

March 2024

LEARNING LAB: REDUCING RACIAL DISPARITIES THROUGH PROGRAM DATA AND DESIGN

Learning Lab Goals



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- Identify solutions to overcome roadblocks in the program and system development process.
- Introduce tools that will expedite your program and system development.
- Increase the capacity of you and your staff to improve the equity and efficacy of your system and your programs.

Welcome!

Introductions in the chat:

- Your Name
- Your County or Tribal Community
- CDSS Program



Today's Session Overview

- ✓ Welcome
- ✓ Learning Lab Goals
- ✓ Defining Equity & Data
- ✓ Why this data is important
- ✓ What you can do with this data
- ✓ Questions
- ✓ Get in Touch!



Reducing Racial Disparities Through Program Data and Design

CWP Learning Lab
March 19, 2024

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Presenters

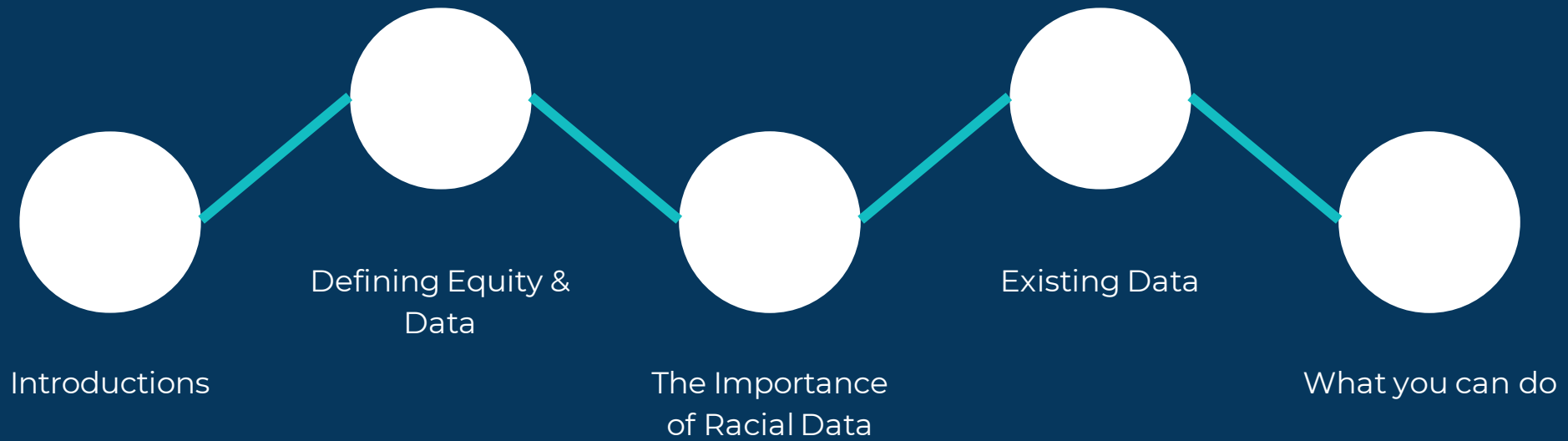


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Agenda



Poll

Tell us about you!

Learning Objectives

- Understand racial equity and how race impacts the access to, receipt of, quality of services provided
- Understand that demographic data is a useful tool in understanding equity gaps (several touch points) but is not a solution unto itself
- Use data to inform your equity analysis - specifically, use publicly available data and your internal data to see where gaps are
- Identify what your role is in bridging the equity gap and generate a plan

Defining and Using Data in Equity



Bias

Bias describes an inclination or preference that generally interferes with judgment and decision-making. Bias can be implicit (subconscious and indirect) or explicit (conscious and direct).

[\(Racial Equity and Implicit Bias \(REIB\) Initiative\)](#)

Bias

Disparity

Disproportionality

Equity

Disparity

The condition of being unequal and refers to the difference in outcomes and conditions that exist among specific groups as compared to other groups due to unequal treatment or services.

[\(National Council on Crime and Delinquency\)](#)

Bias

Disparity

Disproportionality

Equity

Disproportionality

The overrepresentation of a particular race or cultural group in a program or system compared to their representation in the general population.

[\(Law Insider\)](#)

Bias

Disparity

Disproportionality

Equity

Equity

Equity recognizes that because different individuals or groups have different histories and circumstances, they have different needs and unequal starting points. Equity considers how our different circumstances impact our position in the world. Equity goes beyond equality. It removes barriers, increases access, creates opportunities, and helps match support and resources to our unique needs.

[\(Racial Equity and Implicit Bias \(REIB\) Initiative\)](#)

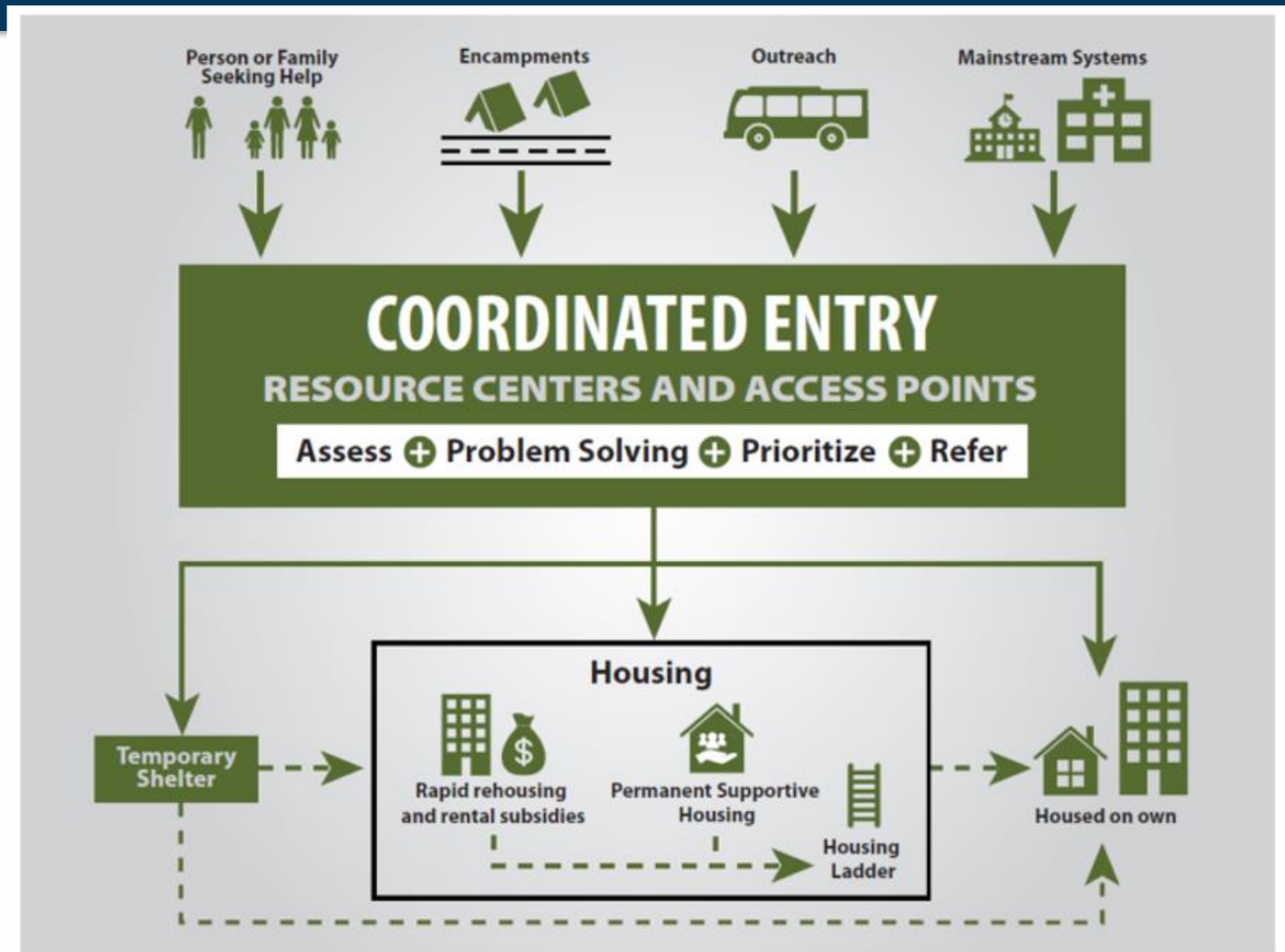
Bias

Disparity

Disproportionality

Equity

Understanding
how we create,
see, and use the
data



Why Racial Equity: Uncovering Disparities in the Homeless Response System

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Our perception of the world is informed by many data points shared through culture, language, heritage, stories, policies, history, faith, and other forms of meaning-making.



Racial Equity Theory of Change

IF COMMUNITIES

- Use a racial equity lens to examine disproportionality in the state of homelessness
- Participate in supported discussions and learning opportunities with HMIS data users, persons with lived experience, and CoC partners on centering equity during the data collection, analysis, and interpretation of phases

THEN COMMUNITIES WILL

- Learn to reduce systemic racism in the homeless response system by using culturally-responsive data evaluation to identify disproportionate unmet housing and service needs
- Understand what necessary skills, resources, decision-making entities, and data structures are needed to work towards a more racially equitable homeless response system that will result in community-led, data-informed solutions



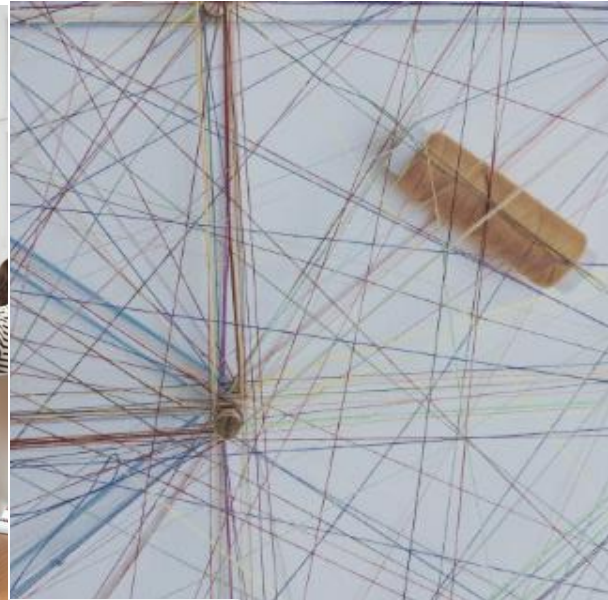
1

Individual



2

Program



3

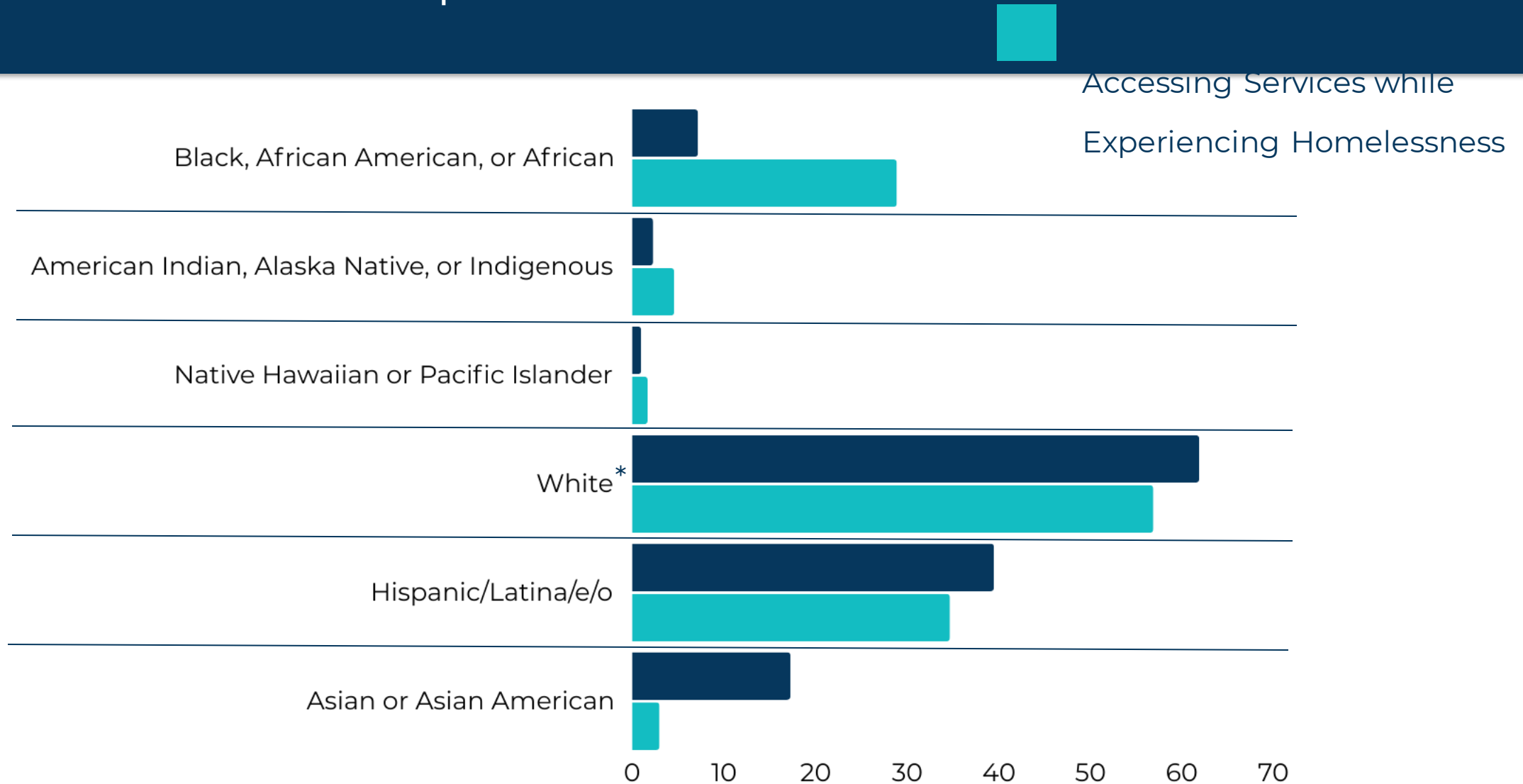
System



4

Population

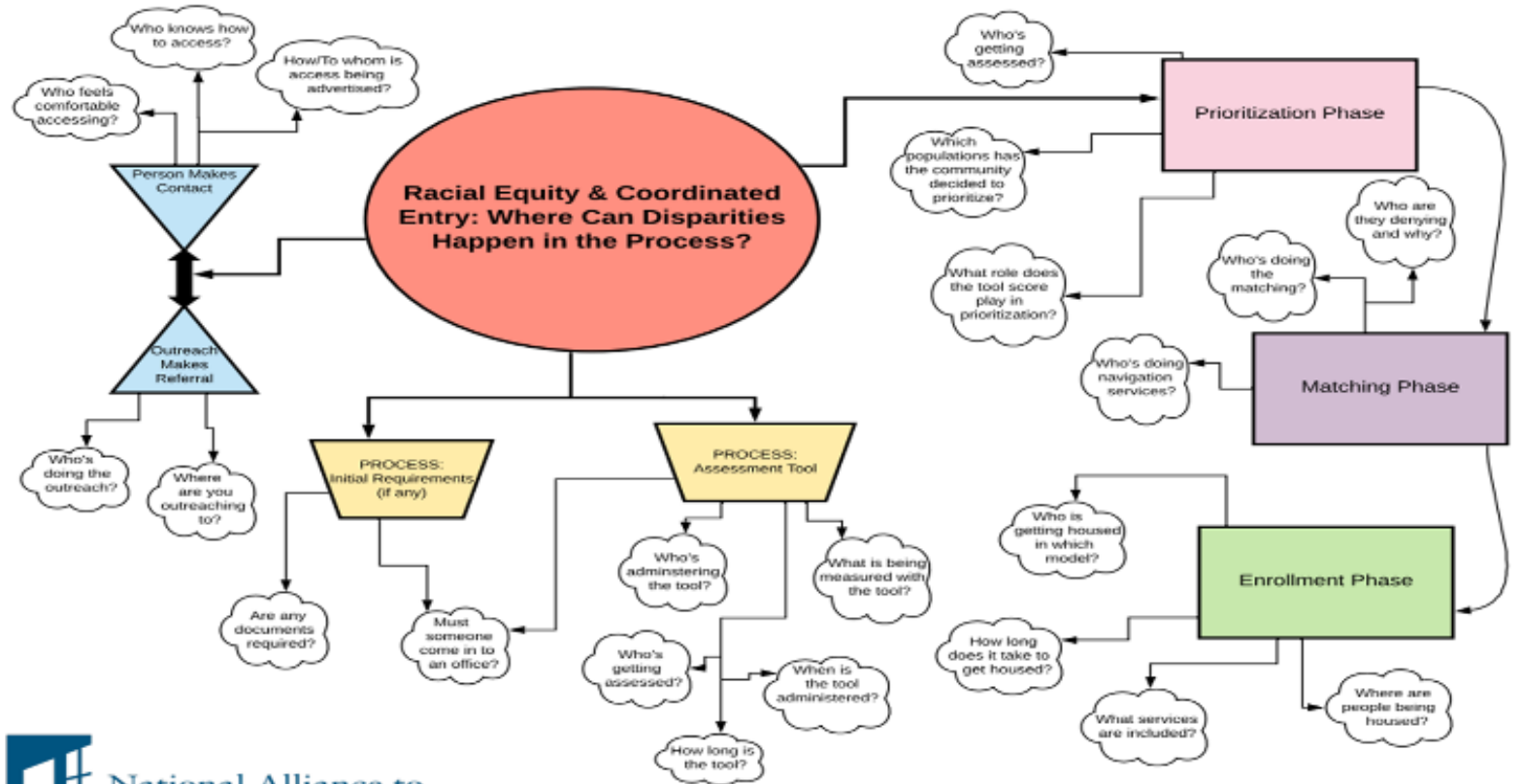
State Data on Racial Disparities



*Includes Middle Eastern/North African (MENA) responses.

sector?

- Outreach & Engagement
- Intake/Enrollment
- Assessment/Prioritization
- Assignment to a housing resource
- Housing Navigation Process
- Returns to homelessness
- Data Collection Practices



NOTE: For further information on how to use this flowchart, see accompanying presentation at <https://youtu.be/1nasicK-Xs4>.

What got us here...

- Homestead Act
- CA Fugitive Slave Law
- The 1850 Act for the Government and Protection of Indians
- Racial Covenants, Block Busting, Red Lining
- Urban Renewal
- Owens Valley Paiute and the City of Los Angeles (150-year fight for water and land rights)
- Municipal “anti-camping” laws e.g., Los Angeles Municipal Code Section 41.18 – makes it unlawful for a person to sit, lie, or sleep, or to store, use, maintain, or place personal property in the public right-of way.

How we share data matters

- Review who may be missing from or hidden in your analysis
- Dive Deeply into outcomes
- Use Language with an Equity Awareness
- Foster Deliberate and Equitable Communication



Humanizing Data

- Establish a community advisory board
- Collect qualitative responses like stories
- Acknowledge harm from past policies
- Clarify assumptions
- Ok to say “I don’t know” if data is inconclusive



Questions?

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Getting Started with Data: Existing Data



What Data SHOULD and should NOT do



Data SHOULD be...

- a tool for increased transparency
- used to establish baselines for meaningful metrics
- utilized as a piece of CQI to help in decision making
- shared as a way to connect metrics to stakeholders



Data should NOT...

- in itself be the solution for equity (action and strategy are required)
- serve as the only guide for thinking, planning and decision-making
- be used in a vacuum without additional contextual information

Getting Started with your Data



Advocate for time to define and understand the specific community



Compile available data about the community's demographics

•WK Kellogg Foundation. (2021). *Doing Evaluation in Service of Racial Equity Deepen Community Engagement*. Retrieved from:<https://everychildthrive.com/doing-evaluation-in-service-of-racial-equity/>
•Hawn nelson, a. jenkins, d., zantiss., katz, m., berkowitz., et al. (2020). *A toolkit for centering racial equity throughout data integration: Actionable Intelligence for Social policy*. University of Pennsylvania.

Planning



Reflect on previous, if any, evaluation experiences and build capacity around evaluation as needed



Establish a common language and frame the problem

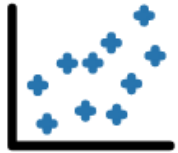


Formulate and prioritize evaluation questions to ask



Define which, how, data should be collected or reused to explore where disparities exist, their root causes, and other context

Collecting and Reviewing Data



Assess bias in already-validated instruments



Implement culturally appropriate strategies to engage diverse communities and promote high response rates



Ensure that the process of data collection does not have an inequitable burden across research participants



Oversample to ensure sufficient data to assess various communities of focus

Available Data

Community	Homeless System	Program
<ul style="list-style-type: none">• PIT/HIC• System Performance Measures• Census• Health Data (CalAim)• McKinney Vento - Youth	<ul style="list-style-type: none">• HMIS/HDIS	<ul style="list-style-type: none">• Length of stay• Exit destinations• Exits to Permanent Housing• Returns to Homelessness• Service Components & Resources
<p>Who is over or under represented?</p>	<p>Who's being served by the homeless</p>	<p>Are people equitably moving through your system?</p>

Cal-ICH Action Plan
for Preventing and
Ending Homeless in
California

Action Plan
Objectives,
Activities,
Timeframes, &
Performance
Measures



Action Area 1. Strengthening Our Systems to Better Prevent and End Homelessness in California



Action Area 2. Equitably Addressing the Health, Safety, and Services Needs of Californians Experiencing Unsheltered Homelessness



Action Area 3. Expanding Communities' Capacity to Provide Safe and Effective Sheltering and Interim Housing



Action Area 4. Expanding and Ensuring Equitable Access to Permanent Housing in Our Communities



Action Area 5. Preventing Californians from Experiencing the Crisis of Homelessness

Resources

- [CoC Racial Equity Analysis Tool](#)
 - [HUD Exchange – Racial Equity](#)
 - [Embedding an Equity Focus in Evaluation](#)
 - [Principles for Advancing Equitable Data Practice](#)
 - [Data Literacy for the Public Sector: Lessons from Early Pioneers in the U.S.](#)
- [Measuring Sex, Gender Identify, and Sexual Orientation](#)
 - [Steps States Can Take to Help Break Down Housing Barriers for Native Communities](#)
 - [Best Practices for American Indian and Alaska Native Data Collection](#)

Data Demonstration

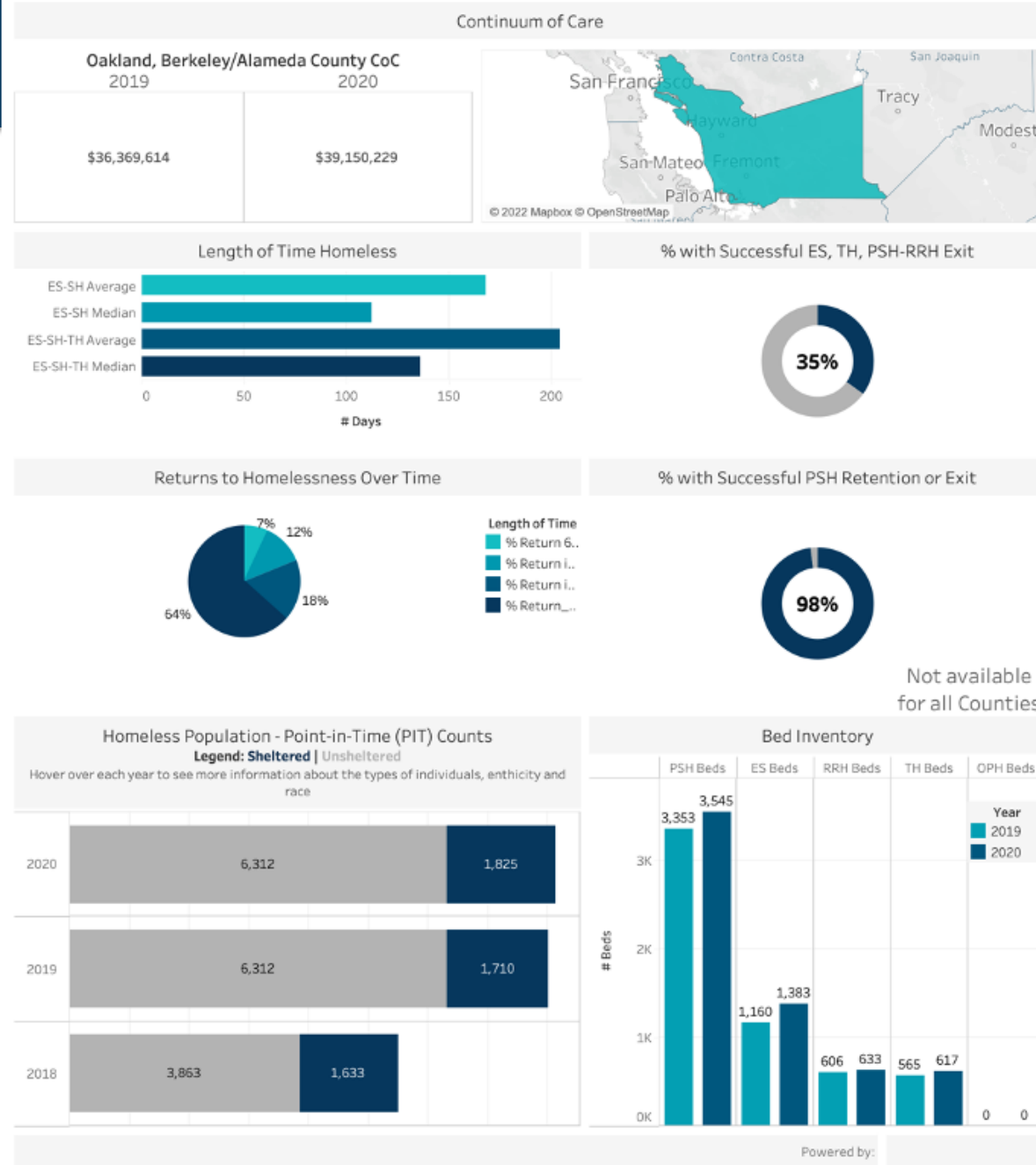
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Homeless Data Examples

[Housing System Performance Measure and Disparities](#)



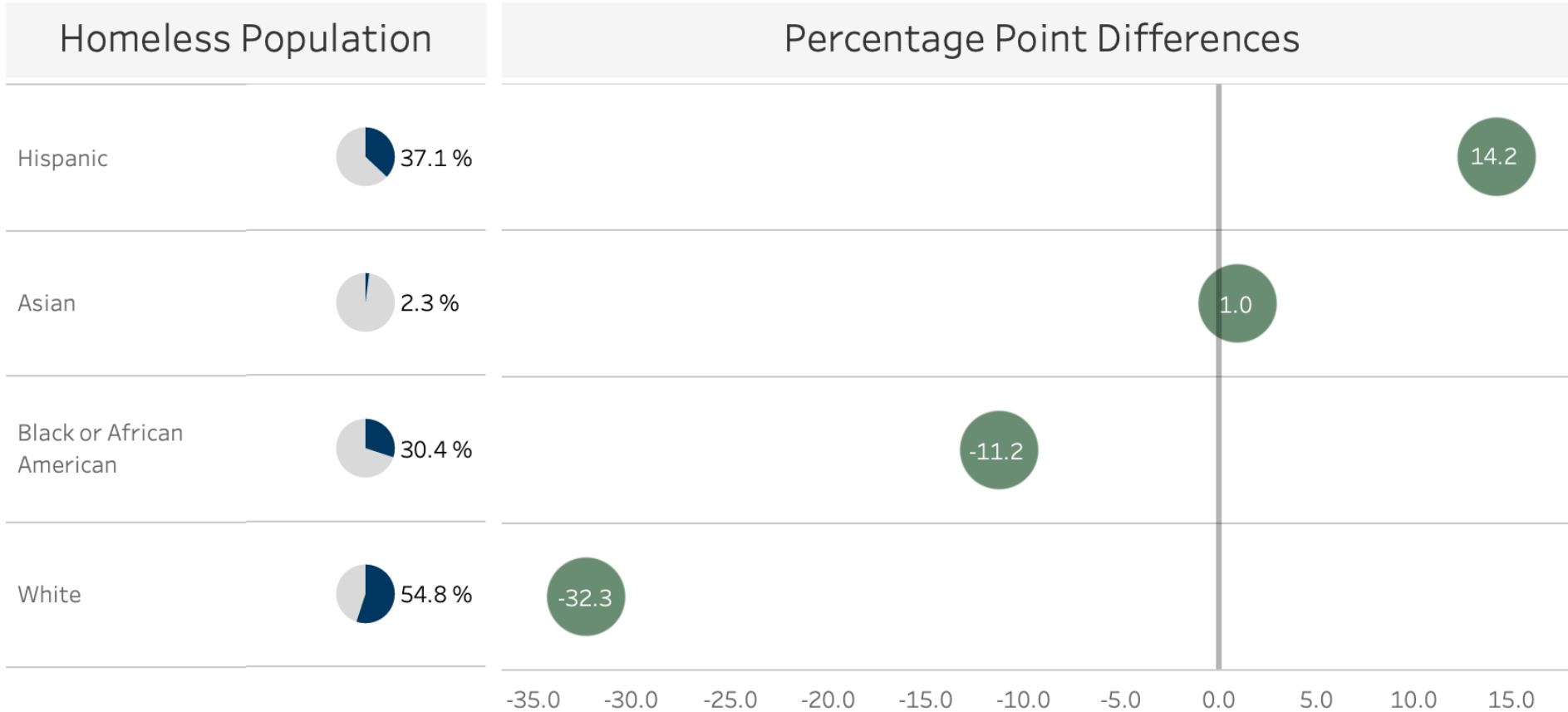
[CalWORKs Outcomes & Accountability Review \(Cal-OAR\) Dashboard](#)



CalWORKs Demographics



Housing and Homelessness Programs Section: Equity (Race) | Fiscal Year: ALL



Comparative

Homeless

Program

CalWORKs

Example:

19.2% of persons in the **CalWORKs** program are **Black or African American** compared to 30.4% of the Homeless Population. Meaning that **Black or African American** people are underrepresented by **11.2** percentage points.

Discussion



How might you take this data back to your program?



What other data are you considering looking at/comparing?

Other Data Sources

A few other Potential Data Sources (this list is not exhaustive)

- [CoC Analysis Tool: Race and Ethnicity](#)
- [Out of Reach Report \(National Low Income Housing Coalition\)](#)
- [CA Housing Partnership Profiles](#)
- [County Explorer - Housing Affordability Profiles](#)
- [CA Homeless Data Integration System \(HDIS\) - Dashboards](#)



Questions?

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What you can do...



What is one thing you can do?

What is one need that you have?

- Be more aware when asking questions and provide context and grace to participants
- Ensure equity data is considered in policy development and programming
- Advocate for equity and raise awareness with your peers
- Review existing data and practices to identify areas for improvement
- Look for and investigate ways that bias shows up in current practices
- Be more self aware of personal biases and adjust your behavior
- Seek out additional data to understand gaps in services
- Request trainings on equitable data collection practices
- Review prioritization policies



Thank you

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Resources & Links



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Change Well Project Resources can be found at www.changewellproject.com/webinarsandtrainings

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