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Respondent

32

Anonymous

53:22

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 cchomelessscouncil@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 would like to serve on the Council on Homelessness in the CoC/ESG grantee employee seat because my professional experience, leadership background, and commitment to equity align directly with the Council's mission to end homelessness through collaboration, innovation, and accountability. In my current role as Director of Re-Entry Housing and Services at Hope Solutions, I oversee multiple federally funded programs that provide housing-focused support services for justice-involved individuals and people at risk of homelessness. This includes managing contracts funded through HUD, CoC, and other streams, ensuring compliance with national guidelines, and leading a team of program managers and frontline staff who provide direct housing navigation, rapid rehousing, permanent supportive housing, and prevention services. I also represent the organization in board meetings, county partnerships, and advocacy efforts, giving me a strong understanding of how local governance and funding decisions impact service delivery on the ground. Previously, I managed navigational services at Bay Area Community Services, which provided clients with education and employment support, housing through Rapid Rehousing (RRH) and ESG-funded programs, and access to mental health and substance use services. These services were holistic and client-centered, addressing not only housing but the broader barriers that prevent long-term stability. In this role, I worked closely with funders, community partners, and staff to ensure program effectiveness, contract compliance, and positive outcomes for participants. I bring several key strengths to the Council: Experience in housing and reentry services, including expertise in managing multimillion-dollar contracts and designing culturally responsive programs. Commitment to data-driven decision-making, with a background in program evaluation, HMIS compliance, and continuous quality improvement. Dedication to racial equity and advocacy, ensuring that Black and marginalized communities most impacted by systemic barriers are centered in policy and program design. I hold a Master's Degree in Organizational Leadership from St. Mary's College of California and a Bachelor of Science in Criminal Justice, which equip me with organizational strategy skills and systemic knowledge to contribute meaningfully to governance discussions. The CoC/ESG grantee seat offers a critical perspective: the voice of those working directly within funded programs who understand both challenges and opportunities of implementation. My experience overseeing reentry and housing navigation programs across Contra Costa County gives me a clear view of what is working, what gaps remain, and how the system can evolve to better serve our most vulnerable neighbors. It would be an honor to contribute my experience, leadership, and advocacy to the Council on Homelessness.

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 bring a combination of professional expertise, leadership experience, and community connections that I believe would be a valuable contribution to the Council on Homelessness. Professionally, I have spent more than a decade directing housing, reentry, and youth development programs across Contra Costa, Alameda, and San Francisco Counties. In my current role as Director of Re-Entry Housing and Services at Hope Solutions, I oversee multiple federally funded programs that support justice-involved individuals and people at risk of homelessness. I lead teams that provide housing navigation, rapid rehousing, permanent supportive housing, and prevention services. This work has given me extensive experience in contract compliance, program development, and data evaluation while building trusted relationships with county agencies, probation, public defenders, and community partners. My previous work at Bay Area Community Services focused on navigational services that connected clients to education, employment, housing through RRH and ESG funding, and access to mental health and substance use support. At East Oakland Community Project, I directed transitional housing and shelter programs, managing large multidisciplinary teams and ensuring contract compliance with HUD and city funders. These roles strengthened my skills in staff development, cross-system collaboration, and designing holistic services that address the full spectrum of barriers faced by individuals and families experiencing homelessness. Beyond professional experience, I bring a deep commitment to racial equity and community advocacy. Much of my work has centered on African American and marginalized communities disproportionately impacted by homelessness and systemic barriers. I am comfortable with public speaking, presenting to boards and community groups, and advocating for policy changes that reflect the needs of the people we serve. I also bring long-standing connections to organizations addressing homelessness. My roles have required direct collaboration with county housing departments, service providers, and reentry coalitions, giving me a strong network that I can leverage in Council discussions. Additionally, my early work with the Boys & Girls Club of San Francisco gave me firsthand experience supporting unhoused and at-risk youth, counseling families in crisis, and developing programming that promotes stability and opportunity. I hold a Master's Degree in Organizational Leadership and a Bachelor of Science in Criminal Justice, providing both academic grounding and practical skills in governance, strategy, and systems change. Altogether, I bring leadership, advocacy, equity-driven perspective, and cross-system experience that align closely with the goals of the Council and the seat I am applying for.

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) ***

In my experience working in housing and reentry services, I have seen firsthand how people experiencing homelessness in Contra Costa County come from many different backgrounds. At the same time, I have also observed how certain groups face additional barriers that make it more difficult for them to access services. Three reasons stand out:

1. Systemic Racism and Historical Inequities

African Americans and other communities of color often encounter barriers rooted in systemic racism. Practices such as redlining, discriminatory lending, over-policing, and mass incarceration have all contributed to the disproportionate representation of Black residents in the homeless population. Even when services are available, bias—whether intentional or not—can create added obstacles and erode trust. Without culturally responsive approaches, many community members disengage from systems that were designed to help them.

2. Language, Immigration Status, and Cultural Barriers

Immigrant families and non-English-speaking residents frequently struggle to connect with services. Language access is not always consistent, and without translation or bilingual staff, critical information is missed. Families who are undocumented often avoid seeking help altogether out of fear that sharing personal information could place them at risk. When programs are not designed with cultural competence, residents already experiencing instability become further disconnected from resources that could support long-term housing stability.

3. Stigma, Accessibility, and Specialized Needs

LGBTQ+ individuals, people with disabilities, and older adults face unique challenges in accessing services. For example, transgender individuals may not feel safe in shelters that are not gender-affirming. People with physical or developmental disabilities may encounter facilities that are not fully accessible. Older adults experiencing homelessness often have medical or mobility needs that go unmet in programs built primarily for younger populations. These gaps limit options for groups that are already vulnerable.

Addressing these barriers requires intentional strategies, including trauma-informed and gender-affirming practices, expanded language access, culturally rooted outreach, and enhanced ADA compliance. By centering equity in program design, Contra Costa County can ensure that all residents, regardless of race, status, ability, or identity, have meaningful access to the housing and services they need to thrive.

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) ***

Based on my professional experience, Contra Costa County can better support individuals who are unhoused and at risk of becoming unhoused by focusing on expanding prevention and diversion resources and strengthening housing navigation with supportive services.

1. Expand Prevention and Diversion Resources

Too often, people enter homelessness because there are not enough resources available to stabilize them before they lose housing. Prevention programs that provide flexible financial assistance—such as help with rent arrears, utility payments, or move-in costs—can make the difference between stability and entering homelessness. However, many of these resources are limited in scope or too narrowly defined by funding restrictions. Contra Costa County could strengthen this approach by expanding its investment in flexible prevention funds, streamlining the referral process, and making services more accessible for those at risk of eviction or displacement. In particular, creating more accessible partnerships with landlords and property managers could reduce barriers for tenants who may otherwise be quickly pushed into homelessness due to rising rents or minor lease violations. Prevention not only saves public resources in the long run but also preserves the dignity and stability of families before they experience a crisis.

2. Strengthen Housing Navigation and Supportive Services

For those already experiencing homelessness, housing navigation paired with supportive services is critical. Many clients face complex barriers—ranging from mental health challenges and substance use disorders to unemployment or justice involvement. Without integrated support, even when people obtain housing, they may struggle to sustain it. Contra Costa County could expand the availability of housing navigators who not only help clients secure units but also connect them to wraparound supports such as employment services, behavioral health care, and peer support. Prioritizing culturally competent, trauma-informed, and equity-centered approaches would also help ensure that services meet the needs of Black and marginalized communities, who are disproportionately impacted. Additionally, creating more pathways for people with lived experience of homelessness to serve as peer navigators would strengthen trust and engagement.

By investing in prevention to keep people housed and supportive navigation to help those already unhoused transition successfully, the County can build a stronger, more balanced system of care. These approaches reduce inflow into homelessness, improve long-term outcomes, and center equity by responding to the real and diverse needs of our 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.)?

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

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

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

☐	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)

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)?

n/a

Contact Information

17. Name *

Dominick Anthony

18. Email *

[REDACTED]

19. Phone Number *

[REDACTED]

Application Form

Profile

Dominick Anthony
First Name Middle Initial Last Name

[Redacted] Suite or Apt

[Redacted] CA [Redacted]
State Postal Code

[Redacted]
Primary Phone

[Redacted]
Email Address

District Locator Tool

Resident of Supervisorial District:

☒ District 3

Hope Solutions Director of Reentry
Employer Job Title

Length of Employment

10 months

Do you work in Contra Costa County?

☒ Yes ☐ No

If Yes, in which District do you work?

4

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

8 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

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?

Education

Select the option that applies to your high school education *

☒ High School Diploma

College/ University A

Name of College Attended

St Mary's College

Degree Type / Course of Study / Major

Masters/Leadership

Degree Awarded?

☒ Yes ☐ No

College/ University B

Name of College Attended

Everest University

Degree Type / Course of Study / Major

Bachelors/Criminal Justice

Degree Awarded?

☒ Yes ☐ No

College/ University C

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

☐ Yes ☐ No

Dominick Anthony

Other Trainings & Occupational Licenses**Other Training A**

Certificate Awarded for Training?

☐ Yes ☐ No

Other Training B

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, committee, or commission.

I am interested in serving on the board of the African American Holistic Wellness and Resource Hub (AAHWRH) because its mission aligns with my professional expertise and personal commitment to advancing equity and healing in African American communities. As Director of Re-Entry Housing and Services at Hope Solutions, I oversee county-funded programs that connect justice-involved individuals to stable housing, wraparound supports, and opportunities for long-term success. I bring extensive experience in program leadership, housing advocacy, compliance oversight, and cross-system collaboration with probation, public defenders, and community-based organizations. My background also includes managing multimillion-dollar housing and transitional programs in Oakland, as well as years of youth development leadership in San Francisco, where I worked directly with at-risk and system-impacted youth. With a Master's Degree in Organizational Leadership from St. Mary's College of California and a Bachelor of Science in Criminal Justice, I combine academic training with lived practice in addressing racial disparities, advancing community wellness, and driving systemic change. I believe my skills in strategic planning, coalition building, and culturally relevant service delivery will enhance the Hub's mission to establish a countywide network of coordinated services, beginning with East County. I am committed to contributing to this historic effort to repair harm, promote wellness, and expand opportunity for Black residents of Contra Costa County.

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

I bring over a decade of proven leadership in housing, reentry, and youth development programs across Contra Costa, Alameda, and San Francisco Counties. Throughout my career, I have directed complex initiatives that required managing multimillion-dollar budgets, supervising diverse teams, and ensuring compliance with city, county, state, and federal funders. My ability to balance fiscal responsibility with compassionate service delivery has consistently resulted in strong outcomes for clients and sustained success for the organizations I have led. A significant strength I bring is my expertise in cross-system collaboration. I have established and maintained effective partnerships with probation and parole departments, public defenders, county agencies, and community-based organizations. These collaborations have been crucial in creating coordinated responses that enhance outcomes for justice-involved and system-impacted individuals, ensuring that housing and supportive services are delivered in a manner that fosters stability and long-term success. Strategic planning and program development have been central to my work. I have designed, implemented, and scaled housing and supportive service programs that directly address homelessness, racial disparities, and barriers to stability. By developing logic models, evaluating program effectiveness, and advancing continuous quality improvement, I have been able to ensure that programs not only meet compliance requirements but also deliver meaningful impact in the community. My career has always been rooted in a commitment to racial equity. I have focused on advancing equity and culturally responsive services for African American and other marginalized communities, with direct leadership experience addressing disparities in housing, wellness, and opportunity. This commitment is not only professional but deeply personal, shaping my leadership approach and guiding my advocacy in every role I have held. Academically, I hold a Master's Degree in Organizational Leadership from St. Mary's College of California and a Bachelor of Science in Criminal Justice. This strong academic foundation provides me with both the organizational strategy expertise and a deep understanding of the justice system, which I apply daily to bridge systemic gaps and create pathways for success. I also bring extensive experience in team development and staff leadership. I have recruited, trained, and supervised multidisciplinary teams, fostering professional growth and building safe, supportive workplace cultures where staff feel valued and equipped to serve clients effectively. Finally, I am an experienced community advocate and public representative. I regularly represent organizations at board meetings, community partnerships, and advocacy efforts, using strong communication skills to ensure that community needs are translated into actionable strategies and meaningful policy change. Together, these qualifications reflect a blend of leadership, collaboration, academic training, and lived commitment to racial equity that I am eager to bring to the board of the African American Holistic Wellness and Resource Hub.

[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:

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.

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

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.

Application Form

Profile

Lisa First Name Malul Last Name
Middle Initial

Home Address Suite or Apt

City State CA Postal Code

Primary Phone

Email Address

District Locator Tool

Resident of Supervisorial District:

☒ District 4

Contra Costa Crisis Center Executive Director
Employer Job Title

Length of Employment

5 months

Do you work in Contra Costa County?

☒ Yes ☐ No

If Yes, in which District do you work?

District 4

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

5 months

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

CoC/ESG Program Grantee

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?

3

Education

Select the option that applies to your high school education *

☒ High School Diploma

College/ University A

Name of College Attended

New York Law School

Degree Type / Course of Study / Major

Juris Doctor, Focus on Constitutional Law

Degree Awarded?

☒ Yes ☐ No

College/ University B

Name of College Attended

Boston University College of Communication

Degree Type / Course of Study / Major

B.S. Mass Communications/Advertising/Media

Degree Awarded?

☒ Yes ☐ No

College/ University C

Name of College Attended

Nassau Community College

Degree Type / Course of Study / Major

AA/ Business

Degree Awarded?

☒ Yes ☐ No

Other Trainings & Occupational Licenses

Other Training A

American Association of Suicidology, Crisis Specialist

Certificate Awarded for Training?

☒ Yes ☐ No

Other Training B

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, committee, or commission.

I would like to serve on the Council on Homelessness because I believe that collaboration, accountability, and compassion are essential to solving homelessness in Contra Costa County. Every day at the Contra Costa Crisis Center, I see the reality that housing instability and homelessness are not separate from other crises—they are deeply tied to mental health, substance use, medical challenges, family stress, and economic insecurity. As the Executive Director of the Contra Costa Crisis Center, I lead the teams that operate the 988 Suicide & Crisis Lifeline and the 211 Information & Referral program. Through these lines, we hear directly from thousands of county residents every year, including many who are unhoused or at risk of homelessness. We see firsthand how difficult it can be for people to navigate fragmented systems, long waitlists, or limited shelter options, especially when they are also coping with trauma or crisis. Serving on the Council would allow me to bring that frontline perspective into policy and planning conversations. It would also give me the opportunity to work in partnership with people who have lived experience of homelessness, service providers, and county leaders to strengthen our continuum of care. My commitment is not only professional but personal: I believe that no one should have to face the fear, stigma, and instability that comes with losing housing, and that we all have a role in creating pathways to safety and dignity. I am especially interested in the Council seat focused on nonprofit/service provider representation. In this capacity, I would bring the perspective of a countywide crisis response hub that links behavioral health, housing, and social services, with the goal of making sure our systems work better for the people who rely on them most.

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

I bring a blend of nonprofit leadership, direct service insight, and collaborative experience that can contribute to the Council's mission. Professional experience: I have over 20 years of leadership experience in Bay Area nonprofit organizations, with expertise in building partnerships, securing funding, and advancing system-level change. At the Contra Costa Crisis Center, I oversee services that directly connect people experiencing homelessness to housing and shelter resources, food assistance, behavioral health care, and other supports. Connections and partnerships: Through 211, we maintain real-time data on service availability, and we collaborate daily with county agencies, shelter providers, and community-based organizations. These connections provide a unique vantage point on where the system is working well and where there are barriers. Skills: I am comfortable with public speaking, policy advocacy, and facilitating cross-sector partnerships. I have served on commissions and advisory bodies in Oakland and Alameda County, and I am practiced at balancing community voices with policy requirements. Commitment to equity: I prioritize listening to people with lived experience, including volunteers and staff who share their own journeys through homelessness, poverty, and trauma. This perspective keeps me grounded in the reality that our decisions must always be shaped by the voices of those most impacted. Together, these experiences equip me to contribute thoughtfully and constructively to the Council's work.

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:

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.

Commissioner, Alameda County Area Agency on Aging Alameda County, 2024-present
Commissioner, City of Oakland Mayor's Commission on Aging. 2024-present Alameda County, County Wide Area Plan, Planning Committee. 2021-2024 World Forum Foundation International Working Group on Peace Building. 2003-2006 Rotary International, Oakland Rotary Club 3, Endowment Board. 2013-2016 Jewish American Heritage Month Honoree, Oakland City Council. 2023 Interviewed Mitch History of Development and Disruption. Interview. 2021 Interviewed Richard Rothstein, author of The Color of Law: A Forgotten History of How Our Government Segregated America. Interview. 2020 "Do More than Vote: Tell Stories that Inspire Leadership and Action" California Assn. for the Education of Young Children Conference. Presentation. 2012 "Early Childhood Education: A Strategy for National Peace and Prosperity". Tribhuvan University, Research Center for Education and Innovation, Kathmandu, Nepal. Presentation. 2006 Multinational Project Evaluation and Measurement: A Case Study" Canadian American Evaluation Association Conference. Toronto. Presentation. 2005 Republic of South Africa, Department of Education, Inaugural Early Childhood Division Commission Meeting. Sole United States Delegate. 2005 Child and War Project. Ed. A. Knight, University of Alberta, CAN 2006. P44-46. Contributing Author. Working with Children in Conflict and Post Conflict Setting, NIPPA-World Forum Foundation Working Group, Belfast, Northern Ireland. Communication Team. 2004

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

If Yes, please identify the nature of the relationship:

We are applying as a CoC/ESG Program Grantee

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

Lisa Malul

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.
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5. Meeting dates and times are subject to change and may occur up to two (2) days per month.
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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.

[View results](#)

Respondent

31

Anonymous

17:37

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 would like to serve on the Council on Homelessness because I believe that collaboration, accountability, and compassion are essential to solving homelessness in Contra Costa County. Every day at the Contra Costa Crisis Center, I see the reality that housing instability and homelessness are not separate from other crises—they are deeply tied to mental health, substance use, medical challenges, family stress, and economic insecurity. As the Executive Director of the Contra Costa Crisis Center, I lead the teams that operate the 988 Suicide & Crisis Lifeline and the 211 Information & Referral program. Through these lines, we hear directly from thousands of county residents every year, including many who are unhoused or at risk of homelessness. We see firsthand how difficult it can be for people to navigate fragmented systems, long waitlists, or limited shelter options, especially when they are also coping with trauma or crisis. Serving on the Council would allow me to bring that frontline perspective into policy and planning conversations. It would also give me the opportunity to work in partnership with people who have lived experience of homelessness, service providers, and county leaders to strengthen our continuum of care. My commitment is not only professional but personal: I believe that no one should have to face the fear, stigma, and instability that comes with losing housing, and that we all have a role in creating pathways to safety and dignity. I am especially interested in the Council seat focused on nonprofit/service provider representation. In this capacity, I would bring the perspective of a countywide crisis response hub that links behavioral health, housing, and social services, with the goal of making sure our systems work better for the people who rely on them most.

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 bring a blend of nonprofit leadership, direct service insight, and collaborative experience that can contribute to the Council's mission. Professional experience: I have over 20 years of leadership experience in Bay Area nonprofit organizations, with expertise in building partnerships, securing funding, and advancing system-level change. At the Contra Costa Crisis Center, I oversee services that directly connect people experiencing homelessness to housing and shelter resources, food assistance, behavioral health care, and other supports. Connections and partnerships: Through 211, we maintain real-time data on service availability, and we collaborate daily with county agencies, shelter providers, and community-based organizations. These connections provide a unique vantage point on where the system is working well and where there are barriers. Skills: I am comfortable with public speaking, policy advocacy, and facilitating cross-sector partnerships. I have served on commissions and advisory bodies in Oakland and Alameda County, and I am practiced at balancing community voices with policy requirements. Commitment to equity: I prioritize listening to people with lived experience, including volunteers and staff who share their own journeys through homelessness, poverty, and trauma. This perspective keeps me grounded in the reality that our decisions must always be shaped by the voices of those most impacted. Together, these experiences equip me to contribute thoughtfully and constructively to the Council's work.

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) *

Language and cultural barriers. Many residents of Contra Costa County speak languages other than English, including Spanish, Tagalog, Farsi, and Mandarin. If services are not provided in their preferred language or delivered in culturally responsive ways, people may not trust or even be able to access them. Immigrant communities may also fear engaging with systems due to immigration status concerns.

Systemic racism and discrimination. Black, Indigenous, and People of Color are overrepresented in the homeless population due to long histories of structural racism, including housing discrimination, inequitable access to health care and employment, and bias in public systems. These patterns continue today, making it harder for some groups to secure housing even when services are available.

Stigma and accessibility barriers. People living with disabilities, chronic illness, or mental health conditions often face stigma when seeking housing or services. Physical accessibility can also be a major barrier if shelters or transitional housing are not ADA-compliant. Older adults, LGBTQ+ individuals, and people with justice-system involvement may face additional layers of stigma that discourage them from reaching out for help.

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) *

Expand integrated crisis response and housing navigation. Too often, someone in crisis is connected to mental health or substance use services without their housing needs being addressed—or vice versa. Expanding models that integrate housing navigation into crisis services (and ensuring that 988, 211, and outreach teams can make warm handoffs directly into housing programs) would reduce fragmentation and help people stabilize more quickly.

Strengthen prevention and eviction diversion. Many of the calls we receive at 211 come from people one step away from losing their housing due to rent increases, job loss, or family conflict. Expanding flexible emergency assistance funds, legal aid for tenants, and landlord mediation programs would help prevent homelessness before it begins. Prevention is cost-effective and humane, and it reduces the pressure on shelter systems that are already stretched thin.

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)

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- HMIS Policy Committee
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- 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.)?

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

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

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

- ☐ 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)

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

Decline to answer

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)?

In my professional role, I bring a unique vantage point that complements the Council's commitment to diverse representation. As Executive Director of the Contra Costa Crisis Center, I oversee the 988 Suicide & Crisis Lifeline and the 211 Information & Referral program—two countywide entry points that serve as lifelines for people experiencing homelessness or at immediate risk of losing their housing. These programs reach across geography, language, and demographics, giving me continuous insight into the barriers that individuals and families face when seeking help. Through our daily work, I hear directly from callers who are navigating the complex intersections of homelessness, mental health, domestic violence, aging, disability, and economic instability. This provides me with both quantitative data and human stories that reflect the diverse realities of homelessness in Contra Costa County. I also work alongside staff and volunteers who bring their own lived experiences of homelessness, poverty, trauma, and recovery. Their perspectives inform how we design services, and I carry those lessons into collaborative settings like the Council. What I would contribute is the ability to bridge frontline realities with system-level planning. My role allows me to surface trends, identify service gaps, and bring forward community-informed solutions that represent the voices of many. This perspective helps ensure that the Council's work is responsive to the full range of people and experiences across our county.

Contact Information

17. Name *

Lisa Ruth Malul, JD

18. Email *

19. Phone Number *

Application Form

Profile

Paida P Ndemera
First Name Middle Initial Last Name

[Redacted] Suite or Apt

[Redacted] CA [Redacted]
City State

[Redacted]
Primary Phone

[Redacted]
Email Address

District Locator Tool

Resident of Supervisorial District:

☒ District 2

Trinity Center Executive Director (incoming)
Employer Job Title

Length of Employment

starting 09/29/25

Do you work in Contra Costa County?

☒ Yes ☐ No

If Yes, in which District do you work?

walnut creek 10th district

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

10

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

CoC /ESG Program Grantee

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?

I have attended several meetings from Alameda County

Education

Select the option that applies to your high school education *

☒ None of the above

College/ University A

Name of College Attended

Bucks New University

Degree Type / Course of Study / Major

Master of Science in Mental Health

Degree Awarded?

☒ Yes ☐ No

College/ University B

Name of College Attended

Thames Valley University

Degree Type / Course of Study / Major

Bachelor of Science MH Nursing

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**

Certificate Awarded for Training?

☐ Yes ☐ No

Other Training B

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, committee, or commission.

I have worked with the homeless population in the Bay Area for over 10 years and have amassed knowledge around policy and program development. I therefore believe serving on this board will allow me to share my expertise and also learn a lot from others on how we can strategically reduce and subsequently end homelessness.

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

Please see Resume attached

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:

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.

United Bay Area Pathways

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:

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[View results](#)

Respondent

24

Anonymous

62:53

Time to complete

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- ☐ **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 would like to serve on the Council of homelessness specifically under Federal Homeless and Funding Administrator as i have vast experience working with unhoused individuals in the Bay Area. In the last 10 years I have worked as an administrator for different agencies receiving state and federal grants for housing. I have had opportunities to advocate for changes in policies and funding around housing. I am confident that the experience I have amassed working with homeless individuals in the past decade would be valuable on the Council. I am passionate about ending homelessness and believe in the power of discussing housing issues and developing strategies and solutions with fellow minded individuals is a necessary step to ending homelessness.

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 have worked as a Psych Nurse Practitioner for over 2 decades and this is where I first started working with unhoused individuals. In the last 10 years I have specifically worked with TAY and unhoused adults in the Bay Area. I am fully versed with the housing continuum as I have set up, established and led teams across the housing continuum (from shelters right up to PSH). As an executive member of staff in my roles I have attended conferences and gave presentations to Congressmen/women around housing. I currently serve the United Way Bay Area and Pathways Boards . e .d aU

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.
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- ☒ 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) *

Marginalized communities/ individuals can face challenges accessing housing due to various factors like :

1. Discrimination

Racial, ethnic or socioeconomic biases can limit access to housing opportunities.

2 Limited access to resources

Some groups eg immigrants may lack access to information and/or support services . Language can also play a factor.

3Personal barriers

Shame, stigma, fear and mistrust may also prevent individuals from accessing services. Historical trauma, past experiences or perceived stigma may lead to mistrust of service providers whilst fear of being judged or labeled may prevent individuals from seeking help.

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) *

In my experience 2 ideas to help better support unhoused and at risk of being unhoused individuals is

1. Expand outreach worker

In my experience , a lot of unhoused individuals are unaware of services provided to assist with them getting housed. Expanding outreach work will therefore equip unhoused/ at risk of being unhoused individuals with resource centers where they could get housing navigation from.

2 Increase Shelter beds (24/7)

Increasing shelter beds will give unhoused individuals a place to temporary settle and slowly make changes to get them housed eg - closely work with a case manager to be housing ready, attend workforce workshops etc

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.

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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.

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

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

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)

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)?

I am an economic refugee and have lived and worked in Africa, Europe, Australia and now USA. I experienced homelessness as a student living in Scotland (Europe).

Contact Information

17. Name *

Paida Ndemera

18. Email *

[REDACTED]

19. Phone Number *

[REDACTED]

Application Form

Profile

Ralph Payton
First Name Middle Initial Last Name

[Redacted] Suite or Apt
[Redacted] CA [Redacted]
City State Postal Code

[Redacted] Primary Phone
[Redacted]

District Locator Tool

Resident of Supervisorial District:

[X] N/A - Out of County

Greater Richmond Interfaith Program (GRIP) Executive Director
Employer Job Title

Length of Employment

3 years

Do you work in Contra Costa County?

[X] Yes [] No

If Yes, in which District do you work?

1

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

3 years

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

[] Yes [X] No

Board and Interest

Which Boards would you like to apply for?

Contra Costa Council on Homelessness: Submitted

Seat Name

CoC-ESG

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?

over 24

Education

Select the option that applies to your high school education *

☒ High School Diploma

College/ University A

Name of College Attended

Andrews University

Degree Type / Course of Study / Major

Psychology - Counseling

Degree Awarded?

☒ Yes ☐ No

College/ University B

Name of College Attended

Nova Southeastern University

Degree Type / Course of Study / Major

Masters of Science in Clinical Psychology

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**

Certificate in Nonprofit Management

Certificate Awarded for Training?

☒ Yes ☐ No

Other Training B

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, committee, or commission.

I am seeking to serve on the Council on Homelessness in the CoC/ESG Program Grantee seat because I believe my experience leading a Continuum of Care-funded agency uniquely positions me to help strengthen the countywide homeless response system. As Executive Director of the Greater Richmond Interfaith Program (GRIP), I oversee a family emergency shelter, a warming center for single adults, a community meal program serving 80,000+ meals annually, and case management and housing navigation services that directly rely on CoC and ESG funding. These programs give me daily insight into the challenges unhoused individuals face—from systemic barriers like limited affordable housing to urgent issues like mental health crises, domestic violence, and safety concerns in encampments. My interest in serving on the Council is rooted in a deep commitment to equity and collaboration. Having worked in homeless services for over two decades—including as executive director of Raphael House and CEO of Hunters Point Family—I have learned that successful solutions require a coordinated system where providers, government agencies, and those with lived experience work together. I want to contribute to shaping that system in Contra Costa by bringing the provider perspective into CoC decision-making and ensuring that resources are allocated where they will have the greatest impact. I also bring experience in policy and governance that will be valuable to the Council. As a former co-chair of San Francisco's Local Homeless Coordinating Board, I worked closely with city departments to oversee federal CoC funding, develop coordinated entry policies, and review performance outcomes. This experience will allow me to engage quickly and effectively with the Council's responsibilities—reviewing program performance, setting funding priorities, and advising on system improvements. Ultimately, I want to ensure that Contra Costa's homeless services system is inclusive, trauma-informed, and responsive to the diverse needs of those it serves—including survivors of domestic violence, families with children, and people with complex behavioral health challenges. Serving on the Council would allow me to amplify the voices of GRIP's clients, contribute to countywide solutions, and collaborate with partners to advance our shared goal: ending homelessness and helping every individual move toward safety, stability, and self-sufficiency.

Ralph Payton

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

I bring more than 20 years of experience leading nonprofit human service programs and a deep commitment to supporting unhoused individuals and families in Contra Costa County and beyond. As the Executive Director of the Greater Richmond Interfaith Program (GRIP), I oversee a comprehensive array of services that include a family emergency shelter, a warming center for single adults, a daily community meal program, and a resource center offering case management, housing navigation, and outreach to encampments. These programs give me a direct and current perspective on the complex barriers faced by people experiencing homelessness in our county. Before joining GRIP, I served as CEO of Hunters Point Family and Executive Director of Raphael House, San Francisco's largest family homeless shelter, and I co-chaired San Francisco's Local Homeless Coordinating Board, where I worked with city officials, service providers, and people with lived experience to shape homelessness policy. Earlier in my career, I directed large family and single-adult shelters in the Bronx and Miami and led youth workforce programs that connected disadvantaged youth to education and employment opportunities. I bring clinical expertise as well, holding a master's degree in clinical psychology and having worked for several years as a therapist and clinical coordinator serving disadvantaged communities. This background allows me to approach homelessness with a trauma-informed lens and advocate for integrating mental health and substance use treatment into service delivery. In addition to program leadership, I have extensive experience in coalition building, community outreach, and public speaking—skills I use regularly to engage civic leaders, faith partners, corporate sponsors, and the public around issues of homelessness and housing. I am passionate about lifting the voices of those we serve and ensuring that equity, dignity, and cultural responsiveness are at the heart of system-wide solutions. Through my professional network, relationships with regional service providers, and direct connection to thousands of unhoused and at-risk individuals served by GRIP each year, I would bring a collaborative, data-informed, and community-centered perspective to the 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:

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.

Volunteer & Community Experience • Co-Chair, San Francisco Local Homeless Coordinating Board (2016–2020) • Mayor-appointed position providing oversight of San Francisco’s Continuum of Care (CoC) funding and homelessness policy. • Collaborated with city agencies, service providers, and individuals with lived experience to shape system priorities and coordinated entry policies. • Advisory Board Member, University of San Francisco – Master of Nonprofit Administration Program (2016–2020) • Advised on curriculum and program development for future nonprofit leaders, bringing a practitioner’s perspective to graduate education. • Coalition Participation and Regional Collaboration • Active participant in HESPA (Homeless and Emergency Service Providers Association) and other county- and city-aligned coalitions. • Partnered with local technology companies, government agencies, and service providers to strengthen the homeless response system. • Community Leadership as GRIP Executive Director (2022–Present) • Leads GRIP’s annual Harmony Walk, a major community event bringing together elected officials, corporate sponsors, faith groups, and residents to support solutions to homelessness. • Collaborates with Contra Costa County, the City of Richmond, and local nonprofits to coordinate outreach, case management, and housing navigation for unhoused individuals. • Engages dozens of local congregations and civic groups in volunteer efforts, meal service sponsorships, and donation drives. • Builds partnerships with businesses and philanthropic organizations to increase community investment in housing and homeless services. • Public Advocacy and Education • Regularly speaks at community forums, faith services, and civic events to raise awareness about homelessness and advocate for policy solutions. • Actively works to destigmatize homelessness and amplify the voices of those with lived experience.

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

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 understand 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.

[View results](#)

Respondent

15

Anonymous

130:10

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 cchomelessscouncil@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 on the Council on Homelessness in the CoC/ESG Program Grantee seat because I believe my experience leading a Continuum of Care-funded agency uniquely positions me to help strengthen the countywide homeless response system. As Executive Director of the Greater Richmond Interfaith Program (GRIP), I oversee a family emergency shelter, a warming center for single adults, a community meal program serving 80,000+ meals annually, and case management and housing navigation services that directly rely on CoC and ESG funding. These programs give me daily insight into the challenges unhoused individuals face—from systemic barriers like limited affordable housing to urgent issues like mental health crises, domestic violence, and safety concerns in encampments. My interest in serving on the Council is rooted in a deep commitment to equity and collaboration. Having worked in homeless services for over two decades—including as executive director of Raphael House and CEO of Hunters Point Family—I have learned that successful solutions require a coordinated system where providers, government agencies, and those with lived experience work together. I want to contribute to shaping that system in Contra Costa by bringing the provider perspective into CoC decision-making and ensuring that resources are allocated where they will have the greatest impact. I also bring experience in policy and governance that will be valuable to the Council. As a former co-chair of San Francisco's Local Homeless Coordinating Board, I worked closely with city departments to oversee federal CoC funding, develop coordinated entry policies, and review performance outcomes. This experience will allow me to engage quickly and effectively with the Council's responsibilities—reviewing program performance, setting funding priorities, and advising on system improvements. Ultimately, I want to ensure that Contra Costa's homeless services system is inclusive, trauma-informed, and responsive to the diverse needs of those it serves—including survivors of domestic violence, families with children, and people with complex behavioral health challenges. Serving on the Council would allow me to amplify the voices of GRIP's clients, contribute to countywide solutions, and collaborate with partners to advance our shared goal: ending homelessness and helping every individual move toward safety, stability, and self-sufficiency.

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 bring more than 20 years of experience leading nonprofit human service programs and a deep commitment to supporting unhoused individuals and families in Contra Costa County and beyond. As the Executive Director of the Greater Richmond Interfaith Program (GRIP), I oversee a comprehensive array of services that include a family emergency shelter, a warming center for single adults, a daily community meal program, and a resource center offering case management, housing navigation, and outreach to encampments. These programs give me a direct and current perspective on the complex barriers faced by people experiencing homelessness in our county. Before joining GRIP, I served as CEO of Hunters Point Family and Executive Director of Raphael House, San Francisco's largest family homeless shelter, and I co-chaired San Francisco's Local Homeless Coordinating Board, where I worked with city officials, service providers, and people with lived experience to shape homelessness policy. Earlier in my career, I directed large family and single-adult shelters in the Bronx and Miami and led youth workforce programs that connected disadvantaged youth to education and employment opportunities. I bring clinical expertise as well, holding a master's degree in clinical psychology and having worked for several years as a therapist and clinical coordinator serving disadvantaged communities. This background allows me to approach homelessness with a trauma-informed lens and advocate for integrating mental health and substance use treatment into service delivery. In addition to program leadership, I have extensive experience in coalition building, community outreach, and public speaking—skills I use regularly to engage civic leaders, faith partners, corporate sponsors, and the public around issues of homelessness and housing. I am passionate about lifting the voices of those we serve and ensuring that equity, dignity, and cultural responsiveness are at the heart of system-wide solutions. Through my professional network, relationships with regional service providers, and direct connection to thousands of unhoused and at-risk individuals served by GRIP each year, I would bring a collaborative, data-informed, and community-centered perspective to the 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. Language and Cultural Barriers

Individuals from immigrant or refugee backgrounds, especially those with limited English proficiency, often struggle to navigate service systems designed primarily for English speakers. Application forms, intake processes, and case management may not be culturally or linguistically accessible, causing miscommunication and delays. Cultural stigma around homelessness or seeking public assistance can also prevent individuals from reaching out for help.

2. Discrimination and Historical Marginalization

Racial and ethnic minorities, LGBTQ+ individuals, and people with disabilities may face explicit or implicit bias from service providers, landlords, or other systems. Historical inequities—such as redlining, over-policing, and lack of generational wealth—compound the risk of homelessness and reduce trust in institutions. For transgender and gender nonconforming individuals, the lack of gender-affirming shelters can lead to safety concerns and avoidance of services entirely.

3. Systemic and Bureaucratic Barriers

Many programs require extensive documentation (IDs, proof of income, residency, or legal status) that unhoused people may not have. Youth experiencing homelessness, undocumented immigrants, and people exiting incarceration are disproportionately affected. Additionally, limited shelter capacity, long waitlists for housing programs, and strict eligibility requirements (e.g., sobriety rules, curfews) can exclude those with mental health conditions, substance use disorders, or irregular work schedules—leaving the most vulnerable without support.

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 Low-Barrier Shelter and Navigation Options

Many individuals remain unsheltered not because they don't want services, but because shelter options are too limited, too restrictive, or not designed to meet their needs. Contra Costa County could invest in expanding low-barrier, trauma-informed shelters and Navigation Centers that accommodate people with partners, pets, or possessions and offer flexible hours. My experience at GRIP has shown that when we create welcoming spaces—where people can come in without preconditions and receive meals, showers, case management, and housing navigation—they are much more likely to engage in services and take steps toward stability. This model also reduces the strain on emergency rooms, police, and encampment abatement teams by providing a clear, accessible alternative to life on the streets.

2. Strengthen Prevention and Rapid Rehousing Resources

Stopping homelessness before it happens is one of the most cost-effective interventions we can make. I believe the county should expand funding for rental assistance, eviction prevention, and flexible financial support that can keep individuals and families housed during crises. This includes partnering with landlords to create a "housing preservation fund" that covers rent arrears, unexpected expenses, or move-in costs that are often the difference between stability and homelessness. At GRIP, we regularly see families enter shelter after falling just one or two months behind on rent due to job loss, illness, or domestic violence. A relatively small investment upstream could prevent shelter stays, reduce trauma for children, and keep families connected to their schools, jobs, and communities.

Both of these strategies—expanding low-barrier entry points and scaling up prevention and rapid rehousing—are mutually reinforcing. Together, they reduce the overall inflow into homelessness and help those who are already unhoused exit the system faster. These ideas are grounded in evidence-based practices used successfully in other counties and are directly informed by the needs I witness daily through GRIP's work in Richmond.

At the heart of my work is the belief that every person deserves dignity, safety, and the chance to thrive. These solutions reflect not just policy priorities, but a commitment to building a compassionate and equitable community where no one is left without a path to stability.

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.)?

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

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

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

- ☐
- 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)

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)?

I bring more than two decades of experience working with unhoused individuals and families across diverse communities—including Miami, the Bronx, San Francisco, and now Richmond—giving me a deep understanding of the systemic inequities that drive homelessness, particularly for people of color, LGBTQ+ individuals, and those impacted by poverty, trauma, and the justice system. As a secular humanist guided by the “golden rule,” I am committed to equity and dignity for every person. At GRIP, I work to create welcoming, culturally responsive, and trauma-informed programs that meet people where they are—removing barriers, ensuring language access, and helping clients move toward stability. My master’s degree in clinical psychology and years as a therapist provide a trauma-informed lens that shapes how I approach both policy and program design. I understand the role of mental health, substance use, and intergenerational trauma in housing instability, and I advocate for solutions that address root causes and promote long-term stability. I also believe deeply in elevating the voices of those most affected by homelessness. I have built systems within GRIP that empower clients and staff with lived experience to inform program design and advocate for change. Serving on the Council would allow me to bring this perspective to the county level, ensuring decisions are grounded in the realities our neighbors face every day. Ultimately, this work is more than my profession—it is my purpose. I am passionate about helping build a compassionate, equitable system where every Contra Costa resident has the chance to be safe, supported, and housed.

Contact Information

17. Name *

Ralph Payton

18. Email *

19. Phone Number *

Application Form

Profile

Adam T Poe
First Name Middle Initial Last Name

[Redacted] Suite or Apt
[Redacted] CA [Redacted]
State Postal Code

[Redacted]
Primary Phone

[Redacted]
Email Address

District Locator Tool

Resident of Supervisorial District:

☒ N/A - Out of County

Bay Area Legal Aid Managing Attorney
Employer Job Title

Length of Employment

17 years

Do you work in Contra Costa County?

☒ Yes ☐ No

If Yes, in which District do you work?

All (office is in Dis. 1)

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

17 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

coc/ESG

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?

Around 10

Education

Select the option that applies to your high school education *

☒ High School Diploma

College/ University A

Name of College Attended

Michigan State University

Degree Type / Course of Study / Major

Political Science

Degree Awarded?

☒ Yes ☐ No

College/ University B

Name of College Attended

DePaul College of Law

Degree Type / Course of Study / Major

Legal

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**

Certificate Awarded for Training?

☐ Yes ☐ No

Other Training B

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, committee, or commission.

I would like to serve on the Council on Homelessness because my professional experience and personal commitment are closely tied to advancing housing stability and reducing barriers for people at risk of or experiencing homelessness in Contra Costa County. As a legal aid attorney and currently the Managing Attorney of Bay Area Legal Aid's Contra Costa office, I lead a team that provides legal services in housing, domestic violence, youth justice, reentry, and public benefits. Across these practice areas, I see daily how homelessness is not just the loss of housing, but the result of intersecting systems that often fail to meet people's needs. I have represented tenants facing eviction and displacement, survivors of domestic violence struggling to secure safe and stable housing, and individuals reentering the community from incarceration who encounter systemic barriers to housing and employment. These experiences give me a perspective on how housing instability intersects with trauma, discrimination, and systemic inequities. They also highlight the importance of collaboration between legal services, housing authorities, social service providers, and community-based organizations. I want to bring this perspective to the Council to help identify where systems break down and how we can respond more effectively and equitably. In my role, I have also worked on countywide initiatives—including AB 109 reentry planning and Measure X service expansions—that require balancing community input, service delivery realities, and systemic reforms. I believe these experiences prepare me to contribute thoughtfully to the Council's mission of guiding decisions, sharing ideas, and ensuring that homelessness services are working well.

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

I would bring to the Council a combination of professional expertise, collaborative experience, and community relationships that directly intersect with homelessness in Contra Costa County. As the Managing Attorney for Bay Area Legal Aid's Contra Costa office, I oversee a multi-practice team providing services in housing, domestic violence, reentry, and public benefits. This role requires not only subject-matter expertise but also systems-level perspective—identifying gaps, building partnerships, and advocating for reforms that improve outcomes for people experiencing or at risk of homelessness. Professionally, I have represented hundreds of tenants facing eviction and displacement, ensuring they can remain housed or secure stable alternatives. I have worked with survivors of domestic violence whose pathways to safety often depend on access to emergency shelter and long-term housing stability. I have also supported individuals reentering from incarceration, advocating to remove barriers in housing and employment that too often result in cycles of homelessness. These experiences have deepened my understanding of the ways trauma, discrimination, and poverty converge in housing instability. I also bring significant experience in coalition work and public engagement. I regularly collaborate with local governments, housing authorities, probation, medical providers, and community-based organizations on initiatives such as AB 109 reentry planning and Measure X-funded services.

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:

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.

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

If Yes, please identify the nature of the relationship:

* My employer receives funding from several county contracts for legal services. I am happy to provide any additional information I can, if needed.

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

[View results](#)

Respondent

29

Anonymous

38:18

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 cchomelessscouncil@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 would like to serve on the Council on Homelessness because my professional experience and personal commitment are closely tied to advancing housing stability and reducing barriers for people at risk of or experiencing homelessness in Contra Costa County. As a legal aid attorney and currently the Managing Attorney of Bay Area Legal Aid's Contra Costa office, I lead a team that provides legal services in housing, domestic violence, youth justice, reentry, and public benefits. Across these practice areas, I see daily how homelessness is not just the loss of housing, but the result of intersecting systems that often fail to meet people's needs. I have represented tenants facing eviction and displacement, survivors of domestic violence struggling to secure safe and stable housing, and individuals reentering the community from incarceration who encounter systemic barriers to housing and employment. These experiences give me a perspective on how housing instability intersects with trauma, discrimination, and systemic inequities. They also highlight the importance of collaboration between legal services, housing authorities, social service providers, and community-based organizations. I want to bring this perspective to the Council to help identify where systems break down and how we can respond more effectively and equitably. In my role, I have also worked on countywide initiatives—including AB 109 reentry planning and Measure X service expansions—that require balancing community input, service delivery realities, and systemic reforms.

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 would bring to the Council a combination of professional expertise, collaborative experience, and community relationships that directly intersect with homelessness in Contra Costa County. As the Managing Attorney for Bay Area Legal Aid's Contra Costa office, I oversee a multi-practice team providing services in housing, domestic violence, reentry, and public benefits. This role requires not only subject-matter expertise but also systems-level perspective—identifying gaps, building partnerships, and advocating for reforms that improve outcomes for people experiencing or at risk of homelessness. Professionally, I have represented hundreds of tenants facing eviction and displacement, ensuring they can remain housed or secure stable alternatives. I have worked with survivors of domestic violence whose pathways to safety often depend on access to emergency shelter and long-term housing stability. I have also supported individuals reentering from incarceration, advocating to remove barriers in housing and employment that too often result in cycles of homelessness. These experiences have deepened my understanding of the ways trauma, discrimination, and poverty converge in housing instability. I also bring significant experience in coalition work and public engagement. I regularly collaborate with local governments, housing authorities, probation, medical providers, and community-based organizations on initiatives such as AB 109 reentry planning and Measure X-funded services.

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) *

I've worked as a legal aid attorney in Contra Costa for 17 years, and much of that time has been spent not only helping clients directly, but also thinking about how our services connect—or don't connect—with the larger network of care. What I've seen is that certain barriers consistently keep people from accessing the support they need, and those same barriers show up across the homelessness system.

One major issue is disability. Many services are still not fully accessible for people with physical or psychiatric disabilities. A shelter or other service provider might not accommodate mobility limitations, or program rules might unintentionally exclude someone living with a mental health condition. Without accommodations built in, people who need services the most often end up excluded.

A second barrier is immigration status and language access. Families without legal status may avoid services altogether because of fear of deportation or public charge rules. Even when they are eligible, they may not have access to translation, interpretation, or culturally competent staff. That leaves many immigrant households unable to navigate systems that are already complex for anyone.

A third challenge I've seen is the way services are often siloed. Each provider may be focused on its own area—housing, health, legal, probation—without enough coordination across systems. For someone experiencing homelessness, this means being sent from one agency to another, repeating their story over and over, and still not getting connected to comprehensive support. The lack of collaboration between providers creates barriers just as real as transportation or funding gaps. This is why I think the work of the Council is so important and why I think I can contribute to its work.

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) *

I've seen in my work in Contra Costa that many of the challenges people face aren't about the absence of services, but about how difficult it can be to connect to them. The County has made important progress in recent years—particularly in building more coordination across providers and in investing in prevention strategies—but there is still more that can be done. One area is creative approaches to prevention. It is far more effective to keep people housed than to try to re-house them once they've lost their home. The County has already invested in rental assistance and legal aid partnerships, which have made a real difference.

I think community education deserves more emphasis. Many residents don't know the protections they already have under tenant law or fair housing rules, and too often that lack of knowledge leads to unnecessary housing loss. Outreach in multiple languages, done through trusted community spaces, can empower people to protect their housing and assert their rights. It also helps combat discrimination, which remains a root cause of instability.

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.)?**

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

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

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

☐ 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)

☐ 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)?

I've represented tenants facing eviction, survivors of domestic violence seeking safety, and people reentering from incarceration—all groups who are overrepresented in the unhoused population. Through this work, I've learned how race, language, disability, and justice system involvement shape people's ability to access housing and services. What I would bring to the Council is not just legal expertise, but also a commitment to equity and to lifting up the voices of those directly impacted. I want to help ensure the Council reflects the diversity of Contra Costa and keeps those perspectives at the center.

Contact Information

17. Name *

Adam Poe

18. Email *



19. Phone Number *

