

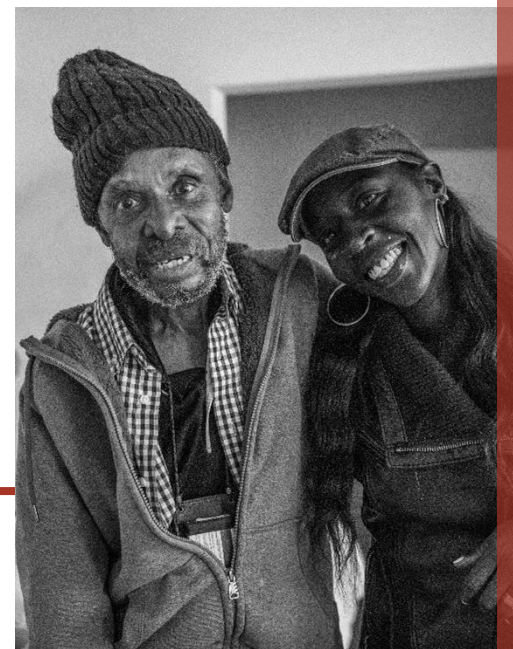
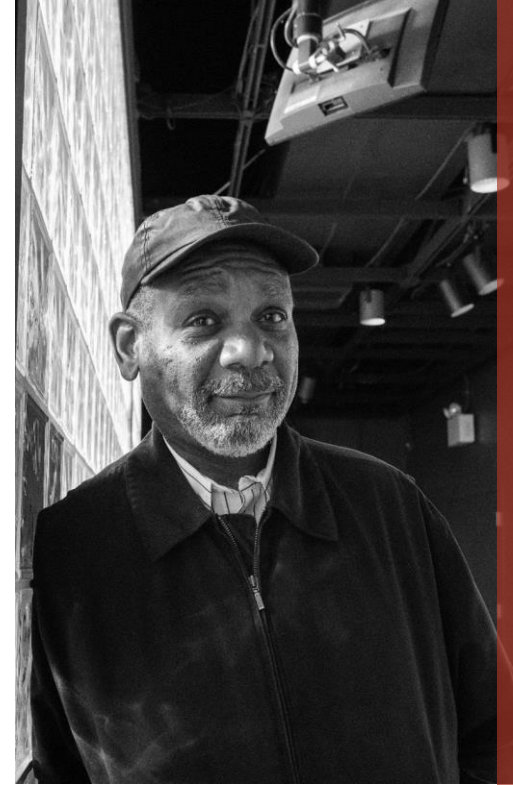


# Understanding Racial Disparities in Homelessness

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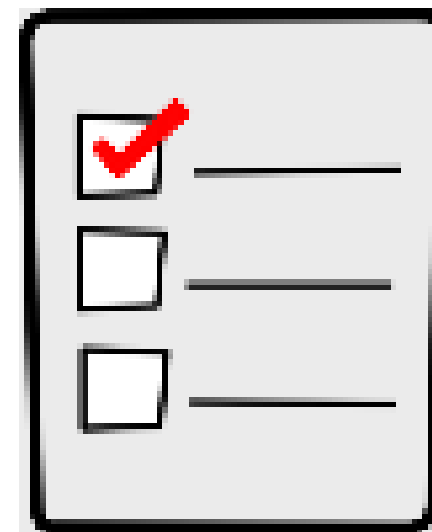
# Housekeeping

- We invite you to be present with us!
- If you are seeking CEUs...
  - Stay for the duration of the training
  - Participate in discussion
  - Cameras on!
- Questions and comments welcome throughout
- Course evaluation is required to receive a certificate
- Closed captioning is available, or send a private chat to request any other disability accommodations



# Today's Agenda

- ✓ Review recent statistics about race & homelessness
- ✓ Define racism & structural racism
- ✓ Structural & interpersonal factors
- ✓ Barriers within the homeless service system
- ✓ Systems-level & individual-level approaches to addressing racism in homelessness
- ✓ Q&A



# Learning Objectives

- Summarize the current state of homelessness through the lens of race and ethnicity at a national and local level
- Explain key structural and individual factors that disproportionately impact racial minorities experiencing homelessness
- Identify at least one way that current service delivery systems reproduce and reinforce racial disparities



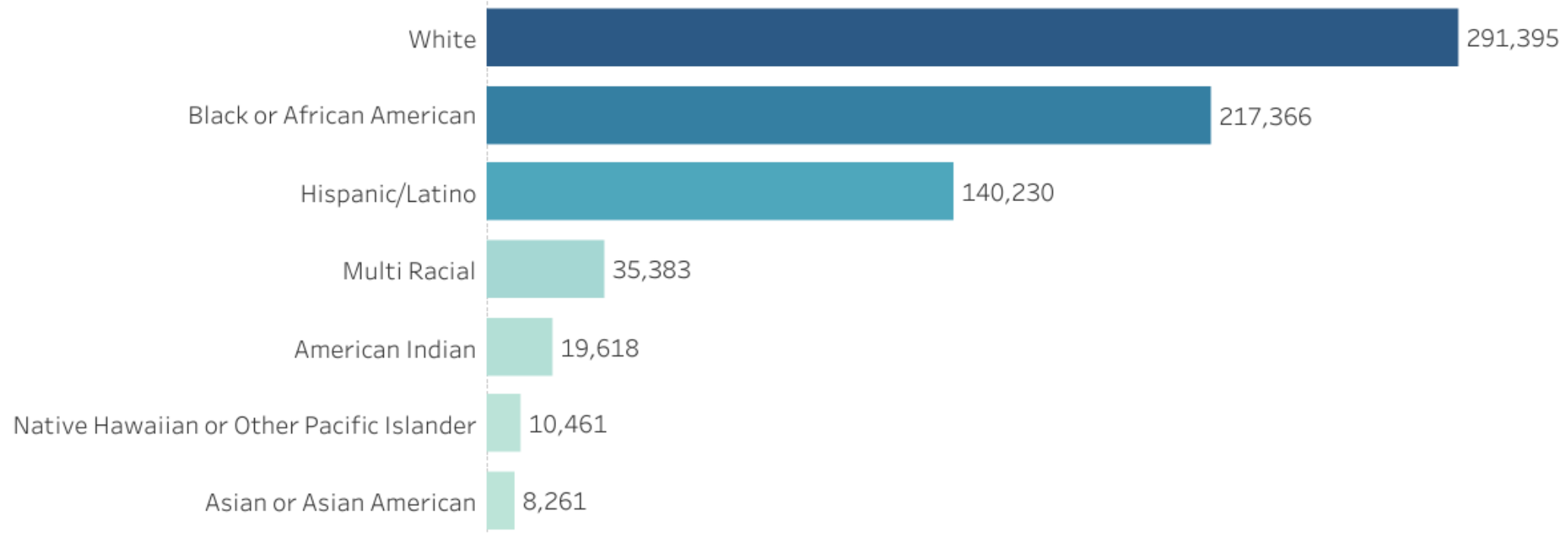
# Scope of the Problem



# Recent Data

## Counts and Rates by Race / Ethnicity, 2022

Total or Rate  
Total Homeless

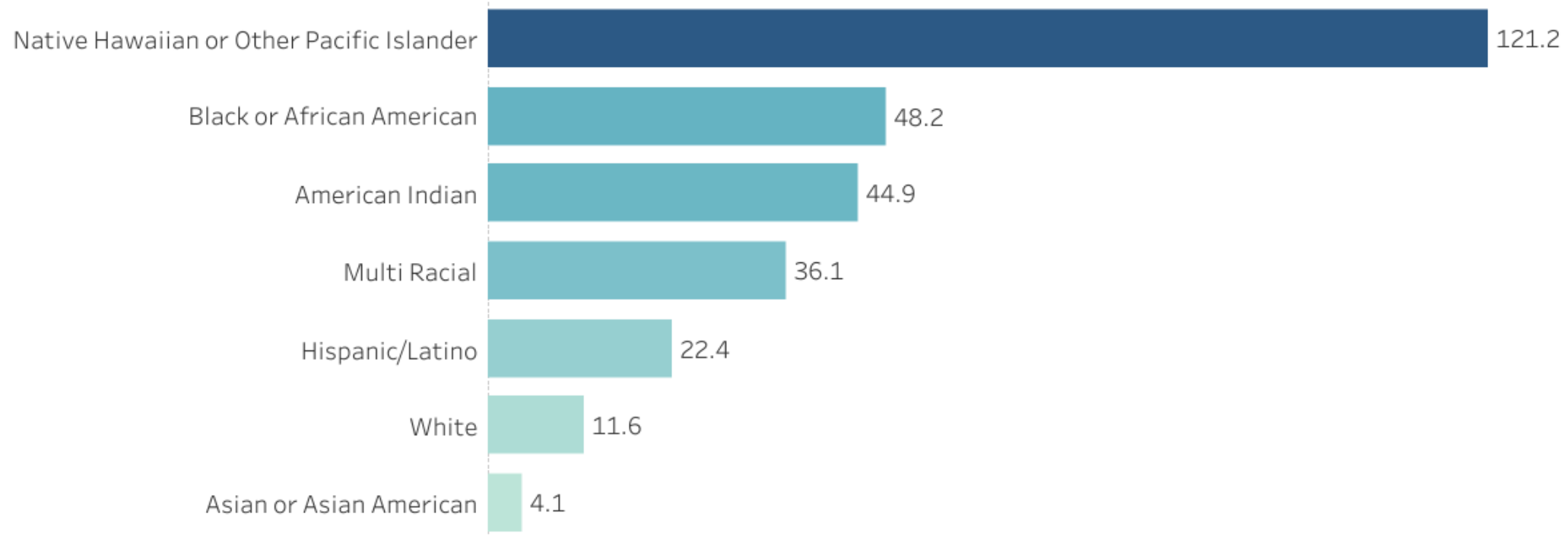


Source: U.S. Department of Housing and Urban Development, 2022 Annual Homeless Assessment Report to Congress (AHAR); U.S. Census Bureau, 2022 Population Estimates.

# Recent Data

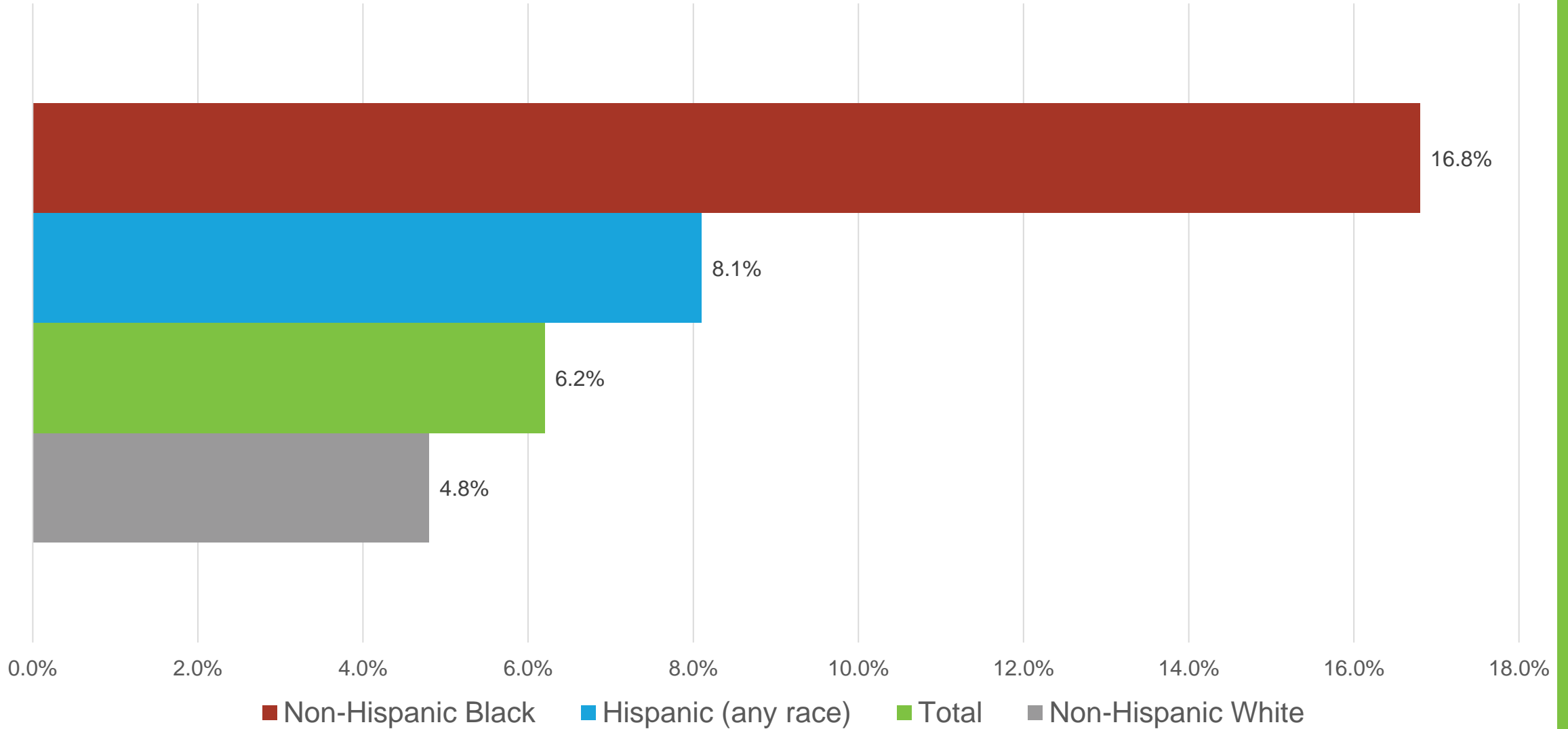
## Counts and Rates by Race / Ethnicity, 2022

Total or Rate  
Rate Per 10,000



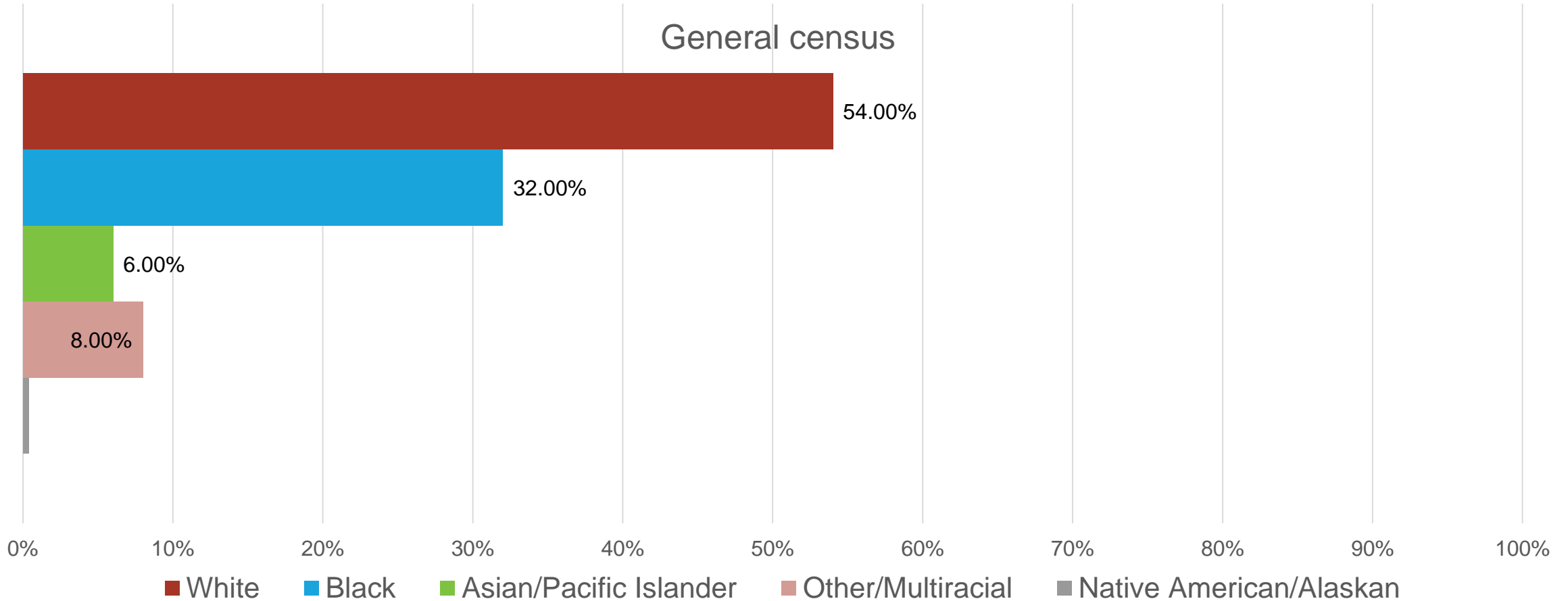
Source: U.S. Department of Housing and Urban Development, 2022 Annual Homeless Assessment Report to Congress (AHAR); U.S. Census Bureau, 2022 Population Estimates.

# Lifetime Prevalence

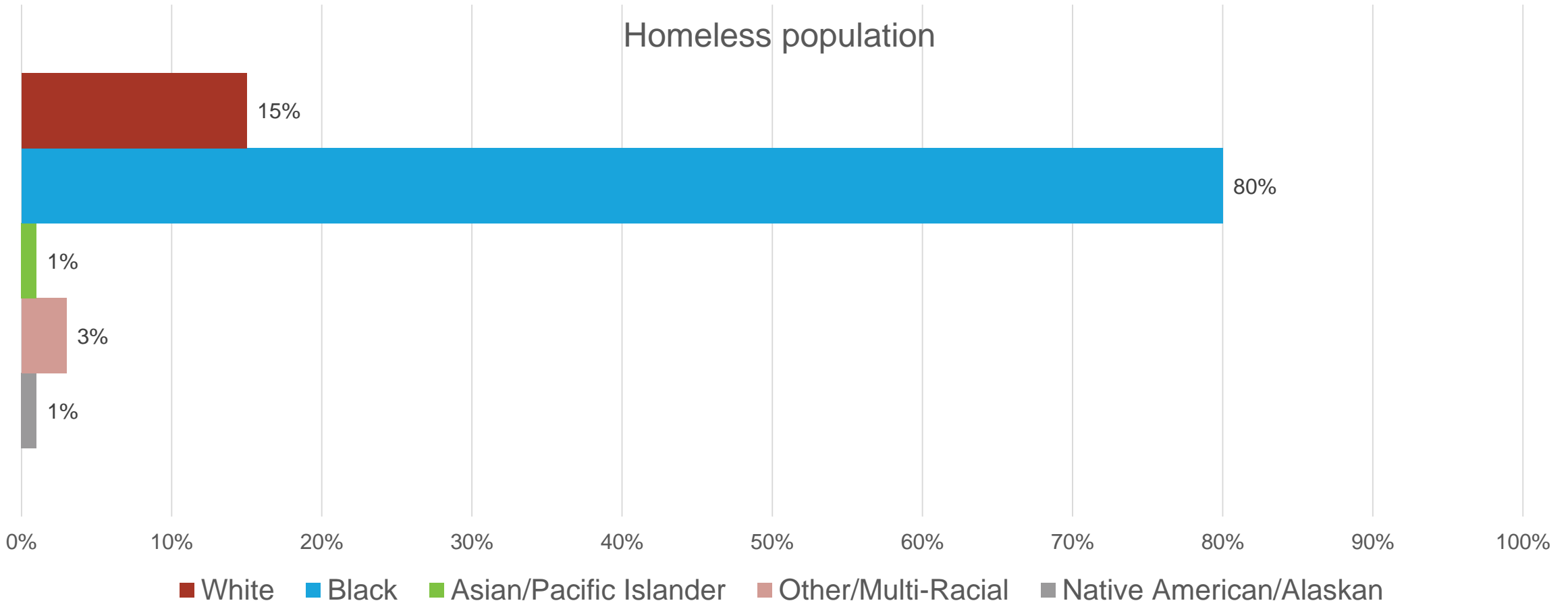




# Mecklenburg County



# Mecklenburg County



# Understanding Racism



# Bricks in a wall

What words come to mind when you think about racism?

Implicit Bias

Microaggressions

Stigma

Institutional

Systemic

Social  
Determinants  
of Health

Minority Stress Model

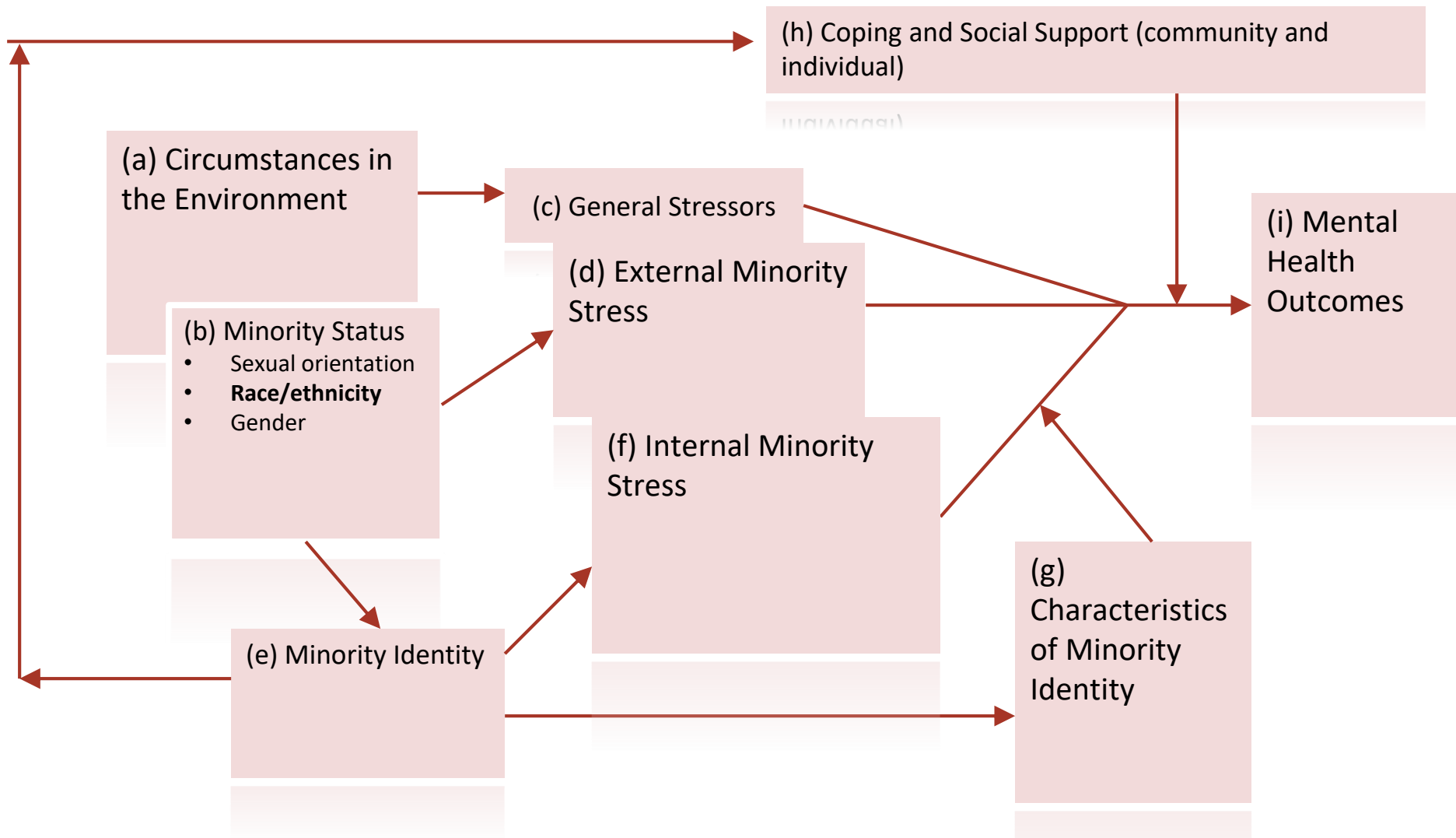
Racism



# Defining Terms

## Racism

- “A system of advantage based on race that is created and maintained by an interplay between **psychological factors** (i.e., biased thoughts, feelings, and actions) and **sociopolitical factors** (i.e., biased laws, policies, and institutions).”
- "A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity.”



**Change that requires forced adaptation = stress!**

# Interpersonal



# Racial Stigma (Individual)

- Perceived stigma can cause psychological distress and impair health
- Cultural stereotypes and prejudice can impact the development of the self-concept and identity of individuals





# Implicit Bias Across Domains

- Criminal legal system
- Education
- Employment
- Housing
- Healthcare



# Microaggressions

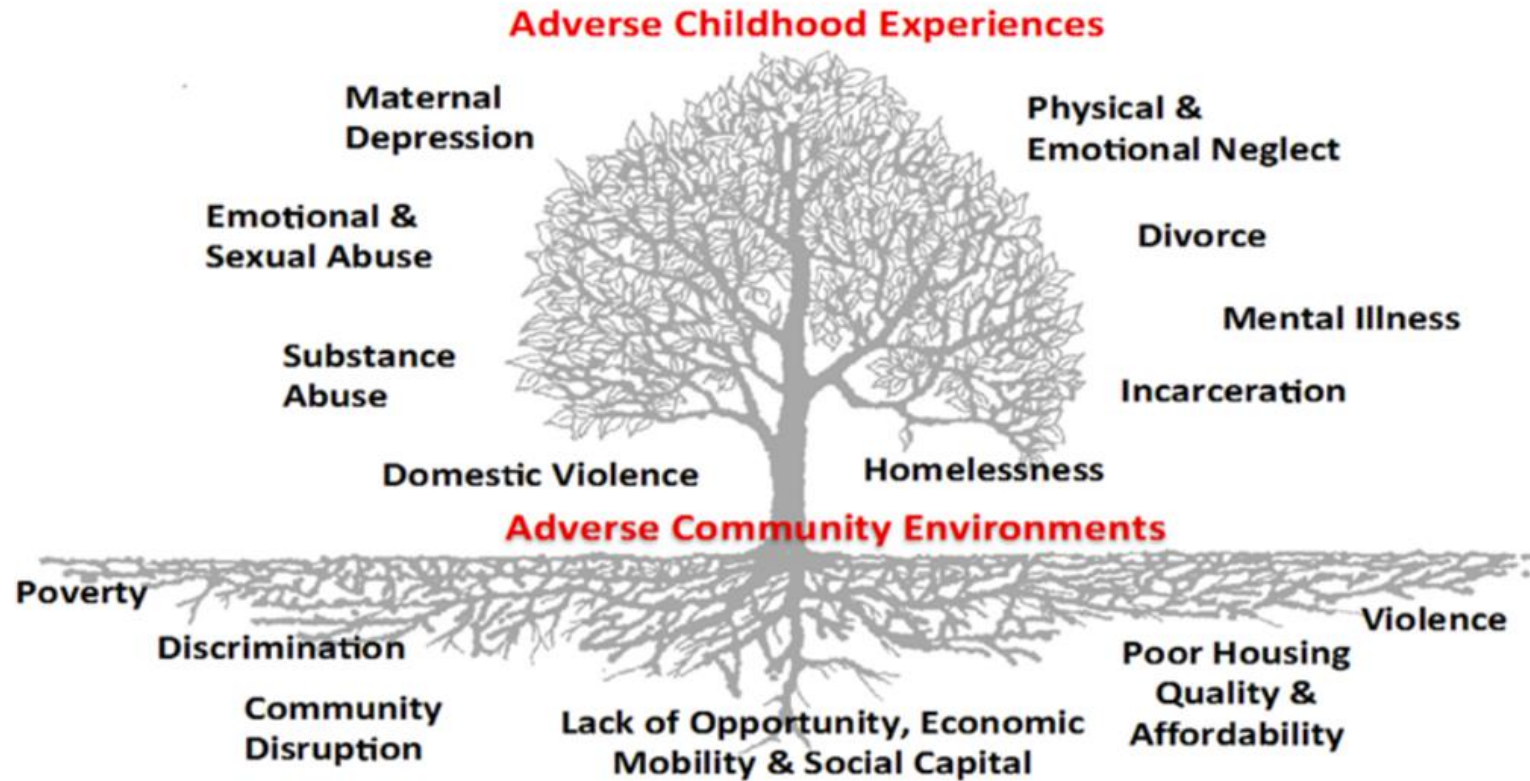
- Verbal, behavioral and environmental indignities
- Communicate hostile, derogatory or negative slights and insights
- Intentional or unintentional
- Brief and commonplace, daily
- Microassaults, microinsults, microinvalidations

*You're so articulate!*

*You speak really good English.*

Theme	Microaggression	Message
Alien in own land	Where are you from?	You are not American
Ascription of intelligence	You are so articulate.	POC are not as intelligent as whites
Color blindness	There is only one race, the human race.	Denying the individual as a racial / cultural being
Criminality	Clutching purse when POC passes.	You are a criminal
Denial of racism	I'm not racist, my best friend is Black.	I am immune to racism because I have friends of color
Myth of meritocracy	The most qualified person should get the job.	POC are given unfair benefits because of their race
Pathologizing cultural values / communication	Why are you so quiet? Speak up!	Assimilate to dominant culture
Second-class citizen	POC mistaken for service worker.	POC are servants to whites, couldn't occupy high-status positions
Environmental	University buildings named after White heterosexual upper class males.	You don't belong, you won't succeed here

# Trauma & ACEs



# Structural



**What structural factors  
most impact the BIPOC  
you work with?**

# Social Determinants of Health



# Racial Stigma (Structural)

- Perceived stigma can cause psychological distress and impair health
- History of medical trauma
- Where people encounter racism they are less likely to engage with services
- This stacks with related but distinct homelessness stigma





# Poverty

Racial Wealth  
Gap

Employment  
Discrimination

Credit Market  
Discrimination

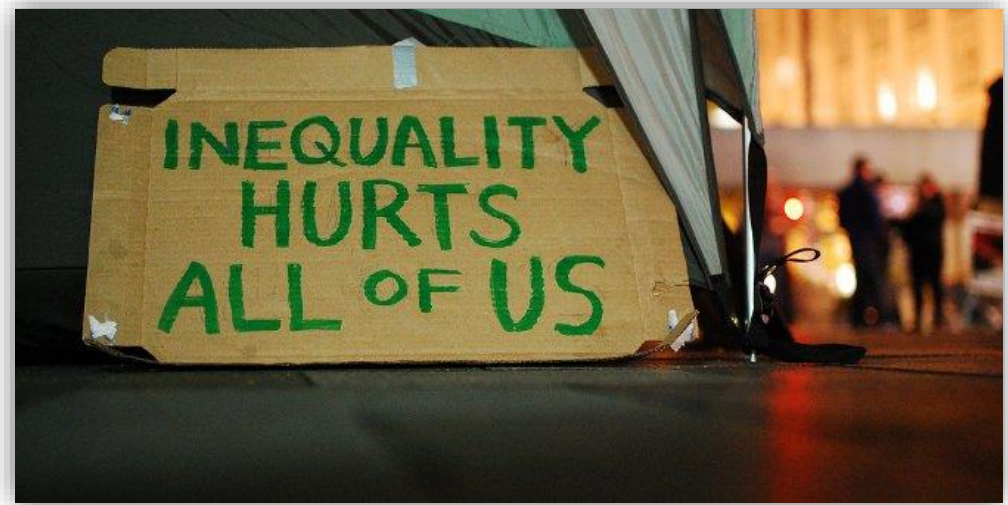
Incarceration  
vs. Family  
Stability

Low levels of  
social benefits  
and low wages

Housing  
subsidies

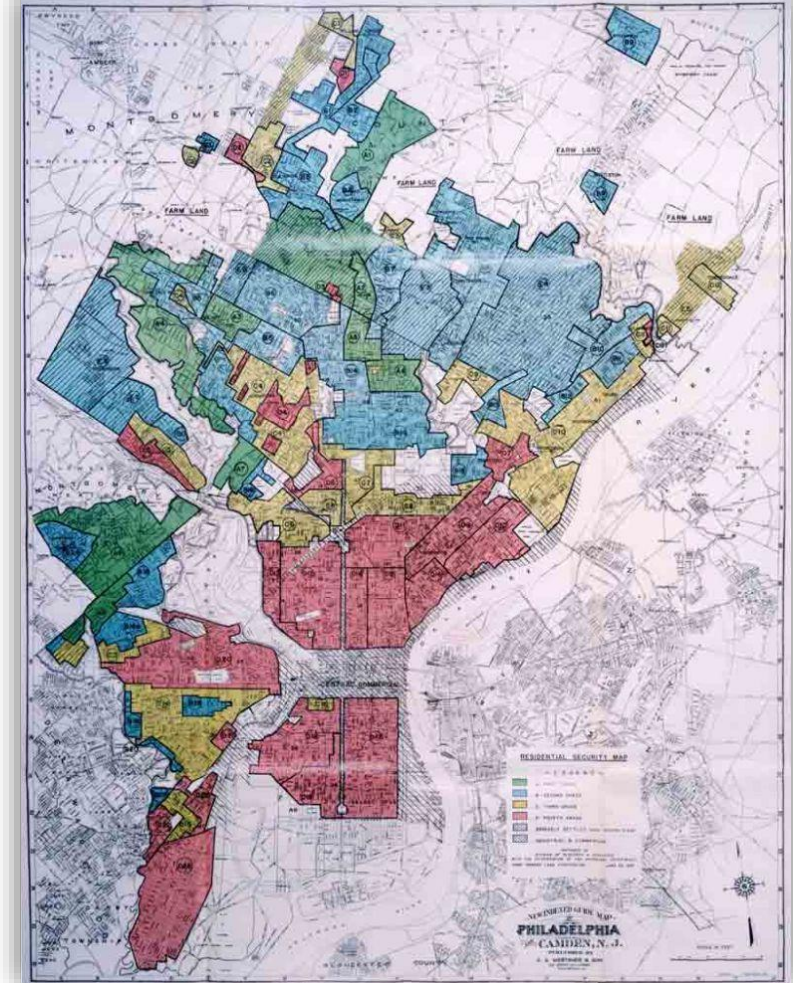
# Income Inequality

- It's not poverty alone!
- Homeownership vs the racial wealth gap
- Insurance rates
- Increased likelihood of homelessness
- Increased cost and decreased stock of “affordable housing”
- Typically mitigated by taxes and benefits



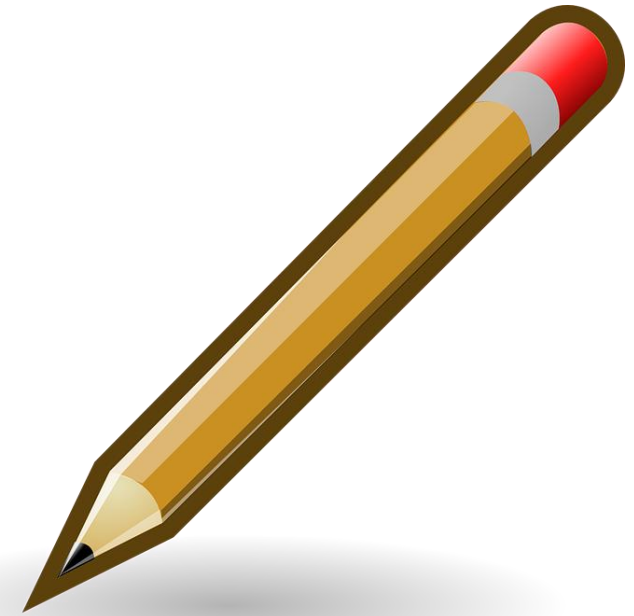
# Housing

- Housing affordability
- Segregation
  - Redlining
  - Exclusionary zoning
  - Rental market
- Native American forced relocation



# Education

- Redlining impact
  - Individual schools & entire districts in historically redlined “Red” areas are serving primarily low-income & black/nonwhite students
  - Less district per-pupil revenue
  - But highest need due to income status
- Less Revenue = Less opportunity
  - Extracurricular activities
  - Individualized learning
  - Future & higher education planning resources



# Access to Quality Health Care

- POC more likely to lack health insurance than white people
  - Risk factor for homelessness
- Mental illness does not vary by race, but access to treatment does



# How does homelessness impact health?

- Compared to the general housed population, people without homes have been and are now more severely impacted by SDOH, leading to increased mortality, chronic health conditions, mental illness, substance use, and risky health behaviors.
- They are more likely to face extreme poverty resulting in an inability to obtain and maintain housing, pay for health services, and afford basic daily necessities like food and clothing.

# Incarceration

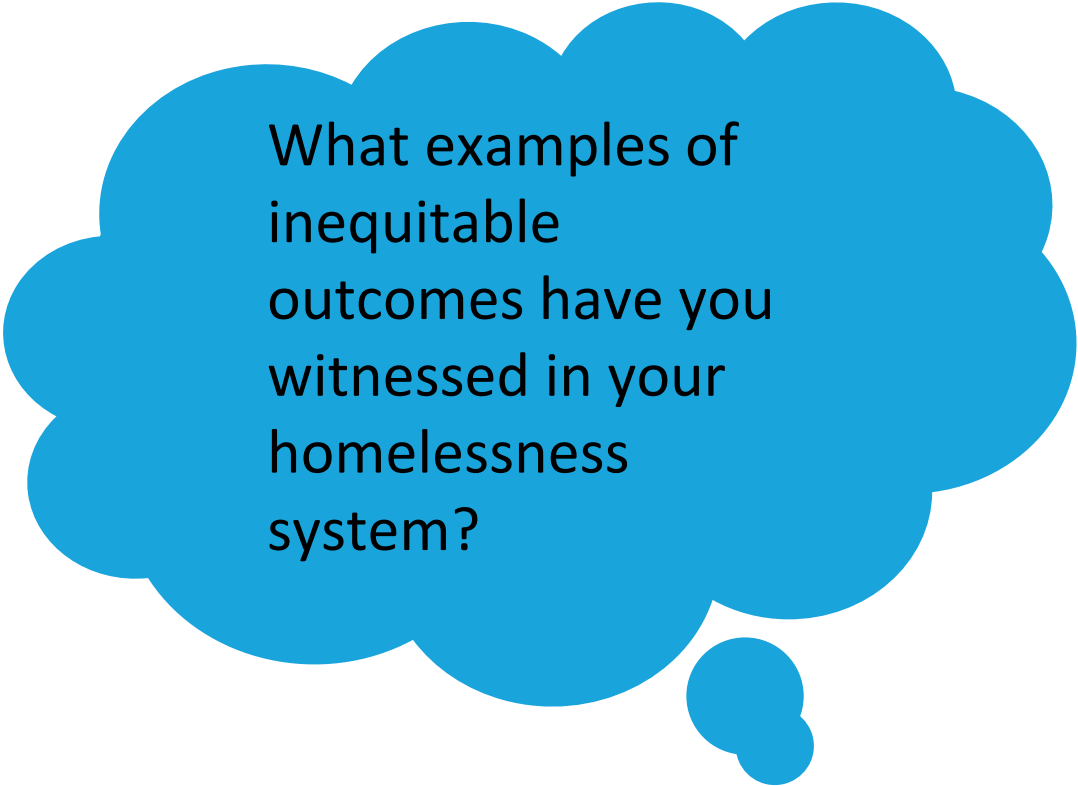
- POC are incarcerated at higher rates
  - Homeless POC report higher incarceration histories
- Formerly incarcerated people are 10x more likely to become homeless
  - Destabilizes family finances, decreased eligibility for welfare and public housing
  - Decreased eligibility for public benefits and public housing
  - Can't pass background checks for housing or employment



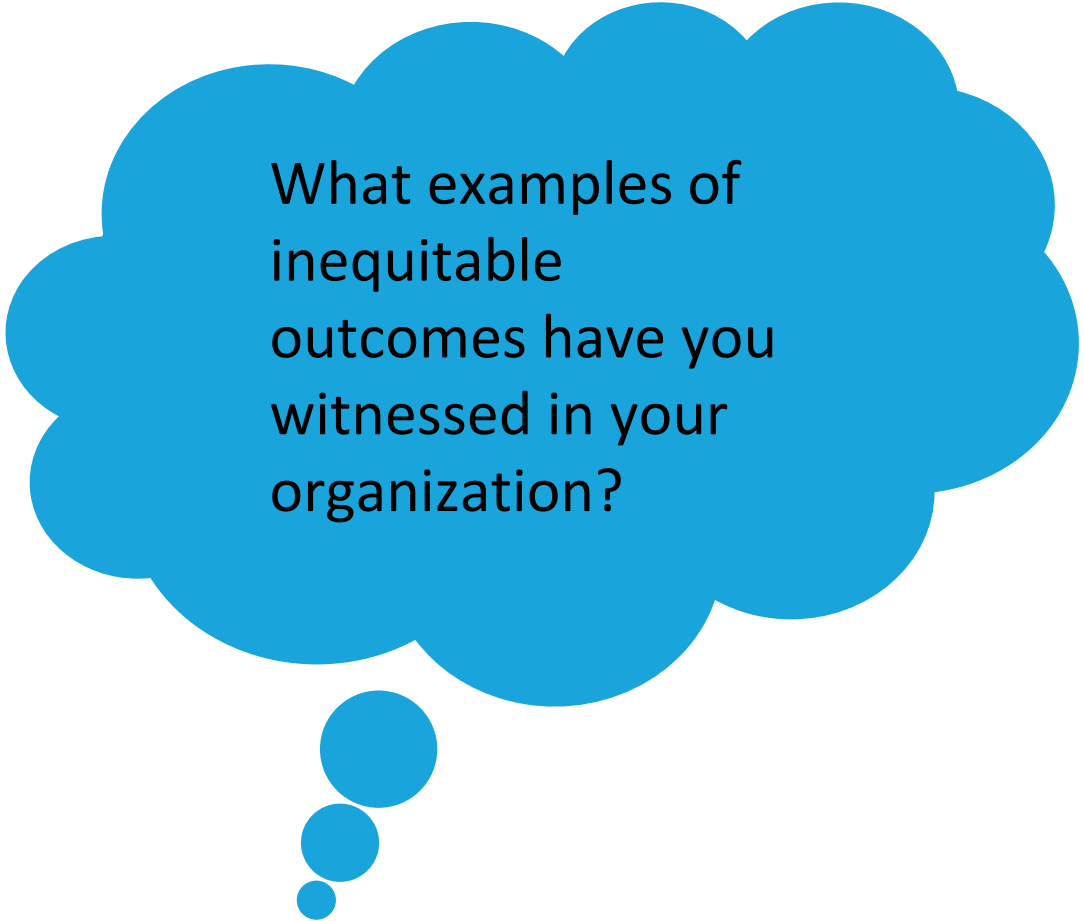
# Toward Equity





A large blue thought bubble with a smaller one below it, containing text.

What examples of inequitable outcomes have you witnessed in your homelessness system?

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What examples of inequitable outcomes have you witnessed in your organization?

# The Homeless Service System

- Colorblind approach to addressing homelessness
- Multi-system involvement is common
- Institutional racism and discrimination

“There is no such thing as a nonracist or race-neutral policy. Every policy in every institution in every community in every nation is producing or sustaining either racial inequity or equity between racial groups.”

- Ibram X. Kendi

# Systems Change

## Policy

- Fair housing protections
- Regulated housing market
- Inclusionary zoning and mandated affordable housing development
- Eviction protections

## CoC

- Understand who enters the homelessness system
- Identify who gets shelter and transitional housing
- Review who gets Rapid Re-Housing, PSH, Subsidized Housing, and other
- Identify who becomes homeless again

## Organizational

- Train staff on understanding racism
- Target resources toward people of color
- Professional development opportunities for leaders of color
- Identify a staff person to ensure racial equity is centered

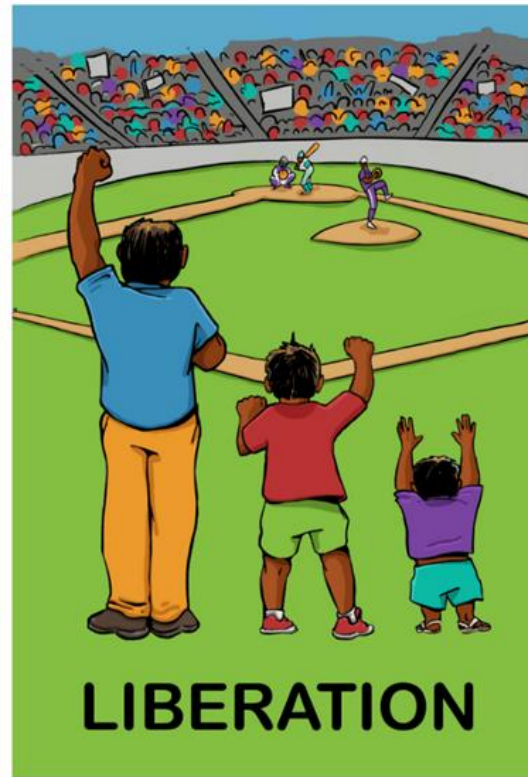
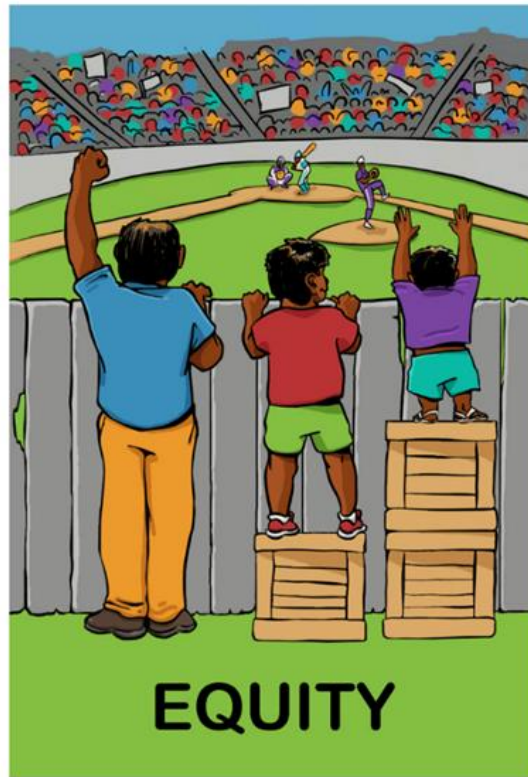
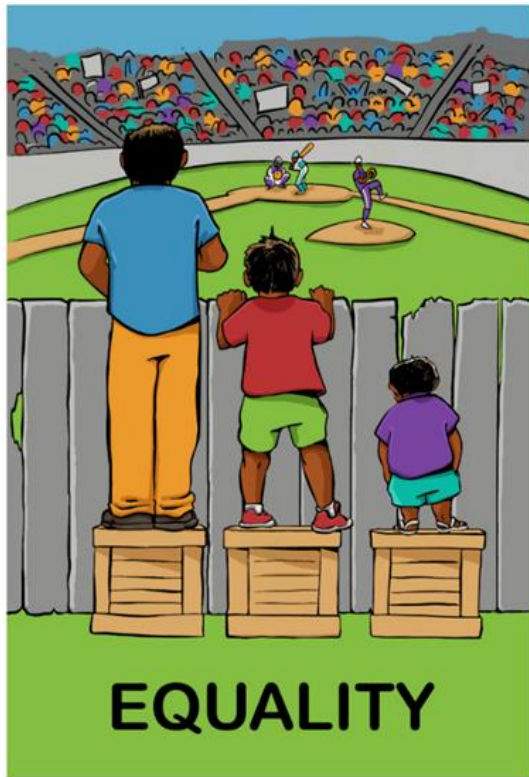
# Clinical Approaches

Toward  
cultural  
humility

- Move toward maintaining an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the client

Uncover  
implicit  
bias

- Learning how to slow down the biases that betray our values long enough for us to act in a way that is more aligned with what we believe.



*Interaction Institute for Social Change | Artist: Angus Maguire*

# Review

- Homelessness disproportionately impacts people of color
- Racism, especially structural racism, is a key driver of homelessness
- Racism in homelessness has to be understood in the context of multiple systems
- Efforts to combat racism at all levels of the homeless service delivery system level requires intentional approaches that center equity at every step



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