Using the Race Equity Provider Toolkit

INTRODUCTION

"People of color are dramatically more likely than White people to experience homelessness in the United States. This is no accident; it is the result of centuries of structural racism that have excluded historically oppressed people—particularly Black and Native Americans—from equal access to housing, community supports, and opportunities for economic mobility" (Olivet et al., *SPARC Phase One Study Findings*, 4).

To start addressing these inequities locally, the Arizona Balance of State Continuum of Care (CoC) partnered with a race equity consulting group to advance best practices and positive outcomes for people who have been historically marginalized. Focusing efforts on combating structural racism, the CoC aims to advance racial equity and strategies to end homelessness in the community.

As part of this work, the CoC is empowering leaders and organizations in the community to champion racial equity. One way this can be accomplished is by using data to analyze the racial equity of programs and using those findings to improve access to care and service delivery for people experiencing homelessness. The Homeless Management Information Systems (HMIS) team at Solari Crisis & Human Services developed a Race Equity Provider Toolkit to help organizations do just that.

The purpose of this document is to provide guidance on how to use the [Racial Disparities in Homelessness Dashboard](#) alongside the Race Equity Toolkit Business Objects report run for your agency/programs to evaluate the racial equity of projects and the overall Maricopa County Homeless System.

The dashboard looks at racial disparities in poverty and homelessness in the state of Arizona. The Business Objects report provides the following data:

- Reasons for Homelessness
- Length of Stay
- Time between Entry and HMID
- Rates of HMID and Engagement
- Exit Destination
- Death Rates

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There are two steps to get started:

1) In BOS HMIS Project (ServicePoint), run the **Race Equity Toolkit BO report** (where to access the BO report can be found on page 4)

2) Pull up the **Racial Disparities in Poverty and Homelessness Dashboard (located in tab 4 of BOS-System Performances Measures.**

In the **dashboard***, you can see:

	The percent of persons who identify as a given race or ethnicity in **Balance of State**
	The percent of persons living in poverty in **Balance of State**, broken out by race and ethnicity
	The percent of clients experiencing homelessness (in an Emergency Shelter/Supportive Housing/Transitional Housing/Permanent Housing program) in **Balance of State**, broken out by race and ethnicity
	The percent of clients served in an Emergency Shelter/Supportive Housing/Transitional Housing program in **Balance of State**, broken out by race and ethnicity
	The percent of clients served in a Rapid Rehousing program in **Balance of State**, broken out by race and ethnicity
	The percent of clients served in a Permanent Supportive Housing/Other Supportive Housing program in **Balance of State**, broken out by race and ethnicity

*The population and poverty data is pulled from the U.S. Census Bureau, 2019 American Community Survey 5-Year Estimates. 2020 data will be available once the 2020 Census has been released. Homelessness data is based on the BOS Continuum of Care's Homeless Management Information System (HMIS).

In the BO report, you can see:

- The race and ethnicity breakdown of your clients
- The primary reason of homelessness, broken out by race and ethnicity
- The length of time clients spend in your program, broken out by race and ethnicity
- Your clients' exit destinations and death rates, broken out by race and ethnicity
- Housing move-in dates and dates of engagement for your clients, broken out by race and ethnicity

Each tab in the report shows a summary table of client counts related to the title of the sheet.

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USING THE DATA

- Compare the race/ethnicity makeup of your clients to the percentages of those same races/ethnicities present in the general Balance of State population – are they over- or underrepresented in your programs?
- Compare the race/ethnicity makeup of your clients to the percentages of those same races/ethnicities present in the corresponding program(s) on the dashboard – are the numbers higher or lower?
- Look at the primary reason for homelessness for your clients – are there any trends for Black, Indigenous, People of Color (BIPOC) clients compared to White clients?
- Identify which clients spend more or less time in your programs – are there any disparities based on race/ethnicity?
- Compare the exit destinations for your BIPOC clients to your White clients – which groups have more positive exits?
- Identify the death rates for your BIPOC clients versus your White clients – which group sees higher death rates?
- Compare the HMIDs for your BIPOC clients to your White clients – which group has more HMIDs?
- Run the BO report on a monthly or quarterly basis to see how your trends change over time. If you have implemented any new strategies to address programmatic inequities, the impact of those strategies will be reflected in the report.

What does your snapshot tell you?

- Look at the big picture—health factors and outcomes for clients
- Check your measures—which are strongest? Which could use some work?
- Look at your trends
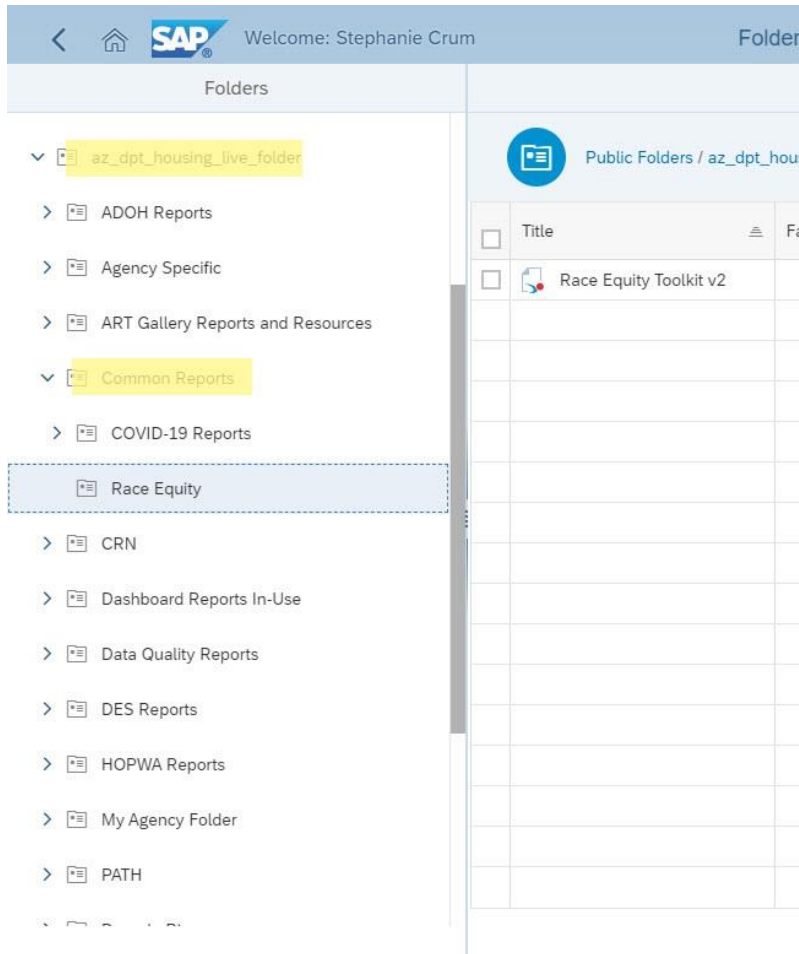- Look at measures disaggregated by race/ethnicity

The data is a starting point:

- To start or broaden conversations about homelessness, race/ethnicity, and equity
- To draw attention to gaps by place and race
- To prompt urgency on the issues influencing homelessness
- To move those conversations to action

"Equitable strategies to address homelessness must include programmatic and systems level changes, and they must begin to address homelessness prevention. It is not enough to move people of color out of homelessness if the systems are setting people up for a revolving door of substandard housing and housing instability" (Olivet et al., *SPARC Phase One Study Findings*, 5).

"The homelessness field stands at a crossroads: continue to use color-blind strategies to solve an entrenched social problem that disproportionately impacts people of color or embrace a racially equitable approach to addressing homelessness" (Olivet et al., *SPARC Phase One Study Findings*, 21).

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WHERE TO FIND THE BO REPORT

For questions about using this toolkit please contact:

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