AGENDA AND NOTICE OF A PUBLIC MEETING OF THE  
AD HOC COMMITTEE ON BLACK PEOPLE EXPERIENCING HOMELESSNESS  
COMMITTEE CHAIR: Jacqueline Waggoner  VICE CHAIR: Kelli Bernard  
COMMITTEE MEMBERS: Va Lecia Adams, Chancela Al-Mansour, Edward Anderson, Jack Barbour, Wendell Blassingame, Rachel Brashier, Oliver Buie, Chela Demuir-Cartier, Brian Ford, Robin Hughes, Janet Kelly, Monique King-Viehland, Veronica Lewis, Juataun Mark, Anita Nelson, Alisa Orduna, Molly Rysman, Suzette Shaw, Brenda Shockley, Lola Smallwood-Cuevas, Sean Spear, Reba Stevens, Pete White, Dhakshike Wickrema

Monday, April 16, 2018  
1:00 p.m.  
Location:  
Los Angeles Homeless Services Authority  
811 Wilshire Blvd., 12th Floor  
Los Angeles, CA 90017

<table>
<thead>
<tr>
<th>AGENDA NO.</th>
<th>ITEM AND DESCRIPTION</th>
<th>PRESENTER</th>
<th>PAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Call to Order/Roll Call/Establishment of Quorum</td>
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<tr>
<td>Agenda Items</td>
<td>The public will have an opportunity to speak to any agenda item when the item is called and before action is taken. A Request to Speak Form must be submitted to the Secretary prior to the completion of the agenda item. The Chair will determine the order of speaking and unless the Chair grants more or less time, the speaker’s limit is two (2) minutes on each agenda item, subject to the total 20-minute period.</td>
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<tr>
<td>1.0</td>
<td>Introductions.</td>
<td>Commissioner Waggoner</td>
<td></td>
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<tr>
<td>2.0</td>
<td>Session on Implicit Bias and Institutional Racism.</td>
<td>Patricia Lally Earl Edwards</td>
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<tr>
<td>3.0</td>
<td>Introduction to Racial Equity Toolkit.</td>
<td>Patricia Lally</td>
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<tr>
<td>4.0</td>
<td>Work Session and Discussion on Call to Action and Racial Equity Outcome.</td>
<td>Patricia Lally Earl Edwards</td>
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<tr>
<td>5.0</td>
<td>Work Session and Discussion on Questions for Listening Sessions.</td>
<td>Patricia Lally Earl Edwards</td>
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<tr>
<td>6.0</td>
<td>Committee Work Plan Review and Discussion.</td>
<td>Patricia Lally Earl Edwards</td>
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</tr>
<tr>
<td>7.0</td>
<td>Update Regarding Future Listening Sessions and Committee Meetings.</td>
<td>Patricia Lally</td>
<td>33</td>
</tr>
<tr>
<td>8.0</td>
<td>Public Participation</td>
<td>Each Public Participant speaker is limited to two (2) minutes and may address any topic within the Commission's jurisdiction. A Request to Speak Form must be filled out and submitted to the Secretary prior to the beginning of Public Participation. Subject to the total 20-minute period, each Public Participation speaker is limited to two (2) minutes.</td>
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Adjournment

Packets of materials on agenda items are available to the public during normal business hours at 811 Wilshire Boulevard, 6th Floor, Los Angeles, CA 90017. For further information, you may call 213-683-3333. Upon request, sign language interpreters, materials in alternative formats and other accommodations are available to the public for LAHSA meetings. All requests for reasonable accommodations must be made at least three working days (72 Hours) in advance of the scheduled meeting date. For additional information, contact LAHSA at (213) 683-3333 or TTY (213) 553-8488.
Addressing the Overrepresentation of Black People Experiencing Homelessness

April 16, 2018
Today’s Agenda

• The Committee’s Call to Action

• Shared understanding of explicit and implicit bias, as well as individual, institutional, and structural racism.

• Racial equity tools we can use to eliminate racial inequities and achieve racially equitable results.

• Our plan going forward.

• Public comment
Meeting Agreements

• Listen actively and respect others.

• Talking about homelessness and racism can be painful.

• Challenge ideas and perspectives, not people.

• Everyone’s voice matters.

• The goal is not to agree—it is to gain a deeper understanding.

• Make space for all voices: If you are a talker, sit back and listen. If you are usually quiet, speak up.
Black people are disproportionately impacted by the root causes of homelessness. We will work to identify racial inequities and barriers to develop strategies that decrease the number of Black people experiencing homelessness.
Who is Homeless in America?

Race and Ethnicity of General Population and Population Experiencing Homelessness: United States

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>General Population</th>
<th>Homeless Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>74%</td>
<td>49%</td>
</tr>
<tr>
<td>Black</td>
<td>12%</td>
<td>43%</td>
</tr>
<tr>
<td>Hispanic/Latinx (of any race)</td>
<td>17%</td>
<td>17%</td>
</tr>
<tr>
<td>American Indian</td>
<td>1%</td>
<td>3%</td>
</tr>
<tr>
<td>Asian</td>
<td>5%</td>
<td>1%</td>
</tr>
<tr>
<td>Native Hawaiian and Other Pacific Islander</td>
<td>0%</td>
<td>1%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>3%</td>
<td>5%</td>
</tr>
</tbody>
</table>

Sources: Data taken from the U.S. Census Bureau American Community Survey 5-Year Estimates, HMIS, and the CSI SPARC Initiative Phase One Report
Race and Ethnicity of General Population and Population Experiencing Homelessness: Los Angeles Continuum of Care

Sources: Data taken from the U.S. Census Bureau American Community Survey 5-Year Estimates and the Greater Los Angeles Homeless Count
What We Need to Know to Address the Overrepresentation of Black People Experiencing Homelessness

• The overrepresentation of Black people experiencing homelessness is a national and local reality.
• Homelessness is a symptom of racism.
• We must examine the root causes to create meaningful solutions.
• We must connect this effort with other City/County/State and national agencies.
• We cannot do this work alone, but we can start to model how to effectively address racial inequities.
• We need to understand how institutional and structural racism works to the detriment of people of color.
• Why implicit bias--what goes on in our unconscious--makes this work even more challenging.
What is Racism?

RACISM = RACIAL PREJUDICE + POWER

(the power to influence or decide where resources go; to write the narrative)

THIS CREATES A SYSTEM OF ADVANTAGE (AND DISADVANTAGE) BASED ON RACE
Explicit Bias vs. Implicit Bias

Explicit bias
- Expressed directly
- Aware of bias
- Operates consciously
- Example -- “I like whites more than Latinos.”

Implicit bias
- Expressed indirectly
- Unaware of bias
- Operates sub-consciously
- Example – sitting further away from a Latino than a white individual.

Source: Unconscious (Implicit) Bias and Health Disparities: Where Do We Go from Here?

CSI CENTER FOR SOCIAL INCLUSION

Los Angeles HOMELESS SERVICES AUTHORITY
Working Together to End Homelessness in Los Angeles
Associations and Implicit Bias

Link to video:
https://www.youtube.com/watch?v=S0kV_b3IK9M
A Few Things About Implicit Bias

- Explicit vs. Implicit

- We all have implicit bias.

- Implicit bias runs on autopilot—it’s our default option.

- We cannot get rid of it, but we can interrupt it.

- The use of a Racial Equity Toolkit helps us interrupt implicit bias.
Implicit Bias Frames the Narrative

Two residents wade through chest-deep water after finding bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana. (AFP/Getty Images/Chris Graythen)
What Would You Do?

The Connection Between Implicit Bias and Institutional Racism
A Common Language

INDIVIDUAL RACISM
Prejudgment, bias, or discrimination by an individual based on race

INSTITUTIONAL RACISM
Policies, practices, and procedures that work better for White people and to the detriment of people of color; is often done unintentionally or inadvertently

STRUCTURAL RACISM
The history, culture, and current reality of institutional racism across institutions
Systemic Concerns & Implications

▪ Institutional and structural racism create the conditions leading to homelessness

▪ IMPLICIT BIAS CAN AFFECT EVERY ASPECT LEADING TO HOMELESSNESS

▪ Lack of living wage jobs
▪ Over-incarceration
▪ Educational inequities
▪ Veteran inequities
▪ Lack of affordable housing
▪ Insufficient behavioral health services
▪ Domestic violence
▪ Foster care system involvement
Equality vs. Equity

Equality

Equity

Liberation
Dismantling Structural Barriers to Equity
The Racial Equity Toolkit is a set of questions to guide us as we assess how our policies, projects, initiatives and budget decisions benefit and burden communities. This process is intended to disrupt institutional racism and lead us towards more equitable results.
Step 1: Set Racial Equity Outcomes

A racial equity outcome:
• States the most important racially equitable community outcome related to the issue,
• Names a desired increase in the benefit or service level, and
• Specifically identifies racial group(s) that could be negatively or positively impacted by an action or program.
Our Overarching Vision: No person in our community is homeless.

One giant step towards our vision:

The number of Black people experiencing homelessness is proportional to that of the general population.
Step 2: Engage Stakeholders and Analyze Data

Enables us to see and hear from multiple perspectives to understand the problem.

Identifies specific data we need to analyze about our system’s current racial equity outcomes.

We gather information from stakeholders about the root causes or factors creating these racial inequities.
Step 3: Identifying Benefits and Burdens

Examples:

• **Burdens**
  
  o Black veterans suffer a higher risk of homelessness.
  
  o Black people have higher rates of unemployment.
  
  o Homelessness and re-incarceration create a revolving door.

• **Benefits**

  o Black veterans have positive responses to caseworkers.
Step 4: Strategies to Maximize Benefits and Eliminate Harm

Examples:

- **Eliminate Burdens**
  - Divert all homelessness-related bookings to services rather than jail.
  - Expand opportunities in the behavioral health workforce for people with lived experience.

- **Maximize Benefits**
  - Partner with VA and organizations serving veterans to provide veterans access to caseworkers.
Step 5: Evaluate and Raise Racial Awareness

• Evaluate and report impacts on racial equity over time

• Retain stakeholder participation and ensure internal and public accountability

• Raise awareness about racial inequity related to this issue

• Identify resources/partnerships needed to make changes
Step 6: Report Out

Develop a plan to share analysis and report responses back to leadership and stakeholders
Committee Workplan and Timeline

**Step 1: First Meeting**
Participants meet, commit to tasks, understand roles, and set racial equity outcomes.

**Step 2: Gather and analyze data and conduct multiple listening sessions**
April - July

**Step 3: Identify burdens and benefits: what is and isn’t working to eliminate disparities?**
Jun - Aug

**Step 4: Develop Strategies to minimize harm and maximize benefits**
Jul - Sept

**Step 5: Evaluation and Raise Racial Awareness**
Ongoing

**Step 6: Report out and Accountability: Are we advancing?**

Los Angeles Homeless Services Authority
Working Together to End Homelessness in Los Angeles
<table>
<thead>
<tr>
<th>Session</th>
<th>Date</th>
<th>Discussion Topic</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>April 16th</td>
<td>General meeting; use of Racial Equity Toolkit, public session</td>
</tr>
<tr>
<td>2</td>
<td>May 21</td>
<td>Update; impact of Criminal Justice system, public session</td>
</tr>
<tr>
<td>3</td>
<td>June 18th</td>
<td>Update; behavioral health; public session</td>
</tr>
<tr>
<td>4</td>
<td>July 16th</td>
<td>Update; youth and seniors; public session</td>
</tr>
<tr>
<td>5</td>
<td>Aug 20th</td>
<td>Update; employment, public session</td>
</tr>
<tr>
<td>6</td>
<td>Sept 17th</td>
<td>What we have learned; discussion and work session on strategies to minimize harm and maximize benefits</td>
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</table>
## DRAFT Community Listening Session Schedule

<table>
<thead>
<tr>
<th>Session</th>
<th>Date</th>
<th>Location</th>
<th>Co-Host</th>
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<tbody>
<tr>
<td>1</td>
<td>May 2(^{nd}) or 3(^{rd})</td>
<td>TBD</td>
<td>TBD</td>
</tr>
<tr>
<td>2</td>
<td>May 17(^{th}) or 18(^{th})</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>June 14(^{th}) or 15(^{th})</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>July 13(^{th}) or 14(^{th})</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>August</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
1. Why do you think Black people are over-represented in the homeless population?

2. What are three main causes that come to mind?

3. What are three steps or changes that you would take to improve the situation, specifically for Black people?

4. What services or programs (either to prevent homelessness or to end homelessness) are working well?

5. What else would you like to tell me/us about the challenges for Black people facing homelessness?
THANK YOU
### Population Table

<table>
<thead>
<tr>
<th>Category</th>
<th>Sheltered</th>
<th>Unsheltered</th>
<th>Total</th>
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<tbody>
<tr>
<td>All Persons</td>
<td>6,544</td>
<td>15,377</td>
<td>21,921</td>
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<tr>
<td>Individuals (Those not in family units)</td>
<td>2,977</td>
<td>14,547</td>
<td>17,524</td>
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<tr>
<td>Chronically Homeless</td>
<td>332</td>
<td>6,332</td>
<td>6,664</td>
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<tr>
<td>Veterans</td>
<td>663</td>
<td>1,145</td>
<td>1,808</td>
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<tr>
<td>Unaccompanied Minors (Under 18)</td>
<td>26</td>
<td>101</td>
<td>127</td>
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<tr>
<td>Family Members</td>
<td>3,541</td>
<td>729</td>
<td>4,270</td>
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<tr>
<td>Chronically Homeless</td>
<td>84</td>
<td>132</td>
<td>216</td>
</tr>
<tr>
<td>Veterans</td>
<td>37</td>
<td>675</td>
<td>712</td>
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<tr>
<td>Gender</td>
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<td></td>
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</tr>
<tr>
<td>Male</td>
<td>3,360</td>
<td>11,070</td>
<td>14,430</td>
</tr>
<tr>
<td>Female</td>
<td>3,149</td>
<td>4,119</td>
<td>7,268</td>
</tr>
<tr>
<td>Transgender</td>
<td>34</td>
<td>152</td>
<td>186</td>
</tr>
<tr>
<td>Do not identify as male, female, or transgender</td>
<td>1</td>
<td>36</td>
<td>37</td>
</tr>
<tr>
<td>Veterans</td>
<td>700</td>
<td>1,198</td>
<td>1,898</td>
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### Health and Disability Table

<table>
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<tr>
<th>Health/Disability Indicator</th>
<th>Sheltered</th>
<th>Unsheltered</th>
<th>Total</th>
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<tbody>
<tr>
<td>Substance Use Disorder</td>
<td>261</td>
<td>3,223</td>
<td>3,484</td>
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<tr>
<td>Brain Injury</td>
<td>1,846</td>
<td>823</td>
<td>2,669</td>
</tr>
<tr>
<td>HIV/AIDS</td>
<td>170</td>
<td>300</td>
<td>470</td>
</tr>
<tr>
<td>Serious Mental Illness</td>
<td>698</td>
<td>5,794</td>
<td>6,492</td>
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<tr>
<td>Developmental Disability</td>
<td>698</td>
<td>882</td>
<td>1,580</td>
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<tr>
<td>Physical Disability</td>
<td>480</td>
<td>3,465</td>
<td>3,945</td>
</tr>
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</table>

### Domestic/Intimate Partner Violence Table

<table>
<thead>
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<th>Domestic/Intimate Partner Violence</th>
<th>Sheltered</th>
<th>Unsheltered</th>
<th>Total</th>
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<tbody>
<tr>
<td>Domestic/Intimate Partner Violence Experience</td>
<td>1,623</td>
<td>5,465</td>
<td>7,088</td>
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### Notes

1. Black/African-American includes those who identified as non-Hispanic Black or African American.
2. Los Angeles Continuum of Care covers Los Angeles County except Long Beach, Pasadena, and Glendale.
3. Health/Disability indicators are not mutually exclusive (a person may report more than one). Numbers will not add up to 100%.

Prepared by Los Angeles Homeless Services Authority (May 2017)

Data from 2017 Greater Los Angeles Point-In-Time Count conducted in January, 2017. Visit http://www.lahsa.org/homeless-count/ to view and download data.