The Equity and Accessibility Committee

2019 Recommendations for the Denver Metro CoC

Esteemed colleagues of the MDHI Board of Directors,

It is with great privilege that I am writing this introductory statement to what I expect will be catalytic changes to our region's homeless crisis response system. Since June 2018 I have held the honor of being the Chair for the Equity and Accessibility Committee. Since that time, we have engaged in challenging conversations about the intersection of race and homelessness, challenged ourselves to recruit voices of color and lived experience to the table, and engaged in research, analysis and evaluation of available data to develop what we hope the board will interpret as innovative solutions to ending homelessness in our community.

The following pages of this document outline three recommendations for systemic infrastructural improvements to our current homeless crisis response system. We expect these recommendations to begin implementation in Q1 of 2020 and look forward to continuing our work in congruency with other MDHI initiatives to complete the work as our systems evolve and improve.

The attached recommendations from the Equity and Accessibility Committee were designed with racial equity as the starting point. Data both locally and nationally tells us that barriers to accessing housing are multiplied when race is an added factor. By addressing the intersection of race and homelessness, it is the intention of the Equity and Accessibility Committee to improve housing outcomes and service delivery for the community's most vulnerable populations experiencing homelessness and housing instability. Research supports that eliminating challenges for the communities with the greatest barriers to access improves overall system functions for all populations.

Leading systems change by starting with race is not intended to place greater value on serving communities of color at the expense of their white counterparts, as this would perpetuate the ideology of white supremacy by valuing one group of people over another. That's _**NOT**_ what we're doing! Instead, we have identified the groups most overrepresented in homelessness, having the greatest barriers to access, and the least represented in our system power structures and tried to redesign key components of our system to support improving those conditions. By increasing access for those with limited access, we increase access for all. By targeting those with insufficient representation in leadership and decision-making authority, we positively influence and improve representation and decision making for all. By being intentional about improving our community's cultural competency to support racially equitable housing outcomes, we will improve service delivery and the experience of maneuvering through a housing crisis, for all.

On behalf of the entire Equity and Accessibility Committee, please accept the following recommendations to help our community take its first steps in building racial equity into the infrastructures of our homeless crisis response system. We look forward to commencing in this work alongside our community partners to make the seven county Denver metro region a more equitable and accessible place to live for all.

Respectfully,

Karissa Johnson, MDHI Board Member & Chair of the Equity and Accessibility Committee

Executive Summary

Analysis from the Equity and Accessibility Committee along with the 2018 and 2019 PIT data confirm that despite local poverty rates, communities of color are disproportionately overrepresented among Metro Denver's homeless population. Achieving racially equitable outcomes and undoing generations of oppressive systems requires us to recognize these racial inequities and orient our communities to discussing, analyzing and actively working to solve racial inequities experienced by populations overrepresented in homelessness in our community.

For Metro Denver to end homelessness we must address the role racism plays in preserving housing inequities and homelessness. There are several pathways by which communities of color may be particularly disadvantaged within a homeless crisis resolution system that is not explicitly focused on equity.

The Equity and Accessibility Committee has been convening since June of 2018. Evaluation and thorough analysis of available of data took place through most of 2018 and early 2019, leading to the development of a general recommendation outline to bring forth recommendations to the MDHI Board in the following areas:

1. Increasing the role of key voices throughout the CoC to ensure decisions are made by groups reflective of the population we serve
    a. Development of Lived Experience Advisory Board
    b. Racial Representation at all CoC Funded Programs
2. Providing racially-equitable, permanent housing solutions for households experiencing homelessness:
    a. Racially Equitable Housing Outcomes

The Lived Experience Advisory Recommendation is designed to address the power dynamic that currently exists between people experiencing homelessness and decision makers in housing and homelessness spaces. Elevating the voices of people with lived expertise in homelessness and housing instability allows for greater transparency of systemic barriers within our community's homeless crisis response system.

The Racial Representation of CoC Funded Programs recommendation involves incentivizing representation of marginalized groups on organization boards, executive leadership, volunteers top 10% of income earners and several other key areas of staffing. Target populations for representation include people of color, persons living with disabling conditions, people with lived expertise in homelessness, and non-native English speakers.

The final recommendation for Racially Equitable Housing Outcomes proposes a new prioritization that looks at system involvement as an added measure of vulnerability. The systems to be used are: Child Welfare, Criminal Justice, Foster Care, Truancy Court, Eviction Court and Youth Corrections. These are the systems where people of color are consistently overrepresented despite their lower numbers in the overall population. By prioritizing these systems as an added vulnerability metric, the goal is to produce racially equitable housing outcomes.

By targeting these areas over the 2019 year, the Equity and Accessibility Committee have developed these innovative solutions to build racial equity into the infrastructures of our community's homeless crisis response system.

Lived Experience Advisory Board

Overview:

Homelessness in the Denver Metro area and across the country is dominated by overrepresentation of people of color and people of marginalized identities. A competent homeless crisis response system not only values the voices of persons with lived experience but is also amplifies those voices by providing platforms to speak on their own behalf to impact meaningful change within the community.[1] The successful incorporation of lived expertise in a homeless crisis response system is predicated on a firm understanding and acknowledgment of the system infrastructures that perpetuate racial inequity in our community and in our systems. We must be intentional about developing lived experience groups that have appropriate racial, ethnic and linguistic representation from community members who have been historically disenfranchised by oppressive systems. We must follow up that development with giving those groups power and autonomy to transition our community toward anti-racist policies and procedures to end homelessness and housing insecurity in our community.

The Equity and Accessibility Committee recommends the formulation of a Lived Experience Advisory Board (LEAB) whose purpose is to provide formal guidance, input, suggestions, and general direction to the MDHI Board of Directors, staff, and COC member agencies on policies, programs, and other issues impacting individuals engaging with the homeless crisis response system of Metro Denver.[2] The LEAB will be made up entirely of persons with lived expertise with various aspects of the homeless crisis response system (to be outlined in detail below) and will ensure a formalized mechanism for direction and feedback from those who are most directly impacted by the experience of homelessness in our community. We suggest that the recommendations outlined below are applied to the already formed Youth Action Board.

In addition to a Lived Experience Advisory Board, the working group also suggests the adoption by the MDHI Board of Directors and staff of consistent mechanisms for broader feedback from those impacted by the experience of homelessness. These activities could take the form of regular town halls, population-specific focus groups, informal coffee meet and greets or other such activities to increase the amount and frequency of input received by staff and members of the Board of Directors from persons with active or recent experience of homelessness.

The following recommendation is a collection of key components necessary for implementing a Lived Experience Advisory Board.

Lived Experience Advisory Board Structural Components:

I. **Decision Making Authority**
    a) To drive the Denver Metro COC towards more anti-racist procedural development, the Lived Experience Advisory Board and the Youth Action Board must have decision-making power to effect change in the community. Recognizing the challenges in suggesting a large system change, it is recommended that all recommendations to the MDHI BOD are first presented to the LEAB and YAB for feedback and approval. Both entities would have the first say in all policy and program decisions impacting those experiencing homelessness that take place at the MDHI Board of Directors and staff level. This would ensure that lived expertise would be the main driving factor in decision making for the COC. Incorporating voices of lived expertise cannot be an

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[1] Sawyer, Amy. July 2016. "People with Lived Experience Must be Meaningful Partners in Ending Homelessness." Accessed: November 27, 2019. www.usich.gov/news/people-with-lived-experience-must-be-meaningful-partners-in-ending-homelessness/

[2] White, Sheila. July 2018. "The Value of Lived Experience in the Work to End Homelessness." Accessed: November 27, 2019. www.usich.gov/news/the-value-of-lived-experience-in-the-work-to-end-homelessness/

afterthought in a system that promotes racial equity, diversity, and inclusion. It must be at the forefront of all decision making.[3]

b) The LEAB and YAB will engage in broader systems planning and evaluation efforts for all CoC initiatives. In the spirit of autonomy, these groups may decide to adopt additional initiatives in line with the objective of providing lived experience expertise, direction, and advocacy related to the improvement of programs and services in the Metro Denver homeless crisis response system at their discretion.

II. Communication Structure

a) The formal structure for communication between the LEAB and YAB and MDHI Board of Directors, staff, and Executive Director will include a clear understanding of the decision-making process and be determined prior to the creation of the LEAB, pending MDHI Board approval of this recommendation. This will help to facilitate a productive feedback cycle and trust building from the onset.

b) We recommend that the MDHI Board of Directors replace a position on their Board slate for a representative from the LEAB as they have done for the Youth Action Board.

c) We suggest that at least one MDHI Board of Directors representative serve as a liaison to the Lived Experience Advisory Board (in addition to the LEAB representative serving on the MDHI Board of Directors), by regularly attending LEAB meetings to support the championing of LEAB recommendations and feedback to the MDHI Board of Directors.

III. Representation on Boards

a) It is recommended that the LEAB be composed of 10-12 members. At least 3-5 members must be currently experiencing homelessness at the time of the inception of the board or time of appointment to the board. The LEAB should strive toward creating and maintaining a broad and balanced range of individuals with various experiences and identities. The board must be intentional about this to ensure that a diverse range of input is being utilized.

b) This committee recommends proportionate representation by race and ethnicity based on most recent available data capturing demographic data on persons experiencing homelessness. The suggestion is for the LEAB to be composed of persons from diverse identities and experiences to better inform how to improve the homeless crisis response system. While it may not be possible to proportionately capture every significant demographic or marginalized identity in homelessness, it is expected that considerable effort be put forth to capture the following specific experiences of persons in homelessness, including but not limited to:

a. Race
b. Ethnicity
c. Persons living with disabling conditions
d. Experience with substance use
e. Experience with incarceration
f. Gender Identity/Sexual Orientation
g. Experience with interpersonal violence
h. Age
i. Newly homeless
j. Recurrent/Long-term homelessness
k. Households with and without children
l. Chronic illness
m. Those with a primary language other than English (while ensuring appropriate interpretation and translation access as needed)

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[3] Lived Experience Advisory Council. (2016). Nothing about us without us: Seven principles for leadership and inclusion of people with lived experience of homelessness. Toronto: The Homeless Hub Press. www.homelesshub.ca/NothingAboutUsWithoutUs

c) The group must reflect regional representation that includes members with experience of homelessness from counties across the Metro Denver CoC region. Given the broad spectrum of services and programs across the region, this committee recommends that the Lived Experience Advisory Board maintain a minimum representation of five of the seven counties within the CoC at any given time, with the expectation that ongoing efforts are made to engage representation from all seven counties. There should be an expectation that the CoC-funded agencies play an active role in recruitment of representatives to the LEAB. County representation would be defined as having direct experience with homelessness, programs, or other meaningful engagement within a particular county. It is understood that the experience of homelessness often entails crossing county lines for services, shelter, or as a result of displacement.

IV. D. Board Participant Compensation

a) Members must be remunerated for their participation and all activities related to their representation on the LEAB, including administrative and other duties outside formal meetings. Additional support such as with transportation to/from meetings and food is also recommended, but not in lieu of financial remuneration. This committee recommends tying hourly payment to the Self Sufficiency Standard for Denver.

b) In those instances where remuneration in the form of direct financial payment may jeopardize or impact an individual's ability to maintain their financial benefits or entitlements, they should have the ability to reformulate their payment package to include other forms of remuneration such as bus passes, gift cards, etc. Ultimately great intention should be lent to the process of building an equitable remuneration package for LEAB members on an individual and case by case basis.

V. E. Support of Board Participants

a) We recommend the appointment of a staff liaison for administrative aspects of the LEAB, as well as training, mentoring, reporting back on the effects of feedback, etc. This role will also ensure that communication between the LEAB to the MDHI Board of Directors, staff, partners, and other committees happens formally and with regularity.

b) This committee suggests the designation of a Resource Navigator (separate from the staff liaison role) to provide support to those persons serving as a representative on the LEAB to ensure resource connection needs are met and barriers to participation are decreased. It is suggested that the Resource Navigation position be contracted with an existing CoC provider so that they may be connected to a full spectrum of support professionals and benefit from an existing structure of programmatic interventions available to LEAB participants. These positions may also support members of the Youth Action Board. In order to support members from across the seven-county region, we recommend three positions that are geographically focused on subsets of the region.

c) We recommend a formal onboarding process that includes connection with MDHI staff, including the Executive and Deputy Directors, MDHI Board of Directors Officers, as well as other key stakeholders, which will provide LEAB members with the appropriate and necessary information and tools to understand the mission and varied roles of MDHI in the CoC, broader strengths and challenges faced across the CoC, understanding of the CoC governance structure, and other issues pertinent to the homeless crisis response system in Metro Denver. This process should be formalized and implemented with all future members of the LEAB.

VI. **Board Structure and Logistics**
   a) We suggest that the LEAB have one consistent location as a base for the meetings that is regionally accessible and allows for teleconferencing for those unable to arrive in person. [4]
   b) There should be a defined leadership structure within the LEAB, determined by forming members, to ensure adequate shared responsibility across members.[5] At a minimum, the group should appoint a Council Chair (s) who serves as a primary liaison according to the MDHI Governance Charter with other Councils. The group may additionally appoint other roles and/or define bylaws or other procedural standards for ongoing governance within six months of inception.
   c) We recommend the development of a forming group or committee to support the initial recruitment of LEAB members. This committee should be comprised of the staff liaison, a representative(s) of the Equity and Accessibility Committee, the MDHI Board of Directors Vice President of Continuum Activities, and a representative of the Youth Action Board, at a minimum.
   d) We recommend that the LEAB create opportunities for regular input from persons with current experience of the system; this could be a quarterly informal focus group at a different location across the region, or intentional street outreach opportunities to solicit feedback, or other methods as deemed appropriate by group members.[6]
   e) A suggested budget has been included as part of our recommendation, found in the next section.

VII. **Concluding Remarks on Lived Experience Advisory Board**

If approved by the MDHI Board of Directors, the Equity and Accessibility Committee is prepared to support MDHI staff with the development of the Lived Experience Advisory Board in whatever ways are appropriate. The sooner the LEAB is created and functional, the sooner our community can gain greater insight into the experiences of the people we intend to serve. Ideally, the LEAB would be functional before the end of 2020. The Equity and Accessibility Committee welcome any feedback or additional thoughts to ensure the LEAB is a productive and valuable addition to the executive decision-making hierarchy of MDHI.

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[4] Destination Home. (2018). Establishing and Maintaining Agency Consumer Advisory Boards. https://destinationhomesv.org/wp-content/uploads/2018/10/Agency-CABs-2-pager.pdf

[5] National Partnership for Women and Families. (January 2014). Creating a Consumer Advisory Council, Fact Sheet. http://www.nationalpartnership.org/our-work/resources/health-care/cbc/creating-a-consumer-advisory.pdf

[6] National Health Care for the Homeless Council. (September 2016). A Quick Guide on Consumer Engagement in Governance of Health Care for the Homeless Projects. https://nhchc.org/wp-content/uploads/2019/08/quick-guide-on-consumer-engagement-formatted.pdf

Racial Representation for all CoC Funded Programs:

<u>Overview</u>

To improve representation of people of color and other marginalized identities the following recommendation includes 4 specific actions for the MDHI Board of Directors to approve. Those three actions are as follows:

1. Approve a racial equity and inclusiveness statement
2. Approve defining racial equity as a system performance standard
3. Approve racial representation goals (internally)
4. Approve racial representation goals for NOFA scoring

I. **Racial Representation for all CoC Funded Organizations**

It is the recommendation of the Equity and Accessibility Committee that the MDHI Board include a statement of Racial Equity, Diversity and Inclusion into the requirements for all CoC funded programing. The statement is pre-drafted and is accompanied by a set of racial representation goals. Each agency who applies for CoC funding should get an extra point on NOFA application scoring for each of the proposed goals that their agency can demonstrate meeting.

> ### *Racial Equity and Inclusiveness Statement:*
> *MDHI encourages all CoC funded programs to prioritize inclusivity, so that populations served are represented across all levels of programming. Increased representation will allow for consideration of cultural nuances at all levels of our homeless crisis response system: policy and program development, resource development and allocation, direct service delivery, and ultimately in achieving equitable outcomes for people seeking services.*

II. **Racial Representation for all MDHI Governance Committees and Councils:**

It is the recommendation of the Equity and Accessibility Committee that the MDHI Board require all MDHI staff, committees and councils have racial representation proportionate to the populations we seek to serve in housing and homeless services. The Equity and Accessibility Committee would also expect the MDHI Board have the same racial representation goals.[7]

In compliance with both, the MDHI statement on racial equity and inclusiveness, and the expectation that CoC funded programs turn attention toward increasing racial representation of marginalized community members, it seems appropriate that this expectation also be turned inward to address internal structures with MDHI Governance to avoid inadvertently perpetuating racial inequity. It is the explicit expectation of the Equity and Accessibility Committee that no committee, council or work group have absent representation from communities of color, persons with lived experience with homelessness, persons living with disabling conditions or non-native English speakers.

Any council or committee unable to incorporate voices of lived experience and proportionate racial and ethnic representation should be strongly encouraged and held accountable to actively recruiting diverse groups of representation to participate in their councils, committees and work groups. The Equity and Accessibility Committee would like MDHI to offer support to any council, committee or work group unable to recruit diverse participants. Training and guidance should be made available to help support the recruitment, retention and active engagement and participation of all members of MDHI governance committees and councils.

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[7] Olivet and Dones. "Racial Equity: An Essential Component of Our Nation's Homelessness Response." *Unites States Interagency Council on Ending Homelessness,* 11 Sept.2017, www.usich.gov/news/racial-equity-an-essential-component-of-our-nations-homelessness-response/.

III. **Goals to Increase Representation on Staff of CoC Homeless Service Agencies:**
The Equity and Accessibility Committee, in collaboration with the MDHI NOFA Committee, would like to be evaluating all organizations applying for NOFA funding using the chart below as part of all NOFA application scoring to assess levels of representation at funded agencies. We understand that, for some agencies, reaching these benchmarks may be longer-term goals, but agencies may be doing other valuable work to advance equity and inclusion in their organizations. Given this, we recommend providing agencies the opportunity to submit a corresponding narrative that can describe staffing challenges, successes or other initiatives related to equity and inclusion. Sample verbiage is provided below the chart.

- **50% Representation of People of Color** [8] on Board, Staff (direct service level, middle management level, executive management), volunteers, and top 10% earners of the organization

- **50% Representation of People with Lived Experiences of Homelessness** (to be defined by Lived Experience advisory group), **people living with disabling conditions**, and **non-native English speakers** on Board, Staff (direct service level, middle management level, executive management), volunteers, and top 10% earners of the organization

Category	Total	% of People of Color	% of People with Lived Experience of Homelessness	% of People who are Non-Native English Speakers	% of People living with disabling conditions	% increase from previous year
Board						
Executive Staff						
Mid-Management Staff						
Frontline Staff						
Volunteers						
Top 10% of Earners						

The Equity and Accessibility Committee recognize that CoC Homeless Service Agencies will not have the capacity to meet this goal initially, especially given the current demography of agency staff, and limitations around staff turnover, creation of new positions, agency size, and other factors. While we as a community grow to understand and meet the need for equity in our organizations, efforts by organizations to increase equity are valued. An example of this would be an agency that has increased their People of Color staff members by 10% within a year. Please detail how your organization is working towards creating a staff force that is demographically representative of your clientele or meeting the goals outlined above.

While the chart above serves only as a visible representation of where agencies may gain additional NOFA points, the Equity and Accessibility Committee welcome ideas from the MDHI BOD about possibly weighting certain sections to ensure appropriate representation across an agency's decision-making hierarchy can be valued appropriately. An example of this might be placing greater value on the executive staff row or the 10% increase column.

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[8] Wiltz, Teresa, 2019.,"A Pileup of Inequities: Why People of Color Are Hit the Hardest by Homelessness" *Pew Trusts.* www.pewtrusts.org/en/research-and-analysis/blogs/stateline/2019/03/29/a-pileup-of-inequities-why-people-of-color-are-hit-hardest-by-homelessness.

V.   **Concluding Remarks on Racial Representation of CoC Funded Programs:**

If this recommendation is approved, the Equity and Accessibility Committee is also prepared to develop additional tools to provide additional support to agencies to achieve more adequate racial and linguistic representation. The development of these tools is in the earliest stages and outlines the following:

- evaluate job requirement credentialing
- development of community network to support filling vacancies with diverse applicants
- development of pilot projects with local community colleges and universities (to increase number of diverse applicants)

Completed development of supplemental tools to support the community are contingent upon MDHI Board approval of the recommendation but can be available to community before the end of 2020.

Racially Equitable Housing Outcomes Benchmarks

Overview:
Beginning in September 2018, the Equity & Accessibility Committee conducted an in-depth analysis of OneHome data through an interim data system, Salesforce, and included a thorough analysis of the system tool, the VI-SPDAT. The group used this analysis and consultation with national experts to brainstorm potential solutions. The process of identifying solutions was time-intensive due to the need to vet solutions against Fair Housing Act requirements. After completing this extensive process the Equity and Accessibility eventually developed an idea that can produce racially equitable housing outcomes as defined in *Identifying Equity Targets for Housing Placements* section of this document (page 12), without violating fair housing laws. The following recommendation includes 2 specific actions for the MDHI Board of Directors to approve. Those three actions are as follows:

1. Approve systems involvement as primary prioritization for OneHome
2. Approve racial equity housing outcomes formula

I.   Background on Recommendation:

This recommendation relates to creating a more progressively anti-racist process for connecting households experiencing homelessness with housing solutions. The Equity and Accessibility Committee propose an idea for augmenting existing prioritization criterion to include systems involved households for housing opportunities. The systems to be targeted were selected after reviewing available research on disparate impacts by race, regional collaboration with homeless service provider agencies and consultation with national expertise on racial equity and homelessness. Cross-matching data from these systems, to the extent satisfactory data sharing agreements can be reached, with HMIS will allow MDHI to reduce the region's reliance on the existing survey tool, the VI-SPDAT.

Table 1

System	Subject Area
Child welfare	Child welfare cases
	Foster care involvement
Justice	Youth Corrections
	Truancy Court
Eviction	Eviction Court

III.   Racially Equitable Housing Outcomes Recommendation:

Housing referrals and subsequent housing outcomes throughout the Denver Metro CoC are to be proportionately distributed to racial and ethnic demographic groups in homelessness who are both overrepresented in homelessness and/or been historically denied equal access to housing in the United States. To achieve these racially equitable housing outcomes as defined by the stipulations described above it is the recommendation of the Equity and Accessibility Committee that the primary prioritization for the OneHome uses system involvement to target communities of color

who have been consistently disenfranchised by systemic oppressive policies.[9] The primary systems to be targeted for this prioritization criteria are:

- Child Welfare/ Child Protection Services[10]
- Foster Care Involvement[11]
- Criminal Justice Systems[12]

- Youth Corrections[13]
- Truancy Court[14]
- Eviction Court[15]

These are to be the primary prioritization used in addition to and not in lieu of existing prioritization criteria. By targeting these systems, it is expected that the overrepresentation of people of color who have entered these systems with an opportunity to experience rehabilitation, but instead experienced the punitive aspects, will organically produce racially equitable housing outcomes. Once the necessary one-way data sharing agreements have been obtained, the Equity and Accessibility Committee would like to support the OneHome system with evaluating potential system involvement as a primary prioritization criterion to be used in congruency with pre-existing prioritization criteria by population type. The expectation is that this recommendation can succeed where other systems have failed the region's most vulnerable, underserved and invisible community members. The distributions of housing resources through OneHome are to be measured for efficacy based on both representation in homelessness and overrepresentation in homelessness, proportionate to each group's respective representation in the general population of the Denver Metro area.

The Equity and Accessibility Committee has developed a formula to the system's performance on racial equity. The formula is designed to measure, not dictate, housing outcomes by race to determine if our system is performing equitably. Further explanation of how the equitability of the system is measured is detailed in the next section.

Identifying Equity Targets for Metro Housing Placements:

In order to track the progress of the Metro Denver Continuum of Care in reversing the systemic inequity in our region, it is important to compare the racial and ethnic characteristics of those who are being housed by the homeless service system to the population overall and the population in homelessness. To understand the extent of this progress, the Equity and Accessibility Work Group is recommending that the CoC state targets for housing placements.

At minimum, the percentage of housing placements by race/ethnicity should equal the percentage of people in homelessness by race/ethnicity. However, such targets would not be progressively anti-racist, but maintain the status quo. To make progress on racial equity, stronger targets are needed that push for stronger housing access for groups who are overrepresented in homelessness.

Strategy for Setting Housing Targets by Race/Ethnicity

To set targets that reverse systematic inequality, the targets for housing placements by race/ethnicity should be adjusted to account for the extent to which that group is over- or under-represented in homelessness. To do this, we recommend starting with the racial/ethnic composition of the population in homelessness and adding the percentage point difference between that percentage and the percentage of the total population in that race/ethnic group (see table 2).

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[9] Page, Michelle. "Forgotten Youth: Homeless LGBT Youth of Color and the Runaway and Homeless." *Youth Act*, 12 Nw. J. L. & Soc. Pol'y. 17 (2017). scholarlycommons.law.northwestern.edu/njlsp/vol12/iss2/2.

[10] Child Welfare Information Gateway. www.childwelfare.gov/pubs/issue-briefs/racial-disproportionality/.

[11] "From Foster Home to Homeless: Strategies to Prevent Homelessness for Youth Transitioning From Foster Care." *The Annie E. Casey Foundation*. 13 June 2014. www.aecf.org/resources/from-foster-home-to-homeless/.

[12] assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/669094/statistics_on_race_and_the_criminal_justice_system_2016_v2.pdf

[13] Coalition for Juvenile Justice "Youth Homelessness and Juvenile Justice: Opportunities for Collaboration and Impact." 1 June 2006. www.juvjustice.org/sites/default/files/resource-files/policy%20brief_FINAL.compressed.pdf

[14] www2.ed.gov/datastory/chronicabsenteeism.html#one.

[15] Denver Eviction Clinic 2018 http://users.frii.com/cls/2018%20Denver%20County%20Eviction%20Clinic%20Report.pdf

Table 2. Minimum Annual Housing Metrics Formula for OneHome

Self- Identified Racial/Ethnic Demographic Categories	Pct. of the Population in Homelessness (A)	Total Population (B)	Percentage Point Over (Under) Representation (A − B = C)	Exact Housing Target Pct. (A + C)	Simplified Target %
White, non-Hispanic or Latinx	47.1	65.57	-18.47	28.63	28
Black or African American, non-Hispanic or Latinx	16.82	4.99	11.82	28.64	28
American Indian or Alaska Native, non-Hispanic or Latinx	3.89	0.38	3.51	7.4	7
Asian, non-Hispanic or Latinx	0.7	4.1	-3.4	-2.7	1
Native Hawaiian and Other Pacific Islander, non-Hispanic or Latinx	0.96	0.11	0.85	1.81	1
Other race or multiracial, non-Hispanic or Latinx	7.94	2.6	5.34	13.28	13
Hispanic or Latinx	22.6	22.26	0.34	22.94	22
Total	100	100	0	100	100

Note: Data in the chart is used only as an example and should be updated with the most current race and ethnicity data on the population experiencing homelessness.

Table 2 illustrates the Racially Equitable Housing Benchmarks minimum metrics for which OneHome's racially equitable housing outcomes would be measured. The intention behind this racial equity housing metric formula is designed to simply measure the racial equity of the system and not intended to be the guide used for minimum housing requirements. This is an internal tool, for measuring efficacy, and not designed to dictate housing outcomes. Adjustments and improvements can be measured based on this standard formula on an annual basis in alignment with PIT or HMIS data.

IV.   Concluding Remarks for Racially Equitable Housing Outcomes:

If approved by the MDHI Board of Directors, it is the intention of the Equity and Accessibility Committee to work in close relationship with other community stakeholder groups including but not limited to: Regional Governing Council (RGC), System Performance Council, Community Design Team, Justice Involvement & Homeless Data Systems Cohort, and other MDHI governance committees and stakeholder groups, as appropriate. Since there are already conversations within the coordinated entry system occurring on this front, alignment with other groups is vital to the success of this recommendation. The objective of the Equity and Accessibility Committee is to be in alignment with other community wide initiatives and to support current processes and augment existing policy and procedure to help transition the region to a more equitable and accessible state of being. The Equity and Accessibility Committee seeks to operate in a cooperative manner and finds no value in usurping the autonomy or perspectives of other groups operating in the region.

We may also see challenges around bottle necking our system by prioritizing people who can't be housed *because* of their systems involvement, i.e. criminal background, eviction history, etc. This would inevitably lead to a need for policy development around ensuring our housing resources throughout the community are not unnecessarily restricted with braided funding or arbitrary eligibility requirements. The Equity and Accessibility Committee is prepared to support the continuum with additional evaluation and policy development to circumvent these challenges before they become problematic.

The Future of the Equity and Accessibility Committee:

Upon acceptance of the Equity and Accessibility Committee's 2019 recommendations to the board, the group is prepared to support the CoC in implementing the 2019 recommendations throughout the 2020 year while also working to produce additional recommendations before the end of 2020.

After attending the Regional Summit on Racial Equity in Housing and Homelessness, the group has identified other needs in the community and seek to develop recommendations to support programmatic changes at the agency level to supplement the systemic changes put forth in the 2019 recommendations. The committee also seeks to develop recommendations on homelessness prevention, focused on HMIS data elements and increasing partnerships and collaborative efforts with regional housing authorities. There is also a desire to align any homeless prevention recommendation with current legislative or statewide initiatives around eviction prevention.

There have also been questions from the board regarding analysis of intervention types by race and gaining better insights about what interventions or programmatic supports are most appropriate and useful to community members of color. This type of in-depth housing outcomes report analysis would include but is not limited to:

- intervention types by race
- successful exits by race
- transfers by race
- successful utilizations of support services by race
- recidivism by race
    - By program
    - By agency
    - By zip code
    - By municipality

There are probably several other highly desirable analytic reports to increase our understanding and improvement of housing outcomes by race, but these are where the group would like to start. However, due to the length of time in the new HMIS system, it would have been premature to begin analysis of this type in 2019 and that is why that analysis has not been completed yet. This type of analysis is largely connected to the racially equitable retention metrics recommendation the committee was unable to put forth this year and may not be available until 2021, since recidivism metrics start at the two-year mark. The group intends to partner closely with our HMIS leads to develop these reports and develop recommendations around best practices to ensure appropriate culturally competent service delivery is a staple in the Denver Metro CoC.

Finally, the Equity and Accessibility Committee meetings are open to the public and meet the 2nd Wednesday of the month at Mile High United Way on 711 Park Ave. MDHI Board members are always invited and welcomed to participate in these meetings. For further information about these meetings, to provide feedback, or to be added to the email list for the Equity and Accessibility Committee meetings, please email karissa.johnson@denvergov.org.