COUNCIL ON HOMELESSNESS
EQUITY COMMITTEE WORK GROUP

December 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

PUBLIC COMMENT

Jaime Jenett, *H3*

REVIEW MINUTES FROM 9.9.25

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 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 homelessnesss – 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

ANNUAL PRIORITIES 2025

Priority	Successes to date
Monitor metrics related to equity in the CoC	• Data Basics • Client Satisfaction Survey Demographic Data
Provide input to CoC policies and procedures	• Governance Committee • Nominating Committee • CoC Satisfaction Survey
Learn about topics and programs impacting equity in homelessness response program	• Funding 101 • CoC/CES 101 • Nominating Process Overview • Eviction • Point in Time count
Develop equity dashboard	• In progress!
Leverage partnerships to increase participation in Equity Committee, particularly PWLE	• Discussion: Reaffirming Council Commitment To Serving Vulnerable Populations
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	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 • Receive YYA update	• 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	Committee Activities:	Workgroup Activities:
• Review equity data and unsheltered data dashboard • Provide input on Nomination process	• Provide input on Nominating Committee revision of recruitment materials and process • Review unsheltered data dashboard • Review equity data dashboard	• 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:	Committee Activities:	Workgroup Activities:
• Review efforts over the past year • Adopt priorities and workplan for 2026	• Review unsheltered data dashboard • Review and adopt 2026 Workplan • Provide input to PIT Committee on methodology	• Review goals and priorities and develop 2026 workplan • Review progress on activities and goals over the past year

LEARN: 2024 ANNUAL REPORT DATA

Jaime Jenett, *H3*

Purpose of the Report

Create a comprehensive summary of CoC activities and outcomes:

Describe the population served:
- Total served
- Sub-populations
- Trends

Analyze issues related to equity:
- Program model access/utilization
- Outcomes

Describe CoC initiatives and activities during the last calendar year

Ensure voices of PWLE are heard

Illustrate CoC capacity:
- CoC budget
- Housing opportunities
- Partnerships

Identify future objectives to address goals

CONTRA COSTA
HEALTH
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Number of Households and Individuals Accessing CoC Services, 2020-2024

	2020	2021	2022	2023	2024
People in those households	9,572	9,224	10,600	14,002	14,245
Unique households	7,153	6,825	7,725	9,632	9,995

Unique households

People in those households
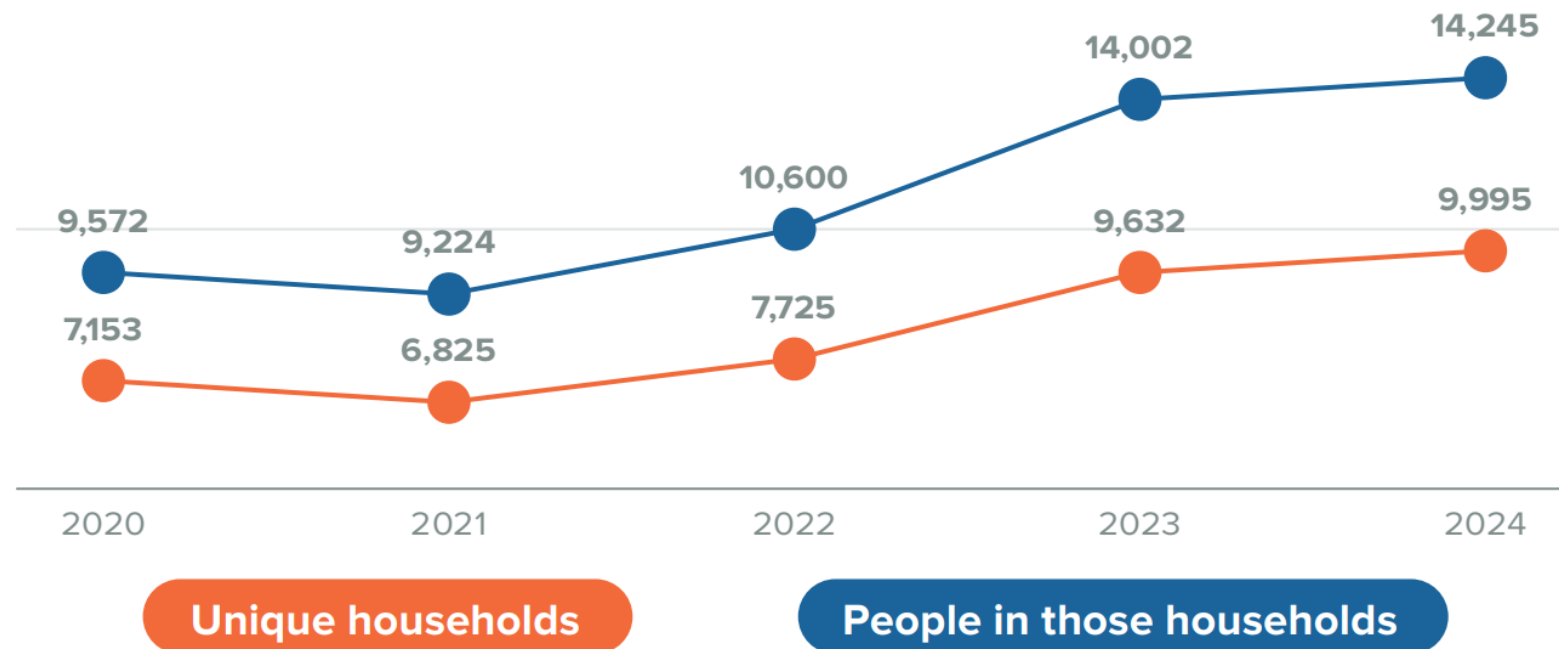
40% increase in households since 2020

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5-year % change

🧍🧍	**Adult-Only Households**	+31%
🧍🛒	**Households with Children**	+79%

CoC Population: Household Type

Program Model Category, by Household Type, 2024

Prevention & Diversion: 41% / 59%

Crisis Response: 11% / 89%

Permanent Housing: 20% / 80%

■ Households with Children   ■ Adult-Only Households

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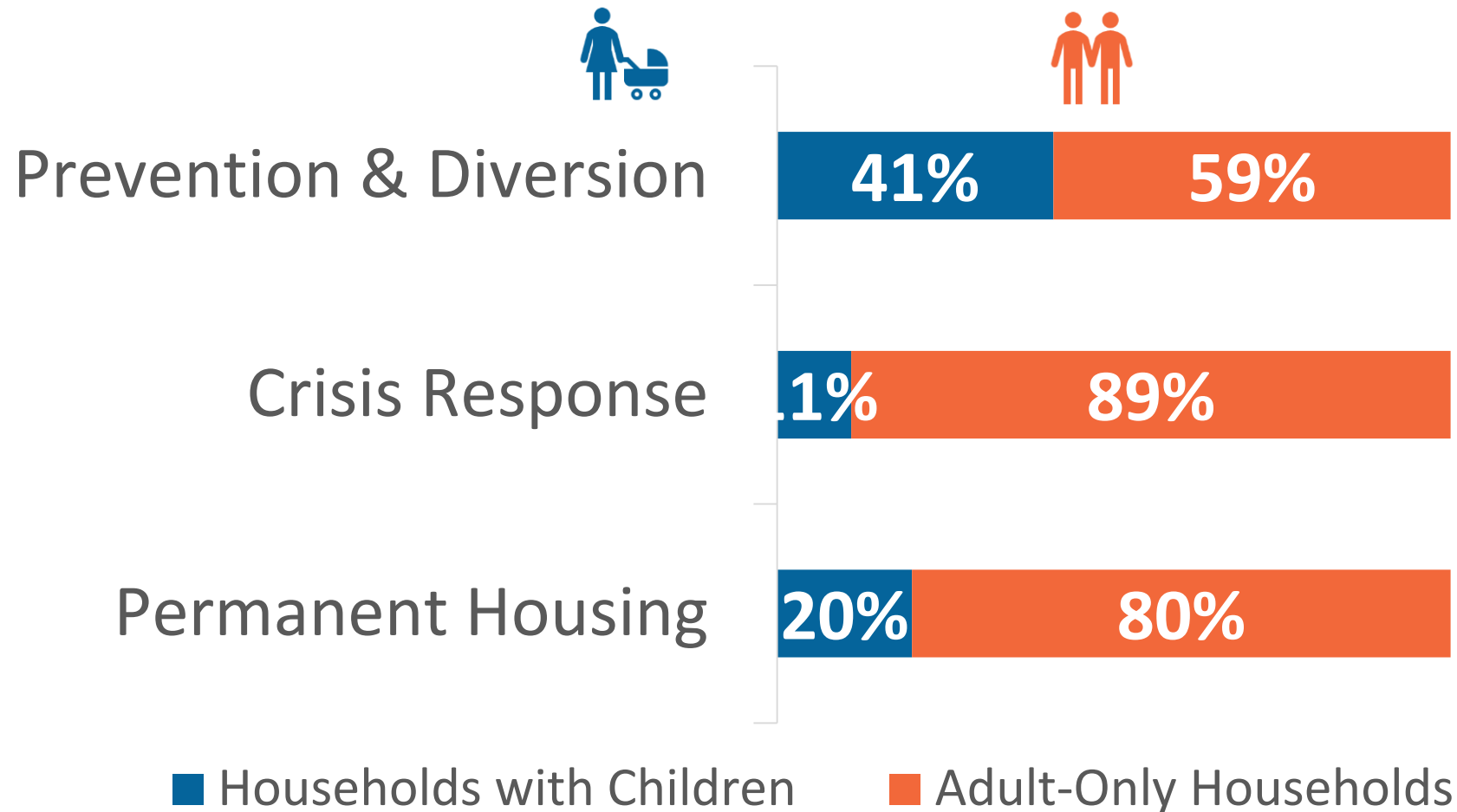
Age Distribution for All People Experiencing Homelessness Served by the CoC, 2024

■ Under 18

■ 18 to 24
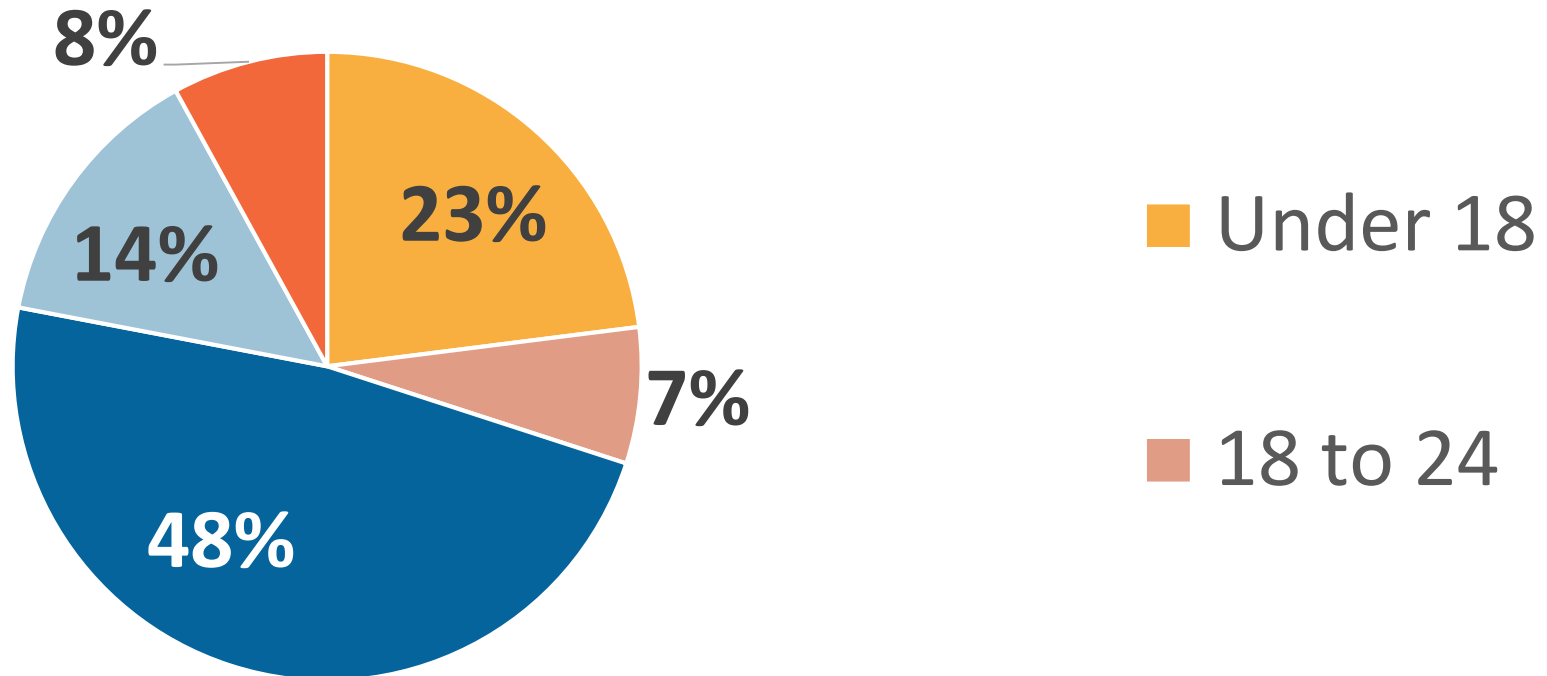
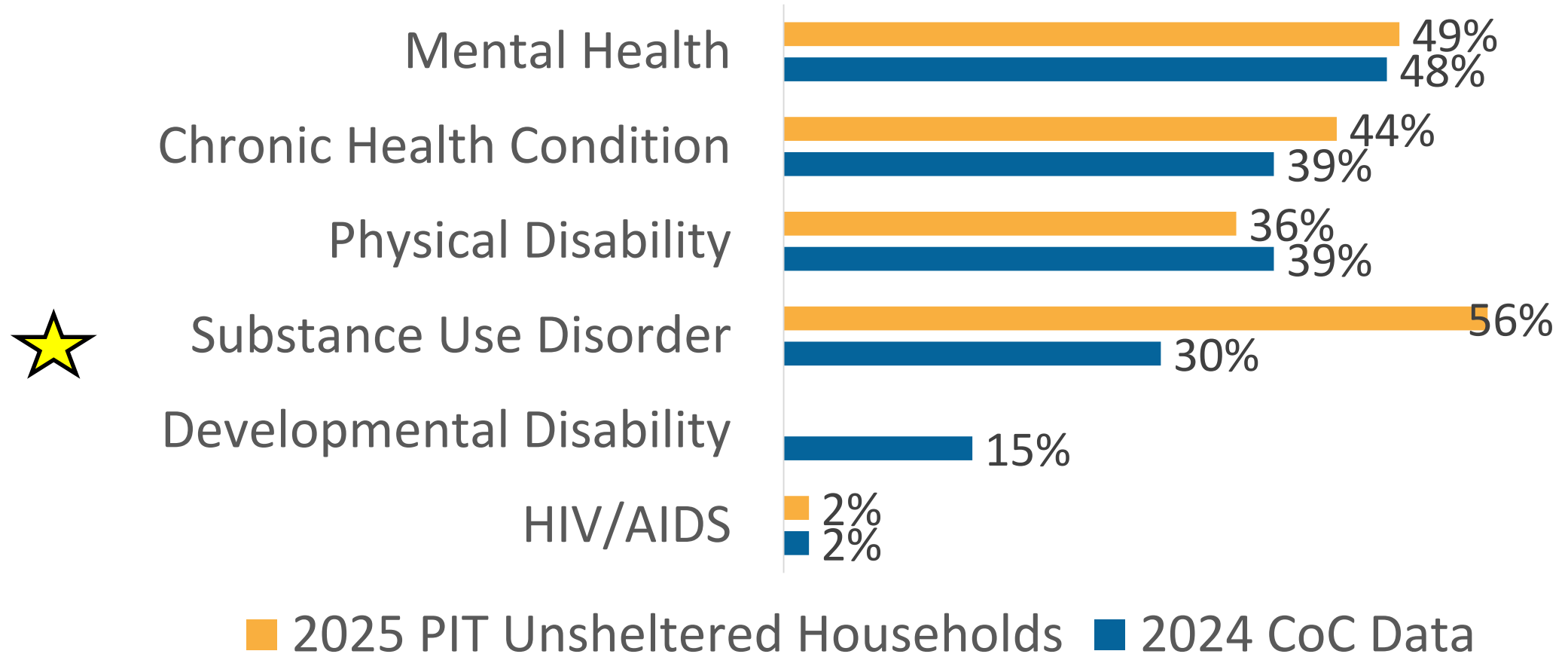|	<18	18-24	25-54	55-64	65+
5-Year Percent Change	+73%	+55%	+39%	+18%	+69%

CONTRA COSTA
H E A L T H
cchealth.org

Race Distribution in the CoC Compared to 2024 County Census Data Estimates

Black/African American/African and Multi-Racial over-represented relative to County census

Category	Value
White (Census)	62%
White (CoC)	25%
Hispanic/Latinx (Census)	28%
Hispanic/Latinx (CoC)	9%
Asian or Asian American (Census)	21%
Asian or Asian American (CoC)	3%
Black, African… (Census)	9%
Black, African… (CoC)	40%
Multi-Racial (Census)	6%
Multi-Racial (CoC)	19%
Native Hawaiian or… (Census)	1%
Native Hawaiian or… (CoC)	2%
American Indian,… (Census)	1%
American Indian,… (CoC)	1%

2024 Census Data
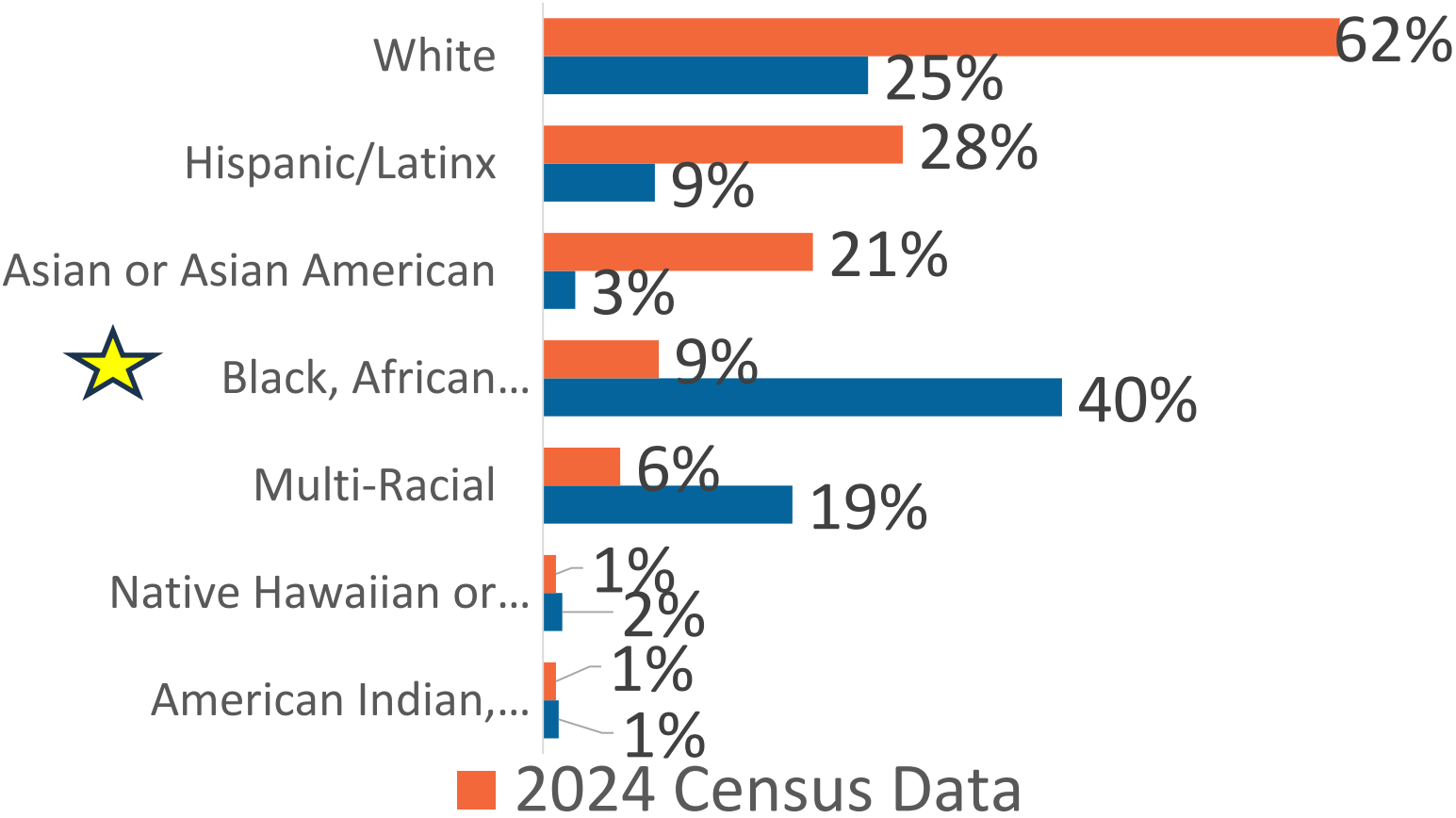
CoC & PIT Population: Disabling Conditions

Proportion of Households with Disabling Conditions 2024 Compared to 2025 PIT Unsheltered Households

Condition	2025 PIT Unsheltered Households	2024 CoC Data
Mental Health	49%	48%
Chronic Health Condition	44%	39%
Physical Disability	36%	39%
Substance Use Disorder ★	56%	30%
Developmental Disability		15%
HIV/AIDS	2%	2%

Legend: 2025 PIT Unsheltered Households | 2024 CoC Data

Subpopulations: Exits to Permanent Housing

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Population	From Prevention	From Crisis Response
General Population	97%	20%
Race/Ethnicity		
American Indian/Alaska Native/Indigenous (HH)	100%	17%
Asian American/Asian (HH)	95%	19%
Black/African American/African (HH)	98%	23%
Hispanic/Latin(a)(o)(e)(x) (HH)	97%	16%
Multiple Races (HH)	97%	21%
Native Hawaiian/Other Pacific Islander (HH)	93%	17%
White (HH)	95%	18%
Other Sub-Populations		
Chronically Homeless (HH)	N/A	15%
Households with Children (HH)	100%	39%
Households with Disabling Condition (HH)	95%	19%
LGBTQIA+ (Ind)	96%	24%
Survivors of Domestic Violence (Ind)	90%	22%
Veterans (Ind)	90%	42%

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Data by Region

Where Households Lost Housing and City Where Slept Before Enrollment, by Region, 2024

Region	City Lost Housing	City Slept Night Before
West County	24%	28%
Central County	22%	30%
East County	38%	38%
Outside of County	14%	4%

■ City Lost Housing ■ City Slept Night Before
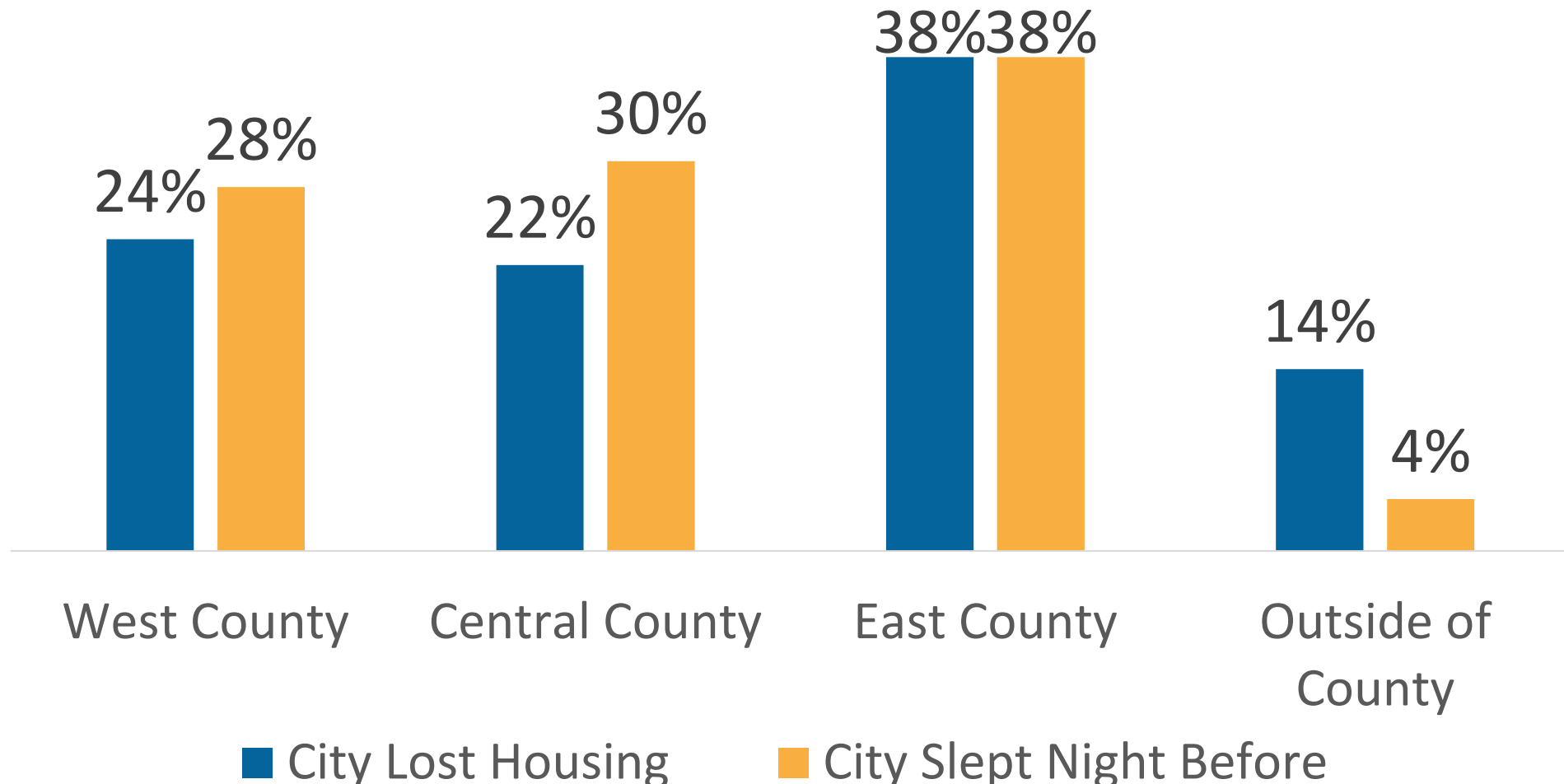
VISION FOR 2026

Jaime Jenett, *H3*

IMPACT OF HUD CHANGES

- Dramatic decrease in funding
  - CoC planning support for committees

- Change in priorities
  - focus on treatment, mandatory services, and public safety.

- Change in scoring rubric
  - Points for verifying immigration status before distribution of benefits to all recipients using SAVE directly or in coordination with a governmental entity."

COC CHANGES: : ELIGIBILITY/SCORING

- Points for verifying immigration status before distribution of benefits to all recipients using SAVE directly or in coordination with a governmental entity."

- "the project applicant will not engage in racial preferences or other forms of illegal discrimination," and

- "the project applicant will not operate drug injection sites or 'safe consumption sites,' knowingly distribute drug paraphernalia on or off of property under their control, permit the use or distribution of illicit drugs on property under their control, or conduct any of these activities under the pretext of 'harm reduction.'"

COC CHANGES: : PAST POLICIES AND PROCEDURES

- "Evidence that the project has previously or currently conducts activities that subsidize or facilitate racial preferences or other forms of illegal discrimination or conduct activities that rely on or otherwise use a definition of sex other than as binary in humans."

- "Evidence that the project operates drug injection sites or 'safe consumption sites,' knowingly distributes drug paraphernalia on or off property under their control, permits the use or distribution of illicit drugs on the property under their control, or conducts any of these activities under the pretext of 'harm reduction.'"

COC CHANGES: RATING FACTORS

- The following are a selection of the CoC application rating factors that have been removed from this year's NOFO:
  - Affirmatively Furthering Fair Housing
  - Addressing the Needs of Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) Individuals
  - Involving Individuals with Lived Experience of Homelessness in Service Delivery and Decision Making and Provide Professional Development and Employment Opportunities
  - Increasing Affordable Housing Supply
  - Racial Disparities
  - Promoting Racial Equity in the Local CoC Process
  - Participative Planning and Implementation

CURRENT COMMITTEES

Equity

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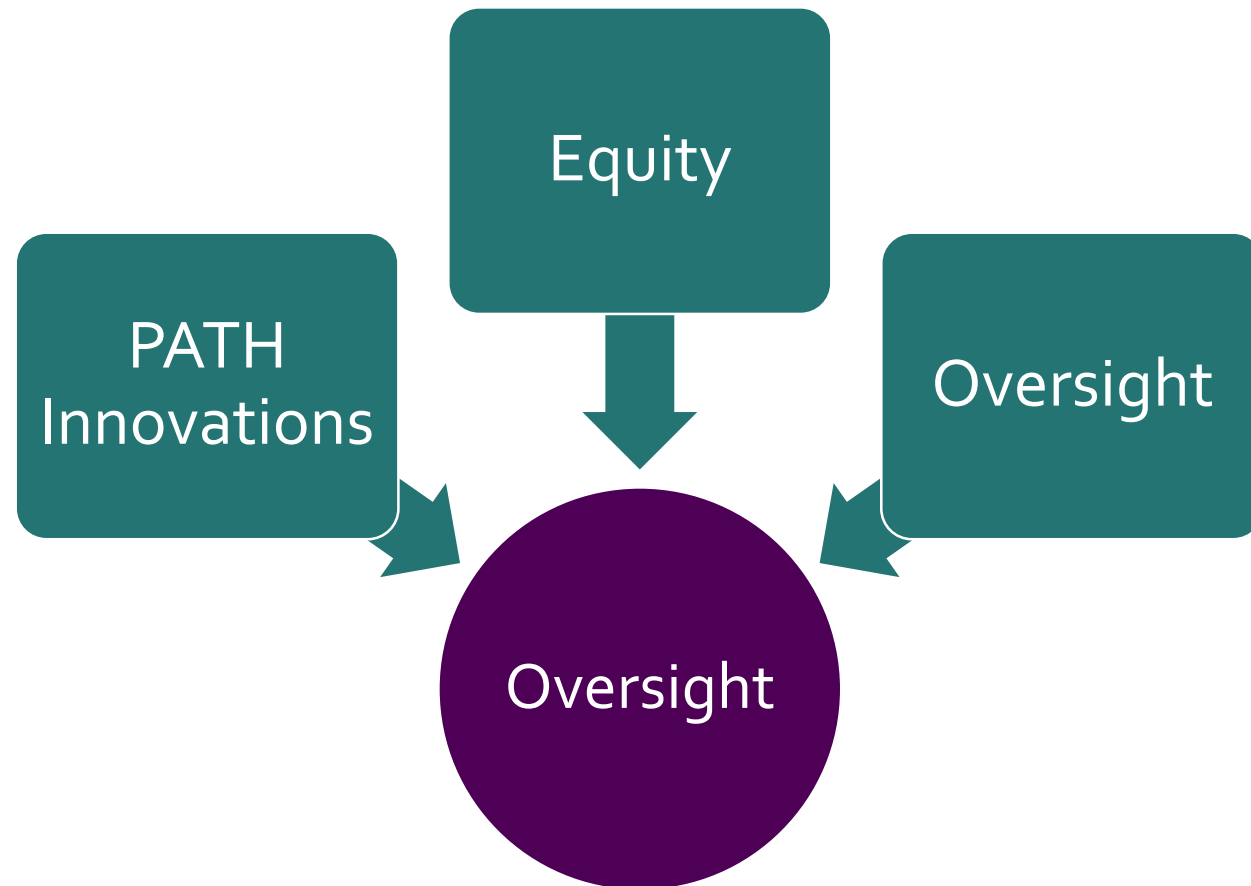
PATH Innovations

- Work towards the goal of reducing unsheltered homelessness in Contra Costa County by 75%

Oversight

- Review and assess the development, implementation, and improvement of: CoC, Coordinated Entry System, HMIS database, and System Outcomes

MERGING OF COMMITTEES

INPUT ON 2026 OVERSIGHT WORK PLAN

Purpose

Priorities

Goals/Activities

NEXT STEPS | All

2025COMMITTEE SCHEDULE

PATH Innovations
- VIRTUAL ONLY
- 12/18, 9:30 am – 11 am

Oversight Committee
- HYBRID
- 12/18, 11:30 am – 1:30 pm