



**Oregon Taskforce:  
Foundations of Racial Equity**



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→ **Meet The Facilitators**

- Welcome & Introductions
  - Learning Objectives
  - Grounding
  - Engagement Expectations
- So Why Are We Here?
  - History in Context
  - Oregon's History
- Perspective
- Show Me The Data!
- Eliminating Harmful Practices
- Emerging Best Practices



→ Agenda

## Attendees will:

- Review pieces of Oregon's history
- Understand commonly used racial equity language and core concepts
- Understand the root causes of disparities in homelessness and the intersecting issues that compound those disparities
- Including the importance of engaging non-traditional partners
- Explore tools and opportunities for assessing racial equity in homeless systems of care
  - Including existing access to HMIS, Stella P, and other data to identify racial and ethnic disparities
- Explore eliminating practices that create racial and ethnic disparities in the homeless system of care and learn emerging best practices to address racial and ethnic disparities

→ Learning Objectives





- Structural and systemic racism results in a disproportionate number of non-white people experiencing homelessness
- There are no quick fixes to the issues that will be explored
- This work is necessary, uncomfortable, and ongoing – but worth it
- This is not just a check-in-the-box exercise, this is the beginning or continuation of your journey in service to people experiencing homelessness in Oregon.

→ Grounding



■ **During this engagement, we expect each attendee to:**

- Be present and listen actively
- Maintain mutual respect for differing viewpoints
- Not seek a one size fits all approach
- Challenge the way we have historically responded to homelessness
- See yourself as part of the solution
- Think about prioritizing attendance in future sessions
- Participate in the chat and polls

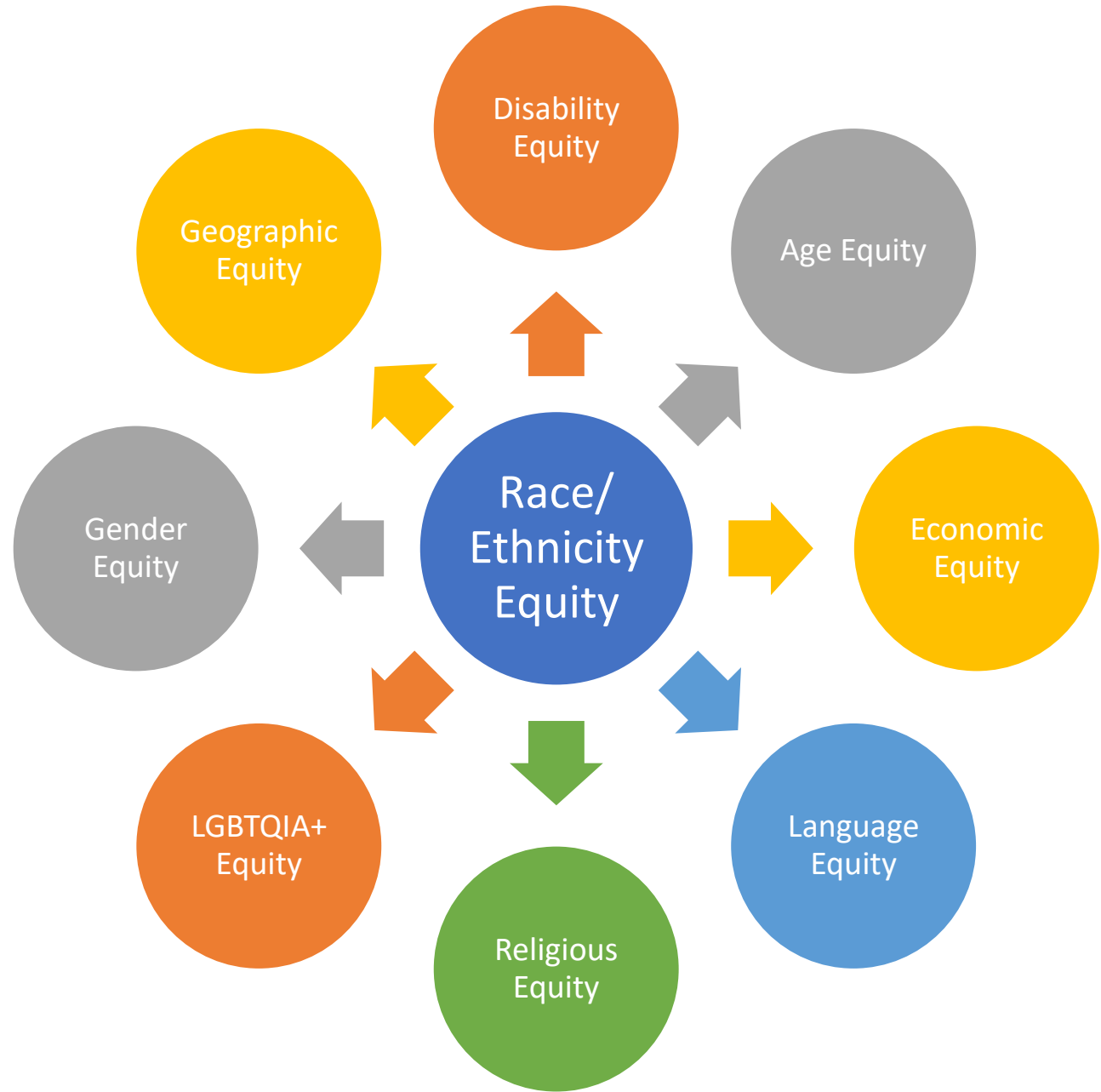


→ Engagement Expectations

- To focus on systems and institutions, not individual behavior
  - Risk for homelessness is **significantly** tied to gender, race, and ethnicity
- To dig into disparities found across other sectors and how they impact the pathways into homelessness
  - Segregation and discrimination in employment, housing, and other sectors can drive disparities
- To spend more time interrogating the “why” behind disparities

→ **So Why Are We Here?**

# Intersectional Equity







→ Equality and Equity

# Perspective



# History in Context

We are going to talk today about some historical topics that you might not be aware of, and ***that's OK!***

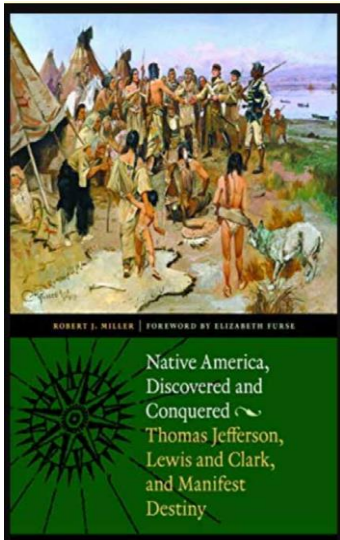
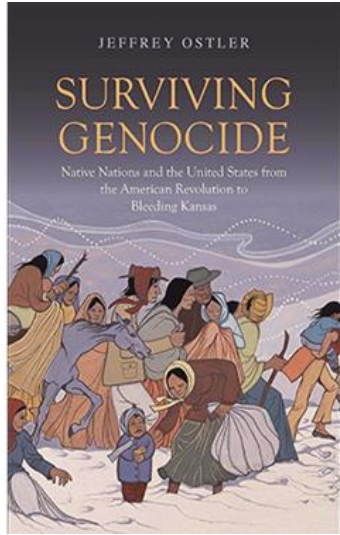
The way that history is taught has a direct impact on what we learn and how we conceptualize topics in a historical context

American history textbooks tend to focus on history more as a random collection of people and dates, and less on broader historical ideas like democracy or white supremacy

This strategy of teaching history, which centers the *what* rather than the *why*, does not facilitate critical thinking and understanding of history as a dynamic structure

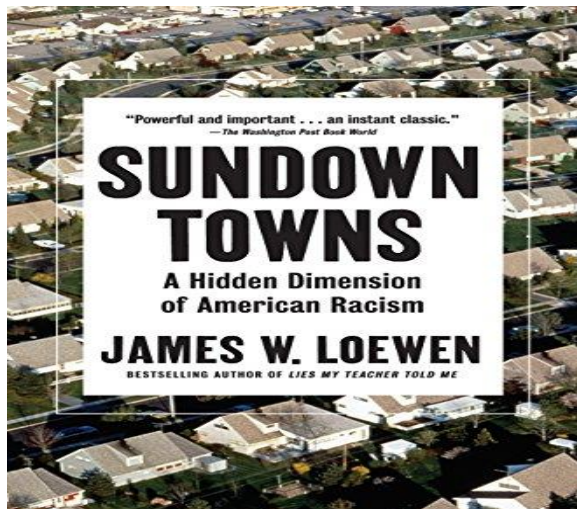
Adapted from *Lies My Teacher Told Me: Everything Your American History Textbook Got Wrong* by James W. Loewen

# Oregon's History





# Oregon's History

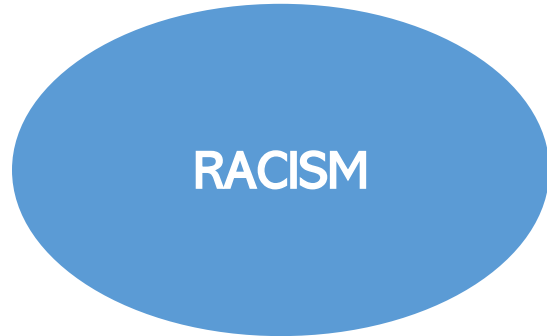


# Perspective



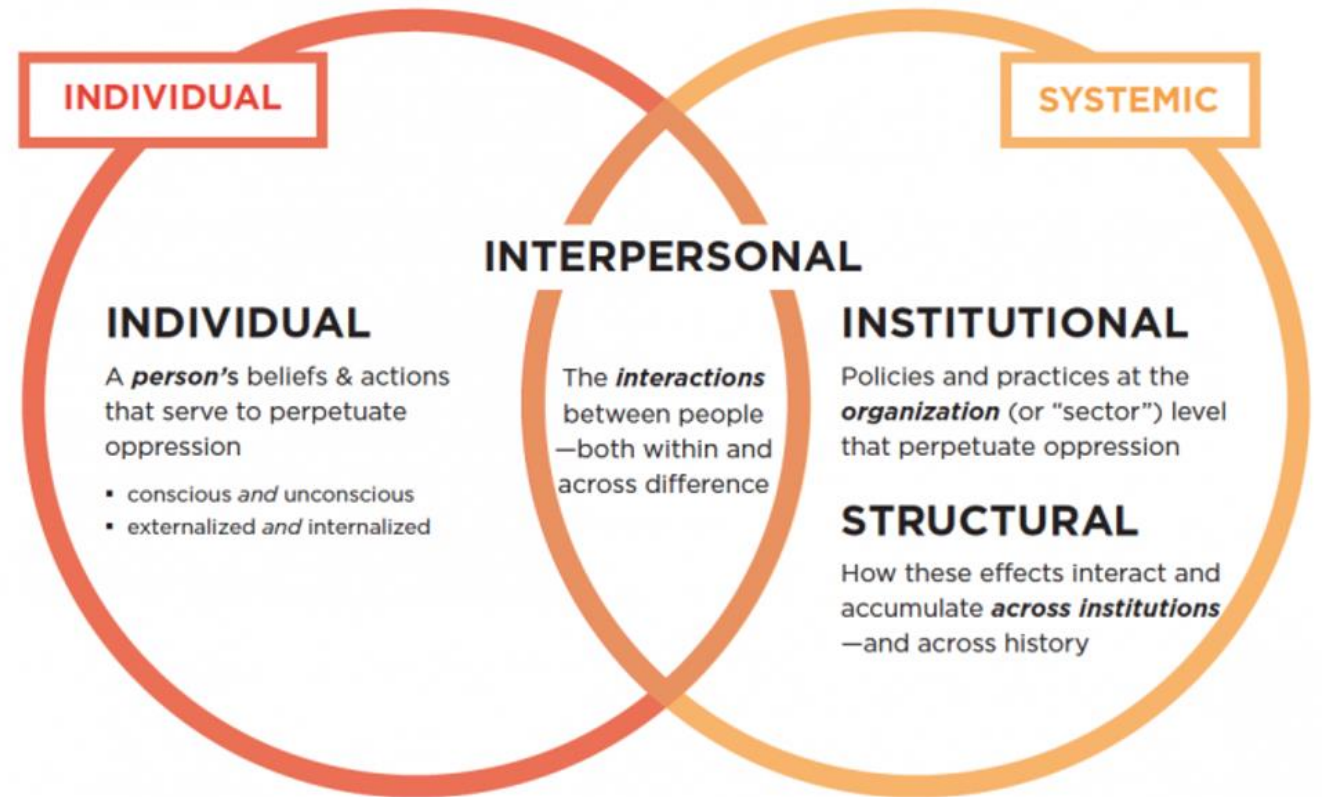


# Perspective



## ANOTHER COMPLEX SYSTEM

Of racial hierarchies and inequities which include internalized and interpersonal racism at the micro level and institutional racism at the macro level; often understood as a conscious belief



# Perspective

**RACIAL  
DISPARITY**

**IMBALANCES AND  
INCONGRUITIES**

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Between the  
treatment of  
racial groups

**SYSTEMIC  
RACIALIZATION**

**A DYNAMIC SYSTEM THAT  
PRODUCES**

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

**WHITE  
SUPREMACY**

**A CONSCIOUS OR  
UNCONSCIOUS IDEOLOGY**

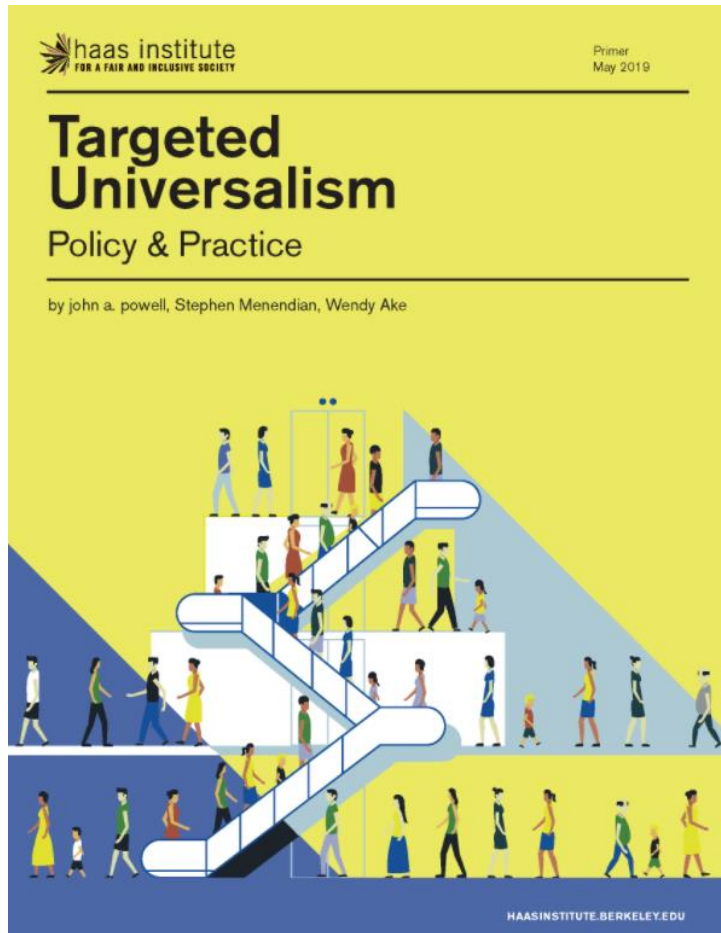
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That says white skin, and  
things associated with  
whiteness, are the gold  
standard and everything  
else is an aberration or  
deviation

# Show Me The Data!



# Data as a Starting Point



What data is available?

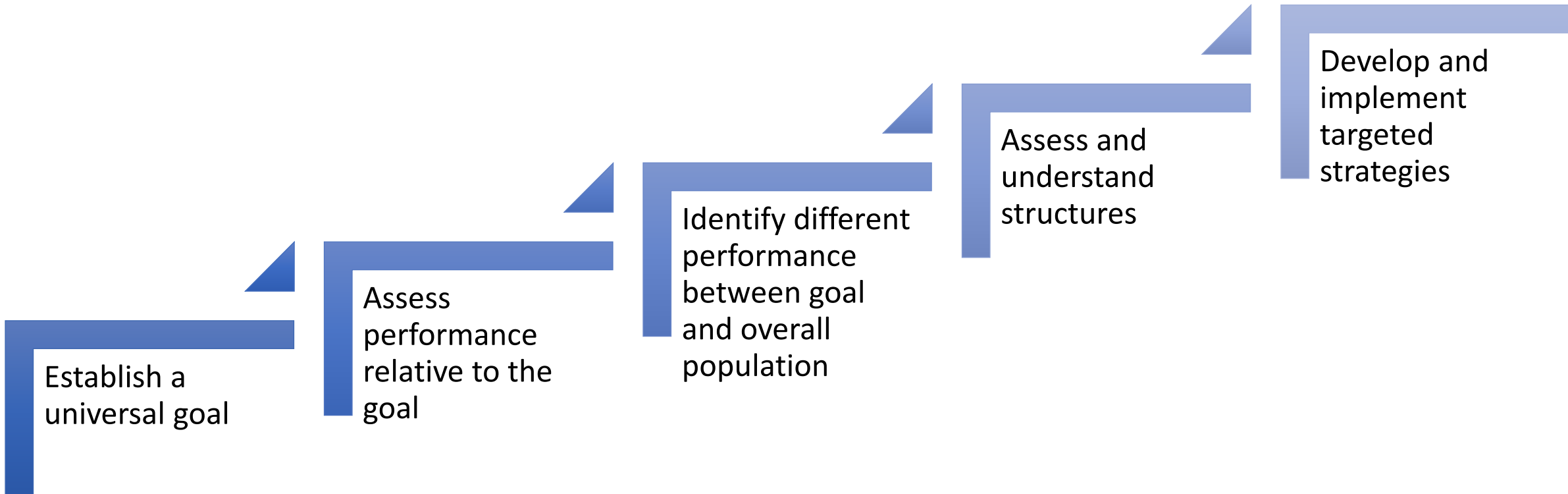
What data is needed?

Who can help analyze the data?

How can the data inform the community?

How do we balance qualitative and quantitative data?

# Targeted Universalism



# Using Data to Address Inequities

Don't let perfection get in the way of progress

Quantitative and qualitative both matter

Who is served and performance of the system

Inclusive decision-making and data leadership



# Coordinated Entry Data & Prioritization

**Interrogate your Coordinated Entry System (and disaggregate by race, ethnicity, gender, age, household type, disabling condition, etc.):**

- Who's on your prioritization list?
- Who's being referred?
- Who's being housed?
- Who's falling out?
- Who's returning or assessed multiple times?
- How long is each phase of Coordinated Entry taking?
- Who's not accessing Coordinated Entry?
- Is the prioritization process truly assessing for vulnerability?
- How is Coordinated Entry functioning relative to local priorities/goals?

# Other Data - Intersectionality

Child Welfare

Education

Criminal  
Corrections System

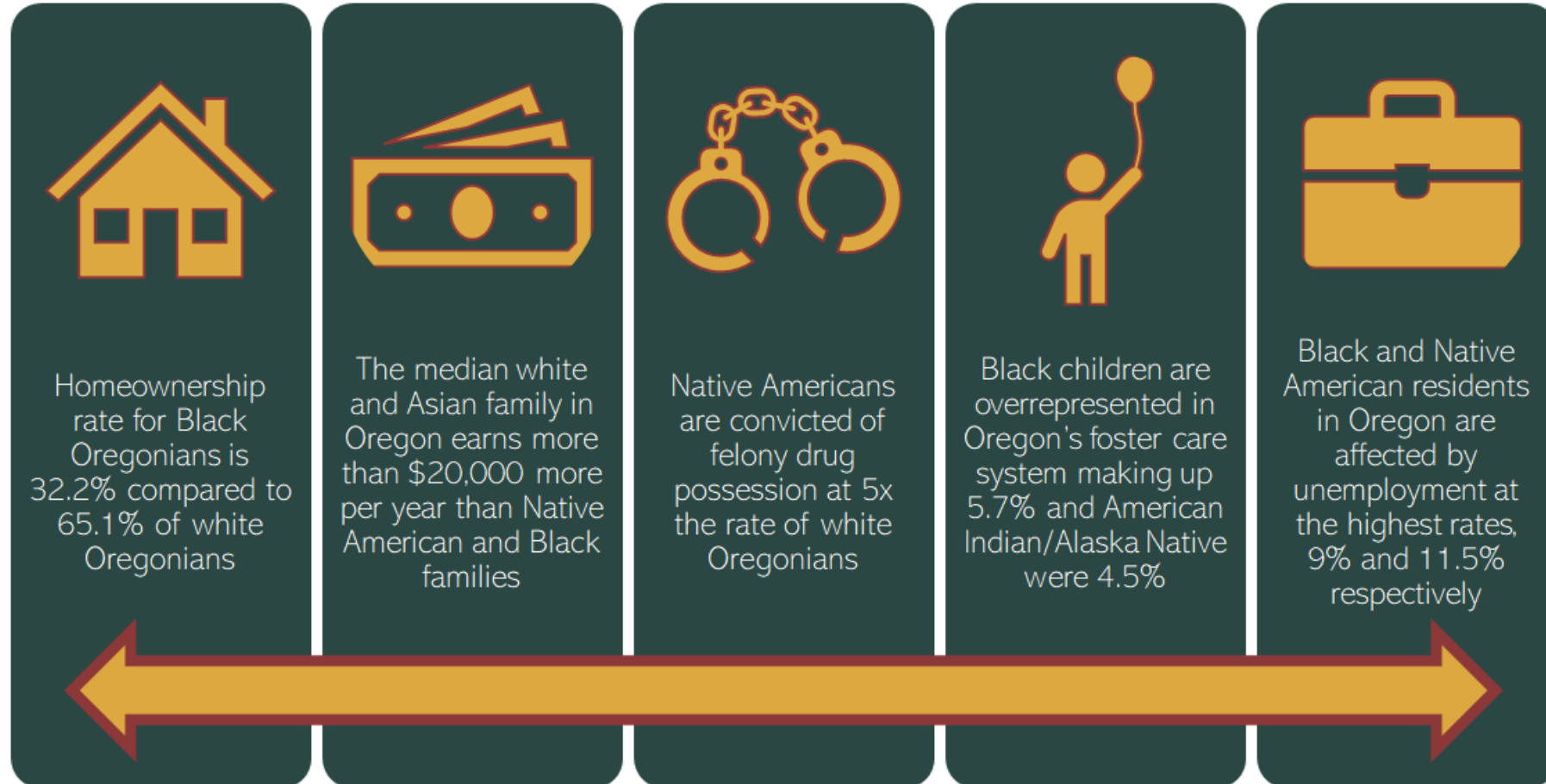
Housing

Economic Wealth

Health &  
Environment  
(SDOH)

Adverse Childhood  
Experiences (ACEs)

# Intersectionality



# Homelessness in Oregon



All 8 Continuums of Care (CoCs) across Oregon have a higher proportion of white, non-Hispanic Head of Households and Adults access Permanent Supportive Housing than those who access Emergency Shelter, Transitional Housing, and Rapid Rehousing

# Homelessness in Oregon

**Table X. Population, Poverty, and Overall Homelessness by Race and Ethnicity**

Race	Total Population	Poverty <sup>1</sup>	Homelessness <sup>2</sup>
White	84.4%	78.8%	81.3%
Black	1.9%	3.7%	5.7%
Asian	4.4%	4.5%	0.8%
American Indian or Alaska Native	1.1%	1.9%	4.9%
Native Hawaiian or Other Pacific Islander	0.4%	0.6%	1.1%
Multiracial and Other	7.8%	10.4%	6.2%
Ethnicity			
Non-Hispanic/Latinx	87.0%	80.2%	90.6%
Hispanic/Latinx (of any race)	13.0%	19.8%	9.4%

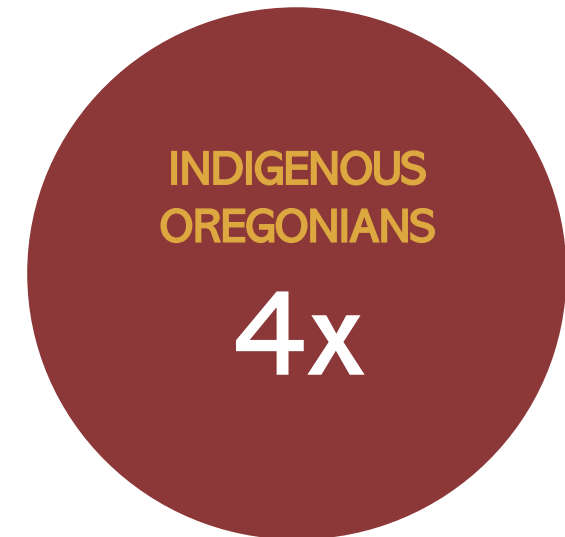
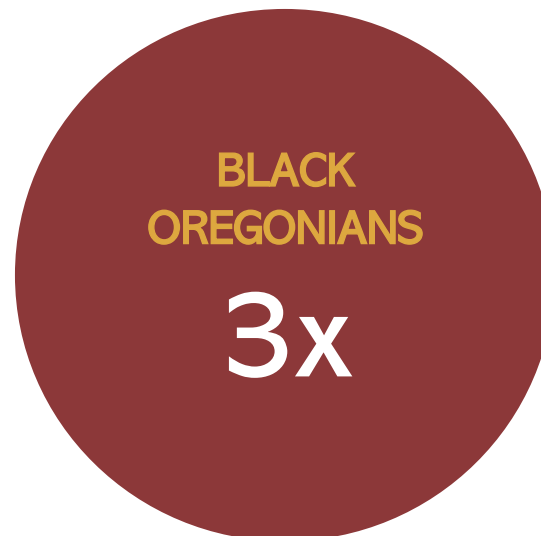
<sup>1</sup>ACS 2019 5-year data; <sup>2</sup>2020 Point-in-Time Count

3x

Black Oregonians are represented in homelessness more than three times their share of the total state population

4x

American Indian/Alaska Native Oregonians are represented in homelessness more than four times their share of the total state population



# Child Welfare



- Disparities occur at all decision points within the child welfare system
  - Racial bias can present itself in many different forms – internalized, interpersonal, institutional, structural
  - Exposure bias
- Lack of support when aging out of foster care
- Runaway and youth homelessness
- Family reunification

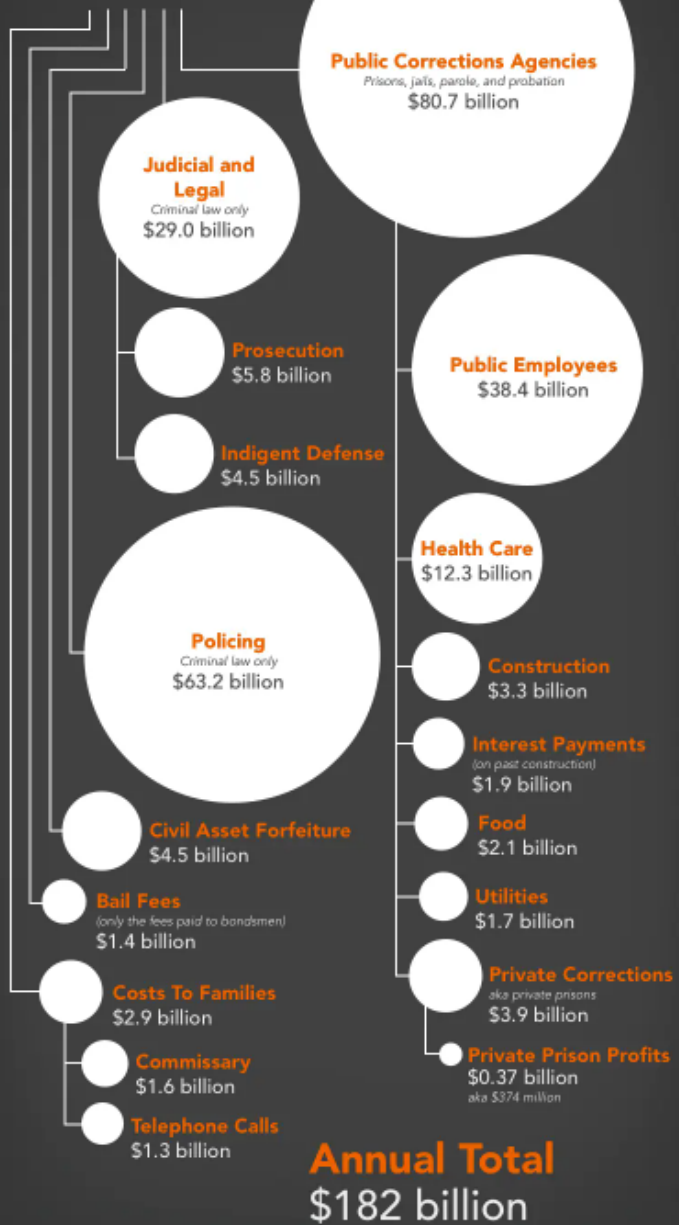


# Education



- Reflect on the first time you had a non-white teacher in school
- School to prison pipeline
- Zip codes, redlining, segregation, quality of education available
- Teacher bias
- Less competitive for job opportunities
- Less access to living wage employment

FOLLOWING  
**THE MONEY**  
of Mass Incarceration



# Carceral Arms of the “Justice” System

- 56% of those who are incarcerated are black or Latino while making up only 30% of the U.S. population
- “Race-neutral” policies and laws; racial bias; resource allocation decisions; policies that exacerbate socioeconomic inequities
- Justice involvement creates a barrier to accessing housing, among other things and disparately impacts Black and Brown people
- The prison industrial complex currently costs an estimated \$182 billion annually (conservative estimate)

Except for private prison profits, this graph only includes costs of more than \$1 billion a year. All figures are based on the most recent available.

# Housing

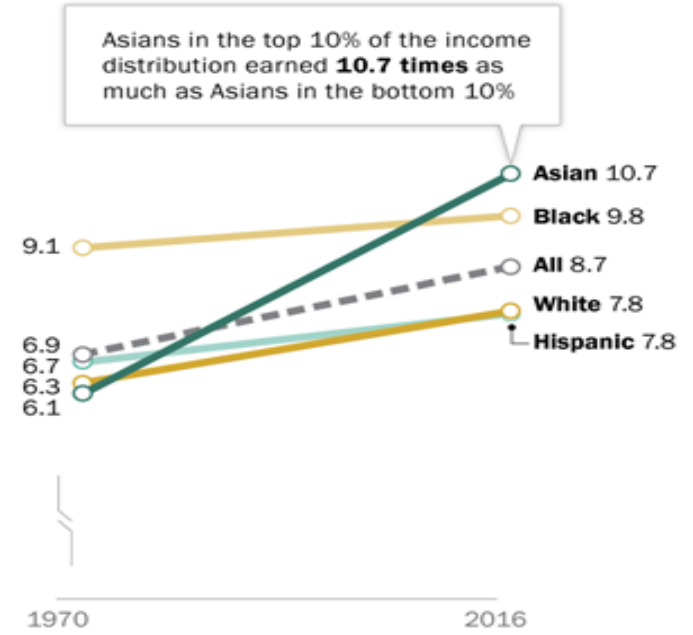


- “Steering”; zip codes that accept housing vouchers; predatory lending; housing appreciation; redlining; zoning; racial restrictive covenants; targeted advertising
- Lack of opportunities, lack of access, lack of stability = homelessness
- Studies show that predatory lending aimed at people of color fueled the mass foreclosure crisis in 2008 which widened the racial wealth gap
- Black, Native American, and Hispanic households are more likely than white households to be extremely low-income renters (<30% AMI)
- Black households are 1 ½ times more likely to be exposed to environmental hazards like poor air quality

# Economic Wealth

**From lowest to highest: Income inequality in U.S. increased most among Asians from 1970 to 2016**

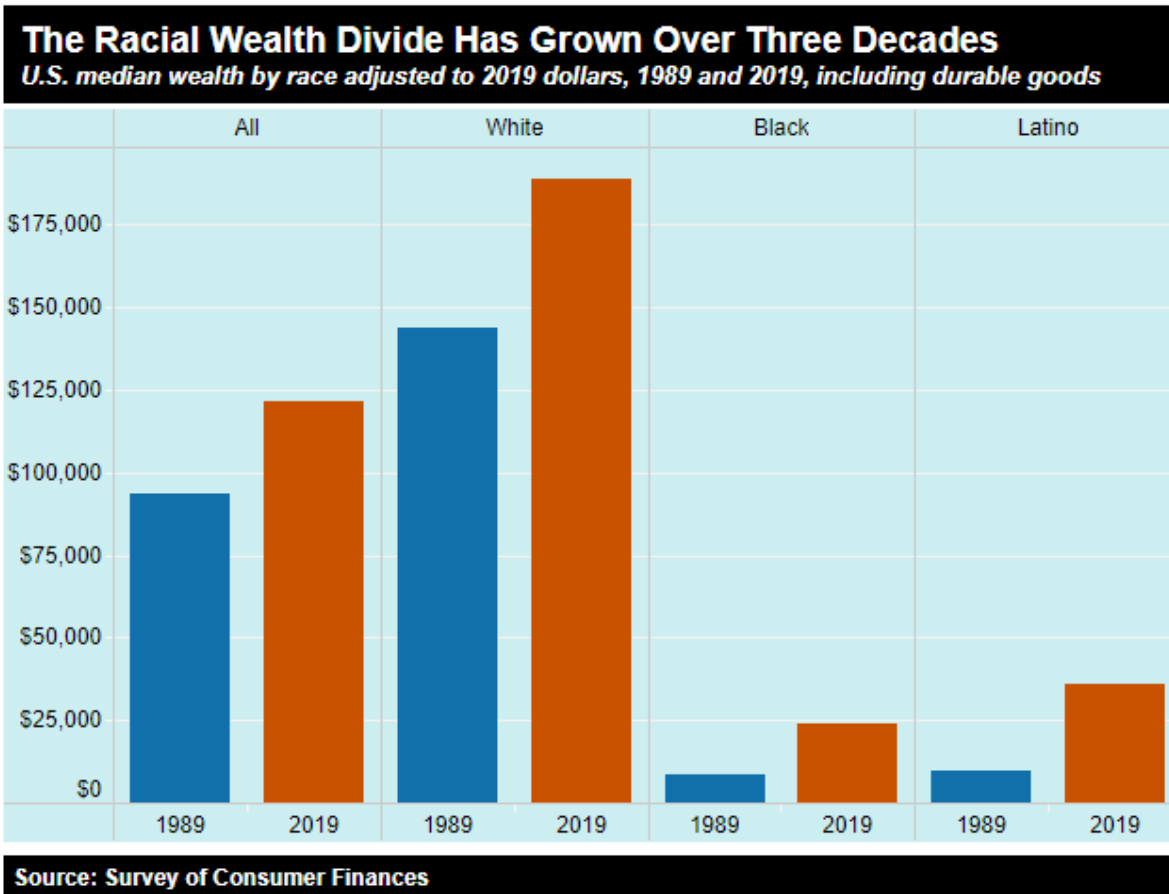
*Ratio of income at the 90th percentile to income at the 10th percentile*



Note: Whites, blacks and Asians include only non-Hispanics and are single-race only in 2016. Hispanics are of any race. Asians include Pacific Islanders. Income is adjusted for household size. See Methodology for details.  
 Source: Pew Research Center analysis of 1970 decennial census and 2016 American Community Survey (IPUMS).  
 "Income Inequality in the U.S. Is Rising Most Rapidly Among Asians"

<b>All Asian American/Pacific Islanders</b>	<b>12.1%</b>
Bhutanese	33.3%
Burmese	35.0%
Hmong	28.3%
Malaysians	27.7%
Cambodians	19.1%
Native Hawaiians & Pacific Islanders	20.0%

# Economic Wealth



- Median white family has 41 times more wealth than the median black family and 22 times more wealth than the median Latino family
- Black and Latino families are more than twice as likely to have zero or even “negative” wealth than white families
- Community context; family wealth; family income; family savings
- Chattel slavery; Freedman’s Savings Bank; Tulsa’s Greenwood District; Jim Crow Era’s “Black Codes”; GI Bill; Fair Labor Standards Act; redlining
- Lack of wealth = emergency that impacts household cash flow = homelessness

# Racial Wealth Gap

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## Myths

Greater educational attainment or more work effort on the part of blacks will close the racial wealth gap

The racial homeownership gap is the “driver” of the racial wealth gap

Buying and banking black will close the racial wealth gap

Black people saving more will close the racial wealth gap

Greater financial literacy will close the racial wealth gap

Entrepreneurship will close the racial wealth gap

Emulating successful minorities will close the racial wealth gap

Improved “soft skills” and “personal responsibility” will close the racial wealth gap

The growing number of black celebrities prove the racial wealth gap is closing

Black family disorganization is a cause of the racial wealth gap

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# Health & Environment

## **SOCIAL DETERMINANTS OF HEALTH EQUITY**



**IMMIGRATION CLIMATE**



**HEALTH CARE ACCESS**



**CIVIC PARTICIPATION**



**HOUSING JUSTICE**



**REPRODUCTIVE JUSTICE**



**HOPE & EFFICACY**



**EDUCATION JUSTICE**



**COMMUNITY SAFETY**



**TRANSPORTATION JUSTICE**



**COMMUNITY INFRASTRUCTURE**



**FOOD JUSTICE**



**CLEAN WATER, AIR & SOIL**



**CONNECTIONS WITH NEIGHBORS**



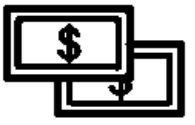
**IDENTITIES THAT ARE VALUED & WELCOMED**



**FAIR & UNBIASED JUSTICE SYSTEM**



**HEALTHY MARKETING & RETAIL ENVIRONMENT**

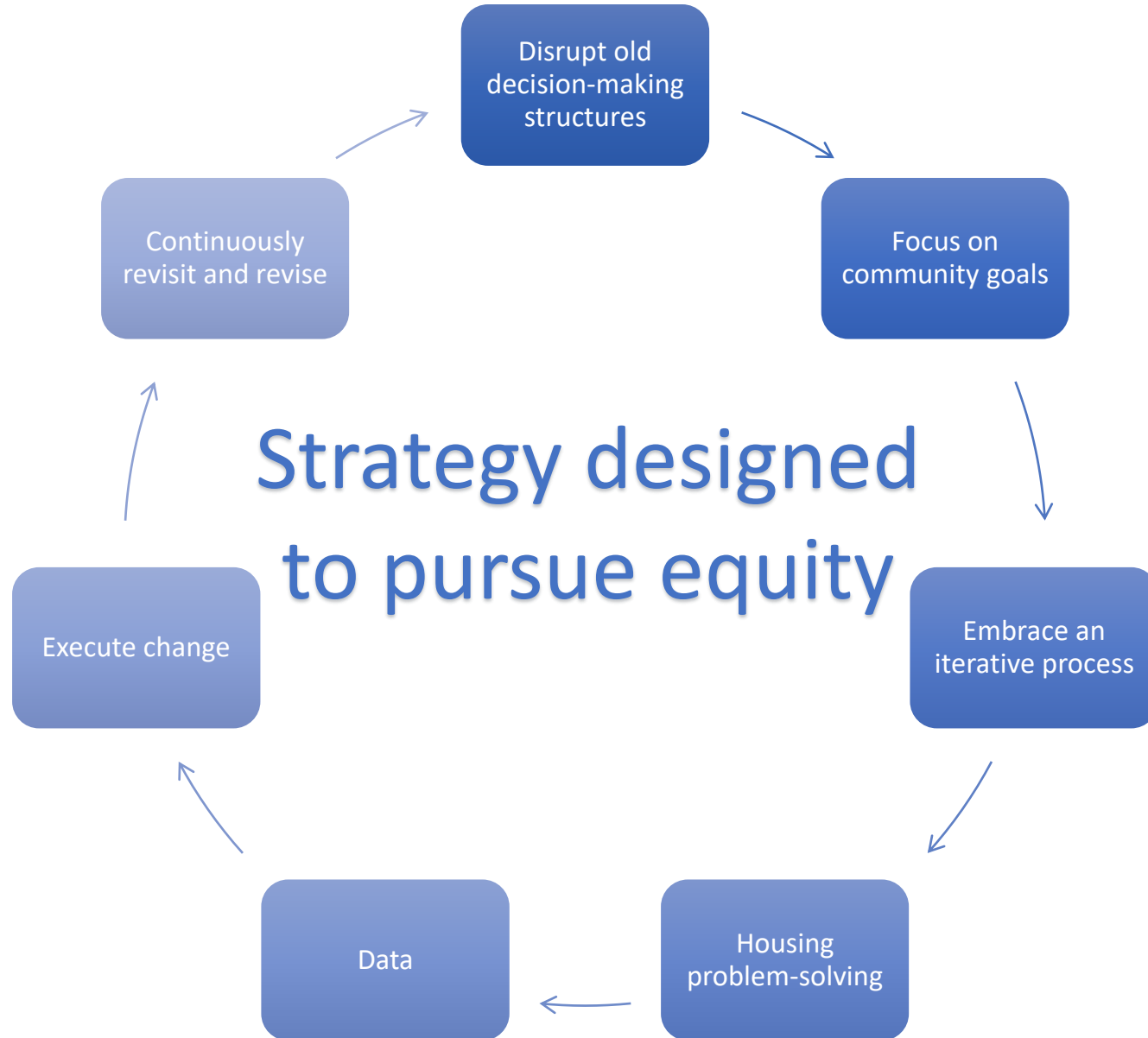


**ECONOMIC JUSTICE**



**ACCESS TO PARKS & RECREATIONAL SPACE**

# Framework for Moving Forward



# Harmful Practices to Eliminate Today

- **Not using qualitative data to pair with quantitative data**
  - Surveys, focus groups, public meetings are different avenues to hear from people most impacted by our systems – those with lived expertise of homelessness
- **Continuing to work in silos**
  - Make connections to organizations outside of traditional/legacy homelessness providers to forge new relationships and solve common problems
- **Not having representation of people with lived expertise of homelessness in your CoC**
  - People with lived expertise can offer relevant solutions that work best for the people in the community
- **Not fully compensating people with lived expertise of homelessness**
  - Fair and just compensation includes fringe benefits – money, meals, transportation, access to technology, etc.

## **RETHINKING WHO YOU CALL AN EXPERT**

**“For community engagement to matter, one needs to first value the expertise that community members possess via their lived experience. One needs to believe that people are the primary experts in their own lives.” – Anand Dholakia**

**Lived experience of homelessness and housing instability is the expertise needed to support transformational and systemic change.**

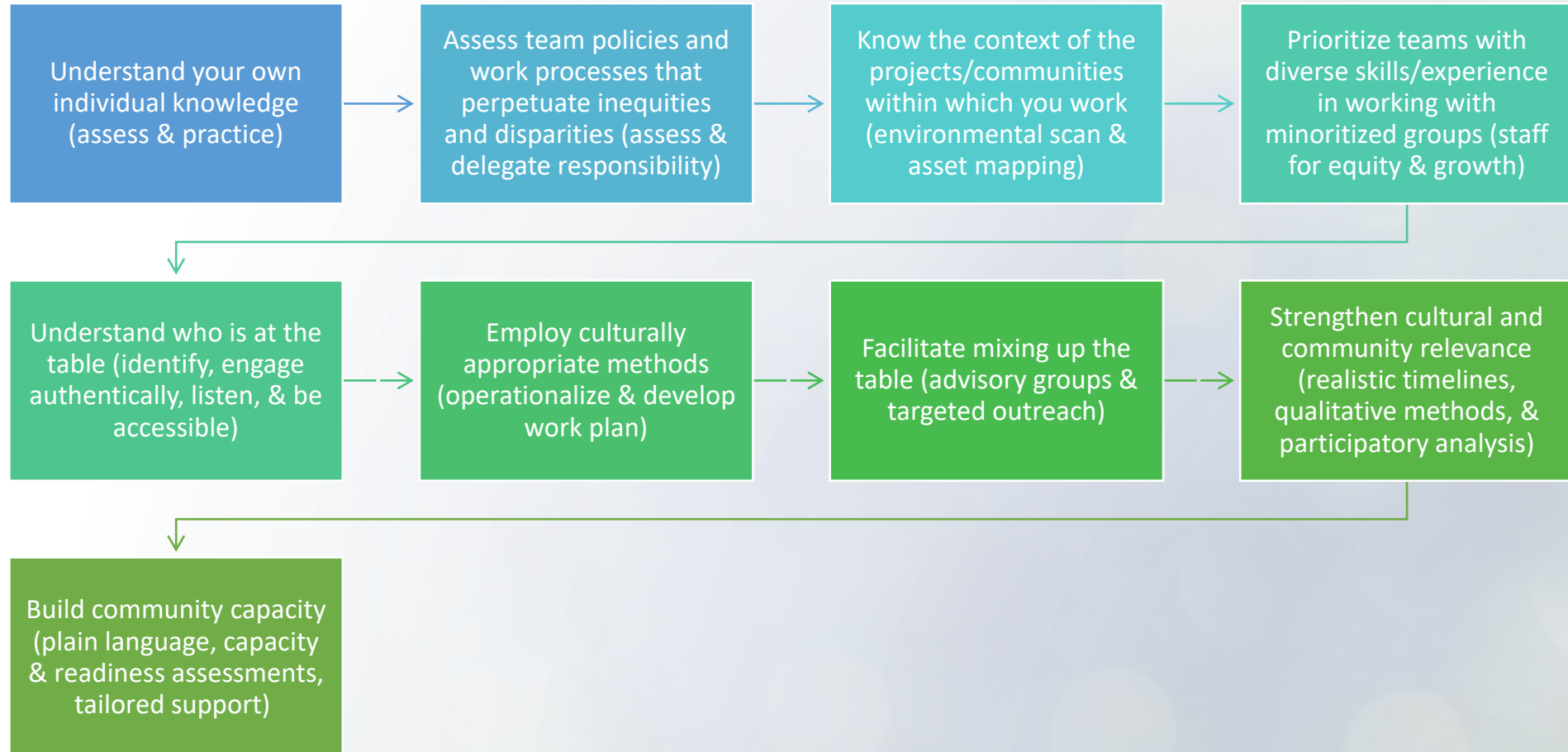
## **TOKENISM**

**The practice of doing something only to prevent criticism and give the appearance that people are being treated fairly or included. Also, a means to an end or check in the box.**

## **COMPENSATION**

**People with lived expertise should be compensated for their time and contributions. In addition to fair monetary compensation, this includes providing meals, transportation, Wi-Fi, and other technology that allows for full participation – access to technology is critical for participation during COVID-19.**

# Action Steps!







Thank you for listening.

# Questions & Answers

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