

Equity-based CES

Coordinated Entry Learning Collaborative

7.9.19

NIS

youth
collaboratory

Agenda

1. A vision forward
2. Processes, policies, and procedures
3. Decision-making
4. Accountability

A **vision** forward...

Racial Equity is not just the absence of overt racial discrimination; it is also the presence of deliberate policies and practices that provide everyone with the support they need to improve the quality of their lives.

- Maguire, 2016

Where do we want to get to?

What does this future world look like?

What does it feel like?

What is the function of coordinated entry services?

When do people engage with them?

What do they look like?

How are they experienced?

What does it look like to arrive here?

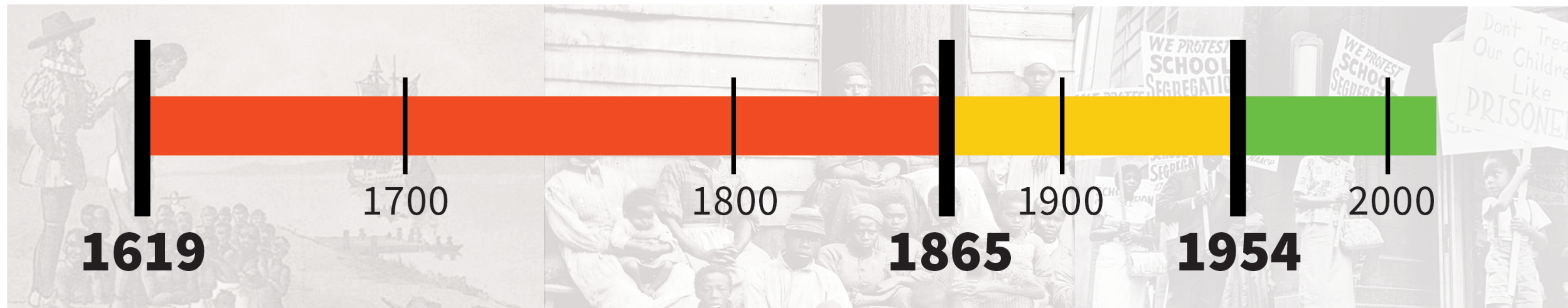
The opportunity: Processes, policies, and procedures

1. What systems are in place that continue to oppress and marginalize people?
2. The experience of seeking support matters.

1. What systems are in place that continue to oppress and marginalize?

American Slavery
246 YEARS

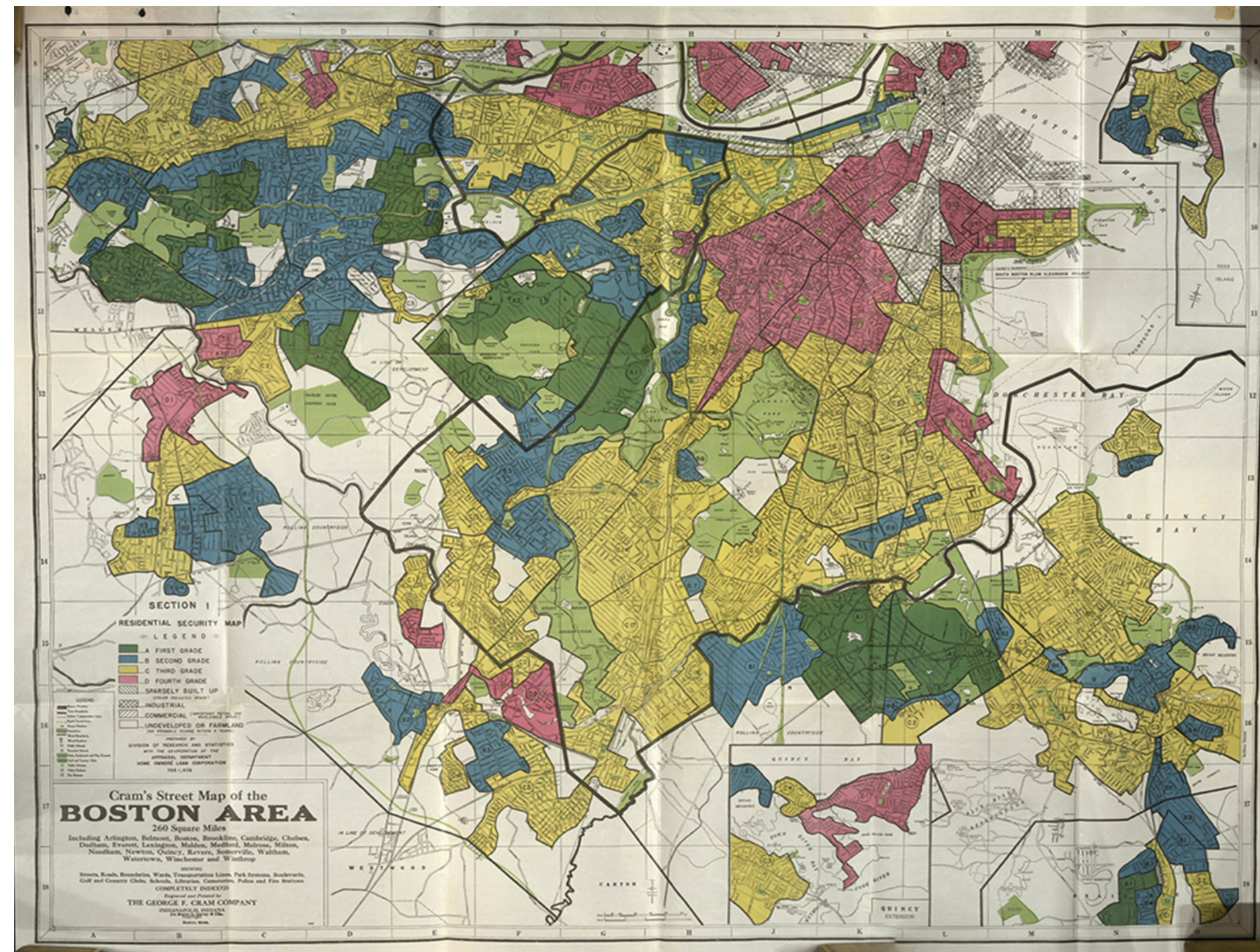
Segregation
89 YEARS



What systems are in place that continue to oppress and marginalize?



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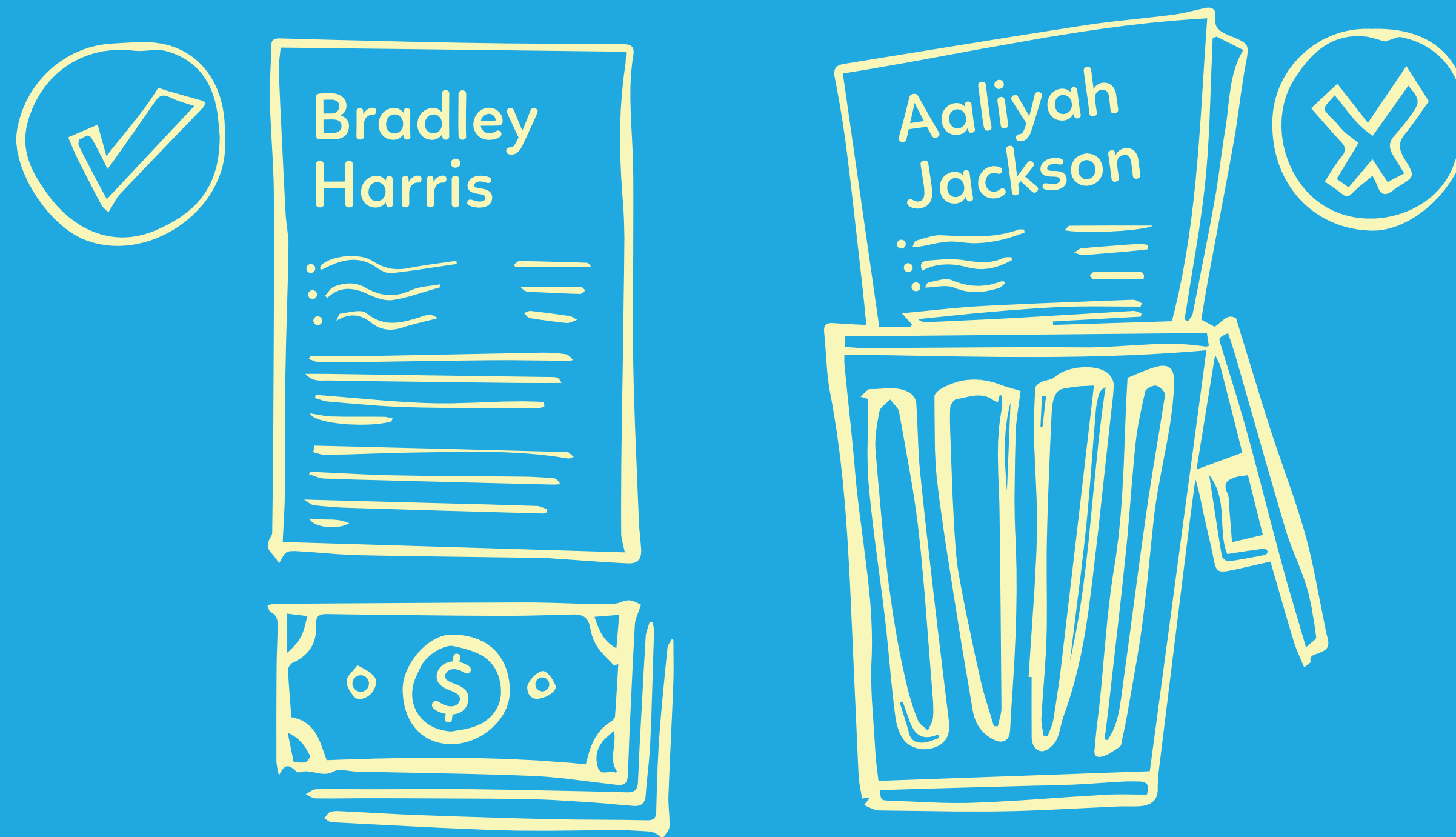
Social and racial inequities are geographically inscribed.

– Powell, 2003

What systems are in place that continue to oppress and marginalize?

It is no accident that people of color are more likely to become homeless.

Employment Discrimination



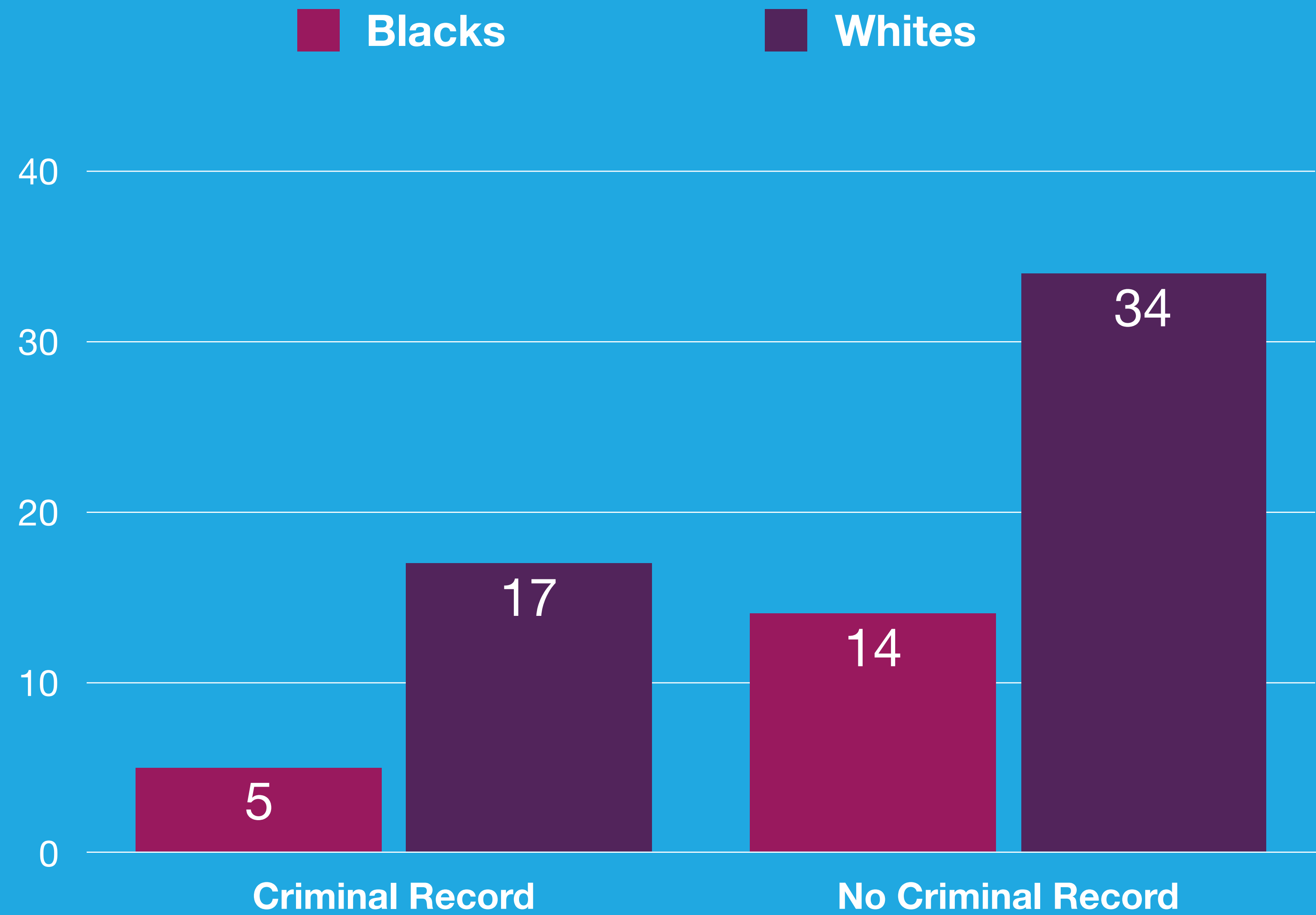
Applicants with White names have a 50% higher chance of getting a callback than applicants with Black names

(Bertrand & Mullainathan, 2004)

**“A White name yields as many more callbacks
as eight years of experience on a resume”**

(Bertrand & Mullainathan, 2004)

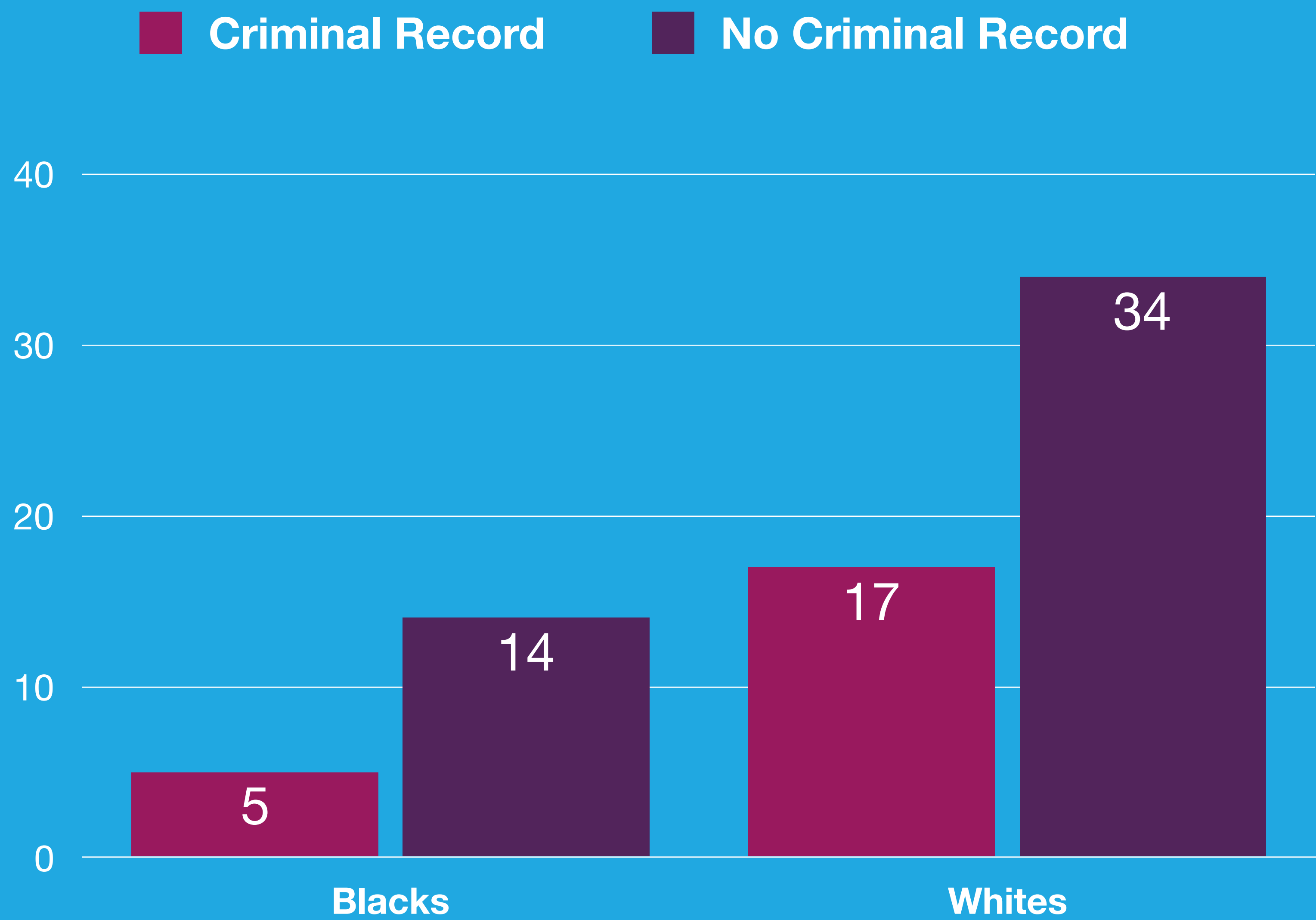
PROCESSES, POLICIES, AND PROCEDURES



Call Back Rates

(Pager, 2003)

PROCESSES, POLICIES, AND PROCEDURES



Call Back Rates

(Pager, 2003)

YOUR TURN!

What systems are in place that continue to oppress and marginalize?

Think specifically to the processes, policies, and procedures that reinforce historic and systemic inequities and that intersect with your work.

2. The **experience** of support matters.

For customers ...

Customers speak to the need and value of staff with lived experience in workshops
King County, Fall 2018

2. The **experience** of support matters.

... and for staff.

Staff speak to their experience of inequity and insecurity in workshops
King County, Fall 2018

YOUR TURN!

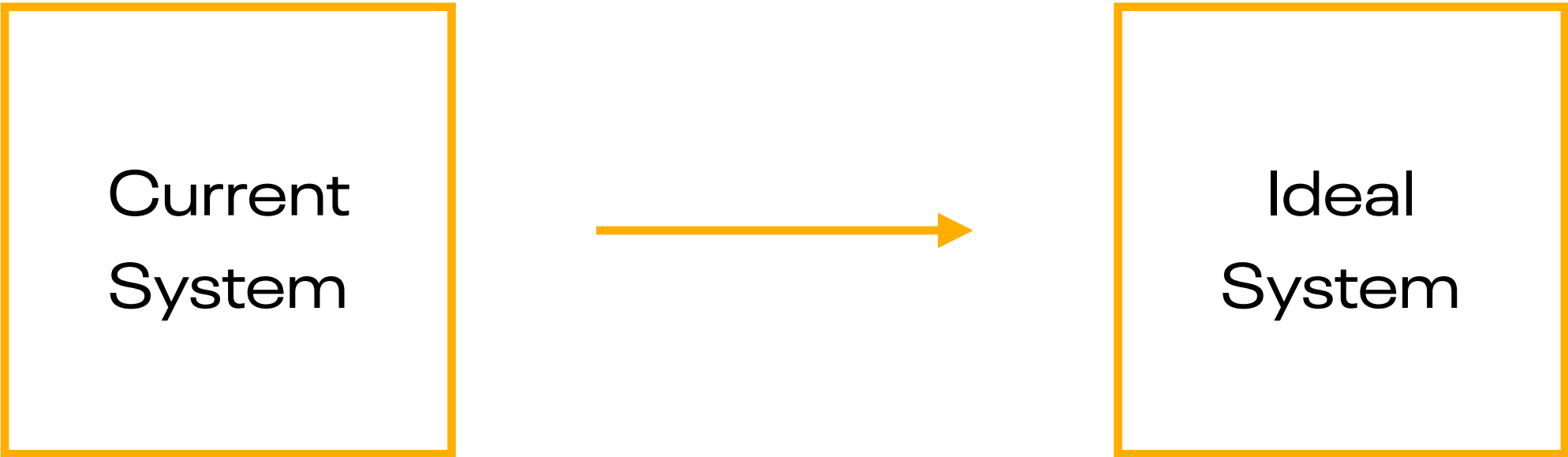
2. The **experience** of support matters.

Think about how the experience of engaging with inequitable system impacts all people connected to it, including yourself.

Decision-making

1. Who is part of making decisions on design and evaluation?
2. How are those most impacted, those closest to solutions, empowered to act?
3. What are the strategies for listening and implementing recommendations?

Who is a part of making decisions on design and evaluation?



Think about the following groups:

People with Lived Experience	Providers	Government Staff	Businesses
People of Color	Health Experts	Elected officials	Community-at-large
Disproportionately impacted groups	Academics	Philanthropists	Media
Advocacy Groups	Substance-abuse experts	Non-profits	others?

How are those most impacted, those closest to solutions, empowered to act?

What are the strategies for listening and implementing recommendations?

YOUR TURN!

What are specific ways to re-orient your work around different decision-making principles?

Think about:

1. Who is involved;
2. How those most impacted are empowered; and,
3. What the associated listening and implementation strategies are.

Accountability

1. Name the 'bad' in here, not out there
2. Engage structural power with structural accountability
3. Be Transparent
4. Identify resources and supports available

1. Name the 'bad' in here, not out there.

2. Engage structural power with structural accountability.

3. Be Transparent.

4. Identify resources and supports available.

YOUR TURN!

What are specific ways to re-orient your work toward processes of accountability?

Think about the previous 4 aspects of accountability:

1. Name the 'bad' in here, not out there
2. Engage structural power
3. Be transparent
4. Identify resources and supports available.

Thank you!

Additional questions, comments, points for discussion?