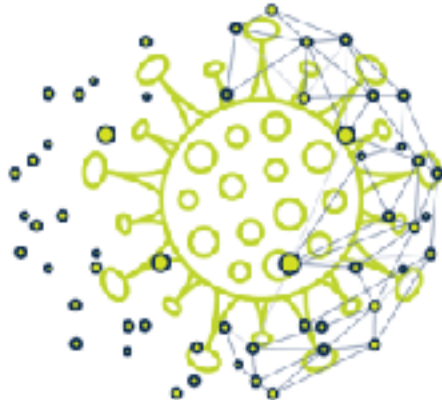


Let's Break it Down and How: Why Disaggregating Data by Race Matters and Tools to Help You Move the Needle on Inequity

Mary Ann Priester, Mecklenburg County
Shamika Agbeviade, Mecklenburg County



A Year of Crisis
Using Human Services Data
to Recover from the Pandemic



Learning Objectives

1. Participants will be able to describe strategies for centering race equity in the analysis and dissemination of homeless services data.
2. Participants will be able to describe approaches to integrating the use of disaggregated data into CoC activities.
3. Participants will understand how to build infrastructure required to implement strategies and tools that center race equity within their decision-making.



CHARLOTTE-MECKLENBURG CONTINUUM OF CARE

[Who We Are](#) | [What We Do](#) | [How We Work](#) | [News and Events](#) | [Get Involved](#) | [CoC Documents](#)



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Charlotte-Mecklenburg Continuum of Care



3,298

People actively experiencing homelessness in Charlotte-Mecklenburg as of November 2020



\$4,771,863

COC funding awarded in FY2021 for planning, HHG, Coordinated Entry and Permanent Housing
Projects



76%

People who exit into permanent housing do not return to homelessness within two years

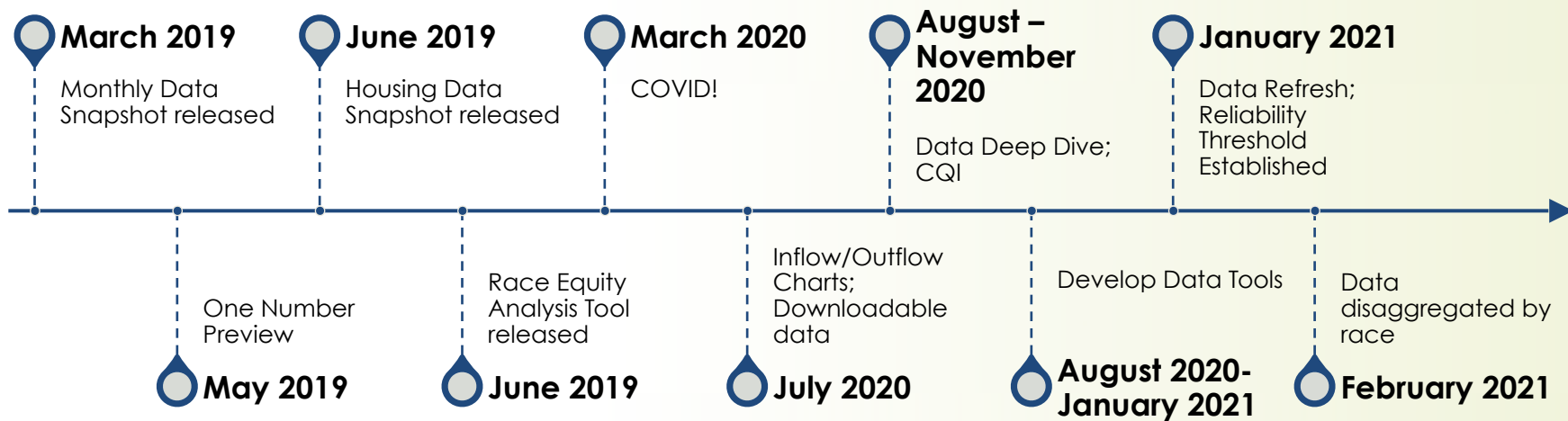


Charlotte-Mecklenburg Continuum of Care





Data Journey





Charlotte-Mecklenburg Continuum of Care

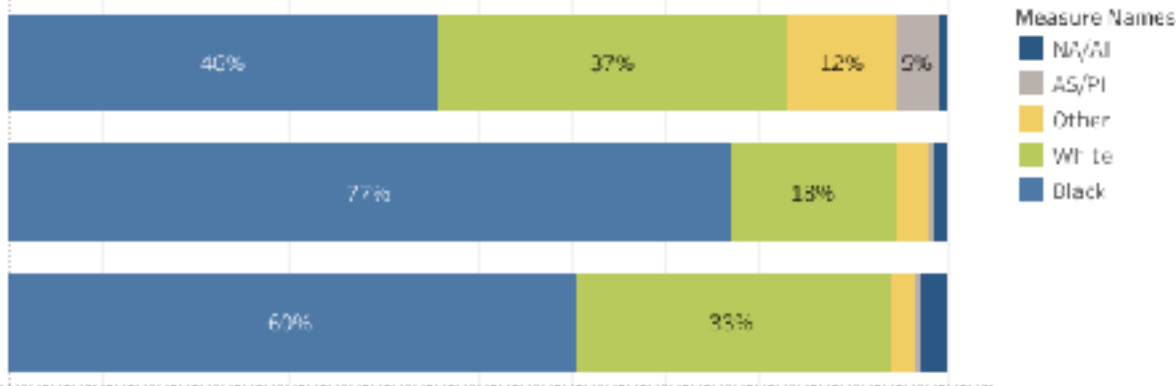
Race

All
Household
Types

In Poverty (ACS)

Experiencing
Homelessness (PIT)

Experiencing Unsheltered
Homelessness (PIT)





Data Collection Tools

Race Ethnicity Actively Homeless Number on 4/1/21					
Actively homeless individuals by Race Ethnicity		Hispanic/Latino (HUI)	Non-Hispanic/Non-Latino (HUI)	DKR	Data not collected (HUI)
Primary Race	Secondary Race				
American Indian or Alaska Native (HUI)	American Indian or Alaska Native (HUI)	0	8	0	0
	Black or African American (HUI)	0	0	0	0
	White (HUI)	0	3	0	0
	DKR	0	0	1	0
	Data not collected (HUI)	4	8	0	0
Total Primary Race American Indian or Alaska Native (HUI)		4	27	1	0
Asian (HUI)	Asian (HUI)	3	1	0	0
	Black or African American (HUI)	0	1	0	0
	White (HUI)	0	2	0	0
	DKR	0	1	0	0
	Data not collected (HUI)	0	5	0	0
Total Primary Race Asian (HUI)		3	10	0	0

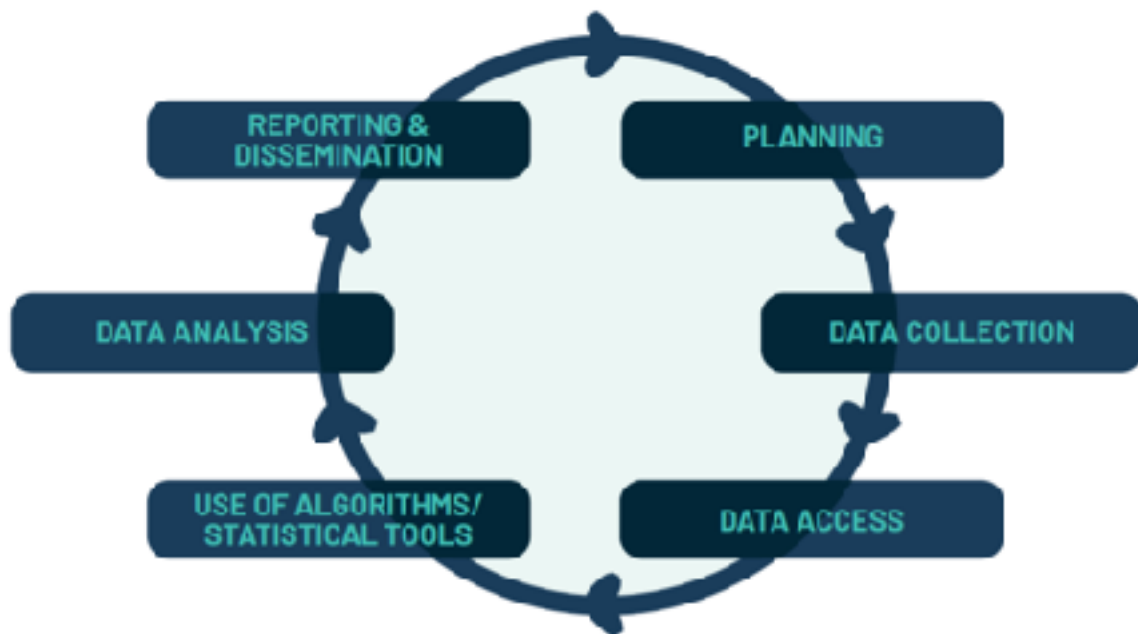


Centering Race Equity

NORMALIZE	ORGANIZE	OPERATIONALIZE
<p>USE A RACIAL EQUITY FRAMEWORK</p> <p>Jurisdictions need to use a racial equity framework that clearly names the history of government in creating and maintaining racial inequities; envisions and operationalizes a new role; and utilizes clear and easily understood definitions of racial equity and inequity.</p> <p>COMMUNICATE & ACT WITH URGENCY</p> <p>Despite the belief that change is hard and takes time, we have seen repeatedly that when racial equity is an urgently felt priority, change can be embraced and take place quickly. Building in institutional accountability mechanisms via a clear plan of action will allow accountability. Collectively, we must create greater urgency and public will to achieve racial equity.</p>	<p>BUILD ORGANIZATIONAL CAPACITY</p> <p>Jurisdictions need to be committed to the breadth and depth of institutional transformation. While the leadership of elected members and top officials is critical, change takes place on the ground, and infrastructure that creates racial equity experts and teams throughout local and regional government is necessary.</p> <p>PARTNER WITH OTHER INSTITUTIONS & COMMUNITIES</p> <p>To achieve racial equity, local and regional governments must work with a network of partners: institutions, business, education, philanthropy, among others, and center the work on impacted communities.</p>	<p>IMPLEMENT RACIAL EQUITY TOOLS</p> <p>Racial inequities are not random—they have been created and sustained over time. Inequities will not disappear on their own. Tools must be used to change the policies, programs, and practices that are perpetuating inequities, as well as used in the development of new policies and programs.</p> <p>BE DATA-DRIVEN</p> <p>Measurement must take place at two levels—first, to measure the success of specific programmatic and policy changes, and second, to develop baselines, set goals, and measure progress towards community goals.</p>



Centering Race Equity: Data Life Cycle





Centering Race Equity: Planning

- In 2014, two new County-funded positions were funded with the intention of improving data collection, data access, and community use of data.
- Housing and Homelessness Research Coordinator: connects community stakeholders with research and data to inform programming, policy, and funding decisions related to housing instability and homelessness.
- HMIS Administrator: expands community access to high- quality, accurate data on housing and homelessness by improving processes and procedures for collection, analysis, and implementation of best practices
- Data Team expansion
- Participation stipends



Centering Race Equity: Data Collection

- Evaluating data collection tools with a race equity lens
- Interrogating disaggregated data
- Including frontline staff and persons with lived and living experience in tool evaluation, selection, and evaluation
- Data collection processes
- Impact Assessment





Centering Race Equity: Data Access & Dissemination

- Acknowledge structural racism embedded in the data
- Provide public access and update schedule
- Provide clear documentation of data source
- Report data in an actionable form to improve the lives of those represented in the data
- Communicate findings across a broad array of stakeholders

[DATA](#) [RESEARCH](#) [BLOG](#) [FAQ](#) [HHS](#) [COVID19](#)

NEW HOMELESS DATA ON RACE & ETHNICITY RELEASED TODAY



Centering Race Equity: Dissemination





Making Data Actionable



Tell data stories &
explain why

Relate experience &
formulate understanding

Act on insight &
drive change



Making Data Actionable

- Establishing baselines
- Setting goals
- Measuring change
- Making connections





Normalizing Disaggregation: Data Review

- CoC Board Monthly Data Report
- Data Advisory Committee/ Equity Inclusion Committee Joint Data Review



Normalizing Disaggregation: Data Review

- Coordinated Entry Oversight Committee Data Review and Policy Evaluation

Effectiveness:

- Are those persons at the highest risk for severe COVID being housed?
 - COVID Vulnerability scores of individuals housed in the past 30 days beginning with the time period of June 1 – June 30.
- Are the most vulnerable persons in the queue (list of persons with completed housing applications) for available housing slots?
 - COVID Vulnerability scores of those housed in the queue in CoC/ ESG funded programs by housing type
 - COVID Vulnerability scores of those housed in the queue in other funded programs by housing type
- What tools have been provided to agencies so that they can better implement the policy?
 - What tools are needed?
- Are agencies adhering to the prioritization policy?
 - COVID Vulnerability scores of housing placements at the program level

Race Equity:

- Are non-White persons being housed at a rate proportionate to their rate of homelessness in the population?
- Are non-White persons entering shelter at a rate proportionate to their rate of homelessness in the population?
- Do we have COVID Vulnerability scores for persons of color? How does this compare to Whites?
- Demographics of those returning to homelessness



Normalizing Disaggregation: Prioritizing Structural Inequality

- Prioritization Tool Workgroup

Evaluation Component: Structural Inequality

Unemployment/ Underemployment/ Low-wage employment

Criminal justice involvement

Educational level

Child welfare system involvement

Foster care involvement

Racial trauma/ hate crime exposure

Evictions

Generational poverty

Healthcare Access

COVID Risk Factors/ Specific health risks

Lack of health insurance

Sheltered vs. Unsheltered



Normalizing Disaggregation: Equity in Decision-Making

- Built for Zero/ Equity Inclusion Committee Equity Aims

Race/ Ethnicity					Sexual Orientation				Community Solutions		Gender				Experiential Identities				
White	Black/ African American	American Indian or Native	Asian	Native Hawaiian/ Pacific Islander	Latin_x_a_o	Gay	Heterosexual	Lesbian	Bisexual	Person with Lived Experience	Frontline Staff	Female	Male	Non-binary	Transgender/ Transsexual	DV Survivor	Trauma Survivor	Substance Use Survivor	Mental Health Survivor



Normalizing Disaggregation: Equity Choice Points

Are there racial and ethnic groups that are affected by the policy, practice, decision, design, **tool, or represented in the data** at the table?

How will the proposed policy, practice, decision, **design, tool, data dissemination** affect each group?

Does the policy, practice, design, decision, **tool, data dissemination** worsen or ignore existing disparities?

Based upon the above responses, what revisions are needed in the policy, practice, design, decision, **tool, data presentation**?



Tools and Resources

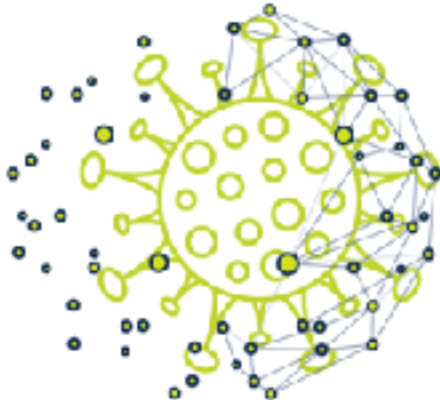
- [HUD Racial Equity Resources](#)
- [CoC Analysis Tool: Race and Ethnicity](#)
- [Centering Racial Equity Throughout Data Integration](#)
- [National Alliance to End Homelessness \(NAEH\) Racial Equity Network Action Steps](#)
- [Supporting Partnerships for Anti-Racist Communities \(SPARC\) Phase 1 Report](#)
- [Indicators of a Racially Equitable System](#)



Q & A

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