Racial Equity Resources

This is a place for you to find resources on racial equity in housing and homelessness. It's by no means an exhaustive list of resources, but merely a jumping off point for your research. Please feel free to share with anyone in your organization who might benefit from it.

Foothills Housing Network

Foothills Housing Network
A Continuum of Care

Foothills Housing Network Commitment to Racial Equity

We recognize that:

- Due to structural racism, people of color are dramatically overrepresented among those who are experiencing homelessness—comprising approximately 60% of the homeless population in the United States, compared to 39% of the general population.
- In PD9, people of color who are currently or at risk of experiencing homelessness represent 48% of those facing housing insecurity, while only accounting for 11.9% of its population.
- Racial discrimination in housing, employment, healthcare, education, criminal justice, and other systems contribute to high rates of homelessness for people of color.

In response, we will:

1. Center racial equity to strengthen existing strategies and create new approaches that more effectively meet the needs of people of color experiencing homelessness.
2. Craft prevention strategies to stem inflow of people of color into the homelessness system, particularly from criminal justice and foster care.
3. Invest in ongoing racial equity training in our own organizations, and the Continuum.
4. Ensure that research data collection efforts are racially-explicit and involve community participation in design and execution.

At its core, this is the work of equal justice, anti-oppression, and human rights for all. We commit to one another and to all people experiencing homelessness that we will continue to work until homelessness is rare, brief, and nonrecurring.

Important Terms

Anti-Racism: The work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, and set up in opposition to individual racist behaviors and impacts.

Structural Racism: The normalization and legitimization of an array of dynamics – historical, cultural, institutional, and interpersonal – that routinely advantage Whites while producing cumulative and chronic adverse outcomes for people of color. Structural racism encompasses the entire system of White domination, diffused and infused in all aspects of society including its history, culture, politics, economics, and entire social fabric. Structural racism is more difficult to locate in a particular institution because it involves the reinforcing effects of multiple institutions and cultural norms, past and present, continually reproducing old and producing new forms of racism. Structural racism is the most profound and pervasive form of racism – all other forms of racism emerge from structural racism.

Institutional Racism: Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites and oppression and disadvantage for people from groups classified as people of color.

Interpersonal Racism: Interpersonal racism occurs between individuals. Once we bring our private beliefs into our interaction with others, racism is now in the interpersonal realm.

Racism in Housing

NPR - [A 'Forgotten History' of How the U.S. Government Segregated America](#)

Rothstein's new book, The Color of Law, examines the local, state and federal housing policies that mandated segregation. He notes that the Federal Housing Administration, which was established in 1934, furthered the segregation efforts by refusing to insure mortgages in and near African-American neighborhoods — a policy known as "redlining." At the same time, the FHA was subsidizing builders who were mass-producing entire subdivisions for whites — with the requirement that none of the homes be sold to African-Americans.

Center for American Progress - [Systemic Inequality: Displacement, Exclusion, and Segregation](#)

For centuries, structural racism in the U.S. housing system has contributed to stark and persistent racial disparities in wealth and financial well-being, especially between Black and white households. In fact, these differences are so entrenched that if current trends continue, it could take more than 200 years for the average Black family to accumulate the same amount of wealth as its white counterparts. While homeownership and affordable housing are not a panacea for eliminating entrenched racial inequality, lawmakers must make amends for past and present harms by enacting new laws designed to expand access to prosperity for all Americans.

Princeton - [The Sordid History of Housing Discrimination in America](#)

As of 2016, the median wealth for black families in America was $17,600, while the median wealth for white families was $171,000. One of the biggest factors driving these disparities is housing. A home is the most valuable thing many people will own. And buying a nicer home in a nicer neighborhood has always been the easiest way to climb up the socioeconomic ladder. But that option hasn't always been available to everyone, especially black families.

Habitat for Humanity - Historic Housing Discrimination in the U.S.

Although systemic racism existed in America for hundreds of years before the 20th century, the policies of the past 100 years have been incredibly destructive to people of color, especially Black individuals, who have been denied the opportunity to build a better life for themselves and their families due to historic discrimination in U.S. housing policy. Too many among the general public aren't aware that the egregious racial disparities in the U.S. that exist today — in education, employment, health and wealth — are linked to Black families' exclusion from opportunities to purchase an affordable home and live in non-segregated neighborhoods.

Forbes - A Look at Housing Inequality and Racism in the U.S.

Many facets of the ingrained social injustice and racial inequality that protesters are bemoaning stem from the country's housing system, which for decades has discriminated against renters and homeowners of color. "Housing security is a matter of justice, as structural racism puts communities of color unfairly at risk of being rent burdened or homeless," said House Speaker Nancy Pelosi, during a webinar hosted by the National Low Income Housing Coalition on Tuesday.

Brookings Institute - Dismantling White Privilege Starts with Undoing Racist Housing Policies

There is no shortage of research demonstrating how racism limits Black Americans' housing options in ways that lower the value of their homes. Racially restrictive housing covenants that prohibited Black people from buying homes in certain areas throughout the 20th century and racially biased redlining from the 1930s through the passage of the 1968 Fair Housing Act all resulted in lower levels of investment for Black neighborhoods than their white counterparts. Our housing data shows the need to shelve the narrative that home values in Black neighborhoods reflect the behaviors of the residents.

Racism in Homelessness

National Alliance to End Homelessness - <u>Homelessness and Racial Disparities</u>

Most minority groups, especially African Americans and Indigenous people, experience homelessness at higher rates than Whites, largely due to long-standing historical and structural racism. The most striking disparity can be found among African Americans, who represent 13 percent of the general population but account for 39 percent of people experiencing homelessness and more than 50 percent of homeless families with children. This imbalance has not improved over time.

NPR - <u>'Two Sides of the Same Coin': Addressing the Link Between Racism and Homelessness</u>

"Homelessness is caused by racism. Full stop," says Jesse Rabinowitz, Advocacy Campaign Manager at Miriam's Kitchen. According to Rabinowitz, racism not only forces people into homelessness, but keeps them trapped there longer by making it harder to find a place to live, secure a job, or gain access to supportive services.

Pew Research Center - <u>'A Pileup of Inequities': Why People of Color Are Hit Hardest by Homelessness</u>

People of color are disproportionately represented among the homeless, with black people and Native Americans experiencing the highest rates among those groups. Poverty alone doesn't account for the stark inequities, researchers say, because the number of black and Native people who are homeless exceeds their proportion of people living in deep poverty.

Community Solutions - <u>A Brief Timeline of Race and Homelessness in America</u>

This brief timeline lays out the history of the connections between race and homelessness in the United States and is intended to inform the work ahead in pursuit of racial equity.

Racial Equity in the Workplace

Time's Up - [Building an Anti-Racist Workplace](#)

As with all organizational imperatives, the fight to end systemic racism needs to be led from the top and be informed by your employees, especially women of color who have been historically and systematically marginalized. But as you undertake this work, recognize that the systemic racism we are now grappling with in our national dialogue is NOT new.

Harvard Business Review - [How to Promote Racial Equity in the Workplace](#)

Intractable as it seems, the problem of racism in the workplace can be effectively addressed with the right information, incentives, and investment. Corporate leaders may not be able to change the world, but they can certainly change their world. Organizations are relatively small, autonomous entities that afford leaders a high level of control over cultural norms and procedural rules, making them ideal places to develop policies and practices that promote racial equity. In this article, I'll offer a practical road map for making profound and sustainable progress toward that goal.

Forbes - [How to Confront Racism in The Workplace](#)

As a racial revolution roars across the nation, many business leaders are faced with the choice to ride the wave or be left on the wrong side of history. More than ever, it's essential for company leadership teams to confront racism thoughtfully in the workplace – not just by talking about it but by actively fighting it.

PBS - [5 ways to approach racial equity at work](#)

James stressed that "allyship is not a destination," and employers will have to put in the work to learn and think deeply about how they can reform their workplace dynamics to better advocate for and uplift diverse talent within their workplaces, as well as commit to pursuing racial equity.

Anti-Racism

Vox - What it means to be anti-racist

If asked, most people would probably say they are not racist. And they're especially likely to say it after they've already done something racist. As Ibram X. Kendi, director of the Antiracist Research and Policy Center at American University, notes in his book How to Be an Antiracist, "When racist ideas resound, denials that those ideas are racist typically follow." But as Kendi also notes, it's not enough to simply be "not racist." "The opposite of 'racist' isn't 'not racist,'" he writes. "It is 'antiracist.'"

National Museum of African American History & Culture - Being Antiracist

To create an equal society, we must commit to making unbiased choices and being antiracist in all aspects of our lives. Being antiracist is fighting against racism. Racism takes several forms and works most often in tandem with at least one other form to reinforce racist ideas, behavior, and policy.

NPR - 'Not Racist' Is Not Enough: Putting in the Work to Be Anti-Racist

For people dedicated to fighting racism, simply saying you're "not racist" doesn't feel like quite enough. To effectively defeat systemic racism — racism embedded as normal practice in institutions like education and law enforcement — you've got to be continually working towards equality for all races, striving to undo racism in your mind, your personal environment and the wider world.

Business Insider - What it Really Means to be an Anti-Racist, and Why it's Not the Same as Being an Ally

"Anti-racism is an active and conscious effort to work against multidimensional aspects of racism," Georgetown African American studies professor Robert J. Patterson told Business Insider. Patterson, who wrote "Destructive Desires: Rhythm and Blues Culture and the Politics of Racial Equality," added that we need to collectively shift our thinking of racism as conscious, intentional, overt actions to unconscious, covert, and unintentional actions. He added that while racism can happen individually, it often happens institutionally.

General Resources on Racism

Racial Equity Tools - Glossary

Definitions on common terms related to racial equity. Definitions included on this document are from here.

CAC Grants - Four Levels of Racism

The most common understanding of racism in our country is limited to the "interpersonal" level of racism—the personal prejudice and intentional bias in our individual interactions across different races. A different and emerging explanation of racism contends that interpersonal racism is actually a symptom of a more fundamental system of racism.

Living Cities - A Day in a Life: How Racism Impacts Families of Color

There is no easy way to visualize the lived experiences and oppression of people of color. The story of the Reddings, shown here, reflects only a fraction of what communities of color have to face every day. We hope that the story of the Reddings, however, makes it clear why we must address systemic racism to close opportunity gaps.

Vox - Implicit bias means we're all probably at least a little bit racist

There's a word for why we're all probably at least a little bit racist, even if we really don't want to be: Implicit bias. It's a term that describes what's happening when, despite our best intentions and without our awareness, racial stereotypes and assumptions creep into our minds and affect our actions.

Brookings Institute - How should we address the US's history of slavery and racism? Here's what Americans think.

Although 48% of Americans think that the country has made real progress on race over the past 50 years, 50% say that a lot more needs to be done, 57% believe that whites benefit from advantages that Black Americans lack, and 53% view increased attention to slavery and racism as positive for society.