Analyzing Racial Equity in Homeless Services

Washington Low Income Housing Alliance
Conference on Ending Homelessness
October 7, 2020
Presenter Introductions

Kyle Gitchell, Data Quality and Reports Analyst
Washington State Department of Commerce

Stephanie Reinauer, Associate
Abt Associates Inc.
Who’s here? Where are you from?

• HMIS/data analysis people
• CoC planner people
• Funder people
• Direct service provider / project level people
• Student or researcher

Which community are from?
“Unless we as a field address structural racism within housing, homelessness response, criminal justice, child welfare, employment, education, and health care, we will continue to witness high rates of homelessness for people of color.”

– SPARC Phase One Study Findings, March 2018
Center for Social Innovation
Performance Analysis and Improvement Framework

**Analyze Performance Data**

**Explore Contributing Factors**

**Design Improvement Strategies**

**Implement and Evaluate Strategies**
Equity analysis for performance improvement

Analyze which groups and which part of the system talk to people with lived experience

Explore strategies targeted to address disparities

Design based on equity and performance goals

Evaluate
Step 1: Analysis

Poverty
- Disparities in PIT count

Homelessness
- Disparities in CES access, assessment scores, wait times

CES / Front Door Services
- Disparities in program enrollment (wait times and project type)

Program Enrollment

Outcomes (LOS, Exits to PH, Returns)
- Disparities in project and system outcomes
### What is the demographic break down of the Balance of State?

<table>
<thead>
<tr>
<th>Race</th>
<th>% of Total Population</th>
<th>% of Total In Poverty</th>
<th>% of Total PIT</th>
<th>% of Total Number of Clients</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaska Native</td>
<td>1.36%</td>
<td>2.95%</td>
<td>6.71%</td>
<td>5.23%</td>
</tr>
<tr>
<td>Asian</td>
<td>8.70%</td>
<td>8.01%</td>
<td>0.55%</td>
<td>0.81%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>3.86%</td>
<td>7.40%</td>
<td>4.65%</td>
<td>6.21%</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>0.69%</td>
<td>1.05%</td>
<td>1.01%</td>
<td>1.38%</td>
</tr>
<tr>
<td>Two or more races</td>
<td>5.97%</td>
<td>7.68%</td>
<td>4.79%</td>
<td>6.27%</td>
</tr>
<tr>
<td>White</td>
<td>79.42%</td>
<td>72.90%</td>
<td>82.28%</td>
<td>80.10%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>% of Total Population</th>
<th>% of Total In Poverty</th>
<th>% of Total PIT</th>
<th>% of Total Number of Clients</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic or Latinx (of any race)</td>
<td>12.50%</td>
<td>21.30%</td>
<td>15.89%</td>
<td>19.72%</td>
</tr>
<tr>
<td>Non-Hispanic/Non-Latinx</td>
<td>87.50%</td>
<td>78.70%</td>
<td>84.11%</td>
<td>80.28%</td>
</tr>
</tbody>
</table>
If you grab 100,000 of any race or ethnicity...

<table>
<thead>
<tr>
<th>Race</th>
<th>Poverty Rate</th>
<th>PIT Rate</th>
<th>Enrollment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaska Native</td>
<td>24439</td>
<td>335</td>
<td>1670</td>
</tr>
<tr>
<td>Asian</td>
<td>10143</td>
<td>4</td>
<td>41</td>
</tr>
<tr>
<td>Black or African American</td>
<td>21531</td>
<td>82</td>
<td>698</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>16936</td>
<td>100</td>
<td>872</td>
</tr>
<tr>
<td>Two or more races</td>
<td>14364</td>
<td>54</td>
<td>456</td>
</tr>
<tr>
<td>White</td>
<td>10127</td>
<td>70</td>
<td>438</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Poverty Rate</th>
<th>PIT Rate</th>
<th>Enrollment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic or Latinx (of any race)</td>
<td>19552</td>
<td>80</td>
<td>664</td>
</tr>
<tr>
<td>Non-Hispanic/Non-Latinx</td>
<td>10319</td>
<td>61</td>
<td>386</td>
</tr>
</tbody>
</table>
### Prior Living Situation

#### Race

<table>
<thead>
<tr>
<th>Race</th>
<th>Unsheltered Homelessness</th>
<th>Unknown</th>
<th>Sheltered Homelessness</th>
<th>Permanent Housing</th>
<th>Institutional Situation</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaska Native</td>
<td>50.25%</td>
<td>7.42%</td>
<td>21.17%</td>
<td>15.43%</td>
<td>5.74%</td>
</tr>
<tr>
<td>Asian</td>
<td>49.15%</td>
<td>8.47%</td>
<td>22.03%</td>
<td>16.10%</td>
<td>12.42%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>42.60%</td>
<td>8.06%</td>
<td>27.13%</td>
<td>18.60%</td>
<td>13.11%</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>43.38%</td>
<td>7.76%</td>
<td>25.11%</td>
<td>20.55%</td>
<td>16.04%</td>
</tr>
<tr>
<td>Two or more races</td>
<td>47.73%</td>
<td>8.11%</td>
<td>21.60%</td>
<td>15.38%</td>
<td>7.17%</td>
</tr>
<tr>
<td>White</td>
<td>51.62%</td>
<td>21.12%</td>
<td>16.58%</td>
<td>5.45%</td>
<td></td>
</tr>
</tbody>
</table>

#### Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Unsheltered Homelessness</th>
<th>Unknown</th>
<th>Sheltered Homelessness</th>
<th>Permanent Housing</th>
<th>Institutional Situation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic or Latinx (of any race)</td>
<td>51.10%</td>
<td>22.38%</td>
<td>18.32%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-Hispanic/Non-Latinx</td>
<td>50.86%</td>
<td>5.69%</td>
<td>21.47%</td>
<td>16.43%</td>
<td>5.54%</td>
</tr>
<tr>
<td>Race</td>
<td>Hispanic or Latinx (of any race)</td>
<td>Non-Hispanic/Non-Latinx</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------------------------------</td>
<td>----------------------------------</td>
<td>-------------------------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>30.76%</td>
<td>6.77%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td>36.84%</td>
<td>30.12%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black or African American</td>
<td>6.21%</td>
<td>7.38%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>23.15%</td>
<td>5.73%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Two or more races</td>
<td>5.84%</td>
<td>7.26%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>6.26%</td>
<td>30.73%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Hispanic or Latinx (of any race)</th>
<th>Non-Hispanic/Non-Latinx</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic or Latinx (of any race)</td>
<td>30.76%</td>
<td>6.77%</td>
</tr>
<tr>
<td>Non-Hispanic/Non-Latinx</td>
<td>30.12%</td>
<td>30.18%</td>
</tr>
</tbody>
</table>
Returns to Homelessness

Race/Ethnicity

- American Indian or Alaska Native: 16.19%
- Asian: 8.21%
- Black or African American: 15.92%
- Hispanic or Latinx (of any race): 13.38%
- Native Hawaiian or Other Pacific Islander: 14.35%
- Two or more races: 15.72%
- White: 15.18%
# Telling a Story

<table>
<thead>
<tr>
<th>Race</th>
<th>Enrollments per 100,000</th>
<th>% in PH Projects</th>
<th>% exits to PH</th>
<th>% Returns</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaska Native</td>
<td>1,670</td>
<td>26%</td>
<td>46%</td>
<td>16%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>698</td>
<td>26%</td>
<td>57%</td>
<td>16%</td>
</tr>
<tr>
<td>White</td>
<td>438</td>
<td>31%</td>
<td>59%</td>
<td>15%</td>
</tr>
</tbody>
</table>
Dashboard coming soon
CoC Analysis Tool: Race and Ethnicity

American Community Survey

PIT Count Data

Drill downs by:
Unsheltered homelessness
Families with children
Youth
Veterans
CoC Analysis Tool: Race and Ethnicity

### Distribution of Race

#### All People

<table>
<thead>
<tr>
<th>Category</th>
<th>In Poverty (ACS)</th>
<th>Experiencing Homelessness (PIT)</th>
<th>Experiencing Unsheltered Homelessness (PIT)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>50%</td>
<td>42%</td>
<td>44%</td>
</tr>
<tr>
<td>White</td>
<td>16%</td>
<td>32%</td>
<td>24%</td>
</tr>
<tr>
<td>Black</td>
<td>18%</td>
<td>10%</td>
<td>16%</td>
</tr>
<tr>
<td>Native American/Alaskan</td>
<td>15%</td>
<td>7%</td>
<td>9%</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other/Multi-Racial</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### In Families with Children

<table>
<thead>
<tr>
<th>Category</th>
<th>Experiencing Homelessness (PIT)</th>
<th>Experiencing Unsheltered Homelessness (PIT)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>22%</td>
<td>14%</td>
</tr>
<tr>
<td>White</td>
<td>55%</td>
<td>21%</td>
</tr>
<tr>
<td>Black</td>
<td>5%</td>
<td>51%</td>
</tr>
<tr>
<td>Native American/Alaskan</td>
<td>6%</td>
<td>10%</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>Other/Multi-Racial</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Race and Ethnicity Analysis with Stella P

Poverty → Homelessness → CES / Front Door Services → Program Enrollment → Outcomes (LOS, Exits to PH, Returns)

- Days Homeless by Population
- Exits to Permanent Destinations by Population
- Returns to the Homeless System by Population
- Demographics comparison by project type
Percent of households who exited to permanent destinations by population group

- White, Non-Hispanic/Non-Latino: 60% (5,046 HH), 46%
- White, Hispanic/Latino: 9% (791 HH), 50%
- Black or African American: 5% (463 HH), 47%
- Asian: <1% (39 HH), 56%
- American Indian or Alaska Native: 6% (482 HH), 33%
- Native Hawaiian/Other Pacific Islander: 1% (97 HH), 36%
- Multiple Races: 4% (370 HH), 44%
From Analysis to Action

Analyze

which groups and which part of the system

Explore

talk to people with lived experience

Design

strategies targeted to address disparities

Evaluate

based on equity and performance goals

Local process

(HUD tools)
Racial and Ethnic Distribution of Alameda County's General Population (blue) Compared With Alameda County's Homeless Population (orange)
Explore contributing factors: conducted focus groups with people of color experiencing homelessness

Design performance improvement strategies: shallow subsidies and dedicated affordable housing
CASE STUDY: WHATCOM COUNTY, WA

Whatcom County - Coordinated Entry (CE), Housing Programs, County Population, and Experiencing Homelessness

- Whatcom County Population (ACS): 84%
- Whatcom County Poverty Population (ACS): 78%
- Experiencing homelessness (PIT): 68%
- CE Intakes: 73%
- Housing program enrollments: 74%

Colors indicate population segments:
- White
- Black/African-American
- US Indian/Alaska Native
- Asian/Pacific Islander
- Other/Multi Racial
**Case Study: Whatcom County, WA**

**Explore** contributing factors: Share data and discuss with case workers, Lummi housing authority.

**Design** performance improvement strategies: Establish satellite CE access point on reservation, adapt fiscal processes.
Strategies to Improve Equity

• Affirmatively market the program
• Outreach and develop meaningful connections with marginalized communities
• Translate all documents and marketing information into the most common languages by those in your community
• Hiring and promoting people from marginalized groups
• Including people from marginalized groups with lived experience on decision making panels
Community Generated strategies

- Hiring practices that support diversity
- Partnerships with organizations representing marginalized communities
- Adopting anti-racist policies, and approaching policymaking through the lens of anti-racism
- Targeted outreach
- Culturally aware assessments and interviews
- Staff training for cultural competence
- Spanish language training/hiring
Equity Efforts at the State Level

Equity analysis work
• Creating tools for communities to self monitor

Competitive funding with an equity lens
• CE Diversion Pilot
  • Used race and ethnicity data as a part of the RFP process
  • Communities provided their own solutions for disparities in their applications
• ERAP
  • Race and ethnicity data used as a performance measure
  • Communities are expected to meet demographic benchmarks based on their populations
Targeted Universalism*

**Improve Equity & Improve System Performance**

Step 1: Set a universal goal.

Step 2: Assess the general population performance relative to the universal goal.

Step 3: Assess and identify the performance of groups that are performing differently with respect to the universal goal.

Step 4: Assess and understand the structures and other factors that support or interfere each group from achieving the universal goal.

Step 5: Develop and implement targeted strategies for each group to reach the goal.

*Concept developed by Dr. John Powell (Othering and Belonging Institute)
Questions to Consider*

• What are the Race Equity goals for this strategy?

• How are we being accountable to black, indigenous, and people of color (BIPOC) in this process? → **BE ACCOUNTABLE TO MOST IMPACTED**

• How are we maximizing benefit and minimizing harm to BIPOC in this process? → **MAXIMIZE BENEFIT & MINIMIZE HARM**

• What are the systemic and institutional barriers in place that act as additional constraints for BIPOC? What are interventions to remove barriers to ensure equitable outcomes? → **IDENTIFY & REMOVE BARRIERS**

*adapted from content by LaMont Green (Technical Assistance Collaborative), Nastacia’ Moore (C4 Innovations), and Shenna Morris (Collaborative Solutions, Inc.)
Monitor and Evaluate Strategies

Continuous Quality Improvement

Evaluate
Plan
Implement
References and Additional Resources

Washington State Department of Commerce Homeless System Performance

Stella P

CoC Analysis Tool: Race and Ethnicity

Targeted Universalism (brief introduction video)

Supporting Partnerships for Anti-Racist Communities (SPARC)

Phase One Study Findings

HUD Disaster Response Rehousing Equity Resources