NC STATE UNIVERSITY

Addressing Food and Housing Security among NC State Students:
A Call to Action

"In order to truly help under-resourced students, the university must be willing to offer help instead of waiting to be asked. They need to work hard to identify the resources that these students need and then offer them unconditionally"
–former NC State student

Think and Do the Extraordinary

Since February 2018, when a report on student hunger and homelessness on our campus was released, the NC State University community has generated increased resources for students, conducted ongoing research on food and housing insecurity, and led awareness-raising activities. This work by NC State to end student hunger and homelessness has been featured nationally. Indeed, NC State has the opportunity to be a national leader in assessment and resolution of university student food insecurity and homelessness. We hope this Call to Action will prompt significant and rapid movement toward fulfilling the Vision:

All NC State students will have access to sufficient, nutritious, culturally appropriate, and affordable food and safe, stable, affordable housing accessible to the university.

Pack Essentials Steering Committee
Chairs: Sarah Wright, M.Ed. & Mary Haskett, Ph.D.
Advisors: Jeffrey Braden, Ph.D. & Lisa Zapata, Ph.D.

October 2019

TABLE OF CONTENTS

THE CHALLENGE

At NC State, we seek to promote the *success* of the whole student and we believe in *educational equity*. These values become critical when considering the education of students who are economically disadvantaged and at risk for food and housing insecurity.

In recent decades, several factors have converged to increase the number of college students who struggle to meet their food and housing needs. There are more students from economically insecure homes enrolled than in past decades. This is a welcome trend for our land-grant university, which has a historical mission to ensure that higher education is available to those who meet admissions standards, regardless of socio-economic status. In fact, a current NC State goal is to increase enrollment of students from Tier 1 and 2 counties in rural areas of NC and transfer students from eight community college partners (Community College Collaboration). This is a worthy goal, but we must acknowledge that those two populations of students tend to enter college with fewer financial resources. As young adults from under-resourced families and low-wealth communities enter college, financial challenges often continue and are sometimes exacerbated, without a cushion of family support.

Students from financially secure families can struggle to meet their basic needs too. According to estimates of the HOPE Center for College, Community and Justice, the cost of living for college students has increased by over 80% in the past four decades. Increases in financial aid have not kept pace with rising tuition and escalating costs of living. A stagnant minimum wage and loss of affordable housing in many communities further contributes to the financial burden associated with higher education.

NC State is not immune to these trends. Despite the fact that State is one of the best values in higher education, many of our students struggle to pay educational and living expenses even if they receive financial aid, work multiple jobs, live in campus housing, and have a meal plan. This is a concern because research shows that food and housing insecurity is associated with poor health, emotional distress, missed and dropped classes, delayed graduation, and drop out.

The Food and Housing Security among NC State Students Initiative (now the Pack Essentials Steering Committee) was launched with a sense of urgency as a grassroots effort in fall 2017 by volunteer faculty, students, and staff in units across the university—in partnership with local community experts—to address student food and housing insecurity.

A broad vision statement was confirmed during two campus-wide community conversations on student food and housing security:

All NC State students will have access to sufficient, nutritious, culturally appropriate, and affordable food & safe, stable, affordable housing accessible to the university.

CALL TO ACTION

Over the past two years, dedicated and compassionate students, staff, and faculty have been productive in seeking to understand and tackle food and housing insecurity among NC State students. As summarized herein, members of the Steering Committee have largely volunteered their time to collect quantitative and qualitative data on student food and housing security, complete an asset mapping process, review the emerging research literature, communicate with national experts on student food and housing security among students in higher education, and obtain reports from other campuses about strategies to increase food and housing security. With DASA's leadership and generous donors, we launched an online portal of new and existing resources. With Student Government and University Dining, we arranged meal swipe donations. We mentored student leaders to start an award-winning Student Coalition on Basic Needs. Our members took action to increase awareness and to advocate for programs and policies that will reduce food insecurity and homelessness. The collective knowledge and experience gained in the past two years led the Steering Committee to prepare and submit this urgent call to action.

GOALS TO ACHIEVE THE STATED VISION: *All NC State students will have access to sufficient, nutritious, culturally appropriate, and affordable food & safe, stable, affordable housing accessible to the university*

1. There will be *no barriers and no "wrong doors"* for students who seek resources for food and housing. Students with unmet basic needs and those at risk for food insecurity or homelessness will be confident and at ease in seeking and receiving resources. Every person in the NC State community will be aware of the potential for unmet basic needs among our students and prepared to (a) have a meaningful, open conversation with students about food and housing and (b) make appropriate and timely referrals for needed resources.

2. There will be *no gaps in resources and services* available for students to become and remain secure in food and housing. A comprehensive and integrated system of care will be in place that maximizes existing campus and community resources. Gaps in current resources will be filled quickly and new resources will be integrated into the system of care. There will be a streamlined, transparent, rapid process for dissemination of resources to students. Prevention will be prioritized; when student food insecurity or homelessness do occur, support to alleviate the situation will be immediate so that episodes of hunger and homelessness are rare, brief, and one-time experiences whenever possible.

3. University *policies and procedures will support students'* ability to secure sufficient food and stable housing. Each university unit will continuously evaluate the impact of their operations on the financial status and food and housing security of students. Then, without delay, changes will be made to better support students' basic needs.

4. A long-range fundraising and *capacity building plan will be in place* to ensure resources and a sufficient staff of basic needs Navigators will be available as the number of NC State students at risk for food and housing insecurity increases in coming years. There will be well-defined and uncomplicated paths for individual, group, and corporate donors to make financial contributions to assist students in meeting their food and housing needs.

5. *NC State will be a national leader* in resolution of student food and housing security. Faculty, staff, and students across disciplines will partner with peer institutions, government agencies, industries, and non-profit organizations to tackle the challenge of student food and housing insecurity.

RECOMMENDED ACTIONS:

Food and housing insecurity is a multidimensional challenge that will require a comprehensive, coordinated, and continuous response. Following are systems-level recommendations to meet the desired outcomes. Certainly, individual programs that provide direct services for students will be an essential component of a comprehensive strategy, but structural changes are needed to reach desired goals. In addition, effective solutions will require partnerships with the public, private, and nonprofit sectors.

1. The Pack Essentials Steering Committee should be officially charged by the Chancellor and resourced to create a bold plan for rapid progress toward desired outcomes listed above, and to ensure the plan is implemented and evaluated. The Committee should prioritize the inclusion and active involvement of members across the university, with strong representation of undergraduate and graduate students with relevant experiences of financial strain. The following strategies should be components of the comprehensive plan:

   a. Access to resources and information should be available in a single physical location on campus that is highly visible, non-stigmatizing, and easily accessible to students. "Satellite" locations also could be established for some resources such as the food pantry. To streamline and hasten the process of securing sufficient food and safe housing, knowledgeable designated staff (Basic Needs Navigators) must be available at that site to link students to a network of diverse services. Because financial struggles tend to be ongoing for students from low-resourced families, these professionals must provide ongoing case management to prevent hunger and homelessness. See Appendix A for a full description of the Navigator role. Certainly, the Basic Needs Navigators should collaborate closely with the Student Ombuds, who manages distribution of the Pack Essentials resources.

   b. Continuous identification and outreach strategies, as described herein, should be developed and implemented to increase and sustain awareness of student hunger and housing instability and homelessness and awareness of campus and community resources. The current campus-wide campaign to de-stigmatize help-seeking and economic stress ("You Don't Have to Choose") should be expanded and sustained. Navigators could coordinate awareness and de-stigmatization efforts across campus.

   c. The comprehensive Student Homelessness Prevention Plan (Appendix D), funded by the NC State Foundation, should be executed without delay. At the time of this call to action, several of the recommendations in the plan were in the early stages of being fulfilled.

2. University leadership should include food and housing security among 100% of our students as a goal in the new strategic plan. Once included in the strategic plan, university leadership should encourage every unit across campus to consider innovative practices and policies to promote student food and housing security. For example, graduate student Teaching Assistant and Research Assistant stipends could be adjusted to ensure, at minimum, a living wage. Food recovered by University Dining could be packaged for distribution in the food pantry. Individual approaches across units, such as these examples, should be interconnected by the Steering Committee for a coordinated cross-campus approach. The Steering Committee should oversee an online clearinghouse of these changes to document progress and to encourage replication and creative solutions in other units. See Appendix B for potential innovations that could be considered.

3. The NC State Office of Research and Innovation should bring faculty together in a collaborative research group across disciplines to generate solutions for the pressing educational equity and public health problem of student food insecurity and homelessness. Disciplines could include sustainable community design, food distribution innovation, mental health and wellness, communications framing, and resource management, among others across all Colleges. We must make use of all available data sources to develop/design, implement, and evaluate efforts to eliminate student food and housing insecurity. In addition, ongoing assessment of student food and housing security on our campus should be funded internally. This research agenda is highly consistent with the "Designing Healthy and Resilient Societies" strategic research area (Strategic Research Areas) An initial research collaborative could expand into an externally-funded multi-university center including our peer institutions and UNC system institutions. Steering Committee members have begun collaboration in this emerging field and several of our faculty already engage in multi-university research on homelessness, so there is momentum to build on -- and *NC State can be in the forefront*.

SUPPORT FOR RECOMMENDATIONS

DATA REVIEW

Members of the Steering Committee have collected data from multiple sources in the past two years to inform the set of necessary actions in this call. Highlights are below.

1. <u>Student survey</u>

In October 2017, 7,000 students selected by the NC State University Institutional Research and Planning office to be representative of the undergraduate and graduate student body received an email invitation to complete an online survey. 1,949 students (28%) participated. A full report is available online https://dasa.ncsu.edu/food-and-housing-insecurity-at-nc-state/

Food insecurity

- Using the USDA definition of food security, *14% of students reported Low or Very Low food security over the past 30 days*. To put this into perspective, we could fill Fountain Dining Hall *6 times* with students who are food insecure in a 30-day period.
- The prevalence of food insecurity was similar for undergraduate & graduate students.
- The prevalence of food insecurity was somewhat higher among students of color.
- About one third of students classified as food insecure had a university meal plan; almost 40% of those students said their meal plan was not sufficient to meet basic food needs.

Homelessness

- Based on the US Department of Education definition of homelessness, *9.6% of students experienced homelessness over the last 12 months*.
- Temporarily staying with others (e.g., "couch surfing" or "doubled up") and sleeping in an outdoor location (e.g., street, sidewalk, park) were the most frequently reported forms of homelessness.
- Food and housing insecurity go hand in hand; 24% of students who had experienced a period of homelessness in the past year had been food insecure in the past 30 days.

How does NC State data compare?

- <u>Food insecurity in NC.</u> The average prevalence rate of Low or Very low food security for NC households in 2014-2016 was 15.1%.
- <u>Homeless youth in NC high schools.</u> According to the 2015 Youth Risk Behavior Survey administered to high school students in NC, 4.5% of high school students met the federal education definition of homelessness in the past year.
- <u>Food and housing insecurity in higher education.</u> Estimates of food insecurity in higher education vary widely, from 14% over 12 months at a university in Alabama to 59% at an Oregon university. In a recent survey of students at 33 four-year colleges, 42% had experienced food insecurity in the prior 30 days and 12% had been homeless in the past year (although there was wide variability across colleges).

2. Student interviews: Preliminary summary

Three sources of qualitative/narrative data are summarized below. First, at the time of this report, 10 individual interviews had been conducted with undergraduate students in the Pack Promise program who had experienced food insecurity and/or homelessness. The qualitative study, approved by the university IRB, will continue with 30 additional interviews in fall 2019. Second, five undergraduate and graduate students were interviewed by a filmmaker who was funded by DASA to produce a brief documentary on college student homelessness. Finally, students and alumni in the TRIO program at NC State have conducted interviews with more than 25 peers over the past two years. The interviews contain rich qualitative data and are archived for the *Beyond the Belltower* podcast https://trio.dasa.ncsu.edu/beyond-the-bell-tower/

Taken together, these narrative data sources contribute to our understanding of students' experiences. Students discuss the potential negative impact of food and housing insecurity, resources and types of support they use, and thoughts on strategies that NC State should pursue to prevent student hunger and homelessness. Throughout the interview data, students' determined persistence toward their degrees was evident. They believed their degree from NC State would lead them and their families out of poverty. Indeed, their success could impact the economic development of their entire communities.

The experiences: Students spoke of deep food insecurity and periods of homelessness while at NC State. Many also talked about experiences of poverty and homelessness in their families of origin. For NC State to reach 6-year graduation rate goals, the financial resources of students as well as their families must be factored in the development and implementation of strategies. For many students who were interviewed, family members were not able to help them with current finances, and students did not want to burden their family with their own financial struggles. Some were helping their parents and/or siblings financially. Many reflected on the burden of intergenerational poverty and how important it was to escape poverty by pursuing their degree at NC State. Consistent with national data, food and housing insecurity is not typically a temporary problem; instead, it tends to be chronic or cyclical.

> *... I ran out of meal credits, I think I had like 4 for the next 2 weeks, so I just spent the whole entire day, as much of it as I could, in the dining hall...I literally just stayed most of the day so I could get food as I got hungry.*

> *I got to college and I was stuck in a situation where I wasn't going to have a place to live, and I was like, 'oh... it's not the first time'.*

> *I'm financially independent...I work 3 jobs... I'm type 1 diabetic so I have a lot of medical things that I have to pay for. Whatever money is leftover is what I have for grocery shopping...There have been several times when...I've been eating cereal for any meal that I can for an entire week.*

> *I decided to stay in Raleigh to work...got a job, and they promised a specific number of hours but they didn't give me enough hours so I couldn't afford rent after the first*

month…in venting to my friend about how I couldn't afford to live in that apartment… he offered to let me move into his apartment for free.

I have stayed in a library, not the one here. Just because, like, I didn't have anywhere to stay…I generally regard those places as safe, and they are guarded.

Part of me was really proud of myself because I had a savings…built up through these four years and…I needed to support myself and my siblings, and my dad.

The impact: Food and housing insecurity have a negative impact on students' *academic functioning* by interfering with concentration due to hunger, and constantly thinking about ways to get food interferes with students' ability to focus on studies. Students report negative impacts on *health* including feeling tired and not sleeping well. In addition, there is high *emotional stress* associated with food and housing insecurity. Food and housing insecurity also can have a negative impact on *social relationships*; many students commented on the fact that they felt isolated and tended to keep to themselves so that no one would know they were struggling and/or because they didn't have funds to socialize. Others tended to socialize with students who also struggled with basic needs insecurity.

It takes a toll on your physical health, your mental health...everything is impacted. I was tired all the time, I wasn't sleeping well. I didn't have as much energy to get through my busy days. My grades were impacted…I ended up failing a class, which I've never done before. I was a lot more irritable from not eating so I was pushing people away, probably pushing people away that could have been helpful.

Because I spend a lot of time worrying, it gets a little hard in other areas of my life. It has made me distance myself a little from a couple of friends who don't have to worry about where their next meal is coming from…

I've never told a single friend that I was homeless.

Ways of coping:

…you have to work more…pick up more hours or find other ways to make money, like I do Uber Eats sometimes.

I have a friend who is an RA and if there was leftover food from an event, he'd be like "hey do you want this"? Friends have been the biggest help. They have told me ways to get food and stuff like that.

Sometimes having the blood drives which we have, like, every week, is kind of nice because I can get the Target gift cards and then go right over and purchase food. Food is usually what I get, so..yeah.

… you skip a meal, or you just go to bed.

During the week I would ration meal credits. I would buy two Jason's deli soups and use that for the weekend.

Useful resources: Friends were the primary source of resources and support. Students did not use off campus resources because they were unaware of them or didn't have transportation.

I am part of TRIO and they bring in Panera every single Tuesday and that's been a resource that I've been using…going there and stocking up on things…for the rest of the week. That's been the most helpful resource that I've found.

Definitely the food pantry because you can just walk in, and it's like no questions asked. Really helpful.

All my friends are in the same situation I am. We all broke...it's good to be with friends who are going through the same thing.

Strategies to pursue: Students provided many recommendations; for example, they indicated that the university should consider changes in meal plan options, lower the cost of campus food, improve Feed the Pack food pantry, have kitchens and microwaves available for commuting students to prepare/heat their meals on campus, lower stigma associated with seeking and receiving assistance, and provide a network of resources.

Some students are too ashamed to show up at a food pantry or ashamed to ask for help so I think to actually help students we have to say "it's ok, you can utilize these resources" kind of, removing the stigma around asking for help.

Establishing a network for students who are food insecure or housing insecure to have access to these resources is an important part because a lot of the current programs, a student has to go seek them out for themselves, and I know that is just a part of them being self-sufficient but...

Without having a meal plan, I would be able to afford so much more food for $1,500 a semester than what I'm getting on campus but I'm required to have a meal plan.

Make the on-campus food, restaurants…cheaper. I'd prefer to get lunch on campus, but I can't…Chick fil A on campus is actually more expensive than real Chick fil A.

…there should be a room in place where people can just come in and grab a quick snack or granola bar or drink because – again – NC State definitely has the money. It doesn't look good when your food pantry is in a state of emergency, yet I'm working at a gym that is getting renovated.

[university housing] being more open for emergency situations like mine. Setting up website or something to explain your situation and ask if they will make an exception.

Invest more money in pack pantry. I don't think they invest that much... There have been times I've gone in there and it's very very empty… I use it every week.

3. **Graduate student survey summary**

Seventy-eight (78) students in a graduate program in Humanities and Social Sciences voluntarily completed an anonymous online survey in 2017 as part of an assessment of the economic circumstances of graduate students in the department. Participants had been graduate students at NC State for 1-5 years. Approximately 70% were funded by teaching or research assistantships; 45% held other jobs to supplement their assistantship.

The mean level of financial stress experienced on a scale of 1-5 was 3.7 ("How much stress is directly caused by your financial situation?"). Responses to an open-ended questions about students' financial situations were informative. Consistent with our findings in the survey, it is evident that experiences of <u>food insecurity and homelessness are not restricted to undergraduate students</u>. One student stated that they had faced eviction "more times than I care to count". The same student stated that they could afford to eat 4 days a week, but if they ate for 5 days they were "really pushing it". This student faced a tuition bill without sufficient funds to pay it; the student reported that, to get the money to pay the bill, they had "done things I never thought I would do in order to survive".

The <u>salary for TA and RA positions was not sufficient</u>, so most students relied on other sources of income, including jobs outside the university, partner support, help from family and friends, and loans. Expenses beyond attendance led to depleted funds, contributed to high stress, and interfered with full participation in graduate training. Students faced high health care costs in spite of having health insurance through GSSP. Student fees are high and are not covered by TA and RA packages. The very low salary for TA and RA positions is further reduced by high student fees ($1,200), parking fees, and taxes that are withheld.

<u>Financial constraints can lead to stopping out</u>; several students indicated that they were currently—or had previously—considered "quitting the program" due to their financial situation and the resulting high level of stress. <u>Policies and regulations contribute to financial strain</u>; specifically, graduate students mentioned that the amount of financial aid they qualified for was based on their base TA salary, without regard to the significant automatic reductions for fees and taxes. In addition, high deductions for mental health care and lack of dental and vision insurance means students have high out-of-pocket expenses for basic care. There are limits to the number of hours students are allowed to work on campus, which "forces students to get off the books" and find off campus jobs.

4. **Office of Institutional Research graduation data**

According to the NC State Office of Institutional Research and Planning data, 6-year graduation rates for students with high financial need are lower than rates for students who do not qualify for subsidized loans or Pell grants.

Graduation Rates by First Semester Financial Aid Status, by Subsidized Stafford Loan and Pell Grant Recipients

Category	Cohort Year	6-Yr Grad Rate
No Subsidized Loans or Pell Grants	2010	80%
No Subsidized Loans or Pell Grants	2011	83%
No Subsidized Loans or Pell Grants	2012	85%
Pell Recipients	2010	74%
Pell Recipients	2011	72%
Pell Recipients	2012	72%
Subsidized Loans, Non Pell Recipients	2010	76%
Subsidized Loans, Non Pell Recipients	2011	76%
Subsidized Loans, Non Pell Recipients	2012	77%

Institutional data also show that students who transferred to NC State from one of eight nearby community colleges between 2009-2014 had lower eventual graduation rates (81.9%) compared to students who started at NC State as freshmen between 2009-2014 and were continuously enrolled (87.8%).

According to the *2019 Stop Out Survey* conducted by the DASA Office of Assessment, 29.2% of survey respondents who stopped out selected "A Great Deal" or "Somewhat" when asked whether financial reasons influenced their decision not to enroll. Almost 7% reported that they had to work and had no time for class. Approximately 60% had been employed during the last year they were enrolled at NC State before stopping out. 32% of survey respondents indicated feelings of loneliness or isolation as an influential factor in their decision not to enroll. Stop Out Report 2019

5. **Pack Essentials data confirms the need for food and housing support**

The Student Ombuds serves as the first point of contact for students experiencing food, housing and/or financial insecurity and makes appropriate connections to available resources. In 2018-19, a common Pack Essentials application was created. There is a rapid response from Ombuds/Financial Aid to help students receive support, often within 24 hours.

2018-19:
- 356 Pack Essentials applications submitted in 2018-19 (100 applications submitted after Hurricane Florence)
- Student Emergency Fund – 92 awards totaling $42,735
- Meal Plan Scholarships – 23 valued at approximately $24,205

- Meal Share program – 2727 meals shared with students
- Students were also connected to appropriate resources (i.e. Feed the Pack food pantry, Short-Term Loan Fund, SNAP, etc.)

2019-20: (June through September 27, 2019)
- 107 Pack Essentials applications
- Student Emergency Fund – 33 awards totaling $14,687
- Meal Plan Scholarships – 10 valued at approximately $9622
- Meal Share program – 902 meals shared with students
- $4500 in Players' Retreat gift cards distributed

In first year (2018-2019), we raised $414,000 (in gifts and pledges), including:
- $182K for Student Emergency Fund
- $100K for the Student Emergency Fund Endowment(additional $50K being negotiated)
- $75K on Meal Plan Scholarship
- $55K Feed the Pack Pantry (cash donations)

The current fundraising priority is to fully endow the Student Emergency Fund, which will provide long-term sustainability for the Emergency Fund grant program. The endowment goal is $2M minimum, which will provide approx. $80K annually from interest earnings.

6. *Feed the Pack* **use data**

Melissa Green, Director, Leadership and Civic Engagement, and the Feed the Pack Food Pantry leadership team submitted the following data. They attribute the substantial increase in food distributed between 2017 and 2018 to several factors. These include increased visibility via marketing and the physical move from Broughton Hall to a new central location in the former convenience store in the Quad Commons; longer pantry hours; greater campus knowledge of the pantry; continued increases in living costs; and greater understanding about food insecurity within the campus community.

Year	Food received (lbs.)	Food distributed (lbs.)	# of Visits
2012	2,495.15	342.77	21
2013	9,674.00	6,506.47	487
2014	7,399.35	9,652.34	603
2015	11,277.50	11,147.23	750
2016	15,136.19	10,656.94	435
2017	13,992.55	11,272.81	1184
2018	25,554.37	19,557.02	1913
Totals	**85,529.10**	**69,135.57**	**5393**

7. **Summary of Asset Mapping**

   Members of the Steering Committee conducted asset mapping workshops with NC State students, faculty, and staff in April 2019 (see Appendix C). Asset mapping is a participatory method that brings together diverse stakeholders to assess and maximize existing resources and develop new frameworks for working together. The goal of the workshops was to determine how to advance from supporting students during financial emergencies to preventing food insecurity and homelessness among NC State students. 28 faculty and staff members and 37 students (graduate and undergraduate) participated.

   - Participants agreed NC State has many resources dedicated to addressing food and housing insecurity among students including the on-campus food pantry, meal share program, Pack Essentials emergency fund, and TRIO Student Support Services. This is particularly true regarding food insecurity; future campus efforts should focus more on addressing housing insecurity.

   - Although NC State has some resources available, particularly to address food insecurity, many students, faculty, and staff are unfamiliar with the resources. Making these resources more visible will require efforts from the university administration and from individual faculty and staff.

   - When developing new responses, it is important to consider not just the resources and services provided, but the way programs are designed. Across workshops, participants agreed that exemplary resources responded quickly, provided direct support, and were easy to access, non-judgmental, and intersectional, meaning that they considered multiple aspects of students' identities.

   - Finally, while responding to food and housing insecurity may be relatively straight-forward, *preventing* food and housing insecurity requires addressing large-scale social and economic changes including the rising cost of housing in Raleigh, increased tuition costs associated with cuts to public funding in North Carolina, and stagnating wages. However, there are ways that faculty and staff can work with on-campus resources to mitigate the effects of these shifts on our students.

   Recommended actions from the asset mapping process are incorporated into the Call for Action put forth in this document. A full report of the asset mapping process and findings is available in Appendix C.

BEST PRACTICE HIGHLIGHTS

The Steering Committee explored programs and strategies implemented on campuses across the U.S. to increase food and housing security. Below we summarize *some* of the most common recommendations. A full list of programs explored by the Steering Committee is in Appendix B.

Experts at leading higher education organizations (e.g., EAB) agree that programs and resources on campuses and in local communities must be coordinated and administered by professional Basic Needs Navigators (see Appendix A) located in a campus hub. In August 2019, Tennessee Governor Bill Lee signed a bill requiring every college in TN to designate a Homeless Student Liaison to assist students experiencing homelessness in applying for financial aid and other available services. Basic Needs Navigators would serve a similar role at NC State for students who are experiencing—or are at high risk for experiencing—food insecurity or homelessness.

Identifying Students with Unmet Basic Needs

If students experiencing food insecurity and homelessness are not identified, they may lose out on potential supports that would allow them to remain enrolled, be successful in classes, and graduate. A campus-wide approach to identify students is critical to preventing emergency situations that lead to decreased health and well-being, poor academic performance, and drop-out. Identifying students who are food insecure or homeless is challenging. Students might be unaware of the definition of homelessness or food insecurity and not realize they are eligible for services. Students might feel ashamed, embarrassed, or afraid of the consequences of disclosing their situation. Example strategies to identify students who need assistance with food and housing security include the following:

1. Partner with financial aid staff to identify students under the age of 24 who identify as independent on the FAFSA.
2. Include questions about basic needs on intake forms in health and counseling centers, recreation, and academic advising so that students can self-identify voluntarily.
3. Create and advertise a clear referral system where students, faculty, and staff can express a concern for a student. *NC State's CARES program could serve this purpose but was specifically established "to provide support for students in crisis or who have been identified as exhibiting concerning or worrisome behaviors", not to serve students with unmet food and housing needs. https://prevention.dasa.ncsu.edu/nc-state-cares/about/
4. Empower students to come forward through a self-referral system that does not stigmatize food insecurity and homelessness. *NC State's Pack Essentials site does serve this purpose but we must ensure wide awareness of the online site.
5. Host trainings and workshops about potential signs of food and housing insecurity for librarians, resident assistants, campus police, health and mental health care providers, and other faculty/staff members. Include information about how to have discussions with students about potential basic needs insecurity. *The Pack Essentials Steering Committee has developed training materials, but they are not systematically shared across campus.

Reaching/Serving Students with Unmet Food and Housing Needs

After students with clear or potential needs are identified, they must receive support and appropriate services to prevent hunger and homelessness or to mitigate the impact of food and housing insecurity. Some students don't use resources due to stigma associated with help-seeking or because they are unaware of available services and/or barriers to resources are too complex to navigate. They might feel that they just need to continue to "push through" rather than use available resources. Some might believe that other students have greater challenges and that resources should be reserved for those who are "worse off".

Example strategies to reach and serve students with unmet food and housing needs:

1. Encourage faculty members to include standard language on their syllabi directing students to appropriate resources (e.g., the Pack Essentials website) if they are experiencing food, housing, or financial challenges. Faculty members can also supplement their syllabus to include technology-related resources loaned to students at no cost. *NC State Libraries offers technology lending https://www.lib.ncsu.edu/devices
2. Promote financial wellness and literacy specific to college students offered online, via in-person workshops and through peer financial coaching.
3. Provide application assistance for SNAP and FAFSA. * Unique to NC State is a partnership between TRIO and NC State's More In My Basket (MIMB), a SNAP Outreach program that provides individual and confidential eligibility screening and application assistance to NC State students. Students can access assistance through MIMB office hours in the TRIO program office or via a toll-free phone number. MIMB staff also assist students in navigating post-application requests from the Department of Social Services. With additional personnel, this type of outreach to students could be increased beyond students in TRIO https://www.morefood.org/
4. Create safe, open, and comfortable spaces were students feel welcome and can easily access tools and resources. *The Student Ombuds office exists "to assist students of the NC State community to resolve problems related to their university working, learning, or living experience". The Ombuds meets confidentially with students concerning basic needs and financial crises. However, there is not sufficient capacity to meet with all students in need, provide necessary case management, or engage in prevention.

Specific "Programs". Individual programs to promote food and housing security are described in Appendix B and are listed below. We fully support implementation of these programs, but it is important to note that national experts agree that institutions must build infrastructure to address food and housing insecurity that extends far beyond individual programs like food pantries.

Food security: Campus farmer's markets, accepting SNAP dollars (food stamps) at campus grocery/snack stores, pre-packaged meals from recovered campus food, food pantry, meal plan scholarships, community gardens scattered on campus.

Housing security. Host home program, hotel vouchers, set-aside residence hall rooms for emergency housing, residence halls open 365 days/year, emergency shelters specifically for students, very low-cost housing with case management.

"*THINK AND DO*" IS IN FULL SWING

RECENT INITIATIVES TO PROMOTE FOOD AND HOUSING SECURITY

The Steering Committee, in collaboration with partners across campus, have been productive by engaging NC State in some of the best practice strategies described above.

We present this summary of impact as support for our Recommendations because we believe this high level of concerted effort across the campus and rapid progress toward our goals speaks to NC State's enormous potential to fulfill this Call to Action. Much has been accomplished by volunteer members of this grassroots committee. With the exception of the Student Ombuds, no member of the committee has been officially charged with involvement in this initiative.

Conducting Research: Collection, interpretation, and sharing of meaningful data has been a central task.

We collected student survey data in fall of 2017 and are currently collecting qualitative data (individual student interviews) to gain deeper understanding of the experiences of students who have been food and/or housing insecure. An asset mapping process was conducted to identify campus and community assets and gaps to prevent student food insecurity and homelessness.

Over the past two years, we have shared the student survey and discussed the initiative with researchers and/or student development professionals at the University of NC-Chapel Hill, University of NC-Greensboro, Appalachian State University, Nash Community College, Wake Technical Community College, Boston University, Meredith College, and Portland State University. We have interacted with leaders at many additional colleges and universities via attendance and presentations at conferences.

Single Points of Contact at all NC public institutions of higher education and all community colleges were surveyed in 2018 in an attempt to identify similar efforts at other NC campuses.

Three research assistants have been funded through the Provost's Professional Experience Program. They submitted a grant proposal to George Bathalmus Undergraduate Research Grant; although not funded, preparing the proposal was a great professional development opportunity. Both received travel funds through the Department of Psychology to present a research paper at the Carolinas Psychology Conference, 2018. One of those students received a McNair Scholarship and submitted an application for fall 2018 research funding through the Office for Undergraduate Research (OUR). The project was funded and findings were presented at the NC State Research Symposium in spring 2019.

Conference Presentations:

1. Haskett, M. E. (2019, October). Panelist: *Engaging stakeholders through data, stories, and demonstrating results & a glimpse at future trends*. Carolina's College Hunger Summit. Greensboro, NC

2. Wright, S., Surati, S., Dows, R., Moravec, M., Lennon, J., Teague, N., & Fernandes, G. (2019, September). *Will lead college student hunger initiative for food*. Presented at the national annual Closing the Hunger Gap conference, Raleigh NC.

3. Hoch, S. (2019, July). *Food insecurity*. Presentation at the annual meeting of the National Association of College & University Food Service. Denver CO.

4. Haskett, M. E. (2019, June). *College student food insecurity and homelessness*: *Response at a land-grant institution*. Symposium presented at the National Symposium on Youth Homelessness. New York, NY.

5. Haskett, M. E. (2019, February). Panelist, *Nourishing our communities: Uniting against hunger*. ACC Student Leadership Symposium, Raleigh NC.

6. Giancola, M., & Green, M. (2019, February). *NC State Food And Housing Insecurity: A Campus Approach to Addressing Basic Needs*. UNC System 2019 Student Success Conference.

7. Haskett M. E. (2019, February). *Mind, body, and soul: A community conversation on homelessness*. Panel sponsored by the City of Raleigh Fair Housing Hearing Board. Raleigh NC.

8. Batchelor, L. (2018, October). *Food and Housing Security among NC State Students*. Presentation at Association for the Advancement of Sustainability in Higher Education, Pittsburgh, PA.

9. Wright, S. (2018, July). *When your students are hungry and homeless*. Presentation at Cooperating Raleigh Colleges Conference.

10. Wright, S. (2018, June). *Shepherding a sustainable basic needs transformation on campus*. Presentation at National Association of Student Affairs Professionals in Higher Education Financial Wellness Conference, Columbus, OH.

11. Haskett, M. E., Wright, S., & Kotter-Grühn, D. (2018, March). *Homelessness and housing insecurity among college students: Advocating for student success*. In B. Duffield (Chair), Post-secondary education: Practical strategies to promote access and success. National Youth Summit on Youth Homelessness. Washington DC.

12. Gutierrez, I., Surati, S., & Haskett, M. E. (2018, April). *Food and housing security among college students*. Paper presented at the Carolinas Psychology Conference, Buies Creek, NC.

Example On-campus Presentations:

13. Haskett, M. E. (2018, October). *Student Food and Housing Security initiative at NC State*. Presented to Career Development Retreat participants.

14. Wright, S. (2018, October) *Engaging under-resourced students*. Presented to the Department of Psychology.

15. Wright, S., Tisa, R., & Valentine, A. (2018, June). *I am not a social worker: How to talk to students about food and housing*. Presentation to NC State Poole College of Management staff and faculty.

16. Wright, S., Gutierrez, I., & Haskett, M. E. (2018, April). *Use of data on student food and housing insecurity*. Paper presentation at One Size Doesn't Fit All: Exploring Strategies for Student Success. Raleigh, NC.

17. Kotter-Grühn, D. Wright, S., & Haskett, M. E. (2018, April). *Assisting students with basic needs*. Presentation to NC State Advisor Roundtable, NC State.

18. Wright, S., Tisa, R., & Valentine, A. (2018, April). *I am not a social worker: How to talk to students about food and housing*. Presentation to NC State Department of Academic and Student Affairs Professional Development Conference.

19. Wright, S., & Haskett, M. E. (2018, February). *Review of food and housing security survey data*. Presentation to NC State CHASS Leadership Team.

Journal Publications:

20. Haskett, M. E., Kotter-Gruhn, & Majumder, S. (in press). Prevalence and correlates of homelessness and food insecurity among university students. *Journal of College Student Development.*

21. Haskett, M. E., Majumder, S., Kotter-Gruhn, D., & Gutierrez, I. (under review). *The role of student wellness in the association between food and housing insecurity and academic functioning*.

Increasing Awareness: Committee members have engaged in activities to increase awareness about student food and housing insecurity on campus and in the local community.

Sponsored a Community Conversation in fall 2018 and a Visioning Session in spring 2019. Diversity Mini-grant funds were used for space rental fees and payment to the facilitator of the spring session. A video of the fall conversation can be viewed here ([Community Conversation video)](). Both events were promoted across campus and were well-attended. Attendees included students, staff, faculty members, and community partners. The events met the goals of raising awareness of the extent of student food and housing insecurity and activated many attendees to become involved in developing solutions.

Assisted in planning and production of "You Don't Have to Choose" campaign produced by DASA to break the stigma of accessing available resources and to educate the campus regarding the needs of students with unmet basic needs. Campaign includes print pieces, social media content and videos featuring students who volunteered to share their experiences.

Attended multiple meetings across campus to share information about the extent of food and housing insecurity among our students and to discuss potential solutions. Examples include

2018 breakfast with the Chancellor and Provost; fall Associate Dean of Academic Affairs meeting; discussion with residents and advisors in Global Village in Alexander Hall; and panel discussion (involving 5 Steering Committee members) on student well-being at the fall General Faculty meeting.

Supervised production of student podcasts describing their personal experiences with food and/or housing insecurity and financial stress while students at NC State. https://trio.dasa.ncsu.edu/beyond-the-bell-tower/

As part of the Libraries Immersive Scholar program, "Visualizing Digital Scholarship in Libraries and Learning Spaces", generative artist Lucas Swick used the student survey data on food and housing insecurity to create artwork during his residency. His art remains on display at the Hunt Library. Steering Committee members were active in facilitating the residency. https://www.lib.ncsu.edu/news/a-garden-of-food-and-housing-insecurity . This work gained national attention in Medium magazine and The Webby Awards.

Participated in "Hunger in the Land of Plenty" A/V Geeks event at the Hunt Library by serving as commentators on films related to food systems.

Served as an information resource on student food and housing insecurity for many offices and individuals across campus, including the Senate Resources and Environment Committee (consultation on sharing survey data and initiative with Senate), Humanities and Social Sciences Undergraduate Committee (presentation), Office of International Services/Global Engagement, College of Veterinary Medicine, and Executive Board of the Legislative Affairs and Student Advocacy committee within the Graduate Student Association (to support public comment submitted to the Federal Register regarding public assistance for international students).

Supported student involvement in photography related to housing insecurity and homelessness in Wake County. A student's photograph was selected for inclusion in the installation at the Contemporary Art Museum http://www.throughoureyesproject.com/raleigh-nc-2018

Interviewed by WKNC 88.1 radio station in fall 2018 and spring 2019.

Interviewed by EAB about best practices in supporting students who are experiencing food, housing and financial insecurity and the Pack Essentials initiative.

Secured funding from DASA to support film project by Diane Nilan, a national advocate for homeless youth and families https://www.hearus.us/. The brief documentary will be used to increase awareness and encourage donations to the emergency fund and meal scholarships.

Participated in--and led--numerous events related to the 2018 Common Reading *$2.00 a Day: Living on Almost Nothing in America*

Media attention to the initiative: Below are links to articles published about the initiative and/or survey results in campus media. This level of attention to the results demonstrates the extent of interest in student food and housing security across campus.

1. Sustainability blog post October 10, 2017
2. Technician re Diversity grant January 8, 2018
3. NCSU Bulletin article   March 15, 2018
4. CHASS Alumni magazine article March 29, 2018
5. Diversity Digest article April 2, 2018
6. The Nubian article April 18, 2018
7. Technician article April 18, 2018
8. Common Reading mentions Initiative in Executive Vice Chancellor and Provost's news post June 13, 2018
9. Technician article on Sleep Out for the Homeless, including interview with Sarah Wright: Technician article on Sleep Out event
10. The NC State Alumni Magazine featured the initiative in an article in the August 2018 edition.
11. *Technician* article about Pack Essentials support for students following the hurricane: http://www.technicianonline.com/news/article_060f5390-c1ec-11e8-b591-6ff77ec9f1d0.html
12. Article in *News and Observer* written by an NC State student, based on his interview with a student who experienced food and housing insecurity. http://www.technicianonline.com/opinion/article_3878c302-3226-11e9-a4dc-c7b703da7c3c.html?fbclid=IwAR179HHo0MNo0gbEi8yUimM9TRDxGVCFTfvUugNlF7kkdeqD4eQJfhSQQg8
13. Lead article on NC State homepage referencing many campus initiatives Shining a Light article_Univ Communications
14. Promotion of the university's response to the partial government shutdown in February.
https://news.ncsu.edu/2019/02/nc-state-steps-up-to-help-students-in-need/

    http://www.technicianonline.com/news/article_669b4a46-2d96-11e9-b2cc-6b94aae56194.html

15. Promotion of the Meal Share program
http://www.technicianonline.com/opinion/article_b97f8bd2-f1d7-11e8-aebb-1f84f8769806.html
16. Overview of food security efforts at Office of Finance & Administration webpage
https://ofa.ncsu.edu/2019/06/18/providing-for-the-pack/
17. Article about our student leaders presenting at the 2019 Closing the Hunger gap conference
18. *NerdWallet* article on food insecurity featuring NC State student. Picked up by WRAL
https://www.wral.com/hunger-on-campus-how-college-students-can-get-help/18674578/

Actions to Decrease Basic Needs Insecurity – While we were engaged in planning for a comprehensive approach to preventing student food and housing insecurity, the Steering Committee also took direct action to reduce food insecurity and homelessness among students.

Provided assistance and consultation to establish the Pack Essentials website https://dasa.ncsu.edu/pack-essentials/ an electronic central hub of resources for basic needs, donor contributions, student survey results, and materials developed by the Initiative.

Developed and distributed a basic needs curriculum and syllabus recommendations. We will work to ensure the recommendations are made available campus-wide.

Coordinated with leadership of Family Promise of Wake County to secure two, 3-bedroom very low-cost apartments (with case management services) near campus for NC State students with children.

DASA established a Meal Plan Scholarship program. Members of the Steering Committee assisted in setting up this fund and raising donations.

Mobilized various Departments and Colleges to identify ways to support students at the Dept/College level. Examples include "grazing stations" in the College of Natural Resources; Food for Finals in the Department of Biological Sciences; exam snack breaks and a coat exchange in the Department of Psychology; Syllabus Retreat in Department of Biological Sciences.

Provided leadership for academic departments addressing student basic needs within syllabi, policies, course structure, and services/resources made available.

Submitted invited proposal to BCBS of NC to develop a "Navigator" (single point of contact) model. Not funded.

Contributed to development of activities to fundraise/endow Pack Essentials funds for students (Student Emergency Fund, Pack Meal Scholarships, etc.). Promoted *#Giving Tuesday* and *Day of Giving*, conducted community presentations for potential donations.

Contributed to the creation of a common application for Pack Essentials to facilitate a comprehensive review of the students' needs and match them with appropriate resources. Worked with campus departments to update their listings on the Pack Essentials website and expanded the resources listed with an emphasis on making the website more student friendly.

Connected food insecure students with fresh produce through Hungry Harvest partnership.

Collaborated with a Raleigh resident who will spearhead delivery of weekly bagged lunches for students in the fall. This initiative will involve many community volunteers (including NC State alum) and will be coordinated with the Student Coalition.

Advocated for residence halls to remain open during Thanksgiving break. This pilot was successful, and University Housing administrators recently decided that residence halls will remain open in 2019-2020 during all breaks except the break between semesters.

Developed a partnership with A Place at the Table café to (a) encourage faculty to schedule meetings in the space and (b) encourage students to volunteer and benefit from meals there. Meal tokens were donated to distribute to students. Many students and faculty/staff volunteer at the café.

Facilitated partnership with Player's Retreat, a local restaurant, donating $25 gift cards. A minimum of twenty gift cards are donated on a monthly basis.

Established partnership with Panera Bread to receive substantial weekly donations of food for students in TRIO program.

Facilitated partnership between Feed the Pack and Food Lion on Western Blvd. for ongoing and significant donations of food.

Advances in Pack Essentials Steering Committee and community partners:

Through intensive outreach and relationship-building over the past two years, the Steering Committee now includes representatives in almost all Colleges and many non-academic units.

We supported the development of a Student Coalition on Food and Housing Insecurity. The new organization won a university award - Deborah S. Moore Awards: *Civic Engagement Initiative of the Year*.

A university-community planning committee was established to develop an emergency and short-term housing plan to prevent student homelessness. Funded by an NC State Foundation grant.

Partnerships were developed across campus:

- NC State Dining
- Campus Enterprises
- University Sustainability
- University Communications
- Provost's Professional Experience Program
- New Student Programs
- Global Village
- Counseling Center
- Feed the Pack
- NC State Libraries
- Social Innovation Fellows
- Office of Institutional Research and Planning

- Development, DASA
- Development, CHASS
- Development, University
- Student Ombuds office
- Career Center, Poole College of Management
- Student Services, Poole College of Management
- Multiple student organizations (e.g., NC State Student Athlete Advisory Council, Greek Life, TRiO Collegiate Program Ambassadors)

Local and national partnerships were formed:

- SchoolHouse Connection https://www.schoolhouseconnection.org/
- Swipe Out Hunger http://www.swipehunger.org/
- HEAR Us, Inc. https://www.hearus.us/
- Family Promise, Inc. https://www.familypromisewake.org/
- South | Point Source Youth https://www.pointsourceyouth.org/
- Community Food Lab http://communityfoodlab.org/
- Panera Bread, LandMark Dr. location
- Food Lion # 1573, Shane Barnes, Store Manager
- A Place at the Table https://tableraleigh.org/

Our work has been recognized through several University awards, for example:

- Finalist for the NC State Student Government, Jenny Chang Award for Outstanding Student Service (M Haskett)
- 2018 Green Brick award for the Initiative
- 2018 Chancellor's Creating Community honorable mention for staff (S Wright)
- 2018 Chancellor's Creating Community award for faculty (M Haskett): Chancellor's creating community awards 2018
- Indira Gutierrez won 2nd place in the McNair Scholars research "pitch" at UNCG, 2019
- 2019 Deborah S. Moore Award: *Civic Engagement Initiative of the Year* for Student Basic Needs Coalition

Student Homelessness Prevention Plan : Brief Summary

The NC State Foundation awarded a small grant to the Steering Committee (2018-2019) to fund facilitation of a campus-community partnership to develop a set of strategies for prevention of homelessness among NC State students.

The final report of the process and the set of recommendations is available for review in Appendix D. Given the complex circumstances that lead to homelessness, and the diversity in needs of students without housing, the set of recommendations includes a three-point plan:

1. Emergency housing and case management for students in crisis must be established immediately. University Housing should increase the number of rooms available for short-term student emergencies, with other resources made available to students placed in these rooms to help them secure more permanent housing. The StateView Hotel, on NC State's campus, should consider whether open rooms could be used in student emergency housing situations, as is done at another universities. Hotel vouchers, also used at other universities to support unstably housed students, should be obtained from hotels adjacent to NC State. Student Legal Services' assistance in helping students resolve evictions and other legal challenges to housing stability, especially in regard to renting off-campus housing, should be widely advertised to students.

2. A host home program is strongly recommended to provide an immediate, short- or longer-term housing option. In this approach, screened hosts would offer space in their homes to students without housing. Hosts would be trained to serve in this role and would receive ongoing support. Students placed in host homes would receive case management to prepare them to obtain their own housing as soon as they are able. A second NC State Foundation grant (2019-2020) was awarded to plan and launch the program by late 2020. This housing option will be an appropriate choice for many students, but some students may feel vulnerable living with people unfamiliar to them and would not find this option acceptable. Students with children might also have difficulty finding a host that can accommodate their family.

3. Innovative affordable and supportive student multi-unit housing with case management should be built or acquired and/or existing housing should be renovated for this purpose. This option is currently being explored by talented advanced students in Professor Thomas Barrie's graduate design studio. The design project assigned to students is multiunit housing for a site on the NC State campus that includes a range of unit types, supportive services, and community and mixed-use spaces (e.g., laundry, cooking, gardening, child care).

ACKNOWLEDGEMENTS

Josh Monahan	1in 6 Snacks
Erin White	Community Food Lab

Homelessness Prevention Plan: Working Group

Qulea Anderson	NCSU, Student
Yevonne Brannon	NCSU, Urban Affairs and Community Services
Tom Barrie	NCSU, Architecture, School of Design
Danielle Butler	Family Promise of Wake County
Steve Deaton	Deaton Investment Real Estate
John Dorris	NCSU, Industry Expansion Solutions
David Fitzpatrick	NCSU, Social Work, Humanities and Social Services
Ann Hanley	Community member
Alex Hartline	NCSU Student
Tianna Harrison	H.O.S.T., Founder/ED
Mary Haskett	NCSU, Psychology, Humanities and Social Sciences
Carolyn Johnson	Community member
Sarah Kirby	NCSU, Dept of Youth, Family, and Community Sciences, Ag and Human Sciences
Vanessa Kopp	Wake County Partnership to End/Prevent Homelessness
Lynn Locklear-Fisher	NCSU, GLBT Center
Preston Mahan	Paragon Bank
Kelsey Mosley	Haven House Services
Katrina Pawvluk	NCSU, University Housing
Alison Plumley	NCSU, Student
Alissa Pritchett	Family Promise of Wake County
Todd Rosendahl	Point Source Youth
Naqua'Na Sessoms	NCSU, Student
Matt Shipman	NCSU, University Communications
Katherine Stubbs	NCSU, Student
June Taylor	NCSU, Legal Office
Sarah Wright	NCSU, TRIO programs, Div Academic and Student Affairs

Funders of Steering Committee Initiatives

Internal Funders	Initiative
Office for Institutional Equity and Diversity: Diversity Mini-Grant	Community Conversations; student survey data collection
Division of Academic and Student Affairs	Production of brief documentary
Department of Psychology	Student interview data collection
NC State Foundation (2018-2019)	Prevention of student homelessness: Planning
NC State Foundation (2019-2020)	Host Home program launch
College of Humanities & Social Sciences	Asset mapping process
Provost's Experience Program	Undergraduate research assistants
University Dining	Community Conversations meal
Office of Undergraduate Research	Student research grants
External Funder	**Initiative**
Carolinas College Hunger Summit Mini-grant (multiple sponsors)	Pack Essentials Advocate Program

DASA also committed significant resources to staffing, promoting, and fundraising for development of the Pack Essentials online portal of student basic needs resources. Many units across campus have made in-kind contributions consisting of personnel time, materials, and meeting space.

We gratefully acknowledge the leadership and strong support of Dr. Mike Mullen over the past two years.

REFERENCES

Allison, T. (2018). *Rethinking SNAP benefits for college students*. Young Invincibles. Retrieved from http://younginvincibles.org/reports-briefs/rethinking-snap-benefits-college-students-food-insecurity/

Armstrong, J., Owens, C., & Haskett, M. E. (2018). Mental health functioning of homeless youth: Moderation by victimization and teacher support. *Child Psychiatry and Human Development*. doi.org/10.1007/s10578-018-0790-z

Broton, K. & Goldrick-Rab, S. (2017). Going without: An exploration of food and housing insecurity among undergraduates. *Educational Researcher, 47*, 121–133.

Coleman-Jensen, A., Rabbitt, M. P., Gregory, C. A., & Singh, A. (2017). *Household food security in the United States in 2016*. EER-237, U.S. Department of Agriculture, Economic Research Service.

Gaines, A., Robb, C. A., Knol, L. L., & Sickler, S. (2014). Examining the role of financial factors, resources and skills in predicting food security status among college students. *International Journal of Consumer Studies, 38*, 374-384.

Goldrick-Rab, S., & Kendall, M. (2016). *The Real Price of College.* Wisconsin HOPE Lab. Retrieved from http:/tcf.org/content/report/the-real-price-of-college/

Goldrick-Rab, S. (2016). *Paying the price: College costs, financial aid, and the betrayal of the American dream*. Chicago: University of Chicago Press.

Goldrick-Rab, S., Broton, K., & Eisenberg, D. (2015). *Hungry to learn: Addressing food and housing insecurity among undergraduates*. Retrieved from http://wihopelab.com/publications/Wisconsin_hope_lab_hungry_to_learn.pdf

Jehangir, R. R., Stebleton, M. J., & Deenanath, V. (2015). *An Exploration of Intersecting Identities of first-generation, low-income students* (Research Report No. 5). Columbia, SC: University of South Carolina, National Resource Center for the First-Year Experience and Students in Transition.

Kiplinger's Best College Values (2018). Retrieved from http://www.kiplinger.com/tool/college/T014-S001-kiplinger-s-best-values-in-public-colleges/

Patton-Lopez, M., Lopez-Cevallos, D., Cancel-Tirado, D., & Vazquez, L. (2014). Prevalence and correlates of food insecurity among students attending a midsize rural university in Oregon. *Journal of Nutrition Education and Behavior, 46*, 209-214.

Silva, M. R., Kleinert, W. L., Sheppard, A. V., Cantrell, K. A., Freeman-Coppadge, J., Tsoy, E., Roberts, T., & Pearrow, M. (2017). The relationship between food security, housing stability, and school performance among college students in an urban university. *Journal of College Student Retention: Research, Theory, & Practice, 19*, 284-299.

Tierney, W. G., Gupton, J. T., & Hallet, R. E. (2008). *Transitions to adulthood for homeless adolescents: Education and public policy.* Los Angeles: Center for Higher Education Policy Analysis.

APPENDIX A

BASIC NEEDS NAVIGATOR ROLE

Rationale

In recent years, there has been a steep rise in the availability of programs to assist students on college campuses with basic needs. For example, NC State offers a campus food pantry, emergency financial assistance, and meal plan scholarships. However, national studies show that the majority of students, faculty, and staff are not aware of available resources, and accessing systems of support can be time-consuming and difficult for students to navigate. Campus resources are rarely linked to resources available in the community. Furthermore, students who experience food insecurity or homelessness are reluctant to request help with food and housing—even when they are aware of the resources—because there is significant stigma associated with poverty and with help-seeking. To illustrate, 92% of students at NC State indicated that they were aware of the campus food pantry, but only 9% of students who faced food insecurity had obtained food from the pantry.

Purpose of Navigators

The aim of Navigators is to provide case management services to students at risk for or experiencing food insecurity and/or homelessness; to increase campus and community awareness of basic needs insecurity among college students; and to identify and close gaps in services for students with unmet basic needs. Navigators use a trauma-informed lens and social justice and equity-based frameworks to conduct case management and promote student wellness, retention, and success. As case managers, Navigators have expertise in all aspects of financial aid, state and federal food and housing support, child care subsidy, and higher education laws. They are deeply familiar with available services and resources, both on-campus and in the community. As liaisons between students and service providers, Navigators cultivate relationships to increase awareness of the basic needs of students and collaborate with campus and community stakeholders and service organizations. Navigators lead a media campaign, with significant student input, to reduce stigma among students in order to encourage full use of available resources. As advocates, they identify gaps in available services and push for development, initiation, and evaluation of programs and services to fill those gaps.

Current Status of Navigators in NC

A Navigator model has been implemented on some college campuses across the country and has been recommended by national leaders and organizations that focus on basic needs security among college students (e.g., EAB; SchoolHouse Connection; The Hope Center for College, Community, and Justice).

Currently, there is a Single Point of Contact (SPOC) identified by the NC State Education Assistance Authority (NCSEAA) for nearly all community colleges and 4-year institutions of

higher education in NC. Also known as higher education homeless liaisons, the SPOC was meant to be a supportive college administrator who would help unaccompanied homeless youth successfully navigate through college by assisting with the financial aid process and housing, as well as relevant on- and off-campus resources. The NC Homeless Education Program (NCHEP) previously supported SPOCs by providing an annual continuing education webinar, offering higher education posters for campuses, and providing technical assistance regarding the rights of homeless students. Although the SPOC network was a positive initiative and SPOCs have been identified at NC campuses, many SPOCs listed by NCSEAA are not aware that they are identified as such. Further, most SPOCs are financial aid advisors and are not well versed in the breadth of resources students need and are not trained to provide trauma-informed case management. In summary, there is a rudimentary structure in place that could provide a starting foundation for a Navigator model at NC universities, but clearly a more robust and effective model, with a deep network of Navigators across the state, is needed.

Launching a Navigator Model

It is not sufficient to simply locate Navigator services on campuses. Students as well as faculty and staff must be aware of the service and understand how to access it. Students also must be comfortable accessing the services of a Navigator. To increase awareness of college student hunger and homelessness and to decrease stigma associated with help-seeking, the approach that has been successful in reducing stigma associated with mental health problems among college students and increasing student use of on-campus counseling services could be used. The strategy involves a multi-faceted media campaign (including print, social media, and film). Brief films could be produced to increase awareness of student food and housing insecurity and to encourage students to use the Navigator. Print materials should also be developed for use in multiple formats (e.g., electronic billboards, posters, hand-out cards, a phone app, etc). Students should be heavily involved in the process of developing, producing, and implementing dissemination of these materials. Guidance for Navigators (higher education case managers) was recently made available through SchoolHouse Connection.

APPENDIX B

Programs to Promote Student Food and Housing Security

Below are specific programs developed to increase food and housing security on university campuses. We believe some combination of these programs can be components of a wide-scale approach to reducing and preventing student food insecurity and homelessness among NC State students. This list is comprehensive but not exhaustive. For more in-depth descriptions of most approaches, see Schoolhouse Connection https://www.schoolhouseconnection.org/ the National Association for the Education of Homeless Children and Youth https://naehcy.org/, and The Hope Center for College, Community, and Justice https://hope4college.com/

Several of these programs are already established to some degree at NC State (see underlined text). For details see go.ncsu.edu/pack-essentials

To increase food security:

1. **Campus Food Pantry**. Food pantries on college campuses reduce transportation barriers and are growing in frequency at a steady pace. The College and University Food Bank Alliance is a professional organization of on-campus programs that work to reduce student hunger https://sites.temple.edu/cufba/about-us/ Since 2012, NC State has hosted a food pantry that includes non-perishable food, beverages, and personal hygiene items; it is open approx. 25 hours/week. This is an essential resource for students but could be expanded to reach more students and provide a fuller range of food options (e.g., fresh produce, cold foods) https://orgs.ncsu.edu/feed-the-pack/
2. **Food Recovery Programs**. The Food Recovery Network https://www.foodrecoverynetwork.org/ and Campus Kitchens Project https://www.campuskitchens.org gather unused food from campus locations (e.g., dining halls, catering kitchens) and repurpose the food into ready-to-eat meals that are distributed in residence halls or food banks; students simply warm up the meal. There are several mobile apps that food donors can use to post the availability of excess food that can be picked up and distributed to students. NC State has a student chapter of the Food Recovery Network which coordinates with University Dining for food recovery; currently all recovered food is donated to off campus organizations.
3. **Community Gardens.** On-campus gardens can donate a portion of the yield to campus food banks, providing fresh food in locations that typically offer only canned goods. At NC State, resources include the Agroecology Education Farm https://agroecologyeducationfarm.wordpress.ncsu.edu/ the student-run SOUL garden https://www.soulgardenncstate.org/, and extensive agricultural activity in the College of Agriculture and Life Sciences.
4. **Meal Donations**. Programs such as Swipe Out Hunger http://www.swipehunger.org allow students to donate pre-paid meal dollars/points. Donated points can be converted to dining hall vouchers. Other options include food scholarships and students who work on campus can be compensated through meal plans. NC State students who are employed by Campus Enterprises receive a free meal for every shift worked. There is also a new meal scholarship and a new meal swipe donation program.
5. **Campus Farmer's Markets***. On-campus farmer's markets can be a source of accessible, affordable fresh food. These markets could participate in the national "Double

Bucks" program through which the markets match SNAP benefits dollar-for-dollar to extend recipients' capacity to buy fresh produce. <u>NC State has a weekly student-run Campus Farmer's market</u> https://campusfarmersmkt.com/

6. **Campus SNAP Retailers**. Although regulatory requirements for accepting SNAP dollars are complex, with creative planning, universities can accept SNAP dollars (i.e., food stamps) in campus stores. A few campuses have found ways to do this, including Oregon State University

7. **Food shuttles.** Shuttle services can transport students from campus directly to local low-cost markets such as farmer's markets and food banks.

8. **Flexible meal plan options**. Very low-cost meal plan options such as one meal per day, Monday-Friday, can allow more students to participate in meal plans.

To increase housing security:

1. **On-campus Emergency Housing**. Some campuses reserve residence hall rooms or campus apartments for students who need short-term emergency housing (e.g. Kennesaw State https://www.universitybusiness.com/article/emergency-apartment-homeless-students-kennesaw-state). Other universities offer vouchers to cover several nights in a motel room. <u>NC State Housing currently reserves a few residential hall rooms for students who need 2-3 nights of emergency housing</u>.

2. **Break housing**. A common time during which students are at risk for homelessness is university breaks when campus housing is closed. For examples of solutions, see http://naehcy.org/sites/default/files/dl/breakhousingexamples.pdf Many schools close for weeks at a time during academic breaks, which commonly occur at fall break, winter break, spring break, and summer. During these breaks, students for whom returning "home" is not an option lose access to residence halls, academic buildings, dining halls, and more. The stress and expense of seeking a place to stay and the dangers of homelessness during breaks are serious impediments to academic success.

    a. Plan ahead for particularly vulnerable students. Students whose families are homeless, are homeless and on their own, or are from the foster care system, are particularly vulnerable to housing problems during school breaks. Universities can be proactive and identify these students by partnering with admissions, financial aid, disabled student services offices, and programs for international students to develop a plan for housing during these break closures.

    b. Keep residence halls open during breaks. Rowan University adopted this strategy and includes the weekly usage fee in their room and board cost. While other campuses may charge a fee for individual students who want to stay during breaks, this fee might be paid by a department or office if a student is employed and needs to be on campus during this time. <u>As of fall 2019, NC State residence halls will remain open during all breaks except the break between fall and spring semesters.</u>

    c. Partner with hotels and consider buying out a few rooms for students. Georgetown University has a hotel on campus and provides housing for students in need over breaks.

d. Utilize the campus community and request that local faculty, staff, and alumni host students. Sacramento State's Host a Hornet matches interested alumni with students for dinner a few times a month.

e. Because most dining halls close during breaks, ensure students have food over breaks by donating food, providing food in common area kitchens, or coordinating faculty, staff, and alumni to provide meals. University Dining is prepared to provide meals during breaks and is planning a family-style Thanksgiving lunch during the Thanksgiving break.

f. During the summer, help homeless students maintain their housing by providing on-campus jobs that pay for their summer housing. A few institutions allow students to stay in their rooms all year if they are part of a specific program like the Guardian Scholars Program at San Diego State University.

g. Students in the federally-funded TRiO program are eligible for assistance with housing during university breaks https://www2.ed.gov/about/offices/list/ope/trio/index.html

3. **Emergency shelters**. There are two known universities that have an emergency shelter run by students with community partnerships. UCLA's program is specifically for students http://www.bruinshelter.org/ Y2Y Harvard Square https://www.y2ynetwork.org/ is a student-run overnight shelter that employs a youth-to-youth model to provide a safe and affirming environment for young adults experiencing homelessness, including students at local universities.

4. **Referrals to federal housing resources**. Some campuses assist students in securing HUD vouchers (Housing Choice Voucher Program) for student Veterans. Others, such as Johnson C. Smith University, access federal funding to support housing of students aging out of foster care https://www.jcsu.edu/about/foster-care-initiative/phasing-up-to-new-possibilities-program2/guardian-scholars-program

5. **Active and engaged Homeless Student Liaison**. Homeless Student Liaisons can actively assist students with determinations as unaccompanied homeless youth for purposes of the FAFSA (see FAFSA, below), serve as a liaison between housing insecure students and local rental companies, and refer students to the campus Navigator for additional resources (the Navigator can also serve as the Liaison). See the state-wide effort in CO http://www.americaspromise.org/news/whats-working-colorado-simple-approach-helps-homeless-students-succeed-college

6. **Establish a host home program.** Local families and individuals can host students during school breaks or for longer periods. For example, see https://us.depaulcharity.org/depaul-home/our-work/programs/dax-host-home-program-chicago The NC State Foundation funded a 2019-2020 project to plan a Host Home program for students.

7. **Develop Community Partnerships**. Partnerships with community agencies with expertise in housing can lead to housing options for homeless students. For example, Jovenes College Success Initiative https://www.jovenesinc.org/college-housing/ provides

rental subsidy and case management to youth who are homeless and attending local community colleges.

8. **Family Scholar House**. In this program, single parents enrolled in college are housed in apartment-style living. Family Scholar House helps participants access financial assistance to pay for classes and books. Through financial aid, Pell grants, scholarships, and sometimes student loans, participants attend school on a full-time basis. Many of the participants also obtain work-study assistance through their colleges or universities. All participants meet regularly with their Academic Coach to review educational progress. https://familyscholarhouse.org/ An initiative is underway to bring a Family Scholar House to the Raleigh area, and members of the non-profit organization that is planning this initiative plan to collaborate with Pack Essentials Steering Committee.

Assistance with access to financial and other needed resources. Optimally, all the programs listed below would be administered by Basic Needs Navigators in a coordinated campus hub. For an example, see Student Care Services at University of Central Florida http://scs.sdes.ucf.edu/intervention

1. **Navigators/Case management.** There are local, state, and federal resources for individuals facing hunger and homelessness. Accessing these services can be complicated and time-consuming. Case managers with expertise in the requirements and application processes for these programs can ensure students leverage all the resources available to them. Some of the many programs that students could access include SSI, Medicaid, child care assistance/subsidy, WIC, SNAP, Disability Services, Veterans benefits, HUD vouchers, and utility assistance (e.g., Low Income Home Energy Assistance Program).

2. **SNAP**. Completing the SNAP eligibility application is complex and eligibility criteria exclude some students; however, these benefits can be incredibly important in reducing food insecurity and are severely underutilized by college students. A recent study indicated that 80% of college students in NC who are eligible for SNAP benefits do not receive those benefits. At NC State, *More In My Basket* is a program that helps connect NC residents (including students) to SNAP through awareness and application assistance http://www.morefood.org/en/

3. **FAFSA**. Unfortunately, many students who could benefit from financial aid do not complete the FAFSA. One national study found that about 30% of students failed to file a FAFSA and one third of those students would have been eligible to receive federal Pell Grants. Most commonly, students did not complete the FAFSA because they thought they had no financial needs, didn't think they would qualify for aid, didn't want to take on student debt, or had trouble filling out the forms. The FAFSA is complex and intimidating for students whose parents and/or mentors are not able to help them answer questions about parent income and assets. Universities can offer FAFSA support in multiple ways; SchoolHouse Connection provides a set of guidelines https://www.schoolhouseconnection.org/learn/higher-education/

4. **Emergency Funds.** Funds to assist students with emergency needs can circumvent further crises and drop out. Several universities in the California State University system, for example, have engaged in fundraising to support basic needs resources and host financial literacy workshops for students; use of these funds is transparent and coordinated with faculty, staff, and students who serve on a crisis response team. UNC Chapel Hill offers an accessible Student Emergency Fund to assist students with unexpected emergency expenses and the student is not required to repay the funds https://odos.unc.edu/student-support/student-emergency-fund NC State recently launched an emergency fund; students can apply for up to $500 once during their matriculation.

5. **Special scholarships.** Kennesaw State University offers three scholarships for students experiencing homelessness; two are endowed scholarships. Federal REACH grant funding for students exiting the foster care system; research indicates those students are at high risk for homelessness.

6. **Short-term loans**. Some campuses offer short-term loans to assist with unanticipated expenses that might impact their food or housing security and jeopardize continued enrollment. Some are no-interest loans with varied due dates; others are charged against the student's financial aid, and some require loan counseling.

7. **Commuter lounges**. Students who don't live on campus benefit from having a "home" space on campus where they can prepare simple meals, take private naps, breastfeed/pump breast milk, and clean and store their belongings for the day. Several campuses offer commuter lounges that include microwaves and refrigerators, lockers, comfortable seating, private napping and breastfeeding spaces, and showers.

APPENDIX C

ASSET MAPPING REPORT

Addressing and Preventing Food Insecurity among NC State Students:

An Asset-Based Approach

Sarah Bowen,[1] Annie Hardison-Moody,[2] Emilia Cordero Oceguera,[3] and Rebecca Shisler[3]

Draft reported completed August 19, 2019

* Please direct questions and comments to: Sarah Bowen, Associate Professor of Sociology, (sarah_bowen@ncsu.edu).

---

[1] Associate Professor, Department of Sociology and Anthropology, North Carolina State University.
[2] Assistant Professor and Extension Specialist, Department of Agricultural and Human Sciences, North Carolina State University.
[3] Ph.D. candidate, Department of Sociology and Anthropology, North Carolina State University.

Addressing and Preventing Food Insecurity among College Students:

An Asset-Based Approach

Background

In October 2017, a <u>representative survey</u> of NC State undergraduate and graduate students was conducted. The survey found that 14% of students reported low or very low food security over the previous 30 days, and nearly 10% of students had experienced homelessness over the previous 12 months. Based on the results of this survey, the Pack Essentials Steering Committee was formed. The Steering Committee set a vision: *All NC State students will have access to sufficient, nutritious, culturally appropriate, and affordable food & safe, affordable housing accessible to the university.* As part of its efforts, the committee enlisted NC State researchers to carry out asset mapping workshops to determine how to advance from *supporting* students during financial emergencies to *preventing* food insecurity and homelessness among NC State students. Specifically, the goal of these workshops was to:

- Identify key assets at NC State – institutional, financial, and other types of assets—related to addressing and preventing food and housing insecurity for our students;
- Build collective agreement on a preliminary list of priorities for future action and steps needed to achieve those priorities; and
- Gain commitment from participants to being part of "circles" that will work towards achieving those priorities.

What is Asset Mapping?

Asset mapping is a community-based participatory research method that seeks to examine the assets and resources that a community possesses in order to build on those assets and create strategies and solutions for change (Jakes et al. 2015, Kretzmann and McKnight 1993). Asset mapping has been used successfully in a wide range of projects related to health, to engage communities in identifying and building on their strengths to create a plan to address complex issues like access to health care, reproductive and sexual health, and access to healthy foods and places to be active. The Pack Essentials Steering Committee recognized that asset mapping methods could help to mobilize the campus community to not only address food insecurity and homelessness on our campus, but strategize ways of preventing these issues among our students.

Why Asset Mapping?

- Focuses on the resources the community already possesses

- Based on strengths, rather than needs

- Promotes community ownership in planning process

Methods

Working closely with the Pack Essentials Steering Committee, the research team (led by Dr. Sarah Bowen, in the Department of Sociology and Anthropology, and Dr. Annie Hardison-Moody, in the Department of Agricultural and Human Sciences) developed a workshop guide based on work done by the International Religious Health Asset Programme (African Religious Health Asset Programme, 2006; Blevins et al., 2012). The asset mapping workshops had three main goals: (1) identifying existing assets at NC State related to addressing food and housing insecurity, (2) identifying differences in how students, faculty, and staff perceived these assets, (3) determining priorities and steps for future action to address gaps and needs. This could involve creating new partnerships, addressing incongruities, strengthening current relationships and programs, bringing in new partners (including with community members), or investing in new areas. Finally, a fourth step involved identifying potential funding sources to support the actions.

The workshops brought together NC State students, faculty, and staff over two days (Thursday, April 4, and Friday, April 5, 2019). On Day 1, two separate student groups met. On Day 2, faculty and staff met together (without students). All of these workshops focused on identifying key drivers of food insecurity and homelessness on campus and mapping out existing resources and assets. After lunch on Day 2, faculty, staff, and students came together to collectively identify priorities for future action, outline steps needed to achieve those goals, and commit to working on them. (See workshop agenda in Appendix A.)

The success of the asset-mapping workshops depends largely on the people who participate, so the Pack Essentials steering committee was integral in helping to recruit a diverse group of participants. Workshop participants included 37 students and 28 faculty/staff members. Of the students, about 57% were undergraduates and 41% were graduate students. While most students represented the College of Agriculture and Life Sciences or Humanities and Social Sciences, all colleges were represented during the workshops. A majority of participants were women; however, participants were diverse in terms of race/ethnicity and place of origin (see Appendix B for demographics overview and Appendix C for demographic surveys).
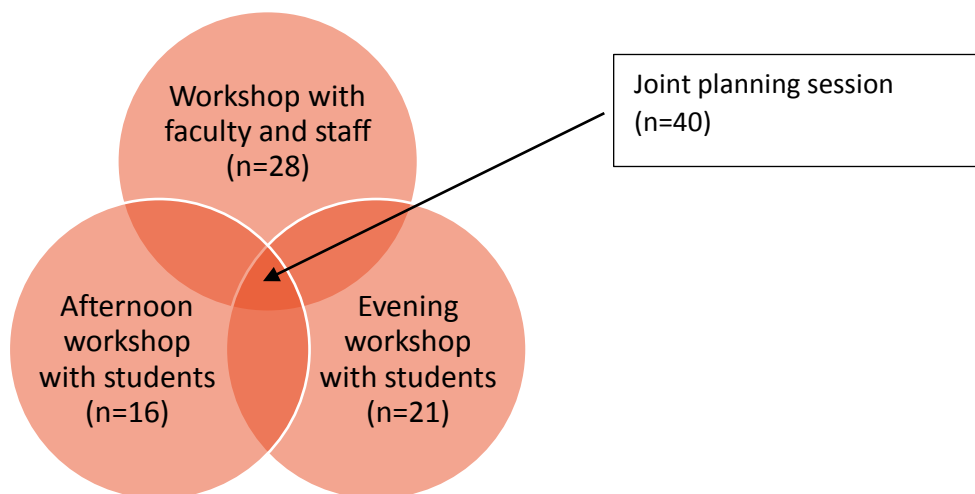
Figure 1. Summary of asset mapping workshops conducted April 4 and 5, 2019.

Findings

Graphs Over Time: What are the Root Causes of Food Insecurity and Homelessness Among NC State Students?

A key part of the workshops was to get participants to think about the potential causes of student food and housing insecurity, in order to help them think creatively and systematically about how they can be addressed. To do this, facilitators led an exercise called Graphs Over Time. Workshop participants were asked to draw line graphs to describe phenomena that may have affected access to food and housing for students at NC State, with a particular focus on changes over the last two decades. With time as the designated x-axis, participants were asked to consider trends and changes that might be related to food and housing insecurity among students. Facilitators collected all of the graphs and led a group discussion about overarching themes and patterns. Research assistants later coded each graph to identify the most common responses.

Student Responses

Students' graphs (from both the afternoon and evening sessions) are summarized in Figure 2. The top three issues mentioned by students were the increased cost of living, rising education costs, and concerns about economic opportunities and employment.
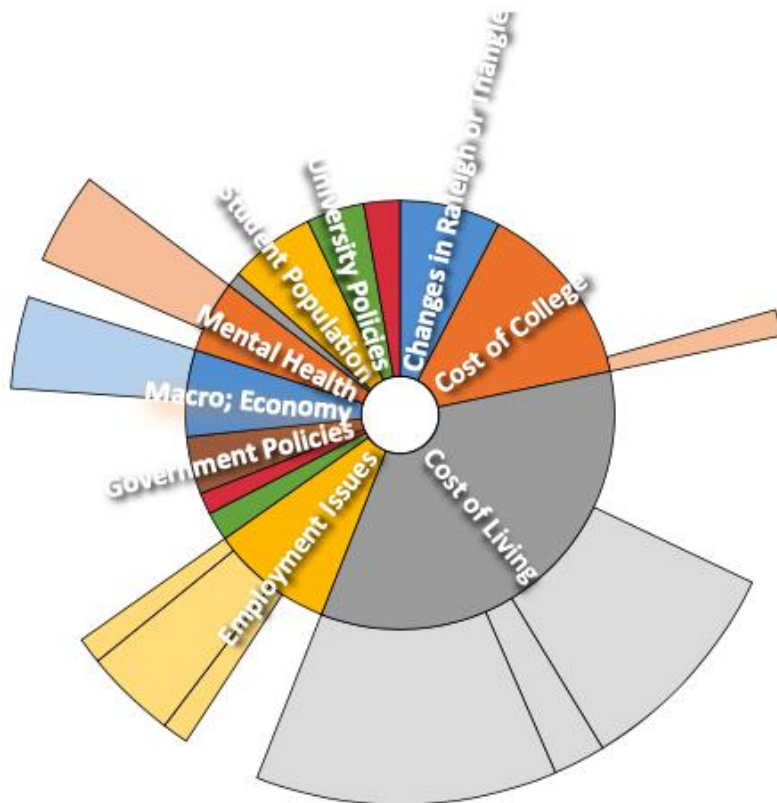

Figure 2. Summary of students' responses to the Graphs over Time exercise.

Cost of living included the increasing costs of housing, healthcare, and food, with housing being the biggest concern. Among graphs focused on the increased cost of living in Raleigh, housing costs accounted for more than one-third (37%). Graphs about food costs accounted for nearly one-third (27%). There were relatively few graphs focused on healthcare costs (just over 6% of the cost of living graphs). The remaining approximately 30% of graphs referred to cost of living broadly.

Many graphs also focused on the cost of college, which included rising student debt, rising tuition costs, and the cost of supplies and technology. During the group discussion, some students described what much of this looked like. A graduate student explained, "I had a stipend to be here and before this year our department hadn't had a raise for graduate students since the early 2000s, but student fees increase so much every year. So much of our stipend is going just to student fees." Another student agreed, explaining:

> "Just thinking about if you have a certain amount of money that you're going to allocate towards your education, and the fees keep rising, tuition keeps rising, the cost of your courses and everything like that [keeps rising]…The money slowly depletes and then you don't have any wiggle room[…]to live or even do simple things that your other friends are doing."

Finally, students also drew graphs that focused on the challenge of getting a job that paid enough to live. Students discussed how finding a job with a living wage, or a job with any benefits, was becoming increasingly more difficult. Related to the discussion about the rising costs of college, students also noted that a college degree is increasingly necessary to finding and keeping a job.

After discussing all of the graphs and identifying key patterns in the responses, students at each session were asked to use stickers to vote on the top three reasons they felt that their peers were facing food and housing insecurity. These responses are summarized in Table 1. (There was a tie for the third factor in the evening session, so four are listed).

Processes driving food and housing insecurity – Student responses (afternoon session):	Processes driving food and housing insecurity – Student responses (evening session)
1. Increased cost of college (including tuition, student fees, and technology). 2. Decrease in living wages for workers. 3. Increased cost of living in Raleigh and the greater Triangle area.	1. Decrease in grocery stores accessible to the campus. 2. Decrease in affordable housing in Wake County. 3. Decrease in funding for the social safety net. 4. Decrease in student awareness of food and housing resources on campus and in Raleigh.

Table 1. Summary of students' votes on the top three processes driving food and housing insecurity.

The responses that received the most votes varied by session. This is likely a reflection of both the particular students who attended each session and the group discussion that preceded the votes. However, although the responses vary, there were overlaps between sessions in the underlying themes. For example, one group focused on the "increased cost of living," while another focused on the "decrease in affordable housing." With some exceptions (for example, the "decrease in student awareness of food and housing resources"), students focused on issues that were related to their broader political and economic context.

Beyond the rising costs of living and education, students emphasized the lack of an effective social safety net. One student explained,

> "I feel like if you have an emergency, there are very [few] resources you can turn to, to save you temporarily from that emergency. Such as, you know, you're evicted. What are you gonna do? If you need food stamps and they got cancelled, what are you gonna do? There's few resources you can turn to besides immediate family."

Faculty and Staff Responses

The themes from the graphs produced by faculty and staff are summarized in Figure 3. The primary themes from this session's graphs were macroeconomic changes, increased cost of living, and shifts in the student population. There was some overlap between the faculty and staff's graphs and the students' graphs. However, notably, faculty and staff did not bring up employment challenges as a major issue.
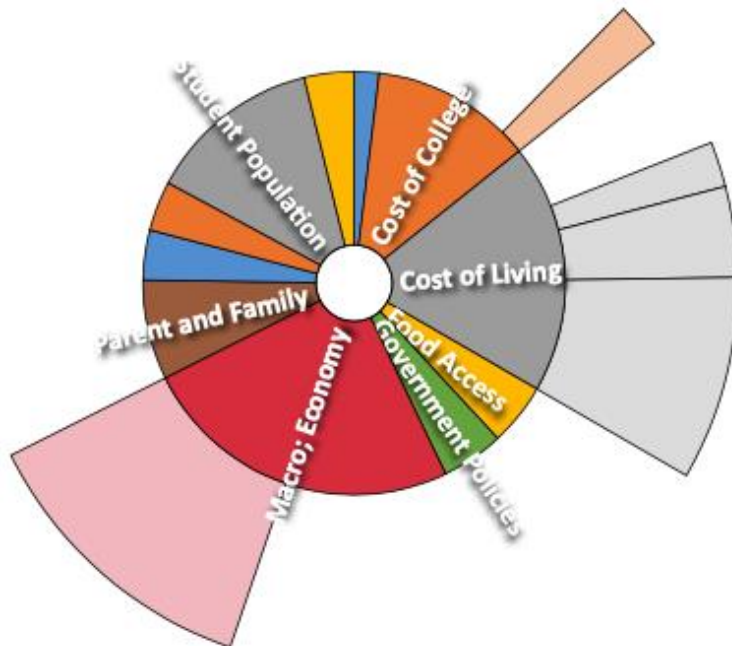
Figure 3. Summary of faculty and staff's responses to the Graphs over Time exercise.

Similar to students, faculty and staff identified the increasing cost of living—encompassing housing, food, and healthcare—as a major contributor to student hunger and homelessness. Faculty and staff also talked about the changing student population at NC State. Specific examples were the increasing enrollment of low-income students, increased enrollment of "students who are historically/systemically underserved," an increase in students who are financially independent from parents, and more international or first-generation students who might not be aware of university resources. As one participant noted, "The student population has dramatically changed even in the last five years, but the

40

higher education system hasn't changed in one hundred years." Shifts in the student population are tied to broader macroeconomic issues; for example, given stagnating wages and decreases in student loans, students are entering college with fewer financial resources than they had in the past. Compared to students, faculty and staff also focused more on the political climate and its effect on public education. They noted that financial support for public education has decreased in North Carolina in recent years, which forces universities to increase tuition, putting additional pressure on students.

Overarching Themes

Students, faculty, and staff identified several overlapping issues affecting students' ability to access adequate food and housing. Across groups, discussions focused on increases in the cost of living, the rising cost of college, and the lack of outside financial support for students. All discussions illustrated how the processes that are driving food insecurity and homelessness are often outside students'—and even university administrators'—control. Participants talked about how solutions must therefore focus on preventing and addressing these big issues and not just applying a "band aid" or temporary solution.

Exemplars: What Assets and Resources Do We Have to Address Food and Housing Insecurity?

A second goal of the workshops was to identify the organizations that are already working to address food and housing insecurity among students at NC State. To answer this question, participants were broken up into groups (with some groups focusing on food insecurity and others focusing on housing insecurity) and asked to think about the following question: "If a student you knew, or a friend, came to you and said they didn't have enough food to eat, or didn't have a stable place to live, where would you send them? What organizations or programs would you recommend they reach out to?" Participants were told that they could name organizations or programs that were on or off campus.

Assets Addressing Food Insecurity

Exemplary organizations and programs addressing food insecurity are summarized in Table 2.

Students (1:30)	Students (5:30)	Faculty/staff
Feed the Pack Pantry	Feed the Pack Pantry	Feed the Pack Pantry
TRIO Student Support Services	SNAP	Pack Essentials
Pack Essentials (meal swipes)	Pack Essentials (meal swipes, emergency fund)	Other food pantries
Other food pantries	Campus Enterprises (for workers)	SNAP
Place at the Table	TRIO Student Support Services	Student Services/Campus Organizations

Table 2. Exemplary organizations and programs addressing food insecurity.

Both student groups, as well as the faculty/staff group, identified the Feed the Pack pantry as exemplary. Feed the Pack is a student-run food pantry for the NC State community that has been open since 2012. They have had almost 7,000 visits since November 2012, with almost 1700 just in the first half of 2019. All groups also identified Pack Essentials as an exemplary resource. Participants specifically mentioned Pack Essential's "meal swipe" program and emergency fund as key resources for students experiencing food insecurity. Pack Essentials also has meal plan scholarships for students.

Beyond this consensus, there was some variation in groups about the organizations they felt best served students who were food insecure. For example, one student group named Campus Enterprises as one of the exemplary organizations, because students received a free meal if they worked in campus dining jobs. Faculty and staff and one of the student groups noted that students who were eligible could apply for assistance from the Supplemental Nutrition Assistance Program (SNAP, formerly food stamps). Both student groups identified TRIO Student Support Services. Faculty and staff also talked about the broad array of "student services" that were available on campus, which included TRIO, as well as other campus programs (e.g., financial aid office, counseling center). In general, while there was some discussion of off-campus resources (e.g., off-campus food pantries, or A Place at the Table, a pay as you can restaurant in downtown Raleigh), most of the resources listed were on campus.

Assets Addressing Housing Insecurity

Exemplary organizations and programs addressing housing insecurity are summarized in Table 3.

Students (1:30)	Students (5:30)	Faculty/staff
TRIO Student Support Services	Pack Essentials (Student Emergency Fund)	Pack Essentials (Student Emergency Fund, Student Ombuds)
Pack Essentials	TRIO Student Support Services	University Housing (Emergency accommodations, housing finance, youth villages)
Internet (Facebook, Craigslist, apps, google sheets, etc)	The Raleigh/Wake Partnership to End and Prevent Homelessness	Churches and Religious Community (Wake and surrounding counties)
Social Networks		
	NC State University Libraries	Local shelters
Churches and Religious Community (Wake and surrounding counties)	NCSU Student Legal Services	OIS Emergency Fund (Emergency loan and economic hardship work permit (longer term))

Table 3. Exemplary organizations and programs addressing housing insecurity.

All three groups identified Pack Essentials as a key resource that serves students experiencing homelessness at NC State. All three groups also talked about the importance of local shelters, whether those were offered by local faith communities or supported by the Raleigh/Wake Partnership to End and Prevent Homelessness. The Raleigh/Wake Partnership "leads a collaborative network of community partners focused on solutions to end and prevent homelessness in our community."

In general, there was a good deal of variation between groups in the assets they identified to address housing insecurity among students. For example, both student groups listed TRIO as a critical resource to support students in that program who were housing insecure, whereas the faculty/staff group named University Housing and the OIS Emergency Fund. Students also emphasized stop-gap measures that they or their friends had used when they needed a place to stay for a night or two, including social networks (friends they could "couch surf" or stay with) and the on-campus libraries, which are open 24 hours a day. Students also discussed using social media (e.g., Google Sheets and Facebook groups that listed places for students to stay or rent a room) to find information about housing resources.

Values: Why Are These Organizations and Programs Exemplary?

After identifying exemplary organizations and programs, students and faculty/staff discussed why these organizations and programs were exemplary, and then voted on their top choices. Key questions facilitators asked during this conversation were: What are these organizations or programs doing that other organizations aren't? Why do students go to these places most often? Responses are summarized in Table 4.

Students (1:30)	Students (5:30)	Faculty/staff
Take an intersectional approach	**Accessible-- close**	Respond quickly
Don't require proof of eligibility or documentation	**Provide a direct (rather than indirect) solution**	Are non-judgmental and confidential
Dedicated/**focused on specific needs**	Have a breath of knowledge on food and housing insecurity	**Take a systems approach (university-wide)**
Accessible-- easy to get to	**Don't require a lot of documentation or proof**	Provide a one-stop-shop
Provide tools/skills (e.g. job training) in addition to food/housing	**Consider both long- and short-term needs**	Demonstrate care for students/**offer resources to help**

Table 4. Key qualities of organizations and programs addressing food and housing insecurity.

Here, too, there were some differences and some overlap between the student groups and faculty/staff group. Both student groups (but not the faculty/staff group) talked about the importance of accessibility. Students discussed how resources must be easy to get to, or close to places where students lived, so that students didn't need a car to get to them. Accessibility didn't come up directly during the discussion with

faculty and staff, but faculty and staff did note that it was importance to concentrate resources in one place. As one staff member explained, "It's the one stop shop… They don't have to figure it out; they have somebody there that's going to point them in the right direction." Both student groups also talked about how exemplary organizations didn't require proof of eligibility or documentation; in other words, they didn't make students "jump through a lot of hoops" to prove they should be eligible for help.

These first two criteria are both tied to increasing access to services/resources for students. However, students also talked about more intangible qualities – for example, some talked about the importance of adopting an intersectional approach. The student who mentioned this explained that students might be afraid to disclose certain aspects of their personal lives. She emphasized that it didn't matter how many resources were offered if students were unwilling or unable to take them. The other student group talked about how they appreciated organizations and programs that provided direct solutions—for example, providing students with money or resources, rather than giving them advice, like telling them to budget more effectively. Faculty/staff similarly talked about demonstrating care and offering tangible resources to help. As one person said, "So, I send students to Pack Essentials because I know they take action and get the students what they need quickly."

During the discussion session, one participant noted that many of the programs and resources addressing food and housing insecurity are targeted to undergraduate students. This leaves a void for faculty and staff and even graduate students in need of aid. (Notably, homelessness was slightly more prevalent among graduate students according to the survey conducted in 2017. Food insecurity was slightly more prevalent in undergraduate students relative to their representation in the sample (Haskett et al. 2018)). As one participant noted, "When we were looking at housing, is there emergency housing for faculty and staff? No. Graduate students? We're not really sure. I know you said not to look at deficits, but that's looking at what we looked at because there are things that are there, but they're for specific populations."

Finally, all of the groups mentioned, in some way, the need for comprehensive solutions – solutions that considered both long- and short-term needs of students. Related to this, faculty and staff emphasized the need for a systems-approach to food insecurity and homelessness, rather than just offering short-term fixes that focus on just one aspect of the problem. One student stated, "A lot of these are band-aids because of institutional level policies. ...But it can be institutional level change that is required in order to direct the things that you have talked of… Because all these programs are just filling in the gaps where institutions are failing." Similarly, a faculty/staff member echoed that, "we have a lot of resources for immediate needs but very few for prevention. We're good at intervention." Another responded, "So, we're doing the band aid part but now we got to back up to the second part where we can identify students before they get to the crisis [stage]." Across the workshops, students, faculty, and staff agreed that the available resources at NC State and in the community were addressing the needs that already exist, but argued that there is still work to be done in *preventing* food insecurity and homelessness and addressing the structural processes that drive these problems.

Strategic Planning Session: How Can We Better Address and Prevent Food and Housing Insecurity among NC State Students?

All workshop participants were invited to return for a strategic planning session to determine useful next steps for addressing and preventing food and housing insecurity at NC State. 40 participants, including undergraduate and graduate students, faculty from multiple colleges, and staff from a variety of departments, came together on the afternoon of the second day (April 5).

The session started with a review of the exemplar organizations and key qualities identified in previous workshops. Participants were then divided into six groups. Each group included both students and faculty/staff. Three groups were asked to focus on food insecurity, and three were asked to focus on housing insecurity. Participants were asked to start by individually brainstorming and recording all of their suggestions on post-it notes. Each group discussed all of the ideas and collectively chose one strategy that they felt was particularly promising. Participants were asked to consider a range of stakeholder groups, including (1) student and student organizations, (2) faculty members, (3) campus programs and organizations, and (4) university administrators.

The three groups focusing on housing insecurity proposed a wide range of ideas, as summarized in Table 5.

Next Steps for Addressing Housing Insecurity	
Stakeholder Group	**Key Ideas**
Students	- Find and share information about on-campus jobs that provide income and support students - Create a network of students willing to let other students stay with them - Create a student housing collaborative to assist students in crisis
Faculty	- Provide/participate in training for faculty and staff on Pack Essentials and other resources, as well as risk factors for student homelessness - Include resources in syllabi - Go over resources on the first day of class - Share resources with other faculty
Campus Officials	- Include housing resources as part of student orientation - Make connections with off-campus resources and refer students to them - Partner with off-campus housing resources and link students in need of housing to those resources
Administration	- Create emergency fund or housing fund for students in crisis - Designated some campus housing as need-based housing - Increase financial aid - Pay student workers and graduate students living wages and/or raise wages - Require faculty to include Pack Essentials resources in syllabi - Keep all housing options open year-round - Designate point people across campus who are knowledgeable about existing resources - Lobby legislators for more funding for public universities - Allocate additional funding to exemplary organizations

Table 5. Summary of suggested strategies for addressing housing insecurity.

After discussing their ideas individually, the groups then presented their ideas to the larger group. The discussion focused largely on the need for dedicated needs-based housing. One staff person outlined her group's plan:

"[To get designated needs-based housing], we're going to partner with the McNair research scholars... McNair [Scholars] will do the research about the students that [utilize] TRIO and other offices [for low-income and marginalized students] to determine what portion of our population at NC State is very needy, so that we can develop a number...[and] ask for needs-based beds across campus... And hopefully, [we can] come back with at least the bare minimum of beds."

Another group focused on how inadequate wages and stipends, especially for graduate students, were contributing to housing insecurity. A graduate student discussed her group's proposal for how the university could reduce housing insecurity:

"[Grad students] were coming in as TAs and waiting for [their first paycheck], and then having to provide [they had] three times the amount of rent a month. And if they can't, they have to have a co-signer. Many people either don't have somebody to represent them and cosign them or their parent or something, they may have a terrible credit score and the off-campus [housing] won't allow that to happen.[…]The university needs to be more proactive about that rather than being like, 'In four to six weeks you're going to have the money.' Because then it doesn't help students upfront."

Another person added that new housing resources should consider "the different types of students who may need housing" and be inclusive of students with different family configurations, accommodations needs, and gender identities. For example, the 2017 survey conducted at NC State found that, similar to findings in other studies, students who identified as transgender or whose gender identity did not align with male or female were more likely to have experienced a period of homelessness compared to their representation in the sample (Haskett et al. 2018). It is important that decisions about new housing resources be made with a goal of creating housing that is accessible, safe, and meets the needs of all students.

Three groups also discussed strategies for addressing and preventing food insecurity. Their proposals are summarized in Table 6.

Food Insecurity	
Stakeholder Group	**Ideas**
Students	● Arrange carpools to grocery stores ● Work to reduce stigma around asking for help ● Create peer support groups ● Hold food drives and/or donate to Feed the Pack
Faculty	● Include resources in syllabi ● Go over resources on the first day of class ● Communicate with administration about issues ● Create a welcoming environment for students to talk about problems ● Ask advisees about basic needs ● Bring snacks and food to class ● Create resource guide to share with department
Campus Officials	● Collaborate with Feed the Pack to provide food and share resources between organizations ● Collaborate with CALS to plant more campus gardens for students

	- Make connections with off-campus resources and refer students to them - Offer financial support to Feed the Pack and other exemplary organizations - Create coordinated care network to address students' basic needs - Create resource handbook for students and staff
Administration	- Pay living wages and/or raise wages for student workers (undergraduate and graduate) - Reduce or eliminate limits on the number of hours students are allowed to work - Shift university resources from athletics to basic needs and education - Start a research and advocacy campaign to guarantee a free basic meal plan for all students, or at least all first-year students - Work to reduce and redirect food waste from campus events - Run Wolfline bus seven days a week - Fund a basic needs hub - Allocate funds for Feed the Pack to expand to Centennial Campus (by creating a new branch) - Work with local farmers' markets to secure discounts for students

Table 6. Summary of suggested strategies for addressing food insecurity.

As shown in Table 6, proposals for addressing food insecurity varied widely. In the larger group discussion, some people emphasized that because NC State already have a lot of resources dedicated to addressing food insecurity, future efforts should focus on making those resources more visible. One group proposed creating a mandatory training session for faculty and staff on student basic needs. As one person summarized:

> "We have really amazing resources available on campus already. How can we increase the awareness of these resources? So [our group] went with mandatory—underlined, bold, italicized—training for faculty and staff training, including, but not limited to, adding Pack Essentials to every syllabus. It should be on there just like the disability disclaimer. This should be an easy change. We talked about the level of faculty and staff needing comfortability addressing the topic."

One benefit of this proposal is that it could be put into motion almost immediately.

Other people focused on the systemic inequalities that shaped students' access to food and housing. They emphasized the need to move beyond emergency responses (e.g., food pantries), although they acknowledged that these are necessary. At the same time, some participants sought broad changes like fully-covered meal plans, higher wages for student workers, and large-scale changes to University Housing. Some of these ideas, such as keeping some dormitories open year-round or running the Wolfline (on-campus bus) more frequently, utilize current university assets. Other changes, like securing more funding for student wages/stipends and creating a basic needs hub, will require more collaboration and time, but still focus in on the wealth of knowledge, experience, and resources present at NC State.

Finally, facilitators wrapped up the workshops by reminding participants that making the necessary changes to address and prevent food and housing insecurity among NC State students will take both small steps from individual people and large-scale, collective changes. Before leaving the workshops, participants were asked to write down one concrete step that they, individually, could take. In reviewing

the ideas, facilitators noted that each person seemed to recognize their own assets and impact when considering the next steps they would take. For example, a student talked about working with Greek Life, a major source of donations to the food pantry, to improve the quality of the donations (beyond canned green beans and corn). A faculty member talked about discussing resources with their students on the first day of class. A library staff member discussed incorporating training about food and housing insecurity into library staff onboarding. A sample of suggestions is included in Table 7.

What Will I Do to Address Food and/or Housing Insecurity among NC State Students?
Actively work to de-stigmatize food & housing insecurity in the spaces I hold, as both a student & staff member.
Create an app or even a Google Sheet that clubs/organizations can update to show students where food is being served (free/cheap), and catering events that have free food. This can be a mass email within a department as well."
Share my inclusive syllabus more widely and offer to lead workshops about creating inclusive syllabi and classrooms.
Talk about homelessness & food insecurity to destigmatize & raise awareness.
Put Pack Essential information on library website—the libraries has a huge number of web users—or at least on the part I have access to.
Share syllabi policies with Graduate Student Association to tell them about its importance and encourage them to use it.
Incorporate training about resources for students around food & housing insecurity into Library staff onboarding.
Work with SOUL Garden and other similar community gardening projects in order to make fruits/veggies [accessible] to students.
Discuss resources with my students on first day of class.

Table 7. Summary of individual strategies given for addressing food and/or housing insecurity.

Discussion and Conclusion

One of the clearest lessons that emerged from the asset-mapping workshops is that **NC State already has many resources dedicated to addressing basic needs insecurity among students**. This is particularly true regarding food insecurity; the on-campus food pantry, meal share program, meal scholarships, and Pack Essentials emergency fund were all mentioned as exemplary resources, and several community resources (local food pantries, the pay-as-you-can cafe, A Place at the Table) were mentioned as well. Workshop participants agreed that NC State had fewer resources for addressing housing insecurity, but here, too, listed several resources as exemplary, including the Pack Essentials emergency fund, University

Housing, and the Student Services Center). Still, future on-campus efforts may want to focus on addressing housing insecurity more than food insecurity.

A second finding was that although NC State has substantial resources dedicated to addressing basic needs insecurity, **many students, faculty, and staff are unfamiliar with the resources that are available.** Making these resources more visible will require efforts from the university administration and from individual faculty and staff. Workshop participants offered a number of suggestions, from creating a physical "basic needs hub," a centralized place where students could go to access and learn about a wide range of resources, to encouraging or requiring faculty and teaching staff (including graduate student instructors) to communicate information about existing resources on their syllabi. Workshop participants also noted that in addition to publicizing existing resources and making students aware of them, faculty, staff, and students also needed to work to de-stigmatize and normalize experiences of food and housing insecurity, so that students would be willing to actually use those resources.

A third major finding was that many of the processes driving food and housing insecurity are out of students', and even faculty, staff, and university administrators' control. While responding to food and housing insecurity may be relatively straight-forward, **preventing food and housing insecurity requires addressing large-scale social and economic changes**, including the rising cost of housing in Raleigh, increased tuition costs associated with cuts to public funding in North Carolina, and stagnating wages. However, there are ways that faculty and staff can work with on-campus resources to mitigate the effects of these shifts on our students: for example, by creating a dedicated proportion of needs-based housing or providing a free or reduced-cost meal plan to all students or students under a certain income level. It is also important not to underestimate the importance of individual people taking actions in their classrooms, academic programs and centers, and social networks: for example, by publicizing available resources or implementing relatively small changes (for example, adding "grazing stations" to departmental or program offices).

Finally, while it is important to recognize and learn from the resources that asset-mapping participants designated as exemplary, **it is perhaps more important to consider the underlying values and reasons that participants considered these resources to be exemplary**. Across workshops, participants agreed that exemplary resources responded quickly and provided direct support (for example, financial assistance, rather than information or advice). Students emphasized the need for resources that were geographically close and/or easy to get to and that did not require participants to submit a lot of paperwork to "prove" their eligibility. Finally, participants also agreed that exemplary resources were non-judgmental and intersectional, meaning that they considered multiple aspects of students' identities.

References

Haskett, Mary E., Suman Majumder, Sarah Wright, Dana Kotter- Grühn. 2018. *Food and Housing Security Among NC State Students*. Raleigh: NC State University. Available at https://dasa.ncsu.edu/wp-content/uploads/2018/03/NC-State-Food-and-Housing-Insecurity-1.pdf (last retrieved December 10, 2018).

Jakes, Susan, Annie Hardison-Moody, Sarah Bowen, and John Blevins. 2015. "Engaging Community Change: The Critical Role of Values in Asset Mapping." *Community Development* 46(4): 392-406.

Kretzmann, John P., and John L. McKnight. 1993. *Building Communities from the Inside Out: A Path Toward Finding and Mobilizing a Community's Assets*. Chicago: ACTA.

APPENDIX D

HOMLESSNESS PREVENTION PLAN

Student Homelessness Prevention Plan: Working Group Report

History & Purpose of Working Group

In July 2018, Mary Haskett and Thomas Barrie received a grant from the NC State University Foundation to develop a set of strategies to ensure housing security among NC State University students. The impetus for this project was the release of student survey findings showing that 9.6% of NC State students had experienced homelessness in the past 12 months. Danielle Butler and Alissa Pritchett were recruited to facilitate the group project. Project leaders brought in volunteers with relevant experience and expertise to address the issue of housing insecurity facing NC State students (see list of participants and their bios at the end of this report).

The resulting Working Group began a series of monthly meetings in October 2018. The Working Group reviewed current housing resources as well as what has been done in other communities to address housing insecurity among college students. The Working Group also established a baseline set of empirical observations to serve as guidelines for subsequent research and planning efforts.

Baseline Observations

1. College student homelessness is fairly common.

2. The causes of student homelessness are complex; solutions must be multifaceted.

3. We will use the federal Department of Education definition of homelessness (see the McKinney Vento Act (https://www2.ed.gov/policy/elsec/leg/esea02/pg116.html).

4. Student homelessness occurs among all student groups, including single young adults, married students, and students with children.

5. Solutions to student homelessness must be deeply informed by students with lived experiences of housing instability.

6. NC State University must be committed to the solutions, and significant funding will be necessary.

The Working Group established the following priorities:

1. Develop a detailed call to action for how NC State University can act in a meaningful way to address housing insecurity among its students

2. Identify existing resources and relevant resource shortfalls

3. Describe multiple options to prevent student homelessness

Working Group members divided into three subcommittees to investigate different types of solutions to housing insecurity: emergency response/prevention; host homes; and residential/bricks & mortar.

Existing Solutions in Other College Communities

How Other Universities Are Addressing Housing Insecurity

Universities across the U.S. have begun to address the need of homeless or at-risk students with a variety of interventions. Many of these universities have partnered with local agencies that work with homeless youth to provide long-term solutions for the students and/or to provide case management to the student. Below is a summary of the solutions we identified during an exhaustive, year-long evaluation of how institutions around the country are addressing college student homelessness.

Partnerships between Universities and Local Youth Shelters

1. [Y2Y Harvard Square for homeless youth](#) began as a project of students who were volunteering at the student-run Harvard Square Homeless Shelter (HSHS). Y2Y and HSHS are both programs of the Phillips Brooks House Association, a Harvard College-affiliated 501(c)3 that has served the Cambridge and Boston communities for over 100 years. Y2Y Harvard Square operates out of the First Parish Unitarian Universalist Church in Cambridge. The founders learned that young adults needed a youth-driven space because they didn't feel safe staying in adult shelters. In contrast, the youth-run HSHS was consistently regarded as a safe space for young people.

2. [UCLA Bruin Shelter](#) is a UCLA-registered campus organization that operates a shelter for youth, including college students experiencing homelessness in the greater Los Angeles area, regardless of higher education institution. The goal of Bruin Shelter's nonprofit organization is to share the open-source model of a student-run shelter with any college student organizations who want to create a safe, supportive space for young people who need it. The organization provides direct support to the student-run shelter by working with foundations, local government officials, and community-based organizations to make sure the lights stay on and the students running the shelter can continue to provide a safe, supportive space for people who need it. The organization is 100% volunteer-based with no personnel overhead costs. Bruin Shelter is a project under Community Partners, a 501c3 nonprofit organization.

Partnerships between Universities and Nonprofit Housing Providers

1. [Tacoma Community College and Housing Authority collaboration](#) has received national attention for their creative solutions to student housing insecurity. TCC and the Tacoma Housing Authority have formed a partnership to provide rental assistance to TCC students who are homeless or almost homeless. This project is called the College Housing Assistance Program. In addition, through a [partnership between TCC and apartment complex owners,](#) there are apartments available to students at high risk of homeless

2. [The nonprofit Jovenes helps youth](#) ages 18-25, end their cycle of homelessness. They serve communities throughout Southeast LA County, including college

students. The nonprofit utilizes federal Rapid ReHousing (RRH) funding to house college students and subsidize rent while they are in school. They provide case management for the students as well as housing support.

3. The Southern Scholarship Foundation has provided rent-free housing and cooperative living for more than 60 years for Florida students pursuing a college education who demonstrate academic merit and financial need. Students pay a small annual fee for food and basic services. The current SSF model includes more than 450 students living in 27 houses and attending one of SSF's partnering state colleges (Florida Gulf Coast University, University of Florida, Santa Fe College, Florida State University, Flagler College – Tallahassee, Florida A & M University, and Tallahassee Community College).

Creative, University-Driven Solutions

1. UCD offers housing grants for homeless students. UC Davis students who are homeless or on the verge of homelessness are able to apply for federal Rapid Rehousing grants. The grants are part of a state-funded effort to help college students afford the rising cost of rent in California. In addition to funding prepaid meal cards for food insecure students to eat in the dining halls, as well as helping fund the housing grants, UC Davis has a new basic-needs coordinator who will manage the rapid rehousing program.

2. A university hotel will house students in need over winter break at Georgetown University. The university recently committed to directly fund 15 students with uncertain housing conditions to stay in the Georgetown University Hotel and Conference Center during winter break. The accommodations will be funded by the Offices of the President, Provost and Student Affairs. The project is the culmination of a two-year partnership between the Georgetown Scholarship Program (GSP) and various student groups, including the Georgetown University Student Association. Georgetown first began offering winter accommodation for students in 2014. In the early years, the university used funds donated to GSP from student groups and the university to rent a house for 10 students through Airbnb.

3. Kennesaw State University provides emergency housing in residence halls. Campus apartments are dedicated to serve as emergency/temporary housing for up to 14 days while the students work with CARE to locate and secure a long-term housing solution. In cases where all beds are occupied, the CARE case management team works with other students on locating shelter options and/or determining the feasibility of CARE securing a local hotel room temporally on their behalf. Services provided by CARE are funded solely on the basis of donations.

4. Housing students in dorms at nearby university with available rooms is a new initiative by the MA governor who recently announced a series of new programs for homeless youth. One of the programs is a pilot to house 20 homeless community college students enrolled at four community colleges in dormitory rooms at nearby four-year public colleges and universities. The state will reimburse the colleges for the cost of dormitory space for 18 months during the

pilot, which will include access to the rooms during the summer and academic term breaks.
5. University of South Alabama is launching a Housing Assistance Program that provides 30 days of free university housing and a meal scholarship for students who have exhausted all other resources and are without housing. Case management is also provided.
6. Humboldt State University offers up to 21 days of emergency housing The HSU Basic Needs Committee developing this program during the Fall 2018 semester to ensure student support services addressed the housing needs of students and to minimize the emotional and financial damage temporary homelessness can cause students. The intention is to provide short-term housing in residence halls for students who are between housing and connect the student with case management to help them with the transition.

Places Where Nonprofits are Taking the Lead on Student Homelessness
1. A church sponsors tiny homes for college students. Pallet, a Seattle-based Social Purpose Corporation, is working in conjunction with the Jean Kim Foundation for the Homeless Education and Lynnwood's Good Shepherd Baptist Church to build a six-unit, fenced-in community on the church grounds.
2. Homeless to Homecoming is a nonprofit that matches homeless college students with hosts. The new nonprofit in the East Bay area of CA asks both host and student to fill out an application, which includes references for the host to check along with details about their preferences and current housing situations. The program coordinator then personally goes through each application to match the two parties. Once matched, the host and student will meet at a neutral location. If that meeting is successful, they will then make a plan for the student to move in.
3. An affordable housing project constructed by the local housing authority helps keep parents in college. Constructed by the Columbus Metropolitan Housing Authority, the King-Lincoln development houses young parents who need housing while they complete a degree. Nearly 70% of the students enrolled are still working part time to support the household.
4. The Dax Program provides housing and support services for housing insecure college students. To address the issue of college homelessness in Chicago, Depaul USA established the Dax Program in 2014. This innovative program provides housing, case management, counseling referrals, transportation, food, textbook assistance, and educational reimbursements to homeless or housing insecure college students. Initially, the Dax Program matched DePaul students with host families. Gradually, the program evolved to include more housing options to fit specific students' needs including an apartment and dorm rooms. In 2017, Depaul USA opened its first Dax House. The house provides six students and a house manager a place to call home. Students pay minimum rent of $150 per month and are asked to work ten hours a week. Upon graduation, students remain in the Dax Program for an additional three months to ensure a smooth transition into the workforce and market rate housing. A second Dax House will open in 2019.

Resources and Services Available to NC State Students

On Campus

Unfortunately, there is insufficient university housing to accommodate all the students that apply for housing. What's more, some students cannot afford to live in residence halls. Some of those students are forced to make use of makeshift housing options that can be crowded, unsafe and transitory. University housing costs range from approximately $675/month, including utilities, to about $1,000/month, not including electricity and gas. High-speed internet, which is required, costs an additional $280/year. Students in most residence halls are also required to have a meal plan, which can cost from almost $3,000 to $4,600 for 2 semesters. So, a student residing in a traditional dorm room during the academic year (not summer) would spend about a little over $10,000 for housing and 12 meals/week (the mid-range meal plan that is most popular). Additional expenses would be incurred for the other 36 meals per month not covered by that mid-range meal plan, assuming the student is eating three meals a day. Although university housing is low compared to many other universities, it is not affordable for all students.

NC State has limited on-campus emergency housing resources. The Student Emergency Fund provides one-time financial assistance for students that are experiencing an unexpected financial crisis. These funds could be used to temporarily divert a student from homelessness. University Housing also offers limited, very short-term emergency housing for those experiencing a housing crisis due to domestic violence.

Off Campus

There are a number of off-campus resources in the Wake County community that are available to individuals or families, including students. Those at risk of homelessness may be eligible for "prevention services," which are provided through Wake County Government's Housing Affordability and Community Revitalization Department. Individuals can contact Wake County to see if they are eligible for prevention services. Homeless students can access resources by contacting any of the Wake Coordinated Entry Access Sites located across Wake County. These access sites can provide resource and referral to appropriate services in the county.

Students who are 24 or younger can be connected with Haven House Services, a nonprofit organization dedicated to serving young people. Haven House programs range from street outreach to transitional housing. However, Haven House operates on a limited budget, and its funding is not guaranteed each year.

Adult male students can seek shelter at the South Wilmington Street Center (http://www.wakegov.com/humanservices/locations/swsc/Pages/default.aspx). Women students can seek shelter at the Helen Wright Center (https://urbanmin.org/helen-wright-center/) or Healing Transitions (https://healing-transitions.org/recovery-services/#overnight-shelter). Families may be able to access shelter at one of the family shelters, depending on their family composition and location. The family shelters are The Salvation Army of Wake County (https://www.salvationarmycarolinas.org/wakecounty/programs/social-ministries/women-and-childrens-shelter/), Families Together (https://familiestogethernc.org/our-core-model), Dorcas Ministries (https://dorcascary.org/services/financial-assistance/#Emergency-Housing%20Program), and Family Promise of Wake County (https://www.familypromisewake.org/).

After a student is connected to a shelter or street outreach worker he or she may be able to access permanent housing resources. These resources are limited, have specific and narrow eligibility criteria, and are based on funding that may not be renewed each year. In addition to limited resources, these programs lack immediate access to housing units, meaning the search for housing can be a lengthy process.

In short, the currently available resources are insufficient to meet the needs of NC State students facing homelessness. By working to develop the interventions listed below, NC State would not only serve as national leaders in this area, but would also be acting to ensure a safer, healthier learning environment for all of its students.

Proposed Solutions to Prevent Student Homelessness

After gaining an understanding of campus and community resources, talking with individuals who had faced housing insecurity in college, and evaluating approaches taken at other universities, the Working Group decided to pursue three complementary approaches to prevent homelessness among NC State students.

Emergency Housing Options

The Emergency Subcommittee focused on developing a range of immediate solutions for students who had no access to safe shelter on a given night. There are many factors that can contribute to such a situation, which means the "best" solution can vary significantly from student to student. The subcommittee proposed a number of specific solutions, many of which are interrelated.

As a threshold issue, the subcommittee emphasizes that students must be able to request assistance 24 hours a day, seven days a week. Campus emergency services, including the campus police department, on-call counseling center staff and on-call campus nurses, must receive the training necessary to serve and support these students. Housing resources must be available on campus (e.g., buildings unused for evenings and weekends may be repurposed for emergency shelter). This would be in addition to community shelters, some of which may be options for students. The morning after a student receives emergency housing, the student should meet with a trained case manager (optimally, a basic needs navigator) to address the student's academic, personal, financial, housing, etc. needs with the goal of stabilizing the student.

The Emergency Subcommittee proposes a centralized point of access with a single point of contact. This centralized access point would operate similar to Wake County's Coordinated Entry (https://endhomelessnesswake.org/continuum-of-care/coordinated-entry/). Coordinated entry is a process developed to ensure that all people experiencing a housing crisis are quickly identified, assessed, referred, and connected to appropriate housing and assistance. In brief, a student in need would contact or go to the point of access, receive a brief assessment of their housing needs, and quickly get connected to necessary housing and other resources. The designated point of access would have specialized professional staff, such as a Licensed Clinical Social Worker, responsible for facilitating connections to services, as well as Student Ambassadors to provide peer support. A student's risk and urgency would be assessed based on the following criteria:

1. No safe place immediately (exhausted natural supports and money, living in unsafe environment)

2. Only have housing for the next 72 hours (no money, friend kicked out, dorms closing, end of lease, between leases)

3. Stable Housing for 14 days or less (eviction filed against them, lease ending) "near-homeless"

4. Seasonally at-risk (summer and winter breaks)

5. Intimate partner violence (may fall under others above), MH/SA issues

Other solutions proposed by this subcommittee included: the establishment of campus apartment/s or dorm room/s that are reserved for emergency housing needs; and/or that community housing resources, similar to Family Promise, be reserved specifically for homeless NC State students. The Family Promise model utilizes nonresidential sites (ex. congregations) monitored by volunteers to provide shelter to those in need. This may involve the utilization of non-campus housing buildings that are not occupied normally between the hours of 8pm and 6am and creating a makeshift shelter as needed. Hotel vouchers also need to be available when no other immediate resources are available or appropriate. Partnerships with specific hotels will allow campus security to transport a student in immediate need and multiple nights would provide stability until a professional case manager establishes a more comprehensive and permanent solution. The StateView Hotel, on NC State's campus, should consider whether open rooms could be used in student emergency housing situations, as is done at another universities.

In terms of prevention, the subcommittee also proposes policy changes at NC State. Currently, a student may only access an emergency loan once. Furthermore, the loan may affect course registration -- and nonpayment can affect degree obtainment. This subcommittee proposes that emergency loans not affect a student's ability to register for courses. The subcommittee also proposes that the university adopt a more lenient repayment plan. Additional on-campus policies that should be reviewed, edited, and/or proposed include (1) prioritizing year-long housing for youth who are aging out of foster care and/or meet the requirements of the McKinney-Vento Act, (2) increasing year-round housing options, (3) reassessing the cost of housing based on a student's risk of housing insecurity, and (4) assessing cost of attendance based upon average housing costs for financial aid.

Another area where NC State could positively impact this population is off-campus housing. Off-campus housing policies to consider include (1) providing up-front housing resources and services, such as application fees, security deposit; act as co-signers to students, and (2) providing eviction prevention resources as needed. These proposed solutions would reduce the likelihood of students experiencing homelessness.

Host Homes

The Working Group proposes a host home program to help accommodate the needs of students whose need for housing support is too extensive for emergency housing. Members of the Working Group received a grant from the NC State Foundation to fully develop a host home program in 2019-2020 so planning will be underway eminently.

The goal of host homes is to provide a safe, temporary, welcoming space in which the student "guest" has time to prepare for and make decisions about long-term housing options with the support of a housing case manager. Host home programs have been used to provide housing for adults with disabilities, youth exiting the foster care system, and young adults without financial means to pay for their own housing. Host homes are a low-cost, community-engaging strategy to address immediate housing needs without incurring the high costs of operating an emergency shelter or transitional housing program. The volunteer host provides shelter, and sometimes food and transportation. Students experiencing housing instability who are enrolled in host home programs receive counseling and access to resources and support needed to achieve housing stability. Case management and services are individualized and focus on problem-solving, skill-building, communication, and goal-setting.

Living in a home setting allows young adults to build stronger relationships and interpersonal skills, and learn positive life skills that will help them transition to independence. Hosts do not charge rent, to allow the guest to save for a housing deposit. Donated hotel vouchers can be offered to provide emergency housing while guests wait to be matched with a host home.

A host home program coordinator offers host support, case management services, and program coordination. The coordinator, informal community networks (such as faith-based networks) or an advisory council can support host recruitment. Background check of hosts involves 2-3 interviews and references. Hosts receive training and ongoing support, especially with boundary-setting, managing expectations, conflict mediation, and cultural competency. Programs may create support groups among hosts to encourage peer support and sharing of ideas and resources. In some programs, hosts receive minimal financial assistance to defray the costs of hosting the youth or to compensate for loss of rental income.

According to Point Source Youth, research indicates that "providing short-term host homes is a cost-effective and successful model for preventing youth homelessness in a wide range of cases". Point Source Youth works nationally to implement, research and scale three interventions – Family and Kinship Strengthening, Short-Term Host Homes, and Rapid Rehousing. In addition, the National Association for the Education of Homeless Children and Youth (NAEHCY) says the host family model is the most effective method to address housing for homeless school-aged youth. NAEHCY reports that there is almost a 100% success rate for youth participating in this type of program to graduate from high school. There are several host home programs for international college students, but we are aware of only one host home program for college students experiencing housing insecurity and homelessness. To address the issue of college homelessness in Chicago, a nonprofit established the Dax Program in 2014. This program provides housing, case management, counseling referrals, transportation, food, textbook assistance, and educational reimbursements to homeless or housing insecure college students https://us.depaulcharity.org/dax-program-chicago

Investigators are in the process of evaluating several host home programs that are collaborating with Point Source Youth, but there is no peer-reviewed, published research on the effects of host home programs for college students. The NC State host home program will be rigorously evaluated, and our data will provide the first research on host homes for college students. The details of our program will be decided during the planning process, but we aim to establish a program based on recommended best practices in the resource guide published by Point Source Youth (Host Homes Handbook 2.0).

Point Source Youth staff, who have assisted in starting many programs across the U.S., will guide us in meeting each of the following objectives:

1. Prepare start-up and annual budget and a sustainable funding plan for coordinator position and other (minor) costs
2. Establish hotel voucher program (identify community agency to coordinate program, secure hotel partnerships & funding mechanisms)
3. Develop marketing materials to recruit hosts and marketing materials to announce availability of host home program to students
4. Create website to facilitate smooth, user-friendly process to match students with appropriate hosts
5. Prepare all necessary program materials and processes (e.g., contracts, host applications, training curriculum, background check process)
6. Install an Advisory Council of campus (including students) and community members, for oversight and fundraising
7. Complete recruitment and training of 5-10 hosts prepared to accept students
8. Develop rigorous program evaluation plan

Residential Option

Despite the efforts that have been made by University Housing to address the housing insecurity faced by students, University Housing alone will not be able to prevent homelessness. Furthermore, host homes will not be a reasonable solution for some students. For example, it might be difficult to place students with children in host homes. Some students, especially those with a history of interpersonal violence or victimization, might not feel safe in the home of someone they don't know and trust fully. Therefore, the Working Group proposes that very low-cost or free housing be built or acquired and made available for students at high risk of homelessness. This housing could also be in renovated spaces, such as the community shelter that uses former Greek housing at the University of Washington.

The residential working group is proposing that a physical space be built or acquired to meet the housing needs of students and provide services and a safe place for students to share with other students also experiencing housing insecurity or homelessness. The idea of this building is similar to the GLBT center or the Veterans center located on campus, where students with common life situations can gather for support and information sharing.

The housing located in this physical building would target students that are more difficult to place in a host home or in campus housing (e.g., students with children), or students that are currently waiting for a match to a host home, but have nowhere to stay during the matching period.

Services that would be offered should extend beyond housing to include case management, food resources, mental health services, job assistance programs, assistance with applying for government resources (e.g., SNAP, Section 8, WIC, Medicaid, etc.) and a space for students experiencing homelessness to seek support from other students in their situation.

This semester (fall, 2019), Prof Thomas Barrie is teaching a studio course for graduate students to design innovating student housing. During the semester students will conduct research on multiunit housing, university housing, and micro housing, and the housing needs of

NC State students. The design project will be multiunit housing for a site on the NC State campus that includes a range of unit types, supportive services, and community and mixed-use spaces. Reviews and presentations during the semester may include representatives from the university committee, University Housing, University Real Estate and Development, and the Office of the Campus Architect.

We understand that this housing option will be expensive and require extensive fund-raising. We also know that there are many generous donors who are likely to be compelled by the personal experiences of members of the Wolfpack facing homelessness.

Potential Collaborators

Throughout the course of this work, the working group created a list of potential collaborators (see below). Please note that this list does not contain all potential partners and that the groups listed below have not yet been approached to help with this project.

- Potential Collaborators
  - Alumni Association
    - Communicates needs broadly
    - Builds and promotes connections across the country and world
    - Encourages alumni giving
    - Promotes establishment of endowments, scholarships, trusts
  - College of Education
    - Provides learning and study support
    - Organizational and study habits to break down the challenges of major life disruptions
  - Community Counseling, Education, and Research Center
    - Counseling services
    - Individual medical plan for stress-induced illness https://sites.ced.ncsu.edu/ccerc/
  - Department of Health and Exercise Studies
    - Stress reduction through activity and exercise
    - Social connections through planned activities
  - Dining and Food Services
    - Eating plans and vouchers for purchases in C-stores
  - Feed the Pack
    - Provide food and personal hygiene products
  - Financial Aid
    - Help finding additional grants or scholarships
  - Housing Department
    - Dorm residence for all breaks, including between semesters
    - Emergency housing (Guest Housing: dorms or apartments)
  - University Student Legal Services (*Not all situations listed represent housing needs but some situations can cause financial hardship and/or loss of housing, etc.)
    - Accidents, speeding, traffic violations (court costs, hospital bills, loss of driver's license)
    - Criminal charges-eviction, loss of scholarships, suspension from school. Referrals to private attorneys.

- ■ Victim of domestic violence (partners, family)
- ■ 50B, 50C, Cease and Desist, etc.
- ■ Immigration issues: Asylum, Citizenship, F-1 Visa Status, Fee Waivers, Green Card, Work Authorization.
- ■ Landlord/tenant/roommate (criminal activity, eviction, withholding security deposits)
- ■ Victim of scams, stalking, threats, etc.

Conclusions

In fall 2017, the Steering Committee, developed to help the NC State University address food and housing insecurity, conducted a survey to determine the extent of hunger and homelessness at NC State. Nearly 10% of students reported a period of homelessness in the past 12 months. NC State has already begun to address the issue by keeping dorms open during most school breaks, but more assistance is needed. Over the past year, this Working Group has researched various methodologies and techniques being used nationally along with resources available to students in the local community. Based on this information, this group has proposed solutions in three different areas: emergency, host homes, and residential. In addition, it is recommended that all efforts towards ending housing insecurity be integrated in a single portal. Future indicators of success include (a) students experiencing a housing crisis receive help immediately, (b) having wide range of solutions to meet various housing needs, and (3) reducing student homelessness to 0% of students. The goal of this Working Group is that NC State University makes a commitment to develop a holistic approach to end housing insecurity through the proposed solution in this report.

Working Group Participants

- **Qulea Anderson** - Graduating 2020 with a degree in English. Qulea is a member of TriO, Student Support Services, STEM, and the Ronald E. McNair Scholars program. She is an advocate for college students experiencing homelessness: speaking about her experiences on a podcast (https://soundcloud.com/user-209517426/beyond-the-belltower-episode-10-qulea-anderson) and published in the News and Observer December 26 2018 article (https://www.newsobserver.com/news/local/education/article223385845.html)

- **Yevonne Brannon** - Yevonne received her Ph.D. in sociology from NC State University and has been the Director of the Center for Urban Affairs and Community Services at NCSU since 1991. She has over 35 years of experience in applied social science research, especially in designing research protocols, conducting primary data collection, and in analyzing and interpreting research findings for public policy issues.

- **Thomas Barrie** AIA, DPACSA - A professor of Architecture at North Carolina State University where he directs the College of Design's Affordable Housing and Sustainable Communities initiative. (https://design.ncsu.edu/ah+sc/) Professor Barrie is an award-winning architect and has published and lectured extensively in his subject areas. He is a member of the ACSA College of Distinguished Professors and the NC State Academy of Faculty Engaged in Extension.

- **Steve Deaton** – Steve is President of Deaton Investment Real Estate and 1979 Graduate of College of Design. He assisted with starting the Meal Plan Scholarship Program at NC State and currently working to get the Student Emergency Fund endowed.

- **John Dorris** - Director of Strategic Resource Development/Evaluation & Assessment at North Carolina State University Industry Expansion Solutions. Dr. Dorris previously served as Executive Director/CEO of the Chattanooga Regional Homeless Coalition where he directed the evaluation of HUD Continuum of Care grants, and led advocacy efforts. As the Homelessness Consultant to the Chattanooga mayor, he conducted research on homelessness, and started Chattanooga's Project Homeless Connect.

- **David Fitzpatrick** - Teaching Assistant Professor at NC State. He teaches classes in Research Methods and Hunger and Homelessness. He is the coordinator of the Substance Use Disorders specialty. Dr. Fitzpatrick is dedicated to providing compassionate service to those in need.

- **Ann Hanley** – Concerned private citizen

- **Alex Hartline** - Graduated in May 2019 with a B.S. in Graphic Communications. Post-graduation he has created his own company designing wedding invitations. Alex has lived experiences with homelessness and overcoming college student homelessness. Member of TRiO Student Support Services STEM program.

- **Tianna Harrison** - Tianna has served in higher education for 5 years. Her primary role is an Academic Advisor for North Carolina State University within The College of Natural Resources. Ms. Harrison has further founded a nonprofit organization, Housing One Student at a Time, Inc. (H.O.S.T), to assist college students with housing insecurities through a variety of programs and services. Her goal is not to necessarily solve the cost of living crisis, but to instead offer support and resources to help students manage it... and manage it well.

- **Mary Haskett** - Professor of Psychology at North Carolina State University and director of the Family Studies Research Team. Co-chair of Pack Essentials Steering Committee at NC State. She is a Fellow of the American Psychological Association and a member of the NC State Academy of Outstanding Faculty in Extension and Engagement.

- **Carolyn Johnson**- Carolyn Johnson is a longtime resident of Raleigh. She has experience volunteering to help those in her community through volunteering with Step Up Ministry, where she started GG's closet. In her free time, Carolyn is an avid Pickleball player.

- **Keena Johnson** – Keena Johnson is an education advocate who believes in economic opportunity for all. She founded the BWEL Foundation to end the cycle of intergenerational poverty by empowering families to succeed in education. Keena is an MBA student and lives in Raleigh with her three active children

- **Vanessa Kopp** - Vanessa is a Triangle native with Master's Degree in Social Work from the University of Pennsylvania and a background in housing and healthcare policy. She is passionate about an end to homelessness and knows solutions must be driven by data and a multidisciplinary approach that includes the voices of individuals with the lived experience of homelessness. That is why she was so excited to participate in this project

and to serve alongside a diverse group of stakeholders with unique perspectives and expertise. An end to student homelessness takes us that much closer to an end to homelessness for all.

- **Lynn Locklear-Fisher**- A Lumbee Indian who is originally from Charleston, SC, but lived in Massachusetts before returning south for warmer weather. While working in the Office of Alumni Relations at the University of Massachusetts Boston, she earned a BA in Economics and Masters of Public Administration. Lynn is thrilled to support the mission and goals of the GLBT Center, with a special focus on student support.

- **Preston Mahan** - Originally from Danville, VA before he moved to Burlington, NC where he attended High School and later College at NC State University. He currently works for TowneBank as a Private Banking Officer and has been in the banking industry for the past 16 years in the Raleigh area. He is a 2000 graduate of NC State University and lives in Raleigh with his wife and daughter.

- **Kelsey Mosley** - A graduate of North Carolina State University where she received a BA in Pulp & Paper Science Technology. Kelsey currently works as the Director of Crisis and Homeless Services at Haven House Services. She has been with Haven House for 16 years and has spent the past 9 years working with runaway and homeless youth. Working to provide youth and young adults with food/shelter/housing is what interests her about this project.

- **Alison Plumley** - Member of TRiO Student Support Services STEM and the Ronald E. McNair Scholars Program. Her bio info can be found in the article below https://news.ncsu.edu/2018/11/food-housing-insecurity-college-students/

- **Todd Rosendahl**, PhD - Associate Director, South for Point Source Youth (PSY), a national nonprofit working to end youth homelessness with a focus on supporting host home, rapid rehousing, and family/kinship strengthening programs. Based in North Carolina, Todd works with programs across the South and brought knowledge of national best practices for host home programs to the committee, including a groundbreaking Host Home Handbook published by PSY that includes policies, procedures, and sample documents for creating new programs.

- **Naqua'Na Sessoms** - Graduating in May 2020 with a B.S. in Business Administration Human Resources concentration. Currently working at SiriusXM Human Resources. She is an active member of the NC State community holding leadership positions in the College of Management and starting a new organization specifically for first-generation college students. Naqua'Na benefits greatly from the McKinney-Vento Act and is working so more students can benefit.

- **Matt Shipman** - A writer and editor based in Wake County. He launched the First Step Project in 2009 to facilitate in-kind donations to nonprofit organizations, particularly InterAct of Wake County.

- **Annaka Sikkink** – Annaka Sikkink is a board member of the BWEL Foundation, and works for NC State in an employee development role with Campus Enterprises. Annaka is also the author of *Education of a Novice Ally: Learning to be a Middle Class Ally in the Work to End Poverty,* which is based on the economic justice advocacy and

community building work she did in Minnesota. She holds a bachelor's degree in psychology from Macalester College, and is pursuing a master's in community college education at NC State.

- **Katherine Stubbs** - Currently a Fellow in Public Affairs with CORO post-graduation from NC State in May 2019. While at NC State Katherine was a Caldwell Fellow, Social Innovation Fellow and TRiO Student Support Services program scholar.

- **June Taylor** - June supports NC State students as an Administrative Assistant to University Student Legal Services. As a single parent, despite her college degree, Master's work and best efforts, her family still experienced financial hardship, the loss of their home, and a period of homelessness. These life experiences made it impossible for June to just stand by while our students struggled.

- **Sarah Wright** - Sarah is the Assistant Director for Student Support Services TRiO Programs at North Carolina State University since 2011 serving low-income first-generation college students. She has acted as the co-chair of the Pack Essentials Steering Committee leading a campus community initiative to end NC State student hunger and homelessness since 2017. As a low-income first-generation college student herself, Sarah relied on support systems and the kindness of others to combat her hunger and homelessness.

- **Danielle Butler**, LCSW (Group Facilitator) - Currently the Executive Director of Family Promise of Wake County since December 2015. Prior to this, she was Director of Crisis & Homeless Services at another nonprofit that addressed youth and young adults experiencing homelessness. Within both organizations, Danielle has managed and provided oversight of programs including shelter, day shelter, outreach, aftercare, transitional housing, rapid rehousing and permanent housing. Danielle has a true passion for working towards ending the cycle of family homelessness.

- **Alissa Pritchett** (Group Facilitator) - Currently works as the Lead Case Manager at Family Promise of Wake County, but began her work in the homeless service field with her internship at Healing Transitions. Alissa graduated with her Bachelors of Social Work from Campbell University. Alissa is passionate about addressing the issue of family homelessness in Wake County.