A black and white portrait of Harold Jackson, a Black man with a shaved head, looking thoughtfully at the camera. He has his hand resting on his chin, and a large, ornate ring is visible on his finger. The background is a plain, light-colored wall.

**“There’s a lot of people
out here that could
create community.
Everybody
should be
flourishing.”**

Harold Jackson ►



2021 ANNUAL REPORT

Homelessness is a policy choice.

It is the result of generations of policies that systemically deny economic mobility, health care and housing, particularly for Black and brown people.

Today, residents of neighborhoods that were **redlined*** 80+ years ago are:

*In the 1930s, communities with sizable Black populations were marked as “hazardous”, leading to disinvestment in housing and loss of wealth for generations.

Source: National Community Reinvestment Coalition



Majority people of color
Nearly **64%** Black, Indigenous, People of Color



Sicker
2.4x more likely to be hospitalized for asthma and have **54%** higher diabetes mortality rates



Dying younger
3.6 year lower life expectancy

Median wealth gap of White men compared to Black men and women



Source: National Community Reinvestment Coalition

Homelessness is a predictable result.

"We have systemic biases that throw us apart – who can get a job, get a mortgage, buy a house— based on color. We are living with policies and laws created with White men in mind."

Seema Iyer, *Associate Director, Jacob France Institute, University of Baltimore, Community of Practice panelist*



"People are excluded from housing based on a system designed to do exactly the thing it is doing today. So it's incumbent on all of us to dismantle that system. And we have to start by looking at ourselves."

Lawanda Williams, *MPH, LCSW-C Chief Behavioral Health Officer*



2021 Racial Equity and Inclusion (REI) Work

- Created both a Staff REI Committee and a Board REI Sub-Committee
- Conducted an REI Assessment and created an REI Action Plan
- Held over a dozen REI trainings for Directors, Senior Directors and Executives
- Engaged 1,100 people through 10 *Community of Practice on Homelessness* conversations, exploring the intersection of race, housing and health care.
- Adopted 9 REI Guiding Principles:
 1. Be explicit about race
 2. Act with intention
 3. Embrace discomfort
 4. Apply a racial equity lens
 5. Create pathways for staff leadership
 6. Create a culture of inclusion
 7. Center client voice
 8. Support BIPOC-owned businesses
 9. Promote a climate for honest feedback

Clients and providers have the solutions for better health care.

Clients and front-line staff pushed for these changes:

More Spanish-speaking providers. We now require Spanish fluency for certain positions and introduced a bi-lingual pay premium. *4% of staff have qualified to date (18).*

Easier-to-access medication for opioid use disorder (MAT). We recognized that we had created barriers to treatment. We learned from clients what they need in a program, while maintaining safe, effective treatment. *The result – 150 new participants.*

Syringe Service Program. Reusing contaminated needles for drug use was harming clients. *We launched our syringe service program and distributed 289 safe use kits in the first year.*

In 2021: 11,100 people had a safe place to turn for care



“One person can drive a multitude. When you finally feel heard and empowered in that space, you make sure everyone knows it.”

Odell Witherspoon
Addictions counselor at Rightyme Behavioral Health Center and MAT program graduate



Clients and providers lead policy change.

We successfully advocated for Maryland lawmakers to:

- **Expand Medicaid coverage of telehealth.** *In 2021, clients had 38,508 visits through telehealth - a lifeline for many people during the pandemic.*
- **Secure tenants' right to legal council** in eviction proceedings.

Staff partnered with the community to respond to COVID-19:

2,449 people
got fully vaccinated
against COVID-19

including
456 who are fully
vaccinated/boosted



Housing ends homelessness.

Neighbors have been advocating for more affordable housing for decades. In 2021, we...

- **Started construction.** We officially became housing developers in partnership with Episcopal Housing Corporation and broke ground on Sojourner Place at Oliver, a deeply affordable apartment building that welcomes 70 families home in October 2022.
- **Welcomed 20 neighbors home** to 410 Lofts, a new affordable housing development in the Bromo Arts District.
- **Hired our first real estate developer.** Jill Steele-McGhee brings over two decades of affordable housing development experience, and is currently scouting our next building site.
- **Provided rapid-rehousing.** Partnered with Baltimore City to transfer people staying in hotels into places of their own.
- **Supported 571 individuals and families** to get and maintain safe, stable housing.

“I’m not going to say congratulations. I’m just going to say we need more of this.”

Mark Council, *Board Member
and client on the groundbreaking
of Sojourner Place at Oliver*





Your investment at work

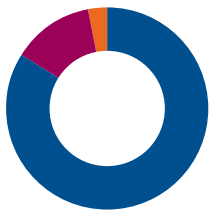


Total Revenue: \$26,879,080

47% Government Grants

38% Reimbursement for Care

15% Private Contributions + Other



Total Expenses: \$27,609,514

84% Program Services

13% Administration

3% Fundraising

*Expenses in excess of revenue were paid for with the agency's cash reserves.
For the full audit and a complete list of Board and staff: www.hchmd.org*

We work to end homelessness through racially equitable health care, housing and advocacy in partnership with those of us who have experienced it.

Let's create a future where everyone is healthy and has a safe home in a just and respectful community: www.hchmd.org



Headquarters:
421 Fallsway
Baltimore, MD 21202

410-837-5533
www.hchmd.org



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