Racial Equity within the Homelessness Response System

HSH Provider Conference
Racial Equity within the Homeless Response System

Agenda

1. Welcome
2. Social Identity Wheel
3. SPARC Report Findings
4. Input and Brainstorming Session
5. Wrap Up
Social Identity Wheel

1. Identities you think about most often
2. Identities you think about least often
3. Your own identities you would like to learn more about.
4. Identities that have the strongest effect on how you see yourself as a person.
SPARC: Supporting Partnerships for Anti-Racist Communities

Findings from Phase 1 of the SPARC Study in San Francisco
Local Leadership + National Partners
National Data
(aggregated from across SPARC communities)

Racial Inequity Demographics Data

<table>
<thead>
<tr>
<th></th>
<th>General Population</th>
<th>Deep Poverty</th>
<th>Homeless</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian &amp; Alaska Native</td>
<td>.8%</td>
<td>1.6%</td>
<td>2.5%</td>
</tr>
<tr>
<td>Asian</td>
<td>5.2%</td>
<td>4.6%</td>
<td>.8%</td>
</tr>
<tr>
<td><strong>Black</strong></td>
<td><strong>12.4%</strong></td>
<td><strong>23.5%</strong></td>
<td><strong>42.6%</strong></td>
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<tr>
<td>Hispanic/ Latinx</td>
<td>17.2%</td>
<td>24.3%</td>
<td>16.9%</td>
</tr>
<tr>
<td>Native Hawaiian &amp; Other Pacific Islander</td>
<td>.2%</td>
<td>.2%</td>
<td>1.1%</td>
</tr>
<tr>
<td>White</td>
<td>73.8%</td>
<td>59.7%</td>
<td>48.6%</td>
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</table>
National Data
(aggregated from across SPARC communities)
What about San Francisco?
## Approach

<table>
<thead>
<tr>
<th>#</th>
<th>Data Source</th>
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<tbody>
<tr>
<td>23,205</td>
<td>HMIS records (2011-2016)</td>
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<tr>
<td>29</td>
<td>Qualitative interviews with people of color experiencing homelessness (including 9 in Spanish)</td>
</tr>
<tr>
<td>3</td>
<td>Focus groups with people of color experiencing homelessness; providers of color; and other stakeholders</td>
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<tr>
<td>544</td>
<td>Workforce survey responses</td>
</tr>
</tbody>
</table>
### Quantitative Highlights

<table>
<thead>
<tr>
<th></th>
<th>General Population</th>
<th>Deep Poverty</th>
<th>Homeless (HMIS 2016)</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian &amp; Alaska Native</td>
<td>0.3%</td>
<td>0.6%</td>
<td>4.6%</td>
</tr>
<tr>
<td>Asian</td>
<td>34.0%</td>
<td>33.0%</td>
<td>6.8%</td>
</tr>
<tr>
<td>Black</td>
<td>5.5%</td>
<td>13.8%</td>
<td>40.1%</td>
</tr>
<tr>
<td>Hispanic/ Latinx</td>
<td>15.2%</td>
<td>15.9%</td>
<td>11.4%</td>
</tr>
<tr>
<td>Native Hawaiian &amp; Other Pacific Islander</td>
<td>0.4%</td>
<td>0.9%</td>
<td>0.3%</td>
</tr>
<tr>
<td>White</td>
<td>48.7%</td>
<td>38.1%</td>
<td>46.7%</td>
</tr>
</tbody>
</table>
Quantitative Highlights

Black people comprised **5.5%** of the general population, and **40.1%** of the homeless population.

White people constituted **48.7%** of general population, and **44.2%** of the homeless population.

Black clients were more likely than other groups to exit homelessness into correctional facilities.
Race did not seem to be a predictive factor in housing placement.

Racial demographics of people who exit to permanent housing with and without a subsidy were similar to the overall homeless population (with the exception of Native Hawaiians, who were almost 3 times more likely than whites to exit into permanent housing or rent without a subsidy).
Qualitative Themes

For people of color, **pathways into homelessness** were characterized by:

- Network impoverishment
- Family destabilization
- Behavioral health issues
- Intimate partner violence and community violence
For people of color, barriers to exiting homelessness included:

- Lack of affordable housing
- Few opportunities for economic mobility
- Ongoing involvement in the criminal justice system
Among staff of the homelessness response system:

- 53% identified as White
- 20% identified as Black
- 17% identified as Latinx
- 13% identified as more than one race
- 11% identified as Asian
- <2% identified as Native Hawaiian or Other Pacific Islander
- <2% identified as American Indian or Alaskan Native (AI/AN)
- 81% of Executive Directors identified as White
Among staff of homeless service agencies:

- 64% identified as female
- 32% identified as male
- <1% identified as transgender
- Two-thirds identified as straight/heterosexual
- One-third identified as lesbian, gay, bisexual, or other
- 28% had personal lived experiences of homelessness
Recommendations from SPARC Report

1. Design an equitable Coordinated Entry System
2. Incorporate racial equity in grant-making and contracting
3. Include racial equity data analysis and benchmarks into the strategic implementation plan
4. Support organizational development for agencies serving communities of color
5. Promote anti-racist program delivery and anti-racism training
6. Collaborate to increase affordable housing availability
7. Create innovative, flexible upstream interventions
In response to these findings, SF has set structural change goals and HSH is committing to:

1. **Capacity building**
   - HSH will analyze our data for disparities in recruitment, retention, advancement, training and promotion. Identify changes within our authority and will elevate problems caused by citywide HR polices appropriately.

2. **Improving equity in funding**
   - HSH will analyze our existing contracts and contracting procedures to identify ways to enhance equity.

3. **Equitable housing placement and retention**
   - HSH is committed to continuous quality improvement within the Homelessness Response System, both at the system and client level. HSH will regularly review Coordinated Entry data to analyze for adverse impact and will collect input from clients and providers on their experiences with the Homelessness Response System.
Our partnership with SPARC is ongoing and they just received funding to continue to support San Francisco in achieving our structural change objectives.
Think about the barriers to service our guests face based on:

- Race and ethnicity
- History of trauma
- Cultural identity
- Abilities and disabilities
- Gender expression/identity, gender non-conformity
- Sexual orientation
- Age
What are strategies for centering the voice of people most impacted by oppression in the ongoing efforts to improve equity in the Homelessness Response System?
In your groups please brainstorm responses to the following discussion questions?

1. What barriers to services do our guests face and what barriers to advancement and decision making do our staff face?
2. What are the challenges your organization experiences when gathering information about barriers based on race?
3. What strategies has your organization used to center the voices of guests and staff in decision making?
4. What tools do we need to collect the data to address these barriers?
Group Activity: Centering Voices

Report Back

- What themes or ideas emerged from your group discussion?
Thank you!

**Equality**

The assumption is that everyone benefits from the same supports. This is equal treatment.

**Equity**

Everyone gets the supports they need (this is the concept of “affirmative action”), thus producing equity.

**Justice**

All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.
HSH Non-Profit Provider Conference

December 2018