

Agenda

NIS Report

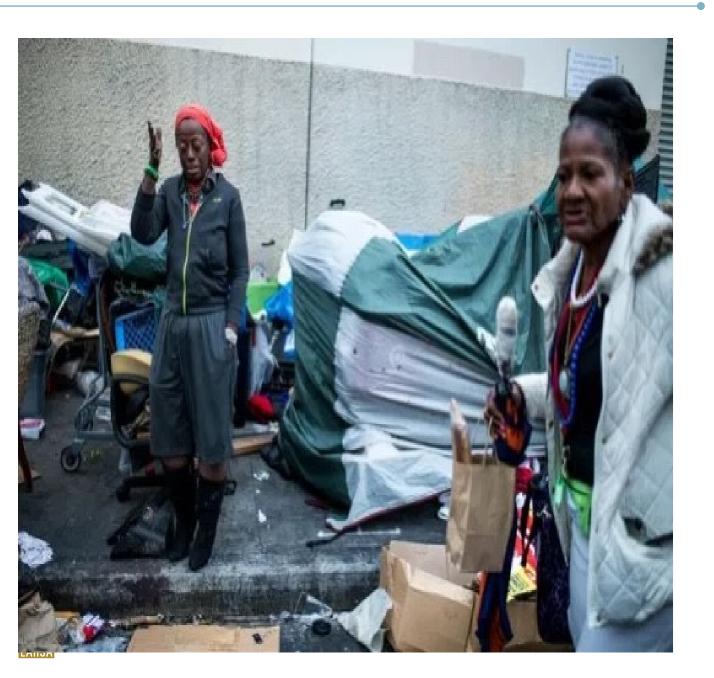
Key Functions

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

SHORT-TERM

- · Create DEI Guiding Statement
- Create Racial Equity Guiding Statement
- Develop and Adopt Organizational Equity Framework
- · Institute Equity Dialogue Series

MID-TERM

- Establish ERGs/Affinity Groups
- Create Equity Webpage
- Develop DEI Strategic Plan
- Develop Organizational Training Strategy
- Create Annual Equity Assessment

LONG-TERM

- · Create Equity Dashboard
- · Develop LAHSA Equity Toolkit
- Adopt Equity Decision Framework
- Develop Professional Development Program
- · Produce Annual Equity Report

1-4 Months

OCTOBER 2021 4-8 Months

FEBRUARY 2022 8-12 Months

JUNE 2022

ENGAGE

- Invite staff to participate DEI discussions
- Re-engage staff in LAHSA Equity Committee
- Instruct in development of guiding statements

VISION

- · Create tactical objectives
- Planning and development of long term vision w/LEC
- · Send invite to Directors
- Instruct department leads to design equity goals

FOUNDATION

- Collaborate with Data Management
- Conduct research and development
- Internal evaluation and recap of initiatives
- · Solicit C-suite approvals

Theory of Change Model

Theory of Change



Reimaging
Abundance Mindset
Proactive Approach
Equity First



Operationalizing Equity

Diverse Workforce
DEI Strategic Plan
Performance Measures
Training & Education

Racial Equity Guiding Statement

Shared Vision
Institutional Accountability
Public Confidence
Organizational Priority



Deconstructing White Supremacy

Culture Shift Recalibrating Values Brave Spaces Inclusion



Equity Department Initiatives



Employee Resource Groups



Equity Dialogue Series



Professional Develop Committee



Equity Based Decision-Making Framework



Ad Hoc Committee BPEH Implementation Workgroup



HET Frontline Listening Sessions



LAHSA Equity Committee



Racial Equity Trainings

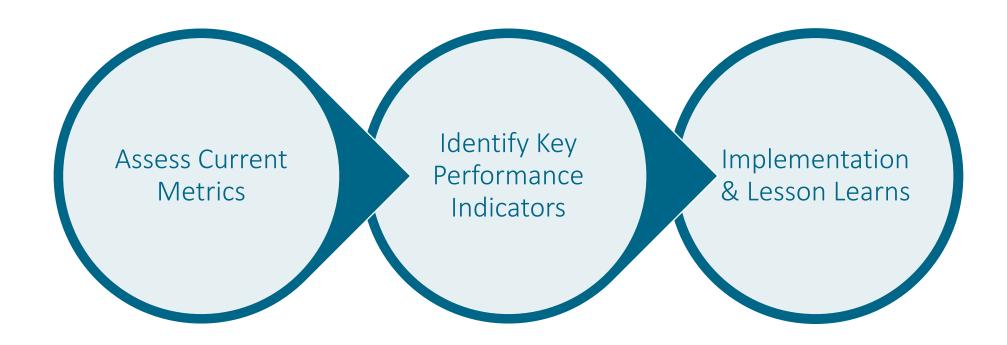
EQUITY FRAMEWORK:

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:

- <u>Assessment</u> Develop and use LAHSA and community data to inform and achieve equitable employee relations, community engagement, and service delivery.
- <u>Personnel, Training, and Policy</u> 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

Qualitative Measures

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



^{*} Racial/Ethnic Demographic Breakdown

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

