

HUD Racial Equity Demo



Agenda

Welcome

Purpose

- Introduction to the Equity Demo
- Feedback on Proposed Questions

Topics

- Background of the Racial Equity Demo, Lamont Green, Technical Assistance Collaborative/Equity Demo Coach
- Chicago Local Data, Elizabeth Perez, All Chicago
- Acuity Workgroup, Ben Darby, Center for Housing and Health
- Feedback, Stephanie Sideman, CSH



A decorative graphic consisting of multiple parallel, wavy lines of small blue dots, creating a sense of motion and depth. The dots are arranged in a way that suggests a wave or a series of overlapping paths. The background is a solid, deep blue color.

Chicago Racial Equity Demonstration

February 18, 2020

“Historically, pandemics have forced humans to break with the past and imagine their world anew. This one is no different. It is a portal, a gateway between one world and the next.”

Excerpt from The Pandemic is Portal – by Arundhati Roy

Racial Equity Demo Project Goal:

In partnership with BIPOC and people with lived experience, 8 CoCs nationwide will identify system disparities through local data, agree upon focus area(s) and engage in a rapid iteration improvement project to test racially equitable assessment questions and related Coordinated Entry processes.

Racial Equity Demo Project Theory of Change

IF:

- Communities use a racial equity lens to examine their local data and context to identify racial disproportionalities and map biases in their systems;
- Communities bring BIPOC and those with lived (current and past) experience of homelessness to the design table;
- Communities engage in an improvement project cycle to test racially equitable assessment questions and related processes;
- Communities engage in trainings in cultural humility and implicit bias made explicit.

Racial Equity Demo Project Theory of Change

THEN:

Communities will:

- Develop more racially equitable assessment & prioritization product = questions + processes related to their specific homeless disproportionalities and local conditions;
- Shift coordinated entry systems in the direction of racial equity and supporting racial equity goals;
- Lay the groundwork for future ongoing racial equity work and understand what skills (training) and design structures are necessary to make racially equitable changes;
- Learn how to interrogate their entire homeless services system in a way that leads to dismantling systemic racism

Cohort One Description

Data Team and Coaching Support - Check in weekly

- Zoom check in every other week with email check-in inbetween

Peer Learning Opportunities + Knowledge “Bites”

- Recordings of past Knowledge Bites available

Up to 6+ months of TA support:

- Phase 1 (about 3 months) focused on collecting and analyzing qualitative and quantitative data, and building/supporting your core team

- Phase 2 (about 3 months) focused on testing, pivoting and implementing based on learning. AKA Rapid iteration improvement projects

- Phase 3 (TBD) ongoing support

Equity Demo Core Team Purpose

Through partnership with the coaching team and collaboration with stakeholders, the core team will:

- Define the scope and focus of improvement project cycle activities.
- Support community in implementing improvement project strategies.
- Track progress of tested strategies and make adjustments as needed.
- Engage in learning calls with 7 other communities nationwide participating in the cohort.
- Present Cohort One learnings at the conclusion through a national webinar.

Alleviating suffering of the most marginalized communities must begin with assessing the needs of entire communities and allowing the most marginalized to lead the strategy. My belief is those closest to the pain are closest to the solution.

-Linda Sarsour, Co-Chair of 2017 Women's March

Local View



Background & Goals

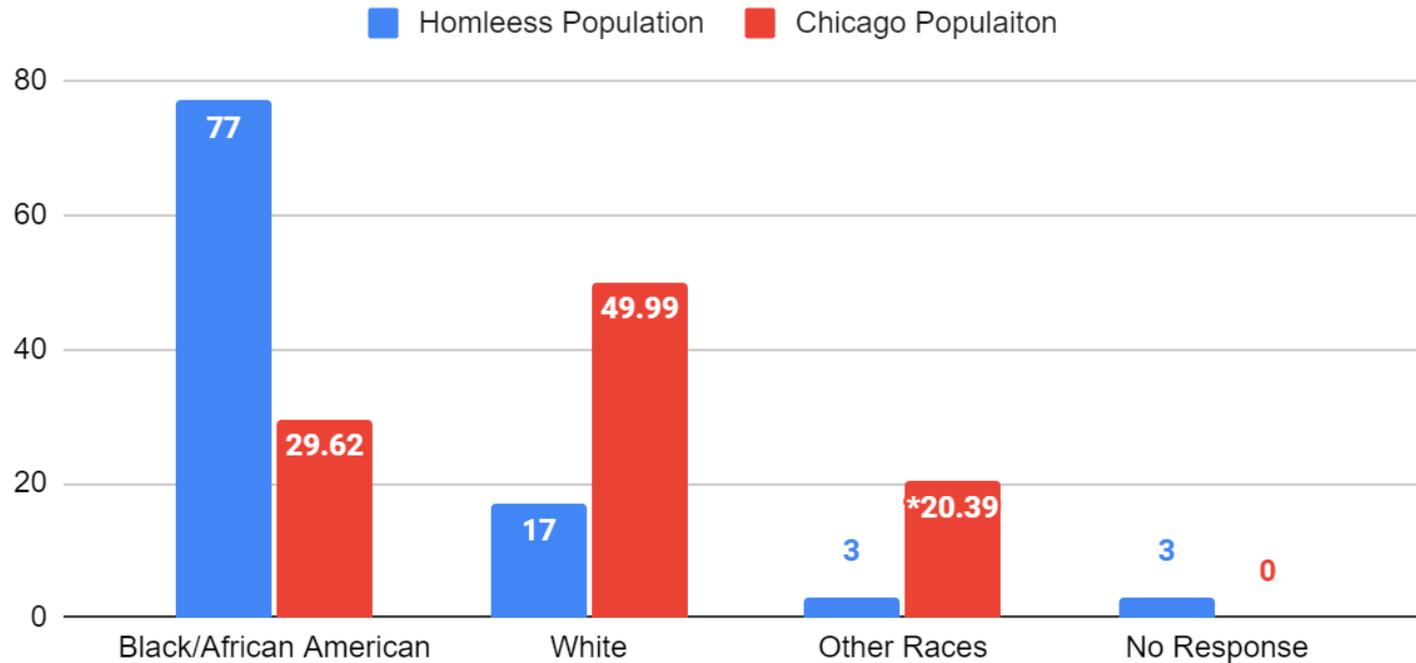
Chicago's Core Team Members: Otha Gaston, Richard Rowe, Stephanie Sideman, Jajuana Walker and Elizabeth Perez

1. Viewed local data
2. Reviewed acuity workgroup progress on areas of need that extend beyond medical vulnerability
3. Developed two goals:
 - a. Replace the Individual VI
 - b. Improve housing outcomes for justice involved participants



Race Data

Homeless Population and Chicago Population

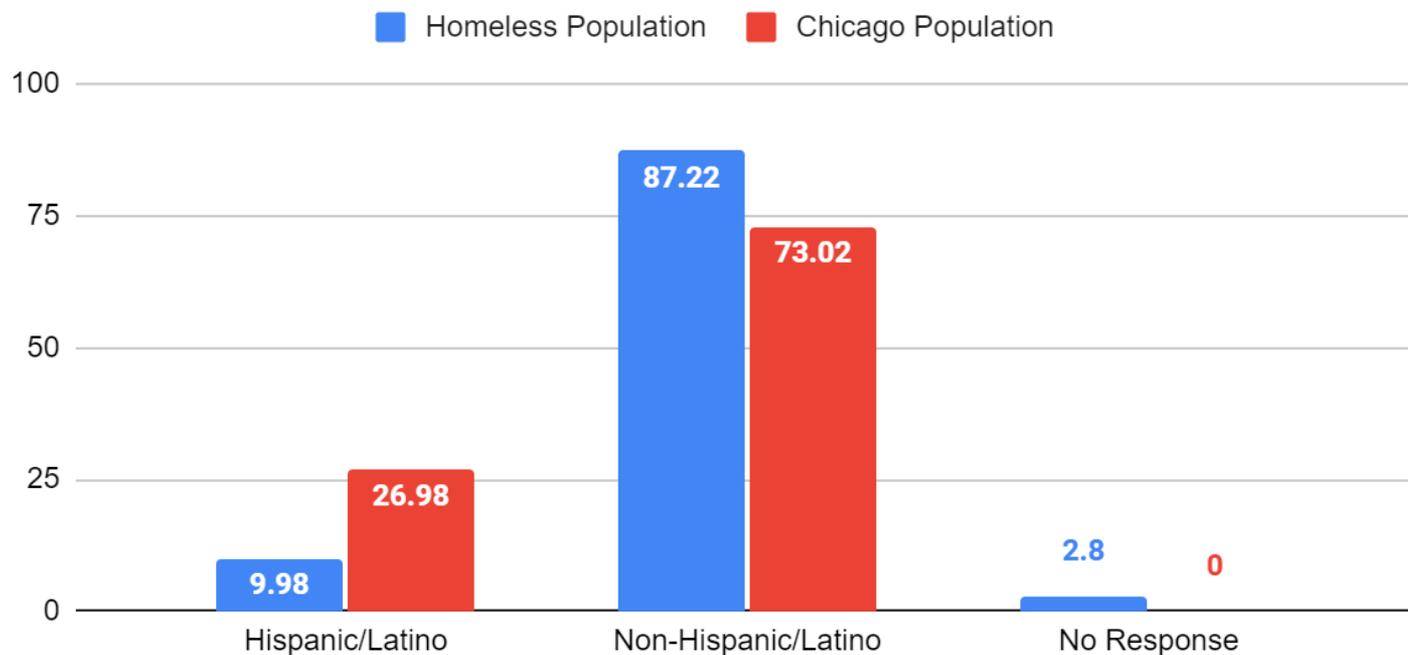


*For the Chicago Census data, “Other Races” includes 6.63% Asian and 13.76% Other/Multi Racial



Ethnicity Data

Homeless Population and Chicago Population



Replacing the Single VI



Vulnerability Index Tool

This tool is based on a morbidity study conducted by Dr. Jim O'Connell with the Boston Healthcare for the Homeless with predominantly White people.

It includes the following topics

- Length of Homelessness
- Disability and Hospitalizations
- Physical Medical Conditions
- Substance Use and Mental Health



Acuity Workgroup

-The Coordinated Entry Implementation Team determined that a short term workgroup should craft recommendations for how to replace the Individual VI

-The Acuity workgroup:

- Included service providers, healthcare professionals, and people with lived experience
- Brainstormed areas of need and developed 19 potential areas

Feedback



Proposed Questions

Your feedback is needed regarding replacing the Vulnerability Index tool for single individuals.

As part of this process, CES will test different questions and we are asking for your input on what questions we should test.

There are seven topics included with sample questions for each topic.

The link to the survey is in the chat.



Proposed Questions

Foster Care

As a child, were you or any children in your biological family ever in foster care such as cared for by other people because the state required this?

Do you now or have you have had a child or children in the foster care system, meaning the state required that someone else care for them for any period of time?



Proposed Questions

Violence

Have you experienced or witnessed community violence?

Have you experienced violence in a home where you lived or seen others experience violence in a home where you lived? Violence can be physical or emotional.



Proposed Questions

Education and Employment

What is the highest grade or year of school you completed?

When was the last time you worked for pay at a job or business, even if only for a few days?

What is the main reason you were not working for pay at a job or business last week? (Only asked when a person did not work in the past week.)



Proposed Questions

Life Experience

When you were growing up, did your family ever experience homelessness?



Proposed Questions

Discrimination

Have you ever been discriminated against because of your sexual orientation or gender identity?

Have you ever been discriminated against because you are Black or Brown?



Proposed Questions

Medical

Do you have a history of overdose?

During the past 12 months have you been hospitalized overnight?

During the past 12 months, how many times have you gone to a hospital emergency room about your health?



Proposed Questions

Justice Involvement

Have you ever in your life, spent any amount of time in a juvenile or adult correctional facility, jail, prison, or detention center?



Next Steps

- Please share this survey with others including people with lived experience of homelessness.
- The Chicago Core Team will present feedback results on March 4th at 11am. Test questions will be determined during this webinar based on collected feedback. Please join us!
- New questions will be tested.
- Data will be analyzed.
- Changes will be proposed based on data to the CE Leadership Team.

Thank You for Participating

