Supportive Services for Veteran Families (SSVF) Webinar Series

SSVF EQUITY: FOCUS ON RACE AND ETHNICITY

February 11, 2021

Link to Audio

U.S. Department of Veterans Affairs | Homeless Program Office

Presenters

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Agenda

- Introduction
- Why is it Important to Lead with Racial Equity and Social Justice?
- CoC Racial Equity Analysis Tool
- SSVF Race and Equity Report
- SSVF Next Steps in Leading with Racial Equity and Social Justice
- Q&A

Introduction

Why is it Important to Lead with Racial Equity and Social Justice?

We have an ethical responsibility to provide services to all of our community members

Race is the single largest predictor of outcomes along the social determinants of health

The American psyche and current national context

Allows us to be good fiscal stewards of our fund

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Targeted Universalism

Targeted Universalism

"An equity framing, which enhances the interpretation of data and events while also helping to clarify priorities by illuminating the interplay of race, class, gender, and power within the community".

Targeted Universalism: 5 steps

Step 1: Set a universal goal.

Step 2: Assess the general population performance relative to the   universal goal.

Step 3: Assess and identify the performance of groups that are performing differently with respect to the universal goal.

Step 4: Assess and understand the structures and other factors that support or interfere each group from achieving the universal goal.

Step 5: Develop and implement targeted strategies for each group to reach the goal.

Ten Things Everyone Should Know about Race
(adapted from PBS Race: Power of an Illusion)

1. Race is a modern idea
2. Race has no genetic basis
3. Human subspecies don't exist
4. Skin color really is only skin deep
5. Most variation is within, not between, "races."
6. Slavery predates race
7. Race and freedom (capitalism) were born together
8. Race justified social inequalities as natural
9. Race isn't biological, but racism is still real
10. Colorblindness will not end racism

Race

A false classification of humans created by Europeans in Power using White as the model of humanity and the height of human achievement for the purpose of establishing and maintaining power and privilege.

- Age of Discovery (15th – 17th Centuries) & Age of Enlightenment (18th Century)

- Caucasoid → Mongoloid → Australoid → Negroid

How is the myth of the racial hierarchy still showing up today?

"**Those closest to the problem** are **closest** to the solution, but **furthest** from **resources** and power."

-Glenn Martin

Intersectionality – Kimberlee Krenshaw

Agent/Privileged Group	Target/Oppressed Group	Oppression
White	Black, Brown, Indigenous, People of Color	Racism
Non-native	Native Indigenous	Colonialism
Non-trans Men	Women & Trans People	Sexism
Non-Disabled	People differently abled	Ableism
Christian	Other religions or ways of being	Christian Hegemony
Heterosexual	Lesbian, Gay, Bi, Queer, etc.	Heterosexism
Adult	Youth/Elder	Ageism
Wealthy	Poor and Working Class	Classism
Citizen	Non-Citizen	Nationalism
Formally Educated	Non-formally Educated	Elitism
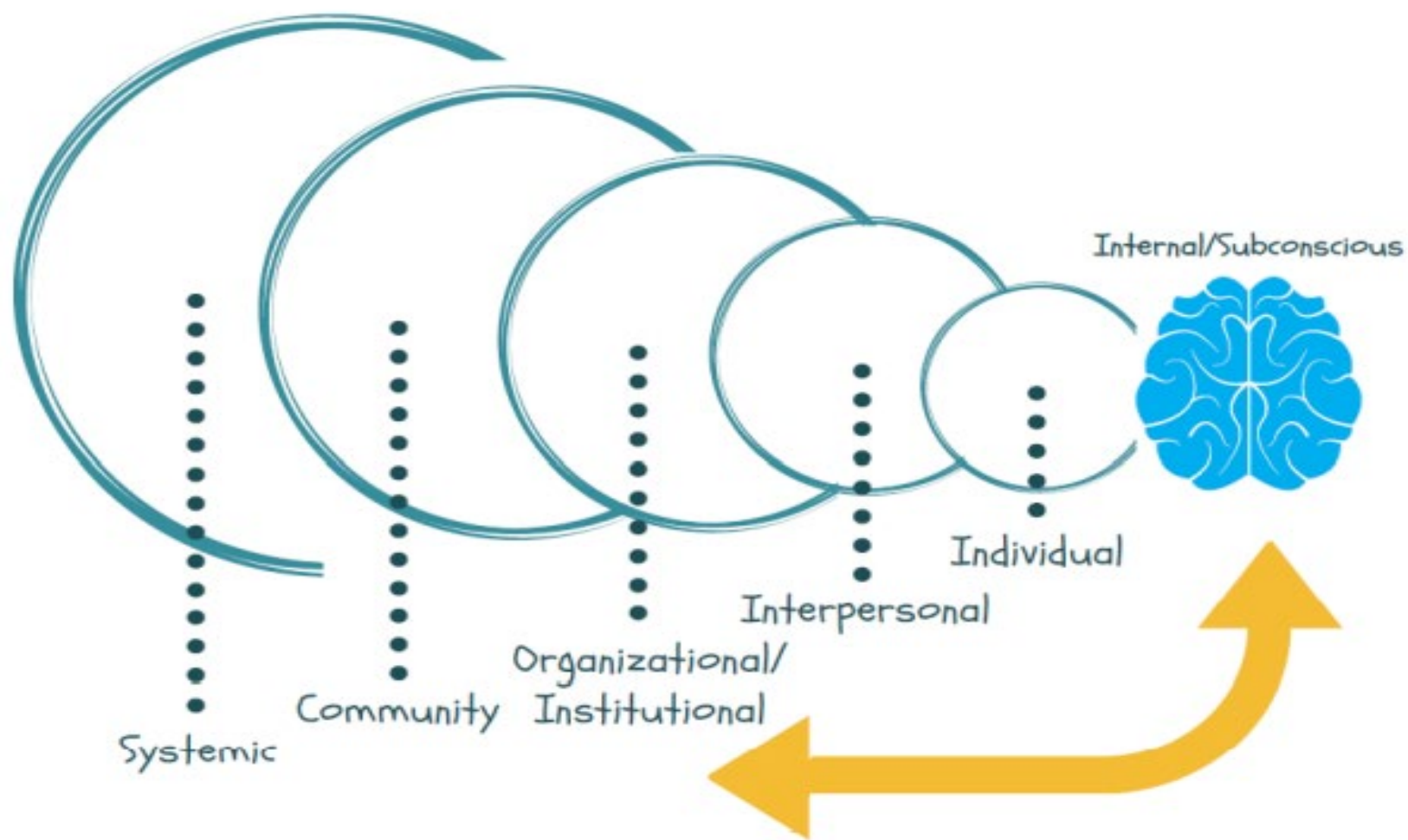
Equality vs. Equity vs. Justice

EQUALITY

EQUITY
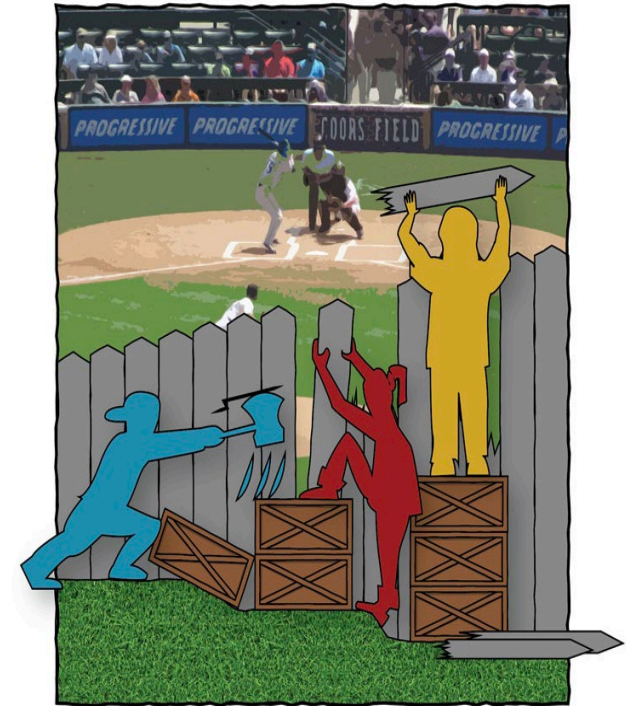
JUSTICE

The Evolution of Race Relations

Genocide
Enslavement
Bordering

Forced Assimilation
Segregation
Jim Crow

Post-Racist Society
"I don't see color"

Diversity
Multiculturalism
Inclusion

Anti-Racist / Anti-Oppression
Targeted Universalism
Racial Equity & Social Justice

Persistent & Systemic Racial Inequities

- Race: The House We Live In: California NewsReel

Being an Anti-Racist Practitioner

Reflection

- Socialization

- Internalized Racial Inferiority/Superiority

- Sharpening Analysis (Learning from History)

- Developing Leadership

- Using Racial Equity Toolkits and conducting Power Analyses

Action

- Sharing Culture/Engaging Across Difference/Transcending Allyship

- Check Your Privilege

- Maintain Accountability

- Recognize and Use your Role as Gate Keeper to Advance Racial and Social Justice

CoC Racial Equity Analysis Tool

CoC Racial Equity Analysis Tool

- HUD created the CoC Racial Equity Analysis Tool to help communities understand the unique race and ethnic characteristics of people experiencing homelessness.
- Communities can use the data in the Tool to identify disparities in homelessness for people:
  - of different race and ethnic groups
  - in several household types and population groups including families, youth and Veterans
  - who are sheltered and unsheltered
- To provide context, the Tool uses poverty data from the American Community Survey to provide a comparison to sheltered and unsheltered Point in Time data from January 2019.

CoC Racial Equity Analysis Tool (version 2.1)

Homelessness and poverty counts at the CoC and State level

Select your CoC

United States   **United States**

Distribution of Race

All People	All					
In Poverty (ACS)	61%	21%	1%	4%		12%
Experiencing Homelessness (PIT)	48%	40%	3%	3%		6%
Experiencing Unsheltered Homelessness (PIT)	57%	27%	5%	4%		8%

In Families with Children

Experiencing Homelessness (PIT)	35%	52%	2%	3%		7%
Experiencing Unsheltered Homelessness (PIT)	50%	21%	5%	15%		9%

■ White ▨ Black ■ Native American/Alaskan ■ Asian/Pacific Islander ■ Other/Multi-Racial

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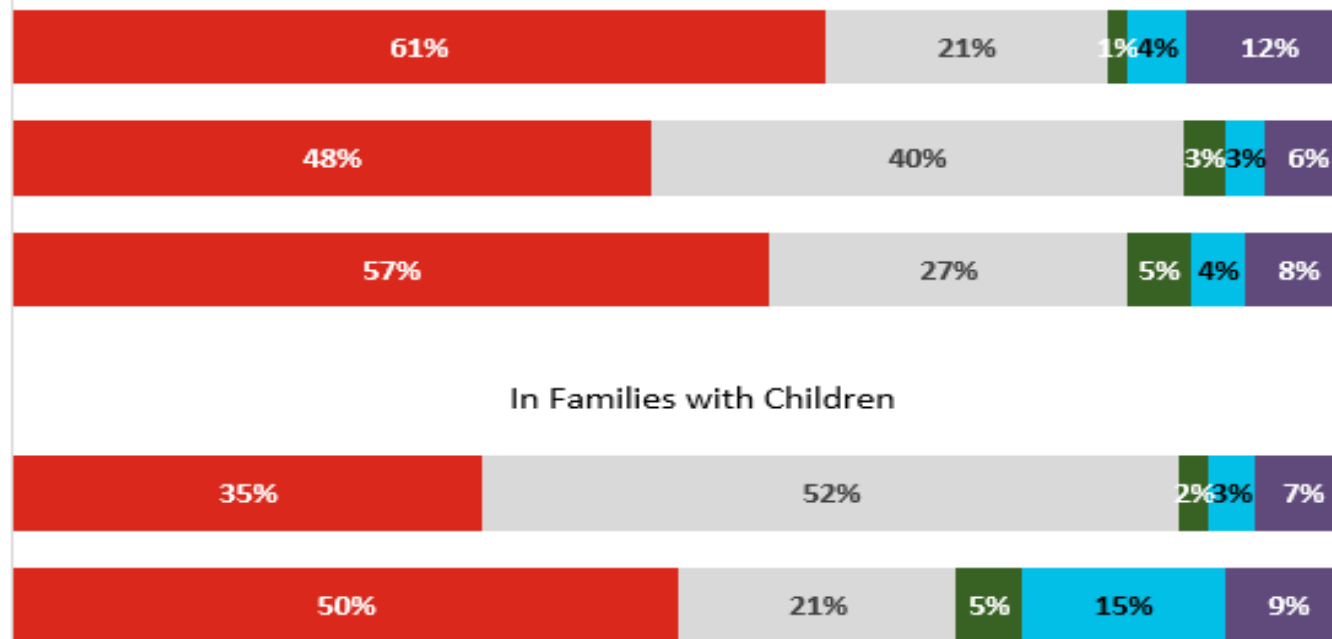
Distribution of Race for Veterans

Veterans — All

Veteran Poverty Data Not Available

	White	Black	Native American/Alaskan	Asian/Pacific Islander	Other/Multi-Racial
Experiencing Homelessness (PIT)	57%	33%	3%	2%	5%
Experiencing Unsheltered Homelessness (PIT)	58%	25%	5%	3%	8%

Data about Veterans in Families Not Available

Legend: ■ White ■ Black ■ Native American/Alaskan ■ Asian/Pacific Islander ■ Other/Multi-Racial
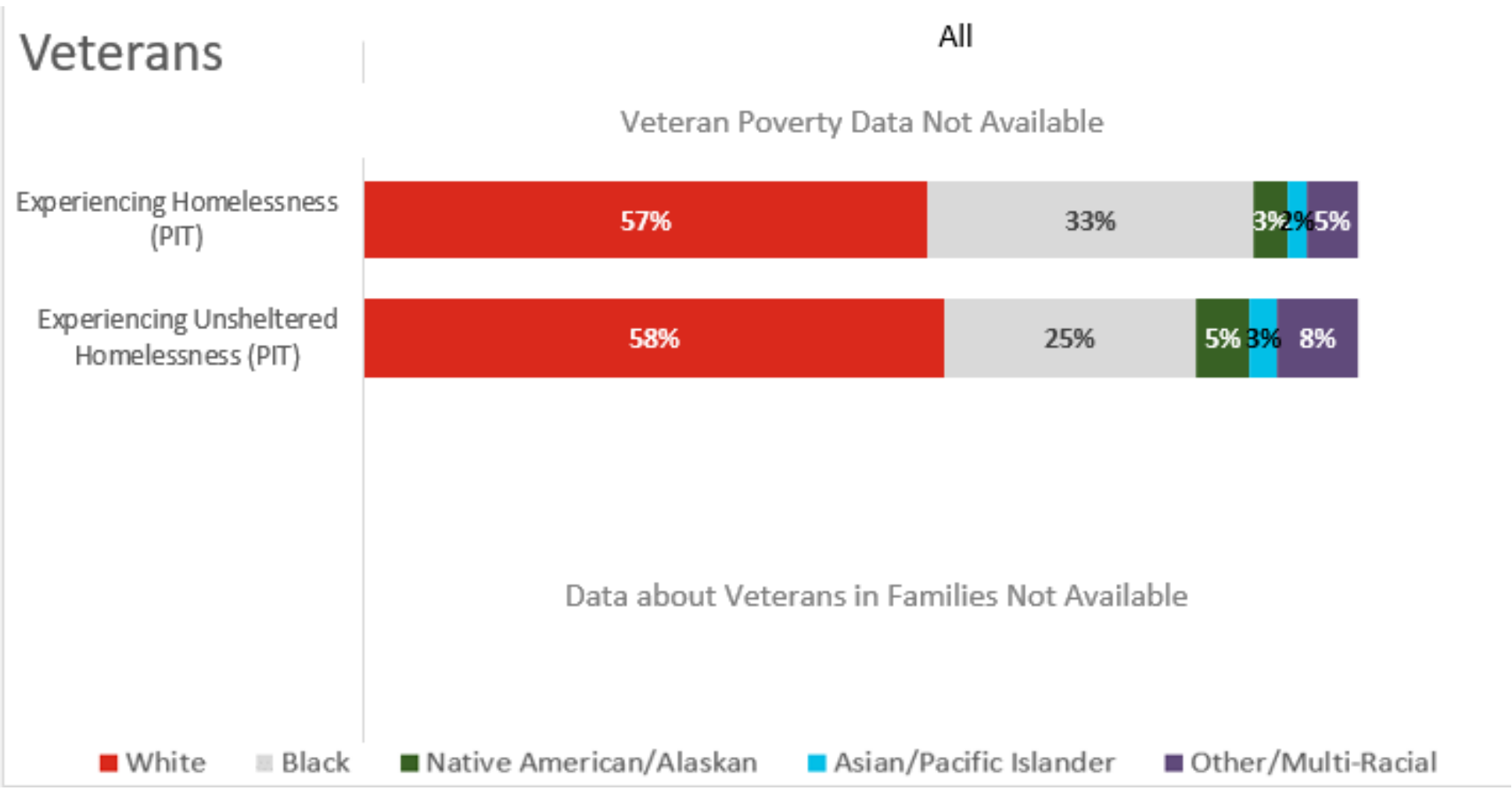
Distribution of Ethnicity

All People

All

	Hispanic	Non-Hispanic
In Poverty (ACS)	29%	71%
Experiencing Homelessness (PIT)	22%	78%
Experiencing Unsheltered Homelessness (PIT)	23%	77%

In Families with Children

	Hispanic	Non-Hispanic
Experiencing Homelessness (PIT)	29%	71%
Experiencing Unsheltered Homelessness (PIT)	20%	80%

■ Hispanic   ■ Non-Hispanic
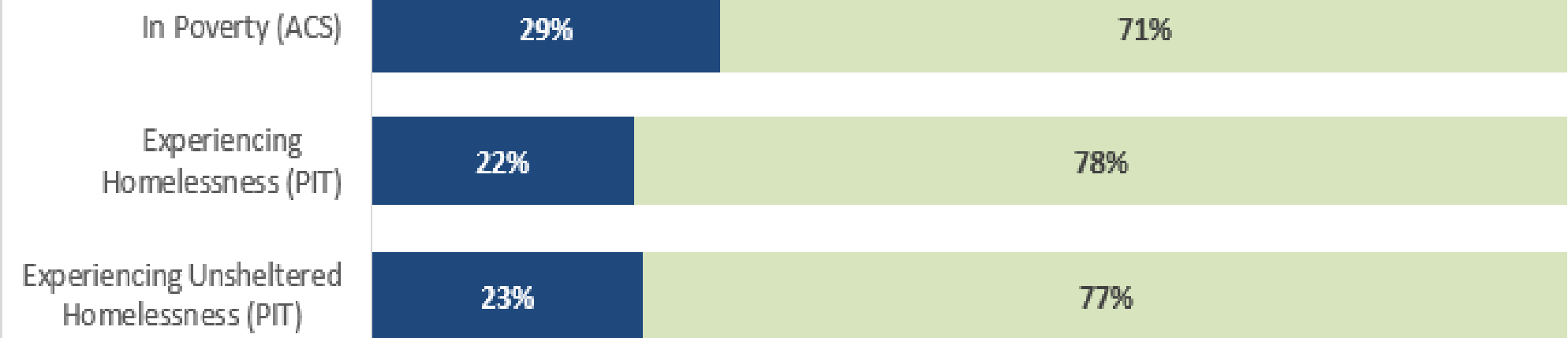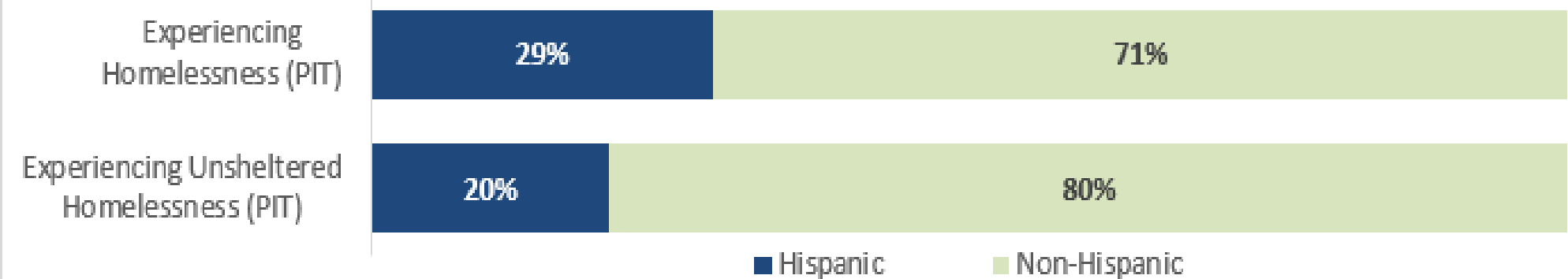
Distribution of Ethnicity for Veterans

Veterans

All

Veteran Poverty Data Not Available

Experiencing Homelessness (PIT): Hispanic 11%, Non-Hispanic 89%

Experiencing Unsheltered Homelessness (PIT): Hispanic 17%, Non-Hispanic 83%

Data about Veterans in Families Not Available

■ Hispanic   ■ Non-Hispanic

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HUD EXCHANGE

Programs ∨   **Resources** ∨   Trainings   Program Support ∨   Grantees ∨

Home > Resources > CoC Analysis Tool: Race and Ethnicity

Tools and Templates

CoC Analysis Tool: Race and Ethnicity

Date Published: March 2020

🖶 Print   ❮ ShareThis

Description

Each community has unique circumstances impacting people experiencing homelessness. The CoC Analysis Tool draws on Point-In-Time (PIT) Count and American Community Survey data to facilitate analysis of racial disparities among people experiencing homelessness. Such an analysis is a critical first step in identifying and changing racial and ethnic bias in our systems and services.

The number of people experiencing homelessness represented in this tool is drawn from the 2019 PIT Count data reported in the Annual Homeless Assessment Report (AHAR) to the U.S. Congress. PIT Counts are unduplicated 1-night estimates of sheltered and unsheltered homeless populations conducted by CoCs nationwide during the last week of January each year.

Select the link below to download the tool. To use the tool, select a CoC from the dropdown at the top of the Dashboard tab. The charts and tables will automatically populate with local and state data. Instruction and further details are provided in the accompanying PDF document and in the "How to Use this Tool" and "Methodology" tabs.

Author Organization
HUD

Resource Approver
HUD Approved

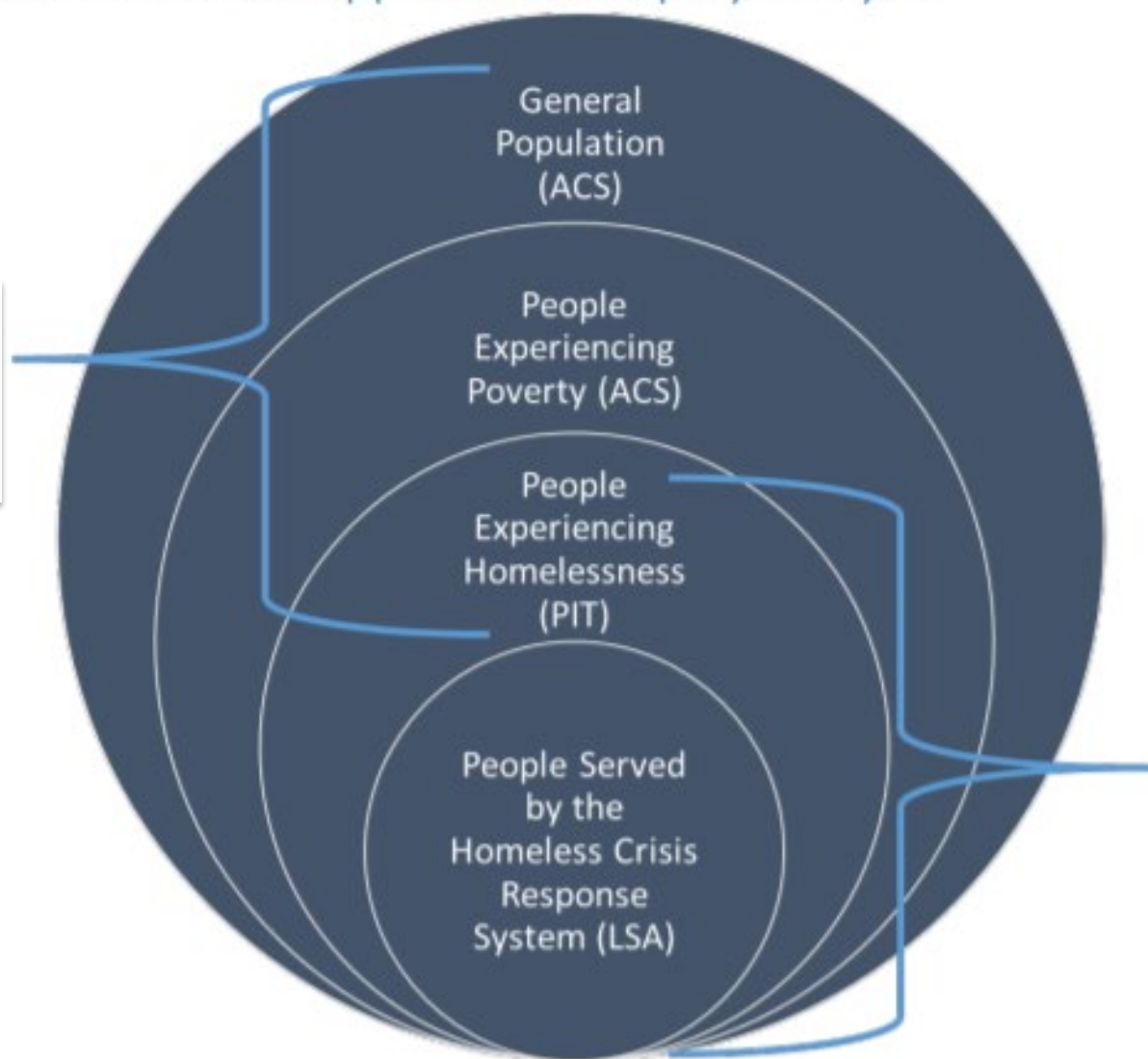U.S. Department of Veterans Affairs | Homeless Program Office

Additional Analysis

- While the **CoC Analysis Tool** can identify disproportionality in who experiences homelessness in your community, further analysis is needed to understand how your homeless crisis response system is serving people in various racial or ethnic demographic groups.
- Coordinated entry data disaggregated by race can help you see who is accessing your system and identify disparities in assessment and referral processes.
- Longitudinal System Analysis (LSA) data, as visualized through Stella Performance (Stella P), can help illuminate disparities in the rate people of different racial and ethnic groups become homeless, the length of time they stay homeless, the rate they exit to permanent housing, and return to the homeless system after exiting.

HUD Tools Available to Support Racial Equity Analysis

- CoC Racial Equity Analysis Tool

General Population (ACS)

People Experiencing Poverty (ACS)

People Experiencing Homelessness (PIT)

People Served by the Homeless Crisis Response System (LSA)

- Stella Performance
- Program Data

SSVF Equity Report

SSVF Equity Report Topics

1. Overview of the SSVF Equity Report

2. Service Disparities

3. Report Review Process

4. Limitations

5. Next Steps: Leading with Equity and Social Justice

Overview of the SSVF Equity Report

Purpose

- Black, Indigenous, and People of Color (BIPOC) communities disproportionally experience homelessness in the United States…

  54% of Veterans served by SSVF were persons of color (FY 2019 Annual Report)

- The SSVF Equity Report has been developed by the SSVF Program Office to **better understand and assist grantees in our efforts to achieve racial and ethnic equity in its service and practices**

Overview of the SSVF Equity Report

Explore Your Equity Data

Possible Disparity ID and Vetting

Make Policy and Practice Changes
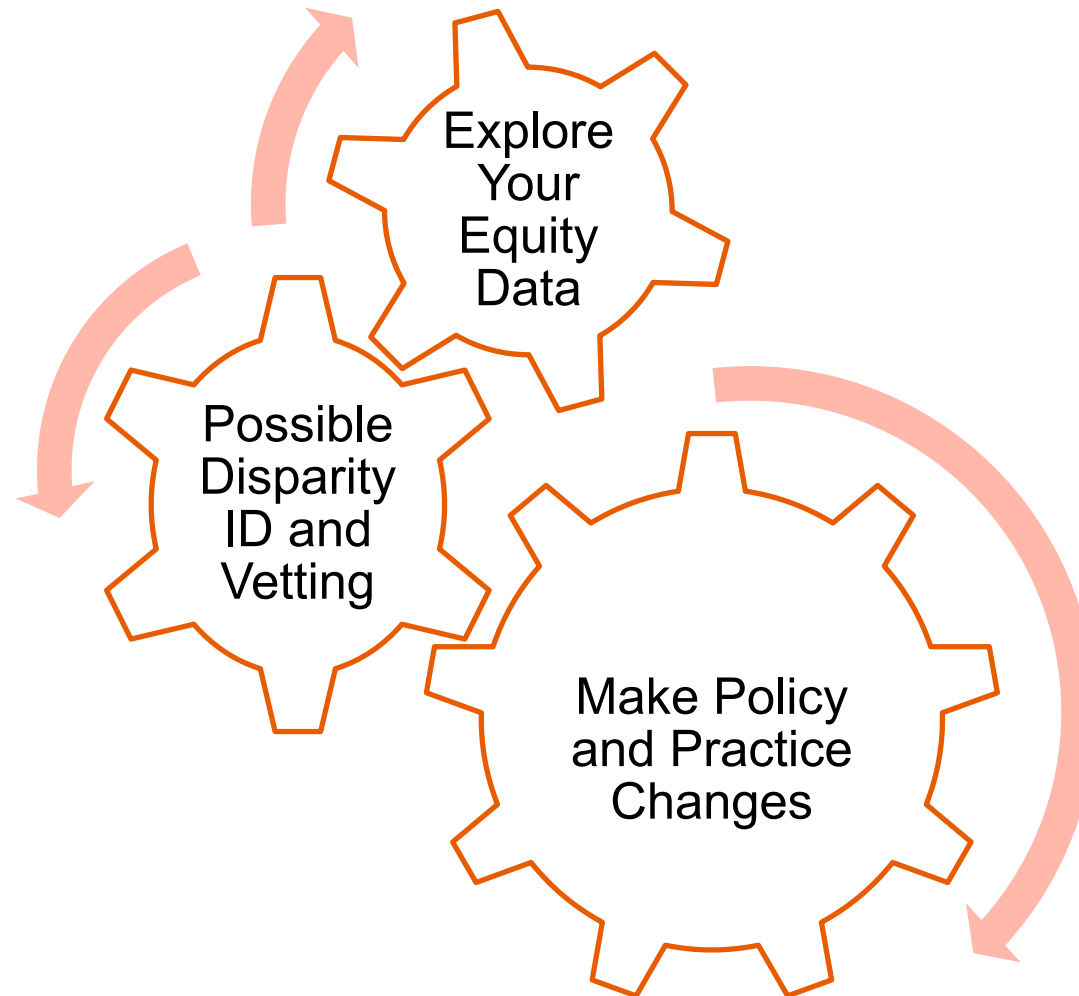
Overview of the SSVF Equity Report

Data Availability

- Level: National and Your Grant(s)
- Period: FY 2020 (full year)

Timing

- This NEW report will be made available to all grantees via email shortly after this presentation
- Follow-up reports will be released during this FY, as possible
  - **Take Regular Action:** Use this report and the SSVF Monthly Report to track equity, identify possible disparities, and implement practice and policy change

Overview of the SSVF Equity Report
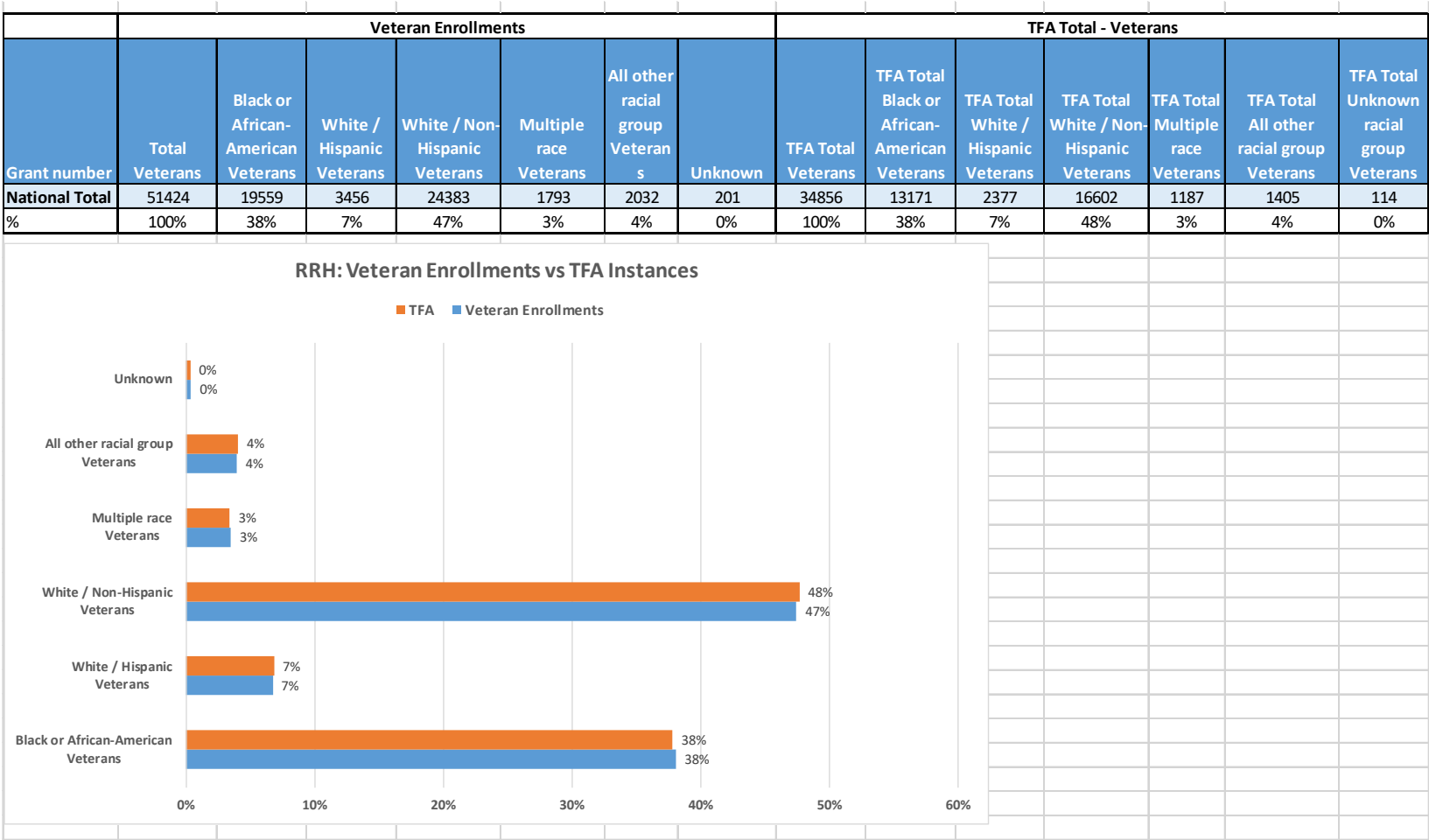
Report Sections

- Introduction

- RRH
  - National data and graphs
  - Tables: Grantee-level data

- HP
  - National data and graphs
  - Tables: Grantee-level data

- Reference: Grantee List, includes CoCs served and RCs for each grantee ID

Overview of the SSVF Equity Report
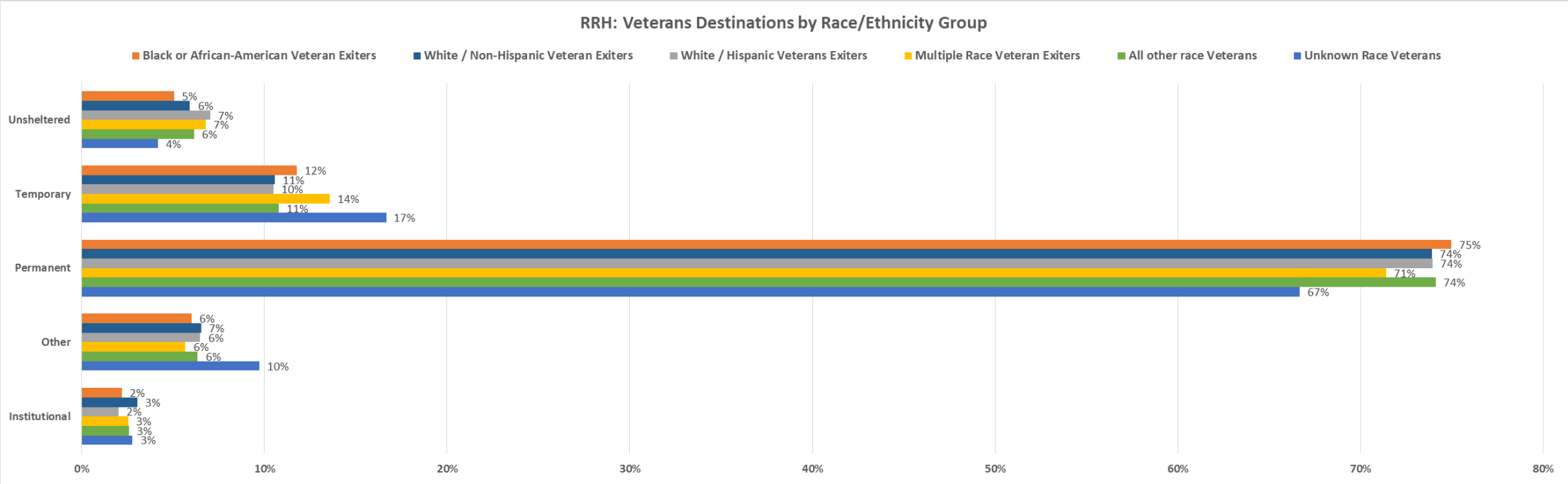
Report Sections

- RRH
  - National data and graphs
    - Enrollment vs. TFA Instances

		Veteran Enrollments						TFA Total - Veterans						
Grant number	Total Veterans	Black or African-American Veterans	White / Hispanic Veterans	White / Non-Hispanic Veterans	Multiple race Veterans	All other racial group Veterans	Unknown	TFA Total Veterans	TFA Total Black or African-American Veterans	TFA Total White / Hispanic Veterans	TFA Total White / Non-Hispanic Veterans	TFA Total Multiple race Veterans	TFA Total All other racial group Veterans	TFA Total Unknown racial group Veterans
National Total	51424	19559	3456	24383	1793	2032	201	34856	13171	2377	16602	1187	1405	114
%	100%	38%	7%	47%	3%	4%	0%	100%	38%	7%	48%	3%	4%	0%

RRH: Veteran Enrollments vs TFA Instances

■ TFA ■ Veteran Enrollments

Category	TFA	Veteran Enrollments
Unknown	0%	0%
All other racial group Veterans	4%	4%
Multiple race Veterans	3%	3%
White / Non-Hispanic Veterans	48%	47%
White / Hispanic Veterans	7%	7%
Black or African-American Veterans	38%	38%

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Overview of the SSVF Equity Report

Report Sections

- RRH
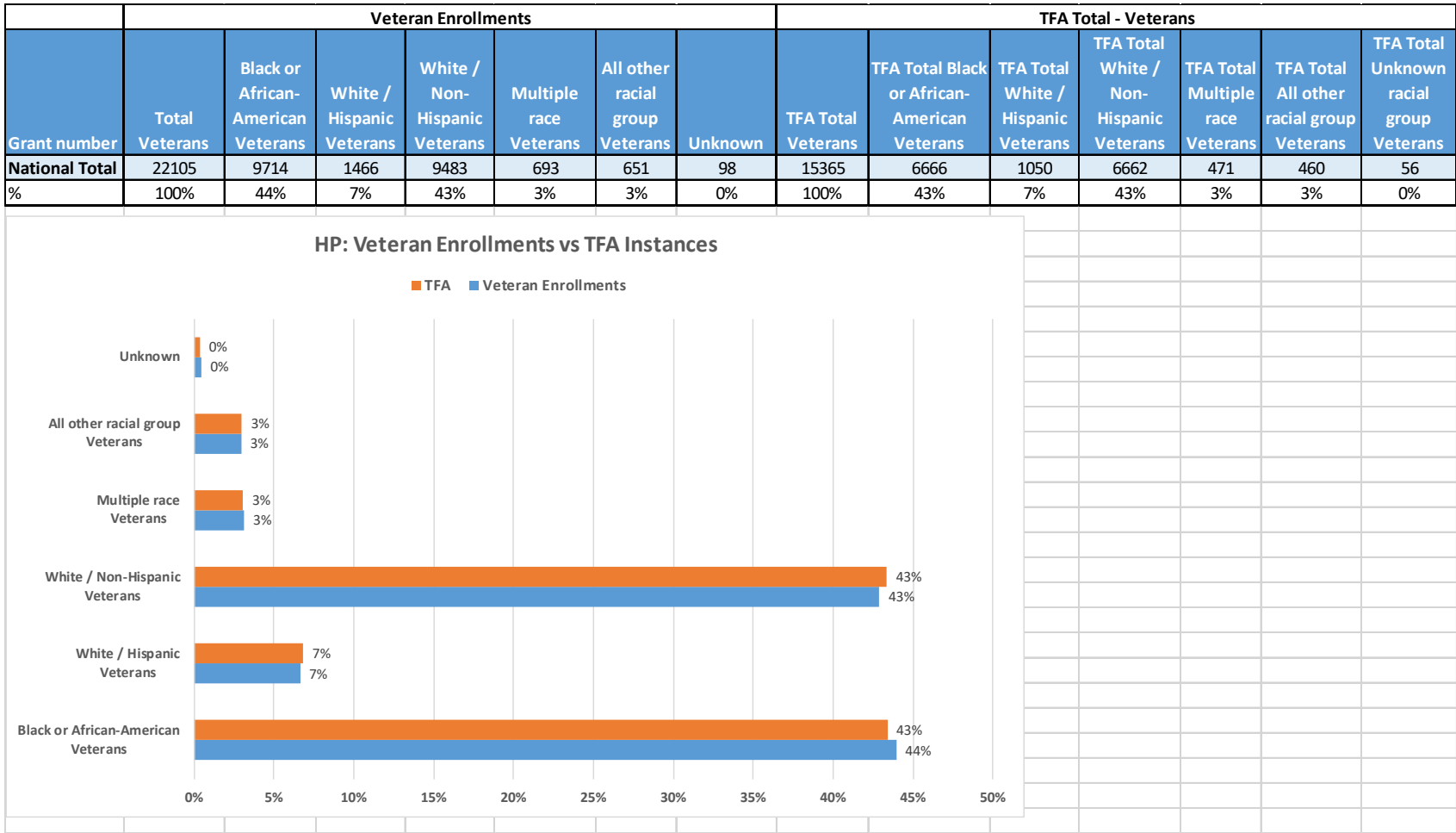 - National data and graphs
    - Veteran Destinations by Race/Ethnicity Group

RRH: Veterans Destinations by Race/Ethnicity Group

Overview of the SSVF Equity Report

Report Sections

- HP
  - National data and graphs
    - Enrollment vs. TFA Instances

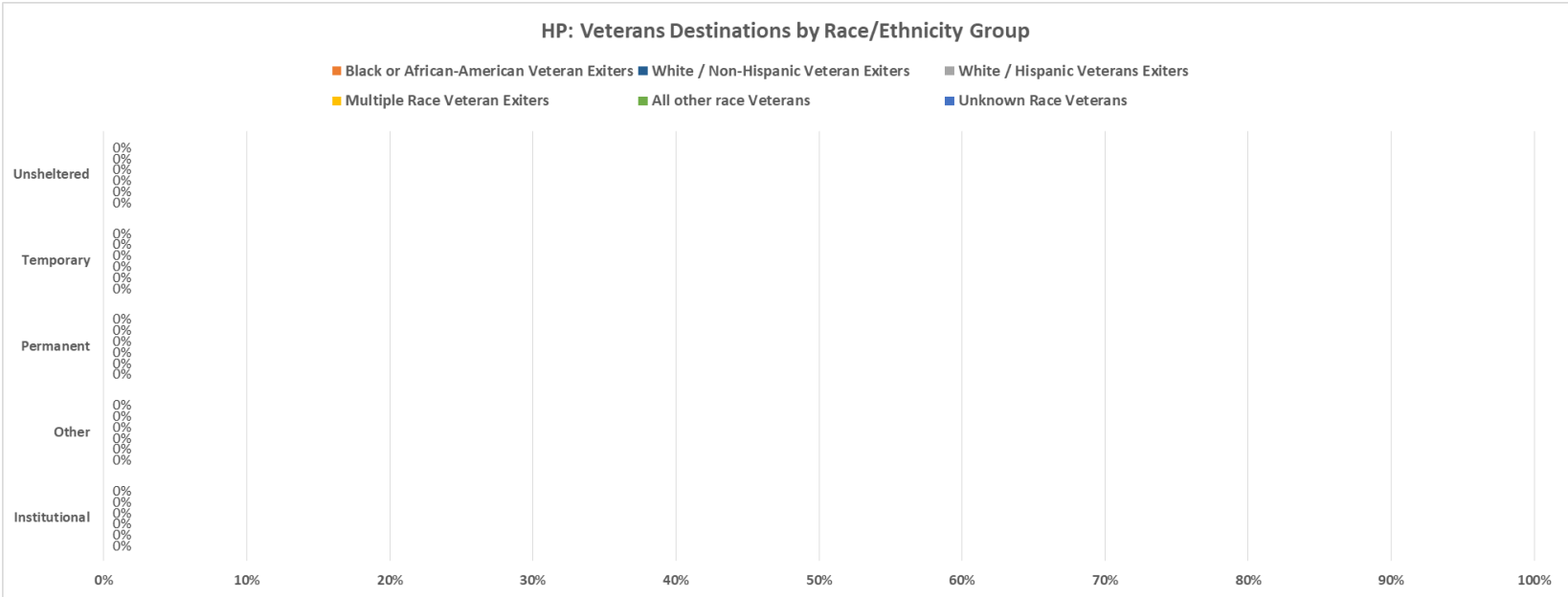|	Veteran Enrollments						TFA Total - Veterans						
Grant number	**Total Veterans**	**Black or African-American Veterans**	**White / Hispanic Veterans**	**White / Non-Hispanic Veterans**	**Multiple race Veterans**	**All other racial group Veterans**	**Unknown**	**TFA Total Veterans**	**TFA Total Black or African-American Veterans**	**TFA Total White / Hispanic Veterans**	**TFA Total White / Non-Hispanic Veterans**	**TFA Total Multiple race Veterans**	**TFA Total All other racial group Veterans**	**TFA Total Unknown racial group Veterans**
National Total	22105	9714	1466	9483	693	651	98	15365	6666	1050	6662	471	460	56
%	100%	44%	7%	43%	3%	3%	0%	100%	43%	7%	43%	3%	3%	0%

HP: Veteran Enrollments vs TFA Instances

Overview of the SSVF Equity Report

Report Sections

- HP
  - National data and graphs
    - Veteran Destinations by Race/Ethnicity Group

HP: Veterans Destinations by Race/Ethnicity Group

■ Black or African-American Veteran Exiters ■ White / Non-Hispanic Veteran Exiters ▪ White / Hispanic Veterans Exiters
■ Multiple Race Veteran Exiters ■ All other race Veterans ■ Unknown Race Veterans

Overview of the SSVF Equity Report

Table Sections: Prior Living Situations

Domain		Prior Living Total - Veterans (Simplified)						Prior Living Black or African-American Veterans (Simplified)					
Grant number	Regional Coordinator	Institutional	Permanent	Temporary	Unknown	Unsheltered	Total veterans	Institutional	Permanent	Temporary	Unknown	Unsheltered	Total veterans
National Total	**National Total**	2479	2653	21521	272	24499	51424	794	1178	8594	114	8879	19559
Example Grantee	Katie Morrissett	7	2	42		48	99	1		10		8	19

Service Disparities

Three Disparity Checks Available at the Grantee Level

1. Veteran Enrollments by race % in BIPOC communities

2. Difference between Veterans in BIPOC communities' Enrollments and TFA Instances %

3. Difference between PH Exiters % by Race

Overview of the SSVF Equity Report

Table Sections

-- Disparity Check 1: Veteran Enrollments by race % in BIPOC communities

Domain								Veteran Enrollments
Grant number	Regional Coordinator	Total Veterans	Black or African-American Veterans	White / Hispanic Veterans	White / Non-Hispanic Veterans	Multiple race Veterans	All other racial group Veterans	Unknown	Disparity Check 1: Veteran ENROLLMENTS by race % in BIOPOC communities
National Total	National Total	51424	19559	3456	24383	1793	2032	201	53%
Example Grantee	Katie Morrissett	99	19	2	45	8	25	0	55%

Compare with…
    a) CoC level HMIS equity data…
        ▪ Veterans Point-In-Time Count
        ▪ HMIS reports with Veterans Data
    b) HUD CoC Analysis Tool: Race and Ethnicity

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Overview of the SSVF Equity Report

Table Sections

-- Disparity Check 2: Difference between Veterans in BIPOC communities'

Enrollments and TFA Instances %

Domain			TFA Instances - Veterans							
Grant number ▾	Regional Coordinator ▾		TFA Instances Veterans ▾	TFA Instances Black or African-American Veterans ▾	TFA Instances White / Hispanic Veterans ▾	TFA Instances White / Non-Hispanic Veterans ▾	TFA Instances Multiple race Veterans ▾	TFA Instances All other racial group Veterans ▾	TFA Instances Unknown racial group Veterans ▾	Reference 2: % of TFA instances for Veterans in BIPOC communiti ▾	Disparity Check 2: Difference between Veterans in BIPOC communities' Enrollments and TFA Instances %s ▾
National Total	National Total		34856	13171	2377	16602	1187	1405	114	52%	0%
Example Grantee	Katie Morrissett		85	17	1	38	8	21	0	55%	1%

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Overview of the SSVF Equity Report

Table Sections

-- Disparity Check 3: Difference between PH Exiters % by Race

Domain		Veteran Exiters - Total (Simplified)						Veteran Black or African-American Exiters - Total (Simplified)						
Grant number	Regional Coordinator	Institutional	Other	Permanent	Temporary	Unsheltered	Total veterans exited	Reference 3A: Overall PH Exit Rate	Institutional	Other	Permanent	Temporary	Unsheltered	Total veterans exited	Reference 3B: Veteran Black or African-American PH Exiters	Disparity Check 3 Difference between PH Exiters % by Race: Veteran Black or African-American PH Exiters
National Total	National Total	701	1685	19818	2975	1524	26703	74%	220	604	7546	1186	510	10066	75%	1%
Example Grantee	Katie Morrissett	2	3	44	1	2	52	85%			7			7	100%	15%

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Service Disparities

Review Possible Disparity Findings - Use contextual information to review of possible disparity findings…

1. **Make Local Comparisons:** Local comparisons are critical for reviewing your grant's enrollment data. That is because CoC's distributions of persons or Veterans experiencing homelessness or poverty may vary widely from the national average. As such, national comparisons are likely inadequate for the identification of racial disparities.

2. **Review the Scale:** The smaller the number of Veterans served by an SSVF grantee, the less usable the report's disparity checks will be.
   - ✓ Grantees who served less than 40 Veterans in this data set should be most careful in drawing inferences from the tool's results alone.

Service Disparities

Review Possible Disparity Findings

3. **Identify and Review the Specifics:** Dig deeper into the impacted racial or ethnic group most specifically impacted. That specificity can be useful in reviewing SSVF practices impacts on each racial and ethnic group.

   ✓ For example, for the Disparity Check 2: Difference between Non-White Enrollments and TFA Instances, if the BIPOC and White/Non-Hispanic group TFA difference is significant, then review the respective differences between racial and ethnic groups' enrollment and TFA instances closely.

4. **Identify and Review Other Possible Mitigating Factors:** As the scope of this tool is limited, other factors such as household types, gender, sub-geographic SSVF provider coordination efforts, and other mitigating factors may account for some of any disparities identified.

Report Review Process

Report Review Process

- Regularize Equity Reviews

  ✓ Calendar meeting time for SSVF Equity reviews
    - Share and review the SSVF Equity Report and the SSVF Monthly Report internally

  ✓ Commit to follow-up policy and practices discussions and actions

  ✓ Share your findings externally to help ensure equity in referrals and placements

Limitations

Limitations

1. **Limited View:** The new report's data is limited and should not be used to dismiss instances or claims of racial discrimination, bias, or practices

2. **First Iteration:** We plan on learning, soliciting feedback, and integrating that feedback to make this tool more useable and effective

3. **No Simple Conclusions:** There are no set definitions of what percentage disparity constitutes racial or ethnic disparities in this document.

Limitations

4. **Local data:** CoCs may have varying levels of useful and available comparative data sources from which to draw context. If there are multiple CoCs in your area, comparisons may be more complex.

5. **Precision:** For ease of usage, this report limits some of its disparity checks to comparisons between BIPOC and White/Non-Hispanic groups. That comparison may not be precise enough to identify possible disparities for some grantees.

6. **TFA:** TFA data is limited to instances of TFA disbursement by grantees, rather than amounts.

7. **Data Quality**

Next Steps: Leading with Equity and Social Justice

Next Steps: Leading with Equity and Social Justice

1. Data review integration, e.g., returns to homeless, TFA
2. Meaningful partnerships with Veterans with lived experience and community advocacy groups
3. Organizational and Community focus

Next Steps: Data Review

Enrollment Checkpoints
1. Enrollment: Barriers
2. Referral System Review
3. CES Coordination Review

TFA Checkpoints
1. Length of stay
2. Time to employment
3. Time to permanent housing

PH Placement Checkpoints
1. System partners and stakeholders
2. Barriers (PHA ,landlords)

Always ask….What could be the driver for any difference noted?

Next Steps: Meaningful Partnerships with Veterans with Lived Experience

1. The voices of Veterans who have experienced homelessness are traditionally missing from the planning, program, and policy development process.

2. Our Veterans experiencing homelessness are resourceful and have strengths and assets that must be acknowledged in the design of services and policy making.

3. Veterans with lived experience of homelessness can offer really great insights into what works well and what doesn't.

Adapted from Source: https://ighhub.org/solutions/strategy-planning/expertise-lived-experience

Next Steps: Meaningful Partnerships with Veterans with Lived Experience are based on inclusion

1. Veterans with lived expertise should feel appreciated for their time and contributions. This includes ensuring access to meals, transportation, smart phone Wifi, and other technology that allows for full participation, when and if appropriate.

2. Devote the necessary resources to make the process successful (i.e. budget, staff time, space). Ensure reminder calls, and adequate staff support. Be mindful of the emotional labor and resources this support requires.

Adapted from Source: https://ighhub.org/solutions/strategy-planning/expertise-lived-experience

Next Steps: Considerations for Meaningful Partnerships

Avoid	Do
Transactional only relationships	Create meaningful partnerships based on mutual respect
Tokenism	Include people of different experiences and backgrounds
Having decision making conversations in silos	Engage in transparency
Making decisions about how, when and where conversations will be had without consultation	Create safe, trusting spaces that involve inclusion from the start.

Next Steps: Meaningful Partnerships with Community Advocates and Stakeholders

1. Partner with agencies that are deeply connected within the communities. These partnerships can and should include non-traditional homeless services providers.

2. Intentionally leverage each other's expertise and connections.

Next Steps: Organizational Focus on Equity and Social Justice

Staffing Practices

1. Hiring staff who are reflective of the communities and cultures served.
2. Providing equitable professional development opportunities.
3. Creating trainings about discrimination and bias.
4. Ensuring safe spaces for supervision and discussion.

Agency Policies, Procedures, and Data Collection Practices

1. Making equity and social justice a part of your Mission Statement.
2. Embedding an equity and social justice focus within day to day operations.
3. Prioritizing support both for the staff and populations served.

Strategic Organizational Practices

1. Partnering with local and regional alliances.
2. Engaging in the fair distribution of programmatic, financial, and informational resources.

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Resources

SSVF Race Equity Webinar
https://youtu.be/JytwiubZEFo

Data and Equity
https://files.hudexchange.info/resources/documents/Data-and-Equity-Using-the-Data-You-Have.pdf

Prevention to Promote Equity
https://files.hudexchange.info/resources/documents/COVID-19-Homeless-System-Response-Prevention-to-Promote-Equity.pdf

Equity Capacity: Hiring, Training, and Supervision
https://files.hudexchange.info/resources/documents/COVID-19-Homeless-System-Response-Equity-Capacity-Building-Hiring-Supervision-Training.pdf

Staff Orientation to Race Equity
https://files.hudexchange.info/resources/documents/COVID-19-Homeless-System-Response-Staff-Orientation-to-Racial-Equity.pdf

Creating a Cultural Equity Plan
https://files.hudexchange.info/resources/documents/COVID-19-Homeless-System-Response-Creating-a-Cultural-Equity-Plan-Organizational-Policies-and-Procedures.pdf

Q&A