



System Performance Measure Racial Equity Action Lab

Workshop 1

May 26, 2022

Workshop Overview

- I. CA Racial Equity Action Lab (REAL)
- II. Community Grounding
- III. HHAP Baseline Data for Outcomes Form
 - *Table 4 Outcome Goals*
- IV. Examples for SPM 1,2,3
- V. Questions and Comments



Community and Partner Introductions



Please type into the chat

- Name
- Pronouns
- Racial/ Ethnic Identity
- Organization/Region



Racial Equity Action Lab Team



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Inequality

Unequal access to opportunities



Equality?

Evenly distributed tools and assistance



Equity

Custom tools that identify and address inequality



Justice

Fixing the system to offer equal access to both tools and opportunities



Learn more at the Alliance's State of Homelessness 2020 Report: <https://endhomelessness.org/data>.

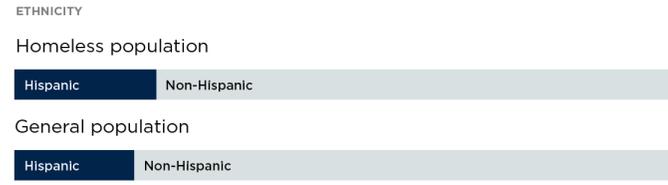
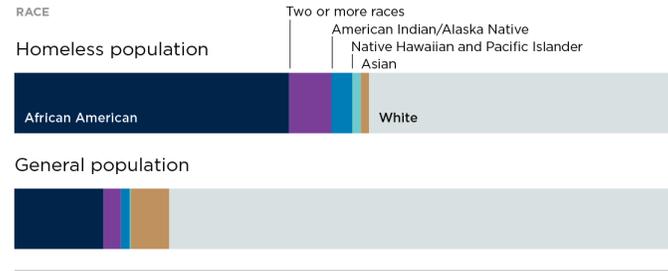
3_x Black Americans are 3x as likely to experience homelessness as the general population

Native Americans are 4x as likely to experience homelessness as the general population

9_x Pacific Islanders are 9x as likely to experience homelessness as the general population

Most Minority Groups Make up a Larger Share of the Homeless Population Than They Do of the General Population

Race and ethnicity of those experiencing homelessness compared with the general population



Homeless population data are for a given night in 2017. Source: 2017 Annual Homeless Assessment Report to Congress, Part 1. National Alliance to End Homelessness



WHY?

Race	A social construct that artificially divides people into distinct groups based on characteristics. Used to define dominance and access.
Racism	Institutional and individual practices creating and reinforcing oppressive systems of race relations. Whereby people and institutions engage in discrimination adversely restrict, by judgment and action, the lives of those against whom they discriminate. Racism is a harmful determinant of health by the system that has instituted racism has a major impact on the lived experience.

CA-REAL

Anti-Racism	The process of identifying, challenging, and eliminating the values, policies, and behaviors within the interlocking systems of social oppression (sexism, classism, heterosexuality, ableism) to redistribute power and transform racial disparity outcomes. That is so the factors are no longer a predictor of success or failure for People of Color at the structural level.
Anti-Racism in practice	An operationalization of pushing policies and practices to redistribute power and to transform disparate outcomes. Race is no longer a factor.

Goal and Process; Process and Goal 

Source: Project Change and The Center for Assessment and Policy Development





Five Steps for Targeted Universalism Framework

Create a trackable data goal based on disparities identified



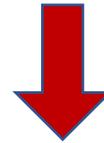
Establish a universal goal



Assess performance relative to the goal



Identify differences in performance (by population) between goal and overall population



Assess and understand the persistent drivers of inequities and disparities



Develop and implement targeted strategies to remove barriers and close disparities

Co-create racial and/or social equity SMARTIE goals that correspond to SPM outcome goals

*Best practice -- *Include the following local experts:*

- People living homeless and with past experience of homelessness
- People from historical marginalized communities
- Direct service providers of color

Workshop 1 & 2 focus

*Due June 30, 2022

Fast Forward (after June 30)...

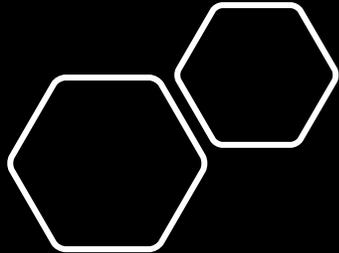
After establishing SMARTIE goals, move to co-creating targeted strategies for removing barriers and closing disparities:

*Best practice -- Engage the same local experts to:

- Analyze the disaggregated data *together*
- Identify and understand the persistent drivers of disparities
 - What are the systems-level barriers to justice from the point of view of people most impacted by the disparities?
- Collaborate in co-creating targeted strategies to remove barriers
 - Measure and share progress toward SMARTIE goals for each strategy
 - Establish reporting transparency and other accountability measures

Table 4. Outcome Goals

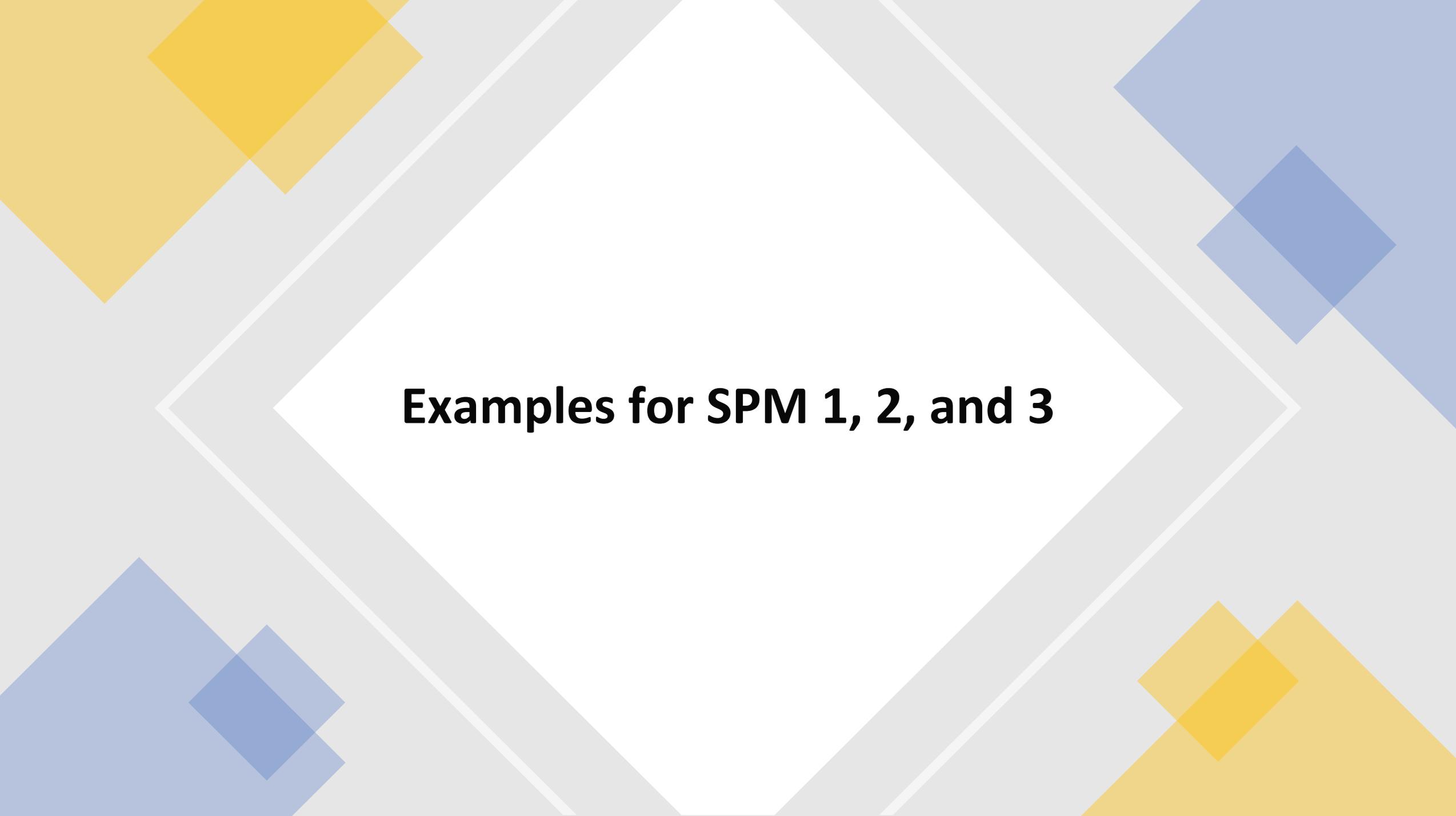
Outcome Goal #1a: Reducing the number of persons experiencing homelessness.		
Baseline Data: Annual estimate of number of people accessing services who are experiencing homelessness <i>[To be provided by Cal ICH from HDIS: can use local data as placeholder in the meantime]</i>	Outcome Goals July 1, 2021 - June 30, 2024	
	Decrease/Increase in # of People	Decrease/Increase as % Change from Baseline
Optional Comments		
Describe Your Related Goals for Underserved Populations and Populations Disproportionately Impacted by Homelessness		
Describe any underserved and/ or disproportionately impacted population(s) that your community will especially focus on related to this Outcome Goal and how this focus has been informed by data in your landscape assessment:	Describe the trackable data goal(s) related to this Outcome Goal:	
Outcome Goal #1b: Reducing the number of persons experiencing homelessness on a daily basis		
Baseline Data: Daily Estimate of # of people experiencing unsheltered homelessness <i>[To be provided by Cal ICH from HDIS: can use local data as placeholder in the meantime]</i>	Outcome Goals July 1, 2021 - June 30, 2024	
	Reduction in # of People	Reduction as % Change from Baseline
Optional Comments		
Describe Your Related Goals for Underserved Populations and Populations Disproportionately Impacted by Homelessness		
Describe any underserved and/ or disproportionately impacted population(s) that your community will especially focus on related to this Outcome Goal and how this focus has been informed by data in your landscape assessment:	Describe the trackable data goal(s) related to this Outcome Goal:	



Racial equity goal must be completed by June 30th!

Mural by Black Paint Studios, Milwaukee





Examples for SPM 1, 2, and 3

Example for System Performance Measure #1a

Reducing the number of persons who are experiencing homelessness

Just this section
is due by
June 30th!

Steps in the Process	Process Outcomes for CoC "A"
Establish a universal goal	Make homelessness in our community rare, brief, one-time, and eliminate racial and social disparities.
Assess performance relative to the universal goal	14,000 people experience homelessness a year
Identify differences in performance by population	Pacific Islanders are 9 times more likely to experience homelessness compared to White people.
Create a trackable data goal based on disparities identified	The elapsed time from Coordinated Entry to housing placement for Pacific Islanders will decrease by 50%
Assess and understand the persistent drivers of inequities and disparities	CoC has insufficient access points for the Pacific Islander community and few agencies and staff qualified to provide culturally appropriate outreach and services
Develop and implement targeted strategies to remove barriers and close disparities	<ul style="list-style-type: none"> Recruit/fund agencies and staff from the Pacific Islander community Performance measures to specifically reduce time from Coordinated Entry to housing placement



Example for System Performance Measure

#1b *Reducing the number of persons experiencing (unsheltered) homelessness on a daily basis*

**Just this section
is due by
June 30th!**

Steps in the Process	Process Outcomes for CoC “B”
Establish a universal goal	Reduce average daily unsheltered homelessness count by 50%
Assess performance relative to the universal goal	The average unsheltered homelessness count been reduced by 21%
Identify differences in performance by population	The average unsheltered count for Native-American single adults represents 16% of the average count for all groups, yet Native-Americans make up on 3% of the general population.
Create a trackable data goal based on disparities identified	Reduce the daily count of Native-American single adults experiencing unsheltered homelessness by 80%
Assess and understand the persistent drivers of inequities and disparities	As a group, unsheltered Native-American single adults have a high arrest rate for non-violent offences, and this group experiences barriers to connecting to case management for shelter, housing, and health care needs while they are in jail. They are frequently discharged from jail into street homelessness.
Develop and implement targeted strategies to remove barriers and close disparities	<ul style="list-style-type: none"> • Redirect resources to improve access to case management to unsheltered people in jail and facilitate immediate connection to housing and health care upon release • Provide TA to Native-led agencies around applying for funding



Example for System Performance Measure

#2 *Reducing the number of people who become homeless for the first time*

Just this section is due by June 30th!

Steps in the Process	Process Outcomes for CoC “C”
Establish a universal goal	Reduce by 25% the number of people becoming homeless for the 1 st time
Assess performance relative to the universal goal	The overall number of people becoming homeless for the 1st time fell by 31%
Identify differences in performance by population	Latinx families with children becoming homeless for the first time continue to be overrepresented. They comprise 42% of all families with children becoming homeless for the first time, while Latinx people make up only 29% of the community’s overall population
Create a trackable data goal based on disparities identified	Reduce the number of Latinx families with children becoming homeless for the first time by 30%
Assess and understand the persistent drivers of inequities and disparities	CoC and other prevention outreach does not specifically target the zip codes and neighborhoods in which large numbers of Latinx families resided prior to becoming homeless
Develop and implement targeted strategies to	Provide prevention funding and any needed training and technical support

Example for System Performance Measure #3

Increasing the number of people exiting homelessness into permanent housing

Just this section
is due by
June 30th!

Steps in the Process	Process Outcomes for CoC “D”
Establish a universal goal	Increase by 25% the number of people who move into permanent housing within 6 months of intake
Assess performance relative to the universal goal	Achieved 18% increase in the number of people who move into permanent housing within 6 months of intake
Identify differences in performance by population	On average it takes 2.5 months longer to place Black families with children into permanent housing than their white counterparts.
Create a trackable data goal based on disparities identified	Increase by 50% the number of Black families with children and Black youth who move into permanent housing within 6 months of intake
Assess and understand the persistent drivers of inequities and disparities	Black families with children and Black youth score lower on their VI-SPDAT scores than their white counterparts
Develop and implement targeted strategies to remove barriers and close disparities	Revise the Coordinated Entry prioritization policies and procedures to replace the VI-SPDAT with a tool developed in collaboration with people with lived expertise from Black and other historically marginalized communities

Office Hours

- *First Session:* Tuesday, 5/31/22 @ 1:00-2:00 PM Pacific Time
- Additional Tuesday and Friday sessions to follow
- Coaches will be available to assist with specific questions that arise as grantees work to complete their equity goals

Questions and Comments



Contact Information

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Housing and service strategies that work for people