Centering Racial Equity in the Work to End Homelessness: Aligning Vision with Practice at the Systems Level

June 16, 2022
WELCOME & HOUSEKEEPING

Chandra Crawford
Chief Equity Officer
National Alliance to End Homelessness
Housekeeping Notes

All attendees are muted, please use the Chat Box
- Share information and ideas
- Dialogue with your colleagues

Please use the Q&A Feature to submit Questions

Webinar is recorded. Slides will be available.
The SYSTEM Series

May 10, 2022  |  Toolkits and Training Materials

REGISTER FOR JUNE 16 WEBINAR: CENTERING RACIAL EQUITY IN THE WORK TO END HOMELESSNESS

REGISTER FOR JUNE 23 WEBINAR: INVOLVING PEOPLE WITH LIVED EXPERIENCE IN COC DECISIONS

The SYSTEM (Strengthening Your System to Energize Momentum) Series is designed to help communities more effectively end homelessness by providing tools to help communities:

- Identify areas where they can make the most meaningful improvements to their systems;
- Continuously execute on those improvements for the greatest impact, and
- Leverage their Notice of Funding Opportunity (NOFO) application for the CoC Program competition to kick-start efforts to build a more effective system.

The 2022 SYSTEM Series update includes updates on emerging priorities that all effective homeless response systems must be prepared to address, as well as insights on issues and areas the Alliance expects the U.S. Department of Housing and Urban Development (HUD) to prioritize in its forthcoming NOFO.
SYSTEM Series: Why?

• Communities facing ongoing housing crises coupled with the pandemic.
• Trying to help people in crisis navigate a challenging housing market while working to improve homeless outcomes.
• Desire to strengthen your homeless response system.
• Want to understand what makes your response system effective, efficient, and equitable.
• Want to identify your community strengthens and gaps and how to best utilize scarce resources.
Today’s Speakers

• Va Lecia Adams Kellum, Ph.D., President & CEO, St. Joseph Center
• Nichele J. Carver, Associate Director, Homeless and Special Need Housing, Virginia, Department of Housing and Community Development
Centering Racial Equity in the Work to End Homelessness

June 16, 2022
DHCD is committed to creating safe, affordable and prosperous communities to live, work and do business in Virginia.
Virginia

European-American/White
64.9%

African-American/Black
19.9%

Experiencing homelessness

• 29%

• 32.5%
How do you change your agency or team’s cultural norms, policies, and practices, to DISMANTLE your homeless services system so you can rebuild it with racial equity as a guiding principle?
You have got to clean your own house first before you tell other people that they aren't doing it right.

Dan Webster
The Remix of the HSNH Team

- Talked about equity in our hiring processes and whatever we could change we did.

- Advertised in non-traditional places.

- Changed the questions to gather info. that mattered for the actual job.
Outside Assistance

• We had a soft launch of “We about to do this really hard work, so buckle up” with all of our CoC/Balance of State LPG.

• Put out and RFP specifically looking for a group that could do the work and understood the need to have equity interwoven in our homeless services system.

• We build in technical assistance for
  • Our HSNH Unit
  • Our HSNH Leadership team
  • Our HSNH staff without the leadership team
  • The entire homeless services system in the commonwealth
Technical Assistance Hours

- Capacity building for organizations
- Goal setting for moving into action/application
- Strategizing around challenges or getting unstuck in racial equity work
- Reflection on how the work is going and evaluating the impact
- Helping organizations to do racial equity work better and deeper
- Putting into action the things the agency said they wanted to do
- Providing accountability partners to help you get to the place you want to be in actively addressing racial equity
- Building the muscles and the practices to hold themselves & their communities accountable going forward
Communities accessed TA and started making measurable changes.

HSNH team reviewed racial equity work discussed in community based applications and assigned points.
Using our momentum to keep moving forward!
Nichele J. Carver
Associate Director
Homeless and Special Needs Housing

Virginia Dept. of Housing and Community Development

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Centering Racial Equity in the Work to End Homelessness: Aligning Vision with Practice at the Systems Level

Va Lecia Adams Kellum, Ph.D. 
President & CEO

June 16, 2022
St. Joseph Center’s mission is to provide working poor families, as well as homeless, men, women and children of all ages, with the inner resources and tools to become productive, stable and self-supporting members of the community.

St. Joseph Center (SJC) was founded on July 8, 1976 by two Sisters of St. Joseph of Carondelet. Though we are a separately incorporated 501(c)(3) non-profit organization, we retain an affiliation with the Sisters as a “Sponsored Institution.”
ST. JOSEPH CENTER IMPACT: FY2020-21

- 14,891 served
- 2,351 connected to housing
- 33,841 mental health services provided
- 1,134 newly housed
- 72% increase in meals served
- 3,791 engaged through street outreach
- 30,073 visits to the food pantry
- 43 job training graduates
- 30,073 visits to the food pantry
- 42,322 meals served
- 91% job training graduation rate
- 12% increase in overall people served
- 95% retained permanent housing
- 72% increase in meals served

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RACIAL DISPARITIES LANDSCAPE
## Racial Inequity Demographics Data

<table>
<thead>
<tr>
<th>Race/Metric</th>
<th>General Population</th>
<th>Deep Poverty (&lt;50% FPL)</th>
<th>Homeless</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>61.6%</td>
<td>69.9%</td>
<td>48.3%</td>
</tr>
<tr>
<td>Black</td>
<td>12.1%</td>
<td>24.4%</td>
<td>39.4%</td>
</tr>
<tr>
<td>American Indian and Alaska Native</td>
<td>1.1%</td>
<td>1.6%</td>
<td>3.3%</td>
</tr>
<tr>
<td>Asian and Native Hawaiian and other Pacific Islander</td>
<td>6.2%</td>
<td>5.7%</td>
<td>2.8%</td>
</tr>
<tr>
<td>Hispanic/Latinx (of any race)</td>
<td>18.7%</td>
<td>26.8%</td>
<td>22.5%</td>
</tr>
</tbody>
</table>


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Source: 2020 Homeless Count Results
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Sources: Homeless population data represent estimates from the 2020 Greater Los Angeles Homeless Count for the Los Angeles Continuum of Care (LA CoC) and excludes the Glendale and Pasadena Continuums of Care. General population data taken from the U.S. Census Bureau.

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HOW LOS ANGELES IS ADDRESSING RACIAL DISPARITIES AMONG PEOPLE WHO ARE HOMELESS
“The impact of institutional and structural racism in education, criminal justice, housing, employment, health care, and access to opportunities cannot be denied...

Homelessness is a byproduct of racism in America.”

The Report and Recommendations of the Ad Hoc Committee on Black People Experiencing Homelessness (2018)

Source: County of Los Angeles, CEO. Anti-Racism, Diversity & Inclusion: BPEH Implementation Strategy, October 2021. © All rights reserved. No reproduction or utilization of this material is allowed without the written permission of St. Joseph Center.
LAHSA Commission launched the Committee in April 2018 in response to:

1. The persistent overrepresentation of Black people experiencing homelessness, and
2. The impact of the Ad Hoc Committee on Women & Homelessness

The Committee’s purpose was to:

1) Examine the factors contributing to the overrepresentation of Black people among the population experiencing homelessness

2) Identify opportunities to increase racial equity within the homeless service delivery system

3) Develop recommendations to more effectively meet the needs of Black people experiencing or at risk of homelessness

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Recommendations aim to address the burdens the Committee identified, in areas of:

- Cross-System Collaboration
- Data & Research
- Funding
- Hiring & Training
- Programs & Service
- Policy & Advocacy

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1) Ensure service providers understand the impact of institutional racism and racial bias on Black people experiencing homelessness

2) Identify opportunities to increase racial equity within the homeless service delivery system

3) Importance of using a racial equity lens in this sector
Including Black people with lived experience in program and policy design, implementation, evaluation, and service delivery, is critical to ensuring services meet the needs of Black people experiencing homelessness.

The quality of interim housing varies across facilities, and for some, living in a shelter can be a traumatizing or re-traumatizing experience.

Rates of return to homelessness are higher for Black people than other race groups, despite being housed in CES permanent housing at comparable rates.

They wanted to put 400 people that all had histories of trauma into one place.... Until homeless services really integrates trauma-informed care and deals with it from the perspective that looks at the whole piece—that looks at the racism—we are going to continue to repeat and spend money in ways that is not going to change the system.”

-Black Woman, Service Provider, South Los Angeles Listening Session Participant

Source: LAHSA, Report and Recommendations of the Ad Hoc Committee on Black People Experiencing Homelessness, December 2018. © All rights reserved. No reproduction or utilization of this material is allowed without the written permission of St. Joseph Center.
Expand capacity building and training opportunities to ensure service providers understand the impact of institutional racism and racial bias on Black people experiencing homelessness.

Advance racially-equitable policies, programs, and funding across systems aimed at reducing disparities and ensuring sufficient funding supporting Black people experiencing homelessness.

Implement targeted improvements to service delivery within CES and other systems of care in which Black people experiencing homelessness are overrepresented, to address barriers and improve outcomes.

“African Americans are disproportionately represented in homelessness because they are [over]represented in every area of disparity in our country. And that goes back to our roots of racism, oppression, and institutional racism. It doesn’t change with the category. It is almost expected.”

-Black Woman, South Los Angeles Listening Session Participant

Source: LAHSA, Report and Recommendations of the Ad Hoc Committee on Black People Experiencing Homelessness, December 2018. © All rights reserved. No reproduction or utilization of this material is allowed without the written permission of St. Joseph Center.
IMPLEMENTATION OF ADHOC RECOMMENDATIONS
Black People Experiencing Homelessness (BPEH) Implementation Steering Committee was established under the Anti-Racism, Diversity, and Inclusion (ARDI) Initiative in October 2021.

The focus of this 15-member Committee is to develop and operationalize an action plan for implementing the Ad-Hoc’s recommendations with the following:

- Prioritizes engagement and leadership of individuals with lived experience at all levels
- Includes engagement from core Ad-Hoc Committee members and “prioritizes community supports.”

Source: https://ceo.lacounty.gov/ardi-test-page-not-in-use/bpeh/
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A work group will get launched this Summer comprised of 25-35 cross-sector leaders who can help advance implementation of the priority recommendations.

Issue Area Tables will be established to focus on the following core issue areas aligned with the priority recommendations:

• Cross-Agency Coordination and Alignment
• Youth
• Prevention
• Coordinated Entry System (CES)
• Justice Involvement and Re-entry

Source: [https://ceo.lacounty.gov/ardi-test-page-not-in-use/bpeh/](https://ceo.lacounty.gov/ardi-test-page-not-in-use/bpeh/)

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COORDINATED ENTRY SYSTEM (CES)
CES, or Coordinated Entry System, is a network that was established to streamline linking people experiencing homelessness to the most appropriate housing intervention, while ensuring “that resources are efficiently and equitably distributed” (LAHSA).

Source: Coordinated Entry System Triage Tool Research and Refinement (CESTTRR) Project: Revised VI-SPDAT Tool Pilot Study, 2020. Source: https://www.lahsa.org/ces/ © All rights reserved. No reproduction or utilization of this material is allowed without the written permission of St. Joseph Center.
Grounded in early research, Los Angeles has recognized a need for system improvement in the homeless service delivery process.

The CES Triage Tool Research & Refinement (CESTTRR) emerged to focus on researching equity issues related to LA’s triage tools focused on:

1. Assessment
2. Administration
3. Application

The purpose of the pilot study is to conduct a feasibility test of a revised triage tool across two areas:

1. A shorter tool with revised question wording (32 questions reduced to 19) and
2. Best practices in tool administration focused on equity and trauma

Source: https://cais.usc.edu/projects/cesttrr-project
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Recently completed the following:

✓ Identified pilot sites using Core Planning Groups (LAHSA, Home for Good, Department of Health Services (DHS)) suggestions:
  ✓ La Family Housing
  ✓ HOPICS
  ✓ St. Joseph Center
  ✓ Helpline Youth Counseling Inc
  ✓ Kingdom Causes Bellflower
  ✓ Department of Mental Health
  ✓ Valley Oasis
  ✓ Union Station

✓ Received support from the Hilton Foundation to secure funds to support the pilot.
WORKING WITH LIVED EXPERTS (LE)

Photo Cred: Francine Orr/ Los Angeles Times
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Careers for a Cause (C4C) is a workforce development program primarily for people with lived experience, which is taught at LA Southwest College and prepares participants with skills for careers in the homeless services sector.

- 8-week program
- Teaches soft skills related to client care
- Work readiness tools, such as resume writing and interview preparation
- Exposes students to the work with presentations led by field experts
- Receives a $300/week stipend
- Case management provided during training
- Job seeking assistance following graduation
- St. Joseph Center provides technical assistance and administers stipend fund
After 4 successful cohorts in partnership with LA Southwest College, Careers for a Cause has expanded county-wide.

“With the unanimous support of the Board of Supervisors in July 2021, $2.6 million of American Recovery Plan (ARP) Act funding was allocated to C4C to serve 220 new participants through June 2023. As a result of the ARP funding, C4C is expanding throughout all five Supervisorial Districts in LA County.”
Meet Earl Williams

A C4C Graduate, who has served as a Peer Specialist on St. Joseph Center’s street-based E6 Outreach Team since March 2020.

Earl has lived experience with addiction, homelessness and incarceration. Today, he is thriving and serves as an example of what’s possible to those he serves.
ST. JOSEPH CENTER’S APPROACH
What we’ve done:

✓ Salary survey and analysis to stay in step with market and ensure people are able to withstand financial challenges due to COVID-19, including hazard pay
✓ A non-match requirement for 403B deposit
✓ Emergency fund to cover gaps in safety net
✓ Time off: 1 MONTH in the first year
✓ Sabbatical for Executive Team members
Co-creation of Programs
• Building into our program design the input and feedback of Lived Experts, making sure our programs are in line with the evolving needs.
• Holding focus group discussions with Lived Experts before and during the launch of any program.

Black People Experiencing Homelessness Ad-Hoc Training
• SJC is leading a training program for Lived Experts with the following goals:
  1. Develop a framework and mechanism for the co-creation of homelessness policy and programs with people with lived experience.
  2. Increase the representation, input, and decision making of people with lived experience in solving homelessness.
  3. People with lived experience have the tools and training to successfully co-create homelessness programs and policies.
THANK YOU

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Q&A