MIAMI-DADE CoC RACIAL EQUITY

The Homeless Trust is committed to addressing racial disparity among persons experiencing homelessness. The Trust recognizes the existence of racial disparity and seeks to advance equitable access to housing and service resources for high need individuals and families and those who experience episodic or chronic homelessness.

Data has shown people of color are overrepresented as a portion of the homeless population. While Black persons represent approximately 18-percent of the population, they comprise about 57-percent of the homeless population. Additionally, 66-percent of families experiencing homelessness are Black. Based on the data, the Miami-Dade CoC is exiting people of color to permanent housing at approximately the same rate with which they enter homelessness. However, it is clear [disparities exist](https://www.homelesstrust.org/resources-homeless/library/racial-disparity-highlights.pdf) and we are just beginning to understand the root causes of why this is occurring and what systems are contributing to these disparities.

Measures Towards Racial Equity

The Trust will or has begun to take the following measures toward eliminating race as a social determinate of homelessness.

* Conduct data-based assessment and annual reassessments of racial disparity in the experience of homelessness; access to the CoC; and outcomes of CoC housing assistance. First racial disparities assessment conducted in Fall 2018. The most recent re-assessment report was released in November 2020.
* Ensure that persons with lived experience of homelessness and representative of

Persons disproportionately experiencing homelessness are at the policymaking table (Trust Board, board committees and working sub-committees).

* Adopt procurement and contract monitoring practices designed to promote racial equity:
  + Solicit input and comments from persons with lived experience during development of RFAs and RFPs.
  + Review and amend procurement practices to increase availability of culturally appropriate services in areas of need and offer service delivery by organizations best equipped to meet the needs of marginalized populations through contracting with smaller community-based organizations and those led by people of color.
  + Include bonus points in solicitations for proposers that have Racial Equity goals/statements and have reviewed composition of their Board, staff and clients. Bonus points incorporated into 2021 RFA for State ESG-CV Awards.
  + Embed racial equity questions into risk assessments and contract monitoring processes for contracted providers. Commenced in the 2021 risk assessment of contracted providers.
  + Require Racial Equity Plan for contracting.
* Survey the racial composition of the Trust board and staff and those of our providers to determine if representative of the racial composition of our CoC clients. The County Clerk annually reviews the racial composition of the Trust Board.
* Hold listening sessions with Black persons with lived experience of homelessness.
* Review CoC Standards, policies and procedures for racial bias and embed new language addressing equity. Embedded new language in revised Standards of Care and policies and procedures governing coordinated entry.
* Facilitate trainings on racial bias and equity.
* Work with providers and partners to identify underlying root causes of the disparate experience of homelessness and identify steps to eliminate race as a social determinate of homelessness
* Participate in initiatives to end homelessness for youth of color and LGTBQ youth. The Trust is a member of the Helping Our Miami-Dade Youth (HOMY) Collective and member of the HOMY Strategic Planning Committee. The Trust is represented on the Miami-Dade Cohort of the national A Way Home American Grand Challenge to End Youth Homelessness.