



National Veterans'
Technical Assistance Center

Diversity, Equity, Inclusion, and Accessibility

Community of Practice

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Disparities in the Homeless System

National Homelessness



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

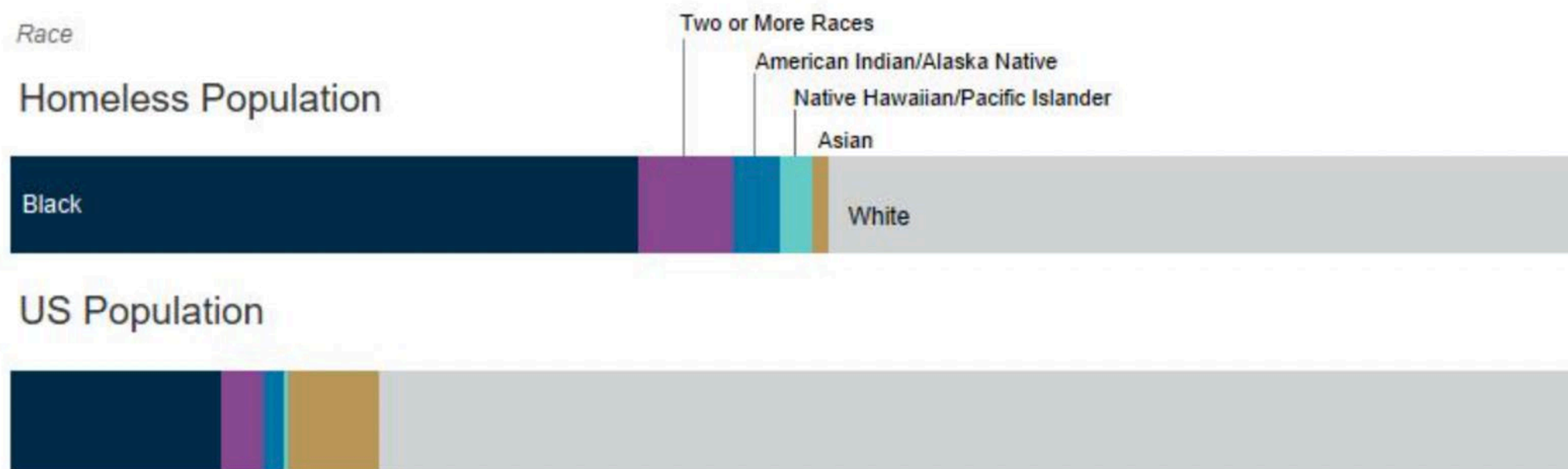
Source: National Alliance to End Homelessness

National Veterans' Technical Assistance Center

Data: National Alliance to End Homelessness

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

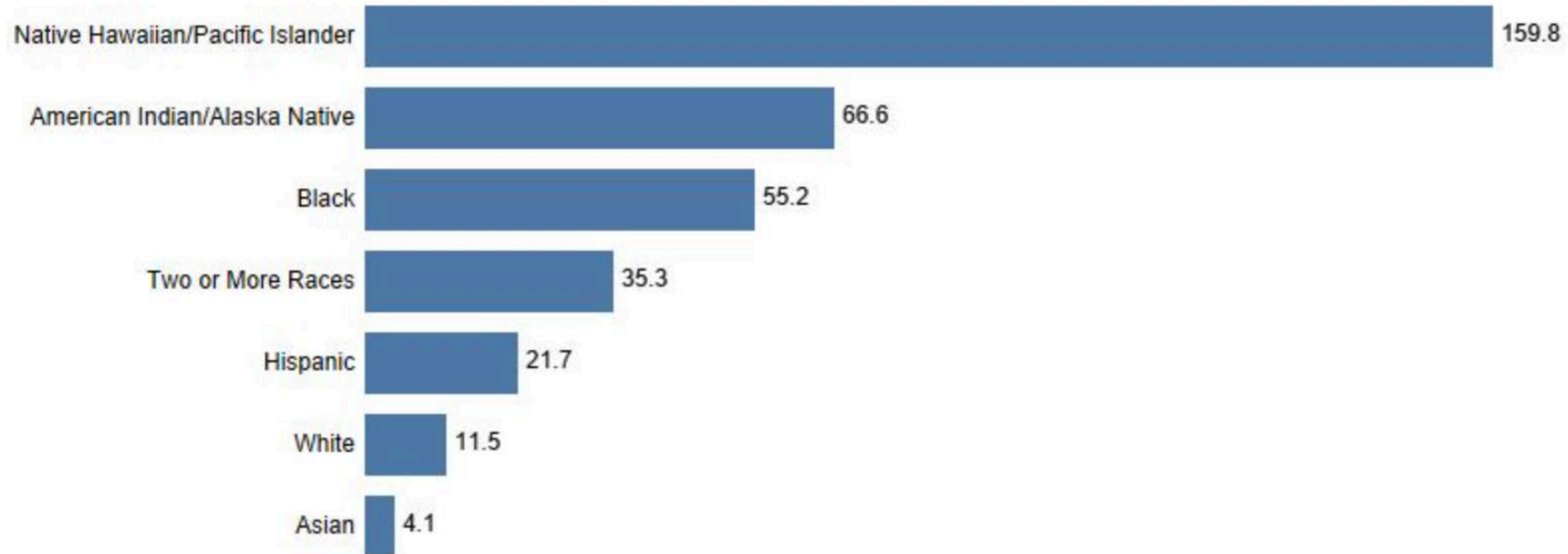


Source: National Alliance to End Homelessness

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



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

Veteran Homelessness

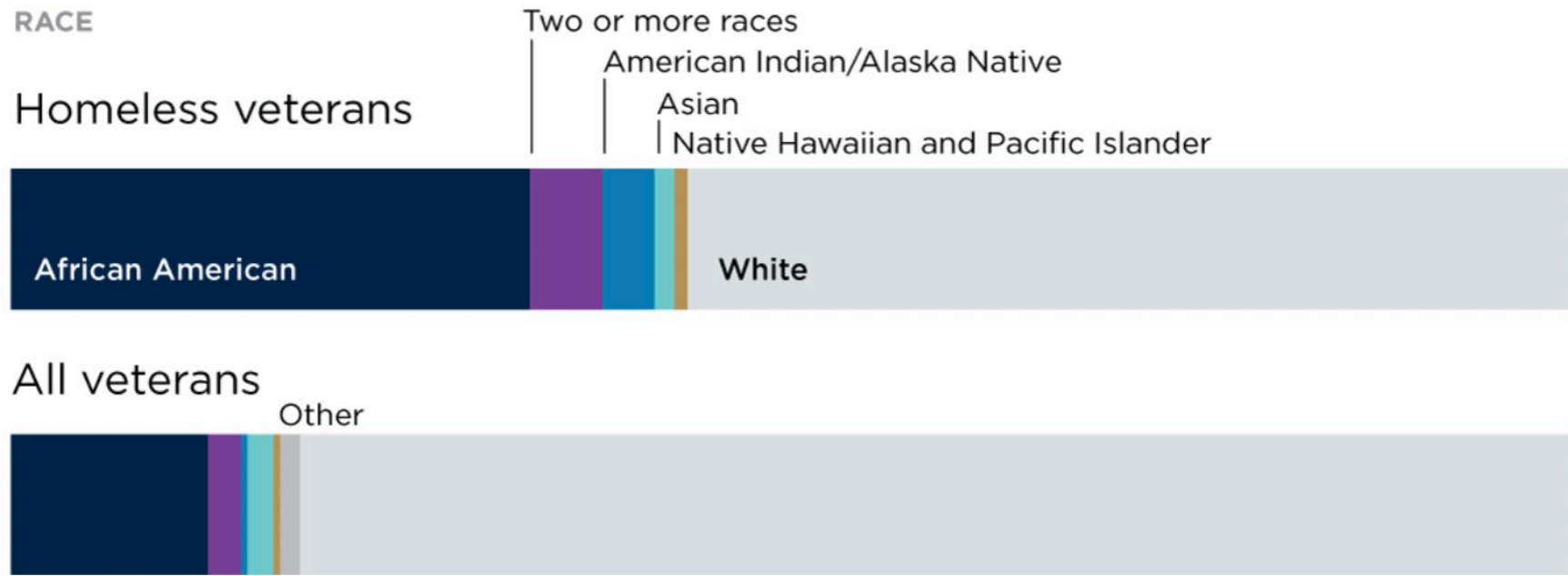
- The U.S. Department of Housing and Urban Development estimates 40,056 veterans are experiencing homelessness on any given night.
- Only seven percent of the general population can claim veteran status, but nearly thirteen percent of the homeless adult population are veterans.

Data: National Center for Veteran Analysis and Statistics Homelessness

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

RACE



Source: National Center for Veteran Analysis and Statistics

Racial Disparities Compounded

- 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.

What is Equity?

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

What is Inclusion?

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

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.

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

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- 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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