Impact of Racial Inequity on the Homeless Response System

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Training and Technical Assistance Coordinator
• **Training and TA:** Working with providers to help them build capacity, implement best practices, troubleshoot.

• **Data and Analysis:** Providing the data and analytical tools that inform and influence practice, policy, and funding decisions related to ending homelessness.

• **Advocacy:** Educating elected officials (state and federal), the public, philanthropic partners about the problem, the solutions, and the resources we need to end homelessness.

• **Community Impact:** Dedicated staff support and coordinate work in specific communities.

• **Development:** Creating new relationships with funders, supporters to diversify and expand our funding.
Overview

• Disproportionality in CT
• Systemic Inequity
• Key Questions
• Next Steps
Race & Ethnicity in CT

• The population of CT is overwhelmingly White/Caucasian.

CT Population

- White: 62.7%
- Non-White: 37.3%

• However, the percentage of people living in Poverty paints a different picture

Percent of Each Group in Poverty

- White in Poverty: 7.7%
- Non-White in Poverty: 21.2%

- Hispanic in Poverty: 20.4%
- Other Races in Poverty: 17.8%
Race Data by CAN Appointment Attended (2018)

- White: 30%
- Non White: 70%

% of Total Number of Records for each Race Category (group) broken down by Outcome-1. Color shows details about Race Category (group). The marks are labeled by % of Total Number of Records. The view is filtered on Outcome-1, which excludes Not Show and Referred.
Race Data by CAN Appointment Attended (2018)

% of Total Number of Records for each Race Category (group) broken down by Outcome-1. Color shows details about Race Category. The marks are labeled by % of Total Number of Records. The view is filtered on Outcome-1, which excludes Not Show and Referred.
Systemic Racism

• Racism that permeates our political and societal culture
  • Takes form of policies, practices, societal norms, etc
  • Reflected in disparities regarding wealth, income, criminal justice, employment, housing, health care, political power and education, and more

• Current and Past:
  • Voting rights
  • Redlining
  • Segregation in schools

Racism = Prejudice + Power (institutional power)
Racial Disparities Outside, Lead to a Racial Disparity Inside
Criminal Justice
Racial Disparities in Convictions

How race influences convictions

Innocent black people are more likely to be wrongfully convicted of crimes than innocent white people

<table>
<thead>
<tr>
<th>Crime</th>
<th>Black Convictions</th>
<th>White Convictions</th>
<th>Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder</td>
<td>7 times</td>
<td>1</td>
<td>7</td>
</tr>
<tr>
<td>Sexual Assault</td>
<td>3.5 times</td>
<td>1</td>
<td>3.5</td>
</tr>
<tr>
<td>Drug Crimes</td>
<td>12 times</td>
<td>1</td>
<td>12</td>
</tr>
</tbody>
</table>

Source: National Registry of Exonerations
Racial Disparities in Incarceration

1 in 17 White Men Will Face Incarceration

1 in 6 Latino Men Will Face Incarceration

1 in 3 Black Men Will Face Incarceration
Deprivation as a Result of Stigma

• A criminal record can reduce the likelihood of a callback or job offer by nearly 50 percent.

• Only 55% of formerly incarcerated people (FIP) are able to obtain a job the first year after incarceration.

• 13% of Black men have lost their right to vote, which is 7x the national average.

• A survey study found that 43% of property managers would reject someone with a criminal record.
Homelessness rates among formerly incarcerated people

Number of homeless per 10,000 formerly incarcerated people in each category, compared to the general public in 2008 (the most recent year data for formerly incarcerated people are available).

Sources & data notes: https://www.prisonpolicy.org/reports/housing.html#methodology
Healthcare
Nonelderly Uninsured Population by Race/Ethnicity, 2014

- **Total Nonelderly Uninsured Population**: 32.3 Million
- **Hispanic**: 34%
- **White**: 45%
- **Black**: 14%
- **Asian**: 5%
- **AIAN**: 1%
- **NHPI**: 1%
- **Other**: <1%

**Notes**: AIAN refers to American Indians and Alaska Natives. NHPI refers to Native Hawaiians and Other Pacific Islanders. Other includes people of mixed race. Persons of Hispanic origin may be of any race but are categorized as Hispanic for this analysis; other groups are non-Hispanic. Includes nonelderly individuals 0-64 years of age. Total may not sum to 100% due to rounding.

African Americans are more likely to die at early ages from all causes.
Barriers to housing due to health issues

Higher negative health outcomes

Lower frequency of use of evidence-based practices and poorer quality of care
[Link to study]

Barriers to housing due to health issues

Racial Disparities in People Experiencing Homelessness
Education
Disparity in School Funding

• School districts that serve large populations of students of color and students from low-income families receive far less funding than those serving White and more affluent students.
  • The highest poverty districts in our country receive about $1,000 less per student than the lowest poverty districts (The Education Trust, 2018)
Non-black teachers have significantly lower educational expectations for black students than black teachers do when evaluating the same students. (Brookings, 2015)

The finding that student-teacher racial mismatch affects teachers’ expectations for students’ educational attainment is consistent with existing evidence that indicates student-teacher racial mismatch directly affects student achievement.
Impact of Education on Income

Median Weekly Earnings of Full-time Wage and Salary Workers

- Less than High-School Degree: $515
- High-School Degree Only: $718
- Bachelor's Degree: $1,189
- Advance Degree: $1,451

Housing
Denial of Housing Resources

Federal Racism

Home Owners Loan Corporation’s Federal Housing Administration

Redlining

• Determined which areas were unfit for investment by financial service companies

Restrictive Covenants

• Required that deeds in newly constructed suburban homes subsidized by FHA prohibit resale to African-Americans

Veterans Administration

African-Americans were not permitted to move into areas that the Federal Housing Administration and the Veterans Administration had designated for whites.
Total U.S. Veteran Population: 14%
Veterans Experiencing Homelessness: 45%

Source: NCHV’s FAQ on Veteran Homelessness
Total Veteran Records in CT’s System: Past and Present

- **White:** 46%
- **Non-White:** 54%

Race Category:
- Black
- Hispanic
- Other Races
- Other Races
- White
Meeting the Needs of Veterans Experiencing Homelessness in Your Community

- Identification
  - Identify veterans experiencing homelessness in your community
- Collaboration with Local VA for outreach, identification, and resources
- Build relationships with local veteran groups/chapters
  - VFW (Veterans of Foreign Wars)
  - American Legion
  - DAB (Disabled American Veterans)
  - Wounded Warrior Project
Moving Forward: Best Practices

• Efforts to end homelessness must address issues resulting from racial inequity
• Identify disparities and create a plan to eliminate them
• Training - educate staff on bias and discrimination
• Collaboration with advocacy agencies: Fair Housing, ADA, ACLU, etc.
• Cross-system collaboration (Criminal Justice, Education, Healthcare, VA, etc)
Next Steps in Addressing Racial Disparities

• Increase opportunities for feedback (client and staff)
• Ask the question, what does race have to do with it?
  • When creating policies, examining your governance structure, etc...
• Assess service provision and practices for cultural responsiveness
• Expand hiring practices to increase applicants of color
  • Example: Outreach to historically Black, Indigenous, or Latinx organizations
• Collect and examine data for racial in/equity
Addressing Racial Inequity Within Our System: Key Questions

• Does your staff’s racial demographic reflect the population you serve?
• How racially diverse is your leadership team?
  • Are there opportunities for professional development for junior staff?
• Have you assessed your data for racial equity:
  • Program entries, program exits, length of stay, housing placement location, etc
• Are there opportunities for client AND provider feedback?
Increasing Levels of Engagement

Inform  Consult  Involve  Collaborate  Co-Lead

Source: Collective Impact Forum, adapted from Tamarack Institute and IAP2
What does race have to do with it?

Ask when...

- Creating/changing policies and procedures
- Examining governance structure
- Hiring
- Every time
  - Efforts must be direct and intentional
  - Question everything!

Examine through a racial equity lens
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