



1

Overview

- Overview of ARDI Initiative
- Advancing Racial Equity to Address Homelessness in Los Angeles County
- BPEH Implementation Workgroup Overview
- BPEH Ad-Hoc Committee Final Report
- Next Steps
- Questions & Answers

COUNTY OF LOS ANGELES CEO • ANTI-RACISM, DIVERSITY & INCLUSION

2

WHAT IS THE ANTIRACISM, DIVERSITY AND INCLUSION INITIATIVE?

COUNTY OF LOS ANGELES CEO • ANTI-RACISM, DIVERSITY & INCLUSION

3

Racial Disparities in Los Angeles County

- Violence at hands of law enforcement
- Accumulated wealth and rates of poverty
- COVID-19 Cases and Deaths
- Graduation rates and employment
- Incarceration rates
- Rates of homelessness

Created, perpetuated, and upheld by unfair policies, practices, and procedures with our institution and across systems.

4

Los Angeles County Board of Supervisors Action on Racism

Declare that racism is a matter of public health in Los Angeles County

Establish an eighth Board-directed priority to address the elimination of racism and bias in the County, develop a strategic plan & establish an organizational unit within the CEO

Evaluate existing County policies, practices, operations, and programs through a lens of racial equity

Assess existing policies, processes, and practices that may prevent African Americans from advancing within County departmental career ladders

On July 21, 2020, the Los Angeles County Board of Supervisors adopted a sweeping initiative that boldly articulates an anti-racist agenda that will guide, govern and increase the County's ongoing commitment to fighting racism in all its dimensions, especially racism that systemically and systematically affects Black residents

Advance the strategies and recommendations put forward by the Ad Hoc Committee for Black People Experiencing Homelessness

Commission an annual report on the State of Black Los Angeles County

Develop a funding plan in consultation with philanthropy and academia

↑

Identify at least one Management Appraisal and Performance Plan (MAPP) goal each year that strengthens organizational capacity

Recommend and advocate for relevant legislative policies that improve outcomes and reduce racial disparities

COUNTY OF LOS ANGELES CEO • ANTI-RACISM, DIVERSITY & INCLUSION

5

Equality and Equity

When it comes to understanding the difference between equality and equity, we start by acknowledging that institutions and their systems have been intentionally designed to either benefit or exclude certain populations for so long that the outcomes people experience may appear unintentional but are actually rooted in discriminatory practices and beliefs.

Often the definition of equity and equality sound alike however, they differ significantly and the use of one of the terms can lead to significantly different outcomes for people affected by decisions we make.

Equality typically refers to “the idea that each individual or group of people is treated the same, given the same resources or expected to take advantage of the same opportunities.”

Equity, on the other hand, acknowledges that each person has different circumstances, backgrounds and starts from a different place.

As a result, equity refers to “the idea that differences matter and that systems must be balanced to distribute resources and opportunities needed to reach equal outcomes by treating everyone justly according to their circumstances.”

COUNTY OF LOS ANGELES CEO • ANTI-RACISM, DIVERSITY & INCLUSION

6

Defining Racial Equity and Anti-Racism

Racial equity refers to what a genuinely non-racist society would look like. In a racially equitable society, the distribution of society's benefits and burdens would not be skewed by race.

"In other words, racial equity would be a reality in which a person is no more or less likely to experience society's benefits or burdens just because of the color of their skin."

Racial equity refers to what a genuinely non-racist society would look like. In a racially equitable society, the distribution of society's benefits and burdens would not be skewed by race.

This contrasts with the current state of affairs in which a person of color is more likely to live in poverty, be imprisoned, drop out of high school, be unemployed and experience poor health outcomes like diabetes, heart disease, depression and other potentially fatal diseases. Racial equity holds society to a higher standard. It demands that we pay attention not just to individual-level discrimination, but to overall social outcomes.

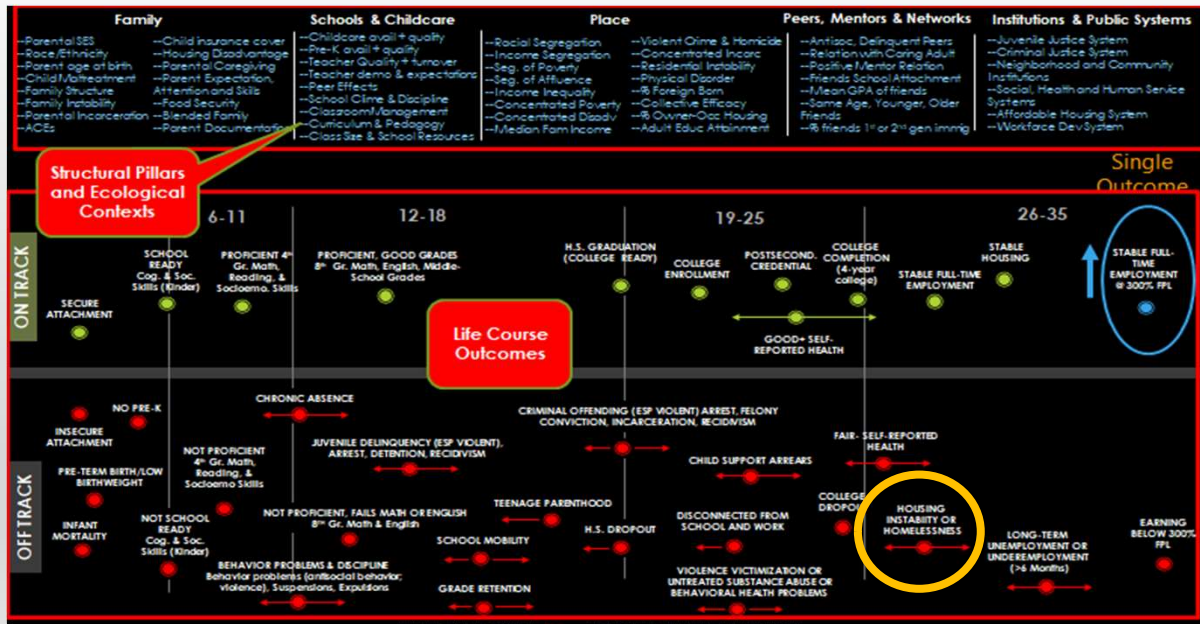
Anti-Racism is the "active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably."

Source: National Action Committee on the Status of Women International Perspectives: Women and Global Solidarity

COUNTY OF LOS ANGELES CEO • ANTI-RACISM, DIVERSITY & INCLUSION

7

Structural Racism and Life Course Framework Overview



8

Vision for Racial Equity in Los Angeles County

Racial equity would be a reality in which a person is no more or less likely to experience society's benefits or burdens just because of the color of their skin.

COURTY OF LOS ANGELES CEO • ANTI-RACISM, DIVERSITY & INCLUSION

9

Vision to Achieve Racial Equity in Los Angeles County

We seek to end to structural racism and its consequences in Los Angeles County.

Plan Strategically

Lead With Data

Engage Community

Logic Framework to Move County Departments to be More Equitable, Inclusive and Just

Index of Life Course Outcomes & Root Cause Analysis

➔

Map of County Services & Spheres of Influence

➔

Action & Accountability Plans

Creating a Racial Equity Strategic Plan

Stakeholder Engagement Plan	Policies, Procedures, Practices Analysis	Departmental Racial Equity Plans
Communications & Marketing Plan	Budget and Services Mapping	Accountability Framework
Culture & Climate Planning	Outcomes and Gap Analysis	

COURTY OF LOS ANGELES CEO • ANTI-RACISM, DIVERSITY & INCLUSION

10

Functions of CEO-ARDI Unit

Under the Chief Executive Office (CEO), the Anti-Racism, Diversity, and Inclusion (ARDI) Unit is responsible for:

- **Building Upon Previous Efforts**
 - LA County Board Initiatives
 - County Workforce Training Efforts
 - Initial Framework Post-Motion
- **Reviewing National Effective Practices**
- **Aligning Racial Equity Related Motions**
- **Carrying Out Board-Directed Anti-Racism Agenda**
- **In Coordination With:**
 - 35+ LA County government departments
 - County Commissions, advisory bodies, and public agencies
 - 88 incorporated cities, 80 school districts, and 120 unincorporated areas within Los Angeles County
 - State and federal agencies, and any other jurisdictions
 - Community-based organizations, philanthropy and academic institutions



TRAINING AND
CAPACITY BUILDING



TECHNICAL
ASSISTANCE AND
PLANNING



POLICY ANALYSIS AND
DEVELOPMENT



DATA COLLECTION,
ANALYSIS AND
REPORTING



COMMUNITY AND
STAKEHOLDER
ENGAGEMENT



BUDGET
PRIORITIZATION
ASSISTANCE

COUNTY OF LOS ANGELES CEO • ANTI-RACISM, DIVERSITY & INCLUSION

11

ADVANCING RACIAL EQUITY TO ADDRESS HOMELESSNESS IN LOS ANGELES COUNTY

COUNTY OF LOS ANGELES CEO • ANTI-RACISM, DIVERSITY & INCLUSION

12

“The impact of institutional and structural racism in education, criminal justice, **housing**, employment, health care, and access to opportunities cannot be denied...


Homelessness is a byproduct of racism in America.”

The Report and Recommendations of the Ad Hoc Committee on Black People Experiencing Homelessness (2018)

COUNTY OF LOS ANGELES CEO • ANTI-RACISM, DIVERSITY & INCLUSION

13


Racial Disparities in Homelessness



Disproportionate rates of homelessness for Black people

- Black people are 9% of the population in LA, but over **40% of the homeless population**
- In Skid Row, Black people make up 62% of the population


• Source: Los Angeles Homeless Services Authority. (2018). Report and Recommendations of the Ad Hoc Committee on Black People Experiencing Homelessness.



Latinx homelessness rising 3x more than Countywide average

- Homelessness increased among Latinx populations in LA County by **63%** while the overall homelessness population increased by **23%** (2016)

• Source: Los Angeles Homeless Services Authority. (2019). Greater Los Angeles Homeless Count Demographic Survey.



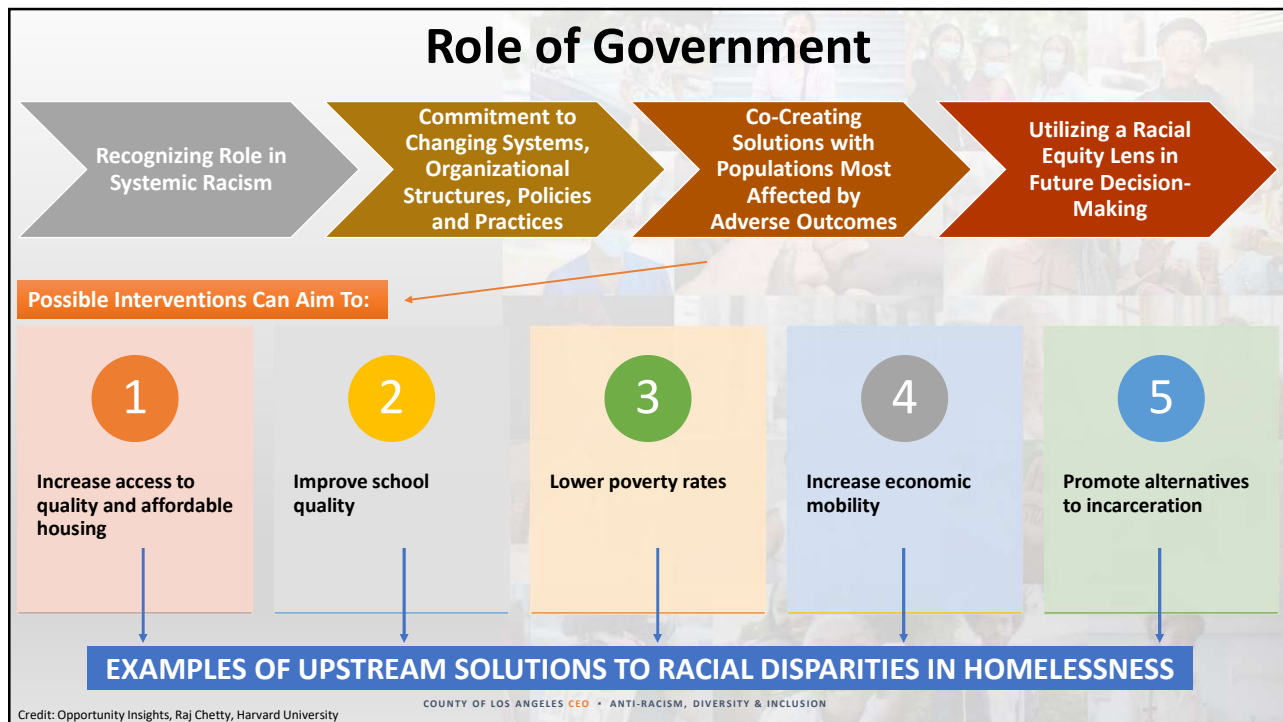
Racial disparities in Veterans experiencing homelessness

- **33%** of all Veterans experiencing homelessness are **Black**; 12% of total Veteran population
- **11%** of all Veterans experiencing homelessness are **Latinx**; 7% of total Veteran population

• Source: U.S. Housing and Urban Development Department (2018). Annual Homeless Assessment Report.

COUNTY OF LOS ANGELES CEO • ANTI-RACISM, DIVERSITY & INCLUSION

14



15



16

**PROGRESS TOWARDS IMPLEMENTATION:
BLACK PEOPLE EXPERIENCING HOMELESSNESS
IMPLEMENTATION WORK GROUP**

COUNTY OF LOS ANGELES CEO • ANTI-RACISM, DIVERSITY & INCLUSION

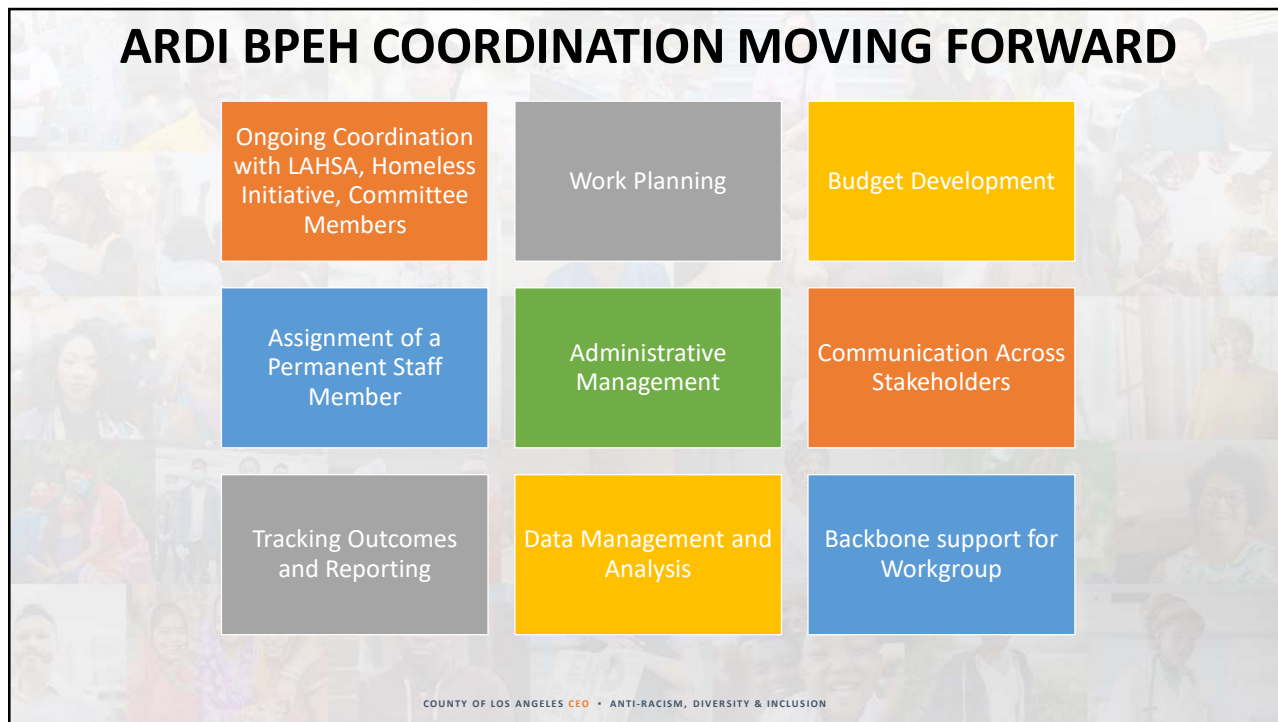
17

BPEH Interagency Coordination Between LAHSA, ARDI, and HI

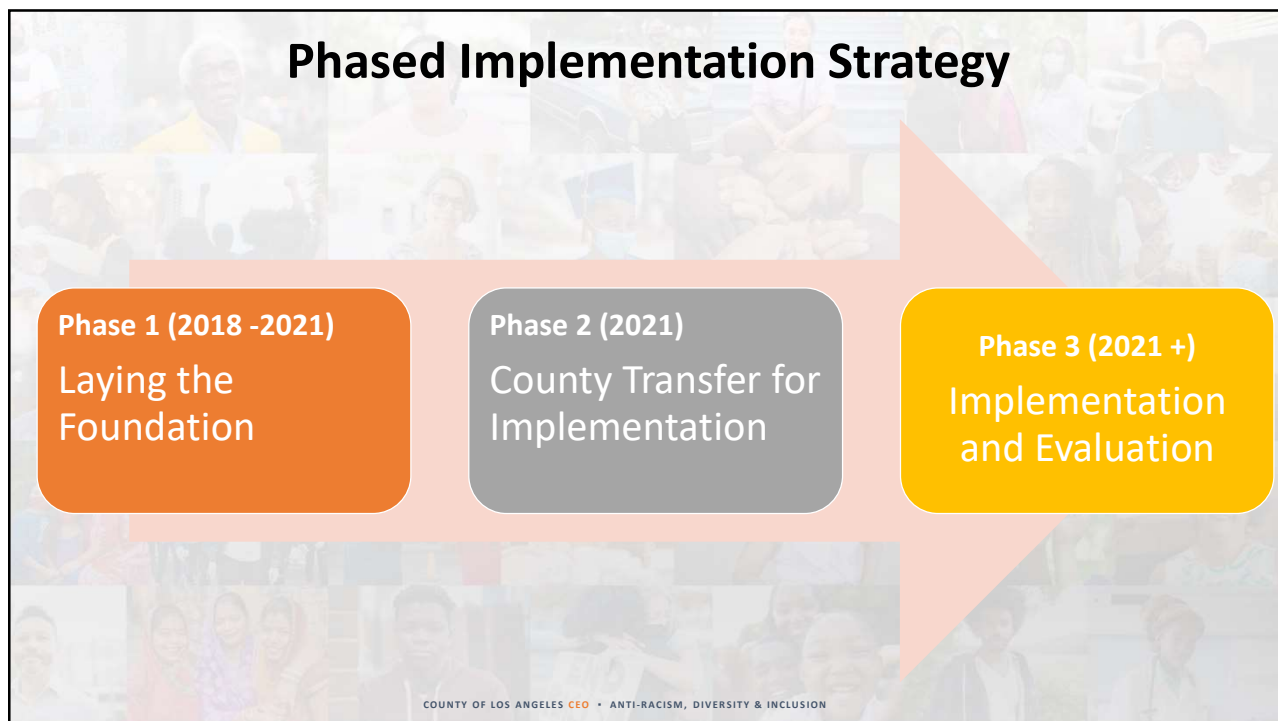
Collaboration	Coordination	Collaborative Efforts To-Date
Communication	Implementation	
Engaging Each Entity with A Sense of Urgency	Mitigating the Impact of COVID	

- Financial Cost Analysis of recommendations completed
- Feasibility Analysis Conducted and Completed
- Workgroups created
 - Coordinated Entry System
 - Prevention
 - Foster Care/Child Welfare System Involvement
 - Permanent Housing & Retention
 - LAHSA Culture
 - Complex Coordination and Implementation Group
- Collaborative Ground Truthing Process (LAHSA, ARDI, HI)
- Ad Hoc Progress Report in near completion
- Work closely w/ CEO/ARDI Unit

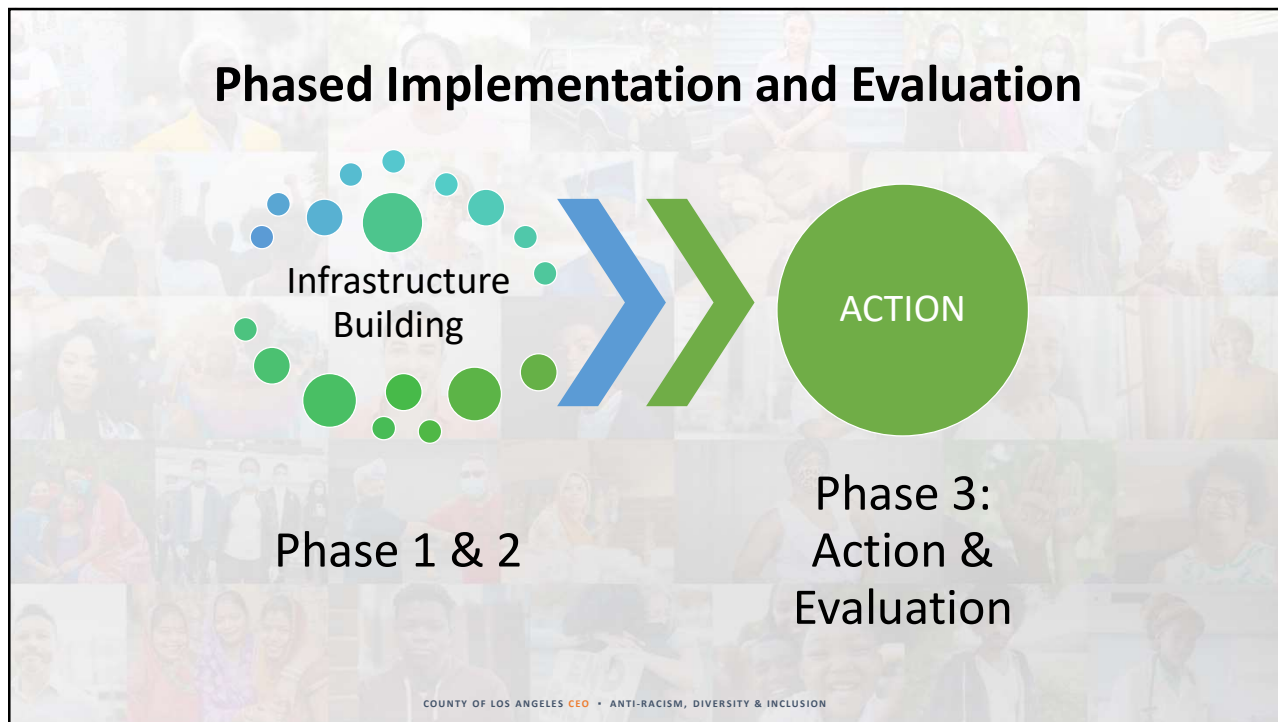
18



19



20



21

Rationale for BPEH Implementation Work Group

Build off Ad-Hoc Committee Momentum

- Shifted national narrative with over 43 media mentions
- **12 recommendations** already underway or completed
- Prioritization identified **23 additional recommendations** as “low hanging fruit”

Motion Focus on Interagency Coordination

- County call for coordination between LAHSA, County, City & other stakeholders on workplan
- City motion call for workplan and implementation of Ad-Hoc Committee recommendations

Ad-Hoc Committee Report & Commissioner Recommendations

- Cross-systems coordination
- Need “all hands on deck”
- Center lived experience
- Prioritize community supports
- Inside-outside strategy

COUNTY OF LOS ANGELES CEO • ANTI-RACISM, DIVERSITY & INCLUSION

22

Implementation Workgroup Objectives

CENTER LIVED EXPERIENCE

- 1

PRIORITIZE

Leverage ground truthing and RET analysis to consolidate and prioritize recommendations for immediate, mid-term and long-term
- 2

WORKPLAN

Develop detailed an action plan with metrics and target outcomes
- 3

IMPLEMENT

Coordinate across agencies and systems to implement recommendations with focus on prevention, tailored approaches, and equitable CES access
- 4


TRACK, EVALUATE, REPORT


Work with research team to track and evaluate metrics; report annually


COUNTY OF LOS ANGELES CEO • ANTI-RACISM, DIVERSITY & INCLUSION


23


Priorities for Workgroup Composition











Lived Experience

- Women
- Men
- LGBTQIA+
- Youth
- Aging

Community-Based and Cross-System Services

- Health, mental health, housing, & homelessness
- Including faith-based community
- Jobs

Inter-Agency Coordination

- LAHSA
- ARDI
- City of LA
- County Departments
- CES related

Cross-Sector Engagement

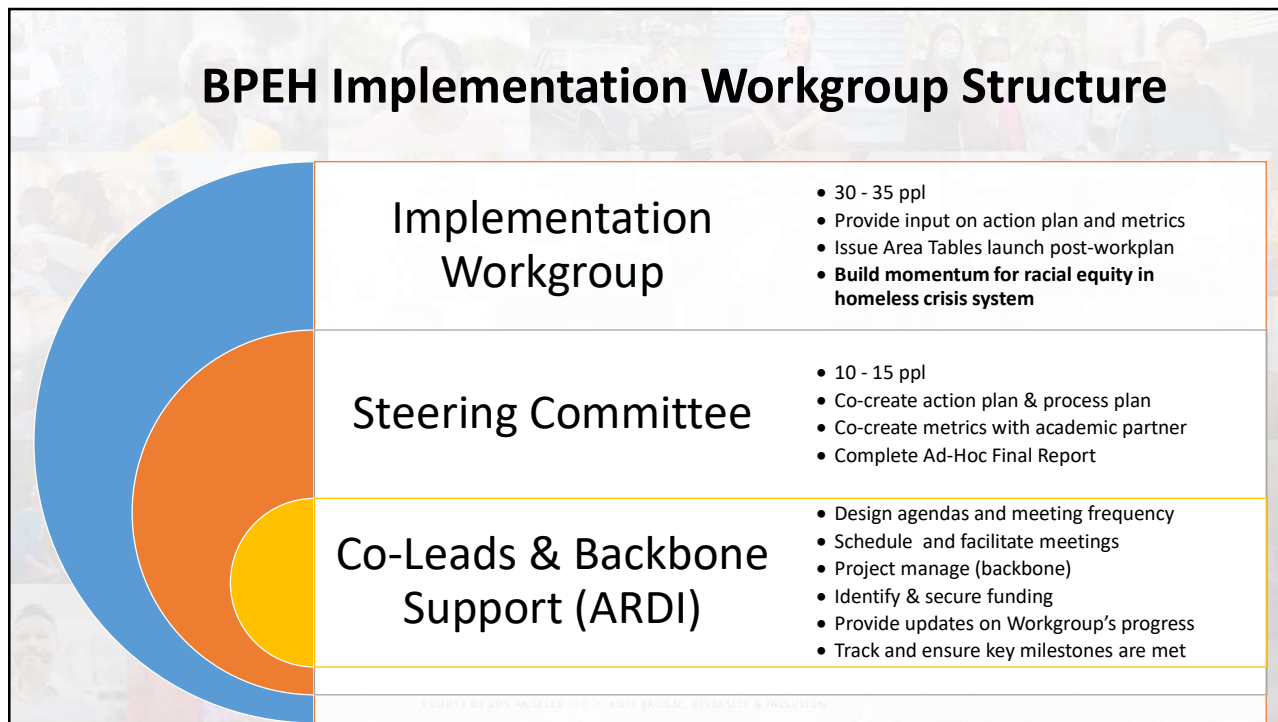
- Research & academia
- Philanthropy
- Finance
- Housing and community development

Upstream Issue Areas

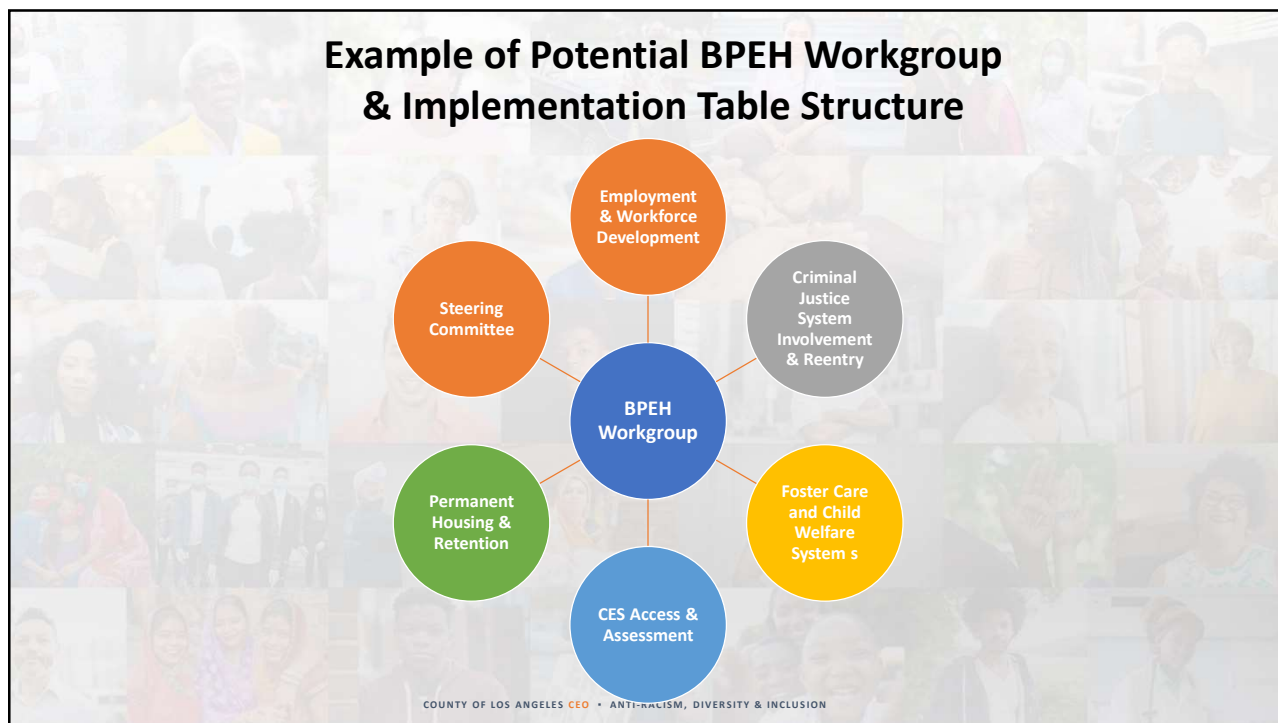
- Workforce development
- Justice prevention & diversion
- Child welfare
- Housing & home ownership

COUNTY OF LOS ANGELES CEO • ANTI-RACISM, DIVERSITY & INCLUSION

24



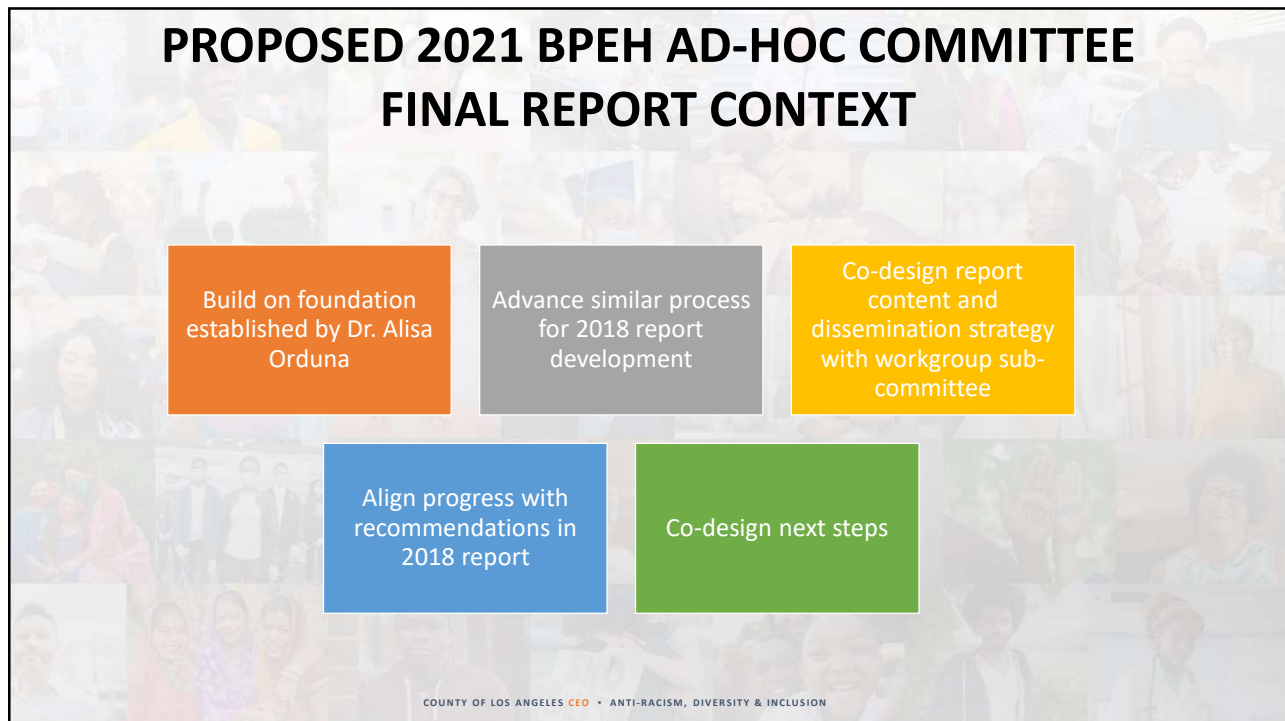
25



26



27



28

2021 FINAL REPORT: PROPOSED STRUCTURE

Executive Summary

Context & Overview

- Impetus for BPEH Ad-Hoc Committee & 2018 Recommendations Report
- Overview of purpose for 2021 Final Report

Where are we Now? Laying the Foundation

- Summarize progress on report recommendations organized by 6 overarching themes from 2018 Recommendations Report

Where Do We Go From Here? Official Implementation Launch

- Summarize next steps with launch of Implementation Workgroup
- Overview Reflect, Revise, and Re-engage cycle

Conclusion & Appendices

29

2021 FINAL REPORT FOCUS AREAS

1

- Improve **data collection, analysis, and collaborative research** related to Black people experiencing homelessness

2

- Advance **racially-equitable policies, programs, and funding** across institutions, including LAHSA, homeless service providers, and City and County agencies.

3

- Enhance **cross-system collaboration and partnerships** supporting Black people experiencing homelessness

4

- Expand **capacity building and training** opportunities that increase skills to address Black people experiencing homelessness

5

- Implement **targeted improvements to service delivery within the Los Angeles County CES and other systems of care** to reduce disparities for Black people experiencing homelessness

6

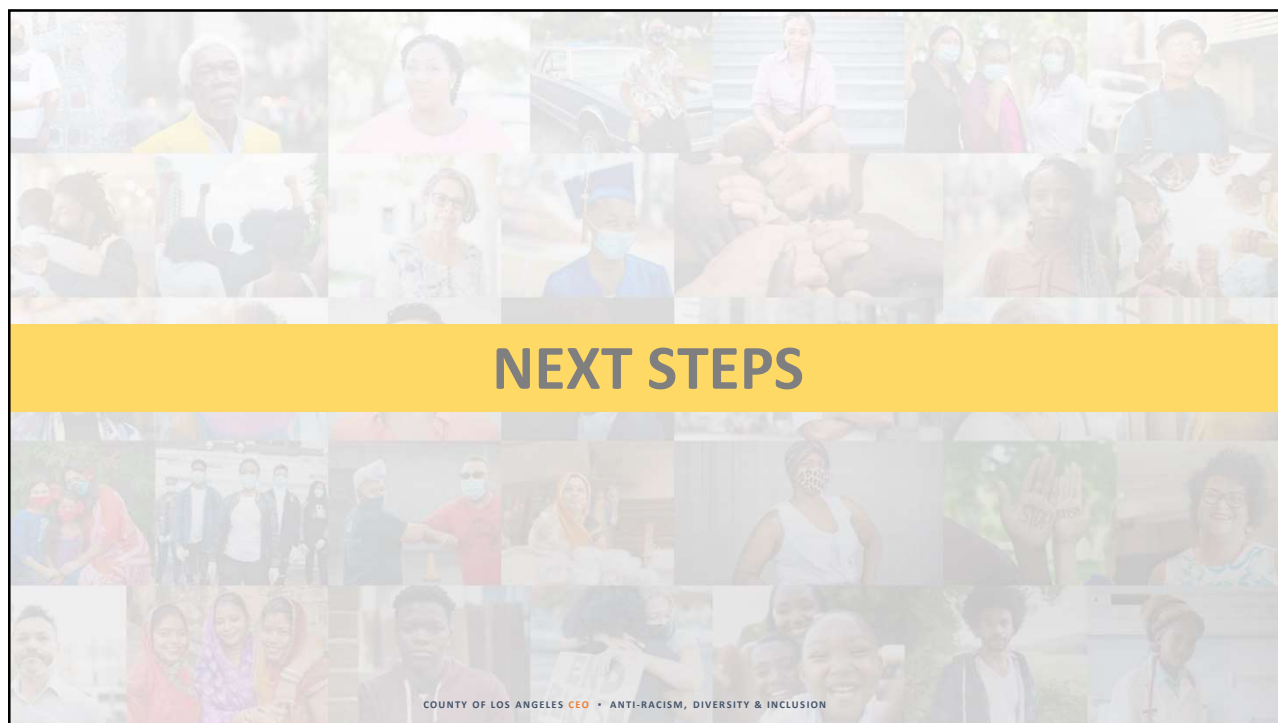
- **Expand advocacy at federal, state, and local government levels** for progressive and racially equitable policies, programs impacting Black people experiencing homelessness.

COUNTY OF LOS ANGELES CEO • ANTI-RACISM, DIVERSITY & INCLUSION

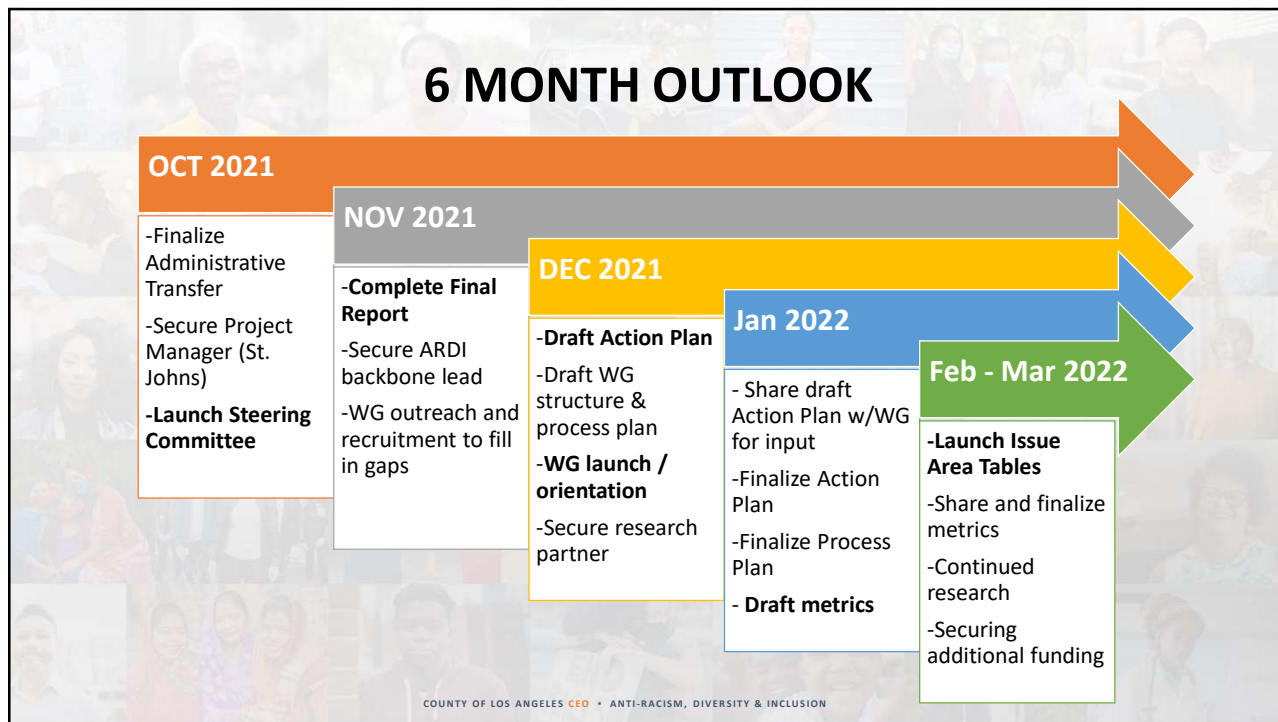
30



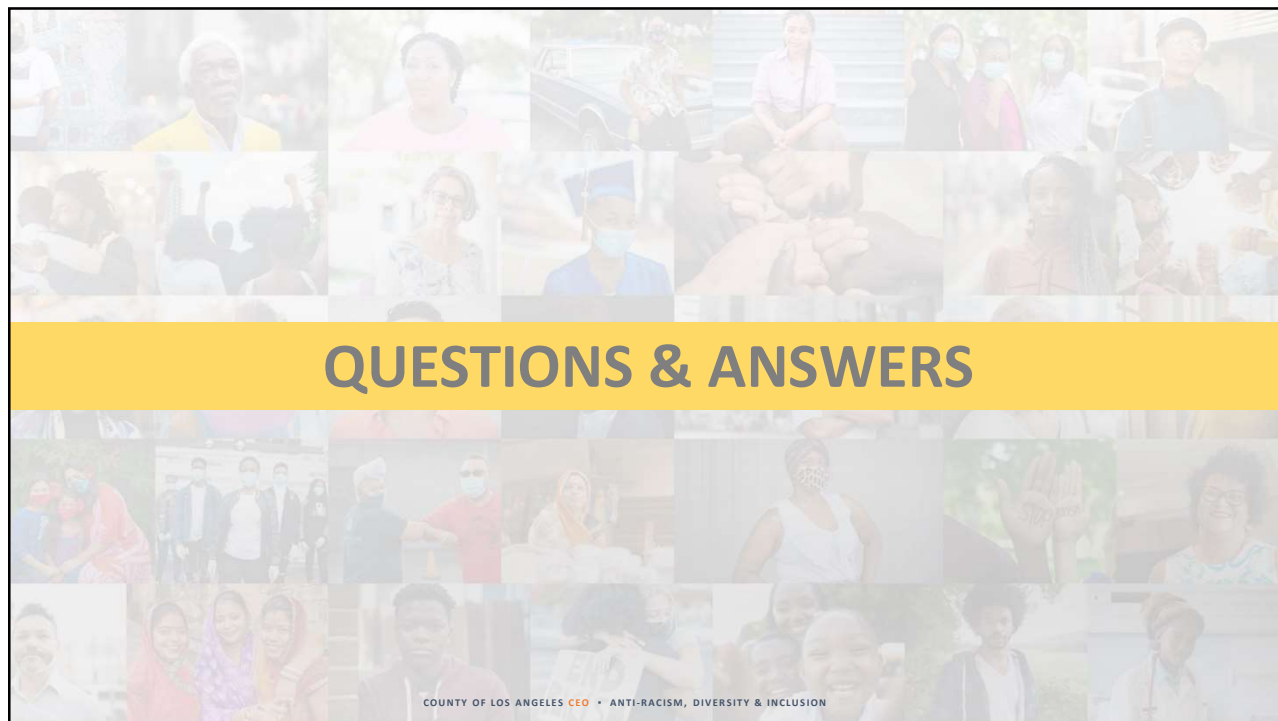
31



32



33



34