Abt ASSOCIATES

BOLD THINKERS DRIVING REAL-WORLD IMPACT

Analyzing Racial Equity in Homeless Services

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

Presenter Introductions

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Washington State Department of Commerce

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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?

Why Race and Ethnicity Equity Analysis?

"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

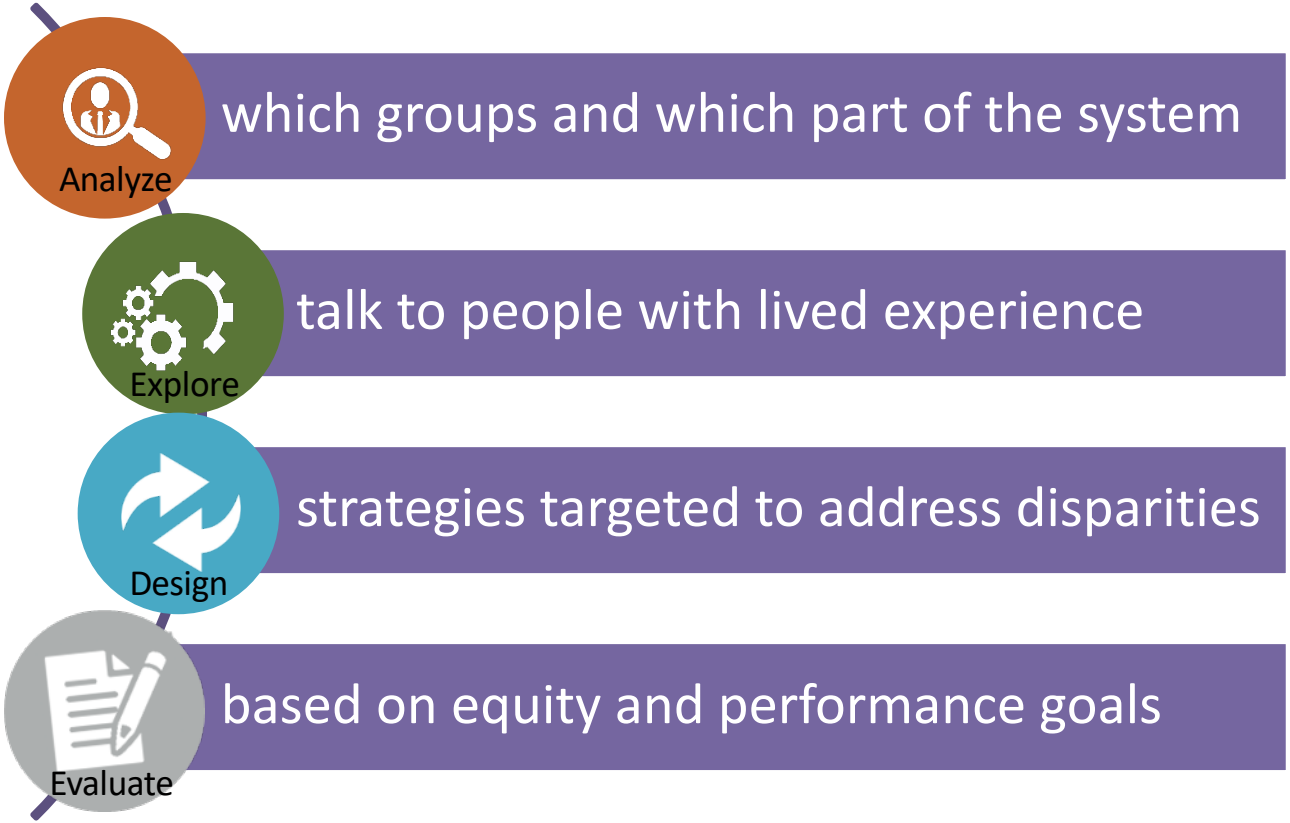
Analyze Performance Data

Explore Contributing factors

Design Improvement Strategies

Implement and Evaluate Strategies

Equity analysis for performance improvement



Step 1: Analysis

WA Balance of State: Understanding Demographics

What is the demographic break down of the Balance of State?

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

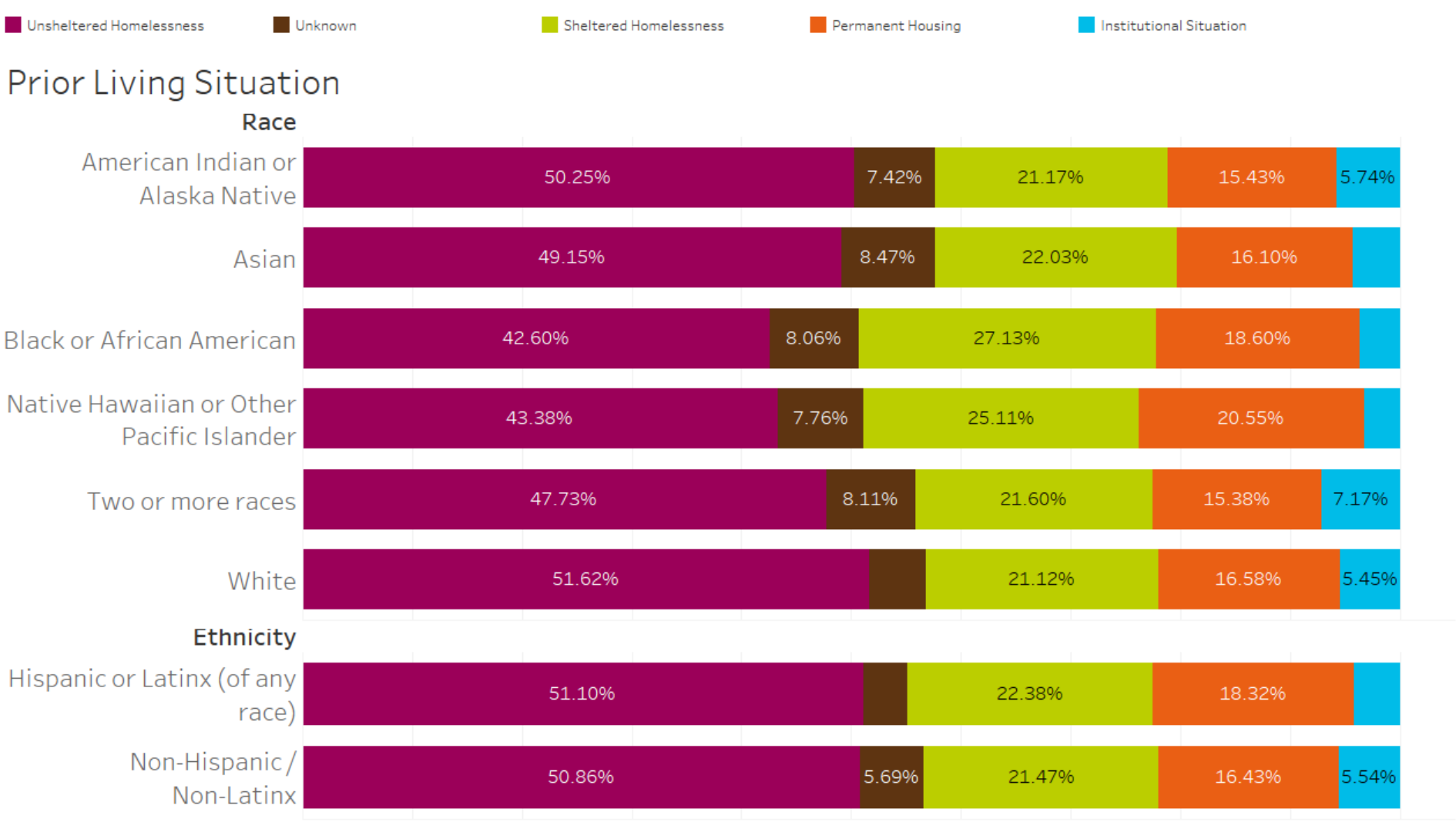
Ethnicity	% of Total Population	% of Total In Poverty	% of Total PIT	% of Total Number of Clients
Hispanic or Latinx (of any race)	12.50%	21.30%	15.89%	19.72%
Non-Hispanic/Non-Latinx	87.50%	78.70%	84.11%	80.28%

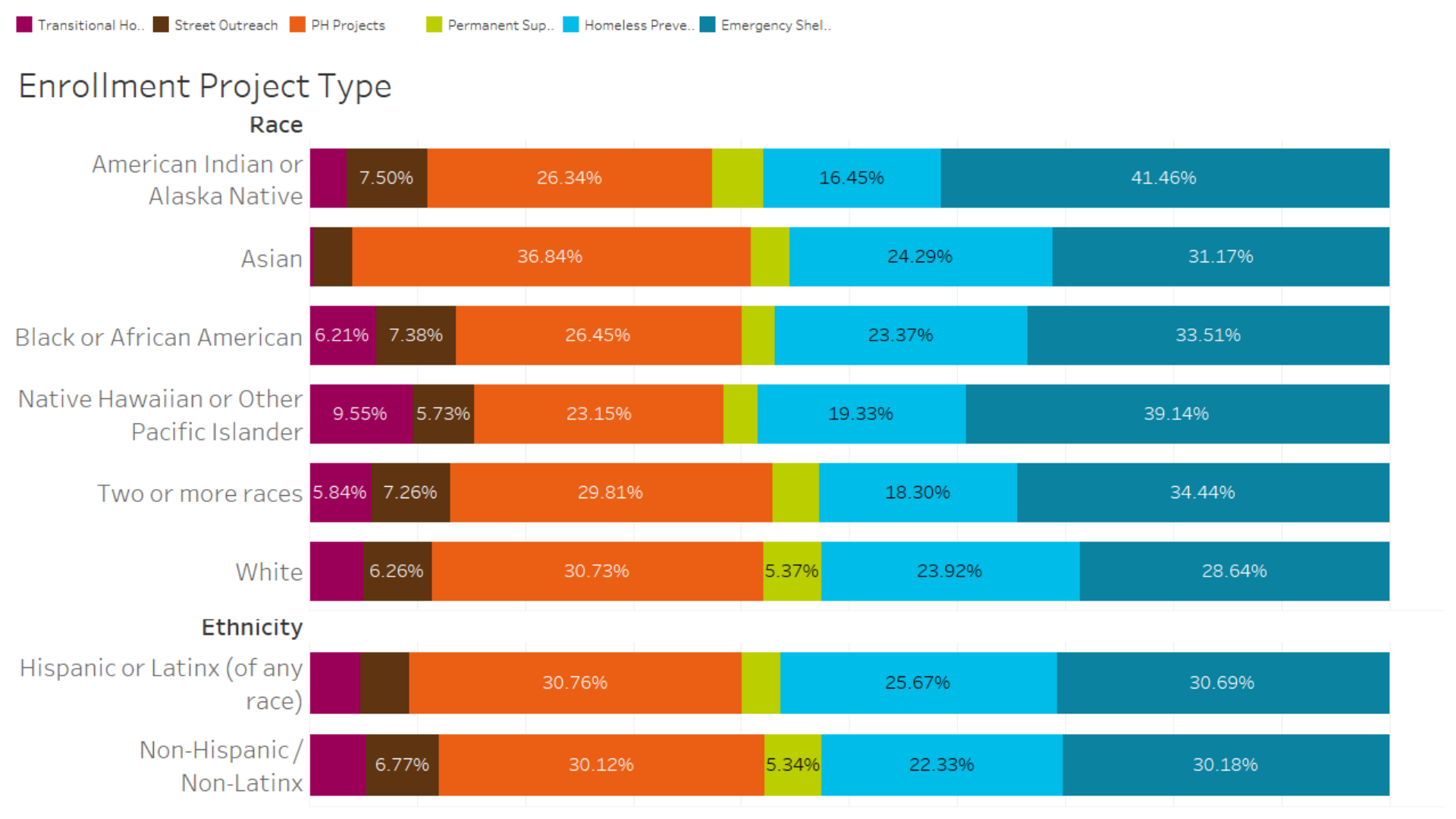
WA Balance of State: Understanding Demographics

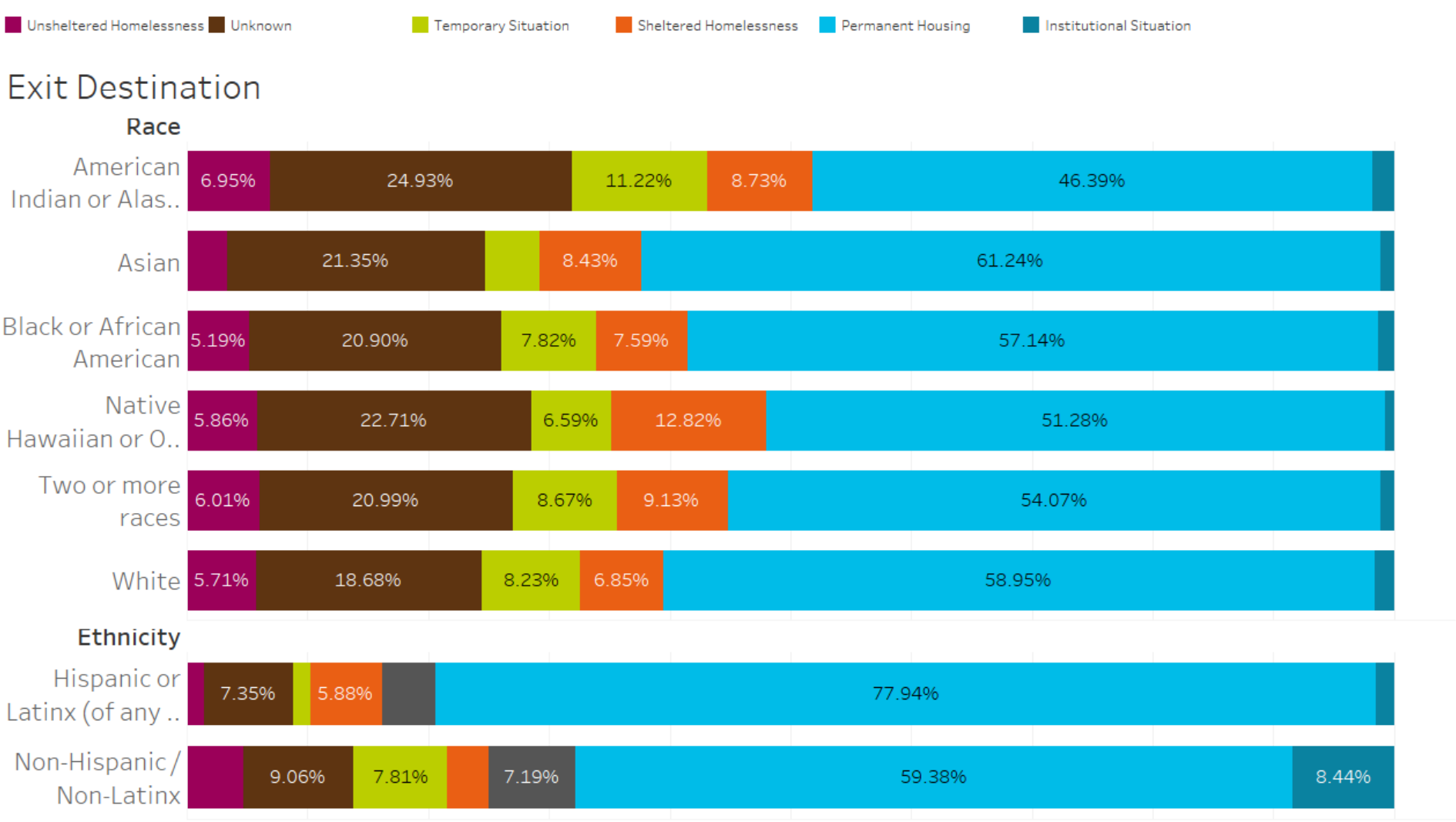
If you grab 100,000 of any race or ethnicity…

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

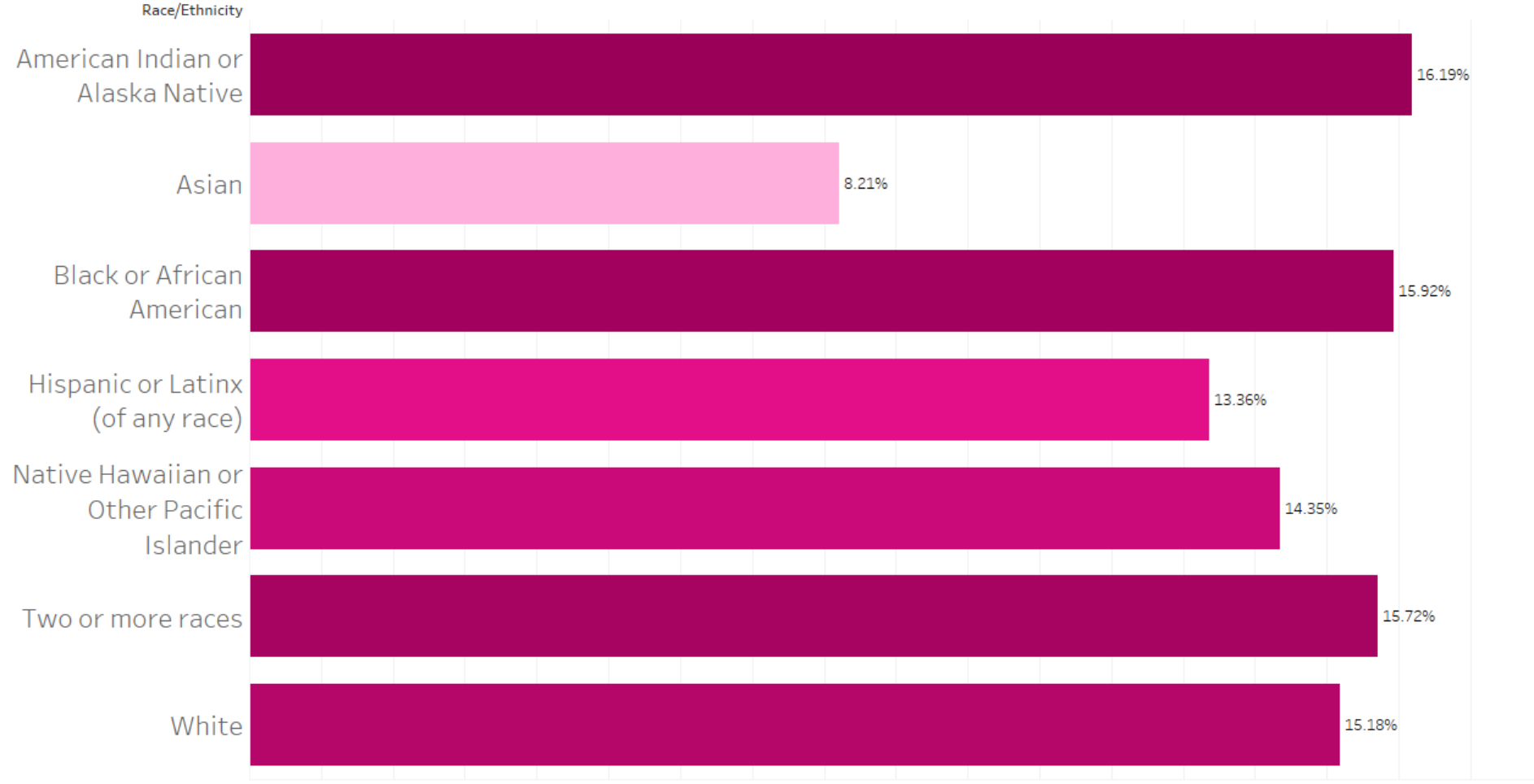
Ethnicity	Poverty Rate	PIT Rate	Enrollment Rate
Hispanic or Latinx (of any race)	19552	80	664
Non-Hispanic/Non-Latinx	10319	61	386


Unsheltered Homelessness
Unknown
Sheltered Homelessness
Permanent Housing
Institutional Situation
Prior Living Situation
Race
American Indian or Alaska Native
50.25%
7.42%
21.17%
15.43%
5.74%
Asian
49.15%
8.47%
22.03%
16.10%
Black or African American
42.60%
8.06%
27.13%
18.60%
Native Hawaiian or Other Pacific Islander
43.38%
7.76%
25.11%
20.55%
Two or more races
47.73%
8.11%
21.60%
15.38%
7.17%
White
51.62%
21.12%
16.58%
5.45%
Ethnicity
Hispanic or Latinx (of any race)
51.10%
22.38%
18.32%
Non-Hispanic / Non-Latinx
50.86%
5.69%
21.47%
16.43%
5.54%


Transitional Ho..
Street Outreach
PH Projects
Permanent Sup..
Homeless Preve..
Emergency Shel..
Enrollment Project Type
Race
American Indian or Alaska Native
7.50%
26.34%
16.45%
41.46%
Asian
36.84%
24.29%
31.17%
Black or African American
6.21%
7.38%
26.45%
23.37%
33.51%
Native Hawaiian or Other Pacific Islander
9.55%
5.73%
23.15%
19.33%
39.14%
Two or more races
5.84%
7.26%
29.81%
18.30%
34.44%
White
6.26%
30.73%
5.37%
23.92%
28.64%
Ethnicity
Hispanic or Latinx (of any race)
30.76%
25.67%
30.69%
Non-Hispanic / Non-Latinx
6.77%
30.12%
5.34%
22.33%
30.18%


Unsheltered Homelessness
Unknown
Temporary Situation
Sheltered Homelessness
Permanent Housing
Institutional Situation
Exit Destination
Race
American Indian or Alas..
6.95%
24.93%
11.22%
8.73%
46.39%
Asian
21.35%
8.43%
61.24%
Black or African American
5.19%
20.90%
7.82%
7.59%
57.14%
Native Hawaiian or O..
5.86%
22.71%
6.59%
12.82%
51.28%
Two or more races
6.01%
20.99%
8.67%
9.13%
54.07%
White
5.71%
18.68%
8.23%
6.85%
58.95%
Ethnicity
Hispanic or Latinx (of any ..
7.35%
5.88%
77.94%
Non-Hispanic / Non-Latinx
9.06%
7.81%
7.19%
59.38%
8.44%

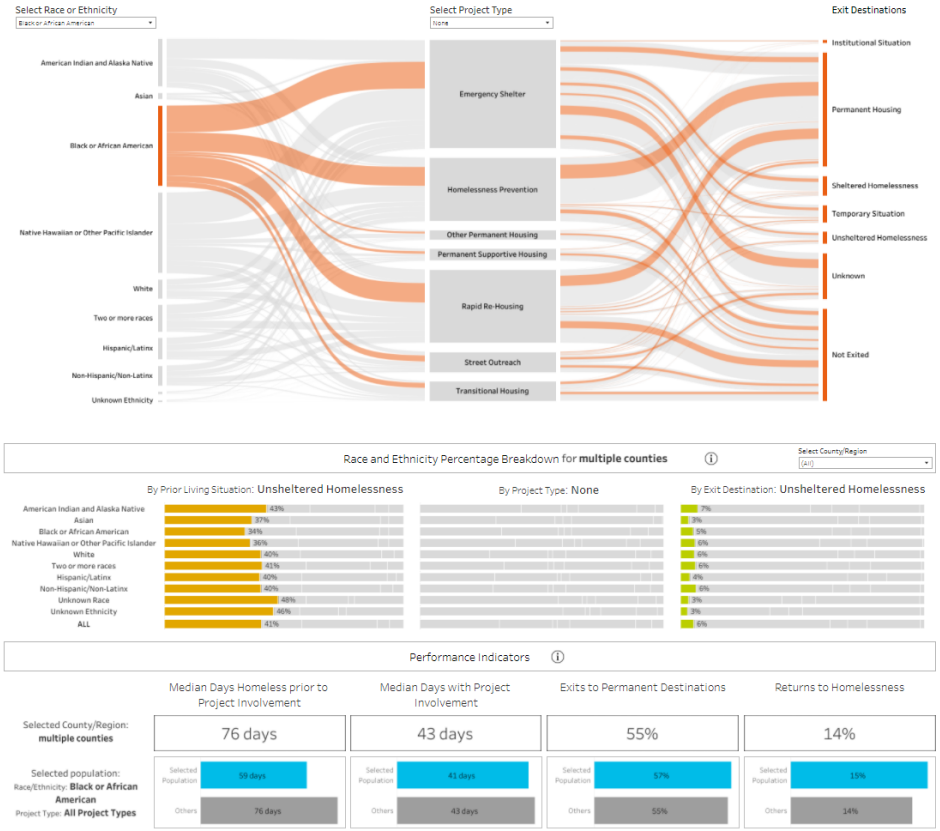
Returns to Homelessness



Telling a Story

Race	Enrollments per 100,000	% in PH Projects	% exits to PH	% Returns
American Indian or Alaska Native	1,670	26%	46%	16%
Black or African American	698	26%	57%	16%
White	438	31%	59%	15%

Dashboard coming soon



Analyze

CoC Analysis Tool: Race and Ethnicity

American Community Survey

PIT Count Data

Drill downs by:

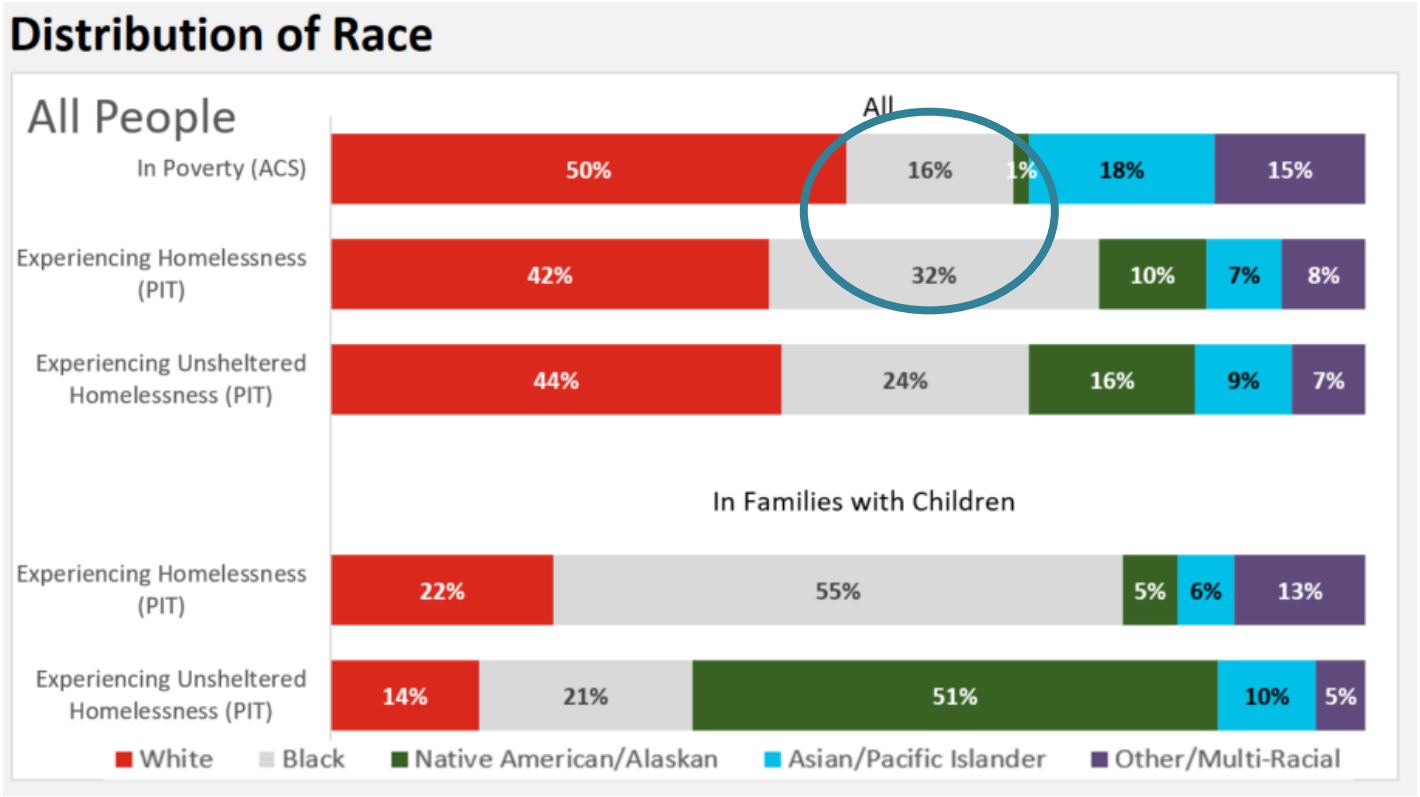
Unsheltered homelessness

Families with children

Youth

Veterans

CoC Analysis Tool: Race and Ethnicity



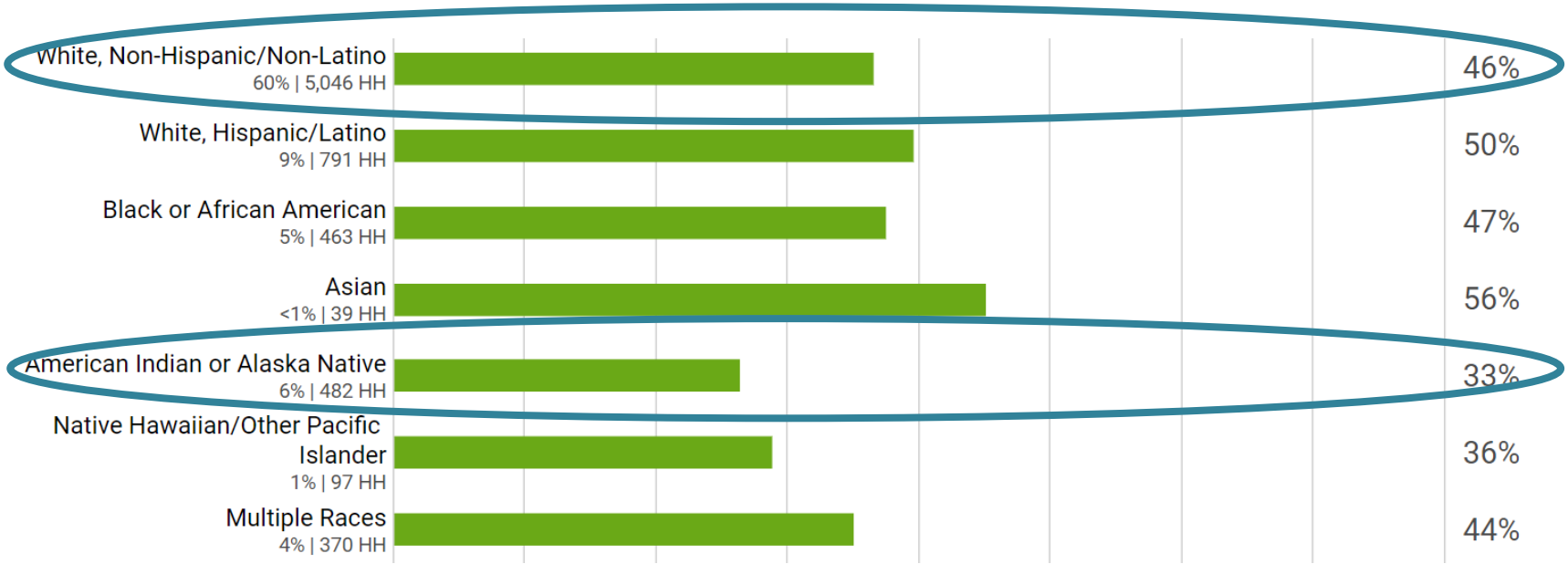
Race and Ethnicity Analysis with Stella P

- Days Homeless by Population
- Exits to Permanent Destinations by Population
- Returns to the Homeless System by Population
- Demographics comparison by project type

Longitudinal Systems Analysis (LSA)

Race and Ethnicity Analysis with Stella P

Percent of households who exited to permanent destinations by population group

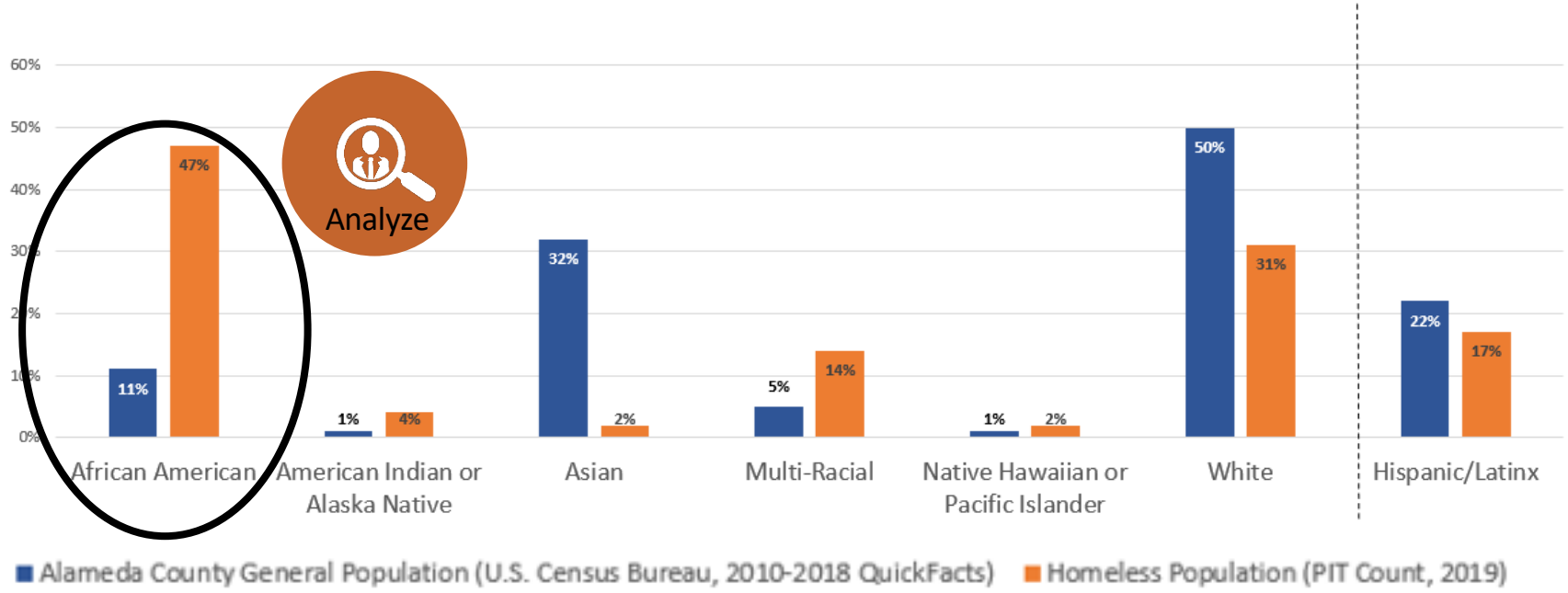


From Analysis to Action

Analyze

CASE STUDY: OAKLAND, CA

Racial and Ethnic Distribution of Alameda County's General Population (blue) Compared With Alameda County's Homeless Population (orange)



Explore & Design

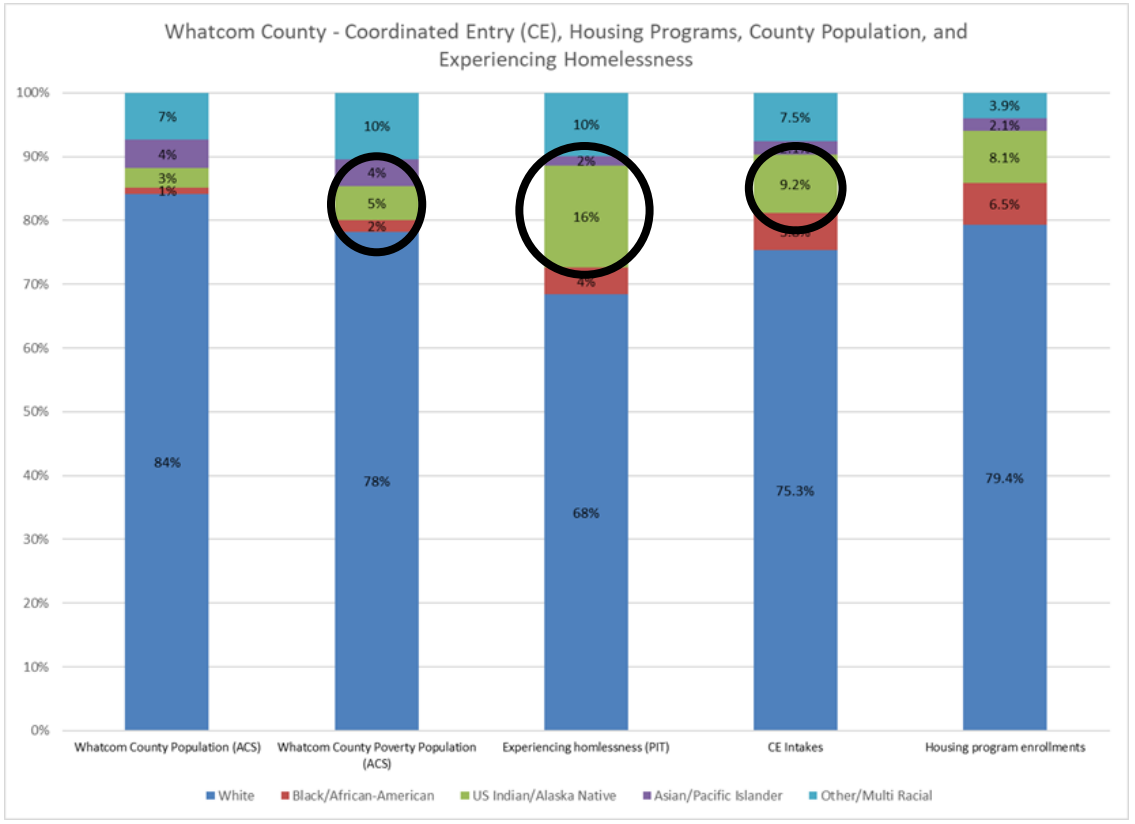
Case Study: Oakland, CA

Explore contributing factors: conducted focus groups with people of color experiencing homelessness

Design performance improvement strategies: shallow subsidies and dedicated affordable housing

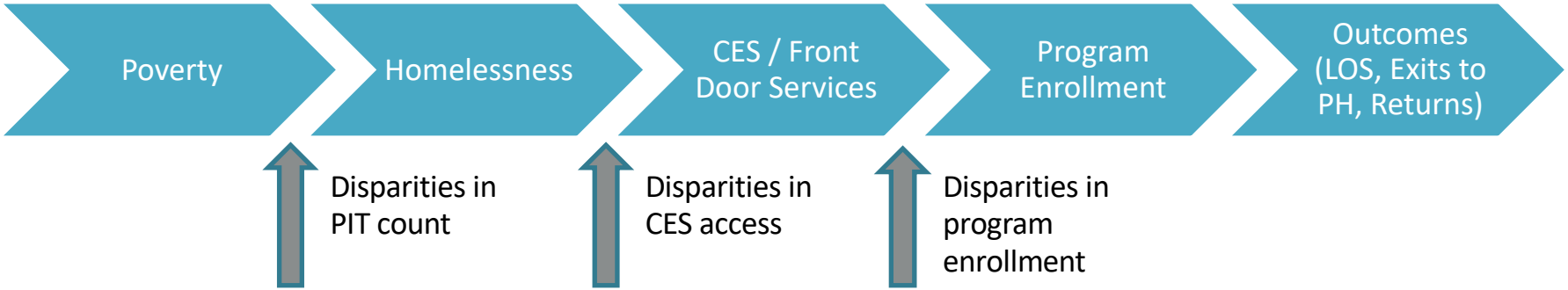
Analyze

Case Study: Whatcom County, WA



Explore & Design

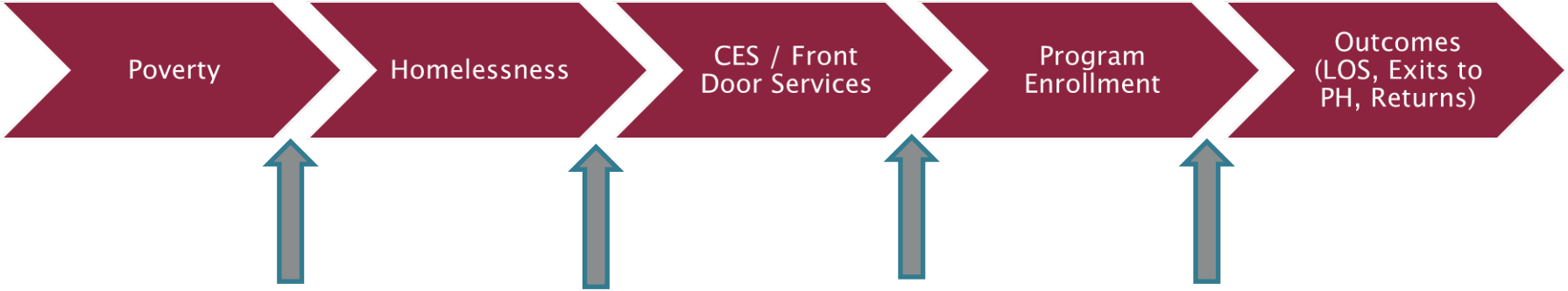
Case Study: Whatcom County, WA



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*

<u>Improve Equity & Improve System Performance</u>

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)*

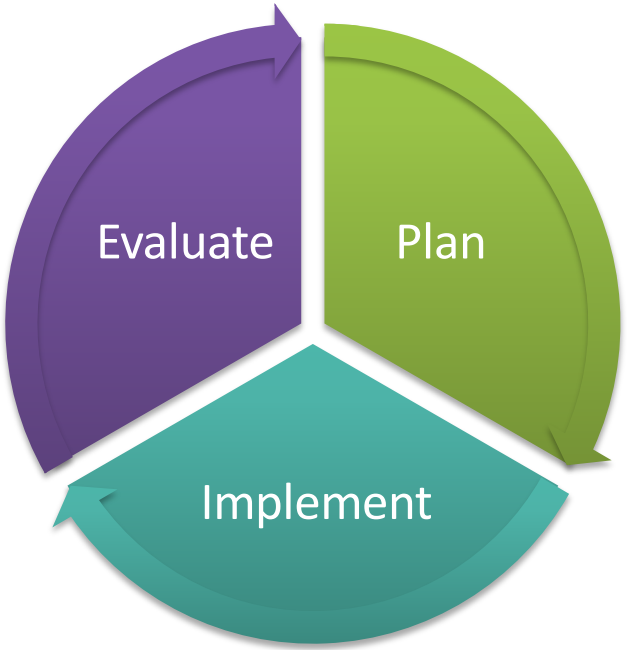
Questions to Consider*

- 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



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