

Appendix B

Detailed Data Tables

LANDSCAPE

Table 0A Statewide Connecticut and Regional Western CT Population Data

United States Census Bureau QuickFacts and DataHaven Facts				
Fact	Fairfield County	Northwest Connecticut		Connecticut
		Litchfield County	Greater Waterbury	
Population estimates, July 1, 2023, (V2023)	NA	NA	NA	3,617,176
Population 2020 Decennial Census	957,419	185,186	NA	3,605,944
Population in 2019			339,664	
Female persons, percent	51.00%	49.90%	NA	51.00%
White alone, percent	61.00%	84.00%	66.00%	78.40%
Black or African American alone, percent	11.10%	1.60%	8.00%	12.90%
American Indian and Alaska Native alone, percent	NA	NA	<1.00%	0.70%
Asian alone, percent	5.30%	1.90%	2.00%	5.20%
Native Hawaiian and Other Pacific Islander alone, percent	NA	NA	NA	0.10%
Two or More Races, percent	NA	NA	NA	2.70%
Hispanic or Latino, percent	20.00%	7.90%	18.00%	21.40%
Bachelor's degree or higher, percent of persons age 25 years+, 2018-2022	50.50%	38.00%	33.00%	46.00%
Median household income* (not seasonally adjusted), 2018-2022	\$100,703	\$84,689	\$42,401	\$140,844
Per capita income in past 12 months* (not seasonally adjusted), 2018-2022	\$125,185	\$79,947	\$28,723	\$550,793
Persons in poverty, percent	13.10%	7.80%	11.00%	9.80%

Table 0B BNL v2 Summary – September 26, 2023

ALL HOUSEHOLDS		All Age HoH							
		Statewide	Central	Eastern	Fairfield	Hartford	MMW	New Haven	Northwest
1a	# Active HH	3177	262	393	691	690	169	641	331
1b	# Active People	3796	283	489	834	773	211	811	395
1c	# Active Children	482	12	80	106	60	27	150	47
1d	# HH Active Unsheltered	531	79	78	110	68	11	117	68
1e	# HH Added in Past 7 Days	99	14	10	14	21	2	26	12
1f	# HH Inactive Next 7 Days	70	0	6	7	6	2	47	2
1g	Avg. Days Active	196	98	172	229	150	162	180	373
2a	Chronic (Verified)	50	0	1	0	11	3	34	1
2b	Dedicated Plus (Verified)	7	0	1	1	1	0	4	0
2c	Documents Need Review	1340	124	125	351	255	95	203	187
2d	Not Chronic (Verified)	112	11	1	0	44	9	46	1
2e	Unknown	1668	127	265	339	379	62	354	142
3a	# HH Housed Exit Past 90 Days	591	41	66	138	109	21	128	86
3b	Rapid Rehousing (RRH)	155	6	21	42	27	1	38	19
3c	Permanent Supportive Housing (PSH)	64	5	11	11	14	8	10	5
3d	Housing Authority (Subsidy Only)	33	1	2	9	12	0	5	4
3e	Self (self-paid)	228	19	19	60	35	6	61	27
3f	Self (friend/family)	106	10	13	14	20	6	14	29
3g	Other	5	0	0	2	1	0	0	2

Table 0C CT CAN Data Appointment Dashboard – Demographics – September 2023

Table 0C.1 Gender Breakdown of People Experiencing Homelessness in CT

Location	Woman (Girl if Child)	Man (Boy if Child)
Central CT	57.93%	41.46%
Eastern	56.63%	42.77%
Fairfield	51.92%	48.08%
Greater Hartford	51.41%	47.98%
Greater New Haven	57.19%	41.90%
MMW	50.00%	48.65%
Northwest	56.35%	43.65%
Grand Total	54.00%	45.44%

Table 0C.2 Race Breakdown of People Experiencing Homelessness in CT

	American Indian or Alaskan Native	Asian	Black or African American or African	Multi-racial	Native Hawaiian or Pacific Islander	White	Data Not Collected	Hispanic/Latina/e/o	Grand Total
Data Not Collected				1.85%			98.15%		100.00%
Hispanic/Latina/e/o				73.14%				26.86%	100.00%
Non-Hispanic/Non-Latina/e/o	1.09%	0.82%	54.45%	4.26%	0.27%	39.11%			100.00%
Grand Total	0.68%	0.51%	33.78%	26.07%	0.17%	24.27%	5.97%	8.56%	100.00%

Table 0D Comparison of Gender Identity Across Connecticut State, Fairfield County, and the Northwest: Total Population, People who are Unhoused, and Survey Respondents – September 2023

Distribution by Gender Identity								
	Connecticut State		Fairfield County			Northwest		
Option	Total	Unhoused	Total	Unhoused	Respondents	Total	Unhoused	Respondents
Man	49%	45.44%	49%	48.08%	25.20%	50.10%	43.65%	49%
Woman	51%	51.59%	51.92%	51.92%	69.70%	49.90%	56.35%	51%
Transgender		0.39%			1.70%			
Prefer not to say					3.40%		7.10%	

Table 0E Comparison of Race and Ethnicity Across Connecticut State, Fairfield County, and Northwest: Total Population, Unhoused, and Survey Respondents - September 2023

Distribution by Race and Ethnicity								
	Connecticut State		Fairfield County			Northwest		
Option	Total	Unhoused	Total	Unhoused	Respondents	Total	Unhoused	Respondents
Black or African American	12.90%	32.22%	11.10%		32.50%	5.74%		14.30%
Hispanic or Latino	21.40%		20%		20.80%	14.43%		11.90%
White or European	78.40%		61%		30.00%	72.35%		57.10%
Multiracial		22.22%			3.30%			4.80%
American Indian or Alaskan Native					1.70%			2.40%
Asian or Asian American	5.20%		5.30%		1.70%	4.40%		
Middle Eastern or North African					0.80%			
Prefer not to say					9.20%			9.50%

Table 0F Distribution by Gender Identity (All responses)

OPTION	ODI Network	ODFC CoC	Northwest CAN
Man	28.60%	25.20%	38.10%
Woman	66.70%	69.70%	54.80%
Transgender	1.40%	1.70%	
Prefer not to say	3.40%	3.40%	7.10%

Table 0G Distribution by Gender Identity (Staff responses)

OPTION	ODI Network	ODFC CoC	Northwest CAN
Man	28.60%	27.40%	27.80%
Woman	63.10%	64.40%	55.60%
Transgender	2.40%	2.70%	
Prefer not to say	6.00%	5.50%	16.70%

Table 0H Distribution by Gender Identity (Supervisor responses)

OPTION	ODI Network	ODFC CoC	Northwest CAN
Man	27.10%	20.00%	43.80%
Woman	72.90%	80.00%	56.30%
Transgender			
Prefer not to say			

Table 0I Distribution by Gender Identity (Executive Directors' responses)

OPTION	ODI Network	ODFC CoC	Northwest CAN
Man	30.80%	22.20%	50.00%
Woman	69.20%	77.80%	50.00%
Transgender			
Prefer not to say			

Table 0J Distribution by Sexual Orientation (All responses)

OPTION	ODI Network	ODFC CoC	Northwest CAN
Heterosexual	79.20%	77.60%	81.00%
Asexual	3.50%	4.30%	4.80%
Bisexual	4.90%	5.20%	4.80%
Gay	2.10%	0.90%	4.80%
Lesbian	1.40%	1.70%	
Pansexual	1.40%	1.70%	
Prefer not to say	7.60%	8.60%	4.80%

Table 0K Distribution by Racial Identity (All responses)

OPTION	ODI Network	ODFC CoC	Northwest CAN
Black or African American	28.40%	32.50%	14.30%
Hispanic or Latino	20.30%	20.80%	11.90%
White or European	35.10%	30.00%	57.10%
Multiracial	4.10%	3.30%	4.80%
American Indian or Alaskan Native	2.00%	1.70%	2.40%
Asian or Asian American	1.40%	1.70%	
Middle Eastern or North African	0.70%	0.80%	
Prefer not to say	8.10%	9.20%	9.50%

Table 0L What is your religion or religious philosophy? (All responses)

OPTION	ODI Network	ODFC CoC	Northwest CAN
Christianity	64.10%	65.80%	57.10%
Islam	2.80%	2.60%	2.40%
Buddhism	2.10%	1.70%	2.40%
Spiritual	1.40%	0.90%	2.40%
Judaism	2.10%	2.60%	4.80%
Jehova Witness	0.70%	0.90%	
Does not identify with a religion	15.90%	13.70%	23.80%
Prefer not to say	11.00%	12.00%	7.10%

Table 0M What is the highest degree or level of school you have completed? (All responses)

OPTION	ODI Network	ODFC CoC	Northwest CAN
Regular high school diploma	6.40%	6.60%	6.90%
GED or alternative credential	1.80%		6.90%
Some college credit, without a degree	22.00%	20.90%	24.10%
Associate's degree	11.00%	11.00%	6.90%
Bachelor's degree	27.50%	29.70%	24.10%
Professional degree beyond Bachelor's degree	1.80%	2.20%	6.90%
Master's degree	22.90%	23.10%	20.70%
Doctorate degree	2.80%	2.20%	3.40%
Prefer not to say	3.70%	4.40%	

SECTION 1: INCORPORATING THE VOICES OF PEOPLE WITH LIVED EXPERIENCE OF HOMELESSNESS

Table 1A When addressing the incorporation of voices with lived experience, please select the statement you *most strongly agree* with: (Staff responses)

OPTION	ODFC CoC	Northwest CAN
People with lived experiences of homelessness often don't have the knowledge to impact or change in the system	4.20%	
It's the job of the system to innovate new solutions to homelessness without the input of the people experiencing it	5.60%	
Innovating new solutions to homelessness requires input from the people experiencing it	49.30%	35.30%
People who experience homelessness have more experience in the system and, therefore, can come up with more innovative solutions	12.70%	17.60%
People with lived experience of homelessness should be partners in ending homelessness on every level	28.20%	47.10%

Table 1B When addressing the incorporation of voices with lived experience, please select the statement you *most strongly agree* with: (Supervisors' responses)

OPTION	ODI Network	ODFC CoC	Northwest CAN
People with lived experiences of homelessness often don't have the knowledge to impact or change in the system	12.50%	14.30%	18.80%
It's the job of the system to innovate new solutions to homelessness without the input of the people experiencing it	2.10%	2.90%	
Innovating new solutions to homelessness requires input from the people experiencing it	45.80%	42.90%	50.00%
People who experience homelessness have more experience in the system and, therefore, can come up with more innovative solutions	8.30%	8.60%	6.30%
People with lived experience of homelessness should be partners in ending homelessness on every level	31.30%	31.40%	25.00%

Table 1C When addressing the incorporation of voices with lived experience, please select the statement you most strongly agree with: (Executive Directors' responses)

OPTION	ODFC CoC	Northwest CAN
People with lived experiences of homelessness often don't have the knowledge to impact or change in the system		
It's the job of the system to innovate new solutions to homelessness without the input of the people experiencing it		
Innovating new solutions to homelessness requires input from the people experiencing it	44.40%	50.00%
People who experience homelessness have more experience in the system and, therefore, can come up with more innovative solutions	11.10%	
People with lived experience of homelessness should be partners in ending homelessness on every level	44.40%	50.00%

Table 1D Which of the following statements best describes your organization's work with people with lived experience of homeless services

OPTION	ODI Network	ODFC CoC	Northwest CAN
We haven't considered including folks with lived experience into our organization			
We are looking to include more feedback from people with lived experience, but have faced challenges incorporating them into our organization	15.40%		33.30%
We have at least one person on staff with lived experience	46.20%	66.70%	16.70%
We have at least one person with lived experience leading our efforts to incorporate their voices	15.40%	11.10%	33.30%
We would like to include at least one person with lived experience to the board	23.10%	22.20%	16.70%

SECTION 2: WORKING CONDITIONS ACROSS THE ODI NETWORK

Table 2A Comparison of 2023 Federal Poverty Level (FPL), ALICE Survival Budget, and Area Median Income (AMI) for Fairfield and Litchfield Counties

		Connecticut State	
Federal Poverty Levels	Individuals	\$14,580	
	Family of three	\$24,860	
	Family of five	\$35,140	
300% of the Federal Poverty Levels	Individuals	\$40,770	
	Family of three	\$69,090	
	Family of five	\$97,410	
		ODFC CoC	Litchfield County
ALICE Survival Budget	Individual	\$35,088	\$31,236
	Family (2 adults, one infant, and one preschooler)	\$117,396	\$105,756
Area Median Income		\$142,800	\$114,700

Table 2B Do you think your work would be more effective if: Choose the three you believe are more relevant. (Staff responses)

OPTION	ODFC CoC	Northwest CAN
You had better compensation for the work you do	60.30%	56%
You had proper training on services and procedures	44.10%	50%
You had time to decompress when feeling overwhelmed	35.30%	28%
You had proper training on de-escalating and managing crisis situations	30.90%	28%
There were more people on staff	26.50%	17%
You had time to engage with the people you serve	19.10%	28%
You felt safe in your work environment	14.70%	11%
You had the possibility to give the people you serve the ability to make decisions	13.20%	22%
You were offered regular and designated supervision	7.40%	17%

Table 2C Which of the following have you experienced over the last 1-2 years? (Staff responses)

OPTION	ODFC CoC	Northwest CAN
I'm struggling to pay bills and/or have increasing debt	57.70%	61.10%
I or others in my household had to take on an additional job to make ends meet	46.50%	16.70%
I've been able to weather it ok	22.50%	38.90%
I have been at risk of losing my housing	21.10%	27.80%
I have had to seek food assistance	16.90%	22.20%
I or others in my household sometimes have gone hungry or done without basic necessities to make ends meet	15.50%	0%
No negative impacts	14.10%	16.70%
I lost my housing	7%	0%
I or others in my household frequently have gone hungry or done without basic necessities to make ends meet	1.40%	0%
I had to seek shelter services	1.40%	0%

Table 2D Which category below includes your current household income? (Staff responses)

OPTION	ODI Network	ODFC CoC	NW CAN
Less than \$10,000	0	0	0
\$10,000 - \$14,999	0	0	0
\$15,000 - \$24,999	3.50%	4.10%	5.60%
\$25,000 - \$34,999	4.70%	4.10%	5.60%
\$35,000 - \$49,999	25.90%	24.30%	22.20%
\$50,000 - \$74,999	30.60%	31.10%	38.90%
\$75,000 - \$99,999	11.80%	12.20%	16.70%
\$100,000 - \$149,999	10.60%	12.20%	0
\$150,000 - \$199,999	2.40%	2.70%	0
\$200,000 - \$249,999	0	0	0
\$250,000 - \$299,999	0	0	0
\$300,000 or more	0	0	0
Prefer not to say	10.60%	9.50%	11.10%

Table 2E Are you satisfied with the onboarding training you received? (Staff Responses)

OPTION	ODI Network	ODFC CoC	NW CAN
Excellent	6.10%	7%	5.60%
Good	43.90%	40.80%	61.10%
Fair - leftover questions	24.40%	23.90%	22.20%
Lacking - feel unprepared	14.60%	16.90%	0
No onboarding training	11.00%	11.30%	11.10%

Table 2F Are you satisfied with the onboarding training you received? (Supervisor Responses)

OPTION	ODI Network	ODFC CoC	NW CAN
I was not given any training before starting my job	24.40%	25%	26.70%
The training was comprehensive and set me up for success in my new role	17.80%	15.60%	20%
The training was great in some areas but left out key things I have had to deal with in my role	6.70%	9.40%	6.70%
Training was provided, but I mostly learned on the job	51.10%	50%	46.70%

Table 2G Are you satisfied with the ongoing training and professional development you receive? (Staff Responses)

OPTION	ODI Network	ODFC CoC	NW CAN
It's excellent	4.90%	5.60%	0%
It's good	47.60%	46.50%	44.40%
It's fair	41.50%	40.90%	55.60%
It's lacking	6.10%	7.00%	0%

Table 2H Which of these options most closely reflects your job immediately prior to your current work? (Supervisors' responses)

OPTION	ODI Network	ODFC CoC	NW CAN
College Student	2.30%	3.30%	6.70%
Frontline staff at a different organization	9.30%	6.70%	13.30%
Frontline staff at my current organization	46.50%	50%	33.30%
Supervisor at a different organization	23.30%	20%	33.30%
Supervisor for a different program at the same organization	16.30%	20%	6.70%
Owner Operator (Director of Services)	2.30%	0%	6.70%

Table 2I How often in the last week did you feel overwhelmed by a situation at work? (Staff responses)

OPTION	ODI Network	ODFC CoC	NW CAN
Not at all	20%	23%	5.60%
Rarely	23.50%	21.60%	27.80%
On a few occasions	29.40%	31.10%	27.80%
Almost daily	17.60%	17.60%	16.70%
Every day	4.70%	4.10%	11.10%
I'm not sure	1.20%	0	5.60%
I prefer not to answer	3.50%	2.70%	5.60%

Table 2J Which of the following client circumstances have you seen grow in number (more people experiencing it) or severity over the past 12 months? (Staff responses)

OPTION	Increase in Number		Increase in Severity	
	ODFC CoC	NW CAN	ODFC CoC	NW CAN
People with mental health needs	75%	70.60%	69.90%	70.60%
People struggling with the effects of trauma	45.80%	52.90%	36.10%	41.20%
People with complex needs	55.60%	47.10%	43.40%	41.20%
People with problematic substance use	56.90%	70.60%	51.80%	64.70%
People who have experienced domestic abuse	33.30%	35.30%	25.30%	29.40%
Lack of affordable housing	84.70%	82.40%	77.10%	76.50%

Table 2K Which of the following client circumstances have you seen grow in number (more people experiencing it) or severity over the past 12 months? (Supervisor responses)

OPTION	Increase in Number		Increase in Severity	
	Select all that apply.		Select all that apply.	
	ODFC CoC	NW CAN	ODFC CoC	NW CAN
People with mental health needs	85.70%	93.80%	80%	87.50%
People struggling with the effects of trauma	54.30%	37.50%	34.30%	25%
People with complex needs	62.90%	56.30%	60%	62.50%
People with problematic substance use	65.70%	87.50%	60%	75%
People who have experienced domestic abuse	11.40%	43.80%	8.60%	37.50%

Table 2L Can you rate the ease of finding the following housing types for the people you serve? (Staff responses)

OPTION	Housing that accepts vouchers - TBV, private landlords, Section 8			Unsubsidized but affordable housing*			Subsidized housing: Public Housing, LIHTC, PBV**		
	ODI	FC	NW	ODI	FC	NW	ODI	FC	NW
Easy	13.60%	14.30%	5.90%	8.50%	8.50%	5.90%	8.60%	10%	0
Average	24.70%	21.40%	29.40%	18.30%	16.90%	17.70%	25.90%	18.60%	47.10%
Difficult	46.90%	47.10%	52.90%	40.20%	38%	52.90%	40.70%	42.90%	41.20%
Impossible	14.80%	17.10%	11.80%	32.90%	36.60%	23.50%	24.70%	28.60%	11.80%

Table 2M Can you rate the ease of finding the following housing types for the people you serve? (Supervisors' responses)

OPTION	Housing that accepts vouchers - TBV, private landlords, Section 8			Unsubsidized but affordable housing*			Subsidized housing: Public Housing, LIHTC, PBV**		
	ODI	FC	NW	ODI	FC	NW	ODI	FC	NW
Easy	13.60%	14.30%	5.90%	8.50%	8.50%	5.90%	8.60%	10%	0
Average	24.70%	21.40%	29.40%	18.30%	16.90%	17.70%	25.90%	18.60%	47.10%
Difficult	46.90%	47.10%	52.90%	40.20%	38%	52.90%	40.70%	42.90%	41.20%
Impossible	14.80%	17.10%	11.80%	32.90%	36.60%	23.50%	24.70%	28.60%	11.80%

* Properties that are made available to lower-income households at less than market value.

** Housing that is owned and/or managed by the government to provide housing to low-income families.

Table 2N How often do your staff members encounter people experiencing homelessness who were previously housed but have lost their housing due to the housing crisis? (Supervisors' responses)

OPTION	ODI	ODFC CoC	NW CAN
Very Frequently	22.90%	25.70%	25%
Frequently	33.30%	25.70%	43.80%
Occasionally	35.40%	37.10%	31.30%
Rarely	8.30%	11.40%	0%

Table 2O What do you think the average job satisfaction is in the ODI network? (Staff responses)

OPTION	ODI Network	ODFC CoC	NW CAN
I think it's high, most staff members are feeling very satisfied and fulfilled in their roles	2.50%	2.80%	0%
I think it's good, most staff members are content in their work	9.90%	11.30%	11.80%
I think it varies across teams and departments	12.30%	14.10%	
I think it's moderate, with some staff members feeling satisfied and others less so	37.00%	35.20%	47.10%
I think it's low, many staff members may be experiencing dissatisfaction	16.00%	16.90%	11.80%
I think it's very low; many staff members feel unsatisfied and disengaged	11.10%	12.70%	0%
I'm not sure	11.10%	7.00%	29.40%

Table 2P How confident do you feel about your current job performance? (Staff responses)

OPTION	ODI Network	ODFC CoC	NW CAN
I feel like I'm doing a really bad job	6.20%	7.10%	
I feel like my performance is not the best	3.70%	4.30%	
I'm doing a fair job	7.40%	5.70%	11.10%
I'm doing a good job	51.90%	48.60%	77.80%
I'm doing my job with excellence	25.90%	28.60%	5.60%
I don't get feedback so I don't know if I'm doing a good job or not	4.90%	5.70%	5.60%

Table 2Q With which of these statements do you most strongly agree? (Staff responses)

OPTION	ODI Network	ODFC CoC	NW CAN
My supervisors are attentive to my needs and workflow and will step in to support me when I am overwhelmed	37.00%	34.30%	38.90%
My supervisors will support me if I ask them for help	50.60%	51.40%	55.60%
My supervisors are frequently too busy to support me with my own work	9.90%	11.40%	0%
My supervisors don't know or care what I do during the day	2.50%	2.90%	5.60%

Table 2R What is your perception of the turnover rate within your organization in the last year? (Supervisors' responses)

OPTION	ODI Network	ODFC CoC	NW CAN
It varies across teams and departments	6.30%	8.60%	0
Very low, very few staff members have left	20.80%	22.90%	18.80%
Low, a small number of staff members have left	16.70%	20%	6.30%
Moderate, an average number of staff members have left	27.10%	22.90%	43.80%
High, a significant number of staff members have left	20.80%	20%	18.80%
Very high, a substantial number of staff members have left	8.30%	5.70%	12.50%

SECTION 3: EQUITY IN THE ODI NETWORK

Table 3A Do you believe that a person’s race or ethnicity affects their opportunities when they’re being served by the system? (Staff responses)

OPTION	ODI Network	ODFC CoC	NW CAN
Yes	38.10%	34.20%	58.80%
No	31.00%	32.90%	23.50%
Maybe	31.00%	32.90%	17.60%

Table 3B Distribution by race of “Do you believe that a person’s race or ethnicity affects their opportunities when they’re being served by the system?” (Staff responses)

OPTION	Yes	No	Maybe
Black or African American	38.50%	34.60%	23.10%
Hispanic or Latino or Spanish origin of any race	33.30%	33.30%	33.30%
Other	33.30%	66.70%	0%
Prefer not to say	40%	0%	60%
White or European	40%	20%	40%

Table 3C What are the biggest issues you see in our homeless system related to racial equity? (Choose the three you believe are most relevant.) (Staff responses)

OPTION	ODFC CoC	NW CAN
Implicit bias (a bias that occurs automatically and unintentionally, that affects judgment, decisions, and behavior)	52.20%	50%
Criminal background	72.50%	72.20%
Mental health and financial stability	73.90%	55.60%
Gatekeeping (controlling, and usually limiting, general access to something)	29.00%	16.70%
Language barriers	31.90%	22.20%
Understaffed homeless service agencies lacking representation of the homeless population	44.90%	38.90%
White privilege (an advantage that protects white people against any form of discrimination related to their ethnicity and race)	24.60%	16.70%
Over-occupancy (an incorrect assessment of households as needing fewer bedrooms than they’re entitled to, which can create overcrowding)	13%	11.10%
Black mistrust of housing systems and landlords	20.30%	16.70%

Table 3D Rate your organization’s actions regarding the service of Diversity, Equity, Inclusion, and Belonging (Staff responses)

OPTIONS	RATING	ODI Network	ODFC CoC	NW CAN
Active engagement to achieve awareness of the organization’s diversity and inclusion policies	1 = Poor	2.50%	2.90%	0
	2 = Unsatisfactory	6.25%	7.10%	0
	3 = Satisfactory	26.30%	25.70%	35.30%
	4 = Very Satisfactory	40.00%	38.60%	41.20%
	5 = Outstanding	25.00%	25.70%	25.50%
Training on unconscious bias or diversity and inclusion	1 = Poor	3.80%	4.40%	0
	2 = Unsatisfactory	10.10%	11.60%	0
	3 = Satisfactory	35.40%	34.80%	35.30%
	4 = Very Satisfactory	30.40%	28.99%	41.20%
	5 = Outstanding	20.30%	20.30%	23.50%
Active search to value diverse perspectives during decision-making	1 = Poor	2.50%	2.90%	0%
	2 = Unsatisfactory	10.1% ³	11.60%	5.90%
	3 = Satisfactory	39.20%	39.10%	35.30%
	4 = Very Satisfactory	31.70%	30.40%	35.30%
	5 = Outstanding	16.50%	15.90%	23.50%
Building employee resource groups or affinity groups that support underrated communities	1 = Poor	3.80%	4.40%	0%
	2 = Unsatisfactory	13.90%	14.50%	17.60%
	3 = Satisfactory	31.70%	31.90%	23.50%
	4 = Very Satisfactory	36.70%	36.20%	35.30%
	5 = Outstanding	13.90%	13.00%	23.50%
Inclusive practices to accommodate diverse needs (e.g., religious observances, parental leave)	1 = Poor	1.30%	1.50%	0
	2 = Unsatisfactory	8.90%	10.10%	0
	3 = Satisfactory	38%	39.10%	41.20%
	4 = Very Satisfactory	32.90%	31.90%	35.30%
	5 = Outstanding	19%	17.40%	23.50%
Fair and equitable treatment, access, and opportunity	1 = Poor	5.10%	5.80%	0
	2 = Unsatisfactory	5.10%	5.80%	0
	3 = Satisfactory	34.20%	34.80%	29.40%
	4 = Very Satisfactory	34.20%	31.90%	41.20%
	5 = Outstanding	21.50%	21.70%	29.40%

Table 3E Rate your organization’s actions regarding the service of Diversity, Equity, Inclusion, and Belonging (Supervisors’ responses)

OPTIONS	RATING	ODI Network	ODFC CoC	NW CAN
Active engagement to achieve awareness of the organization’s diversity and inclusion policies	1 = Poor	0	0	0
	2 = Unsatisfactory	8.50%	5.90%	12.50%
	3 = Satisfactory	29.80%	35.30%	12.50%
	4 = Very Satisfactory	27.70%	26.50%	31.30%
	5 = Outstanding	34.00%	32.40%	43.80%
Training on unconscious bias or diversity and inclusion	1 = Poor	2.10%	2.90%	0
	2 = Unsatisfactory	14.90%	11.80%	18.80%
	3 = Satisfactory	29.80%	38.20%	6.30%
	4 = Very Satisfactory	34.00%	32.40%	43.80%
	5 = Outstanding	19.10%	14.70%	31.30%
Active search to value diverse perspectives during decision-making	1 = Poor	0	0	0
	2 = Unsatisfactory	10.40%	8.60%	12.50%
	3 = Satisfactory	37.50%	45.70%	12.50%
	4 = Very Satisfactory	29.20%	25.70%	37.50%
	5 = Outstanding	22.90%	20%	37.50%
Building employee resource groups or affinity groups that support underrated communities	1 = Poor	0	0	0
	2 = Unsatisfactory	19.10%	20.60%	12.50%
	3 = Satisfactory	27.70%	29.40%	18.80%
	4 = Very Satisfactory	36.20%	35.30%	43.80%
	5 = Outstanding	17%	14.70%	25%
Inclusive practices to accommodate diverse needs (e.g., religious observances, parental leave)	1 = Poor	0	0	0
	2 = Unsatisfactory	8.50%	8.80%	6.30%
	3 = Satisfactory	29.80%	35.30%	12.50%
	4 = Very Satisfactory	38.30%	32.40%	56.30%
	5 = Outstanding	23.40%	23.50%	25%
Fair and equitable treatment, access, and opportunity	1 = Poor	0	0	0
	2 = Unsatisfactory	4.30%	5.90%	0
	3 = Satisfactory	34%	38.20%	18.80%
	4 = Very Satisfactory	34%	29.40%	43.80%
	5 = Outstanding	27.70%	26.50%	37.50%

Table 3F Rate your organization’s actions regarding the service of Diversity, Equity, Inclusion, and Belonging (Executive Directors’ responses)

OPTIONS	RATING	ODI Network	ODFC CoC	NW CAN
Active engagement to achieve awareness of the organization’s diversity and inclusion policies	1 = Poor	0	0	0
	2 = Unsatisfactory	8.30%	0	16.70%
	3 = Satisfactory	50%	50%	50%
	4 = Very Satisfactory	25%	37.50%	16.70%
	5 = Outstanding	16.70%	12.50%	16.70%
Training on unconscious bias or diversity and inclusion	1 = Poor	0	0	0
	2 = Unsatisfactory	8.30%	0	16.70%
	3 = Satisfactory	50%	50%	50%
	4 = Very Satisfactory	41.70%	50%	33.30%
	5 = Outstanding	0	0	0
Active search to value diverse perspectives during decision-making	1 = Poor	8.30%	0	16.70%
	2 = Unsatisfactory	0	0	0
	3 = Satisfactory	50%	50%	66.70%
	4 = Very Satisfactory	33.30%	37.50%	16.70%
	5 = Outstanding	8.30%	12.50%	0
Building employee resource groups or affinity groups that support underrated communities	1 = Poor	8.30%	0	16.70%
	2 = Unsatisfactory	33.30%	50%	16.70%
	3 = Satisfactory	41.70%	37.50%	50%
	4 = Very Satisfactory	16.70%	12.50%	16.70%
	5 = Outstanding	0	0	0
Inclusive practices to accommodate diverse needs (e.g., religious observances, parental leave)	1 = Poor	8.30%	0	16.70%
	2 = Unsatisfactory	0	0	0
	3 = Satisfactory	33.30%	25%	33.30%
	4 = Very Satisfactory	50%	62.50%	50%
	5 = Outstanding	8.30%	12.50%	0
Fair and equitable treatment, access, and opportunity	1 = Poor	0	0	0
	2 = Unsatisfactory	8.30%	0	16.70%
	3 = Satisfactory	25%	25%	16.70%
	4 = Very Satisfactory	33.30%	25%	50%
	5 = Outstanding	33.30%	50%	16.70%

Table 3G What is your racial identity?

OPTION	ODI Network (Supervisors & Staff)
Black or African American	29.10%
Hispanic or Latino or Spanish origin of any race	21.60%
Other	9%
Prefer Not to Say	9%
White or European	31.30%

Table 3H Racial Breakdown of Staff with Household Income of over \$100k

OPTION	ODI Network (Supervisors & Staff)
Black or African American	21.40%
Hispanic or Latino or Spanish origin of any race	32.10%
Other	3.60%
Prefer Not to Say	7.10%
White or European	35.70%

Table 3I Racial Breakdown of Staff with Household Income between \$50 and \$100k

OPTION	ODI Network (Supervisors & Staff)
Black or African American	31%
Hispanic or Latino or Spanish origin of any race	17.20%
Other	10.30%
Prefer Not to Say	5.20%
White or European	36.20%

Table 3J Racial Breakdown of Staff with Household Income of under \$50k

OPTION	ODI Network (Supervisors & Staff)
Black or African American	35.50%
Hispanic or Latino or Spanish origin of any race	29%
Other	9.70%
Prefer Not to Say	3.20%
White or European	22.60%

Table 3K What is your gender identity?

OPTION	ODI Network (Supervisors & Staff)
Man	27.80%
Woman	67.70%

Table 3L Gender Identity of Staff with Household Income above \$100k

OPTION	ODI Network (Supervisors & Staff)
Man	39.30%
Woman	57.10%

Table 3M Gender Identity of Staff with Household Income between \$50 and \$100k

OPTION	ODI Network (Supervisors & Staff)
Man	20.40%
Woman	74.10%

Table 3N Gender Identity of Staff with Household Income below \$50k

OPTION	ODI Network (Supervisors & Staff)
Man	29%
Woman	67.70%