



Racial Equity Action Lab

Addressing Anti-Black Racism and Racial Disparities in Bay Area Homelessness Response

Program Description and Goals

Over 6 sessions from October 2020 to April 2021, BARHII, Homebase, All Home, and the Federal Reserve Bank of San Francisco will support interdisciplinary teams of public health and Continuum of Care representatives through a training and action program which will instruct and share lessons among participants in racial equity practice in homelessness systems of care and create a space for collective action to further racial equity at both the local and regional levels. The primary goals of the Action Lab are to:

1. **Local Goal:** Within our Local Jurisdictions/Continuums of Care, reduce locally-identified racial and ethnic inequities within homelessness response efforts, especially for people at elevated risk of COVID-19, in ways that contribute to our overarching regional goal.
2. **Regional Goal:** Reduce racial and ethnic disparities and COVID risks among people who are unhoused – especially the disproportionate number of Black people who are homeless across the Bay Area.

Concrete Action Towards Equity: We have convened a leadership team of experts from around the region and nation (with professional and lived experience) who have directed the creation of an Action Menu, which compiles best practices for addressing racial inequities in homelessness response systems. Participants will use this Menu to select a project to pursue as a local team, which will contribute to regional collective action toward ending homelessness among Black and brown people. Each team will leave the program having initiated a project and developed a detailed project plan, informed by data and people with lived experience of homelessness.

Learning and Action Sessions: Sessions will build a collective understanding of the drivers of racial inequities in homelessness, key intervention points for change, and best practices in the field, and will introduce participants to the Action Menu. Each session will also guide teams through the development of their local projects, providing guidance and expertise on data analysis, feedback from people with lived experience, and implementation.

To Express Interest

Please fill out this [Expression of Interest Form](#) and we will follow up. Please note that completing this form does not guarantee your participation. We will work with each community expressing interest to finalize a diverse team of participants that is well suited to accomplish the goals of the Action Lab. (see below). If you have questions, please contact Will Dominie at wdominie@barhii.org. There is no cost for the program, and we will pay a \$20/hour wage (or giftcards) to a limited number of participants with lived experience of homelessness who are not otherwise being paid for your time (indicate interest in the form above).

Planned Sessions

- **October 28th (9-12):**
Challenging Racial Inequities in the Homelessness System of Care
- **November 24th (1-3):**
Data-Driven Interventions
- **January 7th (1-3):**
Strategies for Change
- **February 10th (10-12):**
Expanding Housing Opportunities
- **March 9th (10-12):**
Developing Leadership for Change
- **April 6th (10-12):**
Successful Implementation

Building Your Action Lab Team

To best leverage this learning and action opportunity, each community should convene an interdisciplinary team to participate together in the six sessions and lead the community’s efforts to plan and implement their selected project. Teams should ideally consist of approximately 5-15 participants, representing the diversity of your community, including in terms of race and ethnicity, lived and/or work experience with homelessness, and expertise across a variety of systems of care.

The following is a list of potential stakeholder categories to consider when building your team. The makeup of each community’s team will vary based on multiple factors; not everyone on this list might be critical (or possible at this time) to include, and additional stakeholders beyond those listed may be needed for your team. If you need assistance with identification, outreach, or other aspects of convening your community’s team, please let us know and we will happily support you in doing so.

Housing/Homelessness
Continuum of Care (CoC) Leadership
Coordinated Entry System Manager/Coordinator
HMIS Administrators
Housing Providers (including Public Housing Authorities)
Supportive Service Providers
People with lived experience with homelessness, especially Black, brown, indigenous and other people of color
Outreach teams/workers
Public Health and Health Care
Public Health
Whole Person Care
Primary health care providers (e.g., Healthcare for the Homeless Programs; hospitals and medical facilities)
Behavioral Health providers (Mental Health, Recovery/Substance Use)
Indian Health Services/Indian Health Care Providers (including tribal clinics)
Public health equity/policy/prevention unit staff
Home Visiting Programs
Other Local Government
Racial Equity Directors/Equity Officers or other representatives of equity-focused divisions, departments, or initiatives
Elected Officials (City and County)
Offices of the City Manager and/or County Administrator
Additional Stakeholder Groups
Education
Criminal Justice
Other racial equity-focused organizations or individual champions for racial equity and justice
Other safety net agencies/providers