A Housing First System: Our Solution to Own

Welcome!

Please take a moment to familiarize yourself with your packets. Make sure to create a name tag and take a few moments to complete the Housing First Assessment. (There will also be more time to complete this at lunch if you can’t finish it before we start.)
A Housing First System

agenda

- 9:00 Welcome
- 9:10 Federal perspectives on Housing First
- 9:30 What is a Housing First system?
- 10:15 Break
- 10:30 Why is a Housing First system important to our region?
- 1:00 Panel Discussion
- 2:00 Breakouts
- 2:50 Closing
1. **Finish the Job of Ending Chronic Homelessness by 2016.**

2. **Prevent and End Homelessness Among Veterans by 2015.**

3. **Prevent and End Homelessness for Families, Youth & Children by 2020.**

4. **Set a Path to Ending All Types of Homelessness.**
Opening Doors: 5 Themes

1. Increase leadership, collaboration and civic engagement
2. Increase access to stable and affordable housing
3. Increase economic security
4. Improve health and stability
5. Retool the homeless crisis response system
 HUD’S 2016 Policy Priorities

- Creating a systemic response to homelessness
- Strategically allocating resources
- Using a Housing First approach
- Ending veteran homelessness
- Ending chronic homelessness
- Ending family homelessness
- Ending youth homelessness
Housing First: Definition

- Approach to **quickly and successfully connect** people experiencing homelessness **to permanent housing without preconditions and barriers to entry**, such as:
  - Sobriety,
  - Treatment, or
  - Service participation requirements
Housing First: Background

Began as reaction against view that people experiencing homelessness must “earn” their way to permanent affordable and supportive housing:

- Provide people experiencing homelessness with housing without treatment pre-requisite
- Focus on reducing barriers to entry

Evolved into a distinct approach for delivering permanent supportive housing

- Services informed by harm reduction and motivational interviewing
- Project-level policies and procedures that prevent lease violations and evictions
Housing First: WHY?

- **Yields:**
  - Higher housing retention rates
  - Lower returns to homelessness
  - Significantly reduces the use of crisis services and institutions
Housing First: Key Principles

- Safe & affordable housing
- Everyone is “housing ready”
- All people can achieve housing stability in permanent housing
- Configuration of housing and services based on individual participant needs & preferences
- Housing = Improved quality of life, health, mental health & employment
- Right to determination, dignity & respect
- Ending homelessness means prioritizing the most vulnerable households first.
Housing First: Core Components

- Few to no programmatic prerequisites to entry
- Low barrier admission policies
- Rapid and streamlined entry into housing
- Supportive services are voluntary
- Tenants have full rights, responsibilities, and legal protections
- Practices & policies to prevent lease violations and evictions
- Applicable in variety of housing models
Organization Assessment

- Establish a baseline and measure organizational progress over time
- Celebrate improvements
- Target those areas that require more work
Housing First: Project Level

- What are some examples of how we incorporate this approach at the project level?
Housing First: System Level

- What are some examples of how we incorporate this approach at the system level?
Housing First: Looking Forward
1970s and 80s: rise of modern homelessness
Response: survival services like shelters
Missing ingredient
1990s: HUD’s Continuum of Care model

Outreach → Shelter → Transitional Housing → Independent housing

Improve and move!
Figure 1.1: Model of a CoC
Access to housing

Tenant selection processes

- Wait lists with rule-out criteria
  - criminal hx, rental hx, behavioral issues
- Housing readiness
  - sobriety, psychiatric stabilization, payeeships
DESC Supportive Housing

- Union Hotel 1994
- scattered sites 1995
- Lyon Building 1997
- Kerner Scott House 1997

early efforts
PSH evolves to Housing First

- barrier removal
- prioritization
- harm reduction
Housing First Principles

- Targeted to the most vulnerable
- Move in without conditions on treatment acceptance/compliance
- Continued tenancy not contingent on participation in services
- Harm reduction approach rather than mandated abstinence
- Provider obligated to bring robust services into housing
- Residents have leases and tenant protections under the law
- Can be done in either project-based or scattered site settings
Key Components

- open and honest dialogue
- limited rules and requirements
- flexible response to problems
Supportive Housing “accommodations”

hours a day
Meeting people where they are

For those who are homeless this means:

- Literally: near their campsites, at shelters, in parks
- Figuratively: by offering help and respect regardless of behaviors
Assertive Engagement: Meeting people where they are

- outreach
- being useful
- relationship building through practical assistance and empathy
- not office-based
Limited Rules and Requirements

- rules aren’t the solution
- flexibility about behaviors is a type of disability accommodation
Evidence-based

- Ends homelessness of people served
- Connects people to needed services and treatment
- Improves health and quality of life
HUD Housing First study

The Applicability of Housing First Models to Homeless Persons with Serious Mental Illness

July, 2007
HUD Housing First study

Outcomes (n=80):

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<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Housing Retention</td>
<td>84%</td>
</tr>
<tr>
<td>Had nights away from housing</td>
<td>41%</td>
</tr>
<tr>
<td>Improvement in psychiatric impairment</td>
<td>33%</td>
</tr>
<tr>
<td>Worsening of psychiatric impairment</td>
<td>28%</td>
</tr>
<tr>
<td>No change or fluctuating psych. impairment</td>
<td>38%</td>
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Also, no significant improvement in:
- impairment due to substance use
- financial circumstances of participants
1811 Eastlake outcomes

- Cost offsets of housing > $4m for 1st year
- More time in housing associated with greater reduction in costs

Figure and findings from Larimer et al. (2009)
Recovery-focused

- More than simply recovering from addiction
- Its recovery with the ability to participate more fully in the life of the community
- This may not mean abstinence from drugs/alcohol
- Live as independently in the community as possible
- Social integration
- Employment
Applying HF principles beyond PSH

Key lesson:
Coercion and making people uncomfortable is not as effective as the opposite.
Housing First =

Access
Hope
Optimism
Questions?
Break
HOUSING FIRST AND TRAUMA

Housing First System – Our Solution to Own
King County All Home 12/13/16
The Housing First Approach: Housing + Services

- Housing is a right
- Housing FIRST not Housing READY
- No barriers for housing access
- Identify and eliminate potential barriers
- Tailored, voluntary services to retain housing
Could This Work for DV Survivors?

- Safety?
- Abuser Sabotage?
- Legal Issues?
- **Trauma?**
- Housing Discrimination?
- Drug/Alcohol Use?
- Adequate Income?
Trauma: Whenever an external threat overwhelms a person’s coping resources
Trauma: Extensive and Enduring, cont.

- Not a single event, but an ongoing series of events woven throughout the life cycle
- Inter-generational cycle of trauma may keep recurring within families and communities, often spanning several generations
Historical Trauma

• Also called *multi-generational* trauma or *trans-generational* trauma

• Trauma that is *passed on from one generation to the next* because of psychological, social, and environmental traumatic conditions and stressors that are unresolved within a family system, community, or population
Destruction of Culture

• The trauma inflicted on people was also directed at the removal and destruction of culture.

• Language, spirituality, sense of family structure were systematically destroyed.

• Boarding schools were a place that systematically attempted to destroy the family system and the sense of family.

• The destruction of culture left many people empty and searching for their soul.
Why is this important?

• Many of the problems we face in families and communities can be directly linked to the multi-generational/trans-generational trauma.

• For each generation that doesn’t address historical trauma, the trauma effects carry forward to the next generation.
How Trauma Works

Stress of traumatic experiences induces changes in brain structure and function; essentially “re-wires” brain circuits.

These strategies may be long-term patterns and not easily discarded.

So – trauma responses are completely normal for a human being who’s adapted to a traumatizing life.

PTSD symptoms are thought to be the behavioral manifestation of these changes.
How It May Show up

- Hyper-arousal, flashbacks, nightmares, startle reaction
- Short attention span; easily distracted
- Intrusive thoughts, confusion
- Memory and concentration problems
- Problem-solving deficits
How It May Show up

- Slow reaction time
- Loss of sense of time and space
- Decreased awareness of self and others
- Trouble understanding abstract concepts
- Compromised information-processing
- Trouble following complex directions
Trauma Informed Approach

**Safety**
- Physical and emotional
- Awareness of potential triggers

**Trust**
- Relationship with provider is key
- Transparency, clarity, consistency, and healthy boundaries

**Choice**
- Rebuild control
Trauma Informed Approach, cont.

**Collaboration**
- Avoid hierarchy
- Share power and act as partners

**Empowerment**
- Strengths-based
- Build clients’ skills, not just doing things FOR them
Key Findings from DVHF Pilot Project

Housing stability rebuilds lives

Housing stability and advocacy improve health & well-being and restore dignity & self-worth
Key Findings from DVHF Pilot Project

Safety and stability contribute to nurturing environments for children

Flexibility supports adaptability of culturally responsive services
References

• Carole Washaw, MD, National Center on Domestic Violence, Trauma & Mental Health
• Stephanie S. Covington, Ph.D., L.C.S.W., Centerr for Gender & Justice, Institute for Relational Development
• Victoria Ybanez, Red Wind Consulting
• Janine M. D”Anniballe, Ph.d.
• 2010 Hopper, Bassuk, Oliver “Shelter from the storm”
• Judith Herman, “Trauma and Recovery” (Empowerment and connection)
HOUSING IS A RACIAL EQUITY AND SOCIAL JUSTICE ISSUE

Leading with racial equity in housing
Objectives

- Understand how housing is a racial equity and social justice issue
- Understand how racial equity applies to your work
The House We Live In

https://www.youtube.com/watch?v=mW764dXEI_8
Reflect

• Turn to your partner and share your impacts and/or learnings from the video.
Why Lead with a Racial Equity Lens?

- Racism – Oppression – Intersectionality
- Individual vs. Institutional vs. Structural
- Targeted Universalism
- Undoing Institutional Racism Praxis
  - **Reflection:** Socialization, Internalized Racial Inferiority/Supremacy, Learning From History, Sharpening Your Analysis
  - **Action:** Gate Keeping, Accountability, Check Your Privilege, Sharing Culture, & Developing Leadership
Barriers to Housing

Macro-level
- Employment instability
- Decrease in affordable housing units and rooming houses
- Increase of rent/Low vacancy rate
- Domestic Violence
- Mental/chemical health
- Institutional racism/discrimination
- Homelessness a crime

Source: Housing First? Barriers to Housing (Monique Barnes)
https://prezi.com/x97ycbozahve/housing-first-barriers-to-housing/
Barriers to Housing

- **Individual**
  - Client-background issues (rental/criminal), mental/physical disabilities, seniors
  - Housing support services

- **Landlord**
  - Rental criteria
  - Poor housing conditions to take advantage of vulnerable populations
  - Eviction process for failure to pay rent
  - May not wait for or accept public or private assistance (source of income)
  - Refusing to accept short-term or long-term housing subsidies

Source: Housing First? Barriers to Housing (Monique Barnes)
https://prezi.com/x97ycbozahve/housing-first-barriers-to-housing/
Systemic Barriers to Housing

Shelter Providers

- Homelessness criteria
- Program eligibility requirements
  - Need to be in a shelter to get a referral
- Shelter cut-off times
- Separates individuals from families with minor children
- Limited English Proficiency
- ADA reasonable accommodations
- Documenting identity
- Access to supportive services
- Training on working with individuals with mental or physical disabilities
- Supportive services in working collaboratively and sharing information

Source: Housing First? Barriers to Housing (Monique Barnes)
https://prezi.com/x97ycbozahve/housing-first-barriers-to-housing/
Mass Incarceration

Source: The Atlantic – The Black Family in the Age of Mass Incarceration by Ta-Nehisi Coates
Mass Incarceration

**Lifetime Likelihood of Imprisonment**

- **All Men**: 1 in 9
- **White Men**: 1 in 17
- **Black Men**: 1 in 3
- **Latino Men**: 1 in 6

- **All Women**: 1 in 56
- **White Women**: 1 in 111
- **Black Women**: 1 in 18
- **Latina Women**: 1 in 45

Fair Housing and Discriminatory Effects

Prohibits direct and indirect discrimination based on the following protected classes:

- Race*
- Color*
- Sex*
- Religion*
- National Origin*
- Disability*
- Familial Status*
- Age
- Sexual Orientation
- Gender Identity
- Use of Service Animal
- Political Ideology
- Creed
- Ancestry
- Honorably/Discharged Veteran/Military Status
- Section 8 or other subsidy program
- Alternative Source of Income
- Association*
- Retaliation*

*Federally Protected
Discriminatory Effects

“A neutral practice has a **discriminatory effect** where it actually or predictably results in a disparate impact on a group of persons... because of race, color, religion, sex, handicap, familial status, or national origin.”

Examples:

- Conviction Records
- Credit Reports
Statistics

- African Americans were two times more likely to be arrested than the general population
- Across all age groups, the imprisonment rates for African American males is almost six times greater than for White males and two times greater for Hispanic males than non-Hispanic White males

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<tr>
<td>White</td>
<td>62%</td>
<td>34%</td>
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<tr>
<td>Black</td>
<td>12%</td>
<td>36%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>17%</td>
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### Racial Disproportionality in the Criminal Justice System

#### United States (2005)

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<th>Incarceration Rate (per 100,000)</th>
<th>Disproportionality ratio (in comparison to White)</th>
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<tr>
<td>White</td>
<td>412</td>
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<tr>
<td>Black</td>
<td>2,290</td>
<td>5.6</td>
</tr>
<tr>
<td>Latino</td>
<td>742</td>
<td>1.8</td>
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#### Washington State (2005)

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<th>Ethnicity</th>
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<th>Disproportionality ratio (in comparison to White)</th>
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<td>White</td>
<td>393</td>
<td>n/a</td>
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<tr>
<td>Black</td>
<td>2,522</td>
<td>6.4</td>
</tr>
<tr>
<td>Latino</td>
<td>527</td>
<td>1.3</td>
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Race and Criminal Justice System

Preliminary Findings

- Although racial groups are subject to traffic stops at equitable rates, minorities are more likely to be subjected to searches, while the rate at which results in seizures is lower for minorities
- Disparate treatment has been discovered in the context of pretrial release decisions, which systematically disfavor minority defendants
- Defendants of color were significantly less likely than similarly situated White defendants to receive sentences that fell below the standard range
- Among felony drug offenders, Black defendants were 62% more likely to be sentenced to prison than similarly situated White Defendants
- Legal financial obligations, Latino defendants receive significantly greater legal financial obligations than their White counterparts for similar crimes

Homelessness in America

By Race and Ethnicity

- 52.3% of individuals in shelters identified as a member of a minority group
  - Individuals in shelter were 1.8 times as likely to belong to a minority group as were individuals in the total US population (52.3% versus 29%)
  - African Americans alone make up over one-third of all homeless individuals in shelter (36.6% versus 11.7%)
  - White non-Hispanics were the largest racial group among sheltered homeless individuals, they were under-represented compared to the US population of individuals (47.8% versus 71%)

Source: HUD Annual Homeless Assessment to Congress Report 2014
Achieving Housing Equity

• Ensure services are accessible to everyone
• Screen in applicants by eliminating or lowering eligibility criteria
• Train staff on working with homeless individuals
• Provide housing with supportive services
• Provide places of community, dignity and respect for people experiencing homelessness
Wrap Up

• Take Home Reading
  • http://www.racialequitytools.org/resourcefiles/greene.pdf

• What Can You Do?

• All Home Race and Social Justice Summit (Q1 2017)
Lunch

- Prioritizing the most vulnerable
- Accepting all referrals made
- Finding affordable housing
- Finding housing for people on fixed incomes
- Housing First for specialized populations (I/R, YYA, etc.)

- “I would be more effective if…”

...and don’t forget to complete the Housing First assessment
Panel Discussion

- Moderators: Sydney Wilson & Turina James
- Panel Members:
  - Dee Hillis, Solid Ground
  - Sara Holbrook, Wellspring Family Services
  - Margaret King, DESC
  - Rachel Mathison, Imagine Housing
  - Tom Miles, Congregations for the Homeless
Breakouts

- Funders: Room 111
- RRHYA Providers: Room 110
- Others
  - Select top 3 content areas from Housing First Assessment Tool
  - 3 Rotations of 15 minute discussions
  - In terms of making this shift (reference assessment tool question), what strategies have organizations tried?
  - Finish the statement: “We would be more effective if…”
  - How will we know it’s working?
Closing

- Thank you!