



# COUNCIL ON HOMELESSNESS EQUITY COMMITTEE WORK GROUP

September 9, 2025 from 2 pm – 4 pm

# WELCOME & INTRODUCTIONS

*Jaime Jenett, H3*

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

# WHO IS IN THE ROOM?

Juno  
Hedrick

LeAnn  
Matthews

Nicole  
Green

Sherina  
Criswell

Yahel  
Moreno

# INPUT: EQUITY DASHBOARD

Janel Fletcher, *H3*

Alex Michel and Mark Mora, *Homebase*

# RECAP: DASHBOARD GOALS

- Increase understanding of disparities within the system of care among Equity Committee members
- Improve readiness of the Council to address trends and areas of concern regarding said disparities
- Increase collaboration and understanding among Council committees regarding said disparities

# RECAP: DASHBOARD AUDIENCE

- Primary: Equity Committee and Council on Homelessness
- Secondary: Cross System Partners and People With Lived Experience of Homelessness

# RECAP: WHAT THE DASHBOARD IS NOT

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

# DESCRIPTION OF RELEVANT PROGRAM TYPES

# DESCRIPTION OF EMERGENCY SHELTER PROGRAMS

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

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

There are 17 ES programs participating in HMIS.

# DESCRIPTION OF RAPID REHOUSING PROGRAMS

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

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

There are 19 RRH programs participating in HMIS.

# PERMANENT DESTINATIONS

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

- Moved from one HOPWA funded project to HOPWA PH
- Owned by client, no ongoing housing subsidy
- Owned by client, with ongoing housing subsidy
- Rental by client, no ongoing housing subsidy
- Rental by client, with ongoing housing subsidy
- Staying or living with family, permanent tenure
- Staying or living with friends, permanent tenure

# DASHBOARD FINDINGS SUMMARY

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

- Discussion questions:
  - What information is missing?  
What are the levers to impact this disparity?  
What are the resources available?
- Opportunities- Suggestions to use this data to inform stakeholders, improve programs, ask more questions, or engage community partners.
- Discussion questions and opportunities are not limited to what's on the screen. We value your input!

WHAT INFORMATION  
IS MISSING?

WHAT ARE THE  
LEVERS TO IMPACT  
THIS DISPARITY?

WHAT ARE THE  
RESOURCES  
AVAILABLE?

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

– Opportunity: Engage strategic community partners

WHAT INFORMATION  
IS MISSING?

WHAT ARE THE  
LEVERS TO IMPACT  
THIS DISPARITY?

WHAT ARE THE  
RESOURCES  
AVAILABLE?

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

– Opportunity: Encourage more shared housing

WHAT INFORMATION  
IS MISSING?

WHAT ARE THE  
LEVERS TO IMPACT  
THIS DISPARITY?

WHAT ARE THE  
RESOURCES  
AVAILABLE?

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

– Opportunity: Potentially large impact

WHAT INFORMATION  
IS MISSING?

WHAT ARE THE  
LEVERS TO IMPACT  
THIS DISPARITY?

WHAT ARE THE  
RESOURCES  
AVAILABLE?

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

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

WHAT INFORMATION  
IS MISSING?

WHAT ARE THE  
LEVERS TO IMPACT  
THIS DISPARITY?

WHAT ARE THE  
RESOURCES  
AVAILABLE?

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

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

# DASHBOARD FINDINGS SUMMARY

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

➤ **Opportunity: Engage strategic community partners**

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

➤ **Opportunity: Encourage more shared housing**

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

➤ **Opportunity: Potentially large impact**

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

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

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

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

# WHAT WILL WE DO WITH THIS INFO?

- Discussion question: **What product or action will the committee take after discussing these dashboard findings?**
- **Homebase suggestions:**
  - Continue to track these disparities to identify trends
  - Consider incorporating into planning/goal setting for 2026
  - (future) Report out to Council and/or other committees as appropriate
  - (future) Develop committee projects
  - (future) Recommend revisions to CoC bylaws, policies and procedures, etc.

**LEARN:  
GUARANTEED BASIC  
INCOME**

Aisha Teal, *EHSD, Workforce Service  
Bureau*

CONTRA COSTA COUNTY

EMPLOYMENT & HUMAN SERVICES



# Contra Costa THRIVES

**Guaranteed Basic Income Program**

Aisha Teal

Workforce Services Specialist  
Project Manager

September 9, 2025

[EHSDInfo@ehsd.cccounty.us](mailto:EHSDInfo@ehsd.cccounty.us) | (925) 608-4800

# Guaranteed Basic Income



## Periodic and time-limited

It is a recurring payment, issued regularly for the duration of the program.



## Direct cash payment

It is paid in cash directly to the individual, allowing them to use it for what they need.



## Guaranteed

It is paid to targeted members of a specific population.



## Unconditional

It is provided without a work requirement or any other conditions.

# Prior Board Actions

Apr 22  
2024

During budget hearing, MX CAB recommended a GI pilot  
Board directed EHSD to provide a plan for a \$5M GI pilot

Oct 22  
2024

Board allocated \$1M in AB109 funds and \$3.25M in MX funds for a GI program for 1) Youth transitioning out of foster care, 2) Unhoused and unstably housed, 3) Families with young children experiencing financial hardship, 4) Low-income seniors, 5) Re-entry population

Jul 8  
2025

EHSD presented the full proposal for the Contra Costa THRIVES Guaranteed Income Program, which the Board of Supervisors approved

# Goals and Populations

1. Provide consistent, unconditional cash payments to reduce financial volatility and improve participant's ability to meet basic needs.
2. Assist **youth transitioning from foster care, families with young children, and individuals reentering the community post-incarceration** in navigating major life transitions with financial stability as a foundation.
3. Help **housing-insecure older adults** remain stably housed and/or maintain their homes by assisting with repairs.
4. Leverage existing county programs by selecting participants enrolled in services, increasing engagement with case managers, and reducing barriers to successful outcomes.

# Eligibility Criteria



## Youth Transitioning from Foster Care

Non-minor dependents with CCC

Ages 19-21

Actively participating in Independent Living Skills Program



## Families with Young Children

Welfare-to-Work and Cal-Learn families

Ages 18-26

At least one child ages 0-6

At least 18 months remaining on CalWORKs



## Probation Clients

Probation clients

Released within last 6 months

Ages 18+

Ohio Risk Assessment System (ORAS) results and participation in an activity



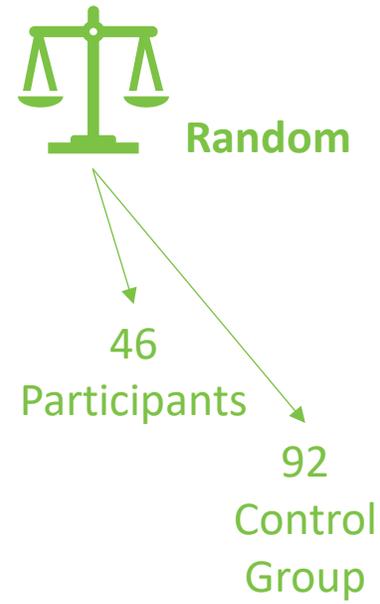
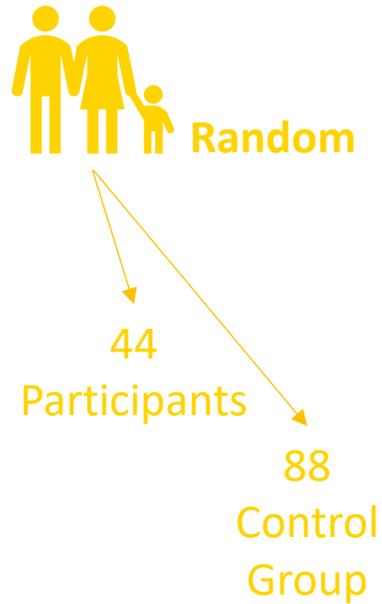
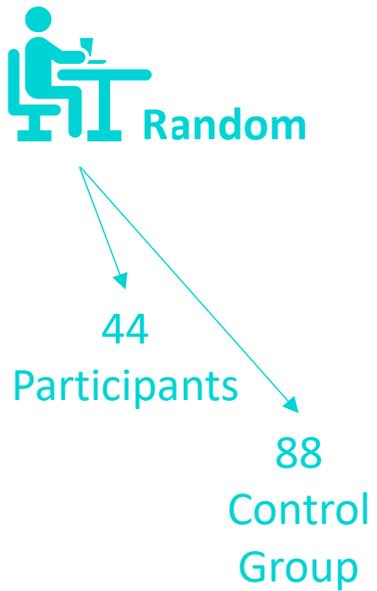
## Older Adults

Adult Protective Services (APS) clients

60+ years of age

Identified housing instability

# Selection Process



~44 referrals per population | ~178 Recipients

~268 Control Group | ~446 Total

# Supports

## Orientation

- **Benefits Counseling** which explains potential impacts to benefits programs such as: CalFresh, SSI, and housing subsidies
- **Financial Counseling** which provides tools to manage income and supports goal-aligned financial decisions
- **Payment options** which provides flexibility to choose what works best for their situation

## Case Management

- **County programs** will continue to provide supportive services as long as the participant remains eligible and connected
- **Referral** to Choice in Aging for older adults
- **Financial Counseling** will be offered again at selection and throughout program participation

# Evaluation

1. Short term (during program) qualitative feedback
  - Inform county services
  - Quality of life
2. Long term (annual) quantitative collection
  - Sustainable income
  - Recidivism data



CONTRA COSTA COUNTY

EMPLOYMENT & HUMAN SERVICES



# Contra Costa THRIVES

Guaranteed Basic Income Program

## Questions

September 9, 2025

[EHSDInfo@ehsd.cccounty.us](mailto:EHSDInfo@ehsd.cccounty.us) | (925) 608-4800

**INPUT:  
RECOMMENDATIONS  
FOR Q<sub>3</sub> COH REPORT**

Jaime Jenett, *H3*

# PAST COH RECOMMENDATIONS TO BOS

- Continue to advocate for ongoing support for people who lose eligibility for services and other resources due to federal and state policy decisions
- Share Annual Report and Point-In-Time Count reports and open seats on the Council on Homelessness with your constituents
- Publicize CCH/Contra Costa Library "Homelessness 101" events in district newsletters when quarterly event falls in their district.
- In alignment with the California State Association of Counties, support ongoing funding for the Homeless Housing, Assistance and Prevention (HHAP) Program and other critical safety net services that support people experiencing homelessness in Contra Costa County.
- To demonstrate respect and be in alignment with best practice, create policies and mechanisms to provide financial compensation to participants with lived experience asked to engage in Board of Supervisor activities including advisory boards, focus groups, and planning processes.
- Share the "Community Needs Assessment For Youth and Young Adult Homelessness in Contra Costa County" with the community when published to amplify the needs of youth and young adults experiencing homelessness in Contra Costa County.
- • In alignment with the California State Association of Counties, support ongoing funding for the Homeless Housing, Assistance and Prevention (HHAP) Program and other critical safety net services that support people experiencing homelessness in Contra Costa County.

**ACCOUNTABILITY  
CORNER**

Jaime Jenett, *H3*

# 2025 WORKPLAN REVIEW

## Equity Committee Overview

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

Annual Priorities	Audience	Goals and Activities			
		Q1: Jan - Mar	Q2: Apr - Jun	Q3: Jul - Sep	Q4: Oct - Dec
1. Monitor metrics related to equity in the CoC 2. Provide input to CoC policies and procedures 3. Learn about topics impacting equity in homelessness or at risk of homelessness response program 4. <b>Develop equity dashboard</b> 5. <b>Leverage partnerships to increase participation in Equity Committee</b>	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. <b>BIPOC, LGBTQIA+, and other marginalized communities interested in increasing equity in CoC</b>	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 homelessness - 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	<b>January - March Update</b> 1. What goals/milestones were accomplished? 2. What new needs were identified?	<b>April - June Update</b> 1. What goals/milestones were accomplished? 2. What new needs were identified?
	<b>July - September Update</b> 1. What goals/milestones were accomplished? 2. What new needs were identified?	<b>October - December Update</b> 1. What goals/milestones were accomplished? 2. What new needs were identified?

**Reference Round Up**

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

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

# ANNUAL PRIORITIES 2025

Priority	Successes to date
Monitor metrics related to equity in the CoC	<ul style="list-style-type: none"> <li>• Data Basics</li> <li>• Client Satisfaction Survey Demographic Data</li> </ul>
Provide input to CoC policies and procedures	<ul style="list-style-type: none"> <li>• Governance Committee</li> <li>• Nominating Committee</li> <li>• CoC Satisfaction Survey</li> </ul>
Learn about topics and programs impacting equity in homelessness response program	<ul style="list-style-type: none"> <li>• Funding 101</li> <li>• CoC/CES 101</li> <li>• Nominating Process Overview</li> <li>• Eviction</li> <li>• Point in Time count</li> </ul>
Develop equity dashboard	<ul style="list-style-type: none"> <li>• In progress!</li> </ul>
Leverage partnerships to increase participation in Equity Committee, particularly PWLE	<ul style="list-style-type: none"> <li>• Discussion: Reaffirming Council Commitment To Serving Vulnerable Populations</li> </ul>
Develop projects and recommend priorities within CoC to address root causes of racial disparities in homeless system of care	

# Q1 (JAN-MARCH)

## Goals:

- Orient new members
- Review/Edit work plan
- 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
- Monitor/advise on CoC participant satisfaction survey and VI-SPDAT replacement
- Meet with 1-2 stakeholders to hear about learn about equity topics impacting homelessness

# Q2 (APRIL- JUNE)

## 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
- Receive YYA update

## Workgroup Activities:

- Review equity data dashboard
- Review PIT Count insights
- Meet with 1-2 stakeholders to hear about learn about equity topics impacting homelessness

# Q3 (JULY-SEPTEMBER)

## Goals

- 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:

- Receive update on training process for rolling out new Housing Assessment tool
- Review Annual Report insights
- Meet with 1-2 stakeholders to learn about equity topics impacting homelessness

# Q4 (OCTOBER - DECEMBER)

## Goals:

- 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

**2026 WORK  
PLANNING**

Jaime Jenett, *H3*

# COMMITTEE WORKPLAN STRUCTURE

The workplans will:

- Outline the Committee's activities for the year
- Clarify connections between activities and the Committee's objectives
- Roll up to a high-level workplan for Council on Homelessness
- Be approved by COH

# WORKPLAN DEVELOPMENT GOALS

## Alignment with CoH Committees

- Identify points of collaboration

## High level

- Build in flexibility as our work is iterative and dynamic

## Ambitious

- Keep striving for high impact

## Strategic

- Build on identified priorities and strategies

# ANNUAL PRIORITIES 2025

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

# AUDIENCE

1. Providers in the Homelessness Response System
2. Stakeholders interested in increasing equity in the homelessness response system
3. People experiencing homelessness or at risk of homelessness
4. BIPOC, LGBTQIA+, and other marginalized communities interested in increasing equity in CoC

# Q1

## Goals:

- Orient new members
- Provide input on CoC projects

## Committee Activities:

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

## Workgroup Activities:

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

## Annual Priorities

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

# Q2

## Goals

- 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

## Annual Priorities

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

# Q3

## Goals

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

## Committee Activities:

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

## Workgroup Activities:

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

## Annual Priorities

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

# Q4

## Goals:

- 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

# POSSIBLE DISCUSSION QUESTIONS

## **Work Planning**

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

## **Training and Development**

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

## **Community Engagement:**

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

# NEXT STEPS

## November Equity Meeting

- Review and approve work plan

## December COH

- Approve Equity Work Plan

## December Equity

- Implementation planning

**LEARN: FUNDING  
COMMITTEE**

Mark Mora, Homebase

# BACKGROUND: HUD COC NOFO

- U.S. Department of Housing and Urban Development (HUD) funds the Continuum of Care (CoC) Program
- HUD releases a Notice of Funding Opportunity (NOFO), competition for approximately 450 Continuums of Care
- FY 2024-25 and FY 2025-26 CoC NOFO:
  - First time two-year NOFO cycle (was annual competition)
  - Released on July 31, 2024, and made approximately \$3.5 billion available nationally
  - Contra Costa was awarded \$22.3 million in FY 2024

# UPDATE: HUD COC NOFO & WORK GROUP

- HUD is indicating that **there will be a 2025 CoC NOFO competition** which is unexpected
- **CoC NOFO Work Group** (of the Funding Committee) - tasked with improving the CoC NOFO competition process
  - First meeting on 8/19: possible revisions to Renewal Project Scoring Tool
  - Next meeting on 9/16 (12:30-2:30pm) via Zoom: a) revisit possible revisions to Renewal Project Scoring Tool, and b) discuss policy prioritizing high performing renewal projects over new projects
  - Meeting on 9/30: possible revisions to New Project Scoring Tool

**NEXT STEPS**

All

# 2025 EQUITY COMMITTEE SCHEDULE

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

Register: <https://homebaseccc.zoom.us/meeting/register/tZctcOCuqzltGNaAB8uy-JVxgiXIKuxUWPYX>