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TECHNICAL ASSISTANCE COLLABORATIVE

System Performance Measure Racial Equity Action Lab

Workshop 2

June 2, 2022

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Workshop Overview

I. Introductions

II. Community Grounding

III. HHAP Baseline Data for Outcomes Form

- *Table 4 Outcome Goals*

IV. Examples for SPM 4, 5, 6

V. Questions and Comments

Community and Partner Introductions

Please type into the chat

- Childhood nickname
- Your personal weather status for today

Racial Equity Action Lab Team

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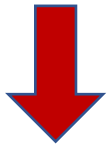
Source: Tony Ruth

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

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Progressing through the 5 steps toward housing equity and justice

Move from high-level goals (aims) to *effective targeted strategies* with:

A new model of *adaptive leadership*
- ***Who?***
- ***How?***

The right data
- **Properly defining the *what***
- **Identifying disparities and barriers**

Systems-focused analysis
- **Digging deeply into the *why***
- **Co-creating strategies that address root causes**

Technical versus Adaptive Challenges

Technical	Adaptive
Easy to identify	Difficult to identify (easy to deny)
Often lend themselves to cut and dried solutions	Require changes in values, beliefs, roles, relationships, and approaches to work
Often can be solved by an authority or expert	People with the problem need to do the work of solving it
Require change in just one or a few places; often contained withing organizational boundaries	Requires change in numerous places; usually across organizational boundarlese
People are generally receptive to the technical solution	People often resist even acknowledging adaptive challenges
Solutions can be implemented quickly, even by edict	"Solutions" require experiments and new discoverles; they can take a long time to implement and can't be implemented by edict

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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**	**Outcome Goals July 1, 2021 - June 30, 2024**	
	Decrease/Increase in # of People	**Decrease/Increase as % Change from Baseline**
[To be provided by Cal ICH from HDIS: can use local data as placeholder in the meantime]		
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**	**Outcome Goals July 1, 2021 - June 30, 2024**	
	Reduction in # of People	**Reduction as % Change from Baseline**
[To be provided by Cal ICH from HDIS: can use local data as placeholder in the meantime]		
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 be completed by June 30th!

Mural by Black Paint Studios, Milwaukee

HHAP-3 Local Homelessness Action Plan & Application Template

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DRAFT GOAL: Engage persons with lived experience and expertise in the Coordinated Entry Leadership Committee by Fall 2022.

Let's dig deeper…

How could the identified SMARTIE goal(s) be changed, refined, or enriched to further mitigate the disparate impact(s) and/or make equity and inclusion more explicit?

By August 2022, we will engage racially and ethnically diverse Persons with Lived Experience and Expertise by creating paid positions on the coordinated entry leadership committee.

By August 1, 2022, we will engage (be specific – for example – Black? Indigenous? Native Hawaiian? Pacific Islander? Latinx? Asian?) Persons with Lived Experience and Expertise by creating (be specific and quantify for measurability– how many?) paid positions on the Coordinated Entry Leadership Committee.

#SMARTIE

- ☑ Specific
- ☑ Measurable
- ☑ Achievable
- ☑ Realistic
- ☑ Time-bound
- ★ INCLUSIVE EQUITABLE

REVISED GOAL:

By August 1, 2022, we will create 2 paid positions on the Coordinated Entry Leadership Committee to hire and engage with Black and Indigenous Persons with Lived Experience and Expertise to help in leading program and policy design and implementation.

Celebrate Freedom by Larry Poncho Brown

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Examples for SPM 4, 5, and 6

Example for System Performance Measure #4

Reducing the length of time persons remain homeless

Just this section is due by June 30th!

Steps in the Process	Process Outcomes for CoC "A"
Establish a universal goal	Reduce the average elapsed time from Coordinated Entry intake to housing placement by 2 months
Assess performance relative to the universal goal	The average elapsed time from Coordinated Entry intake to housing placement has decreased by 1 month
Identify differences in performance by population	**On average it takes 3.25 times longer to place trans youth of color into permanent housing than the average for all populations**
Create a trackable data goal based on disparities identified	**The elapsed time from Coordinated Entry to housing placement for trans youth of color will decrease by 50%**
Assess and understand the persistent drivers of inequities and disparities	Trans youth frequently lack required identification paperwork, which significantly slows the housing placement process
Develop and implement targeted strategies to remove barriers and close disparities	• Establish new case management procedures for increasing support to trans youth of color around obtaining identification and other needs • Establish specific performance measures for reducing the time it takes for trans youth to obtain identification

Example for System Performance Measure #5

Reducing the number of persons who return to homelessness after exiting homelessness to permanent housing

Just this section is due by June 30th!

Steps in the Process	Process Outcomes for CoC "B"
Establish a universal goal	Reduce returns to homelessness after housing placement by 50%
Assess performance relative to the universal goal	Returns to homelessness have been reduced by 29%
Identify differences in performance by population	**Black single adults return to homelessness after exiting homelessness to permanent housing at a rate 2.8 times higher than their white counterparts**
Create a trackable data goal based on disparities identified	**Reduce the rate of return to homelessness after permanent housing placement for Black single adults by 75%**
Assess and understand the persistent drivers of inequities and disparities	As a group, Black single adults experience employment discrimination, which increases the length of time it takes to gain employment or obtain a higher paying job and thus the length of time it takes to increase income to the level needed to maintain housing
Develop and implement targeted strategies to remove barriers and close disparities	• Increase the length of time Black single adults receive rental assistance after placement into Rapid Rehousing units and certain other housing types • Increase investment in employment assistance training provided for this population by agencies rooted in Black communities with high rates of homelessness

Example for System Performance Measure #6

Increasing successful placements from street outreach

Just this section is due by June 30th!

Steps in the Process	Process Outcomes for CoC "C"
Establish a universal goal	Increase housing placements from street outreach by 30%
Assess performance relative to the universal goal	Housing placements from street outreach increased by 32%
Identify differences in performance by population	**Housing placements from street outreach increased only 5% for Latina/o/x individuals and 7% for Hmong individuals**
Create a trackable data goal based on disparities identified	**Increase housing placements from street outreach for Latina/o/x and Hmong individuals by 50%**
Assess and understand the persistent drivers of inequities and disparities	The percentage of unsheltered people engaged during street outreach who identify as Latina/o/x is 29% lower than the Latina/o/x share of the unsheltered population. The percent who identify as Hmong is 32% lower than the Hmong share of the unsheltered population. The CoC has very few Latina/o/x and even fewer Hmong outreach workers. No Latina/o/x-led or Hmong-led agencies receive funding for CoC activities.
Develop and implement targeted strategies to remove barriers and close disparities	• Invest resources to provide support and funds to attract Latina/o/x-led and Hmong-led agencies that could provide outreach in the neighborhoods they serve • Establish performance goals for increasing the number of Latina/o/x and Hmong outreach workers and the number of Latinx unsheltered individuals engaged during outreach

Office Hours

- *Next Session:* Friday, 6/3/22 @ 10:00-11:00 AM 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

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COMMENTS AND QUESTIONS

Contact Information

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Housing and service strategies that work for people