

# HSH Non-Profit Provider Conference

December 2018



# Racial Equity within the Homelessness Response System

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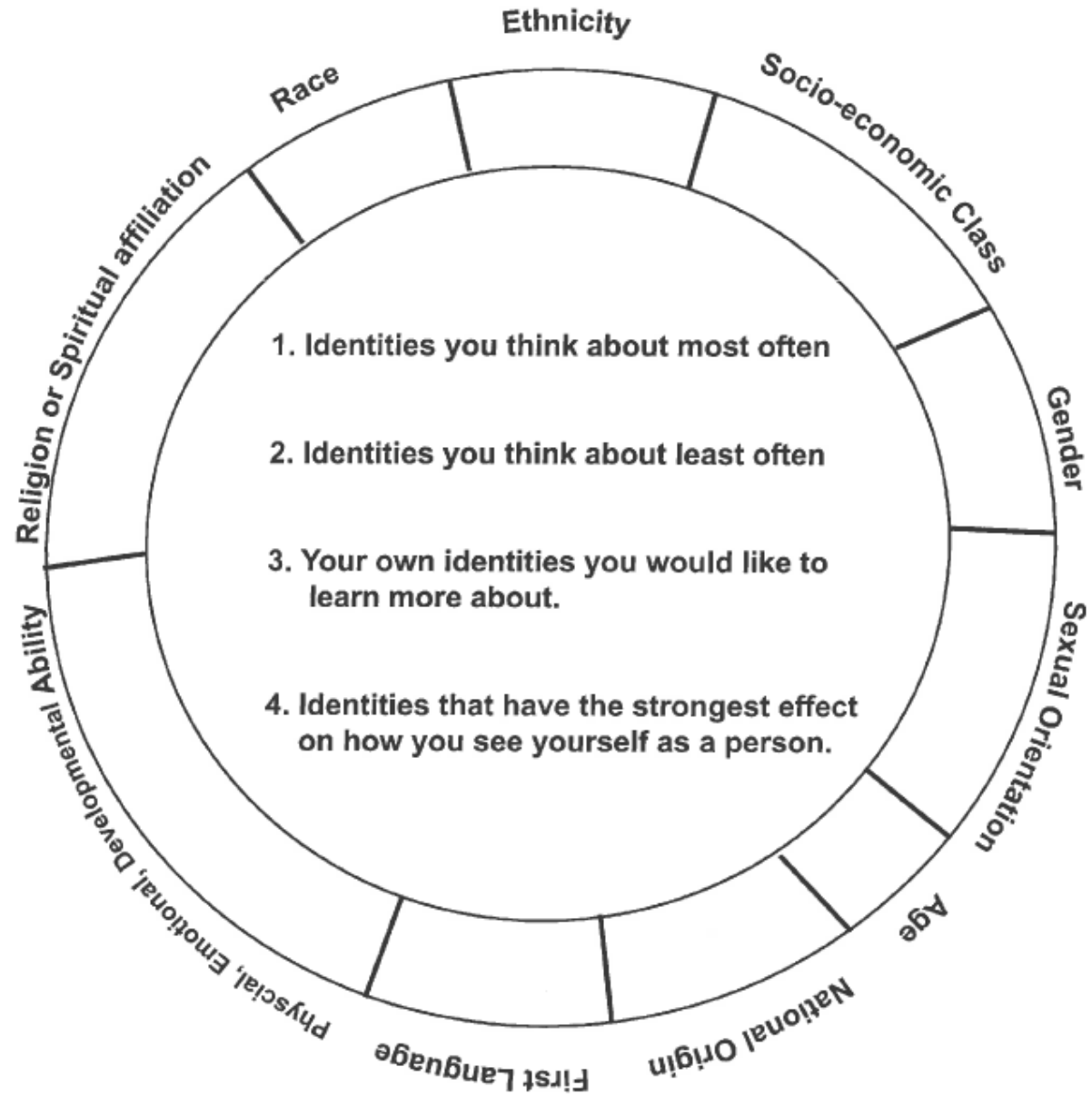


# Racial Equity within the Homeless Response System

## Agenda

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

# Social Identity Wheel



SPARC:  
Supporting  
Partnerships  
for Anti-Racist  
Communities

Findings from Phase 1 of the  
SPARC Study in San Francisco





# Local Leadership + National Partners



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# National Data

(aggregated from across SPARC communities)

Racial Inequity  
Demographics Data

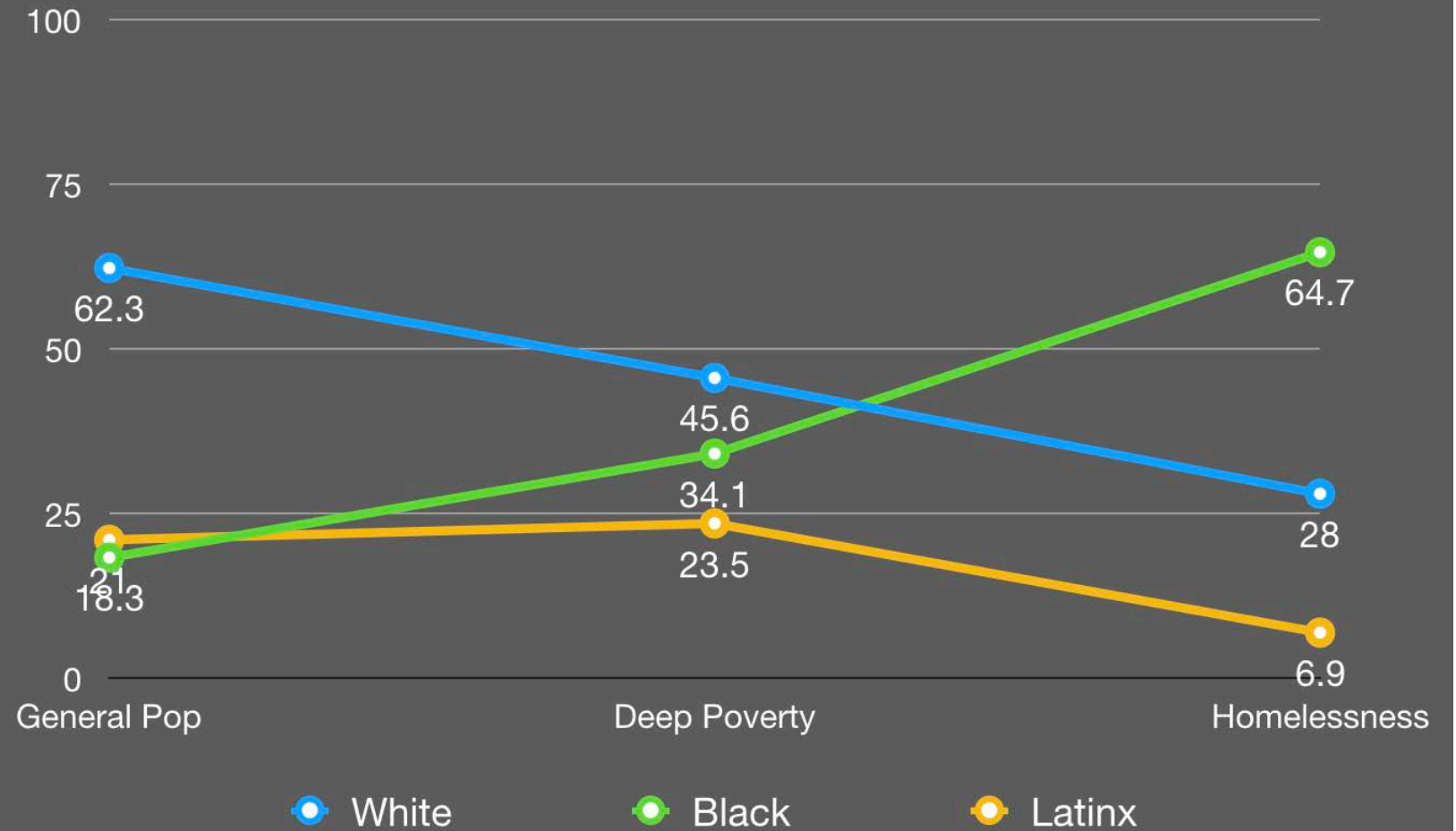
	General Population	Deep Poverty	Homeless
American Indian & Alaska Native	.8%	1.6%	2.5%
Asian	5.2%	4.6%	.8%
<b>Black</b>	<b>12.4%</b>	<b>23.5%</b>	<b>42.6%</b>
Hispanic/ Latinx	17.2%	24.3%	16.9%
Native Hawaiian & Other Pacific Islander	.2%	.2%	1.1%
White	73.8%	59.7%	48.6%



# National Data

(aggregated from across SPARC communities)

## SPARC Communities: Race/Ethnicity







What about San Francisco?

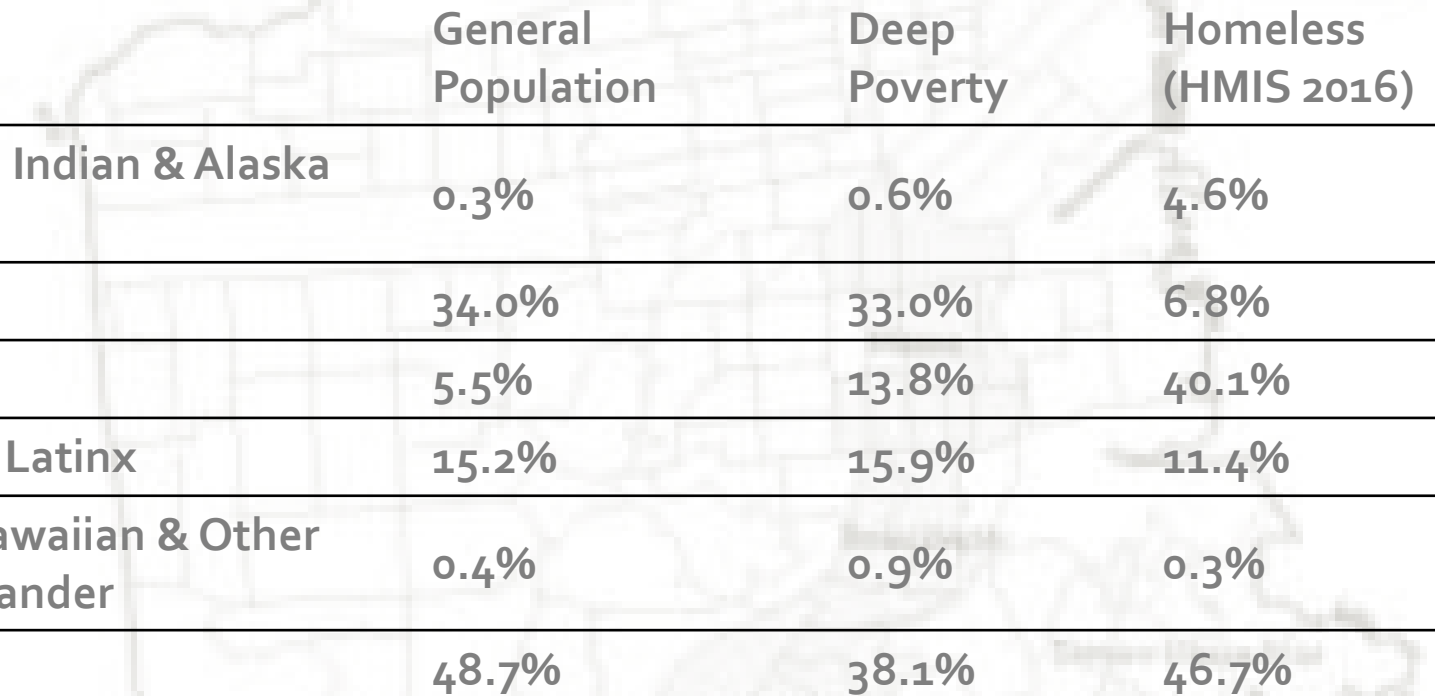


# Approach

#	Data Source
23,205	HMIS records (2011-2016)
29	Qualitative interviews with people of color experiencing homelessness (including 9 in Spanish)
3	Focus groups with people of color experiencing homelessness; providers of color; and other stakeholders
544	Workforce survey responses



# Quantitative Highlights



	General Population	Deep Poverty	Homeless (HMIS 2016)
American Indian & Alaska Native	0.3%	0.6%	4.6%
Asian	34.0%	33.0%	6.8%
Black	5.5%	13.8%	40.1%
Hispanic/ Latinx	15.2%	15.9%	11.4%
Native Hawaiian & Other Pacific Islander	0.4%	0.9%	0.3%
White	48.7%	38.1%	46.7%



## 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



## Quantitative Highlights

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



## Qualitative Themes

### 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



# Homeless Services Workforce

## 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





# Homeless Services Workforce

## 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



# Structural Change Commitments

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.



Thank You

Our partnership with SPARC is ongoing and they just received funding to continue to support San Francisco in achieving our structural change objectives.



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## Group Activity: Centering Voices

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



## Group Activity: Centering Voices

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?



## Group Activity: Centering Voices

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.

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