

CT RACE EQUITY NETWORK



The Next Steps of Advancing Race Equity

Connecticut Race Equity Network

September 29, 2022

Welcome and Introductions

As you are joining in, please enter your name, preferred pronouns, race/ethnicity, and organization in the chat.

Presenters

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Partnership for Strong Communities

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CT Coalition to End Homelessness

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Thought Partner Solutions

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Corporation Supportive Housing

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Corporation Supportive Housing

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CT Coalition to End Homelessness

Housekeeping

- This event is being recorded, and will be made available following the event.
 - All attendees have entered as muted.
 - Please raise your hand or send a message to the host to unmute.
 - Please submit all questions in the Q&A box. We will hold time for Q&A at the end of the presentation.
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Agenda

- Equity in Practice Guidelines
 - 7 Key Steps to Advance Race Equity
 - Race Equity Terms
 - Data Review
 - CT Race Equity Network
 - Discussion
 - Action Steps
 - Call to Action
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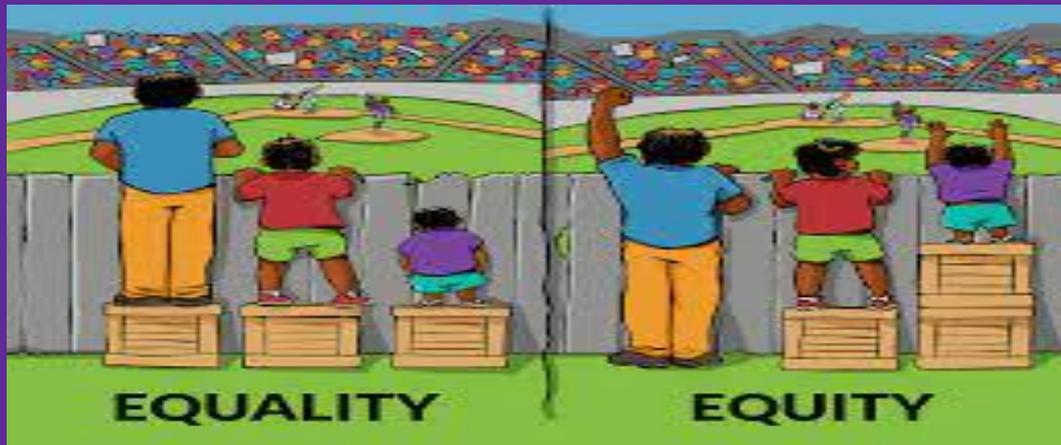
Activity

Before we start, we want to hear from you!

- Check-In:
 - What are you most excited about learning from the CT REN?
 - How comfortable do you feel about talking about race equity?
 - What work has your organization been engaged in around race equity?
 - Do you feel supported in your role to work towards advancing race equity?
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Equity in Practice Guidelines

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Equity in Practice Guidelines

“Try On”- An invitation to be open-minded to others' ideas, feelings, worldviews and ways of doing things so that greater exploration and understanding are possible.

Experience Discomfort – It is natural for some to feel uncomfortable, but do not run from or rescue others from the discomfort.

Move up, Move up – If speaking loudly and often, move up your listening. If you are quiet, move up your verbal participation

Be aware of Intent & Impact – It is possible to be well-intentioned AND still say and do hurtful things.

Practice Both/And thinking- see that more than one reality or perspective can be true at the same time.

Notice Content AND the Process- notice both, “what we say”, “how/why” we say or do something and how the members of the group react.

Practice Self-focus- Listen to your internal thoughts, feelings and reactions.

Expect & Accept non-closure- “hang out in uncertainty” and do not rush to quick solutions, especially in relation to racial understanding.

Create a safe/brave space- there is a difference between ‘safety’ and ‘comfort.’

“As adult learners we are each responsible for our own physical and emotional safety. Often, in situations of cross-cultural disagreement individuals may assume they are unsafe, when in reality they are simply uncomfortable. Demonstrate bravery and lean into that discomfort so that we can each remain engaged and move forward together.”

-Equity in Practice Guidelines

7 Key Steps to Advance Race Equity

Step 1: Establish an understanding of race equity and inclusion principles

Step 2: Engage affected populations and stakeholders

Step 3: Gather and analyze disaggregated data

Step 4: Conduct systems analysis of root causes of inequities

Step 5: Identify strategies and target resources to address root causes of inequities

Step 6: Conduct race equity impact assessment for all policies and decision making

Step 7: Continuously evaluate effectiveness and adapt strategies

Racial Equity Terms

Racism

- is different from racial prejudice, hatred, or discrimination
- one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices

Power

- the ability to influence others and impose one's beliefs
- all power is relational, and the different relationships either reinforce or disrupt one another
- racism cannot be understood without understanding that power is not only an individual relationship but a cultural one, and that power relationships are shifting constantly

Anti-Racism

- the work of actively opposing racism by advocating for changes in political, economic, and social life

Source: [Glossary | Racial Equity Tools](#)

Racial Equity Terms

BIPOC

- “Black and/or Indigenous, and/or People of Color”
- “POC” or People of Color is often used as well, BIPOC explicitly leads with Black and Indigenous identities, which helps to counter anti-Black racism and invisibilization of Native communities

Racial equity

- is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares
- racial equity as one part of racial justice, and thus we also include work to address root causes of inequities, not just their manifestation
- includes elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or that fail to eliminate them.

Racial Justice

- is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures

Source: [Glossary | Racial Equity Tools](#)

Native Land Acknowledgment



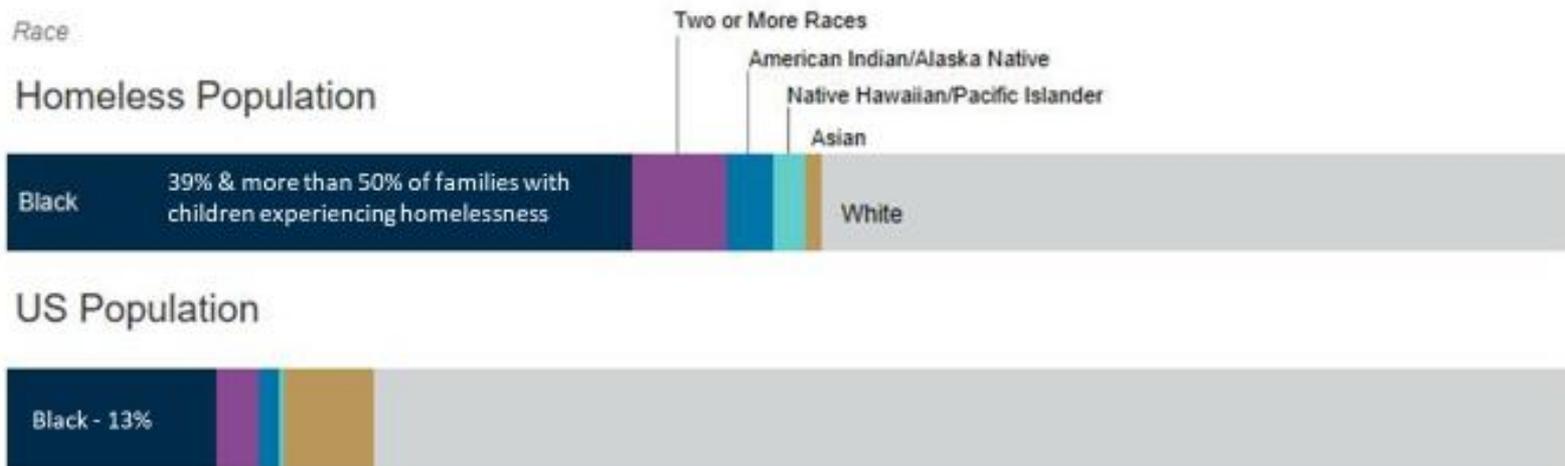
The Story Our Data Tells Us

1. Racial Disparities in Homelessness
 2. CT's Landscape
 3. CT's Housing Cost Burden
-

Significant Racial Disparities in Homelessness

Most Minority Groups Make up a Larger Share of the Homeless Population than They Do of the General Population

Race and ethnicity of those experiencing homelessness compared with the general population



Source: National Alliance to End Homelessness

CT'S Landscape

Connecticut's Census / population percentage

compared to

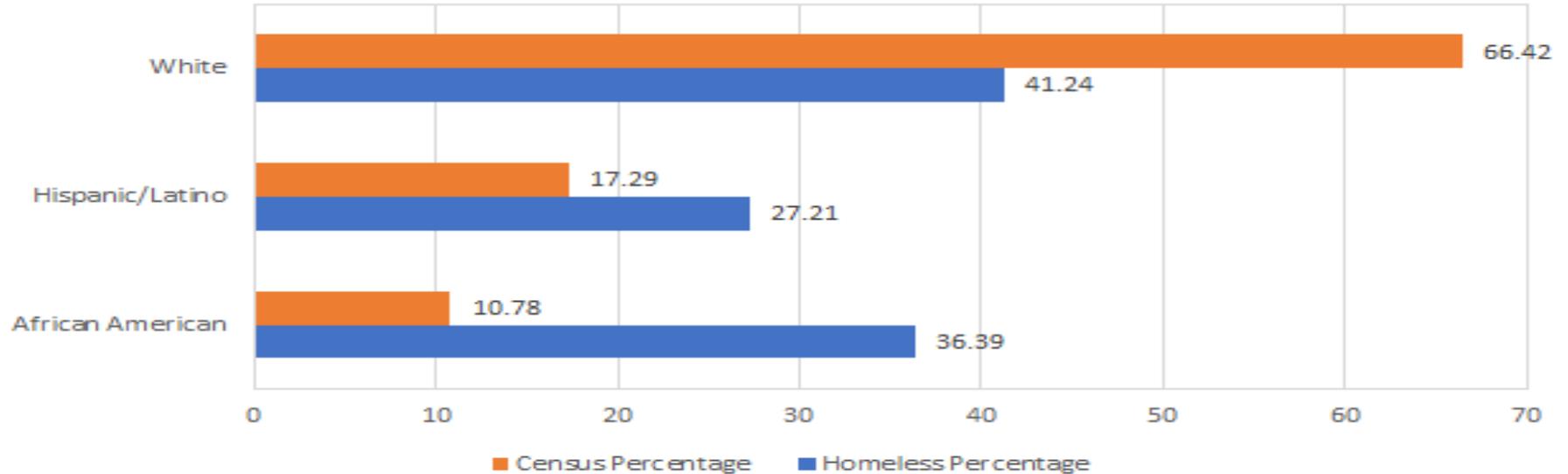
Race/Ethnicity entering into homelessness

- Our states census of the African American population is 10.78 %.
 - In our homeless response system, the African Americans represent 36.39 % entering into homeless.
- Our states census of the Hispanic and Latin American population is Census 17.29 %
 - In our homeless response system, the Hispanics and Latin Americans represent 27.21 % entering into homeless.
- Our state censu of the White population is 66.42 %.
 - In our homeless response system, the white population represent 41.24 % entering into homelessness.

Significant Racial Disparities in CT Homelessness

Black and Latino Groups Make up a Larger Share of the Homeless Population compared to the General Population

*CT statewide can data 01-01-2022 - 08-31-2022



CT's Housing Cost Burden

KEY
FACTS

142,530
OR
30%

Renter households that are extremely low income

-85,403

Shortage of rental homes affordable and available for extremely low income renters

\$30,530

Maximum income for 4-person extremely low income household (state level)

\$57,820

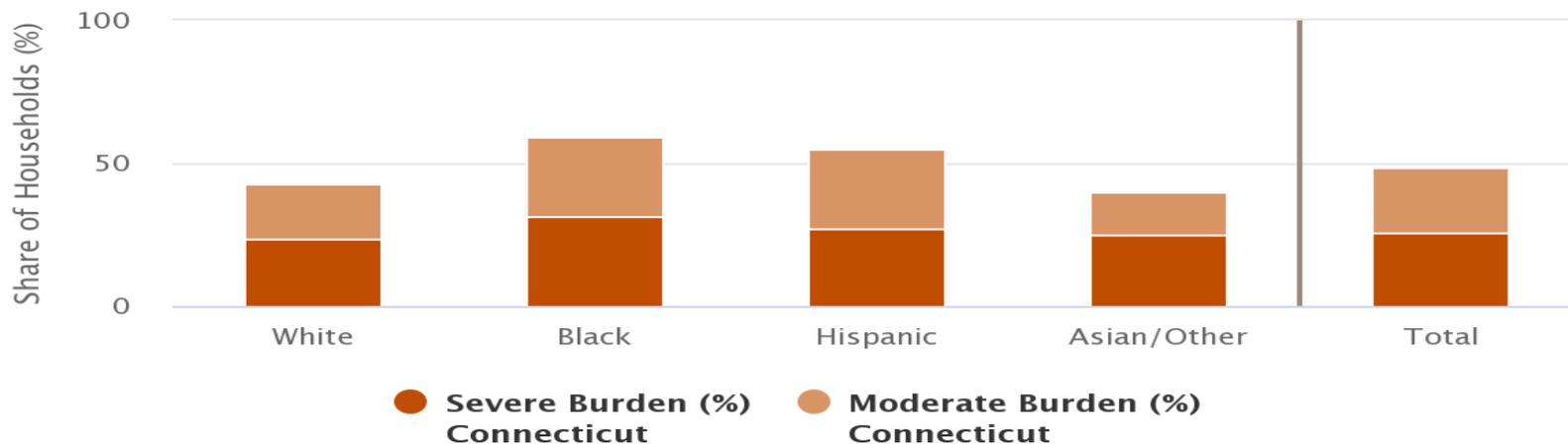
Annual household income needed to afford a two-bedroom rental home at HUD's Fair Market Rent.

66%

Percent of extremely low income renter households with severe cost burden

CT's Housing Cost Burdens

Renter Cost Burdens by Race and Ethnicity



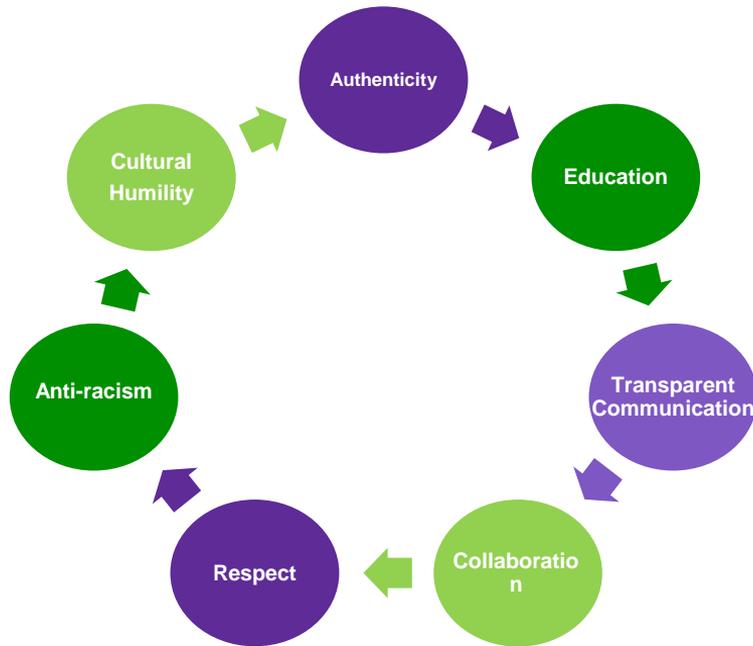
Notes: Moderately (severely) cost-burdened households pay 30-50% (more than 50%) of income for housing. Households with zero or negative income are assumed to have severe burdens, while households paying no cash rent are assumed to be without burdens. White, black, and Asian/other householders are non-Hispanic. Hispanics may be of any race.

Source: JCHS tabulations of US Census Bureau, 2016 American Community Survey 1-year Estimates using the Missouri Data Center MABLE/Geocorr14.

Connecticut Race Equity Network

Charter Overview

Purpose & Core Values



- Purpose of the CT REN is to advance the work of centering race equity in efforts to address housing and homelessness disparities in Connecticut.
- Provides a platform for partners to share, collaboratively develop, and coordinate anti-racist projects and initiatives that advance racially equitable housing outcomes.

Principles for Setting Priorities

- Coordinates advocacy efforts around policy issues that adhere to the following principles or criteria:
 - Access
 - Analysis
 - Action
 - Accountability
-



Discussion Questions

Open Dialogue

- a. In what ways has racism impacted people's ability to access safe and stable housing?
 - b. What role can advocates, policymakers, allies, and housing leaders play?
 - c. What are some challenges and advantages of moving to an anti-racism approach?
 - d. How does tokenism show up in the workplace? What are some of the ways to mitigate it?
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National Racial Equity Effort

The Alliance's Racial Equity Network (REN) Action Steps

- System Entry
 - Understand who enters the homeless system
 - Crisis Accommodation
 - Identify who gets shelter and transitional housing
 - Permanent Housing
 - Review who gets RRH, Permanent Supportive Housing, Subsidized, or other housing placements
 - Returns to Housing
 - Identify who becomes homeless again
 - Organizational Next Steps
 - Improving your organization's racial equity practices
-

Call to Action

- Become a member of CT REN
- **Join us** for future CT REN webinars, training, and discussions.
- **Continue education** and **participation** in anti-racism conversations and discussions.
- Sign up for CT REN's distribution list for new research, training, and professional development opportunities.
- Begin taking **ACTION** steps!



Questions?

For any additional training, technical assistance needs, membership information, etc. please email ct.renetwork@gmail.com

To join CT REN please complete the [CT REN Membership Form](#)

The webinar recording and slides will be available in the CCEH Webinar Library at <https://www.cceh.org/provider-resources/webinars/>

