Diversity, Equity, Inclusion, and Accessibility
Community of Practice
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National Veterans’ Technical Assistance Center (NVTAC) Team

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Disparities in the Homeless System
The National Alliance to End Homelessness estimates 580,466 people experiencing homelessness on our streets and in shelters in America.

Source: National Alliance to End Homelessness
National Veterans’ Technical Assistance Center
Most Minority Groups Make up a Larger Share of the Homeless Population than They Do of the General Population

Race and ethnicity of those experiencing homelessness compared with the general population

Source: National Alliance to End Homelessness
National Veterans’ Technical Assistance Center
Data: National Alliance to End Homelessness

Most Minority Groups Experience Homelessness at Much Higher Rates than Whites

Number of people experiencing homelessness per 10,000 in population by race and ethnicity

- Native Hawaiian/Pacific Islander: 159.8
- American Indian/Alaska Native: 66.6
- Black: 55.2
- Two or More Races: 35.3
- Hispanic: 21.7
- White: 11.5
- Asian: 4.1

Homeless population data are for a given night in 2019.
Source: Annual Homeless Assessment Report Report to Congress, Part 1, 2020

Source: National Alliance to End Homelessness
National Veterans’ Technical Assistance Center
Veteran Homelessness

- The U.S. Department of Housing and Urban Development estimates 40,056 veterans are experiencing homelessness on any given night.
- Only seven percent of the general population can claim veteran status, but nearly thirteen percent of the homeless adult population are veterans.

Source: US Department of Housing and Urban Development
National Veterans' Technical Assistance Center
People of Color Make Up a Disproportionate Share of the Homeless Veteran Population

Race and ethnicity of veterans experiencing homelessness compared with the general veteran population

<table>
<thead>
<tr>
<th>RACE</th>
<th>Two or more races</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Homeless veterans</td>
<td>American Indian/Alaska Native</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Asian</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Native Hawaiian and Pacific Islander</td>
<td></td>
</tr>
<tr>
<td>All veterans</td>
<td>Other</td>
<td></td>
</tr>
</tbody>
</table>

Source: National Center for Veteran Analysis and Statistics

National Veterans' Technical Assistance Center
Racial disparities can be compounded by other intersections such as being lesbian, gay, bisexual, transgender, or questioning (LGBTQ+), or a person living with disabilities, which adds another layer of difficulty and discrimination.
What is DEIA?
What is DEIA?

- Diversity
- Equity
- Inclusion
- Accessibility
What is Diversity?

Diversity is the practice of including many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs.

Source: US Department of Labor
National Veterans’ Technical Assistance Center
What is Equity?

- Equity is the consistent and systematic, fair, just, and impartial treatment of all individuals.

Source: US Department of Labor
National Veterans’ Technical Assistance Center
What is Inclusion?

Inclusion is the recognition, appreciation, and use of the talents and skills of employees of all backgrounds.

Source: US Department of Labor
National Veterans’ Technical Assistance Center
What is Accessibility?

Accessibility is the design, construction, development, and maintenance of facilities, information, and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them.

Source: US Department of Labor
National Veterans' Technical Assistance Center
Equal Employment Opportunity Act
Equal Employment Opportunity (EEO) Act

- All people have the inalienable right to work and have opportunities for career growth/advancement based on merit and skills.
- No discrimination due to race/color, identity (sexual/cultural), beliefs, and age.
- Includes populations traditionally underrepresented in the workforce such as women, minorities, people with disabilities, and others.
Equal Employment Opportunity Act

- Elements of DEIA positive EEO program
  - Top-down commitment
  - Integrated into mission
  - Management and program accountability
  - Proactive prevention of discrimination
  - Responsive to all employees
How does DEIA fit under EEO?

- EEO is legislative language that has existed since 1965 as part of the Civil Rights Act
- DEIA is non-legislative
- EEO compliance standards often serve as a baseline to create a DEIA-positive corporate culture
Disparities in Employment
Microaggressions

- Microaggressions are subtle but detrimental actions directed at targeted groups.
- May be verbal, behavioral, or environmental.
- Microaggressions are based on a simple, demeaning idea: “Because you are X, you probably are/are not or like/do not like Y.”
Hiring Bias

- Hiring bias is a skepticism, opinion, or feeling about a person when trying to decide if they are a good fit for a job.
- Those opinions and feelings could be based on such things as the person’s name, appearance, accent, abilities, gender identity, culture, or living situation.
Practical Applications
Practical Applications

- Creating a safe space
- Equitable access to services
- DEIA training for all staff
- Hiring staff with lived experience
- Data dive with a plan for change without resistance
- Have DEIA language in mission statement
- Lead and manage with DEIA ideals
What is your commitment to DEIA?
Questions?
Thank you!

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