

Performance Dashboard Equity Measures

This document contains the tables currently available to providers (HMIS end users) to review equity based on program models. The equity tables are a part of a larger dashboard that measures data quality and performance overall by program. For the purpose of the Equity Committee, only the equity tables are included below. Additionally, each program model has it’s own dashboard available for review. The tables in the All Program Models section include tables that appear in each program model dashboard. Tables that are unique to a program model are identified with the name of the program model in bold ex: **Emergency Shelter**. The corresponding equity benchmarks as written in the [Contra Costa Continuum of Care Program Models and Performance Standards](#) appear at the top of each program model section. All page numbers reference the document linked above.

All Program Models

Referral Status by Race and Ethnicity

This equity measure table provides the number of referrals completed (have a result of either accepted or denied), and the number and percent of referrals accepted and denied, by race and ethnicity.

Referto Program Name	Race and Ethnicity	Referrals	Accepted Referrals	Percent of Referrals Accepted	Percent of Referrals Denied/Expired	Percent of Referrals Pending
	White			0.0%	0.0%	0.0%
	American Indian, Alaska Native, or Indi...			100.0%	0.0%	0.0%
	Asian or Asian American			50.0%	33.3%	16.7%
	Black, African American, or African			37.5%	45.8%	16.7%
	Hispanic/Latina/e/o			0.0%	85.7%	14.3%
	Middle Eastern or North African			100.0%	0.0%	0.0%
	Multi-Racial			58.3%	25.0%	16.7%
	Native Hawaiian or Pacific Islander			50.0%	50.0%	0.0%
	White			56.7%	28.3%	15.0%
	Black, African American, or African			0.0%	0.0%	0.0%
	Asian or Asian American			0.0%	0.0%	0.0%
	Black, African American, or African			0.0%	0.0%	0.0%
	Multi-Racial			0.0%	0.0%	0.0%
	White			0.0%	0.0%	0.0%
	Black, African American, or African			0.0%	0.0%	0.0%

All Program Models (cont.)

Race and Ethnicity Breakdown - Total Served by Agency

∨ This equity measure table provides the number of people served by the agency during the report period by race, and the percent by race. This includes all programs across the agency except "CE" and "Other." This table is not affected by the program name and project.

Agency Name	Race and Ethnicity	People Served	Total People Served by Agency	Percentage by Race
	Multi-Racial			13.0%
	Native Hawaiian or Pacific Islander			1.7%
	White			17.4%
	Asian or Asian American			1.3%
	Black, African American, or African			45.6%
	Hispanic/Latina/e/o			8.9%
	Multi-Racial			26.6%
	White			17.7%
	Asian or Asian American			4.8%
	Black, African American, or African			19.0%

Gender Breakdown - Total Served by Agency

∨ This equity measure table provides the number of people served by the agency during the report period by gender, and the percent by gender. This includes all programs across the agency except "CE" and "Other." This table is not affected by the program name and pr

Agency Name	Gender	People Served	Total People Served by Agency	Percentage by Gender
	Woman (Girl, if child)			62.4%
	Man (Boy, if child)			37.0%
	Woman (Girl, if child); Man (Boy, if child)			0.6%
	Woman (Girl, if child)			56.3%
	Man (Boy, if child)			43.5%
	Transgender			0.2%
	Man (Boy, if child)			97.5%
	Woman (Girl, if child)			2.5%
	Woman (Girl, if child)			60.9%
	Man (Boy, if child)			39.1%
	Woman (Girl, if child)			71.3%
	Man (Boy, if child)			28.7%

Termination Reasons by Race and Ethnicity

∨ This equity measures table provides the number of clients that were terminated by program during the report period (they did not have a positive exit reason), and the percent that left for each termination reason, by race and ethnicity.

Program Name	Race and Ethnicity	Number of Leaving Participants	% Criminal Activity	% Disagreement With Rules	% Needs Could Not Be Met	% Noncompliance	% Other
	American Indian, Alaska Native...		0.0%	0.0%	0.0%	100.0%	0.0%
	Black, African American, or Afri...		0.0%	0.0%	0.0%	39.1%	8.7%
	Hispanic/Latina/e/o		0.0%	0.0%	0.0%	0.0%	83.3%
	Multi-Racial		0.0%	0.0%	0.0%	60.0%	0.0%
	White		0.0%	0.0%	0.0%	0.0%	0.0%
	American Indian, Alaska Native...		0.0%	0.0%	10.0%	0.0%	0.0%
	Asian or Asian American		0.0%	0.0%	0.0%	0.0%	0.0%
	Black, African American, or Afri...		0.0%	0.0%	4.6%	10.8%	10.8%
	Hispanic/Latina/e/o		0.0%	0.0%	10.7%	21.4%	0.0%
	Multi-Racial		0.0%	0.0%	0.0%	11.1%	8.3%
	Native Hawaiian or Pacific Isla...		0.0%	0.0%	0.0%	0.0%	33.3%
	White		0.0%	2.6%	0.0%	10.5%	13.2%

All Program Models (cont.)

**Does not include Homelessness Prevention/Diversion/Rapid Exit programs

Retention of Benefits (Adults) by Race and Ethnicity

▼ This equity measures table provides the number of adult participants, the percent that have been enrolled for a year, the percent that have secured/maintained cash income for a year, and the percent that have secured/maintained non-cash benefits for a year, all bas...

Program Name	Race and Ethnicity	Adult Enrollments	% of Adults Active For 1 Year	% of Adults Secure/Maintain Income For 1 Year	% of Adults Secure/Maintain Noncash Benefits For 1 Year
[Redacted]	Asian or Asian American	[Redacted]	0.0%	0.0%	0.0%
	Black, African American, or African		0.0%	0.0%	0.0%
	Hispanic/Latina/e/o		0.0%	0.0%	0.0%
	Multi-Racial		0.0%	0.0%	0.0%
	White		0.0%	0.0%	0.0%
	American Indian, Alaska Native, or Indigenous		0.0%	0.0%	33.3%
	Asian or Asian American		100.0%	0.0%	0.0%
	Black, African American, or African		11.1%	14.8%	7.4%
	Hispanic/Latina/e/o		0.0%	0.0%	0.0%
	Multi-Racial		36.0%	16.0%	12.0%
Native Hawaiian or Pacific Islander	100.0%	0.0%	0.0%		

Retention of Health Insurance (All Participants) by Race and Ethnicity

> This equity measures table provides the number of all participants, the percent that have been enrolled for a year, and the percent that have secured/maintained health insurance for a year, all based on their 1 year annual assessment, by race and ethnicity.

Program Name	Race and Ethnicity	Enrollments	% of Enrollments Active For 1 Year	% of Enrollments That Secure/Maintain Health Insurance For 1 Year
[Redacted]	American Indian, Alaska Native, or Indigenous	[Redacted]	0.0%	0.0%
	Asian or Asian American		0.0%	0.0%
	Black, African American, or African		0.0%	0.0%
	Data not collected		0.0%	0.0%
	Hispanic/Latina/e/o		0.0%	0.0%
	Multi-Racial		0.0%	0.0%
	White		0.0%	0.0%
	American Indian, Alaska Native, or Indigenous		20.0%	60.0%
	Asian or Asian American		100.0%	0.0%
	Black, African American, or African		9.9%	4.9%

Permanent Supportive Housing

Equity Measure 1, pg.18 - Program demonstrates racially equitable service delivery and outcomes as described below:

- a) CE referrals are accepted and enrolled in rates comparable across racial groups.**
- b) The time between enrollment and move-in and the rates of housing retention and securing of benefits are comparable across racial groups.**
- c) No racial group should be disproportionately terminated from assistance.**

Housing Retention by Race and Ethnicity

∨ This equity measures table provides the number of households (based on head of household) served and of those, how many have either exited to housing or maintained permanent supportive housing, by race. The percentage excludes "Deceased" from the denomi...

Program Name	Race and Ethnicity	Household Enrollments	Percent Housed/Retained
	Asian or Asian American		100.0%
	Black, African American, or African		100.0%
	Hispanic/Latina/e/o		100.0%
	Multi-Racial		100.0%
	Native Hawaiian or Pacific Islander		100.0%
	White		100.0%
	Asian or Asian American		100.0%
	Black, African American, or African		100.0%
	Multi-Racial		100.0%
	White		100.0%
	American Indian, Alaska Native, or Indigenous		100.0%
	Asian or Asian American		100.0%

Average Time to Move-in by Race and Ethnicity

> This equity measures table provides the number of households (based on head of household enrollments) with a move-in date during the report period, and the average number of days between enrollment and move-in date, by race and Ethnicity.

Program Name	Race and Ethnicity	Household Enrollments	Average Days To Move-in
	Black, African American, or African		0.0
	Multi-Racial		0.0
	White		0.0
	Asian or Asian American		6.0
	Black, African American, or African		18.0
	Multi-Racial		12.8
	White		9.9
	Black, African American, or African		0.0
	American Indian, Alaska Native, or Indigenous		0.0
	Black, African American, or African		0.0
	White		0.0
	White		0.0

Rapid Rehousing

Equity Measure 1, pg. 21- Program demonstrates racially equitable service delivery and outcomes as described below:

- a) CE referrals are accepted and enrolled in rates comparable across racial groups.**
- b) The time between enrollment and move-in, the rates of obtaining and retaining housing, and securing of income and benefits are comparable across racial groups.**
- c) No racial group should be disproportionately terminated from assistance.**

Average Time to Move-in by Race and Ethnicity

> This equity measures table provides the number of households (based on head of household) with a move-in date during the report period, and the average number of days between enrollment and move-in date, by race and ethnicity

Program Name	Race and Ethnicity	Households	Average Days To Move-in
	Black, African American, or African		85.0
	Multi-Racial		6.0
	White		32.0
	Black, African American, or African		42.0
	Hispanic/Latina/e/o		27.0
	Multi-Racial		144.0
	Black, African American, or African		0.0
	Multi-Racial		0.0

Exits to PH by Race and Ethnicity

> This equity measures table provides the number of households (based on head of household) with an exit during the report period, and the number and percent of households housed on exit, by race and ethnicity.

Program Name	Race and Ethnicity	Households Exited	HoH Housed On Exit	Percent of HoH Housed On Exit
	Hispanic/Latina/e/o			60.0%
	Multi-Racial			50.0%
	White			75.0%
	Black, African American, or African			100.0%
	Hispanic/Latina/e/o			100.0%
	Multi-Racial			88.9%

Households Still Housed at 6 Month Followup (by Race and Ethnicity)

∨ This equity measures table provides the number of households (based on head of household enrollments) that exited to housing, and of those, how many received a 6-month follow-up during the report period. It then checks, of those households with a followup, how

Program Name	Race and Ethnicity	HoH Enrollments Exited To Housing 6 Months Ago	HoH With A 6-Month Follow-Up	HoH Still Housed After 6 Months	Percent of HoH Reached For Follow-up That Are Still Housed
	Hispanic/Latina/e/o				100.00%
	Multi-Racial				100.00%
	White				100.00%
	American Indian, Alaska Native, or Indigenous				100.00%
	Asian or Asian American				100.00%
	Black, African American, or African				100.00%

Rapid Exit

Equity Measure 1, pg. 23- Program demonstrates racially equitable service delivery and outcomes as described below:

- a) Referrals are accepted and assisted in rates comparable across racial groups.**
- b) The time between enrollment and move-in and the rates of obtaining housing are comparable across racial groups.**

Average Time to Exit to Housing (Perm/Temp) by Race and Ethnicity (Rapid Exit Only)

∨ This equity measures table provides the number of households (based on head of household) with an exit date during the report period, the number and percent of those who exited permanent or temporary housing, and the average number of days between enrollm...

Program Name	Race and Ethnicity	Total HoH Exiting Program	HoH Exited to Housing (Perm/Temp)	Percent of HoH Housed On Exit	Average Time To Exit To Housing
	American Indian, Alaska Native, or Indigenous	1	1	100.0%	30.0
	Asian or Asian American	1	1	100.0%	36.0
	Black, African American, or African	37	37	100.0%	30.5
	Hispanic/Latina/e/o	7	7	100.0%	22.7
	Multi-Racial	6	6	100.0%	26.0

** In development

Households that Receive Financial Assistance (Rapid Exit Only)

∨ This demographic table provides the total number of households served (based on Head of Household), and the total number of households that received a financial service within the reporting period.

Program Name	Households	Households With Financial Services	Percent of Households With Financial Services
	80	67	83.8%
	80	67	83.8%

** In development

Households with Followup Attempt Post-Housing Exit (Perm/Temp) (Rapid Exit Only)

∨ This demographics table includes the total number of households (based on head of household) that exited **more than 30 days before the reporting period end date and today**, and of those how many have a followup assessment.

Program Name	Households Exited 30+ days ago	Households With Follow-Up	Percent of Households With Follow-up
	63	62	98.4%
	63	62	98.4%

Emergency Shelter

Equity Measure 1 pg. 27- Program demonstrates racially equitable service delivery and outcomes as described below:

- a) CORE referrals and other intakes are accepted in rates comparable across racial groups.
- b) The rates of obtaining housing and securing needed documents and benefits are comparable across racial groups.
- c) No racial group should be disproportionately terminated from assistance.

Exits to Housing (Perm/Temp) by Race and Ethnicity

This equity measures table provides the number of households (based on head of household) with an exit during the report period, and the number and percent of households housed on exit, by race and ethnicity.

Program Name	Race and Ethnicity	Households Exited	HoH Housed On Exit	Percent of HoH Housed On Exit
	Black, African American, or African			78.9%
	Data not collected			100.0%
	Hispanic/Latina/e/o			66.7%
	Multi-Racial			100.0%
	Native Hawaiian or Pacific Islander			100.0%
	White			66.7%
	American Indian, Alaska Native, or Indigenous			100.0%
	Asian or Asian American			0.0%
	Black, African American, or African			60.0%
	Multi-Racial			55.6%
	White			33.3%
	American Indian, Alaska Native, or Indigenous			100.0%
	Asian or Asian American			0.0%

CARE Centers and CARE Center Case Management

Equity Measure 1 pg. 31- Program demonstrates racially equitable service delivery and outcomes as described below:

- a) Intakes are done in rates comparable across racial groups represented at the drop-in program.**
- b) The rates of obtaining housing and securing needed documents and benefits are comparable across racial groups.**
- c) No racial group should be disproportionately terminated from assistance.**

Total Served, Total Served with CM, Total Exits and Total Housed, by Race and Ethnicity

∨ This equity table includes the total number of households (based on head of household) exited during the report period, and of those the number and percent of those who exited to permanent or temporary destinations (includes exits to shelters). The last column re...

Program Name	Households	Households With CM Services	Percent of Households with CM Services	Households Exited To Perm/Temp Destinations	Total Household Exits	Percent Exited To Perm/Temp Destinations	Race and Ethnicity
			0.0%			100.0%	0
			0.0%			0.0%	American Indian, Alaska Native, o...
			0.0%			0.0%	Asian or Asian American
			6.6%			0.0%	Black, African American, or African
			0.0%			100.0%	Client prefers not to answer
			0.0%			100.0%	Data not collected
			10.5%			8.3%	Hispanic/Latina/e/o
			5.6%			0.0%	Multi-Racial
			0.0%			0.0%	Native Hawaiian or Pacific Islander

Outreach/CORE Teams

Equity Measure 1 pg. 34- Program demonstrates racially equitable service delivery and outcomes as described below:

- a) Different racial groups are assisted in rates comparable to their presences in the PIT Count**
- b) The rates of obtaining housing and securing needed documents and benefits are comparable across racial groups.**
- c) No racial group should be disproportionately terminated from assistance.**

Households that have gone 120 days without a service

> Clients who have not had a service encounter within 120 days need to be exited from the program. A minimum of 3 documented attempts to contact need to be made before exiting.
Goal: more than 90% of clients without a service are exited.

Program Name	Enrollments	Enrollments 120 Days Since Service	Percent With Recent Services
		5	99.9%
		5	99.9%

Total Served by CORE, by Race and Ethnicity

> This equity measure table provides the number of people served by Outreach during the report period by race, and the percent by race and ethnicity.

Program Name	Race and Ethnicity	People Served	Percentage By Race
	Black, African American, or African		37.9%
	White		29.9%
	Multi-Racial		17.9%
	Hispanic/Latina/e/o		9.9%
	Asian or Asian American		1.9%
	American Indian, Alaska Native, or Indigenous		1.5%
	Native Hawaiian or Pacific Islander		0.8%
	Middle Eastern or North African		0.3%
	Client prefers not to answer		0.0%
	0		0.0%
			100.0%

Homelessness Prevention/Diversion

Equity Measure 1 pg. 34- Program demonstrates racially equitable service delivery and outcomes as described below:

- a) Different racial groups are assisted in rates comparable to their rates in the extremely low-income renter population per American Community Survey data.**
- b) The rates of retaining housing are comparable across racial groups.**
- c) No racial group should be disproportionately denied assistance.**

Exits to Housing by Race and Ethnicity (Prevention Only)

> This equity measure table includes the total number of households (based on head of household) exited during the report period, and of those the number and percent of those who exited to housing, by race and ethnicity.

Program Name	Total HoH Exiting Program	HoH Housed On Exit	Percent of HoH Housed On Exit	Race and Ethnicity
			69.2%	Black, African American, or African
			100.0%	Multi-Racial
			33.3%	White
			100.0%	Black, African American, or African
			0.0%	Hispanic/Latina/e/o
			100.0%	Multi-Racial
			100.0%	White
			100.0%	Black, African American, or African
			100.0%	Hispanic/Latina/e/o
			100.0%	Multi-Racial
			100.0%	Native Hawaiian or Pacific Islander
			100.0%	White

Housing Retention Status By Race (Prevention Only)

> This table finds Heads of Households that exited to permanent housing (12-16 months ago) and then given a 1-year follow-up assessment.

Program Name	Race and Ethnicity	Households	HoH With 1-Year Follow-up	HoH With 1-Year Follow-up Still Housed
	Black, African American, or African	1	0	0
	Asian or Asian American	1	0	0
	Multi-Racial	1	0	0
	Black, African American, or African	2	0	0
	Multi-Racial	1	0	0
	Native Hawaiian or Pacific Islander	1	0	0
	Black, African American, or African	1	0	0
	Multi-Racial	1	0	0
	Asian or Asian American	1	0	0
	Black, African American, or African	9	0	0