System Performance Measure
Racial Equity Action Lab

Workshop 1

May 26, 2022
Workshop Overview

I. CA Racial Equity Action Lab (REAL)
II. Community Grounding
III. HHAP Baseline Data for Outcomes Form
   - Table 4 Outcome Goals
IV. Examples for SPM 1,2,3
V. Questions and Comments
Community and Partner Introductions

Please type into the chat

- Name
- Pronouns
- Racial/Ethnic Identity
- Organization/Region
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National Coalition for the Homeless

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Abt Associates
Inequality
Unequal access to opportunities

Equality?
Evenly distributed tools and assistance

Equity
Custom tools that identify and address inequality

Justice
Fixing the system to offer equal access to both tools and opportunities

Source: Tony Ruth
### WHY?

Black Americans are 3x as likely to experience homelessness as the general population.

Native Americans are 4x as likely to experience homelessness as the general population.

Pacific Islanders are 9x as likely to experience homelessness as the general population.

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**Most Minority Groups Make up a Larger Share of the Homeless Population Than They Do of the General Population**

<table>
<thead>
<tr>
<th>Race</th>
<th>Homeless population</th>
<th>General population</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>Two or more races</td>
<td>White</td>
</tr>
<tr>
<td>Native Hawaiian and Pacific Islander</td>
<td>American Indian/Alaska Native</td>
<td></td>
</tr>
</tbody>
</table>

**Ethnicity**

<table>
<thead>
<tr>
<th>Hispanic</th>
<th>Homeless population</th>
<th>General population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Hispanic</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Homeless population data are for a given night in 2017. Source: 2017 Annual Homeless Assessment Report to Congress, Part I.

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**Sources:** National Alliance to End Homelessness; HUB for Urban Initiatives

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### CA-REAL

**Race**
A social construct that artificially divides people into distinct groups based on characteristics. Used to define dominance and access.

Institutional and individual practices creating and reinforcing oppressive systems of race relations. Whereby people and institutions engage in discrimination adversely restrict, by judgment and action, the lives of those against whom they discriminate. Racism is a harmful determinant of health by the system that has instituted racism has a major impact on the lived experience.

**Anti-Racism**
The process of identifying, challenging, and eliminating the values, policies, and behaviors within the interlocking systems of social oppression (sexism, classism, heterosexism, ableism) to redistribute power and transform racial disparity outcomes. That is so the factors are no longer a predictor of success or failure for People of Color at the structural level.

**Anti-Racism in practice**
An operationalization of pushing policies and practices to redistribute power and to transform disparate outcomes. Race is no longer a factor.

### SMARTIE goals

**Targeted Universalism Framework**

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*Source: Project Change and The Center for Assessment and Policy Development*

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Five Steps for Targeted Universalism Framework

1. Establish a universal goal
2. Assess performance relative to the goal
3. Identify differences in performance (by population) between goal and overall population
4. Assess and understand the persistent drivers of inequities and disparities
5. Develop and implement targeted strategies to remove barriers and close disparities
“Love and Protection” Mural by Artist B. Mike in Atlanta, GA
Co-create racial and/or social equity SMARTIE goals that correspond to SPM outcome goals

*Best practice -- Include the following local experts:
  • People living homeless and with past experience of homelessness
  • People from historical marginalized communities
  • Direct service providers of color

Fast Forward (after June 30th)...

After establishing SMARTIE goals, move to co-creating targeted strategies for removing barriers and closing disparities:

*Best practice -- Engage the same local experts to:
  • Analyze the disaggregated data together
  • Identify and understand the persistent drivers of disparities
    - What are the systems-level barriers to justice from the point of view of people most impacted by the disparities?
  • Collaborate in co-creating targeted strategies to remove barriers
    - Measure and share progress toward SMARTIE goals for each strategy
    - Establish reporting transparency and other accountability measures

Workshop 1 & 2 focus

*Due June 30, 2022
### Table 4. Outcome Goals

#### Outcome Goal #1a: Reducing the number of persons experiencing homelessness.

<table>
<thead>
<tr>
<th>Baseline Data:</th>
<th>Outcome Goals July 1, 2021 - June 30, 2024</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual estimate of number of people accessing services who are experiencing homelessness</td>
<td>Decrease/Increase in # of People</td>
</tr>
</tbody>
</table>

[To be provided by Cal CH from HHS; can use local data as placeholder in the meantime]

Optional Comments

Describe Your Related Goals for Underserved Populations and Populations Disproportionately Impacted by Homelessness

- Describe any underserved and/or disproportionately impacted population(s) that your community will especially focus on related to this Outcome Goal and how this focus has been informed by data in your landscape assessment:
- Describe the trackable data goal(s) related to this Outcome Goal:

#### Outcome Goal #1b: Reducing the number of persons experiencing homelessness on a daily basis.

<table>
<thead>
<tr>
<th>Baseline Data:</th>
<th>Outcome Goals July 1, 2021 - June 30, 2024</th>
</tr>
</thead>
<tbody>
<tr>
<td>Daily Estimate of # of people experiencing unsheltered homelessness</td>
<td>Reduction in # of People</td>
</tr>
</tbody>
</table>

[To be provided by Cal CH from HHS; can use local data as placeholder in the meantime]

Optional Comments

Describe Your Related Goals for Underserved Populations and Populations Disproportionately Impacted by Homelessness

- Describe any underserved and/or disproportionately impacted population(s) that your community will especially focus on related to this Outcome Goal and how this focus has been informed by data in your landscape assessment:
- Describe the trackable data goal(s) related to this Outcome Goal:
Examples for SPM 1, 2, and 3
**Example for System Performance Measure #1a**  
*Reducing the number of persons who are experiencing homelessness*

<table>
<thead>
<tr>
<th>Steps in the Process</th>
<th>Process Outcomes for CoC “A”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Establish a universal goal</td>
<td>Make homelessness in our community rare, brief, one-time, and eliminate racial and social disparities.</td>
</tr>
<tr>
<td>Assess performance relative to the universal goal</td>
<td>14,000 people experience homelessness a year</td>
</tr>
<tr>
<td>Identify differences in performance by population</td>
<td>Pacific Islanders are 9 times more likely to experience homelessness compared to White people.</td>
</tr>
<tr>
<td>Create a trackable data goal based on disparities identified</td>
<td>The elapsed time from Coordinated Entry to housing placement for Pacific Islanders will decrease by 50%</td>
</tr>
<tr>
<td>Assess and understand the persistent drivers of inequities and disparities</td>
<td>CoC has insufficient access points for the Pacific Islander community and few agencies and staff qualified to provide culturally appropriate outreach and services</td>
</tr>
</tbody>
</table>
| Develop and implement targeted strategies to remove barriers and close disparities | • Recruit/fund agencies and staff from the Pacific Islander community  
  • Performance measures to specifically reduce time from Coordinated Entry to housing placement |

*Just this section is due by June 30th!*
### Example for System Performance Measure

#### #1b Reducing the number of persons experiencing (unsheltered) homelessness on a daily basis

<table>
<thead>
<tr>
<th>Steps in the Process</th>
<th>Process Outcomes for CoC “B”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Establish a universal goal</td>
<td>Reduce average daily unsheltered homelessness count by 50%</td>
</tr>
<tr>
<td>Assess performance relative to the universal goal</td>
<td>The average unsheltered homelessness count been reduced by 21%</td>
</tr>
<tr>
<td>Identify differences in performance by population</td>
<td>The average unsheltered count for Native-American single adults represents 16% of the average count for all groups, yet Native-Americans make up on 3% of the general population.</td>
</tr>
<tr>
<td>Create a trackable data goal based on disparities identified</td>
<td>Reduce the daily count of Native-American single adults experiencing unsheltered homelessness by 80%</td>
</tr>
<tr>
<td>Assess and understand the persistent drivers of inequities and disparities</td>
<td>As a group, unsheltered Native-American single adults have a high arrest rate for non-violent offences, and this group experiences barriers to connecting to case management for shelter, housing, and health care needs while they are in jail. They are frequently discharged from jail into street homelessness.</td>
</tr>
</tbody>
</table>
| Develop and implement targeted strategies to remove barriers and close disparities | • Redirect resources to improve access to case management to unsheltered people in jail and facilitate immediate connection to housing and health care upon release  
  • Provide TA to Native-led agencies around applying for funding |

Just this section is due by June 30th!
Example for System Performance Measure

#2 Reducing the number of people who become homeless for the first time

<table>
<thead>
<tr>
<th>Steps in the Process</th>
<th>Process Outcomes for CoC “C”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Establish a universal goal</td>
<td>Reduce by 25% the number of people becoming homeless for the 1st time</td>
</tr>
<tr>
<td>Assess performance relative to the universal goal</td>
<td>The overall number of people becoming homeless for the 1st time fell by 31%</td>
</tr>
<tr>
<td>Identify differences in performance by population</td>
<td>Latinx families with children becoming homeless for the first time continue to be overrepresented. They comprise 42% of all families with children becoming homeless for the first time, while Latinx people make up only 29% of the community’s overall population</td>
</tr>
<tr>
<td>Create a trackable data goal based on disparities identified</td>
<td>Reduce the number of Latinx families with children becoming homeless for the first time by 30%</td>
</tr>
<tr>
<td>Assess and understand the persistent drivers of inequities and disparities</td>
<td>CoC and other prevention outreach does not specifically target the zip codes and neighborhoods in which large numbers of Latinx families resided prior to becoming homeless</td>
</tr>
<tr>
<td>Develop and implement targeted strategies to prevent housing and homelessness</td>
<td>Provide prevention funding and any needed training and technical support to community-based Latinx organizations serving high-risk Latinx populations</td>
</tr>
</tbody>
</table>

Just this section is due by June 30th!
### Example for System Performance Measure #3

**Increasing the number of people exiting homelessness into permanent housing**

<table>
<thead>
<tr>
<th>Steps in the Process</th>
<th>Process Outcomes for CoC “D”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Establish a universal goal</td>
<td>Increase by 25% the number of people who move into permanent housing within 6 months of intake</td>
</tr>
<tr>
<td>Assess performance relative to the universal goal</td>
<td>Achieved 18% increase in the number of people who move into permanent housing within 6 months of intake</td>
</tr>
<tr>
<td>Identify differences in performance by population</td>
<td>On average it takes 2.5 months longer to place Black families with children into permanent housing than their white counterparts.</td>
</tr>
<tr>
<td>Create a trackable data goal based on disparities identified</td>
<td>Increase by 50% the number of Black families with children and Black youth who move into permanent housing within 6 months of intake</td>
</tr>
<tr>
<td>Assess and understand the persistent drivers of inequities and disparities</td>
<td>Black families with children and Black youth score lower on their VI-SPDAT scores than their white counterparts</td>
</tr>
<tr>
<td>Develop and implement targeted strategies to remove barriers and close disparities</td>
<td>Revise the Coordinated Entry prioritization policies and procedures to replace the VI-SPDAT with a tool developed in collaboration with people with lived expertise from Black and other historically marginalized communities</td>
</tr>
</tbody>
</table>

Just this section is due by June 30th!
Office Hours

- **First Session:** Tuesday, 5/31/22 @ 1:00-2:00 PM Pacific Time
- Additional Tuesday and Friday sessions to follow
- Coaches will be available to assist with specific questions that arise as grantees work to complete their equity goals
Questions and Comments
Contact Information

cal-real-ta@tacinc.org

Follow us on Facebook and Twitter @TACIncBoston

Housing and service strategies that work for people