The 2018 Annual Homeless Assessment Report (AHAR) tells us something that many in the field know by now: African Americans are glaringly overrepresented within the homelessness system. African Americans represent 13 percent of the general population, but account for 40 percent of people experiencing homelessness. Other racial groups and ethnicities are also overrepresented, but African Americans make up the largest group. Structural systems like criminal justice are widely believed to play a role in racial disparities, but it is also important to analyze the homelessness system itself and to make sure it does not perpetuate racial disparities as well.

Agency’s should commit to:

1. Identify implicit bias and its origins, including explicit bias
2. Demonstrate innovations in hiring practices and service provision that can improve program outcomes for groups most impacted by homelessness
3. Apply tools that can help communities analyze their data to identify and address any disparities in outreach, inflow, assessment, services, housing, or recidivism