



Wisconsin Balance of State

**DIVERSITY, EQUITY AND
INCLUSION COMMITTEE**

RESULTS OF DIVERSITY SURVEY FOR LOCAL COALITION MEMBERSHIP



WHY EVERYONE AT YOUR TEAM SHOULD HAVE A VOICE

WHY IS DIVERSITY IN LOCAL COALITION MEMBERSHIP IMPORTANT?

- We know that our communities are comprised of people from many different backgrounds, cultures, etc.**
- Every culture, every nationality, every single person sees the world in a different way. Similarly, every culture, nationality, and person has different knowledge, perspectives, and points of view.**

WHY IS DIVERSITY IN LOCAL COALITION MEMBERSHIP IMPORTANT?

- It is important to deliver services in a culturally significant way.**
- There are racial disparities in homelessness that need to be addressed. This will require diverse perspectives in solution seeking processes.**

What Race Do You Most Closely Identify With?

67 total responses

White/Caucasian: 54 responses (81%)

Black: 1 response (1%)

Asian: 2 responses (3%)

Native American: 4 responses (5%)

Hawaiian: 1 response (1%)

Mixed Race: 1 response (1%)

Other: 4 responses (5%) Human, Rat Race, Skipped Response

What Ethnicity Do You Most Closely Identify With?

67 total responses

Hispanic/LatinX: 2 responses (3%)

Non-Hispanic: 62 responses (97%)

Skipped: 2 responses

What Gender Do You Most Closely Identify With?

69 total responses

Cis gender (female): 57 responses (83%)

Cis gender (male): 4 responses (6%)

Transgender Female: 1 response (1%)

Non-Binary: 1 response (1%)

Rather not disclose: 3 responses (4%)

Other: 3 responses (4%)

What Is Your Sexual Orientation?

69 total responses

Heterosexual: 52 Responses (75%)

Lesbian: 6 responses (4%)

Gay: 3 responses (4%)

Bisexual: 5 responses (7%)

Asexual: 1 response (1%)

Rather not disclose: 3 responses (4%)

Other: 1 response (1%)

Within your local coalition, do you feel comfortable expressing your racial/ethnic identity?

69 total responses

Yes: 67 responses (97%)

No: 2 responses (3%)

Within in your local coalition, do you feel comfortable sharing your gender identity?

69 total responses

Yes: 64 responses (93%)

No: 5 responses (7%)

Within your local coalition, do you feel comfortable sharing your sexual orientation?

69 total responses

Yes: 58 responses (84%)

No: 11 responses (16%)

**Within your local coalition, do you
feel safe expressing your racial/ethnicity?**

69 total responses

Yes: 68 responses (99%)

No: 1 responses (1%)

**Within your local coalition do you
feel safe expressing your gender identity?**

69 total responses

Yes: 65 responses (94%)

No: 4 responses (6%)

**Within your local coalition, do you
feel safe expressing your sexual orientation?**

69 total responses

Yes: 62 responses (90%)

No: 7 responses (10%)

**Do you believe your local coalition adequately engages
in diverse, equitable and inclusive practices?**

69 total responses

Yes: 47 responses (69%)

No: 31 responses (21%)

Do you feel represented in your local coalition based on your racial/ethnic identity?

69 total responses

Yes: 59 responses (87%)

No: 9 responses (13%)

Do you feel represented in your local coalition based upon your gender identity?

68 total responses (1 skipped)

Yes: 63 responses (93%)

No: 5 responses (7%)

Do you feel represented in your local coalition based on your sexual orientation?

68 total responses (1 skipped)

Yes: 58 responses (85%)

No: 10 responses (15%)

Have you ever received complaints or concerns, from the clients that you serve, regarding your local coalition representing their race/ethnicity, gender or sexual orientation?

68 total responses (1 skipped)

Yes: 15 responses (10%)

No: 50 responses (74%)

See comments on following slide!

Comments About Complaints Received Related to Race, Gender, Sexual Identity

- We are a very white group, we need to recruit more diversity.**
- There have been some complaints that there is not enough work in the community being done to hear the voices of the LGBT community and that we do not focus on this in our county enough.**
- I received a complaint from someone that they were experiencing racism from (provider) staff members.**
- I've heard many complaints about (provider) about racial discrimination and being treated unfairly.**
- I have not for our agency but hear about other organizations within the COC issues with racial issues.**
- Yes! Lots of recent complaints about unequal treatment at (provider).**

Do you feel you are able to express any concerns or complaints to the leadership of the local coalition?

63 total responses (6 skipped)

Yes: 49 responses (72%)

No: 14 responses (20%)

- So broken that the (agency) needs to be shuttered and started over by completely different folks who can stay on task and make actual process improvements. Any agency that has this many meetings is out of control, at best.
- I am able to express myself. I do not feel heard or my perspective incorporated.
- I do feel I am able to express my concerns, however I do not have confidence that they will be receive well or taken seriously. I feel they are often dismissed.
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Do you feel your local coalition adequately meets the needs of all of the clients in the areas of race/ethnicity, gender or sexuality?

67 total responses (1 skipped)

Yes: 44%

No: 35%

- I believe it recognizes the need and is making efforts towards more fully representing all people.
- Many of the individual agencies in the coalition do. There are still gaps in meeting needs from some service providers and participants in the coalition.
- No, many of the services are not inclusive or accessible for the LGBTQ community.
- No it does not. Homeless clients, who are members of the LGBTQ community, have been sharing disturbing incidents of treatment at (agency) lately.

Do you fear retaliation for voicing your concerns about diversity, equity and inclusive practices in your local coalition?

67 total responses (1 skipped)

Yes: 20%%

No: 76%

What Does All of this Mean?



**WE Have
Some
Work to
Do!**

Areas that Standout

- 1. Develop policies and practices for local coalitions to ensure equitable and fair treatment for all populations.**
- 2. Assess areas of disparity locally.**
- 3. Broaden membership to represent all populations in the area of service.**

Continuum of Diversity

