



New Department Dedicated to Homelessness Director Qualifications Survey Results Report

May 2025

Introduction

The Department of Human Resources (DHR) was charged with recruiting a director for the County's new department dedicated to serving people who are experiencing or at risk of homelessness. DHR engaged a wide audience of stakeholders, including service providers, public agencies, community groups, and service recipients, to develop the position description for the high-profile director role. To capture their perspectives on the qualifications of the new director, DHR launched a voluntary, anonymous online survey. This report provides results of the survey as of May 7, 2025.

About the Survey

The survey was developed by DHR's team of survey professionals and advertised on LinkedIn, X, and other media channels. It was also advertised internally within the County workforce through memoranda and GovDelivery communications. It is impossible to determine the specific number of individuals who were informed about the survey; however, DHR estimates that well over 30,000 individuals had access. All results were aggregated. Open-ended comments were reviewed to identify major/common themes as well as unique viewpoints deemed relevant.

Any open-ended comments included in this report are presented exactly as submitted by respondents. As such, some responses may contain strong language or viewpoints that reflect the unfiltered perspectives of survey participants.



High Level Results

Provided below are the top three responses from major areas of the survey:

Top Qualifications

- Operational management skills
- Transformational leadership
- Strong decision-making ability

Top Skills

- Financial and budget oversight and knowledge of funding streams
- Innovation in addressing homelessness challenges
- Understanding of the intersectionality of homelessness, wellbeing, and socioeconomic status

Top Competencies

- Ability to manage complex, multi-agency projects
- Knowledge of local and regional homelessness trends
- Expertise in trauma-informed care and practices

Top Priorities

- Addressing immediate service gaps for people experiencing homelessness
- Developing and implementing prevention strategies
- Strengthening partnerships with cities and local organizations

Full Results

Full results for each survey question are provided on the following pages.

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1. From the list below, select up to three skills that you consider to be the most important for the Director of the new County department dedicated to homelessness?

(Respondents were allowed to choose **multiple** responses)

Response	20%	40%	60%	80%	100%	Frequency	Count
Enterprise leadership and organizational management						26.4%	352
Financial and budget oversight and knowledge of funding streams						53.3%	712
Knowledge of the governance of Los Angeles County						18.7%	250
Innovation in addressing homelessness challenges						49.6%	662
Ability to manage high-pressure situations and make quick decisions						11.8%	157
Understanding of the intersectionality of homelessness, wellbeing, and socioeconomic status						49.5%	661
Collaboration with local businesses to enhance housing and employment opportunities for those experiencing homelessness						21.6%	289
Political acumen and relationship-building with community and government leaders						21.6%	289
Strong grasp of data-driven decision-making and program evaluation						29.0%	387
Other (Please specify):						12.1%	162
						Valid Responses	1335
						Total Responses	1335

Response
Being mindful of our underserved parts of LA County (SPA 1) that have had 60% increase in homelessness, and recognize the CRITICAL NEED for more services and more funding in these areas that are resource deserts.
forcing those who are mentally ill and or drug addicted to get help. Establish recovery programs and fund medical treatment for addiction
A person who is not an insider, which is how we got the corrupt and ineffective "leadership" of these services over the past decade.
Bring Back Phil Ansell
Honesty!
The hiring aspect. I feel that there are many openings and no one is called back and it takes months to hear back. Where is the \$\$ going. There is at least 20 people with my experience. Again who is being hired to help the people.
Success with permanent housing placement
Someone who thinks outside LA's failed housing first model and prioritizes long term mental illness and addiction treatment. People living on the streets are unable to succeed without interim shelter to prepare to move indoors.
Background in Substance abuse awareness - Background in Mental Health
Honesty!
Someone who will also fight for the rights of the affected housed communities adjacent to encampments. Willing to enforce laws that are already on the books.
We need someone who's willing to give the community back programs where we can find jobs and housing and help us get financially stable and healthy we need help
We need someone who's willing to give the community back programs where we can find jobs and housing and help us get financially stable and healthy we need help
Collaborative, direct experience working with people experiencing homelessness
Making sure that all of the agency that are in Los Angeles take time to send out information and know how to sign people up and fill out the paper work for the section 8 Voucher.
Relationships with people experiencing homelessness
Forensic accounting experience: ability to identify corruption.
Attending to Seniors separately within L.A. County for decisive allowance of funding and Housing.
Collaborative, direct experience working with people experiencing homelessness
We need LEADERS who will BRING DOWN THE HAMMER!!!! Galvin Newsome signed an EXECUTIVE ORDER JULY 2024 to remove ALL Homeless from our California streets! We are sick and tired of local government like HILDA SOLIS side stepping the HUGE issue! YA NO MAS!!
Understaning the necessity of relationship building and teamwork with colleagues, communitites served.

Director of New Department – Qualifications Survey Results

Having a person who has actually worked with and spoken to the homeless! Someone with empathy and us actually driven to improve homelessness.
Skilled in advocating across platforms and sectors to help transform underserved communities into stable, sustainable living environments.
Ability to reform and reorganize multiple homelessness services delivery streams and programs under a cohesive, accountable management structure
Acute and real understanding of the absolute fear some abused homeless have about poor conditions in offered permanent housing more therapists made available for the mentally ill teaching managers of properties to utilize 5150 more
Drug Addiction and Treatment Knowledge - Harm Reduction Distribution of Needles must be stopped.. Narcan only.
Motel/hotel vouchers for twice a month to bath and to have dignity for homeless individuals to feel humane again and face society through their struggle and suffering. This I really believe would help the communities, both homeless and civilian community
Transparency with the goal setting and goal execution
Motel/hotel vouchers for twice a month to bath and to have dignity for homeless individuals to feel humane again and face society through their struggle and suffering. This I really believe would help the communities, both homeless and civilian community
Understanding the importance of Education and employment as tools to create self sufficiency and not system dependency
plus all the rest, while hiring local and among the homeless ... the scale of the problem insists
Stop with the political bias DEMOCRAT one-party rule in Los Angeles County! I might sound bias myself just making that statement alone, but it's true that L.A. County itslef is WOKE and focuses only on SOCIAL JUSTICE, instead of business acumen skills.
Lived experience of homelessness, (must be out of homelessness for 5 years with a plan for the future and an explanation of keys to remaining out of homelessness) that or immediate family remembers up to 1st cousins who are / have lived experience recover
Willing to have the difficult and polarizing discussions to address the issues that drive the homeless numbers. Such as all the people coming from out of state to seek homeless services, the foster care system, lack of pro-active services for youth
integrity. not simply a tool for their party, but actual personal integrity.
Empathy
Empathy
Instead of putting so much focus on people with mental health and drug addiction issues focus on people who do work who are not on drugs who do not have mental issues but our living couch to couch in their car they don't have a lease with their name on it
relationship between homelessness and neighborhood crime and drug use
Prioritize lived experience to structure, implement, and oversee the new department
LA NATIVE
Be an advocate for business owners and residents and their rights/needs/health/safety.

Understanding of structural racism and equity
A mission-driven dedication that far surpasses executive salary, benefits & privilege.
Lived Experience
Prioritize lived experience to structure, implement, and oversee the new department
Someone not in the city of LA - new leadership
An understanding that qualitative data is equal to quantitative data and esteeming experience as expertise is a must. Democratizing data. Experience referenced is the lived experience of people who have endured homelessness,
Focus on DEI and passed experience with being unhoused or working with diverse unhoused communities.
Wealth and vast knowledge of homelessness and services. Along with the disparities that persist and perpetuate being unhoused.
Hiring much needed case managers, and making sure they have the proper training to perform their jobs. Also the pay should match
Knowledge in how to prevent the alarming increase of homeless in the youth and community resources to encourage people to be productive. Handing needles enables them and allows more overdose deaths
Have experience working in the field has participated in some filed specific work as a volunteer such as the Homeless Count. It is imperative that this individual has experience working with this population for empathy and insight
Ability to collaborate well with providers and obtain their feedback. Great understanding of the entire landscape of homeless services in L.A. County.
knowledge in mental and SUD problems
A willingness to be face to face with people experiencing homelessness and those workers (HFH staff) who assist them.
police department needs to utilize the PET team and not delay care. police are not clinical yet ask 3 questions to determine " if" meets criteria
Collaboration with LA City and LAHSA.
Willingness to listen to providers and ensure equitable pay.
Organizational management as well as financial and budget oversight knowledge
Willingness to work with Cities as true partners
Someone with experience in systemic organizational change not reform
Excellent communication skills, including the ability to have a strong public presence that influences others to take ownership when it comes to homelessness.
Understanding of real estate development
understanding of equity

All skills mentioned should be also required for any executive level leadership of this new department. When hiring for the executive row, demonstrated experience should be reviewed of the skills above and not bypassed due to the emergency declaration.
Empathy
Someone who measures a society’s wellbeing by how it treats its most vulnerable populations. Someone who realizes that housing is a right, not a privilege. Someone who believes in community-based solutions and networks of support.
Working with the actual homeowners who live in the area so they feel safe and secure.
Someone who will actually get these people the help they need & stop destroying our community.
Respect for unhoused individuals as full humans, who may have jobs, pets, sentimental items, etc.
Understand how mental health facilities is the first step in addressing homelessness
Able to run a business successful within a budget
This person should not be current or previous leadership from local or state nonprofits. Additionally this person should not be a social worker in anyway. If current models of social work solutions had worked, then we wouldn’t have this current situation.
Black Led
Solutions-based orientation and ability to hire, manage and trust a talented team to deliver results.
STRONG HANDED ENFORCEMENT
Co-sheltering: expanding access to interim and long term supportive housing that includes people and their pets. No more sweeps!
stop spending so much of the taxpayer dollar!
Collaborative and equity focused
A clinical background
Direct funds to the people experiencing hardship.
Being a responsible employer with good management practices
clinical background to fully understand
Care about their employees
An empathetic leader not prone to lobbyists money for favor. Keep it legitimate and keep an understanding and empathy for unhoused Californians.
knowledge and awareness of the intersectionality between domestic violence and homelessness
Honesty and a spotless fiscal record
A clinical background
A clinical background

Director of New Department – Qualifications Survey Results

Understanding that providing homes is not the sole solution. We need a multi solution approach of mental health, drug abuse assistance, and homes given to individuals with a plan to move out of assistant housing
Prior private sector experience managing billion dollar budgets
Expertise in housing, behavioral health, and substance abuse.
A transparent, ie, made known to public, personal\ professional ethics
A deep understanding of homelessness/lived experience. They need to understand what people are actually going through, not just the statistics.
Willingness to question current models to achieve overarching goals
Ensuring correct availability of shelter beds, and access to them and hold accountable for holding beds longer than necessary.
all of these skills are important!
Collaboration with LAPD to find and prosecute meth dealers
Lived experience
A masters, PhD and/or Lived Experience, Actively seeks out knowledge from the frontlines, a genuine willingness to implement suggestions made by the frontline staff. A conservative risk taker.
Understanding the structure of homeless programming across County Departments. I don't see how it's possible to run a department with someone who has no idea where all of the services are located to partner on.
Ability to get things done even if not popular with the vocal idiots that facilitate the crisis
No strings attached with anyone/BOS/business but rather solely dedicated to the cause.
Many homeless are “in between homes” and most homeless would be more willing to be homed if they could take and/or store their possessions.
Have outreach experience and understands what it means to be "boots on the ground"
Collaborating with city jurisdiction with access centers and outreach programs
Strong racial equity lens for addressing homelessness
Understanding of intersectionality between housing instability and the criminal legal system.
Understanding the difference between homelessness and mental instability
Ability to engage and maintain morale at all levels
Collaboration with direct service and lived experience organizations serving the unhoused to leverage the resulting understanding of the impact of top level decisions on those providing and receiving services to align services with needs
Honesty
Understanding and addressing the disproportionate impact of homelessness on LA County's Black population

Help bring more police officers to the area so we actually have people who can respond to 911 calls instead of people not being helped with their emergencies.
Compassion and progressive values
Strong commitment to not cave in to political criticism/pressures by homeless advocates who are not willing to work with solutions which require homeless persons to do their part to be accountable to becoming self-sufficient.
Exceptional collaborator, someone who listens to and respects all voices and community stakeholders
No waste fraud and abuse
No waste fraud and abuse
No waste fraud and abuse
No waste fraud and abuse
This position should lead by example by not only providing leadership and in developing, planning, organizing and directing the programs associated with organization but also exemplify the rules apply to all from the top down.
create new community first villages like the one in austin texas
Understanding of statements of work, Contracts, Handbooks, Policies and procedures, AC handbooks, Master agreements.
Address the intersectionality of homelessness and organic brain disease and or co-occurring disorders and the need for mental health hospitals due to the acute and disabling nature of these disorders/diagnosis
Knowledge, collaboration and integration with other County Departments and other Homeless Service Providers programs to combat homelessness.
Strong Ethics Values not a political appointed friend of the City Mayor and we need his work audited quarterly and transparent because the money belongs to the public.
Experience with homelessness (personal or family member). Ability to collaborate with DMH, DPH, CBOs for treatment services)
The ability to get along with people and LISTEN to others suggestions. NO ego in leadership.
DO something like Trump. Making LA safe and getting these people out of our beautiful LA
To not be a stupid Democrat.
Tough love. Embrace a law enforcement approach.
Have a deep understanding of mental illness, substance use disorders, and the direct connection these have with homelessness.
Advocated for mental health programs and removal of dangerous and unwell homeless from public streets
Understand the need for different program types (there are multiple reasons for homelessness) and proper assessment to ensure long term success
Some of all the above, this is a huge mess/crisis we're in with seemingly hit & miss progress

Understanding of the intersectionality of homelessness, race, disability status, LGBTQ+ identity, justice involvement, and other social factors.
A leader who understands the importance of centering racial equity and how white supremacy culture perpetuates ineffectiveness
Track record of success (not just knowledge) navigating governance of LA County and impact (not just innovation) reducing homelessness
Lived Experience or Experience Working in System
History of leading / and ending homelessness successfully.
Genuine concern for all citizens both housed and unhoused
International Experience with Large Agency Transformation Social Services and Centers of Excellence
admit most of the homeless in skid row have made a choice by not accepting solutions and are choosing to remain homeless. Also remove the mentally ill from the streets
Mental disability challenges versus recent impoverished circumstances
Being honest and transparent with the situation the County is facing regarding homelessness and the use of the funds that taxpayers voted on paying to resolve this issue.
Lived experience
Compassion for the people they are serving
Work with the antelope valley needs.
Understanding human needs and how to shape and align programs that respond to basic needs that grow the people experiencing homelessness: mental health and personal capacity building to take care of themselves.
An appreciation and understanding of the existing homeless services system, paired with a deep commitment to fostering safe and thoughtful working conditions for the workforce that has long been on the front lines of this crisis.
A racial equity lens
Understanding of the growing needs of older adults of whom many do not fit traditional homeless programs
Providing after care when housed. A lot of individuals that are housed struggle with daily living. They need follow-ups to help keep them housed.
Administrative leadership in workflow design and process evaluation and reconciliation management
Recruiting and Developing Current, and Future Enterprise Talent.
Understanding of the intersectionality of homelessness and mental illness.
Engaging the Community, and neighborhoods impacted by the homeless population and having us be a part of the process. We're ignored.
is willing to actually engage with and get input from currently and formerly homeless people AND front line workers
Understanding the need and urgency of building grassroots leadership expertise to executive levels.

Director of New Department – Qualifications Survey Results

Someone that have been homeless due to injustice in our flawed legal system		
A history of addressing homelessness in LA County and a current leader from the space, ideally the current lead of HI or HFH		
A strong moral and ethical character resting on a balanced intersection between love and boundaries		
Lived expertise or experience in direct service		
	Valid Responses	165
	Total Responses	1335

2. Which of the following best describes the ideal background of this Director?

(Respondents could only choose a **single** response)

Response	20%	40%	60%	80%	100%	Frequency	Count
Transformational reformer of multi-layered organizations and systems						22.4%	299
Visionary leader with a proven record of driving exceptional program outcomes						35.7%	477
Housing and/or behavioral health expert						26.0%	347
Innovator from outside traditional government systems						15.9%	212
						Valid Responses	1335
						Total Responses	1335

3. What should be the primary focus of the Director’s work during the first year? Rank the following in their order of priority.

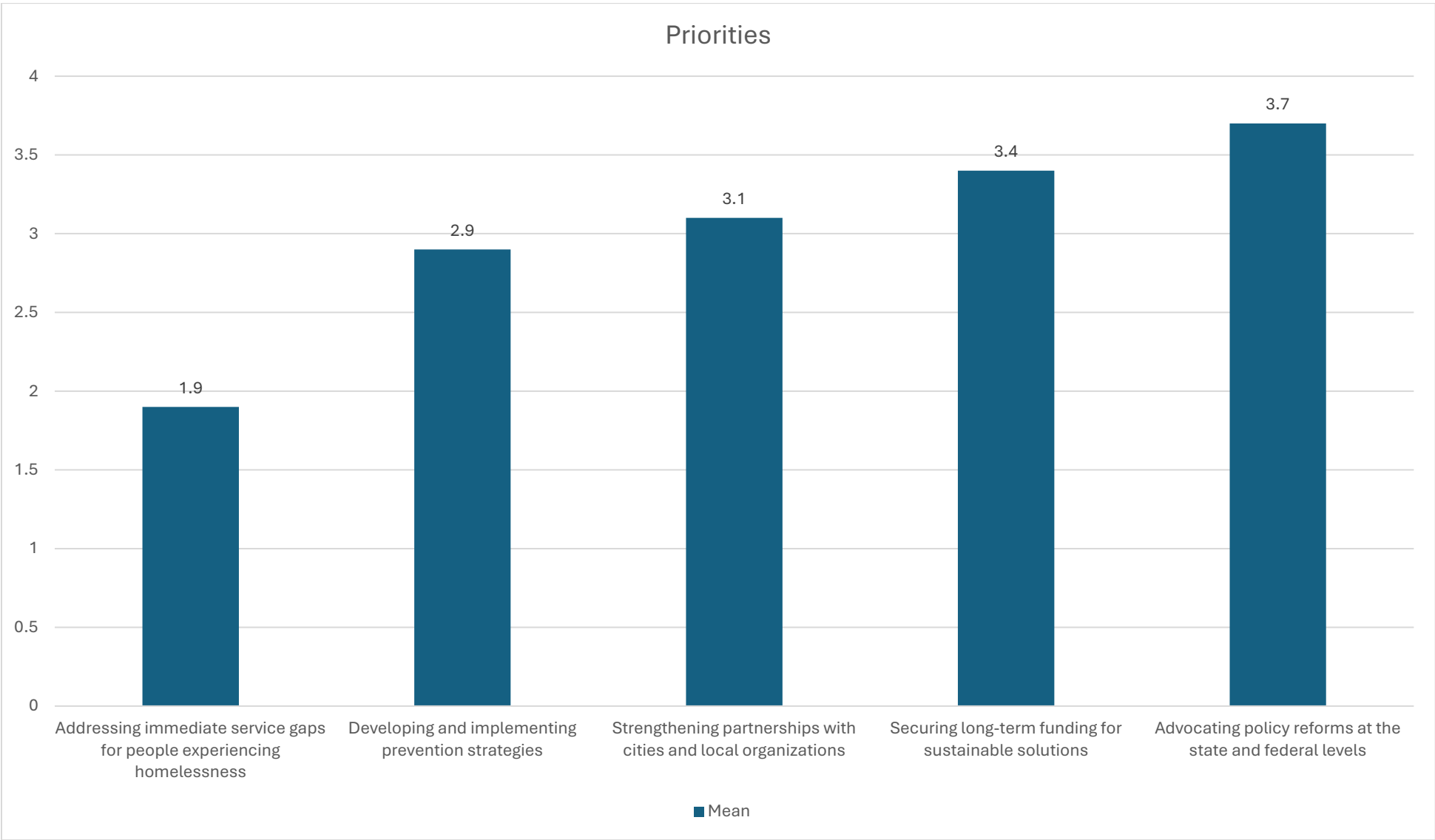
Respondents were asked to **rank** their choice(s).

		1	2	3	4	5	Total	Mean
Strengthening partnerships with cities and local organizations	Count	153	299	339	309	235	1335	3.1
	% by Row	11.5%	22.4%	25.4%	23.1%	17.6%	100.0%	
Addressing immediate service gaps for people experiencing homelessness	Count	723	255	161	117	79	1335	1.9
	% by Row	54.2%	19.1%	12.1%	8.8%	5.9%	100.0%	
Advocating policy reforms at the state and federal levels	Count	106	158	229	370	472	1335	3.7
	% by Row	7.9%	11.8%	17.2%	27.7%	35.4%	100.0%	
Securing long-term funding for sustainable solutions	Count	150	267	293	282	343	1335	3.3
	% by Row	11.2%	20.0%	21.9%	21.1%	25.7%	100.0%	
Developing and implementing prevention strategies	Count	203	356	313	257	206	1335	2.9
	% by Row	15.2%	26.7%	23.4%	19.3%	15.4%	100.0%	
Total	Count	1335	1335	1335	1335	1335	6675	N/A
	% by Row	20.0%	20.0%	20.0%	20.0%	20.0%	100.0%	

Notes:

- Each choice is ranked from 1 to 5, with 1 being the most desirable ranking and 5 being the least.
- A smaller mean represents a more desirable outcome. - A smaller mean represents a more desirable outcome.

Priorities



Note: A smaller mean represents a more desirable outcome

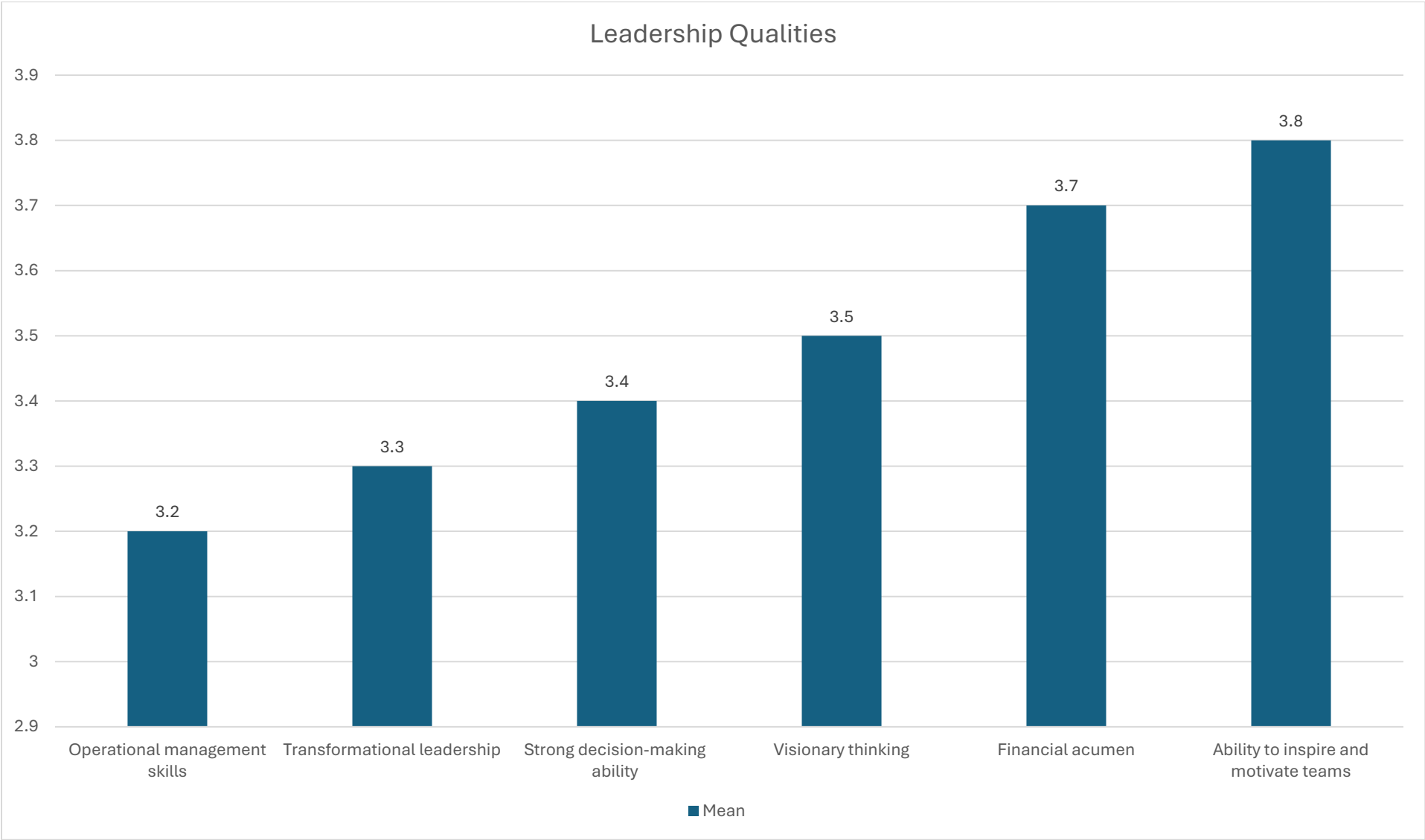
4. Please rank the following leadership qualities in order of importance for the Director of the new department.

Respondents were asked to **rank** their choice(s).

		1	2	3	4	5	6	Total	Mean
Visionary thinking	Count	243	223	171	217	247	234	1335	3.5
	% by Row	18.2%	16.7%	12.8%	16.3%	18.5%	17.5%	100.0%	
Ability to inspire and motivate teams	Count	138	197	222	246	248	284	1335	3.8
	% by Row	10.3%	14.8%	16.6%	18.4%	18.6%	21.3%	100.0%	
Strong decision-making ability	Count	175	223	303	291	224	119	1335	3.4
	% by Row	13.1%	16.7%	22.7%	21.8%	16.8%	8.9%	100.0%	
Operational management skills	Count	275	256	243	177	213	171	1335	3.2
	% by Row	20.6%	19.2%	18.2%	13.3%	16.0%	12.8%	100.0%	
Financial acumen	Count	160	227	243	210	196	299	1335	3.7
	% by Row	12.0%	17.0%	18.2%	15.7%	14.7%	22.4%	100.0%	
Transformational leadership	Count	344	209	153	194	207	228	1335	3.3
	% by Row	25.8%	15.7%	11.5%	14.5%	15.5%	17.1%	100.0%	
Total	Count	1335	1335	1335	1335	1335	1335	8010	N/A
	% by Row	16.7%	16.7%	16.7%	16.7%	16.7%	16.7%	100.0%	

Notes:

- Each choice is ranked from 1 to 6, with 1 being the most desirable ranking and 6 being the least.
- A smaller mean represents a more desirable outcome. - A smaller mean represents a more desirable outcome.



Note: A smaller mean represents a more desirable outcome

**5. In which of the following sectors should the Director ideally have prior experience?
(Select up to three)**

(Respondents were allowed to choose **multiple** responses)

Response	20%	40%	60%	80%	100%	Frequency	Count
Public Sector / Local Government						39.8%	531
Nonprofit Homeless Services						51.5%	688
Health or Mental Health Systems						57.2%	764
Housing Development or Planning						49.3%	658
Criminal Justice / Reentry Services						15.6%	208
Philanthropy / Fund Development						9.1%	122
Data / Performance Management						27.1%	362
Emergency Management / Crisis Response						35.4%	472
						Valid Responses	1335
						Total Responses	1335

6. Please rank the following competencies in order of importance for the Director of the new department.

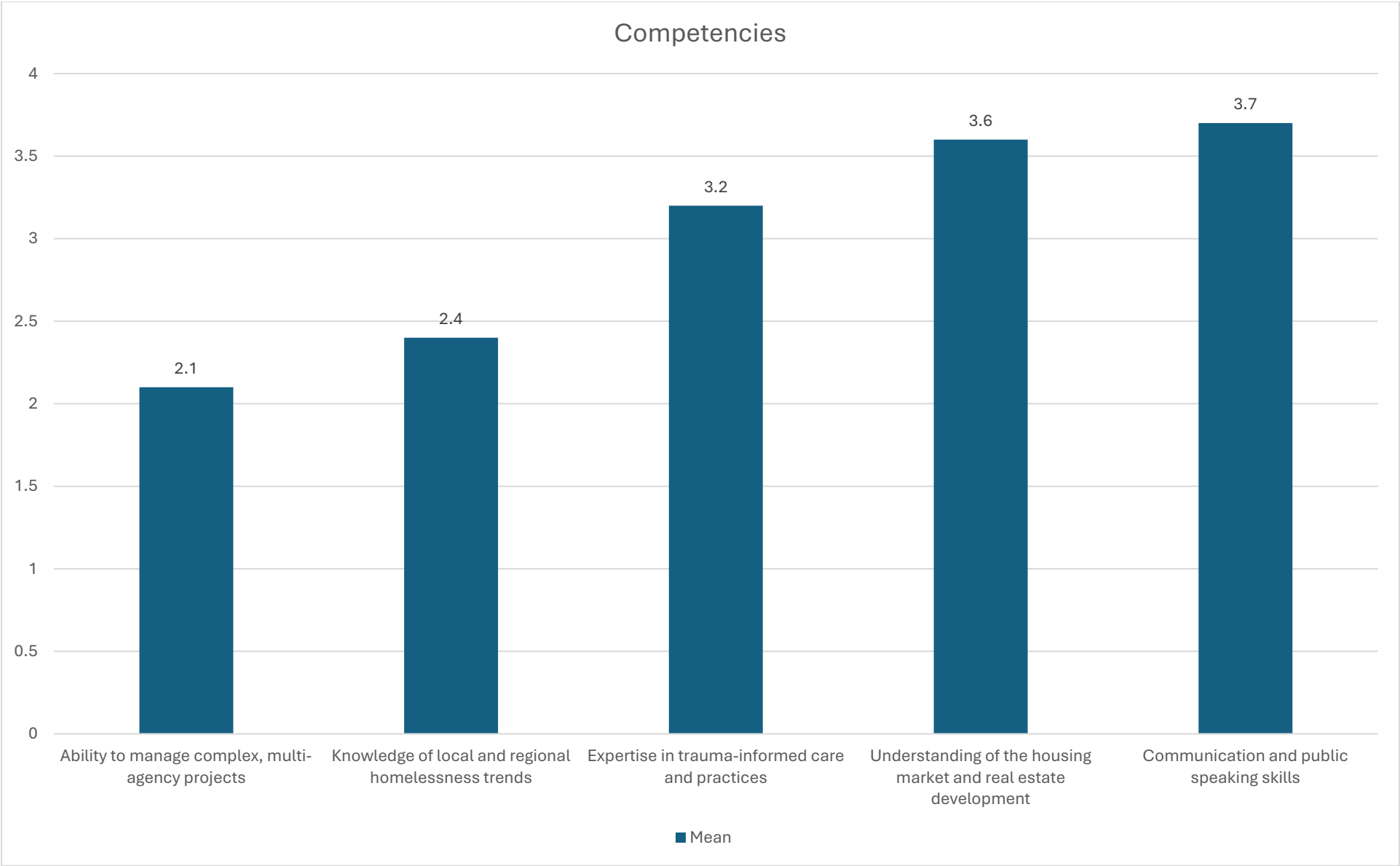
Respondents were asked to **rank** their choice(s).

		1	2	3	4	5	Total	Mean
Ability to manage complex, multi-agency projects	Count	551	314	273	138	59	1335	2.1
	% by Row	41.3%	23.5%	20.4%	10.3%	4.4%	100.0%	
Communication and public speaking skills	Count	83	197	234	357	464	1335	3.7
	% by Row	6.2%	14.8%	17.5%	26.7%	34.8%	100.0%	
Expertise in trauma-informed care and practices	Count	201	261	290	288	295	1335	3.2
	% by Row	15.1%	19.6%	21.7%	21.6%	22.1%	100.0%	
Knowledge of local and regional homelessness trends	Count	378	382	281	196	98	1335	2.4
	% by Row	28.3%	28.6%	21.0%	14.7%	7.3%	100.0%	
Understanding of the housing market and real estate development	Count	122	181	257	356	419	1335	3.6
	% by Row	9.1%	13.6%	19.3%	26.7%	31.4%	100.0%	
Total	Count	1335	1335	1335	1335	1335	6675	N/A
	% by Row	20.0%	20.0%	20.0%	20.0%	20.0%	100.0%	

Notes:

- Each choice is ranked from 1 to 5, with 1 being the most desirable ranking and 5 being the least.
- A smaller mean represents a more desirable outcome. - A smaller mean represents a more desirable outcome.

Competencies



Note: A smaller mean represents a more desirable outcome

7. How familiar should the Director be with funding streams (i.e., Measure A, HUD, and state homelessness funds)?

(Respondents could only choose a **single** response)

Response	20%	40%	60%	80%	100%	Frequency	Count
No familiarity required						3.1%	41
General awareness						23.6%	315
Hands-on experience managing similar funds						37.8%	505
Prior leadership over budgeting and allocation for such funds						35.5%	474
						Valid Responses	1335
						Total Responses	1335

8. Please share any additional thoughts regarding the qualifications needed for the Director of the new department dedicated to homelessness. (Response limited to 500 characters)

Response
<p>This person must be a compassionate, trauma-informed leader who understands that homelessness is not a crime; to be aware and concerned about the parts of Los Angeles County that get overlooked; be able to cut through the red tape of funding and reporting hurdles; empower our local nonprofits to actually do some real good for this population and be right there among the fray, and available for support. A compassionate, empathetic leader who isn't about the bottom line and truly wants to help.</p>
<p>The leader should be accountable for money spent and results. Bottom line, housing first does not work for drug addicts and mentally ill, the county needs to establish emergency treatment centers and to develop a real emergency response, to get people off the streets within 90 days</p>
<p>There is so much corruption in local government agencies. Unfortunately, the headlines catching stories taint all the good work by the majority. However, with the County's effort to defund LAHSA, there should also be a push to oust Mayor Bass. Corruption does not exist in a vacuum.</p>
<p>The director should treat people equally with no racial or bias prejudice about people that are homeless. The thought and mindset of not turning no one away regardless of their past or present situation.</p>
<p>They should be equally invested in their staff that do this emotional work as they are in the served populations. Radically compassionate strategies are proving to be the most effective.</p>
<p>n//a</p>
<p>Needs to be someone outside the local government, with proven abilities in relevant areas, and supported by county and local government leadership.</p>
<p>New Director should be a manager with experience in field management. They should be able to identify needs and obstacles on the on the move and creatively find solutions to address the needs and obstacles.</p>
<p>The new Director should be familiar with previous strategies for dealing with homelessness but should not have any incentive to continue strategies that have not worked. The new Director should be open to hearing from multiple stakeholders, including community members and advocates, but should have the ability to use data, research and experts in dealing with the homeless population to make decisions about strategies. The Director must gather robust data to timely study outcomes and adjust.</p>
<p>Addressing homelessness is not just about building houses or shelters. It is a complex issue that requires both socioeconomic and cultural perspectives. While the Housing First model is important and effective, leaders must bring multifaceted experience and a willingness to listen from multiple angles.</p>

Hiring an individual who isn't steeped in the intricacies of service provision and rehousing systems will be a critical mistake. This individual needs to be singularly focused on building a robust and comprehensive department, not making a litany of short term decisions to appease the at times contradictory demands of elected officials.

Ability to develop strong collaborative relationships. Understanding of what is needed to address the impact of oppression (racial, LGBTQ+ and ability, for example), severe mental illness, substance use, domestic violence, and systems impacted individuals, as reflected in the populations experiencing or at risk of homelessness. Deep rooted passion for compassionate, respectful and humane service. Ability to lead and simultaneously keep ego in check while achieving necessary outcomes. True faith.

Less about experience and more about intelligence.

A compassionate leader.

Consider bring back Phil Ansell to the County

They need to be accountable. Nobody in the COUnty leadership is accountable on homelessness. Success needs to be tracked and measured. Ultimately the supervisors should have accountability but none of them want to own this issue. THEY seem to need to be forced into managing this issue in a substantive way. So at least this role needs the accountability county residents deserve.

Not be connected to current players or supervisors. Honest.

Your questions here reflect that business as usual is the goal. Really appalling.

Strongly ethical, open minded and driven and ability to network and establish good working relationships with private as well as non-profit organizations.

We all know that Government has gone away from serving the people, and more towards serving Lobbyists & Capitalist amongst the city ranks. But as many who just want to live normal, sane lives amongst their peers, Poor & Middle Class should never be the detriment of society. We ask for Government who lead the people, not seek the wealth, find & spread the wealth... Leadership

Please consider an idea: This new department should be named the Dept of Housing Security... not the Dept of Homelessness. Let's institutionalize our values that every Angeleno has housing security. Having a "Dept of Homelessness" brings a completely different, negative, stigmatized connotation to the work and implies that we plan to have homelessness around forever. Let's have housing security around forever instead. Thank you for considering.

The next director needs to be willing to be held accountable and also hold her staff to a higher standard. We have a huge epidemic and yet there has been no real improvement. There is so much money that was allocated and the support teams that have been created need to feel that the Director and the agency will give them what they need to succeed but then they must succeed.

I think homeless subject matter expertise is not as important as ability to navigate bureocracy and collaborate with city / county agencies. Candidate needs to have a strong POV.

<p>If selecting a new Director from outside Los Angeles due to strong leadership and organizational development past performance, the Board must grant some time for that Director to learn the various and LA-specific financial and interpersonal dynamics and details before expecting that Director to make major adjustments. Sometimes you need to go slow at first to go faster and better later.</p>
<p>The director should be someone who wants to work towards functional zero homelessness and unify the hundreds or thousands of stratified programs to deliver service quickly and a house the homeless</p>
<p>The Director should have lived experience, proper education, and work-experience in the homeless field to lead this new department.</p>
<p>Trustworthy person that has had or has family members or have themselves experienced TRUE homelessness! I believe that would put a different drive and meaning on the goal of providing a complete holistic person centered approach to the act of housing our homeless and mostly mentally challenged population. I personally know someone that has benefited from Mayor Bass Homeless initiative, I see firsthand what a permanent roof/stability/food can do for a person and Mental Health a services also THX</p>
<p>The primary challenges of the new department in the first year(s) will be handling the operational setup of a new department, avoiding the operational challenges which other new departments have faced, managing relationships with existing stakeholders, and smoothing the upheaval of the homeless services system. Knowledge of navigating the County bureaucracy and existing service provider and political landscape will be essential. Thank you.</p>
<p>Credible candidate who functions in a legal, ethical and fiscally responsible manner. LCSW with MBA background. Skills to prioritize vulnerable clients and expedite housing (for disabled, Vets, elderly). Open to new ideas like perhaps creating homeless housing in open land (like Palmdale/Lancaster) where housing can be built similar to military barracks. Work with Local authorities/statutes to discourage/prohibit homelessness and strongly encourage/mandate housing. Pragmatic timely solutions</p>
<p>A master's degree in a related field with several years of experience should be the minimum requirement. Commitment to Diversity and Inclusion—Housing Management Information Systems (HMIS) is preferred. A good data analyst with skills in collaboration and networking, and the ability to listen!</p>
<p>This person should be able to delegate so they aren't overwhelmed and then nothing gets done.</p>
<p>Someone who could respond to those needing emergency housing and understanding of their urgent needs and have the ability to make things happen for those in need of housing .</p>
<p>With the amount of money Los Angeles County has spent on addressing the homelessness issue, old business ways must be tossed. Who has been absent from the table? What voice of innovation has been missing? I am angry that my hard-earned tax dollars have been wasted and abused.</p>
<p>The person should have at least 10 years of experience working with people experiencing homelessness and have experience working with housing developers.</p>

The filth and needles in our streets is absurd. It continues on and on and gets worse. Spend our tax \$ on this and clean up our streets. If they are drug addicts, offer treatment. If they continue to use drugs or refuse help, stop the aid. We had a homeless man smoking crack cocaine leaning against the emergency exit of our medical clinic. The police could only tell him to move to the sidewalk. Destroying our business. Enough! Please! Enough!

Crucial to support staff, fostering a new department that isn't a chaotic, fear-based environment, hands on roll up your sleeves leader, not someone who just moves around chess pieces. Subject matter expert that understands the power of partnership with homeless experts. Ability to communicate well to the public, Board, stakeholders and homeless folks and one who can receive feedback and listens well. Someone like Cheri Todoroff who embodies these qualities.

involving the community

Please do not pick another director that comes from within the Los Angeles homeless industrial complex. You will lose the confidence of the entire public. Dr. Jonathan Sherin should be involved at some capacity.

The leadership team should consist of people who understand all aspects the homelessness issue. Our current response to homelessness is very siloed. Law enforcement doesn't know what Fire/EMS is doing, EMS cannot cooperate with LAHSA. LAHSA won't share information with public safety. DHS, DMH and DPH have completely separate data collection and sharing practices. Also, we should stop pretending that substance abuse and mental health are separate problems.

Not be connected to current players or supervisors. Honest.

Your questions here reflect that business as usual is the goal. Really appalling.

The new Director should demonstrate servant leadership qualities, maintain emotional intelligence, have an understanding of the crisis and not simply be a figure-head, roll up their sleeves, and perhaps with lived experience.

The new Director should be knowledgeable on the entire ecosphere of homelessness in a metropolitan CoC, be relatable, and have exceptional leadership skills to motive teams to success. They must also understand the challenges of our most vulnerable homeless neighbors and have the ability to highlight their voices. In this current work environment it is paramount that the director has strategic leadership and innovative solutions, combined with compassionate people skills.

We need someone who is willing to push back against the politicians that are playing whack-a-mole .

Too much filth, crime and untreated mental illness lives among these encampments (R.V. and Tent). We need someone who is willing to make the tough decisions, not someone who is willing to allow it to perpetuate.

Will require expertise in fiscal management and budget oversight

I think a new department dedicated to homelessness is a really good idea and I absolutely hope for the best and offer my support

Director of New Department – Qualifications Survey Results

We need someone who's willing to help us get back on track in life get a career going and get housing and education and also lawyers that can help us with the law since we always getting attacked for being homeless

Ideally, the candidate should understand that Black people and communities of color are heavily impacted by houselessness. Knowledge of elder care is also important because older adults are one of the fastest growing groups of people experiencing homelessness.

Political skill in overcoming finger pointing blame-gaming by elected officials of all levels. Inspiring them to cooperate, coordinate, and bravely stand up to NIMBY constituents !

I think the Director needs to be fearless and not be afraid to get into the trenches!!!

A person with compassion to improve the lives of others through implementing a plan to get people off the streets. Needs to address the mental as well as physical well-being of the homeless and what drives them to be homeless. Families wanting to have a home but no financial resources to stay in a place, they need vocational training to learn a skill. The Government will never change homelessness unless they solve the root problem of why a person becomes homeless! Call me, I have great ideas!

This person must be open and welcoming with a strong #2, 3 and 4 supporting him or her.

We need someone who's willing to help us get back on track in life get a career going and get housing and education and also lawyers that can help us with the law since we always getting attacked for being homeless

I think this Director needs to be visionary (what does it actually take to end homelessness? Cross-sector collaboration, prevention, and inspiration) and have direct service experience, deep, demonstrated commitment to equity. Ideally, this person would also be someone of color.

Hopefully the board of supervisors does not pull from LASHA for the position. If a business is run to the ground, the company acquiring them does not bring over the previous management. Likewise if someone is looking for a job and their previous company went under, they would shown the door at their next interview. It should be viewed as business now since it the funding comes from taxpayers that want their tax dollars spent actually solving the issue at hand.

I think the new director should be someone new. That way there is no allegiance to any organization and the clients get put first. Make sure they are NOT dirty, not able to be bought. that they really care to help people.

Attention to DEI and cultural competency...

A director needs time to gather info from their team on what they have learned does and doesn't work. A good leader empowers their team and actively listens. Someone coming in and dismantling a system, some parts of which work really well, is not what this county needs.

Good move to bring this to fruition.

They need to be willing to think outside of the current housing first model. It has not worked in California and has likely contributed to the worsening state of homelessness

<p>in Los Angeles. There should be an understanding that homelessness is not solely an issue of people being unhoused and that it has multiple complex causes.</p>
<p>The homelessness response system in LA is just a safety net - it is not a solution to homelessness. The homelessness crisis in LA is due to the failure of government policy far beyond the system that responds to it. Policies that keep wages low, corporate profits high, and communal finite resources available to the highest bidder are what causes homelessness. The new agency must be able to help the public see that the safety net is not the problem, unregulated capitalism is, and act accordingly.</p>
<p>The Director must lead with a housing-first approach—prioritizing the efficient delivery of housing through existing programs by streamlining processes and removing access barriers. They must demonstrate strong leadership, deep knowledge of housing policy, and the coalition-building acumen to accelerate the development of new affordable housing. A clear focus on reducing systemic inefficiencies and aligning funding with housing outcomes is critical to long-term success.</p>
<p>Awareness of the importance of the need to assess and evaluate existing system, and identifying successes and failures, and service gaps, before making changes! Assess first, develop a plan, then implement, and evaluate.</p>
<p>In this budgetary climate where we can expect an increase in homelessness due to federal cuts to programs We need a strong leader who can bring innovative ideas to fruition - doing more with less. And please not someone who is just good at political speak</p>
<p>Hopefully the board of supervisors does not pull from LASHA for the position. If a business is run to the ground, the company acquiring them does not bring over the previous management. Likewise if someone is looking for a job and their previous company went under, they would shown the door at their next interview. It should be viewed as business now since it the funding comes from taxpayers that want their tax dollars spent actually solving the issue at hand.</p>
<p>When I was homeless I had to be my own caseworker. I had to find the information about housing and how to obtain a housing voucher on my own. 2017 I was in the safe parking program under HOPICS and my case worker made me bring in a money order to \$30.00 for the application fee and had me to fill out the Section 8 application and they never followed up on it to see if it was being processed. Therefore, In July 2024 to received my housing voucher and I don't know what happen to the money order.</p>
<p>This person needs to understand the politics and levers which push and pull-the system is broken- it has made strides but the lack of accountability has been perverse-it needs to be a clean slate or nobody will stand a chance- this is an opportunity that serves us all as a county if “new ideas, new vision, new willingness to be realistic about problems” is respected!! I have been watching this train wreck for 30 years- the time is ripe for change!</p>
<p>Need someone with strong executive leanings and track record, interested in delivering change not just making policy changes. Innovative in delivery, open to adopting ideas that promise lower cost and faster to market</p>
<p>Someone with a steady, grounded temperament, who has managed large complicated systems. Who has a keen, sharp mind, be able to create a strong vision that incorporates the big picture while also grasping implementation details. Someone who</p>

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will inspire faith in funders and political leaders, who operates with integrity, takes input from others, and inspires talented subordinates to operationalize the plan.

It is critically important that the person in this position understand the issues from the perspective of people with lived experience of homelessness.

Forensic accounting skills are important to identify waste and corruption in real-time, not by analysis after it happens.

The new director needs to be more than sum of his/her qualifications. Honest, articulate, sense of humor, with ability to maneuver politically.

Knowledge of homelessness data and rates from the different areas, cities, and landmarks crossing info related to employment, mentality, seniors, registered homeless income and subsidiaries. Also work with subsidiaries that help with Homelessness. Like I am a Senior, Homeless, always had a job for 30plus years, have a daughter with Mental disability, but have no help from anyone.. Rare occurrences as this need to be dealt with and assisted upfront with respect to Housing. Thank you

Someone who can use the existing budget to make a difference, and not keep asking for more money. They should be able to do way more with the money already allocated than what is actively being worked on.

Advocate for implementing expedited and creative solutions for homelessness. Willingness to introduce new ways of obtaining services and ensuring that our non-profit partners are fairly compensated.

The Director of the new department should not be former LAHSA staff.

The emergency medical services system is the forgotten healthcare provider of the county and an existing mobile crisis response for more than 50 years. The fire department, as the EMS provider agency in Los Angeles County, has been completely left out of all prior funding strategies despite our daily interactions with the PEH population. There needs to be an ability to apply for funding for programs.

I think this Director needs to be visionary (what does it actually take to end homelessness? Cross-sector collaboration, prevention, and inspiration) and have direct service experience, deep, demonstrated commitment to equity. Ideally, this person would also be someone of color.

Please don't just hire someone from within the system just because they have worked as a provider, the current LAHSA was hired from St. John a homeless provide in Venice but in all the years she was the Exec Dire there she was unable to reduce the homeless stats there so why did they think she'd be successful at LAHSA and don't hire a freind of a powerful politician

We need a LEADER who will BRING DOWN THE HAMMER!!!! Galvin Newsome signed an EXECUTIVE ORDER JULY 2024 to remove ALL Homeless from our California streets! We are sick and tired of local government like HILDA SOLIS side stepping the HUGE issue! The hard working tax payers are SICK AND TIRED of the "Soft Approach" on homeless! Stop with the BULL SHIT GAMES and clean up our streets so US tax payers can walk on a FUCKEN SIDEWALK without getting blocked or harassed! GET YOUR HEAD OUR OF YOUR ASS!

Director of New Department – Qualifications Survey Results

<p>We need mental health and drug facilities where it's mandatory that people can be sent if they are a danger to themselves or others.</p>
<p>N/a</p>
<p>Ability to immediately remove homeless encampments in Korea Town which block sidewalks - forcing school children and the elderly to walk on the street.. - 80' west of of the NW corner of San Marino Street/'South Kingsley Drive.</p>
<p>Political skill in overcoming finger pointing blame-gaming by elected officials of all levels. Inspiring them to cooperate, coordinate, and bravely stand up to NIMBY constituents !</p>
<p>Understanding the work, don't make decisions without reaching out to providers who work with population 24/7 or even 5 days a week. Just malomg decision from behind a desk with no clear understanding, making policies that are not benefical. also, is something is working let it work not changing things that don't make since.</p>
<p>They need to focus on immediate needs of those who are sleeping in the streets to protect them as well as the taxpayers as they too should be able to live/work in a safe, healthy, crime-free environment. It is not NIMBY, rather humane to ensure people are receiving treatment and are housed.</p>
<p>It would be nice to get something like the Finnish housing first model, with the focus on making sure everyone is housed before trying to address other issues that lead to them becoming homeless.</p>
<p>Creative, flexible thinking skills, compassion and respect for others with opposing views, strong problem solving collaborative and conflict resolution skills, strong moral compass, not beholden to an ideology or political constituency.</p>
<p>The best candidate would be a democratic socialist who understands homelessness should never be a profit-driven enterprise. A good communicator previously interactive on behalf of the homeless community would be ideal. They should be someone who can put together a dream team of those versed in funding, housing, crisis management, and community outreach.</p>
<p>Awareness of events that cause homelessness and an understanding of mental health services. Ability to identify at-risk families & individuals to provide immediate assistance to prevent eviction. The Director should create innovative programs for funding like "Homeless Service Obligation Loans" and Mobile MASH units where trained staff go to hotspots to implement proactive intervention at encampments to maximize budget utilization instead of fixed crises centers</p>
<p>In order to decrease the number of homeless individuals on the street, the Director should be dedicated to ending homelessness as opposed to responding to homelessness. The Director should also understand the holistic approach needed to end homelessness and willingness to consistently collaborate with multiple county depts. Lastly, the new Director should build an environment in which we are all in this solution together versus an iron fist lens to solving the problem.</p>
<p>The director should also be able to harmoniously facilitate a unit that includes County workforce members from the Departments of Mental Health, Public Health, and Sheriff's.</p>

Please do not hire a local nonprofit CEO. Nonprofits never called out LAHSA financial fraud.

We have hospitals that are not being used. The patients rooms have bathrooms. It should be possible to make mini kitchens in each room.

Space would also be available for health professional s to be on site to assist with health, mental problem etc. Let's get it done. If Musk and Trump get their way and Social Security or stopped you are going to have a nightmare that is insurmountable. Just see what 2 fires have done!

We need a Director who can act urgently and creatively—someone who prioritizes immediate, transitional housing solutions while building a long-term vision. LA County can't afford to keep moving slowly. The ideal leader will bring strong relationships, deep systems knowledge, and the drive to implement real change that visibly reduces homelessness now and into the future.

YOU WILL ONLY SOLVE THIS PROBLEM WITH INVOLUNTARY TREATMENT. THERE IS NO OTHER WAY. OTHERWISE IT IS LIKE SETTING FIRE TO MY TAX PAYER MONEY. CARE FOR THE HOMELESS LIKE YOU WOULD SOMEONE WITH DEMENTIA. THE RIGHT TO SELF-DETERMINATION IS NOT AND SHOULD NOT BE THE OVERARCHING BARRIER. THE RIGHT TO HEALTH, HELATHY FOOD, A CLEAN ENVIRONMENT TRUMPS SELF DETERMINATION WHEN YOU ARE ILL DUE TO MENTAL ILLNESS OR SUBSTANCE USE. PLEASE STOP THE INSANE WASTE OF MONEY AND FIX THE REAL PROBLEM.

The new Director of the department of homelessness should be dedicated to the citizens of United States who reside in Los Angeles county. The Director shall not only speak but show actions of good moral character. Do not let the funds of taxpayers who kindly voted for their money to go to this new department, disappear again. You work for the public. Don't let the new Director forget that.

If all in this new department are faith based who knows & listens to the voice of God, would be most beneficial. Take a look @ various housing options like Community First Village in Austin, Tx., with Alan Graham. Also consider the public who has extra space to take in renters but protect them from each other. Local governments can buy HUD homes for \$1 to help provide the much needed housing for various size families to help fill the gap in the shortage of housing inventory. We can do this.

i might not stand alone on this one, we think the founder of Sims Living Ricardo B. Sims should hold the position. He's innovative with innovative ideas, visionary, and the community listens to him.

Someone who understands the implications of the housing market crisis, drug epidemic, inflation and health care system failures on homelessness.

Creating programs for mothers with children, don't just for domestic violence victims yes of course don't take away the help of domestic violence victims.

Please find a director who will not bankrupt the agency with outrageous salaries into the five and six figures. Please understand what really causes homelessness. Please find another time/method of conducting the homeless count. Midnight in January is ridiculous and does not capture those living in cars.

<p>Please do not hire or consider hiring anyone from LAHSA as they've already proven time and time again that LAHSA was not managing the funding and resources appropriately. Let's show how LA County conducts business that will address the homeless crisis and provide intervention to prevent homelessness for Angelenos.</p>
<p>Strong sense of ethical behavior</p>
<p>Someone oriented to empathy rather than criminalization.</p>
<p>None</p>
<p>A key deficit in the County is the presence of multiple channels of service delivery for homelessness across multiple departments. Agencies are paying a range of prices to different vendors to house individuals of similar needs/acutities. Reform and restructure are needed.</p>
<p>The new leader of this department needs to reform and unify all of these interim and shelter services under one roof to prevent tail spend and increase accountability. The County needs to provide more services directly.</p>
<p>An understanding of the intersectional nature of housing including pet-inclusive housing policies.</p>
<p>Hire someone with strong financial, management, and organizational skills with experience in complex and multi-intersectional settings. The leaders does not need to be charismatic, but the ability to make data-driven decisions and work with local agencies, communities, and politicians for substantial housing increases.</p>
<p>The incoming director should have a 100 day plan that addresses the shortcomings of the previous programs (financial accountability, performance measures, consistency across cities and unincorporated areas, and secure buy-in from all contract city leaders and key community organizations), and clear steps forward.</p>
<p>The Director should have deep knowledge of homelessness systems, cross-sector collaboration experience, and a proven track record in managing housing and supportive services. Lived experience or a demonstrated commitment to equity and person-centered care are essential. They must actively seek feedback from those with lived experience, frontline staff, and partners—not operate solely within a leadership bubble.</p> <p>ensure people in safe and environments from cameras to 5150's but not for crimes and thieving property managers, crazy making and abuse of the mentally ill permeates management see the Ravenswood on Rossmore and 1414 N Hobart includes Identity theft a worker told Susan Hathaway rm 204 7051 Sunset Blvd 90038 she had a bank account but nothing more workers are continually telling her she has money but she can't get to it she alleges</p>
<p>I'm a parent of a homeless daughter and I would like to see more available low income housing for the homeless. Plus not to hold against them for their prior troubles with the law that will restrict their ability to qualify for housing. Plus for those that have access to a mobile homes to have many safe areas for them to park their vehicles and cars so they don't get towed. My daughter just had her car that she lives in towed and can't afford to get it back. Thank you for this opportunity.</p>

We need a pragmatic approach that fully utilizes existing resources. We also need to fill up the housing units that are already contracted and manage them with appropriate levels of staffing and resources. And with so much of our unhoused population suffering with mental health issues, Dr. Jonathon Sherin should be top of mind in the selection process, as an advisor at the very least.

1. HOMELESSNESS is a DRUG PROBLEM...

****STOP "HARM REDUCTION" NEEDLE AND PIPE DISTRIBUTION EXCEPT NARCAN" AND STOP MOBILE DISTRIBUTION OF NEEDLES PIPES TO ADDICTS IN OUR PARKS!!!! LA AND SANTA MONICA...

2. STOP "HOUSING FIRST" ...INSIST ON "TREATMENT FIRST." .. THEN SOBER HOUSING.. ONCE SOBER.. THEN HOUSING WILL BE SUCCESSFUL AND THE CYCLE INTO AND OUT OF HOUSING WHICH OCCURS IN LA WILL STOP. ALSO ALL RESIDENTS OF LOW INCOME HOUSING WILL FEEL SAFE.

Someone that will be an exemplar leading by example and to make a difference in the lives of ALL Angelenos. Someone who will execute what they say they will do.

Giving homeless individuals some dignity and had been through the struggle of homeless to empathize what we (homeless individuals} have to deal with. And to get the most of what struggling disabled homeless individuals, like myself, need most when we know there is little help or NO HELP at all.

We need real reform and financial transparency. Another “billion” dollars of tax payer money can not dwindle away with no change

Giving homeless individuals some dignity and had been through the struggle of homeless to empathize what we (homeless individuals} have to deal with. And to get the most of what struggling disabled homeless individuals, like myself, need most when we know there is little help or NO HELP at all.

The housing first model is not working. Solution needs to be a tiered approach. Seniors & people w/severe disabilities, unable to work should qualify for PSH. Individuals who are able to work get transitional housing (TH). TH should have expectations to further their education be it College/ vocational training to increase their income. Time limits such as a 3- 5 year will allow participants to exit the program w/skills to be self sustaining. Leaving (TH) available for the next person.

bring in the activists, and people with on-the-ground experience including from among the homeless population

The Director of the Los Angeles Department of Homelessness should have a personal testimony of being unhoused themselves or housing a someone challenged with housing, or know about volumes of stories about unhoused individuals, veteran or families.

Los Angeles County and the City of Los Angeles leadership is TOO LIBERAL, WOKE, and we are tired of a one-party state. Far too long, Democrats have failed audits AND LOST BILLIONS OF DOLLARS of our tax money like the CA Unemployed Ins. Claim fraud. As a small business owner in LA County, I'm still paying through my payroll taxes the fed. unemployment loan default. Please, stop being WOKE and CORRUPTED. We will advocate for more investigations and arrests if L.A. officials don't change!!!

Dedicated leader focused on food and housing insecurity issues; and identifying sustainable streams to impact the county and have volunteers involved in service oriented planning
None at all
I need someone who is in it, because they actually care. A lot of these leaders care but the care is prioritized and sometimes becomes blurry, once they get access to funds. I need the director to love what he/she does and be open and transparent. I need him to advocate for the homeless and those who are boots on the ground. (Prioritizing boots on the ground at the top in the pay dept) I need him to know that what we are doing out here takes a lot of effort, and would love to see this person
Currently, we are managing homelessness but are not mitigating the issue. We need to look back at what has not worked in the past ten years and what has worked. We need new alternative housing models for people attaining Recovery later in life. We need to do In Reach to the Foster Care system and start teaching The Trades to kids at 13 years old in the system and bring ROTC to start a path to the military. Need new ideas and new talent in the homeless field. Now is the time for real change.
A similar day who just got evicted, I can tell you right now. The problem is at the top. The problem is starting at the level of the courthouses. What I just experienced was so devastating and has cost me my home and income, and it starts with the judge the judge allow the attorney to get away with murder. There was fraud on a level. I never expected to see and it's devastating and it's devastating many other people That needs to be resolved today.
should experience having to be homeless and go through the same system to better understand why it doesn't work and what can be improved.
The following are my recommendations: 1) By all means, do not let the CEO's Kate Anderson from the Center of Strategic Planning have anything to do with the selection of the new Director. Ms. Anderson has already made poor decisions and has interfered with the DCFs with the terrible selection of Zaneta J. Smith as its Division Chief, 2) The new Department should have nothing to do with the Watson Consulting because it is a sham, 3) Stay away from all the County's Homeless Initiative staff.
a director who has worked their way up the ranks and has done every job at every level, a veteran, experienced homelessness, property manager, someone who can see the tenant for who they are and not for what they cost and knowing their true value to the rental market, because without tenants the building has no value. Someone with the balls to call bulshit when they see it, smell it or step in it...
Another agency or department is the last thing this city needs. So they can hire insiders and friends to siphon money out of our tax coffers to pay their salaries and not see any noticeable improvement. The motivations of this plan are not to reduce homelessness but are clearly only to advance the careers of Brown and not much more.
Equity is not mentioned once in this survey and it is the most critical issue in filling this position and structuring this department. Over 75% of all people experiencing homelessness are people of color—we need a leader of color to center equity and the experiences of people outside. HFH has been and is lead by white leaders who are not

cultivating and supporting leaders of color, in fact quite the opposite. Lack of transparency and nepotism has been central in hiring and we must do better
Strong familiarity with and support for equity, respect for and use of lived experience, capacity to inspire county leadership colleagues who have done little to date with prevention through mainstream programs.
they absolutely should be deeply connected to LA
The fish has rotted from the head down for too long. If a new director is not selected without strong compassion and empathy, it's a nonstarter.
The fish has rotted from the head down for too long. If a new director is not selected without strong compassion and empathy, it's a nonstarter.
Los Angeles, California we need to come up with an entire different approach and plan because the fact that we have the largest amount of homeless people in the states is ridiculous. A lot of the times these type of funding programs for homelessness is pushed upon people who have mental illnesses or drug addictions who do not want the help, but there is never enough focus on adults who are working, mentally stable, not addicted to drugs, but just can't financially afford to have their own home !!
We need someone with a proven history of advocating and achieving new programs and schemes. Also, the ability to be strongly innovative with great abilities to get along with funders and gov't officials. Such people are rare and hard to find.
We need someone with a proven history of advocating and achieving new programs and schemes. Also, the ability to be strongly innovative with great abilities to get along with funders and gov't officials. Such people are rare and hard to find.
We have homelessness on our street. The stunning majority of these people are either (1) involved in a gang, (2) addicted to and using hard drugs in public, (3) verbally threatening residents, (4) engaged in violence. They are also mostly young and many are white. Homelessness is a crime and drug crisis, none of these people would sustain themselves in housing in a safe way without undergoing drug treatment first.
The new director should prioritize placing lived experience throughout this new department. Not just an advisory board but employees who have lived experience and can bring diverse firsthand experiences in addition to innovative feedback. A lived experience branch inside this new department is absolutely necessary and should be key collaborators. The new director should be informed on what true partnership with lived experience should consist of and hold it at the upmost value.
Be able to avoid nepotism hiring over skilled candidates. Release any new created positions in senior management starting with all deputy directors starting with human resources since bad past leadership was hired through a bad human resources leadership
A leader who will focus on honest and transparent communication to the public to earn back respect and trust which have been destroyed in recent years. Admit when mistakes or bad decisions have impacted homelessness solutions and collaborate to fix the issues. Look at other housing sources instead of just new construction. Incentivize home

<p>sharing as a solution to house people & help homeowners who are struggling with economics in staying in their own home. Focus on prevention, TAY, and seniors.</p>
<p>The Director should have strong leadership experience, especially in social services or housing. They should understand the causes of homelessness and know how to work with different agencies and community groups. Good communication, the ability to think strategically, and a commitment to helping people are all important. It's also helpful if they can use data to make decisions and improve programs.</p>
<p>Public relations with the general public regardless of their background and political affiliation. dedicated individual with high standards and integrity to serve the public interest and serve the people of the state in need.</p>
<p>I really hope there is a rigorous process for selecting a new leader and not just an opportunity for an already existing county staff to by pass all and be handed the position.</p>
<p>The new executive director needs to be able to understand and implement SB 43 starting Jan. 1 2026, in addition to financial management skills. Creativity is needed to deal with those who are gravely disabled and need recuperative care. Aquiring and re-opening hospitals such as St. Vincent in Westlake are as a mental hospital/recuperative care facility should be strongly considered.</p>
<p>Businesses and the public need safety and cleanliness; this should be the primary goal for the public good. Immediate relief is essential. Next is changing permissive policies that have invited drugs and lack of mental illness care (which can mean mandatory) for sustainable relief. Financial expenditures should be tracked and spent on proven solutions.</p>
<p>They should be able to understand data, it limitations in this sector, and have experience using it to inform decision making, instead of using data to support decisions thst havd already been made and advocate and push back against stakeholders.</p>
<p>I wish this survey would actually lead to the selection of the right leader, but I just have a hunch that the person named is already a person selected. As someone who has worked at LAHSA and within this fine city and county, until politicians stop pretending like they know what is best, we will never have meaningful change. I hope whenever is hired has the insight enough to build their own relationships, particularly with the city, and not just do Horvath's bidding. Respectfully.</p>
<p>Having worked round-the-clock for the cause (homeless youth), I hope to see leadership willing to roll up their sleeves with the direct service staff; deeply committed to the cause more so than the perks of the role.</p>
<p>The new director should prioritize placing lived experience throughout this new department. Not just an advisory board but employees who have lived experience and can bring diverse firsthand experiences in addition to innovative feedback. A lived experience branch inside this new department is absolutely necessary and should be key collaborators. The new director should be informed on what true partnership with lived experience should consist of and hold it at the upmost value.</p>
<p>The new director should prioritize placing lived experience throughout this new department. Not just an advisory board but employees who have lived experience and can bring diverse firsthand experiences in addition to innovative feedback. A lived experience branch inside this new department is absolutely necessary and should be</p>

<p>key collaborators. The new director should be informed on what true partnership with lived experience should consist of and hold it at the utmost value.</p>
<p>We need a director that has a collaborative mindset and is committed to creating a structure that plans and evaluates system progress closely with the COGs and the Direct Agreement Cities. Sharing programs, outcomes, collaborations, and ideas can benefit the entire county homelessness system.</p>
<p>It is incredibly disappointing to see that lived experience AND experience working directly with unhoused people are both absent from any part of this survey.</p>
<p>I would urge the County to focus on continuity of leadership given the tumult that is happening.</p>
<p>Shared decision making, willing to involve people with lived experience, collaborative, prevention over being reactive</p>
<p>The new director shouldn't be anyone who currently Oversees homeless nonprofit work. It should t be someone already in the "la ecosystem." It should be a visionary leader (ideally from Another large city where they have had success with homeless issues like NYC, Chicago). Someone definitely bilingual in english and Spanish. Someone who will challenge existing bureaucrats in the La ecosystem. Someone that can manage in a role Like this so Definitely not a government or nonprofit ED anymore.</p>
<p>Director needs to know the difference between the Housing First(HF) Approach, which does not work and gives the evidence based HF Model a bad name. The HF Fidelity Scale has 38 Measures that need to be implemented across LA County, helps participants with their quality of life, not be homeless "again", and is an anti-racist model when practiced to fidelity. Prioritize placing employees with lived experience(LE) throughout the department as key collaborators and have an LE advisory board.</p>
<p>There is a critical need for cross-sector collaboration to recognize the current gap in policies that weaken current systems (e.g., expanding the definition of chronic homelessness to tackle the incarceration-to-homelessness pipeline head-on).</p>
<p>Please hire based on MERIT & COMPETENCE, not on DEI (hiring Black & Brown people just for the sake of hiring DEI). We're TIRED of hiring incompetence purely based on people's skin color, which is a form of racism. We need a leader who can be trusted, has past history of impact, is a strong leader and doesn't steal/funnel tax payer funds to their spouse's nonprofit.</p>
<p>I am a current employee of LAHSA, in my opinion a thorough background check should be done so no conflicts of interest arise after the person is hired. Moreover the salary should be the same as or less than other county department heads, and this person should prioritize throughput and not political/media appearances.</p>
<p>I wish this survey focused more on community needs and the expertise of those who've experienced homelessness. It's not about being polished or "visionary," but about being deeply connected to the people needed to drive a collective goal of ending homelessness. With the renewed focus on Housing for Health, the leaders who built this model are exceptional and must not be overlooked.</p>

<p>Well it is important to select an individual that is skilled and well rounded. It is equally important to be mindful of these three unique qualities and characteristics in a leader. One, the ability and desire to learn on a consistent basis. Second, the ability to take accountability and be transparent whenever asked. Finally, to always remember that homeless services is a very specific and special population. Participants are human beings first and should not be considered a money making pond.</p>
<p>Do not hire anyone from LAHSA</p>
<p>Continual overview of what solutions, budgets and other work is being done is necessary. It cannot continue as it has been without oversight. With money going towards this crisis we should be seeing solutions. It should include accountability for those experiencing homelessness. There should be a fair trade between them learning a skill and getting back on their feet. We cannot wait for the future or some plan that is far off.</p>
<p>New ideas would be great</p>
<p>Understanding of bureaucratic systems without being subservient to their limitations— have to be able to build a better process while still burdened with the old</p>
<p>Be able to do a great job as Dr. Va Lecia Adams. She was great, unfortunately the county had other ideas. It’s not easy.</p>
<p>The Director needs strong community engagement skills to build trust and foster relationships with individuals experiencing homelessness, as well as local residents and businesses. This will be essential for understanding the unique needs of the community and gathering input for effective program design. For the high rates of trauma among homelessness, familiarity with trauma-informed practices should be a critical competency.</p>
<p>Here is how you fix homelessness and transform the city. 1)No free parking anywhere. This gets rid of the junk cars and RVs. Open homeless RV lots outside the city. 2) Vacancy tax on the hundreds of underused and derelict commercial lots. Force them to build housing. 3) Move the free drug clinics and jails to the desert. We cannot lock up the mentally ill, it was tried and they get horribly abused. Let them roam outside the city. 4)Enforce no public camping. Arrest and release outside the city.</p>
<p>Should have experience with Quality of life citations, Criminal sentencing basics -such as Homeless court, Reentry, Benefits, Hand on experience.</p>
<p>Transparency and meaningful engagement with provider organizations. Ability to engage in feedback sessions that lead to actionable change where needed.</p>
<p>This director should have strictly private experience. Familiarity with and experience primarily in government will be a disservice to this position. Public works has NOT been successful in this endeavor and this problem requires leadership from the private sector who are expected to deliver positive results timely and within budget.</p>
<ul style="list-style-type: none"> -equity -lived expertise of homelessness or direct experience working with people experiencing homelessness -provider and workforce support (in this uncertain and increasingly polarized and punitive time)

We need someone that thinks outside the box and is not stuck in the current social services paradigm that does not wok for everyone.
Hands-on experience on Homelessness is essential for this position.
Relationship building: The Director should meet with every municipality to understand what each City is doing to address homelessness and their capacity to implement or enhance current homelessness services in the area. The Director needs to assess homelessness in the county. A staff should then be assigned to each LA county region or SPA and maintain relationships with the Cities. The Director needs to advocate for a state of the art mental health facility to be built for LA county.
Should not be a person who had led agencies that don't produce great outcomes, aligns with political figures for their own gain, hires family and friends whom are not qualified to practice, implement, or contribute to the duties of their job, uses fear tactics to control her employees, and lacks accountability
Valuable skills would be that the new director understand homelessness is a multi-level, multi-disciplinary issue. Must be willing to acknowledge that there needs to be systemic changes, like cost of housing, and be able to pull dedicated partners to transform such systemic issues like cost of housing. Also, Trauma informed care trainings for staff who manage PSH or other types of housing. Last but not least, ensure that our PEH neighbors receive great medical and mental health care.
Experience with good outcomes with any previous departments or in working with public or private organizations
The state is in crisis and the housing problem is highly visible. This is not the time to hire someone who has "potential" to do the job. This leader must be transformational in their approach and demand accountability from their team. They have to have a deep understanding of governance and know how to develop the proper infrastructure to handle this complex problem.
This director should be willing to seek the opinion of trusted experienced County and/or NGO staff. Some of the best HFH leaders I've encountered are those willing to share the vision, and share the troubles, it takes everyone moving in the same direction to solve this problem.
Director needs to have a "transparency" mindset when it comes to use of funds (find multiple ways to make it very clear to the public how funds are being used), be willing to admit what services/programs and failing and reform them (make tough decisions) and have the ability to find creative solutions to a complex problem. They must find ways to work with all sectors on this multi-faceted problem.
To succeed, the new director will need to be able to (1) effectively navigate County government - Board of Supervisors, CEO, and Departments - and (2) collaborate effectively with non-County partners, such as service providers and cities. People with experience only in government or only in the non-profit sector will be unlikely to have both of this essential abilities. Also, the new director will need both an open heart and a strong mind.

<p>While it is highly unlikely that anyone with a personal history of chronic homelessness will have the leadership and organizational management skills and experience necessary for this position, I believe it is of vital importance that the individual chosen should have a proven record of including the voices of those with lived and living experience into policy, program design, and implementation choices in the organizations they have previously led.</p>
<p>Someone dedicated to accountability who is not afraid to shine light on waste and underperformance. Someone that sets the standard high and inspires others to set their standards high. Someone committed to putting people above politics, always. Someone who leads with principle, not policy.</p>
<p>Then new Director should not be a political appointment (who you know instead of what you know). The current Homeless Initiative staff needs to be replaced by the Director with qualified people who know what they are doing. The new Director should secure staff from DCFS who are currently working with the transition age youth population, and not staff who haven't a clue of how to serve these young adults.</p>
<p>It's important for the person leading this department to understand the real challenges people experiencing homelessness have, they should be empathetic to the needs of the client and the frontline staff. The frontline staff should be trained and understand all the different programs and how to access those services and they should have access to ongoing training.</p>
<p>Someone with a background in homeless services. May include government individuals who have managed homeless services or homeless services providers with in the field experience.</p>
<p>The Director should have knowledge of homeless services and a background of working with individuals with lived experience. It is essential that the solutions are equitable, sustainable, and meet the needs of people experiencing homelessness. The department also has to focus on prevention.</p>
<p>I would normally stress more patient-centered care experience, trauma, housing and knowledge of substance use concerns but in this current federal administration, it's all about securing alternate funding so we can offer services at all</p>
<p>The Director should be prepared to deal with the many hurdles and pitfalls that exist already working within the bureaucracy of LA County. If all parties are not prepared to enact change to address the lack of cohesion and resources, nothing will improve.</p>
<p>Director should be namely focused and prioritize homelessness throughout Los Angeles County but not to the detriment of lack of services administered in South Los Angeles especially in the Watts community (Laurel, Alameda Street and nearby side street/areas). Skid Row area gets attention, but other communities are just oftentimes neglected. Please do not select a verbal communicator...require immediate action and to serve for a very limited period if no results. Homelessness advocacy a must.</p>
<p>The "Whatever it takes" approach is important. However, monitoring agencies is crucial. ON-SITE program and fiscal monitoring are the only ways to keep agencies held accountable. Paying for empty beds is a mistake. How does that motivate agencies to fill beds? It doesn't. Monitoring is good thing. Monetary disallowances to agencies keep</p>

them from underperforming. Millions of dollars will be wasted unless monitoring is taken more seriously and not seen as a hinderance.

Needs to have the authority and knowledge to not violate any laws.

Share self help exchange has provided housing by renting existing housing. Home owners are encouraged to rent collaborative housing. Share also provides mental health support. The data on them is available. We need tiny house communities built on abandoned government buildings/properties. We should pay builders like Cheeky Monkey and other tiny house builders to make affordable homes using recyclable materials.

A leader who's prepared to navigate the complex LA political/service landscape.

The new director needs to be someone with homeless services experience, ideally from the LA landscape. This is not about innovation. This is about leading the sector with proven interventions that we know work. They should be committed to a successful transition of LAHSA staff and functions to the County, and vigilant to ensuring the success of the system across LA County, inclusive of LAHSA, not just of County functions. PEH need the County department AND LAHSA to continue to function.

Lived experience is key

We've had senior managers brought on from outside of the County and watched them struggle and miss important things that meant they could not provide the proper support to the team in areas like budgeting and staffing. Strongly recommend that the Director be selected from within the County as they will be expected to hit the ground running and already need to understand budget cycles, Board relations, HR, contracting, etc, or else we will continue to struggle.

Please don't pick someone from LAHSA.

The new leader should discuss their real plan to get all the homeless off the street before being offered the job. It should be a real operational plan and not fairy tale ideas. They should be aware that an immediate change is needed and be willing to work with law enforcement to move people off the street, they should also not just place all the burden of the ill and drug addicted on agencies but should build options for those who are not able to realistically live in permanent housing.

True homelessness is mostly a mental health issue. Unless more individuals can be held in secure mental hospitals for ongoing treatment, many homeless people will revert back to homelessness. Compare the costs of operating such hospitals with the money we are supposedly spending on homelessness to see the financial reality. Family members will be more likely to be able to visit these individuals if they are hospitalized rather than on the street.

Have an understanding of all of the work that has already been done as a starting point. Ability to strengthen areas that need it and maintain the areas that are working and showing success.

Client-centered, tenant-focused, and focused on results. We need someone in this role who has proven experience building from the ground up so that the private sector partners (nonprofit providers, developers etc) don;t continue to drown in funding

<p>applications, contracts administration and cash management issues created by poor systems design. "Building it simple from the start" requires someone with direct proven experience in having done so already. Someone like Cheri Todoroff.</p>
<p>Some knowledge can be taught, but the correct heart and mentality cannot. I'd rather have someone in this position who genuinely cares about the homeless population and has a passion to help it than someone who is familiar with all the legislation and politics around the issue but who doesn't actually care about homeless people. Los Angeles needs to lead with compassion, then action, not the other way around.</p>
<p>The person needs to be able to have a high-level macro view of how all the pieces work while also having a fundamental understanding of all the pieces and how they work together. They need to be able to envision how different choices can affect the smaller pieces and what possible outcomes can be triggered from those choices. Understanding how people operate is key to being a good leader.</p>
<p>Boots on the ground with the REAL understanding of the homeless crisis. Understanding that yes, a lot is mental health but the reality is A LOT is an addiction and criminal issue. Not afraid to get things off the ground quickly, regardless of the political red tape. Understanding how some of the encampments are solely used from criminal activities and sex trafficking</p>
<p>I believe the director should focus on policy change around access to housing for those who are chronically homeless. Our current model focuses on individual rights over collective rights and is something that must be readdressed at the policy level. I would propose looking the root causes of homelessness and centering our housing solutions around this, knowing that the majority of those who are unhoused suffer from mental health disorders and SUD.</p>
<p>Important to have experience in homelessness efforts. Should not be limited to a service provider background/ government experience. Understanding of funding sources can also be learned. The Director should have strong and a good record of management of staff. High retention of staff, outside the box thinking and experience with strengthening relationships/ partnerships.</p>
<p>My hope would be that this person would find ways to unite the county and understanding that the housing crisis is being experienced across ALL SPAs and some of the partnering agencies that are further out are wanting to see improvements in in-person support and communication.</p>
<p>This leader should be really dedicated and passionate. Director should also have history of being transparent in the work they have done. Director should be open to feedback and be innovative in the work they do.</p>
<p>Someone who is not afraid to navigate the complex County political system, and be willing to not only be held accountable, but be willing to bring a new level of accountability to the County.</p>
<p>Must have a strong understanding of the reasons homelessness exists and have a desire to address those reasons rather than only focus on rehousing.</p>
<p>I believe the new Director should have a proven ability to lead complex, multi-sector systems while centering equality and lived experience. In addition they should display</p>

Director of New Department – Qualifications Survey Results

discernment in people to be able to build a knowledgeable team to move the new department forward as one person can not manage it alone.
The new director must possess a deep understanding of the primary challenges confronting the homeless population, as well as the obstacles faced by those dedicated to addressing and reducing homelessness.
n/a
Need to find someone who can ensure that funding is being allocated alongside data-driven and evidence-based policy making so that there is less corruption and wasted funds
It is important to to delay the Measure A Funding Recommendations, maximize funding to local jurisdictions, and to adopt a Hub and Spoke model for the new County Entity.
They should be able to develop a system that would monitor funds and know what the main needs of the homeless are, and how to help those that are resistant to help due to mental health issues.
We need new leadership!!! Do not bring someone from LAHSA to fail again.
These are all extremely relevant competencies, as well as ideas about needed experience and expertise. Congratulations on a very good survey - it made me think and really assess what I think is needed in this position. I think it would be excellent to find a new Director that has experience in other jurisdictions and does not have deep relationships with the current leadership of Los Angeles County and City.
We need a director who cuts bureaucracy/barriers to entry in programs, is data-driven AND trauma-informed, and values lived experience and frontline staff—improving pay, workload, hiring, and leadership paths. As a Social Worker in a non-SW government role, I've seen how poor pay, burnout, and no real career pathways keep us failing on homelessness. Stop overpaying CEOs and undervaluing boots-on-the-ground staff. We need leaders who 'get it'—and back the people actually solving the crisis.
N/A
The Director of the new department must have in depth knowledge of the County and be given positions/items to reflect the importance of the work. They must have prior experience in the funding streams and programs they will be responsible for and be able to have autonomy with delegated authority with contracts and being able to be nimble while also setting expectations on what is and isn't possible with funding constraints. Please set this director and department up for success.
I think it is important to select someone who can help the County of LA transform homelessness, using a collaborative approach. Many people and organizations are vested and committed to addressing homelessness, so the Director not only has to be strong when it comes to organizationally leading the Department and staff, but also be comfortable being more a facilitator and convener when working with organizations and County departments. This is important to building trust and confidence.
Los Angeles County's aging and disabled populations are facing a growing housing and homelessness crisis, with adults aged 50+ now making up nearly 40% of the homeless population. This is the fastest-growing age demographic, which will triple by 2030. Of this

group, 40% are unduly Black and African American. Older adults are too frequently overlooked when addressing funding and solutions for homelessness. It is imperative that whoever is hired have a knowledge of this demographic.

Admit that what we have been doing doesn't work. It has been decades of mediocrity and failure. Take a different approach. Consider everything. Have the courage to offend a few stakeholder groups. Tending to ideology will keep us stuck. Tell legislators and Governor in no uncertain terms what's required now. Step over and through obstacles like NIMBY and business groups. Stratify the population! There are ~15 subgroups. Consider strategies beyond our borders. Consider some of Trump's suggestions

The ideal Director of the new Los Angeles County Housing Services Department will have extensive experience in affordable housing policy, systems-level program implementation, and cross-sector collaboration. They must demonstrate strong leadership in housing equity, homelessness solutions, community engagement, and managing large public-sector budgets, with a deep commitment to racial and economic justice.

Please consider equity and lived experience. We also need a leader with COURAGE for our sector. There is so much pressure from the public and electeds and we need someone who can make the right choices to actually make a difference in the face of a lot of noise.

Someone who will not do the same thing that has been done before and expect different results. Someone who is not afraid to stop relationships with organizations who are not doing what needs to be done addressing homelessness who has no data accountability on the cities they serve (such as Union Station for SPA 3). Someone who is committed to using the new Measure A Funding to really change the outcomes addressing homelessness. Someone who can actually make a difference and address the problem.

Compassion for the plight of the homeless is essential. Also the ability to distinguish which ones are there due to mental illness as opposed to those there for other reasons. There must also be a way to convey to these people that any assistance is designed to be a TEMPORARY fix and not an alternative free ride.

We need accountability from this position and every county department. If we don't see accountability and improvement we will be forced to replace current Supervisor's.

An opportunity for new leadership to take lead, hold agencies accountable for following guidelines, for ensuring that distribution of funds is fair and equitable. I also believe there should be accountability for doing the job with the right dept. and positions. Compliance and monitoring are very important and necessary. don't waste money and time creating repetitive dept. doing the same things. Case management is crucial. Programs housing people do not need to be given new names every year.

The new director needs to be able to work well under extreme pressure and will need to be a bridge builder that will LISTEN to feedback but have the gumption to implement what they believe to be the most effective strategies.

Thank you for the opportunity to share input. In addition to strong leadership and collaboration skills, the new Director must understand that many experiencing homelessness have endured 10 to 20 years of substance use, mental illness, and physical and emotional abuse. These are not quick-fix issues—long-term, trauma-

<p>informed programming is essential. No more fly-by-night programs. The Director must commit to sustained, holistic support that addresses root causes and ensures lasting impact</p>
<p>Director should consider supporting a subregional response to homelessness. Subregions should align with CoG infrastructure. Groups of cities should be provided regional, homelessness data that eventually can track people in real time and can determine inflow, exits and actively homeless numbers monthly. Groups of cities are then responsible for aligning regional leveraged funding (Measure A, etc) and city generated funding to align with a centralized set of goals</p>
<p>The new director should have local government experience that he can use to make the adequate moves to make his projects a success. His potential network will allow him to get quick access to questions and proposed answers in which an outsider will waste time in finding. Furthermore, an in-house director will have an experience team he can pull into the new department.</p>
<p>The Director for the new department needs to be familiar with the housing operations, (including budget, legal and federal requirements), currently offered to unhoused individuals and families. A license as a mental health professional is essential because so many of the homeless individuals have a mental health disability and or a substance use problem.</p>
<p>The candidate should be able to demonstrate exactly how funding has been spent.</p>
<p>CEO-HI has done a great job so far</p>
<p>Homelessness is a direct reflection of systemic inequity. The Director should have proven successful experience in developing equity-based programming along with a track record of hiring programmatic management that reflect the population being served. Also, there should be requirements for executive level management experience at County, State or Federal level government systems. Skills mentioned above can be delegated down to Chief Deputy and Deputy Directors.</p>
<p>Knowledgeable about organizational psychology and change.</p>
<p>Trauma informed care and understanding the complicated nature of homelessness is most important to me. Someone who understands intersectionality, harm reduction, and housing first.</p>
<p>I'd like to see a transformational reformer with fresh, innovative ideas & the skillset to implement them with care, intention & efficiency. I'd like this leader to have experience with the varied, complex issues contributing to homelessness, but not be so entrenched in past approaches or 'solutions' that haven't helped enough. I'd also like this leader to have deep expertise with multi-layered, coordinated systems of care. I'd foresee a deputy whose expertise is housing policy & development.</p>
<p>The Director should have lived experience or deep community engagement with unhoused populations, proven success in housing-first models, and a track record of cross-sector collaboration. Strong leadership in racial equity, trauma-informed care, and accessible service delivery is essential. Vision, transparency, and accountability must guide every decision.</p>

<p>Need someone out of government as local and state government have been mismanaging for years. Someone who is a developer and can create a plan immediately needs to be put in charge</p>
<p>Please make sure all Los Angelenos are treated with respect and given the care they need. Put the funds into outcomes.</p>
<p>I have lots of experience as a service provider and a formerly unhoused Angeleno. There's research that indicates that providing folks with housing as well as networks of community support leads to less people returning to the streets (same with prison). It was not a non-profit or a government program that got me back on my feet—it was the community I made while learning how to survive. The solution is simple, bureaucracy is not. We need someone who will rock the boat without sinking the ship.</p>
<p>The director needs to be aware that people who actually own homes and pay taxes are being seriously affected by the homeless situation. People should feel safe in their communities.</p>
<p>Visionary leadership! Someone whose thinking isn't confined by the tools we have available now and is actively seeking out NEW SOLUTIONS and tools! What does a solutions-driven response to homelessness look like that puts people FIRST. Compassionate solutions that solve and importantly PREVENT homelessness will benefit everyone regardless of whether they want it solved because it's a humanitarian crisis or if they think homeless people are a nuisance. We need a courageous leader to take RISKS!</p>
<p>It is imperative that whoever is chosen is a formidable and respectable leader who isn't afraid to hurt people's feelings. Get the job done. Los Angeles citizens are tired of being embarrassed by the state of the city.</p>
<p>I think the public should be educated or have ability to be informed on where to find services to help advocate for unhoused individuals that they see are in need of assistance, but don't know what agency they can reach out to.</p>
<p>Please have someone local to LA County and familiar with the particular challenges we face. We don't need an outsider who doesn't understand and then fails</p>
<p>It is imperative that whoever is chosen is a formidable and respectable leader who isn't afraid to hurt people's feelings. Get the job done. Los Angeles citizens are tired of being embarrassed by the state of the city.</p>
<p>They absolutely should not be in law enforcement or any related careers.</p>
<p>Please have a Native American who understand intimately about land use and reconnecting spaces to nature. And who is willing to ride the Metro rails AND go into a public library. In other words, hire someone who is long invested in this region and not someone whose childhood memories occurred outside of LA County</p>
<p>Start with waste fraud and abuse. Clawback all the outstanding loans, prosecute the fraudsters. Make sure it doesn't happen again.</p>
<p>Need someone out of government as local and state government have been mismanaging for years. Someone who is a developer and can create a plan immediately needs to be put in charge</p>

<p>Previous experience and proven outcomes working with community providers and individuals facing homelessness. Willingness to step outside the box and try new strategies.</p>
<p>I would like a true reformer. Someone who will do anything to protect Los Angeles and the surrounding area. Everyone should be able to walk in the streets freely and without fear. Being homeless is one thing, but drug use is in plain view with no regard. Not weed or even alcohol, but heroine, crack, meth. Help the rest of us to invest in our communities. When we see homeless people, just look up and you'll see apartments, who's owners or tenants need a catalyst who'll energize their investment.</p>
<p>We need someone who can streamline systems in order to lower barriers for those individuals seeking housing assistance as well as for those agencies that work with these populations. At the same time, this person needs to ensure high levels of accountability throughout their organization. The two should go hand in hand since the more complicated a system, the easier it is to miss something.</p>
<p>Think outside the box in addressing this issue. Our living situation - physically (houses) and visually (design) - deeply affects our psychology not only on day-to-day and on an individual level, but on a life-long community level. The homes we find for the unhoused should be innovative; places the unhoused will be inspired to change their situation. Mental health plays a crucial role in their situations.</p>
<p>Dedicated to reserving funding for mental illness. Advocate for mental and substance abuse institutions.</p>
<p>I believe that Pasadena City Councilman Rick Cole should be tapped to head this new agency. As a current student of Councilman Cole at the Pepperdine School of Public Policy, I have been able to take a semester-long course on the homelessness crisis, where he and Katherine Perez have demonstrated their knowledge of the issue and an understanding of what steps need to be accomplished to solve this crisis. Councilman Cole is the man for the job, and should serve as Director. - Aidan Kohnke</p>
<p>Open honest Communication and education with local residents to get them onboard with the task of achieving what everyone wants: to have control of homelessness. Gets a structure in place. Identify specific need of each person, get them into a structured pathway for their needs. A team who follows people through to the goal. These teams link people up with specific service providers. Another team who follows In maintenance. The Director leads and guides the complex workings. A SoCal team effort.</p>
<p>A Director that has had on-the-ground experience working with the unhoused would be a valuable perspective to bring to the role--of course experience with leadership of large teams and budgets is paramount, but a personal understanding of what its like "on-the-ground" will bring imporant perspective to decisions.</p>
<p>It is my strong belief that the next Director implement immediate, no-cost housing for all homeless people in Los Angeles. The cost of "preventing" homelessness and relocating homeless encampments costs more than literally just giving them places to live, which is proven to lead to stabilized mental health and securing employment.</p>
<p>Please hire someone humble and christian</p>

<p>We want a director who understands that a Care First policy is supported by all the data and evidence available to us. We want strong preventative strategies in addition to longterm visionary ideas to get folks stable housing.</p>
<p>People need safe housing and mental health and substance use services (and even a harm reduction approach) asap. We need home health services. We have to approach this issue with compassion and humanity but also be realistic about the environmental impact of people living on the streets. Housing first.</p>
<p>Someone that can finally solve the problem</p>
<p>n/a</p>
<p>LAHSA as a whole is incredibly disorganized and does not know how to effectively create programming that will lead to positive outcomes. The director needs to have a strong understanding of the importance of mental health, substance use, prevention, and positive development. The director needs to push for better a more standardized way to follow compliance guidelines (less outdated paperwork) and a more unified way for programs to operate (not up to agency interpretation).</p>
<p>The Director should be Black or reflect the population most impacted by homelessness. They must have nonprofit experience in homelessness in California, understand housing alone isn't the solution, focus on sustainable change, strengthen local partnerships, and push for bold policy reforms. Lived experience and cultural humility are essential.</p>
<p>Los Angeles City/County has a major homeless problem because the right hand doesn't know what the left hand is doing. People move into inadequate temporary housing where there isn't enough hands-on social services to help them transition from street to member of society. There is a lot of wasted money and red tape; nothing gets done because everything needs approval or a voucher. It's complicated and confusing for a public who keeps voting to raise taxes for a problem that is never fixed.</p>
<p>I would like acknowledgement that there ARE people who make their way to California because we have many social services, and I know first hand of examples of folks from the southern states arriving here and receiving housing BEFORE 20-year residents of this city. I'd like to offer transplants a bus ticket back to their original state.</p>
<p>there should be no waste of funds whatsoever. accountability is extremely important</p>
<p>This director needs to have personal experience with either being unhoused or having a family member in the same situation. Should prioritize NOT being politically affiliated. The connections will come but NEED to be familiar with government budgets and funding streams, especially on HFH/DPH/DMH and strong program management. Forget executive leadership, and someone whose been high up in unhoused sector and find someone with financial and program acumen.</p>
<p>1) It's been proven that giving people a place to live can, right off the bat, help pull people out of poverty. You cannot get a job without an address. Period. Give them a place to live. 2) That being said, people say "homelessness is a choice" & that is partially true, in that, many people would prefer a community on the street over having a home. What good is a</p>

<p>home if you are isolated from the community and emotional support system you've developed on the street? This relates to mental health</p>
<p>Find things that work and stick with them. It's a hard problem but I'm optimistic we can solve it.</p>
<p>The most important thing is someone committed to getting people off the streets into care as quickly as possible. Being a visionary or reformer a real estate expert or a homeless expert doesn't matter if the person isn't getting 100% of people off the street and preventing new additions within 6 months. This notion that in 5 years we'll have a 12% reduction is insane and unacceptable. Efficacy and action are what we need.</p>
<p>If politics are at play, since previous LA leadership was/is a total mess and didn't work, then maybe we should try putting a Republican to do the work and see if things finally change?</p>
<p>It's imperative that the new director come from outside the current, broken system. The ultimate goal shouldn't be to grow the enterprise but to solve the problem.</p>
<p>Should NOT be a political pick for one of the BoS' friends. Find a proven, innovative leader committed to transparency and transformation.</p>
<p>ADVOCATING FOR THE NEEDS OF THE HOMELESS, UNDERSTAND THE CAUSE OF THE COMPLEXITIES THAT RESULTS IN HOMELESSNESS, BE EFFECTIVE IN PROGRAM PLANNING, AND HOW TO IDENTIFY AREAS OF IMPROVEMENTS, ADVOCATE FOR POLICIES THAT ADDRESS HOMELESSNESS AND FOR IMPROVING SERVICES, EVALUATE EFFECTIVENESS, ALLOCATE RESOURCES EFFECTIVELY,</p>
<p>This new department should organize and coordinate a homelessness response that puts equal weight on supporting housing production to prevent future homelessness alongside working to provide housing for people experiencing homelessness today. There is no way to end homelessness without ending the housing crisis. The scale of the problem requires someone with enough real estate experience and a problem-solving orientation to build a team that can act invest public dollars in catalytic ways.</p>
<p>If you do not get someone with education in the human body and how it works it is likely a waste of time. There are plenty of great hard-working well-meaning individuals that work in finance, politics, government agencies, Etc but don't truly understand the organism that they are trying to help. Fix the person not the system. Desperate need for more state-sponsored conservatorship funds. Rn, OT and PT are learning daily, many have Masters and phds. Connections and finance can be done separately.</p>
<p>Our neighborhood has experienced a drastic increase increase in homelessness. These individuals are suffering from severe mental illness and drug abuse. They need mandatory treatment programs along with housing. Thank you</p>
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<p>1</p>
<p>WE NEED ENFORCEMENT OF LAWS. HOMELESS IGNORE ALL LAWS ANS GET SPECIAL TREATMENT. It is unfair to law availing and normal citizens and people. We need sanity we are the only place in the country facing this level of crisis, we need homeless who are</p>

not destroying our communities! Kids do not feel safer in LA county and young families are fleeing.

Director must focus on developing health-based programs and facilities to get people off of the streets and get their mental health and addiction under control. Drug use on streets is criminal. The public should not be exposed to associated harm/risks. Promote mental health education programs/career development. Align local policing or community services to support moving people off the streets and into facilities. Ensure facilities are capable of long-term housing/care, could mean life for some

Full transparency is required. Any conflicts should be cleared up and hiring should be managed by LA County HR Management Fellowship Program. This position should have solid performance metrics that must be achieved by specific timelines or else the seat should be vacated (i.e. housing retention rate, vendor payment timeliness, service connection rate, quarterly public dashboard updates with client feedback integration, independent audit compliance, resource use audit, & whistleblower usage).

The most important qualifications needed involve the drive needed to actually improve the situation of the homeless population in LA. There has been a great deal of talk about the problem with no real solution to the problem. We need to have this problem solved ASAP and the director should be laser focused on solving the problem.

Solving the housing crisis is a megaproject, like building a bullet train or a space telescope. (It's just harder to see.) Bring in someone with a demonstrated history of leading successful large public construction or engineering projects. If you're worried that they won't have knowledge specific to this crisis, then pair them with someone who does. Find the right person, then offer to match their existing salary, even if it's expensive. Otherwise, you'll be stuck with mediocre candidates.

Some of the people that I put in requests for are still living directly under the bridge on Palmdale Blvd and they need help. Directly under the bridge across from the construction. I put in about five requests in an 8 months period and those senior males are minorities that have been left behind this far. Their names are PJ and Roberto they are in cardboard boxes directly under the bridge on Palmdale Blvd. Additionally, there are camping tents still under the bridge needing help. Palmdale Ca

The approach to homeless in Los Angeles has been managed in a completely wrong way and complete state and local failure. The amount of scandals, inefficiencies, lack of results is offensive for all tax payers. You need to get people off the street and into recovery so they can be transitioned into transitional housing. Most of the homeless are expecting addiction or mental health issues that need to be addressed as a first step before they can get into longterm housing.

As someone who does this type of executive leadership work at a large public agency in California, I think a talent for listening and an appetite for collaboration are as important as the ability to set clear direction and empower teams to execute. It's an incredibly big job you are seeking to fill in a tough environment. Good luck!

Inclusivity, human interest, and community outreach with wraparound services
I think the person should have zero experience working with the homeless population. In particular NO ONE that is currently working for LASHA or the state. The bureaucracy needs to change, the director should be an expert in mental services and in addiction as that is by far the #1 reason for homelessness.
I believe the most important thing about the new leader should be strong relationships and understanding of existing providers in LA County and County government departments. There may be some thought to bring in someone "fresh and new" without specific experience, but I think that would be a HUGE mistake. Homelessness work and funding are incredibly complex. Other key needs is a proven ability to collaborate with elected officials and county/city department staffs.
The new director must be a person who should have the willingness to understand the real problems a homeless person is facing in a humane manner. make access to shelters especially at nights to every homeless person in the different parts of the city. advocate the policy makers (politicians) to make the policies which make the agency/peace officers enable them to force the homeless people to enter into the shelters. eliminate all the street makeshift tents from the streets of Los Angeles.
The director should not come from any of the failed projects that allowed our tax dollars to be spent without accountability. We need input from social workers and people who are versed in dealing with the unhoused. We need to look to other successful efforts for guidance. Much like Finland, housing first should be the goal. Getting people off of the street and into a permanent shelter allows them space to take on more responsibility. Keep LAPD & law enforcement away from this program!
Someone that understands how to run an organization and how to hire the right people to run and manage different departments executing the goals. The Director should have more proven successful organization leadership skills than specific knowledge in one area.
Someone who actually cares to end socioeconomic racism, mental health issues and the cradle to prison pipeline
Not on the position, but on the survey... the drag and rank questions did not work on a phone. The screen just scrolled. Please think about that and accessibility when developing wide-reaching surveys. Young people, people without access to computers and others will not be able to complete the survey accurately. Also, after trying on my phone, I barely wanted to come onto my computer to re do it. I only did to leave this comment.
Need to be fiscally responsible. Cannot take a salary higher than any other director in county level government. Stick to a budget, stick to a goal. Abide by ethics guidelines, no backdoor dealings and no bid contracts.
The system is corrupt. You need leadership not promoted from other failed efforts.
Finding the person with these qualifications will require a national search. Given the size of homelessness, might be best to get someone with California background, maybe New York, but definitely needs to be someone with experience managing housing in major metropolitan areas with high homeless. Ideally someone from a state that has Medicaid

expansion and is a champion of housing as the foundation to everyone's public health, with recognition of specific groups disproportionately affected.
I've volunteered with outreach groups and supportive housing organizations to provide force-free dog training support. Co-sheltering of people and pets is so important, including providing services for both people and their pets so everyone can thrive. Consider partnering with My Dog Is My Home to learn more.
Serving as executive director of LAHSA has been a thankless job and no one has left on good terms. Please figure out how to structure this position so the director has both authority and full support from the BOS.
The city of Los Angeles needs someone who deeply cares for the community and is wanting these individuals who have become homeless to do better for themselves and not give up on them. That means providing resources even if they throw it back to your face. These individuals need consistency.
Needs to understand the workforce in this sector is stretched thin, and largely burnt out. Adding the stress of a big system change is going to be difficult for those of us working in this field, so a new Director will have to be able to approach that intentionally and tactfully. They should also be a really good at speaking simply to complex issues - they can't control the causes of homelessness, and need to be able to explain that without seeming like they're just making excuses.
I want an experienced technocrat who will make data driven decisions. I want someone to hold nonprofits accountable and to develop more in house resources to tackle this issue instead of contracting everything out. I want someone to build new housing at a reasonable cost.
The Candidate needs to show a passion for solving the homeless crisis. They must have compassion for unhoused individuals. Proven record of NO self interest when it comes to solving problems in both the private and public sectors.
We need someone who will pursue housing first, not shelters and reject criminalization of our unhoused neighbors which wastes taxpayer money while doing nothing to solve the problem.
New Director should not be opposed to creating mental health institutions that institutionalize PEH against their will if the severity of their mental health problems are so severe as to pose a threat to themselves, the community, or the public agency infrastructure where they are encamped. New Director should not be opposed to creating drug treatment centers and placing PEH against their will for similar reasons. Communities are desperate for solutions that remove PEH from unsafe encampments.
Someone who is responsible for every penny of the taxpayers dollars.
We need someone who will build a different system and learn from the lessons of LAHSA and various housing and homelessness efforts in LA. We need someone that has a race and intersectional analysis to work given the disproportionate impact of homelessness in Black, Native, and Latinx communities.
Extremely compassionate and non-judge-mental. Ability to engage and come from behind the desk and/or just a job entitlement/book knowledge. Meet high performance measures, proof of quality success stories,

<p>motivational interviews, posted data base system and award/certification. My professional and lived experience, the homeless population were mostly creative artistry with talents, gifts etc. Create a therapeutic, holistic and spiritual stance rather than “Pill & Chill Popping”</p>
<p>It’s very important they have knowledge of drug abuse/addiction/mental health issues. What to do in situations like this? Do we house people against their will?</p>
<p>Must be someone who truly cares.</p>
<p>Able to manage the situation with existing funds.</p>
<p>Get this right for the sake of our community!</p>
<p>Absolutely no one already overseeing current homeless issues should be appointed because of terrible scandals and lack of progress</p>
<p>Staff who have worked under applicants should be invited to weigh in on whether they view the candidate as a strong leader. At the County, performance evaluation is often top-down—this is a chance to include staff voice. If the candidates come from within the homelessness services landscape, current and former team members should participate in recommendation or feedback sessions.</p>
<p>First suggestion I would like to make is for the county to discontinue the use of the word homelessness! County should start using the term unhoused! The shift from "homeless" to "unhoused" aims to reduce stigma and emphasize the systemic issues contributing to homelessness, such as a lack of affordable housing.</p>
<p>I think the entire issue is that these funds could be used to prevent homelessness right now by providing direct payments to people at risk or in trouble. The extensive administrative costs eat up funds and make everyone lose trust of the system. The amount of “vetting” of houseless people should be minimal. Spending large amounts on hotel rooms or safe camping sites to third party vendors is wasteful. We could actually get apartments for these folks for cheaper than those “services”.</p>
<p>Understand the work and what service providers go through!</p>
<p>Have a California U.S. birth certificate and be residing anywhere within the state of California for the last 25 years without moving out of state or out of the country for any amount of time.</p>
<p>We need someone that is not corrupt like our local politicians.</p>
<p>Recognizes the value of a unionized workforce. How it encourages workers to be empowered, respected, and secure to innovate and criticize when needed making use of their experience.</p>
<p>We need someone with massive business experience who is willing to make the tough choices. We also MUST have someone who understands the challenges to property development since homelessness is solved with housing. We also MUST have someone who will not shy away from the issues of drug abuse and mental illness.</p>
<p>Do not forget one of the most important competencies: compassion. The Director had better care deeply about people who are homeless and be motivated primarily by the</p>

<p>well-being of them and all people who live in LA. And they better know how to get things done and damn the politics.</p>
<p>We need somebody who is not going to pour all our resources into an expensive pet project meant to make herself and the mayor look good. Somebody focused on strengthening fidelity to housing first and to trauma informed care. ethical, data driven, and equitable, who will invite input from all the staff rather than making decisions based on political reputation. We at LAHSA are tired of knowing what needs to be done only to be ignored, stifled, and retaliated against for speaking up.</p>
<p>It needs to be a operational business person. This person needs to deal with Facts and not theory. Theory is not working. Also the entire economy propped up and financial abuse by non profits and groups created to "help" is disgusting and needs to change. More money will only make the problem worse, there needs to be accountability not excuses.</p>
<p>The homelessness problem seems to have been exacerbated by a lack of treatment for the accompanying mental health and substance abuse issues; too much laxity in rules addressing the homeless population; and insufficient long term mental health and housing facilities that are properly supervised and that offer re-entry skills, and have requirements and structure for the residents. Allowing drug usage in these residents is not the preferred approach.</p>
<p>One of the fundamental challenges for this new department will be execution at an enormous scale. We need someone who can build a strong team within their agency and in partnership with political and government leaders to make things happen. We need someone who can empower and support a large staff to get things done and keep operations running smoothly so that providers and partners can do their work. I'm not as concerned with subject matter expertise as with the skills to run a large org.</p>
<p>Bias toward action</p>
<p>Sarah Mahin has been a remarkable leader at Housing for Health. I would very much like to see the new department headed by her. Fidelity to the Housing for Health model is paramount for this to be a successful transition, and under her leadership I'm confident we could scale the program and improve outcomes. She's data and outcomes driven and leads with empathy. Those are really important qualities in the leader of the new department. She's also relatable and approachable.</p>
<p>The new director needs to be someone who can bring people together and unify the department's mission and vision. High emotional intelligence, strong relationship building skills, integrity, focus on relationship building and understanding current state before moving to a future state.</p>
<p>It was a huge mistake to pull funding from LAHSA. Nevertheless, if we continue down this path, we need someone very familiar with homelessness and its roots in trauma, economic instability, and racism. The last thing we need is someone with little knowledge or experience in homelessness who thinks they can stride in and cavalierly 'disrupt' the system. The systemic change has to come from restructuring the housing and rental market, not in administering services to the most needy.</p>

<p>A director with leading support for internal growth and succession planning. Transparent, accountable, and motivating.</p>
<p>Selecting a director who has already been doing this work and has shown success in the homeless sector should be selected. We have experienced leadership come in from outside entities and there is a real disconnect between them and staff, and the people out in the field doing the ground work. Ideally, it should be someone who has already been in this work, and has been in the LA area for years to already be familiar with it all.</p>
<p>The Director should have experience in direct services & feel comfortable to be in the streets with our workforce members who are a paycheck away from homelessness themselves. The Director should be native Angeleno that understands the county landscape instead of an individual who moved to Los Angeles with an impressive degree. We know that gentrification is a factor of homelessness and people who move to Los Angeles with privilege are complicit to the displacement of our native Angelenos.</p>
<p>They are ideally not a lifetime bureaucrat. They are strong-willed and can manage large teams and budgets, but also aren't afraid to undo improper spending practices and take bold action to remove mentally unstable people from the streets -- and to help clean and make safe our city in a way that doesn't spend millions of dollars on luxury apartments for the homeless.</p>
<p>A Director should have compassion, transparency and leadership skills.</p>
<p>Vetted for conflict of interest, accountable to the community, expressed concern over the criminalization of homelessness and proven track record of prioritizing leadership within homeless individuals. they should have lived experience going through the system. they should not be paid much differently than the lowest wage worker in the department. they should believe in what they are doing. they should not have political ambitions. their motivation should be to work themselves out of a job.</p>
<p>Understand ACES, the importance of trauma therapy and trauma informed agencies for homeless. Understand the need for building homeless people's self-esteem through a variety of diverse programs other Have ideas of something very different than what has been done. Ability/willingness to look at what programs, States or countries have been successful at helping the homeless. Understand that we have to create programs that are scientifically proven to work.</p>
<p>Strong commitment for audits and transparency. Understanding you don't have to buy something like a hotel at market rate just to house homeless. Make sure to negotiate because who else is going to buy a busted up hotel other than the city? Making sure to minimize empty rooms. Implementing a system that tracks all kinds of data better. You can't prove these programs are helping and working without data. Then it just looks like waste of money.</p>
<p>Please help people that were wiped out by Covid and never got caught up!!! Especially when they are over sixty and can't find work. I had a very successful interior design</p>

business that was published numerous times and now have no money and I'm losing my home. Open section 8 for people whose rents fall into the funding category and they aren't able to get work. Don't throw intelligent capable people out on the street!!!

There is no one-size-fits-all solution. Addiction and Mental Health are key factors that should be addressed FIRST. We are all humans, and we are in this together. Empathy, and a deep understanding of the systems in place that perpetuate homelessness is also key. Good luck and godspeed.

Make this leader a LCSW. As a SW myself who has worked in the field 8+ years both macro and micro, I have seen how harmful and ineffective programs/policies can be when they are led by someone who does not have direct MH crisis management experience. In order to treat homelessness, we MUST prioritize addressing trauma. Focus on 1) severe mental illness treatment 2) prevention and 3) affordability. Build new systems of trauma informed mental health treatment and loosen up criteria for psych holds

Real change is not a government function as much as an entire community shared responsibility. Faith and Business orgs, as well as individual citizens, are at the ready to help and could be mobilized to make every initiative more powerful.

The new leader should understand that they represent not just the City of LA and LA County, but all of the CITIES that comprise what LA County is. There are 87 other cities outside of the City of LA, most of which are overseen by LA County homeless services. Remember to involve us in decision making, not just inform us of the decisions you have already made. We all have different issues related to homelessness, City of LA isn't the only one.

why are we not using the reoccurring maintenance and facilitates for instance we could create low barrier opportunities with the clients in order to expand their skill base and their monetary value (power washing is 3-500 per house) we could also increase the communication between the clients and the managers of the "relief workers" it seems as if they are hiding something from the clients and they are all overjoyed with it from my experience. (sarcasm)

The new Director must have a firm understanding that housing ends homelessness and that the expansion of permanent supportive housing is instrumental in ending homelessness.

This new department will bring together new staff from all over the County and LAHSA. This leader needs to be someone who will communicate and lead staff first. Making staff a priority will lead to less turnover and better services overall.

The Director should be transparent, possess strong collaboration and communication skills and be a visionary. The system requires a multi-faceted approach from a strong leader that is able to inspire trust from the community as well as government stakeholders.

Start with waste fraud and abuse. Clawback all the outstanding loans, prosecute the fraudsters. Make sure it doesn't happen again.

They must have a practical and demonstrable preference for keeping people alive over letting land lords hoard housing.
No one in law enforcement should be eligible for this position
THERE are people looking for employment working with the homeless where to apply
Not given choice, but I think the first year work should include better financial accounting management, transparency, and evaluation of what is and is not working.
A leader should show exemplary respect for individuals in a worst case situation, people do not want to be unhoused. Speaking as an unhoused minority myself who was on a waiting list for section 8 housing only to get kicked off the list and reapplied only to be told the section 8 list is gone! I don't want my taxes paying for felonious Krasnov to golf with Nazis to overthrow our country. His actions are affecting ALL of us but homeless people mostly. In closing, HAVE AND SHOW PLENTY OF EMPATHY 🙏
Please do not overlook the domestic violence community
The new director should have the ability to work with developers to address the unhoused population and work towards preventative work to keep folks from going into homelessness. This can be done by emphasizing the importance of very low to low income housing (under 30%) given that a large increased of older adults with set incomes are the growing number of the unhoused population. Updating the CES community queue to reduce delays in matching clients to housing opportunities.
The new director should have the ability to work with developers to address the unhoused population and work towards preventative work to keep folks from going into homelessness. This can be done by emphasizing the importance of very low to low income housing (under 30%) given that a large increased of older adults with set incomes are the growing number of the unhoused population. Updating the CES community queue to reduce delays in matching clients to housing opportunities.
At this moment in time having a seasoned leader with local, high-level public sector leadership around homelessness would be critical to ensure an effective transition.
Someone with lived experience
Existing experience working with unhoused populations is imperative
A history of front-line, client-facing experience would be extremely important; in my experience with LAHSA, the people making decisions and setting policy seem to have been deeply out of touch with the reality of our client's lives and of what it is like to be enmeshed in the homeless/nonprofit/govt bureaucracy system, at least judging by some of the policy decisions.
This leader should be really dedicated and passionate. Director should also have history of being transparent in the work they have done. Director should be open to feedback and be innovative in the work they do.
Remove the middleman and take over the services as a county.
People need safe housing and mental health and substance use services (and even a harm reduction approach) asap. We need home health services. We have to approach

<p>this issue with compassion and humanity but also be realistic about the environmental impact of people living on the streets. Housing first.</p>
<p>We need these people off the street ASAP. If it means buying all of them a condo in Lancaster I am all for it. No more wasting money on temporary results. Get them off the streets with the money we have given you. BUY THEY CONDOS! in far away areas. They don't get to live for free in expensive areas.</p>
<p>Being empathetic to people experiencing homelessness; finding equitable and fair solutions to house them, not get rid of them; prevention of homelessness by understanding the roots of the problem and addressing them.</p>
<p>Steer away from charming, charismatic people with a pre-packaged inspirational story about how helping homeless people is their mission and life's purpose. It isn't about them and their aspirations, it's about what they can get done. The focus must be on results. Idgaf about race, gender, socioeconomic background. I want someone who values people indiscriminately and fights relentlessly for the dignity of all people. The director will need exceptional teams - don't invest in just the director.</p>
<p>Absolutely no one already overseeing current homeless issues should be appointed because of terrible scandals and lack of progress</p>
<p>Absolutely no one already overseeing current homeless issues should be appointed because of terrible scandals and lack of progress</p>
<p>The new Director must embody impeccable ethics, integrity, genuine compassion, and commitment to transparency & accountability. Given my prior experiences working at LAHSA, I witnessed extreme nepotism, racial bias, compliance failures & confidentiality breaches. This person must demonstrate operational excellence, prioritize equitable treatment for staff, ensure community-focused leadership over politics & no excessive compensation demands. Taxpayers will fight against an over-inflated salary</p>
<p>A thorough understanding of why homelessness occurs; the ability to develop innovative strategies to address the needs of homeless people; and, the ability to communicate their ideas to those with the power to address the issues.</p>
<p>Understanding homelessness is a problem that requires multiple in tandem solutions. Understanding that building new homes solely is not the only solution. Understanding that we need all levels of government involved and understanding how economics and housing market work on an economic level to address homelessness.</p>
<p>The Director should be willing to change the existing system, which existing system is broken and wastes taxpayer dollars.</p>
<p>Get someone in quickly who can address our local crisis!!</p>
<p>Need someone with integrity from the private sector who has the ability to make hard choices and balance significant budgets. Accounting and financial expertise is a must. Must have managed a billion dollar p&l in private industry. Completely independent with no prior government relationships! The person should also be incentivized to spend LESS money and protect taxpayers.</p>
<p>I did not agree that any of the primary activity for the first year choices should be listed as the top choice of primary focus. In my opinion, the primary focus top priority should be operational management focused on gaining efficiencies and simplification.</p>

Director of New Department – Qualifications Survey Results

<p>We want permanent solutions that deter other from coming to California to receive resources. We want permanent solutions for those who continue to decline services.</p>
<p>The person should have had significant direct contact and interviews with people ‘living on the street’ /unhoused persons. Thank you.</p>
<p>The new director needs to be honest and genuine. A person who understands the fight that is ahead regarding homelessness in LA County. We need someone who can help break down these asinine requirements to build housing within our county and actually make affordable housing affordable to build. A Director who will also understand that the people grinding day in and day out need financial support as well. An individual who is prepared to stand up for all.</p>
<p>Na</p>
<p>Should be a person who really honestly care for the well being of the homeless and has had experience being in the same situation. Someone who honestly cares about making a difference in providing a better positive and realistic change for the homeless to make a positive yet prosperous life. Helping them/us to get back into society. Giving the homeless (which I’m one of them) a brighter view to living life again.</p>
<p>I need a job and would be able to lead and assist in finding your new homelessness director. I know exactly what is needed for the incumbent to succeed in this role.</p>
<p>Most homeless I have spoke to have given up or have been overwhelmed by the lack of jobs in LA. Make sure the shelters are caring for the homeless & providing services not just meals. I was once homeless in LA and there was shelter who dropped people off in drug infested area. It’s not okay. Inspections should be when clients are in shelters. Mental health is a HUGE factor.</p>
<p>The Director should have extensive knowledge of the experiences and challenges of homelessness as well as the barriers that agencies experience daily with meeting the needs of the community. The Director should be a visionary and have the capacity to audit each current program and implement new strategies to address barriers faced by both agencies and people experiencing homelessness. We have made great strides but can pick up the pace if properly guided.</p>
<p>Being proficient with expediting between interim housing and permanently housing clients, cutting long extensive periods of time unit match to getting the client in an apt.</p>
<p>This needs to be taken care of immediately as you start.</p>
<p>Things like "visionary", "public speaking skills", "inspiring" etc. don't mean anything and are just fluff words to put incompetent people in positions of leadership. Please do not put a government person in charge because politicians and government workers in high positions have no idea how to run organizations, have zero accountability, waste free money from the taxpayers, and just play politics. It should be a Republican because sobriety has to be a 100% requirement. Rick Caruso would be good</p>
<p>The new Director must address mental health and substance abuse issues FIRST and understand that no other services, programs or housing placements will succeed until the above have been stabilized. Must work closely with the Departments of Mental Health and Health Services to develop and implement a plan/process. The prior agency</p>

(LAHSA) failed MISERABLY to understand that and placed the onus on agencies who held a supportive role, not a leading role in combatting homelessness.
The ideal candidate is someone currently working in one of the many local nonprofits/homeless services providers in the County (The People Concern, PATH, etc.)
Specifically consult on qualifications needed..., with DAVID MARTEL (last known employer, PACIFIC CLINICS) AND DEIDRE (Didi) MUMFORD (last known employer, City of Santa Monica). I am VernonNickersonschoolcoach of the 90015 zip code.
Please make this individually be held accountable in a transparent manner.
The Director needs to have outstanding organizational skills. One of the major flaws with LAHSA and many other programs is that it takes so long for them to provide any type of assistance we often find ourselves not even considering them as an option. This needs to change. This is for the people, it should be accessible by the people. They also need to understand the importance of homelessness prevention rather than only focusing on intervention.
The survey mandated that I make a selection for the question regarding what sector the Director ideally has experience in. I made a selection, but I think most critical is a Director that is a transformational leader and visionary with extremely developed management skills, and thus the sector they come from is not as relevant. Please adjust the survey results accordingly.
The director should not be from LAHSA or have been direct leadership within lahsa instead this person should come from knowing the knowledge and homeless but instead have a history or implementing change the leadership needs no association from lahsa directly or st.joesph and upward bound house as they all lead to association with the director that just stepped down. The person should b someone that has a track record in showing results and change as well as being able to fairly implement change
We need change, we need new and we need it now....so many communities are falling short ex. San Gabriel Valley. ilsight can come from fresh minds, new thoughts and innovative thinking. Someone with experience is ideal, but drive can be the moving force.
Make things simpel and build relationships.
Find someone who doesn't use "harm reduction" as a buzzword excuse for half ass, non-solutions.
<ul style="list-style-type: none"> - Build, baby, build. Both shelters, subsidized low-income housing, and private real estate. - Don't require 3 hours (yes, 3 hours) of paperwork for someone experiencing homelessness to get assistance. - Upzone the land. Tell every nepo baby with a single family home that complains about it to go kick rocks. (70% of LA county, according to a report by the RAND corporation is exempted from upzoning)
I am seeking a Director who possesses extensive knowledge of local government housing agencies and city officials, along with a thorough understanding of housing-related policies and procedures. This individual should champion the creation of

dedicated homeless outreach teams within each city to foster growth and collaboration. Establishing strong partnerships is crucial; the more resilient the team, the greater the collective impact on addressing homelessness.

I believe the Director should have deep empathy and real experience working with people like me, those who've faced homelessness, addiction, and systems like foster care. They should believe in our potential, even when we have no job history, education, or support. L.A. gave me a second chance, and the Director should be someone who truly sees and fights for the people who still need theirs.

The new Director has to find ways to bend the red tape and make developers build housing

Thank you for the opportunity to express my opinions, considering I have been homeless in Los Angeles county since April 2022. I have a plethora of ideas, comments and also some complaints and knowledge of waste, fraud and abuse. The Director needs to be a micromanager to the money and the resources and be no nonsense to hold their staff accountable. Los Angeles, has secured a lot of money for homeless services, yet the money is stolen or used for an abundance of unnecessary workers.

The director should seek consolidation and efficiency by bringing as many functions in house to the County as possible (rather than outsourcing to third party contracts). Internal cross-functional collaboration across teams providing different services is important, as lack of communication is a big driver of service gaps. Having a clear strategy for establishing large, stable funding sources is also key to developing an effective department.

This new department needs a leader who can successfully lead their team, work with Board offices, partner with other department heads, interact effectively with city/regional leaders, and ensure that programs are making an impact through clear monitoring, metrics and data analysis.

First get rid of the Housing First requirement so movement can be hand in Temporary Housing with the goal of treatment and then PSH.

Need someone who can work across all departments and other governmental entities, that will lead not hide behind charts and graphs and powerpoint presentations. That will facilitate getting more people off of the streets and into housing and stabilized and employed. At the same time they will need to work with the state and federal government to increase mental health services and facilities as well as change the existing conservatorship laws.

I'm open to any person who not only appears to fit the job, but the person who has the most critical life experience needed to fulfill the position.

This person should be committed to data driven results, have exceptional communication skills, be assertive and a team builder. This should be a leader that others will respect and follow.

New effective ideas and the courage to try controversial techniques that have been proven to work elsewhere

<p>This new director needs to work with LAPD and make their number one priority getting crystal meth off the streets before attempting any other sort of solution towards eliminating homelessness. I see no mention of drugs and only one mention of criminal justice. There will be no success without eliminating crystal meth FIRST.</p>
<p>The Director will need to have both the technical skills to understand and manage the complex homelessness response system, its funding sources and many stakeholders, as well as the political skills to navigate the new bureaucracy and survive in their role. They will inherit an already highly dysfunctional system that's being dismantled with many of the worst parts being moved into a new department that won't be set-up for success from the beginning, so they'll need to be exceptionally skilled.</p>
<p>The new director and county in general should be aware of the ongoing resources and funding already providing throughout the county and not duplicate any more similar programs but create new ones that help address the barriers that keep getting repeated and provide programs that fill in those areas.</p>
<p>Integrity Compassion Honor Empathy Political Will</p>
<p>We need a Director who understands LA's unique challenges. Someone who can bring bold housing innovation, push for real zoning reform, and track funding with full transparency. They should know how to integrate behavioral health with housing and break down silos across the 88 cities. Most importantly, they must lead with equity, data, and urgency not just manage, but rebuild trust and deliver results.</p>
<p>Ceasefire</p>
<p>Leads with Integrity!</p>
<p>Great Document!</p>
<p>N/A</p>
<p>N/A</p>
<p>NA</p>
<p>Mandatory that this person visit the homeless areas.</p>
<p>The director has to be very physically active in the active walk through in the community.</p>
<p>N/A</p>
<p>There needs to be top level staff positions for people who no have directly experienced homelessness and worked on the front lines of the crisis.</p>
<p>SoCal Ceasefire would be my recommendation for help supporting with the implementation of homeless response plans</p>
<p>CEO should come outside office to meet and understand the people they trying to service.</p>

<p>Show up for the people that's in need of your help</p>
<p>Great Document!</p>
<p>We need a Director who understands LA's unique challenges. Someone who can bring bold housing innovation, push for real zoning reform, and track funding with full transparency. They should know how to integrate behavioral health with housing and break down silos across the 88 cities. Most importantly, they must lead with equity, data, and urgency not just manage, but rebuild trust and deliver results.</p>
<p>Lived experience/expertise should also be considered. Awareness and relationships with service providers, government leaders, elected officials, etc. key.</p>
<p>We need a Competent and Reliable Leader who has the needed expertise to navigate</p>
<p>Community stakeholders should have direct open lines of communication for productive dialogue and creation of sub-committees that include members with lived experience who can speak on their personal experiences and provide true accounts of the deficiencies they experienced with multiple agencies. People with lived experience need to be included in the development of policies and procedures. The county could learn a lot by interviewing people that have worked at homeless shelters.</p>
<p>Understands homelessness is a multifaceted issue starting with providing safe/affordable housing, rent, and utilities. Understands role of affordable healthcare, mental health services, medication/treatment, job/skill training, employment opportunities, support systems, community, and networking. Understands social structures, classism, generational poverty, needs of general population, and system reform. Possess analytical skills, passionate work ethic, effective advocacy, compassion, altruism.</p>
<p>Need a director w innovative ideas such as: 1. A dmv just for homeless providers to take peh 2. Utilize county resources such as parkNrec seasonal sites or unused childcare centers for bathrooms/showers and shelters to address immediate need 3. firm on prioritization not bend based on political relationships 5.will hold providers accountable 6. can implement case managers at every dpss office as an easy access point Above all else,a director not currently in a leadership role at LAHSA</p>
<p>The director should be dynamic, interpersonal, and receptive to suggestions from the people out doing the work on the frontlines. He should understand homelessness inside and out and the different needs for different SPA's. Always has a open ear and prioritize suggestions from those with lived experience. Has every employee of the department shadow the outreach teams for better understanding of how, what ands where the rubber hits the road.</p>
<p>Im saddened by this survey. Its impossible to navigate the ranking of things & the choices did not come close to the most important thing for a director to have. It is COMPASSION for people. Have a desire to help with the belief that change is possible. Someone like Dr. Wayne Aoki who has spent his entire adult life serving & helping others. Even after losing</p>

<p>his home to the wildfires and his wife to Cancer in a 2 month span he still continues to have a desire and a passion to care for others.</p>
<p>This new agency needs to be responsive to community and agency needs; the director would need to establish a central agency that is accessible and able to respond to all partner agencies in a timely and meaningful fashion. LAHSA has been a failure at that</p>
<p>The new Director should have, proven, strong and valuable experience in this arena while understanding the past missteps and best practices of those that came before them. Also important, the ability to effectively navigate in all relevant areas of a large county government.</p>
<p>As a homeless advocate and direct service worker, I think it's important for the next leader to have such experiences in working with direct client care. The homeless population in LA is multi-layered issue, its a mental health issue, public health issue, its a criminal justice issue, its a affordable housing issue, its a substance abuse issue, its all of these thing and someone who has worked directly with the population needs to understand and bring these issues to the table.</p>
<p>A new director of Homeless Services needs to be able to collaborate in a team. He has to partner with both the city government and Los Angeles residents to create thoughtful and meaningful change in our city.</p>
<p>It would be a huge mistake to not consider offering this to the current Director of CEO-HI.</p>
<p>Must be able to push back against stupid costly ideas that don't work.</p>
<p>It is time to act instead of talking and trying to convince and please everyone. Therefore, the director needs to pass a regulation banning street living, designate a free shelter site, and, above all, ensure businesses thrive to avoid future homelessness. I'm sure no one wants to eat when the entry/exit of businesses is dirty.</p>
<p>A diverse mindset, strong leadership skills, critical thinking and listening skills, the ability to understand changes and adjustments in how we provide services to the mental health population, a concrete understanding of the goal regarding prevention and intervention support with substance use, mental health and how they are linked to homelessness.</p>
<p>Ensure the available funds will be used to maximize outcomes for homeless and not overpaying landlords. Data should be used to measure success and any partner needs to provide data to get any funding to ensure real outcomes.</p>
<p>Ability to work with the politically motivated LACo and City leaders that have no experience in dealing with the houseless community.</p>
<p>I hope the vision is to instill worth in individuals and understanding that the clients need to participate and earn amenities to gain self worth. Develop system that doesn't allow other states to provide a one way ticket for an individual to establish and receive benefits (I've worked in an ER, I know it happens) These are not quick fixes but with time and persistence, it would be rewarding to see our residents be contributing to society and have a better quality of life.</p>
<p>The Director should implement a program in which DMH, DPSS & DHS are involved for added support.</p>

The reality is that there are very few people that even should be considered for this role. As someone that was previously in LAHSA leadership and is still in leadership elsewhere in the County on Homelessness there aren't many people that can do this role. The person should be humble and have strong ethics and values. You need a strong public administrator with the ability to lead and inspire which is a rare package. This survey probably isn't that impactful.

This person should have some experience working with the community, or have lived-experience. Also, be familiar with the day-to-day struggles of those experiencing homelessness or housing instability—those who are passionate about their work and who are also able to research and provide solutions. I also believe the job cannot be done in one office, so someone who can bring resources and coalition skills is needed. I serve the Native American community.

I travel much of the Westside, downtown and East L.A. daily by metro, bicycle and walking. I have noticed a huge improvement over the last few years in homeless in my neighborhood and others I frequent. I am greatly concerned and skeptical about the County's changes in management of homelessness.

You need someone with a backbone that is not going to be politically correct with the media and give it to the public straight. They need to be able to put local mayors and politicians in their place and address the fact that current solutions are to shepherd the homeless community into already marginalized and low-income communities. You don't see them in Bel Air bus stops. This needs to stop. All 88 cities in L.A. County needs to come together via this new Director to find solutions.

Our communities deserve a new director who is dedicated to compassionate care that removes systemic barriers like racism, xenophobia, transphobia and more.

Outcomes-based metrics are paramount.

Someone who understands the homeless. Some to many homeless are “in between homes” and most homeless would be more willing to be homed if they could take and/or store their possessions. Btw I've written a couple pro bono psa campaigns re homelessness ready to be produced and distributed— hint-hint.
andrewfumento@gmail.com 818.298.7707

We need a director who is willing to admit when a program or service is not effective and is able to make the tough decision to change or eliminate the approach/program so that taxpayer funds can be spent wisely and effectively. They need to have political influence and acumen to make change possible.

Housing, housing, housing. The new Director of LACAHSAs needs to have a laser focus on housing development and advocate for the removal of any and all housing development barriers and barriers that prevent people from accessing housing.

Trust, Trust, Trust. People are frustrated by a broken system and need leaders that can help rebuild trust. If Measure A funds aren't spent effectively, transparently, and quickly then we will have failed yet again.

Housing and trust building, that's all.

We need a Director who understands LA's unique challenges. Someone who can bring bold housing innovation, push for real zoning reform, and track funding with full

transparency. They should know how to integrate behavioral health with housing and break down silos across the 88 cities. Most importantly, they must lead with equity, data, and urgency not just manage, but rebuild trust and deliver results.

The new Director must foster strong relationships with key LA City offices to ensure departmental effectiveness and successful collaboration with LAHSA's remaining structure. Critical priorities include developing problem-solving strategies, implementing cost-effective PSH solutions, and enhancing performance through targeted identification and training programs. These leadership capabilities will determine the department's success following the organizational separation.

The ability to give a new person a chance to work hand-in-hand with the homeless population with government, nonprofit and public skills to assist with the homeless population. Communicate exactly where the funds are going to the homeless population to get them housed ASAP. True dedication to conquer the majority of complaints and have a solid paper trail for the funds received for the homeless community.

It will be extremely difficult to build this massive department. The County will need a very skilled public administrator. Bringing someone in from outside the County and the public sector would be a disaster. We need someone who can build solid infrastructure to keep programs running, get contracts executed, and support community providers. Standing up this new department will be an extraordinary amount of work and there is no room to fail.

This individual should concentrate on homelessness prevention. There are many people who just need a one time assistance to keep from becoming homeless on the streets. Homeless prevention services should be expanded for both single adults and families. The criteria to receive homeless prevention services should include more than just rental assistance.

having experience working in homeless services-as a provider-would be great!

As a 25 year County resident, my patience with the issue of homelessness has grown very short. It seems intractable. Hundreds of millions (if not billions) of taxpayer dollars have been spent (wasted??) on this issue without any noticeable progress! And, quite frankly, I am tired of hearing: "it's complicated".

I think there are 3 priorities: (1) preventing people from becoming unhoused, (2) helping those who will accept help, and (3) harm reduction.

Good luck & sincerest best wishes.

There needs to be top level staff positions for people who no have directly experienced homelessness and worked on the front lines of the crisis.

Need more delegation from the Director to make it happen while overseeing cash flow, see complex problems + implement effective solutions from their extensive catalogue of tools+network to mitigate & prevent this crisis. It requires a multi-pronged approach leading to sustainability + always being housed. We already have a deficit in our budget with Medicaid being over utilized from people left out of the solution + so withholding support bc we don't know what to do is cruel + a waste of agency.

Director of New Department – Qualifications Survey Results

<p>You need someone who has real lived experiences in homelessness, and has been successful and shown incredible growth since.</p>
<p>Open to work with jurisdictions that have access centers dedicated to preventive and homeless services. Providing full access to case managers and housing navigators in the city to access CES system for better continuum of care.</p>
<p>the director needs to be focused on RESULTS. hE/she needs to be given AUTHORITY along with respoindibiity. And back up when the criticism comes - and it will</p>
<p>No additional thoughts at this time.</p>
<p>We need someone who can navigate traditional funding streams AND think outside of the box, being as creative as possible, with as many partners/sectors as possible (private/public). And our service providers need to be included and communicated with, as true partners.</p>
<p>We need to do things differently.</p>
<p>The new director should bring a racial equity lens to this work, there are too many racial, ethnic disparities across LA County for this to be put on the back burner under a new administration. I would also advocate for the new director to highlight and elevate the leadership of BIPOC staff and people with lived experiences of homelessness.</p>
<p>The director must be able to recognize all the past failures of LAHSA and implement strategies to avoid them. The director should fully consider the best practices used by successful non-profits across the nation and implement those programs here. The director should have an open mind to see and re-embrace tried and proven methods of helping those in need such as "shelter-first" programs and restoring broader access to rehabilitation and treatment programs.</p>
<p>The new Dir. has to be willing to break norms.Homeless is tied to a housing shortage.We need an immediate plan to create 35,000 supportive housing units, 30,000 low income units and 17,000 shelter beds. Repurpose unused commercial buildings into shelters and supportive housing.Create vouchers for Airbnbs for low income families.(28K+ units in LA County). End support 4 Skid Row's centralized services and diversify, localize and create mobile service centers. Hire a tough executive with results.</p>
<p>Put the care people experiencing homelessness ahead of politics. Funding is all but guaranteed by Measure A, so fundraising is not an issue. MUST put a focus on creating/retaining affordable housing since housing is the only thing that ends homelessness. While not within the purview of this department, prevention is a huge issue because the needle won't move if people keep falling into homelessness faster than the system can assist them.</p>
<p>You need someone who exercises a mixture of leadership styles: situational, servant, and transformational. I would recommend the following current County employees to help the task: From MVA - Manny Gomez. From DYD - Daniell Vappie - strong executive. From JCOD - Ronnette Ramos is an experienced and well respected Housing expert; and Adam Bettino is another well respected and fair executive.</p>
<p>The County should be less focused on “quick wins” and “visionary transformational leadership”. Lots of eloquent leaders have said many things about homelessness. The</p>

<p>County needs someone who will get things done instead of talking about getting things done.</p>
<p>We require a leader who actually works. The public perception is that those who are providing services are lazy and self serving, especially BOS staff. The ONLY way to change that perception is for the BOS to actually make people work and produce results. Only individuals and organizations that get results based on VALID data should be funded. Press conferences and supportive smiles just piss people off. Seeing cleaner streets and homeless people off the street brings confidence to the public.</p>
<p>I believe the director will have to develop a team that shares the same vision of housing as many persons as they can, if funding is available, but also manage the individuals. There will have to be a team who helps individuals maintain their housing once obtained. It has been my experience that not all persons, who are homeless, want to be housed. Managing funds and negotiating will be key to obtaining and keeping housing for individuals.</p>
<p>This person needs to be a business person from the outside and not a beurocrat (sp). I have spent years and lost millions due to incompetent government beurocrats. This is critical!!!!!!!!!!</p>
<p>The approach has to change from Housing first to treatment for substance abuse and MH issues before someone is placed. To many are not ready for housing and need rehab services and should be clean and sober for 6 months to one year. A model we used in other cities including London.</p>
<p>It is critical that the new Director have familiarity with housing development and be able to identify and innovatively address barriers to bringing new housing to the market. Without new housing units and an ability to think outside the box about what is necessary to streamline their production, there can be no long-term solution to the homelessness crisis. Prioritizing these developments, including allocating appropriate funding, and programs that help to housing retention is sorely needed.</p>
<p>Part of having a "strong grasp of data-driven decision-making and program evaluation" will require demonstrating key solutions and reductions in homelessness for sub-populations, like older adults. Including partners with sub-population expertise in decision-making will ensure the Director can actually meet the goals that LA County leadership hopes to see with this new department. When we target data-proven solutions that meet the needs of sub-populations, we see actual reductions across all.</p>
<p>The eligible individual should have a proven history of exhibiting integrity within their previously held positions!</p>
<p>Someone who is willing to be among the people to understand their needs and develop solutions that respect the humanity of the unhoused.</p>
<p>I believe the right candidate will be passionate and teachable above all else. Without knowing what's really at stake as far as the desperation of those of us homeless who need and want to be housed: some of us will lose our lives waiting for the bureaucracy to end. I would gladly go into camps as a liason and fellow homeless and gather everyone willing and get them to the safety provided. The "outreach" is abysmal. Quick movement indoors is paramount. Tlpurplelove@gmail.com</p>

<p>I think the Director should understand that housing impacts different communities because of white supremacy. I also believe the housing director should understand how the issue of houselessness is being felt by the most directly impacted communities, and why they are impacted at a disproportionate level. Lastly, I think the director should have and demonstrate empathy with our unhoused neighbors.</p>
<p>Leadership needs to understand two issues: 1. the difference between homelessness and mental issues - 2. the problem with astronomical rents driving people into homelessness because they cannot afford where they used to live - curbing Landlord greed.</p>
<p>A person who is willing to do the work and be beside her team, no matter what their status/ position is. Be a tangible Director.</p>
<p>The problem needs to be seen as a Mental Health Crisis and not a homeless crisis. Homelessness is the result of unaddressed, undertreated, inaccessible mental health and substance abuse in our cities.</p>
<p>The new leader should have knowledge of the intersection of equity. They should prioritize and lift up the voices of people with lived experience. They should value capacity building for homeless services staff and prioritize that work.</p>
<p>To compromise and find solutions to help the homeless</p>
<p>SoCal Ceasefire would be my recommendation for help supporting with the implementation of homeless response plans</p>
<p>This should be a visionary leader that hires subordinates and allows them to lead their respective areas with autonomy. Cronism should be watched and transparent governance a must.</p>
<p>Abolitionist, harm reductionist. Get someone who understands street level needs and provide them with executive training. Already knows where homelessness funds are misdirected (e.g., police, "anti-trafficking" <<two hugely damaging money pits); help them audit spending countywide. Shift spending from temporary to permanent housing. L.A. has plenty of homegrown talent leading grassroots agencies -- ask those leaders which colleague should be tapped. Ask lower ranking LAHSA staff what's broken.</p>
<p>Continuity of leadership seems particularly important during a year of transition, to ensure that those experiencing homelessness are not negatively impacted by this period of change.</p>
<p>The director of the new department should be a compassionate person capable of managing funds with honesty.</p>
<p>Being able to acknowledge the racial disparities and disproportionate impacts of homelessness on Black and other specific populations and addressing those disparities.</p>
<p>Understanding how private housing projects (ex. luxury apartments) have contributed to the rise of homelessness and driven out people from communities that have been historically low income/BIPOC, as well as the socioeconomic factors that contribute to higher rates of homeless in certain populations (ex. disabled people, foster youth that aged out of foster system). Someone who approaches this issue with humanity and compassion.</p>

Should understand what issues lead to homelessness
The Director must be trauma-informed, culturally competent, and demonstrate empathy for intergenerational housing needs—from youth to elders. They should have a proven ability to support and implement Measure H, build trust with impacted communities, and drive policy changes that integrate housing, re-entry, and wellness services into a coordinated, equity-driven homelessness strategy.
Should be willing to do what it takes to move the needle.
Homelessness is a huge problem in LA County. Most people who are living on the street typically fall into 3 categories--drug addicted, mentally challenged and ordinary people who have lost a job etc. The later category usually finds housing. The drug addicted and mentally challenged individuals require both housing and care. Affordable housing must be made available as soon as possible with the appropriate care for both practical and humanitarian reasons.
Be honest, and clear in capabilities.
Empathy, compassion and a sense of moral obligation for the less fortunate.
It's very important they have knowledge of drug abuse/addiction/mental health issues. What to do in situations like this? Do we house people against their will?
The director should have empathy for the homeless and the tenacity to fight for their dignity, rights and there basic inclusion of being able to have a place to stay
Know, and let Hollywood help.
Manage the money properly
The new director should focus primarily on zoning reform and combating "NIMBYism". They should ideally have a background in a field such as economics, planning, development, or architecture. Their work should focus on the root causes of homelessness in Los Angeles County, which is primarily driven by a shortage of market-rate housing. Measures to develop new or existing "affordable units" generally propagate the problem of shortage. Downstream interventions do little to solve the root cause.
Utilize power-sharing as a best practice to include but not limited to: partnering with local community leaders, like minded individuals, non-profits, CBO's, faith-based orgs, people experiencing homelessness, justice involved individuals, people experiencing mental health challenges, and recovery communities as a tool to eliminate the need for housing initiatives.
The Director needs to have presence and seen as a trusted messenger to many in the community. Also holds a value of being a collaborative leader who is able to build a strong, multi talented team and not try to do it alone. You can hire content experts, but our sector needs healing and trust rebuilding which takes a special kind of leader.
CBOs are depending on competency and efficiency from this department. Now, more than ever, we need our government counterparts to be efficient. I want to make sure that we are creating reasonable expectations for this role and this department. How much

<p>autonomy will this department really have to be flexible with the use of the funds that they manage? We should set proper expectations for providers and the general public.</p>
<p>The Director must care about and value every unhoused person in the city and understand that they are employed to serve each of them.</p>
<p>They need to have empathetic for those they are serving which are the unhoused and a low tolerance for bullshit from current political leaders and staff in current agencies currently serving unhoused individuals</p>
<p>Ability to work cooperatively and show leadership among all agencies both governmental and non-profit that are addressing homeless solutions today to create a holistic team drawn from all areas.</p>
<p>a director who is committed to non-carceral forms of homeless services and strategies.</p>
<p>The new Director needs to be open to working with all sectors of society, including journalists such as myself. Getting to where we're meeting ambitious goals will require full transparency in addition to a spirit of innovation. It should be someone with working experience outside of Los Angeles to avoid re-entrenching a system that hasn't been working effectively, and they should be tireless and have a sharp legal aptitude. Problem-reduction strategy all the way. Compassion. Courage. Mindful.</p>
<p>Focus on the thousands of children experiencing homelessness.</p>
<p>Multiple years of experience working in the homelessness field, understanding of the previous and current interventions strategies, current funding streams experience, understand LA county political climate and is from LA county area (not from another state or county in CA).</p>
<p>The Director should focus on the proper allocation of existing funds rather than seeking new revenue sources. They should have firsthand knowledge of the homeless crisis and be pragmatic in their thinking, Honestly this survey and the choices given are exactly the kind of MBA "paradigm-breaking" nonsense that the new director should try to avoid. Stop the bleeding, bandage the wound, and then work on the root causes. Have a plan and execute it. Nothing will be fixed overnight but move the needle</p>
<p>Director must have strong problem-solving skills/ must have a deep understanding for need of more transitional programs, whether an individual is being released from incarceration, being released from substance treatment programs, release from hospital stay back to home, transitional employment, and transition from homelessness to permanent housing. All extremely important to prevent repeated patterns We need sustainable assistance for those who are vulnerable to homelessness.</p>
<p>Proven track record and ability to effectively lead cross-sector initiatives for homeless populations in the areas of homeless services, housing, health, behavioral health, human services and criminal justice reform.</p>
<p>We need a visionary leader that can pull together multiple agencies across a wide spectrum of services to lock in on a single goal and move us all in the same direction so that we can see actionable goals achieved and have financial transparency along the way</p>

Director of New Department – Qualifications Survey Results

<p>They must have real world experience in housing and homeless services and be knowledgeable about the intersectional causes of homelessness - mental health, economics, criminal justice issues.</p>
<p>Real solutions to homelessness will require interventions which require the homeless person to do their part towards recovery. It is simply unfeasible when the homeless person is not held accountable to ultimately improve their economic status and are allowed not to follow the rules that govern County residents as a whole.</p>
<p>Lead the charge for all-level governmental-funding of housing, inhibited in L.A. by the Red Scare, and nationally by Ronald Reagan</p>
<p>we dont need to spend any more money on this lets use the money we have already raised</p>
<p>I would like a Director who will push ALL communities to do their "fair share" in addressing and preventing homelessness by siting interim and permanent housing in their communities to support their community members so that it is a coordinated and collaborative effort where everyone plays their part in solving the problem.</p>
<p>It bothers me that your answers seem to emphasize "innovated" thinking because this can lead to constant strategy changes rather than using nationally-recognized and proven operational policies. Addressing homelessness is extremely complicated so the Director needs to have the gravitas to work well with ALL the County departments and 88 cities. We need an exceptionally strong leader who won't bend to political pressure.</p>
<p>prior experience intervening in a poorly performing situation, sensitivity to the fallout from the failures, capacity to rise above it, rehabilitating previous players where possible and recruiting new team members where appropriate</p>
<p>All current funding for this should be stopped and returned to the taxpayers. Any new funding needs to be used to increase bed capacity in mental hospitals. Anyone on the street using drugs, severely mentally ill or committing crimes must be put in the appropriate place, rehab, mental hospital or jail. Stop handing out needles and just moving people around. This issue will not improve by doing the same thing with a new leader.</p>
<p>Great Document!</p>
<p>Great Document!</p>
<p>This director should have success with leading a multi-disciplinary, transformative homeless initiative with a track record of positive health and housing outcomes; understand how to leverage data and utilize funding appropriately.</p>
<p>I think the individual should have some personal experience with being homeless themselves and trying to navigate the services available to those in need of critical assistance. The individual should also fight to have those services be updated with regard to housing market trends and cost of living so that the resources are setting realistic goals and outcomes.</p>
<p>While the organization is a non-profit it should be dealing with fund and daily operational functions in a for-profit way. Due to the current climate a new department cannot and should not make the same mistakes of the past, such as no standard operating</p>

<p>procedures (SOP), being unorganized and not adhering to timelines both internally and externally, not respecting the resources doing the work, and playing games by having 2 sets of rules- one for management and then everyone else to follow.</p>
<p>The Director should be community friendly with cultural competence knowledge and should engage community about the current state of affairs. The Director should also be open to input from grassroots experts with boots-on-the-ground knowledge. Innovation should be the priority to solve the homelessness crisis. The Director should also be an expert in leveraging resources.</p>
<p>Need a new director for new solutions. Old solutions are not working - proven. Change the script. No more homelessness industrial complex approaches.</p>
<p>Not mentioned in the survey and such important skills in a Director: Empathy and Compassion: Deep understanding and genuine care for individuals experiencing homelessness. Cultural Competency: Respect for diversity and the ability to address the needs of varied populations. Resilience: Perseverance in the face of challenges and the ability to remain focused on long-term goals. Crisis Management: Capability to respond effectively to urgent situations and coordinate emergency interventions.</p>
<p>The individual that is offered this position needs to have a robust comprehension on the design of how the unhoused field operate. Their education should revolve around mental health and social services field that provides better understanding of the various barriers that have contributed to current standing. Utilize effective trauma informed techniques that can positively support new strategies that are launched, therefore not being wasteful with monies that allocated to this department.</p>
<p>The candidate should have extensive experience in managing or working with homeless services or social services, specifically understanding the challenges faced by the homeless population. Additionally, being knowledgeable about the priorities of the current administration, any recent changes in legislation and funding limitations.</p>
<p>I want big changes, now. There is a real crisis and I want people to think of Los Angeles as the leader in innovating and making our city more prosperous for everyone, whereas now people think of our city as being locked in political gridlock and EIRs and incapable of flourishing. I want big ideas, with tactical first steps that can be implemented today and communicated to the public so that everyone in LA (and the world) knows what we are doing and how we are progressing.</p>
<p>Staff retention is essential to a thriving organization. I've encountered many managers who excel in communication, public speaking, and relationship-building but lack true leadership ability. Leadership starts at the top, and a director MUST possess strong leadership skills. They must lead with humility, treating everyone—including their own team—with respect. A great leader inspires their entire team, from entry-level employees to senior staff, fostering a culture of motivation and growth.</p>
<p>Not catering to any extreme political views. Homeless need to follow laws just like the rest of us.</p>
<p>We need an Innovative leader from the non-profit sector, with Lived Experience (either personal or of friends and family) in housing insecurity, homelessness, mental health, domestic and substance abuse, and a history of boots on the ground advocacy work to address these issues. Someone that genuinely cares about the needs of the homeless</p>

<p>and those on the edge, and can come up with quick, inexpensive solutions that benefit the most people in need. Someone from Housing is a Human Right or YIMBY.</p>
<p>Although not a requirement, the candidate should know how County Government works. Although funding may be immediate for the department, it is not for the other departments on which that agency is depending assistance from. Additionally, they need to be aware of the different degrees of homelessness and work with each of those, i.e. Veterans, working homeless, etc. Although very visible, encampments are not the only issue.</p>
<p>The new director should have a multidimensional understanding of the pathways to homelessness, types of individuals (e.g., sub use, mental illness, opportunistic criminal, "hard times", et.), how to track funding and progress of the program, and have a whole person approach. Develop data systems that track saved dollars (such as measuring hospital, jail, and homeless days like Full Service Partnership Programs). And find the money and use it properly. And BE ACCOUNTABLE. Kimberly Telesh, Ph.D.</p>
<p>Please create long term communities like the village in austin texas Qit spending 500,000 for a unit for a single person to live in Stop trying to make mentally ill and substance abuse people act like they are not that Community first</p>
<p>SHOULD PRIORTIZE EDIA AND EQUITABLE ACCESS TO PROMOTIONS. PLACE VALUE BACK ON COUNTY SENIORITY AND EXPERIENCE VERSUS OUTSOURCING TRADITONAL COUNTY JOBS TO LAHSA, CONTRACTED STAFF, AND OUTSIDE CBO's!</p>
<p>The new Director should approach private housing providers with mutually beneficial approaches. Create win-win solutions so that housing providers will not feel compelled to leave the housing market at the risk of being gouged with laws that lay enormous costs and burdens on housing providers like moving costs with no income criteria. The area is losing small mom and pop providers, and big corporations are not the ideal solution. Allow mom and pop providers to stay in the market and thrive.</p>
<p>We are the largest County in the Nation and in the top 3 in the world. We need someone who understands the current bureaucracy and how it operates. Homelessness is a crisis. There is no time to start a new person outside our County government. The training lead time is too great. Please see if this is true and use this data. We know the answers to solving homelessness is about resources, how we allocate them, and how to manage a large team to inspire and get results.</p>
<p>The leader of this new department will need to be able to manage a high stress, high profile position with grace and calm, decisive decision making. The ideal candidate should be housing first focused, trauma informed, and well versed in issues related to homelessness in LA County. They should prioritize the needs of people experiencing homelessness over political gain. Their priority cannot be pleasing electeds or their constituents, they must prioritize long term solutions.</p>
<p>Oversight to ensure we are upholding consistent standard per statements of work, Contracts, Handbooks, Policies and procedures, AC handbooks, and Master agreements. Willingness to hold contractors accountable and ensure transparency to the public.</p>

<p>The Director should have the ability to balance health or mental health systems, the ability to manage complex, multi-agency projects and financial acumen in order to secure long-term funding for sustainable solutions.</p>
<p>Should be able to assess where things did not go well with LAHSA and assure that those areas are addressed in the development of the new organization. Ability to hit the ground running so that there is minimal lag time in getting set up and implementing programs</p>
<p>Must be realistic and focus on the well-being of all residents. Must be willing to take measures to clean up the city while providing comprehensive and compassionate services to homeless individuals. Work with the BOS/DMH to make critical decisions to provide immediate services to individuals with severe mental health issues and place them in safe care for the individual and residents. The new director cannot repeat what has been done in the past. It has been costly and ineffective.</p>
<p>Ability to develop strong collaborative relationships. Understanding of what is needed to address the impact of oppression (racial, LGBTQ+ and ability, for example), severe mental illness, substance use, domestic violence, and systems impacted individuals, as reflected in the populations experiencing or at risk of homelessness. Deep rooted passion for compassionate, respectful and humane service. Ability to lead and simultaneously keep ego in check while achieving necessary outcomes. True faith.</p>
<p>It needs to be a person who understands the intersectionality of the homeless population and genuinely cares about all human beings regardless of their socioeconomic status.</p>
<p>Knowledge, collaboration and integration with other County Departments and other Homeless Services Providers' programs for combating homelessness.</p>
<p>who is going to help the elderly homeless? The new dept should be able to assist those at risk of homelessness to prevent the crisis getting worse.</p>
<p>The system in Los Angeles is holistically corrupt and not utilizing the funds it has to properly help the people it serves. There has been too much abuse, bullying and sexual assault to clients of LA homeless services by the very people LA homeless services employees. It is also in detriment because other parts of the system like mental health services are also filled with these issues. No more lies, no more PR articles with false services not actually available. Someone has to change this system.</p>
<p>The director should be audited quarterly An independent court monitor should be hired to oversee Director's work and that work should be transparent because it's Public Money. Have Knowledge of fair housing laws and the new director cannot hire her friends or relatives or give them contracts. The Director's work should be evaluated quarterly to review her effectiveness including where funds are used and should be fired if that director shows any incompetence or cannot explain where funds were used.</p>
<p>They key components for a leader are not to be an expert in all things related to homelessness, but the ability to hire the right people with the right expertise to manage their components of the work. The Director should be an excellent problem-solver that can see the big picture and the details with the ability to leverage the resources (human, financial, built, social capital) at their disposal. This leader needs to be able to pull people together and create something that works cohesively.</p>

As with any leadership position, it's important for this individual to be founded in the mission of ending homelessness and well informed in the humanitarian aspects such as trauma informed care, person centered support/services, and the impact of mental health on the population we serve. Experience managing, overseeing, and maintaining financial and reporting compliance is a huge benefit. Additionally, experience with the local government, public partners, and active players is a welcome plus.

The Director needs strong Department heads who communicate the same message to their staff. All government agencies, non-profits, and churches must come together to eliminate homelessness.

No one should have to live outside like animals..human beings are not equipped to live like that..Main reason so much mental health issues..sleep deprivation causes mental instability in brain..some are afraid to sleep outside due to unknown violence so don't rule out its always drugs having people lose their minds homeless sometimes its not feeling safe & unable to sleep comfortably..which is why learning about mental health in homelessness is so important

I would like to have the Director understands that providing solutions should include working with developers and owners of all forms of homeless housing, not just treatment. They should be able to coordinate some time with a section of these parties to develop best practises and understand the costs of providig vacilities. Tenant caused damages and proper screening makes it very difficult to take on more projects.

focus on permanent housing for the unhoused, prevent homelessness. I was illegally evicted when I went away to take my child to college in Cambridge, Ma. in 2021. This after I was approved for the City of Los Angeles Emergency Housing Assistance. It was for me to stay housed. The landlord was never held accountable or prosecuted for fraud in evicting me and stealing more than \$30,000.00 of Covid Rent funds for me to stay housed. I am still unhoused in shared room.

Mandatory that this person visit the homeless areas.

Understand the need to collaborate with the Courts and Probation Department as many of clients are in the criminal justice system.Collaboration with Veterans Affairs. Understanding the initial needs of the client (substance abuse treatment, mental health treatment). Then once the client is stabilized offer long term housing. If the aforementioned is not addressed the housing piece will not work.

Please hire Elon Musk.

Knowledge of housing and cost of housing. Capability to have public and private developers to provide housing. If there are no housing available there is no way to solve homelessness.

Ability two have two path for solving homelessness: economic homeless, people that has fallen to bad financial situation and and sick & mental ill homeless.

You can teach some of the operational skills or funding skills needed and the Director will have the support of teams that have experience in this; however, you cannot teach empathy, compassion, understanding easily. Treating human beings as human beings. Look for someone who leads with these things.

<p>This person needs to have worked in the field of homelessness before so they have a first hand experience of what the workers will be going through on a day to day basis and they will have a general understanding of what the mental health challenges are of those that are homeless, what the basis needs are that they need, that they are humans that need to be respected, and often are overlooked and thrown away and treated like trash and many want help. The director needs be boots on the ground.</p>
<p>Any person in leadership/management/director should lead by example, set their egos aside, not be on a power trip, and trust staff to do their job. They should be open to suggestions and encourage staff to think outside the box. They should understand that there is strength in humility and being humble, and they have to give respect in order to receive respect from staff. They must be aware that their position is not about them and how they look, but in helping others.</p>
<p>Can this new leader please just get these homeless out of public transportation and out of the communities. I never feel safe anywhere in LA. Always looking behind me if I'm going to get assaulted. It is scary and results need to be accomplished. PLEASE. I feel like "leaders" just use LA for a paycheck and benefits. Let this leader use public facilities and walk the trash on sidewalks Daily to actually see what we see. Please treat LA like the gem she is and let her shine. Thank you</p>
<p>Stop the DEI initiative racist hiring of complete mupoets. Please ask DOGE and Elon Musk to come help this third world sh@thole of a city/county.</p>
<p>As Director, first job is removing from Camps to housing, transition and permanent. Using a generic housing unit that could duplicated at every Public Works field facility, City, County, State, Utilities. Remember "Crown School Buses ". We can build instant housing on existing public owned land. These 200 - 400 Sq ft homes attracted to a foundation in fenced courtyards with resource and security. Each new complex is in a " no camp zone" . These units are designed to be installed in 5 days</p>
<p>The citizens of Los Angeles are extremely frustrated with the money being thrown at homelessness yielding so little. As one person recently told me, "It's only going to get worse." Good luck to whomever you choose.</p>
<p>This is no longer a housing issue. The failure is coming from the approach that drug users will listen to reason and accept services. We are wasting the money we have cleaning up after people and leaving them there to make another mess while not housing anyone. The next person needs to completely shift gears and free up law enforcement to force people into the shelters and the system.</p>
<p>General impression of this SURVEY. TOO OVERWHELMING in its scope. POORLY organized.</p>
<p>I feel that the director should have experienced homelessness; it is hard to fully understand it unless you have lived it. Yes, studies and surveys are good, but nothing like experiencing it.</p>
<p>1) Any current or prior LAHSA employee should NOT be considered. Time for a clean slate. 2) The available choices for primary focus for first year do not address the real issues. Primary focus should be accountability for the already generous taxpayer funding and</p>

Director of New Department – Qualifications Survey Results

<p>developing a budget. Performance measures must be put in place for any agencies receiving that money and all outcomes must be tracked. Billions of dollars have gone into a black hole and this must stop. Enough is enough. Do better.</p>
<p>Director needs to be on the tax paying citizens and businesses of Los Angeles side. Many in Los Angeles have seen major increases in crime in their communities directly related to homeless encampments. Director needs to be willing to enforce laws like no parking for RV's, no camping in public places etc. Services offered but not accepted does no longer mean they can just stay and trash neighborhoods.</p>
<p>They need to be transparent, accountable, take action, be compassionate, have respect for quality of life for both housed and unhoused, prioritize safety and environment, have a long range plan with measurable results that need to be met. Don't put this on the backs of constituents to suffer from failures. We pay taxes for services and answers-let's take care of people and get this solved</p>
<p>The homeless crisis is more accurately a mental health and substance abuse issue. As an employee of the Dept of State Hospitals, I see many of our patients come through the jail system after having been homeless. Solving homelessness requires addressing systemic problems through policy changes at the legislative level, reforming the judicial system to avoid criminalizing the mentally ill, and providing community integration supports post-treatment to maintain sobriety and prevent homelessness.</p>
<p>In addition to the qualities listed above, they must have a deep understanding of the relationship between homelessness and systemic racism, and a commitment to creating a systemic response that incorporates antiracism into the new department.</p>
<p>Recruitment for the Director position should EXCLUDE anyone from Calif. or any blue state that have a demonstrated record of incompetence and failure in addressing homeless crises as has been and continues to be demonstrated here in Calif. RECRUITMENT should be concentrated in red states with documented successful leadership in mitigating homeless crises, states such as Texas,Utah, Idaho, the Carolinas, etc.. If you want continued FAILURE in mitigating the homeless crises, hire someone in Ca.</p>
<p>dont over pay them like you did the DWP person and that Barbara Ferrer and no non profits</p>
<p>A NEED to work with L.A.P.D to Minimize Drug Trafficking in areas that house Homeless. If Possible, Crack DOWN on Trafficking to reduce the Addiction and further give Drug intervention. "WE" have to STOP the Drug-Induced Mental health Crisis!!!</p>
<p>Triage the situations and just do better</p>
<p>The new director should be aware of what the unhoused are really going through and know the different aspects of what is happening on the streets. knowledge of the streets is important. Outreach workers are dealing with so many different things like people who are addicted to substances, gangs, crime, and diseases. All of these things should be understood or for the least have teams dedicated to these subjects.</p>
<p>The Director should have an insight of the reality of homelessness and what it truly takes to have a successful story in assisting a participant with multiple barriers. Yes, they need</p>

<p>housing and Housing First method works, but it doesn't stop there. Participants need assistance with mental health, trauma and substance abuse and possibly provide life essentials classes to learn to be independent.</p>
<p>HELP! We're in desperate need for leadership in our homeless crisis/mess, seemingly making little progress here & there. So many homeless with addiction & health issues, dying on our sidewalks & no one cares. Whackamole with encampments & not solving the real problems & huge drug probs, sales & use. Many homeless are service resistant & have no interest in getting shelter or help they're so addicted or have other issues. How long will this disaster last. Other cities have better handle than us.</p>
<p>Without the support of County leaders and changes in laws pertaining to homeless issues, I do not see a change to the homeless crisis. It is inhumane to leave individuals who are experiencing crisis wander the streets and should be housed immediately. Others have become accustomed to surviving and without access to affordable housing, the problem will persist. You must PREVENT homelessness; this is where the focus should be. Once out on the streets, it is difficult to come back home.</p>
<p>Homelessness is a multi-faceted, intersectional issue which needs to be addressed creatively and with the whole person in mind. The Director of this agency should be knowledgeable of these issues and skilled at public/private collaboration. They should know how to utilize financial/data/issue experts but do not need to be one.</p>
<p>In general, they should have all of these qualities, but if needed, they can have people who focus on their PR, budgeting, data management, etc. Most important is that they should know how to run an organization smoothly and keep their employees in check, so problems do not arise with disorganization and miscommunication, which tends to destroy their organization from within.</p>
<p>The director should be someone with extensive experience in centering racial equity and understands the need for cultural change (away from white supremacy) within these systems. The director should have relationships with community just as much as they should have relationships with strategic players (government, funders, etc.). The director should be self-reflective and be able to identify weaknesses in order to build the appropriate team. This person should have a track record of innovation.</p>
<p>They ideal Director should have all of the above qualities. Or designated persons to specifically focus on fund development, PR, behavioral health, data management.</p>
<p>Data informed decision making and fund development should be top priorities. Time and money is wasted on programs that do not produce results if leadership is unable to use data to evaluate effectiveness. Client related dimensions (trauma informed, prevention, quality of life) can be delegated to more experienced stakeholders.</p>
<p>Must be able to balance longterm strategies with short-term needs</p>
<p>The person should have a track record of success building understanding of root causes driving homelessness upstream of the homeless services system (housing supply, re-entry, aging out foster care, lack of systems of care for seniors and disabled on fixed incomes, and success advocating for solutions to those system failures. Also demonstrated success leading large complex organizations with billion dollar budgets, driving system change & championing policy guided by lived experience.</p>

Please evaluate the pay level for this position.

The South Bay Cities Council of Governments Board of Directors do not believe this Leader necessarily needs to come from homeless services or the public sector for that matter. It is more important that they have the experience solving large, complex, tactical problems in either the private or public sector. For example, an ex-executive at a Fortune 500 company would have the tools gained from managing cross functional teams across multiple countries with thousands of employees.

Director of the new department should and needs to be someone that has a proven background in solving any emergency or crisis response in an efficient and financially responsible way.

A high degree of EMOTIONAL INTELLIGENCE, empathy, and compassion.

We need someone who is on point, who looks at outcomes, and is able to determine the gaps in order to fill in those gaps. Someone who is good at critical thinking, has great social skills and is able to get everyone in the community, including businesses, onboard and on LAC's team. With that, I would like to say that we need you to save our jobs please! If us permanent LAC DPH permanent employees get laid off, we and our children will become homeless ourselves. PLEASE SAVE PUBLIC HEALTH 🙏

Lead with compassion for every person -always.

The new director should examine the boondoggle that Housing First, and tying federal and state funds to it, has been. We need decent, safe shelters that afford privacy to residents. The vulnerability index should be abandoned. It has served to force people to stay on the streets until they are so broken they can achieve a high enough score to get help.

Lead with compassion for every person -always.

The Director should have 10+ years of experience working in homeless services, mental health/health, or housing in the LA area. Ideally they would have on-the-ground or lived experience and understand the challenges our current teams face. As HFH has grown and become more bureaucratic, our teams feel that they have gotten out of touch and don't see how stagnant reimbursement rates and ever-growing demands for documentation are negatively impacting clients and service delivery.

A deep understanding of LA counties current homeless system and how it works on the ground will be critical to success. Prior history of success with private/ public partnerships will also be an asset to this role. The most important understanding will be of data trends, program evaluation, prevention strategies and a willingness to reevaluate our current strategies.

We need a proven leader with a genuine heart for the people who can make the right decisions about how to spend the money that is allocated in a way that prioritizes upstream prevention efforts while still addressing the current issues of the unhoused. They need to have a heart for the work and be able to listen to both the needs of the

<p>unhoused and the concerns of the housed in addressing this situation with the right balance of priorities and interventions.</p>
<p>The main objective to establishing this new agency should be to not repeat the same processes as LAHSA. There should be an open light policy and a clear vision in place before spending taxpayers money. I support the change but would like to see some innovations like putting individuals back to work putting money into the systems. What would be the solution for those who do not want to be housed or linked to services and spend excess time in the emergency room adding expense.</p>
<p>Pretty much covered everything and</p>
<p>Lived Experience</p>
<p>It should be someone who could hit the ground running</p>
<p>Leadership moves around the County without objectivity or critical analysis of our challenges status not change. They need critical insights to solve issues, experience with reforms, difficult conversations, strong financial acumen, data EXPERTISE, take political risks, and an agent of change-demonstrated through their work nationally or internationally. Prove impact w/ data. Dr Ferrer is exemplary. Social Determinants of health- root cause of crisis- bring in a public health expert.</p>
<p>be able to make hard decisions and move homelessness forward instead of the stagnation the city has down by allowing the homeless to break laws without penalty,</p>
<p>l. A Director needs an understanding of 'why' people are homeless and why the community does not want them near our schools and homes. They should be categorized and treated accordingly. The majority of homeless people I see are drug addicts and/or mentally challenged and need a mental health facility. Look to best practices of successful countries. Advocate for vagrancy laws and give them a choice of jail or a facility with trained mental health personal.</p>
<p>Having watched the homelessness crisis in Los Angeles over the past 10 years, it's clear that what is needed is new thinking, and somebody who is not afraid to ruffle the feathers of the real estate industry, and committed to streamlining the Gordian Knot that currently characterizes the "Homelessness industry" that presently seeks to manage but not eradicate the crisis. Particular attention needs to be paid to the inefficiency of the so-called Tiny Homes and other transitional shelter systems.</p>
<p>Los Angeles is facing a severe homelessness crisis. We need a leader who can take immediate and effective action—cleaning up our streets, placing individuals into stable housing, addressing critical mental health needs, partnering with police and fire departments, and working to make our city safer now. We can no longer afford inaction or the continued mismanagement of public resources.</p>
<p>Siloed data systems across public agencies is deceptively obstructive to effective county-wide impact. It gums up the system and represents a constant weight the system has to bare that slows progress. A director who can take on this problem and</p>

integrate data systems in a way that helps rather than hurts progress will be of great value.
N/A
We need a director who understands the importance of a trauma informed, harm reduction focused approach to solving homelessness. The worst possible director would be one accepting of the criminalization of homelessness and/or a director willing to turn our clients over to ICE for deportation.
Someone who will genuinely listen to the large & small providers, the agencies that are in located in the communities they serve, and not just dictate to us what and how, Someone that is not afraid to speak their superiorors in truth and not just go along with what they are saying if not correct or what the landscape is calling for. Someone who sees people and understands that every person is different with different needs, where we have basics, but we may need to pivot to help a person. Linda K
I would prioritize strong financial management and budgeting skills, which have been lacking in prior agencies. This role must ensure responsible, transparent use of taxpayer dollars while maximizing impact. A background in fiscal oversight and accountability is essential to build public trust and drive long-term, sustainable solutions.
As previously mentioned, the Director for this new department must be honest and transparent. If they are not, we will be dealing with the same issues that LA City, LA County, and LAHSA created over the past years by misusing funds from initiatives/proposals that the taxpayers voted for to resolve the homeless issue in our county.
Ensure real community gathering and engagement, Retain what is effective; "if it ain't broke, don't fix it. Prioritize the ability to make adjustments and corrections, Focus on more concrete efforts to end homelessness. Address the increasing numbers of unhoused youth and families. Recognize and be mindful of the factors that lead to people becoming homeless and then returning to homelessness. A continuous feedback loop is highly important. Include people with lived experience of homelessness.
The Director should be a big-picture thinker who knows how to bring different groups together, like housing, health, and social service agencies, to work toward shared goals. They need to understand how government works, be smart with budgets, and really understand the many causes and challenges of homelessness. The right person will be both a forward-thinker and a practical leader, committed to fairness, using data to guide decisions, and creating lasting change.
Approachable with all levels of contact; a listener more than a talker; experience using data as appropriate for decisions; track record of financial stability for any prior programs under their leadership.
A punitive approach to homelessness does not work. Please prioritize prevention and decommodifying housing as these are more cost-effective approaches.
The new director needs to be experienced in housing justice work in order to lead the charge locally as the federal government makes cuts and walk away from equity work.

They need to be able to partner with people with lived experience and community to drive change from community up.

Having the right temperament, vision and heart to serve in the capacity to implement the right vision that will benefit and empower the citizens of the community to reduce and possibly eliminate homelessness! Networking with all entities that will assist in getting the job done.

Please work more closely with family members struggling to help their homeless mentally ill loved one. Family members are key to solving this problem. No one has reached out to them make them a key and solving addiction mental health problems in the county of Los Angeles and I mean the entire county do not forget a lot of our homeless on the street of Los Angeles are from outreach counties as far as the antelope Valley thank you.

Searching for a new director with experience in budget management for the Department of Homelessness in Los Angeles County involves several strategic.

Job Description: Create a comprehensive job description outlining key responsibilities, qualifications, and skills. Highlight the need for experience in budget management, understanding of homelessness issues, and leadership abilities. Local Universities: Collaborate with local universities that have public policy or social work programs.

A person who communicates with the public and their team effectively is needed. One who is passionate about meeting the needs of the unhoused; one committed to 24-hr services and growing the people to be self reliant; and a director who understands the value of collaboration with communities and business. We need a people person who can provide leadership to their team and the people on the streets. They should be touchable and care that 7-people are dying everyday due to homelessness.

The Director must understand the complexity of homelessness and bring a deep commitment to supporting the workforce addressing it daily. Respect for our union-represented employees and a dedication to creating safe, sustainable working conditions is essential. The role demands a leader who values frontline insight, fosters collaboration across systems, and has experience navigating public agencies to ensure transparency, accountability, and long-term impact.

The Director of the new department should have greater financial acumen compared to past leaders in this sector. I strongly promote looking for a candidate with MBA-level finance and real estate education, coupled with experience in affordable housing and homeless services.

There is no need to establish this department that waste tax payers' too much money.

Please have talking to families of loved ones with severe mental illness to get first-hand understandings of where there are pain points in the current setup. This would also allow for ideas to come from the community directly instead of just through political connections and bloated agencies/nonprofits.

Thank You. Vida Karimi
The Director should have lived experience and on the ground field experiences managing trauma related agencies. Faith-based and community relationships should be paramount as well as familiarity of data with Black people experiencing homelessness as well as the raising rates of older adults and latinos.
Demonstrated commitment to public service, centering people, systemic change, and delivering results.
Understanding the operational and client impact of such a large organizational shift in county-wide services. Experience with similar merges or transformation of large departments. Experience in LA or similar large/mega county environment
We need someone willing to rebuff political pressure to criminalize & use sweeps. Councilmembers/Sups/Mayors/etc. cave to constituent pressure to disappear our unhoused neighbors, temporarily, so constituents don't have to see the folks, but these measures never actually address people's housing needs (or other needs). These sweeps & band-aid-level motel stays are costly and ineffective. We need a Director to resist political pressure & build a solution-oriented, not shortcut-seeking, agency.
We need a Director who has passion, purpose & boldness to make a complete change to the way homelessness has been dealt with. Someone who has lived experience will not be afraid to speak up & fight for all the people still suffering through homelessness at this very moment. Our unhoused have no trust in the current system & we have people perishing on our streets daily. Thank you for allowing us this opportunity to share our input.
The recognition that homelessness won't be solved without preventing the inflow of new people in addition to providing housing and services to the currently unhoused. Prevention services are cost effective and more humane.
Someone caring understanding and willing to have some hands on if needed.
<ol style="list-style-type: none"> 1) Demonstrated leadership thru work experience with the unique health and wellness needs of those with disabilities and older adults, the fastest growing population in the state 2) Ability to prioritize care that effectively integrates health, housing, nutrition, and social services. 3) Understanding of culturally and linguistically appropriate services to meet the needs of historically marginalized people and those that do not meet the traditional criteria for homeless services
I strongly encourage the county to select a director with experience in the mental/behavioral health field. So many of those who are homeless in the county struggle with mental health and/or substance abuse, both of which often lead to homelessness. Someone with experience in these fields will be better suited at solving the root problem of homelessness. Thank you for your consideration.

This leader should be really dedicated and passionate. Director should also have history of being transparent in the work they have done. Director should be open to feedback and be innovative in the work they do.

Having an equity-centered approach is essential. Given the stark disparities in the demographics of the populations impacted by homelessness, it is important that the new department be developed with this in mind. The people staffing the new department should reflect the diversity of the county it serves, with intention and effort to prioritize including people of different racial, ethnic, spiritual experiential backgrounds, as well as people of varying ages, sexualities, and lived experiences.

Chronic homelessness needs to be addressed, mainly because these unhoused are the persons from whom the newly unhoused people learn the skills of the living on the street. The chronically homeless should not be allowed to continue living for years on the street. If they refuse Shelter or Assistance, then they should be arrested... and placed in hospitals, hospice, or jails, depending upon their condition. Their lifestyle establishes a negative environment for the rest of the community!

If the Director is not from Los Angeles or California they need to have a strong background with inter-agency collaboration and awareness of multilevel political dynamics. Attempting to work within a system that is also "visible" to LA City stakeholders, California State Legislators and federal elected officials on a high priority issue such as homelessness requires a flexibility and willingness to adapt to demanding situations.

Should not be a politician type individual. Not a rich person who has never experienced homelessness or poverty. Must be a “ community inclusive “ leader.

The County is targeting Housing for Health and its success as a basis for the new department. But there is a small number of very qualified, experienced, dedicated individuals who do most of the work and the model unravels when you get further away from their ability to be involved directly. There is no way that group can be involved directly with all operations and oversight at scale. The new leader must replicate the mentality of this dedicated group as the organization is developed.

1) Demonstrated leadership thru work experience with the unique health and wellness needs of older adults and people with disabilities and older adults, the fastest growing subpopulations

2) Ability to prioritize care that effectively integrates health, housing, nutrition, and social services

3) Understanding of culturally and linguistically appropriate services to meet the needs of historically marginalized people and those that do not meet the traditional criteria for homeless services

Compassionate, empathetic, people person

skidrow's #1 film and capitol of the world.
sonya c.

Director of New Department – Qualifications Survey Results

<p>The Director should have no problem with providing complete transparency of how funds are being spent and what they are being spent on. Also, it would be beneficial to have a director that is open to ideas from their staff regardless of their level or item.</p>
<p>Humanity and not financial conditions should be their motivation.</p>
<p>To have empathy and understand the different faces of homelessness. No one's story is the same. Collaborate to break the stigma and build partnerships to help bring awareness.</p>
<p>Strong ethics also!</p>
<p>Integrity and accountability is a high priority. Valuing persons with lived experience, community facing and a person of their word. New Department name: "Department of Housing Instability"</p>
<p>You should have fixed the Administrative leadership weakness in workflow design and process evaluation and reconciliation management that was allowed to happen even with an Oversight Committee, Who's really accountable, where were the internal audits? Will it cost more to remove & re-establish that it would have to repair and refine the LAHSA partnership? Will we now have two competing entities and both will be weak and ineffective?</p>
<p>-</p>
<p>Consult with Dr. Mark Ridley-Thomas regarding his perspective on what should be done.</p>
<p>It is imperative that the new Director is aware of the landscape of Los Angeles - noting the size of both the city and county, the history of homelessness & homeless services, and the multi-dimensional structure of both our city, county, and various sectors. Accountability, transparency, communication, and inter-sectoral collaborations are also important. Thank you!</p>
<p>Better oversight problem solving potential to Inspire</p>
<p>Consult with Dr. Mark Ridley-Thomas regarding his perspective on what should be done.</p>
<p>Good luck!</p>
<p>Please do not waste the funds allocated and be able to show how the dollars were spent and what was effective.</p>
<p>Please hire someone who has an immediacy to solve this problem, who can cut thru bureaucracy & red tape, who is enlightened to new ideas and not stuck in political favoritism or interest in climbing a political ladder. Someone w/ a heart for the City of LA & for reform, and is not moving on to another state seat or position. I am not comfortable walking the streets of my neighborhood due to the # of people completely out of it living on the streets. My niece was punched in the nose in her niegh</p>
<p>Thanks for allowing me to participate.</p>

Na
Must advocate to direct a high percentage of revenue back to the generating agency.
Independent of politics necessary.
Someone who is actually committed to improving the problem instead of feeding into the homeless industrial complex and collecting a large paycheck.
organizational change management is a MUST for this leader.
The paramount factor driving this dual crises is SUPPLY. Private affordable housing developers have always worked in a "headwind". Embrace solutions that encourage private development. Create a "tailwind" for these private developers. The initial splash of ED1 that was soon neutered by other agencies involvement prove my point. I don't wish to be anonymous Aydin Akbarut (562) 331-7971. I am a formerly homeless housing advocate that has helped develop nearly 4,000 units in the past 6 years.
New leader needs to be deeply knowledgeable about LA County and its cities, about homelessness services and the people they seek to serve. Also needs to be an excellent communicator to all types of audiences, and be extremely talented at effectively integrating complex systems. Value transparency, info sharing, and collaboration. Must not be a perfectionist: she can acknowledge the system's shortcomings so they can be confronted rather than be resisted as a personal failing.
Please do not waste the funds allocated and be able to show how the dollars were spent and what was effective.
I believe we should address the homeless situation but have STRONG policies and guidelines. The Director should be aware of the impact this is having in our communities. There are some homeless who want to stay on the streets or go through a program. There should be a policy for these types. Identify drug activity. Investigate, and prosecute. At this moment, the situation has become more of an enabler vs. solution. There isn't accountability. The community is being ignored.
We need someone who has experience with the political things, particularly how to get the public on the side of homeless services. They should be willing to push back against pointless bureaucracy, and be a visionary willing to take risks on new & innovative solutions. They should be humble enough to prioritize ideas from people working the front line, as they, not directors & CEOs, actually know what their clients need. Most importantly, they should care to fight for the plight of the homeless.
Na
Demonstrated results from implementation of program based on critical thinking and the public good, and not tainted by influence of money, special interest groups, or politicking.
It's time to transform the system, from the ground up. There is a lack of cultural diversity in leadership. We need more BLACK LEADERS in HOMELESS SERVICES who are committed to the work. It's time for "lived expertise" on a grassroots level to RISE. As a person with lived experience who has spent over a decade developing my leadership on the grassroots level, advocating for seats at the tables, cultural competency and

humility, TRAUMA-INFORMED CARE, etc. MAKE SPACE FOR US WITH SUSTAINABLE JOBS.

Given the complexities of LA County and the urgent homeless crisis, i think it is critical to hire someone that has worked for Los Angeles County in a high level position, that understands the homeless service system in LA including Measure H/A and has relationships with partnering agencies. We cannot afford to hire someone that has a long learning curve. We need someone that can work collaboratively and manage the pressure of the position including expectations by the Board and the community.

The Director should be an out of the box thinker in terms of how to approach homelessness, mental, illness, and substance abuse. Have the ability to work with different organizations to gain proper placement of these individuals with an eye on long term placement success.

When we're serious about fighting homelessness, we must start from the flawed legal system that allow judges to take bribes & rule in favor of the landlords though they know they're telling lies. My minor child & I've been homeless X3 for irregular proceedings by Judge Ronald Frank at Inglewood CourtHouse. He's so corrupt & corrupting some of the newer judges & his staff. He should be removed from that seat for an example to other corrupt judges. He'd rendered many homeless for no good cause.

Be realistic about our long term housing pipeline. Federal \$\$ is gone for at least the next 3 years & we can't rely on TBV's alone. Growth in FHSP project based subsidies will create new units.

I won't have faith in anyone hired from outside LA or from the private sector. This is a very political role that should leverage existing relationships not waste time creating them from scratch. We don't need transformational leadership we need competency w/the mechanics of running a large govt agency

The Director of the new department dedicated to homelessness must be willing and bold enough to work in an expedited way to get as many people permanently housed immediately. Must be courageous enough to do whatever it takes to utilize the housing stock we have and build what is needed. They must be able to identify and cut through the red tape with precision. They must work the urgency of an all out emergency to get people housed, treat it like the emergency it is.

The current leadership of HI and HFH are well regarded and have reputations as strong and collaborative leaders who drive results. I do not believe the County needs to look externally for a candidate for this role. Much of the justification given for this effort is based in HFH's success - a division built and led by the current HI ED and currently led by a viable/strong candidate.

I would like to nominate Cheri Todoroff for the new director for the new department. She was the one who built the DHS infrastructure, has been doing a great job at HI and has been at the county for years. She has a lot of knowledge in the homeless rehousing system but also in the healthcare and mental health systems. She is also extremely familiar with funding streams and trends within the homeless rehousing system.

Director of New Department – Qualifications Survey Results

Cheri Todoroff would be a great Director		
I would like to nominate Cheri Todoroff for the new director for the new department. She was the one who built the DHS infrastructure, has been doing a great job at HI and has been at the county for years. She has a lot of knowledge in the homeless rehousing system but also in the healthcare and mental health systems. She is also extremely familiar with funding streams and trends within the homeless rehousing system.		
Courageous - stand up to everyone for what s/he believes to achieve the County mission - this includes the Board of Supes. Strong human capital management - disciplined and demonstrate stronger transparency and fairness to all staff -especially with promotions and hiring without breaking the Civil Service exam rules. Foster team commitment, pride, and trust. Balance political acumen including anticipatory leadership especially when dealing with external politics. Strong influence/negotiation		
We need innovation along with care for immediate and long-term sustainable change.		
This issue will never be solved if we continue doing the same thing over and over. Look up Alexandra Kriz in Butte County (Chico).		
Director needs to willing to demonstrate unusual transparency and be accountable to LA taxpayers by sharing results - and spending - with the public on a Monthly basis.		
The director should have working knowledge of how racial inequities drive the rate of homelessness and they should value lived experience in the work. Ideally this leader will look like the majority of the people we serve.		
In this space, every previous leader has failed. If we keep doing the same thing and expect different outcomes, how does that make sense? The person who takes this leadership position needs to be passionate, practical and bold - and the supervisors need to focus on results - not politics and pressure - and let this person do what needs to be done. This person cannot be part of the current homelessness institution or infrastructure - otherwise nothing will change!		
"Communication is key."		
Will the department be called the Department of Housing? The "Department of Homelessness" wouldn't be as forward-thinking.		
We need someone who can bring stakeholders together without playing the blame game and willing to hold their own department accountable. Someone with experience in direct service is critical		
	Valid Responses	719
	Total Responses	1335