



COUNCIL ON HOMELESSNESS EQUITY COMMITTEE WORK GROUP

December 10, 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.

2025 WORK PLAN REVIEW

Jaime Jenett, H3

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

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

OTHER IDEAS

- Have each Committee set Equity goals that the Equity committee monitors
- Possibly monitor our engagement of and compensation of PWLE
- Develop a Powerpoint presentation about the issues impacting equity in the homeless response program and present to other COH committees

**EQUITY
COMMITTEE
MEMBERSHIP
AND
RECRUITMENT**

Mark Mora & Alex Michel, *Homebase*

DEEPENING THE IMPACT OF EQUITY COMMITTEE

- **Work** – ensure the work leverages group’s finite capacity to impact root causes of racial disparities in Contra Costa
- **Membership** – ensure the right folks are at the table driving this work
- **Equipping** – ensure folks are informed and thrive at their role

WHO'S AT THE TABLE?

- At the November meeting, the group talked finalized the 2025 work plan and discussed recruitment for the committee
- 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

COMMENTS FROM NOVEMBER MEETING – EXPERTISE, SKILLS, AND IDENTITIES NEEDED

- Leaders and orgs who identify as BIPOC, from immigrant communities, indigenous, LGBTQIA2S+, TAY, veteran
- Lived experience of homelessness
- Experience with racial equity work, understanding of root causes of inequities, system level experience
- Direct service providers, affordable housing development, financing, smaller nonprofits
- CCHS executive leadership so they are aware

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)*

HOW TO EQUIP AND SUPPORT THE COMMITTEE

- Possible training topics:
 - *CoC and Council basics*
 - *Purpose and work plan of Equity Committee*
 - *Intro to racial equity, history of discrimination, root causes of inequities*
 - *Intro to analyzing racial disparity data*
- How does this land? What is missing?
- What is the best way to deliver this content (timing, method, etc.)?
- What other supports might the committee need?

NEXT STEPS

- Outreach for 2025 committee participation
- Plan for most training/learning topics at first 1-2 meetings in 2025

TENTATIVE 2025 SCHEDULE

| Date | Time | Hybrid /Virtual Only |
|----------------|-------------|----------------------|
| Tuesday, 2/11 | 2 pm – 4 pm | Hybrid |
| Tuesday, 3/11 | 2 pm – 4 pm | Virtual only |
| Tuesday, 5/13 | 2 pm – 4 pm | Hybrid |
| Tuesday, 6/10 | 2 pm – 4 pm | Virtual only |
| Tuesday, 8/12 | 2 pm – 4 pm | Hybrid |
| Tuesday, 9/9 | 2 pm – 4 pm | Virtual only |
| Tuesday, 11/11 | 2 pm – 4 pm | Hybrid |
| Tuesday, 12/9 | 2 pm – 4 pm | Virtual only |

Register: <https://homebaseccc.zoom.us/meeting/register/tZctcOCuqzltGNaAB8uy-JVxgiXIKuxUWPYX>