



LAHSA Equity Department

Critical Initiatives

Los Angeles Homeless Services Authority

Clifton Trotter, Equity Director

Agenda

NIS Report

Key Functions

Timeline

Department Initiatives

Looking Forward



Key Functions

- Established as a response to recommendation from Ad Hoc Committee on Black People Experiencing Homelessness to fulfill specific recommendations for LAHSA
- Develop racial equity initiative at LAHSA to deepen its commitment to operationalizing and advancing racial equity within our workforce and the homeless crisis response system
- Develop, monitor, and ensure LAHSA embeds DEI in all aspects of organizations policies, practices, and programmatic efforts
- Coordinate with City and County in implementing comprehensive strategies for mitigating racial disparities within homeless crisis response system

National Innovation Services

1

Shift the Culture in
Small and Big Ways

2

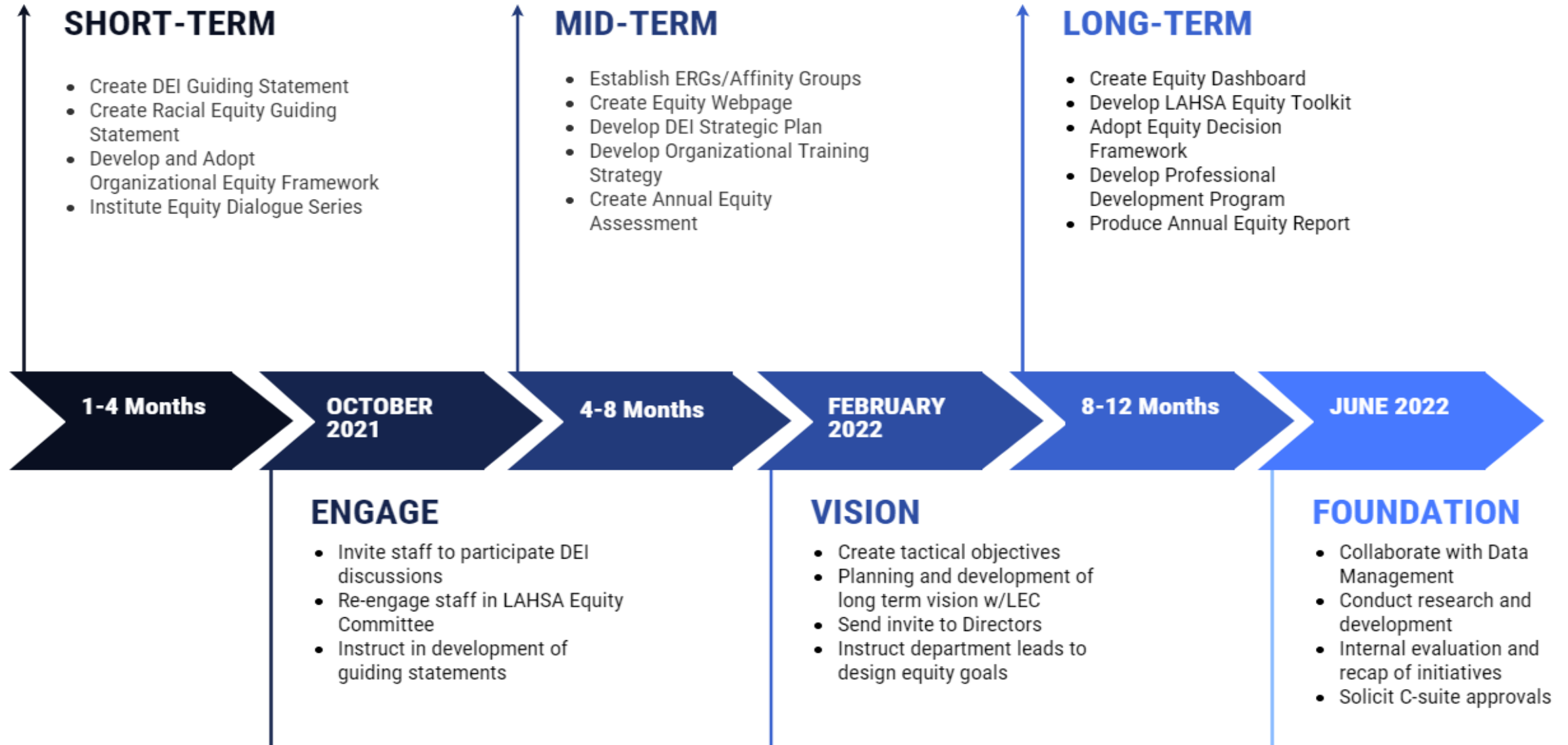
Invest in
transformative
relationships,
program and policy
designs

3

Be Accountable to
Equity in Policies
and Practices

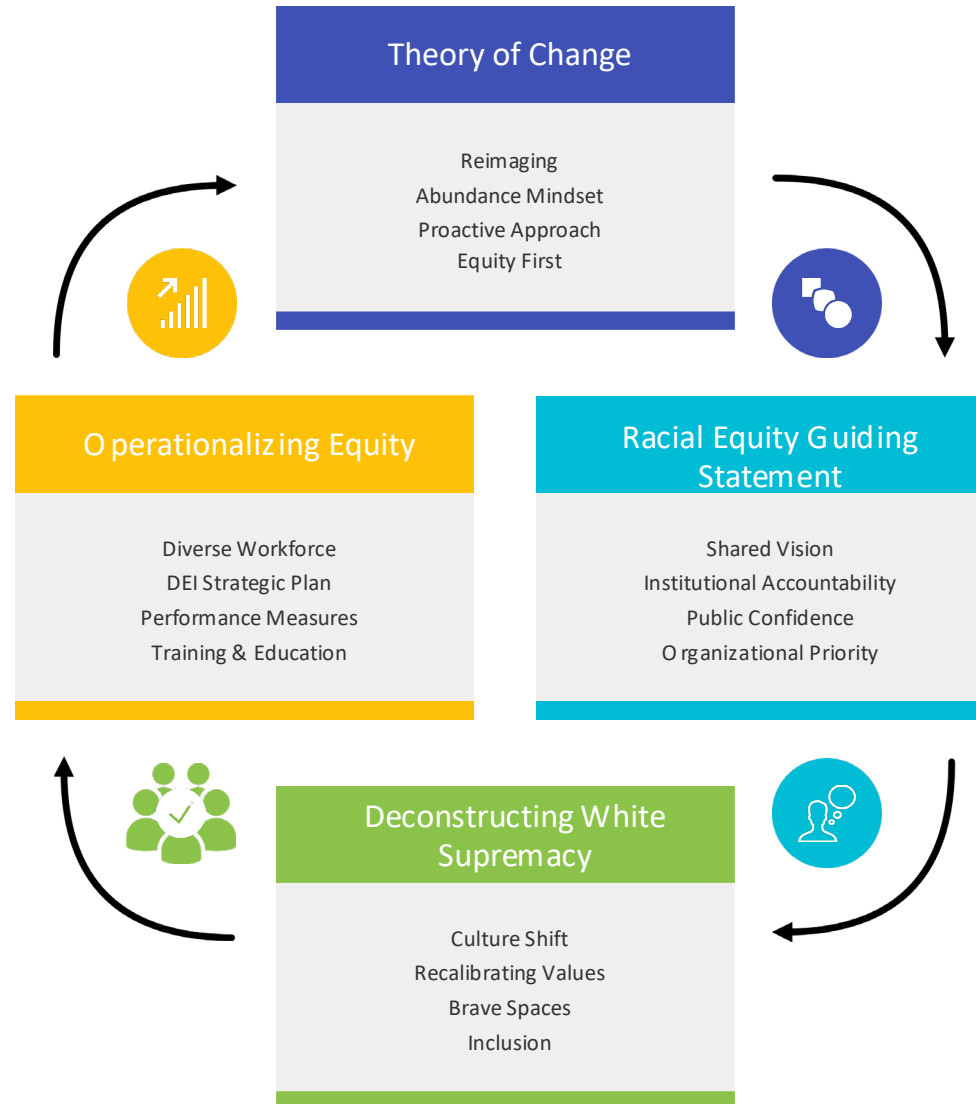
EQUITY STRATEGIC TIMELINE

LEAD WITH EQUITY





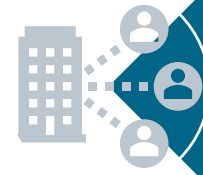
Theory of Change Model



Equity Department Initiatives



Employee Resource Groups



Ad Hoc Committee BPEH Implementation Workgroup



Equity Dialogue Series



HET Frontline Listening Sessions



Professional Develop Committee



LAHSA Equity Committee



Equity Based Decision-Making Framework



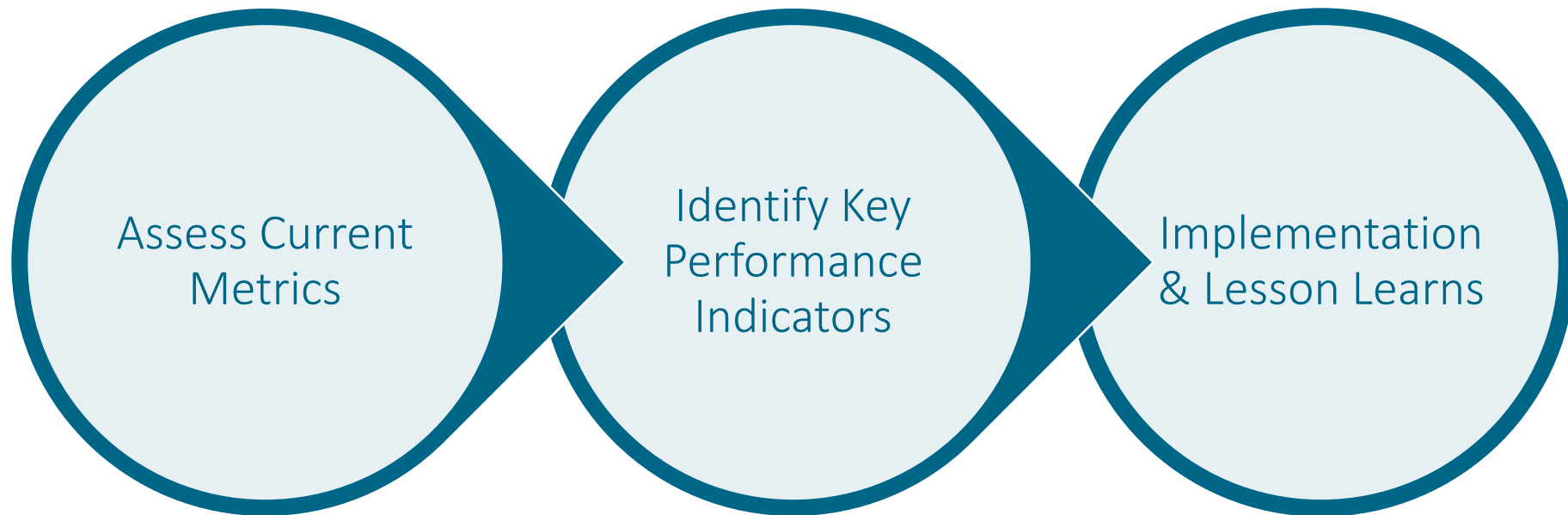
Racial Equity Trainings

EQUITY FRAMEWORK:

Four key areas form the pillars of our work to end inequity, improve the quality of homeless services, enhance our cultural responsiveness, and support our departments to increase their impact in communities:

- Assessment – Develop and use LAHSA and community data to inform and achieve equitable employee relations, community engagement, and service delivery.
- Personnel, Training, and Policy – Improve equitable treatment of personnel by creating a culture of inclusion; remove obstacles in hiring and promotion opportunities; increase awareness and understanding of implicit bias; and facilitate equitable practices to ensure full inclusion across all LAHSA agency policies, protocols, and practices.
- Contracting and Procurement – Ensure contracted/procured services are equitably awarded, implemented, and delivered; and opportunities are shared equally among businesses representing the communities we serve.
- Community and External Engagement – Ensure LAHSA information, processes, and services are equitably accessible to all communities.

Measuring Housing Success



Key Performance Indicators

Quantitative Measures

- Number/Percentage of clients who remain in a housing program for 6 or more months
- Number/Percentage of clients who have successfully completed housing program
- Number/Percentage of client who have successfully completed program and transitioned back to shelter within 6 months or more

* Racial/Ethnic Demographic Breakdown

Qualitative Measures

- Housing Program Experience
- Feeling of Safety
- Quality of Housing
- Financial Stability
- Relationship with Case Manager/Housing Navigator
- Sense of Community

Looking Forward

Equity Goals - 2022-23

Equity Dashboard Development

Clinical Support Implementation

DEI (Racial Equity) Plan Development & Implementation

Additional Staffing - Equity Data Analyst, Equity Program Analyst

HET Professional Development Program Implementation