

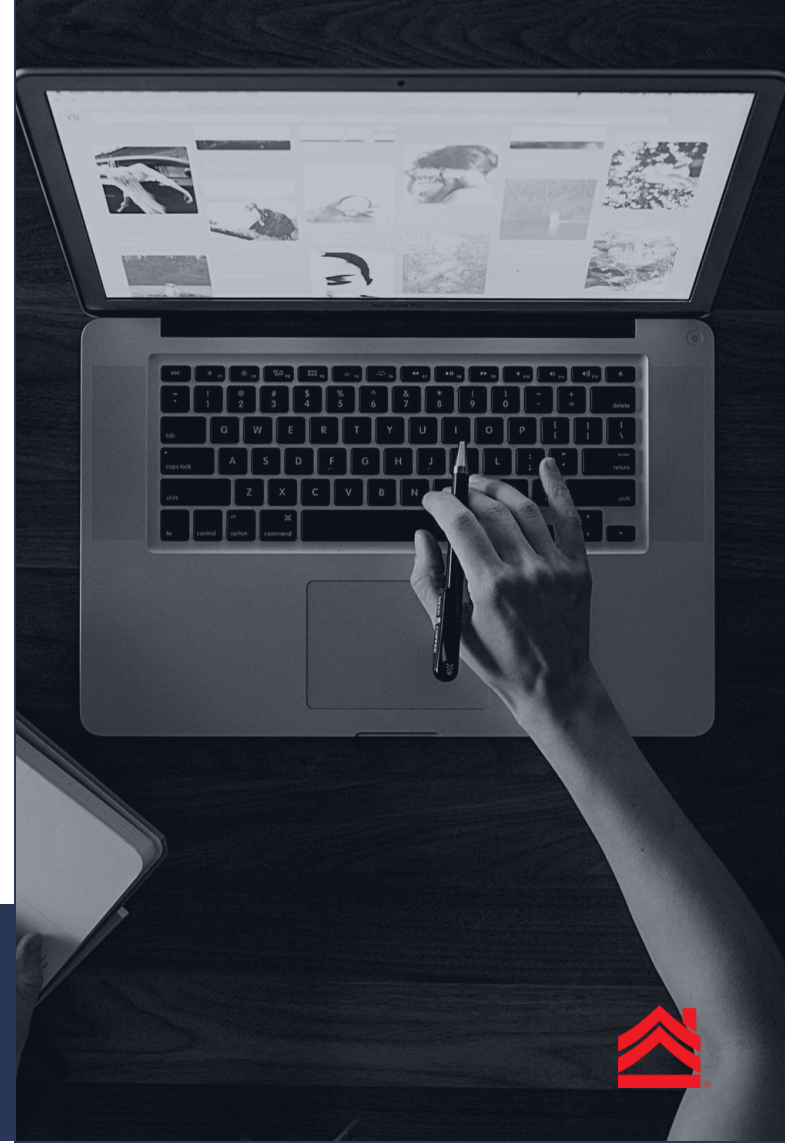
NATIONAL COALITION FOR HOMELESS VETERANS

2020 NCHV ANNUAL CONFERENCE

Virtual Edition



SP 3: USING A RACIAL EQUITY LENS TO SERVE ALL WHO SERVED



Using a Racial Equity Lens to Serve all Who Served

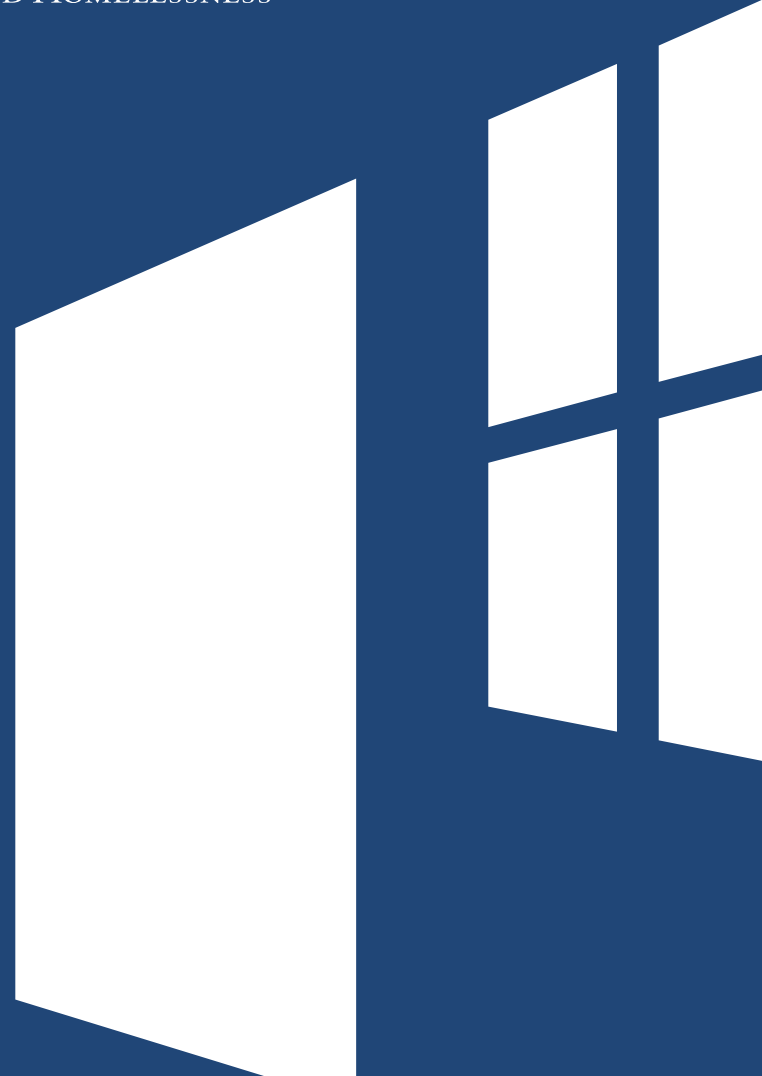


Panelists:

Chandra Crawford
Director of Individual Adult Homelessness
NAEH

Dawn Gilman
CEO
Changing Homelessness

Chan Crawford, Ph.D.
Director of Individual Homeless Adults



VETERAN HOMELESSNESS AND RACE

**Analyzing Racial Disparities in the Homelessness System:
What You Should Know**

NCHV Conference 2020



National Alliance to End Homelessness

- NAEH is a nonpartisan, nonprofit organization whose sole purpose is to end homelessness in the United States
 - We use research and data to find solutions to homelessness
 - We work with federal and local partners to create a solid base of policy and resources that support those solutions
 - We help communities implement solutions

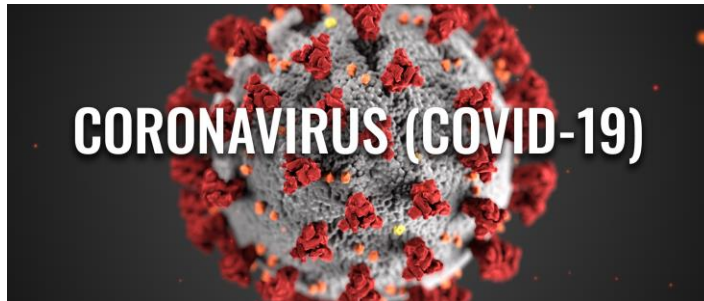
Outline

- *Overview: Reflection on Racism and a Call to Action*
- *Understanding COVID-19 and Racial Inequity*
- *Homelessness, Race and COVID-19*
- *Veterans and Disproportionately in Homelessness*
- *What the Homeless System Can Do to Address Equity*
- *Looking Ahead: Using Data to Assess Outcomes in Your System*
- *Action Steps*

**There's a lot of talk about
racism these days**

What has sparked the change?

COVID-19 and racial and ethnic disparities



The murder of Mr. George Floyd



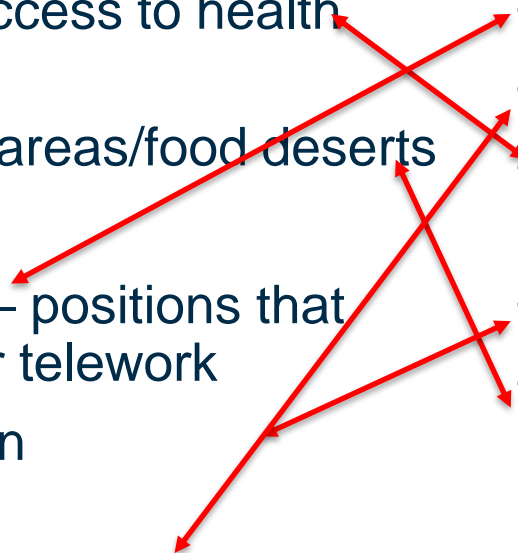
“If ever there were a time” has always been a constant

Racial Disparities and COVID-19: *Current Crisis*

- Inadequate access to health care
- Underserved areas/food deserts
- Poverty
- Employment – positions that don't allow for telework
- Criminalization

Minority Overrepresentation in Homelessness: *Ongoing Crisis*

- Poverty
- Criminalization
- Inadequate access to health care
- Employment –underemployment
- Underserved areas



Justice Requires a Movement – not a Fad!

If we fail to address structural racism, we will always land in the same place:

Hurricane Katrina, homelessness, overcriminalization, COVID-19 and so on

Race and COVID-19

- **Black people are (especially) disproportionately impacted by COVID-19**
- **Blacks account for 13.4% of the general population (Census Bureau)**
- **Counties with higher Black populations accounted for more than half of all cases and almost 60% of deaths at onset of pandemic**

The likelihood of COVID-19 increased with the proportion of Black residents

<https://ehe.amfar.org/inequity>

Black people are 2 times more likely to die from COVID-19 than White People

<https://www.cdc.gov/coronavirus/2019-ncov/covid-data/investigations-discovery/hospitalization-death-by-race-ethnicity.html>

According to the CDC – Black people are almost 5x likely to be hospitalized

(Indigenous groups are 5x likely- followed by Hispanic or Latino persons who are at 4x the rate)

**Black and Brown people
are at higher risk due to
health, social and
economic disparities**

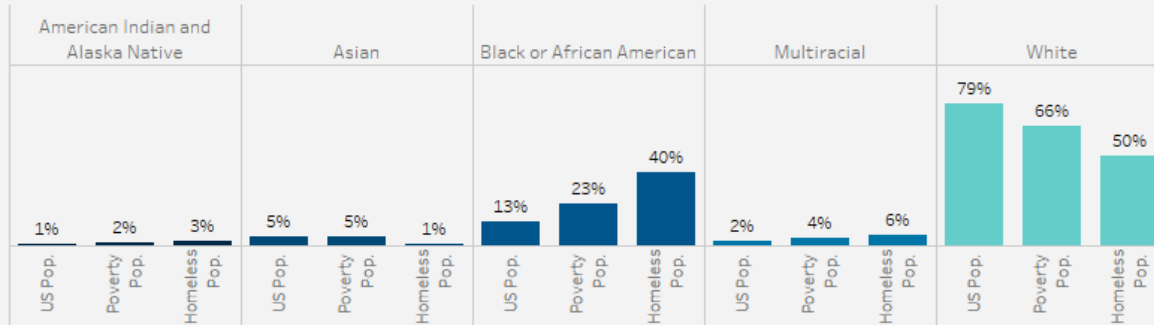
Race and Homelessness

- Most minority groups in the US represent a disproportionate share of the homeless population
 - The most striking disproportionality can be found among African Americans
 - **African Americans** make up **40%** of homeless population, but only **13%** of general population

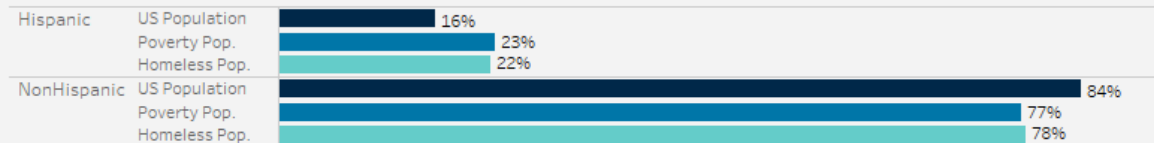
Race and Homelessness Cont.

2018 Race & Ethnicity Data: Homeless Population Compared to US Population

Racial Comparisons

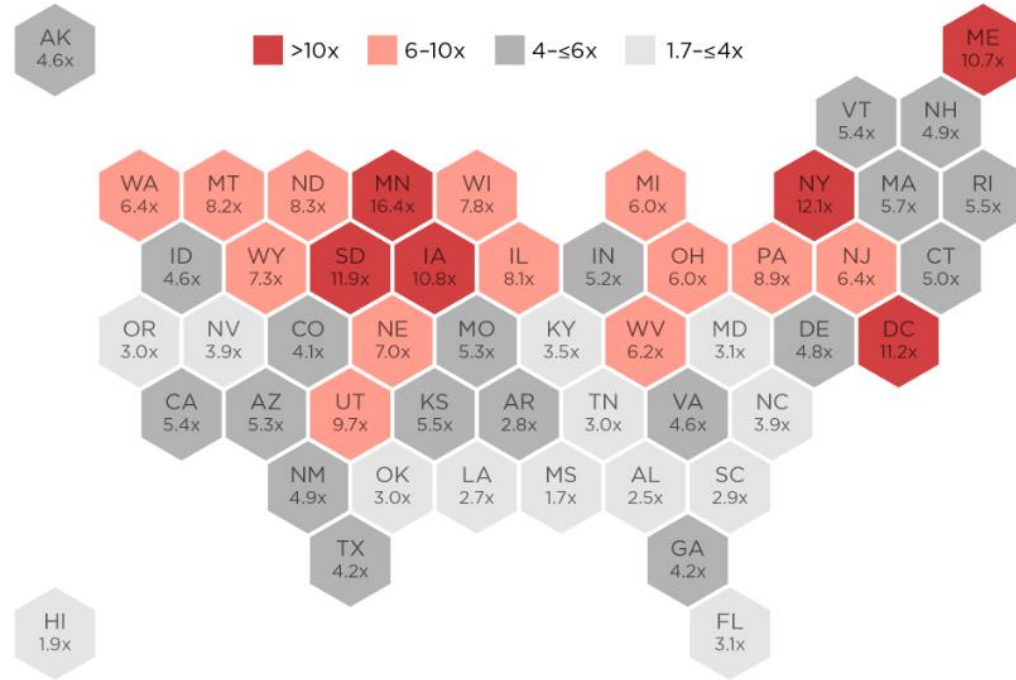


Ethnicity Comparisons



In Every State, African Americans Are More Likely Than Whites to Experience Homelessness

Ratio of Black-to-White homelessness rate by state, 2018



Source: NAEH analysis of U.S. Department of Housing and Urban Development 2018 Point-in-Time Count data



Veterans, Race, and Homelessness

- We also see disproportionate numbers among Veterans experiencing homelessness
 - According to HUD's 2019 Annual Homeless Assessment Report, 44% of all homeless Veterans are African American or Hispanic/Latinx
 - **African Americans** make up **one-third** of Veterans experiencing homelessness; **12%** of Veterans overall
 - **Hispanics** account for **11%** of Veterans experiencing homelessness; **7%** of Veterans overall

What Can the Homelessness System Do?

- Disproportionality influenced by historical and structural racism; including feeder systems such as criminal justice
 - *The homeless sector can and should contribute to these efforts to address disproportionality*
- **Homeless systems have the responsibility to make sure they are not, themselves, having a disparate impact on people based on race or ethnicity**

Step 1: Assess Disproportionality and Disparity

- **Tool:** HUD [CoC Analysis Tool on Race and Ethnicity](#).
 - Allows you to examine what percentage of people in your CoC are poor, homeless, sheltered and unsheltered based on race and ethnicity

Step 2: Assess Data for Disparate Outcomes

- **Tool:** NAEH Race Equity Tool
- The Alliance's Racial Equity Network created a tool to help you measure whether the outcomes of your program or system vary depending on the race or ethnicity of a homeless person or family
- Simple dashboard measuring key portions of a homeless program or system

<https://endhomelessness.org/resource/the-alliances-racial-equity-network-toolkit/>

Data Elements

Who experiences homelessness?

Who gets into Crisis housing (emergency shelter and transitional housing)?


Who gets into permanent housing?

Who returns to homelessness?

Step 2: Assess for Disparate Outcomes

- **Tool:** [NAEH Race Equity Tool](#)

A21

	A	B	C	D	E	F	G	H	I	J	K	L
1		National Alliance to										
2		END HOMELESSNESS										
3												
4												
5	Racial Equity Tool Instruction Guide											
6												
7	Begin by entering the dates for which you are analyzing data. Ideally this should be a full year period.											
8	After you have your year baseline, you can run these numbers quarterly to compare your data against it.											
9												
10	1-Who Experiences Homelessness?											
11	Enter the unduplicated total of people in homeless programs in your HMIS (ES, TH, RRH, PSH, OPH, SH)											
12												
13	2-Who Gets into Crisis Housing?											
14	Input the total number of unduplicated entries into Emergency Shelter and Transitional Housing											
15												
16	3-Who Gets into Permanent Housing											
17	Enter the total number of exits to permanent housing from homeless programs in your HMIS (ES, TH, RRH, PSH, OPH, SH)											
18												
19	4-Who Returns to Homelessness?											

What's in the COVID-19 Data Tab?

- The COVID-19 tab of the Racial Equity Tool helps communities analyze the racial component to the COVID crisis.
- Asks several questions to help you determine if and where equity issues exist
 - 1a - How many people experiencing homelessness in your system are symptomatic for COVID-19 (have fevers and other symptoms such as cough or difficulty breathing)?
 - 1b - Of those people, how many were tested?
 - 2a - How many people experiencing homelessness in your system have tested positive for COVID-19?
 - 2b - How many of those positives have received treatment?
 - 3 - How many people experiencing homelessness have been referred to isolation and quarantine “beds” within your system?
 - 4 – How many people experiencing homelessness who have either appeared symptomatic or tested positive for COVID-19 have received permanent housing?

How does it Work?

- The tool is meant to be a basic starting point for assessing inequity in your community's COVID-19 response
- Simply enter the total number of people by race and ethnicity in the indicated cells on the spreadsheet
- The graphs to the right will auto populate with the calculated percentage for each group
- <https://endhomelessness.org/resource/the-alliances-racial-equity-network-toolkit/>

Use Data to Make Changes

- Without racial data we cannot see whether disparities exist
- If we don't see disparities, then we typically don't factor them into our decision-making or response
- Be intentional and committed for the long haul
- **Now what?**

Step 3: Use Data to Make Changes

Who Experiences Homelessness?

Immediate Steps:

- Make your data visually known internally/externally
- Add race/ethnicity data to CoC reports for continual tracking

Long-term Steps:

- Convene other stakeholders of feeder systems (e.g., child welfare, criminal justice) to share data and strategize how to reduce disparities of minority groups experiencing homelessness

Step 3: Use Data to Make Changes

Who Gets into Crisis Housing?

If you notice a disparity in clients accessing shelter and transitional housing (TH)

Immediate Steps:

- Convene a group of staff members and guests in the shelter/TH, including community stakeholders to review policy and procedure for barriers that might cause a specific racial group to avoid shelter (e.g., if African Americans are not accessing shelter proportionately, examine rules on dress code, criminal records and so on)
- Review data on bans/termination of services (e.g., is there a disparity with who is getting terminated from shelter and for how long?)

Long-term Step:

- Work with other community partners that largely serve minorities with outreach and assessment resources

Step 3: Use Data to Make Changes

Who Gets into Permanent Housing?

If the number of people accessing permanent housing is disproportionate to the number of people experiencing homelessness

Immediate Steps:

- Does your model address discrimination that may occur in the market (e.g., landlord engagement)?
- Does your model take into account culturally-responsive, community based supports the client/tenant might need?

Long-term Steps:

- Get technical assistance to re-design your coordinated entry processes if found to have disparate outcomes

Step 3: Use Data to Make Changes

Who Returns to Homelessness?

If the number of people returning homelessness is disproportionately high for people of color/ethnicity to who experience homelessness

Immediate Steps:

- Dedicate more intensive services to those with previous experiences in homelessness

Long-term Steps:

- Explore other systems to engage to connect people with mainstream resources to help maintain stability

There's More You Can Do!

- **Organizational**

- designate a staff person or a team to address racial equity in your organization
- commit resources
- annually train staff
- hold ongoing opportunities to discuss racial equity

- **Listening to People with Lived Expertise**

- provide opportunities for those in your system to give feedback and expand opportunities for policy participation

Resources

<https://endhomelessness.org/wp-content/uploads/2020/02/REN-Action-Steps-final.pdf>

THANK YOU

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Using a Racial Equity Lens to Serve all Who Served

Dawn Gilman
CEO
Changing Homelessness

NATIONAL COALITION FOR HOMELESS SERVICES
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National Coalition for Homeless Veterans

9.24.20

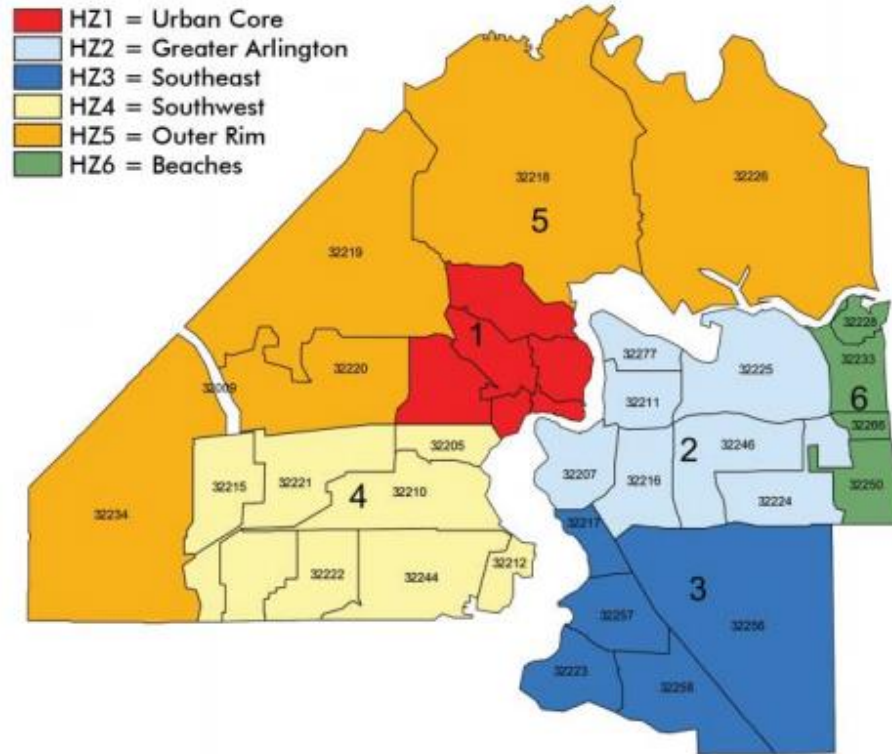


Racial Equity to End Homelessness



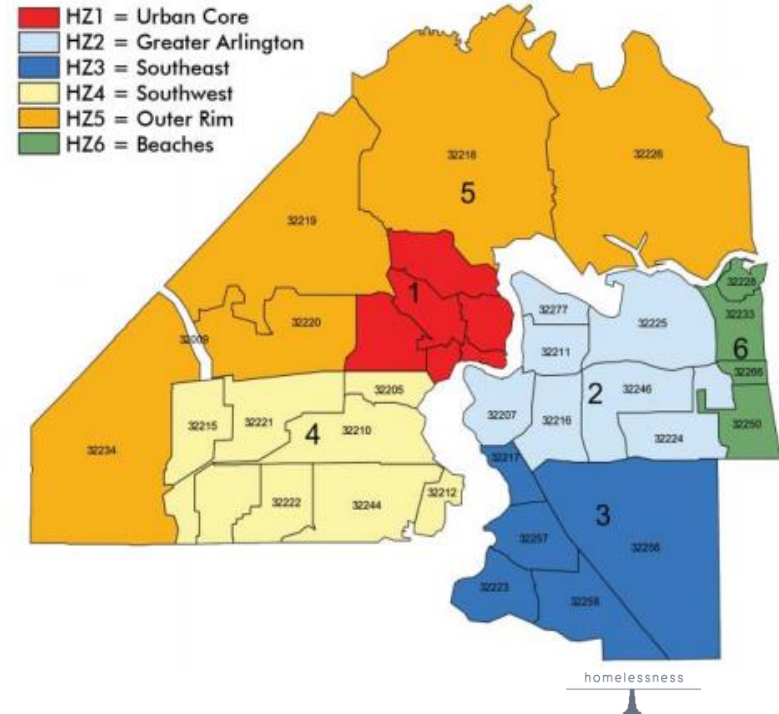
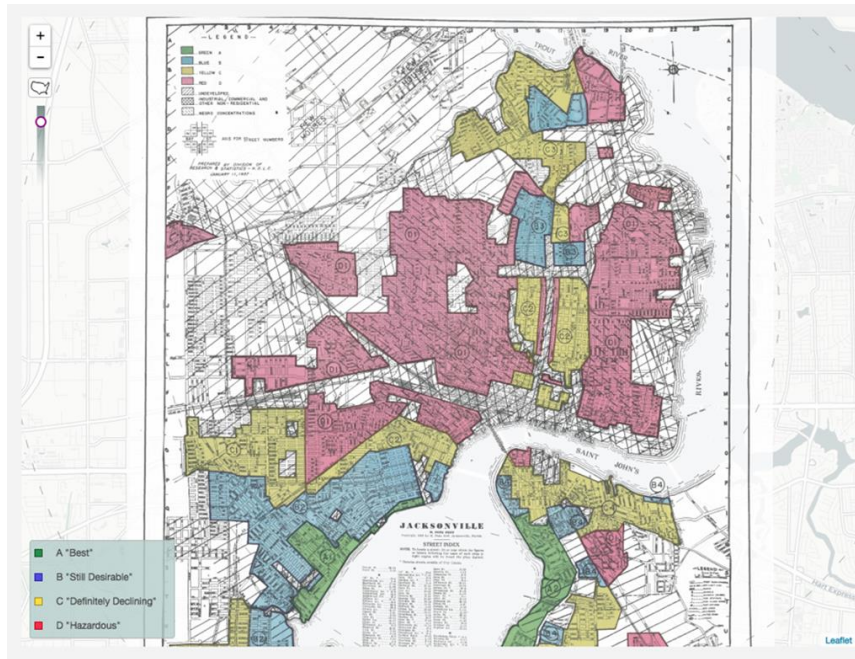
Structural Racism

9.24.20



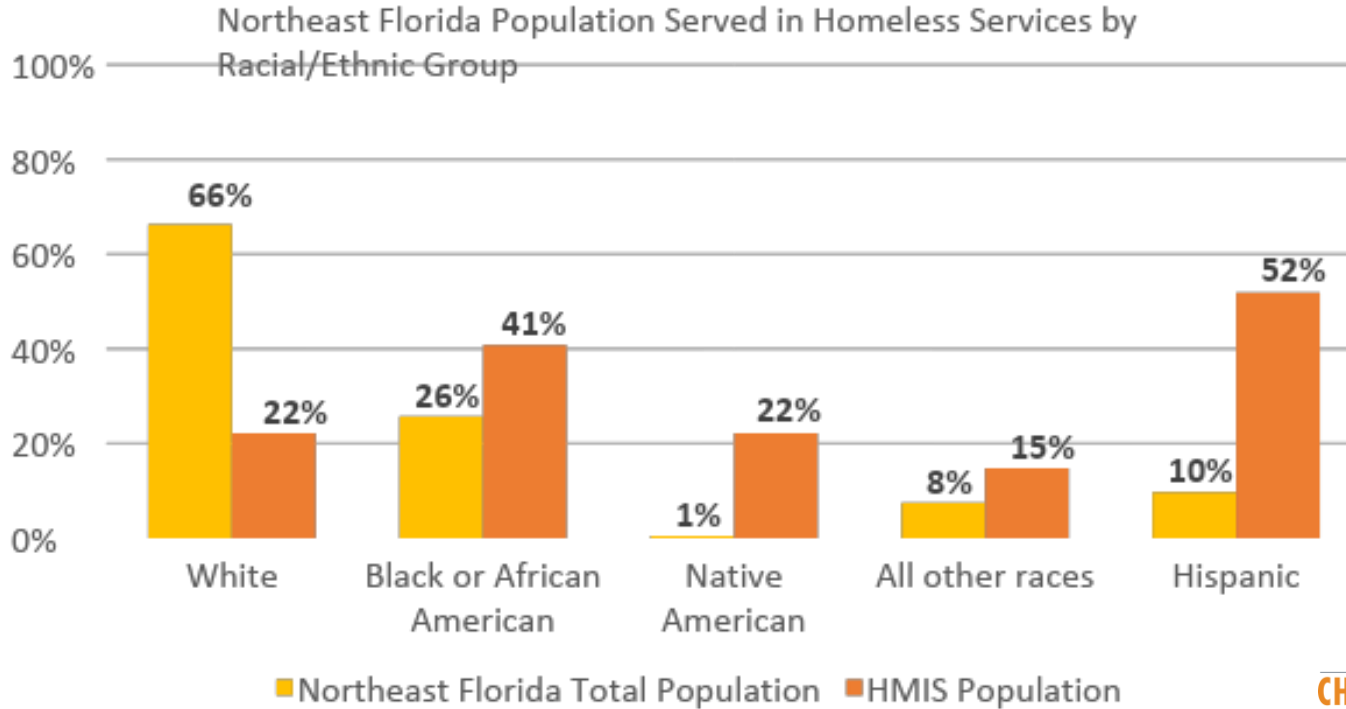
Structural Racism

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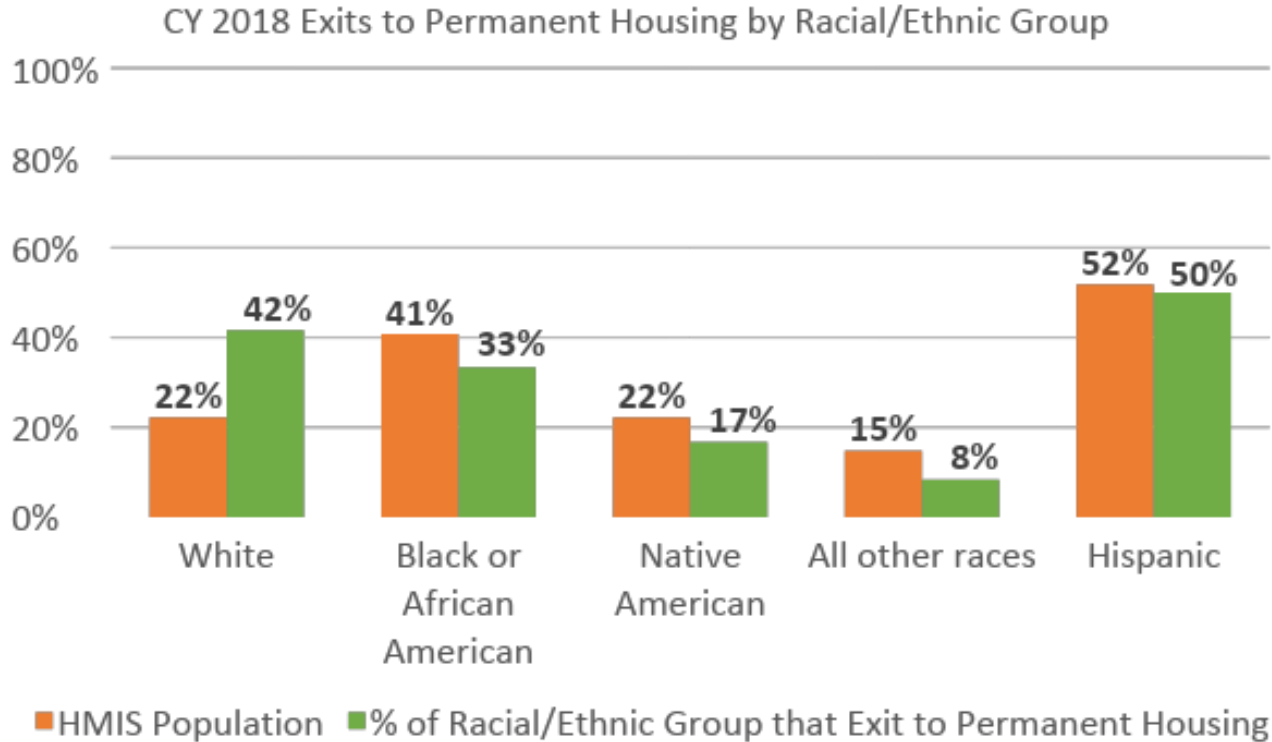
System Demographics

9.24.20



Who is Exiting the System?

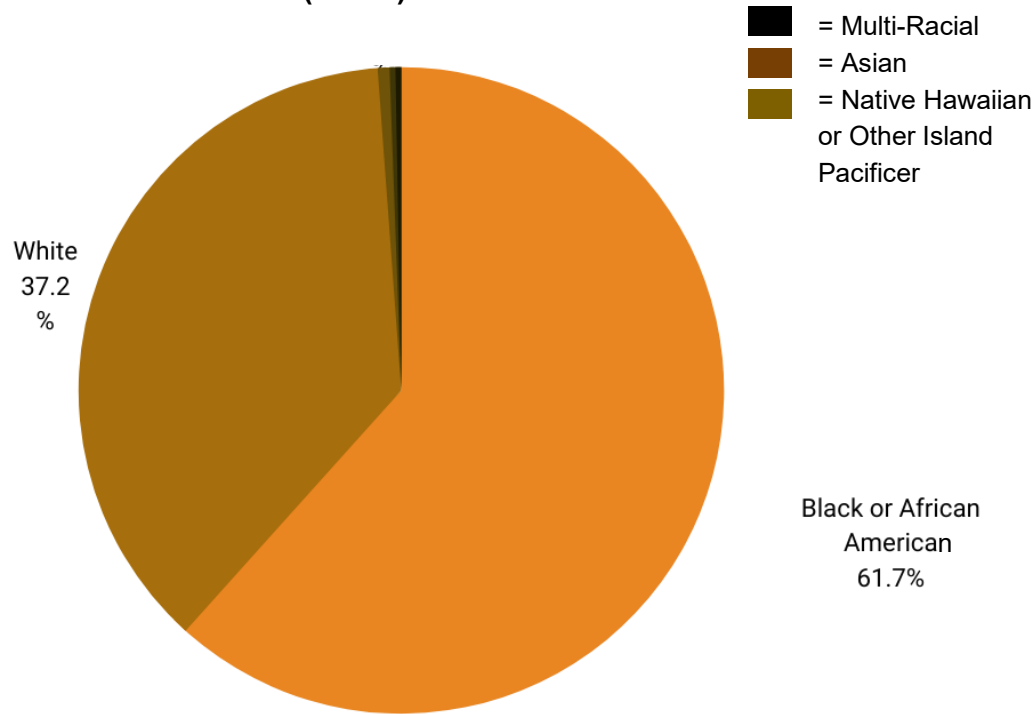
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Program Demographics

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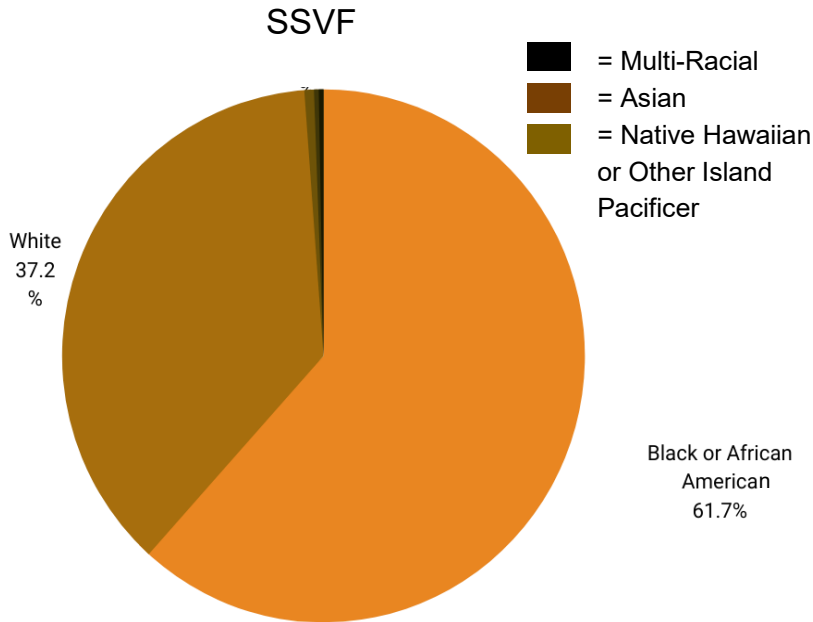
Total FL-510 RRH (SSVF)



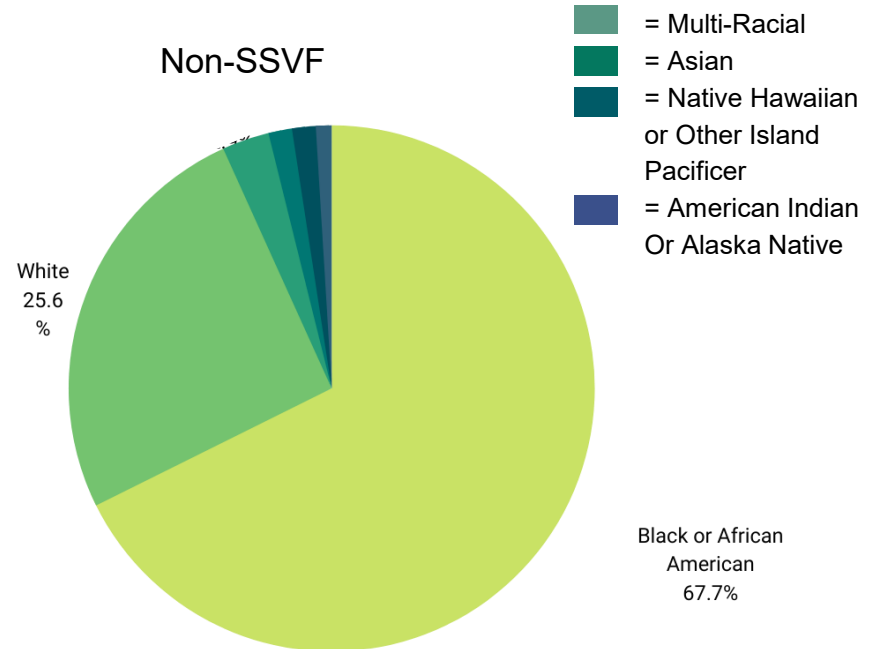
Program Demographics

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Total FL-510 RRH (SSVF)



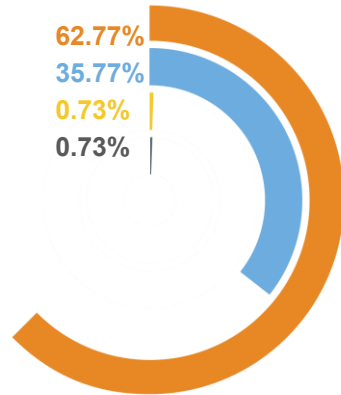
Non-SSVF



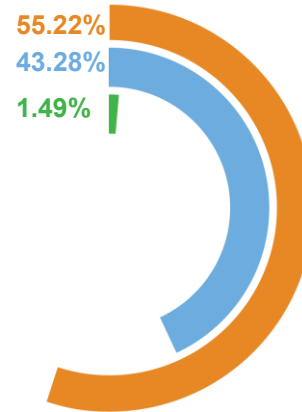
Program Demographics

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Positive Exits FL-510 RRH (SSVF)




Negative Exits FL-510 RRH (SSVF)





 = Black or African America

 = White

 = Asian

 = Multi-Racial

 = Native Hawaiian or other Pacific Islander

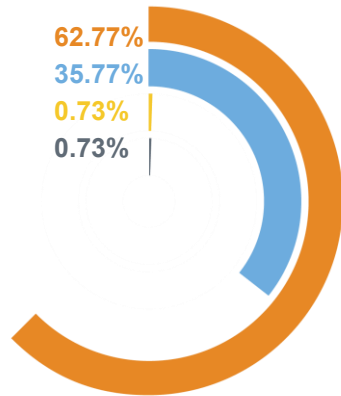
 = American Indian or Alaskan Native

Program Outcomes

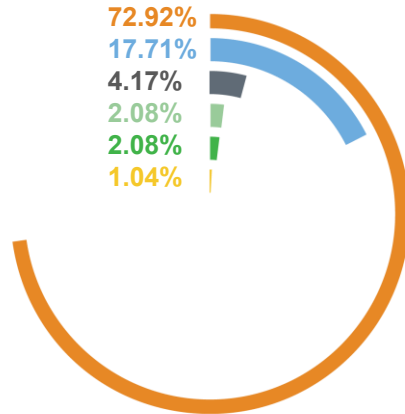
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Positive Exits FL-510 RRH

SSVF

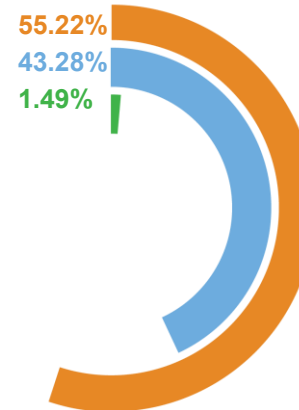


Non-SSVF

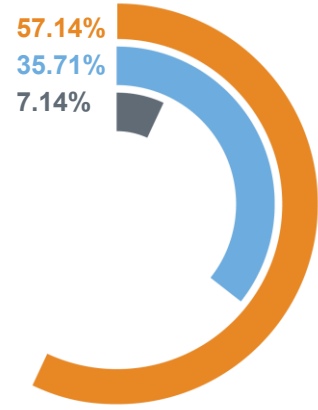


Negative Exits FL-510 RRH

SSVF



Non-SSVF



Black or African American = White = Asian

Multi-Racial = Native Hawaiian or other Pacific Islander = American Indian or Alaskan Native



Thank You!

Q&A

