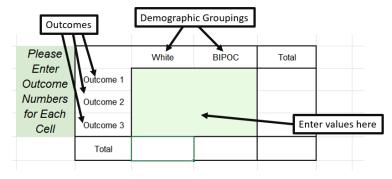# Racial Equity Calculator

User Guide

The Racial Equity Calculator is a tool to help estimate whether there are significant racial differences in program outcomes. It will issue a **green flag** if numbers across programs are comparable, a **yellow flag** if they are potentially noteworthy, and a **red flag** if they are definitively noteworthy.

Getting Started

The calculator is set up to compare two different demographic groups. You will see the two different demographic groups laid out in the vertical columns as "White" and BIPOC". On the rows there are the separate outcomes, the number of outcomes shown depends on the tab you are viewing. In the middle, shaded green, are where the outcome numbers for each demographic group are to be entered.

Step 1: Determine number of outcomes

Determine how many outcomes you would like to evaluate (i.e., two, three, or four outcomes), and select the appropriate two-outcome, three-outcome, or four-outcome sheet.
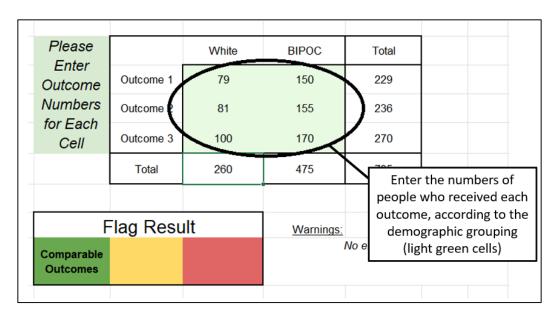
Outcomes are the answer options for a for a question or categorization in HMIS. Utilizing the Racial Equity Toolkit report in HMIS's Business Objects report, here are some examples.

- "Housing Move-In Date" has 2 outcomes, "No Valid Housing Move-in Date" and "Valid Housing Move-In Date. Each outcome has a count for each demographic group.

- "Reason Leaving" has up to 12 possible outcomes, some examples are "Completed Program", "Eviction", and "Other".

  - o This tool only accommodates up to 4 outcomes. In the situation where there are more than 4 outcomes, pick 4 you would like to compare, being sure to use the same 4 for all demographic groups.

Step 2: Enter numbers

Enter the numbers of people who received each outcome, by demographic group.
--Do <u>not</u> enter percentages.

--Do <u>not</u> enter a number that is equal to or smaller than 5.

Please Enter Outcome Numbers for Each Cell		White	BIPOC	Total
	Outcome 1	79	150	229
	Outcome 2	81	155	236
	Outcome 3	100	170	270
	Total	260	475	

Enter the numbers of people who received each outcome, according to the demographic grouping (light green cells)

Flag Result

| Comparable Outcomes | | |

Warnings:
No e

Final Step: Review Flag Result

Once you have entered numbers for all outcomes across both racial/ethnic categories, observe the Flag Result table for the corresponding flag. If **green**, numbers are comparable. If **yellow**, they might be noteworthy. If **red**, they are definitively noteworthy.

Flag Result

| Comparable Outcomes | | |

Flag Result

| | Possibly Noteworthy Differences | |

Flag Result

| | | Noteworthy Differences |