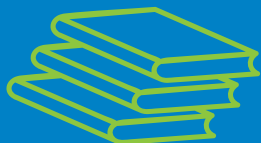


RACE EQUITY FRAMEWORK

For the Connecticut Homeless
& Housing System

LEARN



LISTEN



CO-DESIGN



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EXECUTIVE SUMMARY

Black, Indigenous and People of Color (BIPOC) are overrepresented in national and Connecticut homelessness statistics due to the historical legacy and persistence of structural racism. With the guidance of CSH and several partner organizations, the Connecticut Collaborative for Race Equity (the Collaborative) sought to develop a framework to address racial disparity in the housing and homelessness sector. The Collaborative engaged in a collective learning, listening, and human-centered design process to center the voices of BIPOC in order to create a race equity framework to advance equitable access to housing resources and services for homeless and high need individuals and families.



The Collaborative is a cohort of diverse individuals from several Connecticut housing and homelessness stakeholder organizations. The Collaborative's process began with a three-part **learning series**. The objectives of the learning series were to establish shared language, study the historical basis for race and power, and examine intersections of race and homelessness.

The learning series was followed by **listening sessions** which intentionally exclusively sought the experiences and voices of BIPOC that provide services or whom have experiences with homelessness. In 2019, five community listening sessions were held across the state and reached 35 participants. The Collaborative used multimodal approaches to engage in conversations about race and homelessness.



The final step in the Collaborative's process in creating a race equity framework was to use a human centered design process to uplift themes presented in the qualitative data sourced from the listening sessions. During a two-day workshop, participants examined and discussed the findings, established four themes based on patterns found in the data and **co-created** responsive recommendations to those themes. The Collaborative later added accompanying resources to assist community partners in taking steps to operationalize what was learned. The themes and recommendations are as follows:

Representative Leadership

Recommendations:

- Retool Recruitment & Promotion Practices with an Equity Focus
- Create and Maintain a Race Equity Culture

Pathways to Resources

Recommendations:

- Create a Racial Equity Collective Impact Effort
- Funding Innovation for BIPOC Homelessness Prevention

Safe Place for my Race

Recommendations:

- Develop A Restorative Justice Practice within the Housing and Homelessness Sector
- Engage in a Racial Equity Evaluation or Certification Program

Building Racial Transformers

Recommendations:

- Develop a Racial Equity Toolkit for Agencies
- Establish a Racial Equity Peer Network

INTRODUCTION

Our collaborative chose the phrase ‘Black, Indigenous, People of Color’—BIPoC for short—to refer to the racialized identities that we seek to center in our work.

This report seeks to involve staff at all levels who work to end homelessness in the state of Connecticut. By sharing our work, we hope to: affirm the intersection between race and homelessness, detail our process to address racism within our sector, invite you to engage in a deeper understanding of the roles we each play in maintaining and dismantling structural racism, and lastly, offer a race equity path for us to move forward on together.

As we engaged in a race equity process, we sought to be intentional and inclusive in naming racialized identities given the important role language plays in our society. Our collaborative chose the phrase ‘Black, Indigenous, People of Color’—BIPoC for short—to refer to the racialized identities that we seek to center in our work. You will see this acronym throughout the framework report.

To further share our approach and because of the plethora of definitions for race equity available, it is important to note that we centered the following definition for race equity, which defines equity as both an outcome and a process: "Equity as an outcome, we achieve racial equity when race no longer determines one’s socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live. As a process, we apply racial equity when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives."¹

As facilitators supporting the collaborative and pursuing equity in our process, we found that due to the intersection of racism and power—as noted in the definition for racism below—it was necessary for us to disengage from any hierarchical decision-making methods. As we sought to engage in equity along our multi-tiered journey together, it became clear that our role was to offer a supportive structure outlining our path while utilizing a community consensus approach to move forward in our work together. As facilitators, this understanding helped us to refine a non-linear, iterative process of ceding broad decision-making power to the collective. This approach, that values process before product, runs somewhat counter to top-down, dominant white business culture and required us to be very intentional. We refer to this process as co-creating. We recommend this approach as an antidote needed to address structural racism.

Additional definitions to be referenced in the context of this report are:

“The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions. While most people associate white supremacy with extremist groups like the Ku Klux Klan and the neo-Nazis, white supremacy is ever present in our institutional and cultural assumptions that assign value, morality, goodness, and humanity to the white group while casting people and communities of color as worthless (worth less), immoral, bad, and inhuman and "undeserving." Drawing from critical race theory, the term "white supremacy" also refers to a

political or socio-economic system where white people enjoy structural advantage and rights that other racial and ethnic groups do not, both at a collective and an individual level." ii

“Structural Racism: A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time. Structural racism is not something that a few people or institutions choose to practice. Instead it has been a feature of the social, economic and political systems in which we all exist.”

“Systemic Racism: In many ways “systemic racism” and “structural racism” are synonymous. If there is a difference between the terms, it can be said to exist in the fact that a structural racism analysis pays more attention to the historical, cultural and social psychological aspects of our currently racialized society.”iii

“Racism: Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.”iv

“Implicit (racial) bias: Implicit racial bias can cause individuals to unknowingly act in discriminatory ways. This does not mean that the individual is overtly racist, but rather that their perceptions have been shaped by experiences and these perceptions potentially result in biased thoughts or actions.”v

Structural racism has resulted in intergenerational poverty for BIPoC.

Homelessness as a Symptom of Multiple Racially Inequitable Systems

Race is a social construct central to the founding of the United States with origins in the colonial period and the genocide of American Indigenous people. From a historic perspective, race can be defined as ‘a specious classification of human beings created during a period of worldwide colonial expansion by Europeans using themselves as the model for humanity for the purpose of assigning and maintaining white skin access to power and privilege.’vi Race and racism are forces central to the establishment and early development of the US government and economy in the areas of agriculture, manufacturing and infrastructure.vii Early America’s need for free labor helped to establish white supremacy and race as a vehicle for maintaining a racialized underclass workforce. Over the course of American history, federal and local policies such as the government sponsored housing segregation practice of redlining have worked to overtlyviii establish racialized poverty. In Connecticut and other areas of the country, modern local opposition to affordable housing covertly maintains the legacy of redlining. "As far back as data has been kept, Connecticut’s low-income housing has been concentrated in poor cities and towns, an imbalance that has not budged over the last three decades. Many zoning boards rely on their finely tuned regulations to keep housing segregation firmly in place." ix

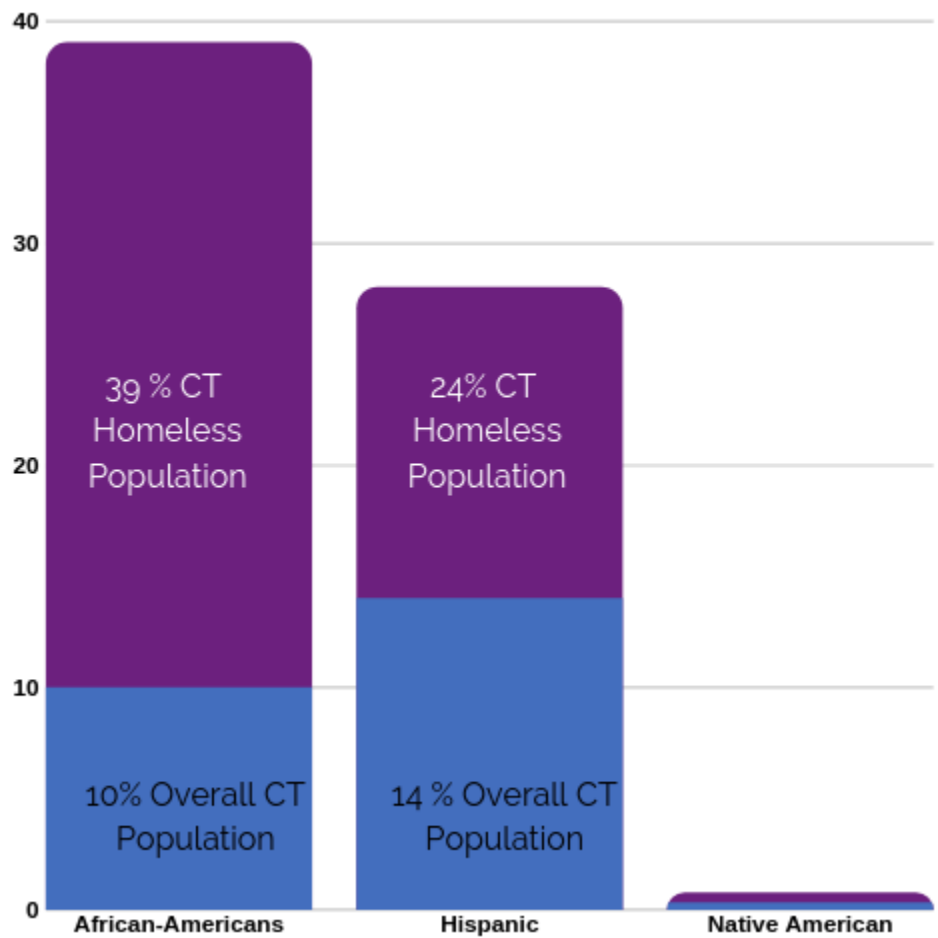
Structural racism has resulted in intergenerational poverty for BIPoC. Housing policies and programs that provide access to homeownership and upward economic mobility, such as the GI Bill, shut out African-Americans. This had a multi-generational impact on African-American poverty because homeownership is the top form of building wealth in America. Mobility out of

poverty is further prevented due to a lack of economic capital within social networks and families.^x Racist ideology—which in its most insidious form, manifests implicitly—combines with culture, local and federal policy to produce and maintain systemic racism.

We find many statistical examples of systemic racism in the disproportionate outcomes for and/or overrepresentations of BIPOC in the criminal justice,^{xi} healthcare^{xii} and child welfare^{xiii} systems. A caveat in the 13th Amendment made "slavery and involuntary servitude unconstitutional in the United States 'except as punishment for crime.'" As the end of slavery left a void in the Southern labor market, the criminal justice system became one of the primary means of continuing the legalized involuntary servitude of African-Americans.^{xiv} Throughout the U.S., justice involved individuals are often locked out of housing, employment and their right to vote,^{xv} all of which keep them in poverty. The collective impact of multiple systems-based racism has adverse mental and physical health outcomes over the course of a lifetime including higher rates of homicide^{xvi}, higher infant and maternal mortality rates especially for African-American women as compared to white women^{xvii} and American health systems maintain these disparities due to implicit racial bias^{xviii}. Intergenerational interaction with the welfare system as well as lack of intergenerational wealth, conspire to impoverish African-American families and communities. All of these systems play a strong role in BIPOC homelessness across America.

Given the above context, it is no surprise that nationally, BIPOC are disproportionately represented in the homeless population; this means that the number of BIPOC experiencing homelessness is up to six times higher than their representation in the general population.^{xix} Connecticut data supports the persistence of these disparities.

African-Americans, Hispanics, and Native Americans are respectively 10%, 14% and .3% of Connecticut's overall population while African-Americans represent 39%, Hispanics represent 24%, and Native Americans represented .43% of the state's homeless population in 2017 (CTHMIS, 2017). To begin to address these disparities, CSH facilitated the creation of a race equity framework. The following section describes the processes that were taken to arrive at the framework.



THE CONNECTICUT COLLABORATIVE FOR RACE EQUITY PROJECT

The Collaborative for Race Equity Project employed a collective learning, listening, and human-centered design process to build a race equity framework to advance equitable access to housing resources and services for homeless and high need individuals and families. Through the generous support of the Melville Charitable Trust and the Hartford Foundation for Public Giving, CSH brought together individuals interested in advancing racial equity to co-create, in community, a race equity framework for use by all of Connecticut's continuum of housing resources. In addition to this over-arching goal the project sought to:

- Create and support advocates/champions for race equity to lead culture change in their organization, communities, and systems
- Identify next steps to advance race equity across organizations, communities, and larger systems

It was our vision that the collaborative reflected the communities it served.

In the fall of 2018, CSH put out a call for applicants to join the collaborative. The fundamental criteria for participation was an interest in advancing racially equitable access to housing resources and services across Connecticut. We were also committed to expanding leadership opportunities for ethnically, culturally, and racially diverse individuals, and increasing the number of these individuals entering and advancing in the housing and services field; therefore, it was our vision that the collaborative reflected the communities it served. The “building block” nature of this project made it vital for each member to commit to participating in all of the project phases: Race Equity Learning Series, Community Listening Sessions, and Equity Framework Co- Design Workshops.

PART 1: THE RACE EQUITY LEARNING SERIES



The critical first step was to build a shared race equity consciousness among the collaborative members. In order to accomplish this, a three-part learning series was created so the collaborative could gain deeper understanding of the many dimensions of historic racism and how it manifests in our lives, organizations, service and housing systems. The three-part learning series began with *Racism and Race Equity 101*, followed by *Anti-Racism Training-Intersection of Race and Homelessness*, and concluded with a session on *Connecticut Data and Systems*.

The first in the series was the foundational workshop *Racism and Race 101* provided by RE-Center, a statewide leader on the integration of race equity in systems change. This session introduced common language around issues of power, privilege, oppression, prejudice, race and racism. This interactive training allowed space for participants to examine their own individual experiences of socialization and identity development. Participants were also introduced to a set of practice guidelines to utilize in taking a race equity focus.

The second training in the series, *Anti-Racism Training-Intersection of Race and Homelessness* was provided by C4 Innovations' (formerly The Center for Social Innovation) Supporting Partnerships for Anti-Racist Communities (SPARC). This session established a baseline understanding of the connections between racism and homelessness, increased skills to initiate constructive conversations about race, and helped participants to develop strategies for integrating anti-racism work into agency activities.

The final session in the series, *Connecticut Data and Systems*, included presentations from Connecticut-based civil rights organization Open Communities Alliance and the statewide membership and advocacy organization Connecticut Coalition to End Homelessness. These partners discussed subsidized housing segregation, opportunity areas, and an analysis of state and Coordinated Access Network (CAN) level homeless system data disaggregated by race. Participants were able to reflect on policy recommendations and racial disparities illuminated by the data.

PART 2: COMMUNITY LISTENING SESSIONS



In order to create this framework, we conducted several listening sessions across Connecticut to hear directly from Black, Indigenous, and People of Color (BIPOC) who either had lived experience of homelessness and/or were currently providing services in supportive housing or organizations working to alleviate homelessness in Connecticut.

The community listening sessions were intentionally designed to center the voices of BIPOC, and as such these sessions were exclusive to BIPOC with lived experience of homelessness and BIPOC in service positions. The objectives were to grow our insights and collect in-depth qualitative data around the following:

- Key challenges that contribute to the overrepresentation of BIPOC among the population experiencing homelessness
- Unique barriers faced by BIPOC experiencing homelessness

- Programs and interventions that are and are not working well to serve the needs of BIPOC
- Changes that could improve outcomes for BIPOC

In April and May of 2019, five community listening sessions were conducted across Connecticut. Locations included Waterbury, Norwalk, New Haven, and Hartford and a total of 35 people participated. The format of the listening sessions provided several opportunities for participants to share their experiences, inclusive of gallery walk and table talk formats.

During the gallery walk portion, questions were posted on the walls for participant response during the first 30 minutes of the listening session. The gallery walk asked participants to reflect on and answer the following questions based on their experiences as BIPOC and as someone who previously engaged or is currently part of the housing and homeless system:

- Think about a time when you felt respected and valued. Tell us that story.
- Think about a time when you felt disrespected and dismissed. Tell us that story.
- What should we know about homelessness in CT?
- What should we know about racism in CT?
- Where do you experience joy?
- Why are Black, Indigenous and People of Color over-represented in the homeless population?
- If you were in charge, how would you address the problem of homelessness?

In addition to these questions, service providers were asked how can we advance BIPOC and increase racial diversity in staff and board leadership.

The facilitated “table talk” conversation was the second method used to collect qualitative data. These group discussions were facilitated by BIPOC Collaborative members using the following questions to guide the conversation:

- Tell me about your experiences interacting with homeless service providers? Describe how you feel when interacting with individuals experiencing homelessness. In what ways does your race/skin color impact your experiences?
- What services or programs (either to prevent homelessness or to end homelessness) are working well?
- What would make your experience better?
- What other factors have an effect on your ability/inability to find shelter, housing, and services?
- If you were in charge of housing resources and services, what would you do differently?
- What else would you like to tell us about the challenges for Black people, Indigenous people, and people of color facing homelessness?

PART 3: EQUITY FRAMEWORK CO-DESIGN PROCESS



CSH partnered with Design Impact (DI), a social innovation organization, to lead the Collaborative through a two-day co-design process. DI used human-centered design as a framework for co-design. Human-centered design (HCD) is a creative problem-solving process centered on the needs and motivations of the people most affected by the solutions. The inclusive nature of HCD engages the voices that are often left out of decision-making, thereby democratizing the design process and allowing the unique perspectives of multiple stakeholders to reflect in the end deliverable.

On day one of the workshop, the Collaborative identified patterns in the data they collected from their listening sessions and research. These patterns and themes were defined and prioritized by the Collaborative based on which themes spoke to root causes, had existing momentum and were strongly connected to the stories of BIPOC service providers and people experiencing homelessness.

Day two of the workshop focused on brainstorming recommendations or actions under the identified themes. This work requires that we think and solve differently, the Collaborative was introduced to brainstorming techniques that pushed divergent thinking. Eventually, the Collaborative selected two recommendations for each theme to move forward.

THE THEMES AND RECOMMENDATIONS

We seek your input and participation as a community member.

Our co-design process uplifted four themes from the qualitative data captured, they are: Representative Leadership, Pathways to Resources, Safe Space for my Race, and Building Racial Transformers. For each theme, the Collaborative devised recommendations which are described below. These recommendations are provided to serve as examples of what operationalizing each of the four themes could look like. We also offer resources that provide some preliminary information for the recommendations. We are in the process of developing working groups to carry the recommendations forward. We seek your input and participation as a community member.

Representative Leadership

What we heard: I want organizations to represent me at all levels in order to feel confident that my experiences with structural racism will be understood and not added to.

Our challenge: Creating and maintaining recruitment and pathways to leadership for BIPOC as well as developing and sustaining a race equity culture within organizations to support them. Organizational leadership needs BIPOC represented at all levels in order to understand the racial barriers of the people we serve but because of implicit biases, they do not see BIPOC as ideal candidates or leaders.

- “People with lived experience [of homelessness] have the solutions”-Service Provider
- “I feel more comfortable when I see providers that look like me when I am getting services” -BIPOC Person with Lived Experience of Homelessness
- “If BIPOC are overrepresented in the population, why wouldn’t we want to see them overrepresented in leadership too?”-Service Provider
- “People who we serve should be able to see people who look like them even all the way up [to leadership]” -Service Provider
- “The joy you have when you see people that look like you.” -Service Provider
- “I felt alone and isolated. I was one of two black people and then that other person was let go for some reason.” -Service Provider

RECOMMENDATION 1: RETOOL RECRUITMENT AND PROMOTION PRACTICES WITH AN EQUITY FOCUS - Concerted and targeted equity efforts within recruitment, hiring and promotion practices are essential to achieving racial equity in the homeless sector. Tools, practices as well as equity embedded in hiring and promotion goals will help to ensure a diverse workforce that includes people with lived experience of homelessness. A culturally specific model that centers inclusivity and integration with community is an important practice for services organizations to strive for.

RECOMMENDATION 2: CREATE AND MAINTAIN A RACE EQUITY CULTURE

It is not enough to recruit, hire and promote BIPOC. An inclusive organizational culture establishes environments for BIPOC to express their full authentic selves. Organizations that build and maintain race equity cultures will be more effective in retaining and recognizing the contributions of BIPOC staff as well as creating increased social impact for realizing their missions.

Resources:

USDN, Equity, Diversity and Inclusion in Recruitment, Hiring and Retention

https://www.usdn.org/uploads/cms/documents/usdn-equity-in-recruitment_hiring_retention.pdf



Rethinking Services with Communities of Color: Why Culturally Specific Organizations are the Preferred Services Model

<https://m.scirp.org/papers/92994>

A Better Match: Nonprofit Boards and Community Representation

<https://www.buildingmovement.org/blog/entry/a-better-match-nonprofit-boards-and-community-representation>

Awake to Woke to Work: Building a Race Equity Culture

<https://static1.squarespace.com/static/56b910ccb6aa60c971d5f98a/t/5adf3de1352f530132863c37/1524579817415/ProInspire-Equity-in-Center-publication.pdf>

Dismantling Anti-Black Bias in Democratic Workplaces: A Toolkit

<http://aorta.coop/wp-content/uploads/2017/06/anti-black-bias-packet-print-1.pdf>

Pathways To Resources

What we heard: I do not feel valued as a member of the community and I have no control over my housing future because of unequal access to existing housing resources.

Our challenge: We want to ensure BIPOC are not “falling through the cracks” by providing equitable access to all homeless services and resources.

- “Being white provides more opportunity and resources than being a person of color”- BIPOC Person with Lived Experience of Homelessness
- “White clients come in with saying that they never needed to ask for help whereas clients of color say ‘what do you have for me?’”-Service Provider
- “Being black in a predominantly white area...I can’t get the things I need but if I go in with a white client, I can get the resources” -Service Provider
- “It is difficult to get BIPOC clients housing in high opportunity areas but white clients come to urban areas for assistance and are able to be housed in higher opportunity areas” -Service Provider

RECOMMENDATION 1: CREATE A RACIAL EQUITY COLLECTIVE IMPACT EFFORT

Achieving racial equity in the housing and homelessness system requires coordination and participation from multiple partners. The recommendation is to put together a collective impact effort to end racial disparity in the homelessness sector. This effort should center BIPOC experiencing homeless in the leadership structures. The collective impact model optimizes existing resources to co-create ideas and solutions and can create buy-in for providers and other stakeholders in the sharing of resources. This effort should include advocacy to address the great lack of affordable housing in high opportunity zones within Connecticut.

RECOMMENDATION 2: INNOVATION FUNDING FOR BIPOC HOMELESSNESS

PREVENTION - BIPOC who are not currently being prioritized in homeless prevention services could be served with innovative funding. This funding invites creativity to solve a problem, would help provide equitable access, and can address emerging trends in homelessness.

Resources:

Stanford Social Innovation Review

https://ssir.org/articles/entry/collective_impact

Collective Impact Forum

<https://www.collectiveimpactforum.org/getting-started>



Safe Place For My Race

What we heard: I as a Black, Indigenous, Person of Color have experienced the intergenerational impacts of structural racism. I want to experience providers and programs that connect me with opportunities, resources and support to succeed and that recognize my dignity. I need help but the providers treat me like I am not worthy, valued or human.

Our challenge: We want to create an inclusive and safe system but interpersonal racism is feeding and perpetuating division and a loss of safety in the housing and homelessness system.

- "There is a risk being homeless and black. You always on your p's and q's. You've got to dot your 'i's' and cross your 't's"-Person with Lived Experience
- "When you see homelessness, you can't see color. You have to have a heart!" -Person with lived experience
- "As a black case manager, all of the black clients think I can get them more things"-Service Provider
- "When asked about her experiences in care, one BIPoC woman did not want to answer saying 'the walls have ears' before very briefly sharing that she had a negative experience expressing her feelings to a provider and suffered repercussions." -Collaborative Member

RECOMMENDATION 1: DEVELOP RESTORATIVE JUSTICE PRACTICE

Restorative Justice is a theory of justice that emphasizes repairing the harm caused by behavior. It is best accomplished through cooperative processes that allow all willing stakeholders to meet. This can lead to transformation of people, relationships and communities.^{xx}

We recommend programs welcome the voices of BIPoC staff and people who have lived experience of homelessness by leaning into the restorative justice approach because the first step in addressing racial disparity within the homeless sector is to acknowledge the harm the system has caused. This effort would amplify and support the BIPoC voice of lived experience, name racial trauma and initiate racial healing.

RECOMMENDATION 2: ENGAGE IN A RACIAL EQUITY EVALUATION OR CERTIFICATION PROGRAM

- Agencies serving BIPoC experiencing homelessness should engage in a racial equity certification process to help establish practices and policies to address racial disparity. Some elements that could be part of this certification are racial bias training for front line staff, implementation of restorative justice circles, inclusion of BIPoC at all levels of the organization, and racially disaggregated measurement of access to resources.

Resources:

Restorative Justice Center, UC Berkeley

<http://ricenterberkeley.org/ri-videos/#criminal-justice>

Restorative Justice Tools

<http://restorativejustice.org/restorative-justice/starting-a-restorative-justice-program/#sthash.faita24W.dpbs>

Race Equity Tools

<https://www.racialequitytools.org/evaluate>

CSH quality products (soon to include new race equity content)

www.csh.org/quality



Building Racial Transformers

What we heard: I want to live in a more inclusive society, and I want to be part of creating a more just world.

Our Challenge: Even though we are still operating in a culture of white supremacy in which oppression and racism are internalized on all sides and all levels; we need BIPoC and white allies to be racial transformers who are leaders, providers and people with lived experience of homelessness.

Supporting insights:

- “To do this work, we must all show up fully and with our true selves” -Collaborative Member
- “You can’t do this work without trust and I need to prove it [that you can trust me]”- Service Provider
- “I heard from some BIPoC that they did not want to go to a listening session because it would not change anything” -Service Provider
- “The work of racial equity is never done. It is similar to the assertion that education is never complete.” - Collaborative Member
- “One gentleman stated that problems that Black people face, have to be solved by Black people” -Provider
- “This work can be triggering for BIPoC staff, need to be sure to keep room for support”- Collaborative Member
- “I don’t think my race impacts my experience”-BIPoC with lived experience

RECOMMENDATION 1: DEVELOP A RACIAL EQUITY TOOLKIT FOR AGENCIES

Agencies who want to create inclusive programs and systems for BIPOC need guidance. A multi-media racial justice toolkit will provide educational resources and training modules for agencies and those receiving services. A toolkit can deliver a consistent message that centers the voices of BIPOC and creates an ease of use. Agencies that implement the toolkit could be eligible for a race equity certification.

RECOMMENDATION 2: ESTABLISH A RACIAL EQUITY PEER NETWORK

Peer to peer training models are successful and speak to a race equity process approach. Outside facilitators are costly, especially for agencies that experience high turnover rates among frontline staff. A racial equity peer network creates an opportunity for housing and homelessness service provider staff to educate each other on racial bias so that together, they can begin to dismantle inequities that exist in service delivery. Equally as important, people experiencing homelessness don't always recognize how race impacts their experience. The racial equity peer network can be a platform for identifying internalized oppression among staff and those receiving services.

Resources:

SAMHSA Peer Support Tools

<https://www.samhsa.gov/brss-tacs/recovery-support-tools/peers>



Race Equity Tools

<https://www.racialequitytools.org/home>

Dismantling Racism: A Workbook for Social Change

<http://www.dismantlingracism.org/>

The Characteristics of White Supremacy Culture

<https://www.showingupforracialjustice.org/white-supremacy-culture-characteristics.html>

Robin Di'Angelo: White Fragility

<https://robindiangelo.com/>

Pulitzer Center: The 1619 Project Curriculum

<http://www.pulitzercenter.org/lesson-plan-grouping/1619-project-curriculum>

Scene on Radio

[Seeing White podcast](#)

Catalyst Project

<https://collectiveliberation.org/resources/anne-braden-program-2018-readings-and-homeworks/>

Localized Approaches to Ending Homelessness: An Indigenized Approach to Housing First

<https://www.homelesshub.ca/resource/localized-approaches-ending-homelessness-indigenizing-housing-first>

CONCLUSION

“I refuse to accept the view that mankind is so tragically bound to the starless midnight of racism and war that the bright daybreak of peace and brotherhood can never become a reality. I believe that unarmed truth and unconditional love will have the final word.” Martin Luther King, Jr.

There is no denying the disproportionate representation of BIPOC experiencing homelessness in our region and across the country. For decades, systemic racism has fueled the modern form of homelessness we see in America today^{xxi} intersecting with other complicit systems. If those of us dedicated to ending homelessness continue to avoid the reality of structural and systemic racism and the outcomes it produces, we will be complicit in the problem we are seeking to solve. A system by nature is self-sustaining and self-sufficient and we must be intentional in disrupting the status quo. To do so will require us to center the leadership of marginalized voices; develop a community of practice to deeper understand the individual, interpersonal, systemic and ideological manifestations of race; create racially safe environments for those who have been impacted by multiple racialized systems; commit funding to race-based initiatives; and finally, develop recognition and redirection of our own personal biases which contribute to the systems we uphold. The themes and recommendations presented here are a means to disrupt and dismantle racism. We encourage individuals, organizations, communities, and systems to use this framework as a guide to address racism and racial disparities at every level.

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- ⁱ <https://www.centerforsocialinclusion.org/our-work/what-is-racial-equity/>
- ⁱⁱ <http://www.dismantlingracism.org/racism-defined.html>
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