



FOUNDATIONS FOR SUCCESS: LEARNING COLLABORATIVE



Overcoming Racial & Cultural Disparities & Barriers

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1:00 to 2:15 pm

Moderator and Speaker



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Topics Covered



History of Discrimination in Housing



Basics of Cultural Competence



Understanding Unconscious Bias



What Behavioral Health agencies can do

History of Housing Racial Disparity in America

- » The Kerner Commission, 1967
 - President Johnson appointed the commission on July 28, 1967, while rioting was still underway in Detroit, Michigan.
 - Examined discrimination in the areas of employment, education and housing
- » The inflation-adjusted hourly wage of the typical black worker rose 30.5 percent between 1968 and 2016, or about 0.6 percent per year.
- » African Americans today are much better educated than they were in 1968 but still lag behind whites in overall educational attainment.
- » In 2017, the black unemployment rate was 7.5 percent, up from 6.7 percent in 1968, and is still roughly twice the white unemployment rate. In 2015, the black homeownership rate was just over 40 percent, virtually unchanged since 1968, and trailing a full 30 points behind the white homeownership rate, which saw modest gains over the same period.
- » Resource: https://belonging.berkeley.edu/sites/default/files/kerner_commission_full_report.pdf?file=1&force=1



Racial disparities in homeless services

History of Housing Racial Disparity in America

Civil Rights Act

Largely driven by the assassination of Martin Luther King Jr on 4/4/1968 and large minority casualties happening in Vietnam leaving widows with no ability to rent or purchase a home

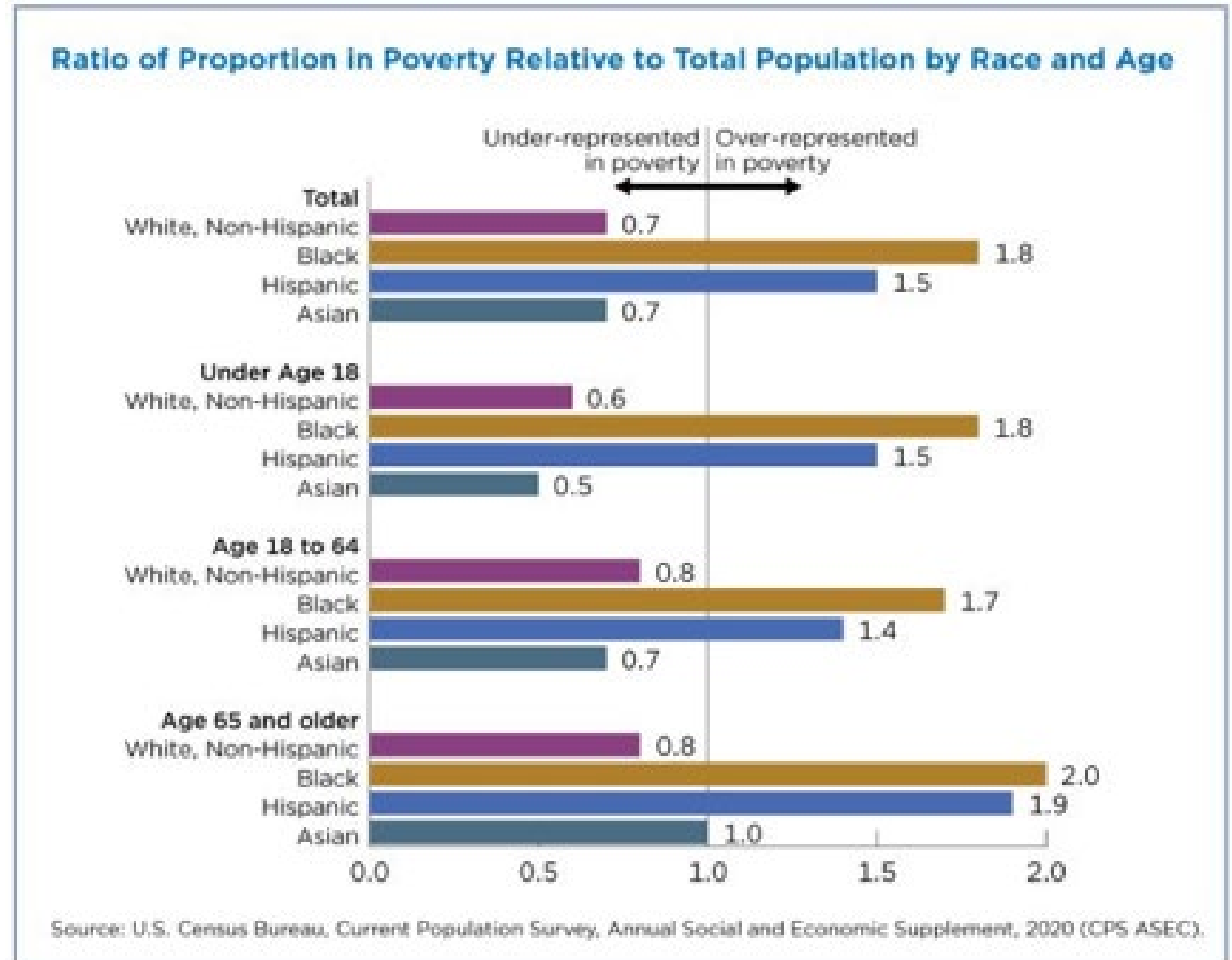
The Fair Housing Act April 11, 1968

The Fair Housing Act protects people from discrimination when they are renting or buying a home, getting a mortgage, seeking housing assistance, or engaging in other housing-related activities. Additional protections apply to federally-assisted housing.

Homelessness and Racial Disparities

» Causes of Homelessness

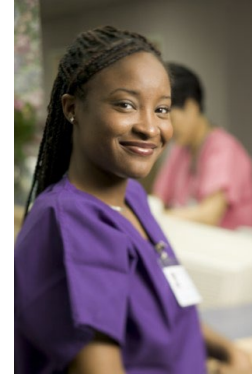
- Poverty



Homelessness and Racial Disparities

Causes of Homelessness

- » Segregation/Rental Housing Discrimination
- » Incarceration
- » Access to Quality Health Care





Cultural Competence

Why cultural competency?

What it is not!

- » I don't see color
- » Having a black friend
- » Being part of a minority group
- » Not being overtly racist
- » A quick fix
- » A one-hour annual training for direct care staff
- » Just hiring minorities
- » Only the responsibility of the case manager



What is cultural competency?

Cultural competence refers to a program's ability to honor and respect those beliefs, interpersonal styles, attitudes and behaviors both of families who are clients and the multicultural staff who are providing services. In doing so, it incorporates these values at the levels of policy, administration and practice.

Key Points:

- Awareness
- Attitude
- Knowledge
- Skills

National Center for Cultural Competence,
<https://nccc.georgetown.edu/curricula/culturalcompetence.html>





Awareness

Being aware of your own individual biases and reactions to people who are of a culture or background significantly different from your own. By being aware of your own internal biases you can begin to work towards other aspects of Cultural Competency.



Attitude

The significance of attitude in cultural competence is to delineate the difference between just being aware of cultural differences and actively analyzing your own internal belief systems and developing awareness.

Knowledge

Research into human behavior has shown that our values and beliefs about equality may not line up with our actual behaviors and further we often are ignorant as to the degree of difference between our beliefs and our actions. It has been shown that people who may test well in having low prejudices may in fact act with great prejudice when interacting with other cultures. Understanding this disconnect is why knowledge is considered a key aspect of developing one's own cultural competence.



Skills

This component is about actually taking practices of cultural competency and repeating them until they become integrated into one's daily behaviors. The most important aspect of the skills component is having an excellent grasp on effective and respectful communication whether within an organization or between individuals. An often-overlooked aspect of communication is body language and the sometimes-extreme variation in the meaning of gestures between one culture and another.



Culturally competent program management



Housing first



Create a diverse team to conduct a needs assessment of program/ agency



Create partnerships w/ culturally inclusive community providers



Begin tracking data



Advocacy



Agency that is reflective of the population you serve



Housing First

- » Eliminating screening barriers
 - A philosophy of hope
 - *"They are not ready for housing"*
 - Holding each other accountable
- » Consider implicit bias in recommended housing resources and choices



Create a diverse team to conduct a needs assessment of the program/agency

Coalition of Communities of Color Organization Self-Assessment Tool

- » Does your organization have mission statement that incorporates racial equity?
- » Does your organization have a racial equity policy?
- » Does your organization visually post materials in languages other than English?

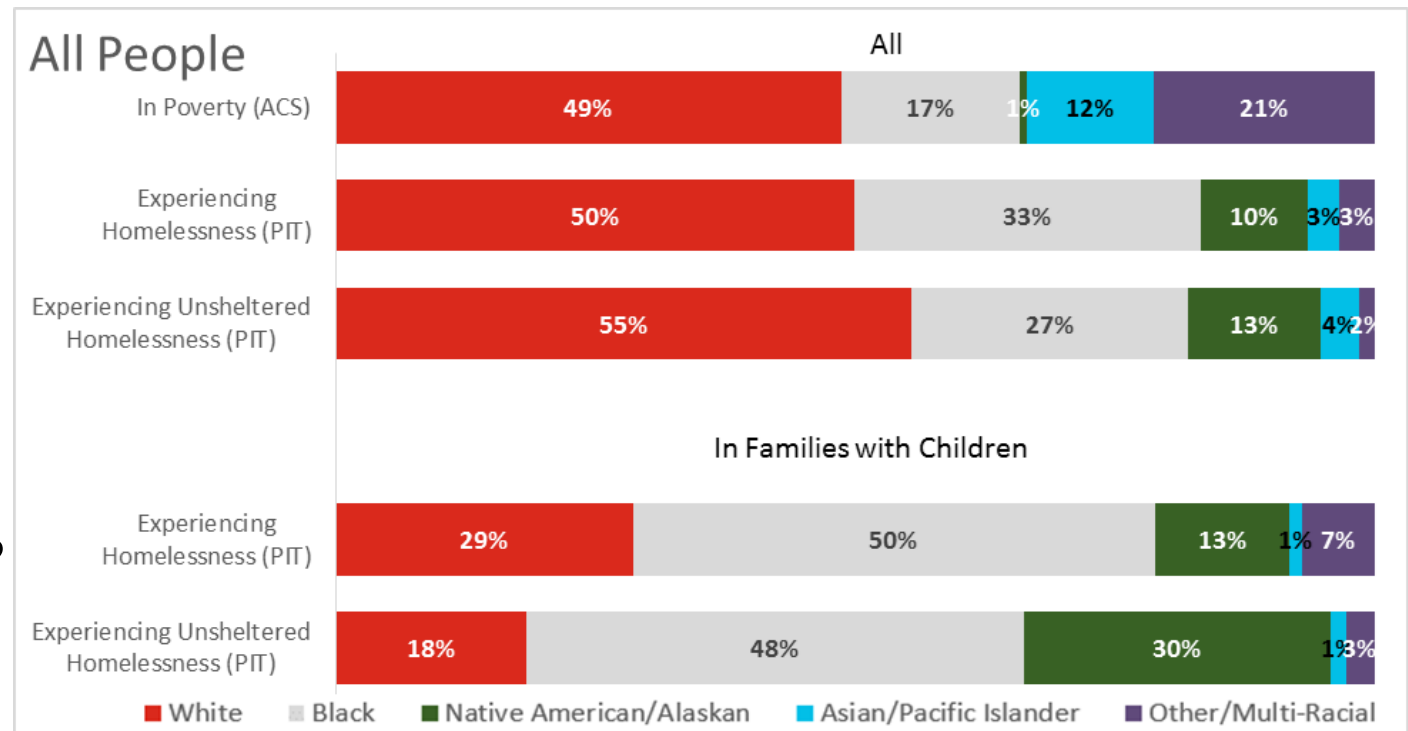
Coalition of Communities of Color Tool for Organizational Self Assessment Related to Racial Equity

<https://www.coalitioncommunitiescolor.org/research-and-publications/cccorgassessment>

Create a diverse team to conduct a needs assessment of the program/agency continued

Coalition of Communities of Color Organization Self-Assessment Tool

- » Are racial equity and cultural competency training and capacity building made available to your workforce?
- » Does your organization allocate resources for engagement and outreach in communities of color?



Create partnerships with culturally inclusive community providers

- » Does your organization have formal partnerships with organizations of color?
- » Does your organization meet regularly with leaders from communities of color specifically to discuss racial equity within your organization?



Begin tracking data

Self- Assessments

- » Do you reveal race and ethnicity data in a way that is accessible to your staff/public?
- » Does your organization have a written policy or formal practice regarding the collection of race and ethnicity data?
- » Is there a racial disparity in your success outcomes?
- » How are your programs evaluated in terms of their impact on communities of color and racial equity goals?

Tips

- » Use community data to start making changes quickly
- » Allow individuals to designate multiple races and or ethnicities
- » Allow individuals to self-identify race and ethnicity
- » Have a team dedicated to analyzing data on a regular basis
- » Educate yourself on your COC and county/state numbers

Why track?

- » Increased data is an objective way to measure effect of programmatic changes to address racial disparity.
- » Data can help drive programmatic and systemic changes needed in your agency and/or community.

Advocacy

Advocate for:

- » Funding for undocumented clients, less restrictions
- » Creative funding to meet unique needs of communities of color
- » Cultural competency training for all levels of staff
- » More affordable/low-barrier housing



Agency that is reflective of the population you serve

Self- Assessments

- » Do your current direct care staff, management and board members reflect the community they serve?
- » Does your organization have written procedures to increase the recruitment, retention and promotion of people of color?
- » Are cultural competency knowledge skills and practices incorporated into performance objectives and appraisals/evaluations of staff?

Tips

- » Higher pay for bilingual staff and translation services
- » Documentation available in Spanish
- » Include in job description ability to work with diverse communities a requirement.
- » Utilize targeted recruitment strategies if applicant pool/board volunteers are not diverse.

Direct Housing Services

Advocate	Advocate for communities of color w/landlords
Educate on	Educate on rights in tenancy and employment
Utilize in	Utilize in-person interpreters and don't rely on children
Build	Build awareness of culturally appropriate services (medical, mental health, family planning, legal)
Practice	Practice true housing first case management and progressive engagement
Maintain	Maintain list of affordable low barrier housing

Unconscious bias and mental health



What can service providers do?

» Unconscious Bias Training for Mental Health Professionals

- Ageism: Discriminating against someone because of their age
- Affinity bias: This bias refers to our tendency to gravitate toward people like ourselves
- Gender bias: This is the tendency to prefer one gender over another or assume that one gender is superior or better at something
- Beauty bias: Judging people, particularly women, based on how attractive we think they are
- The halo/horns effect: This is the tendency to put someone on a pedestal or think more highly of them after learning something impressive about them or perceiving someone negatively after learning something negative about them
- Weight bias: Judging a person negatively because they are larger or heavier or smaller than average

Five ways to be more culturally aware:



- Think beyond race and ethnicity
- Learn by asking
- Make local connections
- Pay attention to non-verbal behaviors
- Exchange stories

Ensure Housing Staff Know Fair Housing



Many Property Managers that have a few units don't know fair housing



Most states and cities have Tenant Rights groups that assist with Fair Housing training and answering tenant/landlord questions



Inform participants on how to advocate for their tenant rights

Follow Up Resources

- » HOUSING DISCRIMINATION UNDER THE FAIR HOUSING ACT
https://www.hud.gov/program_offices/fair_housing_equal_opp/fair_housing_act_overview
- » National Fair Housing Alliance <https://nationalfairhousing.org/>
- » Choose, Get, Keep. . . Integrated Community Housing
https://www.ilru.org/sites/default/files/Choose%20Get%20Keep%20Integrated%20Housing_2020_0.pdf

Conclusion

- » Implicit bias occurs with Property Managers and Behavioral Health staff
- » One training on Cultural Competence is not enough
- » Diverse staff improves client services
- » Cultural Competence is a lifelong learning process



Questions?

Contact Information



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Behavioral Health Bridge Housing Resource Library

The screenshot shows the website's header with the logo on the left and a navigation menu on the right. The main content area features a dark blue banner with the word "Resources" in white. Below this is a section titled "Search the Library" with a brief description of the library's purpose and a search input field. The "Featured Resources" section displays three resource cards: "Reimagining Interim Housing", "ACTION PLAN for Preventing and Ending Homelessness in California", and "Whole-Person Care for People Experiencing Homelessness and Opioid Use Disorder: Toolkit Part 2".

BEHAVIORAL HEALTH Bridge Housing

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Resources

Search the Library

This library contains documents that may be useful to counties and/or Tribal entities as they design and implement behavioral health bridge housing. The search function allows you to search by keyword and resource type. Although BHBH staff has reviewed all resources for relevance to behavioral health bridge housing and to categorize them by topic, please note that external links and resources may not fully reflect the views of DHCS or AHP.

Featured Resources

- Reimagining Interim Housing**
Stages and Action Areas for Transforming Approaches to Sheltering People Experiencing Homelessness
December 2022
- ACTION PLAN**
for Preventing and Ending Homelessness in California
- Whole-Person Care for People Experiencing Homelessness and Opioid Use Disorder: Toolkit Part 2**
MAY 2022