

Analysis of Racial Disparities in CoC Homelessness and Housing Outcomes 2023 Report

Background and Introduction

In 2018 the MA-511 CoC conducted its first analysis of racial disparities in its homeless service system in response to the growing body of knowledge of racial disparities among people experiencing homelessness. *This is now the 6th year of the analysis.* We continue to examine the same analytical questions as in previous reports since the CoC agreed they were the most important, however, data quality continues to improve and additional questions are added each year as necessary. This year's report focuses on the following questions, which are consistent with the 2022 report.

1. How does the racial and ethnic composition of those experiencing homelessness in the CoC compare to the general population and to those living in deep poverty (<50% FPL) in the region?
2. Are there disparities in the average length of time homeless among race and ethnic groups?
3. Are there disparities in the rate at which families and individuals exit homelessness for permanent housing?
4. Are people experiencing homelessness who identify as racial or ethnic minorities more or less likely to receive a full coordinated entry assessment (VI-SPDAT), and as a result have equal access to CoC housing opportunities?
5. Are there differences in the average coordinated entry assessment scores among those in each racial and ethnic group?
6. Are there disparities among people returning to homelessness after receiving a permanent housing placement?

Racial Equity Committee Activities 2022-2023:

The CoC created a Racial Equity Committee in spring 2019 to conduct annual analyses about racial disparities and develop strategies for addressing any disparities over time. The HMIS Administrator provided data for this year's analysis using HMIS and Stella P data, which were deemed to be the most useful data sources. Data were shared with the CoC Racial Equity Committee on May 17, 2023. The Committee reviewed the data and developed the analysis found in this report. The report and the Committee's recommended next steps were presented to the General Committee on **June 14, 2023**, [enter y/n if committee adopts report on the 14th].

In addition to the annual analyses, the CoC connected with the Massachusetts Housing and Shelter Alliance/MHSA initiative, called 'A Place to Live'. MHSA, in partnership with Racial

Equity Partners/REP conducted a four-part training series on racial equity for staff, network partners, leadership, board members, and people with lived experience affiliated with Three County Continuum of Care (CoC), Worcester City and County CoC, and our South Shore CoC. This took place in fall of 2022 with the purpose of presenting terminology to create shared language and provide foundational, historical facts of why it matters to center equity in the work that we do. Additionally, these trainings were designed to help frontline staff to learn how to overcome internal and external barriers to engage staff and people of color with lived experience as well as to reach leadership and Board members in a meaningful way. These are the 4 trainings that were provided by this opportunity:

- Institutional Transformation: Becoming an Antiracist Organization
- Making Change: How to Use Spheres of Influence
- Making Change: Allyship and Activism
- Developing Diverse Organizations

The 3 CoC's followed up by presenting at **MHSA's Member Retreat**, each sharing our experiences with the training along with an overview of the work towards advancement of racial equity. As part of our overview, we shared a timeline of important milestones with MA members and stressed the importance of how this work is gaining momentum and building upon specific racial equity projects started in 2021. The kick-off to this work started when the CoC engaged with C4 Innovations and MHSA to evaluate our coordinated entry system with a focus on achieving more racially equitable outcomes for those who are most impacted by homelessness. Our work continues to evolve, and we share our activities and potential areas for growth with network partners.

Race and Ethnicity in the CoC – A Summary of Findings

The MA-511 CoC is comprised of 34 cities and towns in southeastern Massachusetts, including all of Plymouth County and much of Norfolk County. Communities include urban areas, such as Quincy, Brockton, and Plymouth, as well as many suburban towns. Given the geography, we used an average of county-wide census data to understand race and ethnicity for the CoC. The population in the CoC is predominantly white, but it includes significant percentages of Black, African American or African; Asian or Asian American; and Hispanic/Latin(a)(o)(x) persons.

Race:

- White: 82%
- Black, African-American or African: 9.3%

- Hispanic/Latin(a)(o)(x): 4.3%
- Non-Hispanic/Non-Latin(a)(o)(x): 78.9%

Ethnicity:

- Two or More Races: 2%
- Asian or Asian American: 6.5%
- Native Hawaiian or Pacific Islander: <0.1%
- American Indian, Alaska Native, or Indigenous: 0.3%

Question 1: How does the racial and ethnic composition of families and individuals experiencing homelessness compare to the general population in the CoC and to those living in deep poverty (<50% FPL) in the region¹?

Families

The CoC compared race and ethnicity of all families experiencing homelessness to the general population and those living in deep poverty. White families represent 28% of those experiencing homelessness, but 61% of households in deep poverty. In contrast, Black/African-American families represent 55% of homeless families, but only 17% of households living in deep poverty. Hispanic or Latin(a)(o)(x) families also experience a disparity in the CoC, representing 23% of homeless families but only 8% of families living in deep poverty. The disparity among Hispanic/Latin(a)(o)(x) young families (head of household ages 18-24) is even more significant. The percentage of the CoC’s homeless family and parenting youth households who are Hispanic or Latin(a)(o)(x) has grown significantly in the past year. The proportion of homeless families who are Hispanic/Latino increased by 5 percentage points and the proportion of parenting youth who are Hispanic/Latino increased by 8 percentage points. This is in line with trends noted from the field that significant numbers of newly arriving migrant families are entering the family shelter system state-wide.

| Race/Ethnicity | MA-511 General Population Average | MA-511 Average of General Population in Deep Poverty | MA-511 Homeless Families Population | MA-511 Homeless Families: Youth |
|--|--|---|--|--|
| White | 82% | 61.1% | 28% | 31% |
| Black or African-American or African | 9.3% | 17.2% | 55% | 48% |
| American Indian, Alaska Native, or Indigenous | 0.3% | 0.3% | <1% | 0% |
| Asian or Asian American | 6.5% | 8.3% | <1% | 1% |
| Native Hawaiian or Pacific Islander | <0.1% | 0% | <1% | 1% |
| Multiple Races | 2% | 5.0% | 4% | 4% |
| Hispanic or Latin(a)(o)(x) | 4% | 8.3% | 23% | 29% |

Individuals

¹ 2012-2016 American Community Survey 5-Year Estimates

The data show that the MA-511 CoC also experiences racial disparities in terms of the number of Black/African-American, Native Hawaiian or Pacific Islander, and Hispanic/Latin(a)(o)(x) individuals who become homeless. Individuals of those race and ethnic groups are more likely to become homeless. The most significant inequity is experienced by African-American individuals who make up 9% of the general population, 17% of the population living in deep poverty, but 26% of those experiencing homelessness. However, this is a decrease from 2022 of 5 percentage points. The percentage of individuals experiencing homelessness who are white is higher than those living in deep poverty, but still lower than the percentage of white individuals in the general public. The disparity is even greater among non-white unaccompanied homeless youth. Black/African-American and Hispanic/Latin(a)(o)(x) youth are most over-represented among youth in the CoC's system. The percentage of the individual homeless population who is Hispanic/Latino increased in the past year by 2 percentage points; the percentage of homeless youth who are Hispanic/Latino increased by 6 points.

| Race/Ethnicity | MA-511 General Population Average | MA-511 Average of General Population in Deep Poverty | MA-511 Homeless Individuals Population | MA-511 Homeless Individuals: Youth |
|--|--|---|---|---|
| White | 82% | 61.1% | 66% | 38% |
| Black, African-American or African | 9.3% | 17.2% | 26% | 50% |
| American Indian, Alaska Native, or Indigenous | 0.3% | 0.3% | 1% | 2% |
| Asian or Asian American | 6.5% | 8.3% | 1% | 0% |
| Native Hawaiian or Pacific Islander | <.01% | 0% | <1% | 1% |
| Multiple Races | 2% | 5% | 6% | 8% |
| Hispanic or Latin(a)(o)(x) | 4% | 8.3% | 11% | 26% |

Question 2: Are there disparities in the average length of time homeless among race and ethnic groups?

In MA-511 there are many factors that contribute to long episodes of homelessness that intersect with race and ethnicity, including, but not limited to presence of disabilities, large family sizes, no income, limited social connections, CORI/SORI, and undocumented status.

Families

The average adjusted length of time homeless for white families is 11 months, but non-white families experience an average of 13.8 months (415 days) – or almost 3 months longer than their white counterparts. Families identifying as Hispanic or Latino have an average length of time homeless of 10.3 months, which is lower than the 12-month average for non-Hispanic/Latin(a)(o)(x) families. The disparity in length of time homeless for families is most pronounced for Black/African-American families who average 13.1 months homeless, or 2.1 months longer than white families. Native Hawaiian or Pacific Islander families and families identifying as multiple races also had long lengths of stay but the population sizes are extremely small. Young families tend to experience shorter lengths of stay overall. Details by race and ethnicity are below:

| Race/Ethnicity | MA-511 Homeless Families Population | Average Length of Time Homeless – Families (days) | Average Length of Time Homeless – Youth Families (days) |
|---|--|--|--|
| White | 28% | 329 | 109 |
| Black, African-American or African American Indian, Alaska Native, or Indigenous | 55% | 393 | 330 |
| Asian or Asian American | <1% | NA | NA |
| Native Hawaiian or Pacific Islander | <1% | 224 | 266 |
| Multiple Races | <1% | 547 | 498 |
| Hispanic or Latin(a)(o)(x) | 4% | 494 | NA |
| Not Hispanic or Latin(a)(o)(x) | 23% | 310 | 189 |
| | 71% | 378 | 298 |

Individuals

The average length of time homeless is longest for Black/African-American individuals, with an average that is three and a half weeks longer than White individuals. Unaccompanied homeless youth (ages 18-24) who are non-White or Hispanic/Latin(a)(o)(x) experience longer lengths of stay than their White youth counterparts.

| Race/Ethnicity | MA-511 Homeless Individuals Population | Average Length of Time Homeless – Individuals (days) | Average Length of Time Homeless – Youth Individuals (days) |
|-----------------------|---|---|---|
| White | 66% | 142 | 76 |

| | | | |
|--|-----|-----|-----|
| Black, African-American or African | 26% | 167 | 90 |
| American Indian, Alaska Native, or Indigenous | 1% | 95 | 105 |
| Asian or Asian American | 1% | 106 | NA |
| Native Hawaiian or Pacific Islander | <1% | 83 | 329 |
| Multiple Races | 6% | 175 | 193 |
| Hispanic or Latin(a)(o)(x) | 11% | 133 | 90 |
| Not Hispanic or Latin(a)(o)(x) | 88% | 157 | 91 |

Question 3: Are there disparities in the rate at which families and individuals exit homelessness for permanent housing?

This question was reviewed separately for individuals and families and uses Stella P data from HUD that includes data on all types of permanent housing exits from shelter or street outreach programs. In both charts below, the middle column entitled “MA-511 exiting homeless population” indicates the race and ethnic breakdown of all exits during the fiscal year. The right-hand column entitled “% of homeless exits to permanent destinations” indicates the percentage of exits for each race and ethnic group that were to permanent destinations. Thus, equitable outcomes would be indicated by the percentages being very similar across race and ethnicity. Further explanation is below.

Families

The three largest subpopulations of families are those that identify as Black, African-American, or African; White; and Hispanic or Latin(a)(o)(x). The other groups have very low total numbers, making disparities in exits difficult to identify. In looking at the three largest subpopulations, we would expect to see the total percentage of exits to permanent housing to be similar. However, 41% of White families who exited shelter had a permanent housing destination, 58% of Black, African-American, or African families who exited shelter had a permanent housing destination, and 43% of Hispanic/Latin(a)(o)(x) families had a permanent housing destination. This data does not suggest a disparity for racial or ethnic minorities in the CoC, but should be a measure to continue monitoring given the variability.

| Race/Ethnicity | MA-511 Exiting Homeless Families Population | % of Homeless Family Exits to Permanent Destinations |
|-----------------------|--|---|
| White | 33% | 41% |

| | | |
|--|-----|-----|
| Black, African-American or African | 48% | 58% |
| American Indian, Alaska Native, or Indigenous | 0% | 0% |
| Asian or Asian American | 1% | 50% |
| Native Hawaiian or Pacific Islander | 1% | 50% |
| Multiple Races | 3% | 60% |
| Hispanic or Latin(a)(o)(x) | 23% | 43% |

Individuals

Similar to the family data, the three largest subpopulations of individuals are those that identify as Black, African-American, or African; White; and Hispanic or Latin(a)(o)(x). Data on permanent housing exits by race and ethnicity shows very similar results for those identifying as White or Black, African-American, or African. 18% of White individuals with an exit from homelessness and 20% of Black/African-American/African individuals with an exit from homelessness went to permanent housing. However, only 13% of Hispanic or Latin(a)(o)(x) individuals with an exit went to permanent housing, indicating a disparity for that group.

| Race/Ethnicity | MA-511 Exiting Homeless Individuals Population | % of Homeless <i>Individual</i> Exits to Permanent Destinations |
|--|---|--|
| White | 63% | 18% |
| Black, African-American or African | 26% | 20% |
| American Indian, Alaska Native, or Indigenous | 1% | 10% |
| Asian or Asian American | 1% | 50% |
| Native Hawaiian or Pacific Islander | 1% | 33% |
| Multiple Races | 1% | 35% |
| Hispanic or Latin(a)(o)(x) | 12% | 13% |

Question 4: Are people experiencing homelessness who identify as racial or ethnic minorities more or less likely to receive a full coordinated entry assessment (VI-SPDAT), and as a result have equal access to CoC housing opportunities?

For both individuals and families, the Committee looked at the rates at which white and non-white households and Hispanic/Latin(a)(o)(x) and non-Hispanic/Latin(a)(o)(x) households are assessed using the VI-SPDAT. The VI-SPDAT is the tool used to assist in prioritization for the majority of the CoC's permanent housing programs, including PSH and RRH. As such, equal access to permanent housing is dependent upon a fair and equal approach to VI-SPDAT assessment and the CoC would expect to see equal rates of assessment. For example, if 80% of white households are

assessed according to coordinated entry policy, then at least 80% of non-white households should also be assessed according to CE policy.

Families

White and non-white homeless families are being assessed with the VI-SPDAT at very similar rates with non-white families receiving the VI-SPDAT at a higher rate. Since CoC PSH units for families are primarily dedicated to chronically homeless families, the CoC policy is for all families who reach 365 days of homelessness to be assessed with the VI-SPDAT. If there is equal administration of the VI-SPDAT among all race and ethnic groups of families, we should see about the same percentage of families within each racial group receiving the VI-SPDAT. Using HMIS data, 44% of white families who have been homeless for at least 365 days received the VI-SPDAT and 54% of non-white families with 365 days of homelessness received the assessment. 47% of Hispanic/Latino families receive a VI-SPDAT as expected and 54% of non-Hispanic/Latino families do. This data shows there isn't a disparity in completion of the VI-SPDAT for families of color, but it does indicate the overall rates of completion must be improved for all families.

Individuals

In reviewing VI-SPDAT data from our HMIS system, there has been a reduction in the percentage of all individuals who are receiving the VI-SPDAT according to protocol. 56% of White individuals and 50% of non-White individuals received the VI-SPDAT assessment according to coordinated entry policy. When disaggregating by ethnicity, 55% of non-Hispanic and 49% of Hispanic individuals who should have received the VI-SPDAT did so according to policy. This indicates a disparity for individuals identifying as racial and/or ethnic minorities in the CoC, and also highlights the need to improve the overall VI-SPDAT completion rates to ensure housing assistance is provided equitably.

Question 5: Are there differences in the average coordinated entry assessment score among those in each racial and ethnic group?

It's important to understand not only the rate at which different racial and ethnic groups are assessed, but also whether there are differences in how they tend to score in those assessments. Together, that information helps the CoC understand potential inequities in the coordinated entry system. The scores are a significant factor for the type of housing to which households are directed. The CoC would expect the averages to be somewhat similar to one another, recognizing, though, that other external factors might impact different groups and lead to different average scores. Due to the variety of factors that could impact average scores (e.g., disability status, access to health and behavioral healthcare, access to nutrition and other social supports, availability of familial and social supports, etc.) the Racial Equity Committee will need to monitor this data over time and continue to analyze the results to understand whether it is evidence that the assessment tool isn't

effectively measuring vulnerability equally across racial and ethnic groups. The tables below show the average VI-SPDAT scores by race and ethnicity.

For families, Asian or Asian American, White, and Hispanic/Latin(a)(o)(x) persons scored higher than all other groups, meaning that on average they are being directed toward permanent supportive housing options. Note that the total number of Asian or Asian American families is very low. The results for families is similar to last year and suggests a disparity. For individuals, American Indian, Alaska Native, or Indigenous; Non-Hispanic or Latin(a)(o)(x); and individuals identifying as Multiple Races scored highest. The difference in average score between the 3 largest subpopulations (White; Black, African-American or African; and Hispanic or Latin(a)(o)(x) is smaller than last year, though White individuals still score higher on average, and, therefore, are mostly likely to be directed to PSH.

Families

| Race/Ethnicity | Average VI-SPDAT Score |
|---|------------------------|
| White | 10.9 |
| Black, African-American or African | 9 |
| Asian or Asian American | 16 |
| Multiple Races | 8.7 |
| Hispanic or Latin(a)(o)(x) | 10.4 |
| Non-Hispanic or Latin(a)(o)(x) | 9.1 |

Individuals

| Race/Ethnicity | Average VI-SPDAT Score |
|--|------------------------|
| White | 8.5 |
| Black, African-American or African | 8.1 |
| American Indian, Alaska Native, or Indigenous | 9.25 |
| Asian or Asian American | 6 |
| Native Hawaiian or Pacific Islander | 8.5 |
| Multiple Races | 8.8 |
| Hispanic or Latin(a)(o)(x) | 7.6 |
| Non-Hispanic or Latin(a)(o)(x) | 9 |

Question 6: Are there disparities among those returning to homelessness after exiting the homeless system for permanent housing?

This question is included to further our understanding of inequities associated with maintaining housing stability after a housing placement. The tables below show returns to homelessness disaggregated by race and ethnicity and broken down by the timeframe of the return. The universe of households for each race/ethnic group is those that had an exit to permanent housing in the prior two years. The CoC would expect the percentages of those returning to be similar across race and

ethnic categories. Results for families and individuals are shown separately to uncover differences among those populations. The data show that returns to homelessness among families are rare and similar across each racial and ethnic group. Though, Hispanic or Latin(a)(o)(x) families are more likely to experience a return within 12-24 months following permanent housing placement. This data is similar to the prior year.

| Race/Ethnicity | % of MA-511 Homeless Families Returning in 6 mos. | % of MA-511 Homeless Families Returning in 6-12 mos. | % of MA-511 Homeless Families Returning in 12-24 mos. |
|--|--|---|--|
| White | 0% | 0% | 2% |
| Black, African-American or African | 0% | 1% | 0% |
| American Indian, Alaska Native, or Indigenous | 0% | 0% | 0% |
| Asian or Asian American | 0% | 0% | 0% |
| Native Hawaiian or Pacific Islander | 0% | 0% | 0% |
| Multiple Races | 0% | 0% | 0% |
| Hispanic or Latin(a)(o)(x) | 0% | 0% | 4% |

Among individuals, White, Black or African-American, and Hispanic/Latin(a)(o)(x) individuals are most likely to experience a return to homelessness. All other racial categories represent very low percentages of the population, so it makes sense that White, Black, and Hispanic individuals would experience the most returns. Of note, White and Black, African-American, of African individuals have a slightly higher rate of return to homelessness within 6 months, but significant portions of all three groups experience returns within 12-24 months. Returns within 6 months are significantly higher this year for both of those groups compared to 2022. This doesn't suggest obvious inequities associated with returns but does suggest that the CoC consider additional housing stabilization strategies for individuals during their initial transition into housing.

| Race/Ethnicity | % of MA-511 Homeless Individuals Returning in 6 mos. | % of MA-511 Homeless Individuals Returning in 6-12 mos. | % of MA-511 Homeless Individuals Returning in 12-24 mos. |
|-----------------------|---|--|---|
| White | 16% | 5% | 10% |

| | | | |
|--|-----|----|----|
| Black, African-American or African | 12% | 3% | 5% |
| American Indian, Alaska Native, or Indigenous | 0% | 0% | 0% |
| Asian or Asian American | 0% | 0% | 0% |
| Native Hawaiian or Pacific Islander | 0% | 0% | 0% |
| Multiple Races | 0% | 0% | 0% |
| Hispanic or Latin(a)(o)(x) | 0% | 0% | 7% |

General Conclusions

- For both individuals and families, poverty alone cannot explain the rates of homelessness for people of color.
- The most significant inequity is experienced by Black, African-American, or Black individuals and families, and that is also true when looking at the subset of unaccompanied and pregnant or parenting youth. This has been the case since the CoC first began reviewing disparities.
- The disparity in length of time homeless for families is most pronounced for Black, African-American, or African families who average 13.1 months homeless, or 2.1 months longer than white families. While the length of time homeless for Black, African-American, or African families is two weeks longer than last year, the disparity as compared to White families is down by 2 weeks from last year. Unfortunately, both groups have seen the average length of time homeless increase. Similarly, Black, African-American, or African individuals experience average lengths of time homeless that are 3 and a half weeks longer than White individuals, and non-White unaccompanied youth experience longer lengths of time homeless than White unaccompanied youth.
- Hispanic/Latin(a)(o)(x) individuals access exit for permanent housing destinations at rates lower than expected.
- Black, African-American, or African and Hispanic or Latin(a)(o)(x) families score lower on the VI-SPDAT assessment than White families, suggesting a disparity. There are less significant differences for individuals' VI-SPDAT scores this year. Again, this year the analysis highlights the need for the overall rates of completion to be improved to ensure ongoing equal access to the CoC's permanent housing options. Further analysis of the effectiveness of the tool to assess across different racial and ethnic groups is warranted.

Proposed Next Steps

Racial disparities exist in the MA-511 CoC in the rates at which certain racial and ethnic groups become homeless and achieve positive housing outcomes. This analysis continues to be repeated

annually and expanded to include additional research questions to help understand disparities in assessment, access to resources, coordinated entry processes, and housing outcomes. To support these efforts the Racial Equity Committee drafted initiatives to address racial disparities in the CoC's homeless services system to strategically guide the work of this group moving forward. These initiatives were first developed in 2021. The CoC has met important benchmarks towards each of the initiatives below, and our work will continue to build as we strive to attain racial equity in the work that we do and for the people that we serve:

1. Retrain front line case management staff to improve rates at which individuals and families receive the VI-SPDAT assessment, paying special attention to ensuring youth are assessed appropriately.
2. Strengthen the Racial Equity Committee and embed membership throughout other CoC Committees.
3. Consider youth status in Coordinated Entry prioritization.
4. Expand outreach in geographic areas with higher concentrations of underrepresented groups and partner with culturally responsive community providers.
5. Train homeless service staff on anti-racism, mitigating implicit bias, LGBTQ+ allyship, cultural humility, and Trauma-Informed Care.
6. Train homeless service staff on the intersection of health and homelessness utilizing one or more of the Community Health Training Institute's health equity trainings, designed to help community members, stakeholders, organizations, and many more explore and tackle the roots of health inequities by addressing housing and other social determinants of health.
7. Identify steps to help the CoC Board and decision-making bodies (General and Executive Committees) better reflect the population served.
8. Embed inclusive and intentional language in governance and program documents.
9. Conduct a system mapping of all CoC programs to identify what policies and practices may be perpetuating inequities.
10. Develop a South Shore CoC regional 'pledge' whereby network partners will identify industry-wide challenges and the strategies required to advance the practice of providing services and programs with a racial equity lens.

Priorities for 2023-2024:

Plymouth County District Attorney's Office Human Trafficking Taskforce – Housing & Services Subcommittee - The overall purpose of the Human Trafficking Task Force is to create a coordinated and consistent response to human trafficking through protocols and streamlined referral processes. The Housing & Services subcommittee fits into this by working to ensure that there is “no wrong door” – survivors should be able to enter through any organization, law enforcement, service provider, or other task force partner to be connected to the most appropriate service provider based upon their needs. Our work with survivors is to help them navigate

complex criminal justice and social service systems and streamline communication between various providers and with law enforcement. The housing and services subcommittee is designing a referral mechanism that outlines the roles/responsibilities of the various service organizations to streamline the process to ensure that no one falls through the cracks due to lack of coordination or miscommunication. The Task Force is working on creating referral protocols to formalize this process and strengthen the county's response for survivors. The purpose of the coordination is to create a membership-based network of partners and service providers that have received specialized training and are able to receive/make referrals to meet the comprehensive needs of survivors. "Trends show that people of color are more likely to experience a history of sexual and/or physical abuse, community or family instability and dislocation, child welfare involvement, especially out-of-home foster care placement, life as a runaway or homeless youth, disconnection from the education system and being off-track for achievement, and poverty. All of these things make them more vulnerable targets of trafficking.²". The CoC sends multiple resources generated from this working group to network partners who are all working with survivors, at times even unknowingly. As this report is being drafted the group is working on developing safety assessments for individual and family shelter staff in our region to utilize as part of the intake process and ongoing communication. **Start Date: Summer 2022 to current**

DEI opportunity for the CoC's support entity [including HMIS] – Father Bill's & MainSpring partnered with YW Boston to embed a culture of equity and inclusion across the organization and incorporate a racial equity perspective into practices and procedures. A cohort of 25 individuals from across the organization applied to participate in the InclusionBoston series. YW Boston's facilitators led five 2-hour dialogue sessions focused on active listening, relationship building, development of shared language and frameworks, and connecting observation to action. The series will culminate with the development of an organizational action plan, and will include check-ins at the 1, 3, 6 and 12-month marks. This process and relevant outcomes will be shared with the CoC with permission from YW Boston. At the very least FBMS can share guidance to CoC leadership on how their staff can hold influence in their sphere –people who can be "change makers" for this process; those who can articulate observations and experiences in their space, while also understanding the "big picture" of this work in the context of the entire organization, and ultimately lead the implementation of an action plan within their own organizations. The CoC's lead has the title of Associate Director of Program Development, and this person will sit on the 'Recruitment and Retention Subcommittee' and will share updates with network partners who are also looking at ways to build on these areas within their own organizations. **Start Date: Winter 2023** [dialogue sessions are complete, and the next step is the implementation of the organization's action plan].

Group Coaching Session(s) for South Shore CoC members - MHSA provided continued support in offering our CoC coaching sessions framed around racial equity towards enhancing

² 'The Link between Race & Human Trafficking', Author: Austyn McAnarney

our operations and/or services/programming. CoC leadership agreed on training for staff on how to incorporate people with lived experience of homelessness to participate in the work of ending homelessness [focus groups, board representation, and employment]. This coaching opportunity will be held over 5 sessions and will include front-line staff and leadership operating at all the individual and family shelters operating in our region. **Start Date: Summer 2023**

Continued Workshops/Trainings facilitated by Racial Equity Partners - The goal of this series is for attendees to gain a better understanding of the history of race and white supremacy, the impact of racial trauma, and racial disparities in homelessness, all grounded in the importance and value of people with lived experience to affect systems change. This series will strengthen relationships with people with lived experience while centering their ideas and strategies to address racial inequities. These are the 3 trainings that will be offered to our CoC: **Start date: Fall 2023**

- Building an Environment for Raising Equity Concerns
- Furthering Racial Equity and Fair Housing
- Structural Racism, Housing and Homelessness

The Racial Equity Committee has approved of these activities and will continue to evaluate its initiatives annually, ensuring progress against our CoC's goal to build racially equitable housing services and programs.

Development of a revised Coordinated Entry assessment tool that incorporates racial equity principles – This year's racial disparities analysis marks the second year of data showing that white households typically score higher than other minority subpopulations. In the next year, the CoC will research alternative strategies for assessing vulnerability and prioritizing the most at-risk households for housing. Based on that research, the CoC will test a revised tool that aims to mitigate disparities in that critical part of the coordinated entry process.