



AGENDA

CONTRA COSTA COUNTY Contra Costa Council on Homelessness

Tuesday, May 13, 2025

2:00 PM

**Hybrid: 2400 Bisso Lane (2nd floor),
Concord or
<https://homebaseccc.zoom.us/j/9876543210>**

Equity Committee

Equity Committee 5.13.25 Agenda and Slides

[25-1883](#)

Attachments: [Equity Committee Agenda 5.13.25](#)
[Equity Committee 5.13.25 slides](#)

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. ACTION ITEM: Approve minutes from February 11, 2025 Minutes [25-1884](#)
Attachments: [Equity Committee Minutes 2.11.25](#)
4. Learn: Client Satisfaction Survey Report Back
Shelby Ferguson, H3
5. Learn: Nominating Process Overview
Mark Mora, Homebase
6. Input: Equity Dashboard
Janel Fletcher, H3, Alex Michel and Mark Mora, Homebase
7. Input: Committee Training Needs
Jaime Jenett, H3
8. Next Steps
All

The next meeting is currently scheduled for June 10, 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 #: 25-1883

Agenda Date: 5/13/2025

Agenda #:

Advisory Board: Contra Costa Council on Homelessness

Subject: Equity Committee 5.13.25 Agenda and Slides

Presenter:

Contact:

Information: Equity Committee 5.13.25 Agenda and Slides

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

May 13, 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

ACTION ITEM: APPROVE MINUTES

Jaime Jenett, H3

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

ACTION ITEM

Approve minutes from the February 11, 2025 Council Meeting

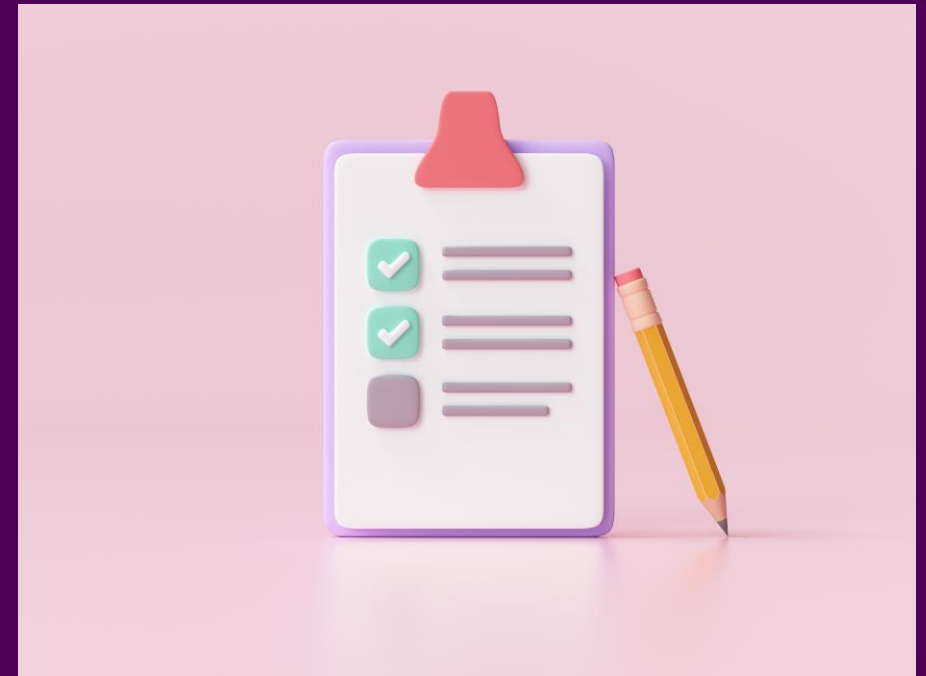


LEARN: CLIENT SATISFACTION SURVEY REPORT BACK

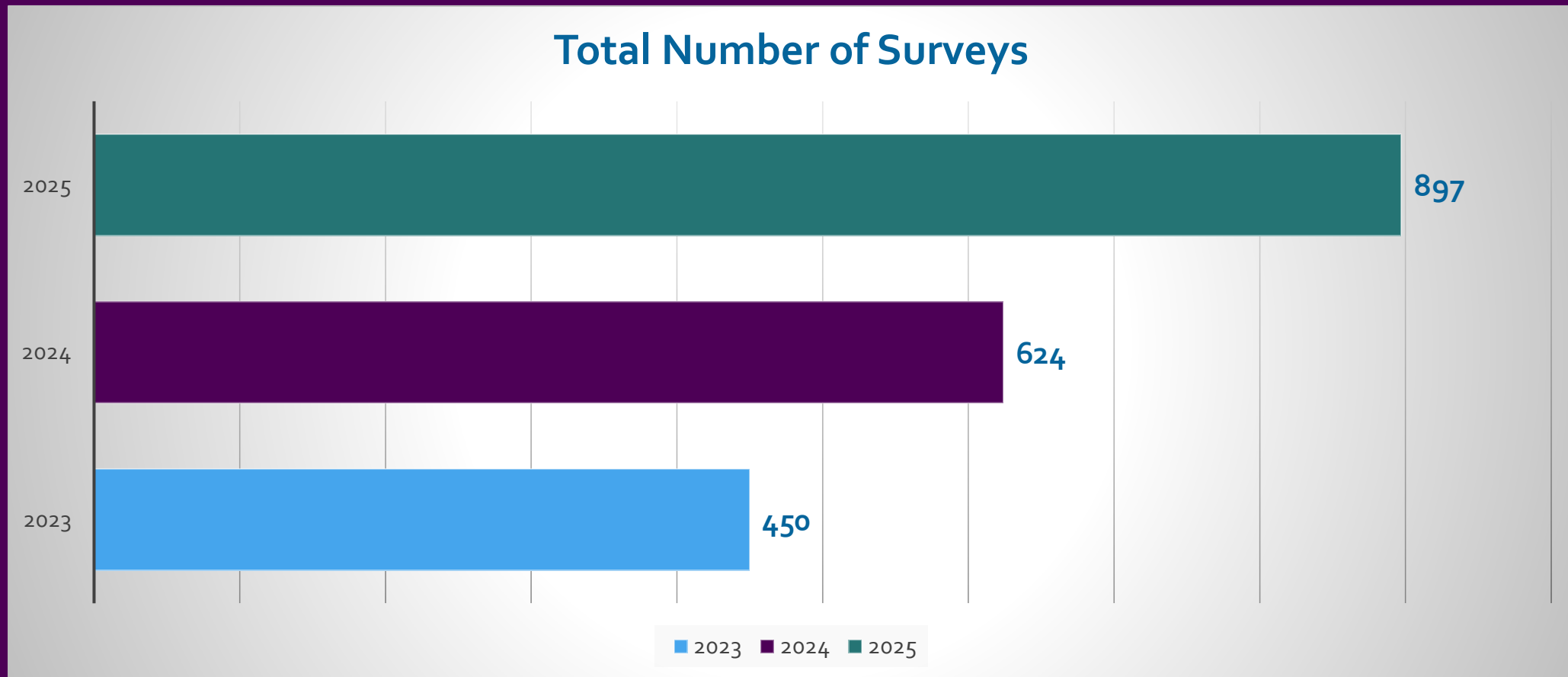
Shelby Ferguson, *H3*

COC PARTICIPANT SATISFACTION SURVEYS

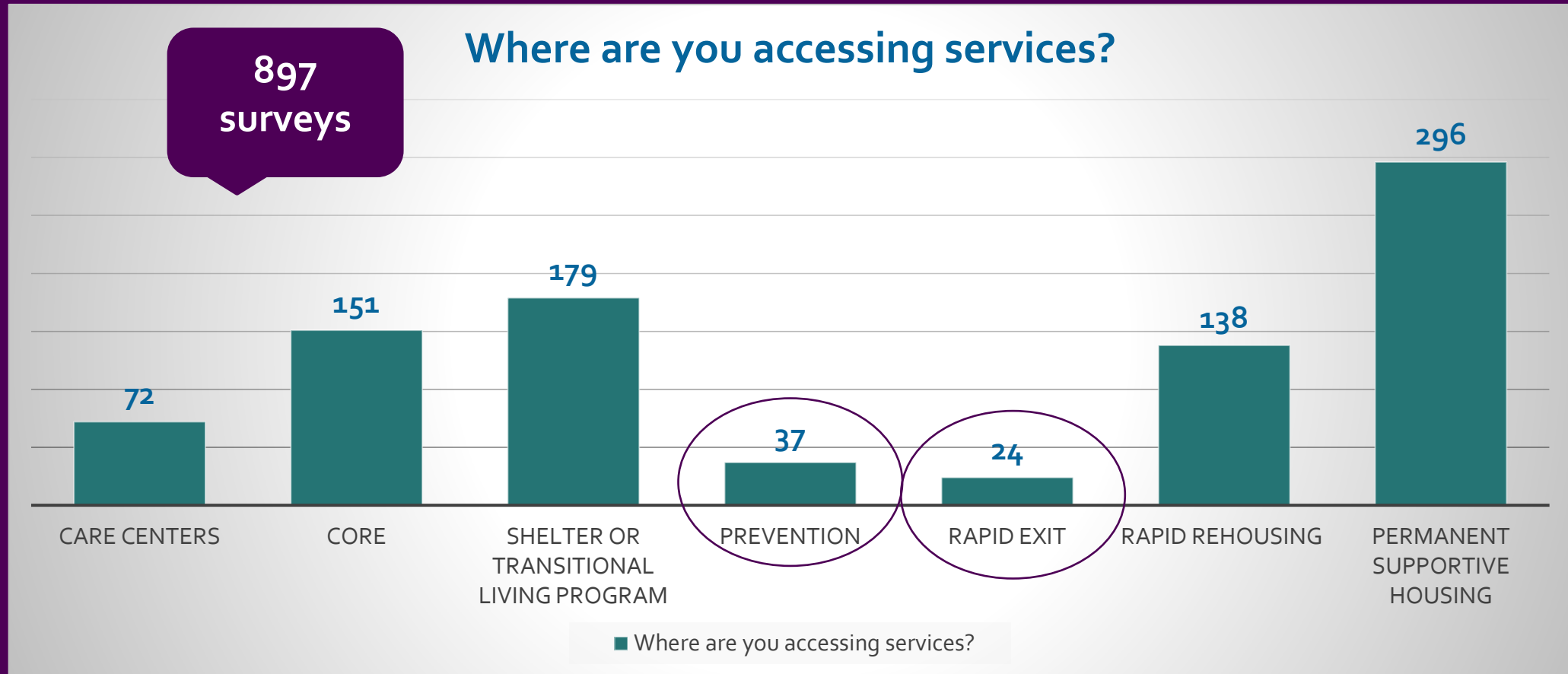
- Annual survey conducted by contracted/funded programs within these 7 program models within our CoC:
 - Prevention
 - Rapid Exit
 - CORE
 - CARE Centers
 - Shelters/Transitional Living Programs
 - Rapid Rehousing
 - Permanent Supportive Housing



SURVEY NUMBERS



ACCESSING SERVICES



OVERALL SATISFACTION WITH SERVICES

96% said they would recommend services to others

**LEARN:
NOMINATING
PROCESS
OVERVIEW**

Mark Mora, *Homebase*

Purpose of the Council on Homelessness Nominating Process

- **Nominating:** Overall process to fill CoH seats expiring at the end of the 2025 calendar year
- **Committee:** Review and recommend improvements to the nominating recruitment and application materials, and scoring tool
- **Panel:** After committee recommendations are approved, review and recommend applicants for seats according to a scoring rubric

Equity in Nominating

Having an eye towards equity in the nominating process is vital to ensuring:

- Recruitment materials are accessible and low-barrier
- A diverse pool of applicants
- Bias is reduced in the scoring process and “non-traditional” experience/skills are recognized
- Demographic makeup of the Council represents the communities served by the CoC

Current Equity Strategies

- Outreach to diverse stakeholders
- Clear application instructions
- Application office hours and support from CoC staff
- No resumes required
- Implicit bias training for nominating panelists
- Applicants' demographic information not shared with panelists
- Annually assessing demographics of Council members and people served by the CoC

What is ***Not*** Part of the Nominating Process

- Giving application points based on protected classes: race/ethnicity, gender, sexual orientation, disability, age
- Revising seat descriptions (this would be accomplished through the Governance Committee)

Scoring Rubric

Factor	Pts
Skills, Relationships, Resources, and Experiences	12
Personal Connection to Homelessness	12
Value Equity and Equal Access	12
Critical Thinking to Address Homelessness in Contra Costa	12
Participation in System Meetings	3
Commitment to Housing First Approach	5
Ability to Actively Participate	9
Interest in CoH, Qualifications, Volunteer Experience (County Application)	3

Nominating Timeline

Item	Month	Description
Input from Equity Committee	June	Gather input on Nominating process
Committee Meeting	August	Identify and finalize changes to recruitment process & app. materials
CoH Meeting	September	Review and approve recommended changes, recruit for Nominating Panel
Recruit Applicants	September	Includes office hours for applicants
Panel Scoring and Meetings	October	Review and score applications, finalize seat recommendations
CoH Meeting	November	Review and approve seat recommendations

Key Areas for Feedback from the Equity Committee

- Recruitment
 - What recruitment strategies should we employ to reach underrepresented groups?
- Scoring and Application Materials
 - Are the application materials accessible to people with lived experience?
 - How do we measure an applicant's commitment to equity and Housing First?
- When?
 - At the June Equity Committee Meeting (6/10)

INPUT: EQUITY DASHBOARD

Janel Fletcher, *H3*

Alex Michel and Mark Mora, *Homebase*

OVERVIEW

- Recap from 3/11 Equity Committee
- Dashboard mock up
- Discussion: How will we use the dashboard?
- Next steps

RECAP FROM 3/11 EQUITY COMMITTEE

- Dashboard audience
- Dashboard goals
- What the dashboard project is NOT

RECAP: DASHBOARD AUDIENCE

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

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: 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

RECAP: DASHBOARD GOALS

- Increase understanding of disparities within the system of care among Equity Committee members
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PLACEHOLDER: DASHBOARD MOCK UP

Placeholder

HOW TO USE THE DASHBOARD

- Discussion question: What will the committee do with the dashboard once it's populated with data?
- Homebase suggested steps:
 1. Staff prepare dashboard and initial analysis
 2. Staff prepare discussion questions
 3. Staff present dashboard update to committee, committee discusses

HOW OFTEN TO USE THE DASHBOARD

- Discussion question: How often will the dashboard be updated for the committee to review?
- Homebase suggestion: no more twice per year

WHAT IS THE END PRODUCT?

- Discussion question: What product or action will the committee take after discussing the dashboard update?
- Homebase suggestions:
 - Develop highlights and share with the Council and/or other committees
 - Incorporate into planning and goal setting for next year
 - Develop committee projects
 - Recommend revisions to CoC bylaws, policies and procedures, etc.

**INPUT:
COMMITTEE
TRAINING
NEEDS**

Jaime Jenett, *H3*

POSSIBLE TRAINING TOPICS

- Reentry/homelessness interface
- Funding for homeless programs to support vulnerable populations
- Population specific needs and what system is doing to meet those needs
- How to support PWLE in civic participation
- Others?

Thank You!

NEXT STEPS

All

2025 EQUITY COMMITTEE SCHEDULE

Tuesday, 6/10	2 pm – 4 pm	Virtual only
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 #: 25-1884

Agenda Date: 5/13/2025

Agenda #: 3.

Advisory Board: Contra Costa Council on Homelessness

Subject: ACTION ITEM: Approve minutes from February 11, 2025 Minutes

Presenter: Jaime Jenett, Staff to the Council on Homelessness

Contact:

Information: Minutes from February 11, 2025 Equity Committee meeting.

Referral History and Update:

Recommendation(s)/Next Step(s):

Approve minutes from February 11, 2025 Minutes



EQUITY COMMITTEE

Tuesday, February 11, from 2 pm – 4 pm
2400 Bisso Lane, Concord (2nd floor)

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

Committee Members In Person: Juno Hedrick, LeAnn Matthews, Sherina Criswell; **Virtual:** Nicole Green; **Absent:** Yahel Moreno

Community Members: Carmen Cano (LFD); Cheryl Sudduth; Jill Ray; Josie Ascensio (Seventh Day Adventist Church); Leslie Gleason; Sean Gannon (community member); Ms Evon Ufland (Agape's Restore & Renew Home); Karen McBride (BACR); Rhonda Smith (CCH);

Staff: Mark Mora, Alex Michel (HomeBase); Carina Rodriguez-Pena, Jaime Jenett, Jamie Schechter; Janel Fletcher (H3)

MINUTES

TIME		AGENDA ITEM	PRESENTERS
2 pm	10	I. Welcome and Roll Call	Jaime Jenett, H3
		<ul style="list-style-type: none"> Leslie Gleason stepped down from Committee 	
	10	II. Learn: Equity Committee 101	Alex Michel and Mark Mora, Homebase
		<ul style="list-style-type: none"> Alex and Mark recapped the history of the Equity Committee 	
	15	III. Learn: Funding 101	Jamie Schechter, H3
		<ul style="list-style-type: none"> Jamie provided an overview of funding in our Continuum of Care 	
	30	IV. Input: Satisfaction Survey	Jamie Schechter, H3
		<ul style="list-style-type: none"> Jamie provided an overview of the work done to create and implement a client satisfaction survey. 	
	45	V. Input: Framework for Equity Dashboard	Janel Fletcher, H3
		<ul style="list-style-type: none"> Janel presented a framework for the Equity Dashboard project, including a data dashboard is and provided context about the data that we are looking at to measure equitable service delivery. data dashboards are tools that track and visualize data to make the information easier, to understand this can help the committee and Coc better track progress, identify trends and inform discussions and next steps. Janel presented equity data as outlined in our performance model the continuum of care program, model and performance standards. One is specific to service delivery and one is about agency, leadership and staff-are people working in our system that reflect the population that we serve goals of the standards are to establish clear performance expectations, measures, and benchmarks. So those exist in that document already, and our goal for this committee is to visualize the Coc performance for equity benchmarks Ideas 	

<ul style="list-style-type: none"> ○ have an average that's not broken out by race and maybe race underneath ○ Add and intersectional lens to our annual report data • Mark presented number of examples of different data dashboards from other communities and asked for feedback <ul style="list-style-type: none"> ○ Need to identify audience for dashboard ○ Referenced PATH Innovations Committee dashboard as a good example ○ how is this dashboard going to help you as the Equity Committee and participants in the work group meet your purpose of increasing awareness, community dialogue and leading the concrete action to achieve equity throughout the system of care. ○ how do we get that qualitative narrative experience built into it ○ discussed importance of making dashboard accessible AND making sure all committee members have/build skills to read charts and data dashboards. It's a skill. AND recognizing people without those skills may see the dashboard so we want to make sure it's somewhat accessible. 			
	5	VI. Next Steps	
<ul style="list-style-type: none"> • Next meeting will discuss dashboard more including goals, , how to use dashboard challenges, limitations, and barriers, as it relates to the dashboard • Moved 11/11 meeting to 11/4 			