

Racial Equity and Homelessness

Findings from Phase 1 of the SPARC Study in Columbus

September 2018





**United Way
of Central Ohio**
Member Agency



**Columbus
Urban League**

*Empowering Communities.
Changing Lives.*

Welcome

Michelle Heritage

Executive Director

Community Shelter Board



Presenters



- Jeff Olivet, Senior Advisor



- Nastacia' Moore, Training and Technical Assistance Coordinator





Local Leadership + National Partners



Approach

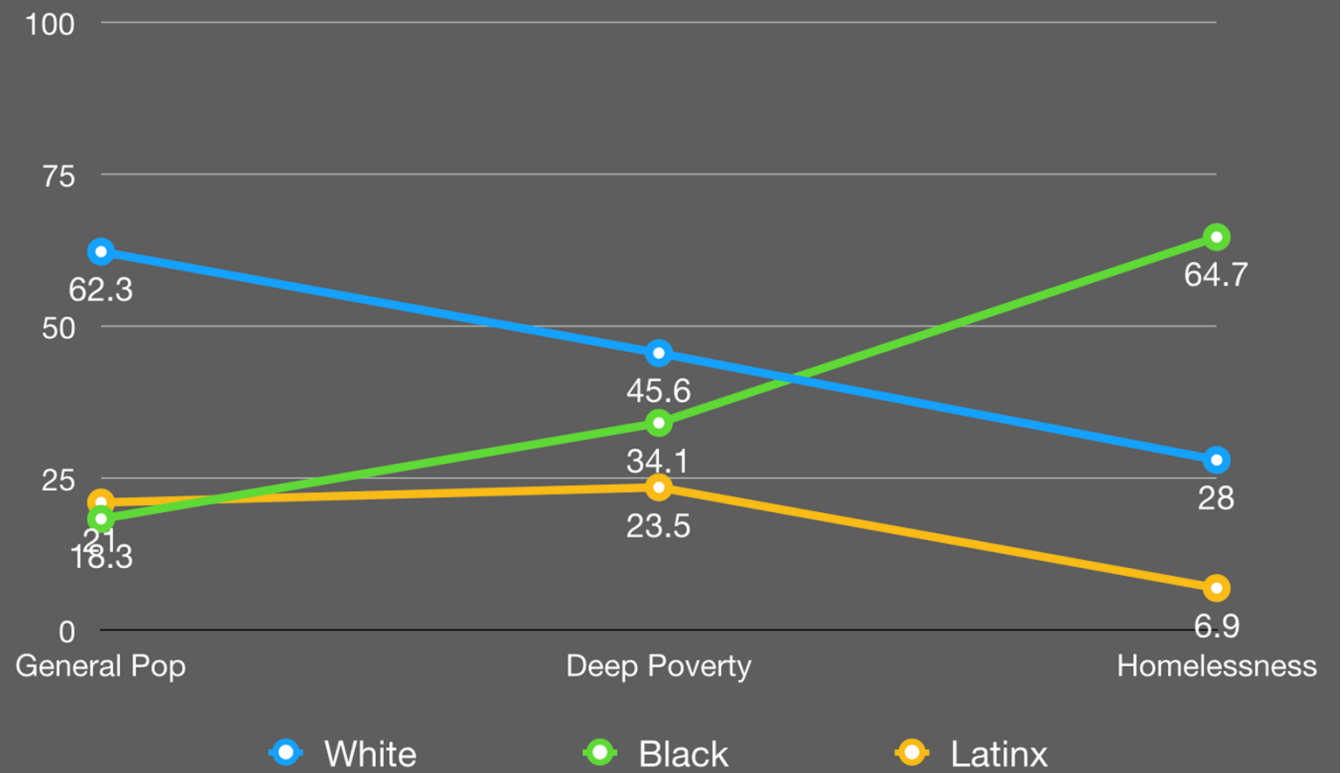
	Data Source
32,754	HMIS records [YEAR RANGE]
24	Qualitative interviews with people of color experiencing homelessness
3	Focus groups with people of color experiencing homelessness; providers of color; and other stakeholders
100	Workforce survey responses



National Data

(aggregated from across SPARC communities)

SPARC Communities: Race/Ethnicity



What about Columbus?



Quantitative Highlights

Black people comprised **22.3%** of the general population, and **64.9%** of the homeless population

White people constituted **71.3%** of general population, and **33.5%** of the homeless population

41% of Black clients entered homeless services from a doubled-up living situation, compared to **28.7%** of Whites, and **32.4%** of Hispanic/Latinx clients



Qualitative Themes

For people of color, **pathways into homelessness** were characterized by:

Network impoverishment

Eviction, particularly as a result of fleeing violence

Family destabilization

System involvement
(child welfare, juvenile justice, criminal justice)



Qualitative Themes

For people of color, **barriers to exiting homelessness** included:

Difficulty finding employment with a living wage

Eviction and credit history and felony status limiting housing opportunities

Burdensome rent requirements in housing placements



Homeless Services Workforce

Among staff of homeless service agencies:

- 63% identified as White
- 33% identified as Black
- 4% identified as more than one race
- 4% identified as Hispanic or Latinx
- 75% of Administrators identified as White



Homeless Services Workforce

Among staff of homeless service agencies:

- **71%** identified as female
- **28%** identified as male
- **None** identified as transgender
- **85%** identified as straight/heterosexual
- **10%** identified as lesbian, gay, bisexual, or other
- **50%** had personal lived experiences of homelessness



Structural Change Objectives

In response to their findings, local SPARC leaders work to develop Structural Change Objectives based the following recommendations.



Recommendations from SPARC Report


1. Develop or adapt behavioral health interventions, domestic violence programs, and other supportive services for people of color experiencing homelessness
2. Redesign workforce development curricula to target skill-building for industries that are in demand and which provide livable wages with benefits
3. Conduct expanded qualitative and quantitative data collection to better understand the complicated dynamics that drive inflow, outflow, and return to homelessness for people of color, especially families with children, Hispanic/Latinx households, and transgender and gender-expansive individuals



Recommendations from SPARC Report

4. Increase homelessness prevention efforts, including targeted eviction prevention, working with connected systems —criminal justice, child welfare, and public health systems — to reduce the number of people exiting into homelessness from these systems
5. Investigate flexible subsidies. Many financial crises start as non-rent related, suggesting that for some people, flexible subsidies could be used to avert crises that spiral into homelessness





A Place to Call Home: Framework for Action FY19 Strategic Action Plan - EQUITY



Equity

Goal:

- Ensure families and individuals disproportionately represented among people who experience homelessness have access to responsive, equitable assistance to offset structural barriers and biases.



Equity

Strategies:

1. Examine select homeless crisis response system policies, procedures and related data to identify areas to improve equitable access and use of homeless crisis response system assistance and to serve as template for other community systems.
2. Institute standardized cultural competency training.
3. Promote affirmative hiring and retention practices to further diversify system staff at all levels to better reflect populations served.



Equity

Strategy 1: System Policies/Procedures

Action Steps:

- Share results of SPARC analysis, including local and national findings, in concert with Center for Social Innovation.
- Identify feasible data collection and reporting enhancements to better monitor key system utilization processes and performance indicators by race, gender identification, sexual orientation, and disability.
- Implement data collection and reporting changes and further examine any identified system policy/procedure for disparate impact.



Equity

Strategy 2: Cultural Competency/Humility Training

Action Steps:

- Develop and provide training for system partner agencies and other stakeholders on intersection of racism and homelessness.
- Develop recommendations for standardized cultural competency training.
- Implement staff cultural competency practices to align with updated standards and training.
- Update system standards, policies and procedures to include recommended training topics and support system-wide training opportunities as feasible.



Equity

Strategy 3: Affirmative Hiring/Retention

Action Steps:

- Develop list and encourage all system partner agencies to distribute job postings to community organizations that serve unrepresented populations in Columbus/Franklin County.
- Develop and disseminate recommendations to system partner agencies concerning: 1) potential Job Description adjustments to education levels, core competencies, or other requirements to further support affirmative hiring, and; 2) recommended interview questions to system partner agency use to assess diversity, inclusion, equity competency.
- Explore potential incentives for system partner agencies for hiring formerly homeless individuals



Columbus Coalition Against Racism & Homelessness (CCARH)



Columbus Coalition Against Racism & Homelessness

Mission:

- To bring awareness of racial disparities contributing to an increase number of Black people experiencing homelessness.

Objective:

- “To combat racism one conversation at a time.”

For training opportunities please reference CCARH’s Facebook Page:

<https://www.facebook.com/pg/ColumbusCoalitionAgainstRandH> or contact 614-946-9623



Columbus
Coalition
Against
Racism &
Homelessness

Training Opportunity

Racism & Homelessness: Focus on the Front Line

When: October 18, 2018

Time: 10:00am-2:30pm

Location: Franklin County Public Health, 280 E Broad St.

Sponsored by Community Shelter Board.

Registration is required.

Up to 4 CEU's offered.

Lunch will be provided.



SPARC
Supporting
Partnerships
for Anti-Racist
Communities

- Columbus Report: <https://66381bb28b9f956a91e2-e08000a6fb874088c6b1d3b8bebbb337.ssl.cf2.rackcdn.com/files-SPARC-Columbus-BRIEF-050418-Fnl.pdf>
- National Report: <https://66381bb28b9f956a91e2-e08000a6fb874088c6b1d3b8bebbb337.ssl.cf2.rackcdn.com/files-SPARCPhase1FindingsMarch20181.pdf>

Racial Equity and Homelessness

Questions?



www.center4si.com/SPARC

www.csb.org