AGENDA

CONTRA COSTA COUNTY Contra Costa Council on Homelessness

Thursday, November 21, 2024	**12:00 PM**	**2400 Bisso Lane, Concord or register for online: https://homebaseccc.zoom.us/meeting/register/tZEqc-CppzMvEtVzRM4K086_qnixRtjy8-KI**

Equity Committee

Equity Committee Agenda and Packet for 11.21.24 meeting **24-3991**

Attachments: Equity Committee Agenda 11.21.24
Equity Committee Slides 11.21.24 MASTER

1. Agenda Items: Items may be taken out of order based on the business of the day and preference of the Committee

2. Roll Call and Introductions

Jaime Jenett, H3

3. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to two minutes).

4. Equity Committee 2024 Work Plan **24-3992**

Attachments: 2024 Equity Committee Work Plan_approved by Committee 12.12.23
Jaime Jenett, H3

5. Equity Committee Draft 2025 Work Plan **24-3993**

Attachments: Equity_Workplan 2025_Draft_20241105
Jaime Jenett, H3

6. 2025 Equity Committee Membership and Recruitment

Alex Michel and Mark Mora, Homebase

The next meeting is currently scheduled as a VIRTUAL only meeting Tuesday, December 10, 2024 from 2 pm - 4 pm

Adjourn

The Committee will provide reasonable accommodations for persons with disabilities planning to attend the Committee meetings. Contact the staff person listed below at least 72 hours before the meeting. Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the County to a majority of members of the Committee less than 96 hours prior to that meeting are available for public inspection at 2400 Bisso Lane, Concord, during normal business hours. Staff reports related to items on the agenda are also accessible online at www.contracosta.ca.gov. If the Zoom connection malfunctions for any reason, the meeting may be paused while a fix is attempted. If the connection is not reestablished, the committee will continue the meeting in person without remote access. Public comment may be submitted via electronic mail on agenda items at least one full work day prior to the published meeting time.

For Additional Information Contact: contracostacoc@cchealth.org

File #: 24-3991   **Agenda Date:** 11/21/2024   **Agenda #:**

Advisory Board: Contra Costa Council on Homelessness
Subject: Equity Committee Agenda and Slide Deck t for 11.21.24 meeting
Presenter:
Contact:

Information: Equity Committee Agenda and Slide Deck for 11.21.24 meeting

Referral History and Update:

Recommendation(s)/Next Step(s):
Review Equity Committee Agenda and Slide Deck for 11.21.24 meeting

EQUITY COMMITTEE

[different date and time than usual]
Thursday, November 21 2024, from Noon – 2 pm
H3 Offices, 2400 Bisso Lane, Concord
Zoom Registration: https://homebaseccc.zoom.us/meeting/register/tZEqc-CppzMvEtVzRM4K086_qnixRtjy8-KI

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

Committee Members: Hope Dixon, Iman Novin, Janae Thomas, Juno Hedrick, Leslie Gleason

AGENDA

TIME		AGENDA ITEM		PRESENTERS
Noon	10	I.	Welcome and Roll Call	Jaime Jenett, *H3*
12:10 pm	20	II.	Review 2024 Work Plan Progress	Jaime Jenett, H3
12:30 pm	60	III.	2025 Workplan Development and Approval (ACTION ITEM)	Jaime Jenett, H3
1:30 pm	30	IV.	2025 Equity Committee Membership and Recruitment	Alex Michel and Mark Mora, *Homebase*
2:55 pm		V.	Next Steps	*All*

EQUITY DEFINITIONS

(adapted from C4 Innovations and approved by Council on Homelessness on 8/3/23)

Term	Definition
Individual Racism	A person's beliefs and actions that serve to perpetuate racial oppression. This can be conscious and unconscious. This may be externalized or internalized
Institutional Racism	Policies and practices at the organization (or "sector") level that perpetuate oppression. It involves unjust policies, practices, procedures, and outcomes that work better for white people than people of color, whether intentional or not.
Interpersonal Racism	The interactions between people - both within and across racial groups.
Microaggressions	Brief, everyday exchanges that send denigrating messages to certain individuals because of their group membership.
Race	A social construct created in the 17th century by white Europeans to justify the enslavement of Africans and the spread of colonialism. Understanding of race as a concept has changed over time, but the outcomes of discrimination based on race remain entrenched in our systems.
Race Equity Lens	A way of viewing the world in an integrated and holistic manner, taking into account past and present racial injustices and seeking to address them through more equitable practices and structures.
Racial Bias	Implicit and/or explicit bias that reinforces discriminatory attitudes and behaviors when interacting with people or situations.
Racial Equity	The condition where one's racial identity does not predict their social, health, or economic outcomes. Racial equity is a process of eliminating racial disparities and improving outcomes for everyone. It is the intentional and continual practice of changing practices, systems, and structures by prioritizing the measurable change in the lives of people of color.
Racism	A system of institutional, systemic oppression, and practices of individuals and society that shape cultural beliefs and values that support racist policies and practices.
Structural Racism	How these effects interact and accumulate across institutions and across history. Structural racism highlights how racism operates as a system of power with multiple interconnected, reinforcing, and self-perpetuating components which result in racial inequities across all indicators for success.
Systemic Racism	infrastructure of rulings, ordinances or statutes adopted by a sovereign government or authoritative entity, whereas such ordinances and statutes entitles one racial group in a society certain rights and privileges, while denying other groups in that society these same rights and privileges because of long-established cultural prejudices, religious prejudices, fears, myths, and Xenophobia's held by the entitled group.
White Fragility	White fragility refers to feelings of discomfort a white person experiences when they witness or engage in discussions around racial inequality and injustice. Their engagement in conversations about racism may trigger a range of defensive actions, feelings, and behaviors, such as anger, fear, and silence. These reactive behaviors reinforce continued white dominant culture.

COUNCIL ON HOMELESSNESS COMMITTEE

November 21, 2024 from Noon – 2 pm

WELCOME & INTRODUCTIONS

Jaime Jenett, H3

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

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ROLL CALL

Equity Committee Members

Just Cause

- A need to care for a child, parent, grandparent, grandchild, sibling, spouse, or domestic partner;
- A contagious illness that prevents a member from attending in person;
- A need related to a physical or mental disability that is not otherwise accommodated for; or
- Travel while on official business of the body or another state or local agency.

Emergency Circumstances

- A physical or family medical emergency that prevents a member from attending in person.

VIRTUAL ATTENDANCE EXEMPTION

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Hope Dixon

Iman Novin

 Janae Thomas

Juno Hedrick

Leslie Gleason

COMMITTEE MEMBERS

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HYBRID MEETING NORMS

Jaime Jenett, H3

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HYBRID MEETING NORMS

1. <u>Masking</u> is recommended but not required (masks are available)
2. <u>Social distancing</u> – red = please keep safe distance, green = ask first
3. <u>Raise your hand</u> (actual or virtual) before speaking
4. <u>Say your name and if you're a Committee member</u> before speaking
5. <u>2-minute timer</u> for public comments
6. Maintain a <u>safe and respectful</u> environment, even when disagreeing
7. <u>Make and take space</u> – consider your privilege and other voices who are in and not in the room
8. <u>Minimize distractions</u> like side conversations and cell phone use
9. <u>Food and drink</u> – please clean up and be mindful of smells and allergens

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HYBRID MEETING NORMS

An individual may be asked to leave should they behave in a manner that threatens the safety of the group or does not honor these meeting norms.

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REVIEW 2024 WORK PLAN PROGRESS

Jaime Jenett, H3

2024 WORKPLAN GOAL

- By Dec 31, 2024, Equity Committee will have provided equity focused input to all COH committees and Working Groups, partnered on equity focused projects and strengthened relationships with partners essential to increasing equity.

Structure
- Learn
- Input
- Monitor

2024 ACCOMPLISHMENTS

Learn
- Reentry System of Care
- Coordinated Entry 101
- Annual Report Equity Data
- CoC Participant Satisfaction Survey
- Point in Time Count
- Measure X Feedback Process

Input
- Governance Committee
- Funding Committee
- Nominating Committee
- Oversight Committee
- Recommendations for FHS
- CoC Participant Satisfaction Survey
- Materials Development

Monitor
- Equity related Training content
- Equity Assessment Recommendation Progress
- CoC Participant Satisfaction Survey

WHAT'S MISSING?

Learn	Input	Monitor
• Reentry System of Care • Coordinated Entry 101 • Annual Report Equity Data • CoC Participant Satisfaction Survey • Point in Time Count • Measure X Feedback Process	• Governance Committee • Funding Committee • Nominating Committee • Oversight Committee • Recommendations for FHS • CoC Participant Satisfaction Survey • Materials Development	• Equity related Training content • Equity Assessment Recommendation Progress • CoC Participant Satisfaction Survey

2025 WORKPLAN DEVELOPMENT AND APPROVAL (ACTION ITEM)

Jaime Jenett, H3

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2025 COMMITTEE WORKPLAN STRUCTURE

By the end of 2024, all Council on Homelessness Committees will develop workplans for calendar year 2025*

The workplans will:

- Outline the Committee's activities for the year

- Clarify connections between activities and the Committee's objectives

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

- Be approved by COH

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WORKPLAN DEVELOPMENT GOALS

Alignment with CoH Committees

- Identify points of collaboration

High level

- Build in flexibility as our work is iterative and dynamic

Ambitious

- Keep striving for high impact

Strategic

- Build on identified priorities and strategies

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2025 WORKPLAN REVIEW

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

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

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

Reference Round Up
SMARTIE Goals: https://www.managementcenter.org/resources/smartie-goals-worksheet/ **Previous Agendas and minutes**: https://www.contracosta.ca.gov/AgendaCenter

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ANNUAL PRIORITIES

1. Monitor metrics related to equity in the CoC

2. Provide input to CoC policies and procedures

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

4. Develop equity dashboard

5. Leverage partnerships to increase participation in Equity Committee

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AUDIENCE

1. Providers in the Homelessness Response System

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

3. People experiencing homelessness or at risk of homelessness

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

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Q1

Goals:

- Orient new members
- Provide input on CoC projects

Committee Activities:

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

Workgroup Activities:

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

Annual Priorities

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

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Q2

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

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

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Q3

Goals

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

Committee Activities:

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

Workgroup Activities:

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

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

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Q4

Goals:

- Review efforts over the past year
- Adopt priorities and workplan for 2026

Committee Activities:

- Review unsheltered data dashboard
- Review and adopt 2026 Workplan
- Provide input to PIT Committee on methodology

Workgroup Activities:

- Review goals and priorities and develop 2026 workplan
- Review progress on activities and goals over the past year

Annual Priorities

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

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DISCUSSION QUESTIONS

1. Do these goals/activities move us towards our Priorities of:
   - Monitor metrics related to equity in the CoC
   - Provide input to CoC policies and procedures
   - Learn about topics and programs impacting equity in homelessness response program
   - Develop equity dashboard
   - Leverage partnerships to increase participation in Equity Committee

2. What's missing?

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ACTION ITEM

- Approve Equity Committee meeting workplan for 2025 as discussed in this meeting to be forwarded to the COH in December for final approval.

| 1. Member makes a motion | 2. Second (every motion requires a second) | 3. Discussion | 4. Vote: Motion passes |

EQUITY COMMITTEE MEMBERSHIP AND RECRUITMENT

Mark Mora & Alex Michel, Homebase

WHO'S AT THE TABLE?

- After talking about the "work", Homebase recommends focusing on "who"

- An Equity Committee (or any committee) can only go as far as its members

- In Contra Costa, official committee membership is designated for Council on Homelessness members

- But community participation in committee meetings is highly encouraged and recommendations are typically developed through consensus

MENTIMETER ACTIVITY

Given the 2025 work plan, what kinds of <u>expertise, skills, and identities</u> should be represented in our work? (e.g., cares about/has expertise in racial equity, data and analytics experience, etc.)

RECRUITMENT

RECRUITMENT – COUNCIL MEMBERSHIP

"Proposed" 2025 Council on Homelessness Roster

1. Alejandra Chamberlain, Education & Vocational Services Rep
2. Carolyn Foudy, Employment Human Services (EHSD) Rep
3. Dani Jimenez, Behavioral Health Rep
4. Sherina Rina Criswell, Homeless Services Provider Rep
5. Gabriel Lemus, Federal Homeless and Housing Funding Administrator Rep
6. Hope Dixon, Community Member rep
7. Courtney Pal, Affordable Housing Developer Rep
8. Heather Worobey, Veterans Administration Rep
9. Verneda Clapp, Workforce Development Rep
10. Jazmin Ridley, City Government Rep
11. Renee Juno Hedrick, Lived Experience Advisor
12. Leann Matthews, Lived Experience Advisor
13. Leslie Gleason, CoC/ESG Grantee Rep
14. Mia Fairbanks, Health Care Rep
15. Nicole Green, Reentry Services Rep
16. Shawn Ray, Public Safety Rep
17. Tony Ucciferri, Public Housing Authority Rep
18. Wayne Earl, Faith Community Rep
19. Yahel Moreno, Youth Rep

RECRUITMENT – COMMUNITY MEMBERS

- What type of participation are we looking for from community members? What does success look like?

- Any ideas to recruit and engage community members in this work?
  - ➢ Idea: Encourage community participation in committee "projects" that have set dates/meetings
  - ➢ Idea: Develop and manage a contact list of community expertise (e.g., building on the "amplifier" list)

NEXT STEPS

- Outreach for 2025 committee participation

- Discuss at December 10th Work Group meeting: how to equip and support Equity Committee members for its 2025 work

File #: 24-3992   **Agenda Date:** 11/21/2024   **Agenda #:** 4.

Advisory Board: Contra Costa Council on Homelessness, Equity Committee
Subject: 2024 Equity Committee Work Plan
Presenter:
Contact:

Information:
2024 Equity Committee Work Plan

Referral History and Update:

Recommendation(s)/Next Step(s):
Review progress from 2024

Draft 2024 Equity Committee Work Plan

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

Work Plan goal: By Dec 31, 2024, Equity Committee will have provided equity focused input to all COH committees and Working Groups, partnered on equity focused projects and strengthened relationships with partners essential to increasing equity.

Appoint a Chair annually.

Month	Category	Topic	Committee	Presenter	Measurement	Decisions to be made	Virtual or In person
February	Learn	a) Understand impact of HUD data standards changes on Equity data collection		RED Team	a) Received presentation		
	Input	a) Training Case Studies b) Bylaws	Governance		a) Provide input b) Flagged items for Governance Committee		
	Monitor	a) Reentry Data in HMIS			a) Reviewed data		
March	Learn	a) Primer on Equity in Performance Dashboards		Shelby	a) Received presentation	N/A	IN PERSON
	Input	a) Review Funding Committee recommendations (April/May) b) Q 1 recommendations	Funding Committee	Jaime J.	a) Provided input on Funding Committee recommendations b) Generated and approved recommendations for COH Q1	Recommendation for Q1 COH report	

					report to BOS to go to COH		
	Monitor	a) Training Equity Tool roll out					
May	Learn	b) Reentry 101		Nicole Green, Reentry Representative?	Received presentation	N/A	
	Input	a) Client Satisfaction Survey b) Nominating supplemental and rubric c) Q 2 recommendations	a) N/A b) Nominating Committee c) N/A	a) Shelby b) Jaime J c) Jaime J	a) Provided input on draft client satisfaction survey b) Provided input on Nominating process, application and rubric c) Generated and approved recommendations for COH Q2 report to BOS to go to COH	Recommendation for Q2 COH report	
	Monitor	a) New Material roll out					
June	Learn	a)					
	Input	a) Annual report and PIT report b) Nominating recruitment Materials		a) Ayoka b) Jaime J	a) Provided input on Annual Report and PIT report b)		
	Monitor	a)					
August	Learn	a) New HUD data standards?		RED Team			

	Input	a) Q 3 recommendations b) 2025 Work Plan		Jaime J.		Recommendation for Q3 COH report	
	Monitor	a)					
September	Learn	a)					
	Input	a) PIT Methodology? b) 2025 Work Plan	PIT Committee	Ayoka			
	Monitor	a) Equity Assessment progress					
November	Learn	b)					
	Input	c) PIT Methodology? d) 2025 Work Plan	PIT Committee	Ayoka			
	Monitor	b) Equity Assessment progress					
December	Learn	c)					
	Input	e) PIT Methodology? f) 2025 Work Plan	PIT Committee	Ayoka			
	Monitor	c) Equity Assessment progress					

Who is leading concrete actions in our CoC

- Funding: scoring tools
- Governance: Bylaws, # and type of seats
- HMIS Policy: Policy decisions
- Nomination: # and type of seats, application, application process
- Oversight

What Equity Committee could do
- Learn
    - o   Reentry/homelessness interface
    - o   Funding for homeless programs to support vulnerable populations
    - o   Population specific needs and what system is doing to meet those needs
    - o   Measure X: how to provide input, who makes decisions, allocations, equity considerations (what is COH role?).
    - o   How to support PWLE in civic participation?
- Input
    - o   Communication tools
    - o   Equity tool for CoC trainings
    - o   Policy (Nominating, HMIS, Funding, Written Standards)
    - o   Reports: youth needs assessment, PIT, Annual report
    - o   Generate Equity focused recommendations for Quarterly COH reports
    - o   Client Satisfaction survey
- Monitor
    - o   Make sure the other committees have an equity lens and gotten their input.
    - o   Impact of funding for homeless programs to support vulnerable populations.
    - o   CoC/Agency performance
    - o   Language Access

Build sections in agendas

- Learning
    - o   Could focus on specific population, like Reentry
- Review of COH work
    - o   Each committee
- Input/planning/Monitoring
    - o
- Review COH staff report for each meeting to flag areas for engagement.
- Have Equity committee members who are on different committees be liaisons and report back to Equity Committee
- Measures: # of action items presented to the COH that received Equity input.

File #: 24-3993   **Agenda Date:** 11/21/2024   **Agenda #:** 5.

Advisory Board: Contra Costa Council on Homelessness
Subject: Review and APPROVE Equity Committee 2025 Draft Work Plan
Presenter:
Contact:

Information:
Equity Committee 2025 Draft Work Plan

Referral History and Update:

Recommendation(s)/Next Step(s):

Review and APPROVE

Equity Committee Overview

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

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Scratch Pad	Accountability Corner	
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Reference Round Up	July - September Update	October - December Update
SMARTIE Goals: https://www.managementcenter.org/resources/smartie-goals-worksheet/ **Previous Agendas and minutes**: https://www.contracosta.ca.gov/AgendaCenter	1. What goals/milestones were accomplished? 2. What new needs were identified?	1. What goals/milestones were accomplished? 2. What new needs were identified?