Application Form

Profile

Shawn (First Name) | A (Middle Initial) | Ray (Last Name)

[redacted] (Address Line 1) | (Suite or Apt)

[redacted] (City) | CA (State) | [redacted] (Postal Code)

[redacted] (Primary Phone)

[redacted] (Email Address)

District Locator Tool

Resident of Supervisorial District:

☑ District 2

City of San Pablo (Employer) | Police Captain (Job Title)

Length of Employment

24 years

Do you work in Contra Costa County?

◉ Yes ○ No

If Yes, in which District do you work?

District 1

How long have you lived or worked in Contra Costa County?

53 years

Are you a veteran of the U.S. Armed Forces?

◉ Yes ○ No

Board and Interest

Which Boards would you like to apply for?

Contra Costa Council on Homelessness: Submitted

Seat Name

Public Safety

Have you ever attended a meeting of the advisory board for which you are applying?

◉ Yes ○ No

If Yes, how many meetings have you attended?

approximately 60

Education

Select the option that applies to your high school education *

☑ High School Diploma

College/ University A

Name of College Attended

California State University Hayward

Degree Type / Course of Study / Major

Bachelors of Science, Criminal Justice

Degree Awarded?

◉ Yes ○ No

College/ University B

Name of College Attended

University of San Diego

Degree Type / Course of Study / Major

Master of Science, Criminal Justice

Degree Awarded?

◉ Yes ○ No

College/ University C

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

○ Yes ○ No

Other Trainings & Occupational Licenses

Other Training A

Police Academy

Certificate Awarded for Training?

◉ Yes ○ No

Other Training B

Command College

Certificate Awarded for Training?

◉ Yes ○ No

Occupational Licenses Completed:

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, commitee, or commission.

As a Captain with the San Pablo Police Department, I see the impact people experiencing homelessness have on the community, and I know the value in serving those experiencing homelessness to better their lives. To properly address homelessness in our community, law enforcement must be a part of the solution and have input on the means of serving everyone in our community. As a public safety rep, I have a unique perspective on the day-to-day lives and experiences of people experiencing homelessness in our communities.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

I am a police Captain with the San Pablo Police Department with over 24 years of police experience within Contra Costa County. I am currently assigned as the division commander overseeing the patrol division. As an officer, I worked with county homeless services (Brookside shelter) and private organizations (Bay Area Rescue Mission) to provide individuals with temporary housing. As a Lieutenant, I created the Priority Oriented Policing (POP) Unit within the San Pablo Police Department to address blight and provide outreach services for our homeless population and residents experiencing mental health crises. Our Crisis Response Team (CRT) is comprised of a Homeless Outreach unit and a Behavioral Health Outreach unit. Both outreach units primarily serve our homeless residents. As a Captain, I am currently working with H3 to provide homeless services to our homeless residents through the use of Encampment Resolution Funding (ERF). I have worked with numerous people experiencing homelessness throughout my career to link them with resources to help them become self-sufficient. I currently hold the Public Safety Seat on the County Council on Homelessness.

Upload a Resume

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

(•) Yes ( ) No

Do you have any obligations that might affect your attendance at scheduled meetings?

( ) Yes (•) No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

(•) Yes ( ) No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

Council on Homelessness

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

I am a member of the San Pablo Traffic, Engineering and Safety committee, and the San Pablo Safety Planning Commission.

Conflict of Interest and Certification

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

( ) Yes (•) No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?

( ) Yes (•) No

Shawn A Ray

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and undersand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.

☑ I Agree

Important Information

1. This application and any attachments you provide to it is a public document and is subject to the California Public Records Act (CA Government Code §6250-6270).
2. All members of appointed bodies are required to take the advisory body training provided by Contra Costa County.
3. Members of certain boards, commissions, and committees may be required to: (1) file a Statement of Economic Interest Form also known as a Form 700, and (2) complete the State Ethics Training Course as required by AB 1234.
4. Meetings may be held in various locations and some locations may not be accessible by public transportation.
5. Meeting dates and times are subject to change and may occur up to two (2) days per month.
6. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.
7. As indicated in Board Resolution 2021/234, a person will not be eligible for appointment if he/she is related to a Board of Supervisors' member in any of the following relationships:
   (1) Mother, father, son, and daughter;
   (2) Brother, sister, grandmother, grandfather, grandson, and granddaughter;
   (3) Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
   (4) Registered domestic partner, pursuant to California Family Code section 297;
   (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
   (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

Shawn A Ray

View results

Respondent

11 Anonymous

4308:11
Time to complete

About the Supplemental Questions for the Council on Homelessness Membership Application

The following questions will be used by the Council on Homelessness' Nominating Panel to identify diverse applicants that can contribute unique expertise and perspectives to the Council. Answers to these questions will be evaluated in relation to the experience and qualifications desired for available member seats. Please carefully consider how your personal experiences, professional experiences, and values will contribute meaningfully to the Contra Costa County Continuum of Care efforts to make homelessness rare, brief, and non-recurring.

Please note, there are two required elements of the Council on Homelessness application, these "Supplemental Questions" and the County Application. You **must complete both** components of the application by **Thursday, September 25, 2025 at 5PM.** Instructions for completing the County Application will be sent to you after completing the "Supplemental Questions" below.

For more information, about applying to the Council on Homelessness, please review the Council on Homelessness Board Recruitment FAQ document.

If you need accommodations to complete the application, please contact Jaime Jenett, Staff to the Council, by emailing cchomelesscouncil@cchealth.org or calling or texting (925) 464-0152.

Supplemental Questions

1. **Which vacant Council on Homelessness seat are you applying for?** *

- ( ) **Behavioral Health Representative** – Must work in the behavioral health field in Contra Costa County (i.e., peer support, clinician, system-level behavioral health planner, etc.) with experience impacting behavioral health policy, decision-making, and/or funding.
- ( ) **City Government Seat** – Must be an employee of a city or town located in Contra Costa County. This seat is not open to representatives elected to positions in Contra Costa County
- ( ) **CoC/ESG Program Grantee** – Must work with an agency receiving Continuum of Care and/or Emergency Solutions Grant funding in Contra Costa, including agencies that are providing housing and/or services to survivors of domestic violence. Applicants must work with one of these agencies to be eligible: CCH: H3; Contra Costa Crisis Center; Contra Costa Housing Authority; GRIP; Hope Solutions; SAHA; SHELTER, Inc; STAND! For Families Free of Violence; Trinity Center
- ( ) **Community Member Seat** – Must live or work in Contra Costa County.
- ( ) **Federal Homeless and Housing Funding Administrator Representative** – Must work for an agency in Contra Costa County that administers federal funding for homelessness and/or housing programs.
- ( ) **Employment and Human Services Department (EHSD) Representative** – Must work for the Contra Costa Employment and Human Services Department.
- ( ) **Faith Community Representative** – Must have substantial experience as an employee, volunteer, or congregant of the County faith community.
- ( ) **Public Housing Authority** – Must be an employee of a Housing Authority in Contra Costa County.
- (•) **Public Safety Representative** – Must have substantial experience in the public safety field in Contra Costa County.
- ( ) **Reentry Services Representative** – Must have substantial experience in the reentry field in Contra Costa County (i.e., services provider and/or correctional staff supporting individuals reentering the community after involvement with the criminal legal system).
- ( ) **Youth Representative** – Must be between the ages of 17 and 24 and have lived experience of homelessness in Contra Costa County

2. **Please explain why you would like to serve on the Council on Homelessness and in the specific Council seat(s) you are applying for. (400 word maximum)** *

I am seeking to serve another term on the Council on Homelessness in the Public Safety seat because I believe that addressing homelessness requires strong partnerships between public safety professionals, service providers, and the community we serve. My 24 years of experience in law enforcement has shown me firsthand the complex intersection between homelessness, public safety, and community well-being. Every day, public safety personnel encounter individuals experiencing homelessness under difficult and often vulnerable circumstances. These interactions are not only about responding to immediate concerns but also about connecting people to the resources that can help them achieve stability and well-being. I have seen the challenges faced by unhoused residents—mental health struggles, substance abuse, lack of shelter, and systemic barriers—and I am committed to helping bridge the gap between our public safety response and long-term solutions. Serving on the Council would allow me to bring a practical, frontline perspective to policy discussions, ensuring that public safety approaches are informed by compassion, evidence-based practices, and collaboration. I am particularly interested in advancing initiatives that strengthen partnerships with public safety entities and outreach organizations, with the ultimate goal of reducing unnecessary criminalization of homelessness, strengthening crisis response models, and supporting partnerships that connect individuals to much-needed housing, healthcare, and supportive services. My goal is to contribute to a balanced approach—one that maintains community safety while upholding dignity and respect for all residents. I believe that by working together across disciplines, we can make meaningful progress toward reducing homelessness and its impacts on individuals, families, and our neighborhoods. For these reasons, I would be honored to serve another term on the Council on Homelessness in the Public Safety seat and contribute to building solutions that reflect overall public safety, compassion, and responsibility to those we serve.

3. **Please briefly describe any personal or professional skills, experiences, volunteer work, or connections (such as affiliations with organizations addressing homelessness) that you would bring to the Council on Homelessness and/or the specific seat you are applying for. For example, you can talk about things like your experience getting services in the county, comfort with public speaking, experience working with unhoused youth, community activism, relationships with organizations, etc. (400 word maximum)** *

I am a police Captain with the San Pablo Police Department with over 24 years of police experience within Contra Costa County. I am currently assigned as the division commander overseeing the patrol division. As an officer, I worked with county homeless services (Brookside shelter) and private organizations (Bay Area Rescue Mission) to provide individuals with temporary housing. As a Lieutenant, I created the Priority Oriented Policing (POP) Unit within the San Pablo Police Department to address blight and provide outreach services for our homeless population and residents experiencing mental health crises. Our Crisis Response Team (CRT) is comprised of a Homeless Outreach unit and a Behavioral Health Outreach unit. Both outreach units primarily serve our homeless residents. As a Captain, I am currently working with H3 to provide homeless services to our homeless residents through the use of Encampment Resolution Funding (ERF). I have worked with numerous people experiencing homelessness throughout my career to link them with resources to help them become self-sufficient. I currently hold the Public Safety Seat on the County Council on Homelessness.

4. **Please identify your personal connections with homelessness by selecting one of the options below:** *

- ○ I am a person currently experiencing homelessness and living in a shelter or location not meant for human habitation (e.g., in a tent).
- ○ I am a person who experienced homelessness within the past 7 years but is currently housed.
- ○ I am a person who experienced homelessness more than 7 years ago but is currently housed.
- ◉ I am a family member of someone who has experienced homelessness
- ○ I am none of the above but still invested in addressing homelessness in Contra Costa County.
- ○ I would prefer not to respond

5. **Unhoused people in Contra Costa County come from many different backgrounds in terms of race, ethnicity, culture, ability, age, sexual and gender identity, and immigration status. Please list and explain 3 reasons why certain groups might have a harder time accessing services than others. (400 words maximum)** *

1. Recent immigrants and non-English speaking residents may struggle to access services due to limited English proficiency or a lack of culturally competent providers. Fear of immigration consequences (real or perceived) can prevent undocumented individuals or mixed-status families from seeking housing, healthcare, or public benefits.
2. LGBTQ+ individuals, particularly youth and transgender residents, may avoid shelters or programs if they feel unsafe, unwelcome, or misunderstood in those environments.
3. Black/African American residents make up a disproportionate share of the unhoused population in Contra Costa County compared to their overall population size. Structural barriers—such as discrimination in housing and employment can lead to fewer opportunities for stable housing. Past negative experiences with institutions may also foster distrust, making individuals less likely to seek available services.
4. Individuals with disabilities (physical, developmental, or mental health conditions) may face additional hurdles navigating complex systems, completing paperwork, or accessing ADA-compliant facilities. Older adults experiencing homelessness may struggle with limited mobility, chronic health conditions, or a lack of transportation to reach service sites. People with untreated mental health or substance use disorders may encounter stigma or be denied services that are not adequately equipped to address their needs.

6. **Please share and explain two (2) ideas to help Contra Costa County better support people who are unhoused and people at risk of being unhoused. Your ideas can come from your own experience receiving services, your work, and/or what you've seen in the news.** (400 word maximum) *

1. Expand prevention and diversion programs
Many residents become homeless due to short-term crises, such as sudden job loss, unexpected medical/tax/other bills, or family conflict. By expanding prevention and diversion resources, the communities could help people stay housed or quickly find safe alternatives before they enter shelters or become unhoused. Emergency rental assistance and flexible financial aid (utility payments, transportation help, or short-term motel vouchers). Mediation services for families or landlords/tenants to resolve conflicts without eviction. Strengthening partnerships with schools, hospitals, and public safety agencies to identify at-risk individuals early and connect them to resources. "An ounce of prevention is worth a pound of cure." (Benjamin Franklin, 1735)
2. Address addiction and mental health in our homeless population.
Many unhoused individuals cycle through the criminal justice system due to low-level offenses connected to addiction and survival behaviors. County jails, while traditionally focused on custody, can also serve as points of intervention by providing treatment and connections to long-term care. The use of our county jail as a rehabilitation center for individuals experiencing homelessness who are struggling with addiction would allow people struggling with addiction to have structure built into their lives. The participants would be assigned to this program through our court system and housed in a separate pod, away from the general population. Deputies assigned to the rehabilitation unit would attain additional Crisis Intervention Training (CIT).
While in custody, participants would take part in:
• Substance abuse treatment programs designed to address both chemical dependency and underlying trauma.
• Wraparound services, including mental health care, case management, life skills training, and reentry planning.
• Housing navigation support, connecting individuals with shelters, transitional housing, or permanent supportive housing.
Crucially, services would not end upon release. To prevent relapse and recidivism, participants would continue to receive post-release wraparound support, such as:
• Outpatient treatment and counseling.
• Peer recovery mentorship.
• Ongoing case management linked to housing, employment, and benefits enrollment.
• Coordination with community-based providers for continuity of care.
This model reframes incarceration as an opportunity for stabilization and recovery rather than punishment, helping individuals break the cycle of homelessness, addiction, and incarceration. By investing in rehabilitation within jail settings and ensuring smooth transitions into community-based support, Contra Costa County can reduce recidivism, improve public safety, and provide a pathway to housing stability for some of the most vulnerable residents.

7. **How many Continuum of Care (CoC), Council on Homelessness (CoH), or Youth Advisory Council (YAC) meetings have you attended in the past?** *

- (●) 3 or more meetings
- ( ) 1-2 meetings
- ( ) 0 meetings

8. The Council is committed to the Housing First approach, which means people can get into housing without needing to meet certain requirements like being sober, participating in a religious program, or having a job. In response, the Council has established this Guiding Principle: *Homelessness is first a housing issue, and necessary supports and services are critical to help people remain housed. Our system must be nimble and flexible enough to respond through the shared responsibility, accountability, and transparency of the community.*
Do you agree with the Housing First approach and Guiding Principle described above? *

- (●) Yes
- ( ) No

9. Members of the Council are expected to attend standing monthly Council on Homelessness meetings which take place on the first Thursday of the month from 1 pm – 3pm in Martinez. Members are also expected to participate in at least one committee, which typically meet on a monthly basis.
Standing Committees (meet once a month or every other month)

- Equity Committee
- HMIS Policy Committee
- Oversight Committee
- PATH (Plan for Accelerating Transformative Housing) Committee

Ad Hoc Committees (meet on an as-needed basis for a limited time)

- Funding Committee
- Governance Committee
- Homelessness Awareness Month Committee
- Nominating Committee
- Point-in-Time (PIT) Count Committee

All Councilmembers are expected to attend meetings in person and can only attend virtually twice per calendar year under very narrow circumstances. Additionally, Councilmembers may miss up to two Council meetings per calendar year. Based on this information, please identify the level of commitment you can provide to the Council on Homelessness by selecting one of the options below: *

- (●) I am available to attend the **standing monthly COH meeting** on the first Thursday of every month from 1pm to 3pm, and I am available to participate in at least one committee which would require attending a separate regular meeting.
- ( ) I am not available for the standing monthly COH meeting and/or I am not available to participate in at least one committee.

Demographic Information (Optional)

The Council aims to engage as broad a representation as possible of abilities, ages, sexual and gender identities, immigration statuses, and racial, ethnic, and cultural backgrounds, and geographical representation within the County. Responses to the following questions are optional. The Nominating Panel will not review applicants' responses to the following questions.

10. **What are your pronouns (*for example: she/him/they/ze, etc.*)?**

[redacted]

11. **What is your gender identity (*for example: female/male/transgender/non-binary/gender non-conforming, other*)?**

[redacted]

12. **What is your sexual orientation (*for example: bisexual/straight/gay/pansexual, other*)?**

[redacted]

13. **What best describes your age? (Check one)**

[redacted]

Transition aged youth (18-24)

Adult (25-54)

Older Adult (55-61_

Senior (62+)

14. **What best describes your race/ethnicity? (Pick as many as apply)**

[redacted]

White

Hispanic/Latino(a)(o)(e)(x)

Black/African American/African

Native Hawaiian/Pacific Islander

American Indian/Alaskan Native/Indigenous

Asian American/Asian

Multiple Races

Other

15. **Which of the following geographic areas do you spend the most time in?** *

- ( ) Far East Contra Costa County (for example: Discovery Bay, Bethel Island)
- ( ) East Contra Costa County (for example: Bay Point, Pittsburg, Antioch, Brentwood)
- ( ) Central Contra Costa County (for example: Martinez, Pleasant Hill, Concord, Walnut Creek)
- ( ) South Contra Costa County (for example: Alamo, Danville, San Ramon)
- (•) West Contra Costa County (for example: El Cerrito, San Pablo, Richmond, Pinole, Hercules, Rodeo)
- ( ) I spend an equal amount of time in all five geographic areas listed above.

16. **Is there any other information you would like to share, including anything that would help us understand how you would contribute to the diverse representation of people and experiences on the Council (for example: lived experience of homelessness, abilities, immigration status, ethnic background, or cultural background)?**

Contact Information

17. Name *

Shawn Ray

18. Email *

[redacted]

19. Phone Number *

[redacted]