



Racial Equity Design
& Implementation

Orange County CoC Racial Equity Analysis

**Presentation of Findings
May 3, 2022**



Introductions



- Name
- Pronouns (if you choose)
- Organization Name
- Title/Role

Background



The C4 Racial Equity Team



Regina Cannon
*Chief Equity and
Impact Officer
Vice President,
Housing Solutions*



Lisa Bahadosingh
*REDI Associate
Director*



Monique Price
*REDI Subject Matter
Expert, Manager II*



Ronitia Hodges
Program Manager



Lee Locke-Hardy
*Operations and Tech
Support Coordinator*



Lindsey Giblin
*Data and Impact
Analyst*

Agenda

01

Overview of Racial Equity Assessment

What Is the Racial Equity Assessment and why is it important?

02

Quantitative Data Analysis

Highlight findings from the quantitative data analyses and assessment of data processes

03

Qualitative Data Analysis

Review of findings from the racial equity assessment survey, listening sessions, and stakeholder surveys

04

A Look Forward

Brief overview of the work ahead in Phases 2 and 3

05

Q & A

06

REDI APPROACH

People & Culture

P

- Analysis of organizational values
- Member diversity (i.e., BIPOC and lived expertise)
- Creating and amplifying liberated spaces
- Dismantling white supremacy cultural norms

Process (Internal Policies and Practices)

P

- Internal policies and procedures
- Embed inclusive and intentional language in governance and program documents
- Analysis of decision-making processes
- Communication processes

Community Engagement & Services (External Work)

C

- Data collection, reporting, and analysis
- Program policies and procedures
- Cross-sector partnerships
- Authentic partnerships with those with lived experience

Racial Equity Assessment

Project Objective: The Why

- To engage and support Orange County CoC to assess its homeless response system, prioritize areas for action, and implement strategies in order to achieve more racially equitable outcomes.

Assessment Activities: The How

- CoC racial equity assessment survey
- Quantitative data analysis and review of data processes with a racial equity lens
- Qualitative data analysis
 - 2 listening sessions
 - 3 structured interviews
- Equity review of 3 policies and procedures documents



THANK YOU!

Racial Equity Survey

Strengths



Most respondents had a basic understanding and fluency of racial equity concepts

Most people appreciated that the CoC has started acknowledging the impact that structural and institutional racism has had on housing instability/homelessness.

There is a commitment to advance racial equity

Areas of Opportunity



- Despite strong commitment there is not an identified group to lead the work or a cohesive strategy to advance racial equity
- Board diversity and engagement
- Quantitative and qualitative data is not being used to identify inequities or build an understanding of client experiences
- Partners with lived experience are not engaged in decision-making processes
- Advancement for frontline BIPOC staff into leadership positions
- Data is not being utilized to identify or address inequities
- A few responses that indicate some people may be resistant to focusing on racial equity as a priority, and many others are unaware of progress in this area

Quantitative Data Analyses



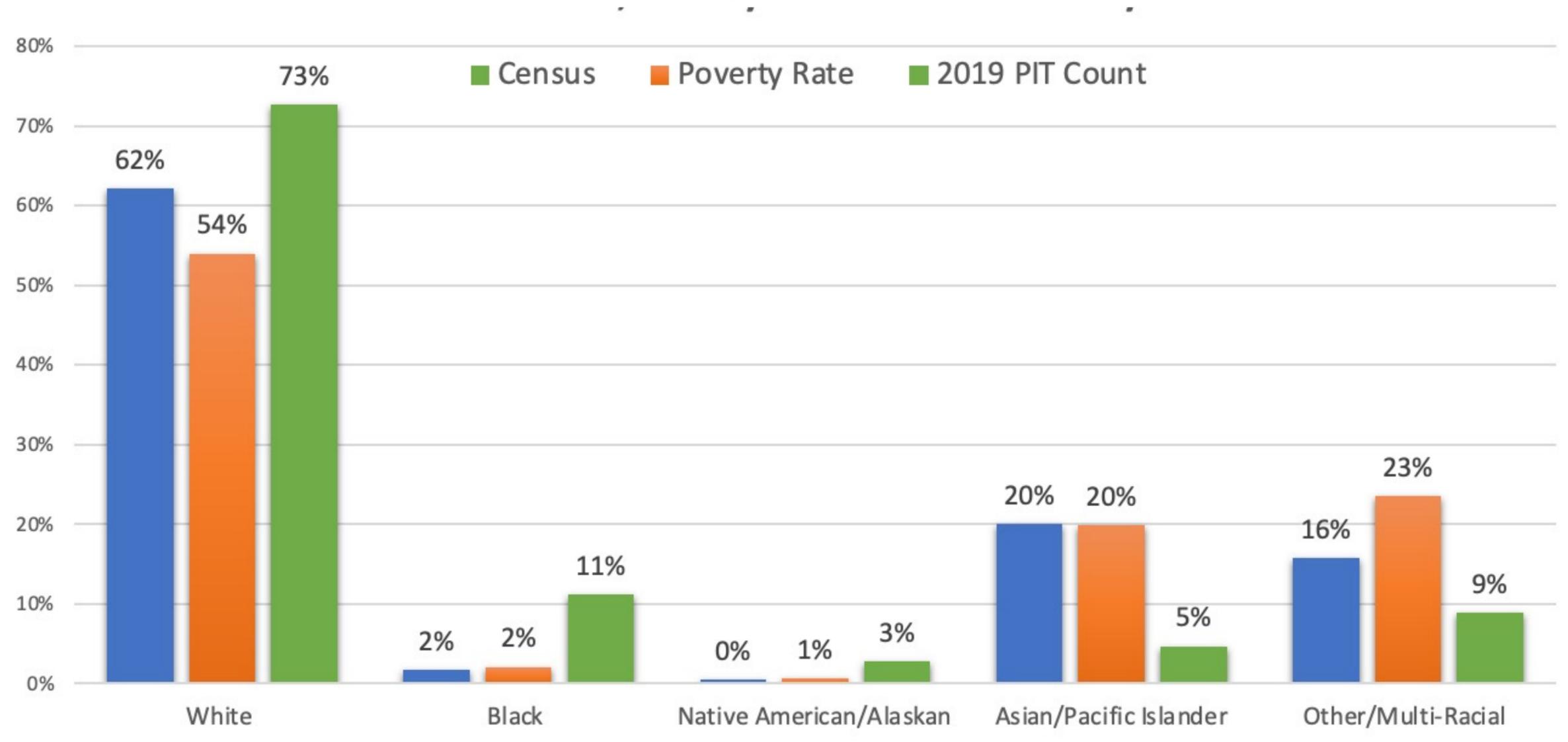
Quantitative Findings

- HMIS data was pulled from FY 2019, FY 2020 and FY 2021 on several system level and coordinated entry performance measures, all disaggregated by race & ethnicity.
- Analyzed Census and PIT Count data from 2019 using the publicly available HUD CoC Analysis Tool: Race and Ethnicity.
- <https://www.hudexchange.info/resource/5787/coc-analysis-tool-race-and-ethnicity/>

Quantitative Findings

In Orange County CoC, Black or African American households were the most overrepresented demographic group experiencing homelessness when comparing the racial and ethnic population distributions in Census data to Point-in-Time (PIT) count data from 2019.

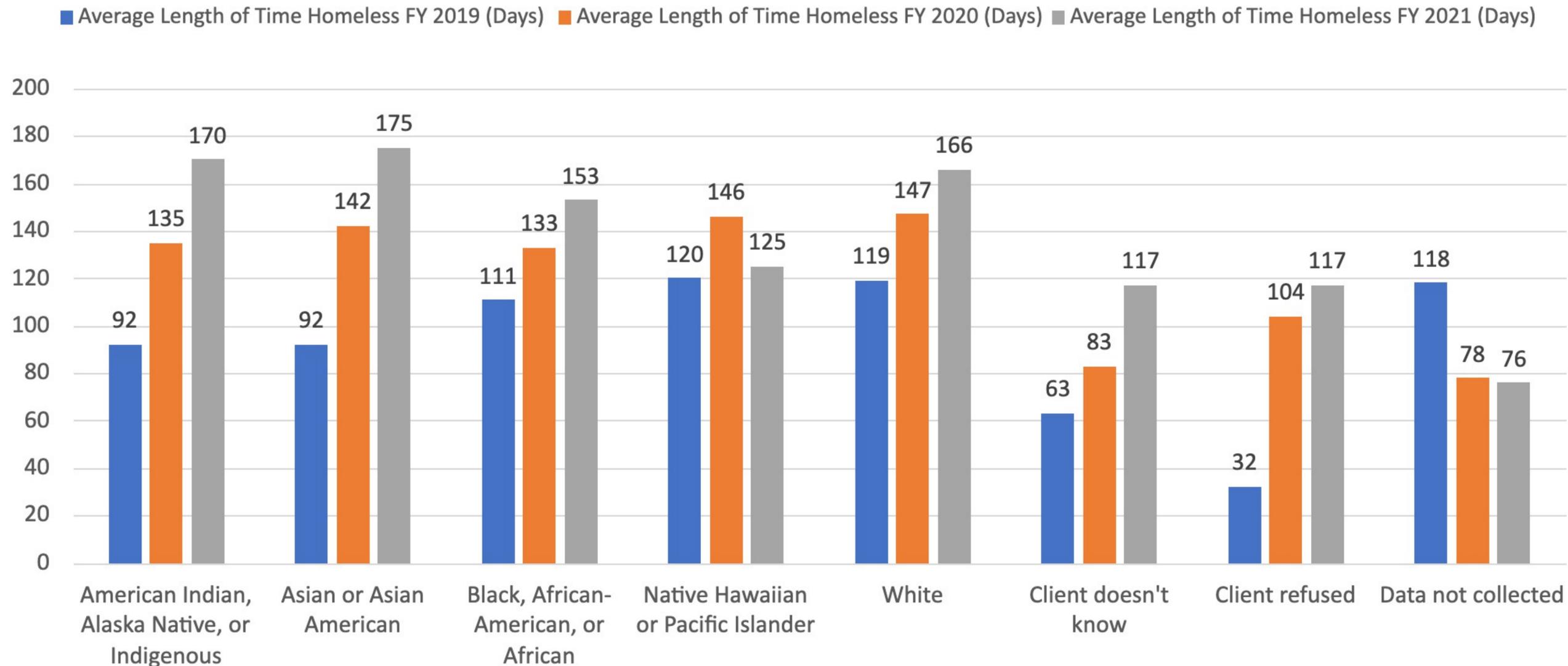
Table 1 - Census, Poverty, and PIT Count Data by Race



Quantitative Findings

For every single demographic group, there was a noticeable increase in the average length of time homeless from 2019 to 2021

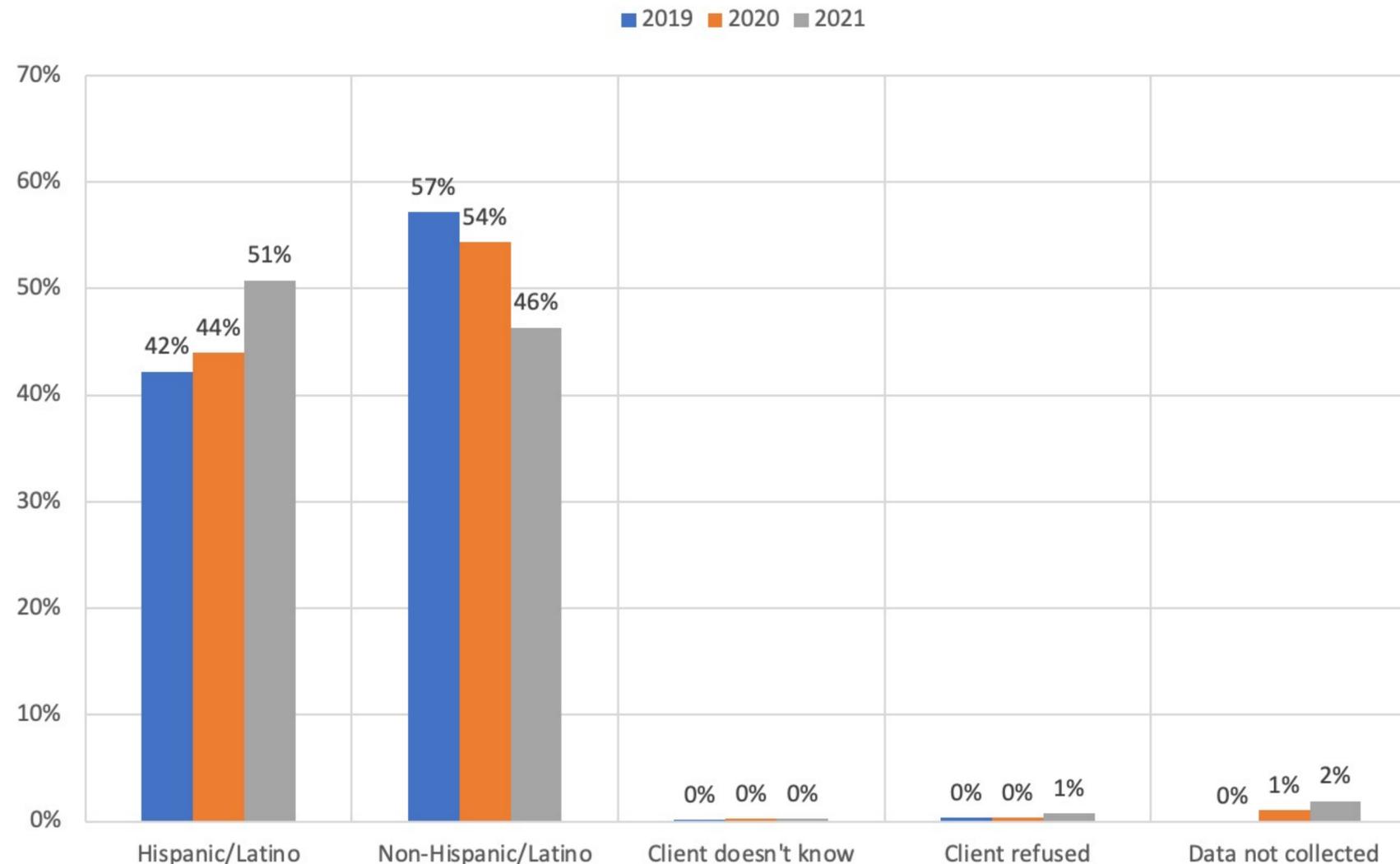
Table 2 - Average Length of Time Homeless by Race (in Days)



Quantitative Findings

The percentage of Hispanic/Latin(x) households experiencing first time episodes of homelessness went up steadily between 2019 and 2021. The percentage of Non-Hispanic/Non-Latin(x) households experiencing first time episodes of homelessness went down steadily between 2019 and 2021.

Persons Experiencing Homelessness for the First Time by Ethnicity



Quantitative Findings

Returns

- Highest total number of returns across all three fiscal years was during the first 6 months
- Total number of returns in 2 years decreased from 2019 to 2021 for every racial/ethnic group, except Black/African American households.

Bright Spot: When comparing the total number of returns in 2 years, there was an 11% decrease in returns from 2019 to 2021.

Quantitative Findings

Coordinated Entry (CE) Prioritization Data

- Asian households and White households are being prioritized for PSH at the highest rates (36% and 27% respectively). Important to note that the Asian demographic group represents a small population (22).
- Native Hawaiian/Other Pacific Islander households and Black/African American households being prioritized for RRH at higher rates than other demographic groups (24% and 23% respectively).

Coordinated Entry (CE) Prioritization Data for Families

- From 2019 to 2021, the percentage of Black/African American families that were prioritized for no housing intervention increased and the percentage of Black/African American families that were prioritized for PSH decreased.
- From 2019 to 2021, the percentage of White families that received no housing intervention decreased and the percentage of White families that received PSH increased.



Data Processes

Strengths

- Data being collected by frontline staff who are diverse
- Looking into a race equity specific data dashboard

Areas of Opportunity

- Lacking resources/capacity for language accessibility
- Data collection process is not trauma-informed (still using the VI-SPDAT, program participants have to answer the same questions across providers, etc.)
- Qualitative data is not integrated in meaningful ways
- Data is not being used to identify or address system level issues or inequities
- No live data entry
- No foundational understanding between people who share and use the data, no consensus on how to use the data, no commitment or ownership of the process

Data Recommendations

- Conduct more detailed review of distribution of Black folks in homeless response system across all program types, CE milestones (assessment, enrollment/referral, placement) or at the provider level.
- Look at intersectionality of Black identifying individuals with other data elements such as household type (single, family, youth), age, gender, etc. to see where the greatest inequities lie.
- If not, ensure people active in HMIS is inclusive of people who are engaged with street outreach to better understand the unsheltered population and where inequities lie.
- Prioritize the collection and utilization of qualitative data for system planning to improve access and outcomes
 - Work to better understand data trends and the needs of less represented racial groups in the community
- Be intentional about using data to identify and address inequities
 - Ensure staff have trainings/support needed to interpret data with a racial equity lens
- Improve processes with live data collection and a public facing dashboard that includes disaggregated data

Qualitative Data

Organizational Strengths

- There has been an improvement in CES service coordination to avoid duplication of services.
- Outreach workers have a strong partnership with cross sector programs to facilitate warm handoffs
- Board and Leadership team are making intentional efforts to acknowledge race equity as a priority.
- Currently engaging and retaining the perspective of people with lived experience through the Lived Experience Advisory Committee

Opportunity Areas

- Language barriers make it challenging to house/retain clients
- Landlords demonstrate bias towards homeless population
- Need improved communication and transparency around CoC priorities and the role the CoC plays
- Bias in assessment tool being used to prioritize housing for people experiencing homelessness
- Lack of transparent feedback mechanism for PWLE and frontline staff to drive transformative system change
- People experiencing homelessness face discrimination in the community
- Eligibility criteria presents barriers to being successfully housed
- Community service providers and cross-sector partners are not integrated into the homeless response system in effective ways
- Board diversity is not reflective of the community being served
- White supremacy ideology and characteristics are embedded within the culture
- Lack of affordable housing makes it hard to prioritize client choice

“Systems were created by people and people have to be responsible for the change.”

Policies and Procedures

Strengths



- It is clear from the documents that the well-being of clients is the priority
- In many ways, racial equity is integrated throughout the documents (in references to access, program participants rights, fair grievance procedures, etc.)
- Service providers and cross-sector organizations are viewed as valuable partners and the policies and standards highlight the importance of trainings, best practices, and collaboration

Opportunity Areas



- Design (and annual review) of policies and standards should be done in partnership with those who will be most impacted
- Documents are not explicit about racial equity as a priority, guiding principle, or value
- There are places in the documents that allow for more transparency about processes (e.g., how people are prioritized, how recipients are selected, etc.)
- These documents can be used, intentionally, to institutionalize racial equity practices and hold each other accountable (e.g., ensure authentic engagement of partners with lived experience, incentivize providers to have a representative staff/leadership, encourage providers to review disaggregated data, etc.)

Recommendations and Next Steps

Recommendations

Build capacity and infrastructure to ensure sustainability of racial equity work and make it a priority at the leadership level

Develop a plan for integrating diverse partners with lived experience into decision-making processes. Ensure authentic engagement including compensation and support as needed.

Institutionalize racial equity principles and practices via written policies and standardized processes (e.g., data collection and analysis, inclusive Board membership, incentivize funding recipients, etc.)

Deepen CoC and board shared language and continue to normalize conversations on race/racism (e.g., affinity groups)

Build staff capacity and provide additional trainings on anti-racism, implicit bias, LGBTQ+ allyship, cultural humility, etc.

Redesign the assessment and prioritization process to be more equitable

Create culturally responsive, client-centered services and process

- Landlord engagement to mitigate bias and develop more affordable housing opportunities
- Clear, accessible messaging and information on available services and better coordination

The Board can actively participate in policy revisions, training and strategic planning, and create a more inclusive membership. Examine practices that are rooted in racism and White supremacy ideology and ensure shared accountability.

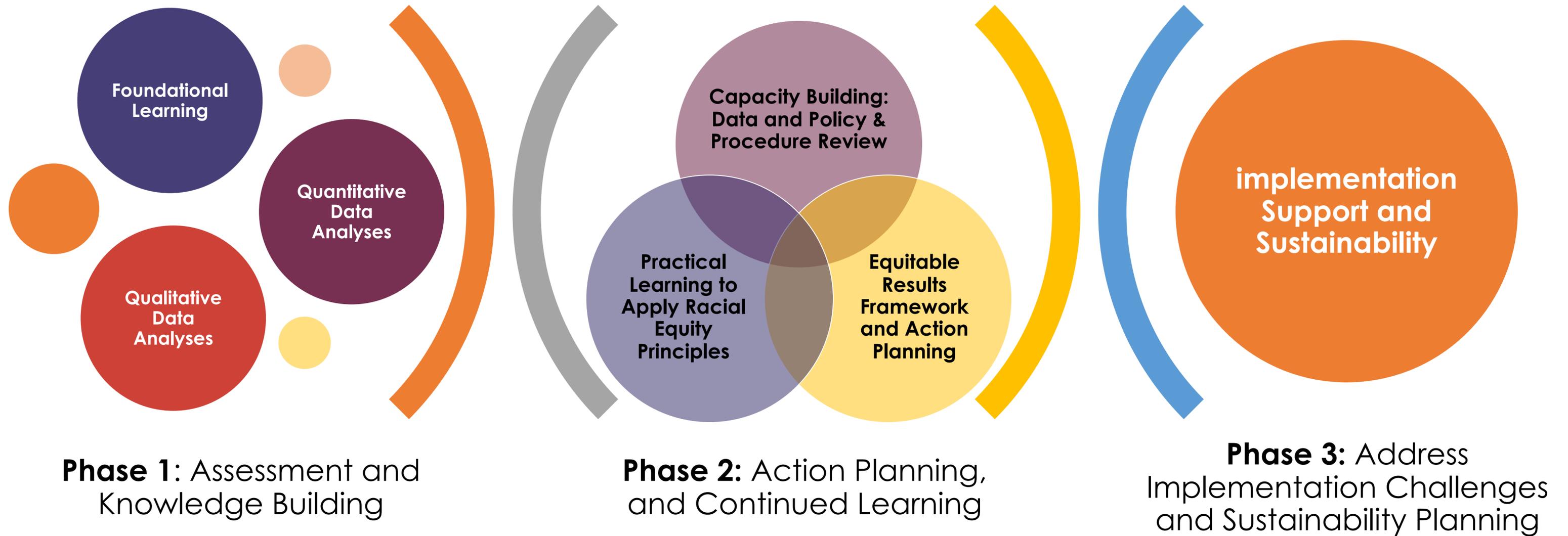
Prioritize the use of qualitative data and disaggregated quantitative data in strategic planning to address inequities

**Next
Steps:**

**Where do
we go from
here?**



A Zoomed-Out Project Overview



Questions? Comments?



Contact C4 Racial Equity Team



Regina Cannon

Chief Equity and Impact Officer
Vice President, Housing Solutions C4 Innovations
rcannon@c4innovates.com

Lisa Bahadosingh

REDI Associate Director
lbahadosingh@c4innovates.com

Monique Price

REDI Manager/Subject Matter Expert
mprice@c4innovates.com

Ronitia Hodges

Program Manager
rhodges@c4innovates.com

Lee Locke-Hardy

Operations and Tech Support Coordinator
llockehardy@c4innovates.com