



COUNCIL ON HOMELESSNESS EQUITY COMMITTEE

February 11, 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

Leslie
Gleason

Nicole
Green

Sherina
Criswell

Yahel
Moreno

**LEARN: EQUITY
COMMITTEE
101**

Mark Mora & Alex Michel, *Homebase*

HISTORY OF COMMITTEE



2020: Racial Equity Action Lab

- Focus on better engaging People With Lived Experience
- [Institutionalizing Racial Equity in Bay Area Homelessness Systems](#)



2022: C4 Innovations

- [Race Equity Assessment](#)
- [Guide for Engaging People With Lived Experience](#)
- 4 Equity Focused trainings



2022: Equity Working Group

- Reviewed Equity Report
- Identified top priorities
- Recommended Equity Committee



2023: Equity Committee Starts

- Goal: Focus on accessible information, outreach, and educational materials
- Developed "Amplifier List"
- Began revising flyers, creating FAQs and explainer videos



2024: Equity Committee

- Goal: provide input to all COH committees and Working Groups, partner on equity focused projects and strengthened relationships with partners essential to increasing equity.



PURPOSE

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

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, particular PWLE
6. Develop projects and recommend priorities within CoC to address root causes of racial disparities in homeless system of care

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

PURVIEW – WHAT TO EXPECT

- **Provide input** on key equity initiatives
- **Help the development** of an CoC-wide equity dashboard
- **Review materials** in advance & **participate in conversation**
- **Spread the word** – take what you learn to you communities
- **Advise, not decide** – committee makes recommendations to the CoH

TENTATIVE 2025 SCHEDULE

Date	Time	Hybrid /Virtual Only
Tuesday, 2/11	2 pm – 4 pm	In-person (Hybrid)
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Register: <https://homebaseccc.zoom.us/meeting/register/tZctcOCuqzltGNaAB8uy-JVxgiXIKuxUWPYX>

2025 WORKPLAN

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

- 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
- Receive YYA update

Workgroup Activities:

- 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

- 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:

- 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:

- 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

**LEARN:
FUNDING 101**

Jamie Schechter, H3

- Funding influences resources and activities
- Often feels hard to understand
- Applying equity principles to funding decisions can improve system response

How are homeless services funded?

Local Funding

- Example: Measure X

Federal Funding

- Example: Continuum of Care

State Funding

- Example: Homeless Housing, Assistance and Prevention

Philanthropy + fundraising

- Example: Tipping Point Community Foundation

Most funding comes with restrictions!

For example:

- Requirements for who is served
- Requirements for types of services allowed
- Limits on administrative use
- Deadlines for spending
- Training and policy requirements

What role does the County and Continuum of Care play?

Applicant

- Example: CoC NOFO

Administrator

- Example: Request for Proposals

Monitor

- Example: Outcomes tracking

Reporting

- Example: System Performance Measures

Requests for Proposals, Information, Qualifications

- RFP/RFI/RFQs are competitive, public processes meant to fairly award funding to service providers
- Typically include a written application and strict process
- Funding decisions made by staff and/or a panel



How are funding practices incorporating equity?

Stakeholder engagement

Incorporate lived experience in process

Clarify funding priorities and sources

Longer submission timelines

Emphasize diversity and representation on scoring panel

Acting quickly

- RFPs posted on [H3's website!](#)
- H3 provides funding updates every CoH meeting
- The Equity Committee provides input on funding applications

2025 COC
PARTICIPANT
SATISFACTION
SURVEY
FEEDBACK

Presenter:

Jamie Schechter, *H3*

Role for Equity Committee Members:

Actively listen & provide feedback

Role for Community Members:

listen & ask questions

BACKGROUND

- 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

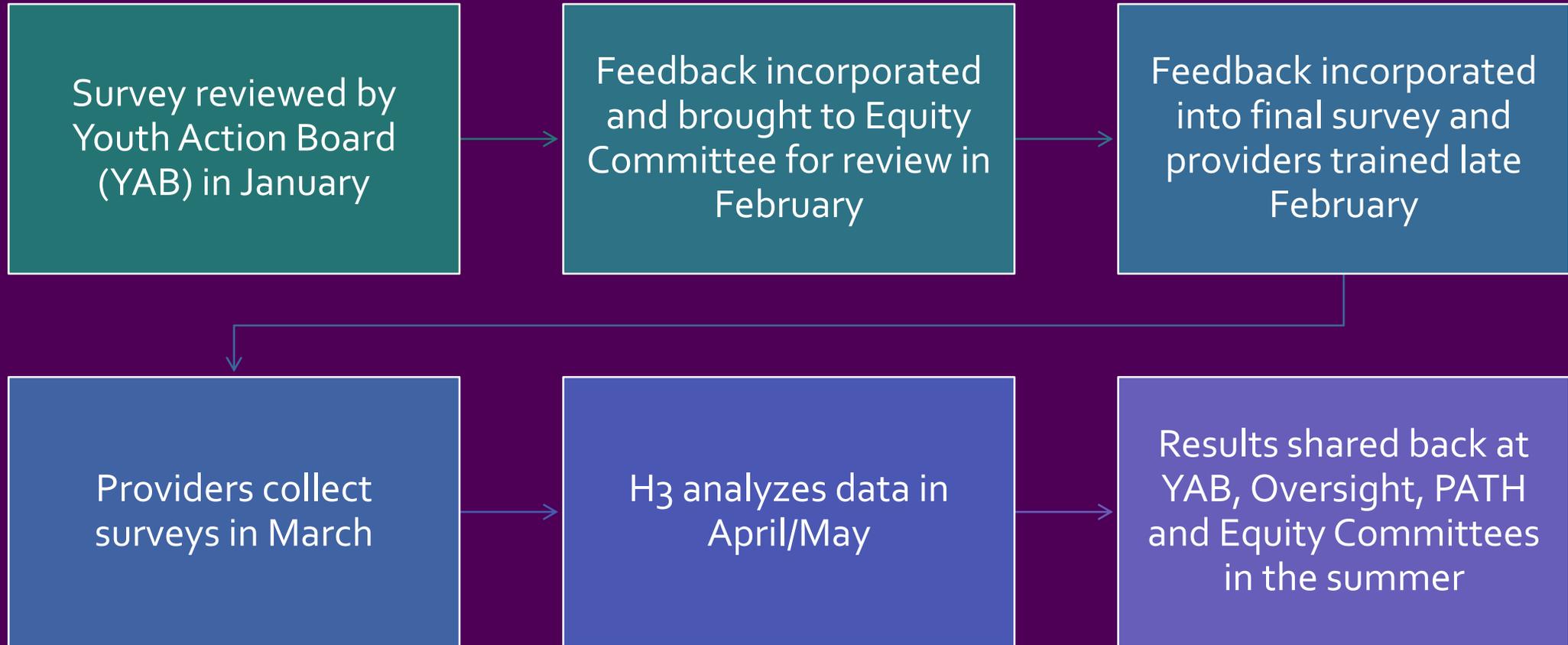
BACKGROUND

- Survey was created in 2023 by a work group made up of 6 People with Lived Experience (PWLE)
- Last year, Equity Committee provided feedback on adding a demographic section to the survey

EQUITY IN SURVEY DESIGN

- Survey is provided in paper or electronic form
- Paper form is in English and Spanish and electronic version is in 6 different languages
- 5th grade reading level
- Demographic questions
- Mix between Likert scale questions and open-ended
- Incentives*

2025 SURVEY PROCESS



2025 SURVEY – REQUIRED QUESTIONS

- 2 required questions:
 - How long have you been accessing services?
 - Where did you hear about services?

2025 SURVEY SECTIONS

- Experience with staff
- Physical location
- Open ended/narrative
- Demographic questions

FEEDBACK FROM YAB

- Additional Questions or Topics the group was interested in:
 - Staff training – could be incorporated into the resource question or add an additional question
 - Confidentiality – could be incorporated into the safety question or add an additional question
 - Adding open ended options to each question – could significantly lengthen the survey

QUESTIONS?

Email: Shelby.Ferguson@cchealth.org

**INPUT:
FRAMEWORK
FOR EQUITY
DASHBOARD
PROJECT**

Janel Fletcher, H3

OVERVIEW

- What is a data dashboard?
- Data context
- Dashboard examples
- Discussion
- Next steps

WHAT IS A DATA DASHBOARD?

- 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
- Data dashboards are often used in CoCs to present key performance indicators, not just related to equity

EQUITY DASHBOARD PROJECT

- A priority for the 2025 Equity Committee is to monitor equity-related metrics in the CoC
- One strategy is to develop an equity data dashboard
- This is a project that we'll develop over several committee meetings starting today

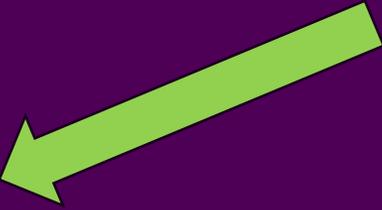
PROGRAM MODELS AND PERFORMANCE STANDARDS—DATA CONTEXT

Equity-related metrics in the CoC are defined in [the Contra Costa Continuum of Care Program Models and Performance Standards](#) - the guidance adopted by the CoC to standardize service expectations for defined program models: Permanent Supportive Housing, Rapid Rehousing, Rapid Exit, Emergency Shelter, CARE Centers, Outreach, and Prevention/Diversion.

The purpose of the Standards are listed below:

- Update the Written Standards and Policies & Procedures
- Create consistent parameters for contracting scopes
- **Establish clear performance expectations, measures, and benchmarks**
- Improve consistency, clarity, and coordination in service delivery within and between models
- Improve the quality of service and outcomes for people experiencing or at-risk of homelessness
- Increase accountability and transparency within the homelessness response system

Goal for this Committee
to visualize CoC
performance for equity
benchmarks



PROGRAM MODELS– EQUITY MEASURES

Equity Measure 1– Program demonstrates racially equitable service delivery and outcomes as described in the examples below:

- Programs that gain participants through referrals, CES and other sources, accept all races into their program at comparable rates, meaning if 75% of white referred are enrolled, a comparable % from other races and ethnicities should be as well.
- The achievement of intended program outcomes, such as retention of housing or exits to PH, should be comparable across racial groups.
- No racial group should be disproportionately terminated from assistance.
- Data from HMIS disaggregated by race will be used to measure this performance standard

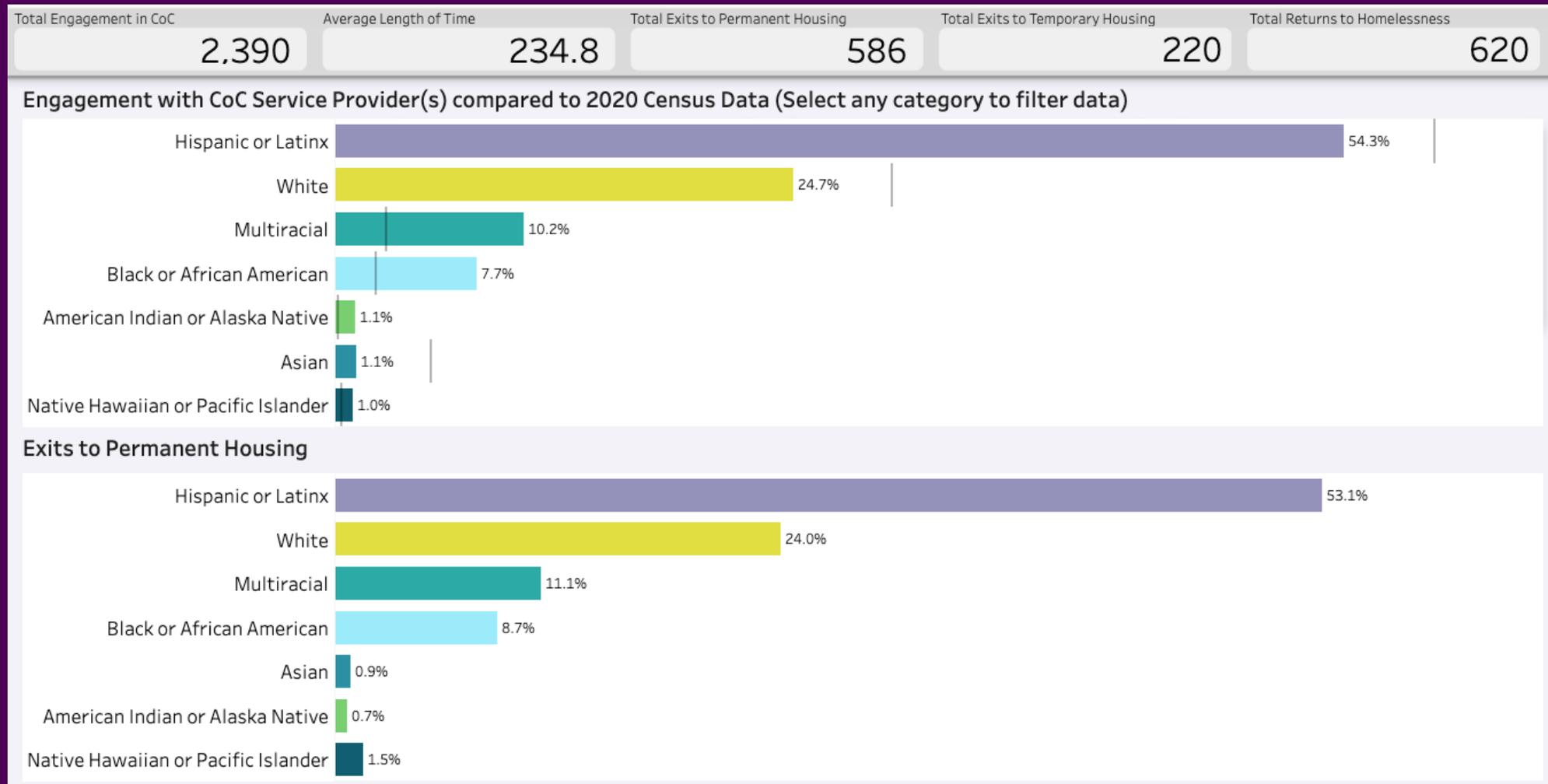
Equity Measure 2– Each level of an organization from frontline staff, executive leadership and board membership needs to include people with lived experience and reflect the populations being served, by race and gender.

PERFORMANCE DASHBOARD- EQUITY MEASURES SUMMARY

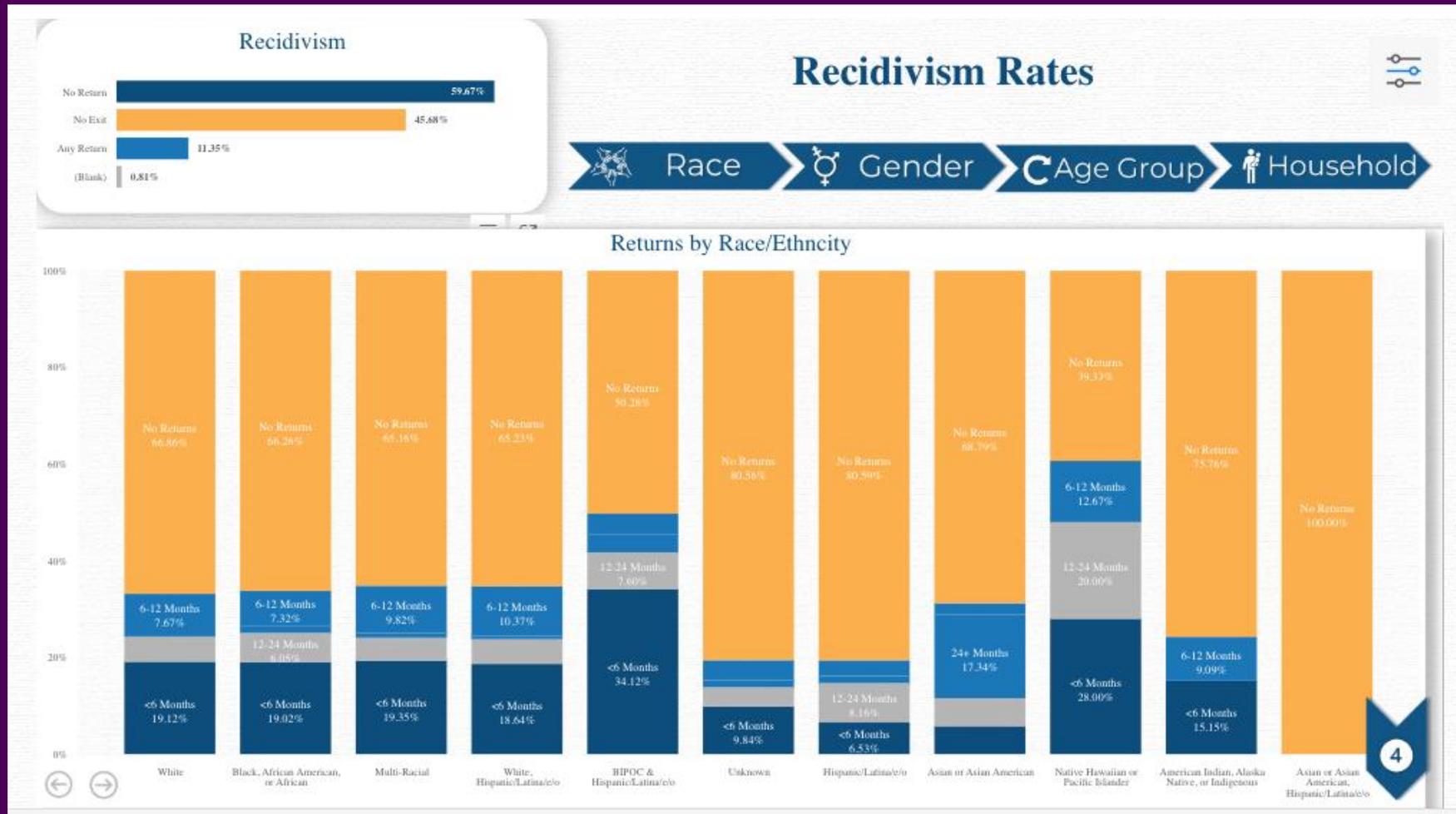
Below is a summary of the Equity measures currently available in the Performance Dashboards:

- Referral Status by Race and Ethnicity
- Race and Ethnicity Breakdown- Total Served by Agency
- Gender Breakdown- Total Served by Agency
- Termination Reasons by Race and Ethnicity (separate table with destination)
- Retention of Benefits (Adults) by Race and Ethnicity (not collected for HP/Rapid Exit)
- Retention of Health Insurance (All Participants) by Race and Ethnicity (not collected for HP/Rapid Exit)
- Housing Retention by Race and Ethnicity (RRH and HP)
- Exits to Housing by Race and Ethnicity (ES, RRH, and HP)
- Average Time to Move-in by Race and Ethnicity (RRH, PSH)
- Households that have gone 120 days without a service (CORE)

EXAMPLE – MONTEREY/SAN BENITO COUNTIES (CA) RACIAL DISPARITIES DASHBOARD



EXAMPLE – BUCKS COUNTY (PA) OUTCOMES DASHBOARD



EXAMPLE - PATH COMMITTEE UNSHELTERED DASHBOARD

15

UNSHELTERED DASHBOARD: Jan-March 2023

HH experiencing unsheltered homelessness

During quarter: 3,306
At end of quarter: 1,714 (52%)



HH from unsheltered to permanent housing: 88 (3% of unsheltered)

HH from unsheltered to shelter: 193 (6% of unsheltered)



Average length of time

Sheltered: 90 days
Unsheltered: 107 days



HH from shelter to permanent housing: 112 (17% of 668 sheltered HH)



HH from shelter to unsheltered: 133 (19% of sheltered HH)

HH from housing to unsheltered: 132



HH experiencing unsheltered homelessness for first time: 188 (6% of unsheltered)



COMMON DASHBOARD METRICS

- General population
- Total unhoused
- Households served
- Exits to permanent housing
- Exits to temporary housing
- Returns to homelessness
- Average length of time homeless
- Average length of stay prior to exit

DISCUSSION QUESTIONS

1. What struck you about the examples? What was most helpful?
2. What are your goals for an equity dashboard? Who are the audience(s)?
3. Which metrics best illustrate racial disparities in the system? What questions do you have about data?
4. What other information or resources do you need to inform this project?

FUTURE MEETINGS

- Staff will mock-up a dashboard for your feedback at the next meeting
- Firm up dashboard goals
- Discuss how to use the dashboard
- Discuss challenges and limitations

NEXT STEPS

All

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