LAHSA Equity Department

Critical Racial Equity Initiatives

Los Angeles Homeless Services Authority

Clifton Trotter, Equity Director
Agenda

Ad Hoc Committee BEPH/NIS Report
Key Functions
Department Initiatives
Key Performance Indicators
Racial Equity Research
Progress/Lessons Learned
Committee Formation & Purpose

LAHSA Commission launched the Committee in April 2018 in response to:

1. The persistent overrepresentation of Black people experiencing homelessness, and
2. The impact of the Ad Hoc Committee on Women & Homelessness

The Committee’s purpose was to:

1. Examine the factors contributing to the overrepresentation of Black people among the population experiencing homelessness,
2. Identify opportunities to increase racial equity within the homeless service delivery system, and
3. Develop recommendations to more effectively meet the needs of Black people experiencing or at risk of homelessness.
DEMOGRAPHIC SNAPSHOT

Structural racism causes black people to be 4x more likely to experience homelessness

Without institutional racism, there would be 15,000 fewer people experiencing homelessness, almost all coming from African-American & Native American populations.

LAHSA, L.A. City & L.A. County are implementing the recommendations of the Ad Hoc Committee on Black People Experiencing Homelessness to dismantle structural racism.

<table>
<thead>
<tr>
<th></th>
<th>L.A. CoC Homeless Population</th>
<th>L.A. County Population*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic/Latino</td>
<td>36.1%</td>
<td>48.5%</td>
</tr>
<tr>
<td>Black/African-American</td>
<td>33.7%</td>
<td>7.9%</td>
</tr>
<tr>
<td>White</td>
<td>25.5%</td>
<td>26.3%</td>
</tr>
<tr>
<td>American-Indian/Alaskan Native</td>
<td>1.1%</td>
<td>0.2%</td>
</tr>
<tr>
<td>Asian</td>
<td>1.2%</td>
<td>14.4%</td>
</tr>
<tr>
<td>Native Hawaiian/Other Pacific Islander</td>
<td>0.3%</td>
<td>0.2%</td>
</tr>
<tr>
<td>Multi-Racial/Other</td>
<td>2.1%</td>
<td>2.5%</td>
</tr>
</tbody>
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*U.S. Census Data
National Innovation Services

1. Shift the Culture in Small and Big Ways

2. Invest in transformative relationships, program and policy designs

3. Be Accountable to Equity in Policies and Practices
Assessment/Employee Engagement  DIVERSITY

Best Practices  EQUITY

Strategy Development  INCLUSION

Recommendations  IMPLEMENTATION
Equity Department Initiatives

- Employee Resource Groups
- Equity Dialogue Series
- Professional Develop Committee
- Equity Based Decision-Making Framework
- Ad Hoc Committee BPEH Steering Committee/American Indian Alaskan Native Workgroup
- HET Frontline Listening Sessions
- LAHSA Equity Committee
- Racial Equity Trainings
• History of Structural & Institutional Racism
• Implicit Bias
• Cultural Humility
• Trauma Informed Care
• Working w/ Black LGBTQ

Racial Equity Trainings
Ad Hoc BPEH
Recommendation : #4 & #44

LAHSA Staff
Mandatory
Operationalize Equity

Service Provider Network
Providers: 96
Trainings Completed: 1266
Measuring Housing Success

- Assess Current Metrics
- Measure Key Performance Indicators by Racial Demographic
- Implementation & Lesson Learns
01
Partner with UCLA CA Policy Lab to create and implement performance metrics for use by LAHSA, County, City of LA and smaller cities

02
Currently outlining system components and methodology

03
Test KPIs with system leaders over Spring

04
Present to LAHSA Commission, County Homeless Deputies, and City Homelessness and Poverty Committee in fall
• Anticipated 3-year community-based research project

• To evaluate LA’s current system and design pilots that inform refinements across three core components of LA’s homeless services system: Assessment (the questions), Administration (the process), and Application (use of the data)

• $1.5M awarded to support a collective team of researchers from USC, UCLA, CA Policy Lab, University of Missouri, and Lens Co, with additional support to be coordinated separately for testing potential refinements in the community.
Drivers

1. Consensus tool is unfair
2. Ad Hoc BPEH recommend research to improve tool
3. Hilton, United Way, Ad Hoc Committee, & HPRI Funders

Progress

1. Evaluated Tool Administration
   - Conducted Interviews
   - Co-created best practices

Pilot Plans

1. Best Practices
2. Reworded Questions with Community Advisory Board
3. Revised Scoring for Vulnerability
Recommendations

- Collect information about the range of PSH types in Los Angeles County
- Assume and plan for a more differentiated PSH system in Los Angeles County
- Address implicit bias, prejudice, and discrimination that exist among case managers, property managers, and landlords
- Fund 24-hour services to enhance safety
- Reduce case management turnover
- Develop a peer advocate program for Los Angeles and use as PSH case manager pipeline
- Provide sustained services to support transitions to independent housing after exit
Transition & Progress

Sunsetting of Ad Hoc Committee BPEH

Established Ad Hoc Steering Committee for BPEH

Launching Ad Hoc Implementation Workgroup
Lessons Learned

**Project Room Key**
- Reassessing for Racial Equity

**Emergency Housing Vouchers**
- Reassessing for Racial Equity
- CalEnviroScreen (Equity Scoring Tool)

**Coordinated Entry System**
- Reworded Questions (Culturally relevant)
- Revising VI-SPDAT
Looking Forward

Equity Goals - 2022-23

- Equity Dashboard Development
- Clinical Support Implementation
- DEI (Racial Equity) Plan Development & Implementation
- *Additional Staffing - Equity Data Analyst, Equity Program Analyst
- HET Professional Development Program Implementation