



COVID19 Homeless System Response: Discussion of Equity Products

July 9, 2020



Housekeeping

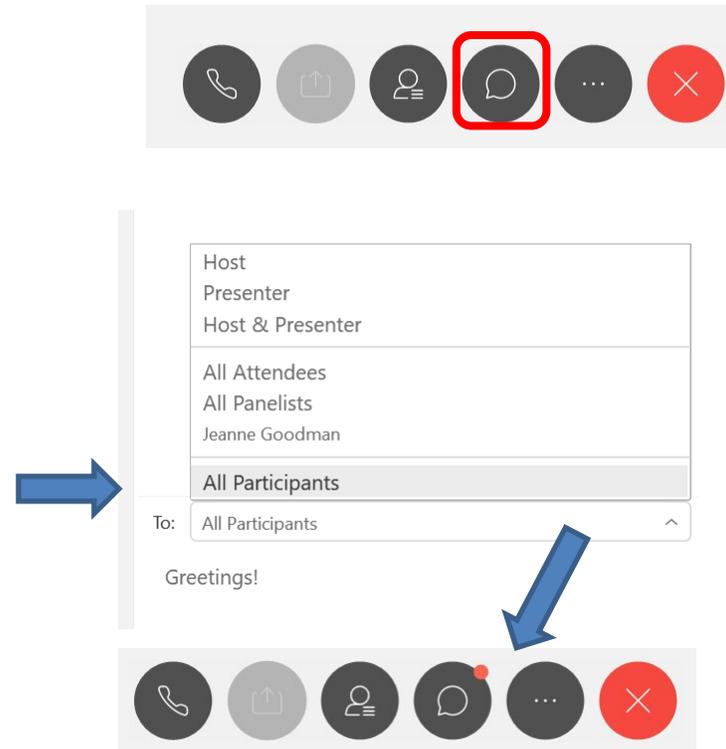
- A recording of today's session, along with the slide deck and a copy of the Chat and Q&A content will be posted to the HUD Exchange within 2-3 business days
- Event information for upcoming Office Hours, along with copies of all materials can be found here:
<https://www.hudexchange.info/homelessness-assistance/diseases/>
- To join the webinar via the phone, please call in using:
1-855-797-9485 Access code: 161 352 0390

Chat Feature

Select the Chat icon to make a comment or ask a question.

Be certain the To field is set to **All Participants**

An orange dot on the Chat icon indicates that you have unread messages.



Panelists/Resource Advisors

- Nili Soni, *Office of Special Needs Assistance Program (SNAPS)*
- April Mitchell, *SNAPS*
- Lisa Coffman, *SNAPS*
- Regina Cannon, *C4 Innovations*
- Josephine Pufpaff, *Youth Collaboratory*
- Darlene Flynn, *Department of Race and Equity at the City of Oakland*
- Susan Shelton, *EveryOne Home Leadership Board Member/Emeritus of the City of Oakland*
- Marika Baliko, *Mississippi United to End Homelessness*

Framing

- COVID-19 has amplified the historic and current racial biases and discrimination embedded in our systems, processes, and practices.
- People most harmed by COVID, housing instability and homelessness include racial minorities, especially Black and Indigenous people, those who are elderly, and those who have health problems, especially respiratory problems.
- HUD is committed to working with CoCs and ESG grantees and supporting communities advancing their efforts to be more equitable and to close racial disparities.

What do we mean by Equity?

- Equity refers to proportional representation (by race, class, gender, etc.) of opportunities in housing, healthcare, employment, and all indicators of living a healthy life.
- Equity is about fairness; it ensures that each person gets what the person/population needs.
- To achieve equity, policies and procedures may result in an unequal distribution of resources but will lead to equitable outcomes for everyone.

Sources: Center for Assessment and Policy Development and Center for Social Inclusion



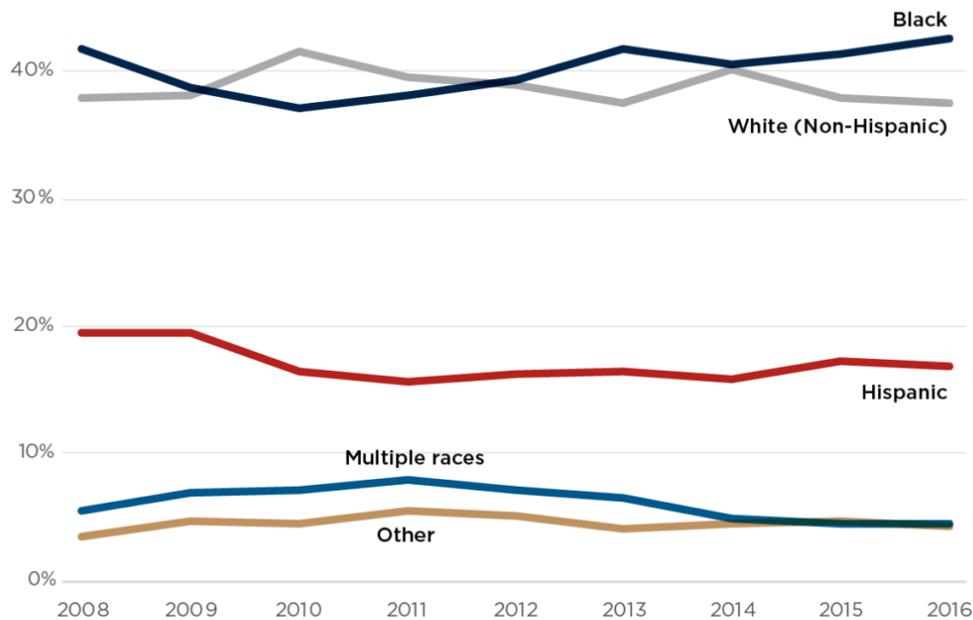
What do we mean by Racial Equity?

- Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, one's housing, economic, and health outcomes.
- Racial equity includes addressing root causes of inequities, not just outcomes. This includes elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or otherwise fail to address them.
- Racial equity is also a process. This means that Black people, Indigenous people, and people of color—those most impacted—are part of the decision-making about funding, policies and programs.

Why does *equity* matter in our homelessness response system?

Racial Disparities in Sheltered Homelessness Are Not Improving Over Time

Share of total annual population using shelter, by race and ethnicity, 2008-2016



Data are for people who used emergency shelter and/or transitional housing over the course of the given year.

Source: Annual Homeless Assessment Report to Congress, Part 2

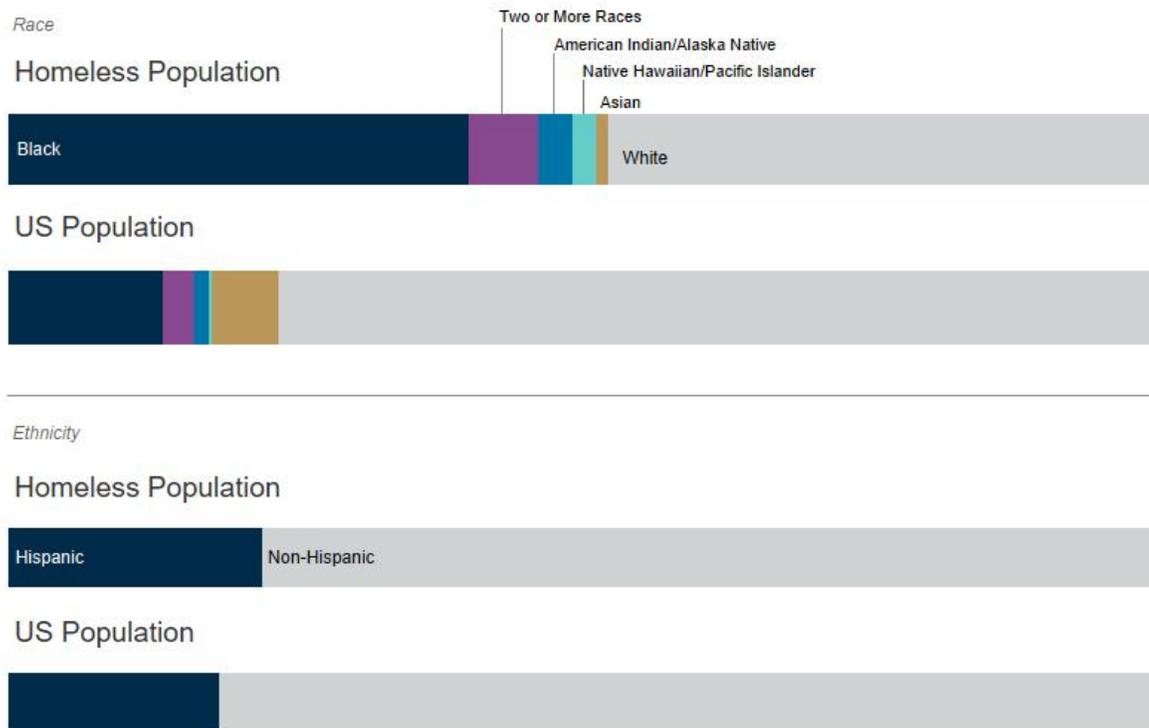


By far, the most striking disproportionality can be found among African Americans who make up 40 percent of the homeless population despite only representing 13 percent of the general population. This imbalance is not improving over time.

Why does *equity* matter in our homelessness response system?

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



Homeless population data are for a given night in 2019.
Source: Annual Homeless Assessment Report to Congress, Part 1, 2020.

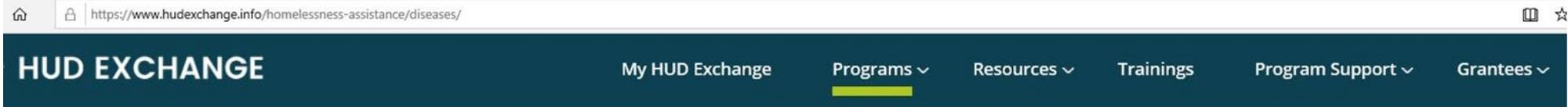
Similarly, American Indians/Alaska Natives, Native Hawaiians and Pacific Islanders, and people who identify as two or more races make up a disproportionate share of the homeless population.

Hispanics make up a share of the homeless population approximately equal to their share of the general population, while Whites and Asians are significantly underrepresented.

Equity Products

1. Equity as a Foundation (Part 1)
2. Data & Equity: Using the Data You Have
3. Advancing Racial Equity through CE Assessment and Prioritization
4. Equity Driven Changes to Coordinated Entry Prioritization
5. Prevention to Promote Equity
6. Increasing Equity through Procurement

Where Can I Find These Documents?



All COVID-19 Resources

- Search All Resources by Date +
- Memos, Waivers, and Grant Amendments +

Rehousing Efforts Tools and Resources

These resources focus on phase 2 of the SNAPS COVID-19 response: rehousing. Publication began in early May 2020.

Rehousing Strategy		
Resource	Author	Date Published
Disaster Response Rehousing	HUD	No publication date
Planning a Housing Surge to Accelerate Rehousing Efforts in Response to COVID-19	HUD	June 4, 2020
Rehousing Activation and Racial Equity - Includes: <ul style="list-style-type: none">• Rehousing Activation and Racial Equity Part 1: Equity as the Foundation	HUD	June 4, 2020
Rehousing Activation: Planning and Implementation Tips	HUD	June 3, 2020



Equity As The Foundation Part 1

Inclusion: To what extent are the diverse identities and perspectives of Black, Indigenous and people of color included in this decision-making process that will impact their lives?

Data (quantitative and qualitative): To what extent do you know who is most impacted- beyond who currently presents at the front door(s)- look in the margins and the outcomes as a result of their interaction

Strategies: To what extent do the strategies (programs and policies) meet the needs of those impacted and does not cause harm?

Impact: To what extent do you seek out the unintended harm and creation of new margins through policies and program requirements?

Evaluation: To what extent do you use disaggregated data and feedback from those with lived experience to monitor the impact that your decision, policy, or program has on each population.

Accountability: To what extent have you built gathering input, advice and recommendations on an on-going basis into the homeless response system?



Community Spotlight: Oakland

City of Oakland

Darlene Flynn and
Susan Shelton

Oakland-Berkeley-Alameda County Continuum of Care

Confronting Racial Equity in the Homeless Housing Crisis Response System

Darlene Flynn, Director of Race and Equity, City of Oakland

Susan Shelton, EveryOne Home Leadership Board, Emeritus of City of Oakland

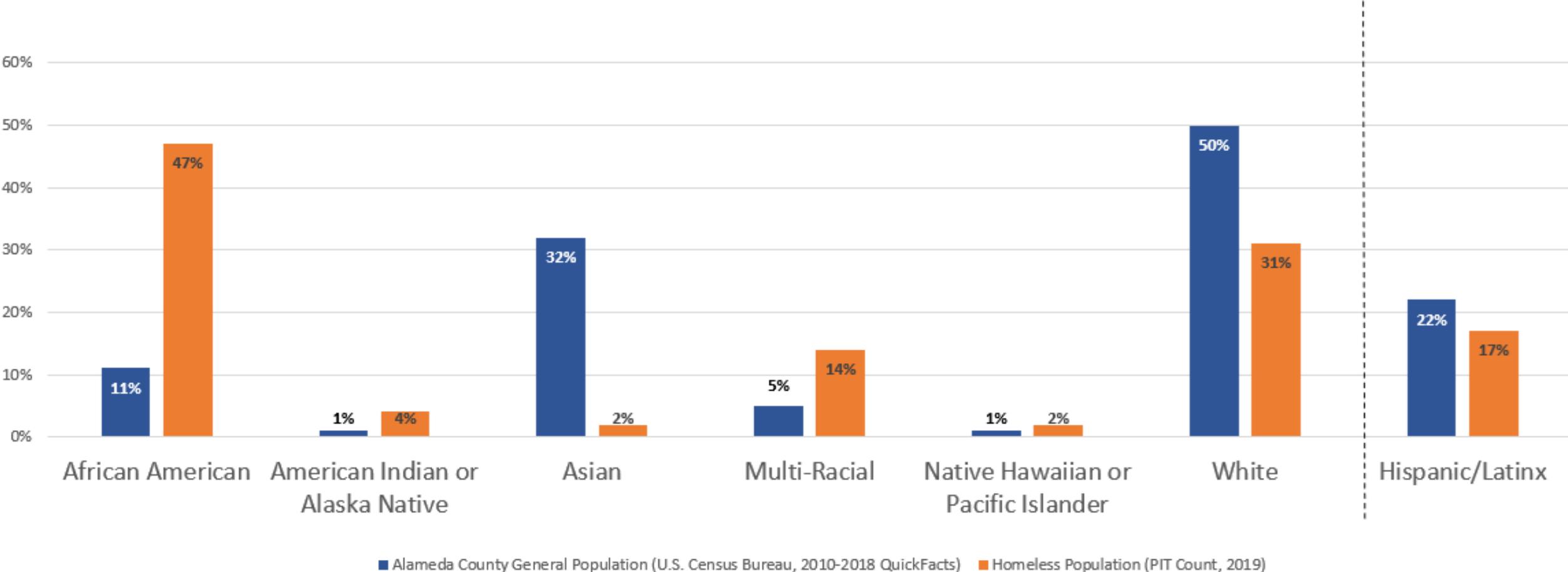
Structural Racism



Is a system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time. Structural racism is not something that a few people or institutions choose to practice. Instead it has been a feature of the social, economic and political systems in which we all exist.

- Aspen Institute Roundtable on Community Change.
(2016)

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



Racial Equity Impact Analysis

- Administrative data shows racial disparities in:
 - Inflow/first time homelessness
 - Returns to homelessness
- Engaged people who have been impacted by racial disparities to challenge assumptions about that experience.
 - 8 Focus groups involving 52 people
 - 67% of participants were currently homeless
 - 33% of participants were formerly homeless
 - Focus Groups Organized through: BACS, BANANAS, Asian Prisoner Support Committee, Intertribal Friendship House, Open Heart Kitchen, Roots Community Health Center, St Mary's Center, South Hayward Parish, Youth Advisory Board

Race of Partipants in REIA Focus Groups January -March 2020		
Black/African American	18	35%
Latinx/Hispanic	13	25%
White	7	13%
American Indian or Alaskan Native	6	12%
Multiracial	6	12%
Asian	1	2%
No Response/Other	1	2%

Age of Participants in REIA Focus Groups January-March 2020		
18-24	9	17%
25-39	9	17%
40-49	6	12%
50-64	21	40%
65+	6	12%
Prefer not to state	1	2%

Racial Equity Impact
Analysis Finding:

**Structural racism
multiplies and
intensifies barriers
to housing stability
while appearing
race-neutral and
unbiased.**

A lifetime of racial discrimination

- Mass incarceration
- Barriers to education
- Accumulated adverse health impacts
- Generational poverty
- Loss or over-extension of familial networks of social and economic support

Racial Equity Impact
Analysis Finding:

**Racial
discrimination and
economic inequality
are interconnected**

- *Our income is not high enough. I'm working and my son is working too, but our income has got to be higher.*
 - Participant 12, American Indian woman, aged 50-64
- *How do you get your income that high, though? What are you supposed to do to make it go higher?*
 - Participant 18, Latino man, aged 50-64
- *I was trying to go to school but also needed to find housing, so I went to transitional housing. I dropped out of school and [am] trying to work full time and find housing.*
 - Participant 1, African American man, aged 18-24
- *I didn't go to school, I didn't learn work, I am not able to pay rent because I don't work.*
 - Participant 44, Latino man, unknown age

Racial Equity Impact
Analysis Finding:

**Structural racism
impacts entire
families and social
systems, distressing
the networks and
supports that may
otherwise prevent
homelessness**

- *I became homeless because I was a drug addict. But then my parents died and the rest of the siblings sold the house. I had always had a place with my mother. I was not responsible enough to hold a job. I did the homeless thing real well. I learned how to be an addict and homeless.*

–Participant 23, African American man, aged 65+

- *I came from a broken home. When I was 8 my mom couldn't take care of four kids by herself. We bounced around shelters for years. For me, [homelessness is] based on lack of family supports.*

– Participant 2, African American man, aged 25-39

- *High rents period. Having to have 5x the income. It's hard for those with bad credit, or generations of bad credit. There is nothing to build upon.*

–Participant 8, American Indian woman, aged 25-39

Racial Equity Impact Analysis Finding:

**The challenges
of applying for
housing are
intensified for
homeless BIPOC.**

- *Like the applications they want bank statements, showing you have money saved. Some places they don't want you to leave stuff blank. I don't have a bank account so I can't put stuff there. Transportation and trying to get places. Some places want you to drop it off at the property. I had to go to Berkeley once.*

-Participant 10, American Indian woman, aged 25-39

- *Money. And, we don't have an address, we can't keep our place of living to get notified, to have our ID sent to us. It's very hard even to have your mail.*

- Participant 17, African American woman, aged 50-64

- *The applications you fill out for apartments are really intrusive. I don't understand some questions. They want to go so deep into your life. A lot of stuff you forget, and they want to go back 10 years ago. I don't remember where I lived 10 years ago. If you leave out anything, anything minor, they turn the application down. I fill them out to the best of my knowledge, but it's not enough.*

-Participant 29, African American man, Aged 50-64

Racial Equity
Impact Analysis
Finding:

**Low income
does not mean
high service
needs**

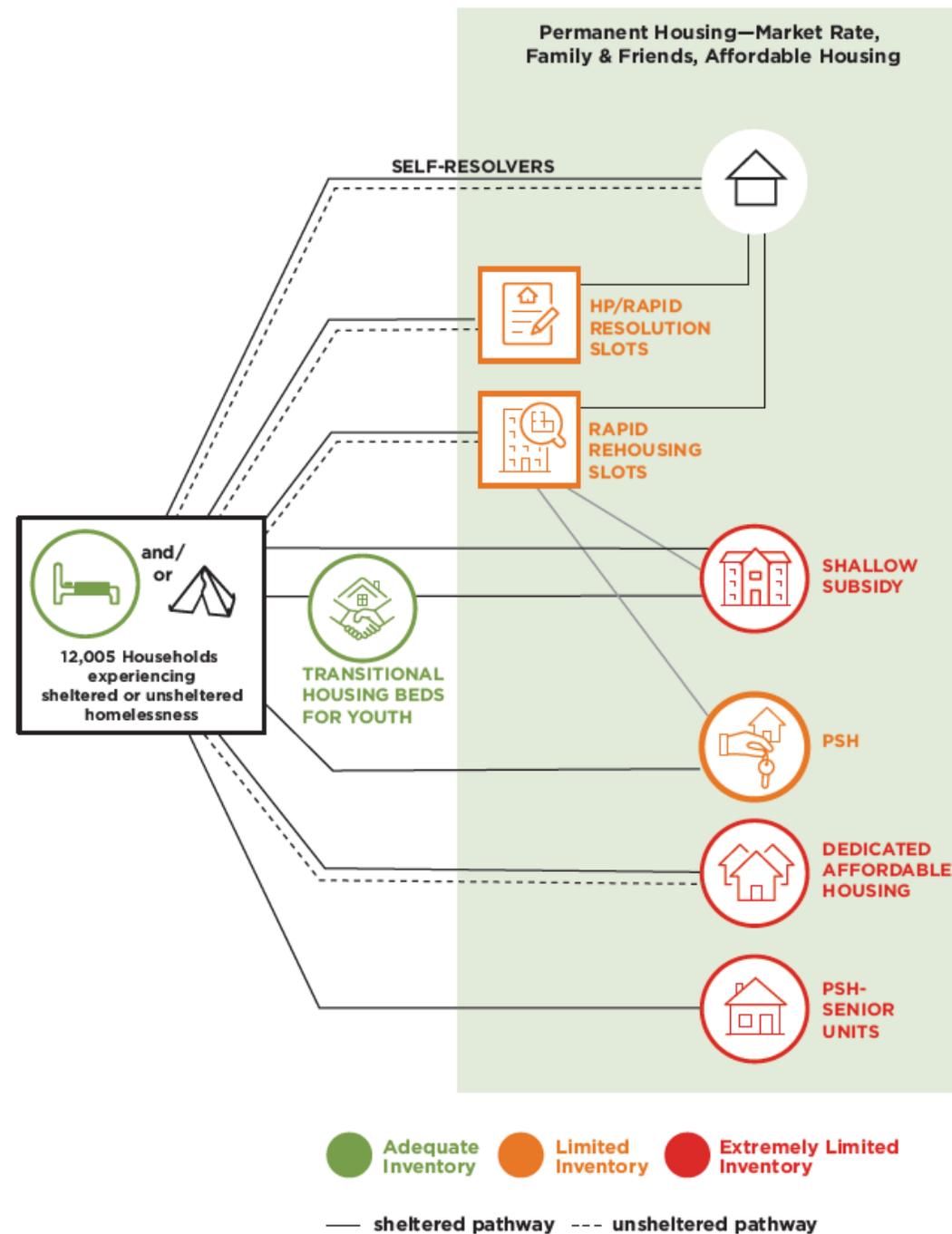
- *I love having my own place, don't like too much intrusion unless I'm asking for it.*

-Participant 26, African American male, aged 65+

- *What's frustrating to me, is I don't have a drug problem. I'm just a mom with kids who has been in abusive relationships. I remember the lady interviewing me saying I'll score higher if I have a drug problem – I'd get right in tonight.*

-Participant 8, American Indian woman, aged 25-39

Optimal System Pathways for Adult Only Households





There is race
work to do.
It begins
now!

- Question how the impacts of structural racism play out in your organization
- Evaluate system outcomes annually
- Disaggregate performance outcomes by race
- Explore root causes of outcomes data in racially mixed groups
- Look at policies and practices including:
 - Direct Services with Clients
 - Document readiness
 - Hiring processes
 - Organizational culture

Community Spotlight: Mississippi

Mississippi United to End Homelessness

Marika Baliko

COVID-19 WEBINAR SERIES:

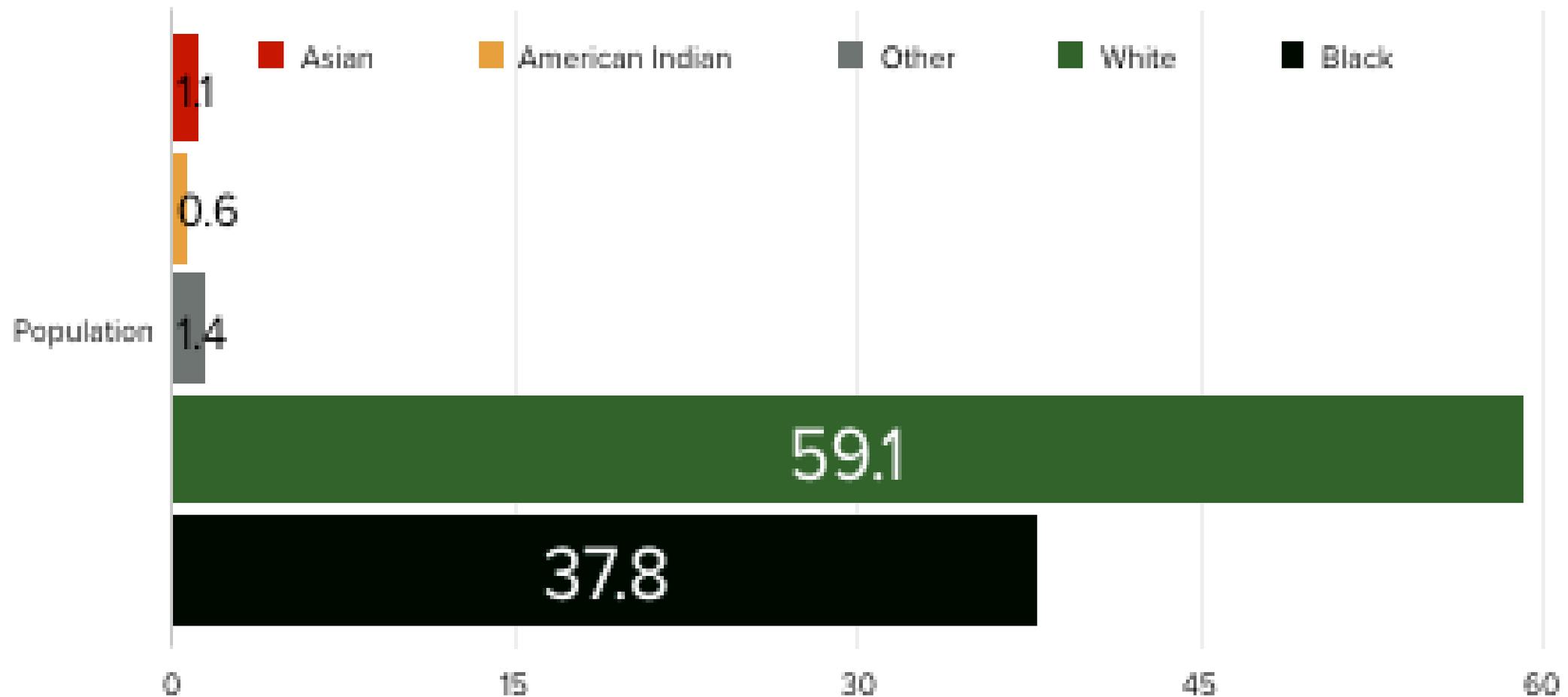
COMMUNITIES USING DATA TO ANALYZE RACIAL DISPARITIES DURING THE PANDEMIC

...here's where you can start



POPULATION IN MISSISSIPPI

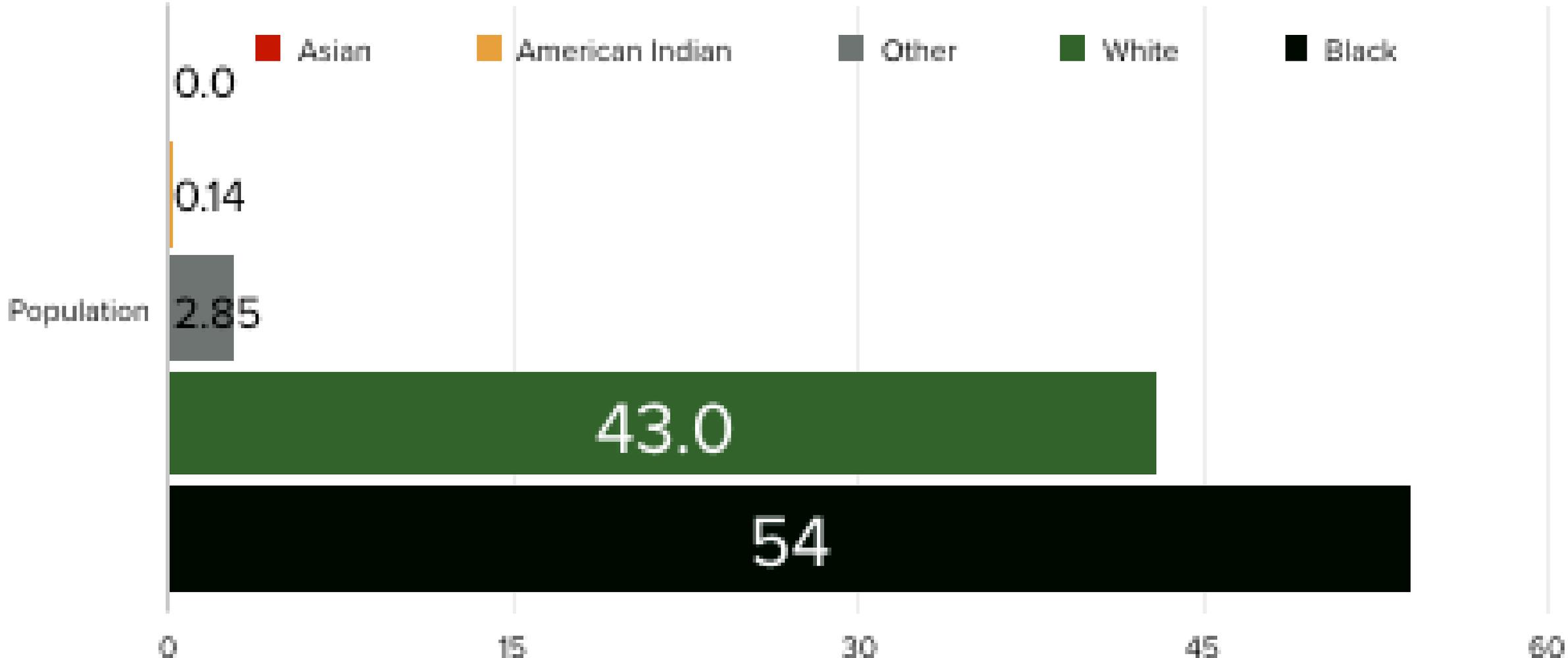
2,967,297



Census <https://www.census.gov/quickfacts/fact/table/MS/PST045219>

HOMELESS POPULATION

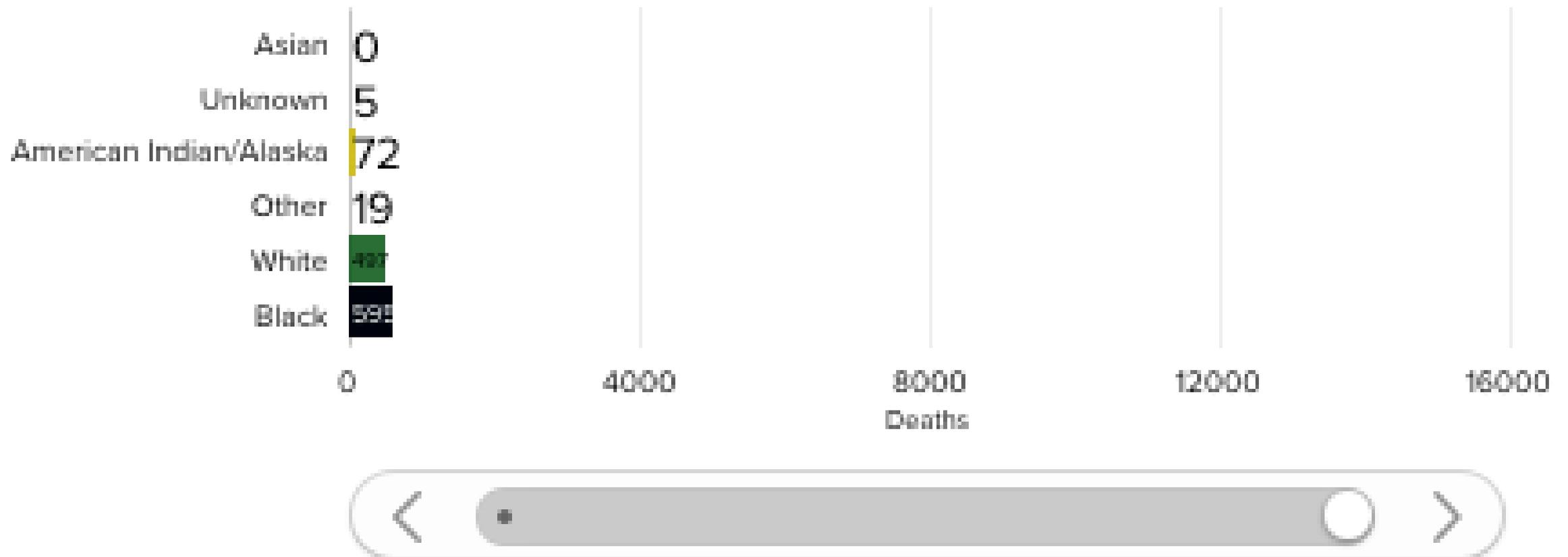
2,967,297



COVID-19 IN MISSISSIPPI

Total Cases: 32,888

Total Deaths: 1,888



MS Dept of Health https://msdh.ms.gov/msdhsite/_static/14,0,420.html#caseTable

RACIAL EQUITY TOOL-COVID-19

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?

WHAT DOES THIS MEAN?

- Lack of access to testing/Low number of tests available
- Homeless vs Impoverished communities
- Unsheltered -Isolated
- Agencies and shelters quickly changed their formats to meet the needs of the community
- Preventive Measures
 - Passed out information about COVID-19, along with hand sanitizer and cleaning supplies

HOUSING DURING COVID-19

**54% OF THE HOMELESS POPULATION IN
THE BOS IS AFRICAN AMERICAN**

**SINCE MARCH 59% OF THOSE HOUSED
WERE AFRICAN AMERICAN**

WHAT DID WE LEARN?

What's Next?

- **ESG COVID Funding-CARES Act**
- **How do we reinforce the work that we are already doing in racial equity to make sure that we don't create disparities with the COVID funding?**

CARES FUNDING

- Intake process will now include collecting data on how COVID-19 has affected:
 - ▶ Health
 - ▶ Employment/Income
 - ▶ Family Household- Lose childcare, moved in with parents, etc.

What's Next?

**Quantitative
vs
Qualitative Data**

Questions?

Marika Baliko, MSED

**Director of Properties, Client Services,
and CARES Funding**

mbaliko@muteh.org



Data & Equity: Using Data You Have

- Using Current Tools to Identify Inequities in Assessment, Services, Housing Interventions and Housing Stability Outcomes (HUD's [CoC Analysis Tool: Race and Ethnicity](#), [Stella P](#))
- Engaging People with Lived Experience of Homelessness in Data Analysis and Interpretation
- Use Actionable Data:
 - 1) Envision and document an equitable system of care and establish measurable goals that advance the overall vision
 - 2) Identify meaningful measures that connect directly to the goals
 - 3) Consistently bring data forward for accountability, information, and action, at multiple tables and groups to solicit observations and feedback at different levels and backgrounds, comparing differences and cross-pollinating insights and incorporating provider and lived expertise on system functioning (i.e., qualitative data)
 - 4) Measure by measure, identify how they will indicate success (e.g., housing placements should increase over time), collaboratively draft action plans or policies in response to a measure trending in the opposite direction of success (e.g., if housing placements decrease over time, we as a system, will...)
 - 5) Monitor progress, draft and implement action plans, adjusting as needed

Advancing Racial Equity through Coordinated Entry Prioritization

- Ensure the composition of your planning body equally represents those who are affected by CE policies and practices.
- Develop clear objectives related to prioritization and housing placement that further racial equity goals.
- Identify and document discriminatory practices that impede a certain population's ability to access needed resources and retain permanent housing.

Advancing Racial Equity through Coordinated Entry Prioritization

- Develop CE assessment and prioritization tools and processes that promote racial equity; that ensure questions that account for the different experiences of vulnerability and barriers facing racial and ethnic groups.
- Collect and analyze specific data metrics to evaluate whether and how racial disparities exist.

Equity Driven Changes to Coordinated Entry Prioritization

COVID-19

Homeless System Response: Equity-Driven Changes to Coordinated Entry Prioritization

Implement changes to Coordinated Entry (CE) policies to protect those most vulnerable to the virus' severe effects. Utilize CE system grants to adapt workflow, intake, and service approaches

Why

Black people and people of color experience disproportionate impacts of COVID-19. CE assessment and prioritization processes should actively address the health and housing disparities that contribute to high vulnerabilities.

1

How

Identify the prioritization impact of shifts to non-congregate shelter, as well as diversion or release efforts of jails, prisons, hospitals, and other institutions. Identify who is likely to shift to a lower priority as a result of CE prioritization changes and determine alternative supports and resources available for help.

2

When

CE access and assessment providers, current or former participants with lived experience, working groups, CoC and HMIS Lead agencies, and ESG recipients should evaluate, update, and implement changes to the CE prioritization strategy **with urgency**. Communities have accomplished convening, updating, and implementing in as little as 10 days.

3

Prevention as a Tool to Promote Equity

- Determining households for prevention
- Equitable access and culturally responsive prevention strategies
- Attract new applicants including sub-recipients/subcontractors
- Reduce barriers in the selection process
- Support success of new sub-recipients or subcontractors
- Monitoring outcomes across targeted households

Increasing Equity Through Expanding Procurement

- Set goals to increase equity in the procurement process
- Identify disparities and gaps in provider organizations and neighborhoods
- Expand the pool of potential sub-recipients
- Attract new applicants including sub-recipients/subcontractors
- Reduce barriers in the selection process
- Support success of new sub-recipients or subcontractors

Q & A



Resources

- HUD Exchange Infectious Disease Prevention and Response Page:
<https://www.hudexchange.info/programs/consolidated-plan/>
- HUD Exchange Ask-A-Question (AAQ) Portal:
<https://www.hudexchange.info/program-support/my-question/>
- HUD Exchange Racial Equity Page:
<https://www.hudexchange.info/homelessness-assistance/racial-equity/>
- Email your questions to SNAPSInfo@hud.gov