



Using Data to Move Racial Equity Conversations Forward

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Welcome

A collection of words for "Welcome" in various languages and colors, arranged in a word cloud shape. The words include: SVEIKI, Bunã ziua, SELAM, HEJSAN, HEJ, ALIO, NOROC, Tjänare, GUTEN TAG, SANNU, Cześć, HEJ, SERVUS, HELLO, CIAO, BONJOUR, PRONTO, SZERVUSZ, BONGHJORNU, DAR FIA, Olá, Alió, HALOO, HI, DIA DUIT, SALVE, TIENS, ALOHA, HEI, ZDRAVO, SALUT, ZDRAVO, MERHABA, VERWELKOMING, Hyló, HALLO.

Learning Objectives

- Understand the essential elements of conducting a racial equity analysis
- Learn how to interpret data to identify racial disparities and identify data quality and collection issues impacting interpretation of the data and how to resolve them
- Determine how to utilize racial equity data to inform program and system decisions, including how to monitor data on an ongoing basis to ensure progress is being made



Agenda

- Conducting a race equity analysis
- Addressing data quality and data collection issue
- Defining “community” and who is involved in the process
- Using race equity analysis to inform community conversations and decision-making processes
- Ongoing monitoring processes to ensure change is happening
- Hands-on exercise - interrogating data



Data Equity

Identifies

- Sources of bias at each step of the data life cycle from funding and motivation for a data project to analysis, interpretation and communication, and data ownership and control

Involves

- Authentic, meaningful interrogation of data processes to be inclusive and dismantle racism and other “isms” in data collection, reporting, and analysis

Race Equity Analysis

Strategy

- Many effective approaches and strategies
- Overall goal is to get started

Analysis

- Analyze the data you have
- Incorporate diverse perspectives and community members

Monitor

- Monitor change over time
- Determine when changes need to be made

Strategies must be outcome-oriented and evaluated for success. Recalibration and amendments are expected over time.

Keys of An Effective Race Equity Analysis

Identify stakeholders

Engage stakeholders

Identify and document racial inequities

Examine the local cultural and historical context

Clarify the purpose

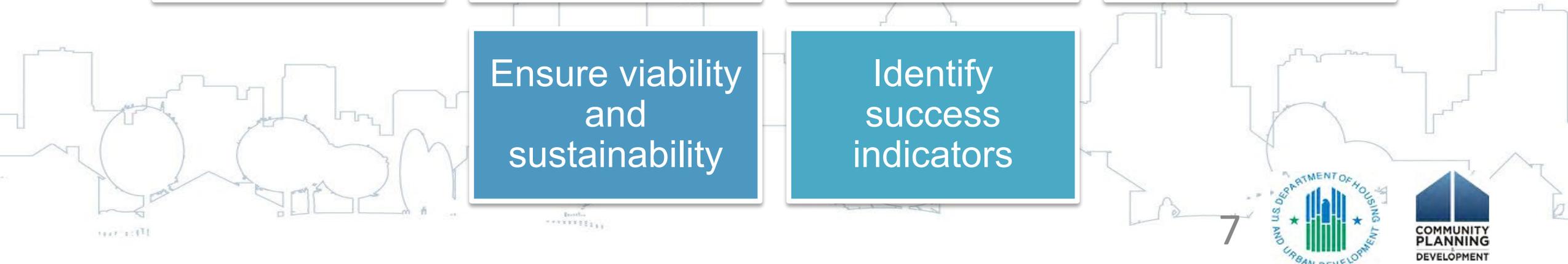
Consider adverse impacts

Advance equitable impacts

Example alternatives or improvements

Ensure viability and sustainability

Identify success indicators



Racial Equity Impact Analysis

Race Equity Impact Analysis (REIA) is a process to explore how different racial and ethnic groups could be impacted by proposed policies, procedures, processes, or funding given that marginalized populations and individuals are situated differently within the homelessness response system. The components include:

- Inclusion
- Data
- The Story Behind the Data
- Strategies
- Impact
- Evaluation
- Refinement

Racial Equity Theory of Change

IF COMMUNITIES

- Use a racial equity lens to examine disproportionality in the state of homelessness
- Participate in supported discussions and learning opportunities with HMIS data users, persons with lived expertise, and CoC partners on centering equity during the data collection, analysis, and interpretation phase

THEN COMMUNITIES WILL

- Learn to reduce systemic racism in the homelessness response system by using Culturally responsive data evaluation to identify disproportionate unmet housing and services needs
- Understand what necessary skills, resources, decision-making bodies, and data structures are needed to work towards a more racially equitable homeless response system that will result in community led, data informed culture solutions in your community

Poll

Data Superheros - What's your power (select all that apply)?

- Trainer
- Report Writer
- Analyst
- Data Quality Specialist
- System Administrator/System Set-Up



What Data Do I Need?

Who is overrepresented in homelessness? Who is underrepresented?

PIT Count

Community Comparison Data – Census & Poverty Rates

Who is being served by the homeless system? Who is not?

HMIS Data

How are we serving them (or not)?

Length of Stay

Exit Destinations

Exits to Permanent Housing

Returns to Homelessness

Who Do I Need?

How do you define “community” or “partners”? Incorporate the voices of people with lived experience; black, indigenous, and other people of color; and others.

- Reach out to local chapters or affiliates of national, culturally-specific organizations (Urban League, NAACP, Native Americans in Philanthropy, Asian Americans/Pacific Islanders in Philanthropy, National Latin Network, National Association for Latino Community Asset Builders)
- Local leaders from these organizations can connect you to local faith-based groups, social service agencies, and community-based organizations that have a wealth of insight, expertise, and perspective

Reach New Partners

* Access mailing lists

* Ask to post notices to their websites

* Ask them to co-host events

Share your information with them and ask how you can be helpful to create a mutually beneficial collaboration

Qualitative Data

- An analysis is limited if it only utilizes quantitative data
- Quantitative data can highlight an inequity but often qualitative data is needed to understand it better
- What is the client experience of your system and the programs?
- What do clients say they need to end their homelessness?
- Are these different by race/ethnicity?

Trustworthiness Rigour Beliefs Qualitative Themes Grounded Coding Who
Describe Reflexivity Deductive
Qualitative Data
Why Content Analysis Views Interpret
Attitudes Emergent Technique
Paradigm HOW Richness Framework

Types of Qualitative Indicators

Experience Measures: A collection of measures centered around the self-reported experience of black, indigenous, and other people of color experiencing homelessness in the homeless response system.

- Overall satisfaction with experience
- Level of household well-being
- Level of co-collaboration in creation of housing plan
- Cultural alignment and appropriateness for individual
- The quality provision of housing-related activities

Housing Stability Measures: A collection of measures that track increases in housing stability of black, indigenous, and other people of color:

- Was the individual connected to services, and were the services culturally appropriate?
- Was the individual connected to mainstream benefits?
- Has the individual been connected to employment?
- Have you been incarcerated since being housed?
- Have you had any hospital stays since being housed?

Data Collection & Power Analysis

Equity in Data Collection

- Sampling equitably but within existing resources as to not burden communities
- Balancing black, indigenous, and other people of color populations with privacy concerns
- Making data terms more accessible
- Data reliability without discounting small sample sizes
- Eliminating assumptions with secondhand or administrative data
- Set equity standards for how, when, and where we extract data
- Provide opportunities to find out why people opt out of providing data and use that to minimize harm and inequities

Equity via Shifting Power

Helps key community stakeholders and data coaches/users to:

- Acknowledge the value of decentralized power
- Ask who has power
- Determine what that power is used to accomplish
- Explore where power is unequal and what factors are causing this
- Develop shared power structures that need to be in place to create a data-informed culture

Data Quality & Collection Issues

Common Issues

- Timeliness of data entry
- Length of stay in night by night shelters
- Not exiting people from programs
- Unknown exit destination

Race may not be Broken Down Enough to Inform Programming

- Native Indian/Alaska Native
- Asian
- Hawaiian/Pacific Islander
- Black/African American & African Immigrants

Monitoring Data on an Ongoing Basis



- Racial equity analysis isn't a one-time event
- Include equity data on all public facing dashboards
- Incorporate equity goals into funding processes and contracts
- Require reporting on equity goals in routine contract reporting
- When something new shows up in your data, don't be afraid to pivot

Learn and Turn

Engage with Community

- Understand what the data is demonstrating
- Collect quantitative data
- Identify solutions

Revise Investments Based on Racial Equity Analysis

- What program types are meeting their goals/outcomes for every population?
- What program types are serving your focus population the most effectively?
- What agencies are serving your focus population most effectively?

Incorporate Equity into Funding Processes and Contracting

- Develop a specific equity goal to include in funding processes based on your current data
- Require applicants to propose a plan to meet the equity goal
- Require programs to report on the equity goal and/or outcomes disaggregated by race, ethnicity, etc.

Austin/Travis County TX

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Why?

In Travis County, a Black/African American person is about 6x more likely than a white person to be experiencing homelessness at any given time



In Search of a New Process

- HUD emphasis on “tool” for assessment taken very literally
 - CPD Notice also uses the word “approaches” – might be a better way to think about assessment
 - No one screening tool can fulfill this requirement – especially one that is “off the shelf” and does not factor in local context
 - Information should come from multiple sources
- Because no simple answer on how to do this, need to be willing to adjust over time in an iterative process
- Focus on racial equity found inequitable outcomes in many communities for Black and brown residents experiencing homelessness



Racial Disparities and Reliance on “Tools”

Issues with assessment/prioritization tools suggest that asking people sensitive questions about their background leads to inequitable outcomes

Speaks to something deeper about a tool-based approach to assessing vulnerability

How will we ensure future prioritization processes do not replicate the same disparities? Simply replacing one tool with another is a mistake



New Process Timeline

**September
2019**

ECHO publishes the 2019 Racial Disparities Report, revealing the inequity of the CE prioritization process for Black and Hispanic/Latinx clients in Austin/Travis County

December 2019

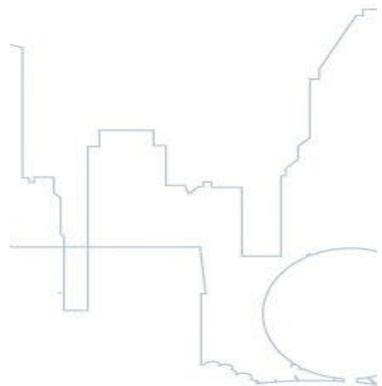
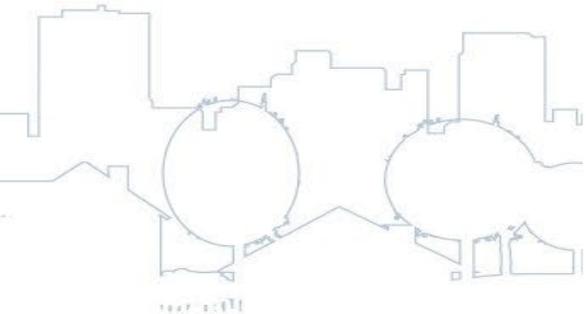
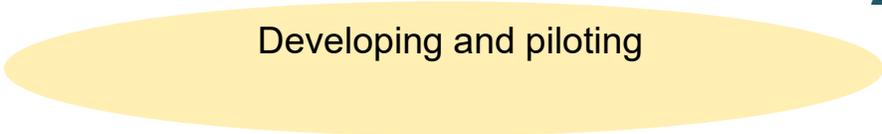
The Austin/Travis County Homelessness Response System establishes the Racial Equity Task Group to build a replacement assessment process

**August
2021**

The Austin/Travis County CoC Board (Leadership Council) approves the Austin Prioritization Index for implementation in the Coordinated Entry process

October 2021

Austin Prioritization Index officially goes into effect



Right People, Right Time

- Developing and piloting the questions included in the Austin Prioritization Index (API) was a collaborative process in which we were intentional about centering equity not only in the outcome, but in the process.
- The Racial Equity Task Group is a diverse group comprised of:
 - People with lived experience of homelessness
 - Homelessness Response System staff
 - City of Austin staff
 - Representatives from various other organizations, from community-based groups to academic institutions



Right People, Right Time

The Equity Task Group wrote all new questions included in the API, both the question subject matter and the wording, and ECHO staff collected and analyzed pilot data for these questions

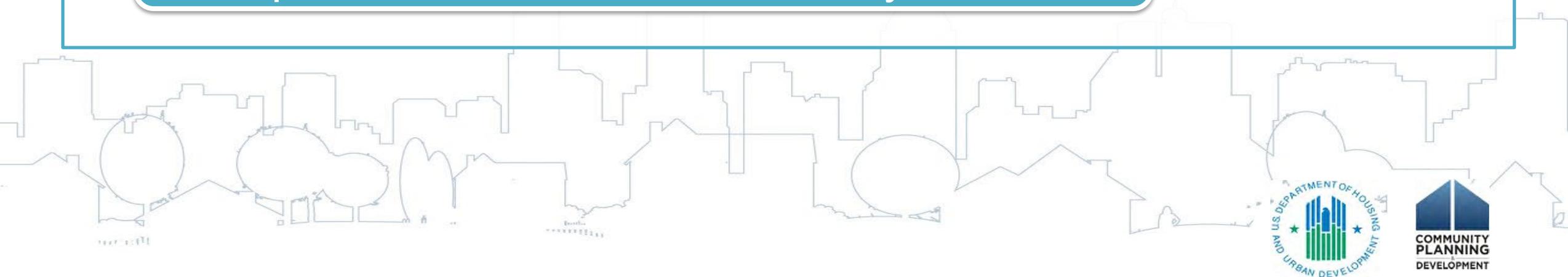
We continuously had to hold each other accountable to equity in the process of developing the tool (i.e. don't rush the process, incorporate the community at every step)



Austin Prioritization Index

A localized assessment process built by and for the Austin/Travis County community

Includes a set of questions developed by and piloted in Austin/Travis County



Austin Prioritization Index

Health Conditions
Associated with
Disparate Health
Outcomes

History of
Homelessness

Barriers to
Housing



Austin Prioritization Index

We performed statistical tests (Chi-square analyses) in order to test relationships between key demographic variables and responses to each question.

Key demographics

Race/ethnicity:

- Non-white and/or Hispanic/Latinx
- Black/African American
- Hispanic/Latinx

Gender:

- Transgender or Non-binary/Gender non-conforming



API Questions that Support Racial Equity

Health Conditions Associated with Disparate Health Outcomes

- Advanced age
- Minor children
- Pregnancy/breastfeeding
- Healthcare access
- HIV/AIDS program interest
- High blood pressure
- End stage disease
- Challenges in meeting daily needs
- Mental health
- Substance use

History of Homelessness

- Frequent unsheltered homelessness
- Length of current homelessness
- Frequency of homelessness
- Harm or threat of harm

Barriers to Housing

- Education
- Foster care history
- Juvenile justice history
- Criminal history barriers to housing
- Austin born/raised
- Gentrified Austin ZIP raised or last permanently housed
- Raised in multi-generational household

API Questions that Support Gender Equity

Health Conditions Associated with Disparate Health Outcomes

- Advanced age
- Minor children
- Pregnancy/breastfeeding
- Healthcare access
- HIV/AIDS program interest
- High blood pressure
- End stage disease
- Challenges in meeting daily needs
- Mental health
- Substance use

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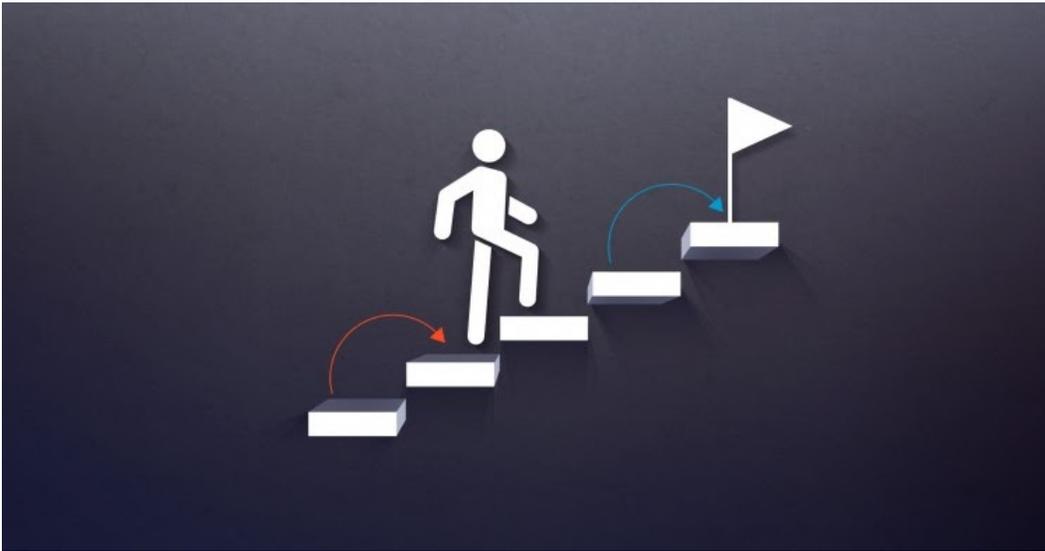
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Austin Prioritization Index

Based on our assessment of available data for API questions:

- Black and Hispanic/Latinx clients would consistently score **HIGHER** than white non-Hispanic clients on the API.



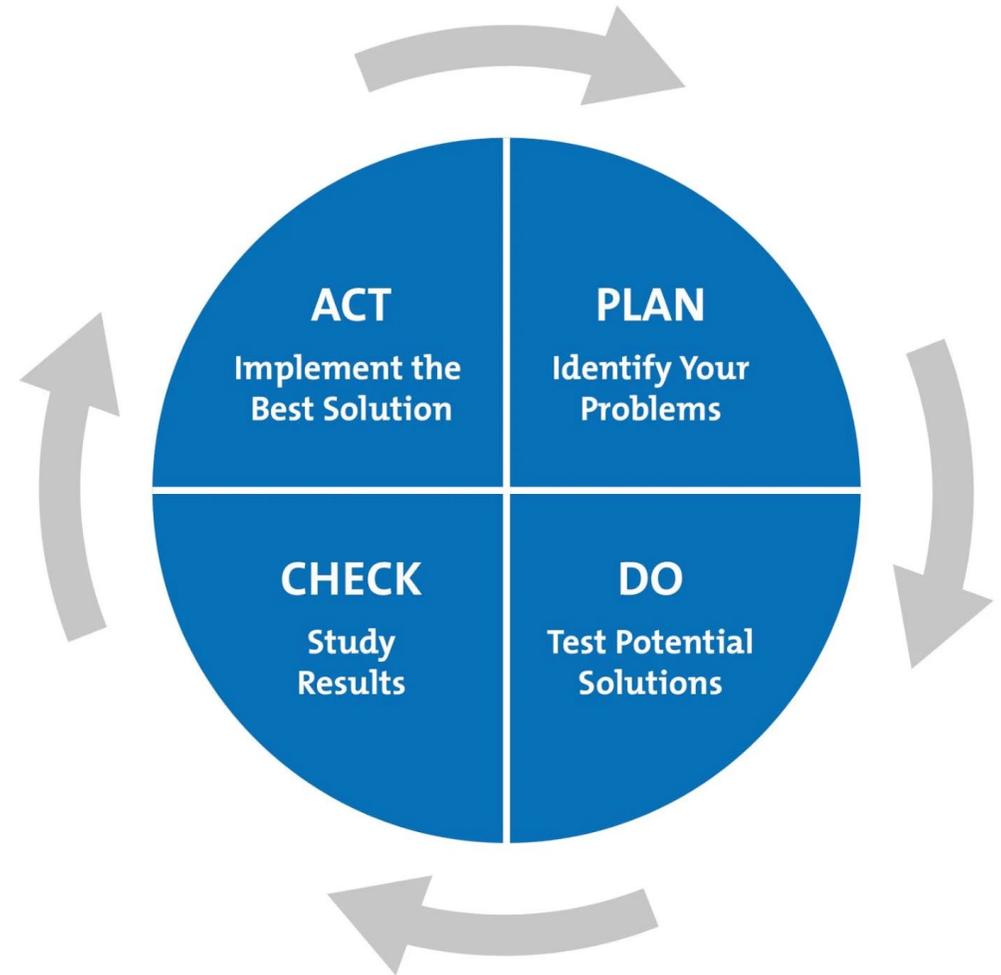
Historically, both locally and nationally, Black and Hispanic/Latinx clients consistently scored lower on assessment tools:

- Adopting the API is a huge step in the right direction!



Austin Prioritization Index

- The API will be subject to continuous improvements, and revisions will be proposed routinely to the Leadership Council.
- New and/or alternative questions will be in pilot at all times, and future proposed changes will be based on the outcomes of future pilots

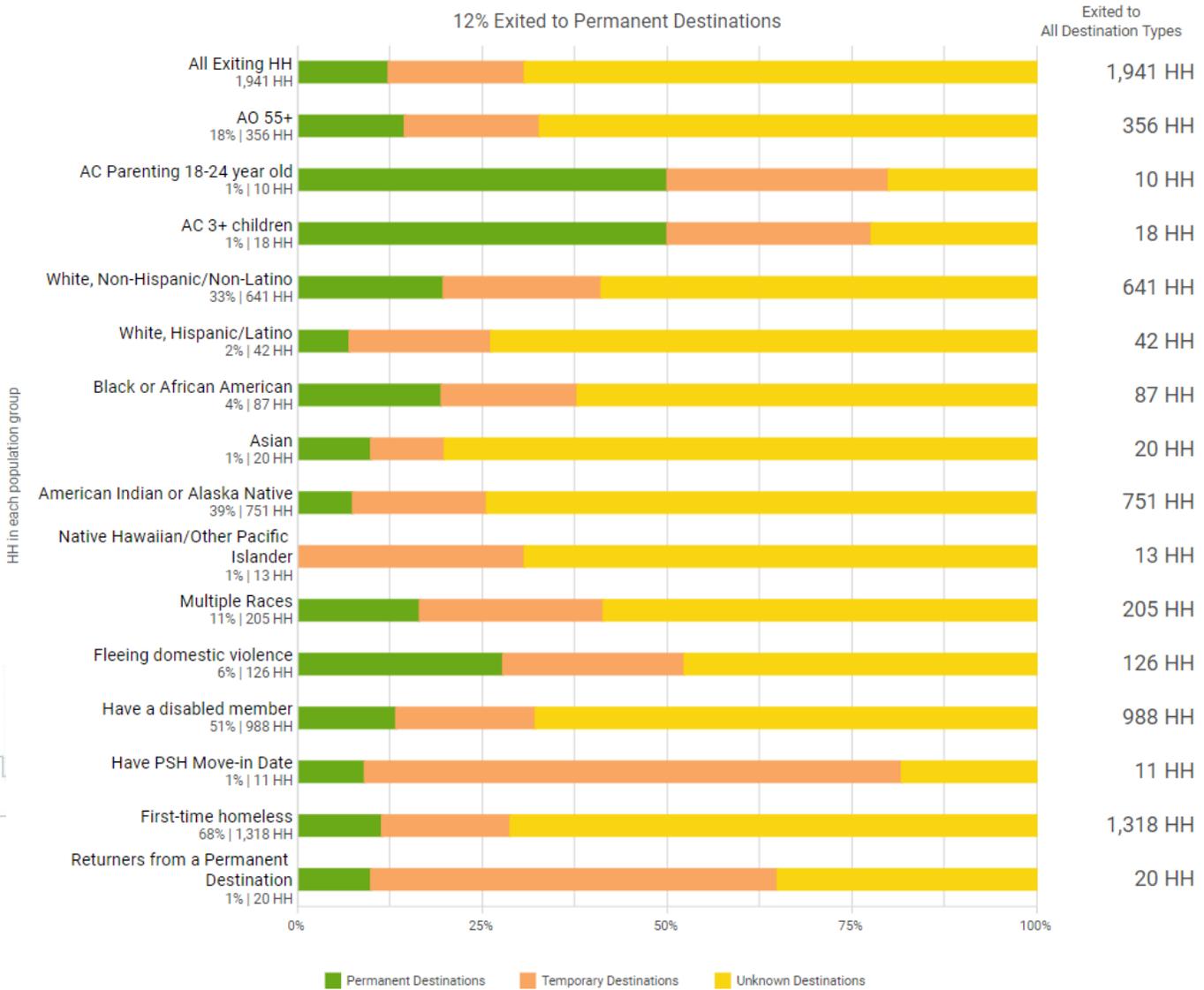


Demo with Data

- Test out data interrogation skills with LSA data set visualized using Stella
- Specific community data from the FY2020 data submission
- What questions would you ask upon seeing this data?

We lead with race and we also want to ask questions where any inequities appear

Demo with Data

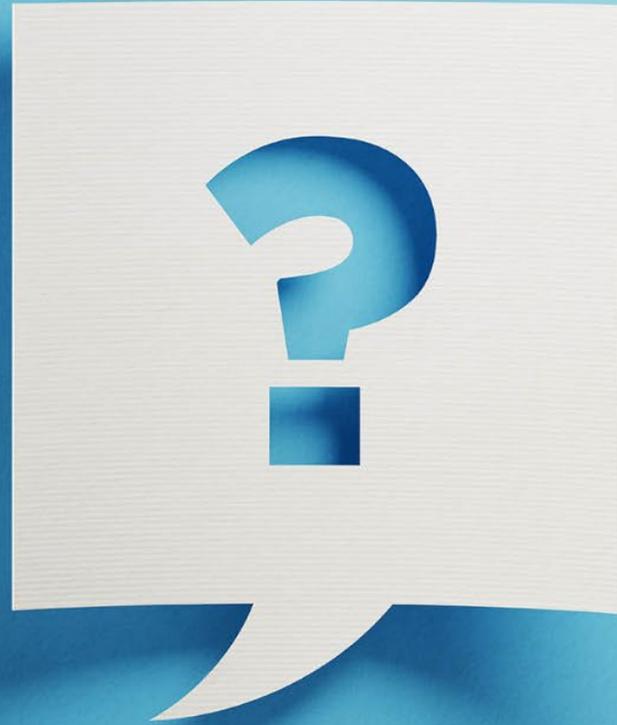


- Comparing to the Universal Measure (12% exits to permanent destinations)
- Which population groups experience significantly fewer permanent housing exits?
- Which populations groups experience significantly more permanent housing exits?
- What barriers and lack of supports could contribute to understanding these?
- What data quality and/or collection issues could contribute to understanding these?

Resources

- [Disaster Response Rehousing Equity page](#)
- [Data & Equity: Using the Data You Have](#)
- [Stella P Race & Ethnicity Analysis Guide](#)
- [CoC Analysis Tool: Race & Ethnicity](#)
- [Race Equity Impact Analysis](#)
- [USICH: How to Start Addressing Racial Disparities in Your Community](#)
- [Equitable Evaluation Framework](#)
- [Community-Based Participatory Research](#)
- [Critical Race Design: An Emerging Methodological Approach to Anti-Racist Design and Implementation Research](#)
- [Culturally Responsive Research Framework](#)

Questions (and hopefully, answers)



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