



## CA HCD ESG-CV Training Series: Foundations of Racial Equity



# Agenda

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- Welcome & Introductions
- Learning Objectives
- Grounding + Engagement Agreements
- Common Language and Core Concepts
- Root Causes
  - Intersecting Issues
  - Engaging Non-traditional Partners
- Tools and Opportunities
- Eliminating Harmful Practices
- Emerging Best Practices

# Meet The Facilitators

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**slido.com**  
**#830 043**





# Learning Objectives

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## Attendees will:

- Understand commonly used racial equity language and core concepts
- Understand the root causes of disparities in homelessness and the intersecting issues that compound those disparities
  - Including the importance of engaging non-traditional partners
- Explore tools and opportunities for assessing racial equity in homeless systems of care
  - Including existing access to HMIS, Stella P, and other data to identify racial and ethnic disparities
- Explore eliminating practices that create racial and ethnic disparities in the homeless system of care and learn emerging best practices to address racial and ethnic disparities



- Structural and systemic racism results in a disproportionate number of non-white people experiencing homelessness
- There are no quick fixes to the issues that will be explored
- This work is necessary, uncomfortable, and ongoing – but worth it
- This is not just a check-in-the-box exercise for the NOFO – this is the beginning or continuation of your journey in service to people experiencing homelessness in California



# Engagement Expectations

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- **During this engagement, we expect each attendee to:**
  - Be present and listen actively
  - Maintain mutual respect for differing viewpoints
  - Not seek a one size fits all approach
  - Challenge the way we have historically responded to homelessness
  - See yourself as part of the solution
  - Think about prioritizing attendance in future sessions
  - Participate in the chat and polls

# Language and Core Concepts

L<sub>1</sub> A<sub>1</sub> N<sub>1</sub> G<sub>2</sub> U<sub>1</sub> A<sub>1</sub> G<sub>2</sub> E<sub>1</sub>

M<sub>3</sub> A<sub>1</sub> T<sub>1</sub> T<sub>1</sub> E<sub>1</sub> R<sub>1</sub> S<sub>1</sub>





# Historically Minoritized and Excluded

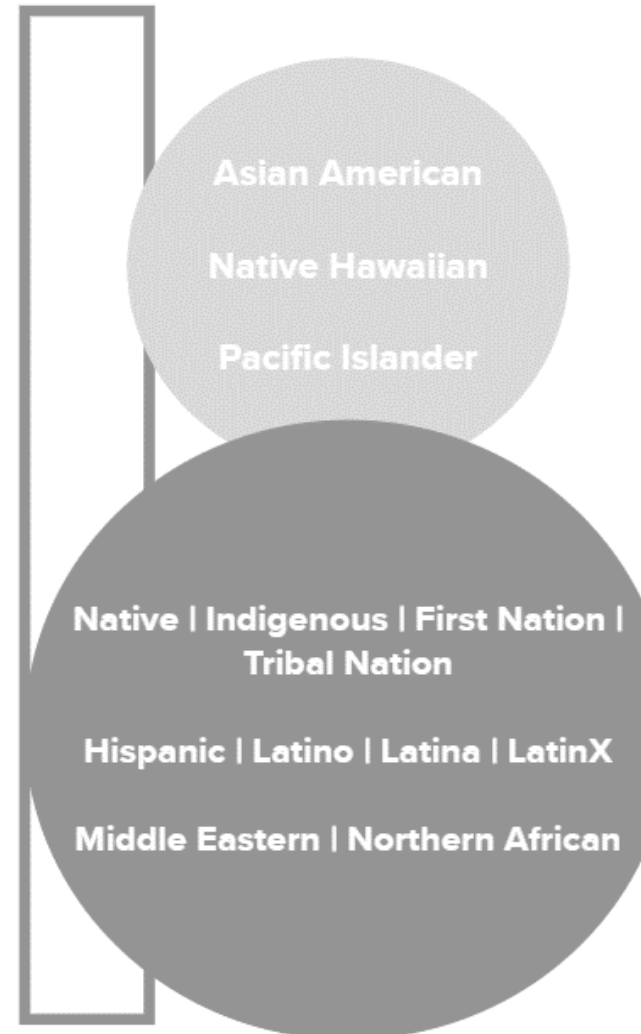
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Refers to individuals or groups that have historically had less economic, social, and political power or representation on the basis of race, religion, ethnic origin, gender, or disability due to their systematic and intentional exclusion as a result of social constructs that continue to persist in modern-day society.

- Race is modern idea
- Race has no genetic basis
- Human subspecies don't exist
- Skin color is really only skin deep
- Most variation is within, not between races
- Slavery predates race
- Race and freedom (capitalism) were born together
- Race justified/s social inequalities as natural
- Race is not biological, and racism is still real
- Colorblindness will not end

*Adapted from PBS, [Race: Power of an Illusion](#)*

# Ethnicity and Pan-Ethnic Umbrellas



**In this country American means white. Everybody else has to hyphenate.**

TONI MORRISON

MINIMALISTQUOTES.COM



A large green oval with a white border containing the word 'EQUITY' in white, uppercase, sans-serif font.

**A STRUCTURAL &  
SYSTEMIC  
CONCEPT**

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The state,  
quality, or ideal  
of being just,  
impartial, and  
fair

A large green oval with a white border containing the words 'SYSTEMIC EQUITY' in white, uppercase, sans-serif font.

**A COMPLEX  
COMBINATION OF  
INTERRELATED ELEMENTS  
CONSCIOUSLY DESIGNED**

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To create, support, and  
sustain social justice  
while reinforcing and  
replicating equitable  
ideas, power, resources,  
strategies, conditions,  
habits, and outcomes

A large green oval with a white border containing the word 'INCLUSION' in white, uppercase, sans-serif font.

**AUTHENTIC AND  
EMPOWERED**

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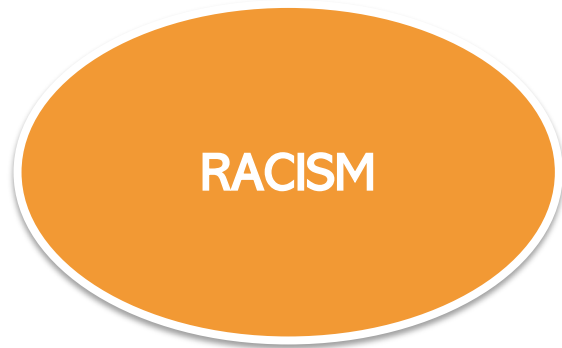
Participation in  
which a true  
sense of  
belonging and  
acceptance is  
created

A large green oval with a white border containing the words 'ANTI-RACISM' in white, uppercase, sans-serif font.

**SYSTEMIC FAIR  
TREATMENT**

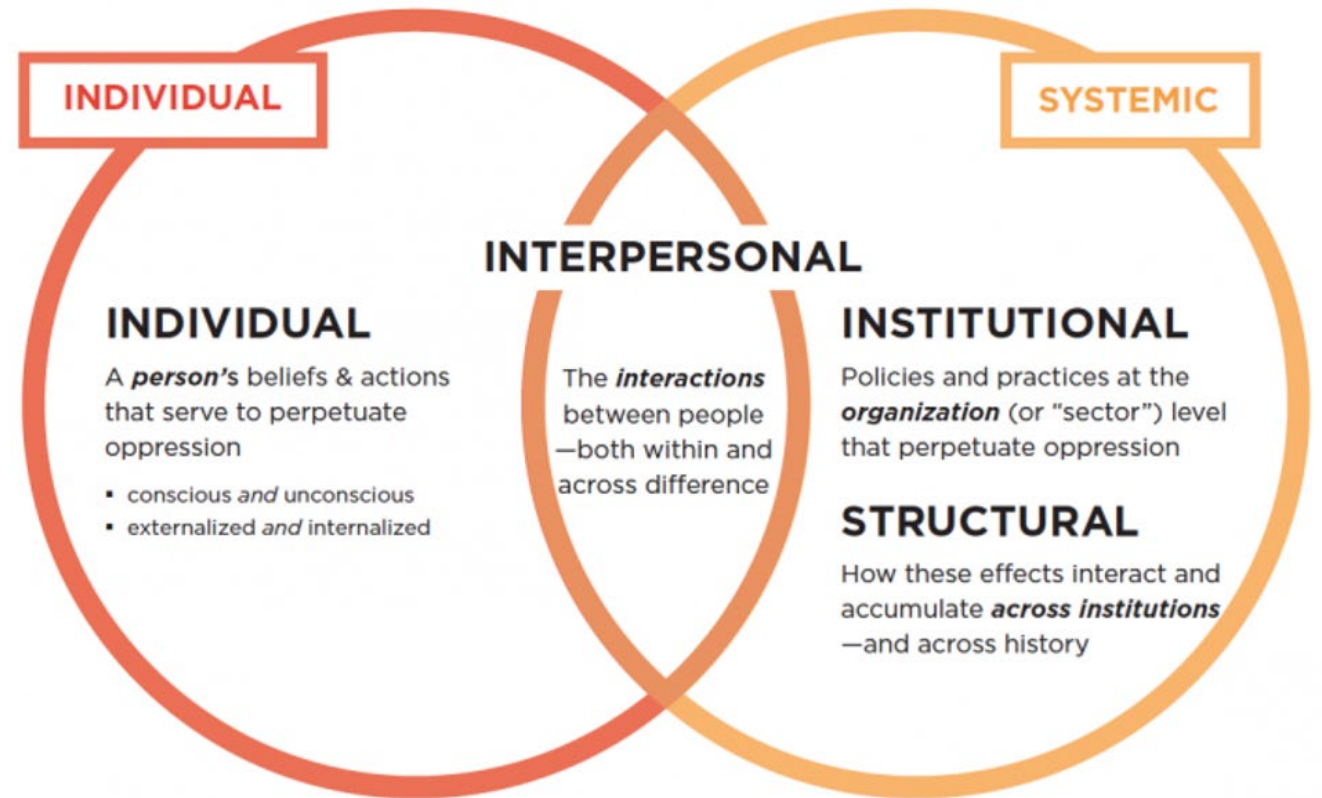
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Of all races that  
results in  
equitable  
opportunities  
and outcomes  
for everyone



## ANOTHER COMPLEX SYSTEM

Of racial hierarchies and inequities which include internalized and interpersonal racism at the micro level and institutional racism at the macro level; often understood as a conscious belief





**IMBALANCES AND INCONGRUITIES**

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Between the treatment of racial groups



**A DYNAMIC SYSTEM THAT PRODUCES**

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And replicates racial ideologies, identities, and inequities – also the well-institutionalized pattern of discrimination that cuts across major political, economic, and social organizations



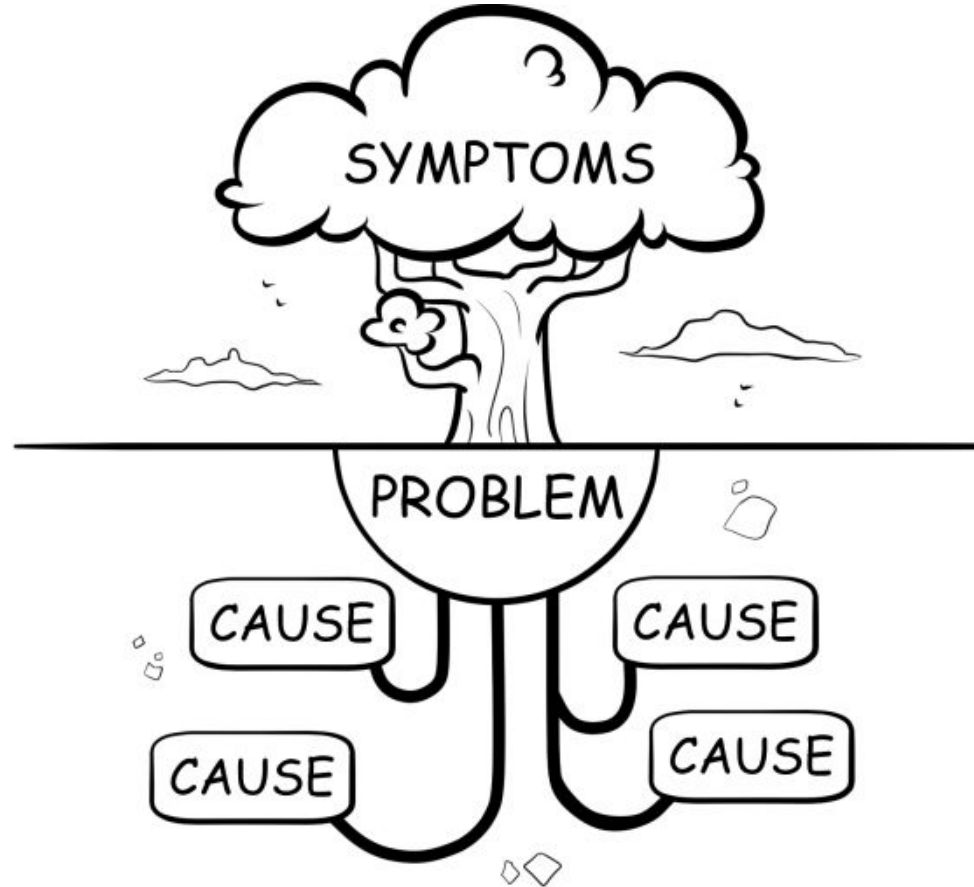
**A CONSCIOUS OR UNCONSCIOUS IDEOLOGY**

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That says white skin, and things associated with whiteness, are the gold standard and everything else is an aberration or deviation



# Root Causes of Disparities in Homelessness





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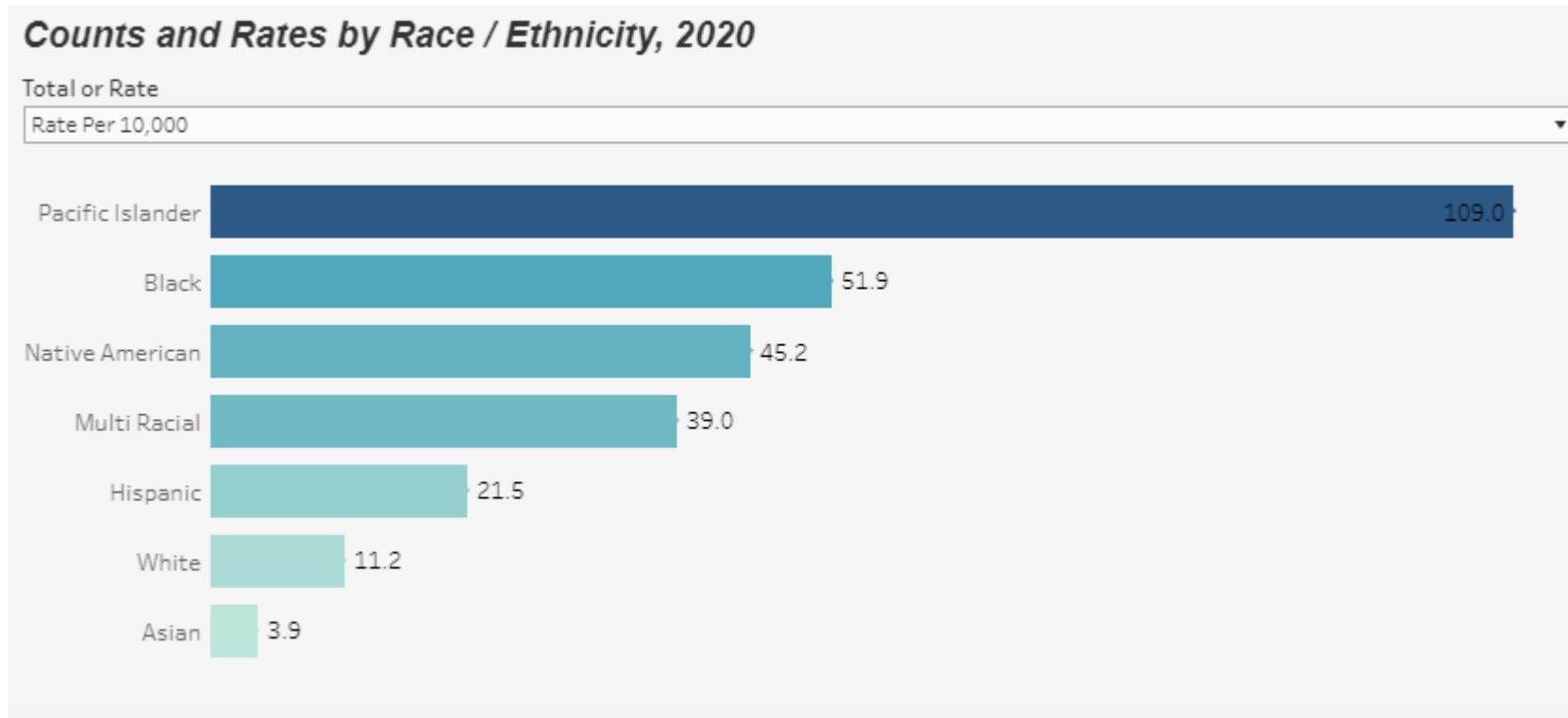
# So Why Are We Here?

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- To focus on systems and institutions, not individual behavior
  - Risk for homelessness is **significantly** tied to gender, race, and ethnicity
- To dig into disparities found across other sectors and how they impact the pathways into homelessness
  - Segregation and discrimination in employment, housing, and other sectors can drive disparities
- To spend more time interrogating the “why” behind disparities



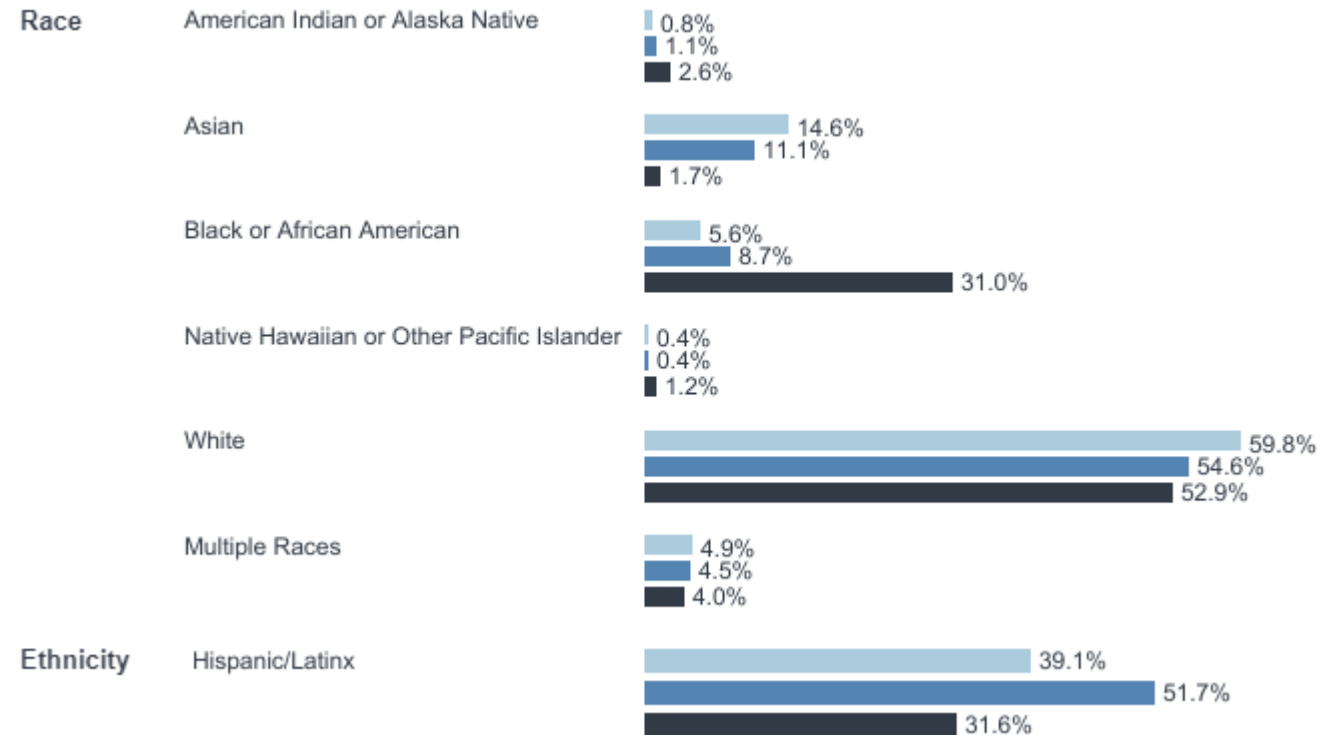
# Rates by Race/Ethnicity (National)



Source: [State of Homelessness: 2021 Edition - National Alliance to End Homelessness](#)



# Rates by Race/Ethnicity (California)



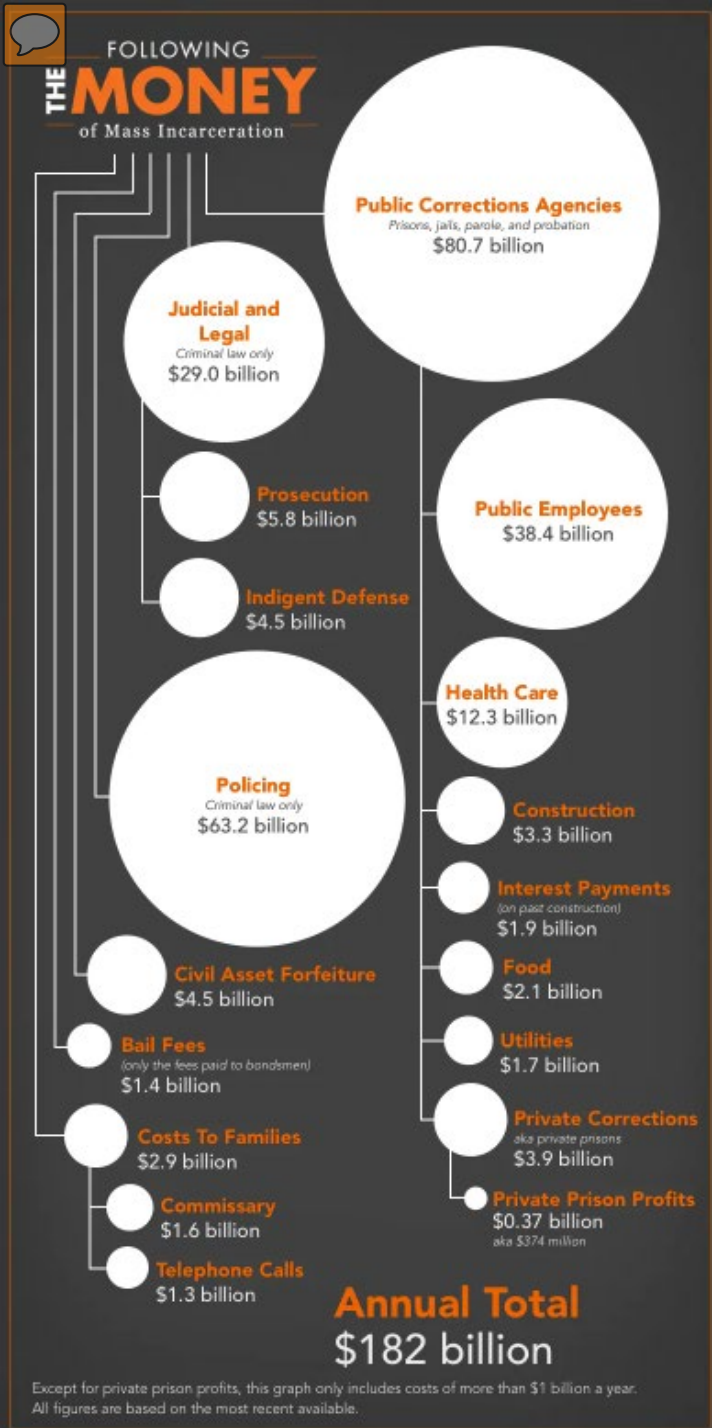
Source: [State of Homelessness: 2021 Edition - National Alliance to End Homelessness](#)



- Disparities occur at all decision points within the child welfare system
  - Racial bias can present itself in many different forms – internalized, interpersonal, institutional, structural
  - Exposure bias
- Lack of support when aging out of foster care
- Runaway and youth homelessness
- Family reunification

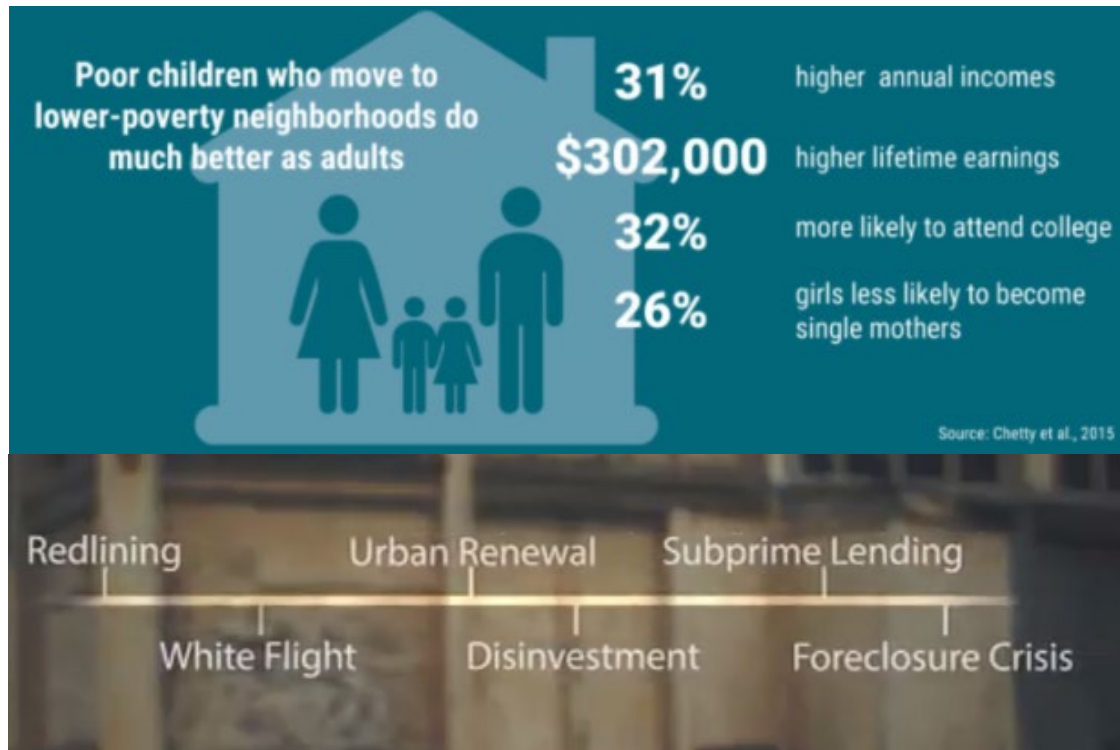


- Reflect on the first time you had a non-white teacher in school
- School to prison pipeline
- Zip codes, redlining, segregation, quality of education available
- Teacher bias
- Less competitive for job opportunities
- Less access to living wage employment



# Carceral Arms of the “Justice” System

- 56% of those who are incarcerated are black or Latino while making up only 30% of the U.S. population
- “Race-neutral” policies and laws; racial bias; resource allocation decisions; policies that exacerbate socioeconomic inequities
- Justice involvement creates a barrier to accessing housing, among other things and disparately impacts Black and Brown people
- The prison industrial complex currently costs an estimated \$182 billion annually (conservative estimate)



- “Steering”; zip codes that accept housing vouchers; predatory lending; housing appreciation; redlining; zoning; racial restrictive covenants; targeted advertising
- Lack of opportunities, lack of access, lack of stability = homelessness
- Studies show that predatory lending aimed at people of color fueled the mass foreclosure crisis in 2008 which widened the racial wealth gap
- Black, Native American, and Hispanic households are more likely than white households to be extremely low-income renters (<30% AMI)
- Black households are 1 ½ times more likely to be exposed to environmental hazards like poor air quality

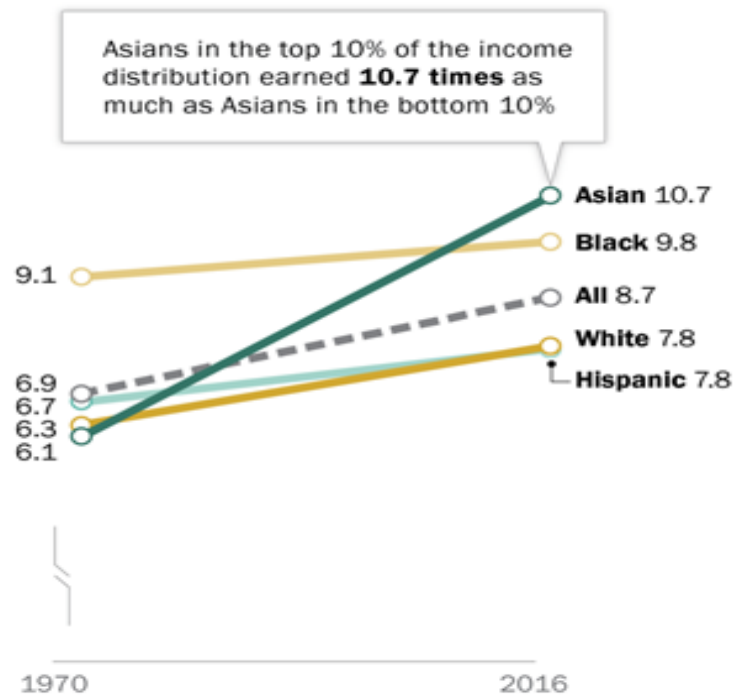




# Economic Wealth

## From lowest to highest: Income inequality in U.S. increased most among Asians from 1970 to 2016

Ratio of income at the 90th percentile to income at the 10th percentile



Note: Whites, blacks and Asians include only non-Hispanics and are single-race only in 2016. Hispanics are of any race. Asians include Pacific Islanders. Income is adjusted for household size. See Methodology for details.

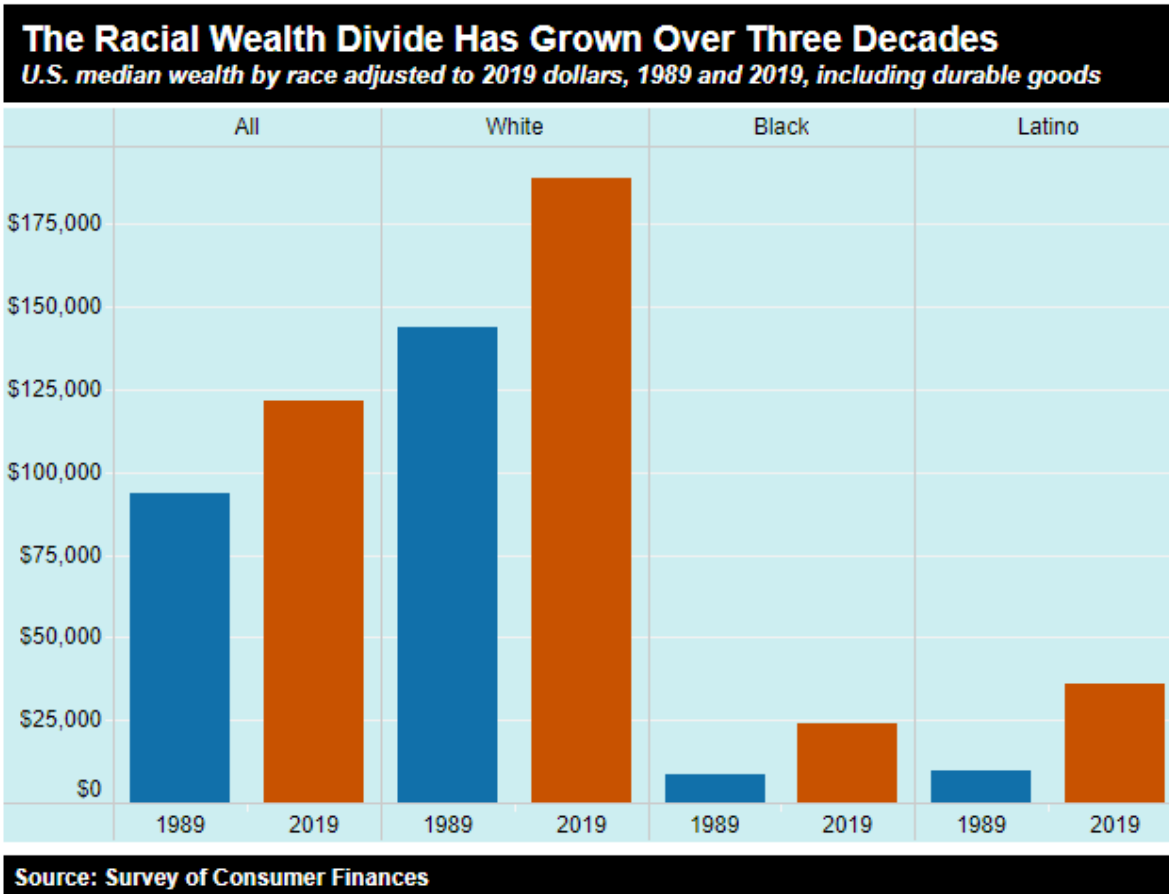
Source: Pew Research Center analysis of 1970 decennial census and 2016 American Community Survey (IPUMS).

"Income Inequality in the U.S. Is Rising Most Rapidly Among Asians"

PEW RESEARCH CENTER

All Asian American/Pacific Islanders	12.1%
Bhutanese	33.3%
Burmese	35.0%
Hmong	28.3%
Malaysians	27.7%
Cambodians	19.1%
Native Hawaiians & Pacific Islanders	20.0%

# Economic Wealth



- Median white family has 41 times more wealth than the median black family and 22 times more wealth than the median Latino family
- Black and Latino families are more than twice as likely to have zero or even “negative” wealth than white families
- Community context; family wealth; family income; family savings
- Chattel slavery; Freedman’s Savings Bank; Tulsa’s Greenwood District; Jim Crow Era’s “Black Codes”; GI Bill; Fair Labor Standards Act; redlining
- Lack of wealth = emergency that impacts household cash flow = homelessness



# Racial Wealth Gap

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## Myths

Greater educational attainment or more work effort on the part of blacks will close the racial wealth gap

The racial homeownership gap is the “driver” of the racial wealth gap

Buying and banking black will close the racial wealth gap

Black people saving more will close the racial wealth gap

Greater financial literacy will close the racial wealth gap

Entrepreneurship will close the racial wealth gap

Emulating successful minorities will close the racial wealth gap

Improved “soft skills” and “personal responsibility” will close the racial wealth gap

The growing number of black celebrities prove the racial wealth gap is closing

Black family disorganization is a cause of the racial wealth gap

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## SOCIAL DETERMINANTS OF HEALTH EQUITY



IMMIGRATION CLIMATE



HEALTH CARE ACCESS



CIVIC PARTICIPATION



HOUSING JUSTICE



REPRODUCTIVE JUSTICE



HOPE & EFFICACY



EDUCATION JUSTICE



COMMUNITY SAFETY



TRANSPORTATION JUSTICE



COMMUNITY  
INFRASTRUCTURE



FOOD JUSTICE



CLEAN WATER, AIR & SOIL



CONNECTIONS WITH  
NEIGHBORS



IDENTITIES THAT ARE  
VALUED & WELCOMED



FAIR & UNBIASED  
JUSTICE SYSTEM



HEALTHY MARKETING &  
RETAIL ENVIRONMENT



ECONOMIC JUSTICE

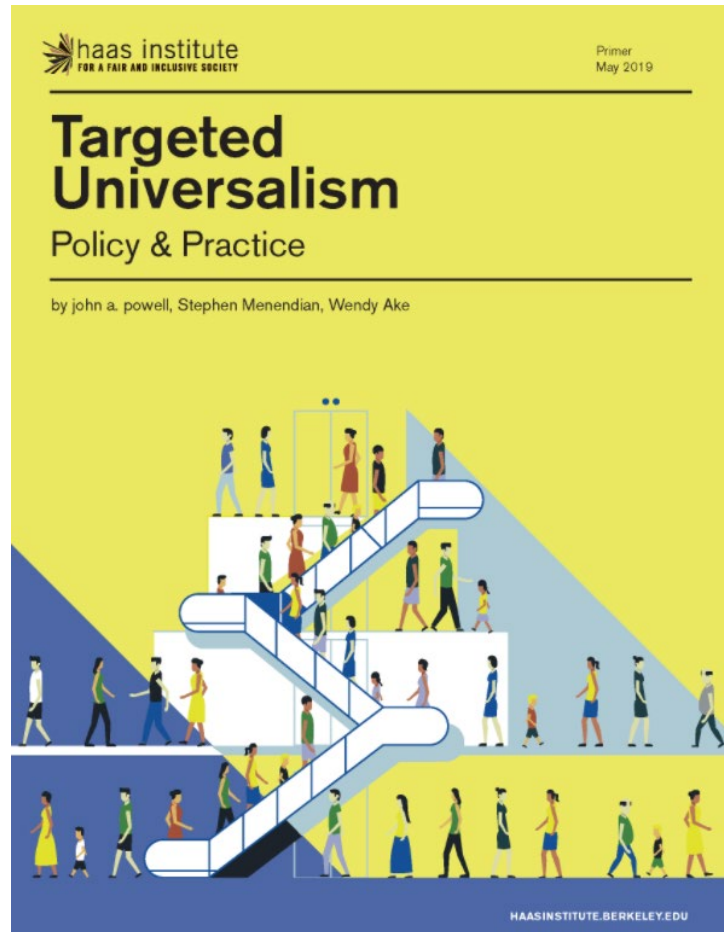


ACCESS TO PARKS &  
RECREATIONAL SPACE

# Tools and Opportunities to Assess Disparities



# Data as a Starting Point



What data is available?

What data is needed?

Who can help analyze the data?

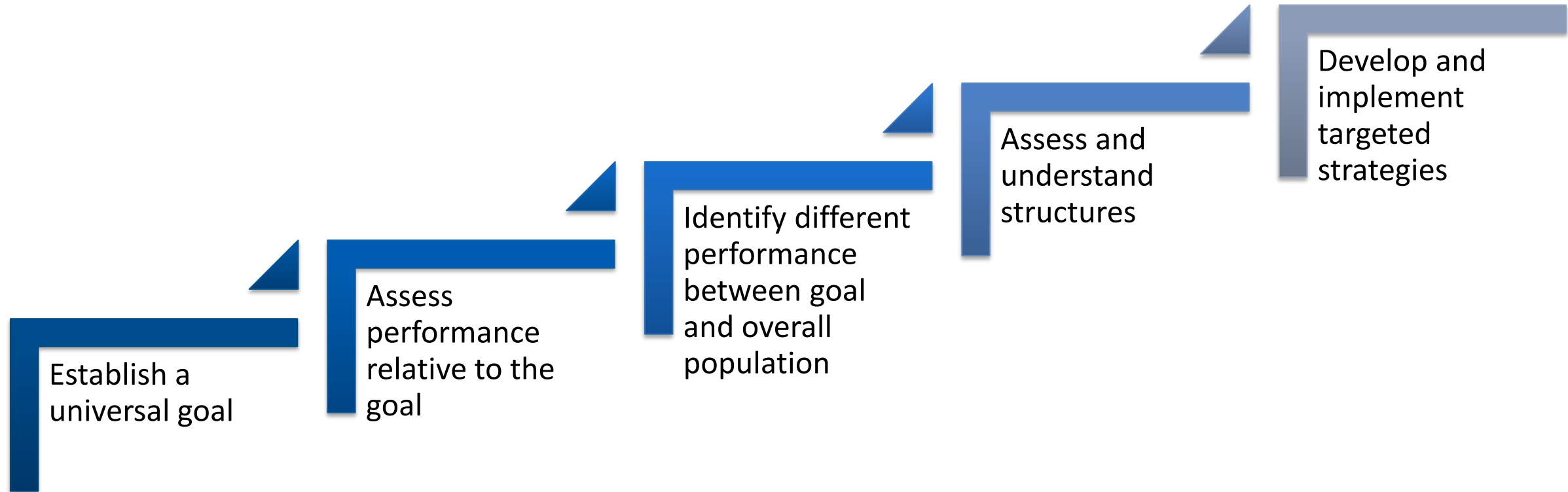
How can the data inform the community?

How do we balance qualitative and quantitative data?



# Targeted Universalism

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# Homeless Data Integration System (HDIS)

The screenshot shows the top portion of a website. At the top is a dark blue navigation bar containing the CA.GOV logo, social media icons for home, Facebook, Twitter, and email, a "Translate this site:" dropdown menu with "Select Language" and a gear icon for "Settings", and a accessibility icon. Below this is a white navigation bar with the "State of California BUSINESS, CONSUMER SERVICES AND HOUSING AGENCY" logo and icons for "About Us", "Business Regulation", "Consumer Protection", "Housing", "Media Room", and "Search". The main content area features a large photograph of a modern, multi-story apartment building with blue and orange facades and balconies. Overlaid on the right side of the photo is the HDIS logo, which consists of a grid of colored squares followed by the text "HDIS" and "Homeless Data Integration System" below it. A dark grey banner at the bottom of the photo contains the white text: "Creating insights to help end homelessness, together."





# Using HMIS Data to Address Inequities

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Don't let perfection get in the way of progress

Quantitative and qualitative both matter

Who is served and performance of the system

Inclusive decision-making and data leadership

## Race and ethnicity data available in Stella P:

- [Stella P Race and Ethnicity Analysis Guide](#)
- Looks at the system by households, not individuals
- Includes specific project types (Emergency Shelter, Safe Haven, Transitional Housing, Rapid Re-Housing, Permanent Supportive Housing, and Other Permanent Housing)
- Looks at Performance
  - Length of time experiencing homelessness
  - Exits to permanent destinations
  - Returns to homelessness



# Coordinated Entry Data & Prioritization

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**Interrogate your Coordinated Entry System (and disaggregate by race, ethnicity, gender, age, household type, disabling condition, etc.):**

- Who's on your prioritization list?
- Who's being referred?
- Who's being housed?
- Who's falling out?
- Who's returning or assessed multiple times?
- How long is each phase of Coordinated Entry taking?
- Who's not accessing Coordinated Entry?
- Is the prioritization process truly assessing for vulnerability?
- How is Coordinated Entry functioning relative to local priorities/goals?



# Other Data - Intersectionality

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Child Welfare

Education

Criminal  
Corrections System

Housing

Economic Wealth

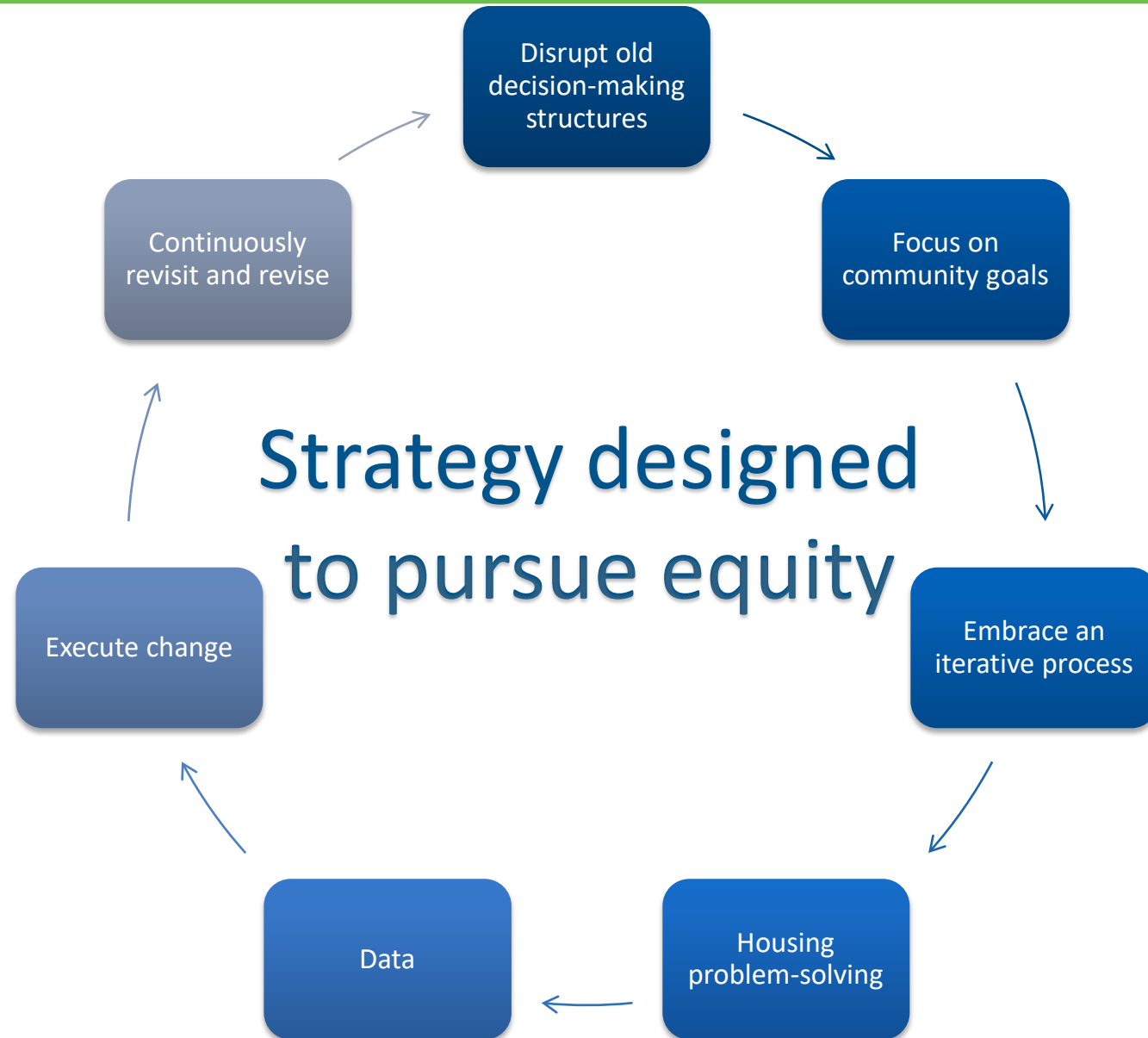
Health &  
Environment  
(SDOH)

Adverse Childhood  
Experiences (ACEs)



# Framework for Moving Forward

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# Eliminating Harmful Practices & Emerging Best Practices

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# Harmful Practices to Eliminate Today

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- **Not using qualitative data to pair with quantitative data**
  - Surveys, focus groups, public meetings are different avenues to hear from people most impacted by our systems – those with lived expertise of homelessness
- **Continuing to work in silos**
  - Make connections to organizations outside of traditional/legacy homelessness providers to forge new relationships and solve common problems
- **Not having representation of people with lived expertise of homelessness in your CoC**
  - People with lived expertise can offer relevant solutions that work best for the people in the community
- **Not fully compensating people with lived expertise of homelessness**
  - Fair and just compensation includes fringe benefits – money, meals, transportation, access to technology, etc.



## THE HOUSEHOLDS WE'VE SERVED



## 1/3 OF THE FUNDING HAS GONE INTO FIVE HIGHLY-IMPACTED EAST SAN JOSE ZIP CODES



### Homeless Prevention/Rapid Resolution.

Immediate services intervention to prevent or quickly resolve homelessness for households who otherwise would have become homeless. Based on the REIA, homeless prevention and rapid resolution are available more than once in a lifetime and include short-term and ongoing supports. Prevention and Rapid Resolution make up 20% of permanent housing exits for households with only adults and 10% of permanent housing exits for households with minor children.



### Crisis Response.

Temporary lodging to provide for the safety and immediate needs of individuals and families experiencing literal homelessness. Literal homelessness describes people living in shelters or in places not meant for people to live like cars, streets, abandoned buildings, or tents. Crisis Response programs include emergency shelters and transitional housing programs. Crisis Response programs will serve 58% of households with only adults and 90% of households with minor children.

- **Santa Clara County/City of San Jose CoC:** increased its homelessness prevention capacity and targeted extremely low-income households of color living in the highest COVID-impacted zip codes

- **Oakland-Berkley-Alameda County CoC:** conducted a [Racial Equity Impact Analysis](#) to transform its homeless response system design



## RETHINKING WHO YOU CALL AN EXPERT

**“For community engagement to matter, one needs to first value the expertise that community members possess via their lived experience. One needs to believe that people are the primary experts in their own lives.” – Anand Dholakia**

**Lived experience of homelessness and housing instability is the expertise needed to support transformational and systemic change.**

## TOKENISM

**The practice of doing something only to prevent criticism and give the appearance that people are being treated fairly or included. Also, a means to an end or check in the box.**

## COMPENSATION

**People with lived expertise should be compensated for their time and contributions. In addition to fair monetary compensation, this includes providing meals, transportation, Wi-Fi, and other technology that allows for full participation – access to technology is critical for participation during COVID-19.**



Understand your own individual knowledge (assess & practice)

Assess team policies and work processes that perpetuate inequities and disparities (assess & delegate responsibility)

Know the context of the projects/communities within which you work (environmental scan & asset mapping)

Prioritize teams with diverse skills/experience in working with minoritized groups (staff for equity & growth)

Understand who is at the table (identify, engage authentically, listen, & be accessible)

Employ culturally appropriate methods (operationalize & develop work plan)

Facilitate mixing up the table (advisory groups & targeted outreach)

Strengthen cultural and community relevance (realistic timelines, qualitative methods, & participatory analysis)

Build community capacity (plain language, capacity & readiness assessments, tailored support)



Thank you for listening.



# Question & Answer

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