



AGENDA

CONTRA COSTA COUNTY Contra Costa Council on Homelessness

Tuesday, June 10, 2025

2:00 PM

<https://homebaseccc.zoom.us/j/9876543210>
uxUWPYX

Equity Committee Work Group

Agenda and slide deck for 6.10.25 Equity Committee Work Group

[25-2357](#)

Attachments: [Equity Committee Agenda 6.10.25](#)
[Equity Committee slides 6.10.25](#)

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

1. Roll Call and Introductions
2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to two minutes).
3. Review minutes from May 13, 2025 Equity Committee meeting [25-2358](#)

Attachments: [Equity Committee Minutes 5.13.25](#)

4. Learn: CoC Client Satisfaction Survey Equity Data
Shelby Ferguson, H3
5. Learn: Eviction
Jaime Jenett, H3
6. Input: Equity Dashboard
Janel Fletcher, H3 Alex Michel and Mark Mora, Homebase
7. Next Steps
All

The next meeting is currently scheduled for August 12 2025,

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, D2, 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



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-2357

Agenda Date: 6/10/2025

Agenda #:

Advisory Board: COH Equity Committee Work Group

Subject: Agenda and slide deck for 6.10.25 Equity Committee Work Group

Presenter:

Contact:

Information:

Referral History and Update:

Recommendation(s)/Next Step(s):

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 EQUITY COMMITTEE WORK GROUP

June 10, 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

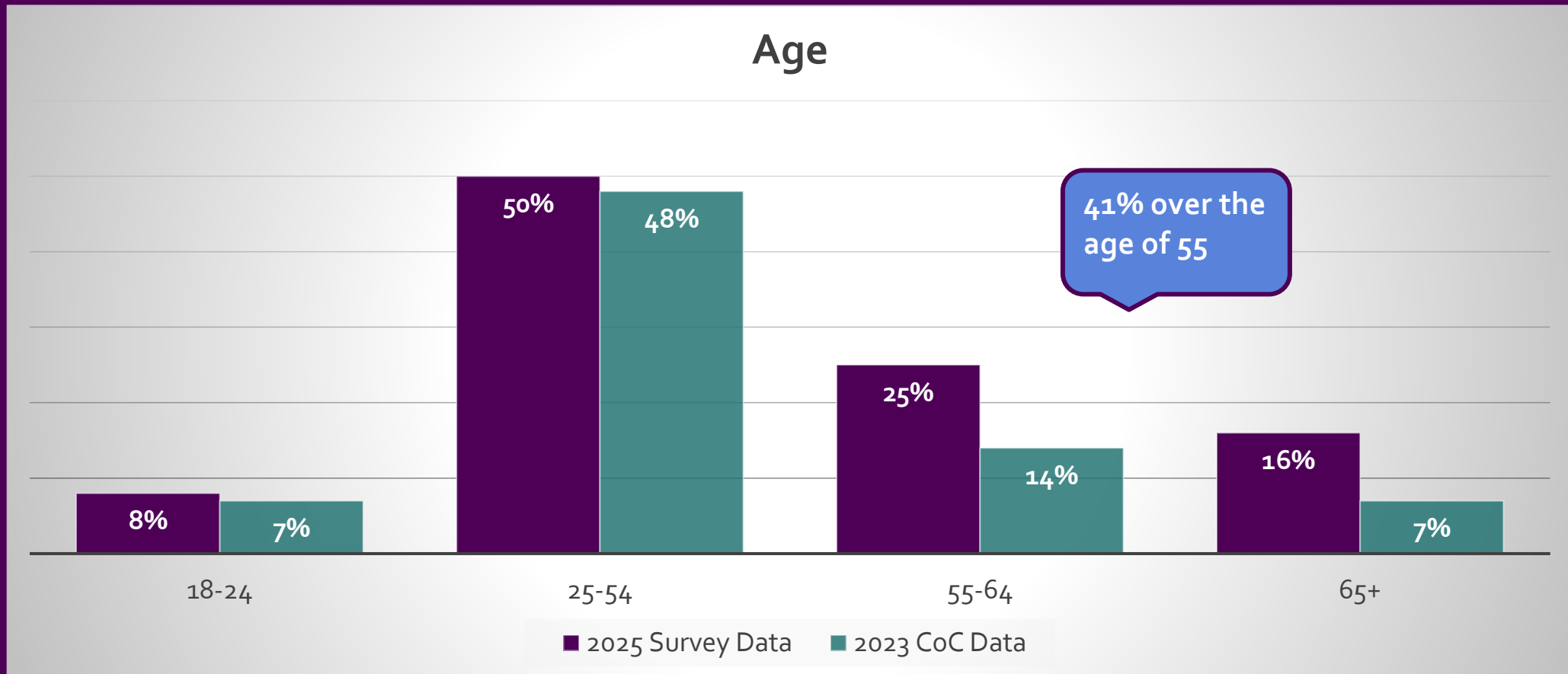
**REVIEW
MINUTES FROM
5.13.25**

Jaime Jenett, H3

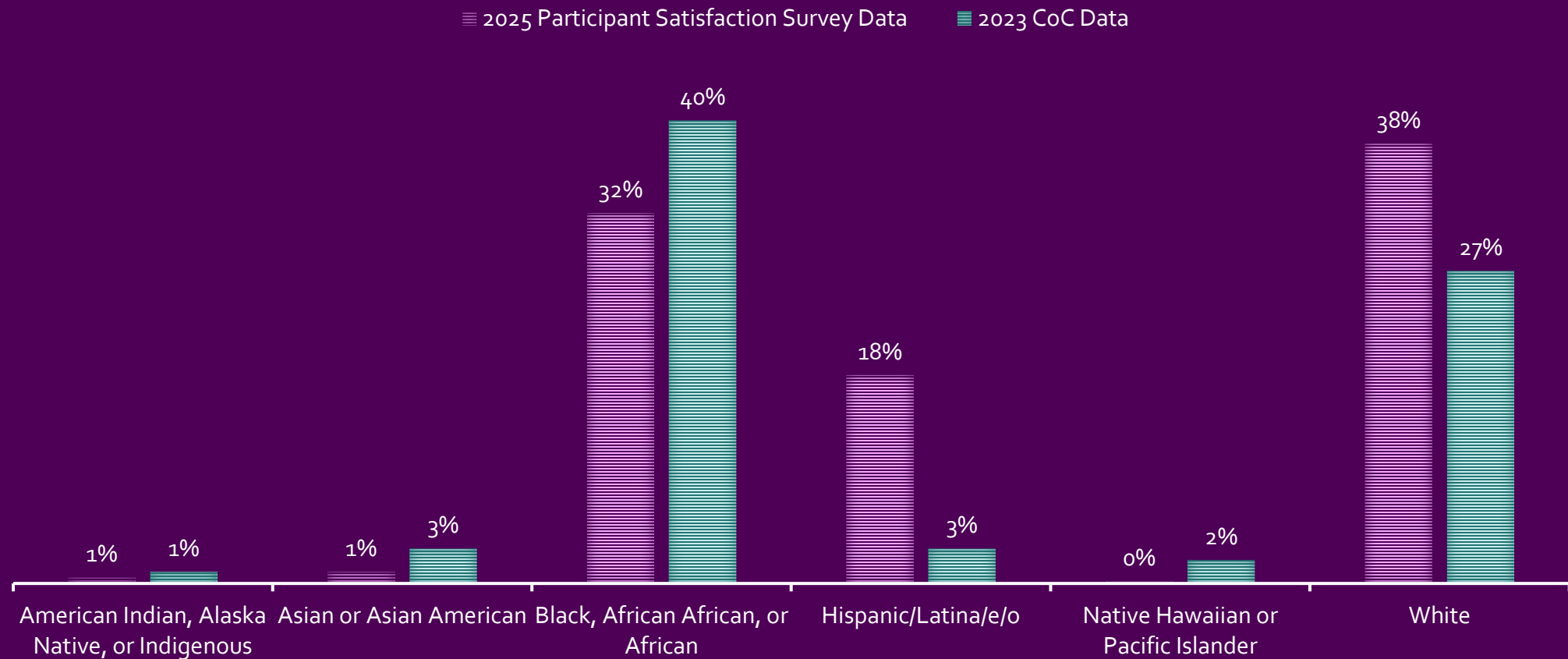
**LEARN: COC
PARTICIPANT
SATISFACTION
SURVEY EQUITY
DATA**

Jamie Schechter, H3

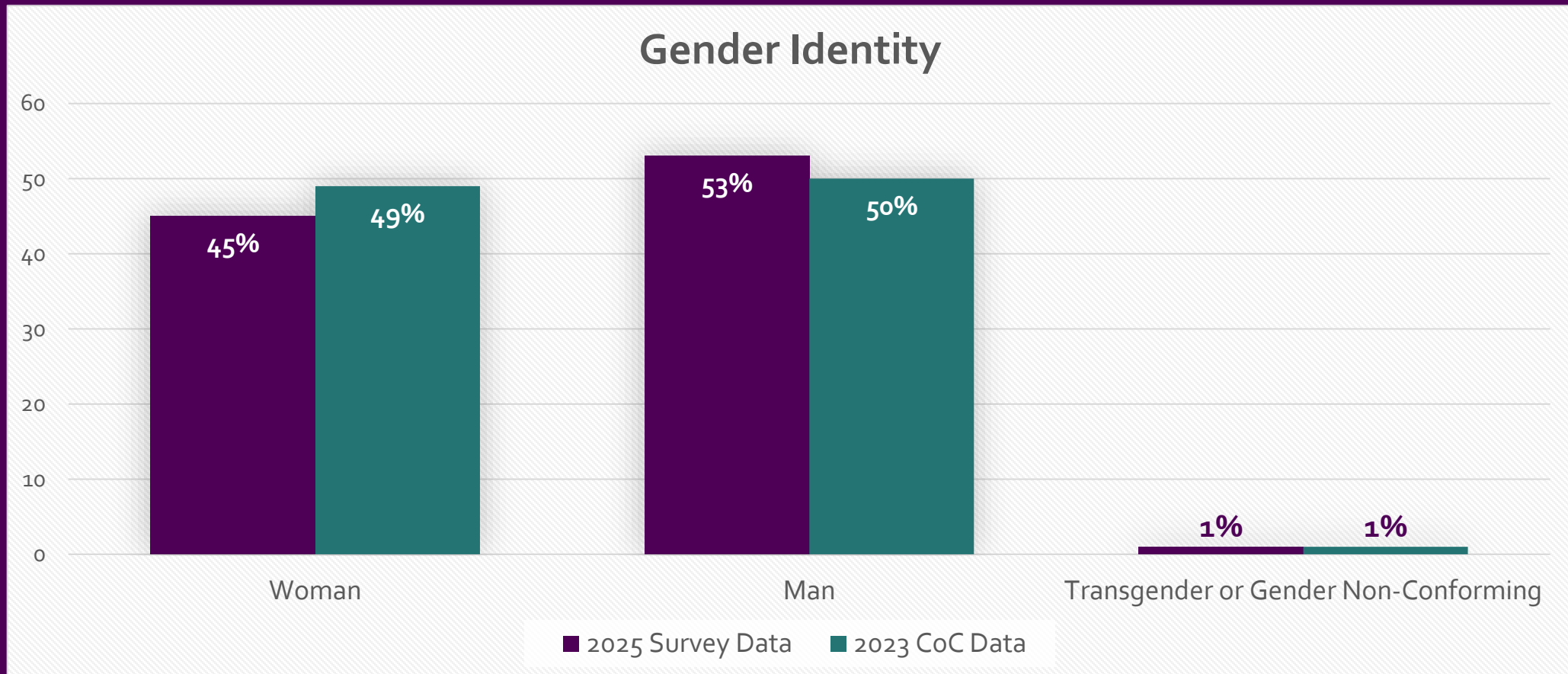
DEMOGRAPHICS - AGE



DEMOGRAPHICS – RACE & ETHNICITY

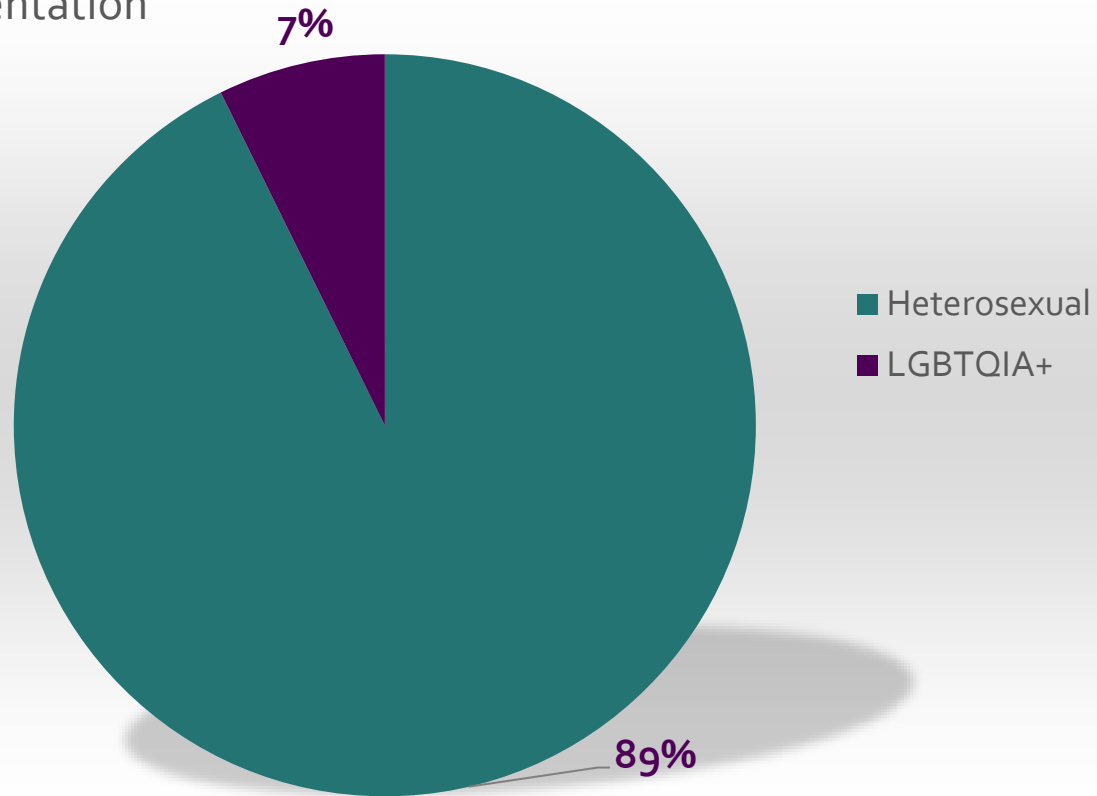


DEMOGRAPHICS – GENDER IDENTITY

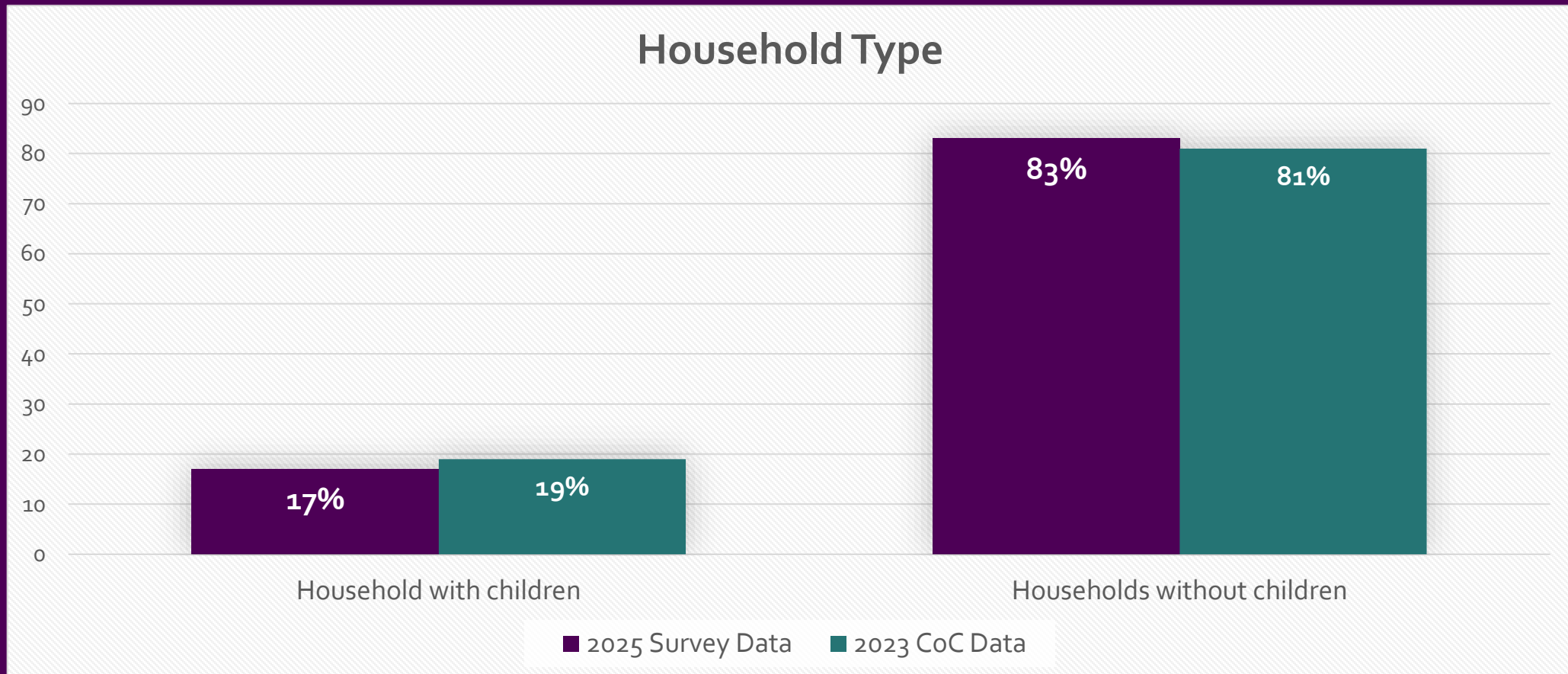


DEMOGRAPHICS – SEXUAL ORIENTATION

Sexual Orientation



DEMOGRAPHICS – HOUSEHOLD TYPE



OVERALL SATISFACTION - DEMOGRAPHICS

- Out of the **4%** of people who answered they would *not* recommend services to others
 - more participants who identified themselves as **BIPOC** and **women** said they would *not* recommend services to others

LEARN: EVICTIONS

Jaime Jenett, H3

EVICTON LAB VIDEO SERIES



- The Eviction Epidemic: <https://youtu.be/7f9dqQBYjcA>
- Destiny: A Mother's Story: <https://youtu.be/QL9nCwbLVfA>
- Rosemary: A Life Disrupted: <https://youtu.be/gXqNtHtUa1U>
- What Home Means: <https://youtu.be/INcFo3PxFZU>

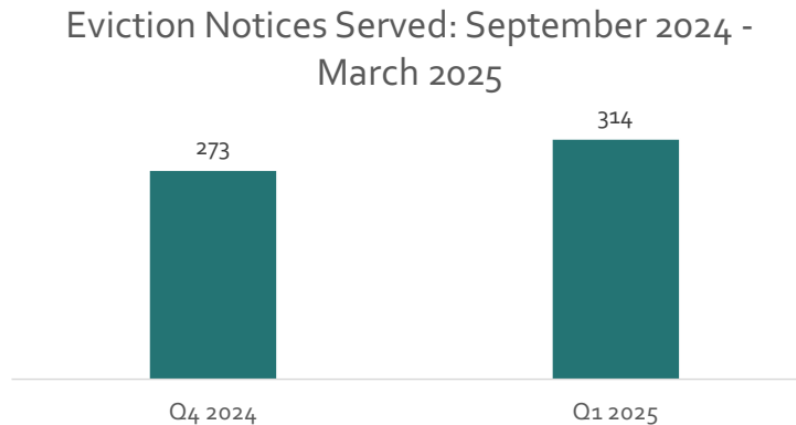
EVICTIION PROCESS IN CA

- Bay Area Legal Aid
 - <https://www.youtube.com/watch?v=rK-bzxwGyAg>

EVICTIION NOTICES SERVED



Number of writs of possession of real property (eviction notices) served by the County Sheriff's Department in Q1 2025



Measure Timeframe: January – March 2025

Context:

- Eviction notices are an upstream indicator of inflow into homelessness
- Evictions (especially multiple evictions) put households at greater risk of homelessness
- **Data Source:** Quarterly Sheriff's Oversight Report

INPUT: EQUITY DASHBOARD

Janel Fletcher, *H3*

Alex Michel and Mark Mora, *Homebase*

NEXT STEPS

All

2025 EQUITY COMMITTEE SCHEDULE

Tuesday, 8/12	2 pm – 4 pm	In-person (Hybrid)
Tuesday, 9/9	2 pm – 4 pm	Virtual only
Tuesday, 11/4	2 pm – 4 pm	In-person (Hybrid)
Tuesday, 12/9	2 pm – 4 pm	Virtual only

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



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-2358

Agenda Date: 6/10/2025

Agenda #: 3.

Advisory Board: Contra Costa Health Services

Subject: Review minutes from May 13, 2025

Presenter: Jaime Jenett, H3

Contact:

Information:

Referral History and Update:

Recommendation(s)/Next Step(s):

Review minutes from May 13, 2025 Equity Committee meeting.



EQUITY COMMITTEE

Tuesday, May 13, from 2 pm – 4 pm
2400 Bisso Lane, Concord (2nd floor)

Zoom Registration: Virtual: <https://homebaseccc.zoom.us/join/join?secret=JvXgiXIKuxUWPYX>

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

Attended:

- **Committee Members In Person:** Juno Hedrick, LeAnn Matthews, Nicole Green, Rina Criswell, Yahel Moreno
- **In person:** Staff: Caroline Miller, Jaime Jenett, Janel Fletcher, Jamie Schecter, Shelby Ferguson. Community: Elias
- **Online:** Staff: Alex Michel, Mark Mora (Homebase). Community: Jared Murti, City of Pinole; Jo Bruno, Delta Peers; Nooshin Abtahi, CCH: Hospital and Health Services; Anna Cleese, Staff to Supervisor Burgis; Ben Hernandez, Impact Justice; Khayla DiGiorgio, Hope Solutions.

MINUTES

TIME		AGENDA ITEM	PRESENTERS
2 pm	10	I. Welcome and Roll Call	Jaime Jenett, H3
All attendees introduced themselves.			
2:10 pm	5	I. ACTION ITEM: Approve minutes from February 11, 2025 Minutes	Jaime Jenett, H3
<ul style="list-style-type: none"> • <i>LeAnn made a motion to approve. Rina seconded.</i> • <i>Juno not present</i> • <i>Ayes: 3</i> • <i>Nos: 0</i> • <i>Abstention: 0</i> • <i>Minutes approved</i> 			
2:15 pm	20	II. Learn: Client Satisfaction Survey Report Back	Shelby Ferguson, H3
<i>Shelby reviewed high level data from Client Satisfaction survey.</i> <ul style="list-style-type: none"> - <i>Audience member asked if data included information about employment. The survey does not.</i> - <i>Could bring back analysis showing variations by race/ethnicity of respondent.</i> 			

<ul style="list-style-type: none"> - <i>Question: do we gather information about source of income in the survey? Answer is no.</i> - <i>Question: when do we start thinking about the next survey? Answer: now. Shelby already reached out to providers. They prefer survey gathered at one specific point in the year versus ongoing</i> - <i>Questions raised about possible duplication,</i> - <i>How do we ensure providers administering the survey aren't influenced by bias in deciding who to ask to conduct survey? Shelby's team does an intensive training which includes request to have every participant complete survey, having participants fill it out themselves (when possible) and offering it in multiple languages.</i> - 			
2:35 pm	15	I. Learn: Nominating Process Overview	Mark Mora, Homebase
<p>Homebase presented an overview of the Nomination process, highlighting areas where the Equity committee may be able to provide input at the next meeting including</p> <ul style="list-style-type: none"> • Ensure that that recruitment materials are accessible and low barrier • Ways to ensure we have a diverse pool of applicants • Reduce/eliminate bias in the scoring process <p>Presented strategies that we use during the nominating process or in advance of the nominating process to try to advance equity.</p> <p>Asked group to consider what recruitment strategies we should employ to reach underrepresented groups, review scoring application materials we'll share those in advance of the meeting next month are the application materials accessible to people with lived experience of homelessness and how to measure an applicant's commitment to equity and housing first principles.</p> <p>For next meeting, staff will target specific questions for Equity committee to provide input on versus a deep review of all materials and processes.</p>			
2:50 pm	50	II. Input: Equity Dashboard	Janel Fletcher, H3 Alex Michel and Mark Mora, Homebase
<ul style="list-style-type: none"> • Did a brief overview of what was covered during the last Equity Committee meeting, reviewed dashboard mock up, and how the dashboard will be used. • Will add shelter to the dashboard • The dashboard will be presented quarterly • Will be static, like a .pdf, versus interactive format • Discussed how dashboard might be used: <ul style="list-style-type: none"> ○ Will mirror how PATH Innovations Committee uses their dashboard ○ Staff suggestions included: including something from the dashboard in the quarterly reports that go to the FHS Committee of the Board of Supervisors. ○ Highlight disparities and also what is working 			

3:40 pm	15	III. Input: Committee Training Needs	<i>Jaime Jenett, H3</i>
<ul style="list-style-type: none"> • Program and housing types • Ensure acronym list is included in agenda, not just equity terms • Evictions- process and impact • Basics about HMIS 			
3:55 pm	5	IV. Next Steps	<i>All</i>