2020 Annual Report

As with most other organizations around the world, 2020 was an extraordinary year at The Planning Council. Although the global pandemic brought enormous financial, personnel, health and administrative challenges to local human services agencies, our staff jumped in immediately to develop innovative solutions that kept many services uninterrupted during the year. Despite these challenges, below are just a few of the accomplishments of 2020.

**COMMUNITY ENGAGEMENT**
- Coordinated CARES Act funding for vulnerable populations.
- Convened regional Disconnected Youth Committee.
- Assessed racial disparities across regional homeless systems.

**CHILD & ADULT CARE FOOD**
- Administered nearly $8.2 million in Federal and State funds to provide healthy daycare meals to 205,288 children.
- Sponsored 17,482 daycare providers in VA, MD and DC.

**U.S. NAVY RESPITE CARE PROGRAM**
- Coordinated in-home care for 465 active duty military families with 882 children.
- Vetted, trained and monitored 240 respite care providers.

**HOMELESS SOLUTIONS**
- Coordinated Emergency COVID funding of nearly $16 million for homeless services across Hampton Roads.
- Facilitated $7 million for HUD-funded programs.

**HOME VISITING INTAKE**
- Connected 134 new mothers to Home Visiting programs and other supportive services throughout the community.
In 2020, our staff focused on raising awareness about racial equity. This is how we make an impact on the local communities we serve.....through conversations and connecting the dots around issues like housing and homelessness, children and families in need, community health and many others — all through the lens of racial equity and social justice. Our staff created the word cloud below in a 2020 conversation about how racial equity looks in the workplace:

The number one concept mentioned was education. This entails learning about each other’s cultures, backgrounds, life experiences and every aspect that makes each person unique. Once we understand each other as individuals, we are less inclined to make generalizations.

Intentional training goes hand-in-hand with education, and has begun at The Planning Council. Our staff developed a Diversity and Inclusion Committee with specific exercises to help us see our biases and assumptions, and practice alternative ways of thinking.

Conversations with each other are the first way to let go of assumptions and see each other’s real strengths, abilities, sense of humor, lifestyles, families, etc. We paired each staff person with someone from a different department and race to have one-on-one conversations with the simple goal of getting to know each other as more than “staff.”

Our work toward cultural sensitivity began with an online cookbook that includes everyone’s favorite family recipe or one that reflects their heritage. Sharing meals is always important at The Planning Council, and our cookbook reflects the many worlds that comfort us.