

Recording: <https://youtu.be/u5Fu-VSFJmA>

Monday, June 12, 2023



# CoC Training: Racial Equity and Homelessness

Contra Costa Continuum of Care



## Your Homebase Facilitators:



Mark Mora



Michele Byrnes



Mihir Vohra



Nicole McCray-Dickerson

---

# Training Overview



# Today's Agenda

- Community Agreements
- 10 things about Race
- Equity Definitions and Key Concepts
- Moments in History
- Description of racist structures and policies that establish housing equality
- Understand the 'WHY'
- Next Steps



# Goals and Objectives

- Gain understanding of key definitions and concepts
- Look at how structural racism has created and perpetuated housing inequality
- Explore how to center BIPOC residents in the homeless system of care
- How to advance race equity in our daily work to end homelessness.



## Basic Expectations

- **Learning and Action Oriented:** This Training will mix learning with action-oriented discussions.
- **Participatory:** Please join us on camera when you're able and mute yourself when you're not speaking. Use the chat to ask us questions and communicate with each other between discussions.
- **Respectful Engagement:** Recognize that each community and individual may be at a different place in understanding and engaging with racial equity and respect one another by listening and offering feedback when others share.



# Group Agreements

Be here now

Practice self  
focus; use “I”  
statements

Practice mindful  
and active  
listening

Participate to the  
fullest of your  
ability

Move up/Move  
back

Right to Pass

Choose courage  
over comfort

Assume Positive  
Intent AND Own  
Your Impact

Practice both/and

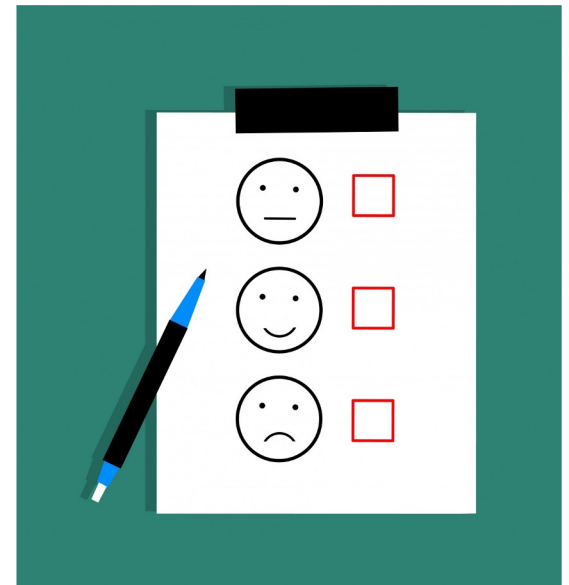
Reframe from  
blaming or  
shaming self and  
others

What Said Here  
Stays Here but  
What’s Learned  
Here Leaves Here

---

# Poll

- How are you feeling coming into this Racial Equity training?





---

# HUD's Goal to End Homelessness



# Federal Goal to End Homelessness

- Federal Strategic Plan to End Homelessness: Launched by United States Interagency Council on Homelessness (USICH) in 2010; new version under development, with equity as a guiding principle.
- HUD's Office of Public and Indian Housing (PIH) is committed to working with its PHA partners to expand opportunities for individuals and families to access quality affordable rental homes, thereby achieving HUD's goal of utilizing housing as a platform for improving quality of life.
- PIH and HUD's Office of Community Planning and Development (CPD) are committed to coordinating with each other, along with USICH, and supporting their grantees to identify and share best practices and work to address barriers that PHAs and CoCs encounter in meeting the needs of people experiencing homelessness.



# HUD's Commitment to Racial Equity

- Racial equity in the fight to end homelessness is a focus of both HUD and USICH, as research has shown that Black, Indigenous, and People of Color (BIPOC) experience homelessness at significantly higher and disproportionate rates than White people.
- Addressing racial disparities is not only a focus of HUD and USICH but also The White House, evidenced in the Executive Order On Advancing Racial Equity and Support for Underserved Communities Through the Federal Government.
  - The Administration has committed to advancing equity, civil rights, racial justice, and equal opportunity by redressing inequities in policies and programs that serve as barriers to equal opportunity across the Federal Government.



# Meaning and Importance of Racial Equity

- Racial Equity = A system in which racial identity is not a factor in or predictor of one's opportunities or socioeconomic outcomes (educational, health, economic, housing, etc.)
- Intention vs. Impact
  - Acknowledging racial inequities does not require naming individual people or programs as racist or intentionally discriminatory
  - Historical, systemic racism and discrimination and unconscious bias all contribute to racially inequitable impacts and outcomes
  - Policies and practices that appear to be (and even were intended to be) race-neutral may still contribute to or result in racial inequities



# The Role of CoCs

## Why is addressing racial inequity our responsibility?

- Race and ethnicity are predictive of many socioeconomic outcomes, including housing-related outcomes and outcomes that directly contribute to homelessness and housing instability (e.g., wealth, health, incarceration).
  - For example, in every state, African Americans are more likely than whites to experience homelessness.
- Many factors contribute to people of certain races and ethnicities experiencing housing instability and becoming homeless at disproportionate rates and experiencing greater barriers to stable housing.
- Housing and homelessness response systems must ensure they are not contributing to those inequities and should work to identify ways to reduce them.

---

# 10 Things about Race

# From PBS - Race: Power of an Illusion

Race is a modern idea

Race has no genetic basis

Human subspecies don't exist

Skin color really is only skin deep

Most variation is within, not between 'races'

Slavery predates race

Race and freedom evolved together

Race justified social inequalities as natural

Race isn't biological, but racism is still real

Colorblindness will not end racism

---

# Core Concepts & Definitions





## **Race**

*"A false classification of humans created by Europeans, using "white" as the model of humanity and the height of human achievement for the purpose of establishing and maintaining power and privilege. - The People's Institute for Survival and Beyond*

## **Intersectionality**

*"Intersectionality is just a metaphor for understanding the ways that multiple forms of inequality or disadvantage sometimes compound themselves...they create obstacles that often are not understood within conventional ways of thinking about anti-racism or feminism or whatever social justice advocacy structures we have. - Kimberlé Crenshaw*

### **Disproportionality**

The ratio between the percentage of persons in a particular racial or ethnic group at a particular point or experiencing an event compared to the percentage of the same racial or ethnic group in the overall population.

### **BIPOC**

Black, Indigenous, and all People of Color

### **Lived X/People with Lived Experience or Expertise (PLE)**

Refers to stakeholders with lived experience or expertise of homelessness. "X" creates space for those who have experienced homelessness to self identify as an expert or as someone who has knowledge due to that experience.

### **White Dominant Culture**

Describes how the idea of "whiteness" was created through the erasure of distinct white people and their practices, beliefs, and culture have been normalized over time are now considered standard

### **Systemic Racialization**

A dynamic system that produces and replicates racial ideologies, identities, and inequities – also the well-institutionalized pattern of discrimination that cuts across major political economic, and social organizations

### **Weathering**

An accumulation of life long physiological stress that describes the deterioration of health as a result of being exposed to systemic racism

### **Whiteness**

Refers to the way that White people, their customs, culture and beliefs operate as the standard by which all other groups are compared and non-white persons are viewed as inferior or abnormal.

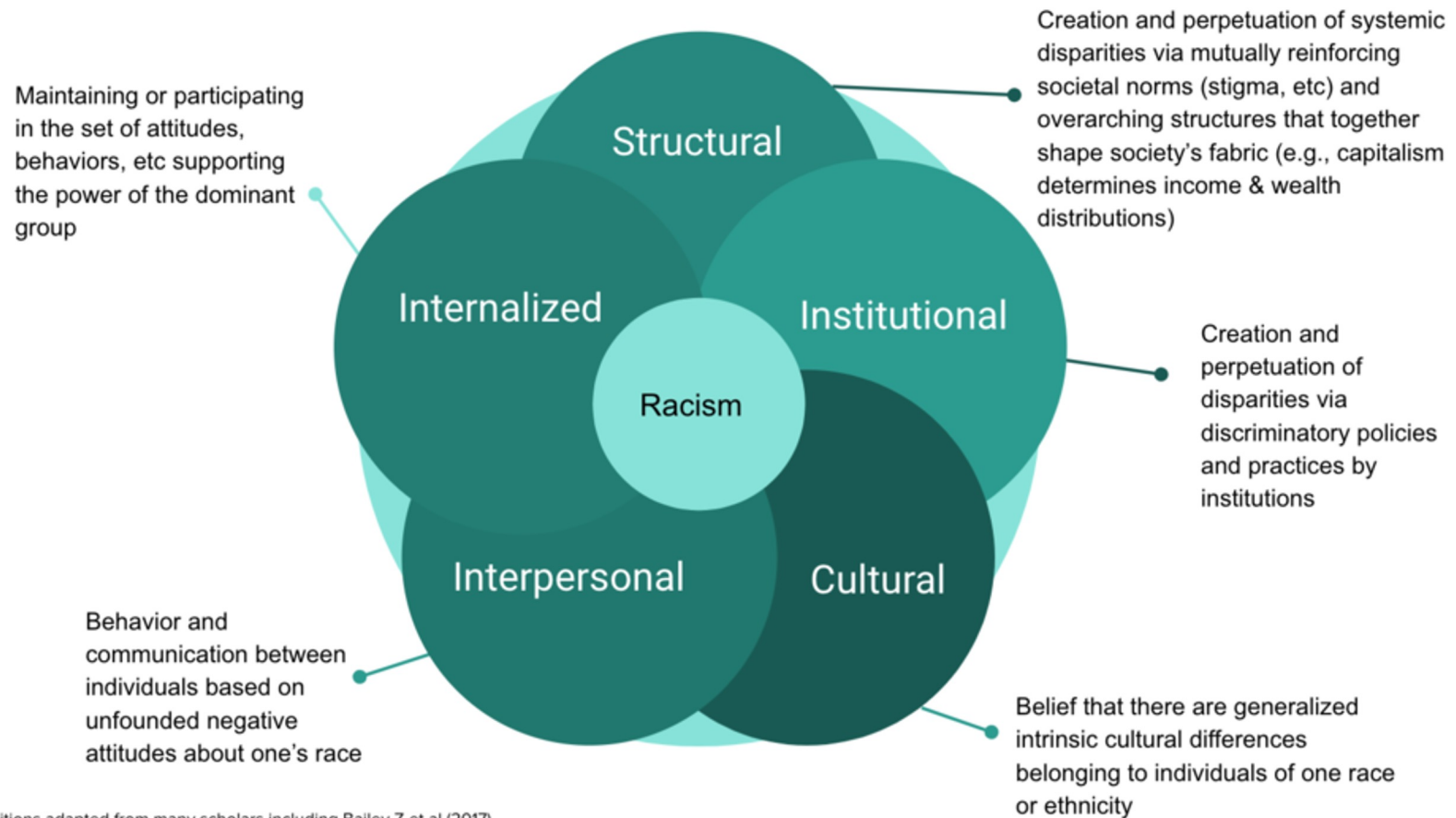
### **Tokenism**

The practice of doing something only to prevent criticism and give the appearance that people are being treated fairly or included

### **White Fragility Redefine**

(Refers to feelings) a reflective, productive response – a way for a white body to avoid experiencing the pain of its historical trauma inflicted by other white bodies

**Racism.** A complex system of racial hierarchies and inequities which include internalized and interpersonal racism at the micro level and structural racism at the macro level; often understood to be a conscious belief.



Definitions adapted from many scholars including Bailey Z et al (2017)

Let's take a look...



[Video: Systemic Racism Explained](#)

## Equality

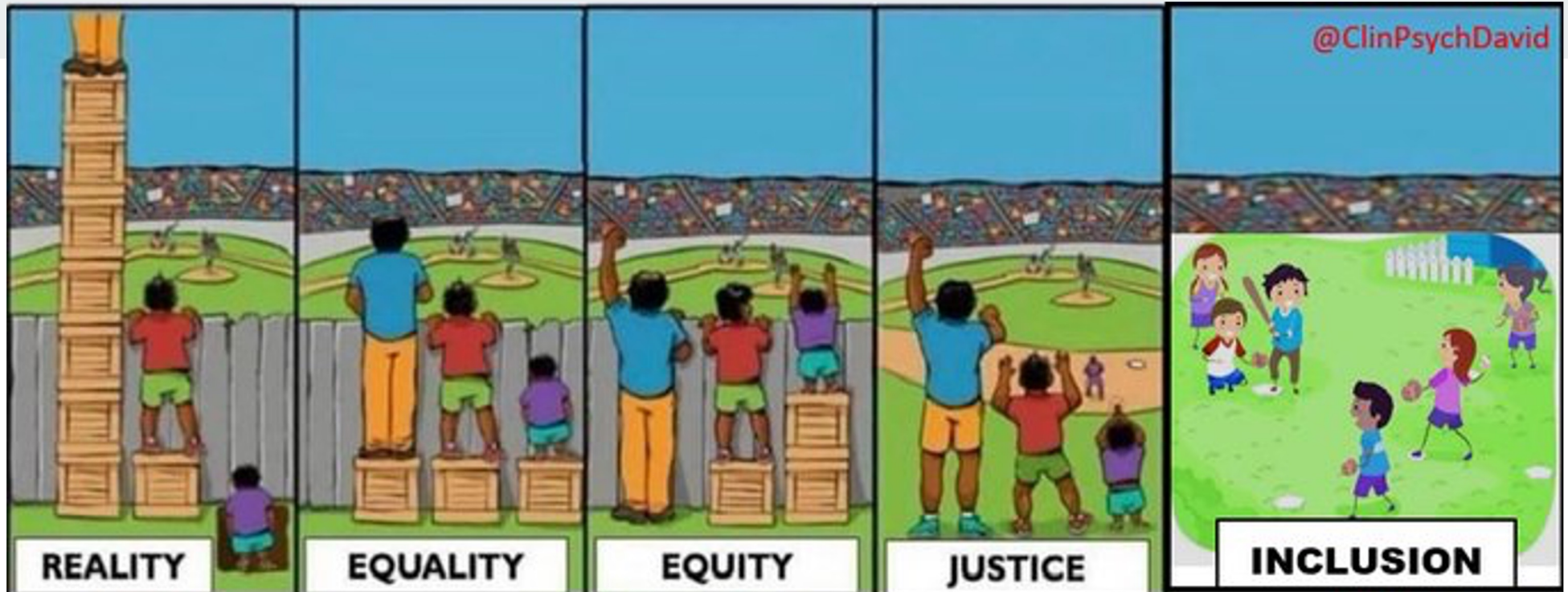
- Aims to ensure that everyone gets the same things to enjoy full, healthy lives. Promotes fairness and justice, but can only work if everyone starts from the same place and needs the same things.

## Equity

- The state, quality or ideal of being just, impartial, and fair. Ensures that everyone receives what they need to enjoy full, healthy lives, and may require an unequal distribution of resources to achieve full enjoyment.

## Inclusion

- Authentic and empowered participation in which a true sense of belonging is created.



**REALITY**

**EQUALITY**

**EQUITY**

**JUSTICE**

**INCLUSION**

One gets **more than** is needed, while the other gets **less than** is needed. Thus, a huge disparity is created.

The assumption is that **everyone benefits from the same supports**. This is considered to be equal treatment.

**Everyone gets the support they need**, which produces equity.

All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

Everyone is **INCLUDED** in the game. **No one** is left on the outside; we didn't only remove the barriers keeping people out, we made sure they were valued & involved.

# Sharing Opportunity #1: Connecting Concepts to Your Experiences



---

Share aloud, in the chat, or anonymously on the padlet



---

# History of Racism and Housing Segregation

# Housing Segregation Timeline

**1865** **13<sup>th</sup> Amendment**  
Slavery is abolished

**1866** **Civil Rights Act**  
Mandates that all persons born in the United States (except indigenous people) are citizens and are granted the "full and equal benefit of all laws and proceedings for the security of person and property."

**1868** **14<sup>th</sup> Amendment**  
Grants citizenship and equal civil and legal rights to all persons born or naturalized in the United States (including formerly enslaved people).

**1883** **"Civil Rights" Cases**  
Supreme Court decides exclusion from the housing market is not a "badge or incident of slavery" and that the federal government cannot prohibit public discrimination by individuals/organizations.

**1896** **Plessy v. Ferguson**  
Supreme Court approves racial segregation in public accommodations where separate but equal facilities exist for African Americans.

**1913** **Segregation of Government Offices**  
President Woodrow Wilson approves segregation in federal government offices. Secretary Roosevelt implements this initiative.

**1917** **Buchanan v. Warley**  
Supreme Court finds that racial zoning ordinances violate the 14<sup>th</sup> Am. freedom of contract protections, but the Court does not prohibit individuals or private agreements from banning African Americans from neighborhoods.

**1926** **Euclid v. Ambler**  
Supreme Court holds that towns can use zoning to prohibit apartment buildings in single family neighborhoods (a thinly veiled method of keeping African Americans out of white neighborhoods).

**1929** **West Palm Beach**  
West Palm Beach Florida adopts a new racial zoning ordinance--in defiance of Buchanan v. Warley--which is not struck down until 1960.

**1955** **Milpitas, CA**  
Despite the desperate need for housing by workers at the new Ford plant, it is virtually impossible to navigate the racially restrictive financing and zoning barriers to build housing for African Americans.

**1954** **Brown v. Board of Education**  
The Supreme Court states that racial segregation in public schools is unconstitutional. "White flight" to the suburbs and enrolling in whites only "segregation academies" work against integration efforts.

**1948** **Shelley v. Kraemer**  
Supreme Court decides restrictive covenants are not unconstitutional, but that the state enforcing them violates 14<sup>th</sup> amendment rights. The FHA blatantly challenges this decision and does not comply until 1950.

**1944** **Federal Highway Act**  
Federal Highway Act is passed encouraging the construction of highways through urban areas leading to the 1959-1969 build of Syracuse's I-81 viaduct, which demolished the vibrant, racially diverse 15th Ward.

**1936** **FHA Underwriting Manual Published**  
Uses redlining to mark African American neighborhoods as ineligible for FHA mortgages, requires racial segregation for financing, and recommends deed restrictions to preserve segregation.

**1934** **FHA Established**  
President Roosevelt creates the Federal Housing Administration (FHA) as part of the National Housing Act, revolutionizing home ownership by introducing the federally insured 30-year mortgage and institutionalizing and promoting racial segregation by refusing to back loans in African American and other ethnic neighborhoods.

**1957** **Levittown, PA**  
A white mail carrier incites a violent mob when he notices the African American Myers family has moved into this 17,500 home FHA-financed development and shouts "N\*^&\$%# have moved into Levittown" at each stop

**1965** **Jones v. Mayer**  
Citing the Civil Rights Act of 1866 and reversing many precedents, the United States Supreme Court holds that Congress can regulate the sale of private property to prevent racial discrimination.

**1968** **Fair Housing Act**  
Prohibits discrimination concerning the sale, rental, and financing of housing based on race, religion, national origin, sex, (and as amended) handicap and family status.

**1973** **US Commission on Civil Rights**  
Reports that "the housing industry, aided and abetted by Government, must bear the primary responsibility for the legacy of segregated housing... Government and private industry came together to create a system of residential segregation."

**1977** **Arlington Heights, IL**  
Supreme Court upholds a zoning ordinance prohibiting multi-unit development in residential areas. Despite open public racial discrimination at the meetings and in the newspaper, the Court said there was no proof the ordinance was meant to

**1985** **Sylvania, KY**  
The Marshall family's home is firebombed when they move in. The county police officer was a KKK member and testified the actions of he and 20 other KKK members in the department were condoned by their

**2010** **Dodd-Frank**  
Bans certain predatory lending practices, acknowledging two decades of racially discriminatory subprime lending (in Buffalo, NY ¼ of all refinanced loans to African Americans were subprime)

---

# Institutionalized Housing Discrimination:

Racially Restrictive Covenants  
Redlining  
Exclusionary Zoning

---

# Racially Restrictive Covenants

# Racially Restrictive Covenants

1920-1948

Legal contract, imposed in deeds, that restricted BIPOC (Black, Indigenous, People of Color) the ability to purchase, lease, and occupy property.

- Legally prevented White property owners from selling to BIPOC
- A means to protect the White investment

**Attention  
White Home  
Buyers!**

**The Largest Restricted White  
Community in Washington**

Invites your attention  
to the decision of  
**The U. S. Supreme Court**  
—that negroes cannot buy  
in a restricted white section

**Buy or Rent**  
in the section known as

**Eckington High View  
Bloomingdale Edgewood**

*For further information apply to:*  
Executive Committee of

Bloomingdale Owners P. W. Fritchett, Chairman 2651 North Capitol St.	North Capitol Citizens' Association Henry Gilligan, President 2304 1st St. N.W. Jesse W. Morgan, Secy. 47 Seaton St. N.W.
--	--

14. **RACIAL RESTRICTIONS.** No property in said addition shall at any time be sold, conveyed, rented or leased in whole or in part to any person or persons not of the White or Caucasian race. No person other than one of the White or Caucasian race shall be permitted to occupy any property in said addition or portion thereof or building thereon except a domestic servant actually employed by a person of the White or Caucasian race where the latter is an occupant of such property.

15. **ANIMALS.** No hogs, cattle, horses, sheep, goats, or or similar livestock shall be permitted or maintained on said property at any time. Chicken hens, pigeons, rabbits and other

# Unenforceable Racially Restrictive Covenants

## 1948-1968

1948: Racially restrictive covenants are deemed unconstitutional and ruled unenforceable by the Supreme Court holding in Shelley v. Kraemer.

**Weather Forecast**  
Special Forecast tonight with severe storm at  
terminating fair and cooler. (Full report on  
Page A-2.)

Temperatures	
at present	58
10 A.M.	57
12 P.M.	58
2 P.M.	59
4 P.M.	59
7 P.M.	58
10 P.M.	57

Let's Hear Your Member's Page A-11

# The Evening Star

WITH SUNDAY MORNING EDITION

Guide for Readers	
AMUSEMENTS	Page A-12
COMICS	Page A-12
EDITORIAL ARTICLES	Page A-12
FOREIGN	Page A-12
LETTERS FROM READERS	Page A-12
SPORTS	Page A-12
WORLD OF THE	Page A-12
WOMEN'S PAGE	Page A-12

66th Year, No. 124. Phone NA. 6000. \*\*\* WASHINGTON, D. C., MONDAY, MAY 3, 1948—THIRTY-EIGHT PAGES. 6 CENTS

## REALTY COVENANTS RULED UNENFORCEABLE

House Committee Backs Draft, 20 Die, 160 Hurt  
28 to 5, After Hearing Forrestal; As Windstorms  
Floor Action Likely Next Week Sweep 7 States

High Court Bars  
Action in State  
Or U. S. Courts

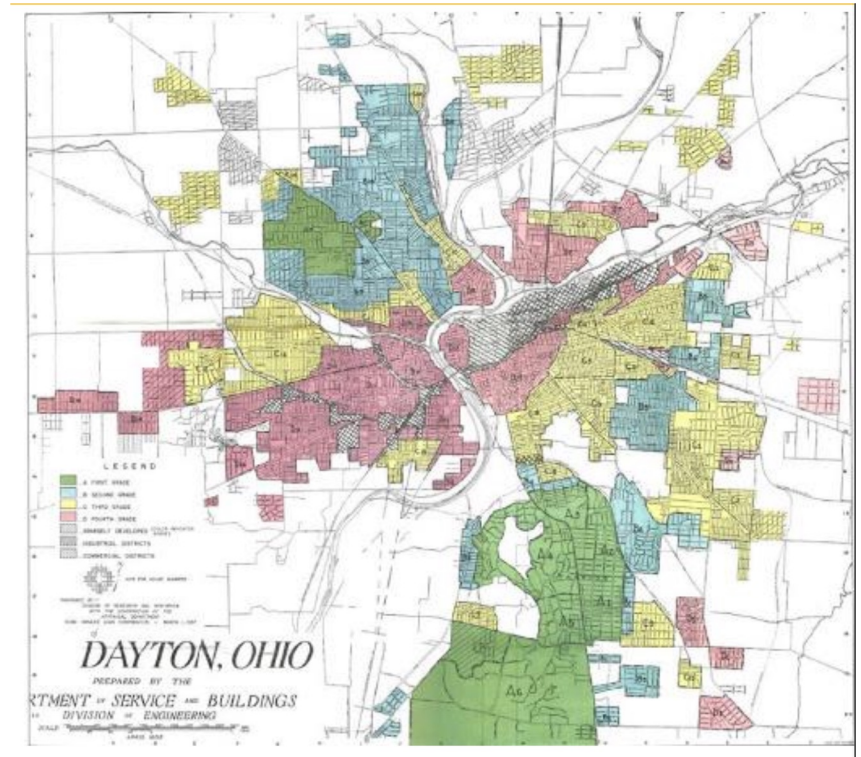


# Redlining

# Redlining

1933- 1968

- Home Owners' Loan Corporation creates “Residential Security” maps
  - Color coded maps to insure White investment mortgages.
  - Areas on the map marked **green** and **blue** were considered great investment areas. Areas considered declining marked **yellow** and “risky” marked **red**
- Adopted by the Federal Housing Administration (FHA) = FHA institutionalizing racism
- FHA further perpetuated housing segregation by refusing to insure mortgages in yellow and red areas





---

# Redlining: FHA Underwriting Manual

Underwriting Manual of the Federal Housing Administration (FHA) revealed that loans could not be insured to African-Americans. The manual stated, "*incompatible racial groups should not be permitted to live in the same communities.*"

As a result, communities of color experience inequalities:

- Criminal Legal System
- Economic Mobility
- Education
- Health
- Housing





# Exclusionary Zoning

# Exclusionary Zoning

*1968-Present*

- Legal zoning ordinances that forbid BIPOC from purchasing and occupying property in heavily populated white residential areas.
- Government entities promoted exclusionary zoning as a measure to maintain high property values for white investment properties.
- Regulated land-use imposed restrictions for residential, construction of single-family homes, and commercial property.
- The Fair Housing Act perpetuated class-based discrimination that kept BIPOC low-income households away from access and opportunities present in white communities.

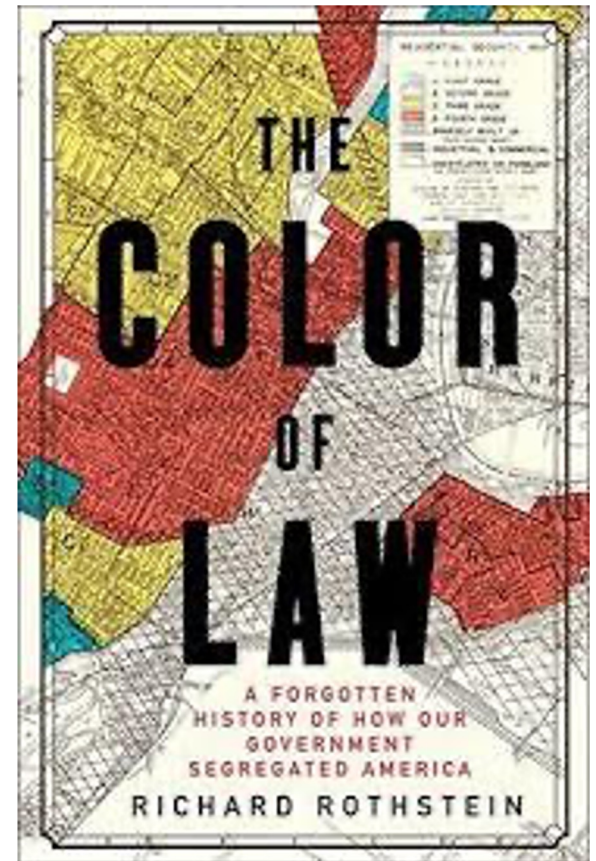


---

# Exclusionary Zoning

As a result, Exclusionary Zoning continues to influence racial segregation by:

- Preserving white neighborhoods
- Excluding BIPOC from neighborhoods based on income
- Impacting social determinants of health
- Access to economic mobility



# Sharing Opportunity #2: Connecting Concepts to Your Experiences



---

Share aloud, in the chat, or anonymously on the Easy Retro

**Present Day:**

**Historical Systemic and Institutional  
Norms that Create Barriers**





***“TODAY’S RESIDENTIAL SEGREGATION IN THE NORTH, SOUTH, MIDWEST, AND WEST IS NOT THE UNINTENDED CONSEQUENCE OF INDIVIDUAL CHOICES AND OF OTHERWISE WELL-MEANING LAW OR REGULATION BUT OF UNHIDDEN PUBLIC POLICY THAT EXPLICITLY SEGREGATED EVERY METROPOLITAN AREA IN THE UNITED STATES.”***

— RICHARD ROTHSTEIN

---

## Present Day:

*1968-Present*

- Mass Incarceration of BIPOC into Criminal Legal System → housing instability and homelessness
- Deinstitutionalization of people in state mental hospitals
- Reduction in federal investments in public housing







## Present Day:

*2000 -Present*

Black, Indigenous, and other People of Color continue to experience the following types of housing discrimination:

- Landlords and Real-estate agents refusing to advertise all available units in their portfolio
- Appraisers devaluing property value
- Asked additional questions about qualifications
- Steered to other communities where home values are lower
- Predatory lending practices, quoted higher loan rates



## **Communities of color experience inequalities in the following institutions:**

- Child Welfare
- Education
- Carceral System
- Housing
- Economic Wealth
- Racial Wealth Gap (Fact vs. Myth)
- Health & environment

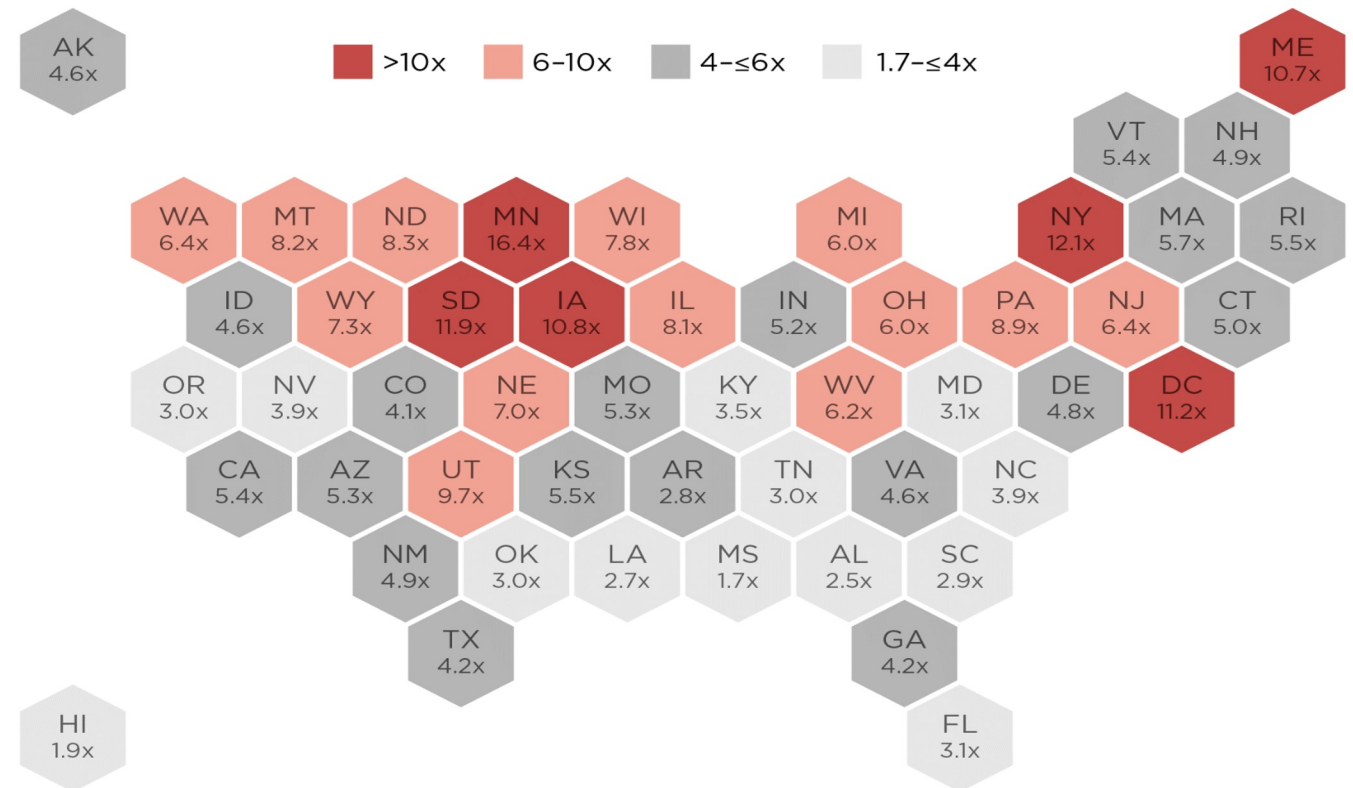
---

# Let's Talk About How Things Are and Why

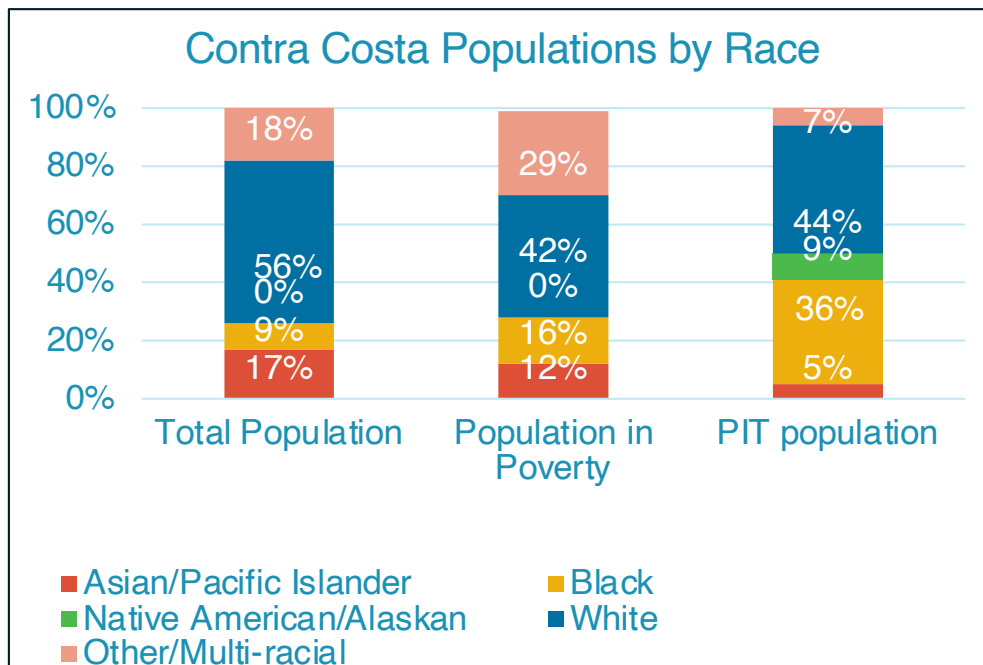
# Today...

## In Every State, African Americans Are More Likely Than Whites to Experience Homelessness

Ratio of Black-to-White homelessness rate by state, 2018



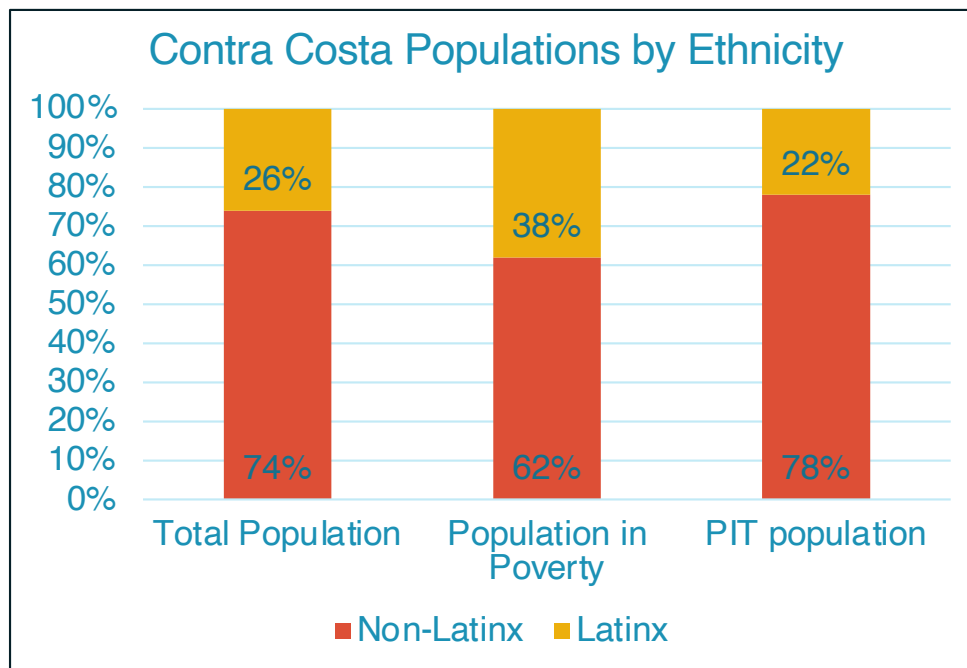
# Racial Disparities in Contra Costa Homelessness



- Black people are **4x** overrepresented in the homeless population
- Native American people are **8x** overrepresented in the homeless population

Data sources: 2020 Census and 2021 PIT count

# Ethnic Disparities in Contra Costa Homelessness



- Latinx people are proportionally represented in the homeless population
- Latinx people are disproportionately living below the poverty line
- Are Latinx people being undercounted in the PIT count?

Data sources: 2020 Census and 2021 PIT count



## Additional Resources

[HUD CoC racial equity analysis tool](#)

[NAEH report](#) on Latinx homelessness and underrepresentation in homeless systems

[C4 report](#) on BIPOC people scoring lower on VI-SPDAT



## Why are we here?

**Most minority groups, especially African Americans and Indigenous people, experience homelessness at higher rates than white people, largely due to long-standing historical and structural racism.**

- Long-standing historical and structural racism
- Disparities in the ways in which homeless and housing services impact diverse populations
- Black people represent 13% of the general population and account for 40% of people experiencing homelessness (>50% of families with children experiencing homelessness)
- SPARC Report communities ~65% of people experiencing homelessness were black, 28% were white, and homelessness among American Indian/Alaska Natives was 3 to 8 times higher than their proportion of the general population



---

# Importance of leading with BIPOC and consequences of failing to do so

# INVISIBILITY = FUNCTION OF RACISM + WHITE SUPREMACY



“Some folks hollered hard times. What is it all about? Things were bad for me when those hard times started out.” - *William Waring Cuney*

“The root of oppression is loss of memory.” - *Dr. Paula Gunn Allen*

“White America is not even psychologically organized to close the gap—essentially it seeks only to make it less painful and less obvious but, in most respects, to retain it. Most of the abrasions between Negroes and white liberals arise from this fact.” - *Dr. Martin Luther King Jr.*

“Most Americans are in an almost pathological denial about the depth of Black financial struggle. Why is it that we operate in such completely different worlds, where the depth of that struggle is almost invisible to white folks?” - *Nikole Hannah-Jones*

"So often Native people in the Americas are defined solely by their relationship to the colonizer's story. Rarely are we defined in terms of our own story."

- Hartman Deetz

"In its failure to describe accurately the experience of Black people, social science has misled us in its description of the larger society. As Lerone Bennett has observed, it is impossible to accurately describe a whole thing while ignoring or distorting the existence of its essential parts." - Dr. Andrew Billingsley

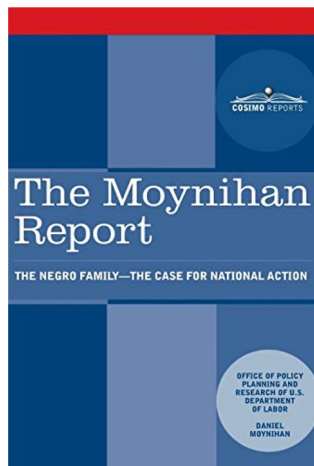
"Those closest to the pain should be closest to the power." - Congresswoman Ayanna Pressley



Graphic illustration from Insight Center's Power Learning Community

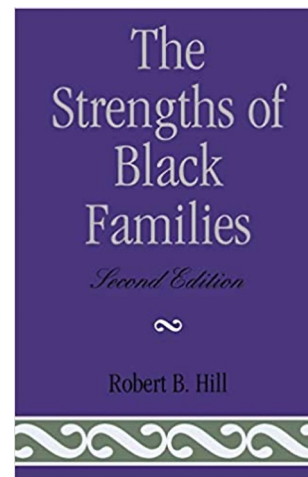
# Consequence of Ignoring or Distorting

"When our scholars, politicians, administrators and the general public stop playing this myth-bound game and come to understand that the disadvantage Black Americans suffer is due solely to the malfunctioning of our economic system and the evil heritage of racism and discrimination, we shall be better able to build a society that is more just and equal." - *Vernon E. Jordan*



March 1965

- “About a quarter of Negro Families are headed by women”
- “The number of fatherless children keeps growing”



March 1972

- Strong kinship bond
- Strong work orientation
- Adaptability of family roles
- High achievement orientation
- Religious orientation

---

# **Racial Equity in Practice**

Liberated Gatekeeping and  
Power Analysis



# Interrogating Our Role as Gatekeepers

- Whether we intend it or not, we serve as agents of social control, holding power over people in poor communities rather than always engaging with communities in ways that restore decision-making power and establish mutual accountability.
- Although we intend to be accountable to populations most impacted (by housing instability, homelessness, racism...), we are in reality accountable to the institutions that pay us, credential us, evaluate us, and decide whether to promote or fire us.
- In this sense, gatekeepers often find themselves trapped and conflicted. It is through working from an anti-racist frame, embodying anti-oppression values, and being accountable to communities most impacted that we can become “liberated gatekeepers” – recognizing the power and influence we have to be agents of transformation.

*adapted from People's Institute for Survival & Beyond*



## Some Ways that Gatekeeping Shows Up

- Disconnection between our role and our liberated gatekeeping potential
- Not engaging in open sharing about professional mistakes and harm we and our organizations have caused, which prevents us from focusing on amends and changed action moving forward
- Being mostly performative about racial equity by not committing to actions that will move money, share power, and lead to concrete solutions that advance racial equity and social justice



# Power Analysis

“Poor people, Black people, Brown people, Indigenous people – they don’t need programming, they need their power back.”

*-Ron Chisom, People’s Institute for Survival & Beyond*

“The power of the oppressed is the only power that can liberate both oppressed and oppressor.”

*- Paulo Freire, Pedagogy of the Oppressed*

*adapted from People’s Institute for Survival & Beyond*





# Analyzing Power

Analyzing Power helps us to understand why so many Black, Indigenous, and Latinx people are experiencing inequities.

- To do this we must examine ways that various institutions are acting as a foot of oppression instead of truly working to eliminate disparities. This also allows us to shift from using a needs analysis to a power analysis.
- A key part of the work of equity is to restore power to communities that have been historically and systematically disempowered.



# Steps to Analyzing Power

- Identify our population of focus: What are the biases, social norms, and assumptions we hold?
- Map out the institutions that are charged and/or funded to address this issue
- Unpack Institutional Oppression
  - Identify and describe the ways that these institutions act as a foot of oppression
  - Identify policy, resource, programming, and procedural interventions to advance racial justice
- Examine our role as gatekeepers



# Next Steps



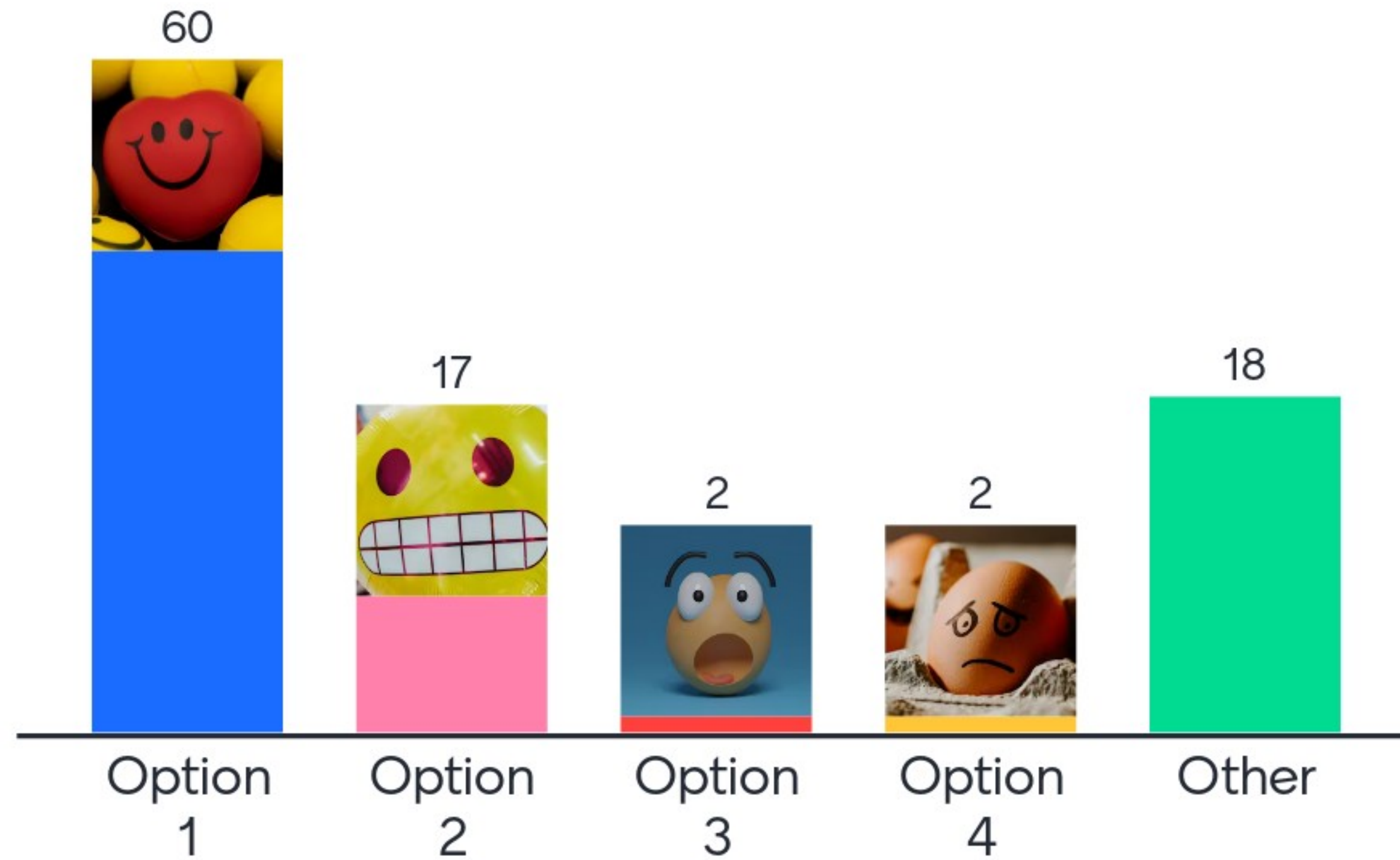
# Poll

- Where would you like to dig deeper?
  - History of Segregation
  - Liberatory Framework (Storytelling and Dealing-Centered Practices)
  - Cycle of Liberation
  - Root Causes
  - Others
- What are the topics you would like more information?
- Where are the biggest issues you are seeing in our homeless system of care?
  
- Additional Trainings
- Small Group Sessions

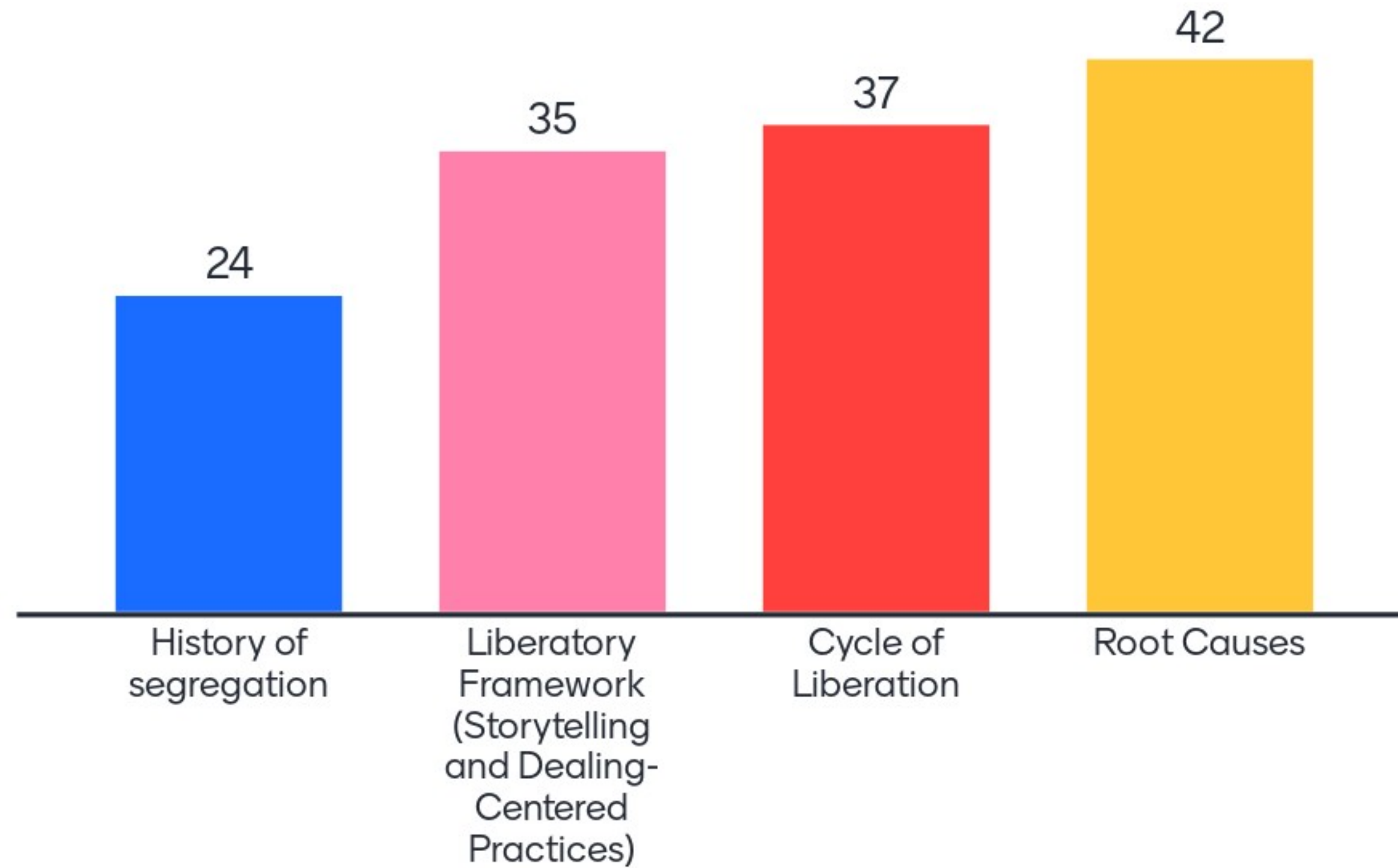


# Instructions

# How are you feeling coming into this racial equity training?



# Related to racial equity, what topics would you like a deeper dive?





# What other topics related to racial equity would you like more information about?

44 Answers

Allyship

Intersectionality

More about racial discrimination

Reparations

racism within the judicial system

Training managers on how to see their implicit bias, even in the non profit sector. This will improve employee retention.

how does H3 measure equitable program outcomes?

Evidence based solutions

What are going to be done solutions to meditate homelessness

# What other topics related to racial equity would you like more information about?

44 Answers

not sure

Why root causes? Future

What we can do to improve current situation

What the future will look like and why

Ally practices

How it relates to our jobs

micro aggressions and their cumulative impact

Engaging community leaders in change process

The answer to change



# What other topics related to racial equity would you like more information about?

44 Answers

Clearer examples of the differences between Equality and Equity.

How to influence/shift people with formal power

Balancing the power

Managing relationships with community partners with racial bias

To know how H3 uses data to improve equitable outcomes.

Ownership to BIPOC

How to address racial equity issues , specifically black issues, imposed by immigrants.

breaking the cycle of caste system in cultures whether its indian or even other cultures- peer pressure and keeping you in the cycle to follow the cultures

Micro aggressions

# What other topics related to racial equity would you like more information about?

44 Answers

impacts on mental health

How POF also discriminate against white people

People that do not feel like they are being racist but they most definitely are.

Mental health support

low self confidence and low self worth

0

More information about the many ethnicities are affected by inequality.

Skills to deal with situations when racial inequities arise.

How to address racism towards black Americans from immigrants



# What other topics related to racial equity would you like more information about?

44 Answers

Access to resources and opportunities

Intersectionality of homelessness with other key systems (health, justice systems, education, etc.)

How do we mobilize and turn data into action?

Homelessness

Statistic

Mental health

Bias and discrimination in housing programs

Housing and discrimination in placement agencies



# Where/what are the biggest issues you are seeing you in our homeless system of care related to racial equity?

44 Answers

Implicit bias

Criminal background

Mental health and financial stability

Gatekeeping

Language barrier

understaffed homeless services agencies, lacking representation of the homeless population

The things we cannot control—bias and discrimination on the part of rental property owners/managers

White privilege

Over-occupancy sometimes 'hides' homelessness (e.g., 8 people in a one bedroom apartment)



# Where/what are the biggest issues you are seeing you in our homeless system of care related to racial equity?

44 Answers

Lack of available housing resources for female population.

Not enough transitional, and supportive housing.

More POC are getting housing above whites

What is the percentage of white people who agree, or disagree with Racial Equity?

We keep seeing the disproportionate outcome data, but what is being done to address it? What are H3's goals?

How some agencies pick and choose who they want to help

How clients and service providers of color are treated vs how white client/providers are treated

That the BIPOP community does not have a voice in navigating homelessness. The systems to receive help are not user friendly

Black mistrust of housing systems and landlords

# Where/what are the biggest issues you are seeing you in our homeless system of care related to racial equity?

44 Answers

Racist landlords

A great deal of black people that are untreated with mental health issues and being looked over it seems

Folks being dismissed because staff are too busy, over worked, stressed, ect.

Implicit bias

Still works in a predominantly white culture so trying to deal with equity issues gets diluted in that kind of environment

Barriers to hearing the voices of people experiencing the systemic failures as they are related to racial inequity

Input from populations experiencing homelessness

Need more wrap-around services

Access to Care being held to high standards





# Where/what are the biggest issues you are seeing you in our homeless system of care related to racial equity?

44 Answers

Performative expressions of equity and inclusion

racial disparities in health care

Some of the biggest issues are families not qualifying for units. Lack of mental health services.

Income limitations. Housing Affordability moving forward is a big thing with some funders, which limits our ability to help. If someone can't pay moving forward they are in bad shape.

access to housing information, continued bias and discrimination and barriers in healthcare/mental health

Unchecked unconscious bias

Evictions disproportionately harm BIPOC and have devastating ripple effectson family stability, economic opportunity, mental health, etc.

Safe/ equitable resources for unaccompanied youth. Safe options.

Lack of confidence of self and hope to break the cycle of homelessness/poverty due to generational cycle



# Where/what are the biggest issues you are seeing you in our homeless system of care related to racial equity?

44 Answers

Permanent supportive housing, or clients dealing with criminal background social economics Being turned down for housing.

Asset/wealth disparities resulting from long term system racism, can't be fixed with short term, one time problem-solving

Increasing numbers of TAY becoming homeless.

Landlords only wanting single parent families of BIPOC population

The lack of structure in getting people seen for services and the lack of urgency.

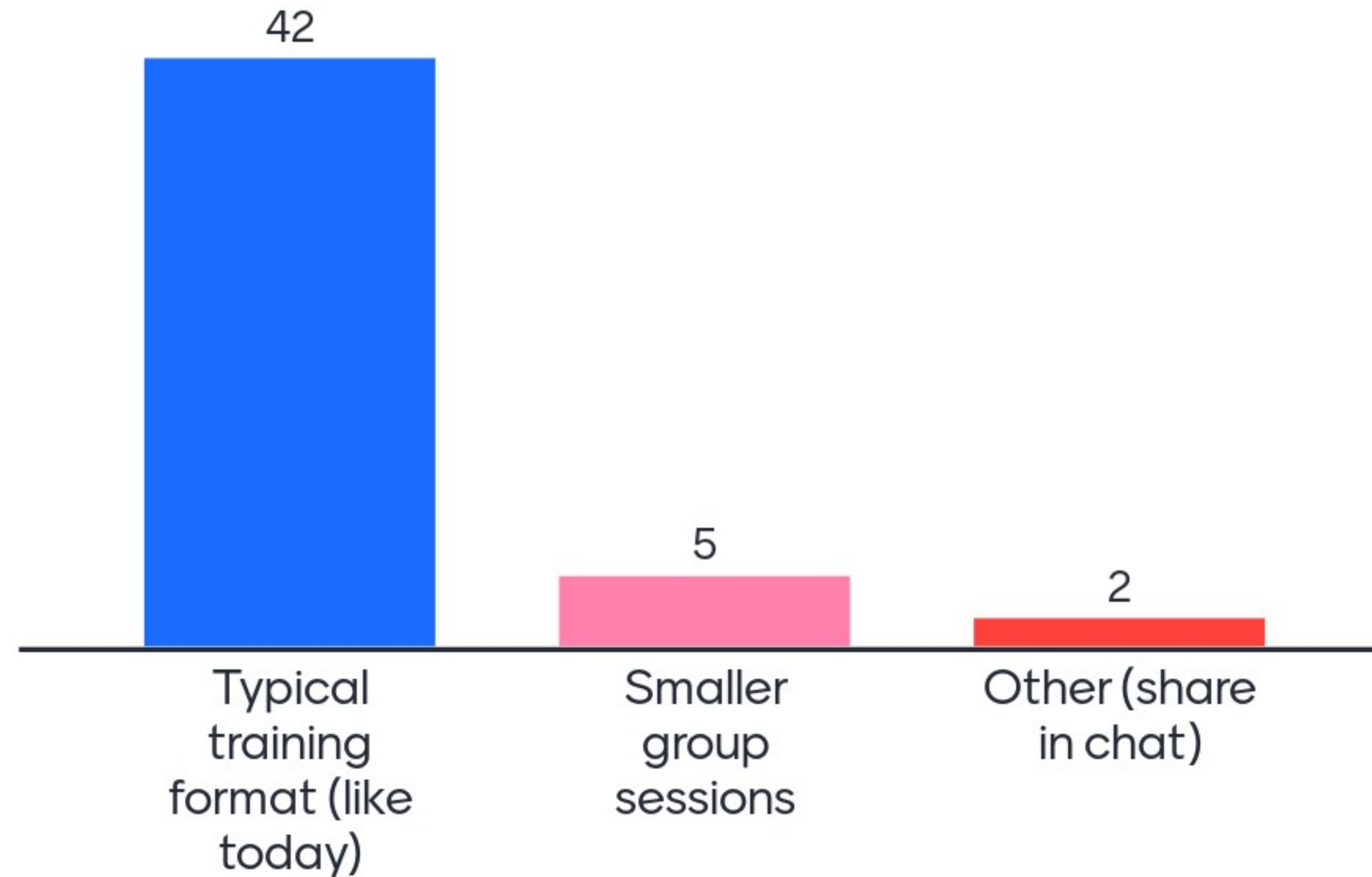
lack of people caring, too many NIMBYS

Lots of seniors of AA descent

not enough affordable housing options.



# What format would you like for future trainings/discussions on racial equity?



# Sharing Opportunity # 1

Feel free to share an experience that made one of the core concepts or terms really hit home for you or a reflection on any of the concepts we've discussed.

**NICOLE MCCRAY-DICKERSON** MAY 23, 2023 10:10PM UTC

## Troublemaker

Speaking up at work gets you labeled a "trouble maker." John Lewis said something about "good trouble" "necessary trouble" & that's just how it is now. We have to speak up until we're heard

My son's best friend in preschool was African American, my son Hispanic. His teacher told me to not let him hang out with his buddy because "you know how all the black kids are!" I was shocked that this person was a teacher in a preschool!

My daughter is 5yrs old and attends a private Christian school. Out of the 14 children in her class room, she and one other student are POC. I go above and beyond to make sure she is well mannered and never creates trouble.

## Racism/Implicit Bias

I was providing support services to a client over a period of time. After resolving a significant issue, the client expressed a lot of gratitude and then stated that I was really smart for a black person.

My biracial son having to listen to high school classmates make comments about Black people not knowing he is Black.

**My daughter was called a monkey for her color.... however attended a prominent private school.....again starts at HOME with the privelege!**

**When I was very young my brother and I were called pest by a child around 3 years old.**

## Racism

I was poisoned as a child by grandparents (white) who were mad their daughter had a baby by a black man.

**Implicit bias My white child at 4 years of age returned from the playground saying that he was scared of the kids because they were Black. Shook me to my core and was a major reality check for me and my parenting. My colleague at the same time was struggling with her Black six year old son being called names at school.**

## Racism is an economic tool

Racism stems from European Capitalism. In Ecuador, white people are often shown on TV. When the world cup comes around, all the team players are Afro-Ecuadorean.. Also my grandfather (part Spanish) didnt like me because I had a darker skin tone (so he would call me indigenous)

## Racism

Working in a district where teachers ask for an "N" word pass, give extra credit for interviewing a black student, or asking a black student if she could brush her hair or do something with it.

**When applying for jobs my name is typically thought to be a predominately African American name and employers/coworkers would state "How did you get a black persons name?" I present as white even though I am mixed w middle eastern.**

## Racism

I was 5 years old when a white neighbor called my father, brother and I the N word. It was the first time I heard that word and my father had to explain to me what it meant.

I'm mixed (latina/white) and my mom use to always be asked if she adopted me.

## **Weaponizing police**

At 7 a police officer pointed a gun in my face a thought i had a gun. Because I was a black boy in a gentrifying neighborhood they took the side of the neighbor. The white child was passed up I was playing with and i had a knee on my back being frisked.

Being of mixed race,  
POC-“she’s a white girl”  
White people- “she’s a black girl”

## **Race**

Slavery predates race...I learned that the first time the word white was used in reference to people (in writing) was in Maryland’s state court in 1681 - as a way to make it so that white women marrying non-white men was illegal. So racism and sexism all in one.

**When I was young my father was in the military. We often visited my grandmother in the south, traveling by car. Driving thru those southern states/ towns my father would wear his military uniform, hoping to be respected and prevent my brother and I from witnessing racism.**

**My mother told me that my grandfather gave her and my aunts and uncles "common" or "white" names so they would be able to get better jobs.**

When a white persons racist tendencies are brought to the attention of a supervisor but the white supervisor makes excuses

## **White Privilege**

It took me many years of actively working to see my white privilege b/c the system is set up to make it invisible to me b/c if I can't see it, I can't challenge it.

## **Racism**

My daughter, who at the time was 4 years old in preschool asked me "Mommy what is the color of my hair?" I answered Brown. She said a girl at school said she didn't want to play with her because my daughter was not blond! This baby girl must have learned this from the adults who are raising her.

**Positions of power and leadership in organizations claiming to shift systemic issues are generally reserved for whites. Individuals of color are placed in roles that serve community directly, creating inaccessibility to decision making or fund acquisition roles**

Racism

When my son was little people would question me being his father because he was bi racial. Or the many looks and reactions when me and my family go out to restaurants or on trips.

**Growing up in the Northeast, I was surrounded by lots of direct racism from friends using N words or embracing stereotypes that made me uncomfortable and motivated my leaving the Esst Coast all together I.**

I'm Latina, I was laid off and my white coworker told me I could clean her house like all “your” people do.

Implicit Bias/Racism. When my Black son had a mental health crisis, I was panicked that the police would see him as a threat rather than a child in distress.

## **Discrimination**

Due to strong asian accent

## **Whiteness**

Used to use the term Caucasian to describe white people. Then I realized how that term was coined (by a racist scientist), and how it lumps different people into a false group - and also avoids people using the word “white”. I no longer use that word.

## **Tokenism**

I worked so hard to get to my level of professional skill. When I started working with a white VP, she would use my Latino name for housing applications but wouldn't invite me to speak with our white partners. And would often have me take on the conversations w POC partners. Maybe less racism and more classism (which has the same roots)

## **Racism**

I am Black... When I was 12 years old a 3 year old little white girl told me i was 'dirty', because of my color.

\*\*\*\*\*

Connecting Concepts to Your Experiences - History of Racism and Housing Segregation

Create a Free board

Search for a card

Sort by order



Add your name



How might present-day restrictive covenants create barriers for BIPOC seeking permanent housing? How do you see this happening in your community?

+

People of color are not seen as responsible or worthy of owning property

1 0



The restrictions continue to set POC behind. The world is evolving but they are still being left behind.

3 0



Landlord or owners not wanting to rent or sell to POC. leaving them homeless or struggling.

2 0



Credit Scores continue to be used to discriminate against folks and especially BIPOC folks.

2 0



What are the long-term effects of BIPOC being restricted from purchasing homes in suburban areas across the United States?

+

This only adds to the current homeless issue by not allowing people of color to purchase homes or even to rent

1 0



Segregated neighborhoods and cities.

1 0



Challenge in building wealth and passing it along to future generations.

3 0



increasing barriers to basic needs (health care, food, transportation, clean air, clean water, etc.)

1 0



CONTINUED GROWING GAP BETWEEN "CLASSES" WEALTHY, BELOW

How do the impacts of exclusionary zoning policies affect BIPOC households with low incomes today?

+

Deeply impacts funding of schools in low income areas which can impact pretty much everything in the life course of a kid

3 1



Zoning policies restrict building development to single family homes rather than multi unit buildings

0 0



Restricted to school districts with lower funding, crowded classrooms and less resources

0 0



Lack of the ability to have generational wealth and access to economic opportunities

2 0



Huge barrier for receiving a subsidy voucher is having criminal history, which is higher for minorities due to the hyper focus law enforcement has historically had with these communities.

👍 3 🗨️ 0



Gentrification and segregation

👍 1 🗨️ 0



POVERTY, MIDDLE CLASSSES ETC

👍 3 🗨️ 0



It; a curse that follows from generation to generation

👍 0 🗨️ 0



inability to build generational wealth

👍 1 🗨️ 0



Even if BIPOC families get to buy a house, when they want to sell, they are still receiving low appraisals.

👍 0 🗨️ 0



Prevented diversity in neighborhoods, further normalizing "separateness" and preventing kids from growing up with normalized diversity.

👍 2 🗨️ 0



Property taxes are lower in these areas as well not good district representation of this community

👍 1 🗨️ 0



Contributes to "network impoverishment"- if everyone in your neighborhood/network is strapped, when someone in the network stumbles, there isn't enough resource in your social networks to help catch someone.

👍 3 🗨️ 0



IT KEEPS PERSONS OF COLOR FROM BEING ABLE TO PURCHASE, THUS KEEPS "INVESTORS" BUYING THE WHOLE NEIGHBORHOOD, HAVING CONTROL KEEPING PERSONS OF COLOR OUT OF THE LOOP

👍 2 🗨️ 0



Unhealthy food options in lower income areas

👍 0 🗨️ 0

