

Racial Equity Workshop

Sacramento Continuum of Care (CoC) Board
September 30, 2020



Agenda

1. Welcome, Purpose, and Grounding
2. Racial Equity Frameworks, Learnings, and Key Considerations
3. Presentation of Local Data
4. Break-Out Groups
5. Report Back
6. Next Steps

Welcome, Purpose, and Grounding



Welcome

You are invited to add your pronouns as well as your racial/ethnic identification to your name as it appears in Zoom.

Please add to the chat box the organization(s) you represent (if any) and why you chose to join today's workshop. Today's chat will be saved as part of the documentation of our collective process.

We are also **recording** this workshop.



Purpose

This CoC workshop has the purpose of providing a brave space to:

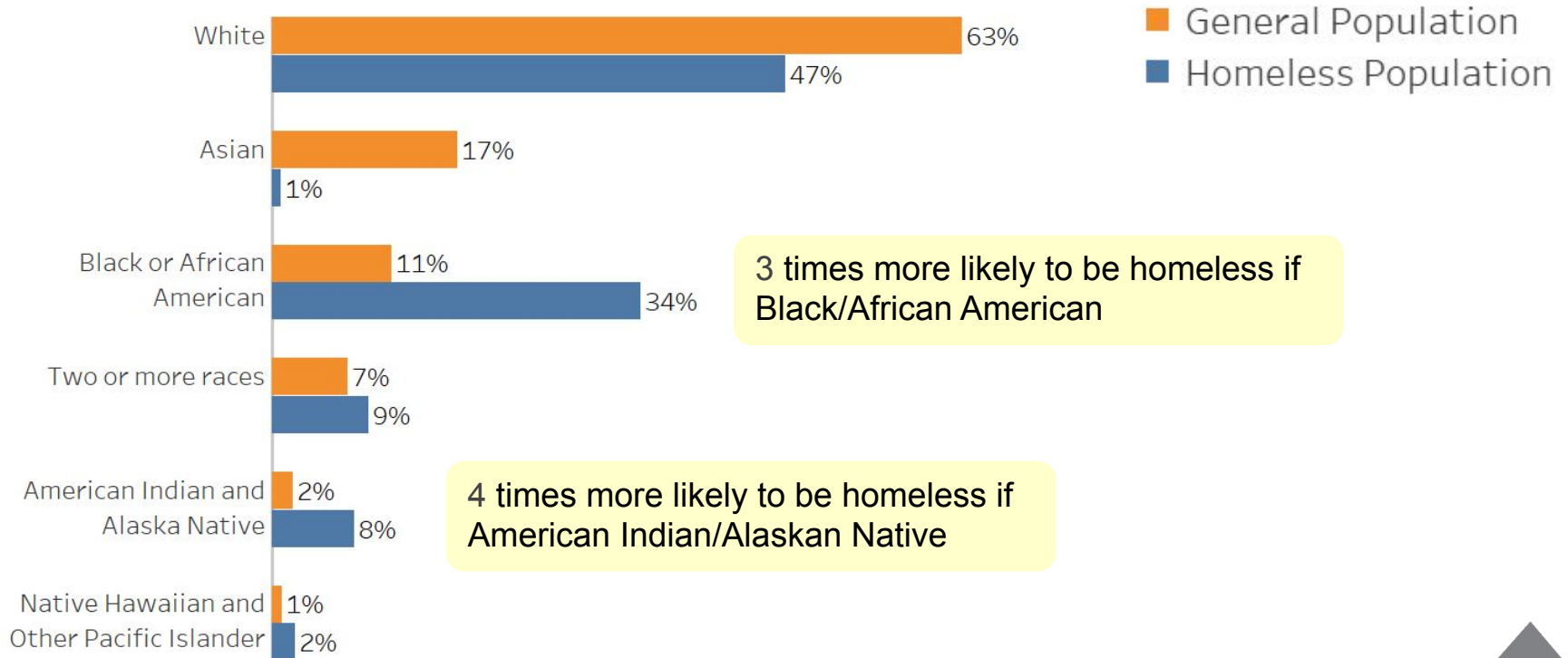
- 1) Discuss the impact of racial inequities on people experiencing homelessness and the system designed to support them.
- 2) Decide how the CoC will move this work forward.

This is the beginning of an ongoing process to provide clarity, transparency, and leadership to eliminate racial inequity in our homelessness system and, to the extent possible, those systems that feed into it.

WELCOME.



General Population vs. Homeless Population, by Race



Sources: American Community Survey 2019 (5-year), Sacramento PIT Count January 31, 2019



Sacramento Populations

Black/African American

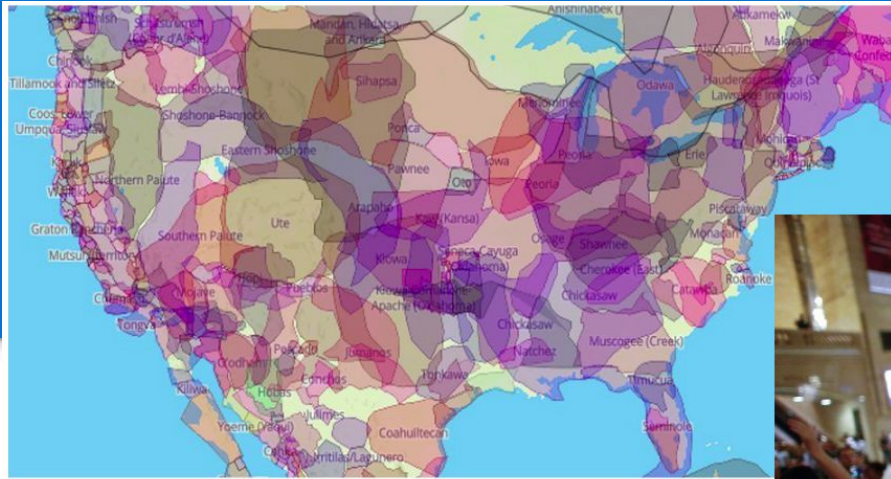
More likely to be homeless

American Indian/Native Alaskan
Native Hawaiian/Pacific Islander
Two or more races

More likely to be homeless
AND
Less likely to receive services



Grounding



What does it mean to provide a brave space?

Land Acknowledgement

Movement for Black Lives Acknowledgement



Acronyms

BIPOC: Black, Indigenous, People of Color

VI-SPDAT: Vulnerability Index - Service Prioritization Decision Assistance Tool

TA: Technical Assistance

SPC: Systems Performance Committee

TAY: Transitional Age Youth



Key Concepts

Ethnicity

Race

Equity

Racial Equity

Intersectionality



Racial Equity Frameworks, Learnings, and Key Considerations



Racial Equity Frameworks and Tools

[National Culturally and Linguistically Appropriate Services \(CLAS\) Standards](#)

[Racial Equity Decision Support Tool](#)

[Racial Equity Impact Assessment](#)

[Racial Equity Toolkit](#)



What Do They Generally Have In Common?

1. Gather Information
2. Engage Stakeholders
3. Identify Needs
4. Determine Benefit and/or Burden
5. Plan for Investment, Capacity Building, and Sustainability
6. Make Changes to Meet the Needs
7. Evaluation, Accountability, Reporting Back



A Look at Other Communities



REPORT AND RECOMMENDATIONS OF THE AD HOC COMMITTEE ON BLACK PEOPLE EXPERIENCING HOMELESSNESS

LOS ANGELES HOMELESS SERVICES AUTHORITY
DECEMBER 2018

[Marin County](#)

[Multnomah County](#)

[Santa Clara County](#)

[Los Angeles County](#)



Themes for Action within the Homelessness System

- Listening sessions and interviews
- Prioritization
- Internal training
- CoC board and leadership diversity
- Uplift BIPOC contracting





Themes for Action with Homelessness Partners

- Identify the institutions and systems that are major contributors to BIPOC homelessness
- Engage in strategic partnerships with a racial equity focus
- Joint support on policies, budgets, and other key recommendations
- Strengthen prevention



Local Race & Ethnicity Data



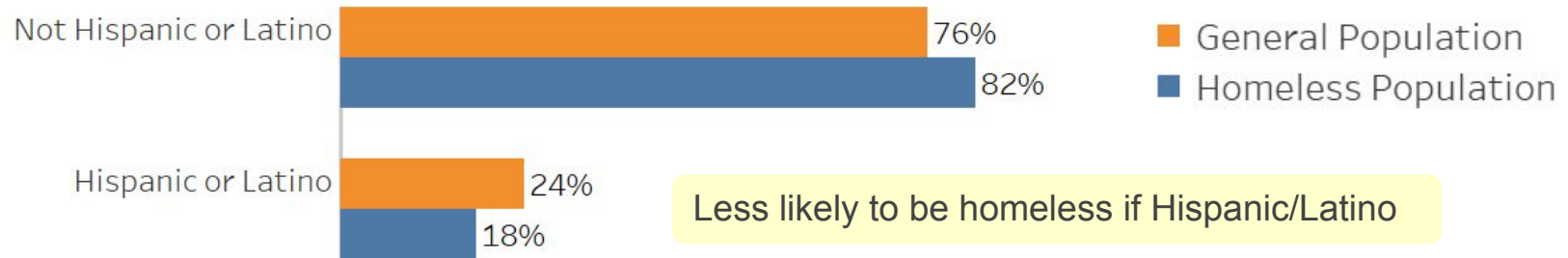
Sacramento Continuum of Care Race & Ethnicity Data

Data reviewed:

- Sacramento County population
- 2019 Point In Time (PIT) count
- Homeless Management Information System (HMIS):
 - VI-SPDAT access
 - VI-SPDAT scores
 - Program enrollments
 - Program exits
 - Returns to homelessness
- COVID-19 shelter response:
 - Assessments
 - Rankings
 - Referrals
 - Enrollments
 - Exits
 - Reason
 - Destination

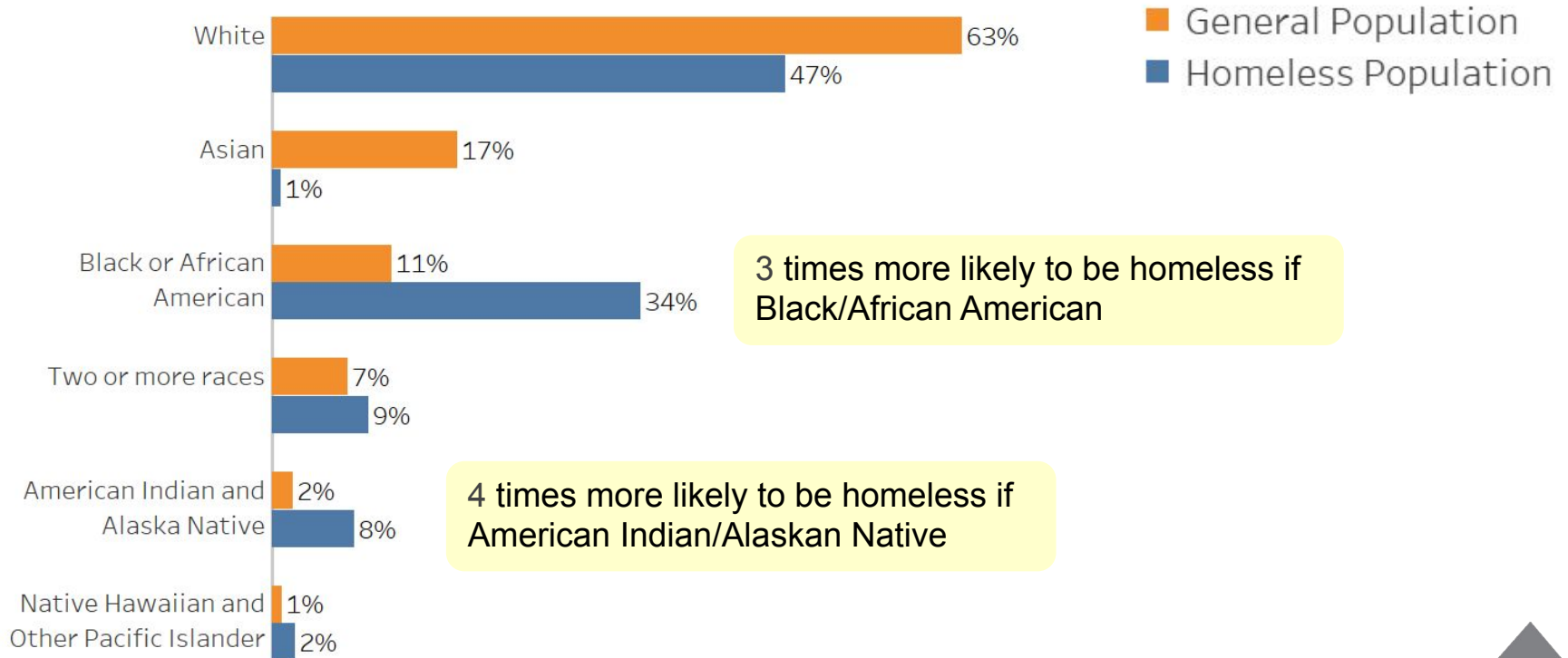


General Population vs. Homeless Population, by Ethnicity



Sources: American Community Survey 2019 (5-year), Sacramento PIT Count January 31, 2019

General Population vs. Homeless Population, by Race



Sources: American Community Survey 2019 (5-year), Sacramento PIT Count January 31, 2019

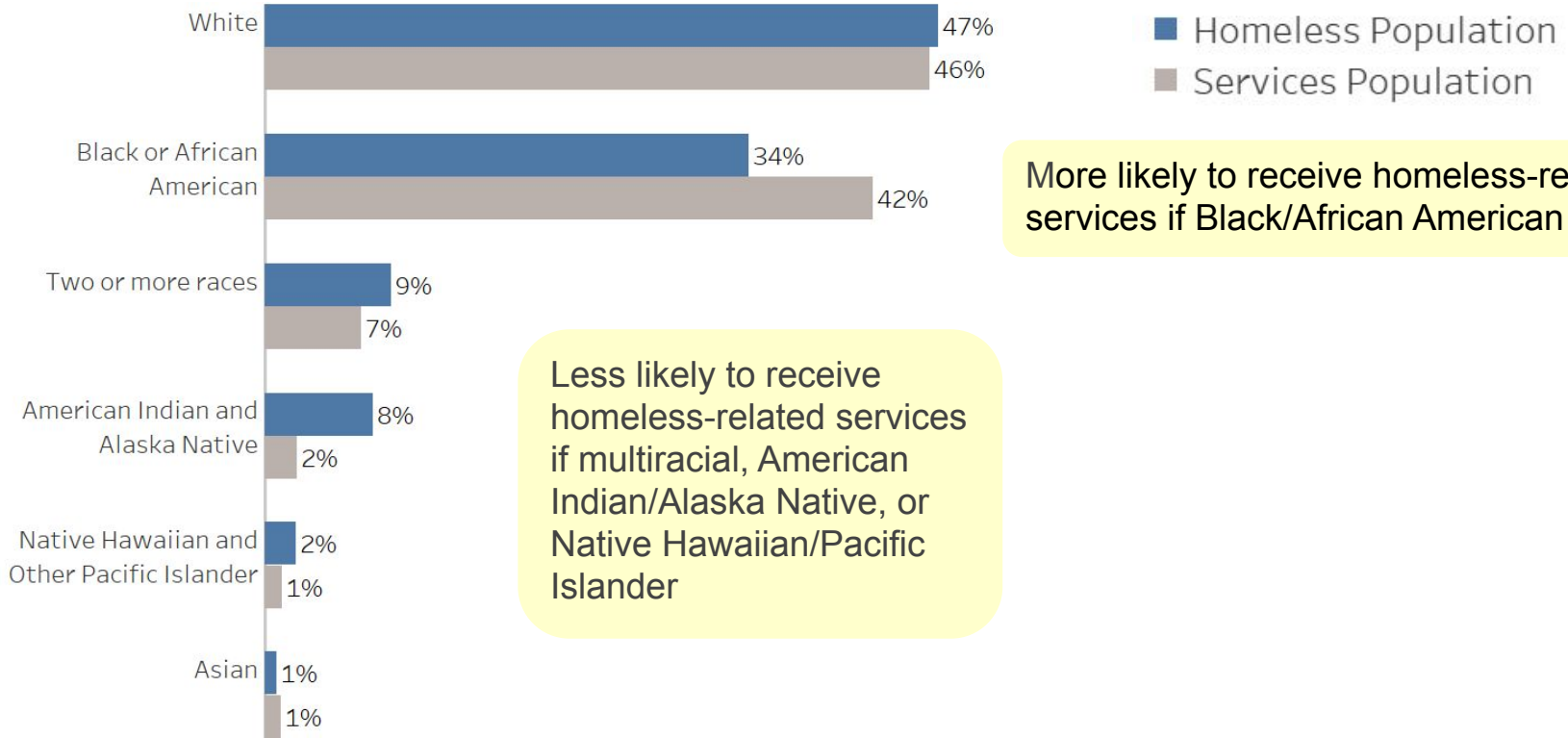


Homeless Population vs. Services Population, by Ethnicity



Both ethnicities were almost equally likely to receive homeless-related services

Homeless Population vs. Services Population, by Race



Sources: Sacramento PIT Count January 31, 2019, Sacramento HMIS Dashboard end of year data 2017-2019



Sacramento Populations

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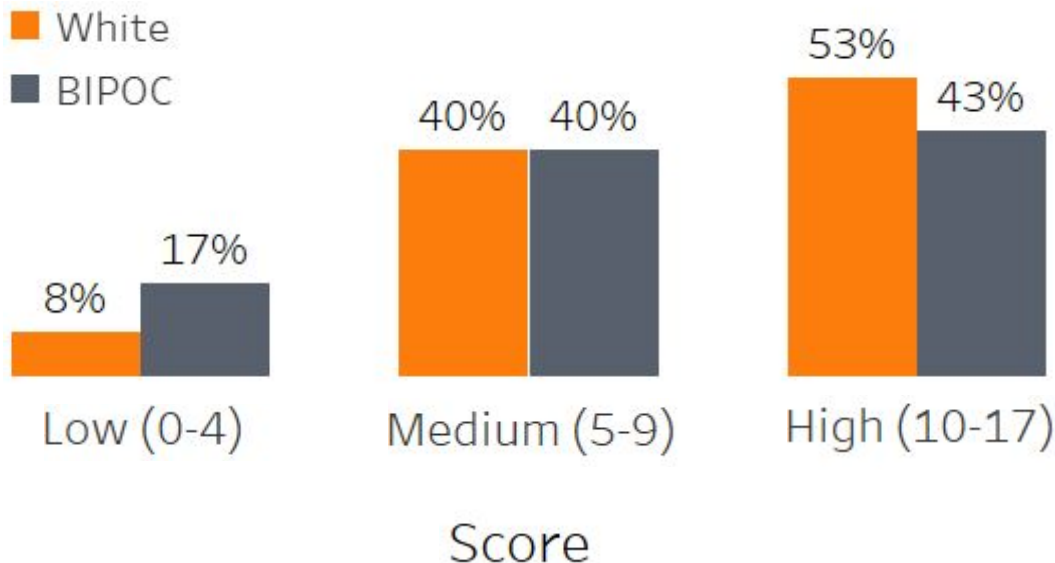
Vulnerability Index-Service Prioritization Decision Assistance Tool (VI-SPDAT)

- Triage tool designed to help prioritize the most vulnerable participants for scarce housing resources
- Commonly used by coordinated entry systems across the country
- Assessment leads to a vulnerability score in the low (0-4), medium (5-9) or high range (10-17)
- Scores play a role in determining what level of service should be provided



VI-SPDAT Scores 2018-2019, by Race

Single Adults



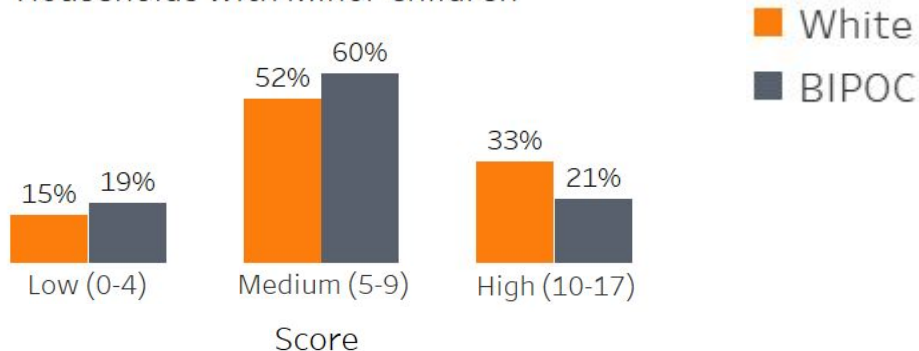
White persons received higher scores than Black and Indigenous People/Person(s) of Color

Source: HMIS data January 1, 2018 to December 31, 2019

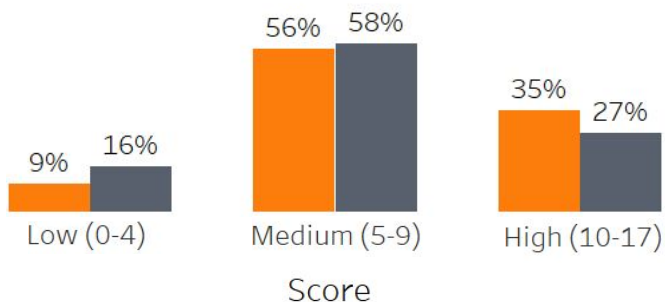
VI-SPDAT Scores 2018-2019, by Race

White persons received higher scores throughout all subgroups examined

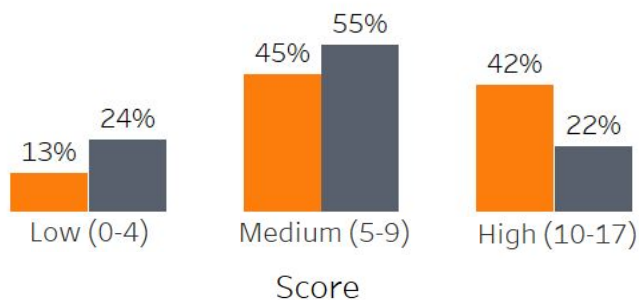
Households with Minor Children



Transitional Age Youth

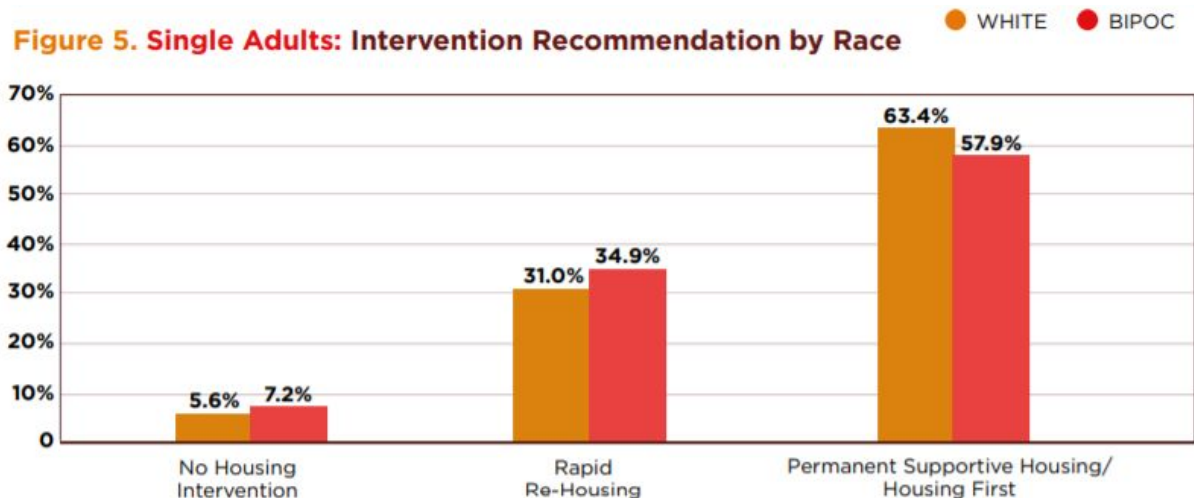


Veterans



VI-SPDAT Scores 2014-2019, by Race

A statistically significant association between race and score was identified in an October 2019 review of 4 communities across the United States



Coordinated Entry Systems Racial Equity Analysis of Assessment Data, Oct. 2019, C4 Innovations
https://c4innovates.com/wp-content/uploads/2019/10/CES_Racial_Equity_Analysis_2019-.pdf

Additional Opportunities for Discussion

Some disparity seen in:

- Access to VI-SPDAT assessments (race, ethnicity)
- Program enrollments (race, ethnicity)
- Program exits to unknown destination (race)



Summary of Findings

- In general, most aspects of the Sacramento CoC's services showed little sign of disparity by race or ethnicity.
- There may be barriers to receiving services for some races.
- There are disparities by race in VI-SPDAT scoring.



Next Steps and Future Analyses

- Further exploration of issues identified today
- Systems Performance Committee gaps analysis
- COVID-19 shelter rehousing outcomes review



Break-Out Groups



Guidelines for Break-Out Groups

Be Present

Step Up/Step Down

Conflict is Okay, Animosity is Not

Amnesty: Kindness to Self and Others

Break-Out Group Questions

Submit Discussion: <https://forms.gle/PXMauFFemeRKu8q58>

1. What more do we need to **know** or consider?
2. What should we be **doing** that we aren't currently doing?
3. How should the CoC assign, oversee, and be **accountable** to the work?
4. How should the CoC **partner** on aspects of the work beyond its capacity, expertise or authority?



Report Back



Important Ideas, Insights, and Questions

From your group, please type into the chat the 3-5 most important ideas, insights or questions from your conversation.

If submitted by your group, your full notes will be compiled and distributed to the workshop participants and used to inform the larger process. Please submit today.

Raise your hand if you would like to report out verbally.



Next Steps



Key Considerations

Where to start

How to resource

What to focus on

Whom to lead: Existing vs. New Body



Types of CoC Committees

Standing Committees

Ad Hoc Committees

Collaboratives



CoC Discussion

- Take-aways from the workshop
- Address key considerations
- Additional considerations or decisions
- Recommendations for the full CoC
- Next steps



Thank you!

