

**STRUCTURAL RACISM** is a system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed privileges associated with 'whiteness' and disadvantages associated with 'color' to endure and adapt over time. Structural racism is not something that a few people or institutions choose to practice. Instead it has been a feature of the social, economic and political systems in which we all exist.

- Aspen Institute



## Start here

The overrepresentation of people of color amongst people experiencing homelessness reflects structural racism across multiple systems. Homekey applicants will address the systemic inequities that are key factors producing disparate housing outcomes. Applicants will use the homelessness system outcomes data to assess how facets of their system burden people of color and identify opportunities to advance racial equity within the system.

- ✓ Complete the systems outcomes worksheet thoroughly, including service provider outcomes where applicable
- ✓ Using the data from the worksheet, provide a narrative analysis of the racial and ethnic disparities in systems outcomes. What are the root causes or factors leading to these racial inequities?
- ✓ Detail how the applicant will address racial and ethnic disparities in program outcomes at each stage of the project design and development



## Example Score

- ★ Completed Systems Outcomes Workbook (4 points & Threshold Requirement)
- ★ Equity analysis (3 points possible):
  - 3 points – Analysis provides a thorough and detailed analysis of all disparities present in the Systems Outcomes Workbook; provides concrete examples of obstacles to housing equity at all relevant levels of the homelessness response system.
  - 2 points – Analysis addresses all the disparities present in the Systems Outcomes Workbook; provides superficial and non-concrete examples of systemic barriers or provides concrete examples of only a subset of relevant disparities; considers multiple levels of the homelessness response system.
  - 1 point – Analysis does not address all of the disparities present in the Systems Outcomes Workbook; does not provide concrete examples of systemic barriers to housing equity; considers only one level of the homelessness response system.
- ★ Equity Plan (3 points possible):
  - 3 points – Plan is actionable, detailed, and time-bound; addresses all of the disparities and obstacles identified in the analysis; clearly identifies what obstacles can and cannot be addressed through the project; is tailored to local needs; provides evidence research and integration of best-practices.
  - 2 points – Plan is actionable and time-bound but lacks detail; addresses some but not all of the disparities and obstacles identified in analysis.
  - 1 point – Plan lacks concrete and actionable examples; does not address all of the barriers identified in analysis.



## Guiding questions

- Does the Applicant methodically analyze the community's racial demographics, the demographics of those within the homeless response system, and the system outcomes based on race?
- Does the Applicant address the policies, programs, and decisions of the applicant (or CoC) that influence racially disparate outcomes?
- Does the Applicant address the policies, programs, and decisions of broader local political system and their impact on systems outcomes?
- Does the Applicant address the policies, programs, and decisions of the service provider(s) that have led to racially disparate outcomes?
- Does the Applicant consider how the voices of all members of the community, especially those often underrepresented, such as Black, Latinx, Asian, Pacific Islander, Native and Indigenous communities, and those with lived experience of homelessness have/have not been centered in a meaningful and sustained way in systems design?
- Does the Applicant provide specific, detailed, and time-bound actions they will take to address each of the systemic barriers to housing opportunity?
- How does the applicant partner/plan to partner with organizations that are addressing racial equity in the housing and homelessness response system?
- How will the applicant ensure that racial disparities are addressed with this funding?