



# 2022 Diversity, Equity & Inclusion Dashboard



## { Because Every Person Counts.

Diversity, equity and inclusion remain at the forefront of our work.

Our new mission statement opens with this line:  
**Share believes that every person counts.**

We find this to be imperative and reflective of who we are and what we believe.

As an organization, we ask ourselves how we can both dismantle inequitable systems, while focusing on sustainable solutions for our clients who must access housing, health care, education and employment systems today.

Our mission motivates and inspires our vital work each and every day, as we continue to support those in need and make our community home for all.



## { A Diversifying Client Base

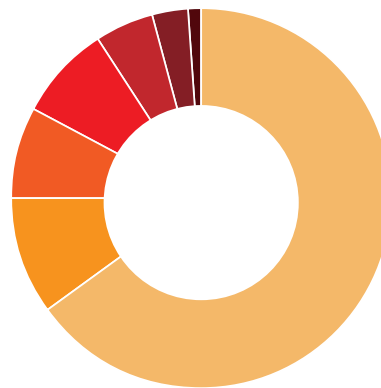
Clark County, WA is home to a population of 482,000 people of which 77.5% identify as white/non-Hispanic and 14% identify as people of color.\*

BIPOC communities continue to account for a disproportionate percentage of people in need of shelter, housing and meal services.

In the 2022 Point in Time Count conducted by Council for the Homeless, 27% of those experiencing homeless identified as people of color.†

† 12% Hispanic/Latinx, 10% Native Hawaiian/Pacific Islander, 8% Multiple Races, 6% Black/African American, 3% American Indian/Alaska Native, 1% Asian

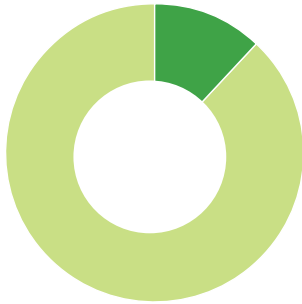
\* Sources: [datausa.io/profile/geo/clark-county-wa#demographics](https://datausa.io/profile/geo/clark-county-wa#demographics)  
[councilforthehomeless.org/point-in-time-count](https://councilforthehomeless.org/point-in-time-count)



### Share Clients: Race

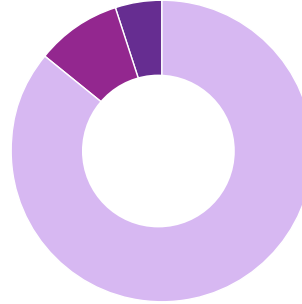
- 65% White
- 10% Native Hawaiian or Pacific Islander including Chuukese
- 8% Black or African American
- 8% No answer given
- 5% Two or more ethnic backgrounds
- 3% American Indian or Alaska Native
- 1% Asian

# { Share Clients: Demographics



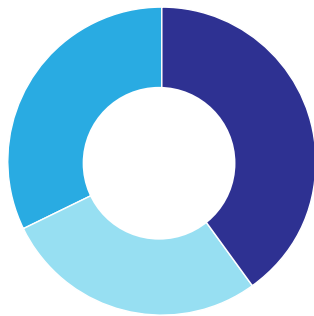
## Share Clients: Ethnicity

- 88% Non-Hispanic/Latin(a)(o)(x)
- 12% Hispanic/Latin(a)(o)(x)



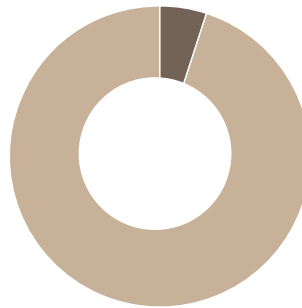
## Share Clients: Age

- 86% Adults
- 9% Children (0-17)
- 5% Youth Under 25



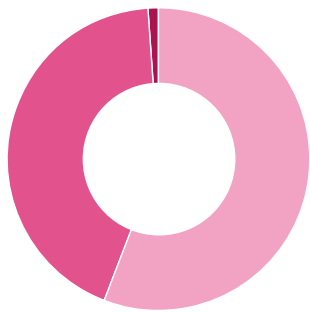
## Share Clients: Disability

- 40% Yes
- 32% Client Refused/Data Not Collected
- 28% No



## Share Clients: Household Status

- 95% Households Without Children
- 5% Households With Children



## Share Clients: Gender

- 56% Female
- 43% Male
- 1% No Single Gender and Transgender

## Identified as a Veteran

91 people

## Identified as Chronically Homeless

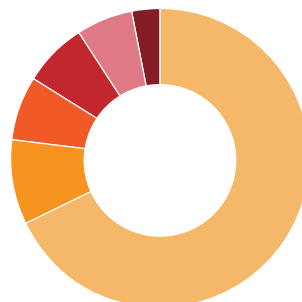
644 people

Note: Share's client information is tracked in the Service Point database. Data in the chart above represent an unduplicated account of clients from Share's Outreach, Shelter, Prevention, RRH and PSH programs. Share's Hot Meals, Backpack and Summer Meals programs are not represented in this data.

# { Increased Staff Diversity Remains Vital

Lived experiences and perspectives provide knowledge and ideas, building trust amongst employees and staff.

We know we need to do more and are committed to continuing our efforts to hire, support and engage a diverse staff.



## Share Staff: Race

- 68% White
- 9% Native Hawaiian or Pacific Islander including Chuukese
- 7% Black or African American
- 7% Two or more ethnic backgrounds
- 6% Hispanic
- 3% American Indian or Alaska Native

## { Share's E-Team

Share's E-Team works together to acknowledge, strategize, and propose solutions that create a more equitable, safe, and inclusive environment for Share's clients, staff, volunteers, and community. It focuses on the organization's procedures, processes, and policies to integrate Share's value of equity into its services and programs.

- The ETeam membership is capped at 12; current membership is 10.
- 31% of members (4 people) are BIPOC.
- 54% of members (7 people) are client-facing staff.
- E-Team meets the 4th Wednesday of the month from 1:00 to 2:30 p.m.
- Non-members are encouraged to attend meetings and participate team efforts.

\* Committee information as of October 2022.

### 2022 E-Team Members:

Chevon Davis  
Nicky Ferguson  
Jeremy Freier  
Christal Harris  
Jana Jones  
Brianna Kinsey  
Edward Ramirez  
Heather Walker  
Becky West  
Heather Young

## { Accomplishments in 2022

- To start building a more robust infrastructure for consistent learning, we added the organization-wide DEI training recordings to the staff resources page, provided an equity lens tool to teams, and provided a training segment to the organization-wide to cultural celebrations. We have also created a DEI SharePoint site for connection, transparency, and access to resources.
- To create a support system for BIPOC staff, we created a Racial Harm Policy that provides support for BIPOC staff that have experienced harm. This policy was created with organization-wide staff input and will go before the Board of Directors in January 2023. Additionally, Share held a focus group for BIPOC staff that provided even more insight into positive changes that can be made.
- To increase opportunities for all staff to be involved in decisions that will impact them, our Executive Director or Deputy Director visit all team meetings on a quarterly basis so that feedback can be incorporated and considered. Staff are also now invited to participate in developing policies that will directly impact them.
- Finally, we are working on adding the following equity statement to all job descriptions.

*"Share wants to be part of a community that brings about change. We are committed to actively working to dismantle racist systems, focusing on sustainable solutions to structural racism, police violence, and inequitable economic, health care, and education systems. It requires all institutions, including ours, to ask what more we can and should do to live our commitments to diversity, equity, and inclusion—and we must be brave enough to make changes."*