

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.