

Executive Summary: Equity Subcommittee Report on Regional Homelessness

Document for Item 4.0

Context

The Equity Subcommittee of the Leadership Table Regional Homelessness Alignment (LTRHA)—co-chaired by representatives from the Los Angeles County Chief Executive Office Anti-Racism, Diversity and Inclusion (ARDI) Initiative and the Los Angeles Homeless Services Authority (LAHSA)—was tasked with recommending an equity framework and drafting a set of equity metrics to be included in the Measure A Goals the Responsive Regional Homelessness Plan (RHP).

In the sections below, the Equity Subcommittee defines equity, highlights the racial and ethnic disparities contributing to homelessness in the County, outlines the Equity Subcommittee's data findings and equity priorities, and lays out next steps.

Definitions, Values, and Conditions for Success

In order to set metrics, the Equity Subcommittee determined how to define equity, and the values and conditions for success necessary to achieve the equity metrics. The Subcommittee defined equity as both a process and practice that ensures that one's outcomes in various domains, including health, housing, education, and economic outcomes, are not determined by social and/or physical characteristics. The Equity Subcommittee proposes adopting equity principles that emphasize fairness and justice, ensuring that all strategies and interventions are designed to address the unique needs of those most affected by systemic inequities. These principles prioritize the participation of communities with lived experience in shaping policies, advocate for culturally responsive practices, and commit to dismantling structural barriers through accountable, inclusive, and sustainable approaches to homelessness.

The Equity Subcommittee identified the following overarching conditions for success:

- To reduce homelessness and its disproportionate impact, it is necessary to engage multiple systems beyond Measure A, addressing the root causes and the systemic barriers contributing to housing instability. **Holistic prevention** is essential to reducing homelessness and reducing disparities
- **Data and Evaluation:** Improved data collection practices, standardized reporting structures, and incorporating a mixed methods approach to data collection are vital.
- **Stakeholders** must be fully and authentically engaged, including lived experts and smaller agencies.
- LA County's homeless response system must be **balanced and efficient at helping people exit** permanent housing fast; inefficiency and imbalance impacts marginalized groups more than others.
- **Providers and direct service staff are essential** to addressing and reducing homelessness: a well-resourced and well-supported workforce in homeless services is

crucial for long-term success. New measures and metrics should be restorative and not punitive to protect.

Data Analysis

Caveats and Considerations

The LTRHA Equity Subcommittee received disaggregated baseline data for Measure A goals from the Data Subcommittee of ECRHA on February 21, broken down by race/ethnicity, gender, age, and veteran status. Data showed discrete characteristics (i.e., total population served by race or gender, but not by race and gender); given the short timeframe, the Equity Subcommittee started with an analysis of race/ethnicity data. The Equity Subcommittee found that Measure A baseline data combines families, transition aged youth, and single adults, which means that raw numbers and percentages count family members as individuals within the dataset. When data are further disaggregated by other demographic variables, and divided by families, single adults, and transition aged youth, there will be a better understanding of population-specific baselines and needs and will enable the LTHRA to set population-specific metrics. Additional analysis and metric refinement will be necessary once we further collect and disaggregate data.

Data Analysis

The Equity Subcommittee reviewed and analyzed data from two main sources: (1) LAHSA point-in-time count data and (2) administrative data pulled from County databases. The point-in-time count data were pulled from the LAHSA website and the administrative data were provided by the Data Subcommittee in February 2024. The administrative data included several data tables with racially disaggregated baseline data on participants accessing the homeless services system over five-years.

Findings

After reviewing and analyzing these data, the Equity Subcommittee concluded the following:

- **Although Black people are served at rates roughly proportional or higher rates** (36% of all service participants in 23-24) signifying that the homeless system is serving Black people comparable to their proportion of the homeless count (33%); yet the PIT continues to show **roughly the same overrepresentation** of Black people experiencing homelessness.
- While Black people make up the largest share of people who exit to permanent housing (42%), they **remain housed** (i.e., retained) at lower rates (77%) than the overall population in the system (79%) and other racial/ethnic groups, such as Asian (84%) and Hispanic (82%) people who have exited to permanent housing. Like other groups, just **20% of Black people who accessed services exited to permanent housing** in 23-24, which may relate to the rise of homelessness and continued overrepresentation of Black people in the PIT.
- Latinx people are the fastest **growing in the PIT population** (23,005 in 2020 to 30,948 (43%) in 2024), still below their overall percentage of LA population (48%), and are mostly part of the newly homeless services group (58%)
- Latinx are **overall accessing services at lower rates** (36%) than their proportion of the homeless population (43%)

- Unsheltered Latinx people are **accessing interim housing or permanent housing** at a lower rate than their proportion of the homeless population (37% 1b unsheltered to interim housing, 36% 1c to permanent housing) and had among the lowest percentage throughput from unsheltered to permanent housing (only 8%).
- AIAN people are **growing in the homeless count** (686 in 2020 to 2369 in 2024), though definition has also changed to be more accurate/ inclusive; their share of the homeless population (3%) is roughly proportional to their population in LA County (3%)
- AIAN people are **underrepresented in accessing services** (2% of accessing services vs. 3% of population), though unsheltered AIAN people are accessing interim housing (2.25%) and permanent housing (2.27%) at slightly lower rates than their proportion of the homeless count (3%).
- **Only 73% of AIAN people who enter permanent housing remain in housing** within the 2-year period, the lowest percentage amongst groups.

Based on the definitions and values agreed upon, the Subcommittee proposed a Targeted Universalism approach ^[1], which asserts that groups experiencing homelessness may require different strategies to improve overall outcomes and to meet universal goals. To put this framework in practice, the LTRHA Equity Subcommittee asked, “how do we ensure that all groups meet the universal goals and metrics (set by Measure A and other subcommittees)? How far are different groups from meeting the universal goals and metrics?” The analysis found that the greatest disparities are experienced by particular groups. To meet our universal goals, Measure A implementation must remove or reduce disparities across three areas: population increase (rate of growth), representation in homelessness (rate of homelessness), and differences in access and outcomes in services. These disparities are compounding factors on inequities, meaning when one group experiences higher rate of growth, overrepresentation, and poorer outcomes in the homeless service system, impact is amplified driving an increase in overall homelessness numbers. Thus, looking at all three dimensions to understand disparities and conditions for success for each group is critical.

Equity Subgoals

Given the findings above, in order achieve the universal goals *and* a more equitable system, the Equity Subcommittee has applied the following equity criteria:

- **Equity Criteria A:** Reduce overrepresentation in the homelessness population by **10% by 2030**;
- **Equity Criteria B:** Reduce growth in homelessness for critical populations by 2030; and
- **Equity Criteria C:** Reduce disparities in access, experience, and outcomes by 2030.

As we began to analyze the baseline data disaggregated by race/ ethnicity, it became clear that each goal and population has unique differences. However, the Equity Subcommittee focused on identifying the greatest disparities, and we saw that those differences were concentrated for certain groups more than others. It was clear that to meet our universal goals, we would need to focus our efforts on removing disparities across the 3 above criteria. Using the equity criteria, the Equity Subcommittee set equity subgoals recommended for each metric identified by the other LTHRA subcommittees. The Equity Subcommittee recommended the equity subgoals as additional benchmarks to ensure that impacted groups at the very least meet the universal metrics, and that overall disparities are reduced.

Table 1. Equity Committee Proposed Subgoals

Metric #	Subcommittee Metric	Equity Subgoals
1a	Metric 1a. Decrease by 30% the number of people experiencing unsheltered homelessness from a baseline of 52,365 in 2024 to a target of 36,656 in 2030.	Decrease the rate of growth of Latinx people experiencing unsheltered homelessness from a baseline of 30% by 10 percentage points to 20% in the service data (and reduce rate of growth in Latinx unsheltered point-in-time (32%) also by 10 percentage points). Decrease unsheltered point-in-time by 10 percentage points for Black, Latinx, and AIAN people.
1b	Metric 1b. Increase by 80% the number of people moving into permanent housing from unsheltered settings from a baseline of 5,937 in FY 23-24 to a target of 10,687 in 2030.	Reduce disparities in access to permanent housing for Black, Latinx, and AIAN people experiencing unsheltered homelessness by 10 percentage points from baselines 11% (Black), 8% (Latinx), 11% (AIAN).
1c	Metric 1c. Increase by 32% the rate of people moving into interim housing from unsheltered settings from a baseline of 34% in FY 23-24 to a target of 45% in 2030.	Reduce disparities in access to interim housing for AIAN people from unsheltered settings by 10 percentage points from baseline of 42% to 52% and for Latinx people from baseline 34% to 44% .
2a	Metric 2a: Reduce by 15% the number of people with SMI alone experiencing homelessness from a baseline of 14,056 in FY 23-24 to a target of 11,978 in 2030.	To reduce disparities , decrease the rate of SMI or SUD (49%), SUD (8%), and co-occurring disorders (26%) by 20% for the American Indian/ Alaska Natives.
2b	Metric 2b: Reduce by 10% the number of people with SUD alone experiencing homelessness from a baseline of 8,697 in FY 23-24 to a target of 7,827 in 2030.	Reduce rate of growth of Latinx people with SUD or SMI (54%) by 10 percentage points, and percentage of Latinx people with co-occurring disorders (17%).
2c	Metric 2c: Reduce by 15% the number of people with co-occurring SMI and SUD experiencing homelessness from a baseline of 20,446 in FY 23-24 to a target of 17,379 in 2030	To reduce inequities, decrease rate of co-occurring disorders by 5 percentage points from baseline of 18% to 13% for Black people.
2 a,b,c	Across all the metrics for goal 2.	Reduce the share of people who experience homeless and report having these conditions within the point in time demographic surveys for Black, Latinx and AIAN people.
3a	Metric 3a: Increase by 57% the number of service participants who exit homelessness to permanent housing from a baseline of 19,127 in FY 23-24 to a target of 30,000 in 2030.	Reduce rate of growth of Latinx people experiencing homelessness by increasing permanent housing exits by at least 57%.

3a:	Metric 3a: Increase by 57% the number of service participants who exit homelessness to permanent housing from a baseline of 19,127 in FY 23-24 to a target of 30,000 in 2030.	Reduce disproportionality of Black and AIAN people experiencing homelessness by increasing permanent housing exits by 65% for each group.
3a:	Metric 3b: Increase by 91% the number of service participants who retain permanent housing, two years after they exit homelessness from a baseline of 10,501 in FY 23-24 to a target of 20,008 in 2030.	Reduce disparities in outcomes by increasing the percentage of Black and AIAN people who are permanently housed and do not return to homelessness by 10 percentage points, from 73% for AIAN and 77% for Black or African American.
3b	Metric 3b: Increase by 91% the number of service participants who retain permanent housing, two years after they exit homelessness from a baseline of 10,501 in FY 23-24 to a target of 20,008 in 2030.	Reduce disparities in outcomes by increasing by 91% the number of service participants who retain permanent housing, 5- and 10- years after they exit homelessness for Black or African American, Hispanic or Latino, and American Indian Alaska Native by 2030.*
4a	Metric 4a: Decrease the inflow of newly-homeless individuals by 20%, from a baseline of 66,302 in FY 23-24 to 50,501 by the end of 2030.	Decrease disproportionality of newly-homeless Black or African American individuals by 30% from a baseline of 35% by 2030.
4a	Metric 4a: Decrease the inflow of newly-homeless individuals by 20%, from a baseline of 66,302 in FY 23-24 to 50,501 by the end of 2030.	Decrease the disparity in the rate of growth of newly homeless Black (9%) and Latinx (21%) people by 7 percentage points each.
4a		Reduce the overall share of homelessness within in the point-in-time count by 20% for Black or African American, Hispanic or Latino, and American Indian Alaska Native by 2030.

Table 4 reflects an effort to address the specific disparities identified amongst populations within the goal, contextualize data where disproportionality was identified, mitigate the rapid rate of growth, and set metrics to reduce the disparities. If the homeless services system does not meet the goals for these critical populations, it is less likely to meet the universal goals. The equity subgoals allow the Equity Subcommittee and LTRHA to ensure that impacted groups at the very least meet the universal metrics and make progress toward the overall equity criteria.

For Goal 5, we are offering strategies to be refined into metrics as we identify the correct data sets and collaborate with LACAHSa, who is ultimately responsible for resource decisions.

Table 2. Goal 5 Recommended Strategies

Goal	Submetrics	Equity Strategies
5		Increase outreach to people experience homelessness earning 30% or below the Area

	Metric 5a: Increase by 41%-53% the current level of affordable housing production, from a baseline of 1,700 units in FY 23-24 to a target of 2,400-2,600 units in 2030. Metric 5b: Increase by the current level of affordable housing units being preserved, to a total of 416 at-risk units preserved annually. Metric 5c: Increase the number of housing vouchers by 15,000 and the number of project-based vouchers by over 10,000.	Median Income (AMI) and severely cost burdened renter households in LA County for affordable units. Increase retention of Black people in Permanent Supportive Housing by targeting legacy permanent supportive buildings for preservation. Reduce disparities in access to high opportunity neighborhoods and increasing investment into under resourced communities through affordable housing development. Increase enforcement of source of income protected class cases across the County, to reduce discrimination in the housing market Increase Flexible Housing Subsidy Pool vouchers by to increase access for undocumented and documented households Explore small area Fair Market Rate (FMR) to increase equity in voucher amounts Use master leasing strategy to reduce challenges for people with criminal background or poor credit Conduct outreach to groups with the highest rates of homelessness to access vouchers. Reduce disparities in homeownership by using vouchers for homeownership through the Housing Choice Voucher Program
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The LTHRA recommends that equity and the above strategies for Goal 5 are considered by Los Angeles County Affordable Housing Solutions Agency (LACAHS) in setting their targets and resource allocation.

Next Steps

The Leadership Table recommends the adoption of the above proposed equity metrics and targets, which will be followed by additional efforts to develop a robust data collection, reporting and analysis infrastructure to track progress. This will involve standardizing demographic data workflows and integrating equity analyses into program evaluations. The subcommittee also recommends the LTRHA and the ECRHA establish a research agenda to address remaining gaps in understanding and responding to the unique needs of disproportionately represented groups. The equity-focused metrics and strategies outlined will guide future efforts to reduce homelessness while addressing the systemic inequities contributing to the problem. Through

targeted universalism, a commitment to cultural humility, and sustained investments in community-driven solutions, we can work toward a more equitable and effective homelessness system in Los Angeles County.