

## **Governor's Poverty Reduction Work Group – 12/20/18 Minutes**

### **Welcome & Opening Panel (Strengthening Prisoner re-entry programs)**

Members were welcomed by Deborah Wofford, Superintendent of Washington Women's Correction Center (WWCC) and Felice Davis, Associate Superintendent of Programs.

#### Takeaways from Felice and Deborah's comments:

- WWCC is a standalone female correctional facility. Before its construction, female inmates were housed in an annex at the Washington State Penitentiary, an adult male facility, located in Walla Walla.
- WWCC provides inmates with programs proven to reduce the likelihood of committing new crimes after release from confinement.
- Programs include, education, job-skills training, chemical dependence, and mental health treatment.
- Regarding the role families play in the lives of these inmate's and the re-entry process, DOC provides programming that is culturally relevant, gender responsive, and informative.

#### Takeaways from WCCW resident panel

- They are participating in a pilot program on reuniting with their families.
- More support in school instead of being expelled – important at high school age. Message was rejection instead of resolution to kids in trouble. And they heard that they were the problem – not “you have a problem”.
- Lack of family support for some panelists.
- No understanding of where the resources are for help.
- Support for the kids of incarcerated parents is most important.
- Panelists create a personal re-entry plan to determine what they need in re-entry. It involves some deep work on trauma and giving their new situation a year to be on solid ground and fully independent from addiction.
- As a kid did not know what a good role model was – the point of interjecting positive role models starts in the home at 7 or 8 years old.
- Wished they understood better that not everyone is bad.
- Belief in the need to resource teachers with info on sexual assault.
- All panelists participate in a pilot program called Therapeutic Community (TC). TC is a saving grace that provides tools they didn't have when they were younger. TC helps understand they are not alone in their daily struggles. TC helps them learn to trust again and set boundaries and emotions (handle issues without anger)
- Job prospects for panelists are limited based on past criminal activity – people don't believe their behavior has changed.
- Panelists need strength to learn that past does not define their future – and teach others that people change which will help break the stigma of incarceration.

### **Reflection for Amina Ahmed**

The group honored Amina Ahmed who was a valued member of the PRWG and died suddenly in December.

## **Morning Session: Equity Training - Part 1 – Understanding Race and Racism for Structural Transformation**

Patty Lally led the group through part of the Racial Equity Toolkit Training. Attached is the Power Point of the Training: This section of the training examined

- Power, white privilege, its impact on people of color and others
- Institutional and structural racism create the condition for poverty to exist.
- What it means to center race in our effort – Racial equity is inclusive not exclusive.
- An understanding of how the training kit works to get to final recommendations– see attached examples of previous training kit recommendations
- A work plan and timeline for completing the call to action.
- The Racial Equity Toolkit is a 6 step process that leads to a PRODUCT. A set of questions to guide us as we assess how our policies, projects, initiatives and budget decisions benefit and burden communities.

Some takeaways:

- Process is intended to disrupt institutional racism and lead us towards more equitable results.
- Foundational to this work is a common language
  - Individual Racism
  - Institutional Racism
  - Structural racism
- Racism depends on two things; power (influence or decide where resources go) and some bias
  - Racism = Racial Prejudice + Power
  - Examples of racism in Education: High school dropout rate is 50% for Black, Latina, Native American and 15% for Caucasian.
  - Judicial System: Pivotal court case that said black people were not 100% human or that they needed to be taken care of because they don't have the mental capacity.
- We need to look at what is working for whites and put policies that will benefit all races.

### Group Exercise and Discussion: Who has the Power in America?

The group was asked to circle the self-description from the Privileged Group Column and the Target/Oppressed Group Column of table below. Takeaways from the discussion that followed:

- As we continue to work on recommendations for areas of poverty reduction, it is important to have some awareness and understanding that there is some very serious, life impacting oppression among the group.
- The work we are doing depends on putting yourself in other oppressed peoples shoes.
- We need to fight of all oppressed. Not just for the people who share my same oppression.
- We will broaden our circle of human concern and institute shared decision making.

# Privilege and Oppression

Privileged Group	Target/Oppressed Group	Oppression
White	People of Color	Racism
Non-Native	Native/Indigenous	Colonialism
Non-Trans Men	Women and Trans people	Sexism
Non-Disabled	People with a disability	Ableism
Christian	Other religions or spiritual practices	Christian hegemony
Heterosexual	Lesbian, Gay, Bi, Queer, etc.	Heterosexism
Adult	Youth/Elder	Ageism
Wealthy	Poor and working class	Classism
Citizen	Non-citizen	Nationalism
Formally educated	Non-formally educated	Elitism

## Afternoon Session: Equity Training - Using the Equity Toolkit (power point embedded)

The Racial Equity Toolkit is a 6 step process that leads to a PRODUCT. A set of questions to guide us as we assess how our policies, projects, initiatives and budget decisions benefit and burden communities.

- Steps 1-3 lead to policy recommendations and policy development by the summer
- Step 2 – Leverage the work of listening sessions and figure out how PRWG sub-groups will be able to extract the information, create global inventory
- Step 4 – The strategies and recommendations (see pdf attached on suggestions on tracking, recording, and organizing recommendations)

### The Racial Equity Toolkit 10

The Racial Equity Toolkit is a set of questions to guide us as we assess how our policies, projects, initiatives and budget decisions benefit and burden communities. This process is intended to disrupt institutional racism and lead us towards more equitable results.

### Step 1: Set Racial Equity Outcomes 11

What is the MOST racially-equitable community outcome related to the issue program, policy, practice or budgetary decision that you're assessing?

Be specific and concrete  
Focus on the near-future  
Name race

### A Racial Equity Outcome 12

Washington residents, including people of color, are free from poverty and have the resources needed to reach their full potential.

### Step 2: Engage Stakeholders and Analyze Data 14

Enables us to see and hear from multiple perspectives to understand the problem correctly.

Identifies specific data we need to analyze about our organization's current racial equity outcomes.

From stakeholders we gather information about root causes or factors creating racial and other inequities.



### Example: Listening Session Questions 15

1. Why do you think people are poor?
2. What three main causes come to mind?
3. What are three steps or changes that you would take to improve the situation specifically for people of color and other marginalized groups?
4. What services or programs (for those living in financial distress) are working well?
5. What would have kept you from falling into poverty or remaining in poverty?

### Step 3: Identifying Benefits and Burdens 16

► Examples:

► Burdens

- Native American experience the highest rates of poverty
- Black people have a higher rate of unemployment
- People with criminal justice involvement experience higher rates of unemployment

► Benefits

- Children that are raised in "Areas of Opportunity" are more likely to exit poverty

### Step 4: Strategies to Maximize Benefits and Eliminate Harm 17

► Examples:

► Eliminate Burdens

- Expunge criminal records for non-violent crimes.
- Work with Tribal communities to prioritize poverty-reduction efforts.

► Maximize Benefits

- Expand low-income family housing in areas of opportunity.

### Step 5: Evaluate and Raise Racial Awareness 18

- Evaluate and report impacts on racial equity over time
- Retain stakeholder participation and ensure internal and public accountability
- Raise awareness about racial inequity related to this issue
- Identify resources/partnerships needed to make changes

### Step 6: Report Out 19

Develop a plan to share analysis and report responses back to leadership and stakeholders

## Next Steps

Patty will create an updated work plan

Determine when we evaluate these recommendations

Decide if there is the explicitly stated need to find out what agencies are doing now

How to investigate with financial institutions

Determine focus group or listening sessions and how they intersect with this process

**Attachment  
Example of Recommendations**

**PART III Recommendations**

Overarching

RECOMMENDATION	TYPE / TIME FRAME	LAHSA	CITY	COUNTY	PROVIDERS
<p><b>1.</b> Develop and launch a racial equity initiative at LAHSA to further its commitment to advance racial equity within its workforce and within the homeless crisis response system.</p>	Cross-system coordination	S	X		
<p><b>2.</b> Establish a countywide racial equity initiative to provide enhanced coordination and oversight for existing and emerging efforts to advance racial equity across systems and county departments, in order to holistically address intersections across systems of care.</p>	Cross-system coordination	M		X	
<p><b>3.</b> Conduct a racial equity analysis on LAHSA, provider, City, and County contracting requirements, hiring practices, and job requirements to:</p> <ul style="list-style-type: none"> <li>• Identify strategies to make contracting requirements more equitable and to encourage and support smaller organizations in the contracting process, including the use of joint venture models (in lieu of sub-contractor models).</li> <li>• Identify any existing barriers for Black people and/or people with lived experience (e.g., language requirements, degree requirements, etc.).</li> <li>• Develop a plan and process to increase the recruitment and hiring of Black people and people with lived experience.</li> <li>• Promote racial diversity at all organizational levels, including leadership, management, boards, and commissions.</li> <li>• Analyze job classifications and pay scales of the homeless service workforce across gender and race.</li> <li>• Ensure that lived experience is a desired and valued qualification in hiring processes.</li> <li>• Ensure that management staff is appropriately trained in cultural competency to effectively manage staff with high vulnerabilities and experiences of trauma.</li> <li>• Create opportunities for education and mentorship to support the development of Black people in staff and board leadership.</li> </ul>	Funding / hiring and training	M	X	X	X

OVERARCHING CONTINUED

RECOMMENDATION	TYPE / TIME FRAME	LAHSA	CITY	COUNTY	PROVIDERS
<p><b>4.</b> Continue and enhance efforts to create, provide, and require ongoing trainings (using experienced trainers, including Black trainers and people with lived experience) for relevant provider, LAHSA, city, and county staff in:</p> <ul style="list-style-type: none"> <li>• cultural competency</li> <li>• trauma-informed care</li> <li>• implicit bias</li> <li>• institutional racism</li> <li>• the history of racism and discrimination, specifically against Black people, its economic impact, and the resulting trauma for Black people with lived experience</li> <li>• the needs of diverse homeless populations, especially Black LGBTQ individuals</li> <li>• case management approaches to engage people experiencing homelessness by understanding each person’s unique situation and particular needs and interests, and by focusing on a human resiliency model</li> </ul>	Hiring and training	M	X	X	X
<p><b>5.</b> Involve people with lived experience, Black people, and service providers in conceptualizing, planning, and conducting research, including by engaging people who have been unsuccessful in accessing appropriate housing and services to understand barriers; participants who have had successful outcomes to determine success factors; and participants who have returned to homelessness to understand causes.</p>	Data and research	M	X	X	X
<p><b>6.</b> Advocate for funding and engage researchers to use a racial equity lens to conduct quantitative and qualitative research (including partnered and community-based research that is driven by and engages community members) into the factors that contribute to:</p> <ul style="list-style-type: none"> <li>• Black people in Los Angeles County experiencing homelessness at disproportionately high rates</li> <li>• Black people avoiding homelessness</li> <li>• high rates of returns to homelessness among Black people housed through CES</li> <li>• Black people housed through CES remaining housed</li> </ul>	Data and research	M	X	X	X

Recommendations Continue

OVERARCHING CONTINUED

RECOMMENDATION	TYPE / TIME FRAME	LAHSA	CITY	COUNTY	PROVIDERS
<p><b>7.</b> While upholding data privacy standards, enhance data collection practices to improve the quality of homeless services system data and ensure that there are sufficient, useful, and available data and metrics on homelessness and system involvement among Black people (especially focusing on the criminal justice and child welfare systems). Efforts should include:</p> <ul style="list-style-type: none"> <li>• advocating for additional data collection and/or improved data-sharing partnerships between relevant systems of care, as needed</li> <li>• ensuring frontline staff have sufficient time, training, and support to enter complete and accurate data</li> <li>• clearly demonstrating the link between robust data collection and improved services by sharing results of ongoing data analysis and evaluation</li> </ul>	Data and research	M	X	X	X
<p><b>8.</b> Enact a civil and human rights ordinance in the City and County to provide for the development of civil rights policies and mechanisms for investigation of and enforcement against discriminatory practices in housing and employment.</p>	Policy and advocacy	L	X	X	
<p><b>9.</b> 9. Reconvene the Ad Hoc Committee on Black People Experiencing Homelessness on a biannual basis to review progress of the implementation and execution of recommendations.</p>	Policy and advocacy				

## Cost of Living and Lack of Employment Opportunities

RECOMMENDATION	TYPE / TIME FRAME	LAHSA	CITY	COUNTY	PROVIDERS
<p><b>10.</b> Continue to enhance and expand existing fair hiring practices to reduce barriers to employment, including legislation to restrict the use of criminal history records (such as the California Fair Chance Act and City of Los Angeles' Fair Chance Initiative for Hiring Ordinance). Ensure legislation is accompanied by funding and a provision for credible community partnerships to support implementation (through measures such as public awareness campaigns, education, lessor/lessee trainings, and enforcement).</p>	Funding/ policy and advocacy	L	X	X	
<p><b>11.</b> Establish and expand upon existing local hiring preferences for capital development projects (including affordable and supportive housing development, considering cost implications and potential impacts on the total number of units funded) that include the training and hiring of people experiencing homelessness.</p>	Policy and advocacy	L	X	X	
<p><b>12.</b> Establish a process to collect employment data related to people experiencing homelessness to include: employment status (full-time, part-time, seasonal, day laborer), industry type, name of employer, wage, length of employment, and location. Use data to better understand trends and industry sector patterns and explore opportunities to involve employers in public-private partnerships to address housing and employment needs for Black people experiencing homelessness.</p>	Data and research	M	X	X	X
<p><b>13.</b> With input from community organizations with successful program models, advocate for and fund the establishment of a cross-agency community partnership that provides a holistic approach to addressing employment barriers—including employment training and placement, mental health services, leadership training to advocate for workers' rights, and mentorship opportunities.</p>	Funding/ cross-system coordination	L	X	X	
<p><b>14.</b> Ensure that living-wage workforce development programs and employment training programs are aligned with major growth sectors in the Los Angeles region, adequately funded, accessible to people experiencing homelessness (e.g., proximate locations, transportation and childcare assistance, low-barrier eligibility requirements, compensated through stipends, etc.), and offer services tailored to Black people experiencing homelessness—particularly Black youth. Program development should include a broad range of opportunities, including entrepreneurial and small business opportunities.</p>	Funding/ programs and services	L	X	X	
<p><b>15.</b> Advocate for reform of state and federal benefit programs to prevent loss of subsidies while people are working to increase income through workforce development programs.</p>	Policy and advocacy	M	X	X	X