

Contributing to How Race and Gender are Defined Within Homelessness

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HUD's Proposed New Data Elements

- Race/Ethnicity
 - Hispanic/Latin(a)(o)(x) included as a racial category
 - New “Middle Eastern or North African” category
 - Option to fill in additional details (e.g., nationality, tribal affiliation)
- Preferred Language Question
- Gender
 - Shift to “Woman/Girl” and “Man/Boy”
 - Separate Question for “Transgender Experience”
 - Culturally-Specific Identity
 - Option to fill-in an identity

Collecting Feedback

- HUD: Asked communities to test the proposed data elements in the field and provide feedback
- The Alliance: Wants to Help Communities w/ Feedback Process
 - 1) Client Survey
 - 2) Intake Worker Survey
 - 3) Processing Surveys
 - 4) Summarizing Results

Other Considerations

- Revisiting the reasons why we collect racial and gender data
- Contributing to the conversation about questions asked for triage and tracking purposes



Your Contributions and Partnership



CoC and Program Representatives Are Crucial:

- Make some initial decisions
- Help to engage and inform intake workers
- Provide intake workers with the survey link

Decision Points



There are a few decisions you must make based on your community's capacity to contribute.

Considerations:

- What is feasible given your workload?
- It is critically important that the voices of people experiencing homelessness are reflected in the feedback process.
- No matter what you're able to do, *you can still participate.*

Decision Points



1) How many intake workers should my CoC involve in this trial?

Considerations:

- The more the better; but if you can't involve everyone/a lot, you could focus on intake workers who:
 - a) Work at a particular location
 - b) Work during a particular shift
 - c) According to some other criteria

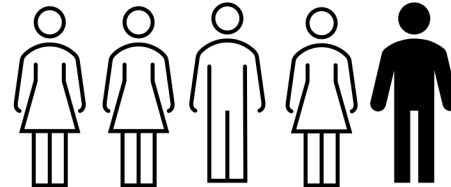
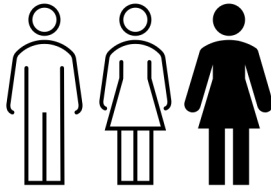
Decision Points



2) How many people experiencing homelessness will my community survey?

Considerations:

- Again, the more the better, but if you can't involve everyone, you could *randomly select* participants (e.g., choosing every 3rd or 5th person coming through intake).



Decision Points



3) How long will my CoC run the trial?

Considerations:

- Ideally, the longer the better; but if your timeline is compressed, the deadline is the end of December 2022.

Start date:
???



Deadline for all
Feedback:
December 31, 2022

Decision Points



4) Which Alliance materials will my CoC use?

Considerations:

- Ideally, your intake workers will:
 - a) help clients complete the [Client Survey](#) and
 - b) take the [Intake Worker Survey](#).
- If administering the Client Survey is not possible, intake workers can have *one-on-one* or *group conversations with clients* and take the Intake Worker Survey afterward.

Logistics

Project steps include:

- 1) Materials Review
- 2) Resolve Decision Points
- 3) Train Intake Workers
- 4) Begin Surveying People Experiencing Homelessness and/or
- 5) Begin Having Conversations

Logistics, ctd

Project steps include:

- 6) Intake Workers Take Survey
- 7) Results Compiled
- 8) Results Shared
- 9) HUD Finalizes Data Elements, New Questions
- 10) Possible Next Steps Develop

More About Client Survey

Here's What It Includes:

- The proposed or trial versions of HUD's new questions
- Thoughts on the data elements?
- Experienced racial or gender discrimination?
- Types of questions I hate being asked.
- What do we need to know to help you find housing

Feedback to HUD's Proposed Changes to the Race, Ethnicity, and Gender Identity HMIS Data Elements

10. Do you have any other thoughts to share about the race, ethnicity, language, and gender categories you had to choose from?

11. As a part of your contact with the homeless services system, you were asked about your race and gender. A person's race and gender sometimes lead to discrimination or limit opportunities in housing, education, employment, and other areas.

Do you think racial discrimination is one of the reasons you became homeless?

Yes

No

12. Do you think gender discrimination or gender-related challenges are one of the reasons you became homeless?

Yes

No

* 13. If I had a choice, I would never again be asked a question about (check all that apply)

My race/ethnicity

More About Intake Worker Survey

Here's What It Includes:

- The proposed or trial versions of HUD's new questions
- Are most clients easily able to answer the questions?
- Are clients more or less confused by the new questions?
- Thoughts to share about the new questions?
- Are we asking clients too many questions?
- What types of questions do clients hate answering?

Feedback to HUD's Proposed Changes to the Race, Ethnicity, and Gender Identity HMIS Data Elements

11. Are most participants easily able to answer the trial version of the race question?

- Yes
 No

12. Are most participants easily able to answer the trial version of the gender question?


- Yes
 No

* 13. Do you have experience with asking people the current versions of the race and gender question?

- Yes
 No

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Final Note

Both the client and intake worker surveys are available via the same link.

Let's Talk

- Questions?
- Thoughts on how the Alliance Could Improve This Process?
- Thoughts that could help these efforts be successful in the field?



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