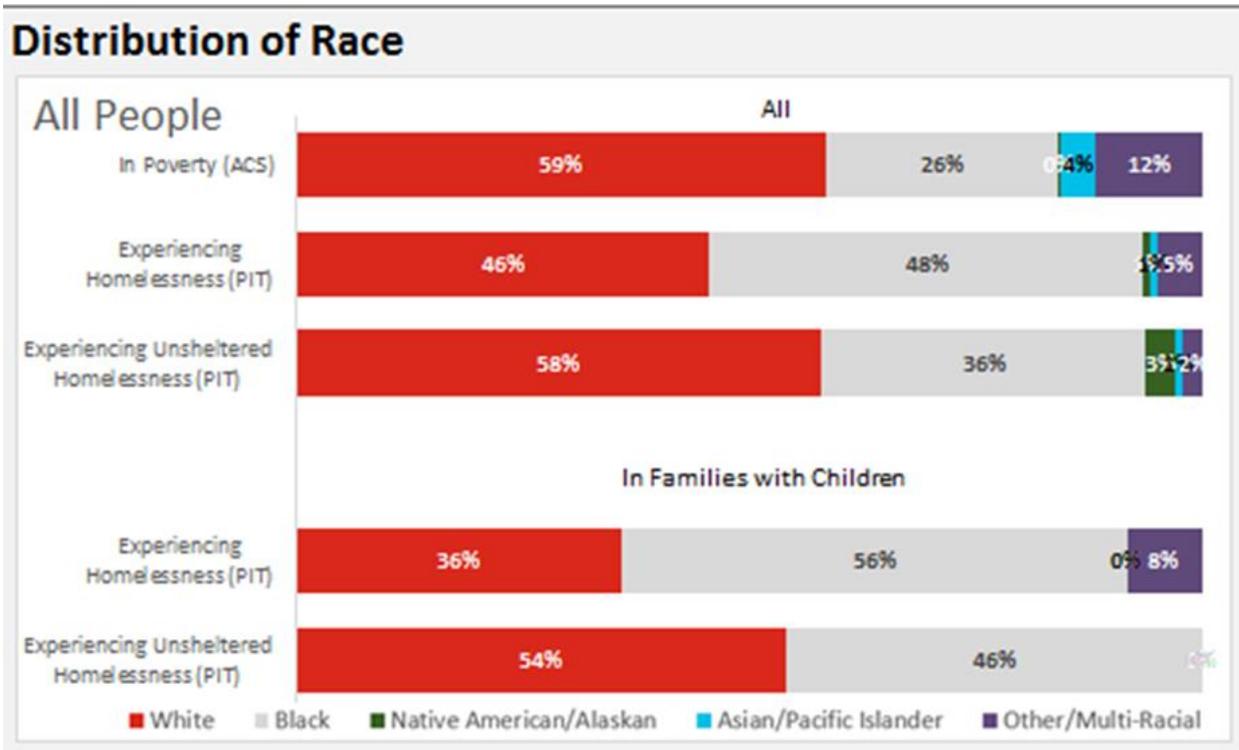




CoC FL-507 Race Equity Assessment

Central Florida’s Continuum of Care, CoC FL-507, is committed to understanding racial disparities that exist among those experiencing homelessness and to what degree the continuum of care is working to combat racial disparities in service delivery. The assessment (pg. 3) is designed as a starting point for all CoC partners to begin an internal conversation about racial disparities that exist for those experiencing homelessness and to encourage organizational self-awareness of the emerging race equity dialogue that is happening amongst homeless service providers across the country.

The chart below demonstrates significant racial disparities for Black community members experiencing homelessness in Central Florida. Looking at population data our tri-county area, the Black population makes up 20% of Orange and 11% of Seminole and Osceola, however, across all three counties, Blacks make up 26% of those living in poverty. It is all the more striking then that Blacks make up 48% of those experiencing homelessness overall; 56% of family homelessness. This disparity also holds true across subpopulation data including youth and veterans experiencing homelessness in Central Florida.



Using this baseline data the Continuum of Care as a whole and individual agencies and projects can begin to analyze if disparities exist in program delivery and outcomes ([Here is a link https://is.gd/jsZ02o](https://is.gd/jsZ02o)). CoC FL-507’s initial work on analyzing disparities across project types. These will provide you with a baseline to assess your own project data.



Assessment Questions

1. **Yes or No:** Can you report on racial and ethnic data of your clients?
2. Do you collect race and ethnicity data on each of the following:
Yes or No: those who request service
Yes or No: those who receive service
Yes or No: those referred for specific interventions
Yes or No: those who succeed and those who don't in your programs?
3. **Yes or No:** Do you collect racial and ethnic data on the makeup of your workforce?
4. **Yes or No:** Do you collect racial and ethnic data on the makeup of your board of directors?
5. **Yes or No:** Are racial equity and cultural competency training and capacity building made available to your workforce?
6. **Yes or No:** Does your organization have a racial equity policy (in addition to EEOC)?
7. **Yes or No:** Does your organization have written procedures to increase the recruitment, retention, and promotion of people of color?
8. **Yes or No:** Will you commit to sharing the regional racial disparity data and organizational analysis with your senior staff and board of directors?
9. **Yes or No:** Will you engage in race equity conversations that emerge within the CoC in the year ahead?

Organization: _____ Completed by: _____



Additional Resources

Equity in the Center: www.equityinthecenter.org/

Awake to Woke to Work: Building a Race Equity Culture:

<https://www.equityinthecenter.org/wp-content/uploads/2019/04/Equity-in-Center-Awake-Woke-Work-2019-final-1.pdf>

How Nonprofits Can Address Their Own Biases to Build Better Diversity (Article):

<https://www.fastcompany.com/40563546/how-nonprofits-can-address-their-own-biases-to-build-better-diversity>

Race to Lead: Confronting the Nonprofit Racial Leadership Gap: <http://racetolead.org/race-to-lead/>

Coalition for Communities of Color: www.coalitioncommunitiescolor.org

Self-Assessment: <https://www.coalitioncommunitiescolor.org/research-and-publications/ccorgassessment>