

Racial Equity Toolkit – Prevention, Stabilization, and Resident Services

Office of Housing Administrative & Financial (A&F) Plan and Housing Funding Policies

Title of policy, initiative, program, budget issue:	Housing Levy Prevention, Stabilization, and Resident Services		
Description:	Program design for Housing Levy Prevention, Stabilization, and Resident Services		
Department:	Office of Housing	Contact:	Kelli Larsen

<input checked="" type="checkbox"/> Policy	<input type="checkbox"/> Initiative	<input checked="" type="checkbox"/> Program	<input type="checkbox"/> Budget Issue
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Step 1. Set Outcomes.

1a. What does your department define as the most important racially equitable community outcomes related to the issue?

Black, Indigenous, and People of Color (BIPOC) residents have similar or equal housing stability, economic, health, and social outcomes as non-BIPOC residents and do not experience measures of distress out of line with those of non-BIPOC residents after the implementation of RS programs.

1b. Which racial equity opportunity area(s) will the issue primarily impact?

<input type="checkbox"/> Education	<input type="checkbox"/> Community Development
<input type="checkbox"/> Criminal Justice	<input type="checkbox"/> Environment
<input checked="" type="checkbox"/> Health	<input checked="" type="checkbox"/> Housing
<input checked="" type="checkbox"/> Jobs	

1c. Are there impacts on:

<input checked="" type="checkbox"/> Contracting Equity	<input type="checkbox"/> Workforce Equity
<input type="checkbox"/> Immigrant and Refugee Access to Services	<input checked="" type="checkbox"/> Inclusive Outreach and Public Engagement

Please describe:	As these programs will disproportionately serve people of color and aim to improve their living situations, representatives of the communities to be served must be appropriately engaged to gather their input.
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Step 2. Involve stakeholders. Analyze data.

2a. Are there impacts on geographic areas?

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
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Check all neighborhoods that apply:

<input checked="" type="checkbox"/> All Seattle neighborhoods	<input type="checkbox"/> Ballard	<input type="checkbox"/> Central
<input type="checkbox"/> Delridge	<input type="checkbox"/> East District	<input type="checkbox"/> Greater Duwamish
<input type="checkbox"/> North	<input type="checkbox"/> NE	<input type="checkbox"/> Lake Union

<input type="checkbox"/> Southeast	<input type="checkbox"/> Southwest	<input type="checkbox"/> King County (outside Seattle)
<input type="checkbox"/> Outside King County Please describe:		

2b. What are the racial demographics of those living in the area or impacted by the issue?

The impacted areas themselves encompass the entire city. However, the recipients of services will disproportionately be BIPOC since they are also overrepresented among those experiencing homelessness and housing instability, as well as among residents of affordable housing.

2c. How have you involved community members and stakeholders?

OH staff have worked with affordable housing providers, including staff working directly with residents, to learn about the services and programs they are offering, explore the needs of residents, and tailor funding and contract administration to match provider capacity at this point in the development and operation of their Resident Services programs.

2d. What does data and your conversations with stakeholders tell you about existing racial inequities that influence people’s lives and should be taken into consideration?

OH housing data demonstrates that residents of affordable housing are disproportionately BIPOC. During program implementation, we intend to learn more about how programs may address and mitigate disparate impact for the residents they serve through resident surveys, more robust data collection and analysis, and other qualitative and quantitative exploration.

2e. What are the root causes or factors creating these racial inequities?

Systemic institutional discrimination in housing policy and markets, generational cycles of poverty and inability to build wealth. The potential for process bias in client selection, service provision, negative housing outcomes, and in how results are reported if not mitigated in advance.

Step 3. Determine benefit or burden.

Given what you have learned from data and from stakeholder involvement...

3. How will the policy, initiative, program, or budget issue increase or decrease racial equity?

Increased investments in Resident Services may improve housing outcomes and quality of life for residents, particularly for BIPOC communities who may face additional barriers to accessing employment, education, and mainstream benefits. Improving recruitment and retention of qualified staff can make hiring more viable and caseloads more manageable for affordable housing providers. Ultimately this benefits residents, who may be able to build more trusting and stable connections with service providers. Unintended consequences could occur if OH does not intentionally engage with the community to be served or if affordable housing providers do not equitably distribute services.

Step 4. Advance opportunity or minimize harm.

4. How will you address the impacts (including unintended consequences) on racial equity?

Program Strategies	Funding to support Case Management staff to support residents
Policy Strategies	Improve data collection and analysis to understand potential disparate impacts
Partnership Strategies	Connection with other community resources and OH investments to support housing stability

Step 5. Evaluate. Raise racial awareness. Be accountable.

5a. How will you evaluate and be accountable?

Annual reporting including various demographic indicators. Intentional progress on data collection requirements and reporting procedures to approach the ability to address outcomes and impacts. Results will be shared in regular public reports and with providers to inform program improvements.

5b. What is unresolved?

Ensure connection between Resident Services and Eviction Prevention and Homelessness Prevention programs and resources – to support families and individuals with extremely low incomes to remain stable in housing. Continue to work with providers to improve data collection and tracking capacity.

Step 6. Report back.

Over the coming years, OH will report on the outcomes of the Housing Funding Policies updates discussed here and work with OH Change Team and OH senior leadership to ensure these outcomes align with the department’s and City’s racial equity goals.