

# RACE EQUITY PROVIDER TOOLKIT

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 (BO) report** for your agency/programs to evaluate the racial equity of projects and the overall Maricopa County Homeless System.

The data is a starting point to:

- Start or broaden conversations about homelessness, race/ethnicity, and equity
- Draw attention to gaps by place and race
- Prompt urgency on the issues influencing homelessness
- Move those conversations to action

The dashboard looks at racial disparities in poverty and homelessness in the state of Arizona, primarily Maricopa County. The HMIS BO report provides data focused around your program outputs and outcomes in these areas.

- Enrollment Counts
- Reasons for Homelessness
- Eviction
- Outreach engagement
- Housing Move-In
- Exit Destinations & Exit Reasons
- Length of stay in program

## UTILIZING THE RACIAL DISPARITIES IN HOMELESSNESS DASHBOARD

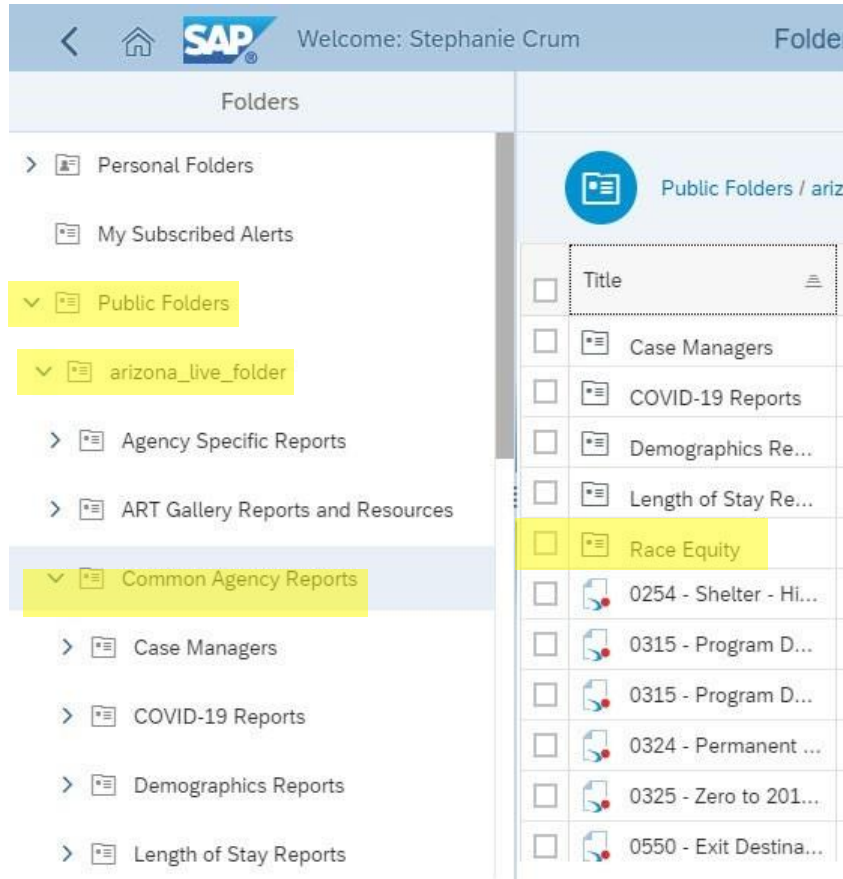
Review the current [Racial Disparities in Poverty and Homelessness Dashboard](#)

	The percent of persons who identify as a given race or ethnicity in Maricopa County
	The percent of persons living in poverty in Maricopa County, broken out by race and ethnicity
	The percent of clients experiencing homelessness in Maricopa County, broken out by race and ethnicity
	The percent of clients served in an Emergency Shelter/Supportive Housing/Transitional Housing program in Maricopa County, broken out by race and ethnicity
	The percent of clients served in a Rapid Rehousing program in Maricopa County, broken out by race and ethnicity
	The percent of clients served in a Permanent Supportive Housing/Other Supportive Housing program in Maricopa County, 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 Maricopa Continuum of Care's Homeless Management Information System (HMIS).*

## USING THE RACE EQUITY TOOLKIT BUSINESS OBJECTS (BO) REPORT

Where to find the BO report:



## USING THE DATA

### GENERAL QUESTIONS

Things to Consider on Each Tab:

- Compare missing data percentages for BIPOC clients to your White clients – which group(s) have more missing data?
- Is “Other” or “Unknown” selected more often for some groups than others?
- Compare the race/ethnicity makeup of your clients to the percentages of those same races/ethnicities present in the general Maricopa County population (see Racial Disparities in

Poverty and Homelessness online dashboard) – 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?

#### Tab Specific Questions:

- **Length of Time in Program:** Identify which clients spend more or less time in your programs – are there any disparities based on race/ethnicity?
- **Time between Entry and HMID:** Compare the HMIDs for your BIPOC clients to your White clients – which group has more HMIDs?
- **Exit Destinations:** Compare the exit destinations for your BIPOC clients to your White clients – which groups have more positive exits?
- **Reason for Exit:** Are there any differences in the reason frequencies when comparing race? How might your program rule or approach be impacting the equity of involuntary exits or the likelihood for clients to opt out for some reason?

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#### EXTERNAL INFLUENCING FACTORS – CROSS-SECTOR COLLABORATION & ADVOCACY OPPORTUNITY

- (Health Sector) **Reason Leaving:** Identify the death rates for your BIPOC clients versus your White clients – which group sees higher death rates?
- (Housing Sector) **Homelessness Primary Reason:** 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?
  - Is there a disproportionate history of eviction in any group?

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#### STATISTICAL SIGNIFICANCE

- Exploring and interpreting the data can be done without the use of statistical calculations. The trends that require the most attention can be identified by reviewing the reports as outlined above and programs do not need to conduct calculations in order to start taking actions to improve the program and participant experience.
- If there is a capacity and interest, the CoC has partnered with the Arizona Housing Analytics Collaborative (AzHAC), to create a simple, easy-to-use calculator to examine the statistical significance of your results.
- When to use the calculator:

- When viewing results from the HMIS Business Objects (BO) report, it is often difficult to tell when the difference between two percentages is meaningful. For example, if one demographic group exits to permanent housing at an 80% rate and another group at a 77% rate, is that difference meaningful or is it within a normal range of difference? The answer depends on the size of the groups, not just the difference in the percentage.
- The tool helps you distinguish situations like these in an easy-to-use and easy-to-interpret format. Please see the Racial Equity Calculator and its companion user guide stored with the Toolkit.

## STRATEGY & PLANNING

“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).

Racial equity is a goal at the federal and local level. The MR-CoC’s mission, vision, values, and strategic plan incorporate racial equity. Racial Equity is also category on the annual NOFO scorecard for new and renewal project applications. Organizations with projects funding from the MR-CoC are encouraged to engage in strategic planning to advance racial equity in access to, participation in, and successful exit from their programs

### Next Steps

- Meet with your team to discuss the analysis results. Get feedback on possible contributing factors.
- Review your existing client feedback. Is there any alignment between client feedback and the report?
- Compare the demographic distribution of clients served to the demographic distribution of staff in your organization, by level of supervision/leadership. Is there representation at every level?
- Brainstorm a list of actions that can be taken to improve the experience of participants and the equity of outcomes.
- Take action. Utilize data to inform your plan, however, you do not need definitive “proof” from your data to start making improvements now.
- Determine the frequency in which you will run the BO report to see how your trends change over time.
- When you implement new strategies to address programmatic inequities, the impact of those strategies may be reflected in future reports pulled.

## HISTORY OF THE RACE EQUITY PROVIDER TOOLKIT

“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 Maricopa 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.

## ACKNOWLEDGMENTS

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## WHO TO CONTACT FOR SUPPORT

*For questions or support in using this toolkit please contact the Solari HMIS Team.*

Email: [HMIS-Support@solari-inc.org](mailto:HMIS-Support@solari-inc.org)

Submit a ticket: <https://community.solari-inc.org/homeless-management-information-system/>