

Analysis of Racial Disparities in Homeless Assistance Programs & Coordinated Entry: Key Findings and Next Steps

Eastern PA Continuum of Care

August 2020



Prepared by DMA - Diana T. Myers and Associates, Inc.

Background

- The CoC Board requested analysis of HMIS data drilled down by CoC/RHAB/county **to analyze racial disparities within homeless service delivery and outcomes** within the CoC.
- DMA analyzed possible disparities based on race and ethnicity related to:
 - **Coordinated entry access and outcomes**
 - **Program outcomes**
 - **Increased income, exits to/retention in permanent housing, returns to homelessness**
 - **Program service delivery**
 - **Length of stay**
- This presentation highlights CoC, RHAB, and (where possible) county level findings. DMA is able to drill down to program level findings as a possible next step; however, the numbers within a one year dataset were quite small for some programs and difficult to analyze/draw conclusions.

Datasets

- **Coordinated Entry** - All unduplicated clients assessed through Connect to Home Coordinated Entry between **October 1, 2018 and September 30, 2019**
- **System Performance Measures (SPMs)** - Project data from HMIS participating Emergency Shelter, Transitional Housing, Rapid Rehousing, Permanent Supportive Housing, Supportive Services Only, and Street Outreach projects in the Eastern PA CoC for the time period **July 1, 2018 to June 30, 2019**
- **Stella P/Longitudinal Systems Analysis (LSA)** - HMIS-participating Emergency Shelter, Safe Haven, Transitional Housing, Rapid Rehousing and Permanent Supportive Housing projects for the time period **October 1, 2017 to September 30, 2018**

Methodology

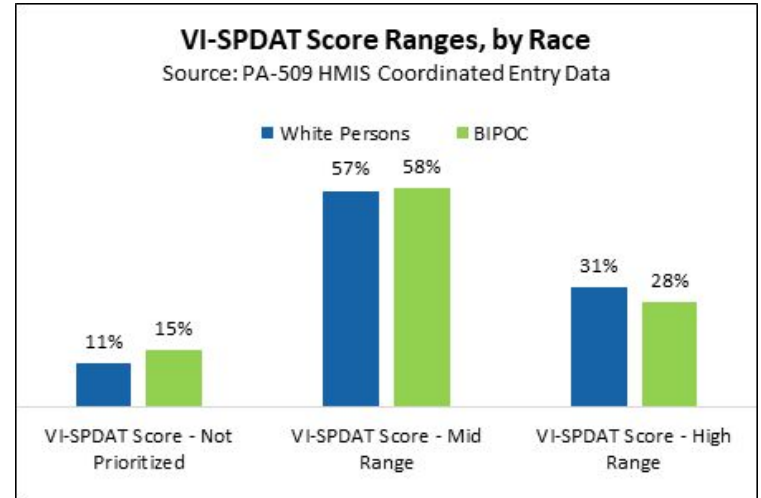
- DMA analyzed data related to race and ethnicity separately for Coordinated Entry and System Performance Measures.
 - **Race:** In order to analyze disparities in outcomes/experiences, all persons were placed into two categories: (1) all persons who reported their race as only White were combined into the category of “White Persons” and (2) The following races were combined to create the “BIPOC” (Black, Indigenous Persons of Color) category: American Indian or Alaska Native, Asian, Black or African American, Multiracial, Native Hawaiian or Other Pacific Islander. This grouping of race was necessary as it was difficult to analyze disparities for individual racial groups and generalize any disparities that were identified. The majority of BIPOC in the Eastern PA CoC are Black or African American persons.
- Race and ethnicity were analyzed together for the LSA dataset to reflect the race and ethnicity population groups made available through Stella P: White Non-Hispanic/Non-Latino, White Hispanic/Latino, American Indian or Alaska Native, Asian, Black or African American, Multiple Races, and Native Hawaiian or Other Pacific Islander. DMA combined data on racial minorities into a BIPOC category as described above for this analysis for the same reasons.
- For the purpose of this analysis, individuals for whom race or ethnicity data was not available (Data not collected/Client doesn’t know/Client refused) were excluded.
- Details on overall demographics within the dataset can be found in the data report.

Coordinated Entry - VI-SPDAT Scores

- **BIPOC score lower on average on the VI-SPDAT assessment tool than White persons.** As the VI-SPDAT tool is used to prioritize households for housing, this likely results in BIPOC being less likely to be prioritized for housing and therefore less likely to be housed than White persons.

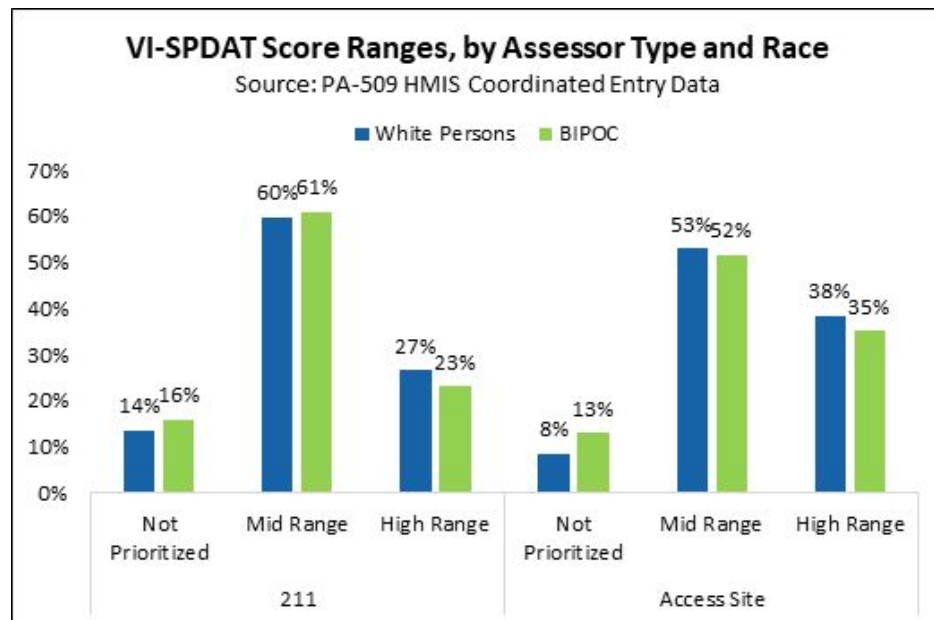


- Based on VI-SPDAT scores, **BIPOC are less likely to be prioritized for housing interventions through CE than White persons. BIPOC are also less likely to be prioritized for “high range” interventions, such as PSH, than White persons.**



Coordinated Entry - VI-SPDAT Scores

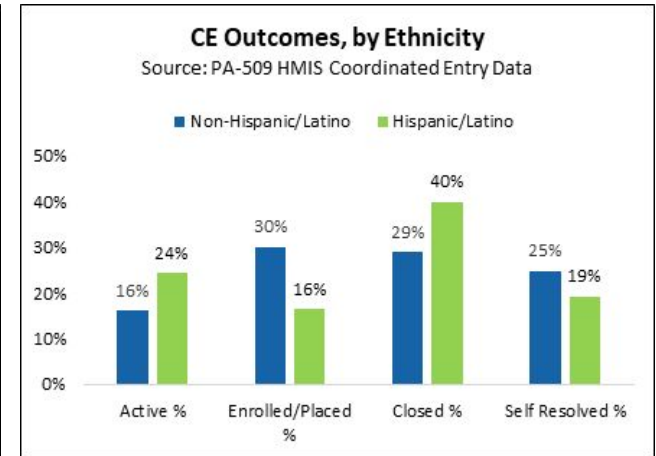
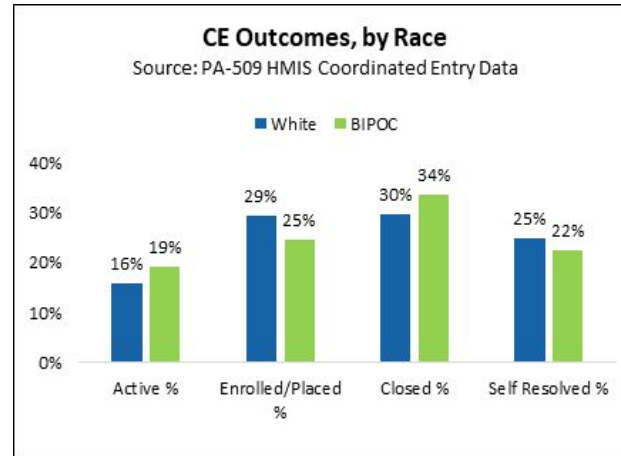
- BIPOC are less likely to be prioritized for housing whether they are assessed via 211 or via an access site.
- However, **persons assessed via access sites score in higher ranges and are more likely to be prioritized for housing than persons assessed via 211.** This is true for both BIPOC and white persons.



Coordinated Entry - Enrollment/Placement Rates

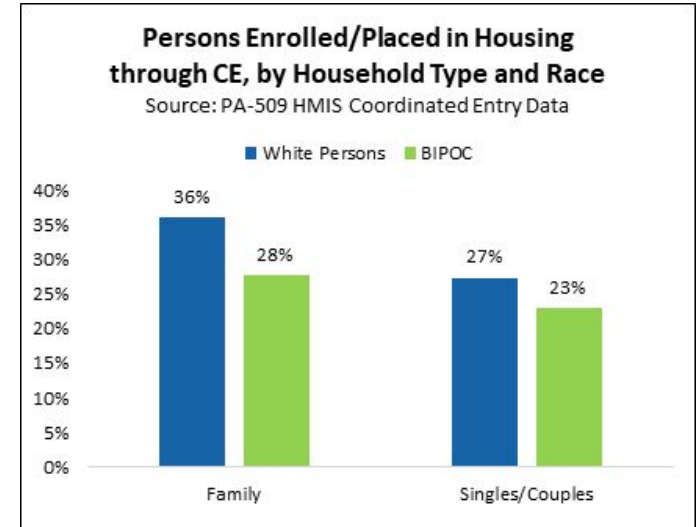
When compared to White, Non-Hispanic/ Non-Latino persons, BIPOC and Hispanic/Latino persons are:

- **Less likely to be housed through CE**
- **More likely to be closed from the CE queue**
- **Less likely to self-resolve their homelessness**

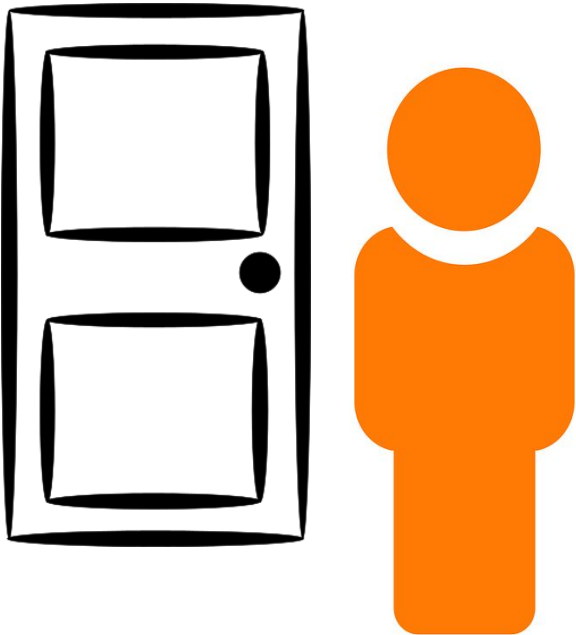


Coordinated Entry - Enrollment/Placement Rates

- **Significant disparity in enrollment/ placement rates through CE for families headed by a BIPOC.** Families headed by a BIPOC had an 8% lower rate of enrollment/ placement in housing than white families.
- Singles/couples who were BIPOC had a 4% lower rate of enrollment/ placement in housing than white singles/couples.



Coordinated Entry - Subpopulations



Youth BIPOC had equal rates of enrollment/placement in housing as white youth.

BIPOC and Hispanic/Latino veterans, BIPOC and Hispanic/Latino chronically homeless persons, and Hispanic/Latino youth **all had lower rates of enrollment placement in housing than their white, Non-Hispanic/Non-Latino peers.***

*Total veteran and chronically homeless numbers, including numbers of BIPOC and Hispanic/Latino veterans and chronically homeless persons are relatively low, so these numbers should be considered carefully and in context.

SPMs - Exits to/Retention in Permanent Housing

- **BIPOC and Hispanic/Latino persons had a lower rate of successful exit to permanent housing/retention in permanent housing** than White persons and Non-Hispanic/Non-Latino persons.



Successful Exits to/Retention in Permanent Housing:

- White persons: 69% success
- BIPOC: 60% success

- Non-Hispanic/Non-Latino persons: 68% success
- Hispanic/Latino persons: 58% success

SPMs - Exits to/Retention in Permanent Housing

There is a difference in exits to/retention in permanent housing by CoC- and ESG-funded projects, especially when broken out by RHAB. This merits further exploration and drill down.

CoC-Funded Projects:

- **Race:** The Lehigh Valley RHAB CoC funded projects had worse outcomes in permanent housing for BIPOC vs. White individuals.
- **Ethnicity:** The Central Valley and Pocono RHAB CoC funded projects had worse outcomes in permanent housing for Hispanic/Latino households.

ESG-Funded Projects:

- **Race:** South Central RHAB ESG funded projects had worse outcomes in permanent housing for BIPOC vs. White individuals .
- **Ethnicity:** Northern Tier, Pocono, and South Central RHAB ESG funded projects had worse outcomes in permanent housing for Hispanic/Latino households. The largest disparity was in the South Central RHAB (22% lower for Non-Hispanic/Non-Latino households).

SPMs - Increasing Income

- **Both BIPOC and Hispanic/Latino persons had lower rates of increasing non-earned income than White and Non-Hispanic/Non-Latino persons.**
 - White persons had a higher rate of increasing non-earned income than BIPOC (20% vs. 13%) .
 - Non-Hispanic/Non-Latino persons had a slightly higher rate of increasing non-earned income than Hispanic/Latino persons (19% vs. 16 %).
- BIPOC had equal rates of increasing earned income as White persons.

SPMs- Length of Stay

Context:

- Length of stay is not a measured outcome for RRH or PSH, and is not an indicator of success within the program;
- **HOWEVER if there are significant differences in length of stay between BIPOC and White participants or between Hispanic/Latino and Non-Hispanic/Non-Latino persons this could flag a potential disparity within program operations.**
- For example, shorter lengths of stay for BIPOC could indicate that BIPOC are more likely to be discharged from the program.
- Longer lengths of stay could indicate that BIPOC may have more trouble obtaining source(s) of income, or higher needs among the participants.

This factor on its own does not on its own indicate a clear disparity, but identification of significantly shorter or longer lengths of stay by race or ethnicity should be a cause for further follow up within programs.

SPMs- Length of Stay RRH

Potential disparities were identified at the RHAB and county level due to sizable differences in length of stay for BIPOC and White persons and Hispanic/Latino persons and Non-Hispanic/Non-Latino persons.

Race: The Lehigh Valley RHAB had a significantly higher length of stay in RRH for BIPOC (87 days longer on average than White persons). This merits further exploration.

Ethnicity: In the Lehigh Valley and Northern Tier RHABs, Hispanic/Latino persons have shorter average lengths of stay in RRH than Non-Hispanic/Non-Latino persons. In the South Central RHAB, Hispanic/Latino persons have longer average lengths of stay than Non-Hispanic/Non-Latino persons.

- Lehigh Valley- 68 days shorter on average for Hispanic/Latino persons
- Northern Tier- 70 days shorter on average for Hispanic/Latino persons
- South Central- 53 days longer on average for Hispanic/Latino persons

SPMs- Length of Stay PSH

Potential disparities were identified at the RHAB and county level due to sizable differences in length of stay for BIPOC and white persons and Hispanic/Latino persons and Non-Hispanic/Latino persons.

Race: At the RHAB level, the Pocono RHAB had longer lengths of stay for BIPOC than for White persons (224 days longer on average). Central Valley RHAB, Lehigh Valley RHAB, Northern Tier RHAB, and South Central RHAB all had shorter lengths of stay in PSH for BIPOC than for White participants.

- Central Valley- 291 days shorter on average
- Lehigh Valley- 362 days shorter on average
- Northern Tier- 202 days shorter on average

Ethnicity: The Central Valley RHAB and Pocono RHAB had shorter lengths of stay for Hispanic/Latino persons than for Non-Hispanic/Non-Latino persons.

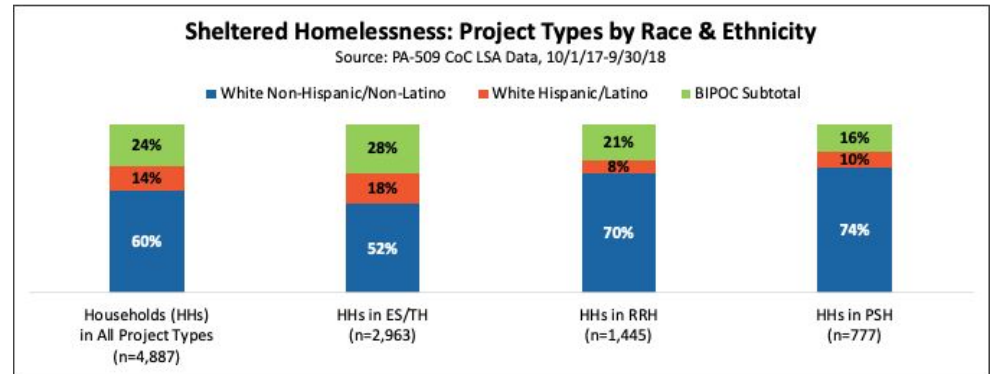
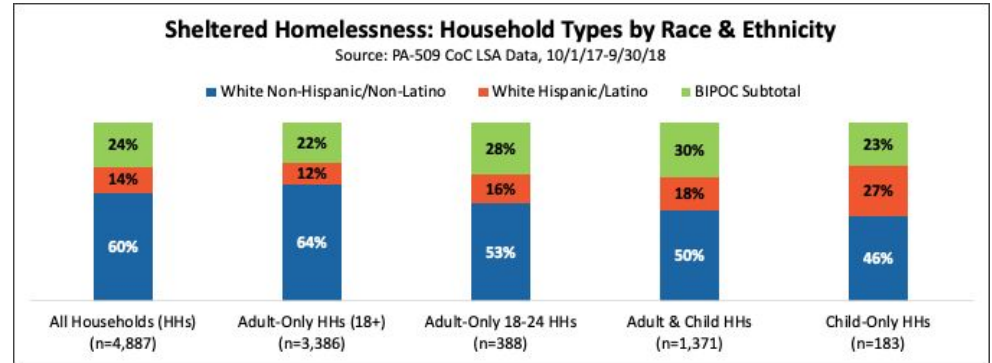
- Central Valley RHAB- 721 days shorter on average
- Pocono RHAB- 389 days shorter on average

SPMs- Returns to Homelessness

- Due to low HMIS participation from emergency shelters within the Eastern PA CoC, it is difficult to assess returns to homelessness with accuracy.
- At the CoC level, BIPOC had a slightly higher rate of returns to homelessness within 2 years compared to White persons.
- This analysis was not able to draw clear conclusions related to returns to homelessness when drilling down to county and RHAB level due to small sample sizes.

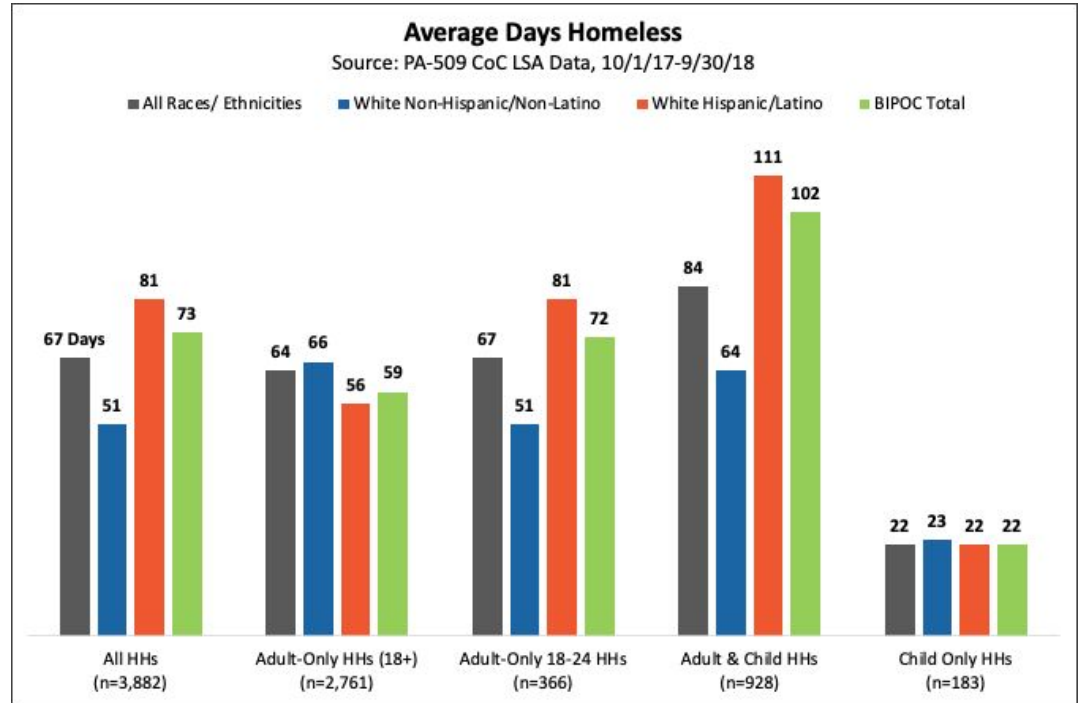
LSA/Stella P Data - Sheltered Homelessness by Race & Ethnicity

- White Non-Hispanic/Non-Latino make up a higher percentage of those in Adult-Only households and of those in permanent housing projects, RRH & PSH.
- BIPOC households are a higher percentage of Adult & Child and Adult-Only 18-24 households, as well as a higher percentage of households in Emergency Shelter or Transitional Housing (ES/TH).
- White Hispanic/Latino make up a higher percentage of those in Child-Only, Adult & Child and Adult-Only 18-24 households, as well as a higher percentage of households in ES/TH.



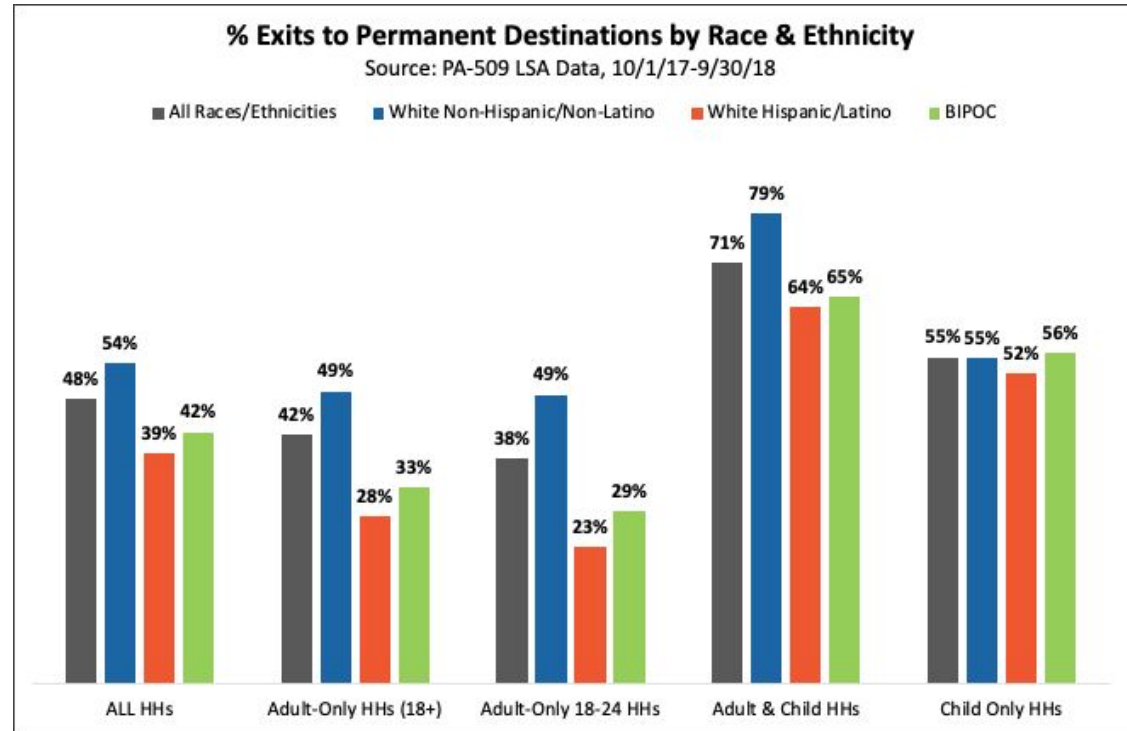
LSA/Stella P Data - Average Days Homeless by Race & Ethnicity

- Youth in Adult-Only Households who identify as White Hispanic/Latino or BIPOC have much higher average days homeless compared to White Non-Hispanic/ Non-Latino.
- Families identifying as White Hispanic/Latino and BIPOC have much higher average days homeless compared to White Non-Hispanic/ Non-Latino Families.



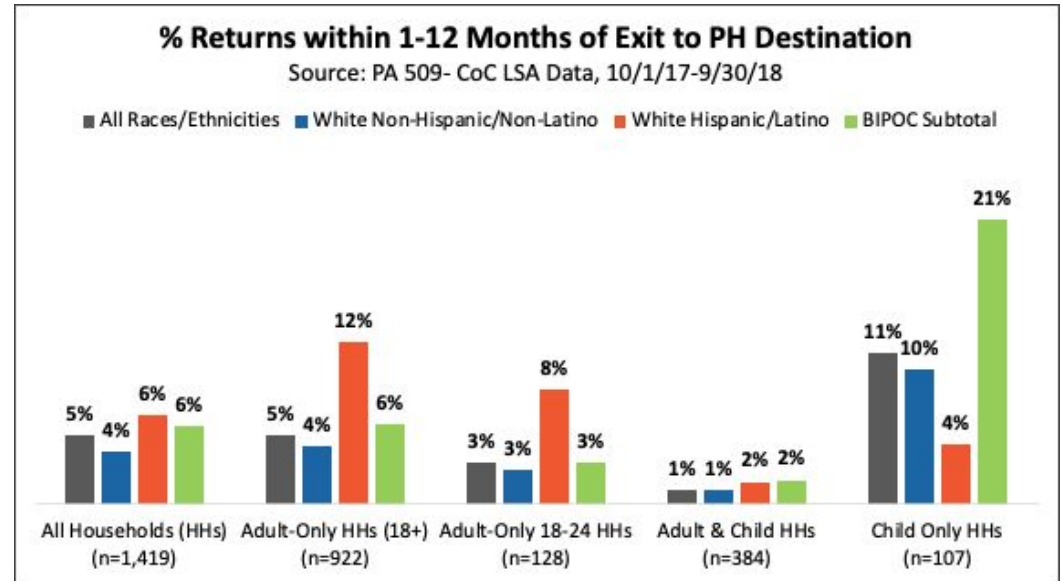
LSA/Stella P Data - Exit Destination by Race & Ethnicity

- BIPOC households and White Hispanic/Latino households exited to permanent destinations at a rate consistently below that of White Non-Hispanic/Non-Latino households and All Races/Ethnicities combined, across almost all household types (exception was Child-Only Households).



LSA/Stella P Data - Returns by Race & Ethnicity

- The rate of return from permanent housing was much higher for White Hispanic/Latino households among Adult-Only households, including Adult-Only 18-24 households, when compared to the rate for households of All Races/Ethnicities and White Non-Hispanic/Non-Latino households.
- Similarly, the rate of return was much higher for BIPOC in Child-Only households compared to the rate for households of All Races/Ethnicities and White Non-Hispanic/Non-Latino households.
- Due to the small numbers for returns data, caution must be used in drawing conclusions.



Recommended Next Steps

The findings presented within this report provide additional details related to the disparities identified in the *Preliminary Analysis of Racial Disparity in Utilization and Outcome of Homeless Services* reports completed in the Summers of 2018 and 2019. Specifically, the analysis points to a number of areas of racial/ ethnic disparities within the allocation of resources, as well as the outcomes associated with the provision of those resources.

In order to begin to address the disparities and inequities within the homeless response system, the following next steps are recommended for consideration by the Eastern PA CoC Governing Board:

- Review, edit (if needed) and approve the draft CoC non-discrimination policy
- Develop a goal that describes your vision/ goal(s) for ensuring equality and equity are imbedded into all work of the CoC.
- Establish an Equity Committee to develop and implement an equity framework
- Require that each of the CoC's existing committees actively work to diversify their membership and incorporate an equity lens into their work. (Samples of specific actions action steps that can be taken by each Committee are included within the body of the report.)

Recommended Next Steps

(Continued...) In order to begin to address the disparities and inequities within the homeless response system, the following next steps are recommended for consideration by the Eastern PA CoC Governing Board:

- Present the data findings throughout this report, discuss reactions and context to this data by working to identify and understand the factors contributing to the disparities demonstrated within the data, and the identification of potential strategies to mitigate disparities identified.
- Provide ongoing education opportunities focused on: providing services to people of color, LGBTQ persons, persons with disabilities, immigrant populations, etc.; disparities that exist within the system; and strategies to promote equity.
- Require all organizations receiving CoC/ESG funding to adopt non-discrimination policies.
- Work with PA DCED, HMIS Lead Agency, to identify data practices that promote non-discrimination, inclusion and equity by adding, removing, or amending data fields where possible.
- Increase communication and collaboration with mainstream systems to address equity.