



EMERGENCY TEMPORARY SHELTER PROGRAM

Angela Lasso-Jimenez (She/Her/Ella)
Office of Racial Equity (ORE)





SYSTEMIC SOLUTIONS FOR SYSTEMIC PROBLEMS



RACIALLY DISCRIMINATORY HOUSING POLICIES HAVE TAKEN PLACE IN VT



"No persons of any race other than the white race shall use or occupy any building or any lot."

- Policies like restrictive covenants: South Burlington town clerk on September 28, 1940 / (Act 143, 2022) or redlining (refusing to insure mortgages in and near African-American neighborhoods)
- National level: The creation of the Interstate Highway System often deliberately destroyed Black neighborhoods

VT CURRENT STATS TELL THIS STORY

- **4th highest homelessness rate nationally** at 53 per 10,000 people (U.S. Department of Housing and Urban Development)



VT CURRENT STATS TELL THIS STORY

- Black Vermonters are **5.6 times more likely** than white Vermonters to be unhoused (Point-In-Time report 2024).
- National: Black Americans represent 13% of the general population but 37% of homeless families with children (National Alliance to End Homelessness).



VT CURRENT STATS TELL THIS STORY

This is reflected in lower homeownership rates among Black, Asian, and Latinx Vermonters.

(Vermont Housing Needs Assessment)

- Disparities persist due to unaddressed systemic barriers.
- Discrimination in housing, education, and employment has limited opportunities for communities of color, making stable housing less accessible.



VT CURRENT STATS TELL THIS STORY

STATEWIDE DATA

2024 POPULATION STATEWIDE BY RACE

Race	*Vermont Population	Persons Experiencing Homelessness Statewide 2024	Persons Experiencing Homelessness Statewide 2023	Persons Experiencing Homelessness Statewide 2022	
American Indian, Alaska Native, or Indigenous	0.40%	1.19%	2.52%	1.00%	
Asian or Asian American	1.80%	0.43%	1.09%	1.00%	
Black, African American, or African	1.40%	8.07%	8.07%	6.00%	
Native Hawaiian or Pacific islander	0.00%	0.26%	0.18%	0.00%	
White	89.80%	86.44%	86.04%	88.00%	
Some Other Race * Middle Eastern or North African	0.80%	0.03%	0.00%	0.00%	
Multiple Races	5.80%	3.59%	2.09%	4.00%	
	100%	100%	100%	100%	

- ([Point-In-Time report 2024](#))

VT CURRENT STATS TELL THIS STORY

CHITTENDEN COUNTY

By Race

2024 CHITTENDEN COUNTY BY RACE

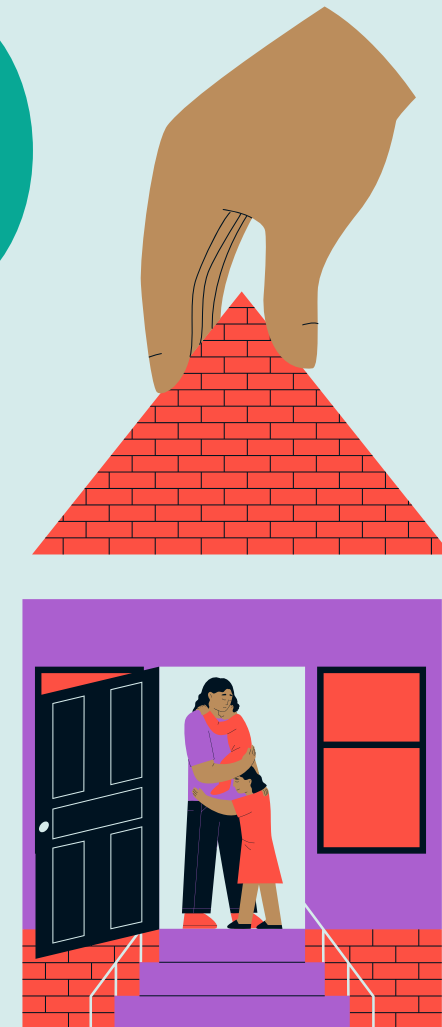
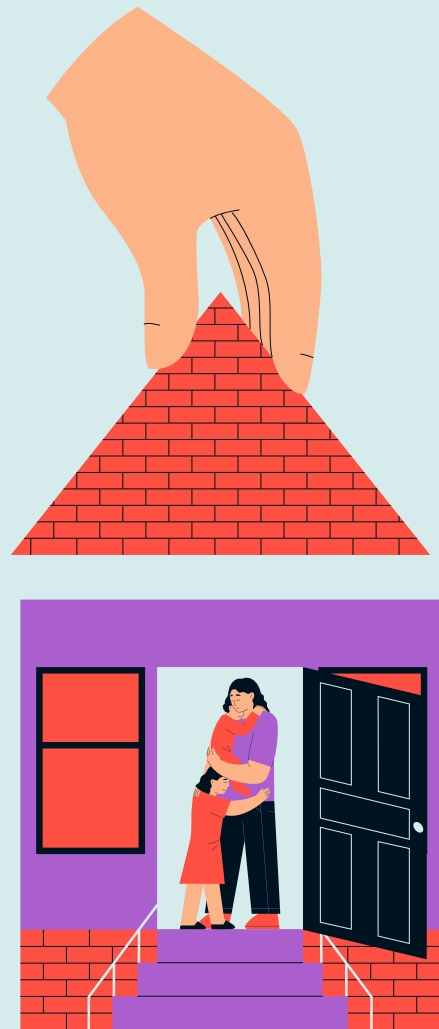
Race	*Chittenden Population	Persons Experiencing Homelessness Chittenden 2024	Persons Experiencing Homelessness Chittenden 2023	Persons Experiencing Homelessness Chittenden 2022	
American Indian, Alaska Native, or Indigenous	0.23%	1.60%	2.51%	2.00%	
Asian or Asian American	4.32%	1.36%	2.11%	1.00%	
Black, African American, or African	2.93%	18.00%	14.91%	12.00%	
Native Hawaiian or Pacific islander	0.03%	0.62%	0.26%	0.00%	
White	85.98%	75.22%	75.23%	80.00%	
Some other race	0.92%	0.00%	0.00%	0.00%	
Multiple Races	5.59%	3.21%	4.49%	5.00%	
	100%	100%	100%	100%	

- (Point-In-Time report 2024)
- What about Essex, Orleans, Lamoille and other counties?

1. WE NEED DISAGGREGATED DATA IN THE GA PROGRAM

What gets measured and explicitly named gets addressed

- Tracks racial and ethnic demographics of applicants and recipients
- Monitors application outcomes by race/ethnicity
- Documents reasons for denials by demographic groups
- Measures length of stay and program outcomes
- Records language access needs and provision
 - GA = Emergency/ General Assistance program



2. TO PREVENT REINFORCING SYSTEMIC INEQUITIES

Implement regular equity assessments

Impact Assessment Tool (ORE & Chief Performance Office)

Create metrics with racial equity goals

Accountability metrics with specific racial equity goals

Provide regular equity training

- Hire Case Managers with diverse backgrounds & train current ones.
- Many communities of color experience higher rates of discrimination and exclusion in housing systems.



3. CULTURALLY RESPONSIVE SERVICES MUST INCLUDE

- Hiring and retaining diverse staff at all levels, especially in leadership positions
- Providing comprehensive language access services beyond basic translation
- Implementing ongoing cultural competency training that addresses implicit bias
- Offering flexible programming that accommodates different cultural practices
 - Some cultural groups might prioritize living with extended family, while others may have specific religious or spiritual practices that need to be taken into consideration.





4. ADDRESSING IMPLICIT BIAS IN ELIGIBILITY CRITERIA

- Focus on communities with the highest needs within the GA program
- Support bill H.169, which amends discrimination in housing
- Ensure language access at all program points
- Remove unnecessary documentation requirements that disadvantage immigrants

5. LANGUAGE ACCESS & CULTURALLY COMPETENT CASE MANAGEMENT:

- How are we going to communicate with people who speak languages other than English in Vermont?
- Building trust with historically marginalized communities
- Addressing cultural barriers to service access



HOUSING & HOMELESSNESS ARE DEEPLY INTERCONNECTED

