Data & Community Dialogue: Catalysts to Advance Race Equitable Outcomes

10th Annual GSHA Supportive Housing Conference

November 12, 2020

CSH is a touchstone for new ideas and best practices, a collaborative and pragmatic community partner, and an influential advocate for supportive housing

TRAINING AND EDUCATION

LENDING

POLICY REFORM

CONSULTING & TECHNICAL ASSISTANCE

CSH TEAM

Deirdre

Deirdre Bolden
Senior Program Manager
Southeast Region

Monique

Monique Price-Taylor, M.S.
Program Manager, New England Region

Gabe

Gabriel Schuster
Data and Analytics Program Manager, NY Office

CSH

The Dialogue

Race Equity: Let's Dive Right In!

Data Drives Community Response

A Collaborative Framework

Equity In Practice Guidelines

Move Up, Move Up

Both/And Thinking

Be Aware of Intent & Impact

CSH

Race Equity: Let's Dive Right In!

CSH

Shared Language

EQUITY

Proportional Representation

EQUALITY

Sameness; assumes start from the same place in line

RACIAL EQUITY

Race is not a predictor of outcomes

Historical Context of Racial Inequity in America

1619-1865
1877-1965

- **Slavery**
- **Jim Crow era**

The **13th Amendment**, ratified in 1865, says: "Neither slavery nor involuntary servitude, except as a punishment for **crime** whereof the party shall have been duly convicted, shall exist within the United States, or any place subject to their jurisdiction."

1930s-60s

- Institutionally **segregated** public housing

- **Systemic redlining** prohibiting sale or resale of homes to black people by the Federal Housing Authority
- **Voting Rights Act** was necessary to give everyone the same rights.

1970s

- U.S. public housing program replaced by Section 8 Program

- Deinstitutionalization of mental health services (JFK Community Mental Health Act)

1980s

- Reagan: $140 B in domestic cuts to HUD, unemployment, disability, food stamps, welfare

- War on drugs & crack cocaine epidemic disproportionally affected black and Latino communities

TODAY

- **BIPoC COMPOSE DISPROPORTIONATE SHARE OF U.S. HOMELESS POPULATION**

  - sky-high housing costs
  - low rates of property ownership
  - discrimination from landlords
  - legacy of redlining
  - mass incarceration
  - broken foster care system

Disproportionality Demonstrated:
Rate of People of Color Experiencing Homelessness Nationwide

Most Minority Groups Make up a Larger Share of the Homeless Population Than They Do of the General Population

Race and ethnicity of those experiencing homelessness compared with the general population
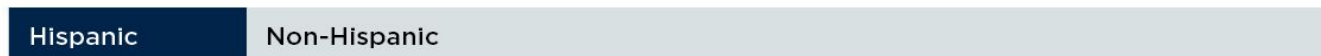
RACE

Two or more races
American Indian/Alaska Native
Native Hawaiian and Pacific Islander
Asian

Homeless population

African American | White

General population

ETHNICITY

Homeless population

Hispanic | Non-Hispanic

General population

Hispanic | Non-Hispanic

Homeless population data are for a given night in 2017.
Source: 2017 *Annual Homeless Assessment Report to Congress*, Part 1

National Alliance to
END HOMELESSNESS

CSH

Racial Disparities Cross Multiple Sectors

HEALTH CARE

JUSTICE

Disparity Affects on Community

JOBS & EDUCATION

AFFORDABLE HOUSING

CSH

Diversity, Equity & Inclusion (DEI) Conversations

(An excerpt…)

- **Diversity asks**: 'Who's in the room?'

- **Equity responds**: 'Who is trying to get in the room, but can't?' -- 'Whose presence in the room is under constant threat of erasure?'

- **Inclusion asks**: 'Have everyone's ideas been heard?'

- **Justice responds**: 'Whose ideas won't be taken as seriously because they aren't in the majority?'

CSH

Infusing Racial Equity

Decision Point	Pause & Ask…
Funding Infrastructure	• Do decision makers have different perspectives, experience, expertise? • Will decisions benefit one group more than another?
Communications	• Have potential unintentional consequences been considered in the messaging? • Are all communication accessible for all persons?
Housing Opportunities	• How has choice been considered for clients? • Does the community see a concentration of poverty in specific neighborhoods?
Data & Performance	• Has the community collected & disaggregated data by race, ethnicity & other disenfranchised populations to track impact?
Operational Planning	• Are persons with lived expertise being included in the planning? • Are teams reflective of those being served?

CSH

Supportive Housing Can Facilitate Racial Equity

- Focuses on the most highly-impacted people within the targeted population

- Leads with Housing First approach and grounded in Trauma Informed Care

- Works with the systems that have over-representation of people of color

- Removes barriers to entry and focuses on providing a voluntary, personalized approach to services

Criminal Justice

Child Welfare

Health / Emergency Care

Homelessness

CSH

Data Drives Response Overview of the RDDI

Establishing a Baseline

(2010 US Census Bureau)

Very broadly speaking, the **US population** is:

- 72.4% White
- 16.3% Latino (of any race)
- 12.6% Black
- 4.8% Asian
- 2.9% Two or More Races
- 0.9% American Indian and Alaska Native
- 0.2% Native Hawaiian and Other Pacific Islander
- 6.2% Other Race

CSH

Establishing a Baseline
But, there is great variation from place to place and across scale

Fargo, North Dakota
- 85.3% White
- 6.1% Black
- 2.8% Latino (of any race)
- 3.8% Asian
- 1.2% American Indian and Alaskan Native
- 0.0% Native Hawaiian and Other Pacific Islander
- 3.0% two or more races

Georgia
- 60.2% White
- 32.6% Black
- 9.9% Latino (of any race)
- 4.4% Asian
- 0.5% American Indian and Alaskan Native
- 0.1% Native Hawaiian and Other Pacific Islander
- 2.2% Two or more races

CSH

Framing Measurement Against Baseline

Simply put, if our systems were equitable, we would expect to see a distribution of people across systems in line with the overall population distribution in the same geography.

We know that this isn't the case.

So the question becomes…

How far from there are we?

CSH

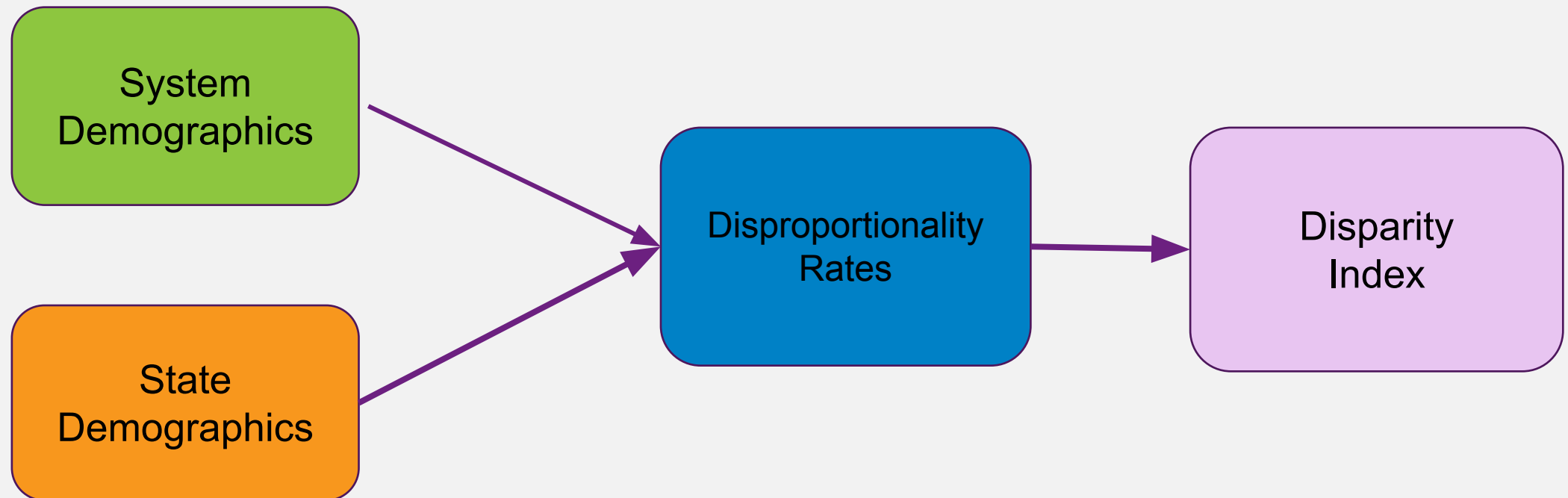# The Disparity Index

The Disparity Index can be viewed as the

"likelihood of one group experiencing an event, compared to the likelihood of another group experiencing the same event."

Shaw, T.V., Putnam-Hornstein, E., Magruder, J. & Needell, B. (2008). Measuring Racial Disparity in Child Welfare. *Welfare* 87(2):23-36. Page 31.

CSH

The Disparity Index – How is it calculated?

Two Step Process:
1. Calculate Disproportionality Rates
2. Compare Disproportionality Rates to calculate Disparity Index

CSH

The Disparity Index–

How to interpret it

Disparity Indexes are relative

An index of 1 means that group is not disproportionately represented in the system – either over *or* under

An index less than 1 means that group is underrepresented

An index over 1 means that group is overrepresented

There is no upper bound to the index

Indexes compare each group to the combined non-group rates

CSH

The Disparity Index – How to interpret it

Indexes compare each group
to the combined non-group rates

e.g., within a system, the disproportionality rate for
Black/African American, is calculated relative to the rate for
all non-Black/African American populations

The representation for White populations is not the relative
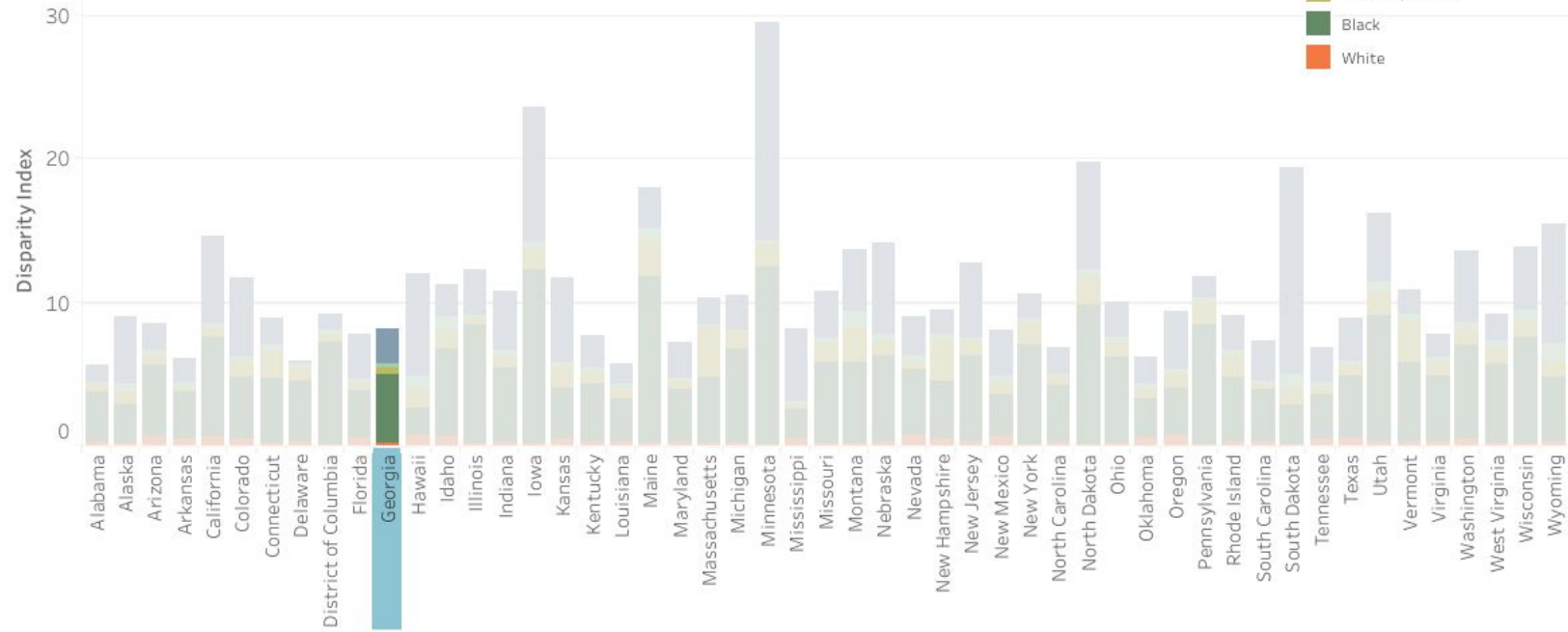norm.

What does this look like locally?

Community engagement throughout the process

CSH

GEORGIA

Disproportionate representation in Homelessness for BIPOC:

- Justice-Involved TAY
- Homeless Families
- Unaccompanied TAY
- Chronic & Non-Chronic Homelessness
- Veterans Homelessness

Disparity Indices by Race/Ethnicity
Chronic Homeless

Race/Ethnicity
- American Indian/Alaska Native
- Asian/Pacific Islander
- Hispanic/Latino
- Black
- White

Race/Ethnicity
Multiple values

System
Chronic Homeless

The Disparity Index

Disparity Indices are calculated by comparing a racial group's rate of representation in a system with all other groups. It measures the likelihood of a group experiencing system involvement compared to all other groups.

*No DD Residential Data

Disparity Indices in Georgia
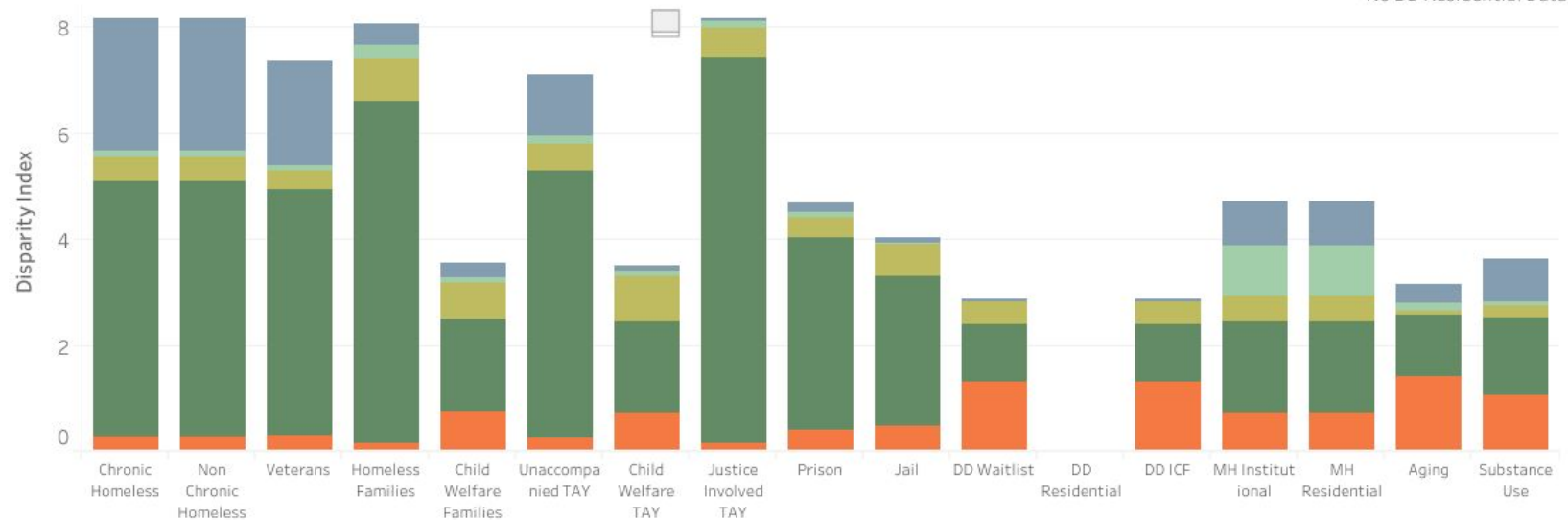
From Data Driven to Community Driven

Genuine involvement in the process means involvement at *every* step of the journey

- Data Collection
- Interpretation
- Transformation

CSH

Community Driven Data Collection

What data is being collected & why?

- What questions are being asked?
- By whom and for whom?
- What data *isn't* being collected that should be?
- What data do we need to answer questions that benefit the community?

CSH

Community Driven Data Interpretation

Driving insights
based on lived experience

- Interpreting data is about grounding what the data shows in reality.

- Deference to people who have the best understanding of that reality will always lead to better insights.

"But, I'm not an expert!"

CSH

Community Driven Transformation

What's the point…, if not to transform systems?

The ultimate goal is to improve the quality of life for people affected by these systems

The data life cycle has to lead to transformation
- Intervention design
- Implementation
- Policy changes

Community engagement informs, leads system transformation recommendations

CSH

Connecticut Race Equity Collaborative Framework to Dismantle Systemic Racism

Advancing a Race Equity Perspective

Collaboration yields…

- Embracing the Co-Design Process

- Centering the Voices of People of Color

- Operationalizing the Framework

CSH

EMBRACING THE CO-DESIGN PROCESS

Becoming a Member

Submit Application

Organizational Letter of Support

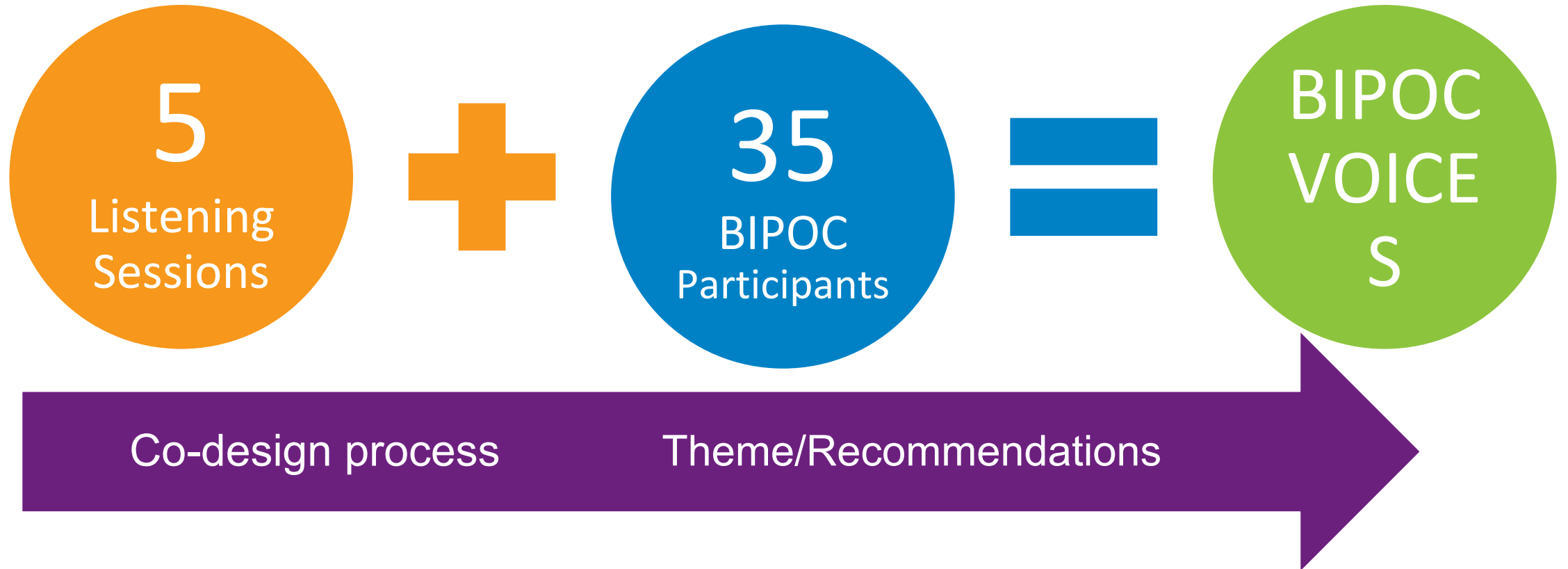Active Monthly Participation

6 Month Commitment

Learning Sessions

Part 1: Race/ Racism Equity 101

Anti-Racism: Intersection of Race and Homelessness

CT Homeless System Data

CSH

Centering The Voices of People and Lived Expertise
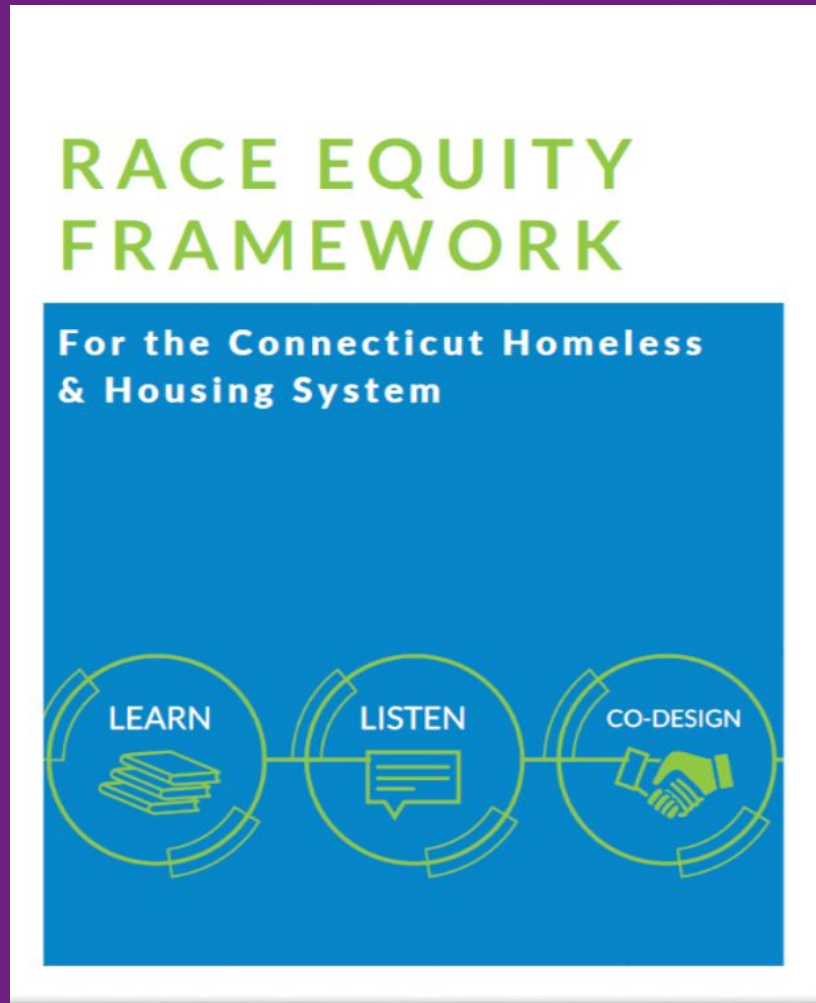
BIPOC Listening Sessions

5 Listening Sessions + 35 BIPOC Participants = BIPOC VOICES

Co-design process — Theme/Recommendations

CSH

Framework Themes

- Representative Leadership
- Safe Place For My Race
- Pathways To Resources
- Building Racial Transformers

Current Status of The Collaborative

Collaborative 2.0

- 15 Members
- CT Equity in The Field Summit
- 3- Foundational Learning Series
- 3- Conscious Conversations Virtually

Mini Grants

- 4 Mini Grant Grantees
- Research
- Organizational internal assessment
- Statewide Cross-sector conversations

Collaborative 3.0

- Launching new Cohort Fall 2020
- CT RE Alumni Alliance
- Operationalize another pillar from the CT Framework

CSH

now what.

- What does it look like for your agency to initiate this journey?

- Where do we move from here?

- Opportunities to include PWLE, BIPOC

CSH

Questions & Discussion

THANK YOU & STAY SAFE

www.csh.org

CSH Solutions-Training-Professional-Development