



# **Getting Everyone Involved in Data**

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# House Keeping

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- Please mute your computer , during the presentation ; there will be space for Q& A throughout the presentation.
- We are recording this training and the recording and slides will be available in our Webinar Library.

# Creating the space to have Safe Place Conversations

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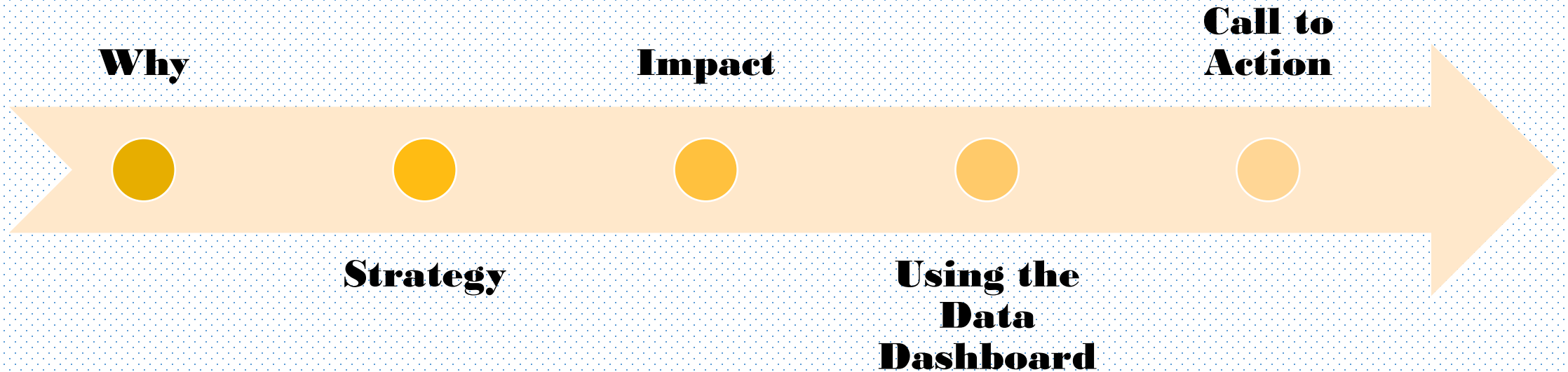
- Be Present.
- Listen With Respect with a Trauma informed lens.
- Trust: Acknowledge Impact vs Intent.
- There is No Quick Fix.
- No Judgments.

## Description: Why We are doing this training

This training offers support to supervisors, managers, and front-line staff, that will encourage the use of data in their everyday work. The intent of this training is to encourage all levels of staff to engage with data dashboards to increase our universal understanding of the story that our data tells us. This training will offer a tutorial on how to train and use our data dashboards, in ways to increase advocacy, understand the critical role of quality data entry, and help staff to identify data trends in their region. This training also provides an opportunity for current staff to enhance their understanding of the diversion dashboard and the use of data in their everyday work. As we continue to uplift the voices of lived experiences and representative leadership, this training is intended to support interaction with data and support evolving best practices to address equity and inclusion to end homelessness in Connecticut.

# Agenda

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# Why

- Why and How does Data impact me and my organization?



# Why it is important

- Your voice matters.
- Shared understanding of the outcome data and what we are inputting into HMIS .
- Highlight data topics at your staff or committee meetings.
- The Impacts of having a shared understanding of data- creates strategic conversations in your staff/ committee meetings, encouraging input from all levels of staff.
  - highlighting success and capturing creative next steps to address gaps.
- Helps to explain and incorporate the reasoning why decisions are being made.
- Increasing Trust-Feedback can be ignored – input is included. Opening the window of conversations with all levels of staff to engage in strategies that support each region in meeting their goals.
- Provides supports to manager by including additional creative ideas that are also provided by different levels of staff.
- These conversations create an open pathway for creativity and insight that we may not have known existed in your organization or in your region. In these conversation you will:
  - Professional Development -see leadership in an emerging leader and assist that leader.
  - Improve strategic planning skills.

# Strategy





# Strategies to increase Data Dashboard engagement.

- Ask your staff/colleagues what they know about data outcomes and our dashboards.
- -Ask your staff/colleagues, what are the barriers to a successful diversions.
  - What resources do they need ?
  - -Discuss Dashboard at staff meetings .
- -Develop a data /sub-committees that look at data and diversion.
- Trust and transparency takes practice.
  - -Establishing a collective strategy to address identified gaps .
  - Professional Development/ strategic planning skills.



# Our Impact



# The Impact : Data Engagement topics for all level of staff.

Impact/outcomes of our daily work.

How to use the information we are putting into HMIS.

Daily strategies that help people transition into stable living situations.

Encourage our colleagues to engage in data conversations.

Encourage input from all levels of staff , highlighting success and gaps .

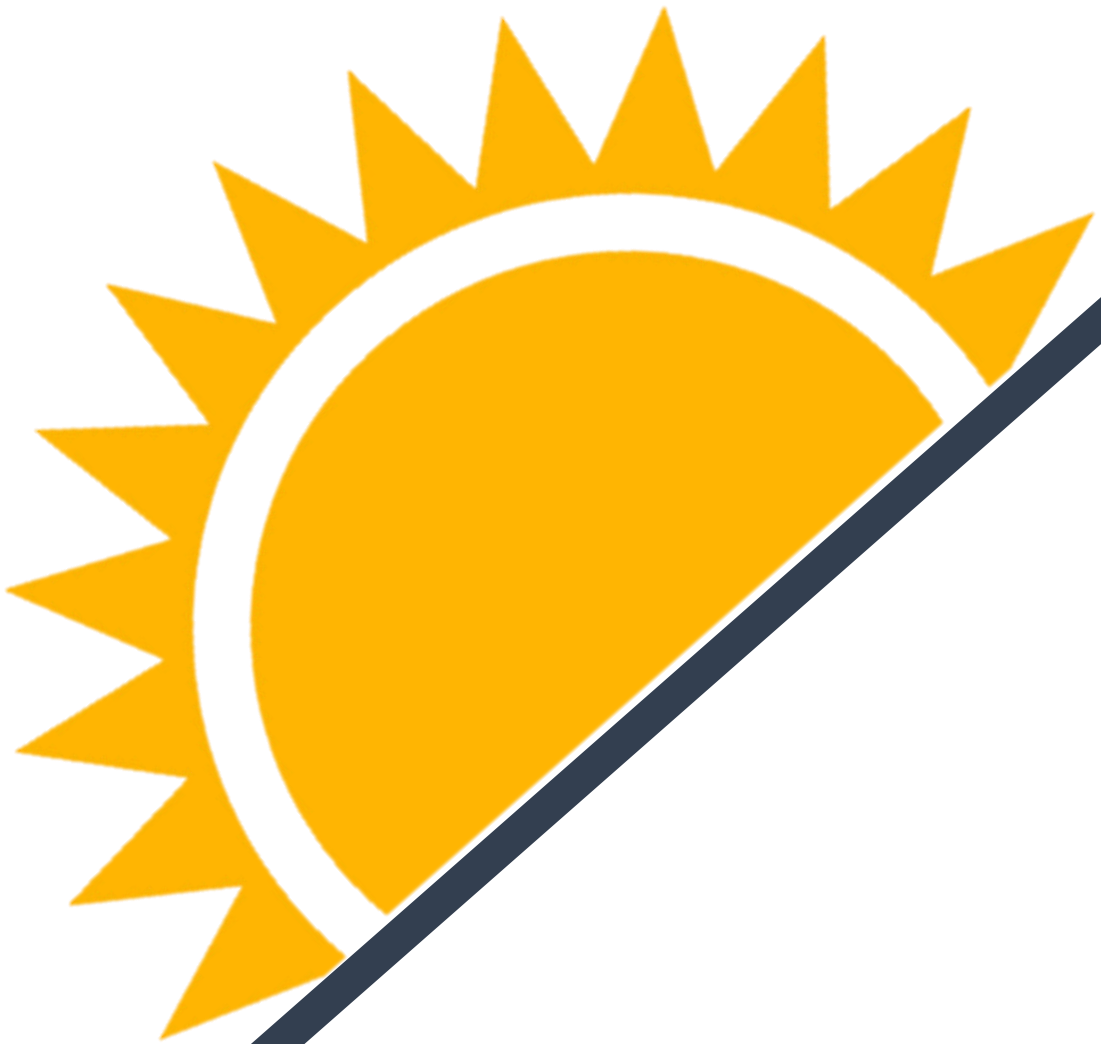
Open the window for creativity and engagement in the strategies that you have developed together.

Increase Representative Leadership and diversity in the development of Best Practices.

Provides support to program managers that willing to accept creativity that are also provided by front-line staff.

# The impact of Enhancing universal understanding of the story that our data tells.

- When a person is engaged in the development of a project , the hope is that there is more shared understanding in the importance of their role in ending homelessness; at times moral is increased.
- Enfoldng data into are everyday work, can increase qualitative work.
- Identify areas of growth and barriers that maybe in place that may expose the inequities in our approach to engage vulnerable populations.
- Help us track returns to homelessness, inflow and outflow of BIPOC, LGBTQ+ , DOC, Youth and Families.
- Obtain better understanding about how people feel this information will help them in their day-to-day work.
- Tracking your successful discharges and the plan to increase stable housing.



**Using the Data  
Dashboard  
[www.cceh.org](http://www.cceh.org)**

# Call to Action



# Ways that we can all use data in Advocacy

## Outline



-Emerging leaders are finding their seats at different tables and Advocacy is one of them . When you are talking to legislators/Community leaders it is helpful to have the data and know the data in your Testimonies.

-You can encourage each other to get into advocacy ; -teaching others to find their voice /connect with local advocacy initiatives.

-Transparent communication about how our program is doing.

-When you meet new people in the community you can educate them on how many people are entering into homelessness; what their needs are.

-Educating your community regarding the populations who are experiencing homeless , help the community understand what we are seeing at our front door.

-Educate each other on the process of getting involved and making sure the voices of representative leadership and lived experience are heard.



# Understand the critical role of quality data entry



Funding , program renewal ,  
advocacy decisions are made based  
on our outcome data.

Accurate idea of how we are doing.

Using Motivation Interviewing  
techniques to obtain all the  
Necessary information & being  
Trauma informed ..

-Know the impact of not providing  
quality data in HMIS.

Self check in – identifying inequities  
and exclusion on our community.

Customer service and how we  
support each other.

“I Don’t know /data not collected”  
impacts the information that is  
pulled. Do we have the correct  
information about BIPOC, LGBTQ+,  
Elderly, Youth, and D.O.C. \*by not  
collecting this data correctly are we  
practicing un-equity and lack  
inclusion practices in our work .

Too much missing data- leads to  
misleading data and their  
outcomes. What really does our  
data tell us if we are missing  
information? What are we really  
looking at ?



# Call to Action

To support interactions with data and to support evolving best practices and policies that address equity and inclusion to end homelessness in Connecticut we must:

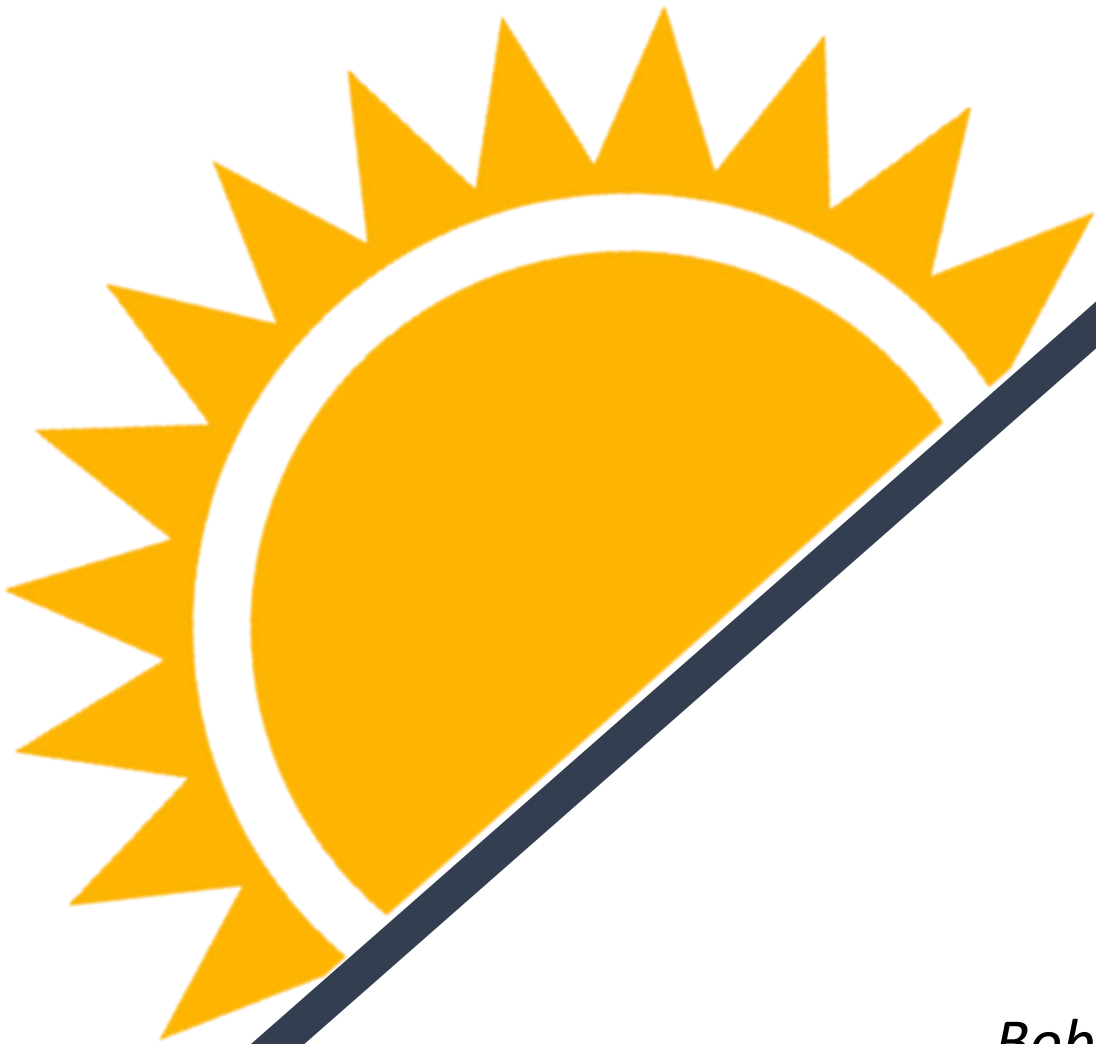
Intentionally create strategies to involve and uplift the voices of lived experiences and representative leadership.

Is there a shared agreement and participation of Equity and Inclusion in your organization?



# Equity and Inclusion through our work

- Normalize Race Equity and Inclusion Conversations-
  - Identify structural barriers in our organizations and in the community.
    - - Structural barriers are **obstacles that collectively affect a group disproportionately and or maintain stark disparities in outcomes**. Structural barriers can be policies, practices, and other norms that favor an advantaged group while systematically disadvantaging a marginalized group.
    - Employment –Increase of income
    - Childcare
    - Transportation
    - Mental Health
  - Organize—Build up staff, support skill & professional development, and increase competencies through training; you are taking the first step to supporting a community within your workplace. Your voice matters!
  - This training is intended to support interaction with data and support evolving best practices to address equity and inclusion to end homelessness in Connecticut.
  - Establish a more Trusting work culture, THIS TAKES PRACTICE.
- Transparent in our efforts to value, support, respect everyone's experience.
  - You are not only making connection with and for your program ; you are also strengthening that connection with your colleagues.



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