JUNETEENTH 2020
Celebrate & Connect

SMAC Governing Board

SPARC Data Presentation

What if SMAC could declare...by 2022...

Homeless Racial Inequities
Eliminated
In 5 Metro Counties

What would life be like then?

SMAC's Supporting Partnerships for Anti-Racist Communities (SPARC) Team

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Two Step Process for Data Collection

Qualitative Data

- HMIS
- Point in Time
- DHS - MAXIS

Quantitative Data

Collected was from in-person interviews with persons of color and with lived experience. The responses reflect implicit bias, as well as policies with negative impact, and a lack of outreach/marketing to People Of Color and/or Native persons

Qualitative Data Analysis: Problem identified

- African Americans only represent 4% of the general population and only 14% of those in deep poverty, but represents 30% of those homeless during PIT and 33% of those homeless in HMIS.

What it really means:

- A disproportionate amount of African Americans in the SMAC area are experiencing homelessness, <u>AND</u> this is <u>*not*</u> due to being in deep poverty.

Table 1. Distribution of Race and Ethnicity

	General Population	Deep Poverty	Homelessness (PIT)	HMIS 2019
White	86%	67%	57%	62%
Black	4%	14%	30%	33%
Multi-Racial	5%	13%	8%	0%
Native American/Alaskan	0	1%	3%	1%
Asian/ Pacific Islander	5%	5%	1%	1%
Hispanic/Latinx	5%	15%	10%	8%
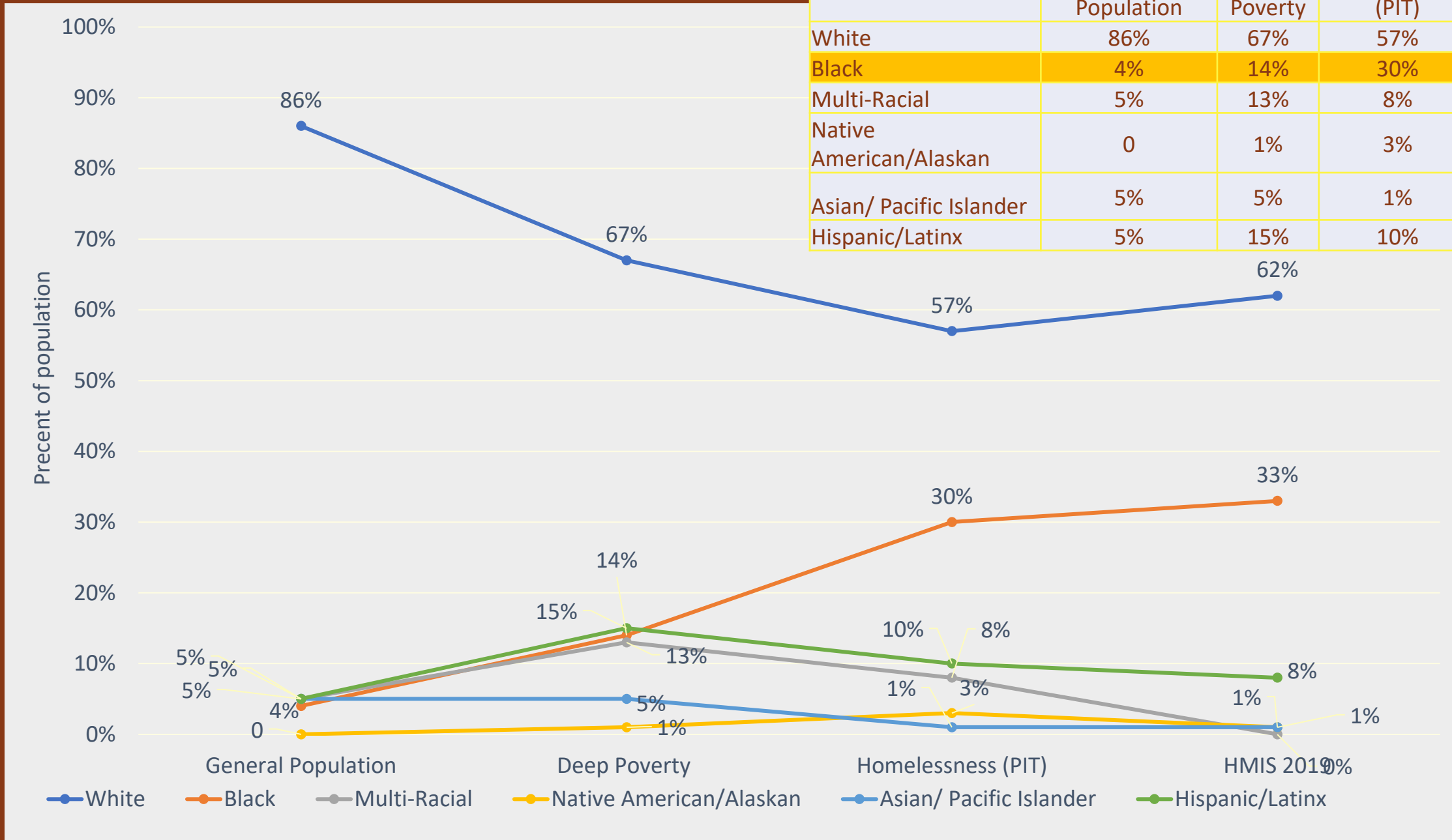
Emergency Assistance Data: Application breakdown by race

Applications for EA

EA Outcomes in SMAC by Race
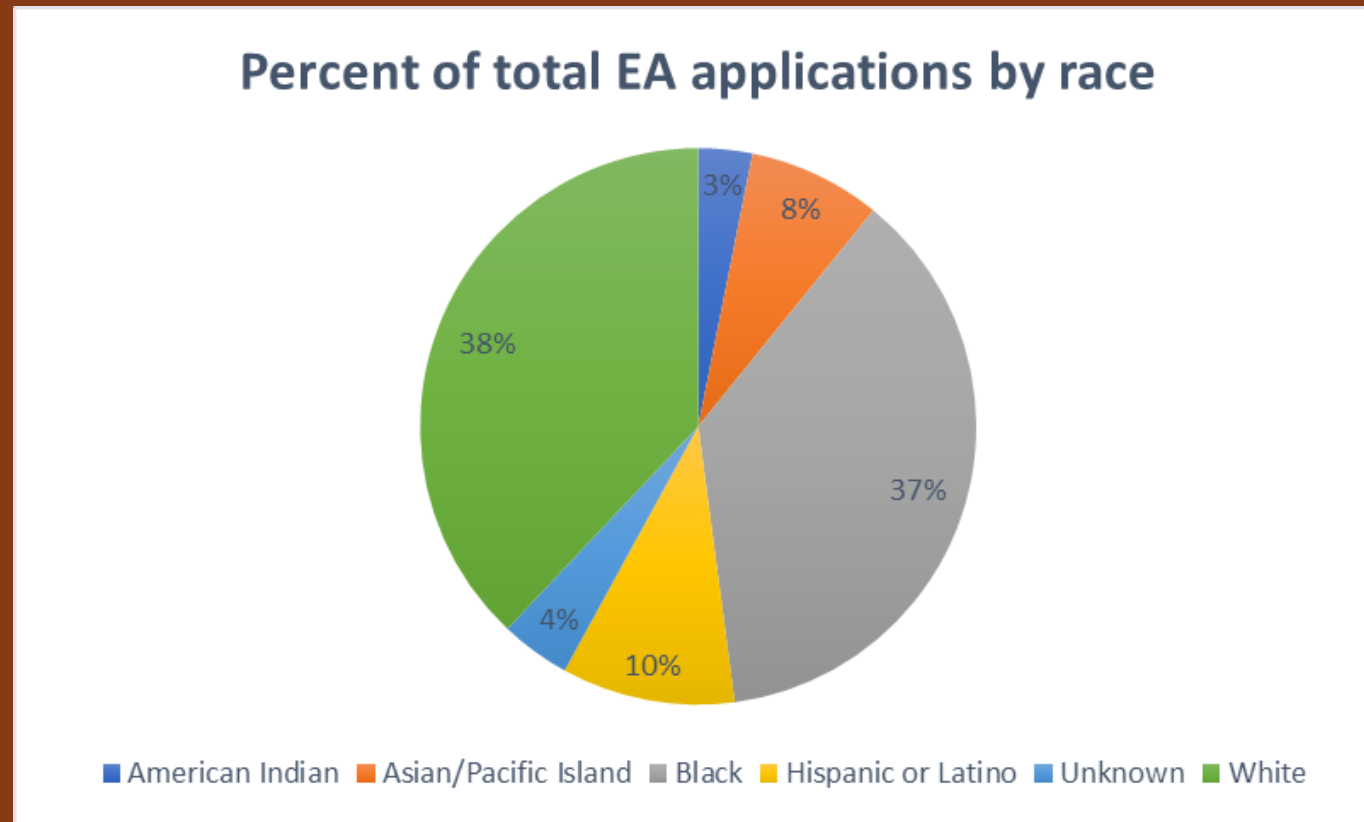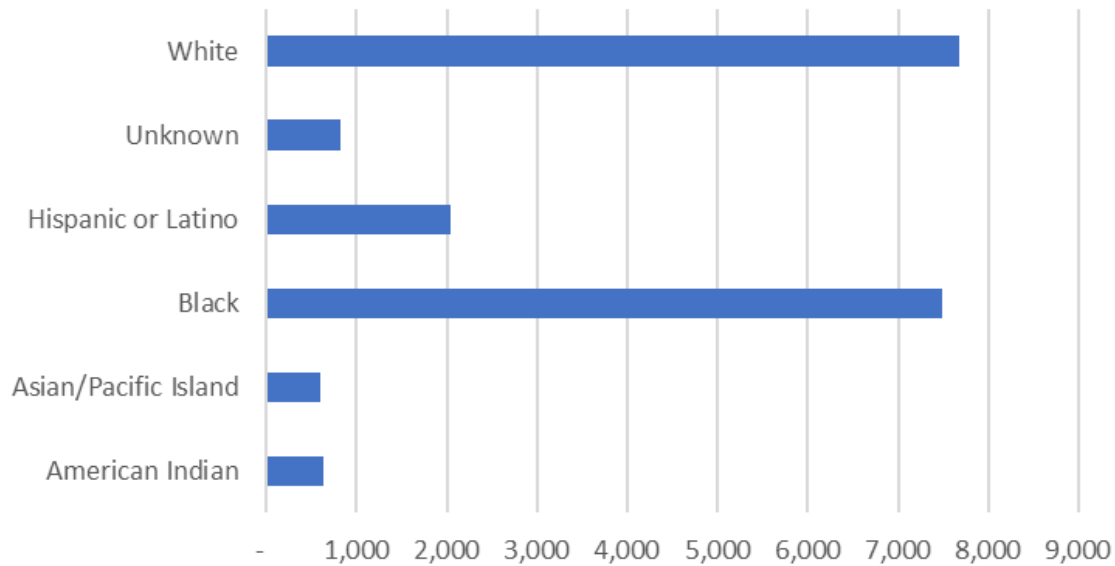
## Qualitative Data: Emergency Assistance

- The total number of applications by Black individuals shows they are disproportionately applying for Emergency Assistance. The number of Blacks applying for EA almost equals the number of Whites applying even though Blacks make up 4% of the population and Whites make up 86% of the population in SMAC.

- Applications from Black individuals have the highest rate of approval when compared to other races.

- Further data is needed to determine if Black individuals who are applying for EA are in deep poverty or are not in deep poverty but at risk of losing housing. Looking at the effectiveness of providing EA to Black families at risk of losing housing would be useful in determining if money alone can prevent homelessness.
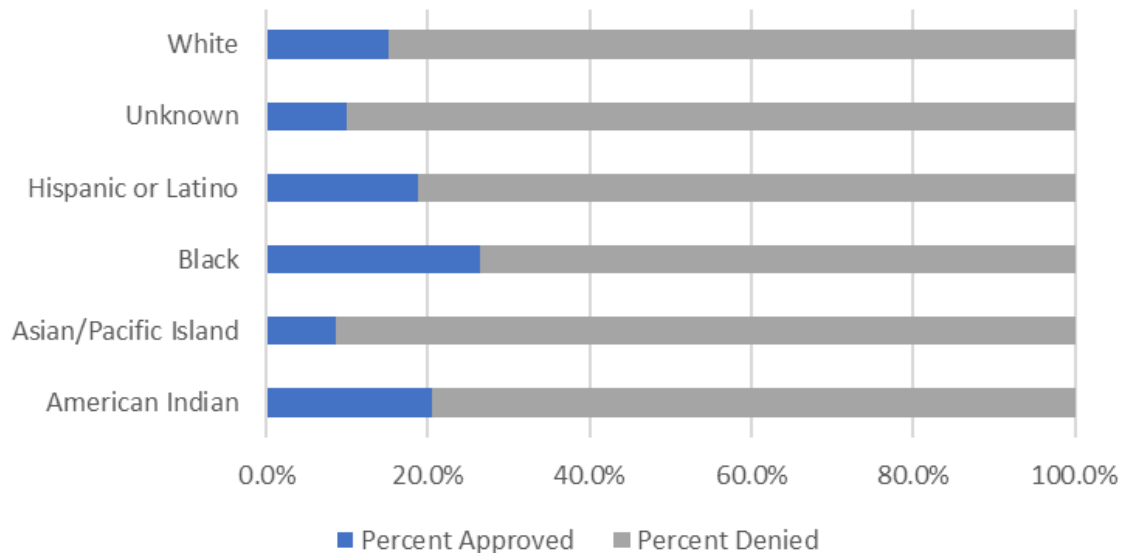
Further Analysis: EA Applications

- When considering strategies to target the disparities represented, it would be useful to know if these applications are more likely to come from single parent households particularly with the Black applicants.

- If Black single parent households are more frequently applying for assistance versus Black two parent households, it would be prudent to find strategies that are tailored to these households.

Emergency General Assistance Data: Application breakdown by race

Percent of total EGA applications by race

- American Indian: 3%
- Asian/Pacific Islander: 3%
- Black: 24%
- Hispanic or Latino: 5%
- Unknown: 6%
- White: 59%
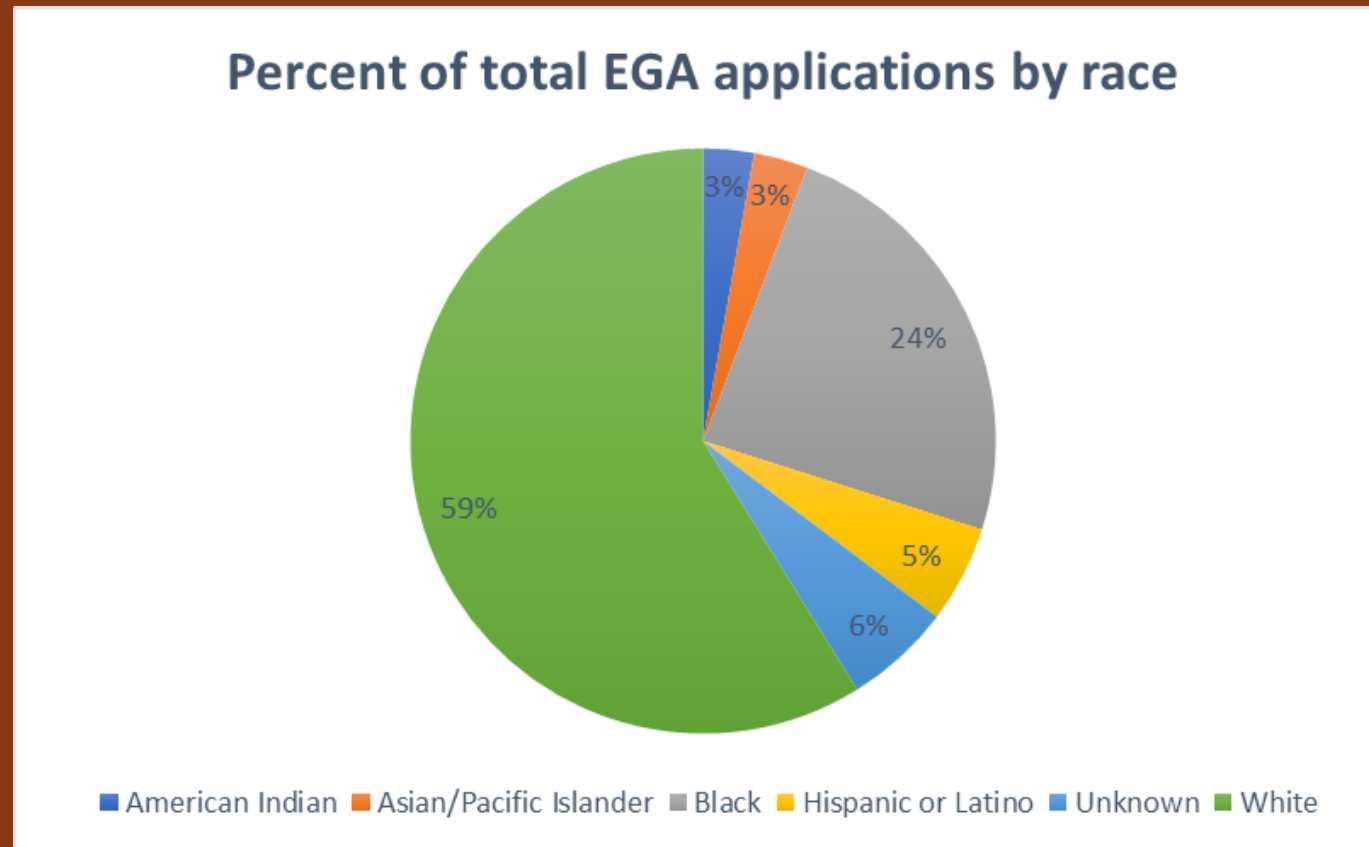
Total Number Applications for EGA Based on Race

EGA Outcomes in SMAC by Race
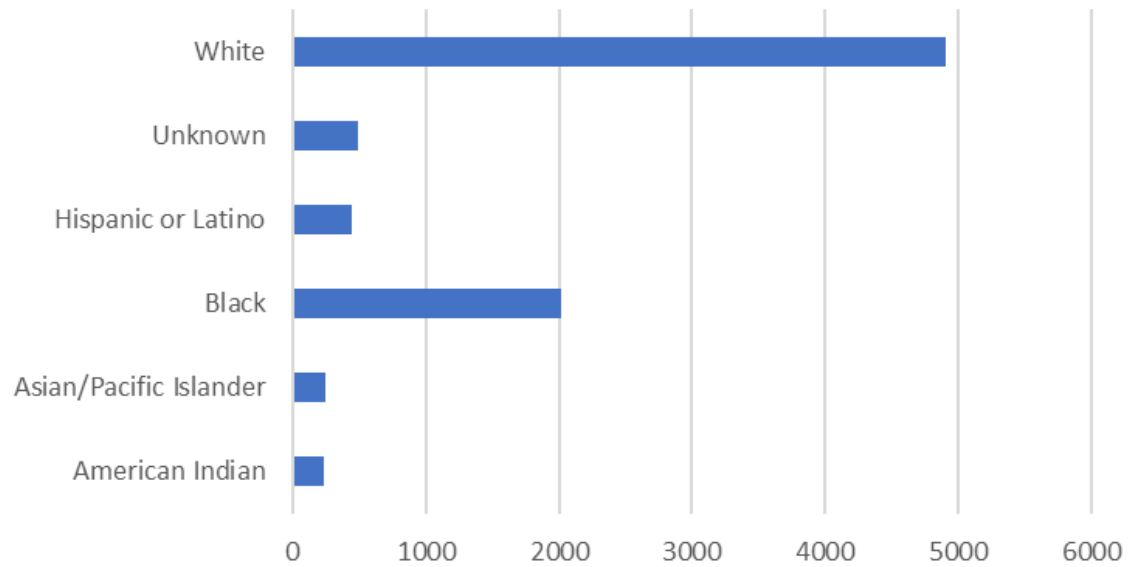
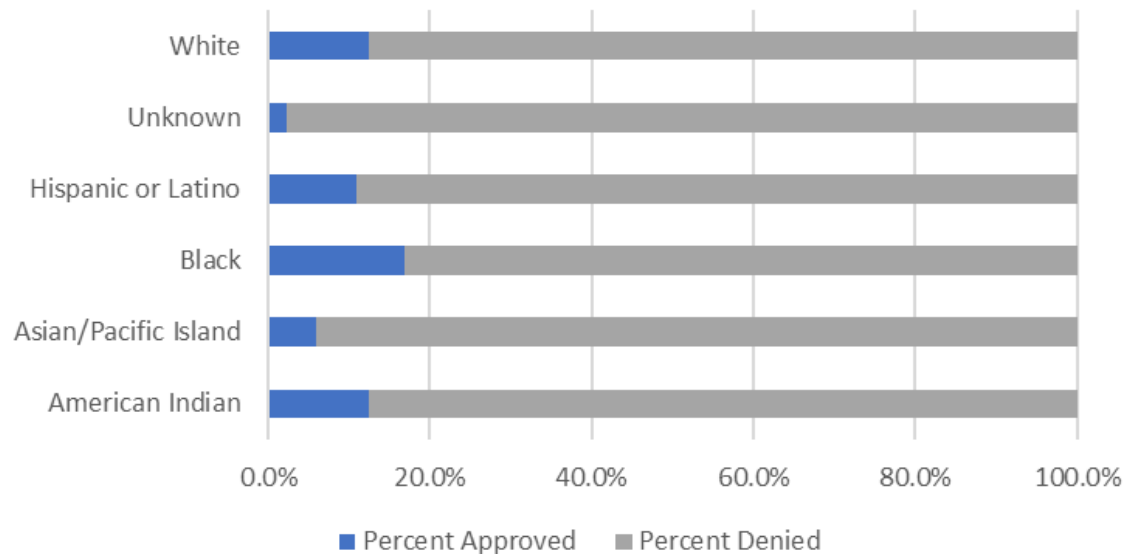# Qualitative Data: Emergency General Assistance

- There is still a disparity shown in the overall number of Black applicants for EGA when compared to population.

- Blacks again have the highest approval rate in applications for EGA.

- This data replicates what is seen in the EA data.

Qualitative Data Analysis: Problem identified

- African American persons are more likely to have an exit destination of doubled up or temporary housing (33% and 30% respectively)
- 0% of African Americans exit to shelter or a safe haven.

What it really means:

- There's a disproportionate amount of African Americans whose exit destination is doubled up or temporary housing, which severely decreases their opportunity for being counted as chronically homeless and being prioritized on the coordinated entry prioritization list.

Qualitative Data Additional questions to ask and answer

- Questions that need further exploration
  - Where should services be marketed to reach the communities most in need?
  - What should access to services and resources look like to ensure equitable distribution?
  - Where should services be located to ensure people of color are comfortable engaging?

Table 5a. Percentage of Exit Destinations by Race

	White	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or more races (optional)
Homeless Situations						
Place not meant for habitation	84%	5%	0%	0%	0%	11%
Emergency shelter	69%	0%	23%	0	0	8%
Safe Haven	0%	0%	0%	0%	0%	0%
Institutional Situations						
Institutional Situations	64%	23%	3%	2%	2%	6%
Temporary and Permanent Housing Situations						
Temporary housing	52%	30%	5%	0%	0%	13%
Doubled up	55%	33%	2%	<1%	1%	9%
Rental or own by client, no subsidy	67%	24%	4%	<1%	<1%	5%
Rental or own by client, subsidy	48%	25%	1%	1%	<1%	25%

Quantitative Data Analysis : Question Asked
How does homelessness differ across racial/ethnic groups?

Answers:

- Jim Crow, skin color is their credit. (white people) It makes people give understanding to their hardships, but not to ours.

- A lot of times you take a person of color or black person and its assumed they are on drugs or lazy, and a white person is assumed they fell on hard times.

- If me and my wife split up, her and the kids would be great. Next door, in a white family, that's never an (implied) option for them. They look better for business.

- We get talked about all the time. They think I'm a prostitute. I'm judged everywhere I go. I don't' do drugs and people make assumptions. I see that because of the color of my skin people act differently. I was on the phone with my daughter in the hall but a person came out of the office and acted like she was listening. She kept standing outside of the office. When I finished she said "well that was annoying". Its like they try to push your buttons.

Quantitative Data Analysis – Question Asked
How do you find out about services?

Answers:

- Other brothers and sisters in the struggle.

- Pamphlets in the welfare (county) office.

- From doing this kind of work in the past.

- Learned about the matrix by boyfriend's uncle and aunt who referred us to this church and they told us about the matrix.

Quantitative Data Analysis : Question Asked

What has been your biggest barrier to accessing housing or maintaining housing?

Answers:

- Shelters are geared more to women with children.

- Programs want to do things such as take your whole tax check (shelters)

- You have to check into the shelter and it is supposedly first come first serve, but your bed can get bumped for a senior person or a veteran and they tell you this too late, around 7PM. So how can you find another place to go?

- We have to call 8 am and they'll tell you if you can get a bed. 2nd day we came and we saw our names crossed off at the shelter.

- Biggest barrier is a job. People here (at the shelter) have given no resources. Just with getting the ID. They've given no info such as the workforce center.

How do we get there?

Strategies to Address Racial Inequities in the Homeless System

- Diversify voting members on the SMAC governing board and every committee with in the CoC.
  - Assess policies and procedures, including any implicit biases and barriers preventing access to governing board by POC/N persons, as well as those with lived experience.
- Assess prevention funding, ensuring that priorities are transparent and data driven.
  - Includes reviewing FHPAP flexibility, re-defining RRH, overall education.
- Funding needed for additional outreach to target POC/N persons who are not accessing the homeless system.

Strategies to Address Racial Inequities in the Homeless System

- SMAC can set expectations for providers to increase the diversity of the staff at every level.
  - Staff should be trained on Implicit Bias, Trauma Informed Care, as well as cultural competency.

- SMAC CoC Governing Board's mission needs to state it's stance on anti-racism and equity as well as include anti-racism and equity language in it's policies and by-laws, and that of every committee within the CoC.

- All scoring tools utilized by SMAC governing board as well as CES should be assessed to ensure equity.

Recommendations: Data Analysis and Interpretation

- Collect all homelessness-related data through a racial equity lens

- Disaggregate HMIS and PIT count data by race/ethnicity

- Include people of color with lived experience in all data-related activities

- Develop data-sharing agreements and practices with other sectors (e.g., child welfare, criminal justice, health care) to determine who is at greatest risk of homelessness and provide support for them to avoid/exit homelessness

Recommendations: Focusing on Specific At-Risk groups

- Develop pilot programs that provide subsidized housing and supportive services for black and brown families, including, unaccompanied youth

- Partner with African American serving organizations to create culturally appropriate housing and service options

Recommendations: Coordinated Entry Policies and Prioritization

- Reexamine the prioritization processes to reduce racial disparity in access to services

- Focus on at risk populations to determine prioritization

- Explore opportunities in policy and practice to remove "color-blind" approaches to service delivery to target persons of color experiencing homelessness

- Partner with other sectors (e.g., health, education, child welfare) to bolster SMAC housing programs that focus specifically on housing, services, and prevention for black and brown households

Recommendations: Governing Board Composition

- Conduct an assessment, including discussions with SMAC's Governing Board, to understand what can be done to improve diversity, equity, and inclusion at each level of its organizational and governance structure.

- Create a plan for increasing diversity at each level of SMAC' Governing structure

- Write a Statement of Racial Equity Principles that SMAC's Governing Board will adopt to guide its work

- Create opportunities for including people with lived experience in decision-making processes

- Increase board capacity to create opportunities for persons of color to be voting members on the board.

Recommendations: NOFA Ranking/Scoring Process

- **Assessing Disproportionality and Disparity**
  - Disaggregate homelessness CoC population data by race and ethnicity and compare with local census population data to analyze disproportionality in homelessness

- **Assessing for Disparate Outcomes**
  - Utilize race equity lens to measure program outcomes by race and ethnicity to inform disparities in housing, service provision and outreach.
  - Utilize data to inform reconstruction of policy, procedure and practices to promote equitable outcomes
  - Develop strategies for addressing disparate outcomes

Timeline for Implementation

July-

- CES prioritization data review and recommendations developed by CES staff
- SMAC Governing Board restructure recommendation developed by exec and presented to full board
- SPARC team dig further into EA/EGA data
- SPARC team develop external marketing materials and communication plan

August-

- CES prioritization recommendations brought to Directors Council and CES Committee
- SMAC Governing board restructure voted on by Governing Board and timeline for transition developed
- SPARC team to share marketing materials and communication plan with Governing Board

Timeline Continued

September-

- CES prioritization voted on by Governing Board and implemented by CES staff
- SMAC Governing Board transition begins according to timeline developed in August
- Begin to implement external marketing strategy and follow communication plan

Immediately following 2020 NOFA-

- SMAC Governing Board to discuss composition of Ranking Committee and develop application process
- New Ranking Committee is formed
- New Ranking Committee reviews current Scoring tool and develops scoring criteria that will allow SMAC to measure program outcomes by race and ethnicity to inform disparities in housing, service provision and outreach