Eastern CoC DEI Training

Part I

April 20, 2023

REAL
RACIAL EQUITY ACTION LAB

TAC
TECHNICAL ASSISTANCE COLLABORATIVE

Agenda

I. **Welcome**

II. **Introductions**

III. **Grounding**

IV. **Why Lead with Race**

V. **Break**

VI. **Understand Race**

VII. **Closing and Debrief**

VIII. **Next Steps**

# Learning Objectives

After today's training, you will...

- Participants will have opportunities to connect with each other and share experiences and reflections in a liberated environment

- Understand the importance of leading homelessness work with a racial equity and social justice lens

- Connect the history of race with present day manifestations

- Provide information for folks to get involved in the CoC DEI Committee

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Zoom Controls on Zoom Panel

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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 – talk with your peers on the call

- Reactions – emojis to respond to questions
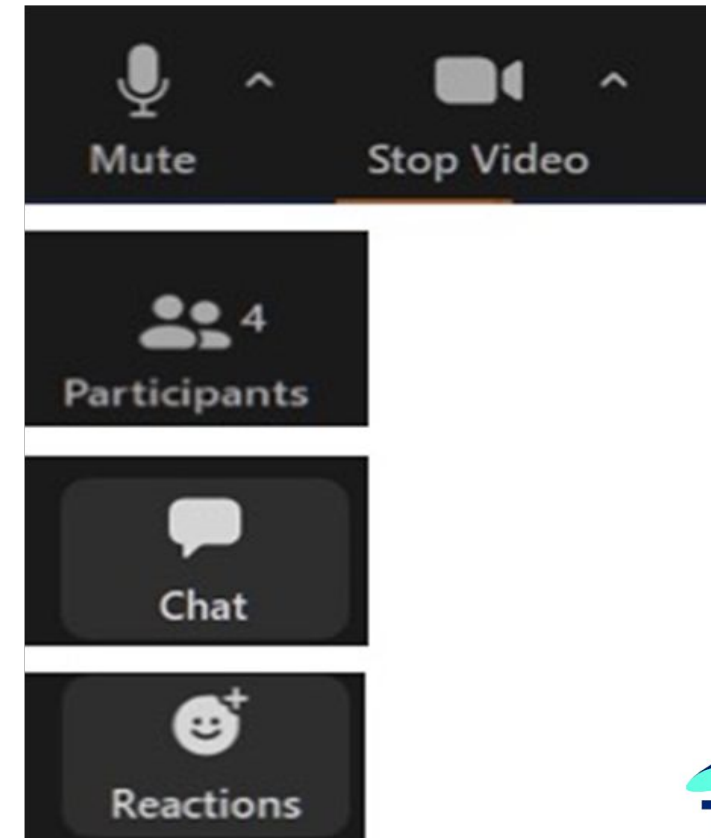
Welcome & Introductions

Eastern PA CoC DEI Training: Practitioners and Facilitators

Alison Korte
Senior Associate - TAC

Nastacia' Moore
Senior Associate - TAC

Timaki Johnson
Program and Staff Manager - Family Promise of the Poconos
CoC DEI Committee

Yacine Tom Wing
Case Manager - Family Promise of the Poconos
CoC DEI Committee

Krunal Thakore
Operations Director - The Gate House, Transitional Housing & Care Center
CoC DEI Committee

Heather Boher
Intake coordinator/Case Manager My Father's House
CoC DEI Committee Member

Eastern PA CoC Support:

Leigh Howard
President, Diana T. Myers & Associates, Inc.

Mary Penny
Eastern PA CoC Coordinator Diana T. Myers & Associates, Inc

Brendan Auman
Homeless Program Manager Center for Community & Housing Development PA Department of Community & Economic Development
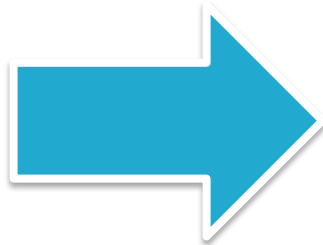
Creating the Container

In Liberated Spaces, We...

Are grounded in **community** and **love**.

Look out for each other and **protect** each other.

Work as a team **to restore** what has been broken.

Are free to **bring all of ourselves**.

Are free to **take risks** and **make mistakes**.

Are free to be uncomfortable, **to hold tension in life-giving ways**.

Starting with a Liberated Space

"A liberated space is a space grounded in **community** and **love**. It is a space where we are free (libre) to **be human** along with one another. And since to be human is to error, a Liberated Space is a space where **a mistake, or a transgression will not cost us our freedom**. That being said, in a Liberated Space, we will process whatever intentional and unintentional hurt/pain is caused by our words/actions.

A Liberated Space is a space in which everyone works as a team to **restore that which has been broken**. We all play a part in doing so. In a Liberated Space, we all hold each other accountable for doing so. **We protect each other**." – *Martin Urbach*

Do you agree to co-create a liberated space today?

Group Agreements

- Mute your line when you're not speaking, cameras on builds community

- Be present, listen actively, and use "I" statements

- Choose courage over comfort

- The goal is not to agree right now but rather gain a deeper understanding. We will not leave with closure

- Participate to the fullest of your ability – our collective growth depends on the inclusion of every individual voice

- Recognize emotional tax, extra labor and burden that Black, Indigenous, and all people of color - BIPOC face in triggering conversations

- Instead of invalidating somebody else's story with your own spin on their experience, share your own story and experience

- Do not be afraid to respectfully challenge one another by asking questions, but refrain from personal attacks – focus on ideas

- Anything else?

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Somatic Agreements

Inhale Courage. Exhale Fear

- Bring your full awareness to this space and time

- We are here to cultivate a brave and restorative space

- Give room to the diverse voices and/or the diverse communication within our space

- Activism and advocacy begin with becoming aware of your own personal struggles with the unlearning of white supremacy culture, systemic racism, and internalized oppression

Source: Almetta Pitts, Attemla Consulting

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# Why We Uplift Pronouns in Introductions

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We hold space to share pronouns because:

- Sharing pronouns gives everyone in the space the opportunity to self identify pronouns instead of forcing folks to assume someone's identity or which pronouns they use.

- Including pronouns is an important first step towards demonstrating respect for people's identities and creating a stronger sense of psychological safety for people of all genders.

- Because 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 (clothing, hairstyle, mannerisms, cosmetics, etc.)

- By holding space for people to share their pronouns, we demonstrate that we do not wish to assume their gender identity is based on their appearance, and rather prefer to welcome self identification as a normalized part of introductions.

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Introductions

- Name
- Pronouns
- Racial identity
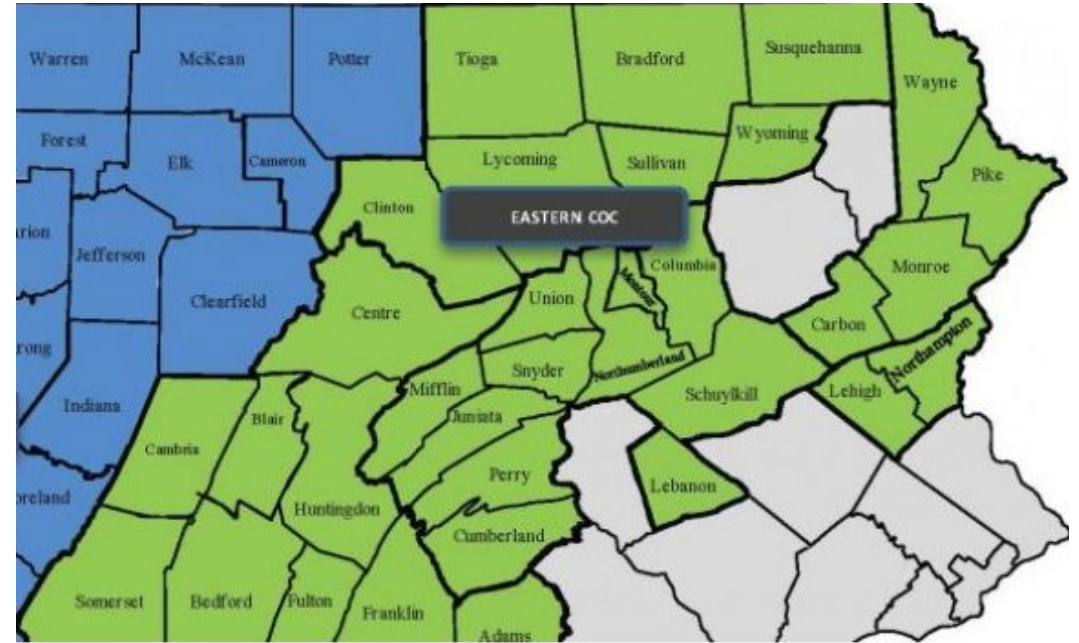
→ What do you believe is the greatest challenge in advancing Racial Equity and Social Justice your local homelessness system?

→ If you could wave a magic wand, what would an equitable homelessness response system look like in 12-18 months?

Poll Question 1

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

Real Labor Acknowledgement

Before we begin…

We must recognize that much of what we know of the United States today, including its culture, economic growth, and development throughout history and across time, has been made possible by the forced labor of enslaved Africans who suffered the horror of the transatlantic trafficking of their people and chattel slavery, which has stripped generations of wealth from African Americans. Additionally, our country continues to exploit the labor of Latinx workers who pay billions into Social Security but will never benefit from it. We are indebted to our BIPOC ancestors labor and sacrifice, who have historically, and continue to be, underemployed and overlooked, often working multiple jobs to make ends meet. We must acknowledge the tremors of that violence throughout the generations and the resulting impact that can still be felt and witnessed today.

- Dr. LaMont Green

Land Acknowledgement

*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.*

https://www.nyfa.org/support-nyfa/covid-19-response-fund/
https://decolonization.org/index.php/des/article/view/18630
https://thelenapecenter.com/our-work/
https://guidelinesforcollaboration.info/

https://native-land.ca/

Poll Question 2

Where do your beliefs about race come from primarily?
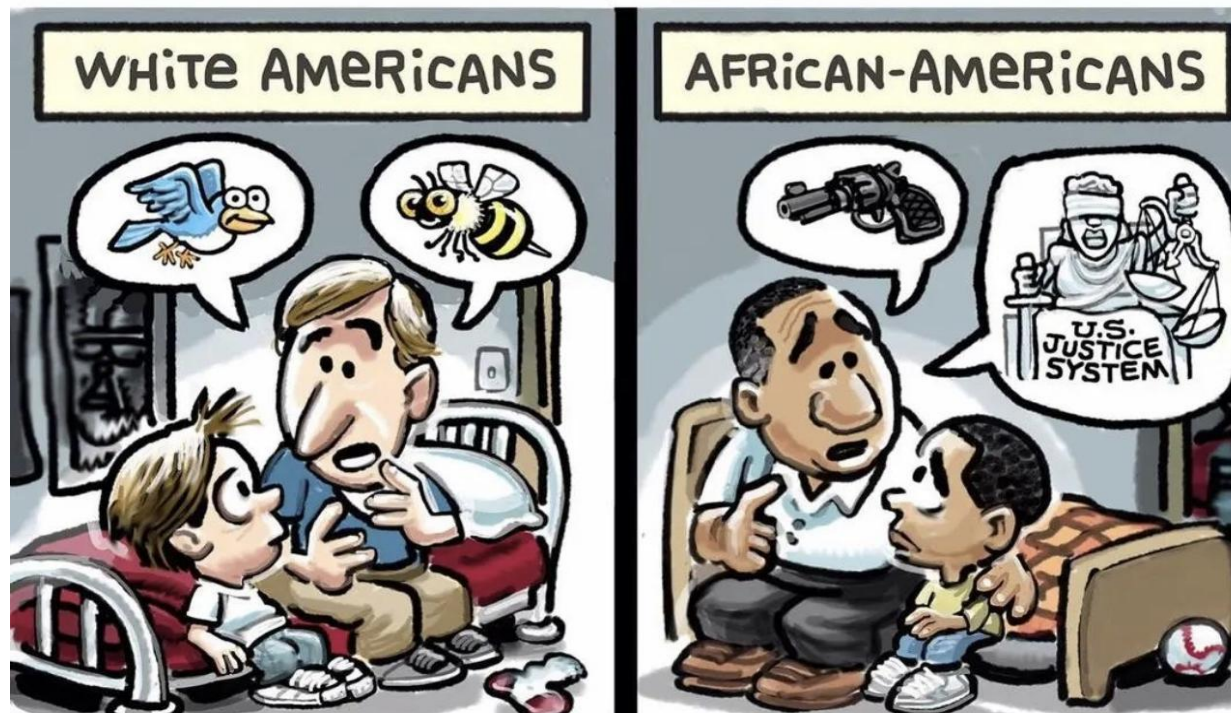
Why Lead with Race?

- Across every system, disparities are greatest when we look at race

- 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

"What's the matter? It's the same distance!"

Why Lead with Race?:
Two Different America's:
Centering Racial Equity and Social Justice

Why Lead with Race?

Most minoritized groups, especially Black and Indigenous people, experience homelessness at higher rates than their white counterparts.

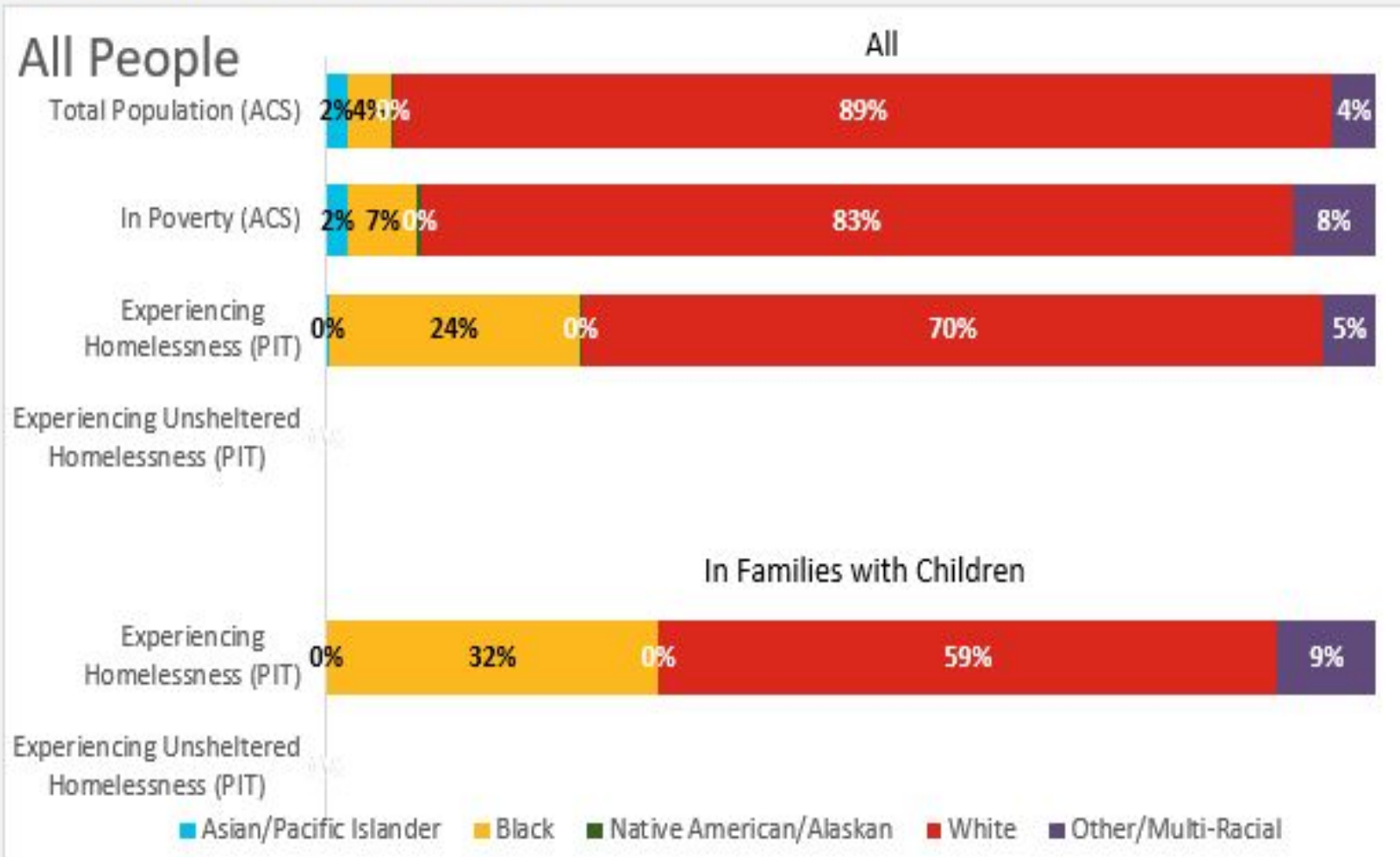| |
|---|
| Long-standing historical and structural racism |
| Disparities in the ways in which homeless and housing services impact diverse populations |
| Black people represent 13% of the general population and account for 40% of people experiencing homelessness (>50% of families with children experiencing homelessness) |
| SPARC Report communities ~65% of people experiencing homelessness were black, 28% were white, and homelessness among American Indian/Alaska Natives was 3 to 8 times higher than their proportion of the general population |

https://endhomelessness.org/homelessness-in-america/what-causes-homelessness/inequality/
https://c4innovates.com/training-technical-assistance/sparc/

Why Lead with Race?

CoC Distribution of Race

- What conclusions can you draw from this chart?
- What requires more interrogation?

Why Equality is Not Enough

The assumption is that everyone benefits from the same supports. This is equal treatment.

Everyone gets the supports they need (this is the concept of "targeted universalism" thus producing equity).

Everyone receives the type of assistance they need to best suit their needs. No one is barred from participating to their fullest.

Adapted from C4 Innovations

Break

Understanding Race

Shared Anti-Racist Language and Concepts

10 Things About Race

Adapted from PBS, Race: Power of an Illusion

- Race is a modern idea

- Race has no genetic basis

- Human subspecies do not exist

- Skin color really is only skin deep

- Most variation is within, not between "races"

- Slavery predates race

- Race and freedom (capitalism) were born together

- Race justified racial inequalities as natural

- Race is not biological, and racism is still

- Color Blindness will not end racism

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Race

A false classification of humans created by Europeans (Whites), using White as the model of humanity and the height of human achievement for the purpose of establishing and maintaining power and privilege.

-The People's Institute for Survival and Beyond

- Age of Discovery (15th – 17th Centuries) & Age of Enlightenment (18th Century)

- Caucasoid ⇒ Mongoloid ⇒ Australoid   Negroid
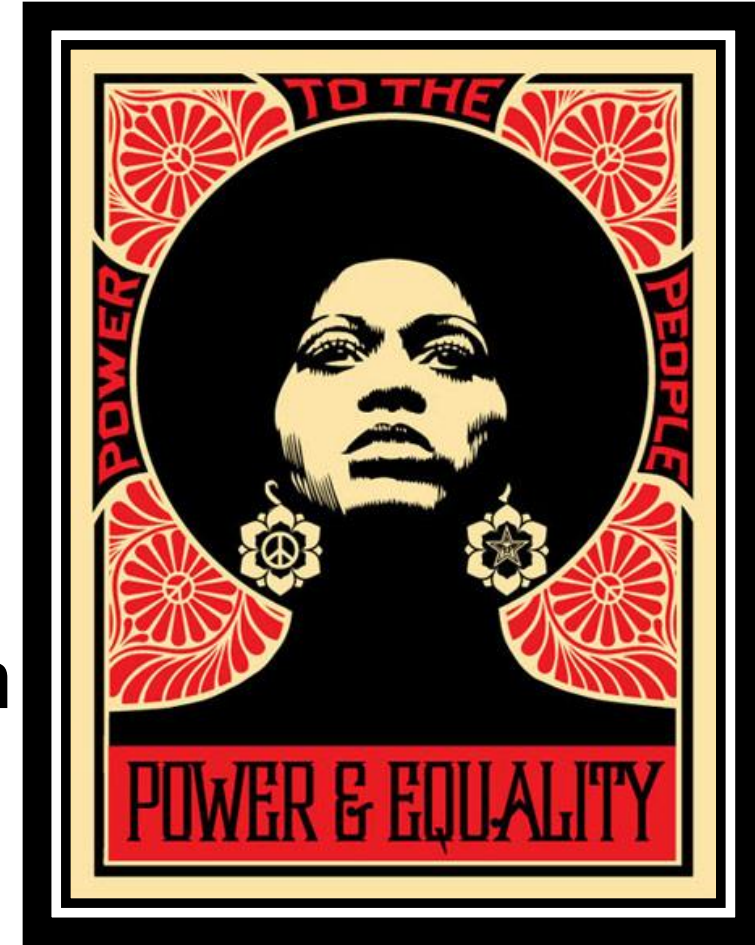
How does the racial hierarchy show up today?

"**Those closest to the problem** are **closest** to the solution, but **furthest** from **resources** and power."

-Glenn Martin

Racism and Oppression

- Race Prejudice + Power = Racism

- Gender Prejudice + Power = Sexism / Cisgenderism

- LGBTQ+ Prejudice + Power = Heterosexism

Closing & Reflections

- How are you leaving the space today?
- What are some questions you have?
- What are some of your key takeaways?

Next Steps and Training Information

- **Session 2:** Thursday, May 4, 1-4 p.m.

- **Session 3:** Thursday, May 18, 1-4 p.m.

Contact Information

- Leigh Howard: leigh@dma-housing.com
- Alison Korte: akorte@tacinc.org

- Nastacia' Moore: nmoore@tacinc.org

Resources

- GLSEN: https://www.glsen.org/activity/pronouns-guide-glsen
- https://www.nyfa.org/support-nyfa/covid-19-response-fund/
- https://decolonization.org/index.php/des/article/view/18630
- https://thelenapecenter.com/our-work/
- https://guidelinesforcollaboration.info/
- https://native-land.ca/
- https://endhomelessness.org/homelessness-in-america/what-causes-homelessness/inequality/
- https://c4innovates.com/training-technical-assistance/sparc/
- PBS Race - The Power of an Illusion
- The People's Institute of Survival and Beyond (PISAB)
- Everyday Microaggressions
- Intersectionality
- Definition: Intersectionality
- Emmanuel Gospel Center
- CoC Racial Equity Analysis Tool
- https://www.youtube.com/watch?v=3WWyVRo4Uas&t=2s
- https://www.youtube.com/watch?v=ufu_RlvACNM&t=1s
- Eastern PA CoC Racial Disparities Analysis

White Privilege

"It's a privilege to educate yourself about Racism instead of experiencing it" - Sir John

Unearned assets, immunities, permissions, advantages, benefits, and choices available to people based on their belonging to a dominant group (in this case, White people). Those who experience such privilege are often unaware of it.

Racial Bias

Microaggressions

Brief, everyday exchanges that send denigrating messages to certain individuals because of their group membership

Implicit and explicit bias that influence the attitudes and behaviors when interacting with people or situations.

Microaggressions

What are examples of microaggressions you or others may have experienced in your personal or professional networks?
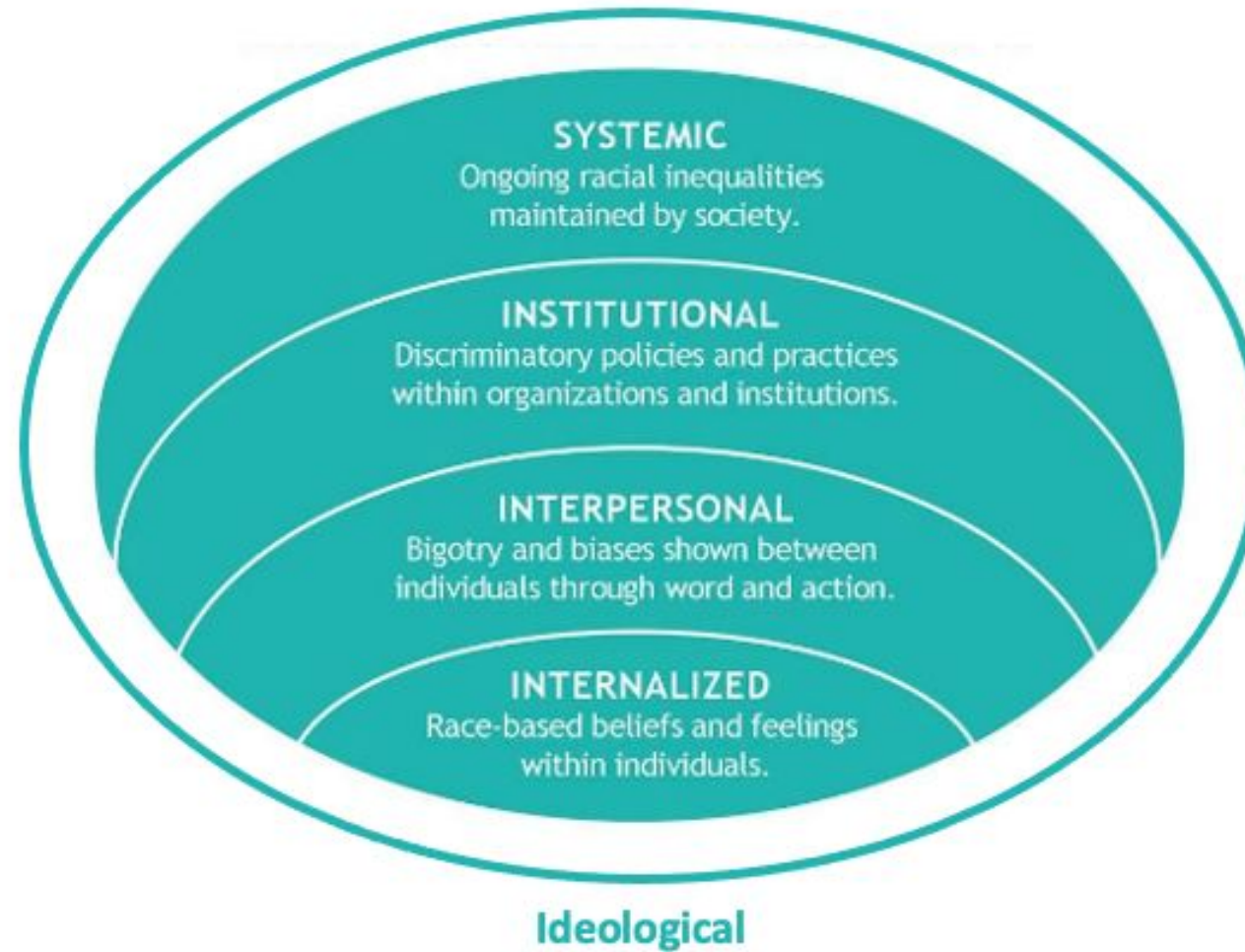
Intersectionality

Intersectionality

Developed by *Kimberlé Crenshaw*

Agent/Privileged Group	Target/Oppressed Group	Oppression
White	Black, Brown, Indigenous, People of Color	Racism
Non-native	Native Indigenous	Colonialism
Cisgender Men	Women & Trans People	Sexism & Cisgenderism
Non-Disabled	People differently abled	Ableism
Christian	Other religions or ways of being	Christian Hegemony
Heterosexual	Lesbian, Gay, Bi, Queer, etc.	Heterosexism
Adult	Youth/Elder	Ageism
Wealthy	Poor and Working Class	Classism
Citizen	Non-Citizen	Nationalism
Formally Educated	Non-formally Educated	Elitism

Levels of Racism

Levels of Racism

Four Levels of Racism

Ongoing and systemic inequities materialized in society

Policies and Practices within organizations and institutions

Beliefs/feelings within individuals

Interactions between individuals through words & actions

| Systemic | Institutional |
| Individual | Interpersonal |
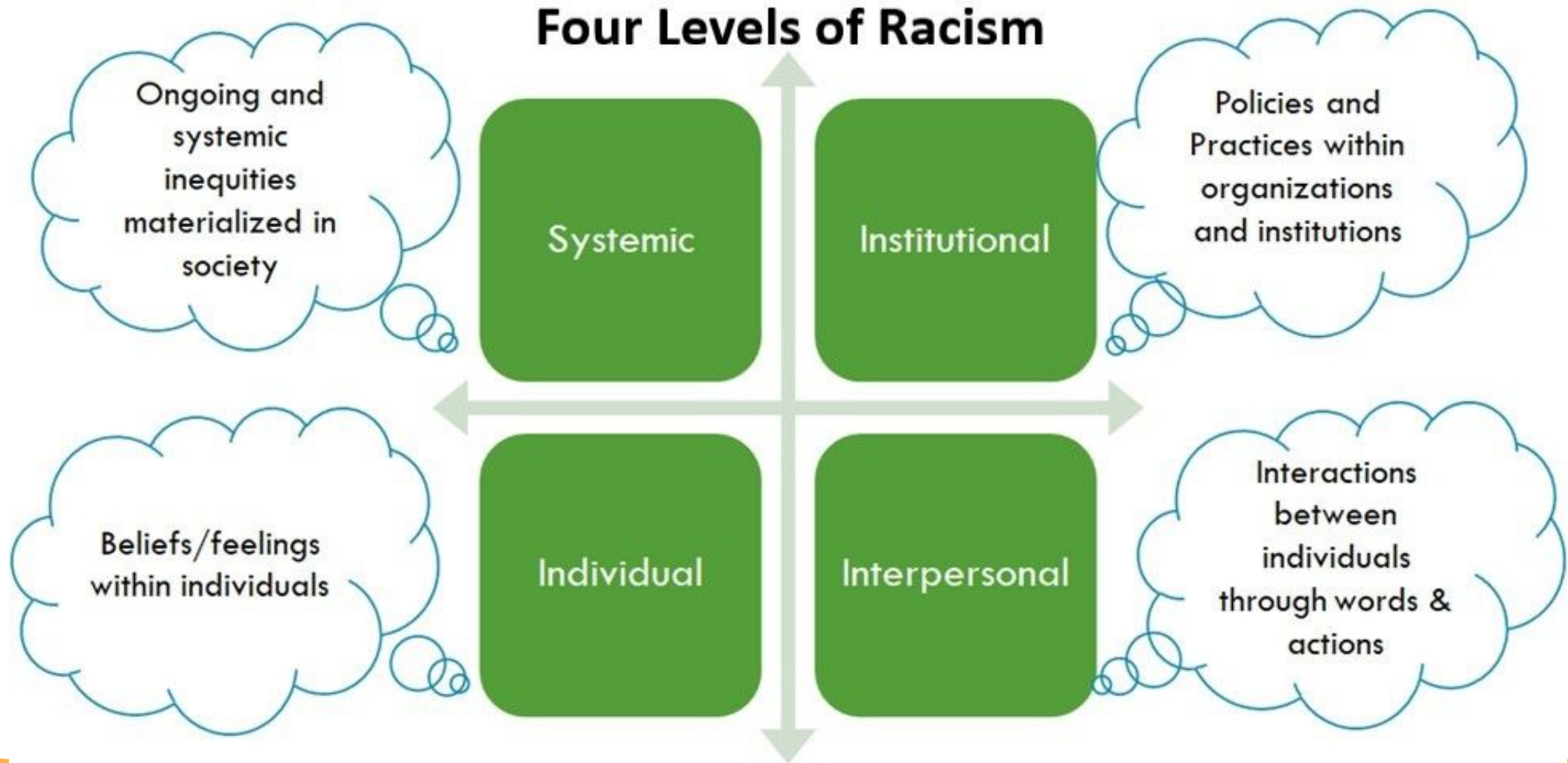
Levels of Racism

Systemic

Infrastructure of rulings, ordinances or statutes promulgated by a sovereign government or authoritative entity, whereas such ordinances and statutes entitles one ethnic group in a society certain rights and privileges, while denying other groups in that society these same rights and privileges because of long-established cultural prejudices, religious prejudices, fears, myths, and Xenophobia's held by the entitled group.

Levels of Racism: Systemic

What systems have **perpetuated** inequities for traditionally disenfranchised populations?

What other systems/services have **failed** traditionally disenfranchised populations?What systems have **perpetuated** inequities for traditionally disenfranchised populations?

EDUCATION

BLACK STUDENTS ARE 3 x MORE LIKELY TO BE SUSPENDED THAN WHITE STUDENTS FOR SIMILAR INFRACTIONS

BLACK CHILDREN MAKE UP 50% OF SUSPENSIONS

ONCE BLACK CHILDREN ARE IN THE CRIMINAL JUSTICE SYSTEM, THEY ARE 18x MORE LIKELY TO BE TRIED AS AN ADULT THAN WHITE KIDS.

HOUSING

REDLINING IS THE SYSTEMATIC DENIAL OF VARIOUS SERVICES TO RESIDENTS OF SPECIFIC NEIGHBORHOODS OR COMMUNITIES. IT WAS OUT-LAWED IN THE 60'S BUT THE PRACTICE AND ITS EFFECTS NEVER REALLY WENT AWAY.

72 % OF WHITE HOME OWNERS
42 % OF BLACK HOME OWNERS

PEOPLE OF COLOR ARE SHOWN AND TOLD ABOUT FEWER HOMES AND APTS. THAN WHITES

SURVEILLANCE

BLACK DRIVERS ARE 30% MORE LIKELY THAN WHITES TO BE PULLED OVER BY THE POLICE

MORE THAN ½ OF YOUNG BLACK AMERICANS KNOW SOMEONE, INCLUDING THEMSELVES, WHO HAS BEEN HARASSED BY THE POLICE

EMPLOYMENT

BLACK UNEMPLOYMENT RATES HAVE BEEN CONSISTENTLY 2 x HIGHER THAN THAT OF WHITES FOR THE PAST 60 YEARS

APPLICANTS WITH WHITE SOUNDING NAMES GET CALLED BACK 50% MORE THAN PPL W/ BLACK NAMES, EVEN WITH IDENTICAL RESUMES

BLACKS W/ COLLEGE DEGREES ARE 2 x MORE LIKELY TO BE UNEMPLOYED

WEALTH

WHITE FAMILIES HOLD 90% OF NATIONAL WEALTH. BLACK FAMILIES HOLD 2.6% OF IT.

FOR EVERY $100 EARNED BY WHITE FAMILIES

BLACK FAMILIES EARN $57.30

SINCE THE 2008 RECESSION THE WEALTH GAP HAS INCREASED

HEALTHCARE

67% OF DOCTORS HAVE UNCONSIOUS RACIAL BIASES

BLACK AMERICANS ARE FAR MORE LIKELY THAN WHITES TO LACK ACCESS TO EMERGENCY MEDICAL CARE

BLACK MOTHERS ARE 4 x TIMES MORE LIKELY TO DIE FROM PREGNANCY COMPLICATIONS

CRIM JUSTICE

BLACK PEOPLE ARE 20% MORE LIKELY TO BE SENTENCED TO JAIL TIME + 20% LONGER SENTENCE THAN WHITES FOR SIMILAR CRIMES

BLACKS MAKE UP

13% OF NATION'S POPULATION
40% OF PRISON POPULATION

7.4 PERCENT OF DISENFRANCHISED BLACK AMERICANS
1.8 NON BLACK AMERICANS

Establishing Strategic Priorities, Goals, and Tactics

Blueprint Member Introductions

Transformed State

If you could wave a magic wand, what would your local homelessness system look like in 12-18 months?

- Accessible and easy System, immediate services centralized resources and referrals, including data collection
- Embody Collective impact
- No Wrong door and consistent language
- Services are braided across systems (de-siloing)
- Person centered Services
- Funding to pilot innovative programing
- No more homelessness
- Move from Transactional to Transformative
- Reduce significantly street homelessness

Biden's Plan to End Homelessness

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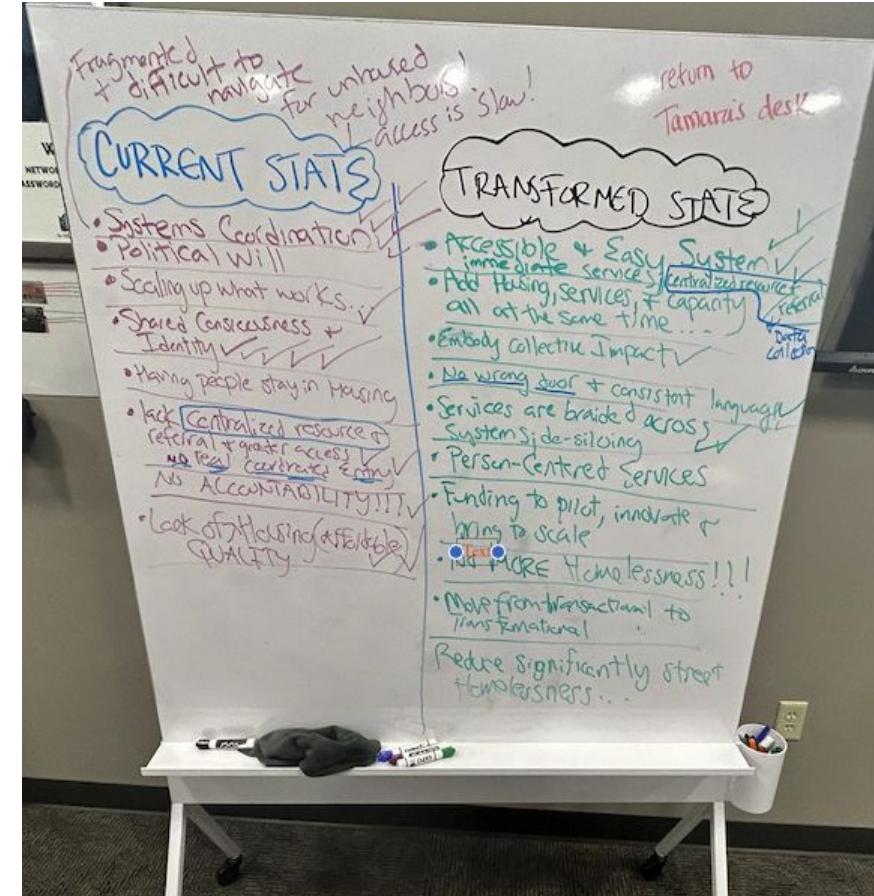
Biden Administration Releases Plans to Cut Homelessness 25% by 2025

The strategy heavily relies on a **"housing first"** approach, which entails promptly providing housing to individuals who are homeless, enabling them to stabilize their lives and tackle other issues such as unemployment, mental health problems, or substance abuse.

Biden's Plan to End Homelessness

REAL

President Biden's plan to end homelessness is a comprehensive approach that includes a range of policy initiatives, funding commitments, and administrative actions aimed at preventing and reducing homelessness in the United States.

1. **Increase funding for housing assistance programs:** The plan calls for significant increases in funding for programs that provide rental assistance, such as the Housing Choice Voucher program and the Low-Income Home Energy Assistance Program (LIHEAP).

2. **Expand affordable housing supply:** The plan aims to create more affordable housing units through a range of initiatives, including building new housing units, rehabilitating existing units, and providing incentives to landlords to rent to low-income households.

3. **Address systemic inequities:** The plan recognizes that homelessness disproportionately affects people of color, LGBTQ+ individuals, and people with disabilities. It seeks to address systemic inequities through a range of policy initiatives, including expanded support for fair housing initiatives and efforts to address the racial wealth gap.

4. **Strengthen safety net programs:** The plan includes efforts to strengthen safety net programs like Medicaid and Supplemental Nutrition Assistance Program (SNAP) to help prevent homelessness and support people who are experiencing homelessness.

5. **Improve coordination and data collection:** The plan aims to improve coordination and data collection among federal agencies, state and local governments, and non-profit organizations to better understand the root causes of homelessness and develop effective strategies to prevent and end homelessness.