

Eastern PA Rapid Re-Housing Mini-Series

Session 3 Advancing Equity in Rapid Rehousing

RRH Mini Series

Session 1 - Rapid Re-Housing and Its Core Components
February 25, 1:30 – 3:30

Session 2 : RRH Deep Dive

March 22, 1:30 – 3:30

Session 3: Centering Equity in RRH

April 19, 1:30 – 3:30

Session 4: Using Data in RRH

May 17, 1:30 – 3:30

Session 5: Putting it all Together

June 21, 1:30 – 3:30

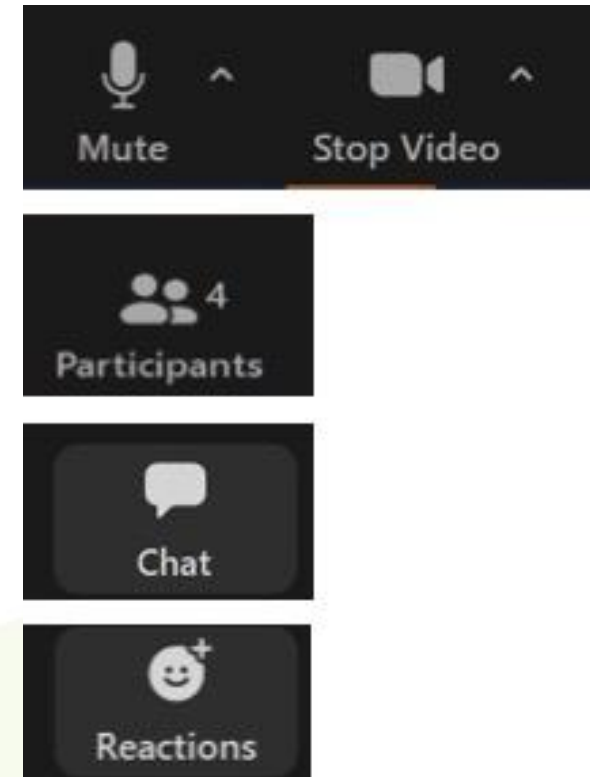
Logistics

- For today's session, please try to join on a computer to get the most out of the interactive portions.
- Please join us on camera. We have points along the way for peer discussion.
- Don't be shy! Please ask questions and participate.
- Please keep yourself on mute unless talking to minimize background noise.

Zoom Controls on Zoom Panel

Typically on the bottom of the screen

- Mute and Stop Video – gives you control of sound and picture
- Participants – see your peers on the call
- Chat – ask question talk with your peers
- Reactions – emojis to respond to questions



Welcome from DMA

Inhale Courage. Exhale Fear.

Bringing our full awareness to our conversation today will help build community.

We are here to create a brave and restorative space.

Uplift the diverse voices and embrace diversity of community within this space.

Activism and advocacy begin with becoming aware of your own personal struggle(s) with the unlearning of white supremacy culture, systemic racism, and internalized oppression.

Land Acknowledgement

Before we begin...

*We recognize and acknowledge Pennsylvania as being the land of its original caretakers – the **Erielhonan** (Erie), **Haudenosaunee** (Iroquois), **Lenni-Lenape**, **Shawnee**, **Susquehannock**, and **Tuscarora** nations, and the **Honniasont**, **Saluda**, **Saponi**, **Tutelo**, and **Wenrohronon** tribes. We pay respect to the Native peoples of Pennsylvania past, present, and future and their continuing presence in their homeland and throughout their diasporas. We hold ourselves accountable to learn the true history of the Native people whose unceded land Pennsylvania now occupies, and to support native led projects that heal trauma through decolonization.*

Agenda

- 1. Welcome & Grounding**
- 2. Introductions**
- 3. History & Background**
- 4. Centering Equity in Rapid Rehousing**
- 5. Closing and Next Steps**

POLL QUESTION



What best describes where you are at on your racial equity journey?

- Spectator (brand new)
- Rookie/Newbie (a little bit of exposure)
- All-star (some familiarity)
- Veteran (very knowledgeable)
- Coach (you can facilitate racial equity workshops and teach other people)

Welcome Back

Welcome Back

Let's get to know each other!

- ▶ Introduce yourself using this prompt: My **name** is ____ I use ____ **pronouns** and I identify as ____ (race/ethnicity). I've been in my role as a ____ (role) for ____ (length of time). Something you cannot tell just by looking at me is ____ . This is important for you to know about me because ____.

Why We Uplift Pronouns in Inductions

1. This gives everyone in the room the opportunity to self identify instead of assuming someone's identity or which pronouns they use.
2. Including pronouns is a first step toward respecting people's identity and creating a more welcoming space for people of all genders.
3. Pronouns can sometimes be a sign of someone's gender identity but not always. We do not want to assume people's gender identity based on expression (*typically shown through clothing, hairstyle, mannerisms, etc.*).
4. By providing an opportunity for people to share their pronouns, you're showing that you're not assuming that their gender identity is based on their appearance.

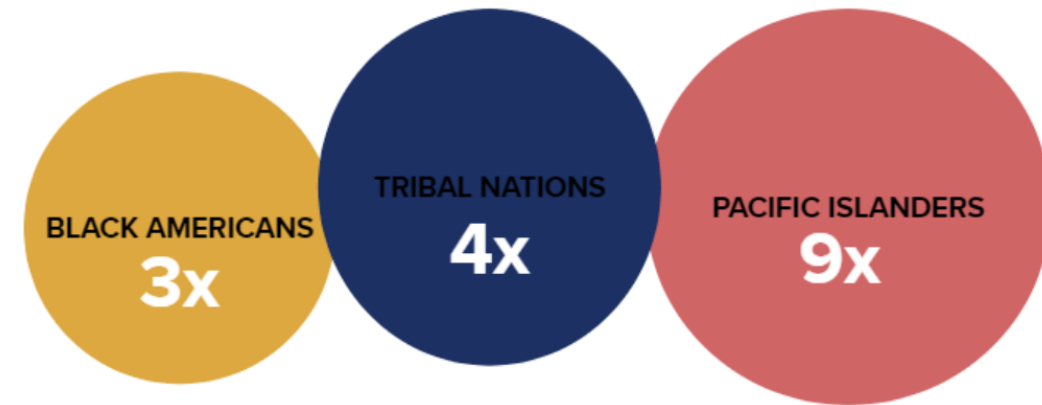
Why We Uplift Race & Ethnicity in Introductions

We honor and welcome the acknowledgment of racial identity in introductions because:

1. Naming racial identity focuses our awareness on how we show up with each other and particularly with Black Brown, Indigenous, and all people of color.
2. Naming racial identity focuses our awareness on who is not present.
3. Naming racial identity removes our fear of talking about race and instead normalizes it.
4. Naming racial identity helps us own our racial identity and what we bring into the space.
5. Naming racial identity reminds us that racial groups sit differently in relation to power and resources in the U.S. due to historical and present-day manifestations of systemic racism
6. Naming racial identity helps us resist habits of white dominant culture and anti-Blackness and its constant presence.

Why We Lead With Race

- Across every system of care, disparities are greatest when we look at race. This is true of health (social determinants of health), education (the achievement gap), and housing (homelessness).
- This does not mean there are not disparities when you look at gender, gender identity, ability, age, etc.
- Leading with race will capture so many of these intersecting disparities, through the numbers alone.
- We must push ourselves to sit with the discomfort of confronting the realities of race head on so that we can center equity across all systems, including the homeless service system.
- The history of the United States also pushes us to focus on race.

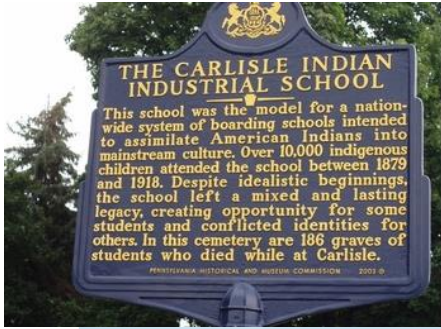




Legos and the 4 I's of Oppression - <https://www.youtube.com/watch?v=3WWyVRo4Uas>

History & Background

A Very Brief History of Racialization in the US



*Genocide
Enslavement
Bordering*

*Forced
Assimilation
Segregation
Jim Crow*

*Post-Racist Society
"I don't see color"*

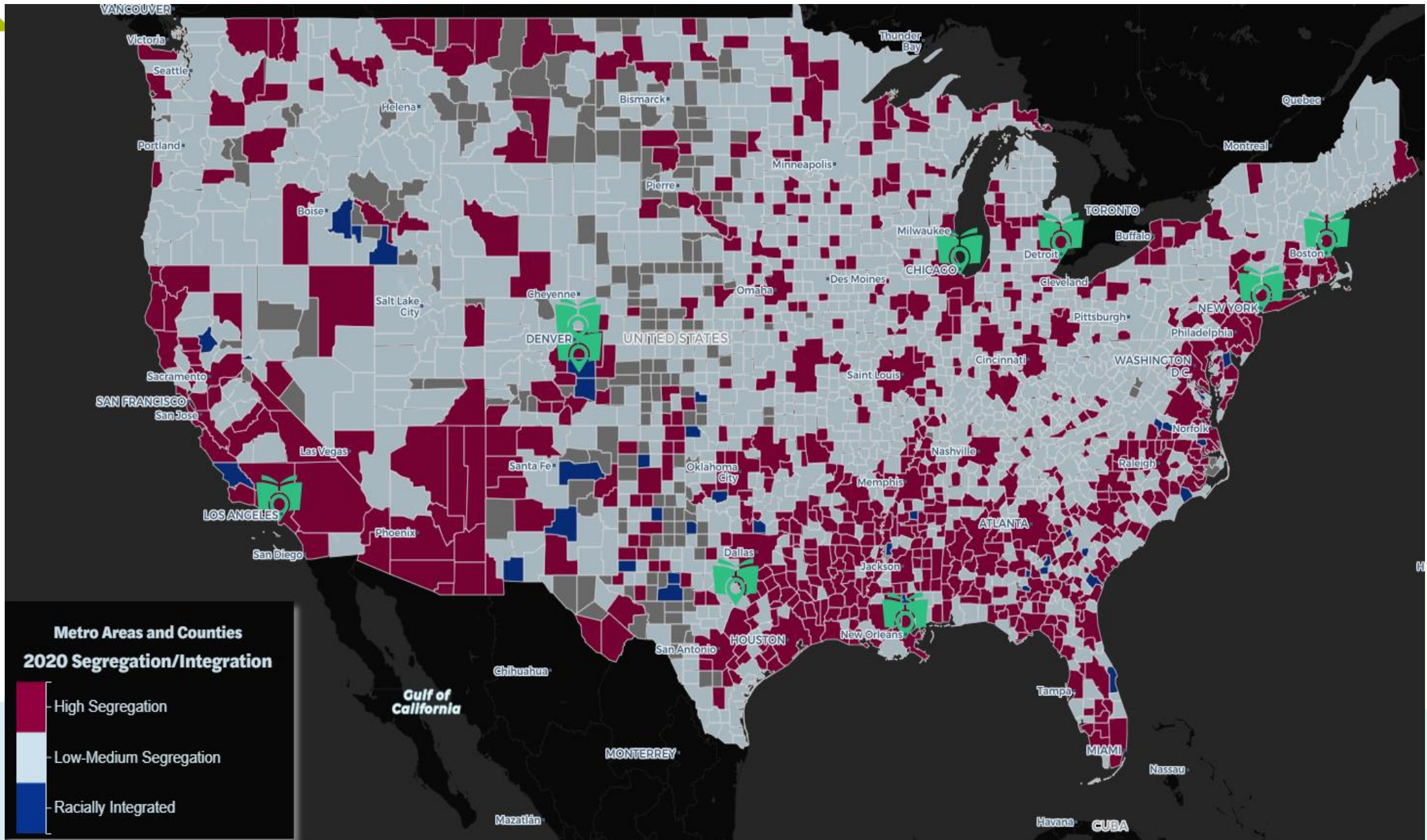
*Diversity
Multiculturalism
Inclusion*

*Anti-Racist / Anti-
Oppression
Targeted
Universalism
Racial Equity
& Social Justice*

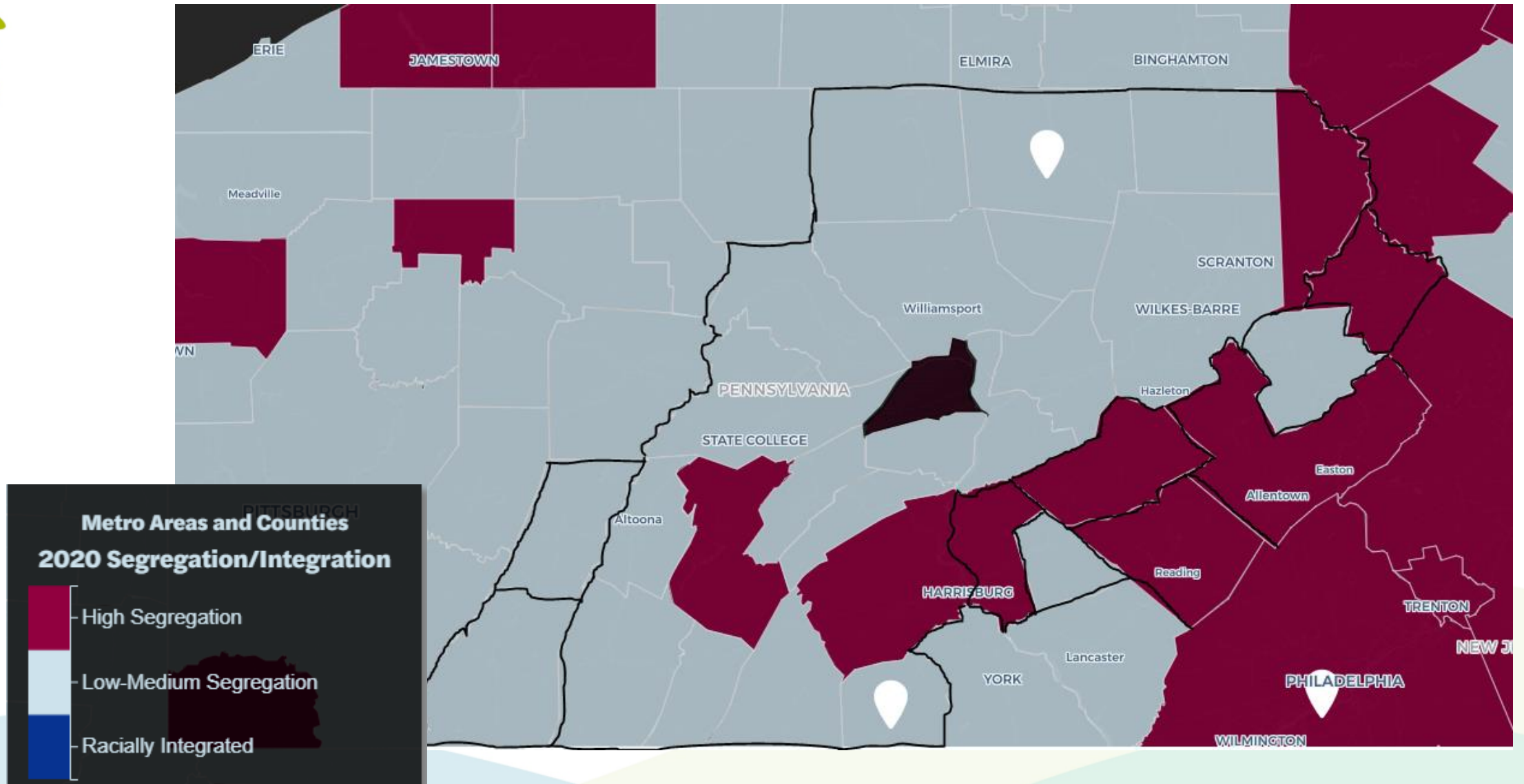




Race the House We Live In - https://www.youtube.com/watch?v=mW764dXEI_8



https://belonging.gis-cdn.net/us_segregation_map/?year=2020



https://belonging.gis-cdn.net/us_segregation_map/?year=2020&bounds=42.88%2C-75.45%2C39.56%2C-81.21&geoid=30260&geo=cbsa_county

BREAK!

What Does This Have to do with Rapid Rehousing?

Eastern PA Continuum of Care

Racial Disparities Analysis

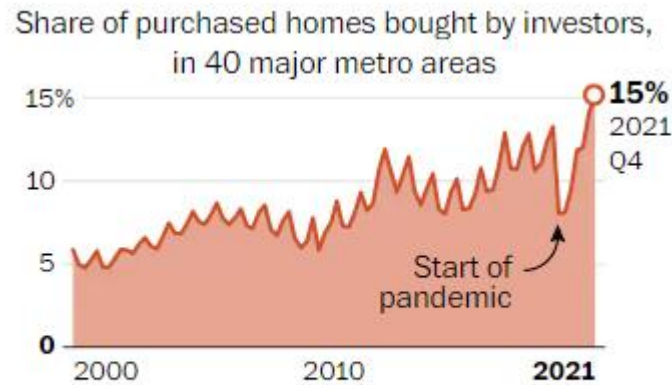
System Performance Measures

- **Exits to Permanent Housing/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. There is a difference in exits to/retention in permanent housing by CoC and ESG-funded projects, especially when broken out by RHAB.
- **Increasing Income**
 - BIPOC had equal rates of increasing earned income as White persons; however, BIPOC had lower rates of increasing non-earned income when compared to White persons.
 - Non-Hispanic/Non-Latino persons had a slightly higher rate of increasing non-earned income than Hispanic/Latino persons.
- **Length of Stay**
 - While length of stay is not a measured outcome for RRH or PSH, and is not an indicator of success within the program, 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 necessarily 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.
 - Potential disparities were identified at the RHAB and county level related to length of stay in RRH and PSH due to significant differences in length of stay for BIPOC and White persons and Hispanic/Latino persons and Non-Hispanic/Non-Latino persons.

Housing Search Through an Equity Lens

Investors bought a record share of homes in 2021. See where.

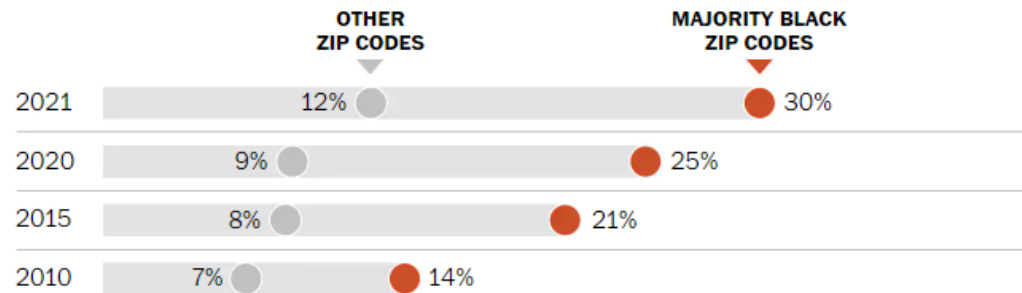
An analysis of 40 major metro areas revealed unequal levels of investor activity, with southern cities and Black neighborhoods disproportionately affected
<https://www.washingtonpost.com/business/interactive/2022/housing-market-investors/>



Business

Investors have increasingly bought in Black neighborhoods

Share of purchased homes bought by investors



“One of the reasons housing prices have gotten so out of control, is that corporate America sensed an opportunity,” said Sen. Sherrod Brown (D-Ohio) [last week](#) at a hearing of the Senate Committee on Banking, Housing and Urban Affairs, a panel he chairs.

In the hearing, Democrats as well as Republicans on the committee, led by Sen. Patrick J. Toomey (Pa.), raised concerns about an underlying problem: the stringent zoning rules in many cities that prevent more homes from being built.

Bokhari, from Redfin, echoed that concern in discussing his research. In the shortage that comes from too few homes being built, he said, there is profit to be made. “If we were building enough housing there wouldn’t be as much investing activity in the housing we have,” he said.

Example: Roxbury Neighborhood Boston, MA

https://shelterforce.org/2014/05/23/7_policies_that_could_prevent_gentrification/

- Policy 1: Aggressively build, or advocate fiercely for middle and mixed-income housing development
 - ▶ City/Municipality can prioritize sales to developers to develop middle and mixed-income housing stock
- Policy 2: Reduce or freeze property taxes to protect long-time residents
 - ▶ Tax programs can defer increases
- Policy 3: Protect senior homeowners
 - ▶ Low and moderate-income seniors tend to sell because they cannot afford rising property taxes and upkeep of their properties. Tax deferral and home repair programs can reduce the appeal of selling/increasing rents

Example: Roxbury Neighborhood Boston, MA

https://shelterforce.org/2014/05/23/7_policies_that_could_prevent_gentrification/

- Policy 4: Prohibit large-scale luxury develop in affordable neighborhoods
 - ▶ Promote small and medium-scale mixed income development and forbid market-rate, large-scale development
- Policy 5: Create a stabilization voucher
 - ▶ Take to HUD Exchange AAQ to advocate for the creation of a stabilization voucher awarded to long-time residents of low-income communities to help them stay when gentrification poses a risk
- Policy 6: Chang fair housing rules
 - ▶ Traditional fair housing rules discourage equitable investment in affordable neighborhoods – and rather should affirmatively promote equitable investment in neighborhoods at risk of rapid gentrification
- Policy 7: Produce more housing
 - ▶ Development across the county has not kept pace to house, creating limited supply that drives up prices. Making it easier to develop all types of housing (multi-family, mixed-income, etc.)

Cultural Humility in Practice

Definitions

What is Cultural Humility?

NIH describes [cultural humility](#) as “a lifelong process of self-reflection and self-critique whereby the individual not only learns about another’s culture, but one starts with an examination of her/his own beliefs and cultural identities.”

What is Weathering?

Repeated exposure to socioeconomic adversity, political marginalization, racism, and perpetual discrimination that has a negative impact on health and health outcomes.

What is Bias?

- Explicit Bias – Conscious prejudice in favor of, or against one group compared with another (often understood to be unfair/harmful)
- [Implicit Bias](#) – Unconscious negative or positive association based on group identity (often co-existing with conscious rejection of prejudice and stereotypes, support for anti-discrimination efforts, etc.)

Breakout Room Discussion: Challenging Assumptions

1. What assumptions do we carry with us about people who are experiencing homelessness?
2. How do these assumptions impact the people you are working to house?
3. How might the 4 I's of oppression affect engagement throughout the RRH process?



Closing and Reflection

Advancing Equity in Rapid Rehousing is...

...a process, not an event.

...individualized: the work required for us to unlearn trains of white supremacy culture is a lifelong process

....about building relationships to develop trust -- and that takes time

...much more difficult when we are not aware of own internal biases, social norms, and socialization

...uncomfortable!

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Uplift the diverse voices and embrace diversity of community within this space.

Activism and advocacy begin with becoming aware of your own personal struggle(s) with the unlearning of white supremacy culture, systemic racism, and internalized oppression.

Questions?

What one word describes how you are leaving the space today?

Resources

1. <https://www.nyfa.org/support-nyfa/covid-19-response-fund/>
2. <https://decolonization.org/index.php/des/article/view/18630>
3. <https://thelenapecenter.com/our-work/>
4. <https://guidelinesforcollaboration.info/>
5. <https://native-land.ca/>
6. [GLSEN.org](https://www.glsen.org/)
7. 4 I's of Oppression - <https://www.youtube.com/watch?v=3WWyVRo4Uas>
8. Race the House We Live In - https://www.youtube.com/watch?v=mW764dXEI_8
9. <https://belonging.gis-cdn.net/us-segregation-map/?year=2020>
10. <https://belonging.gis-cdn.net/us-segregation-map/?year=2020&bounds=42.88%2C-75.45%2C39.56%2C-81.21&geoid=30260&geo=cbsa-county>
11. <https://pennsylvaniacoc.org/sites/default/files/attachments/2021-03/Full%20Report%20-%202020%20Eastern%20PA%20CoC%20Racial%20Disparities%20Analysis.pdf>
12. <https://www.washingtonpost.com/business/interactive/2022/housing-market-investors/>
13. <https://shelterforce.org/2014/05/23/7-policies-that-could-prevent-gentrification/>
14. <https://shelterforce.org/>
15. <https://implicit.harvard.edu/implicit/user/agg/blindspot/indexrk.htm>
16. <https://www.pnas.org/doi/full/10.1073/pnas.1706255114>
17. <https://transequality.org/know-your-rights/employment-general>

Thank you for attending!

See you for Session 4: Using Data in RRH May 17, 1:30 – 3:30