Using Data to Move Racial Equity Conversations Forward
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Welcome

Learning Objectives

- Understand the essential elements of conducting a racial equity analysis

- Learn how to interpret data to identify racial disparities and identify data quality and collection issues impacting interpretation of the data and how to resolve them

- Determine how to utilize racial equity data to inform program and system decisions, including how to monitor data on an ongoing basis to ensure progress is being made

Agenda

- Conducting a race equity analysis

- Addressing data quality and data collection issue

- Defining "community" and who is involved in the process

- Using race equity analysis to inform community conversations and decision-making processes

- Ongoing monitoring processes to ensure change is happening

- Hands-on exercise - interrogating data

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Race Equity Analysis

Strategy

- Targeted Universalism is one kind of approach or strategy
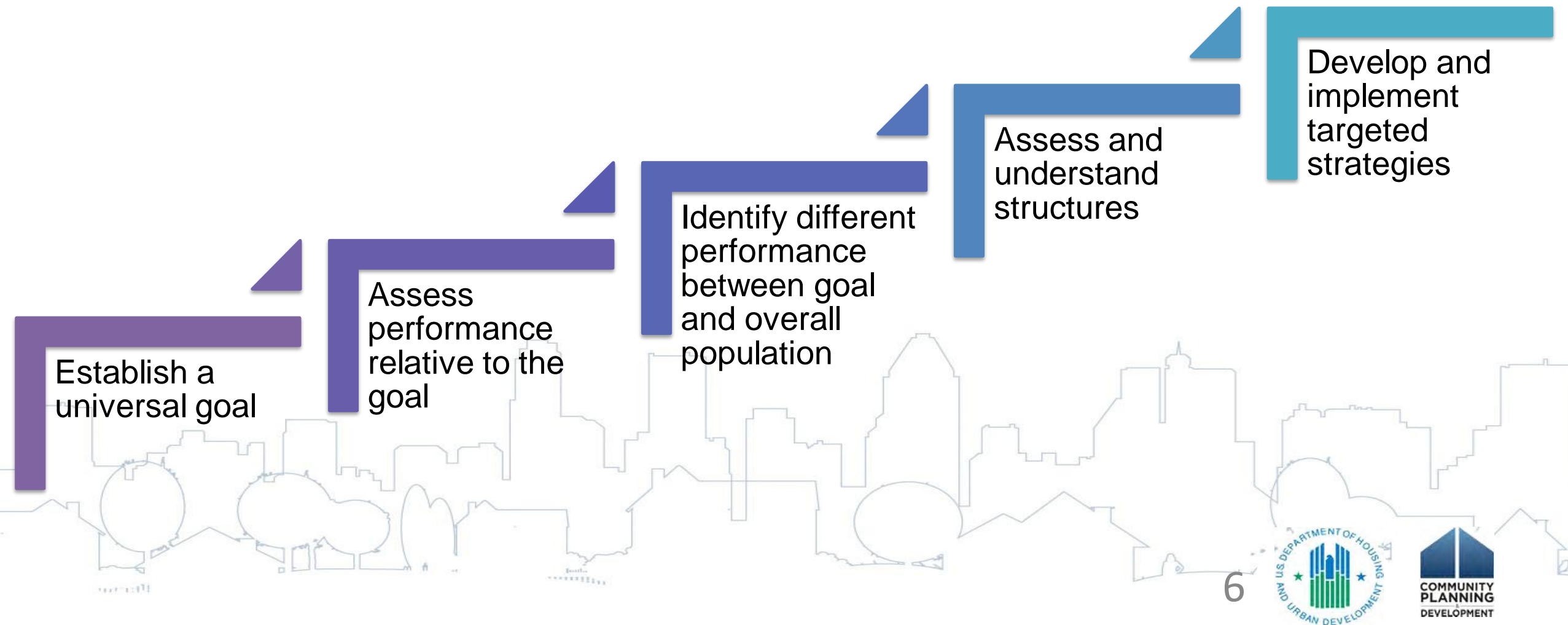- Overall goal to get started

Analysis

- Analyze the data you have
- Incorporate diverse perspectives and community members

Monitor

- Monitor change over time
- Determine when changes need to be made

Strategies must be outcome-oriented and evaluated for success. Recalibration and amendments are expected over time.

Targeted Universalism Framework

Establish a universal goal

Assess performance relative to the goal

Identify different performance between goal and overall population

Assess and understand structures

Develop and implement targeted strategies

Data Superheros - What's your power (select all that apply)?

- Trainer

- Report Writer

- Analyst

- Data Quality Specialist

- System Administrator/System Set-Up

What Data Do I Need?

Who is overrepresented in homelessness?

PIT Count

Community Comparison Data - Census & Poverty Rates

Who is being served by the homeless system?

HMIS Data

How are we serving them?

Length of Stay

Exit destination

Exits to Permanent Housing

Returns to Homelessness

COMMUNITY PLANNING & DEVELOPMENT

How do you define "community" or "partners"? Incorporate the voices of people with lived experience, BIPOC, and others.

- Reach out to local chapters or affiliates of national, culturally-specific organizations (Urban League, NAACP, Native Americans in Philanthropy, Asian Americans/Pacific Islanders in Philanthropy, National Latin Network, National Association for Latino Community Asset Builders)
- Local leaders from these organizations can connect you to local faith-based groups, social service agencies, and community-based organizations that have a wealth of insight, expertise, and perspective

Reach New Partners

Access mailing lists	Ask to post notices to their websites	Ask them to co-host events

Share your information with them and ask how you can be helpful to create a mutually beneficial collaboration

Qualitative Data

- An analysis is limited if it only utilizes quantitative data
- Quantitative data can highlight an inequity but often qualitative data is needed to understand it better
- What is the client experience of your system and the programs?
- What do clients say they need to end their homelessness?
- Are these different by race/ethnicity?
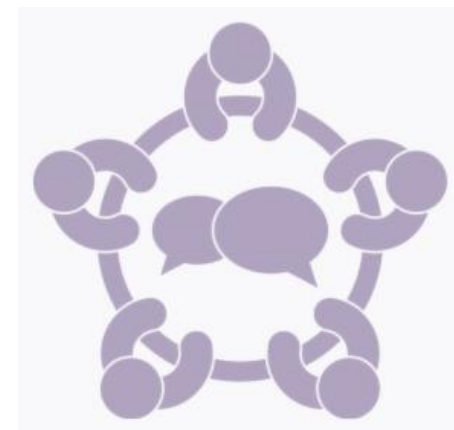
Data Quality & Collection Issues

Common Issues

- Timeliness of data entry
- Length of stay in night by night shelters
- Not exiting people from programs
- Unknown exit destination

Race may not be Broken Down Enough to Inform Programming

- Native Indian/Alaska Native
- Asian
- Hawaiian/Pacific Islander
- Black/African American & African Immigrants

Identifying Disparities

Systemic Inequities

- Disparities are consistent across program types or agencies (i.e. all PSH projects in our homeless response system take a longer time to house American Indian/Alaska Native people experiencing homelessness)

Programmatic Inequities

- Disparities are not consistent across program types or agencies (i.e. black clients served by Emergency Shelter A have a longer length of time experiencing homelessness than other black clients served by our homeless response system)

Learn and Turn

Engage with Community
- Understand what the data is demonstrating
- Collect Quantitative Data
- Identify Solutions

Revise Investments Based on Racial Equity Analysis
- What program types are meeting their goals/outcomes for every population?
- What program types are serving your focus population the most effectively?
- What agencies are serving your focus population the most effectively?

Incorporate equity into funding processes and contracting
- Develop a specific equity goal to include in funding processes based on your current data
- Require applicants to propose a plan to meet the equity goal
- Require programs to report on the equity goal and/or outcomes disaggregated by race

Monitoring Data on an Ongoing Basis
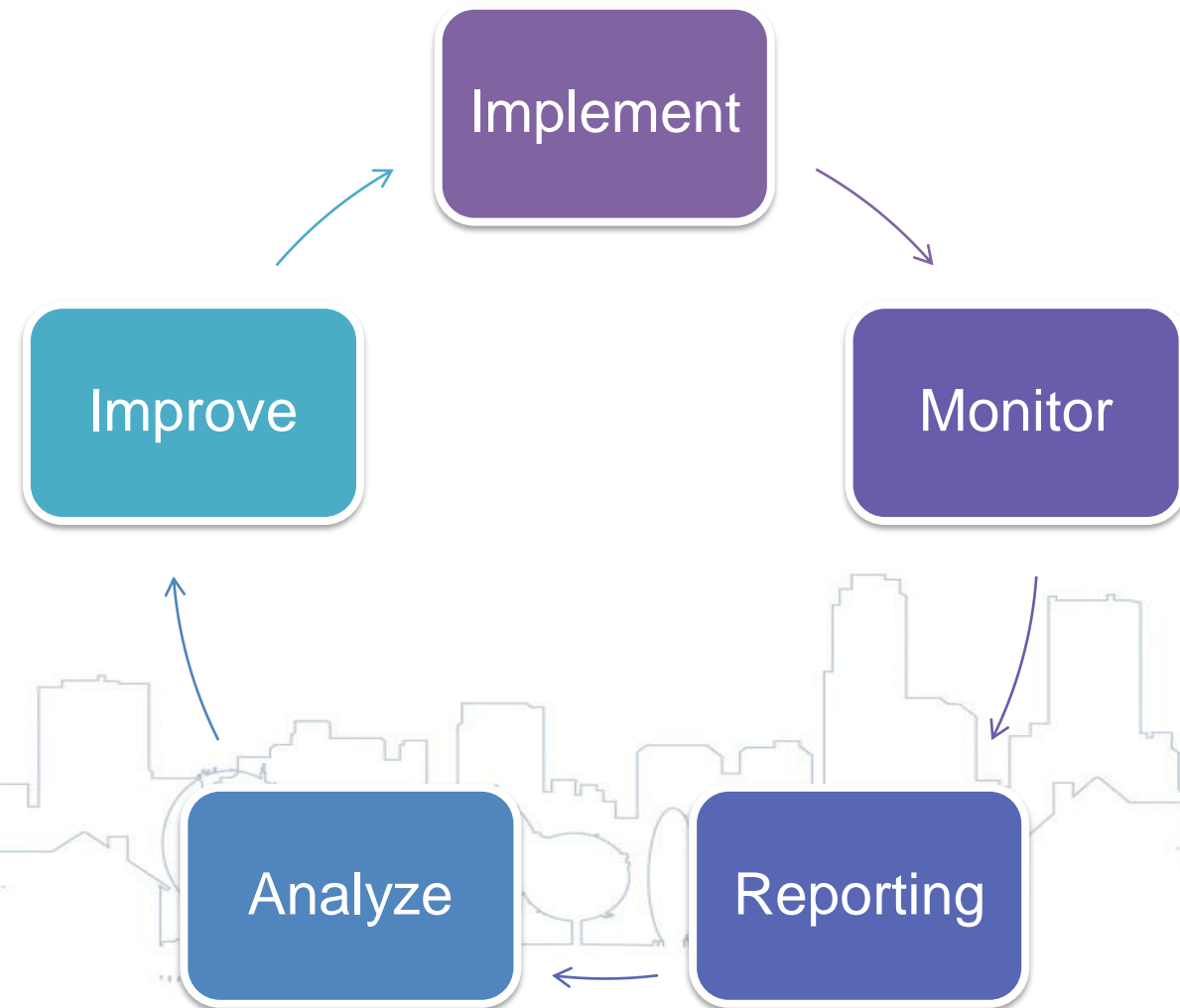
- Racial equity analysis isn't a one-time event
- Include equity data on all public facing dashboards
- Incorporate equity goals into funding processes and contracts
- Require reporting on equity goals in routine contract reporting
- When something new shows up in your data, don't be afraid to pivot

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Austin/Travis County TX

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Background

- The VI-SPDAT, the tool historically used as the Coordinated Assessment in Austin/Travis County, is inequitable

  - National level: C4 Innovations' <u>Coordinated Entry Systems Racial Equity Analysis of Assessment Data</u> (October 2019)

  - Local level: ECHO's <u>Addressing Racial Disparities in Austin/Travis County, TX</u> (September 2019)

- CoC Equity Task Force - established December 2019

Universal Goal

What does our system aim to accomplish?

Ensuring that housing stability is accessible to all who want it when they want it.
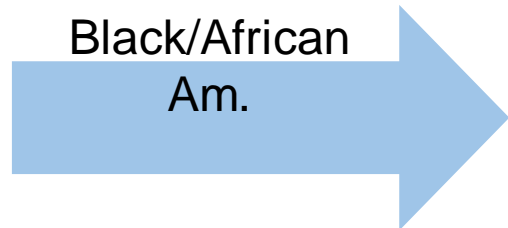
With a racial equity lens:

Access to housing stability is not different based on race or ethnicity.
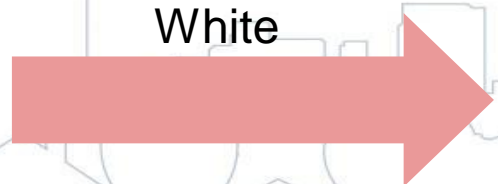
Main question:

- In which areas do we see disparities and in which do we not?
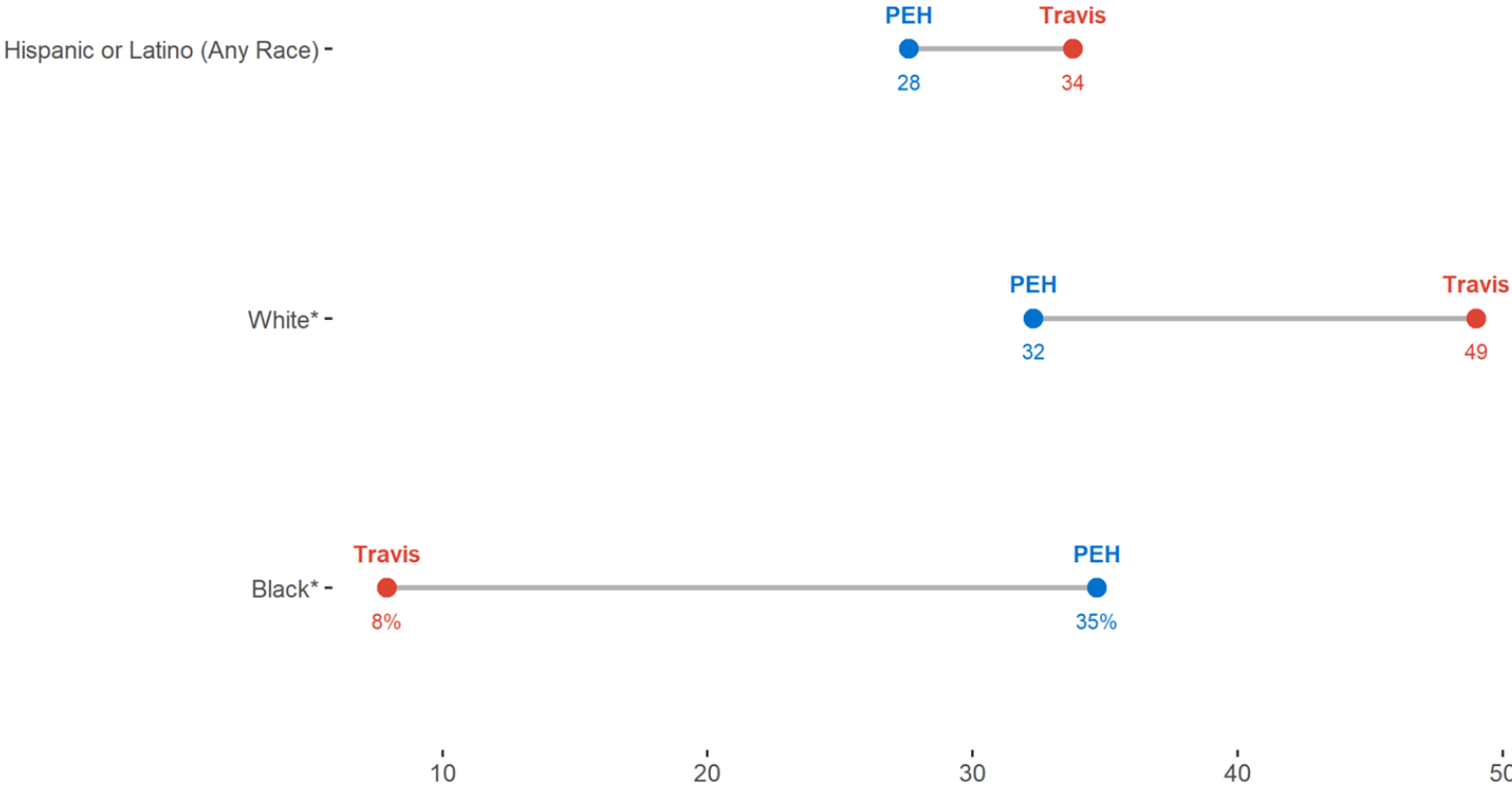
Caveats:

- We know that our data are not comprehensive to the entire population of PEH.
- And because there are many disparities outside of the HRS that are interrelated to housing stability, we need to broaden our view.

Client Demographics

Percent of People Experiencing Homelessness by Race and Ethnicity
Compared to Travis County Population

Hispanic or Latino (Any Race) — PEH: 28, Travis: 34

White* — PEH: 32, Travis: 49

Black* — Travis: 8%, PEH: 35%

Sources: Austin/Travis HMIS; ACS
*Non-Hispanic

Client Demographics

Some takeaways on high-level demographic data:

- We know Black folks, in particular, are over-represented in the population of people experiencing homelessness.
- On some characteristics, we also know that there isn't disparity. For example, Black people are less likely to:
    - Have a disabling condition
    - Be chronically homeless
    - Be domestic violence victims

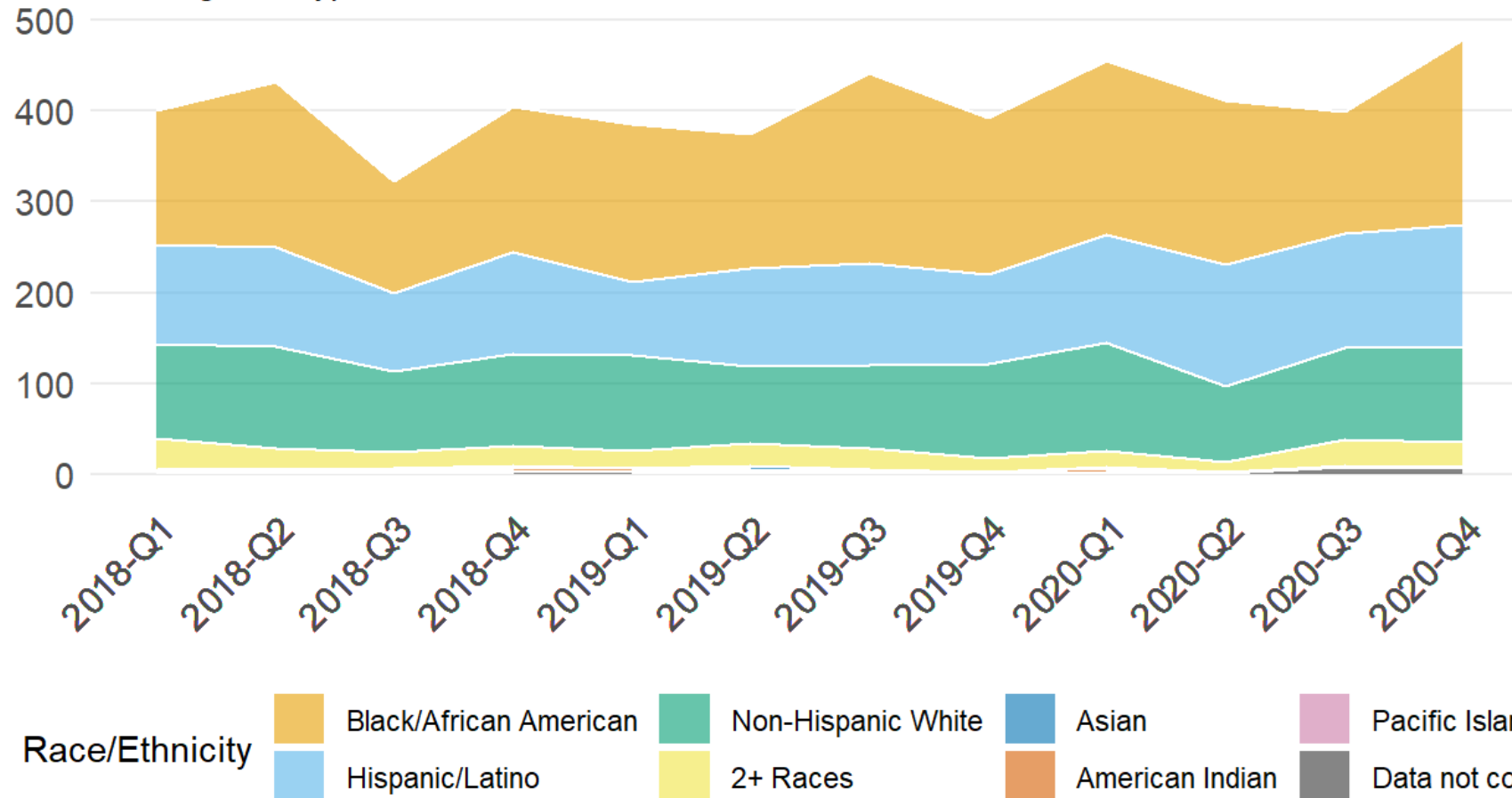Some system indicators we've examined:

- Numbers of people housed by race/ethnicity

- Time through the system

- Returns to homelessness and time to return

- Coordinated Assessment scores
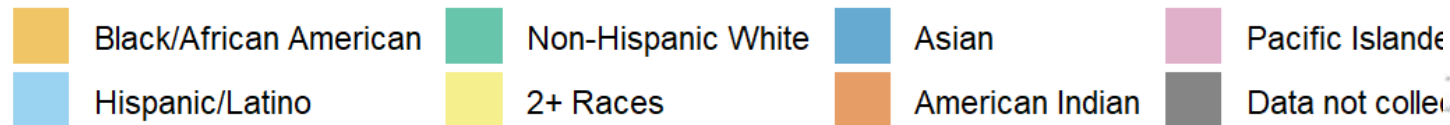
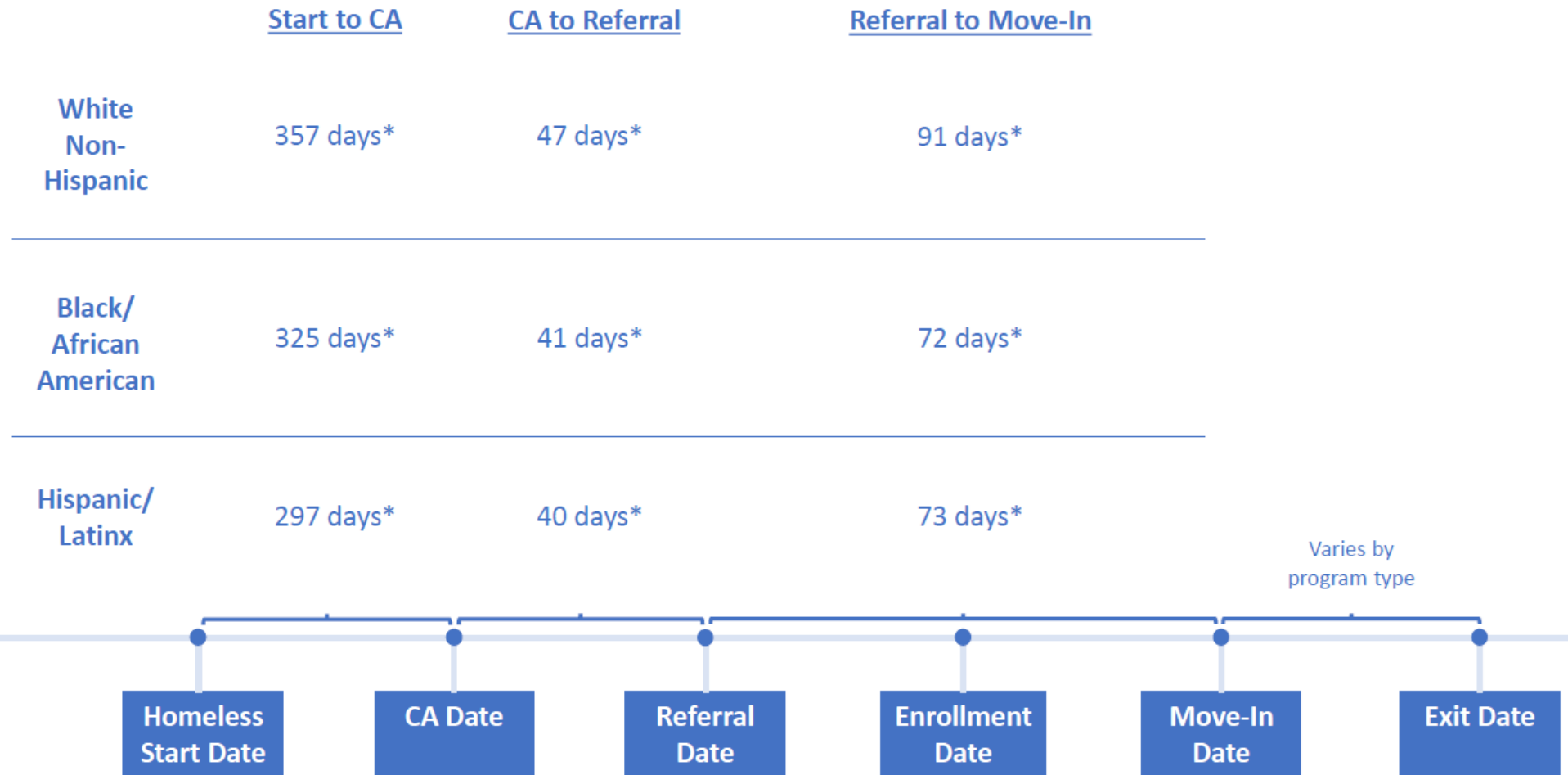# System Indicators

Clients Housed by Race and Ethnicity
All Program Types

Race/Ethnicity
- Black/African American
- Hispanic/Latino
- Non-Hispanic White
- 2+ Races
- Asian
- American Indian
- Pacific Islande[r]
- Data not colle[cted]

System Indicators

	Start to CA	CA to Referral	Referral to Move-In
White Non-Hispanic	357 days*	47 days*	91 days*
Black/ African American	325 days*	41 days*	72 days*
Hispanic/ Latinx	297 days*	40 days*	73 days*

Varies by program type

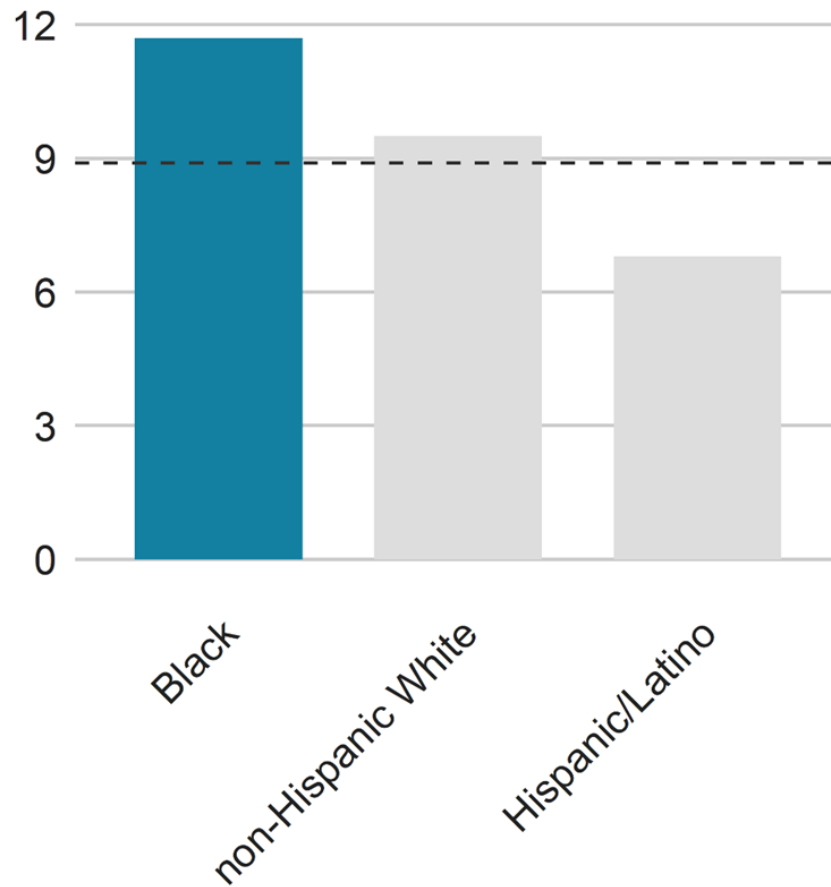Homeless Start Date — CA Date — Referral Date — Enrollment Date — Move-In Date — Exit Date

*Durations provided are based on median number of days by race/ethnicity of 2020 Austin/Travis County HMIS data

COMMUNITY PLANNING & DEVELOPMENT
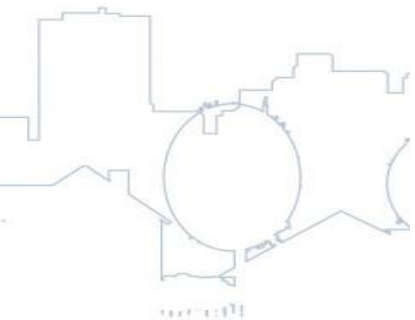
System Indicators

Percent of People Exiting to PH Who Return to Homelessness

(Bar chart showing percentages by race; dashed reference line at approximately 9)
- Black: ~11.7
- non-Hispanic White: ~9.6
- Hispanic/Latino: ~6.9

Median Number of Days to Return to Homelessness

(Bar chart showing median days by race)
- non-Hispanic White: ~210
- Hispanic/Latino: ~165
- Black: ~138
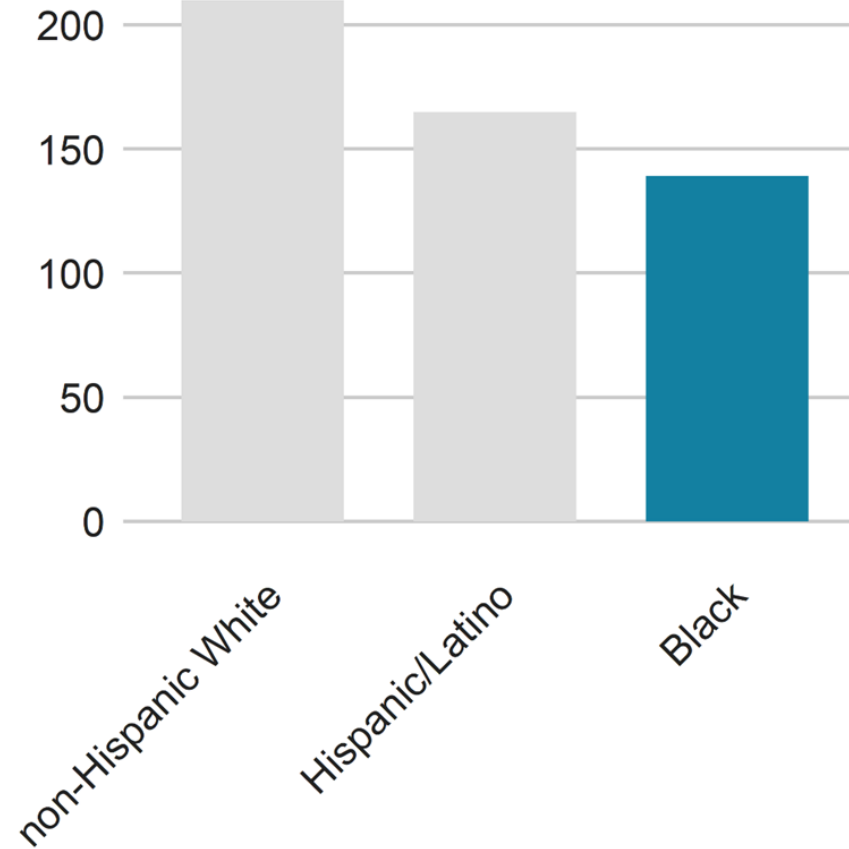
Community Level Indicators

Why look at community level indicators?

- Because we know that we're not capturing everyone who is experiencing homelessness in HMIS.
- And because a return to homelessness is so often dependent on where someone lives after they've moved into permanent housing.

In short:

- Inflows into and outflows out of homelessness are conditioned on socio-economic conditions.

Community Level Indicators

	Median for tracts with **higher** proportion of Black people	Median for tracts with **lower** proportion of Black people
Median Hsld Income	$59,401	$80,813
% Rent Burdened	31.8%	28.7%
% Overcrowded Rentals	2.4%	0%
% Without Health Insurance	25.7%	13.3%
Annual Eviction Rate	2.0	0.8
% tracts at risk of gentrification	46.2%	30.6%

Census tracts in Travis County. Source: ACS

Outreach

- ## Lack of data
  - Data quality & completeness
  - Data collection

- ## Relying on other sources of information
  - City of Austin EAT Initiative locations
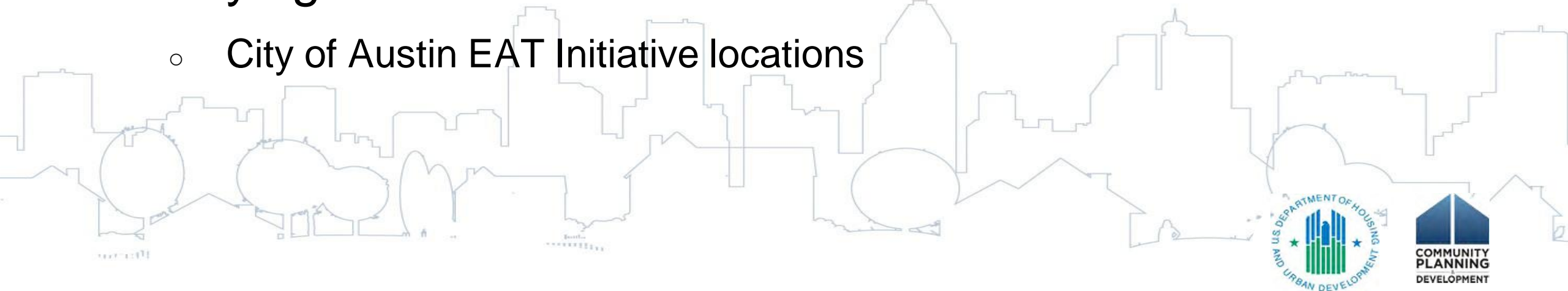
Outreach

- ## Improving data completeness
  - Revamping data entry training for street outreach providers, in partnership with the Outreach & Navigation System Manager and the HMIS Trainer
  - Making goals explicit with our partners -- Why?

- ## Data collection
  - Supplementing existing quantitative data with qualitative data by conducting focus groups with Black unsheltered people in Austin
  - Building off of EAT map with Street Outreach provider group mapping exercise

Outreach

- Virtual group mapping exercise - Google Maps
  - Assign each street outreach team a color for their Google Map pins.
  - Have all teams place pins of their assigned color at encampments/sites that their team provides outreach.
  - Discuss as a group, and make corrections as needed, if the discussion reveals discrepancies that need to be accounted for.
  - Then, have teams add pins of a NEW color where pins are not yet present, but where the providers know camps are located, or have recently seen unsheltered folks.

- **Tools Subcommittee of the Austin/Travis County CoC Equity Task Group**
  - Diverse group comprised of people with lived expertise, CA assessors, CoC lead agency staff, City of Austin staff, and representatives from lots of different organizations, from community-based to academic institutions.
  - All new questions that are considered for the new CA are written by this subcommittee, both the question subject matter and the wording.
    - Balancing coalition-based decision making with survey integrity

- Piloting new questions for the Coordinated Assessment

  - During "piloting", new pilot questions are asked to all clients who are assessed, but points are not allocated based on responses to these questions.

  - Pilot data is analyzed before a decision is made by the subcommittee on whether to add them to the CA for scoring, revise them and pilot again, or drop them.

- Piloting new questions for the Coordinated Assessment

  - Questions are considered successful in pilot if they are disproportionately answered (in a way that would allocate points if the question were to be added to the CA) by Black clients, Latinx clients, or clients of color overall, but not substantially changing point allocation in other key groups (i.e. transgender clients, DV survivors, vets)

- Piloting new questions for the Coordinated Assessment
  - Was piloted, adopted and added to the CA for scoring:
    - Were you born and/or raised in Austin? - Points for yes
    - (If yes to above) Which Zip Code or neighborhood did you grow up in? – Points for zip codes/neighborhoods that are classified as affected by gentrification
    - If you have ever been permanently housed in Austin, what was the last zip code of that housing? – Points for zip codes that are classified as affected by gentrification
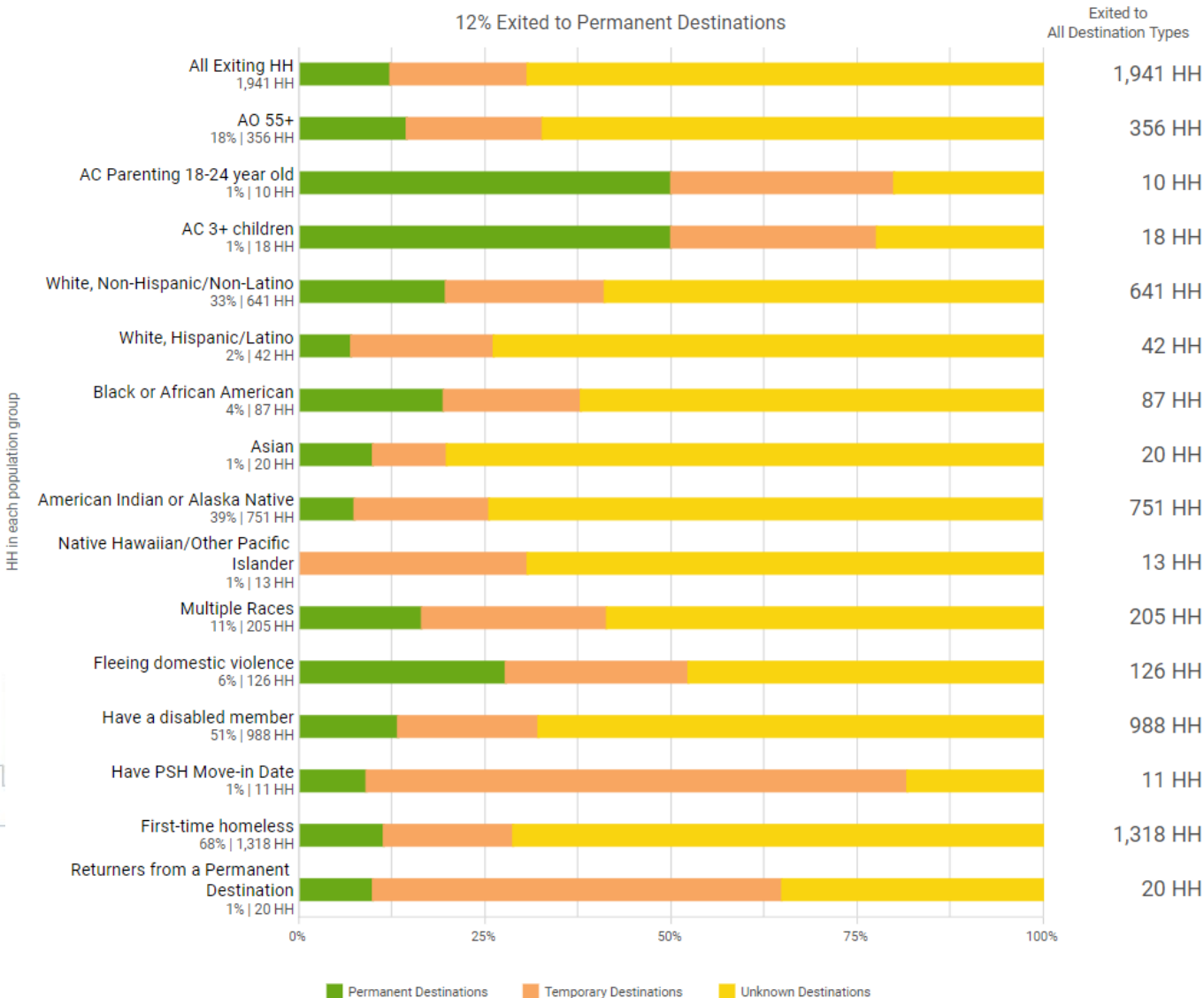
Continuous Improvement Mindset
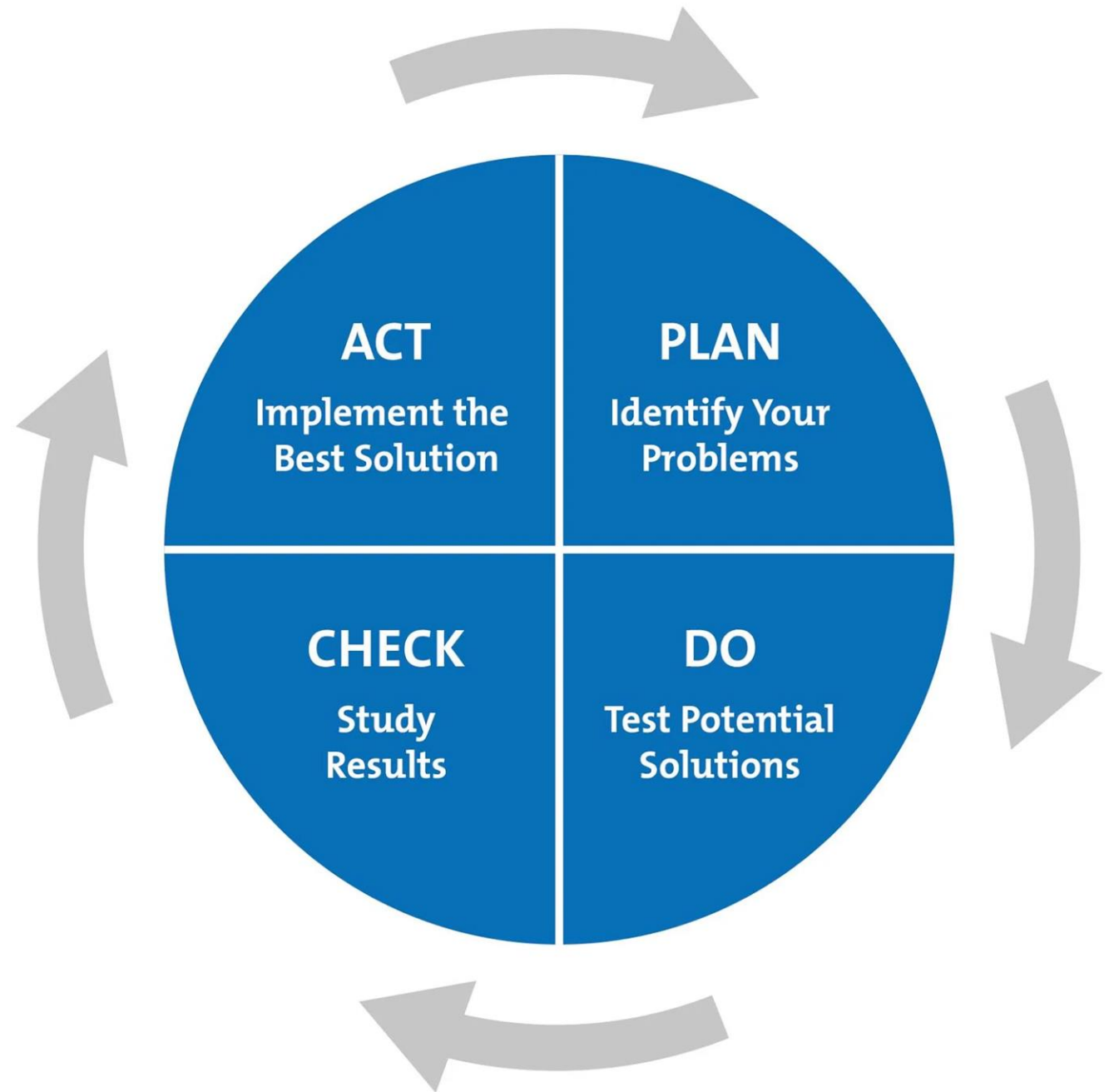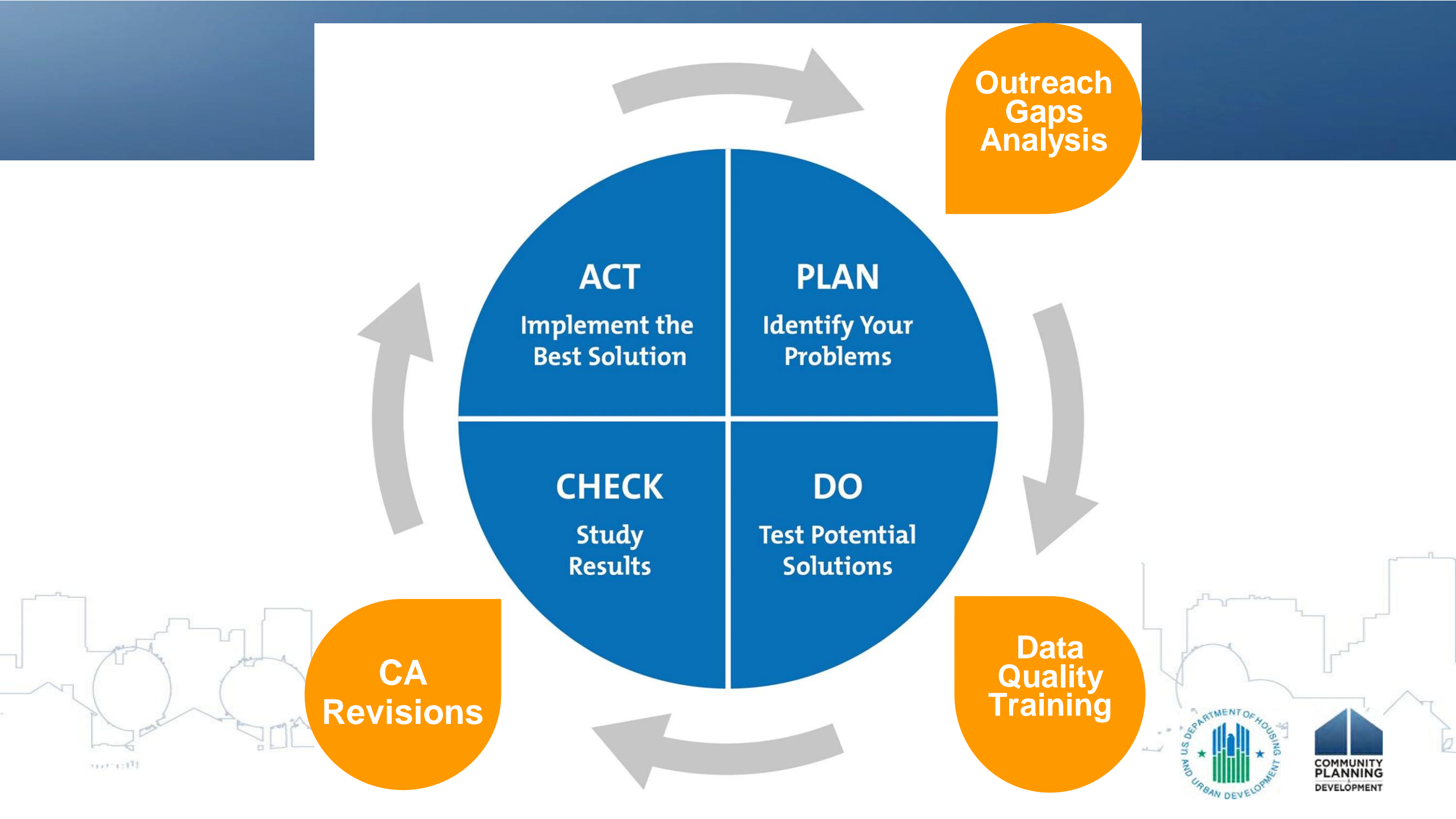
Demo with Data

- Test out data interrogation skills with LSA data set visualized using Stella

- Specific community data from the FY2020 data submission

- What questions would you ask upon seeing this data?

We lead with race and we also want to ask questions where any inequities appear

Demo with Data

12% Exited to Permanent Destinations

Exited to All Destination Types

Population group	Exited to All Destination Types
All Exiting HH — 1,941 HH	1,941 HH
AO 55+ — 18% | 356 HH	356 HH
AC Parenting 18-24 year old — 1% | 10 HH	10 HH
AC 3+ children — 1% | 18 HH	18 HH
White, Non-Hispanic/Non-Latino — 33% | 641 HH	641 HH
White, Hispanic/Latino — 2% | 42 HH	42 HH
Black or African American — 4% | 87 HH	87 HH
Asian — 1% | 20 HH	20 HH
American Indian or Alaska Native — 39% | 751 HH	751 HH
Native Hawaiian/Other Pacific Islander — 1% | 13 HH	13 HH
Multiple Races — 11% | 205 HH	205 HH
Fleeing domestic violence — 6% | 126 HH	126 HH
Have a disabled member — 51% | 988 HH	988 HH
Have PSH Move-in Date — 1% | 11 HH	11 HH
First-time homeless — 68% | 1,318 HH	1,318 HH
Returners from a Permanent Destination — 1% | 20 HH	20 HH

Legend: Permanent Destinations | Temporary Destinations | Unknown Destinations

- Comparing to the Universal Measure (12% exits to permanent destinations)

- Which population groups experience significantly fewer permanent housing exits?

- Which populations groups experience significantly more permanent housing exits?

- What barriers and lack of supports could contribute to understanding these?

- What data quality and/or collection issues could contribute to understanding these?

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Resources

- [Disaster Response Rehousing Equity page](#)

- [Data & Equity: Using the Data You Have](#)

- [Stella P Race & Ethnicity Analysis Guide](#)

- [CoC Analysis Tool: Race & Ethnicity](#)

- [USICH: How to Start Addressing Racial Disparities in Your Community](#)

- [Targeted Universalism Primer](#)
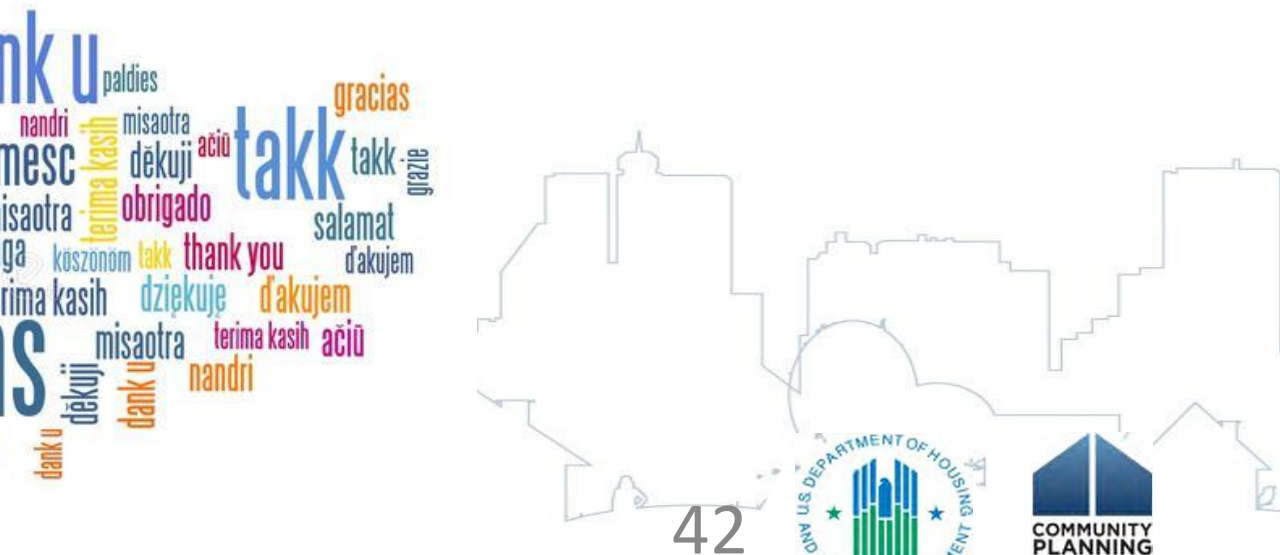
- [Targeted Universalism Video](#)

Questions (and hopefully, answers)

Thank You!

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