

Deconstructing Systems of Oppression with Data

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The World As We Know It





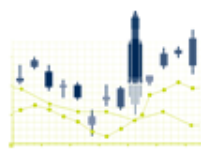
The Choice





Change the World





Part 1: Data and Systems of Oppression





Speaking the Same Language

Race: A social and political concept created in the 17th century by Europeans and European Americans seeking to categorize the physical differences of humans to justify social inequities as natural.

Ethnicity: A social construct that divides people into smaller social groups based on characteristics such as culture, language, political and economic interests, history and ancestral geographical base.

Racism: A system of advantage/oppression based on race. Racism is exercised by the dominant racial group (White) over non-dominant racial groups.

SPARC – Supporting Partnerships for Anti-Racist Communities

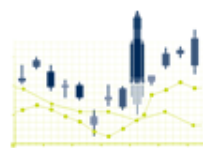


Speaking the Same Language

Institutional racism : Discriminatory treatment, unfair policies and practices, differing opportunities and disparate impacts with institutions based on race. Institutional racism routinely produces racially inequitable outcomes for people of color and advantages for White people. Individuals within the institutions take on the power of the institution when they reinforce racial inequities.

Structural racism: A system by which public policies, institutional practices, cultural representations and other norms work to perpetuate racial inequality. It is racial bias among institutions across society. It involves cumulative effects over history, culture, and ideology and it systematically privileges White people and disadvantages people of color.

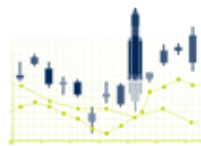
SPARC – Supporting Partnerships for Anti-Racist Communities



Language Creates Reality

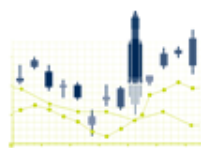
Language is very powerful. Language does not just describe reality. Language creates the reality it describes.

Desmond Tutu



HUD Definition of Homeless

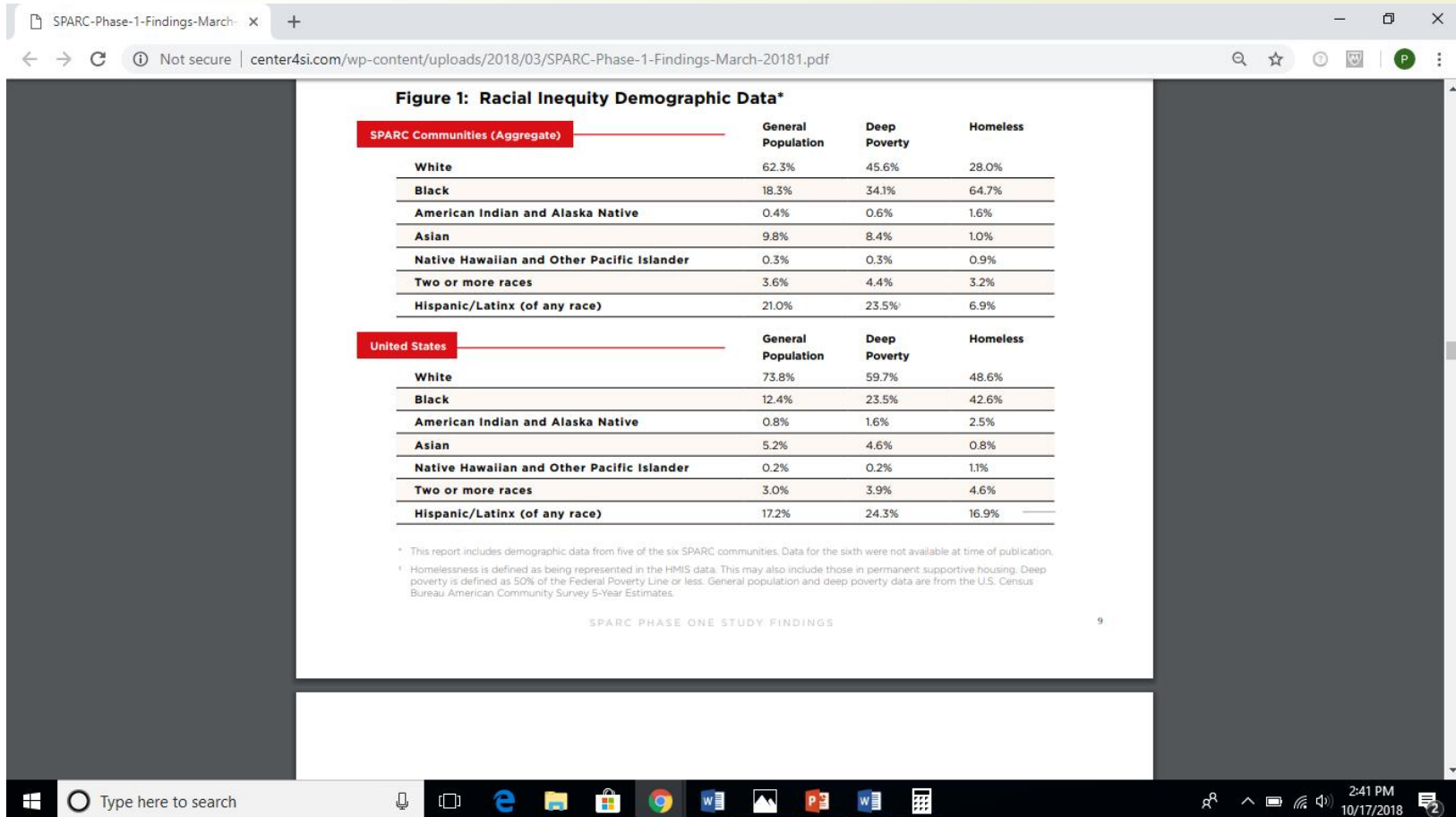
In its definition of a chronically homeless person, HUD defines the term “homeless” as “a person sleeping in a place not meant for human habitation (e.g. living on the streets, for example) OR living in a homeless emergency shelter.”

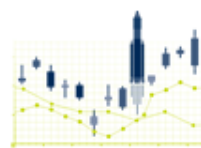


Federal Definition of Chronically Homeless.

HUD adopted the Federal definition which defines a chronically homeless person as “either (1) an unaccompanied homeless individual with a disabling condition who has been continuously homeless for a year or more, OR (2) an unaccompanied individual with a disabling condition who has had at least four episodes of homelessness in the past three years.” This definition is adopted by HUD from a federal standard that was arrived upon through collective decision making by a team of federal agencies including HUD, the U.S. Department of Labor, the U.S. Department of Health and Human Services, the U.S. Department of Veterans Affairs, and the U.S. Interagency Council on Homelessness.

Poverty and Homelessness by Racial Demographics





HUD Definitions of Race

2017 HMIS Data Standards Manual x

https://www.hudexchange.info/resources/documents/HMIS-Data-Standards-Manual.pdf

Data Element Fields and Responses

Field	Dependency	Response Category/ Data Type	Descriptions
1 Race	None	1 American Indian or Alaska Native	A person having origins in any of the original peoples of North and South America, including Central America, and who maintains tribal affiliation or community attachment.
		2 Asian	A person having origins in any of the original peoples of the Far East, Southeast Asia or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.
		3 Black or African American	A person having origins in any of the black racial groups of Africa. Terms such as 'Haitian' can be used in addition to 'Black or African American.'
		4 Native Hawaiian or Other Pacific Islander	A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
		5 White	A person having origins in any of the original peoples of Europe, the Middle East or North Africa.
		8 Client doesn't know	'Client doesn't know' should only be selected when a client does not know their race(s) from among the five listed races. 'Client doesn't know' should not be used in conjunction with any other response.
		9 Client refused	'Client refused' should only be selected when a client refuses to identify their race(s) from among the five listed races. 'Client refused' should not be used in conjunction with any other response.
		99 Data not collected	

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HUD Definition of Ethnicity

2017 HMIS Data Standards Manual x

← → ↻ https://www.hudexchange.info/resources/documents/HMIS-Data-Standards-Manual.pdf ☆ ⓘ 🔍 P

3.5 Ethnicity

Rationale To indicate clients who do and do not identify themselves as Hispanic or Latino. Supports system planning, local, and national understanding of who is experiencing homelessness.

Data Collection Instruction Record the self-identified ethnicity of each client served. Help the client select the ethnicity that they most identify with.

When enrolling a client who already has a record in the HMIS, verify that ethnicity information is complete and accurate -- and correct it if it is not.

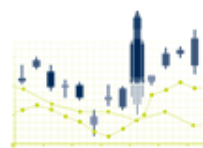
Staff observations should never be used to collect information on ethnicity. Even if a staff person believes they can guess a client's ethnicity, every client must be asked for their self-reported information. No documentation is required to verify a client's response.

Additional instruction about assisting clients to differentiate between *Race* and *Ethnicity* can be found under data element 3.4 *Race*.

Data Element Fields and Responses

Field	Dependency	Response Category/ Data Type	Descriptions
1 Ethnicity	None	1 Non-Hispanic/Non-Latino	
		2 Hispanic/Latino	A person of Cuban, Mexican, Puerto Rican, South or Central American or other Spanish culture of origin, regardless of race.
		8 Client doesn't know	
		9 Client refused	
		99 Data not collected	

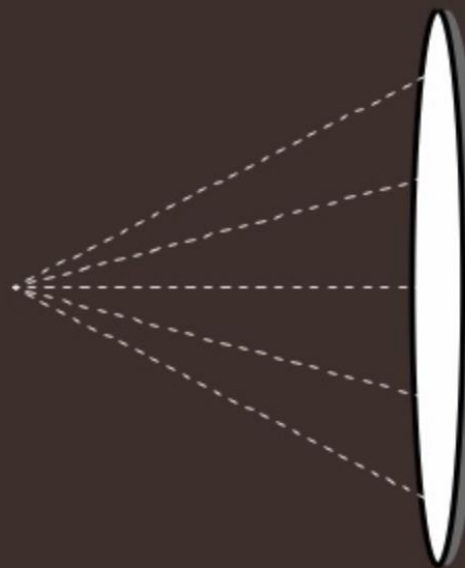
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Part 2: Applying an Equity Lens to Data

Using a Racial Equity Lens

The metaphor
of a *lens*
allows us to
see our
contexts in
new and
revealing
ways.



POLICIES
OUTCOMES
POWER
RELATIONSHIPS
SOLUTIONS

#FacingRace14



Changing the World...

- Takes courage
- Takes commitment
- Is uncomfortable
- Takes humility
- Is iterative
- Is imperfect
- Is slow



Shared Values

Guiding Values for the Joint Office of Homeless Services:

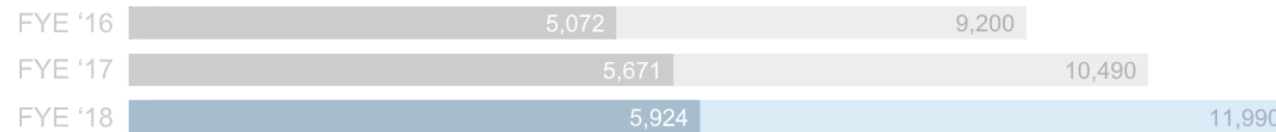
- Prioritize vulnerable populations
- Promote racial and ethnic justice
- Use data driven assessment and accountability
- Engage and involve the community
- Strengthen system capacity and increase leverage opportunities

Expanding Language

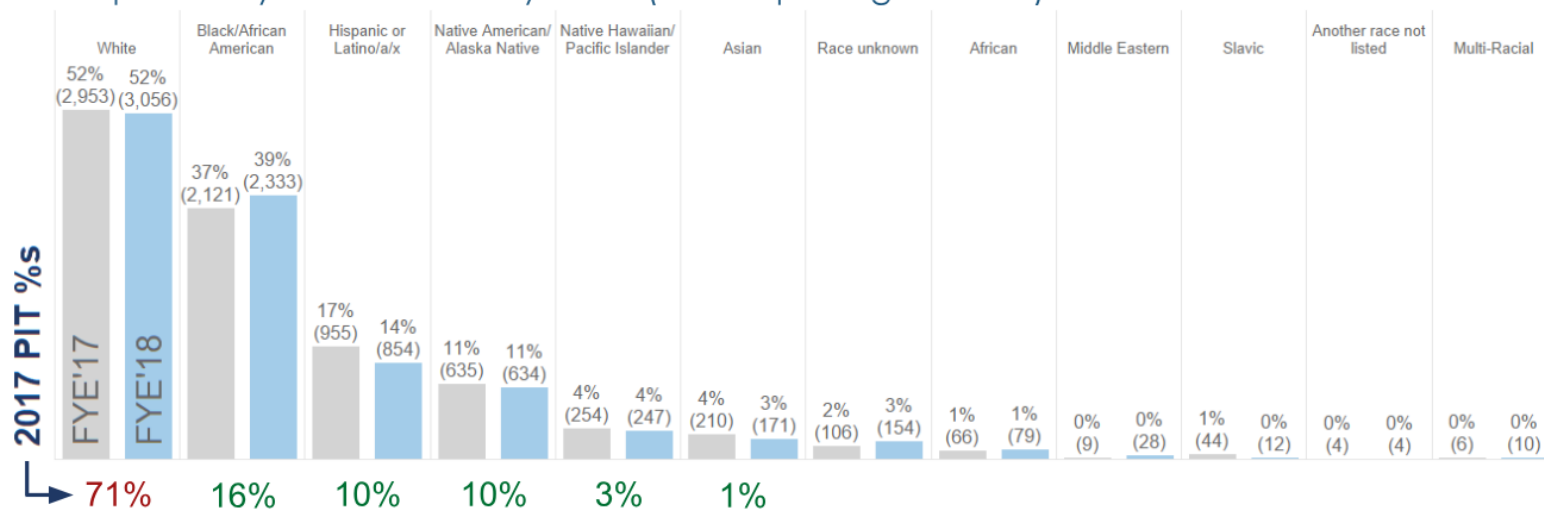
People Served in Permanent Housing (PH)

■ Previous report periods
■ FYE '18

People Newly Placed & Total Served in PH



People Newly Placed in PH by Race (NEW reporting method)





Disaggregating by Race



**Black/
African American (AA)**

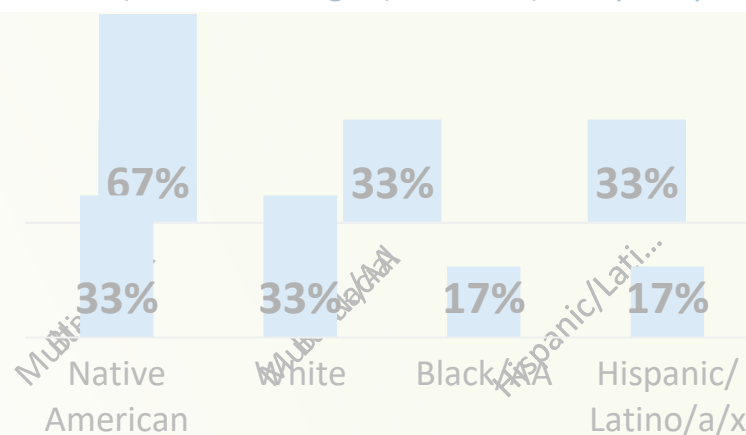


**Native American
&
White**

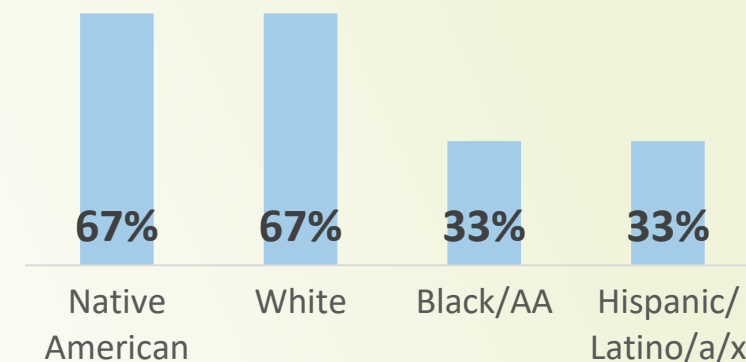


**Hispanic,
Native American, &
White**

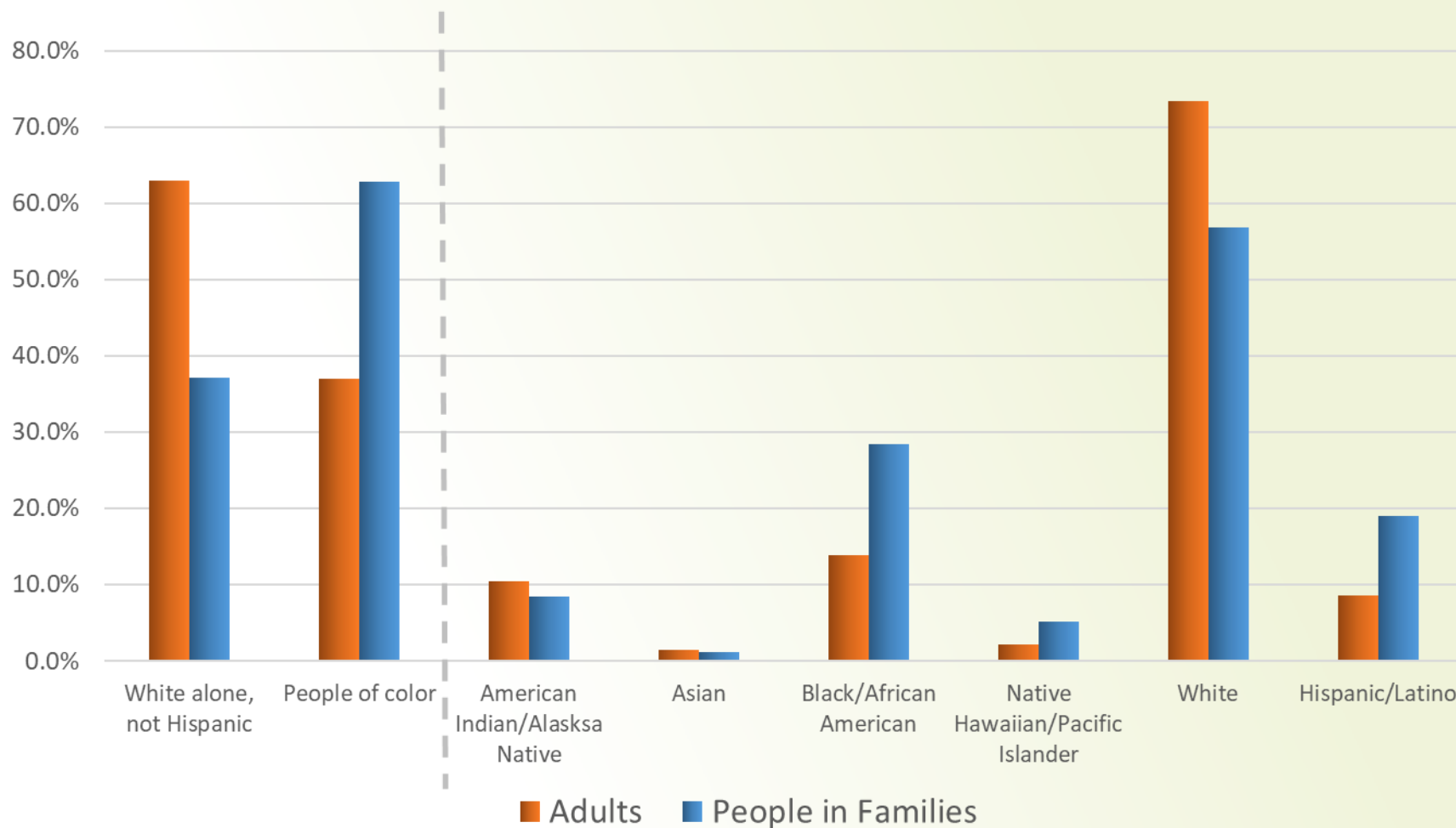
Participant Demographics Report (PDR)



New Inclusive Identity Approach



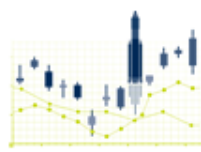
Race and Ethnicity of People Experiencing Homelessness in Multnomah County: Percentage by Household Type



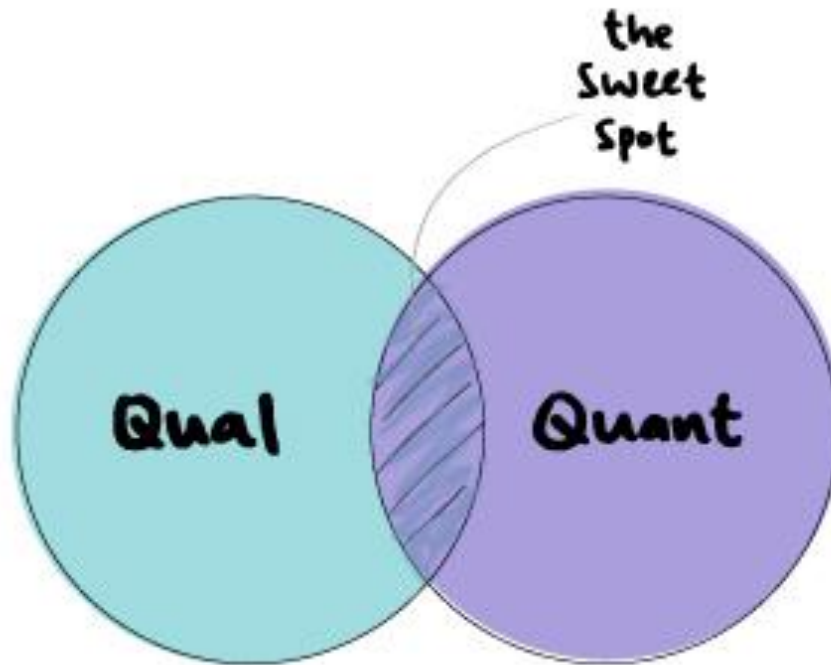


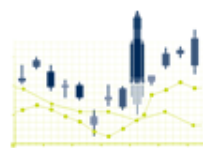
Best Way to Get Something Done is to Begin

- Establish and communicate shared values
- Establish common language
- Check assumptions
- Seek to understand current and historical context and experience
- Innovate – Collaborate with CoC, those with lived experience and historically marginalized communities to develop methods of defining, gathering and analyzing data that better reflect the experiences.



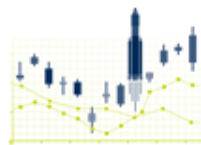
Part 3: Data Informed Equity Strategies





Culturally Specific Services

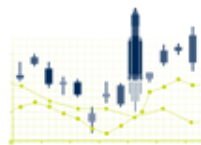
- Coalition of Communities of Color (CCC) – Unsettling Profiles
- Partnership between Multnomah County, the CCC, community based organizations reflective of communities of color and Portland State University.
- Significant Disparities
- Community based strategies



Shifting Beliefs

It is our belief that by design Culturally Specific Services diminish structural barriers and provide a sense of safety and belonging that leads to better outcomes for people experiencing racism and discrimination. We also believe that all services that Multnomah County provides should be culturally responsive and thereby able to adapt to the diversity of communities served.

Multnomah County



Shifting Norms: Culturally Responsive

Cultural responsiveness describes the ability to respond to the issues of diverse communities. It requires building knowledge and capacity at systemic, organizational, professional and individual levels. Culturally responsive services are those that are respectful of, and relevant to, the beliefs, practices, culture and linguistic needs of diverse populations and communities, whose members identify as having particular cultural or linguistic affiliations because of their place of birth, ancestry or ethnic origin, preferred language or language spoken at home.

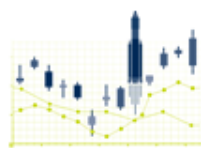
Multnomah County



Shifting Resources

Key strategies for transforming structures, systems and policies that contribute to racial inequity include shifting the ways in which funding and resources are allocated, and designing programming to meet individual and community needs.

Multnomah County



Shifting Strategies

- **Culturally specific services** are services provided for specific populations based on their particular needs, where the majority of members/clients are reflective of that community, and use language, structures and settings familiar to the culture of the target population to create an environment of belonging and safety in which services are delivered. Culturally specific organizations typically refer to organizations with a majority of members/clients from a particular community. Culturally specific organizations also have a culturally focused organizational identity and environment, a positive track record of successful community engagement, and recognition from the community served as advancing the best interests of that community. These definitions describe the organizational and programmatic elements intended to eliminate structural barriers and create environments that ensure safety and belonging.




Today...

- More communities participate in the process.
- More program delivery models that are relevant to communities of color and those with lived experience which intentionally remove barriers.
- Shifting funding and philosophies at the jurisdictional level.



Part 3: Opportunities

- CoC Governance
- Innovative Program Design
- Advocacy
- Braded Funding Strategies
- Shared learning

A person stands on a rooftop, looking out over a city at sunset. The sun is low on the horizon, casting a warm glow over the city and water. The text 'It's your turn to change the world' is overlaid on the image.

**It's your turn to
change the world**

