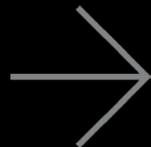


Racial Equity – What Is It and Why Does It Matter?

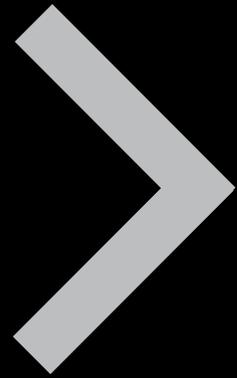


Wednesday, February 8, 2023

Ashley Barker Tolman
She/her/hers
HUD TA Consultant

Alissa Parrish
She/her/hers
Manager, Homeless Services





Ashley Barker Tolman
She/her/hers
White



Alissa Parrish
She/her/hers
Asian



→ **Welcome**

A focus on equity is not by accident – we know that homelessness disproportionately impacts people of color and other marginalized populations

To build effective homeless response systems that meet the needs of those experiencing homelessness, equity is a core component of our work

This is only the beginning – starting from a place of shared understanding is vital

We must move to action; however, without grounding ourselves in equity, we potentially cause more harm

→ **Grounding**



What Do We Mean When We Say
“Equity”?

Pandemic's disproportionate impact on people of color and other marginalized populations

Murders of Breonna Taylor and George Floyd

ESG-CV funding and intensive TA

Current administration's focus on both equity and homelessness

The homelessness field seeing and understanding the need to partner with people with lived experience and expertise

Communities doing the work and understanding that the work must include addressing disparities

→ **How Did We Get Here (Broadly)?**

Intensive TA provided to Southern Nevada throughout COVID

National priorities realized at the local level (equity, understanding disparities, re-housing efforts, etc.)

Analysis of data to understand existing disparities

Authentic engagement with people with lived experience and expertise

Re-housing surge effort

→ **How Did We Get Here (Locally)?**

Racial Equality

Occurs when institutions give equal opportunities to people of all races. Equality focuses on everyone getting the same opportunities but ignores the realities of historical exclusion and power differentials.

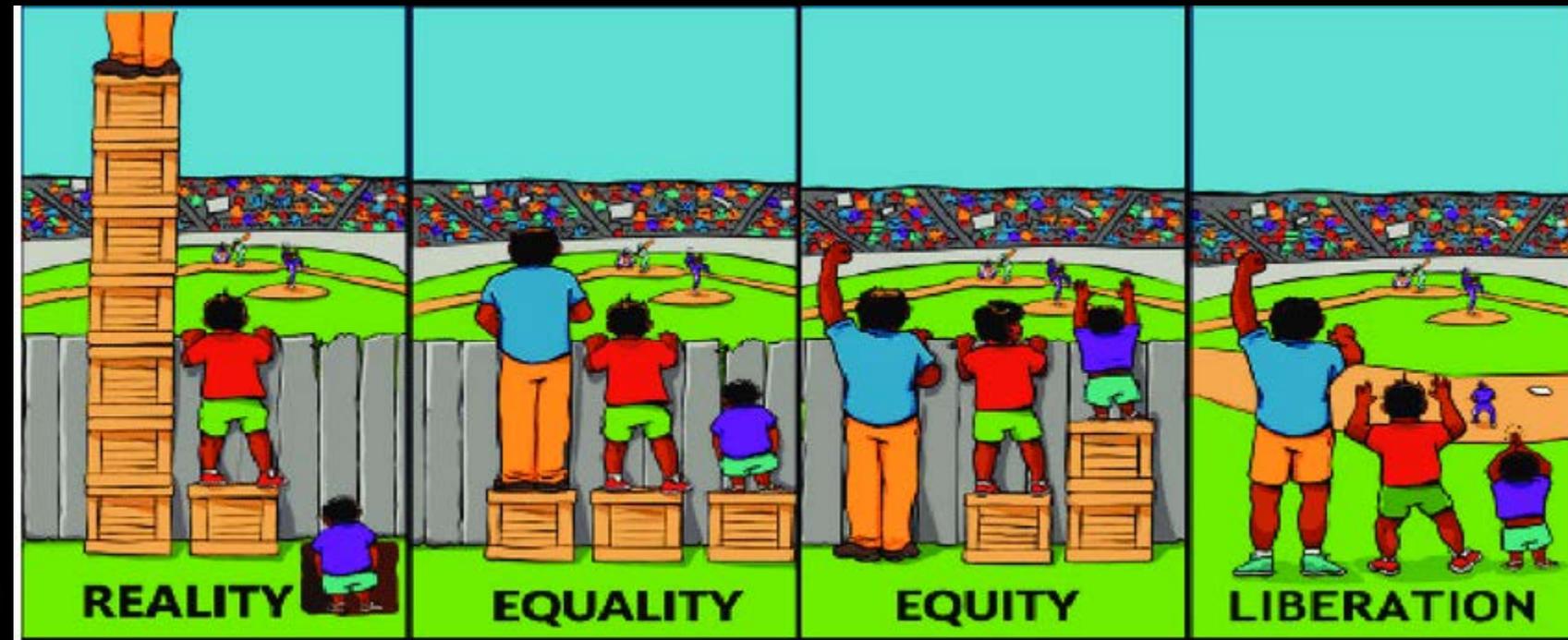
Racial Equity

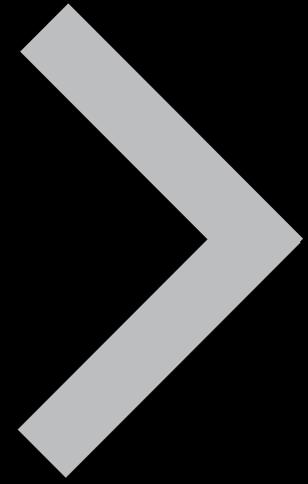
Ensures that outcomes in the conditions of well-being are improved for all through differentiated and targeted strategies to address different needs and to achieve fair outcomes. Equity is a measure of justice. (Targeted Universalism)

Liberation

The creation of relationships, societies, communities, organizations, and collective spaces characterized by equity, fairness, and the implementation of systems that support the full participation of each human and the promotion of their full humanness.

→ **Equality, Equity, Liberation**





→ History of Structural Racism



What's Next?

1. Equity knowledge “bites” (30 minutes) at every CoC Board meeting in 2023

2. Focused institutes or intensive half-day sessions to dive into content

→ Options

Equity Content



→ Questions