

**Background:** As part of the [Orange County Plan to End Homelessness](#) adopted by the Orange County Partnership to End Homelessness (OCPEH) Leadership Team in May 2017, one of the action steps identified to Retool the Homeless Crisis Response System is “#14, Evaluate homeless system data by race, gender, age, and household type and formulate action steps to address disproportionality in our system.” Please find an initial assessment of racial disparities in the homeless service system in Orange County, NC.

**Overall:**

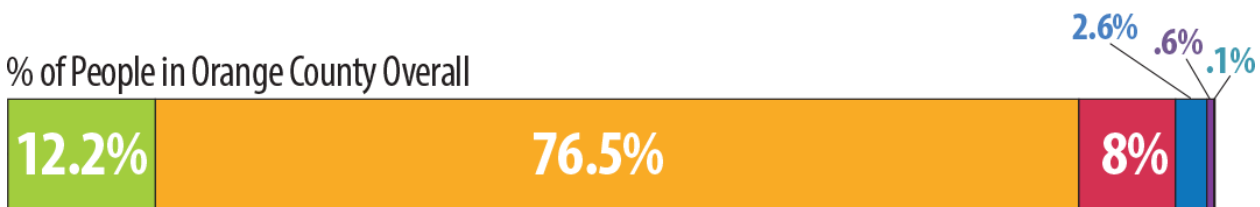
The number of People of Color (PoC) who are experiencing homelessness in Orange County is much larger by percent (55%) compared with the overall population in Orange County (23%).

# RACE

% of People Experiencing Homelessness in Orange County



% of People in Orange County Overall



- Black or African-American
- White
- Multiple Races
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Other Pacific Islander

**Next Steps:**

The OCEPH Leadership Team will formulate action steps to be incorporated into the next Plan to End Homelessness to be adopted winter 2018-19.

**Action steps**

- Conduct data analysis on racial disparities related to homelessness so that OCEPH Leadership Team can address these disparities:
  - People of different races or ethnicities are more or less likely to receive homeless assistance
  - People of different races or ethnicities are more or less likely to receive a positive outcome from homeless assistance
- To aid the OCEPH Leadership Team, serving as the CoC board, better reflect the population served in Orange County with a goal that the OCEPH Leadership Team will be comprised of at least 55% PoC. As of October 2018, the OCEPH Leadership Team has 19% of members who are PoC
- The CoC is training staff working in the homeless services sector to better understand racism and the intersection of racism and homelessness. As of 2016, all OCEPH Leadership Team members are expected to attend racial equity training ([OCEPH Leadership Team expectations, Info on Racial Equity Training](#)). CoC staff have attended five sessions of racial equity training plus three conference sessions on racial equity at NAEH Conferences 2016-2018. Staff working in homeless services have attended racial equity trainings
- OCEPH will work to establish professional development opportunities to identify and invest in emerging leaders of different races and ethnicities in the homelessness sector
- OCEPH can continue to educate organizations, stakeholders, boards of directors for local and national non-profit organizations working on homelessness on the topic of creating greater racial and ethnic diversity, including continuing to discuss race and racial disparities as part of the Homelessness 101 presentation and annual presentation to the elected boards of Carrboro, Chapel Hill, Hillsborough, and Orange County
- OCEPH will review coordinated entry processes to understand their impact on people of different races and ethnicities experiencing homelessness
- OCEPH will continue to collect data to better understand the pattern of program use for people of different races and ethnicities in its homeless services system
- OCEPH will continue to identify and conduct additional research to understand the scope and needs of different races or ethnicities experiencing homelessness, including focus groups with stakeholders and community members.