



# From Racial Equity to Housing Justice

@AmandaAndere

@FundersTogether



# Funders Together

TO END HOMELESSNESS

250+

Members

Community Foundations  
Corporate Giving Programs  
Family Foundations  
Private Foundations  
United Ways

## Areas of Work

Centering Racial Justice:  
In-Person Networking Opportunities  
Online Programming & Resources  
Connect with Peers & National Partners  
Funder Networks  
Communities of Practice  
Advocacy and Policy Efforts  
Issue-based Learnings  
Technical Assistance



@AmandaAndere, Disrupter. What

is your real title?





# Our Ongoing Learning to Action Journey:

- Seized the Moment
- Led with Data and Core Values: Systems Change
- Board Buy In: Our Strategic Plan
- Started with the basics
- Learned along side our members
- Centered racial equity in our programs, communications, and policy
- Developed a Community of Practice
- Codified our Values: Racial Equity Commitment to Action



COMMITMENT TO RACIAL  
**EQUITY**



[http://www.funderstogether.org/funders together commitment to racial equity](http://www.funderstogether.org/funders-together-commitment-to-racial-equity)

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# Diversity and Inclusion is Not Racial Equity

- Hiring people of color is not a racial equity strategy
- Diversity: The presence of difference. Encompasses all the characteristics that make one individual or group different from another.
- Inclusion is about people with different identities feeling and/or being valued, leveraged, and welcomed within a given setting. It refers to authentically bringing traditionally excluded individuals or groups into processes, activities, and decision policy-making in a way that shares power.
- Inclusion is not a natural consequence of diversity
- Racial Equity is about disrupting and uprooting structural racism that is embedded in all our systems and organizations.



# Definition of Racial Equity

Racial equity means “closing the gaps” so that race does not predict one’s success, while also improving outcomes for all. Equity is distinct from equality in that it aspires to achieve fair outcomes and considers history and implicit bias, rather than simply providing “equal opportunity” for everyone. Racial equity is not just the absence of overt racial discrimination; it is also the presence of deliberate policies and practices that provide everyone with the support they need to improve the quality of their lives.

*(Maguire 2016)*



# Definition of Racial Justice

Racial justice is a proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.



# 7 Steps to Advance and Embed Race Equity

**STEP 1:** ESTABLISH AN UNDERSTANDING OF RACE EQUITY & INCLUSION PRINCIPLES

**STEP 2:** ENGAGE AFFECTED POPULATIONS & STAKEHOLDERS

**STEP 3:** GATHER & ANALYZE DISAGGREGATED DATA

**STEP 4:** CONDUCT SYSTEMS ANALYSIS OF ROOT CAUSES OF INEQUITIES

**STEP 5:** IDENTIFY STRATEGIES AND TARGET RESOURCES TO ADDRESS ROOT CAUSES OF INEQUITIES

**STEP 6:** CONDUCT RACE EQUITY IMPACT ASSESSMENT FOR ALL POLICIES & DECISION MAKING

**STEP 7:** CONTINUOUSLY EVALUATE EFFECTIVENESS & ADAPT STRATEGIES



# Racial Equity Impact Assessment

- **How does your response, even in the midst of crisis, contribute to long-term systems change?**
- **How are the voices of impacted communities centered?**
- **What data (quantitative or qualitative) are driving resource allocation? And what does that data tell you about the experiences of various racial/ethnic groups? How are women and LGBTQIA people of color particularly impacted?**
- **What are possible unintended consequences of the decisions you might make?**
- **What additional disaggregated demographic data will you collect, track, and evaluate to assess equity impacts in COVID-19 response moving forward, and how will that data inform your future decisions when the crisis is over?**
- **How are the actions you are taking grounded in the racialized history of this country?**



# **A framework to go from Equity to Justice**

- **Give Up Power**
- **Center ( not other ) Racial Equity**
- **Invest in Justice not just Funding**
- **Partner to make Power Moves**



# **A framework to go from Equity to Justice**

- **Move from Non-Racist to Anti-Racist**
- **Understand and Dismantle Anti-Black Racism**
- **Dismantle and Reimagine Systems**



# There is No Low-Hanging Fruit



**“The tree is 400 years old and the roots are deep. These trees are deeply rooted in racism and the fruit they bear is rotten. We have to plant new seeds and toil new soil.”**

**- Aisha Alexander-Young, Senior Director  
strategy and Equity, Eugene and Agnes E.**

**ROC Local Meyer Foundation**



# **Direct Services and Homelessness**

Brian McShane & Mike Hinson



# Overview

- What the data tells us about homeless individuals
  - How Homeless data categorizes individuals
- Homeless Services and Response
  - Covid-19 Impact on Homelessness
- Racial Disparity and an Equity Framework
  - Thrive Framework
- Resources



# Presenters

**Brian McShane**  
**CSH**  
**Senior Program Manger**



**Mike Hinson**  
**SELF Inc**  
**President and Chief Operating Officer**





# CSH - What We Do

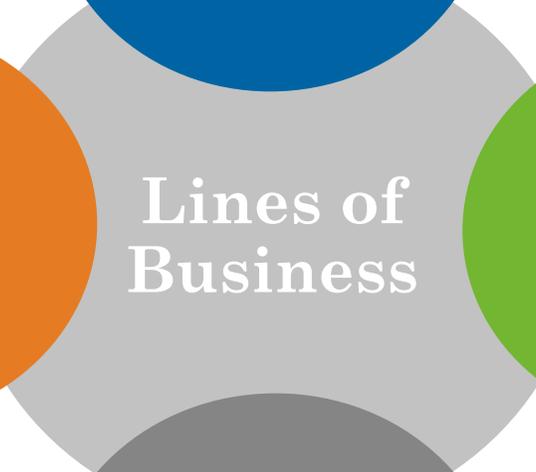
**Powerful capital funds, specialty loan products and development expertise**



**Custom community planning and cutting-edge innovations**



**Research-backed tools, trainings and knowledge sharing**



**Policy Reform**

**Systems reform, policy collaboration and advocacy**





# About CSH

## Quality Supportive Housing



Improve the  
lives of  
vulnerable  
people



Maximize  
public  
resources



Build strong,  
healthy  
communities



# About SELF Inc



Strengthening and Empowering Lives and Futures, Inc. (SELF) was founded nearly 30 years ago by Dr. Sylvester Outley. SELF's initiatives helped establish Philadelphia's emergency housing system and programming for the homeless behaviorally challenged and substance dependent populations.

On any given day SELF serves approximately 700 homeless individuals in its nine program sites. In FY2019, SELF provided: 101,942 emergency housing beds and shelter to individuals experiencing homelessness; 147,727 meals; accommodated 13,179 individual stays through night-by-night placements; and secured permanent supportive housing for 257 individuals.



# Homelessness by the numbers

PA

- 13,199 Homeless Individuals

Phila.

- 5,720 Homeless Individuals

Del

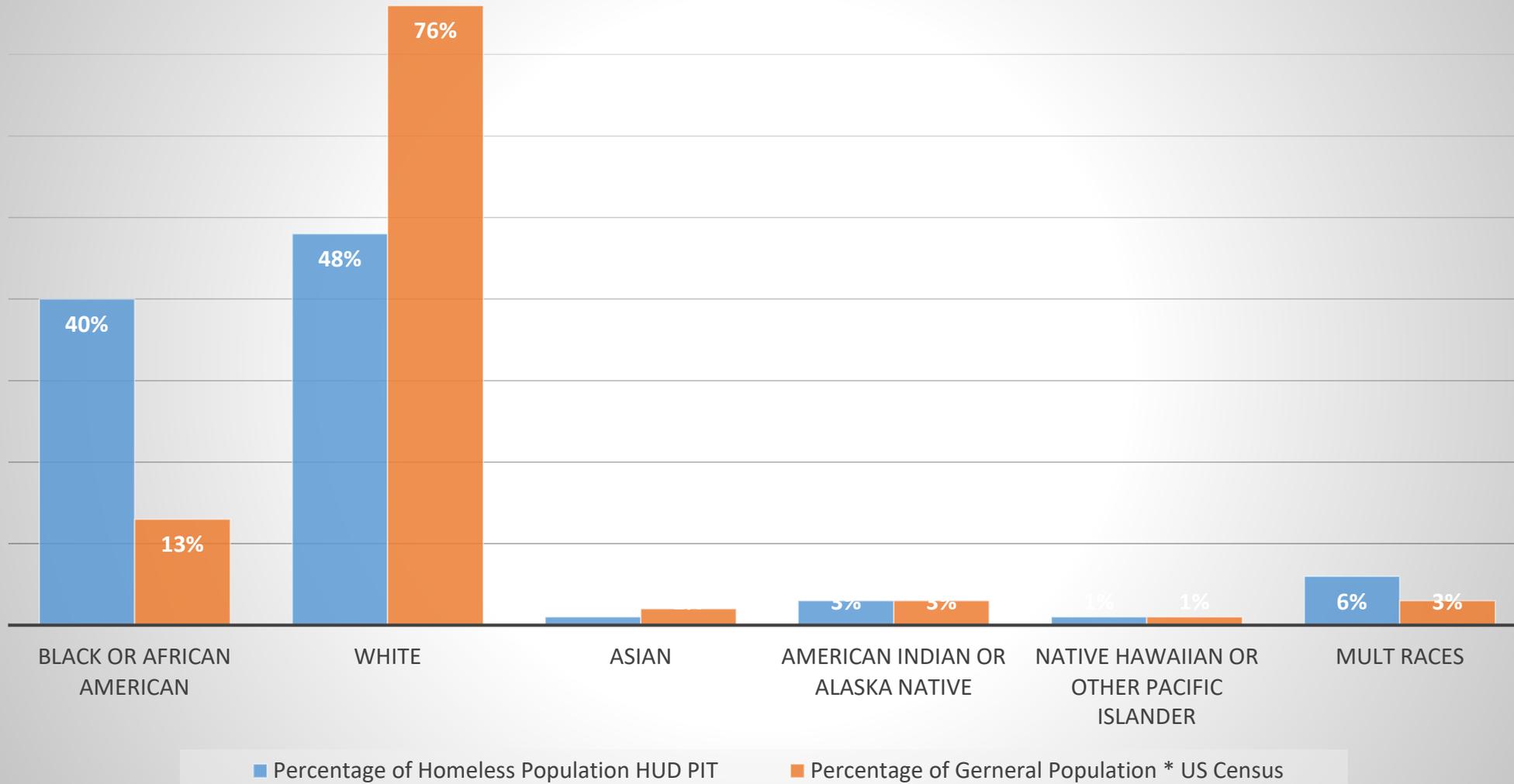
- 921 Homeless Individuals

NJ

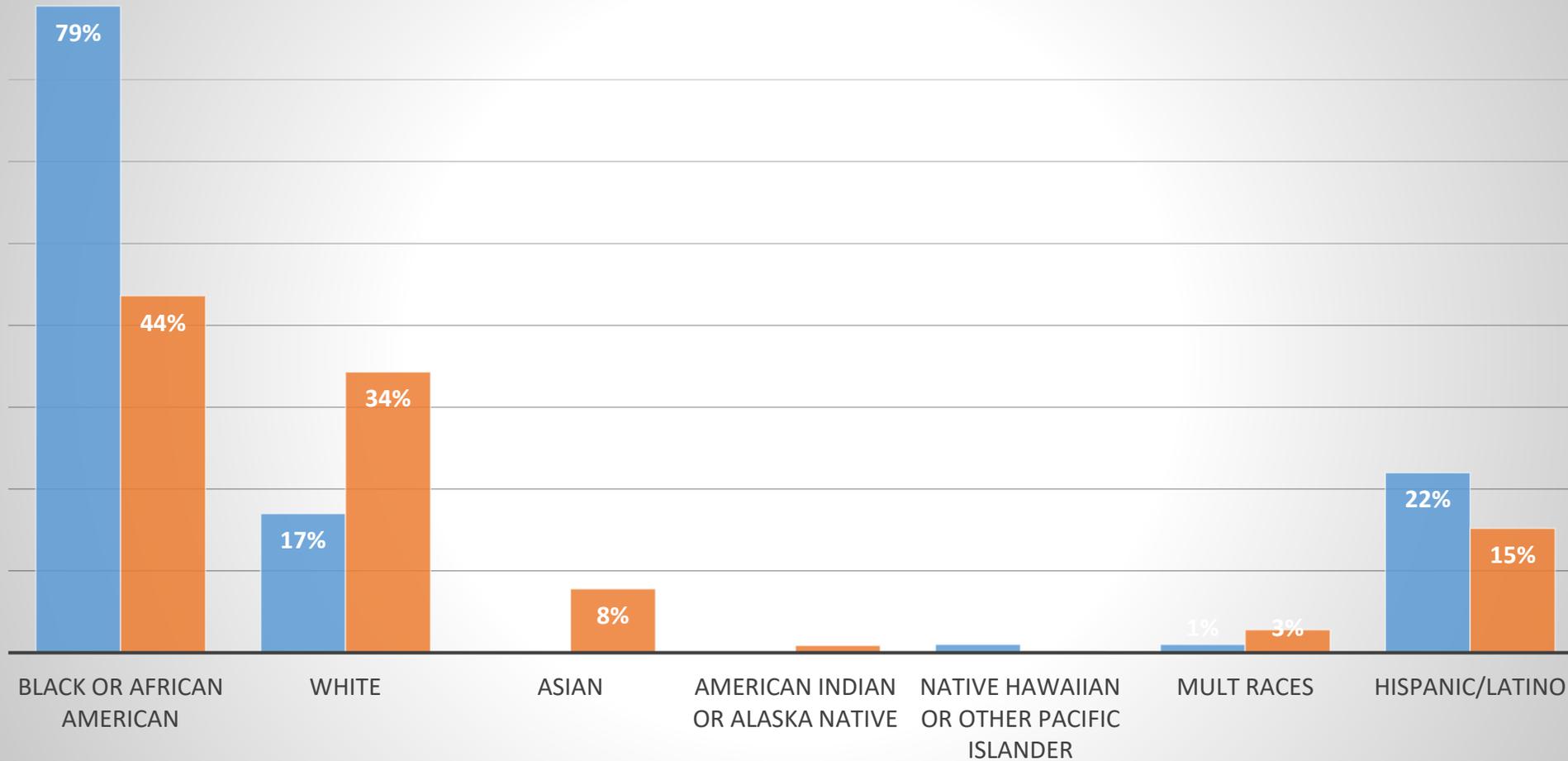
- 8,862 Homeless Individuals



## Racial Disparity in Homeless Population National Figures



# Racial Disparity in Homeless Population Philadelphia



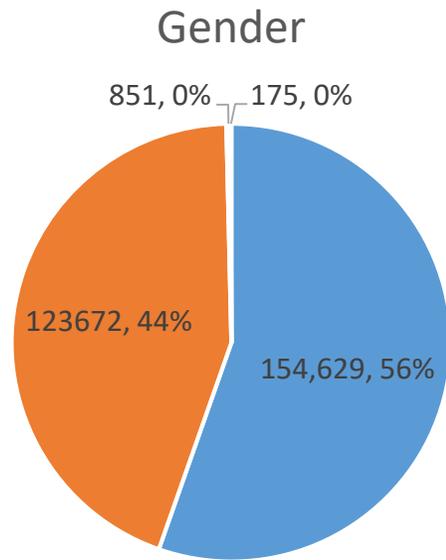
■ Percentage of Homeless Population \*OHS Data snapshot  
■ Percentage of General Population \* Census Data

\* Blindspot: Statistics on “Hispanic” Latin X individuals in both census data and HUD data



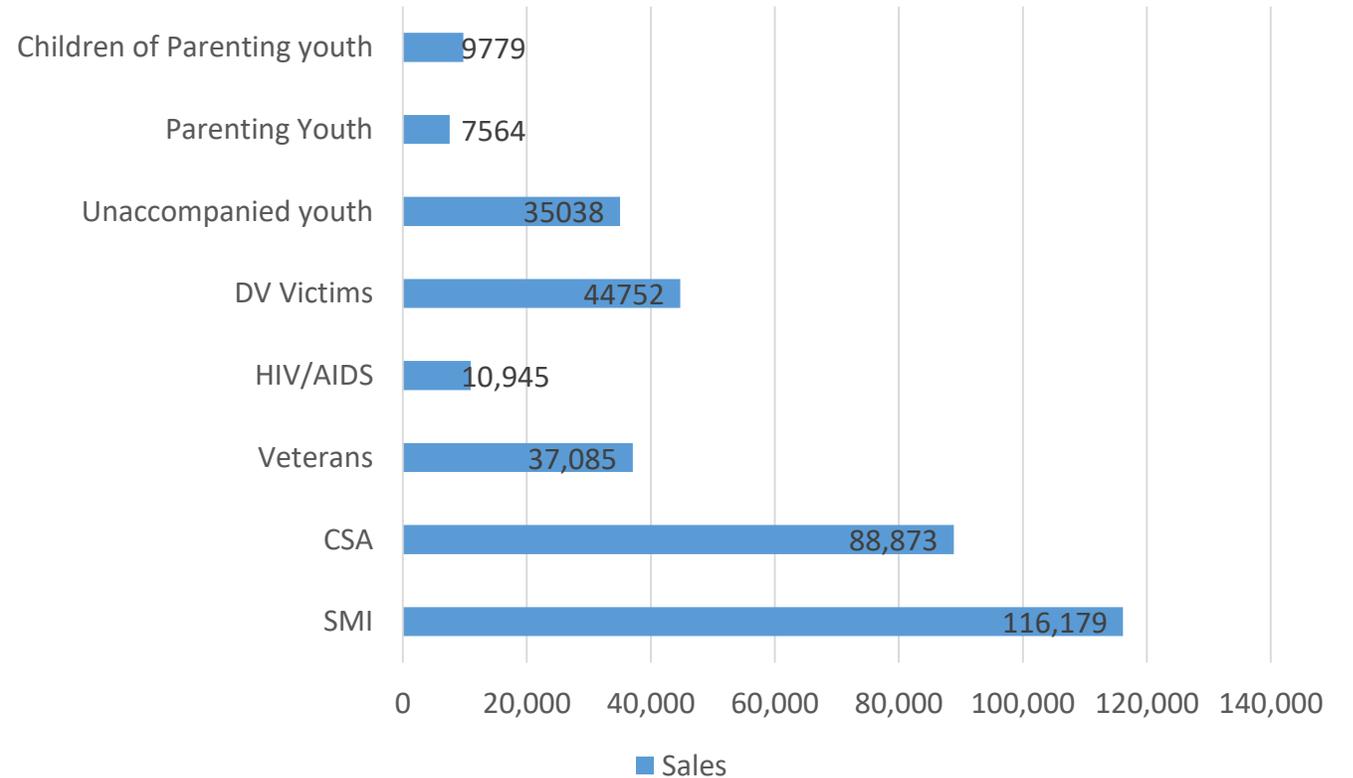


# Total Individuals Nationwide = 567,715



■ Male ■ Female ■ Transgender ■ Gender Non Conforming

### Sub Populations





# Housing and homeless services - One size fits some



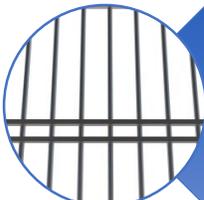
# Supportive Housing Core Outcomes



43% Reduction in Number of  
Nights in Shelter



46% Savings in ER



50% Reduction in Number of  
Days in County Jail



51% Savings in Ambulance  
Transportation



More than 80% of tenants stay  
housed for at least one year.

Even when services are  
voluntary:

- ✓ 81% health care utilization
- ✓ 80% mental health treatment
- ✓ 56% substance abuse services

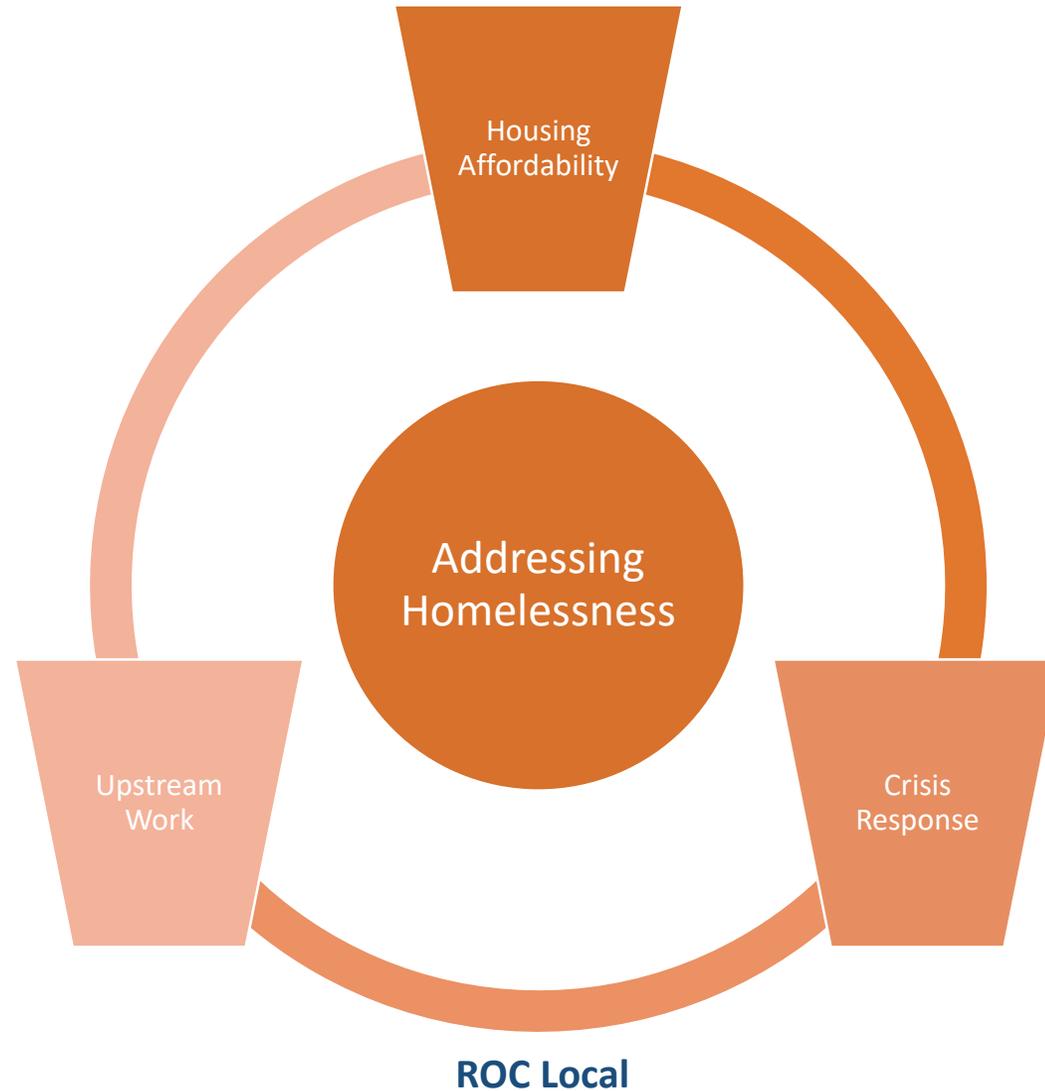


# Key Principles: Housing First

- 1 Centered on Consumer choice
- 2 Quick access to housing (not shelter)
- 3 Robust support services with assertive engagement
- 4 Tenancy is not dependent on participation in services
- 5 Units targeted to most disabled and vulnerable
- 6 Embrace a harm-reduction approach
- 7 Provide leases and tenant protections



# Homelessness Response in Buckets





# COVID's Impact

## Estimated impacts on homeless population

- **About 21,000 homeless people will require hospitalization**
- **About 7,000 will require critical care**
- **About 3,500 deaths**

## Estimated capacity needs

- **Addition of 200,000 units to accommodate distancing needs**
- **300,000 beds are needed to provide accommodations to all unsheltered persons.**
- **The total estimated cost to meet the additional need is approximately \$11.5 billion annually.**

## Looming Eviction Crisis

- **Between 14%-25% of renters reported not being able to pay rent in Spring of 2020 prior to eviction moratoriums that may expire**
- **An estimated 4.2 million mortgages are already reported to be in a forbearance plan as of May 17.**

<https://www.mba.org/2020-press-releases/may/share-of-mortgage-loans-in-forbearance-increases-to-836>





# COVID's Impact Racial Disparity

- Hospitalization Rates



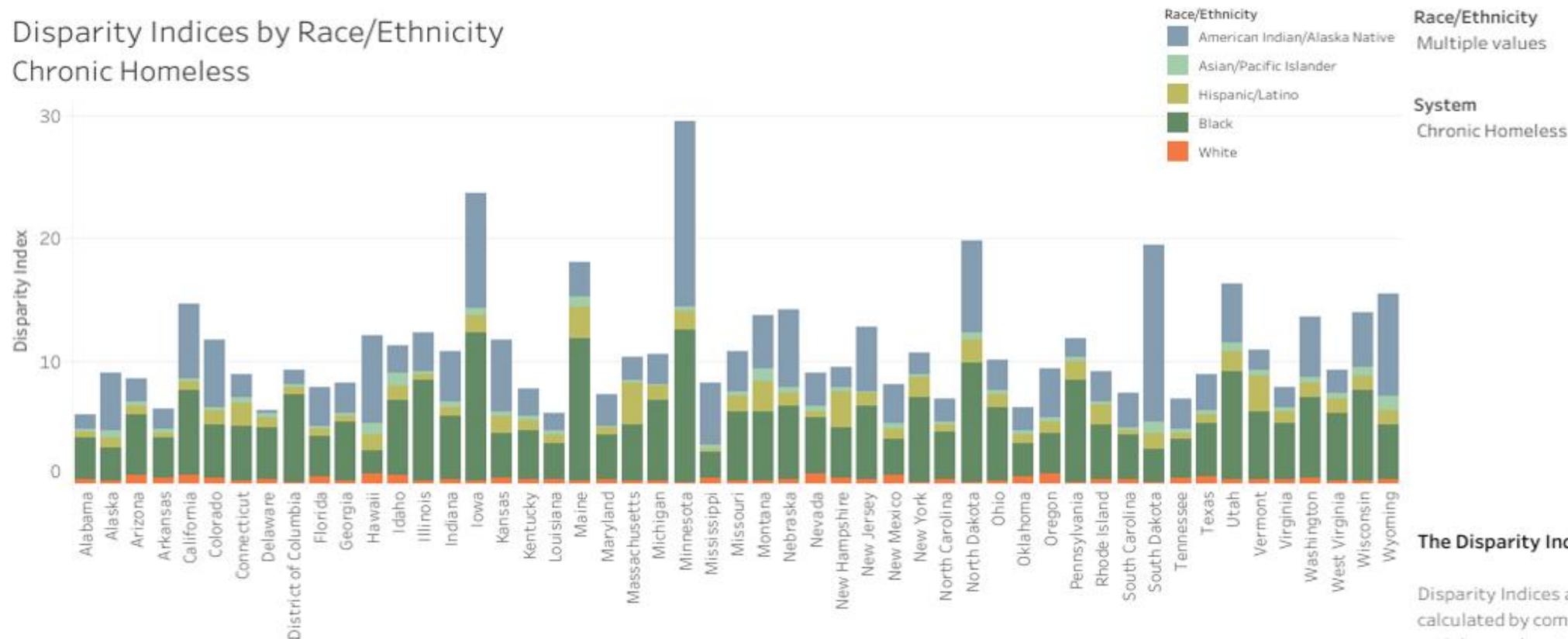
- Non-Hispanic American Indian or Alaska Native persons have a hospitalization rate approximately **5 times** that of non-Hispanic white persons,
  - non-Hispanic black persons have a hospitalization rate approximately **5 times** that of non-Hispanic white persons,
  - Hispanic or Latino persons have a hospitalization rate approximately **4 times** that of non-Hispanic white persons.
- Black and Latino Individuals are twice as likely to die from complications related to COVID 19
    - Comorbidity of other illnesses like diabetes, hypertension, diabetes
  - 10% more Black/African American and Latino individuals claiming to have difficulty paying rent when compared to White individuals.





# CSH Disparity Data Tool - RDDI

## Disparity Indices by Race/Ethnicity Chronic Homeless



Click a state to see disparities across all

[www.csh.org/supportive-housing-101/data](http://www.csh.org/supportive-housing-101/data)

<https:///#RDDI>

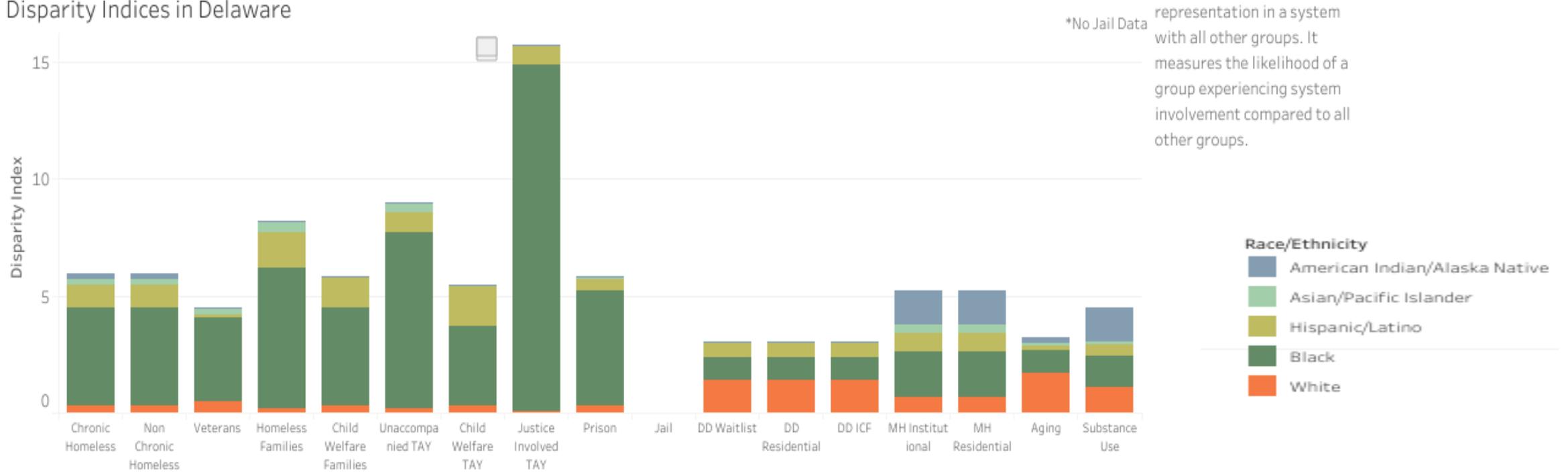
### The Disparity Index

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.



# RDDI Delaware

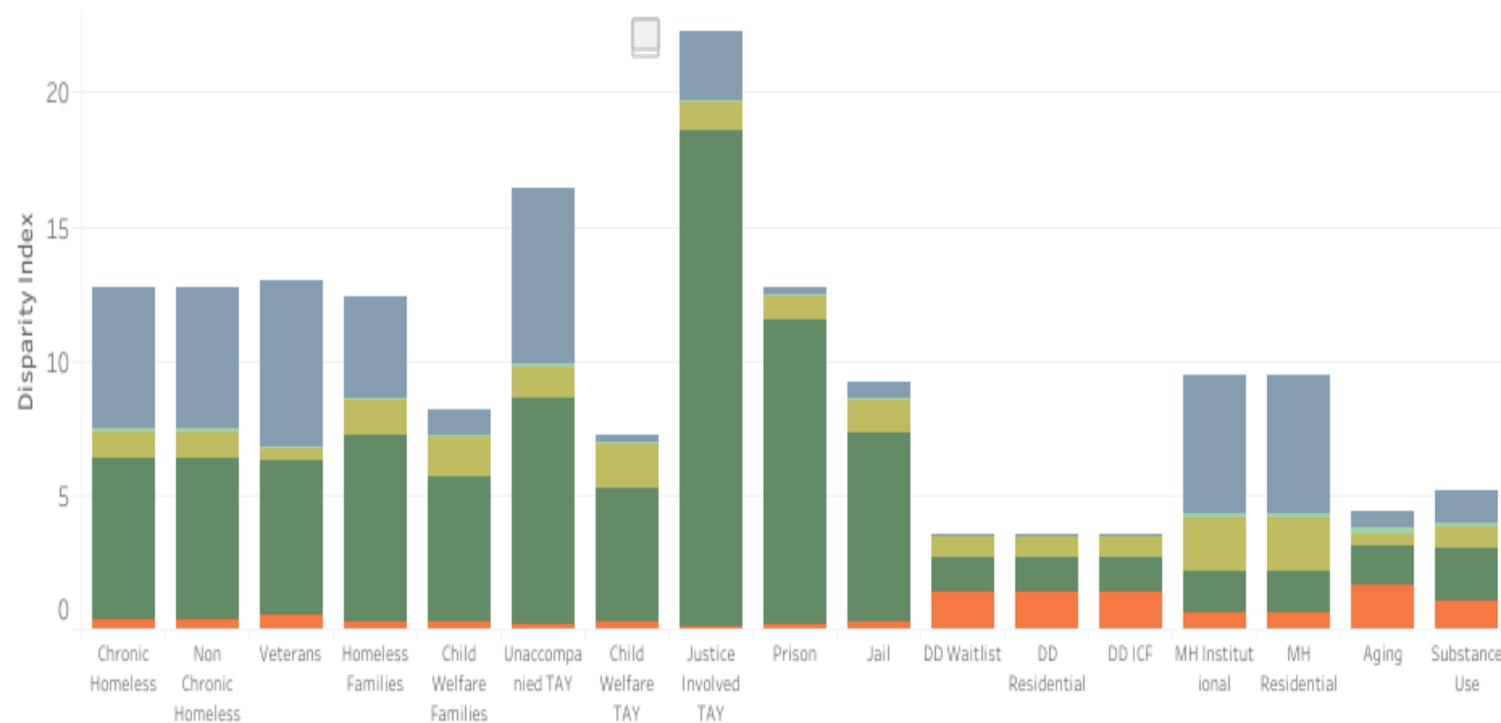
## Disparity Indices in Delaware





# RDDI New Jersey

## Disparity Indices in New Jersey



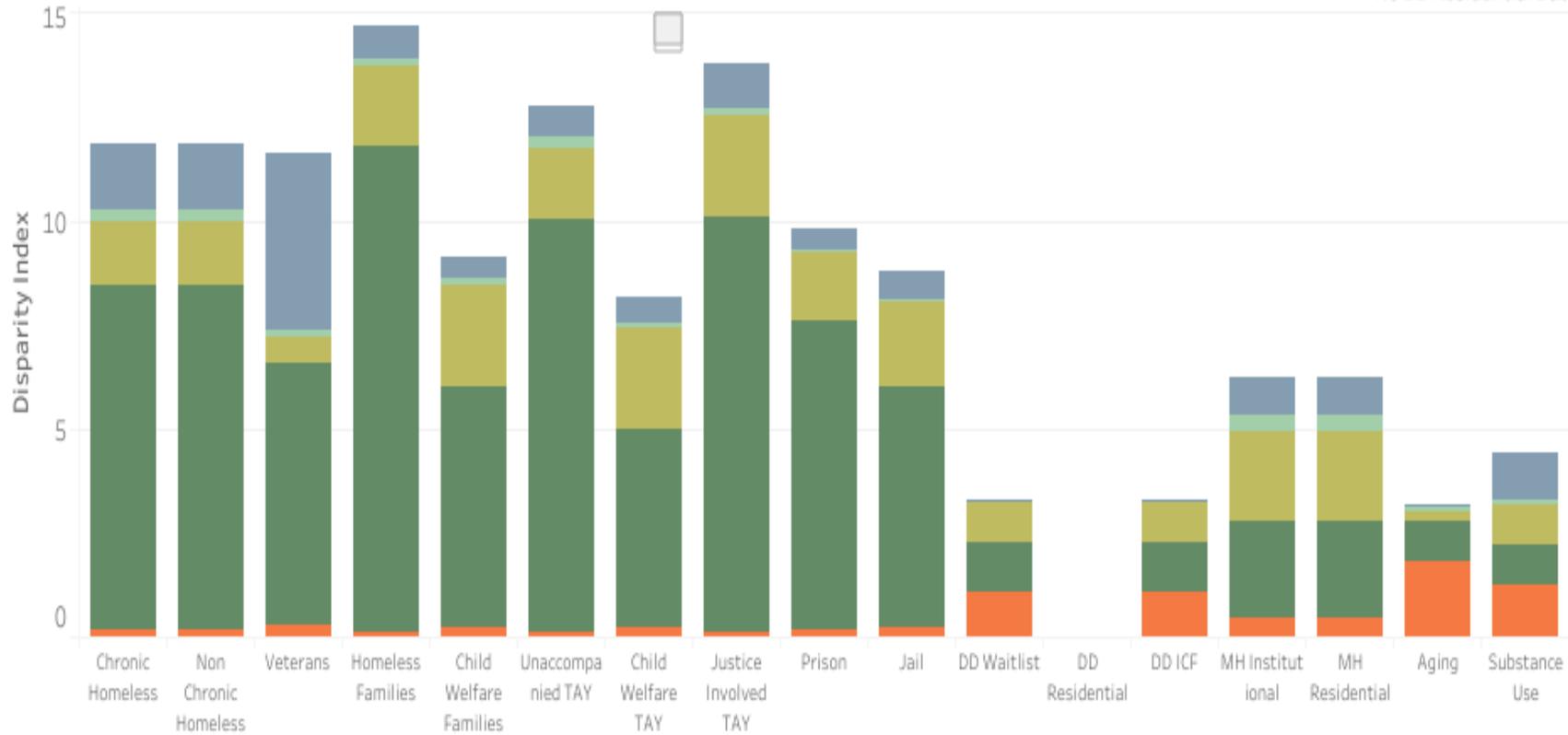
representation in a system with all other groups. It measures the likelihood of a group experiencing system involvement compared to all other groups.





# RDDI Pennsylvania

## Disparity Indices in Pennsylvania



representation in a system with all other groups. It measures the likelihood of a group experiencing system involvement compared to all other groups.

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



# A racial Equity Framework

- A commitment to real action to confront and define systemic bias, discrimination, and racism as it manifests itself both in internal and external policies and practices
- Redesigning Just and Equitable Systems
- Policy and Practice that center on inclusion, listening, and incorporation of the input of people that a program claims to be serving



# Equity Framework

- Increased advocacy for public policies focused on:
  - Transforming public sector institutional and crisis response systems through a collaborative public policy and advocacy effort.
  - Prioritizing housing choice and equity to ensure everyone can thrive in the community they call home.
  - Lifting-up and centering the voices and lived experience of people who face the challenges of poverty, health and disability, racism, and discrimination in developing policy and program solutions and in our advocacy efforts for the public sector resources required to address their needs.
  - Working to rapidly create the affordable housing with supportive services needed by many of the thousands of people temporarily placed in hotel and motel rooms across the country in response to COVID-19.
  - Advocating for the resources we need to provide the affordable housing and services more than 1.1 million individuals and families currently need but lack



# Questions to Consider

- To what extent do assessment scores differ across race, ethnicity, and other demographics?
- Are there staff at all levels that are representative of the population served?
- Do persons receive the service intervention suggested by assessment scores? If so, to what extent in total and across race, ethnicity, and other demographics?
- Do the data suggest implicit, or unconscious, bias?
- Of those housed, did the housing outcome correspond to the suggested intervention? Did the intervention match what the individual identified as what they wanted?
- To what extent are you part of a homelessness system that promotes transparency and inclusion to ensure that the people/community being served are represented in decision making? This includes monitoring and quality assurance in an ongoing fashion.
- Did interventions that were designed for a vulnerable population achieve equitable outcomes?
- What data is collected and analyzed to inform resource allocation and effectiveness? Who is counted?



# Thrive Framework



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# Compact for Thriving Communities

eliminating racial disparities in institutional systems;

dismantling the collateral consequences and stigma they create; and

investing in the housing and service infrastructure needed to create opportunity and thriving communities.

<https://www.csh.org/2020/07/our-vision-for-thriving-communities/>



# Resources

- LA County Report on from Ad Hoc Committee
  - <https://www.lahsa.org/documents?id=2823-report-and-recommendations-of-the-ad-hoc-committee-on-black-people-experiencing-homelessness>
- HUD COC Analysis Tool
  - <https://www.hudexchange.info/resource/5787/coc-analysis-tool-race-and-ethnicity/>
- SPARC Report on Homelessness and Equity
  - <https://c4innovates.com/training-technical-assistance/sparc/>
- CSH – RDDI
  - <https://www.csh.org/supportive-housing-101/data/>
- National Alliance to End Homelessness – Framework for an Equitable COVID-19 Homeless Response
  - <https://endhomelessness.org/wp-content/uploads/2020/04/COVID-Framework-4.29.2020-1.pdf>
- Changing the conversation podcast
  - <https://thinkt3.libsyn.com/>



# Glossary HUD Definitions

- **Shelter** - any facility, the primary purpose of which is to provide a temporary shelter for the homeless in general or for specific populations of the homeless and which does not require occupants to sign leases or occupancy agreements
- **Safe Haven** - serves hard-to-reach homeless persons with severe mental illness who come primarily from the streets and have been unable or unwilling to participate in housing or supportive services. Safe Havens are typically temporary placement that help homeless persons transition to Permanent Supportive Housing.
- **Transitional Housing** - designed to provide homeless individuals and families with the interim stability and support to successfully move to and maintain permanent housing. Transitional housing may be used to cover the costs of up to 24 months of housing with accompanying supportive services. Program participants must have a lease (or sublease) or occupancy agreement in place when residing in transitional housing.
- **Rapid Rehousing** - emphasizes housing search and relocation services and short- and medium-term rental assistance to move homeless persons and families (with or without a disability) as rapidly as possible into permanent housing
- **Permanent Supportive Housing** - Permanent supportive housing is permanent housing with indefinite leasing or rental assistance paired with supportive services to assist homeless persons with a disability or families with an adult or child member with a disability achieve housing stability