Diversity Gap

The Effects of Systemic Oppression on Homelessness and the Workforce That Serves Them
Objectives

• Recognize the prevalence of racial and ethnic health disparities in the US and in a healthcare for the homeless organization

• Explore the systemic challenges that make it difficult to develop a diverse workforce

• Recognize and verbalize the value of having a representative workforce

• Develop 2-3 tangible ideas to take back to our work/community to improve our practices
Colorado Coalition for the Homeless
Healthcare

Primary care, behavioral health, pediatrics, dental, vision, pharmacy, triage, respite, and Medicaid enrollment

Five health center locations and mobile clinic

13,613 people served
119,557 health center patient visits
131,639 prescriptions filled annually
Affordable Housing Including Permanent Supportive Housing

19 properties
4,123 households

Combines low-barrier affordable housing, health care, and supportive services for individuals and families.
Support Services

- Community Resources
- Outreach
- Project to Assist in the Transition from Homelessness (PATH)
- Family Support Services
- Outreach
- Case Management Programs
- Housing Assistance
- Vocational Programs
- Recovery Services
- Rural support
Health Disparities

A particular type of health difference that is closely linked with social, economic, and/or environmental disadvantage.

Health disparities adversely affect groups of people who have systemically experienced greater obstacles to health based on their racial or ethnic group, religion, socioeconomic status, gender, age, mental health, cognitive/sensory/physical ability, sexual orientation, gender identity, geographic location or other characteristics historically linked to discrimination or exclusion.

Factors that Influence Disparities

Common determinants of health:
• Biology
• Genetics
• Individual behavior
• Socioeconomic status
• Physical environment
• Discrimination
• Racism
• Literacy
• Legislative policies

Other Influences:
• High-quality education
• Nutritious food
• Affordable, reliable public transportation
• Decent, safe housing
• Culturally sensitive health care providers
• Health Insurance
• Clean water and non-polluted air

Health Outcome Measures

Exhibit 3.1
Number of Health Status and Outcome Measures for which Groups fared Better, the Same, or Worse Compared to Whites

- **Data Limitations**
- **Worse**
- **No Difference**
- **Better**

<table>
<thead>
<tr>
<th></th>
<th>Asian</th>
<th>Hispanic</th>
<th>Black</th>
<th>AIAN</th>
<th>NHOPI</th>
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<tbody>
<tr>
<td>Better</td>
<td>29</td>
<td>29</td>
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<td>29</td>
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<tr>
<td>Worse</td>
<td>2</td>
<td>4</td>
<td>2</td>
<td>2</td>
<td>2</td>
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<tr>
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<td>3</td>
</tr>
<tr>
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<td>29</td>
<td>24</td>
<td>1</td>
<td>6</td>
<td>4</td>
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</tbody>
</table>

Note: Better or Worse indicates a statistically significant difference from White population at the p<0.05 level. No difference indicates there was no statistically significant difference. Data limitations indicates data are not available separately for a racial/ethnic group, insufficient data for a reliable estimate, or comparisons not possible to Whites due to overlapping samples.

Compared to the general population, people experiencing homelessness...

- More likely to experience intimate partner violence
- Have a higher risk of mortality
- More likely to have a chronic disease
- More likely to experience a severe mental illness
- More likely to report chronic substance use
- More likely to use emergency services and remain hospitalized after admittance

Disparities in Homelessness
National Population Disparities


**National Population Disparities**


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- **Hispanic**
- **Non-Hispanic**
National Population Disparities


Systemic Challenges of A Representative Workforce
National Workforce Diversity

** US Physician data available from: https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5871929/
*** US Nurse, Medical Assistant, and Social Worker data available from: https://datausa.io/profile/soc/registered-nurses#demographics

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<table>
<thead>
<tr>
<th>Category</th>
<th>White</th>
<th>Black</th>
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<td>Physicians</td>
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<tr>
<td>Social Workers</td>
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</tbody>
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National Workforce Diversity


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Note: Thorough national data on non-binary gender categories do not exist.
Other Workforce Diversity Challenges

Degree requirements – Access to Education

Income requirements

Historical knowledge of careers and industries

Institutional Culture
Impact of Diversity
Research on Racial Concordance and Provider Knowledge of Oppression

- Increased utilization of services
- Patient perceptions of accessibility
- Patient perception of quality of care
- Patient satisfaction with care
- Patient centered communication
Facilitated Discussions

• Each group has a specific topic related to workforce development or client care
• Designate a note taker for your group
• Designate a speaker to debrief on behalf of your group
• Review the handout and complete the discussion prompts
Group Debriefs
At the Colorado Coalition for the Homeless

- Collecting Data – You can’t improve what you don’t measure
- Created VP of Equity, Inclusion, and Diversity – What you resource is what you value
- EID Council comprised of cross-functional staff from across the agency
- Education & Advocacy department actively works on policy changes and engages with the community (and schools) to raise awareness on Healthcare for the Homeless.
- Increased focus and value placed on peer specialists
Questions?