259
Building permits, 2022	17,444
Families & Living Arrangements	
Households, 2017-2021	547,578
Persons per household, 2017-2021	2.60
Living in same house 1 year ago, percent of persons age 1 year+, 2017-2021	82.1%
Language other than English spoken at home, percent of persons age 5 years+, 2017-2021	30.2%
Computer and Internet Use	
Households with a computer, percent, 2017-2021	95.9%
Households with a broadband Internet subscription, percent, 2017-2021	91.0%
Education	
High school graduate or higher, percent of persons age 25 years+, 2017-2021	89.2%
Bachelor's degree or higher, percent of persons age 25 years+, 2017-2021	35.5%

Health

With a disability, under age 65 years, percent, 2017-2021

Persons without health insurance, under age 65 years, percent

Population Estimates, July 1, 2022, (V2022)**Economy**

In civilian labor force, total, percent of population age 16 years+, 2017-2021

64.8%

In civilian labor force, female, percent of population age 16 years+, 2017-2021

60.1%

Total accommodation and food services sales, 2017 (\$1,000) (c)

4,268,267

Total health care and social assistance receipts/revenue, 2017 (\$1,000) (c)

13,642,358

Total transportation and warehousing receipts/revenue, 2017 (\$1,000) (c)

3,989,171

Total retail sales, 2017 (\$1,000) (c)

24,583,342

Total retail sales per capita, 2017 (c)

\$17,204

Transportation

Mean travel time to work (minutes), workers age 16 years+, 2017-2021

28.3

Income & Poverty

Median household income (in 2021 dollars), 2017-2021

\$64,164

Per capita income in past 12 months (in 2021 dollars), 2017-2021

\$35,954

Persons in poverty, percent

14.3%

 **BUSINESSES****Businesses**

Total employer establishments, 2021

41,388

Total employment, 2021

632,716

Total annual payroll, 2021 (\$1,000)

38,471,005

Total employment, percent change, 2020-2021

-1.7%

Total nonemployer establishments, 2019

148,720

All employer firms, Reference year 2017

29,153

Men-owned employer firms, Reference year 2017

17,202

Women-owned employer firms, Reference year 2017

5,574

Minority-owned employer firms, Reference year 2017

6,478

Nonminority-owned employer firms, Reference year 2017

19,614

Veteran-owned employer firms, Reference year 2017

1,869

Nonveteran-owned employer firms, Reference year 2017

24,163

 **GEOGRAPHY****Geography**

Population per square mile, 2020

1,428.5

Population per square mile, 2010

1,204.9

Land area in square miles, 2020

1,021.89


Land area in square miles, 2010


1,020.21

FIPS Code

12057

Value Notes

 Estimates are not comparable to other geographic levels due to methodology differences that may exist between different data sources.

Some estimates presented here come from sample data, and thus have sampling errors that may render some apparent differences between geographies statistically indistinguishable.] Click the Quick Info  icon to the left of each row in T learn about sampling error.

In Vintage 2022, as a result of the formal request from the state, Connecticut transitioned from eight counties to nine planning regions. For more details, please see the Vintage 2022 release notes available here: [Release Notes](#).

The vintage year (e.g., V2022) refers to the final year of the series (2020 thru 2022). Different vintage years of estimates are not comparable.

Users should exercise caution when comparing 2017-2021 ACS 5-year estimates to other ACS estimates. For more information, please visit the [2021 5-year ACS Comparison Guidance](#) page.




Fact Notes

- (a) Includes persons reporting only one race
- (c) Economic Census - Puerto Rico data are not comparable to U.S. Economic Census data
- (b) Hispanics may be of any race, so also are included in applicable race categories

Value Flags

- Either no or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest or upper interval of an open end
- F Fewer than 25 firms
- D Suppressed to avoid disclosure of confidential information
- N Data for this geographic area cannot be displayed because the number of sample cases is too small.
- FN Footnote on this item in place of data
- X Not applicable
- S Suppressed; does not meet publication standards
- NA Not available
- Z Value greater than zero but less than half unit of measure shown

QuickFacts data are derived from: Population Estimates, American Community Survey, Census of Population and Housing, Current Population Survey, Small Area Health Insurance Estimates, Small Area Income and Poverty Estimates, State Housing Unit Estimates, County Business Patterns, Nonemployer Statistics, Economic Census, Survey of Business Owners, Building Permits.

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