



COUNCIL ON HOMELESSNESS COMMITTEE

November 21, 2024 from Noon – 2 pm

WELCOME & INTRODUCTIONS

Jaime Jenett, H3

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

ROLL CALL

Equity Committee Members

Just Cause

- A need to care for a child, parent, grandparent, grandchild, sibling, spouse, or domestic partner;
- A contagious illness that prevents a member from attending in person;
- A need related to a physical or mental disability that is not otherwise accommodated for; or
- Travel while on official business of the body or another state or local agency.

Emergency Circumstances

- A physical or family medical emergency that prevents a member from attending in person.

VIRTUAL ATTENDANCE EXEMPTION

Hope Dixon

Iman Novin

Janae Thomas

Juno Hedrick

Leslie Gleason

COMMITTEE MEMBERS

HYBRID MEETING NORMS

Jaime Jenett, H3

HYBRID MEETING NORMS

1. Masking is recommended but not required (masks are available)
2. Social distancing – red = please keep safe distance, green = ask first
3. Raise your hand (actual or virtual) before speaking
4. Say your name and if you're a Committee member before speaking
5. 2-minute timer for public comments
6. Maintain a safe and respectful environment, even when disagreeing
7. Make and take space – consider your privilege and other voices who are in and not in the room
8. Minimize distractions like side conversations and cell phone use
9. Food and drink – please clean up and be mindful of smells and allergens

HYBRID MEETING NORMS

An individual may be asked to leave should they behave in a manner that threatens the safety of the group or does not honor these meeting norms.

REVIEW 2024
WORK PLAN
PROGRESS

Jaime Jenett, H3

2024 WORKPLAN 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.*

Structure

- *Learn*
- *Input*
- *Monitor*

2024 ACCOMPLISHMENTS

Learn

- Reentry System of Care
- Coordinated Entry 101
- Annual Report Equity Data
- CoC Participant Satisfaction Survey
- Point in Time Count
- Measure X Feedback Process

Input

- Governance Committee
- Funding Committee
- Nominating Committee
- Oversight Committee
- Recommendations for FHS
- CoC Participant Satisfaction Survey
- Materials Development

Monitor

- Equity related Training content
- Equity Assessment Recommendation Progress
- CoC Participant Satisfaction Survey

WHAT'S MISSING?

Learn

- Reentry System of Care
- Coordinated Entry 101
- Annual Report Equity Data
- CoC Participant Satisfaction Survey
- Point in Time Count
- Measure X Feedback Process

Input

- Governance Committee
- Funding Committee
- Nominating Committee
- Oversight Committee
- Recommendations for FHS
- CoC Participant Satisfaction Survey
- Materials Development

Monitor

- Equity related Training content
- Equity Assessment Recommendation Progress
- CoC Participant Satisfaction Survey

2025 WORKPLAN DEVELOPMENT AND APPROVAL (ACTION ITEM)

Jaime Jenett, H3

2025 COMMITTEE WORKPLAN STRUCTURE

By the end of 2024, all Council on Homelessness Committees will develop workplans for calendar year 2025*

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

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. 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 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 | |
|---|---|---|
| <i>Use this area to take note of draft or in progress ideas that may need further discussion before adding to the work plan</i> | 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

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

DISCUSSION QUESTIONS

1. Do these goals/activities move us towards our Priorities of:
 - Monitor metrics related to equity in the CoC
 - Provide input to CoC policies and procedures
 - Learn about topics and programs impacting equity in homelessness response program
 - Develop equity dashboard
 - Leverage partnerships to increase participation in Equity Committee
2. What's missing?

ACTION ITEM

- Approve Equity Committee meeting workplan for 2025 as discussed in this meeting to be forwarded to the COH in December for final approval.



**EQUITY
COMMITTEE
MEMBERSHIP
AND
RECRUITMENT**

Mark Mora & Alex Michel, *Homebase*

WHO'S AT THE TABLE?

- After talking about the “work”, Homebase recommends focusing on “who”
- An Equity Committee (or any committee) can only go as far as its members
- In Contra Costa, official committee membership is designated for Council on Homelessness members
- But community participation in committee meetings is highly encouraged and recommendations are typically developed through consensus

MENTIMETER ACTIVITY

Given the 2025 work plan, what kinds of expertise, skills, and identities should be represented in our work? (e.g., cares about/has expertise in racial equity, data and analytics experience, etc.)

RECRUITMENT

RECRUITMENT – COUNCIL MEMBERSHIP

“Proposed” 2025 Council on Homelessness Roster

1. Alejandra Chamberlain, Education & Vocational Services Rep
2. Carolyn Foudy, Employment Human Services (EHSD) Rep
3. Dani Jimenez, Behavioral Health Rep
4. Sherina Rina Criswell, Homeless Services Provider Rep
5. Gabriel Lemus, Federal Homeless and Housing Funding Administrator Rep
6. Hope Dixon, Community Member rep
7. Courtney Pal, Affordable Housing Developer Rep
8. Heather Worobey, Veterans Administration Rep
9. Verneda Clapp, Workforce Development Rep
10. Jazmin Ridley, City Government Rep
11. Renee Juno Hedrick, Lived Experience Advisor
12. Leann Matthews, Lived Experience Advisor
13. Leslie Gleason, CoC/ESG Grantee Rep
14. Mia Fairbanks, Health Care Rep
15. Nicole Green, Reentry Services Rep
16. Shawn Ray, Public Safety Rep
17. Tony Ucciferri, Public Housing Authority Rep
18. Wayne Earl, Faith Community Rep
19. Yahel Moreno, Youth Rep

RECRUITMENT – COMMUNITY MEMBERS

- What type of participation are we looking for from community members? What does success look like?
- Any ideas to recruit and engage community members in this work?
 - *Idea: Encourage community participation in committee “projects” that have set dates/meetings*
 - *Idea: Develop and manage a contact list of community expertise (e.g., building on the “amplifier” list)*

NEXT STEPS

- Outreach for 2025 committee participation
- Discuss at December 10th Work Group meeting: how to equip and support Equity Committee members for its 2025 work