



**COMMUNITY
SOLUTIONS**

Reimagining Our Racial Equity Framework

Theory to Action

Original Racial Equity Indicators

INDICATORS

SYSTEM DECISION- MAKING POWER

Black, Indigenous, and People of Color (BIPOC) at all levels of the homeless response system have decision-making power to influence the design of the system.

LIVED EXPERIENCE

BIPOC receiving services from the homeless response system have experiences that preserve their dignity and have their needs met in a timely manner.

QUALITY DATA

All people experiencing homelessness have access to the system and are known by name in real-time. Communities accurately collect data around race and ethnicity.

SYSTEM OUTCOMES

Communities close all racial/ethnic disproportionality in housing placements, returns to homelessness, and the average length of time from identification to housing by improving outcomes for BIPOC who experience homelessness.

Revised Racial Equity Indicators

INDICATORS

SYSTEM DECISION - MAKING POWER*

To improve the design of the housing stability and recovery system those of The Global Majority and Indigenous People, including those with lived experience, are empowered to make decisions and are in decision making roles in the housing stability and recovery system to effect equitable change with the goal of improving outcomes for those of the Global Majority

LIVED EXPERIENCE

People experiencing homelessness, especially those of the Global Majority and Indigenous People, have experiences that preserve their dignity, free from retribution, and have their needs met in a timely manner.

QUALITY DATA

All people experiencing homelessness have access to the system and are known by name in real-time. Communities accurately collect data around race and ethnicity.

SYSTEM OUTCOMES

Communities close all racial/ethnic disproportionality in housing placements, returns to homelessness and the average length of time from identification to housing by improving outcomes for those of The Global Majority and Indigenous People who experience homelessness.

**This definition was co-created with Built for Zero's People with Lived Expertise Advisors.*

**Small
Changes
Can Make
A Big
Difference**

RACIAL EQUITY INDICATORS GUIDE

QUALITY DATA

Gathering, analyzing, and using data that reflects lived realities of People of the Global Majority.

- What data are we collecting and why? Does it help us understand inequities in our work?
- Are we collecting disaggregated data? How does the data change when it is intersectional?
- Are we involving people with lived experience of inequities to inform what data is most relevant?
- What qualitative data have we considered?
- Are we addressing potential biases in data collection?

LIVED EXPERIENCE

Ensuring those most impacted by inequities have a say in creating solutions and decision-making processes.

- Who are the people with lived experience we need to engage?
- Are we ensuring intersectionality in the voices we engage?
- How are we ensuring that the engagement is meaningful and not tokenistic? Are they involved throughout the entire process?
- Are we compensating people with lived experience for their time, knowledge, and expertise?
- What support systems are we providing to ensure full participation?

SYSTEMS DECISION-MAKING POWER

Determining how decisions are made and who holds decision-making power; recognizing interconnected systems and their impact on racial equity.

- Are decision-makers diverse in terms of race, ethnicity, gender, lived experience, and other identities?
- How transparent and accessible is the decision-making process?
- Are there checks and balances to ensure that decisions do not reinforce or perpetuate existing power imbalances or systemic inequities?
- Who holds decision-making power in our organization or system?
- How are we addressing unequal power dynamics and barriers for People of the Global Majority to participate in decision-making?
- How are we considering the broader system when making decisions?

SYSTEM OUTCOMES

Focusing on results that achieve measurable and meaningful equity goals based on quality data, lived experience, and systems-informed decisions.

- What does success look like in terms of racial equity?
- What outcomes are we prioritizing and why?
- How do our outcomes align with the needs and desires of people with lived experience?
- How are we measuring progress toward racial equity?
- Are we measuring both quantitative and qualitative outcomes?
- What are long-term implications of the outcomes we are working towards?
- Are we addressing root causes of inequities through our outcomes?

Reflection

Which of the four indicators does your system need the most improvement in?



Application to Your Work

Document One Action For Each Indicator You Plan To Take:

- **Quality Data:** What data do you need to collect?
- **People with Lived Experience:** What steps can you take to include people with lived experience in their processes
- **Systems Decision-Making:** How can you apply systems thinking to address racial equity in your work?
- **Outcomes:** How will you measure outcomes to track progress?

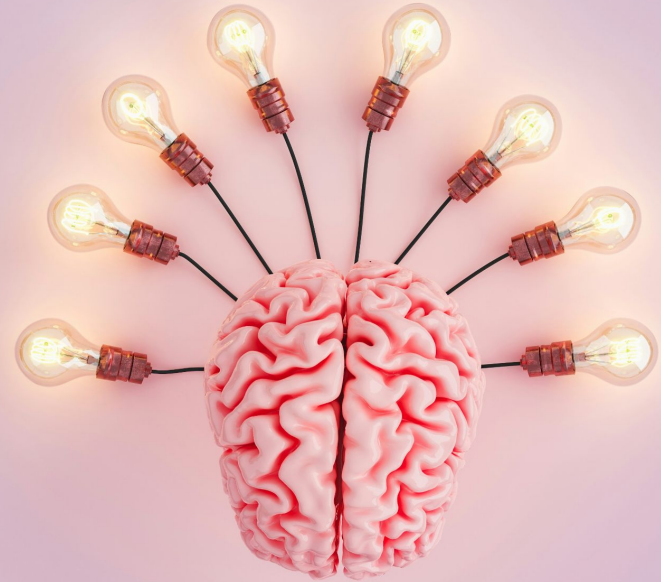


Uncover Challenges & Build on Innovation

- Write your actions for each indicator

Inquire:

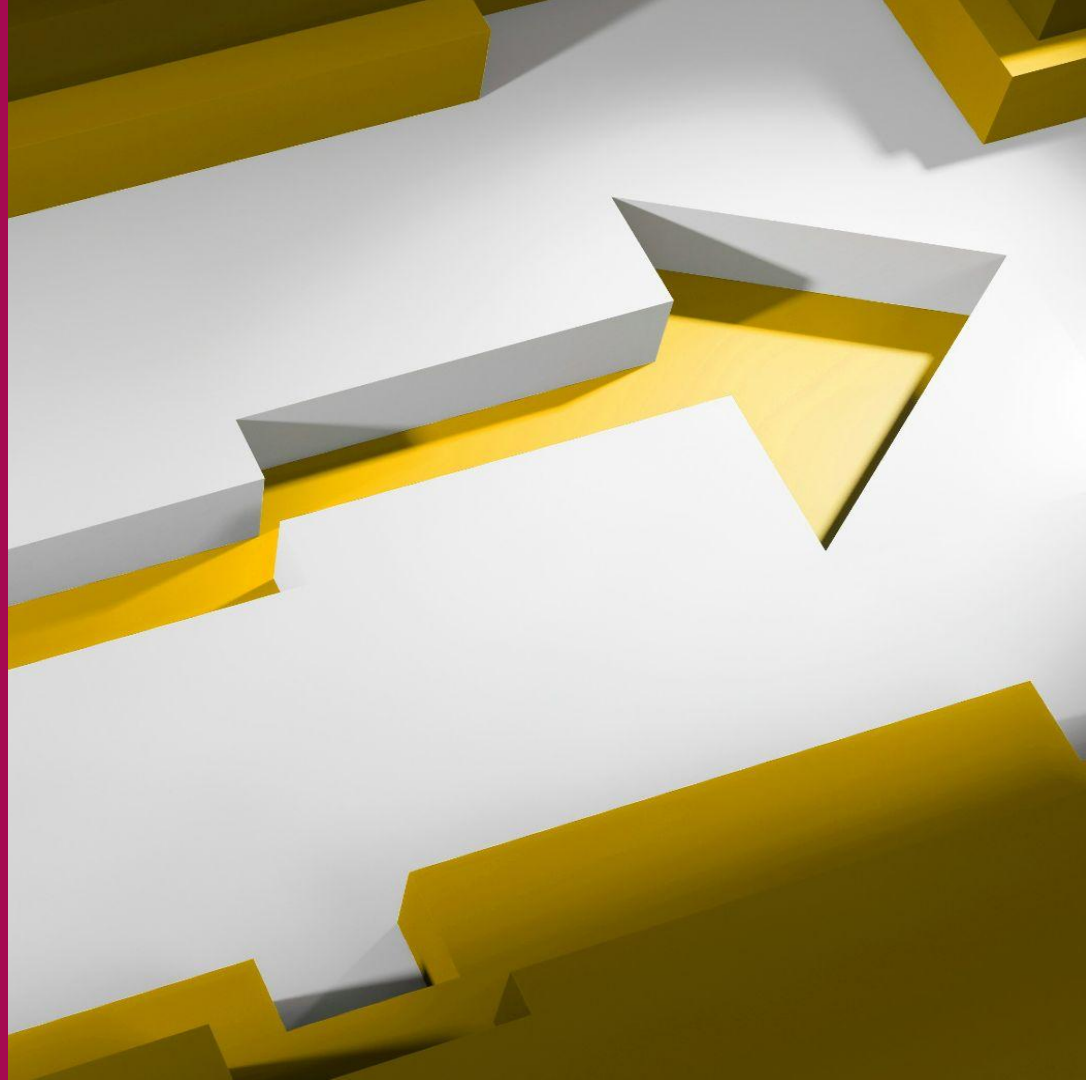
- How will you prioritize the actions identified?
- What challenges might arise in implementing these actions?
- How can you ensure accountability including to those with lived experience?



Commitments

What are you committed to doing?

- 30-Day Commitment: Review questions for each indicator?
- 60-Day Commitment: Customize an REI Framework for your system
- 90-Day Commitment: Make progress on one systems outcome



THANK YOU

A photograph showing the words "THANK YOU" spelled out using ten light-colored wooden blocks. The blocks are arranged in a single row on a horizontal wooden plank. The background is a soft, out-of-focus green, suggesting a natural setting like a forest or garden. The lighting is bright and even, highlighting the texture of the wood.