COUNCIL ON HOMELESSNESS
EQUITY COMMITTEE WORK GROUP

September 9, 2025 from 2 pm – 4 pm

WELCOME & INTRODUCTIONS

Jaime Jenett, H3

Purpose: Increase awareness, community dialogue, and lead concrete actions to achieve equity throughout the homeless system of care.

WHO IS IN THE ROOM?

Juno Hedrick

LeAnn Matthews

Nicole Green

Sherina Criswell

Yahel Moreno

INPUT: EQUITY DASHBOARD

Janel Fletcher, *H3*

Alex Michel and Mark Mora, *Homebase*

RECAP: DASHBOARD GOALS

- Increase understanding of disparities within the system of care among Equity Committee members

- Improve readiness of the Council to address trends and areas of concern regarding said disparities

- Increase collaboration and understanding among Council committees regarding said disparities

RECAP: DASHBOARD AUDIENCE

- <u>Primary</u>: Equity Committee and Council on Homelessness

- <u>Secondary</u>: Cross System Partners and People With Lived Experience of Homelessness

RECAP: WHAT THE DASHBOARD IS NOT

- The dashboard will <u>not</u> focus on factors outside of the system and are otherwise outside of the CoC's control
- The dashboard will <u>not</u> focus on the <u>program</u> level as there are other tools for that purpose (e.g., program model dashboards)
- The dashboard will <u>not</u> help build new housing
- The dashboard will <u>not</u> quickly solve disparities
- The dashboard does not include HMIS non-participating projects

DESCRIPTION OF RELEVANT PROGRAM TYPES

DESCRIPTION OF EMERGENCY SHELTER PROGRAMS

Emergency shelters provide interim housing for people who do not have safe and healthy sleep settings.

Purpose: "To provide Trauma-Informed, safe interim housing for people experiencing literal homelessness while supporting their access to permanent housing opportunities through Housing Problem Solving, which includes assisting residents to secure benefits and income and obtain the documents needed for ESG or CoC PH program enrollment, such as verification of homelessness, and if applicable, chronic homelessness and/or disability, as well as the documents that are likely to be required by a landlord (I.e., government issued photo ID and proof of income)."

There are 17 ES programs participating in HMIS.

Contra Costa Continuum of Care Program Models and Performance Standards, 2022

DESCRIPTION OF RAPID REHOUSING PROGRAMS

Rapid Rehousing integrates short-term financial assistance with services and case management to help those experiencing homelessness get quickly re-housed and stabilized.

Purpose: "Permanently house vulnerable individuals and families who are unsheltered, with long histories of homelessness and severe service needs by providing housing location and move-in assistance, medium-term subsidy of rents that taper down over time, and trauma informed supportive services in the mold of Critical Time Intervention, which seeks to connect participants with community supports that will help sustain their housing after the program ends its support."

There are 19 RRH programs participating in HMIS.

Contra Costa Continuum of Care Program Models and Performance Standards, 2022

PERMANENT DESTINATIONS

Permanent Exit Destinations are a list of outcomes measured to identify when a household is no longer experiencing homelessness after exiting a program. This outcome is measured in the Emergency Shelter and Rapid Rehousing Dashboards.

- Moved from one HOPWA funded project to HOPWA PH

- Owned by client, no ongoing housing subsidy

- Owned by client, with ongoing housing subsidy

- Rental by client, no ongoing housing subsidy

- Rental by client, with ongoing housing subsidy

- Staying or living with family, permanent tenure

- Staying or living with friends, permanent tenure

DASHBOARD FINDINGS SUMMARY

The summary of the findings on the next slides include discussion questions and opportunities.

- Discussion questions:
  - What information is missing?
    What are the levers to impact this disparity?
    What are the resources available?

- Opportunities- Suggestions to use this data to inform stakeholders, improve programs, ask more questions, or engage community partners.

- Discussion questions and opportunities are not limited to what's on the screen. We value your input!

WHAT INFORMATION IS MISSING?

WHAT ARE THE LEVERS TO IMPACT THIS DISPARITY?

WHAT ARE THE RESOURCES AVAILABLE?

No other gender besides men and women exited to a permanent destination (17 households including 8 Transgender households).

– Opportunity: Engage strategic community partners

WHAT INFORMATION IS MISSING?

WHAT ARE THE LEVERS TO IMPACT THIS DISPARITY?

WHAT ARE THE RESOURCES AVAILABLE?

Adult Only Households in Emergency Shelter programs with more than one adult between the ages of 18-34 and 55+ exit are more likely to exit to permanent housing.

– Opportunity: Encourage more shared housing

WHAT INFORMATION IS MISSING?

WHAT ARE THE LEVERS TO IMPACT THIS DISPARITY?

WHAT ARE THE RESOURCES AVAILABLE?

Households that identify as Hispanic/Latina/e/o represent the 4th largest group of exits (119 HHs) from Emergency Shelter but has the lowest percentage of permanent exits compared to other races (10.1%).

– Opportunity: Potentially large impact

WHAT INFORMATION IS MISSING?

WHAT ARE THE LEVERS TO IMPACT THIS DISPARITY?

WHAT ARE THE RESOURCES AVAILABLE?

Single adults in RRH programs who identify as White n=86 (104 days) or Multi-Racial n=59 (101 days) take 30+ days longer than average to move into housing (71 days) n=332 single adults.

– Opportunity: Implement earlier monitoring check-ins during the housing search process.

WHAT INFORMATION IS MISSING?

WHAT ARE THE LEVERS TO IMPACT THIS DISPARITY?

WHAT ARE THE RESOURCES AVAILABLE?

Women in RRH programs n=97 (91 days) in single adult households take 20 days longer than average to move into housing (71 days) n=332 single adults.

– Opportunity: Ask about placement denials. Are they related to safety concerns? Is there sexism in the renting process?

DASHBOARD FINDINGS SUMMARY

1) No other gender besides men and women exited to a permanent destination (17 households including 8 Transgender households).

> ➢Opportunity: Engage strategic community partners

2) Adult Only Households with more than one adult between the ages of 18-34 and 55+ exit are more likely to exit to permanent housing.

> ➢Opportunity: Encourage more shared housing

3) HoHs that identify as Hispanic/Latina/e/o represent the 4th largest group of exits (119 HHs) but has the lowest percentage of permanent exits compared to other races (10.1%).

> ➢Opportunity: Potentially large impact

4) White n=86 (104 days)and Multi-Racial n=59 (101 days) single adults take 30+ days longer than average to move into housing (71 days) n=332 single adults.

> ➢Opportunity: Implement earlier monitoring check-ins during the housing search process.

5) Women n=97 (91 days) in single adult households take 20 days longer than average to move into housing (71 days) n=332 single adults.

> ➢Opportunity: Ask about placement denials. Are they related to safety concerns? Is there sexism in the renting process?

WHAT WILL WE DO WITH THIS INFO?

- Discussion question: **What product or action will the committee take after discussing these dashboard findings?**

- **Homebase suggestions:**
  - Continue to track these disparities to identify trends
  - Consider incorporating into planning/goal setting for 2026
  - (future) Report out to Council and/or other committees as appropriate
  - (future) Develop committee projects
  - (future) Recommend revisions to CoC bylaws, policies and procedures, etc.

LEARN: GUARANTEED BASIC INCOME

Aisha Teal, *EHSD, Workforce Service Bureau*

INPUT: RECOMMENDATIONS FOR Q3 COH REPORT

Jaime Jenett, *H3*

PAST COH RECOMMENDATIONS TO BOS

- Continue to advocate for ongoing support for people who lose eligibility for services and other resources due to federal and state policy decisions

- Share Annual Report and Point-In-Time Count reports and open seats on the Council on Homelessness with your constituents

- Publicize CCH/Contra Costa Library "Homelessness 101" events in district newsletters when quarterly event falls in their district.

- In alignment with the California State Association of Counties, support ongoing funding for the Homeless Housing, Assistance and Prevention (HHAP) Program and other critical safety net services that support people experiencing homelessness in Contra Costa County.

- To demonstrate respect and be in alignment with best practice, create policies and mechanisms to provide financial compensation to participants with lived experience asked to engage in Board of Supervisor activities including advisory boards, focus groups, and planning processes.

- Share the "Community Needs Assessment For Youth and Young Adult Homelessness in Contra Costa County" with the community when published to amplify the needs of youth and young adults experiencing homelessness in Contra Costa County.

- • In alignment with the California State Association of Counties, support ongoing funding for the Homeless Housing, Assistance and Prevention (HHAP) Program and other critical safety net services that support people experiencing homelessness in Contra Costa County.

ACCOUNTABILITY CORNER

Jaime Jenett, *H3*

2025 WORKPLAN REVIEW

Equity Committee Overview
Increase awareness, community dialogue, and lead concrete actions to achieve equity throughout the homeless system of care

Annual Priorities	Audience	Goals and Activities			
		Q1: Jan – Mar	**Q2: Apr – Jun**	**Q3: Jul – Sep**	**Q4: Oct – Dec**
1. Monitor metrics related to equity in the CoC 2. Provide input to CoC policies and procedures 3. Learn about topics and programs impacting equity in homelessness response program 4. Develop equity dashboard 5. Leverage partnerships to increase participation in Equity Committee	1. Providers in the Homelessness Response System 2. Stakeholders interested in increasing equity in the homelessness response system 3. People experiencing homelessness or at risk of homelessness 4. BIPOC, LGBTQIA+, and other marginalized communities interested in increasing equity in CoC	Goals: Orient new members; provide input on CoC projects Committee Activities: – Provide input on new funding opportunities – Provide input on Governance Committee revision of CoH bylaws Workgroup Activities: – Begin development of Equity Dashboard – Meet with 1-2 stakeholders to hear about learn about equity topics impacting homelessness – Monitor/advise on CoC participant satisfaction survey and VI-SPDAT replacement	Goals: provide input on Bylaws, input on Annual Report themes Committee Activities: – Provide input on Governance Committee revision of CoH bylaws – Provide input on CoC Annual Report themes Workgroup Activities: – Meet with 1-2 stakeholders to hear about learn about equity topics impacting homelessnesss – Review equity data dashboard – Review PIT Count insights	Goals: Review equity data and unsheltered data dashboard, provide input on Nomination process Committee Activities: – Provide input on Nominating Committee revision of recruitment materials and process – Review unsheltered data dashboard – Review equity data dashboard Workgroup Activities: – Meet with 1-2 stakeholders to learn about equity topics impacting homelessnesss – Review Annual Report insights	Goals: Review efforts over the past year; Adopt priorities and workplan for 2026 Committee Activities: – Review unsheltered data dashboard – Review and adopt 2026 Workplan – Provide input to PIT Committee on methodology Workgroup Activities: – Review goals and priorities and develop 2026 workplan – Review progress on activities and goals over the past year

Scratch Pad	Accountability Corner	
Use this area to take note of draft or in progress ideas that may need further discussion before adding to the work plan	**January – March Update** 1. What goals/milestones were accomplished? 2. What new needs were identified?	**April – June Update** 1. What goals/milestones were accomplished? 2. What new needs were identified?
	July – September Update 1. What goals/milestones were accomplished? 2. What new needs were identified?	**October – December Update** 1. What goals/milestones were accomplished? 2. What new needs were identified?

Reference Round Up

SMARTIE Goals:
https://www.managementcenter.org/resources/smartie-goals-worksheet/

Previous Agendas and minutes:
https://www.contracosta.ca.gov/AgendaCenter

ANNUAL PRIORITIES 2025

Priority	Successes to date
Monitor metrics related to equity in the CoC	• Data Basics • Client Satisfaction Survey Demographic Data
Provide input to CoC policies and procedures	• Governance Committee • Nominating Committee • CoC Satisfaction Survey
Learn about topics and programs impacting equity in homelessness response program	• Funding 101 • CoC/CES 101 • Nominating Process Overview • Eviction • Point in Time count
Develop equity dashboard	• In progress!
Leverage partnerships to increase participation in Equity Committee, particularly PWLE	• Discussion: Reaffirming Council Commitment To Serving Vulnerable Populations
Develop projects and recommend priorities within CoC to address root causes of racial disparities in homeless system of care	

Q1 (JAN-MARCH)

Goals:	Committee Activities:	Workgroup Activities:
• Orient new members • Review/Edit work plan • Provide input on CoC projects	• Provide input on new funding opportunities • Provide input on Governance Committee revision of CoH bylaws	• Begin development of Equity Dashboard • Monitor/advise on CoC participant satisfaction survey and VI-SPDAT replacement • Meet with 1-2 stakeholders to hear about learn about equity topics impacting homelessness

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Q2 (APRIL- JUNE)

Goals	Committee Activities:	Workgroup Activities:
• Provide input on Bylaws • Input on Annual Report themes	• Provide input on Governance Committee revision of CoH bylaws • Provide input on CoC Annual Report themes • Receive YYA update	• Review equity data dashboard • Review PIT Count insights • Meet with 1-2 stakeholders to hear about learn about equity topics impacting homelessness

Q3 (JULY-SEPTEMBER)

Goals	Committee Activities:	Workgroup Activities:
• Review equity data and unsheltered data dashboard • Provide input on Nomination process	• Provide input on Nominating Committee revision of recruitment materials and process • Review unsheltered data dashboard • Review equity data dashboard	• Receive update on training process for rolling out new Housing Assessment tool • Review Annual Report insights • Meet with 1-2 stakeholders to learn about equity topics impacting homelessness

Q4 (OCTOBER - DECEMBER

Goals:	Committee Activities:	Workgroup Activities:
• Review efforts over the past year • Adopt priorities and workplan for 2026	• Review unsheltered data dashboard • Review and adopt 2026 Workplan • Provide input to PIT Committee on methodology	• Review goals and priorities and develop 2026 workplan • Review progress on activities and goals over the past year

2026 WORK PLANNING

Jaime Jenett, *H3*

COMMITTEE WORKPLAN STRUCTURE

The workplans will:

- Outline the Committee's activities for the year

- Clarify connections between activities and the Committee's objectives

- Roll up to a high-level workplan for Council on Homelessness

- Be approved by COH

WORKPLAN DEVELOPMENT GOALS

Alignment with CoH Committees

- Identify points of collaboration

High level

- Build in flexibility as our work is iterative and dynamic

Ambitious

- Keep striving for high impact

Strategic

- Build on identified priorities and strategies

ANNUAL PRIORITIES 2025

1. Monitor metrics related to equity in the CoC

2. Provide input to CoC policies and procedures

3. Learn about topics and programs impacting equity in homelessness response program

4. Develop equity dashboard

5. Leverage partnerships to increase participation in Equity Committee

AUDIENCE

1. Providers in the Homelessness Response System

2. Stakeholders interested in increasing equity in the homelessness response system

3. People experiencing homelessness or at risk of homelessness

4. BIPOC, LGBTQIA+, and other marginalized communities interested in increasing equity in CoC

Q1

Goals:

- Orient new members
- Provide input on CoC projects

Committee Activities:

- Provide input on new funding opportunities
- Provide input on Governance Committee revision of CoH bylaws

Workgroup Activities:

- Begin development of Equity Dashboard
- Meet with 1-2 stakeholders to hear about learn about equity topics impacting homelessness
- Monitor/advise on CoC participant satisfaction survey and VI-SPDAT replacement

Annual Priorities

1. Monitor metrics related to equity in the CoC
2. Provide input to CoC policies and procedures
3. Learn about topics and programs impacting equity in homelessness response program
4. Develop equity dashboard
5. Leverage partnerships to increase participation in Equity Committee

Q2

Goals	Committee Activities:	Workgroup Activities:
• Provide input on Bylaws • input on Annual Report themes	• Provide input on Governance Committee revision of CoH bylaws • Provide input on CoC Annual Report themes	• Meet with 1-2 stakeholders to hear about learn about equity topics impacting homelessnesss • Review equity data dashboard • Review PIT Count insights

Annual Priorities

1. Monitor metrics related to equity in the CoC
2. Provide input to CoC policies and procedures
3. Learn about topics and programs impacting equity in homelessness response program
4. Develop equity dashboard
5. Leverage partnerships to increase participation in Equity Committee

Q3

Goals

- Review equity data and unsheltered data dashboard
- provide input on Nomination process

Committee Activities:

- Provide input on Nominating Committee revision of recruitment materials and process
- Review unsheltered data dashboard
- Review equity data dashboard

Workgroup Activities:

- Meet with 1-2 stakeholders to learn about equity topics impacting homelessnesss
- Review Annual Report insights

Annual Priorities

1. Monitor metrics related to equity in the CoC
2. Provide input to CoC policies and procedures
3. Learn about topics and programs impacting equity in homelessness response program
4. Develop equity dashboard
5. Leverage partnerships to increase participation in Equity Committee

Q4

Goals:	Committee Activities:	Workgroup Activities:
• Review efforts over the past year • Adopt priorities and workplan for 2026	• Review unsheltered data dashboard • Review and adopt 2026 Workplan • Provide input to PIT Committee on methodology	• Review goals and priorities and develop 2026 workplan • Review progress on activities and goals over the past year

Annual Priorities

1. Monitor metrics related to equity in the CoC
2. Provide input to CoC policies and procedures
3. Learn about topics and programs impacting equity in homelessness response program
4. Develop equity dashboard
5. Leverage partnerships to increase participation in Equity Committee

POSSIBLE **DISCUSSION** QUESTIONS

Work Planning
1. Which activity/activities discussed have the potential for most impact?
2. What should be our top two (2) priorities for the upcoming year?
3. How do these priorities align with our mission to advance equity within the system of care?

Training and Development
1. What types of training or professional development should we pursue as a committee to equip members for this work?

Community Engagement:
1. How can our committee more effectively leverage community expertise regarding equity, especially those who are BIPOCS and directly impacted by homelessness?
2. If we are to make an impact, who else should be at the table?

NEXT STEPS

November Equity Meeting
- Review and approve work plan

December COH
- Approve Equity Work Plan

December Equity
- Implementation planning

LEARN: FUNDING COMMITTEE

Mark Mora, Homebase

BACKGROUND: HUD COC NOFO

- U.S. Department of Housing and Urban Development (HUD) funds the Continuum of Care (CoC) Program

- HUD releases a Notice of Funding Opportunity (NOFO), competition for approximately 450 Continuums of Care

- FY 2024-25 and FY 2025-26 CoC NOFO:
  - First time two-year NOFO cycle (was annual competition)
  - Released on July 31, 2024, and made approximately $3.5 billion available nationally
  - Contra Costa was awarded $22.3 million in FY 2024

UPDATE: HUD COC NOFO & WORK GROUP

- HUD is indicating that **there will be a 2025 CoC NOFO competition** which is unexpected

- **CoC NOFO Work Group** (of the Funding Committee) - tasked with improving the CoC NOFO competition process
  - ➤ First meeting on 8/19: possible revisions to Renewal Project Scoring Tool
  - ➤ **Next meeting on 9/16 (12:30-2:30pm) via Zoom:** a) revisit possible revisions to Renewal Project Scoring Tool, and b) discuss policy prioritizing high performing renewal projects over new projects
  - ➤ Meeting on 9/30: possible revisions to New Project Scoring Tool

NEXT STEPS | All

2025 EQUITY COMMITTEE SCHEDULE

Date	Time	Format
October	NOTHING	NOTHING
Tuesday, 11/4	2 pm – 4 pm	In-person (Hybrid) at 1025 Escobar, Martinez
Tuesday, 12/9	2 pm – 4 pm	Virtual only

Register: https://homebaseccc.zoom.us/meeting/register/tZctcOCuqzItGNaAB8uy-JVxgiXlKuxUWPyX