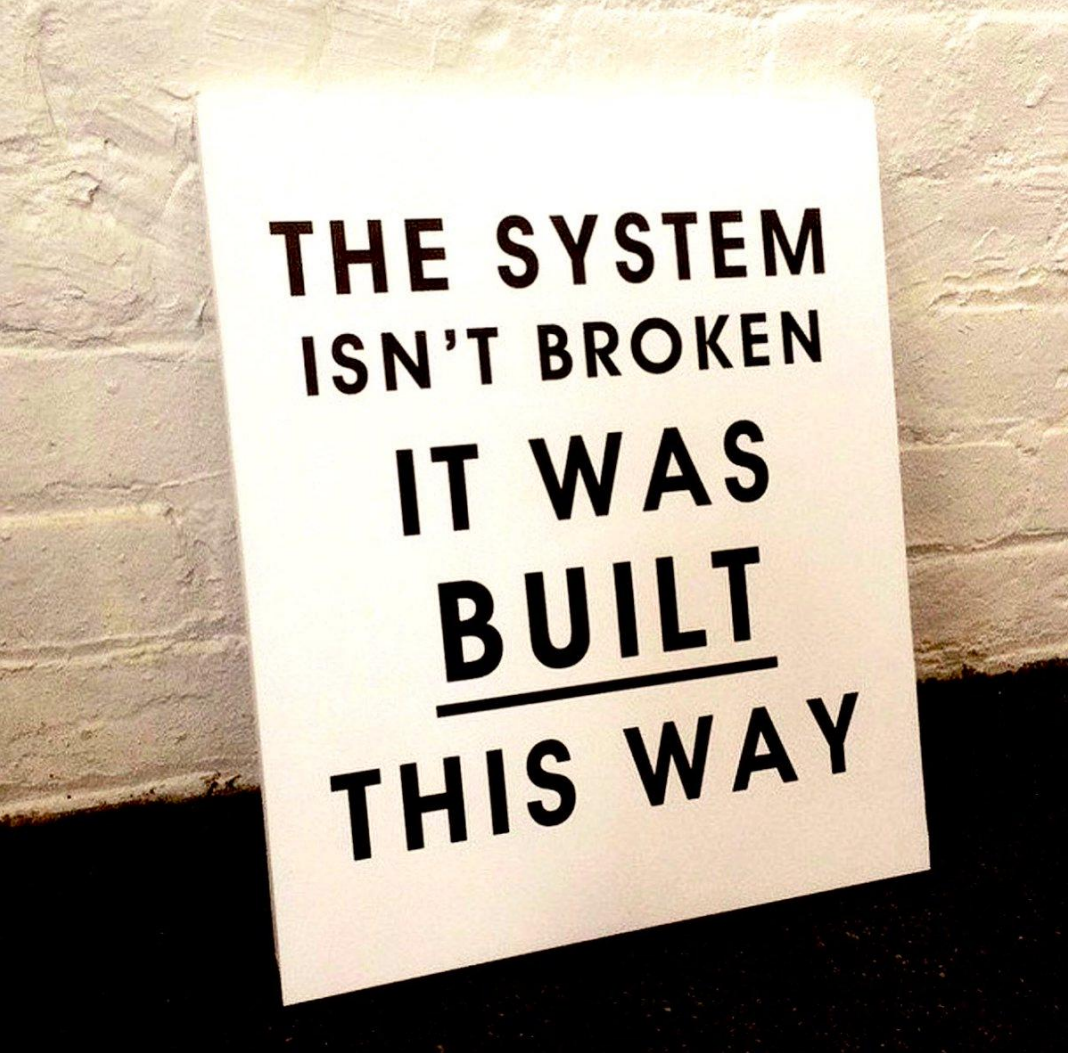


Racial Equity Tool



EVERY SYSTEM
IS PERFECTLY
DESIGNED
TO GET
THE RESULTS
IT GETS.
-W. EDWARDS DEMING

A photograph of a white sign with black text on a brick wall. The sign is tilted and has the text: "THE SYSTEM ISN'T BROKEN IT WAS BUILT THIS WAY". The word "BUILT" is underlined.

THE SYSTEM
ISN'T BROKEN
IT WAS
BUILT
THIS WAY

Agenda

**Addressing Disproportionality
Refresher**

**Why This Tool is Going to Change the
Game**

What This Tool Will Do

**How Your Community Will Use This
Tool**

Questions & Answers

History of boarding schools;
conflation of poverty and neglect

Culturally insensitive Laws &
Policies

Segregated school systems

Child Welfare

School to prison pipeline

Schools

Colonialism

Historically
institutionalized slavery,
genocide, and
monopolized resources

Brown v. Board of
Education displaced
resources/jobs

Youth
Homelessness

Profiling = losing jobs
and opportunities due
to identity

Racialized mass incarceration
= parents being locked up,
young people with records
unable to get housed

Incarceration
System

Poverty

Redlining

Gentrification =
displacement of
marginalized folks

ICE/
Immigration
Systems

Adultism

Mass incarceration and
deportation of undocumented
people

Under-18 year olds must have
parental permission for accessing
shelter

- POC and LGBTQ+ young people are **returning** to homelessness from housing at an equal or lesser rate
- POC and LGBTQ+ young people are **being housed** at the same/higher rate
- POC and LGBTQ+ young people spend **equal or less time** experiencing homelessness

**Zero
Disproportionality
is...**



**Addressing
Disproportionality
Struggles**

Fear to Act (Fragility)

**Lack of Representation AND
Relationships**

Theory V. Practice

Lack of Responsibility

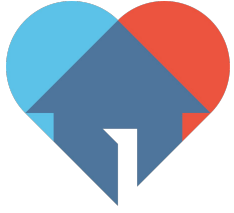
**White CisHeteronormative Dominant
Culture**



BRACE YOURSELF!



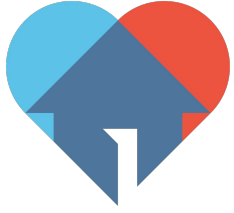
**Here comes the
POLL!**



Why do this study?

“Our systems are created on logics and logics can often result in creating unforeseeable patterns overtime. “

This study is to uncover those patterns (if they exist) and highlight the areas causing disproportionality in the system.



What will the study result in?

The overall objective of the analysis is to gain a deeper understanding of the current Homelessness Crisis Response System and evaluate its logic base--to offer precise regions for improvement .

- 1. Detect High Impacting Areas Causing Disproportionality (if any)**
- 2. Identify Hidden Trends in the Data**
- 3. Predictive Analytics on Demographics Data**



Detect High Impacting Areas Causing Disproportionality

The analysis will assess different system constituents such as the outreach programs, the prioritization process, the referral process etc.

- **Assessment of the calculations in the prioritization logic** causing any kind of biases in the system
- **Pinpoint the data elements or assessment questions** responsible for causing the disproportionality
- **Cross-sectional study of these elements** to learn how they impact different demographics



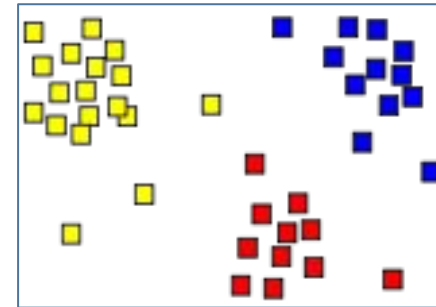
Product:

A Tableau dashboard and a system performance report highlighting the areas causing disproportionality

Identify Hidden Trends in the Data



Spotlight areas of improvement which are difficult to see with general analyses or data exploration



Provide clusters of closely related data elements based on their behavioral traits

Product:

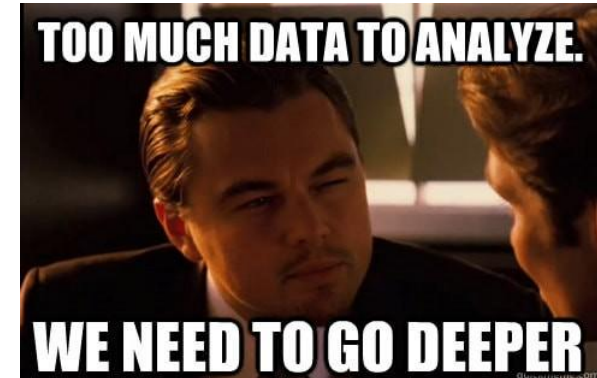
An interactive dashboard to learn from and track the data impacting the system with a keen focus on the metrics built for assessing the data elements causing disproportionality in the system

Predictive Analytics on Demographics Data

Find the supporting evidence of any racial or social biases in the system.

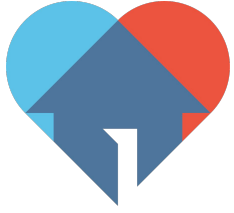
Counter-intuitive learning to validate system biases:

if the model successfully predicts the demographics such as Race and Ethnicity, Sexual Orientation, Gender Identity of a client--it indicates existence of some sort of bias in the system



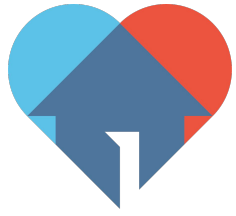
Product:

A report in the form of PDF highlighting the results of the analysis along with a list of data elements statistically contributing as a determinant of different demographic variables



How can you use the outcomes?

1. Tests, Changes, and Improvements Galore
2. Address the WHY
3. Share this with everyone in your system so they can do better for the BIPOC YYA in your system



Key Dependencies

In order to complete the different parts of the project, some tasks are dependent on the following external factors:



Community Data



Community Buy-In
in the methodology



Stakeholder Availability

What Do YOU Need to Do to Get This Tool and End Disproportionality?!?!?



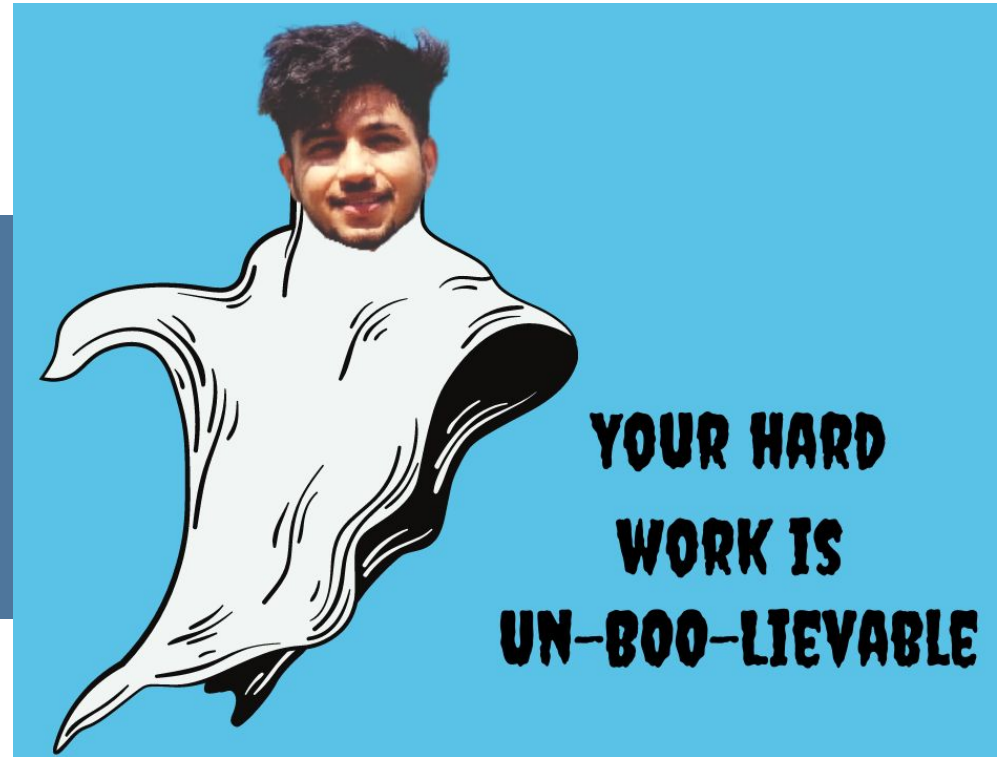
Suggestions:

- Submit the needed data elements to Vishesh to utilize the tool
- Data not quite there? ADD getting it together to your Yes to Yes Plan
- Add a couple disproportionality reducing items to Y2Y Plan

ANCHOR 
COMMUNITY
INITIATIVE

Questions and Answers

Reflection Groups!



A WAY HOME
WASHINGTON

Next Session: Finalizing Y2Y Plan

12:30 Go Eat!



A WAY HOME
WASHINGTON