



COUNCIL ON HOMELESSNESS EQUITY COMMITTEE WORK GROUP

August 12, 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

LEARN: POINT IN TIME COUNT DATA

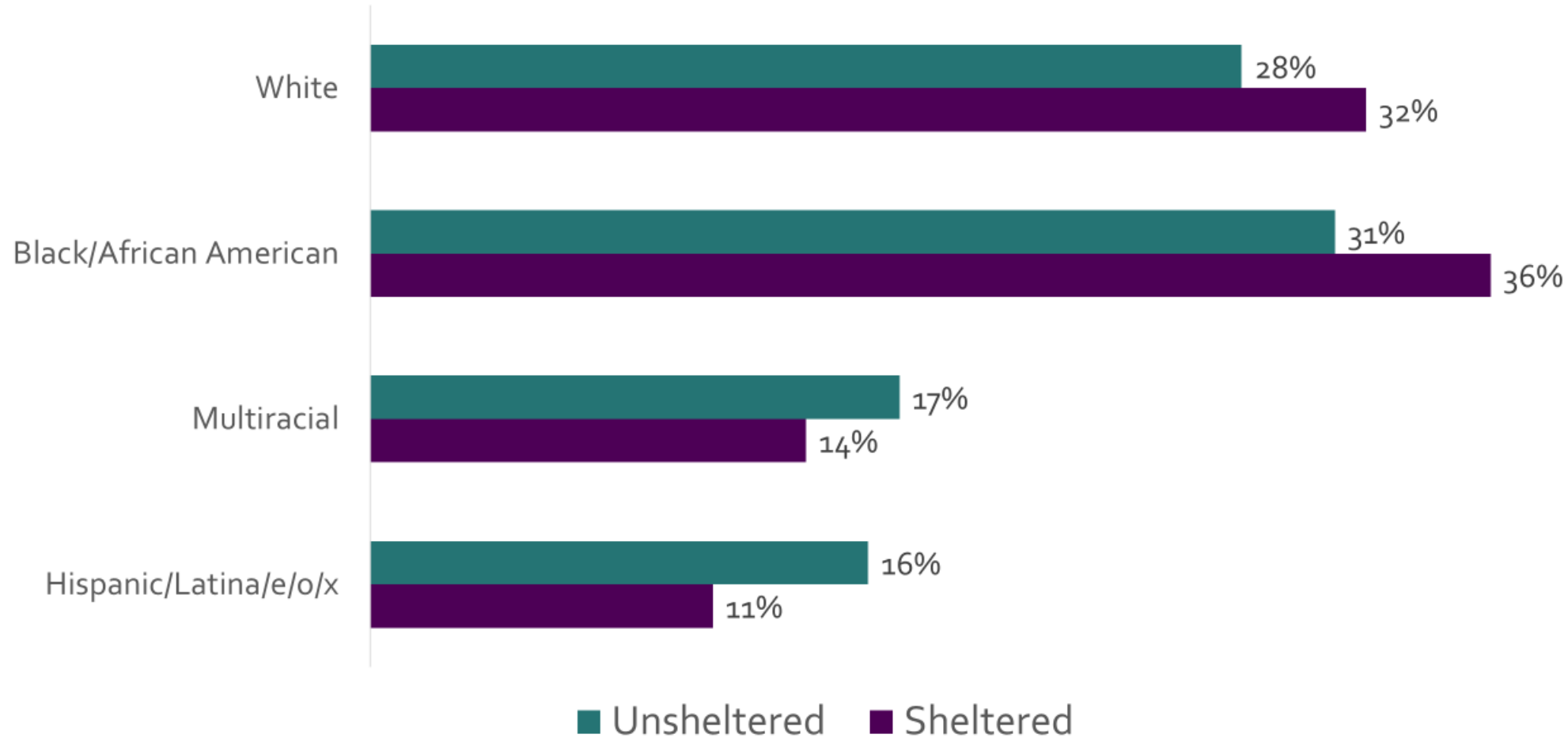
Janel Fletcher, *H3*

2025 POINT IN TIME COUNT

- The Point in Time Count is a biennial count required by the US Department of Housing and Urban Development (HUD) and is used to estimate the number of people experiencing homelessness in the country on a given night during the last 10 days of January.
- The count includes those experiencing sheltered homelessness in Emergency Shelter or Transitional Housing programs; and households experiencing unsheltered homelessness in places such as cars, tents, RVs, and other areas not meant for habitation.

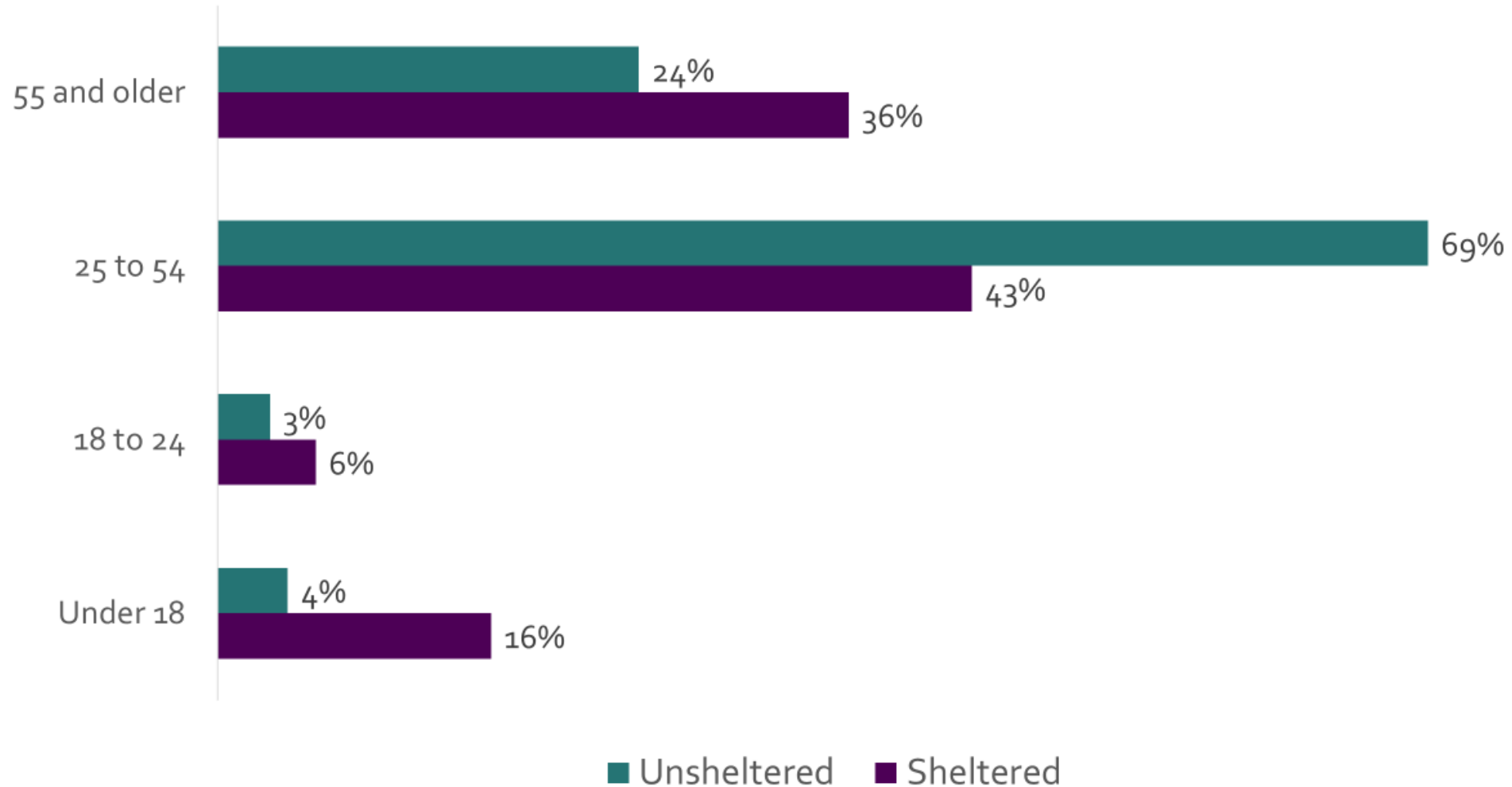
There was a 26% decrease in the number of people experiencing homelessness on a given night in Contra Costa County

RACE – 2025 SHELTERED VS UNSHELTERED PIT



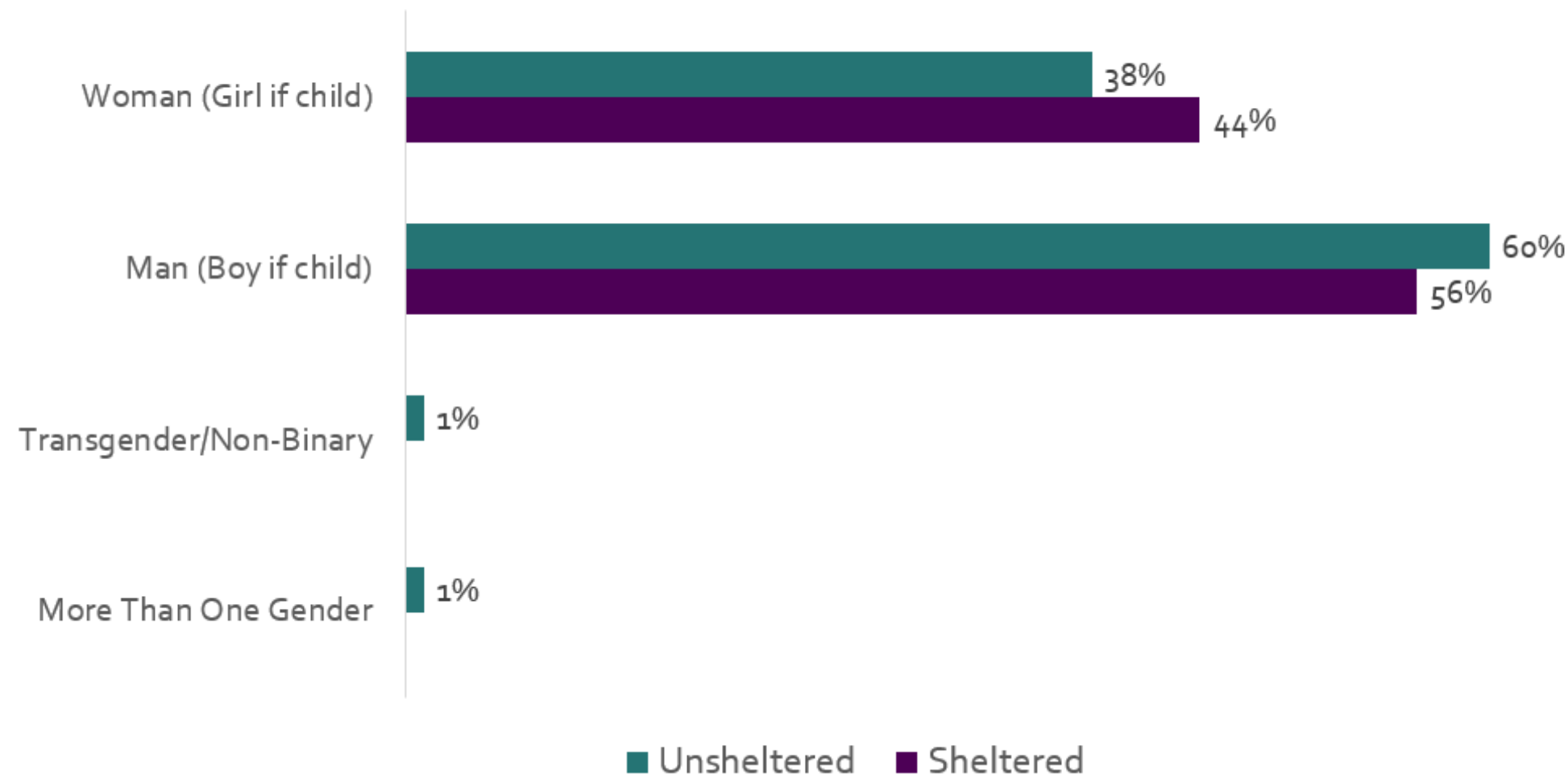
- All other races were 5% or less

AGE – SHELTERED VS UNSHELTERED PIT

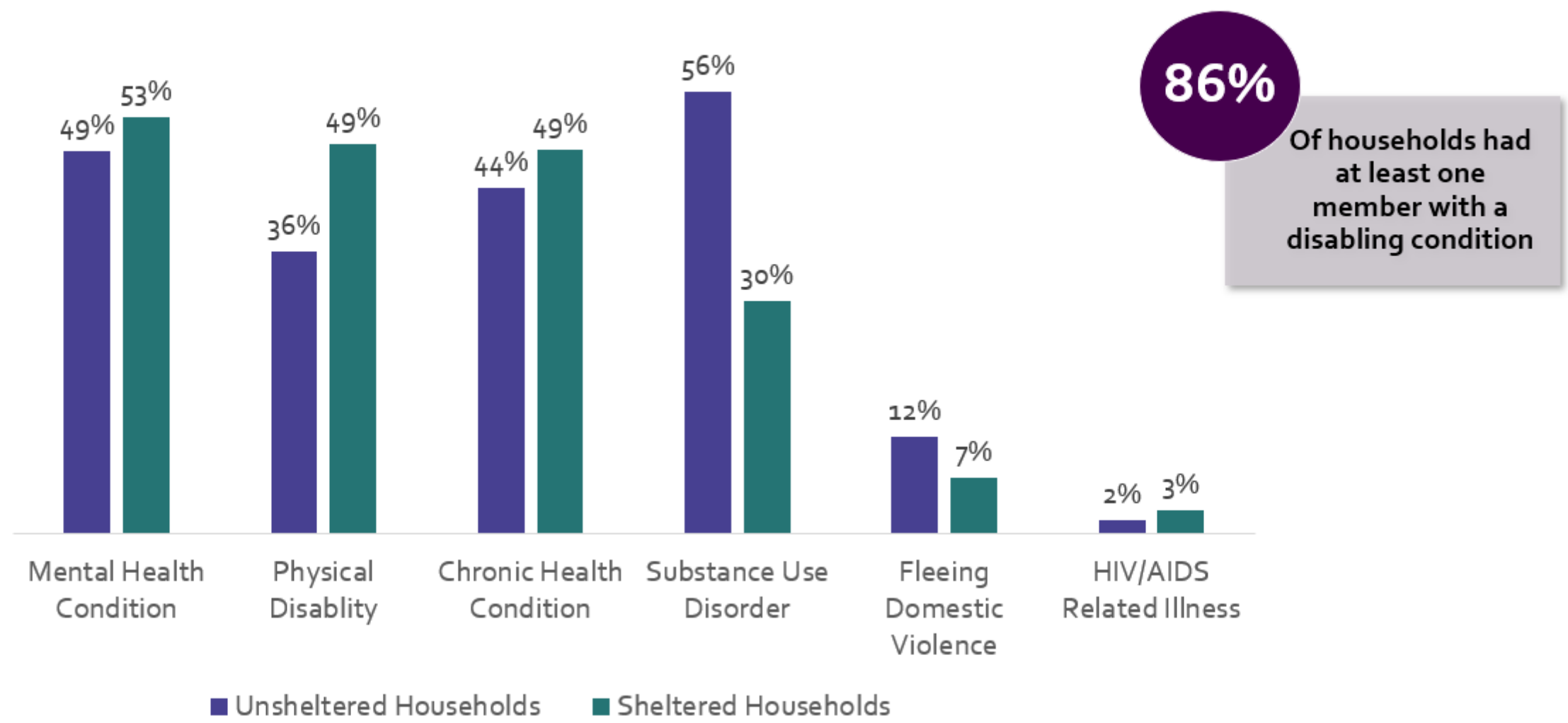


**Children under 18 are counted as part of an adult-headed family.*

GENDER – 2025 SHELTERED VS UNSHELTERED PIT



HEALTH CONDITIONS – SHELTERED VS UNSHELTERED 2025 PIT



**INPUT:
NOMINATION
COMMITTEE**

Alex Michel and Mark Mora, *Homebase*

TODAY'S GOAL & PURPOSE OF NOMINATING COMMITTEE

- Today's goal - solicit feedback from the Equity Committee about potential Nominating Committee recommendations that can impact the goal of having diverse representation on the Council
- Purpose of Nominating Committee - To review and recommend improvements to the nominating process for CoH seat appointments that will expire at the end of the 2025
 - The nominating process includes recruitment and application materials

PROPOSED NOMINATING COMMITTEE TIMELINE

Item	Date(s)	Description
Committee Meeting	8/4	Identify recommended changes to recruitment process & application materials
Committee Meeting	8/18	Finalize recommended changes to recruitment process & application materials
CoH Meeting	9/4	Review and approve recommended changes, recruit for Nominating Panel
Recruit Applicants	9/4-9/25	Includes office hours for applicants on week of 9/19
Panel Orientation	Week of 9/29	Panelists receive information on how to pre-score
Panel Pre-Scoring	~2 weeks	Panelists will pre-score applications before meeting #1
Panel Meeting #1	Week of 10/13	Review of applications
Panel Meeting #2	Week of 10/20	Finalize seat recommendations
CoH Meeting	10/30	Review and approve seat recommendations

COH OPEN SEATS FOR 2025

Behavioral Health

City Government

CoC/ESG Grantee

Community
Member

Federal Homeless
and Housing
Funding Admin

Employment and
Human Services
(EHSD)

Faith Community

Public Housing
Authority

Public Safety

Reentry Services

Youth

COH APPLICATION MATERIALS

County Advisory Board Application

Council on Homelessness Supplemental Questions

Scoring Rubric

COUNCIL DIVERSITY STATEMENT

The Council on Homelessness encourages all members of the community to apply for a seat on the Council.

The Council aims to include and engage a broad representation of abilities, ages, sexual and gender identities, immigration statuses, and racial, ethnic, and cultural backgrounds, as well as geographical representation within the County.

CONSIDERING DIVERSITY IN COUNCIL APPLICATION MATERIALS

- 12 points (out of 68 or 18%) are associated with lived experience of homelessness or connection to someone with lived experience of homelessness.
- 12 pts (18%) are associated with an applicant's commitment to equity and ensuring that all communities have equal access to services

LIVED EXPERIENCE OF HOMELESSNESS

	2025 CoH Members	2024 CoH Applicants
2025 CoH members with current or previous lived experience of homelessness	42%	64%

APPLICATION MATERIALS & SCORING PROCESS

Recommendations (based on 2024 Feedback):

1*

- Make supplemental questions 2, 4, 5, and 7 more readable and accessible

2

- Improve scoring guidance for supplemental question 4

3

- Convert supplemental question 8 (availability for meetings) into a threshold question (not scored)

4

- No longer score 3 county application questions (interest, qualification, and volunteer) but add an “interest” question in supplemental application

5*

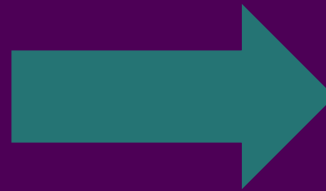
- Provide an opportunity for incumbent candidates who meet an attendance and participation standard to receive extra points

RECOMMENDATION #1 RE: SUPPLEMENTAL QUESTION 4

- **Feedback from 2024:** Make application questions more readable and accessible to applicants, particularly those with lived experience of homelessness

- **Current Question 4**

- “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. From your personal experience, why do you think it’s important for all people have equal (or equitable) access to the service and help that they need?”



- **Proposed Revision**

- “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 several reasons why certain groups might have a harder time accessing services than others. For example, services located mostly in urban areas can be more difficult for people living in rural areas to reach.”

RECOMMENDATION #5: PROVIDE OPPORTUNITY FOR INCUMBENT CANDIDATES TO RECEIVE EXTRA POINTS

- **Feedback from 2024:** consider giving extra points to incumbent candidates to encourage continuity
- **Current scoring rubric:** *No points for incumbent candidates*
- In 2023 and 2024 there were 5 instances where the incumbent either won or lost by a total of 7 points or less (incumbent lost in 1 of those 5 instances by 6.5 points)
- Staff proposes a new scoring factor: *Incumbent candidates (those who are currently serving on the Council) who have attended at least 75% of monthly Council meetings AND participated in at least 2 committees/work groups/panels (defined by at least 50% attendance in those meetings) in their current term to date will receive 5 bonus points.*
- Other options:
 - Do not incentivize incumbent candidates (leave scoring rubric as is)
 - Provide extra points to incumbent candidates in their 1st or 2nd term only (encourages some continuity)
 - Provide extra points to all incumbent candidates (regardless of participation or tenure)

SUMMARY OF 8/4 NOMINATING DISCUSSION RE: REC. #5

- Most members like the idea of creating opportunity for incumbents to receive extra points but there was not agreement on specifics
 - Some concern expressed that this may prevent new candidates from being selected which is important
 - Some concern about how we define “participation” as a threshold
 - Some concern expressed over the Lived Experience scoring factor (12 points max) disadvantaging committed incumbents without lived experience
 - Some support for increasing point total (current proposal: 5 pts)
 - Some support for using this only as a tiebreaker
- Committee decided to table decision until 8/18 meeting, staff will develop alternative options based on 8/4 discussion

NEXT STEPS

- Equity Committee feedback will be shared at the 8/18 Nominating Committee where revision recommendations will be finalized
- Council on Homelessness will vote on recommended revisions at their 9/4 meeting
- Immediately after the 9/4 Council meeting, the application period will open Council seat terms that expire at end of 2025

NOFO UPDATE

Jamie Schecter, *H3*

INPUT: EQUITY DASHBOARD

Janel Fletcher, *H3*

Alex Michel and Mark Mora, *Homebase*

OVERVIEW

- Dashboard project recap
- Dashboard walk through
- Findings & discussion
- Discussion debrief

DASHBOARD PROJECT RECAP

WHAT IS A DATA DASHBOARD?

- Data dashboards are tools that track and visualize data to make the information easier to understand
- This can help the committee and CoC better track progress, identify trends, and inform discussions and next steps
- Data dashboards are often used in CoCs to present key performance indicators (related to equity and more)

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

DASHBOARD REVIEW PROCESS

- Staff will prepare dashboard and initial analysis
- Staff will prepare discussion questions & facilitate discussion
- Staff will present dashboard update to committee, committee discusses findings and action steps

How often: twice a year

FRAMING THE DASHBOARD DISCUSSION

- This is the first time the committee is doing this, we will improve over time
- To make of the meeting time staff has highlighted potential findings
- No need to finalize discussion today, there is more time at Sept meeting
- Conversation around action should focus on what is within the CoC's control and/or what can be investigated further
- Some sample sizes are very small, this can still be useful but be wary
- We will not look at program or agency level data, there are other tools for that purpose (e.g., program model dashboards)
- Dashboards are not the only way in which equity can be advanced

FRAMING THE DASHBOARD DISCUSSION

Some important questions to ask ourselves while look at data:

1. Why might this be the case?
2. Does it square with what we know?
3. What other information might we need?
4. What can we do about it?

DASHBOARD WALK THROUGH

TODAY'S UPDATE DASHBOARD UPDATE

- Today's dashboard will focus on emergency shelter data, specifically looking at:
 - Race and ethnicity
 - Gender
 - Age
- A future dashboard update will review permanent housing programs (rapid rehousing and permanent supportive housing)

DASHBOARD WALKTHROUGH

FINDINGS & DISCUSSION

PERMANENT DESTINATIONS

Moved from one HOPWA funded project to HOPWA PH

Owned by client, no ongoing housing subsidy

Owned by client, with ongoing housing subsidy

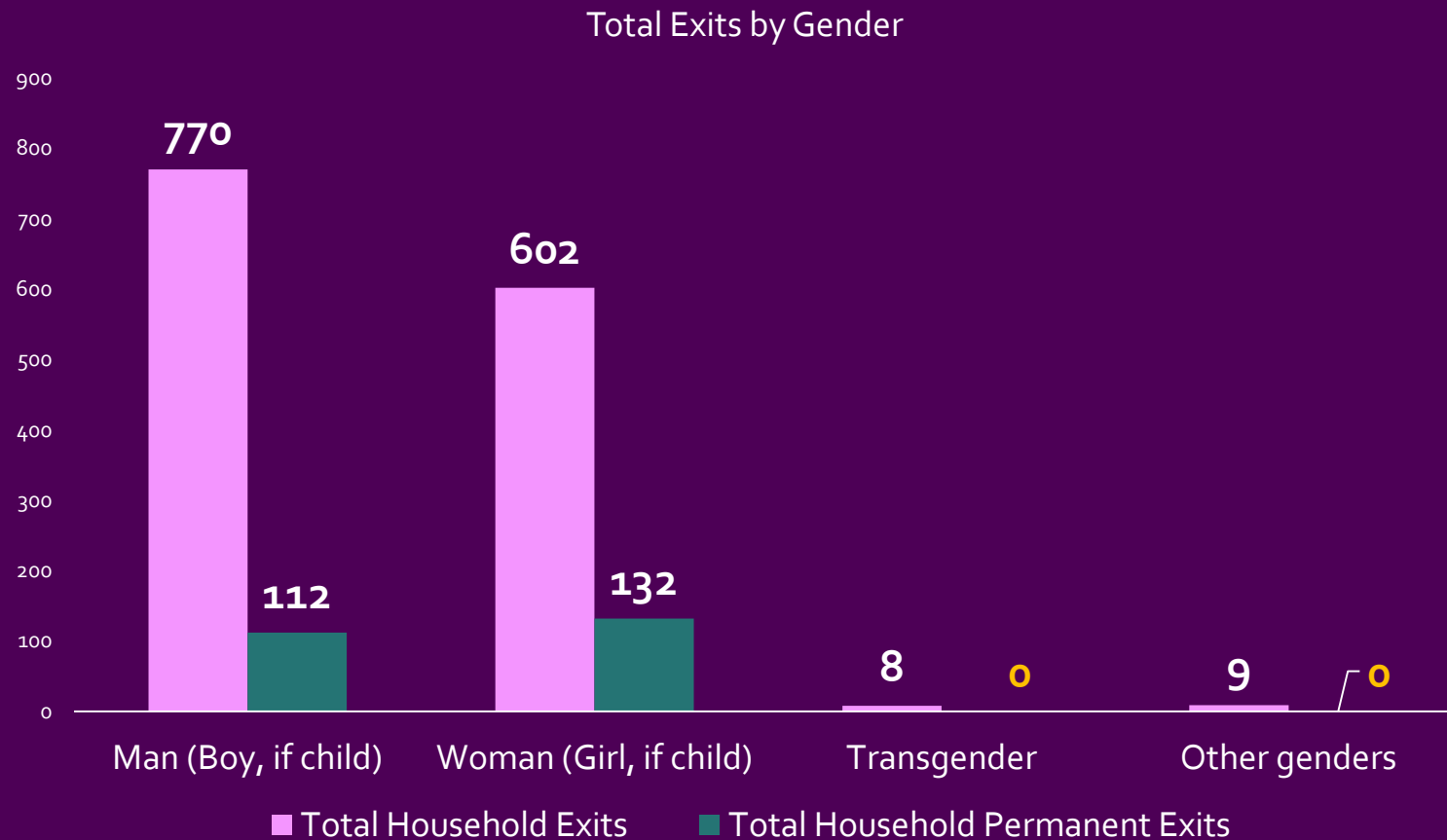
Rental by client, no ongoing housing subsidy

Rental by client, with ongoing housing subsidy

Staying or living with family, permanent tenure

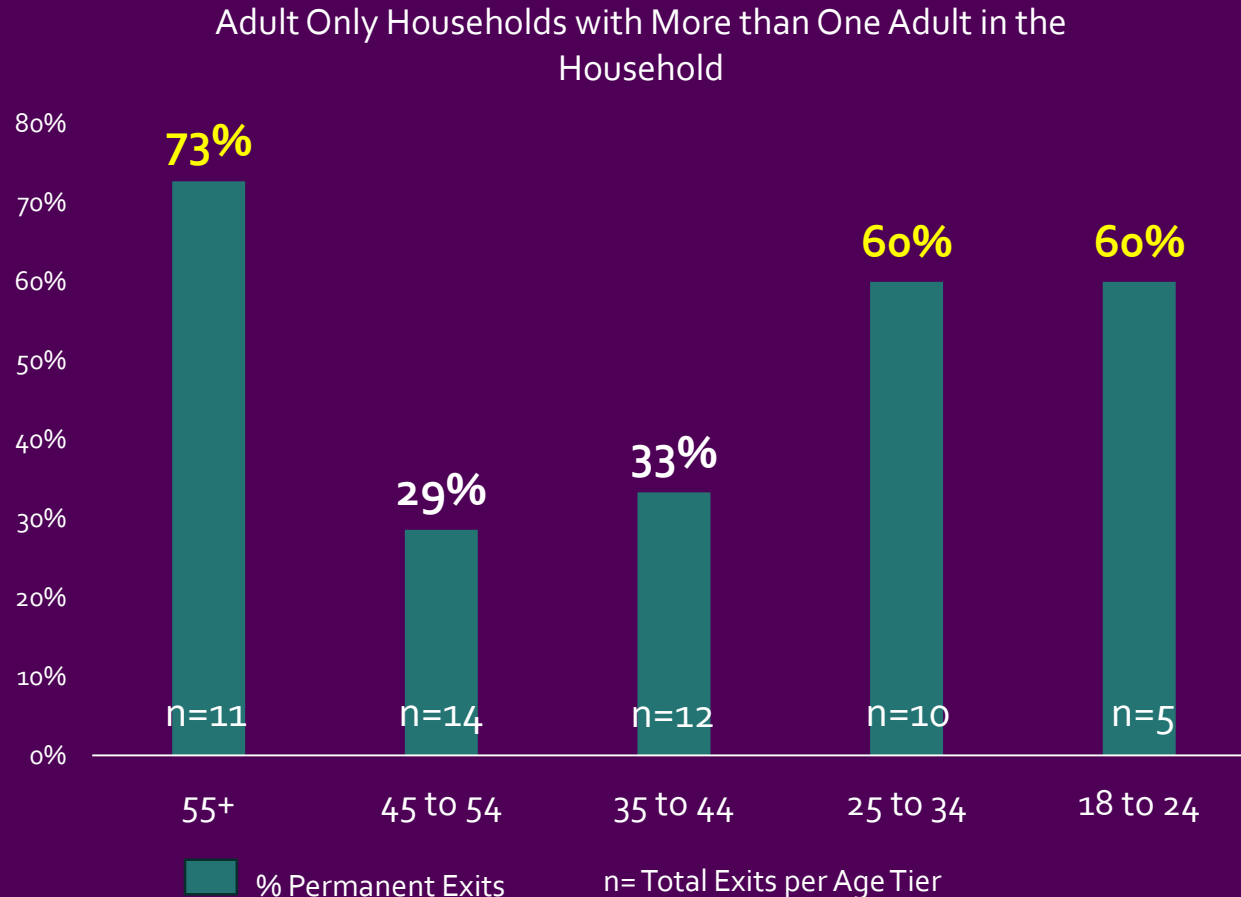
Staying or living with friends, permanent tenure

EXITS FROM EMERGENCY SHELTER BY GENDER



Only Heads of Households who identified as a man or a woman exited to a permanent destination from Emergency Shelter. No other gender identities exited to a permanent destination.

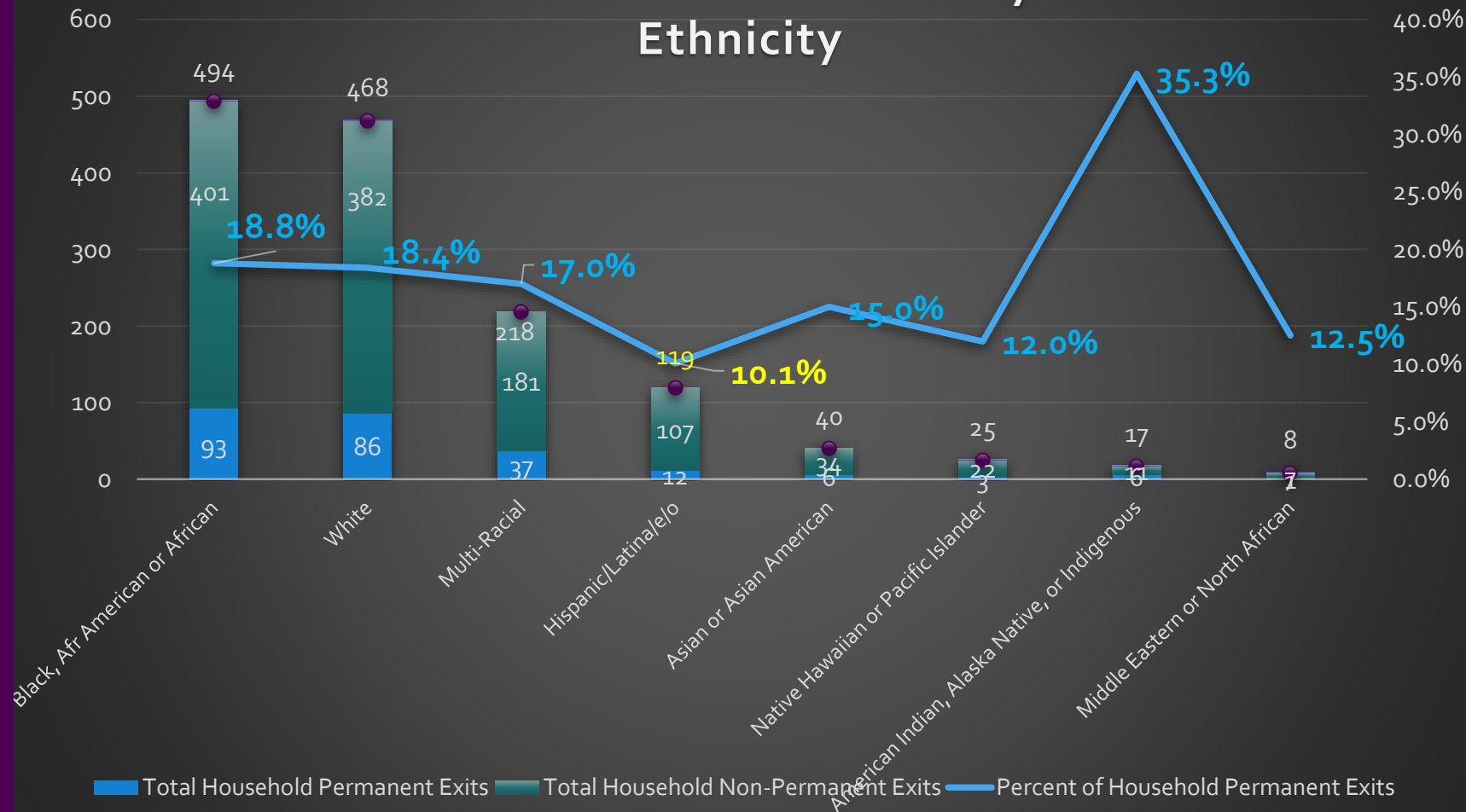
EXITS FROM EMERGENCY SHELTER BY AGE TIER



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

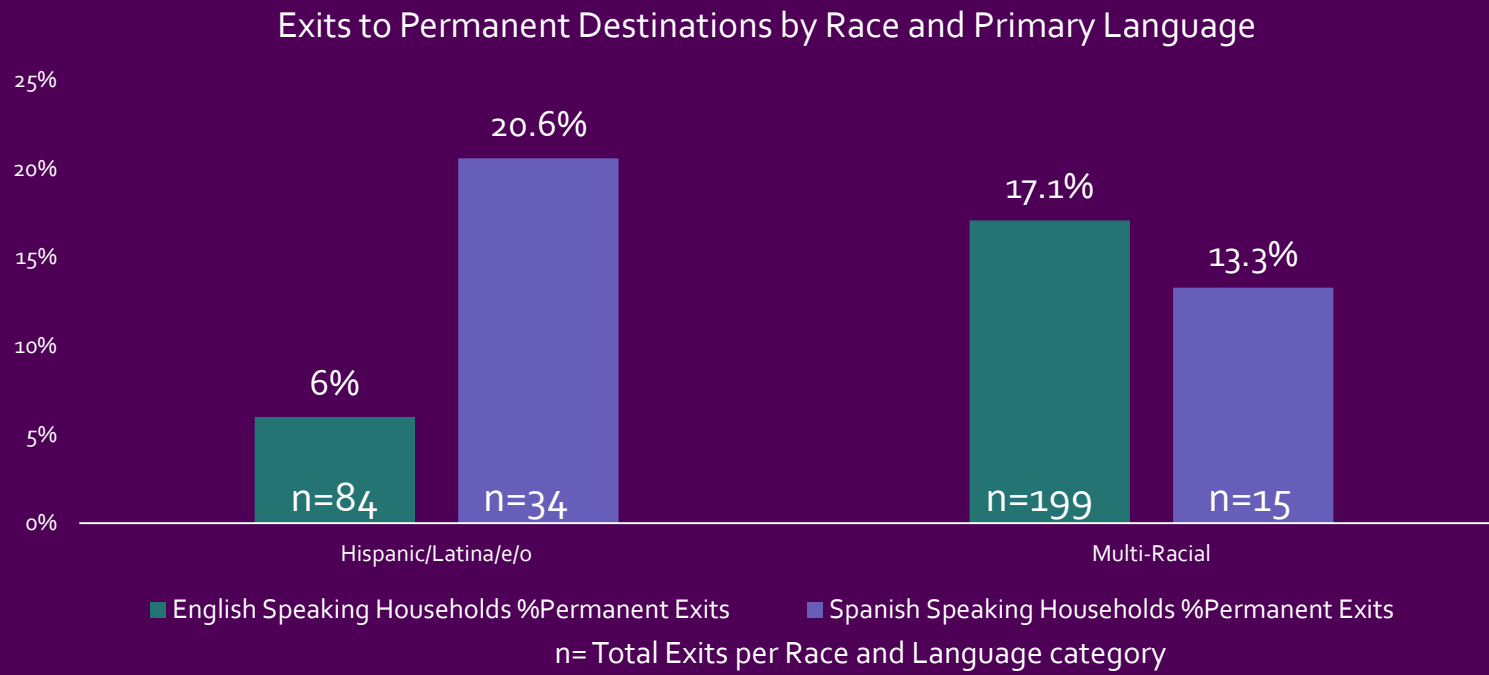
EXITS FROM EMERGENCY SHELTER BY RACE AND ETHNICITY

Exits to Permanent Destinations by Race and Ethnicity



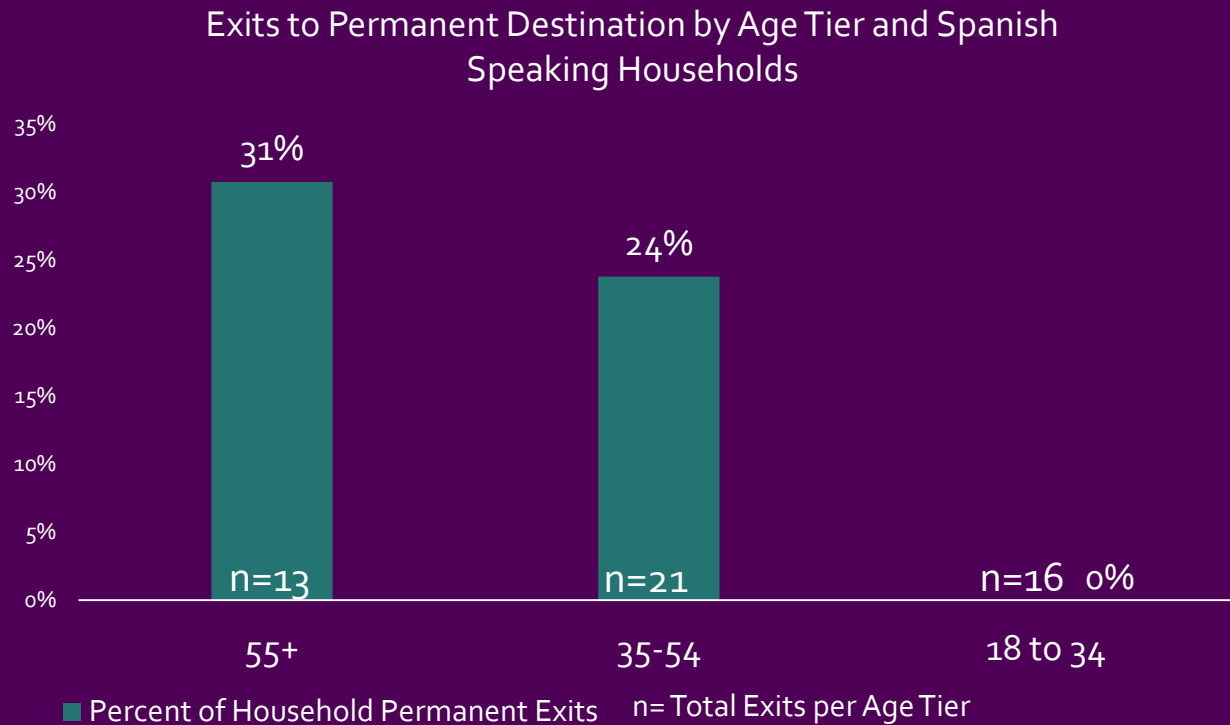
Households that identify as Hispanic/Latina/e/o represent the 4th largest group of exits (119 HHs), but has the lowest percentage of permanent exits compared to other races (10.1%) (Tile E)

EXITS FROM EMERGENCY BY PRIMARY LANGUAGE



Only 6% (5 HH) of households that identify as English-Speaking and Hispanic/Latina/e/o (84 HH) exited to a permanent destination compared to 20.6% (7 HH) of households that identify as Spanish-Speaking and Hispanic/Latina/e/o (34 HH). (Tile J)

EXITS FROM EMERGENCY BY PRIMARY LANGUAGE



No Spanish Speaking households under the age of 35 exited to permanent housing.

DASHBOARD DEBRIEF

DASHBOARD DEBRIEF

1. How do you think the discussion about the dashboard findings went?
 - What worked well? What could be improved (structure, timing, facilitation)?
2. How do you feel about the dashboard materials (dashboard data, slides) that were shared in advance of the meeting?
 - Was it easy to understand? What could be improved?