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

Data Equity

Identifies
- Sources of bias at each step of the data life cycle from funding and motivation for a data project to analysis, interpretation and communication, and data ownership and control

Involves
- Authentic, meaningful interrogation of data processes to be inclusive and dismantle racism and other "isms" in data collection, reporting, and analysis

Race Equity Analysis

Strategy

- Many effective approaches and strategies
- Overall goal is 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.

Keys of An Effective Race Equity Analysis

Identify stakeholders

Engage stakeholders

Identify and document racial inequities

Examine the local cultural and historical context

Clarify the purpose

Consider adverse impacts

Advance equitable impacts

Example alternatives or improvements

Ensure viability and sustainability

Identify success indicators

Racial Equity Impact Analysis

Race Equity Impact Analysis (REIA) is a process to explore how different racial and ethnic groups could be impacted by proposed policies, procedures, processes, or funding given that marginalized populations and individuals are situated differently within the homelessness response system. The components include:

- Inclusion
- Data
- The Story Behind the Data
- Strategies
- Impact
- Evaluation
- Refinement

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Racial Equity Theory of Change

IF COMMUNITIES

- Use a racial equity lens to examine disproportionality in the state of homelessness
- Participate in supported discussions and learning opportunities with HMIS data users, persons with lived expertise, and CoC partners on centering equity during the data collection, analysis, and interpretation phase

THEN COMMUNITIES WILL

- Learn to reduce systemic racism in the homelessness response system by using Culturally responsive data evaluation to identify disproportionate unmet housing and services needs
- Understand what necessary skills, resources, decision-making bodies, and data structures are needed to work towards a more racially equitable homeless response system that will result in community led, data informed culture solutions in your community

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? Who is underrepresented?
PIT Count
Community Comparison Data – Census & Poverty Rates

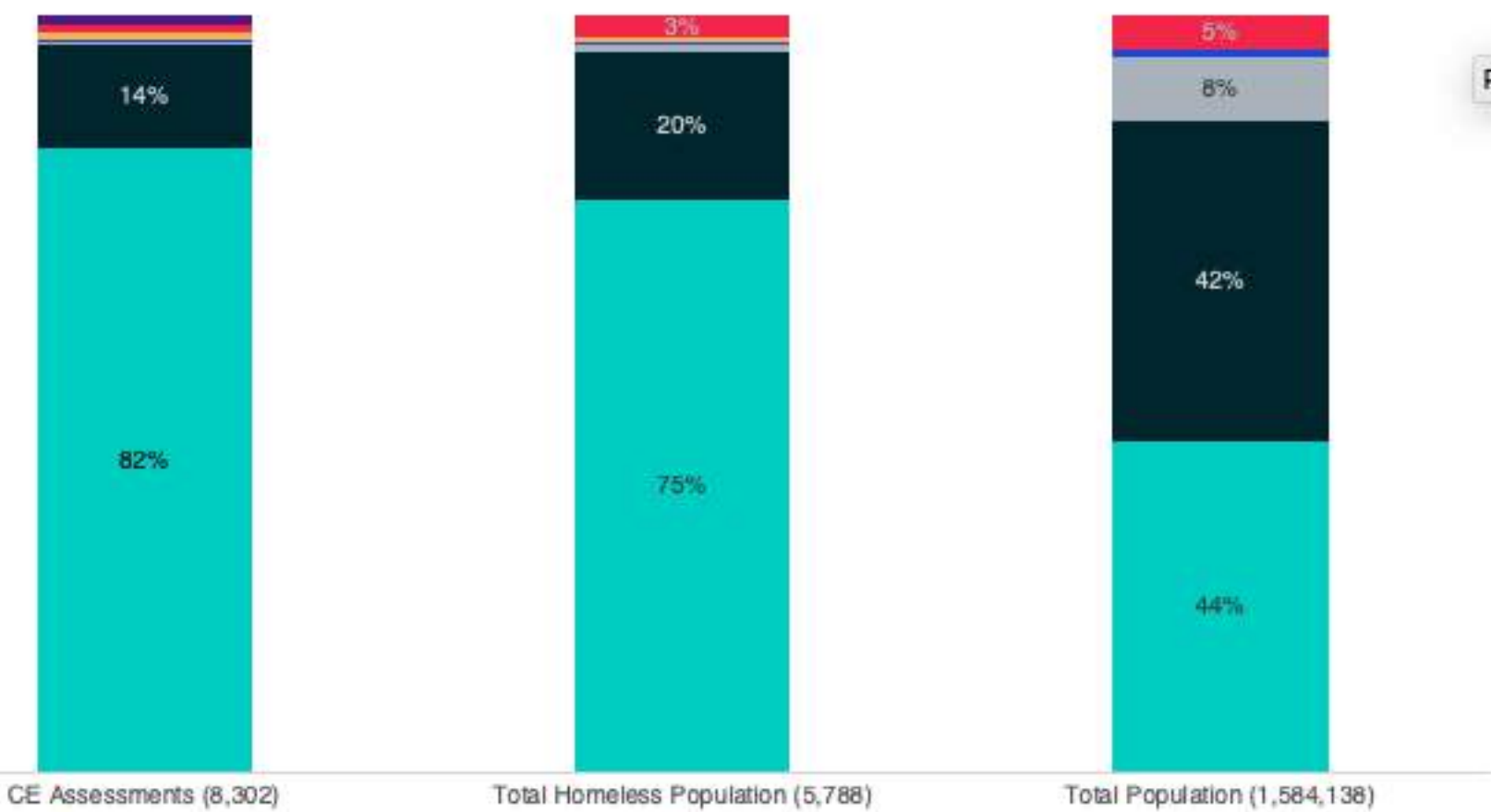**Who is being served by the homeless system? Who is not?**
HMIS Data

How are we serving them (or not)?
Length of Stay
Exit Destinations
Exits to Permanent Housing
Returns to Homelessness

Example: Representation Comparison

CE Assessments (8,302)
- 82% Black/African American
- 14% White
- 3% (top band)

Total Homeless Population (5,788)
- 75% Black/African American
- 20% White
- 3%

Total Population (1,584,138)
- 44% Black/African American
- 42% White
- 8% Asian
- 5% Multi-Racial

Legend:
- Data Not Collected/ Client Refused/Client Doesn't Know
- Multi-Racial
- Native Hawaiian or Other Pacific Islander
- American Indian or Alaska Native
- Asian
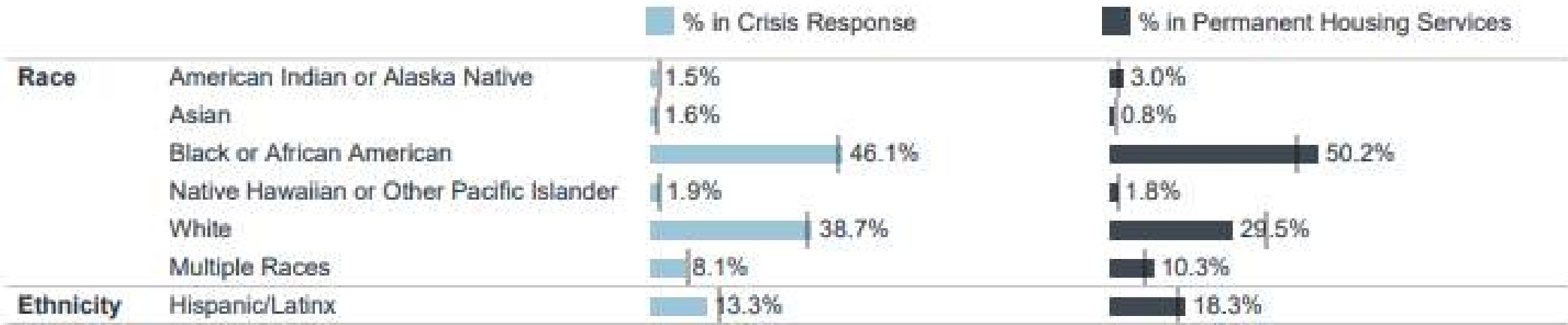- White
- Black/African American

Example: Access to Interventions Comparison

Percent of All People Accessing Crisis Response or Permanent Housing Services by Racial/Ethnic Group
Compared to Percent of All People Accessing Services by Racial/Ethnic Group

		% in Crisis Response	% in Permanent Housing Services
Race	American Indian or Alaska Native	1.5%	3.0%
	Asian	1.6%	0.8%
	Black or African American	46.1%	50.2%
	Native Hawaiian or Other Pacific Islander	1.9%	1.8%
	White	38.7%	29.5%
	Multiple Races	8.1%	10.3%
Ethnicity	Hispanic/Latinx	13.3%	18.3%

Who Do I Need?

How do you define "community" or "partners"? Incorporate the voices of people with lived experience; black, indigenous, and other people of color; 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

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?

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Data Collection & Power Analysis

Equity in Data Collection

- Sampling equitably but within existing resources as to not burden communities
- Balancing black, indigenous, and other people of color populations with privacy concerns
- Making data terms more accessible
- Data reliability without discounting small sample sizes
- Eliminating assumptions with secondhand or administrative data
- Set equity standards for how, when, and where we extract data
- Provide opportunities to find out why people opt out of providing data and use that to minimize harm and inequities

Equity via Shifting Power

Helps key community stakeholders and data coaches/users to:
- Acknowledge the value of decentralized power
- Ask who has power
- Determine what that power is used to accomplish
- Explore where power is unequal and what factors are causing this
- Develop shared power structures that need to be in place to create a data-informed culture

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# 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

Monitoring Data on an Ongoing Basis

Implement

Monitor

Improve

Analyze
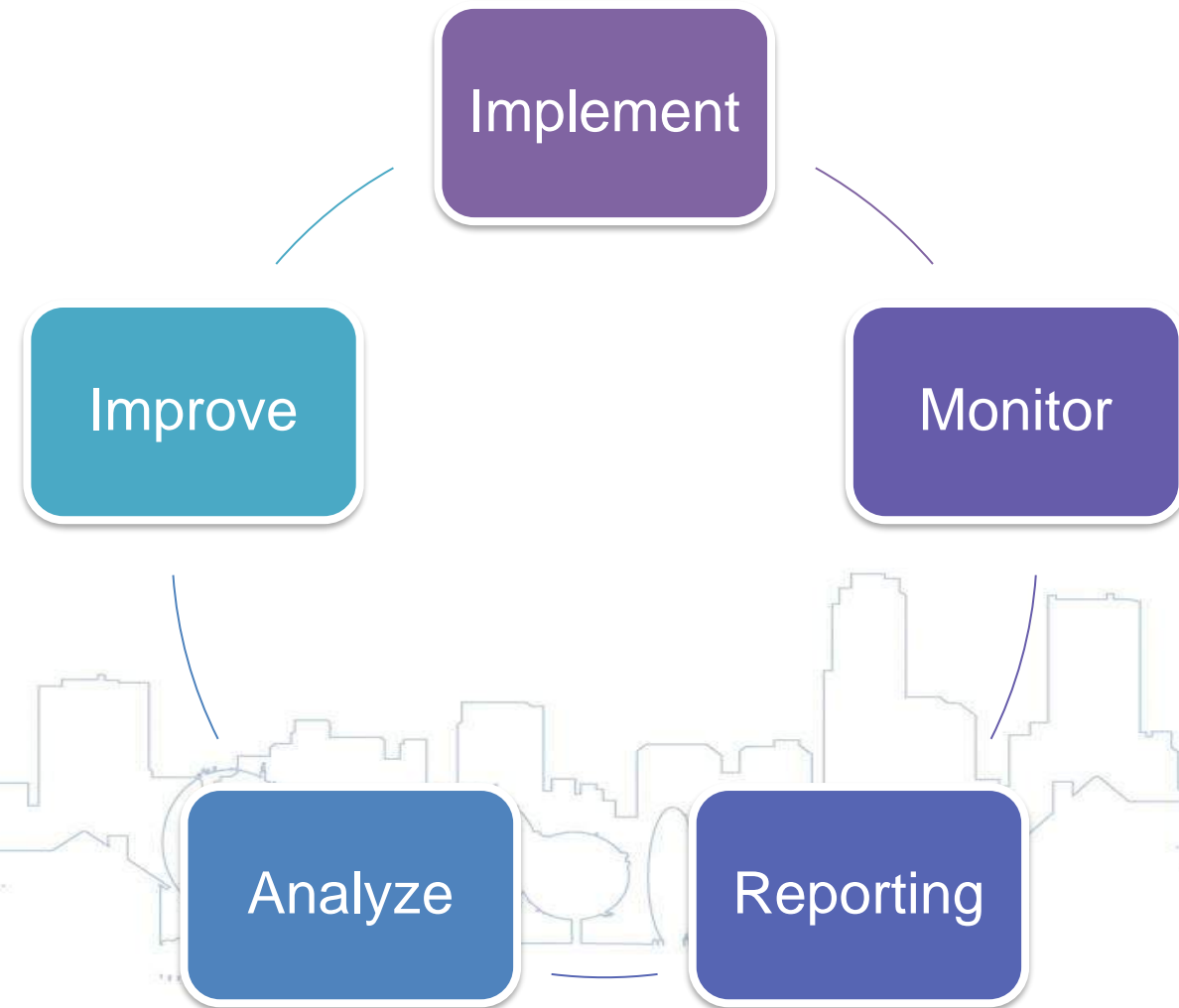
Reporting

- 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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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 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, ethnicity, etc.

Austin/Travis County TX
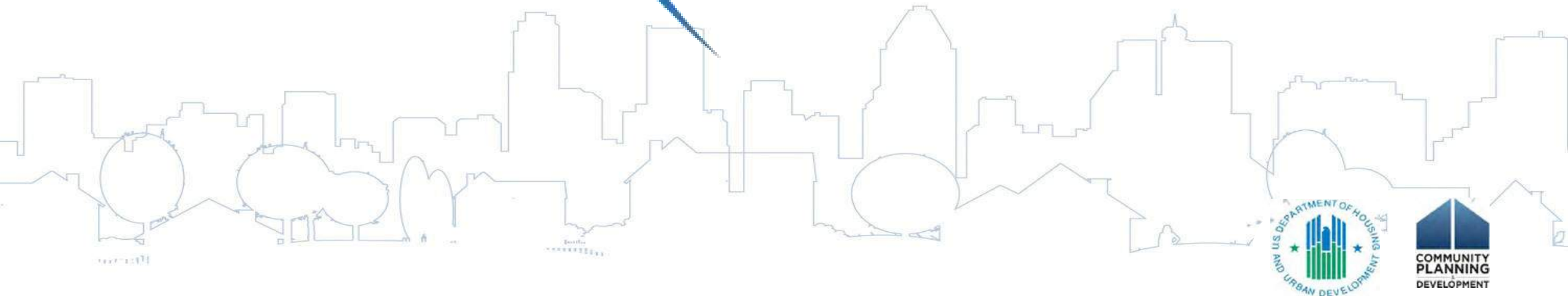
Why?

In Travis County, a Black/African American person is about 6x more likely than a white person to be experiencing homelessness at any given time

- HUD emphasis on "tool" for assessment taken very literally
  - CPD Notice also uses the word "approaches" – might be a better way to think about assessment
  - No one screening tool can fulfill this requirement – especially one that is "off the shelf" and does not factor in local context
  - Information should come from multiple sources

- Because no simple answer on how to do this, need to be willing to adjust over time in an iterative process

- Focus on racial equity found inequitable outcomes in many communities for Black and brown residents experiencing homelessness

Racial Disparities and Reliance on "Tools"

Issues with assessment/prioritization tools suggest that asking people sensitive questions about their background leads to inequitable outcomes

Speaks to something deeper about a tool-based approach to assessing vulnerability

How will we ensure future prioritization processes do not replicate the same disparities? Simply replacing one tool with another is a mistake

How Did They Do It?

Took their time to understand local context, develop and test, and implement

Included a diverse set of stakeholders with varied perspectives, experiences, and expertise

Centered equity not only in the outcome but throughout the process

Developed new questions for the assessment and prioritization processes

Held each other accountable to the values of equity and intentionality

Austin Prioritization Index (API) is a set of locally-relevant questions based on locally-relevant context

- **Health conditions associated with disparate health outcomes**
- **History of homelessness**
- **Barriers to housing**

Continuous quality improvement processes and new/adjusted questions in pilot phase at all times
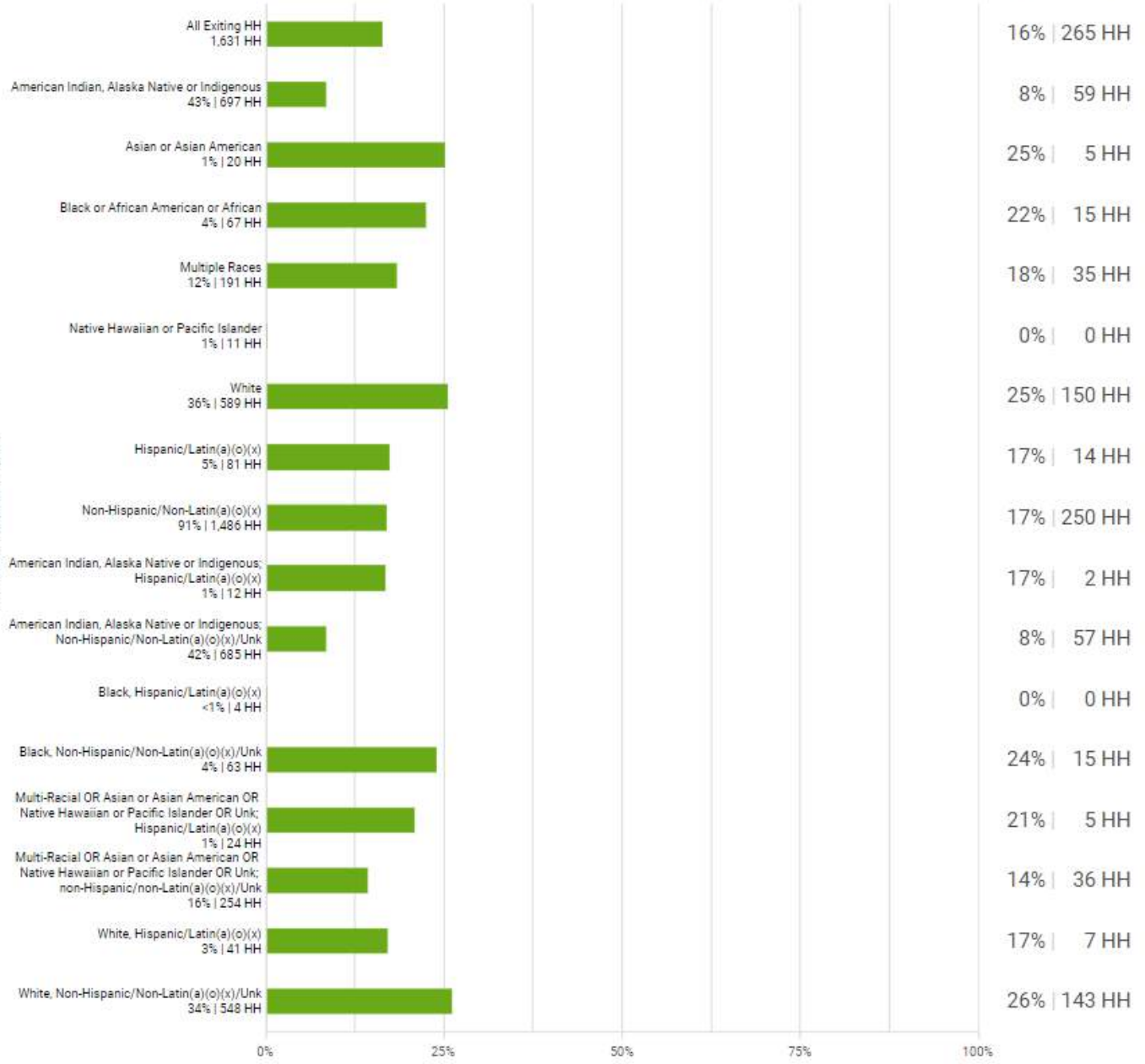
Demo with Data

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

- Specific community data from the FY2021 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

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Demo with Data

- Comparing to the Universal Measure (16% 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](#)
- [Race Equity Impact Analysis](#)
- [USICH: How to Start Addressing Racial Disparities in Your Community](#)
- [Equitable Evaluation Framework](#)
- [Community-Based Participatory Research](#)
- [Critical Race Design: An Emerging Methodological Approach to Anti-Racist Design and Implementation Research](#)
- [Culturally Responsive Research Framework](#)
- [5 Tips to Approaching Rehousing with Racial Equity](#)
- [Rehousing Activation and Racial Equity](#)

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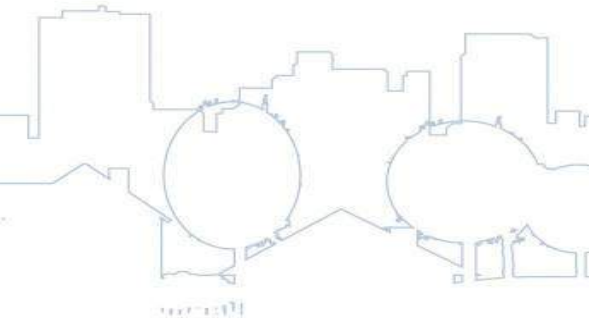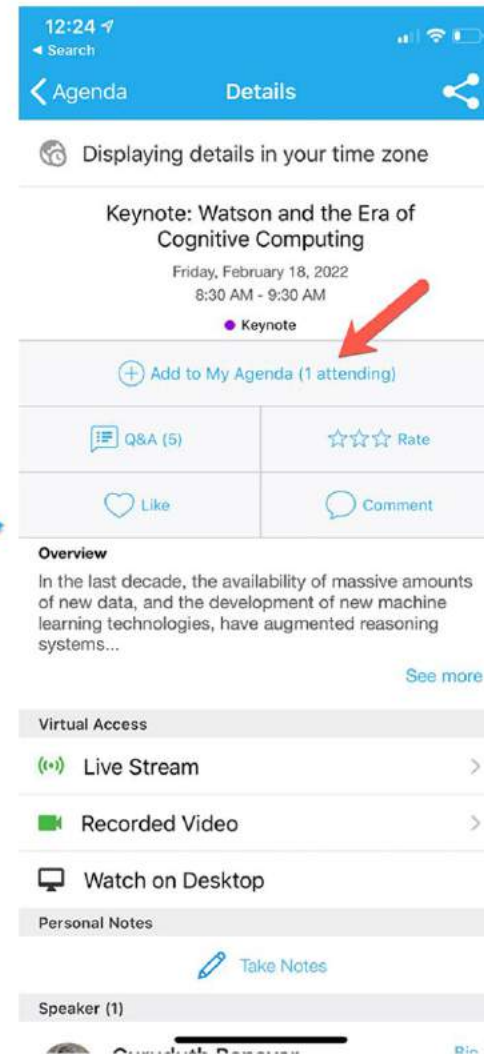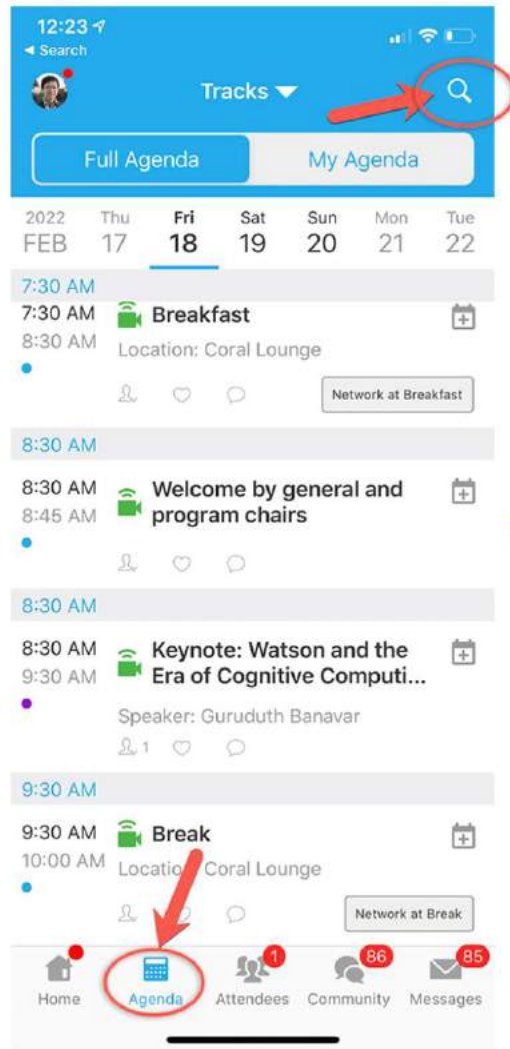
Thank You!

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