



DEPARTMENT OF
HOMELESSNESS AND
SUPPORTIVE HOUSING

HSH Equity Office

Dec 2024

Anthony Bush(He/Him)
Chief Equity Officer



Land Acknowledgement

We, HSH, acknowledge that we are on the unceded ancestral homeland of the Ramaytush Ohlone who are the original inhabitants of the San Francisco Peninsula. As the indigenous stewards of this land and in accordance with their traditions, the Ramaytush Ohlone have never ceded, lost nor forgotten their responsibilities as the caretakers of this place, as well as for all peoples who reside in their traditional territory. As Guests, we recognize that we benefit from living and working on their traditional homeland. We wish to pay our respects by acknowledging the Ancestors and Relatives of the Ramaytush community and by affirming their sovereign rights as First Peoples.

Labor Acknowledgement

We respectfully acknowledge our debt to the enslaved people, primarily of African descent, whose labor and suffering built and grew the economy and infrastructure of a nation that refused to recognize their humanity. We recognize our debt to exploited workers past and present whose labor was and continues to be stolen through unjust practices. We recognize the immigrant and American-born workers of African, Asian, and Central and South American descent whose labor remains hidden in the shadows but still contributes to the wellbeing of our collective community.



Anthony Bush (He/Him)
Chief Equity Officer, HSH



Anjali Rimi (She/They)
Equity Officer, HSH

GUIDING PRINCIPLES OF HSH EQUITY OFFICE

Strategic

Goal oriented & integrated

Structural

Building capacity & performance management

Sustainable

Long term & enduring

Shared

Cross functional & Advisory

GOALS

- To achieve an equitable culture amongst our staff, providers and networks that fully reflects the intersectional communities served.
- To enrich our strategic plan with diversity and inclusion integrations through learning, development and increased self-awareness along with reporting and analysis.
- To build and scale capacity to showcase efforts and results to leverage the power of diversity to affirm equity in the mission of the organization.
- To demonstrate equity modelling with sustainable programs & activations, particularly to ensure measurable reductions in racial inequities and other disparities in all efforts to preventing and ending homelessness.

Equity Office Overview

Learning and
Development

Equity team
applications

Community

Intersectional Data
Baselining

R.E.A.P

Office of
Racial Equity
Cohorts

Diversity
Intersectional
Talks

Community Engagements

Compliance

Newsletter

Capacity Building

Leadership
Engagements

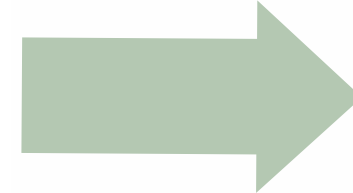
Equity
Framework

DEI
Committee

Interventions

City Wide- O.R.E

HSH Racial Equity Training Process



Needs

- Build racial humility for HSH staff
- Build R.E.A.P awareness.
- Address racial disparities across city systems.

Objectives

- Understanding impact of all levels of racism on housing disparities and homelessness
- Bridging the HSH strategic plan HBTB integration to addressing racism.

Delivery

- System Racism:
- Interpersonal Racism
 - Internal
 - External
- Individual Racism
- HBTB Integrations

Time Frame:
Oct '22- Nov'24

Execute

- Evaluating feedback of forum for external partners
- Finalizing team HBTB activities to execute plan.
- Equity engagements tied to racial equity solutions tied to HSH functionalities.

HSH Racial Equity Trainings Highlights

Informs the equity framework and performance management plan for the department

2-year journey with 23 in-person sessions and 968 unique engagements.

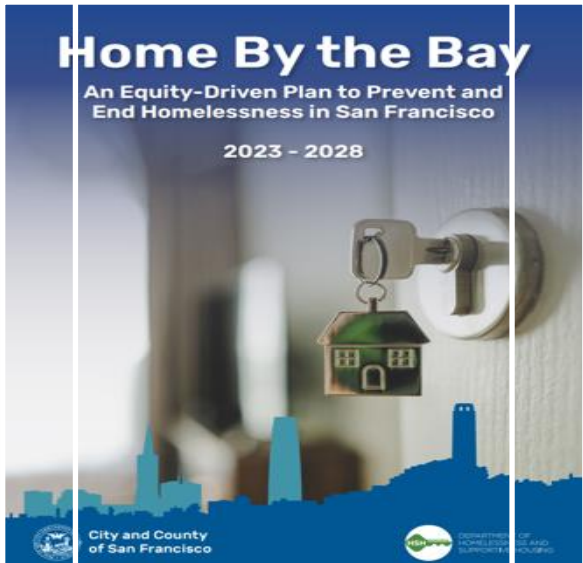
Training format and facilitation ideal to scale to all city departments

Learnings integrated to HSH staff job-related functions

HSH-First Department to successfully complete ALL staff racial equity trainings

Community engagements led intersectional disparities leading to data baselining initiative

Equity Mainstay



#2

Reducing Racial Inequities and Other disparities

#1

Decreasing Homelessness

#3

Increasing Number of People Exiting Homelessness

#4

Supporting People to Succeed in Housing

#5

Preventing Homelessness

The engagement from the trainings continues by involving each HSH team to execute finalized activities tied to Goal#2 of the strategic plan.



GOAL #2

Reducing Racial Inequities and Other Disparities: Demonstrate measurable reductions in racial inequities and other disparities in the experience of homelessness and the outcomes of City programs for preventing and ending homelessness.²

Objectives

The City will pursue these interrelated Objectives within its efforts in this Action Area:

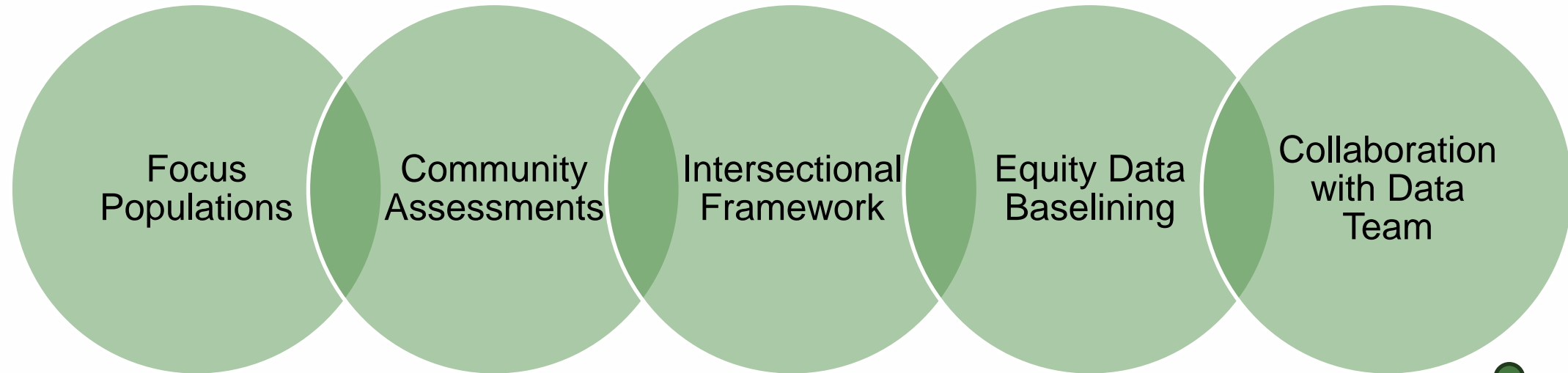
- A.** Ensure planning and decision making are deeply informed and guided by the expertise, recommendations, and leadership of people with lived experiences of homelessness.
- B.** Build community partnerships and implement capacity-building efforts rooted in equity with BIPOC-led organizations and organizations deeply rooted in historically marginalized neighborhoods and communities.
- C.** Support anti-racist program delivery and the development of an intentionally anti-racist workforce within City departments and offices that serve people experiencing homelessness and within the homelessness response system.
- D.** Develop and implement strategies for reducing observed inequities and ensure that homelessness response system services reach, serve, and achieve equitable outcomes for overrepresented and underserved populations, especially BIPOC and LGBTQIA+ people and people with disabilities.

Categories	Definition	Area of Impact
Impacting CBO Capacity/Equity	Enhancing CBO resources, infrastructure and staffing to better support client needs equitably, by building capacity and removing constraints for CBOs to execute and lead HRS and programs.	Additional funding, Staff size, Number of CBO focused trainings
Engaging PWLE	Direct feedback from People with Lived Experience and shared decision making to improve HSH systems, processes, reporting and client experiences and solutions.	Specific to the metric is number of people engaged and frequency of engagement, new policies and existing policy adjustments
Building Data Equity	Ensuring data is revealing disparities by populations that can help build solutions to address the disparities, qualitatively and quantitatively. Specific to metric is data transparency and sustainable reductions in disparities with populations, with most recent data histories- quarterly, monthly and annually.	Frequency of reporting and dashboard updates, disparity reduction metrics met/progress, Data analysis tied to equity baselining; System goals and quantifiable population goals identified and monitored.
System Equity/Gaps	System begins with HSH, functions, systems, funding, internal staff and resources, external resources and interdepartmental partnerships to improve HRS/system performance to better serve clients and partner with CBOs effectively.	Identifying resources, measuring funding, staff retention, recruitment and adjustments for internal purposes, CBO-HSH engagements and frequency

HBTB Activity – Categories

HBTB Team Activities	Building Data Equity	Engaging PWLE	Impacting CBO Capacity/ Equity	System Equity/ Gaps	Total
Scattered Site Housing Programs	1		1	4	6
Shelter and Outreach Team		1	3	2	6
CalAIM	2	1	1	1	5
Supportive Housing Programs	1		2	1	4
Supportive Services(PSH)		1		3	4
CLA	2			1	3
Real Estate & Facilities			2	1	3
Budget & Finance			2	1	3
Prevention and Problem Solving			2	1	3
Continuum of Care Housing		1	2		3
Data & Performance	3				3
Shelter Monitoring Committee (SMC)			2	1	3
HR				3	3
Coordinated Entry		1	1	1	3
Housing Placement Team	3				3
Contracts/Procurement	1	1	1		3
Compliance				2	2
ONE System	2				2
IT	1			1	2
Planning & Strategy				1	1
Total	16	6	19	24	65

Intersectional Frameworks- Data Baseline



Equity Data Baseline

Through goal#2, the intersectional disparities were identified that informed the need to engage with external and internal engagements to collect further data and conduct analysis for interpretation of the disparate focus populations to give us guidance on decision making in programs and team actions.

Goal#2 informs the equity baselining & framework

Goal#2
HBTB

HBTB Activity

Example	Addressing Racial Inequities and other Disparities		
	Team Name: Coordinated Entry		
Activity Focus Column 1	Equity and justice-focused data and analysis(1)	Collaborative partnerships and decision-making	Equity and justice-focused data and analysis
HBTB Activity Description Column 1	In collaborative partnership with people with experiences of homelessness, design and implement on-going structures and processes through which people with such lived expertise are directly informing, guiding, training, and driving decision-making and improvements across the homelessness response system.	Provides infrastructure and sustainability supports, including efforts focused on wage enhancements and workforce stabilization and on providing expanded support to more EPIC and organizations and organizations deeply rooted in historically marginalized neighborhoods and communities.	Develop baseline data and dashboards; document the current state of inequities and disparities in the experience of homelessness in San Francisco and in the outcomes achieved through the homelessness response system; annually measure and report progress toward eliminating such disparities, and through partnership and collaborative decision-making with impacted communities, determine how to set targets for specific reductions in inequities in future years.

The HBTB activities provide the depth of detail of executing the equity work

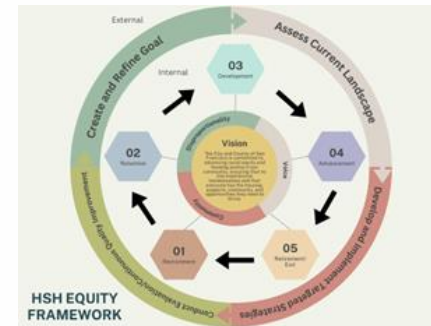
The racial equity training learnings are further aided by the Equity Framework, Equity Data Baselining and complement the measurement and progress of the HBTB team equity exercise, thereby furthering the racial equity work at HSH beyond the trainings.

Equity Data Baselining

- Identified 9 metrics to understand disparities and inequities across the system
 - HBTB Goals (1, 3, 4, and 5)
 - System flow metrics

The equity data baselining and system equity metrics inform us of the disparate populations and measurements to be in place.

Equity Framework



Framework guides on the vision on conducting the equity work

GUIDING QUESTIONS

INTERNAL

Recruitment

- Who is being recruited for open positions? What percent are from marginalized populations? What percent have lived experience of homelessness?
- Is the department representative of the City/people we serve?
- What are new hires' understanding of equity principles, (especially being able to operationalize cultural humility)?

Retention

- What opportunities exist for staff, particularly from underrepresented groups, to be mentored?
- In what ways is white dominant culture affecting staff morale and workload?
- How do we create an infrastructure (within HSH and with the broader community) of collaboration, innovation, and celebration?

Development

- What opportunities and feedback are there for staff to thrive and utilize their strengths?
- How are we empowering staff to provide solutions that address inequities (and/or participating in other parts of the equity framework)? Who has access to decision-making power, and can that circle be expanded?
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Advancement

- What opportunities exist for staff to advance/be promoted at HSH?
- How can underrepresented staff be trained/prepared so that they can advance?

Retirement/ Exit

- What is the reason(s) for staff exit? What are the lessons learned from this exit and how can they be incorporated into our internal practices?
- How can staff be celebrated and acknowledged for their work at HSH?

EXTERNAL

Create and Refine Goal

- What is the specific goal(s) of the program, and does it align with the goals in *Home by the Bay*, especially goal #2 (reduce racial and other disparities)? How does the goal align with the overall vision in this framework?
- What are the program's desired outcomes? How do they align with HSH's prioritized disparities?

Assess Current Landscape

- Who is benefiting from our programs? Who is being harmed? How do we know?
 - What communities are limited in access, unable to access, and/or disproportionately entering your services?
 - What are the barriers to access for these communities?
- What are the factors that are both contributing to and mitigating the observed inequities? Who was consulted to inform this (and who was missing)?
- What work has already been done to reach the stated goal, implement equitable practices, and/or understand where the current inequities are? How can we integrate that work/lessons learned into this?
- Are there disparities among HSH's priority populations (adults, families, TAY, older adults, adults with acute care needs, survivors, people with criminal legal involvement, the TGNCI population, and veterans)? Are there disparities when looking at these groups from a racial/ethnic lens?

Develop and Implement Targeted Strategies

- What outcomes (e.g., on process, conditions, experiences) does this program seek to change? What are the needs or opportunities to address these inequities? What is the scale of the solution?
- What other stakeholders/partners are needed to implement/develop solutions? How have their voices been incorporated?
- Does the proposed targeted strategy (or strategies) address the root causes of the inequities?
- What adverse or unintended consequences could result from this policy/strategy? What steps could be taken to minimize this?
- What and who will be needed to ensure successful implementation?
- What additional barriers might prevent individuals in certain racial/ethnic groups from benefitting fully if this policy were implemented as written? What steps could be taken to minimize this?

Conduct Evaluation/ CQI

- Who is benefiting from the change? Who is being harmed? What metrics ensure that disparities are being addressed?
- Who will hold you accountable? What is the mechanism/process for holding accountability?
- How are data (both qualitative and quantitative) being used to inform continuous quality improvement?
- What is the mechanism for course correction if racial equity outcomes are not achieved? Which stakeholders/partners should be included in designing the adjustments? Who was left out of this discussion but should have been included?
- How will the community be informed of progress toward achieving equitable outcomes?

EO Collaboration: Guiding Questions

- What is the function of your work within the HRS? Who are you serving?
- What communities are limited in access, unable to access, and/or disproportionately entering your services?
- What are the barriers to access for these communities?
- What role do you play in providing solutions that address these inequities?
- What other stakeholders/partners are needed to implement solutions?
- What metrics ensure that disparities are being addressed?
- Who will hold you accountable?

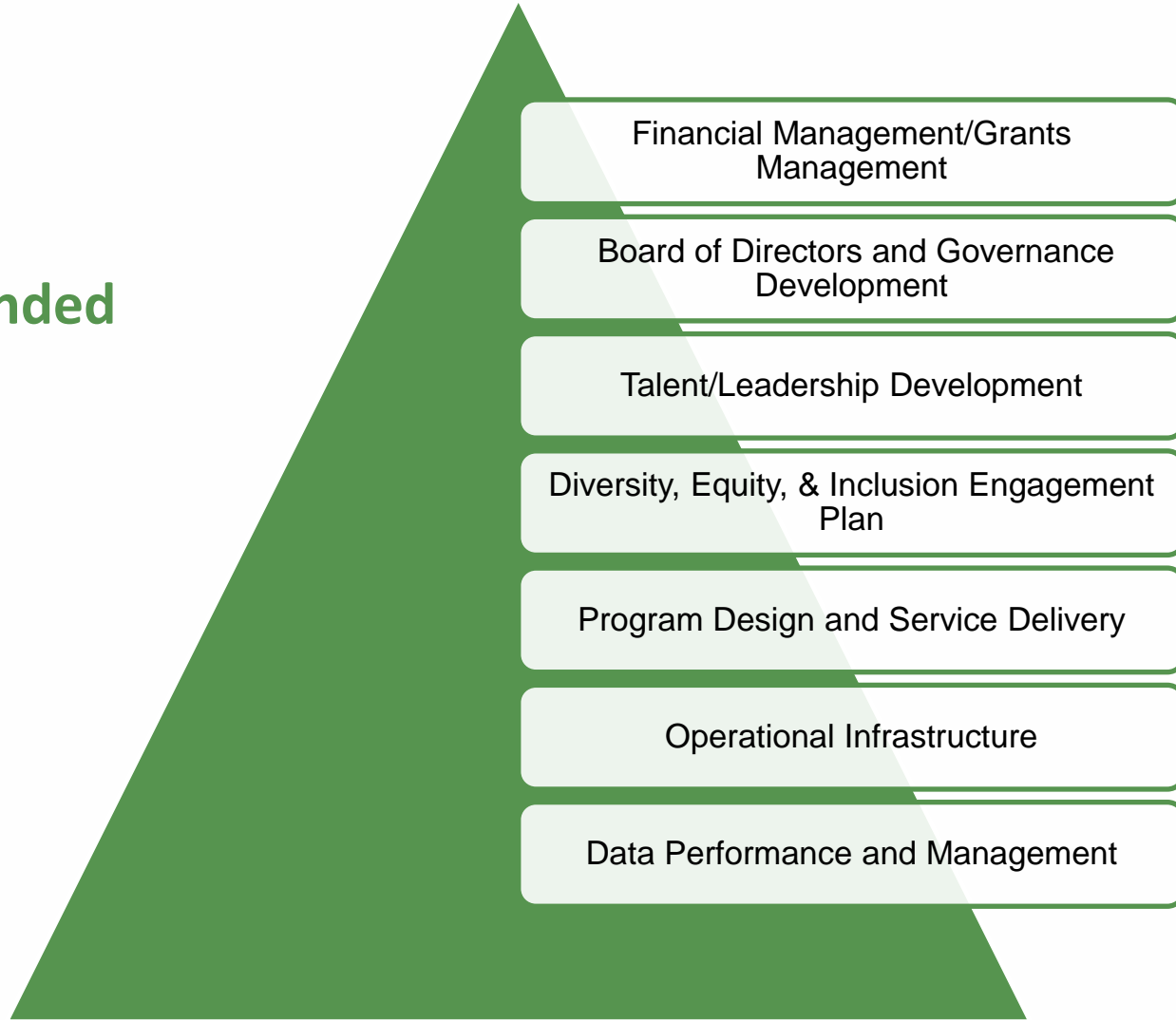
Strategic Plan Equity Journey- Next Steps



- Review HBTB activities and engage Review and summarize HBTB Team Equity Activities
- Complete feedback loop of activities to be finalized and presented to leadership.
- Review equity framework, identify the disparate populations to support for each activity
- Develop metrics, tracking and standardized reporting templates and tools for activities.
- Review the progress and barriers to HBTB activity progress and submit for budget review.
- Finalize the communication plan to HOC, HSH staff and CBOs of HBTB Goal#2 progress.
- Draft the needs, objective, delivery and execute/implement for CBO Equity Engagements.
- Determine HSH CBO HBTB immersion formats and approaches.

HomeByTheBay CBO Capacity Building

Scope of funded work



Led by Equity office's thought leadership, this capacity building grant for \$1.2M aims to foster a more diverse and inclusive culture within the HRS. With 12 out of the 25 organizations shortlisted for final selection by HSH leadership, this opportunity reimagines capacity building with equity lens applied and in addressing the needs of underserved communities and CBOs.

Affirming Trans Access to Housing(ATAH) Training Symposiums

Leaders of the ATAH Training Symposium



Anjali Rimi
Equity Officer, HSH
she/they



Shane Zaldivar
Manager of Training and Education, OTI
she/her

TRAINING SYMPOSIUM PARTICIPANT SATISFACTION



Facilitators received an average rating of **9.2 / 10**

"The facilitators were great communicators and listeners."

"The facilitators were knowledgeable and very informative and made the training interactive."

TRAINING SYMPOSIUM IMPACT

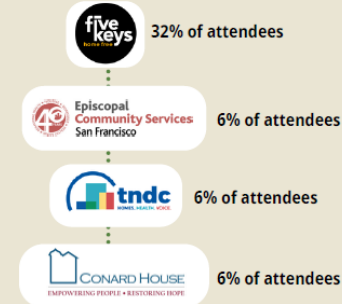
When rating their knowledge about transgender issues on a scale from 1 - 10, participants reported a **1.5 point increase** in knowledge following the training symposium.



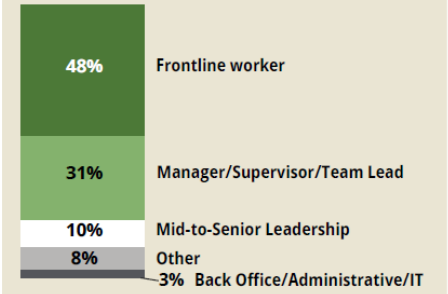
After the training symposium, participants felt equipped to model and support TGNCI+ inclusive practices in their workplace.

Participants rated their preparation to support TGNCI+ inclusivity as **8.9 / 10**

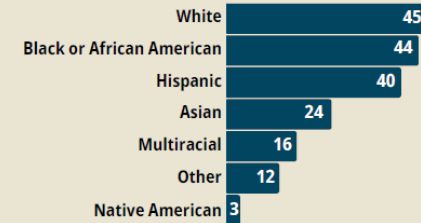
The organizations from which most staff participated included:



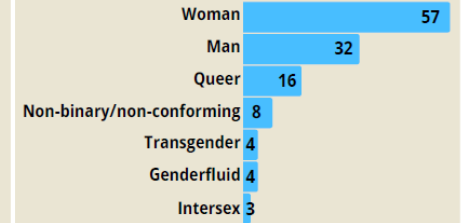
Most participants were frontline workers or managers/supervisors/team leads*



Racial/ethnic identities of participants



Other identities of training participants



Overview of symposium content

The ATAH Training Symposium focused on three main areas of content and skill-building:*



Affirming TGNCI+ identities

- Objective:** Identify specific language to support TGNCI+ inclusion in interpersonal interactions
- Topics:** Gender binary, diverse gender identities, affirming language to describe gender identities



Trans Access to SF Housing

- Objective:** Define ETH and how it is responsive to the systemic inequities that TGNCI+ people experience
- Topics:** Housing-related disparities and their drivers, laws around TGNCI+ access to housing, SF's vision to ETH



Building Trans-Affirming Services

- Objective:** Identify organizational policies and procedures that foster TGNCI+ inclusion
- Topics:** Pronoun use, client identification, intersectionality, example policies and norms, staff/client education, facilities

8 trainings

56+ CBOs

650+ service providers

ACTIONS PARTICIPANTS WILL TAKE TOWARD TGNCI+ INCLUSION



Being mindful of affirming language, including gender identity and pronouns



Showing empathy by taking time to meet TGNCI+ clients where they are at



Educating oneself, colleagues, and clients on TGNCI+ inclusion at one's organization



Improving organizational practices such as policies, procedures, and trainings

Diversity Intersectional Talks and Celebrations

Diversity Celebration - June 2023
 DEPARTMENT OF HOMELESSNESS AND SUPPORTIVE HOUSING
PRIDE AZ HSH DRAG PANEL LUNCH
 OUR GUESTS
 June 29th, 12:30pm
 ALEX GONZALEZ
 ANGEL FABIAN
 KING LOTUS BOY
 MICHELLE CUNNINGHAM
 SYNCERE JOHNSON
 Meena Kalyanasundaram
 Cofounders; President/CEO, WeEMBRACE

Diversity Celebration
 August 30th, 3-4:30pm
 ANDRE HORNE
 MORNINGSTAR VANCIL
 ALEX BOSKOVICH

TRANSGENDER AWARENESS MONTH 2023
 November 29, 3.30-5pm
 CHERRY JAVIER (THEY/SHE)
 MACEO PERSSON (HE/HIM)
 GRACE HUNTLEY (SHE/HER)

Diversity Celebration
 October 25, 3-4:30pm
 DEPARTMENT OF HOMELESSNESS AND SUPPORTIVE HOUSING
Diversity Celebration
 Donna Persons
 Mason J.
 Shane Zaldivar

Diversity Celebration
 Jan 31st, 2024
 3:30-5pm
 DEPARTMENT OF HOMELESSNESS AND SUPPORTIVE HOUSING
DIVERSITY CELEBRATION - JAN 2024
 VANESSA RUSSELL
 Founder and Executive Director
 LOVE NEVER FAILS

BLACK HISTORY MONTH
 DEPARTMENT OF HOMELESSNESS AND SUPPORTIVE HOUSING
OUR GUEST
 BRIA DONALDSON
 Kindred Brn Devco Coordinator
 FEB 28TH, 3.30PM

Diversity Celebration
 March 27th, 2024 3.30pm PST
 DEPARTMENT OF HOMELESSNESS AND SUPPORTIVE HOUSING
OUR GUESTS
 ALEXIS COBBIN (SHE/HER)
 MOHEY RIHORDAN (HE/HIM)
 DEI Monthly Event
WOMEN'S HISTORY MONTH
 KIMBERLY ELLIS (SHE/HER)
 GAYLE ROBERTS (SHE/HER)

Diversity Celebration
 May 31st 2023
 3-5pm
 DEPARTMENT OF HOMELESSNESS AND SUPPORTIVE HOUSING
 Join our AMR speakers of leading thinkers, dreamers and innovators for social justice and housing in San Francisco
 J. Ande Amestoz Porras (YAYA)
 David Kyoung (SHE/HER)
 Melissa (Mel) Smith
 Executive Director of
 Zia Villias-Martinez
 Executive Director of
 Tracianna Health Plan

DIVERSITY CELEBRATION
 DEPARTMENT OF HOMELESSNESS AND SUPPORTIVE HOUSING
NATIONAL ARAB AMERICAN HERITAGE MONTH
 SOHA RABOU AGHA (SHE/HER)
 KOUMA LATTARI (SHE/HER)
 café · restaurant · catering

Diversity Intersectional Talks
 DEPARTMENT OF HOMELESSNESS AND SUPPORTIVE HOUSING
 Nov 2024
 TONY TEASLEY

INTERSECTIONAL TALKS
 DEPARTMENT OF HOMELESSNESS AND SUPPORTIVE HOUSING
OUR GUEST SPEAKER
 HONEY MAHAGONY
 EXECUTIVE DIRECTOR, VIRTUAL MONEY
 OCT 31ST, 3:30PM

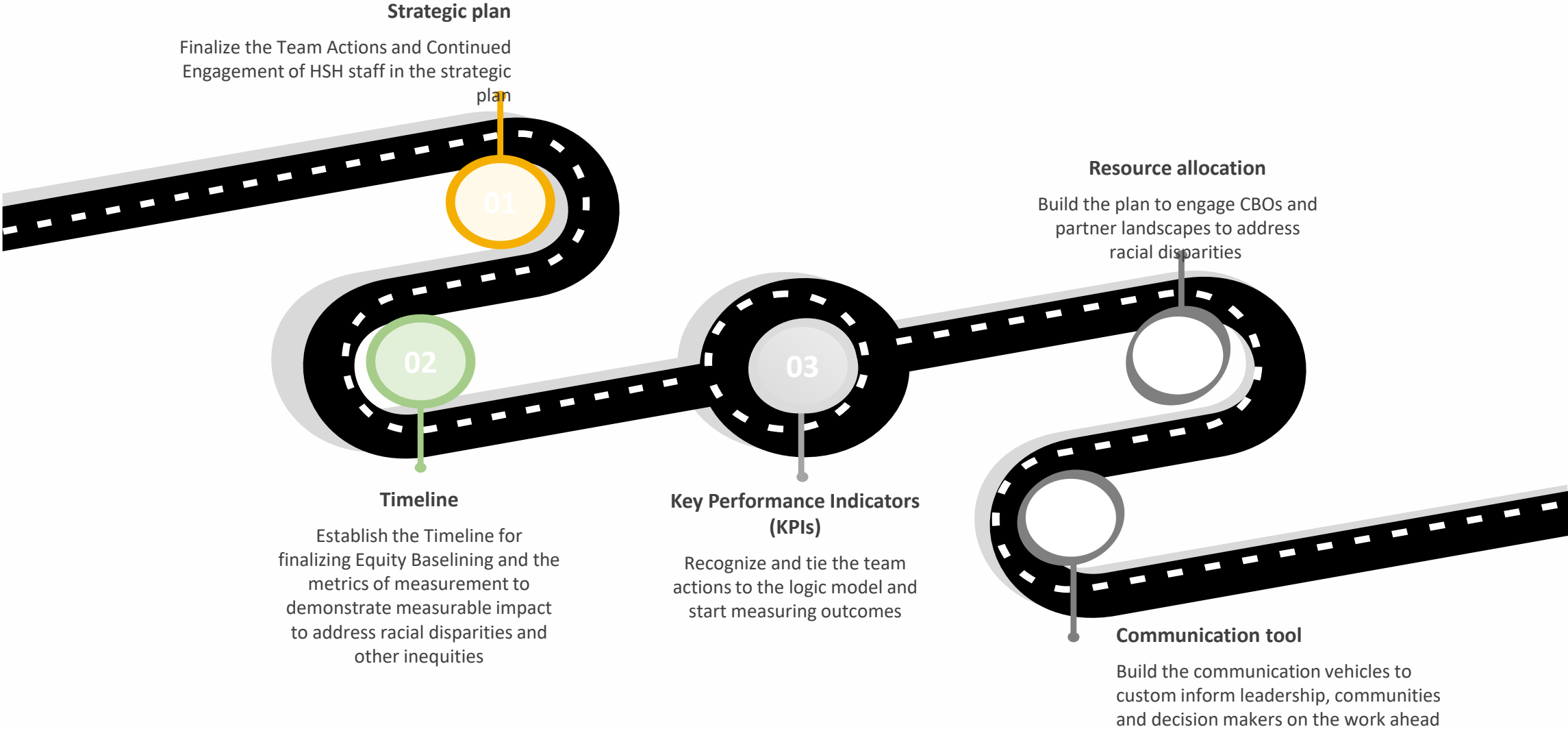
Diversity Intersectional Talks
 DEPARTMENT OF HOMELESSNESS AND SUPPORTIVE HOUSING
 Oct 31st 2024
 Couper Orona (she/her)

Diversity Intersectional Talks
 DEPARTMENT OF HOMELESSNESS AND SUPPORTIVE HOUSING
OUR GUEST
 ZIA VILLIAS-MARTINEZ
 Our City, Our Home Diversity Council

Since March 2023, HSH Equity office hosts these spaces to celebrate PWLE with housing and homelessness leadership and experiences



Road Ahead





DEPARTMENT OF
HOMELESSNESS AND
SUPPORTIVE HOUSING

THANK YOU

HSH-EquityOffice@sfgov.org

anthony.bush@sfgov.org

anjali.rimi@sfgov.org

shireen.mcspadden@sfgov.org

Appendix

Foundational Understanding

Four levels of change to address four forms of racism

Structural racism

A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.

Institutional racism

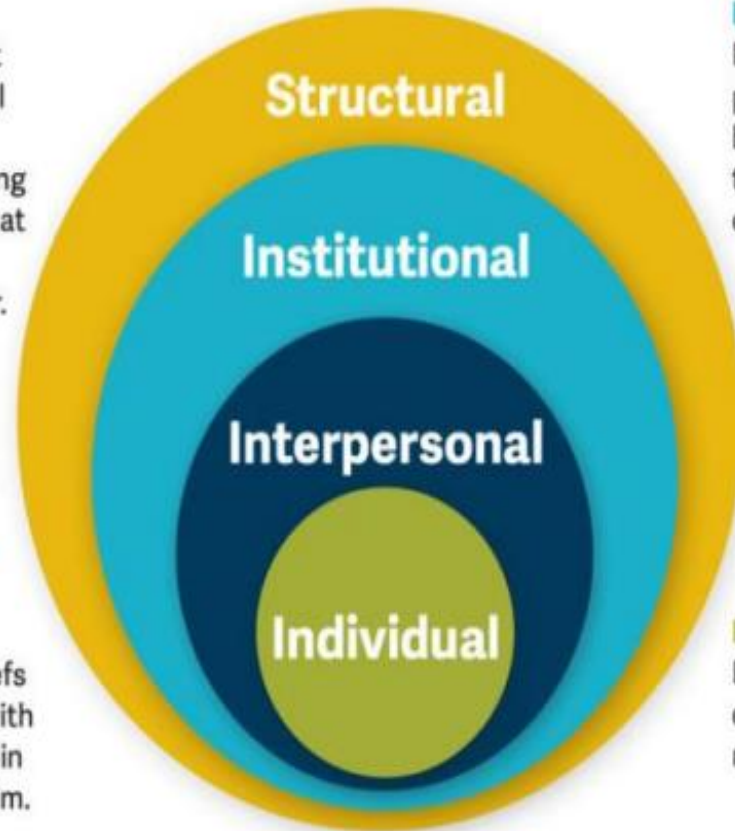
Policies, practices, and procedures that work better for white people than for people of color, often unintentionally.

Interpersonal racism

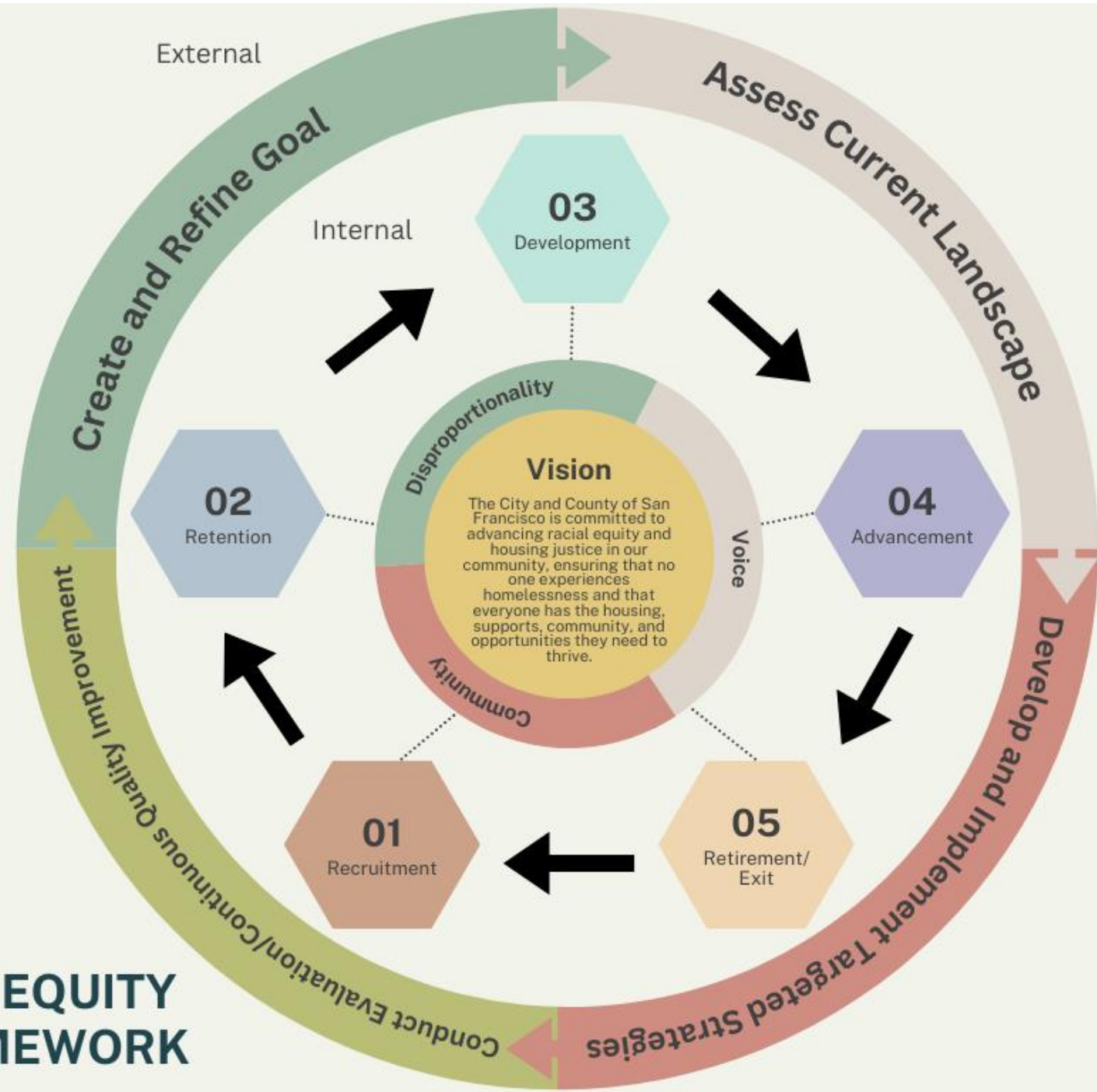
Occurs between individuals. Once we bring our private beliefs into our interaction with others, racism is now in the interpersonal realm.

Individual racism

Pre-judgment, bias, or discrimination based on race by an individual.



HSH EQUITY FRAMEWORK



COMPONENTS OF THE EQUITY FRAMEWORK



VISION

At the center of this framework and the core of our work is the vision that all programs and policies should align with, as outlined in *Home by the Bay*. This vision is also informed by the values and guiding principles from the strategic plan.



PILLARS

The pillars build off the vision and are central to the work. When thinking about implementing an equitable homelessness response system, HSH should ensure that 1) people with lived experience are central to the development of policies/processes (**voice**), 2) that inequities among those who are most overrepresented and marginalized are explicitly addressed (**disproportionality**), and 3) that the broader community, especially BIPOC-led organizations and organizations rooted in historically marginalized neighborhoods, is included in the process (**community**).



INTERNAL WORK

In order to ensure that we are implementing and operating an equitable homelessness response system, HSH needs to ensure that it is implementing equitable practices internally, all the way from recruitment to retirement/exit. The page below includes some guiding questions to ensure that HSH is creating an equitable workspace and ecosystem for its staff.



EXTERNAL WORK

The edges of the framework represent HSH's external work, which cannot be completed without building a foundation from the vision, pillars, and internal work. This framework outlines steps that teams should follow to ensure that they are implementing equitable programs and policies for people experiencing homelessness:

- 1) **Create (and refine) their goal**
- 2) **Assess the current landscape** to understand current disparities, particularly from an intersectional lens (where possible); what work has already been done; and what it will take to reach the goal
- 3) **Develop and implement targeted strategies** to reduce inequities based on the outcomes of impact and the scale of the program/policy/problem
- 4) **Conduct evaluations/continuous quality improvement** to determine whether the project/program is moving in the right direction and if not, what adjustments should be made

This should all be done in an iterative way. Guiding questions to move through this framework are on the next page.

GUIDING QUESTIONS

INTERNAL

Recruitment

- Who is being recruited for open positions? What percent are from marginalized populations? What percent have lived experience of homelessness?
- Is the department representative of the City/people we serve?
- What are new hires' understanding of equity principles, (especially being able to operationalize cultural humility)?

Retention

- What opportunities exist for staff, particularly from underrepresented groups, to be mentored?
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Guiding Questions: Internal

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- What opportunities exist for staff to learn about, understand, and embed equity principles in their work?

• Advancement

- What opportunities exist for staff to advance/be promoted at HSH?
- How can underrepresented staff be trained/prepared so that they can advance?

Guiding Questions: Internal

• Retirement/Exit

- What is the reason(s) for staff exit? What are the lessons learned from this exit and how can they be incorporated into our internal practices?
- How can staff be celebrated and acknowledged for their work at HSH?

Guiding Questions: External

• Create and Refine Goal

- What is the specific goal(s) of the program, and does it align with the goals in *Home by the Bay*, especially goal #2 (reduce racial and other disparities)? How does the goal align with the overall vision in this framework?
- What are the program's desired outcomes? How do they align with HSH's prioritized disparities?

Guiding Questions: External

• Assess Current Landscape

- Who is benefiting from our programs? Who is being harmed? How do we know?
 - What communities are limited in access, unable to access, and/or disproportionately entering your services?
 - What are the barriers to access for these communities?
- What are the factors that are both contributing to and mitigating the observed inequities? Who was consulted to inform this (and who was missing)?
- What work has already been done to reach the stated goal, implement equitable practices, and/or understand where the current inequities are? How can we integrate that work/lessons learned into this?
- Are there disparities among HSH's priority populations (adults, families, TAY, older adults, adults with acute care needs, survivors, people with criminal legal involvement, the TGNCI population, and veterans)? Are there disparities when looking at these groups from a racial/ethnic lens?

Guiding Questions: External

• Develop and Implement Targeted Strategies

- What outcomes (e.g., on process, conditions, experiences) does this program seek to change? What are the needs or opportunities to address these inequities? What is the scale of the solution?
- What other stakeholders/partners are needed to implement/develop solutions? How have their voices been incorporated?
- Does the proposed targeted strategy (or strategies) address the root causes of the inequities?
- What adverse or unintended consequences could result from this policy/strategy? What steps could be taken to minimize this?
- What and who will be needed to ensure successful implementation?
- What additional barriers might prevent individuals in certain racial/ethnic groups from benefitting fully if this policy were implemented as written? What steps could be taken to minimize this?

Guiding Questions: External

• Conduct Evaluation/Continuous Quality Improvement

- Who is benefiting from the change? Who is being harmed? What metrics ensure that disparities are being addressed?
- Who will hold you accountable? What is the mechanism/process for holding accountability?
- How are data (both qualitative and quantitative) being used to inform continuous quality improvement?
- What is the mechanism for course correction if racial equity outcomes are not achieved? Which stakeholders/partners should be included in designing the adjustments? Who was left out of this discussion but should have been included?
- How will the community be informed of progress toward achieving equitable outcomes?

End Trans Homelessness

Driving a collaborative effort to end TGNC homelessness in SF

PRELIMINARY



Source: Office of the Mayor

Vision

Ending TGNC homelessness in San Francisco by 2027

Short-term goal

Building capacity and capability among TGNC focused organizations to implement roadmap

Values

Collaboration: Service providers, city governments, and private sector work together to provide holistic support for TGNC PEH

Inclusion: Initiatives are designed to address the diverse and holistic needs of TGNC PEH and ensure fair access/participation for underserved populations

Empowerment: All efforts exist to empower the TGNC community with the toolkits to strive for their own definition of success beyond homelessness

In 2022, driven by advocacy from SF's Transgender Advisory Committee (TAC),* SF launched a first-in-the-nation initiative to **End Trans Homelessness (ETH)**. SF's vision to ETH recognizes that the drivers of homelessness are multifaceted and rooted in systemic inequity, requiring a focus on four complementary, intersecting areas of support: (i) housing, (ii) health, (iii) employment, and (iv) legal/government.

To build capacity for TGNCI+ inclusion within the HRS, the Department of Homelessness and Supportive Housing (HSH) and the Office of Transgender Initiatives (OTI) launched a first-of-its-kind, in-person **Affirming Trans Access to Housing (ATAH) Training Symposium** for service providers at community-based organizations within the HRS.

Community Engagements



COMMUNITY LISTENING SESSIONS

Share feedback & information about how issues of interpersonal racism impact our community work and programs.

June 30th
July 7th, 14th, 21st & 28th,
Aug 4th, 2023
Every Friday 1-3pm
Virtual on TEAMS

tinyurl.com/HSHvoices
For HSH-supported partners

Citywide Racial Equity Leaders Spring Convening

March 13, 2024

HSH EQUITY MATTERS

VOL. 1 ISSUE 8 • NOV 2023
Equity & Inclusion at HSH Newsletter

- ✓ National Native American, American Heritage Month
- ✓ November 1-3 - Día de Muertos
- ✓ November 1 - All Saints' Day (Roman Catholic)
- ✓ November 1 - National Stress Awareness Day
- ✓ November 2 - AIDS Day
- ✓ November 9 - World Mental Health Day
- ✓ November 9 - World Adoption Day
- ✓ November 9 - Remembrance/Veterans Day
- ✓ November 10 - World Indigenous Day
- ✓ November 10 - International Day for the Girl Child
- ✓ November 10 - Transgender Day of Visibility
- ✓ November 10 - Transgender Day of Remembrance
- ✓ November 20 - Universal Children's Day (Human Rights, UN)
- ✓ November 21 - Thanksgiving
- ✓ November 21 - Day of the Girl Scout
- ✓ November 27 - Association of Adult-Born Biras (Biras)

NOV 2023

13 Veterans Day, a US federal holiday honoring military veterans. The date is also celebrated as Armistice Day or Remembrance Day in other parts of the world and commemorates the ending of World War I in 1918.

19 Transgender Awareness Week, the week before Transgender Day of Remembrance on November 20, in which people and organizations participate to help raise the visibility of transgender people and address issues members of the community face.

National Native American Heritage Month, which celebrates the history and contributions of Native Americans.

HSH EVENT DATES
NOV 28TH: ATAH CEO TRAINING
NOV 28TH: WELL-BEING QWOK AWARDS
NOV 28TH: MONTHLY DIVERSITY CELEBRATION

EQUITY MATTERS PAGE 01

COMMUNITY LISTENING SESSIONS

YOUR VOICE MATTERS.

Community Listening Sessions

HSH invites mid-management staff to share feedback and information about how issues of interpersonal racism impact our work, internally and externally, in the department.

DATES AND TIMES:
WEDNESDAY, MARCH 22 FROM 1:30PM TO 3:00PM PST
THURSDAY, MARCH 23 FROM 9:00AM TO 10:30AM PST

YOUR VOICE MATTERS.

Community Listening Sessions

HSH invites foundational staff to share feedback and information about how issues of interpersonal racism impact our work, internally and externally, in the department.

DATES AND TIMES:
TUESDAY, MARCH 21 FROM 2:30PM TO 4:00PM PST
WEDNESDAY, MARCH 22 FROM 9:00AM TO 10:30AM PST

YOUR VOICE MATTERS.

Community Listening Sessions

HSH invites upper-management staff to share feedback and information about how issues of interpersonal racism impact our work, internally and externally, in the department.

DATE: THURSDAY, MARCH 23
TIME: 1:30PM TO 3:00PM PST

SESSION #1 MARCH 22 1.30-3PM PST
SESSION #2 MARCH 23 9-10.30AM PST

SESSION #1 MARCH 21 2.30-4PM PST
SESSION #2 MARCH 22 9-10.30AM PST

SESSION MARCH 23 1.30-3PM PST

COACHING CIRCLES

Submit your interest to the 2nd cohort

tinyurl.com/HSHcc2

EQUITY IN ACTION

- ATAH- community listening sessions
- Listening Boards: SBAC, Living Board

