



2021 NCHV ANNUAL CONFERENCE

CHARTING THE COURSE:
TOGETHER, APART
JUNE 21-25, 2021

 **NATIONAL COALITION**
for **HOMELESS VETERANS**

Racial Equity in Programs and Systems Outcomes

Panelists:

Shawn Liu

VHA Homeless Programs Office

Jeffrey Rawlings

Forth Worth Housing Solutions

Darryl Vincent

U.S. VETS

Implementing Racial Equity in VHA Homeless Programs

Shawn Liu, LCSW, VHA-CM
Community Engagement Coordinator
Homeless Programs Office
Veterans Health Administration
U.S. Department of Veterans Affairs

Starting with a Liberated Space

“A liberated space is a space grounded in **community** and **love**. It is a space where we are free (libre) to **be human** along with one another. And since to be human is to err, a Liberated Space is a space where **a mistake, or a transgression will not cost us our freedom**. That being said, in a Liberated Space, we will process whatever intentional and unintentional hurt/pain is caused by our words/actions.

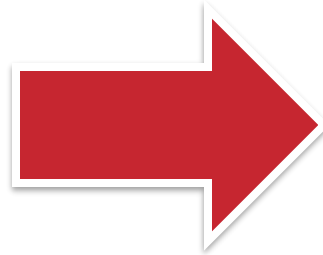
A Liberated Space is a space in which everyone works as a team to **restore that which has been broken**. We all play a part in doing so. In a Liberated Space, we all hold each other accountable for doing so. **We protect each other.**” – *Martin Urbach*

In Liberated Spaces, We...

Are grounded in
community and love.

Look out for each other
and **protect** each other.

Work as a team **to restore**
what has been broken.



Are free to **bring all of**
ourselves.

Are free to **take risks** and
make mistakes.

Are free to be uncomfortable,
to hold tension in life-
giving ways.



Racial Equity and Racial Justice Workgroup Overview

- Historically, Black and American Indian / Alaska Native Veterans have been overrepresented in the homeless Veteran population.
- Within this context, in June 2020, the Veterans Health Administration (VHA) Homeless Programs Office (HPO) established the Racial Equity and Racial Justice Workgroup with efforts addressed through three distinct areas:
 - Policy and program improvements.
 - Direct patient care improvements.
 - Staff support.

Racial Equity and Racial Justice Workgroup Overview

Core Values:

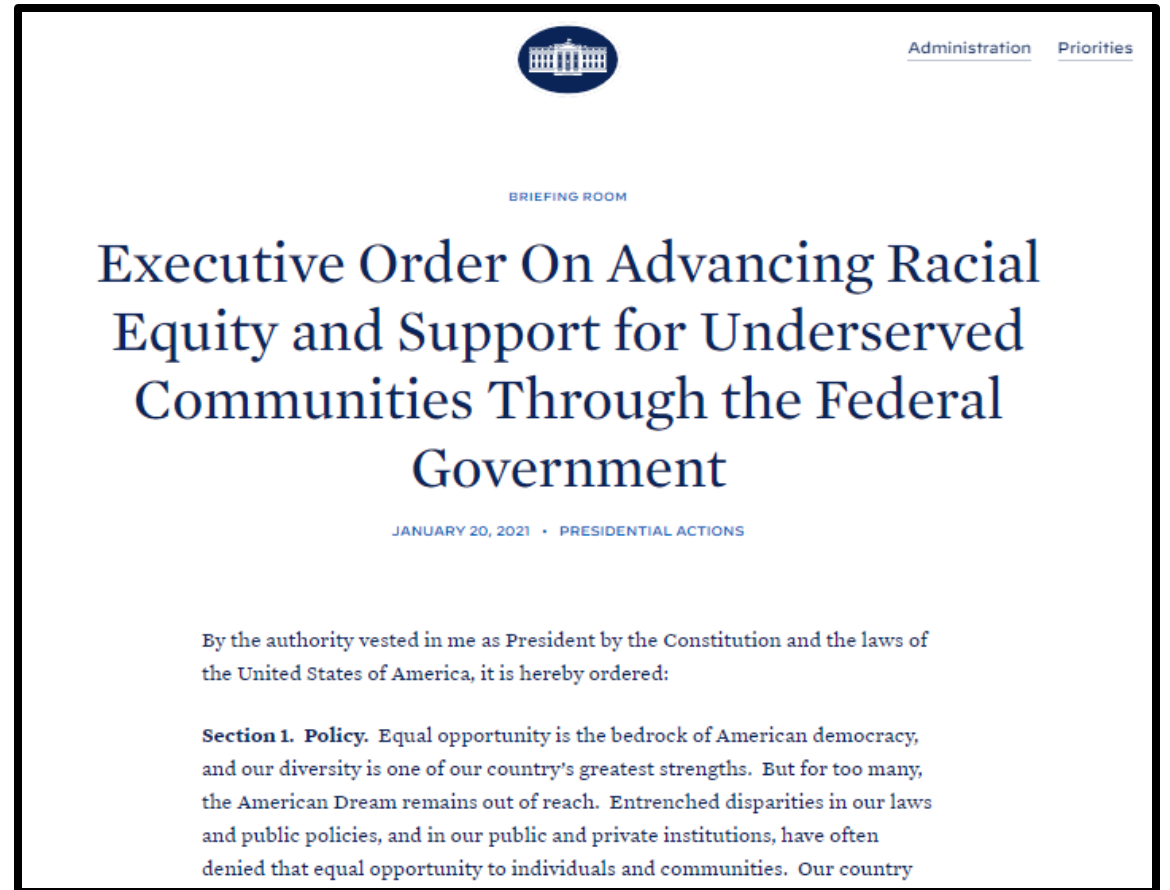
- Ensuring racial equity is key to ending Veteran homelessness.
- For HPO, this means embedding concepts of racial equity and racial justice into its core values.
- Workgroup efforts will work across all HPO program offices to surface opportunities for improvement at the national, Veterans Integrated Service Network (VISN), and local levels.

Primary FY 2021 Objectives:

- Conduct an organizational assessment to identify the current status of HPO and use the insights in planning for next steps.
- Develop and launch a racial equity dashboard and quality improvement initiative to identify and address disparities in access and outcomes for Veterans engaged in VA homeless programs.
- Provide educational offerings for staff to ensure competency understanding of racial justice and equity.
- Develop a mentorship network for local homeless program staff.

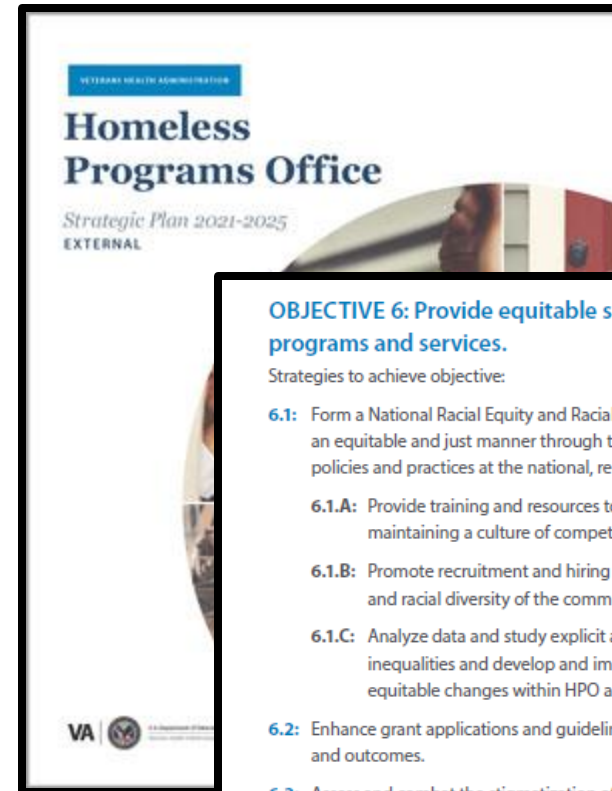
Synergy with Executive Order 13985

- Executive Order 13985, officially titled [Advancing Racial Equity and Support for Underserved Communities Through the Federal Government](#), is the first executive order signed by U.S. President Joe Biden on January 20, 2021.
- It advances racial equity and support for underserved communities through the federal government.



Synergy with HPO's Strategic Plan

- The new [2021 – 2025 Homeless Programs Office Strategic Plan](#) outlines its vision for the future and highlights the path to achieve the ambitious goal of ending homelessness among Veterans and their families.
- The plan includes six fundamental objectives and their associated strategies for the future.



OBJECTIVE 6: Provide equitable services and outcomes through all homeless programs and services.

Strategies to achieve objective:

- 6.1:** Form a National Racial Equity and Racial Justice Workgroup that ensures homeless programs operate in an equitable and just manner through the continuous development and implementation of antiracist policies and practices at the national, regional, and local levels.
 - 6.1.A:** Provide training and resources to further systemic knowledge and expertise in building and maintaining a culture of competency around issues of race, gender, and equity.
 - 6.1.B:** Promote recruitment and hiring practices that support a culture of diversity and reflect the culture and racial diversity of the community's population.
 - 6.1.C:** Analyze data and study explicit and implicit factors and patterns that perpetuate disparities and inequalities and develop and implement national strategies for making positive, measurable, and equitable changes within HPO and at the field level.
- 6.2:** Enhance grant applications and guidelines to demonstrate a commitment to racial equity design and outcomes.
- 6.3:** Assess and combat the stigmatization of justice-involved Veterans, including stigmatization based on multi-group identities (including but not limited to race, gender identity, sexual identity, socioeconomic status, and legal history).
- 6.4:** Promote research focused on homeless programs and services inclusive of studying racial disparities in domains that impact the homeless Veteran program population.

Key Terms

- **Equity** – The consistent and **systematic fair, just, and impartial** treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.
 - *Executive Order on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government*
- **Health Equity** – The attainment of the **highest level of health for all people**. Achieving health equity requires valuing everyone equally with focused and ongoing societal efforts to address avoidable inequalities, historical and contemporary injustices, and the elimination of health and health care disparities.
 - *Healthy People, U.S. Department of Health and Human Services*

Key Terms

- **Health Disparity** – A particular type of health difference that is closely linked with **social, economic, and/or environmental disadvantage**. Health disparities adversely affect groups of people who have **systematically experienced greater obstacles** to health based on their racial or ethnic group; religion; socioeconomic status; gender; age; mental health; cognitive, sensory, or physical disability; sexual orientation or gender identity; geographic location; or other characteristics historically linked to discrimination or exclusion.
 - *Healthy People, U.S. Department of Health and Human Services*
- **Targeted Universalism** – Setting universal goals pursued by targeted processes to achieve those goals. Within a targeted universalism framework, **universal goals are established for all groups concerned**. The strategies developed to achieve those goals are targeted, based upon how different groups are situated within structures, culture, and across geographies to obtain the universal goal. Targeted universalism is goal oriented, and the processes are directed in service of the explicit, universal goal.
 - *Othering & Belonging Institute, University of California, Berkeley*

In FY2021Q4, HPO will launch a **Racial Equity Improvement Initiative** to provide a framework for local VA homeless programs detect, understand, and reduce or eliminate racial disparities in access and outcomes for Veterans served.

Conceptual Framework for Addressing Disparities

Detect

- Acquiring the knowledge that disparities exist.

Understand

- Exploring and discovering the factors that contribute to disparities.

Reduce
and
Eliminate

- Designing and testing interventions to reduce or eliminate the problem.

Conceptual Framework for Addressing Disparities



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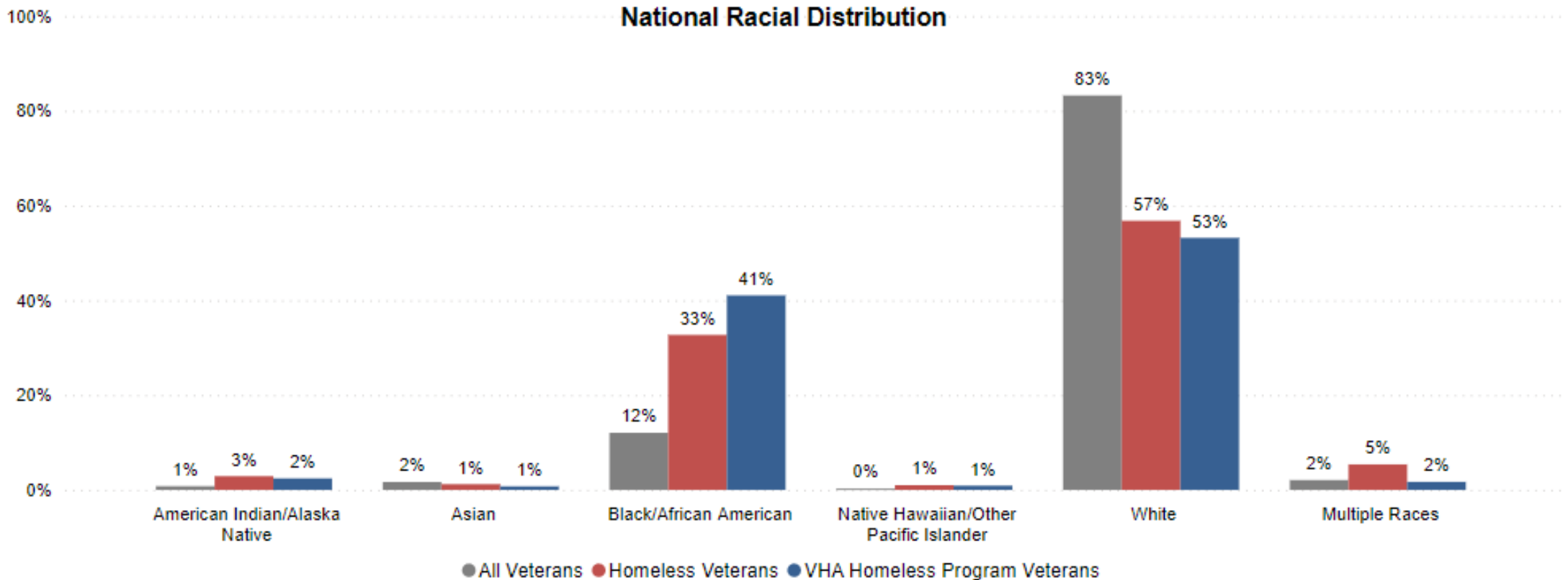
- Designing and testing interventions to reduce or eliminate the problem.

Detecting Disparities with the VA Homeless Programs Racial Equity Dashboard

- Also launching in FY2021Q4, HPO's Racial Equity Dashboard will assist with the detection of disparities by providing disaggregated race and ethnicity information on:
 - Total populations.
 - Access to services.
 - Exit outcomes.
 - Lengths of time in programs or in housing processes.
- These reports will display information at the national, VISN, and local levels.
- Future iterations will be able filter by gender and age.

2020 Population Comparisons

Homeless Programs Racial Equity Dashboard



Entries, Lengths of Stay, and Housing Times

Fiscal Year	Race	Unique Veterans Served in FY	Total New Entries in FY	Total New Exits in FY	Average LOS Days	HUD-VASH Average Days to Initial Lease-up
2020	American Indian/Alaska Native	3,027	1,372	1,439	401	92
	Asian	979	540	489	373	115
	Black/African American	48,050	21,636	23,153	427	108
	Native Hawaiian/Other Pacific Islander	1,110	511	493	388	128
	White	66,191	32,561	34,095	385	92
	Multiple Races	1,297	804	817	286	98
	Total	120,654	57,424	60,486	400	99

Fiscal Year	Ethnicity	Unique Veterans Served in FY	Total New Entries in FY	Total New Exits in FY	Average LOS Days	HUD-VASH Average Days to Initial Lease-up
2020	Hispanic/Latino	10,384	4,939	4,991	417	108
	Non-Hispanic/Non-Latino	109,260	51,921	54,846	400	98
	Total	119,644	56,860	59,837	401	99

**Currently displaying national-level information from FY 2020.*

Exit Outcomes

Housing Status as Exit

Race	American Indian/Alaska Native		Asian		Black/African American		Native Hawaiian/Other Pacific Islander		White		Multiple Races		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Permanent Housing	705	49%	252	52%	12,228	53%	243	49%	17,336	51%	369	45%	31,133	51%
Temporary Housing	137	10%	39	8%	2,187	9%	39	8%	2,736	8%	77	9%	5,215	9%
Transitional Housing	43	3%	22	4%	938	4%	20	4%	1,411	4%	36	4%	2,470	4%
Institutional Setting	124	9%	41	8%	1,976	9%	53	11%	3,431	10%	83	10%	5,708	9%
Sheltered Homeless	49	3%	20	4%	870	4%	19	4%	1,224	4%	42	5%	2,224	4%
Unsheltered Homeless	47	3%	20	4%	364	2%	27	5%	852	2%	22	3%	1,332	2%
Unknown	334	23%	95	19%	4,590	20%	92	19%	7,105	21%	188	23%	12,404	21%
Total	1,439	100%	489	100%	23,153	100%	493	100%	34,095	100%	817	100%	60,486	100%

Ethnicity	Hispanic/Latino		Non-Hispanic/Non-Latino		Total	
	N	%	N	%	N	%
Permanent Housing	2,766	55%	28,145	51%	30,911	52%
Temporary Housing	423	8%	4,739	9%	5,162	9%
Transitional Housing	193	4%	2,258	4%	2,451	4%
Institutional Setting	364	7%	5,242	10%	5,606	9%
Sheltered Homeless	178	4%	2,008	4%	2,186	4%
Unsheltered Homeless	146	3%	1,168	2%	1,314	2%
Unknown	921	18%	11,286	21%	12,207	20%
Total	4,991	100%	54,846	100%	59,837	100%

**Currently displaying national-level information from FY 2020.*

Conceptual Framework for Addressing Disparities



Detect

- Acquiring the knowledge that disparities exist.

Understand

- Exploring and discovering the factors that contribute to disparities.

Reduce
and
Eliminate

- Designing and testing interventions to reduce or eliminate the problem.

Understanding Disparities

Health System Factors

- Health services organization finance and delivery.
- Health care organizational culture, quality improvement.

Patient Factors

- Beliefs and preferences.
- Race/ethnicity, culture, and familial context.
- Education and resources.
 - Biology.

Clinical Encounter

- Provider communication.
- Cultural competency.

Provider Factors

- Knowledge and attitudes.
- Competing demands.
 - Bias.



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Reducing and Eliminating Disparities

Four Key Components:

1. Developing appropriate intervention strategies, especially for community-based settings that serve vulnerable populations.
2. Instituting appropriate evaluation techniques.
3. Determining whether a strategy for reducing disparities is ready for implementation and translation into routine care settings.
4. Developing strategies that promote policy changes on the basis of the intervention.

Supporting Local VA Homeless Programs in Addressing Disparities

- The internal VHA Homeless Programs Hub will serve as a clearing house with links to the dashboard, toolkits, and technical assistance.

The screenshot displays the 'VHA Homeless Programs Hub' interface within the 'INTEGRATED OPERATIONS PLATFORM'. The main navigation bar includes 'Home', 'Initiatives', 'Plans', 'Barriers', 'Library', and 'Innovative Practices'. The current page is titled 'Coordinated Entry' and features a sidebar with menu items: 'Operational Improvements', 'Quarterly Report', 'PIT Count', 'Productivity Enhancement', 'Hiring', 'Gap Analysis', 'HUD-VASH Directive', and 'Coordinated Entry'. The main content area includes an 'Overview | Assessments' section with a descriptive paragraph and two performance review buttons: 'Coordinated Entry Assessment' and 'Improve your performance' (containing 'Create Plan' and 'Update Plans' sub-buttons). Below this is a 'Memoranda and Notices' section with three items: 'VHA DUSHOM Memorandum: VAMC Participation in the CoC Coordinated Entry System', 'CPD-17-01: Notice Establishing Additional Requirements for a Continuum of Care Centralized or Coordinated Assessment System - January 2017', and 'Veteran Integrated Service Network and Local VA Medical Centers' Roles in Communities' Claims on Ending Homelessness Among Veterans'.

Supporting Local VA Homeless Programs in Addressing Disparities

- The VHA Homeless Programs Hub's Operating Plan Tool will be used to allow local VA homeless programs to develop plans to address racial disparities and document progress.

The screenshot displays the 'Your Plan' interface, which includes several sections:

- Initiative:** A dropdown menu with 'Operational Improvements' selected.
- Title:** A text input field.
- Location:** A dropdown menu with 'VHA - VISN 01 - Bedford' selected.
- Starting in FY:** A dropdown menu with '2016' selected.
- Starting in FY:** A dropdown menu with 'Q2' selected.
- Concluding in FY:** A dropdown menu with '2016' selected.
- Concluding in FY:** A dropdown menu with 'Q4' selected.
- Current Status:** A dropdown menu with 'Completed, Goal Met' selected.
- Team Members and Points of Contact:** A list of team members, including 'Facilitator | Designated POC' and 'Kathy Carlson'.
- Metrics:** A table with columns for 'Metric' and 'Target'. A dropdown menu is open, showing a list of metrics such as 'HMLS1: Percent Exits to Permanent Housing from GPD and DCHV', 'OP1: Percent Hired', 'OP2: Percentage of Homeless Special Purpose Funds Obligated', 'OP3: Permanent Housing Placements', 'GPD1: Percent Exits to Permanent Housing', 'GPD2: Percent Negative Exits', 'GPD3: Percent Employed at Exit', 'HCHV1: Percent Exits to Permanent Housing', 'HCHV2: Percent Negative Exits', 'DCHV1: Percent Exits to Permanent Housing', 'DCHV2: Percent Negative Exits', 'DCHV3: Percent Employed at Exit', 'CWT/TR1: Percent Exits to Permanent Housing', 'CWT/TR2: Percent Negative Exits', 'CWT/TR3: Percent Employed at Exit', 'VASH1: Percent within 90 Days Entry to Housed in VASH', 'VASH2: Percent Negative Exits', 'HMLS41: Percent Chronically Homeless (CH) in VASH', 'VASH3: HUD-VASH Employment Rates', and 'HCHV5: Engagement of Unsheltered'.
- Action Items:** A table with columns for 'Action Item' and 'Responsible'.
- Accomplishments to date:** A text input field with the value 'None'.

Conceptual Framework for Addressing Disparities

Detect

Understand

Reduce and Eliminate

Strong and Innovative Practices Coming Soon!

- Acquiring the knowledge that disparities exist.

- Exploring and discovering the factors that contribute to disparities.

- Designing and testing interventions to reduce or eliminate the problem.

Looking Ahead

- Improving Policy
- New Training Offerings
- Incorporating Veterans with Lived Expertise
- Identifying and Disseminating Strong and Innovative Practices in Addressing Racial Disparities

Publicly Available Webinars to Support Your Work

- [Racial Equity and Homelessness: Understanding the Intersections](#) – August 2020; VA Grant & Per Diem Grantee Monthly Operational Call
- [Analyzing Racial Disparities in the Homelessness System: What You Should Know](#) – July 29, 2020; National Center on Homelessness among Veterans: Homeless National Training Series
- [Centering Race Equity through Data](#) – February 11, 2021; SSVF National Webinar Series
- [Let's Talk about Racism: Effectively Navigating Difficult Dialogues about Racism \(Part 1\)](#) - August 26, 2020; National Center on Homelessness among Veterans: Homeless National Training Series
- [Let's Talk about Racism: Effectively Navigating Difficult Dialogues about Racism \(Part 2\)](#) - September 16, 2020; National Center on Homelessness among Veterans: Homeless National Training Series
- [Conversations about Racial Equity Podcast](#) – National Center on Homeless among Veterans

Contact Info

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U.S. Department of Veterans Affairs

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Incorporating Racial Equity into Local Continuums of Care policies and practices



NC COALITION to
HOMELESSNESS end

Introductions

Jeffrey Rawlings

NC BoS Region 7 Coordinated Entry Lead

NC BoS CoC Steering Committee member

NC BoS Consumer Advisory Committee Co-Chair

NC BoS CoC Racial Equity Subcommittee member

NC Victims Advocacy Support Services (VASS) Projects Director





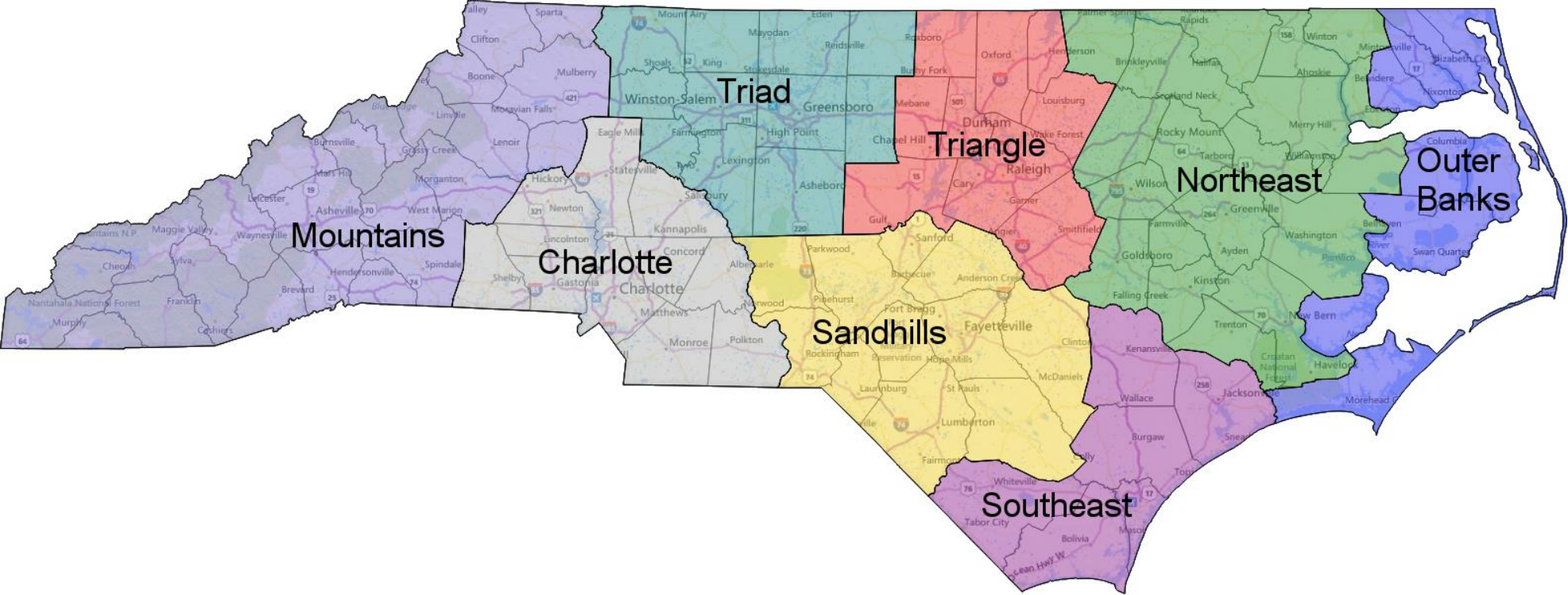
Racism and Homelessness in the NC Balance of State CoC

Kevin McNamee MSW NCCEH

Jefferey Rawlings NC BoS Region 7 Coord. Entry lead

The NC Balance of State CoC covers 79 Counties of North Carolina

Balance of State CoC
Regional Committees



Unique challenges exist when tackling racism and homelessness in a rural context.

Large geographic area

Varied political ideologies

Community context, resources, and needs are varied





The NC Balance of State CoC Racial Equity Subcommittee

The NC BoS CoC Steering Committee formed the Racial Equity Subcommittee in January 2020.

Open call for membership

Charged with both Assessment and Impact

Strategy and decisions driven by Subcommittee members, not CoC staff

Early impact on CoC program scorecards



The Murder of George Floyd – We are “Woke”



Basic Science – Stimulus and Response

The Stimulus



Click to add text



The Response





Pandora's Box: The African American Male Edition



The Racial Equity Dialogue Series

**Police
Violence and
Community
Response**

**Racism in the
Homeless
Service
System**

**Racism and
Homelessness
in the Criminal
Justice System**

**Racism and
Voting**



The Racial Equity Subcommittee's work continues

Strengthening our CoC's Racial Equity Assessment with additional tools and data

Impacting equity in Coordinated Entry and system access

Incorporating a racial equity lens across all CoC committees and workgroups

Continuing the Racial Equity Dialogue Series to engage providers through dialogue



Thank you for your time and your patience

JEFFEREY RAWLINGS
COORDINATED ENTRY DIRECTOR
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NCVH 2021 Presentation

Racial Equity in Programs & Systems: Approach and Outcomes

Presented by:
Darryl J. Vincent, MSW, CSAC
Chief Operating Officer, U.S.VETS

A large, white, five-pointed star is positioned in the bottom right corner of the slide, partially overlapping the text area.

AN AGE-OLD PROBLEM, AMPLIFIED

Racial injustice is not a new issue. Systemic racism has plagued our country, military, and veteran community, throughout our history.

Over the last year and a half, COVID-19 amplified the inequities present in our society, even further – as did social unrest that stems directly from the racial discrimination that has divided our nation from the very beginning.

These injustices have taken a terrible toll on Black and brown veterans economically, physically, and emotionally.

- Minority veterans have a **44% higher** risk of unemployment than non-minority veterans.
- Veterans who identify as part of a racial/ethnic minority are more likely to experience homelessness: **17.3%** of veterans of color report having experienced homelessness in their adult life, compared to 8.3% of white veterans.
- Minority veterans comprise about **23% of the total veteran population** (will be closer to 36% by 2040).

At **U.S.VETS**, where we serve veterans experiencing homelessness and those at-risk of becoming unsheltered, almost **2/3** of our clients come from communities of color:

- 43% Black
- 13% Hispanic
- 3% American Indian
- 3% Asian
- 4% Native Hawaiian or Pacific Islander



RESPONSIBILITY TO ACT

As a society, we can no longer say we stand *with* our vets, without standing *against* the social inequities they face.

Today, private funders and community leaders are increasingly **investing in DEI** objectives.

U.S.VETS is working **to address these issues** head on...

Launched in partnership with Boeing, U.S.VETS is piloting a program to increase career access and opportunities for low-income veterans from communities of color. The program will provide:

- Direct assistance for Black and other minority veterans to pursue **career training** that supports long-term career advancement and resources that eliminate barriers to **socioeconomic mobility**.
- **Training for U.S.VETS staff** and partners to best support the advancement of equity for Black and other minority populations, particularly those who are experiencing homelessness or at-risk.

U.S.VETS STRATEGY & APPROACH

Comprehensive Approach

From the outset, U.S.VETS chose to use grant funding as a launchpad to consider and improve the way that we as an organization conduct business as it relates to diversity, equity, and inclusion.

Core to our values: we cannot ask veterans to change if we are not making those changes ourselves.

U.S.VETS has identified and invested in the following key areas of focus for DEI objectives:

- Staffing
- Training
- Volunteer Leadership
- Client Impact
- Strategic Plan



1 National Diversity, Equity, and Inclusion Lead

U.S.VETS took advantage of **funder interest** in advancing diversity objectives to secure funding for hired our first-ever National DEI lead.

Goal is to support diversity, equity, and inclusion objectives across all sites and programs, and cultivate a **culture of racial equity** at U.S.VETS internally and with community partners.



{ 2 }

National Director of Workforce Programs

U.S.VETS took advantage of funder interest in advancing diversity objectives to secure funding for hired our first ever National Director of Workforce Programs.

Position plays a key role in **integrating workforce programs** so that all veterans can access culturally competent services that meet their unique employment needs.

Goal is not only to increase employment, but to develop opportunities for **career advancement, social capital, and community connection.**





3 National & Regional Conversations & Trainings

U.S.VETS national leadership, site directors, managers and coordinators invested in learning and fostering open dialogue.

Conversations: U.S.VETS CEO & COO issued email and video messages to staff and volunteer leadership in the wake of George Floyd and other racial injustices; and joined corporate partners in a Roundtable to speak out about the barriers facing minority barriers.

DEI Certification: Senior staff, site EDs, HR and workforce staff earned DEI certificates through University of South Florida.

Relias Trainings: Staff participates in professional development, including management & DEI-related trainings.

Provider Trainings: Staff participates in NCHV, Combined Arms and trainings offered by clinicians and corporate DEI experts to learn how to support people of color, women, LGBTQ+, disabled and other veterans.





4 Veteran Hiring & Career Mobility Programs

With multiple sources of corporate and foundation funding dedicated to increasing career access and employment opportunities for Black and other minority veterans, U.S.VETS will:

Hiring: Support 40+ veterans in achieving not only employment but increased socioeconomic mobility by eliminating barriers and increasing opportunities for networking and connection.

Direct Assistance: Provide support for veterans to pursue career training, licensure, certification, educational opportunities, equipment and other necessary resources.



5

Board & Advisory Council Development

Advancement of diversity objectives must include all levels of organizational staff and leadership in order to ensure success.

U.S.VETS is working to develop our **Board of Directors and Advisory Councils** across the county so that they better represent our constituency, and our military and veteran community.

Requires current state assessment and **active recruitment** of diverse veteran leaders.





6 DEI Strategy Development Across All Sites

Each U.S.VETS site held **open forums** for staff, focused on fostering conversation and advancing equity.

Staff at each site collectively developed **specific goals** to achieve as part of the current strategic plan, in order to become a more inclusive organization.

Workgroup comprised of representatives from each site will finalize goals for review by the Board of Directors.

Once approved by the Board, staff will incorporate these goals into our activities and objectives.



7

National Strategic Plan Update

U.S.VETS seeks to ensure equitable representation, compensation and advancement opportunities for African-American and other minority veteran clients, staff and volunteer leadership, organization-wide.

To prioritize this work, U.S.VETS has updated its **strategic plan** to include a **goal focused on diversity and racial equity**. That goal is...



U.S.VETS seeks to advance racial equality, diversity and inclusion for our staff and the veterans we serve, to incorporate equity into our policy, decision making and programs, and to directly increase opportunities for people of color and other minority veteran populations.



QUESTIONS?





THANK YOU

usvets.org



Q&A



Contact Information

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Darryl Vincent

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THANK YOU



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