

Federal D. Glover Community Wellness Network Transitional Community Advisory Board

Office of Racial Equity and Social Justice (ORESJ)
Contra Costa County
March 9th , 2026



5:30 – 5:35 PM

- **Welcome & Living Community Agreements**
- public comment

5:35 – 5:40 PM

- **Action Item: Approve Record of Action**
- public comment

5:45 – 5:52 PM

- **Review Scope of Work / Workplan**
- public comment

5:52 – 6:02 PM

- **Action Item: RFQ Revision Approvals**
- public comment

6:02 – 6:18 PM

- **Outreach Strategy**
- public comment

6:18 – 6:48 PM

- **Data Dive**

6:48- 7:05

- **Break**

7:05-7:25

- **Data Dive Q&A**
- public comment

7:25- 7:30

- **Updates, Announcements & Closing**

Get to the
point, stick to
the point

T-CAB COMMUNITY AGREEMENTS

CENTER ONE
ANOTHER'S
WELLBEING AND
GROUP WELLNESS

BE THE
EXAMPLE

SHOW RESPECT
RESPECT FELLOW
MEMBERS TIME, ENERGY,
LABOR, DIFFERENCES

Be
Positive

No
Hidden
Agendas

STEP UP/STEP
BACK; TAKE
SPACE/MAKE
SPACE

TAKE CARE OF
YOUR NEEDS, ASK
FOR SUPPORT

Unified
Purpose

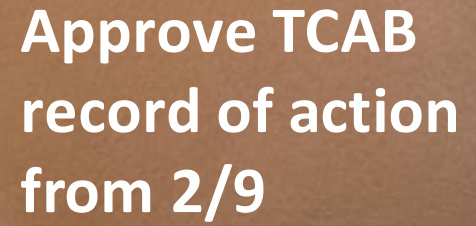
LISTEN TO UNDERSTAND,
NOT TO RESPOND

PAUSE FOR
QUESTION'S

ASSUME GOOD
INTENTIONS

STAY SOLUTION-FOCUSED

ASK
QUESTIONS



Meeting Minutes

Work Plan Snapshot: Where we are now??

Who	What	When	Progress
TCAB Members	Approve RFQ	3/9 TCAB Mtg	
TCAB Members	Outreach Strategy Design	3/9 TCAB Mtg	
ORESJ Staff	Data Dig- Inform next Steps	3/9 TCAB Mtg	
ORESJ Staff	Approved RFQ to Equity Committee	3/16	
ORESJ Staff	Approved RFQ to BOS	3/31	

RFQ Approval Vote >Motion Required<

Action Item ★



Outreach Strategy



Target organizations: Who We Reach

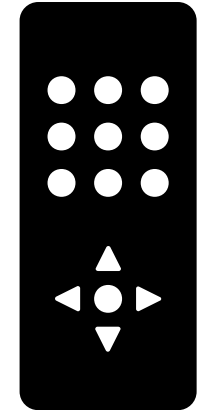
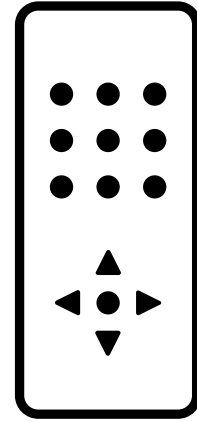
Who Needs to See This RFQ?

- Black-led nonprofits
- Community-rooted providers
- Healing, reentry, housing, and health networks
- Organizations in East, Central, and West County
- All leaders known to the network, former Steering Committee

How We Reach Them

Outreach channels

- Community networks
- Faith and cultural organizations
- Provider coalitions
- County and philanthropy partners
- Direct outreach by TCAB members



FGCWN Data Dig



Our Work Has a Lineage:

Phase One Implementation Is Built on History, Community, and Evidence

The TCAB's Phase One work is not starting from scratch.
It stands on a foundation shaped by:

- **Centuries of structural oppression** impacting Black communities' health, safety, and access to care
- **Decades of community organizing, service and advocacy** across Contra Costa County
- **Ceres Policy Research:** countywide 16 listening sessions, 8 district town halls, 4,074 survey campaign led by and for community
- **Key informant interviews** with residents, advocates, providers, and system leaders
- **Site visits and applied research** conducted by staff and TCAB members
- **African American Holistic Wellness and Resource Hub Steering Committee**

While county-level health data specific to Black residents in Contra Costa County are not always published in easy comparative tables online, national and California statewide data clearly show that health disparities for Black/African diasporic people cannot be fully explained by socioeconomic status alone - they reflect systemic inequities in health care access, exposure to chronic stressors, and historic underinvestment in community supports.

California Health Care Foundation. (2024). *Health disparities by race and ethnicity in California: California Health Care Almanac* (Updated Aug. 21, 2024). Oakland, CA: Author.

Blackness itself becomes a risk factor in the U.S. context.

African immigrants in the Bay Area and Contra Costa County often arrive with better health indicators than U.S.-born Black Americans, but over time many experience worsening health outcomes that increasingly resemble broader Black/African diasporic disparities. This pattern is well-documented and is sometimes called the “health erosion” or “acculturation stress” effect. Even across country of origin, language, education, and immigration status, **Blackness itself becomes a risk factor here in Contra Costa County.**

Migration Policy Institute

Venters, H., Gany, F. (2011). *African Immigrant Health*. **Journal of Immigrant and Minority Health**.

This research discusses how **African immigrants initially arrive with better health indicators but experience worsening outcomes linked to structural inequities, discrimination, and stress in the U.S.**

Five Essential Insights for Equity-Centered Data

- 1. Data is Never Neutral** Every choice about what to measure, how to collect it, and how to analyze it reflects values and power dynamics.
- 2. Disaggregation Reveals Truth** Averaged data hides disparities. Always separate by race, ethnicity, language, income, and geography to see who's being left behind.
- 3. Missing Data Tells a Story** When communities don't appear in datasets, ask why. "No data" often means systematic exclusion from services or research.
- 4. Accountability Requires Action** Collecting data without changing practices based on findings perpetuates harm. Data must drive decisions.
- 5. Communities Hold Expertise** Quantitative data should confirm what impacted communities already know. When data contradicts lived experience, examine your methodology.

TCAB's role is to protect the integrity of this community-driven vision as it moves into implementation.

Feasibility Study for the African American Wellness Hub

- Community-led, community-accountable approach grounded in Black voice, lived experience, and expertise
- Expand and strengthen culturally-responsive services curated by Black community
- Prioritize communities, services, and locations that reflect and meet the needs of most vulnerable and marginalized
- Strengthen coordination and alignment between county agencies and community-based organizations



CERES FEASIBILITY STUDY — Published April 2025

In 2023, Ceres Policy Research was contracted by ORESJ to execute a feasibility study for the African American Holistic Wellness and Resource Hub

From October to November 2025, Ceres completed the study that surveyed over 4,000 Contra Costa residents

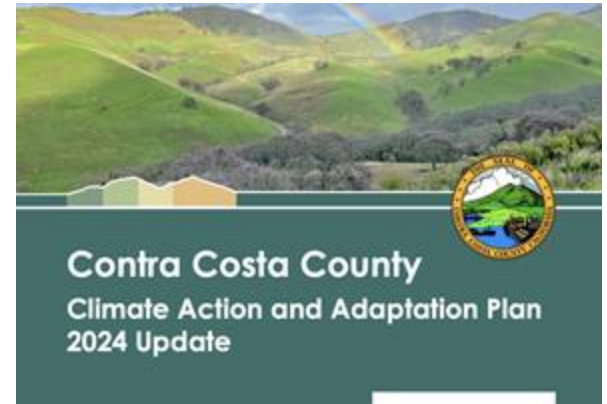
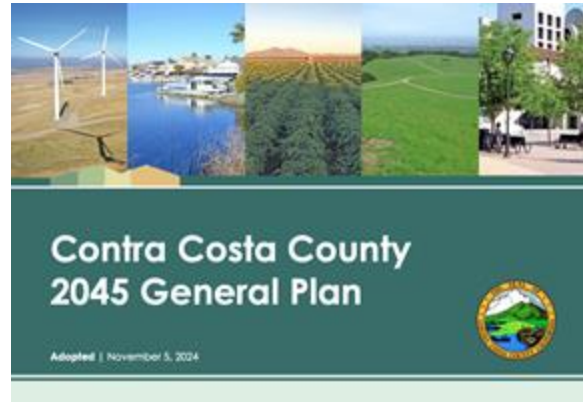
Additionally, Ceres held 7 town halls throughout all 5 County districts to gather quantitative data in February and March 2025

Ceres held 16 listening sessions with CBO's that serve vulnerable and marginalized communities from September 2024 to March 2025

Stakeholder Interviews with community and health system leaders took place between 2023-2025

Ceres collaborated with the African American Holistic Wellness Resource Hub Steering Committee to shape the feasibility study for publication

Countywide Alignment



Comparative Programs- Site Visits

Program	Budget	Lead Entity	Governance	Population	Services	Model
Roots Community Health (San Jose)	\$3.2M start up (County); \$1M first-year subsidy, plus ongoing funding support (County)	Roots Community Health Center (CBO)	Community-led nonprofit	Black residents in South Bay; unhoused and reentry	Primary care, mental health, job training	Co-located with Ujima
Vietnamese American Services Center (VASC)	\$5M annual (County); plus County depts (Health, Social Services); \$55M construction (County)	Santa Clara County, County Executive Office	County-led	Vietnamese community, high-need communities	Health, social services, language access	County and CBO Hub
REACH Ashland Youth Center	\$5M annual (County); plus Head Start-funded CBO onsite; La Clinica; \$23M construction	Alameda County Health Care Services Agency	County-led, CBO partners	Youth 11-24 years; unincorporated Alameda County	Education, workforce, health, arts, culture, civic engagement	County and CBO Hub

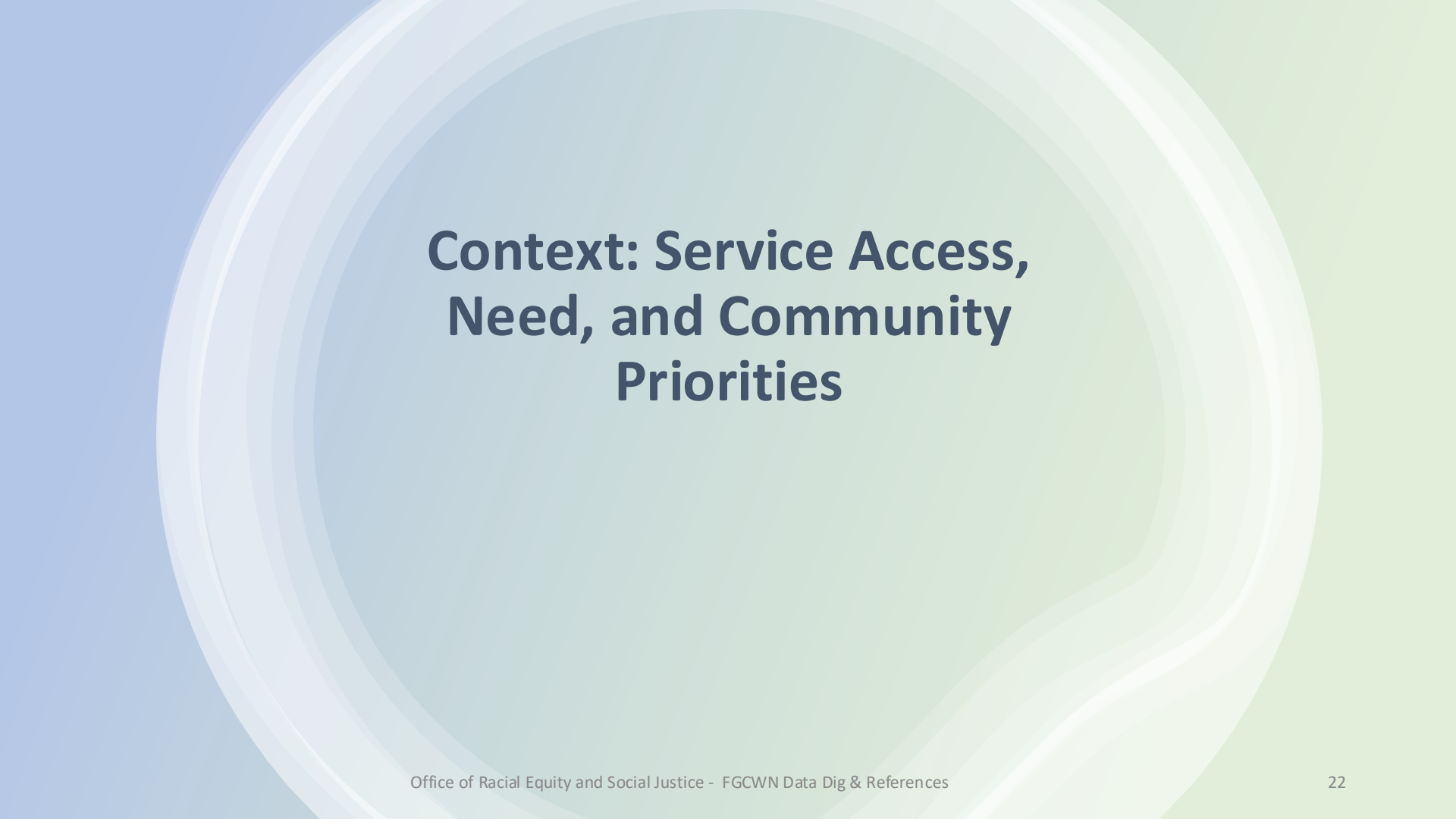
African American Holistic Wellness and Resource Hub

Recommendations for Implementation

August 2025

Contributors

- African American Holistic Wellness and Resource Hub Feasibility Study Steering Committee
- Dr. Kerby Lynch, Ryan Drake Lee, Ceres Policy Research Team
- County Program Inventory
 - Contra Costa Health (CCH)
 - Employment and Human Services Department (EHSD)
 - Library
 - Probation
 - Public Defender
- Data Teams in CCH & EHSD
- Cross Department Racial Equity Workgroup
- Evaluation Studio
- ORESJ Team



Context: Service Access, Need, and Community Priorities

Current Service Landscape

- Health and social services are distributed across Contra Costa County, with significant Health Services and EHSD presence in **East and West County**
- This generally aligns with areas of highest need based on the **Social Vulnerability Index (SVI)** and **Healthy Places Index (HPI)**
- However, **geographic spread and limited public transportation** continue to create access barriers for many residents

Community Voice & Evidence Base: What the Data Shows...

Why this matters

Key Themes Emerging Across the Data

Widespread perception of harm within the African American community, signaling an urgent need for acknowledgement, healing, and repair

Strong interest in healing-centered approaches, including:

- Community healing circles
- Restorative justice and violence interruption
- Culturally responsive mental health supports

Clear demand for comprehensive and accessible services that address:

- Health and behavioral health
- Economic stability and workforce support
- Basic needs and service navigation

Next: The following three tables provide detailed findings that inform the design and implementation of the Wellness Network.

Most Needed Resources – CERES Report

What types of support or resources would help you and your community heal from the harm caused by violence, including police violence, homicides, racial violence, or community violence?

Community Healing Circles or Restorative Justice Programs	47%
Mental Health Services	43%
Legal Advocacy & Support	42%
Trauma Informed Counseling Services	40%
Public Forums for Discussing Safety Concerns	35%

The most frequently cited challenges were caregiving responsibilities, lack of access to healthcare services, and a high cost of services. **These findings show that although Contra Costa County may offer assistance with some of these challenges, many individuals face barriers that could be related to eligibility criteria, lack of awareness, or limited time and energy to navigate the often complex enrollment process.**

Wellness Challenges – CERES Report

What are the three top wellness challenges to your community?	
Caregiving Responsibilities	42%
Lack of Access to Healthcare Services	41%
High Cost of Services	41%
Lack of Mental Health Resources	38%
Limited availability of services in my area	38%
Housing Instability	38%
Lack of Employment Opportunities	36%
Concerns around safety and police relations (e.g., racial profiling, over-policing)	35%
Lack of Reliable Transportation	30%
Food Insecurity	30%
I have to travel long distances	23%

Overall, findings indicate a demand for comprehensive, accessible services that address the full spectrum of health, economic stability, and basic needs within the community. **This underscores the need to expand program capacity, broaden service offerings, enhance outreach efforts, and increase the availability of enrollment specialists for county services.**

Table 3. Missing Services or Practices – CERES AAHWRH Feasibility Study

What specific wellness services or practices do you feel are currently missing or would be most helpful to you and your community?	
Physical Health Services	44%
Mental Health Support	40%
Employment Support and Job Training	38%
Nutritional Education and Food Access Programs	38%
Safe and Affordable Housing Services	37%
Substance Abuse Counseling	28%

Based on the findings described, ORESJ recommends that the following service categories be prioritized in the initial development and Phases 1 and 2 of the AAHWRH, and that each set of services are culturally relevant and delivered by local practitioners that are African American and/or have extensive expertise in working with and effectively engaging African Americans.

- Behavioral Health services and supports, particularly for African American males
- Housing Navigation services and supports, particularly for those at immediate risk for loss of housing, elders, and parents with young children.
- Preventative health care, check-ups, and screenings, especially for elders and young children
- Infant and Maternal health care services and supports
- Resource Navigation to enroll in Medi-Cal, Cal Fresh, and other public benefits, and navigate social welfare and public systems more broadly
- Reentry support for those transitioning from incarceration and restorative alternatives for those engaged in the criminal legal system, especially African American males

HAVE YOU OR SOMEONE IN YOUR COMMUNITY
EXPERIENCED VIOLENCE RELATED TO POLICING OR
COMMUNITY SAFETY (E.G., POLICE BRUTALITY, OVER-
POLICING, RACIAL PROFILING, HOMICIDES, OR
RETALIATORY VIOLENCE)?

YES → **70%**

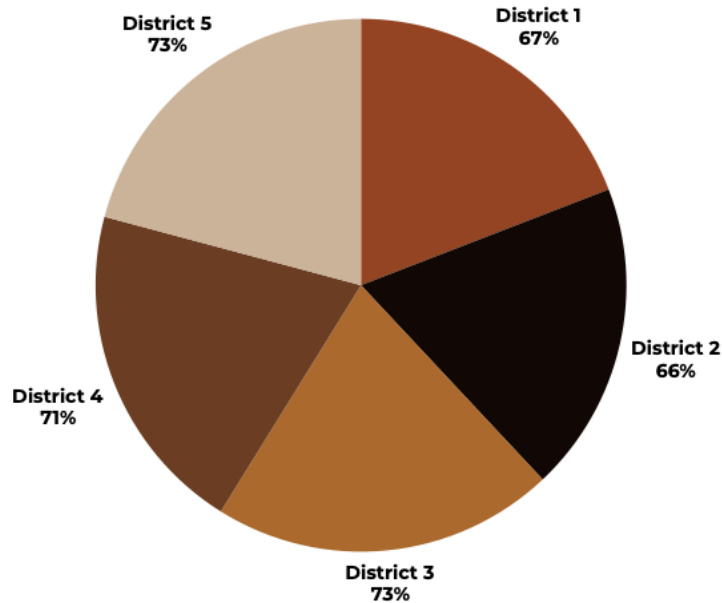
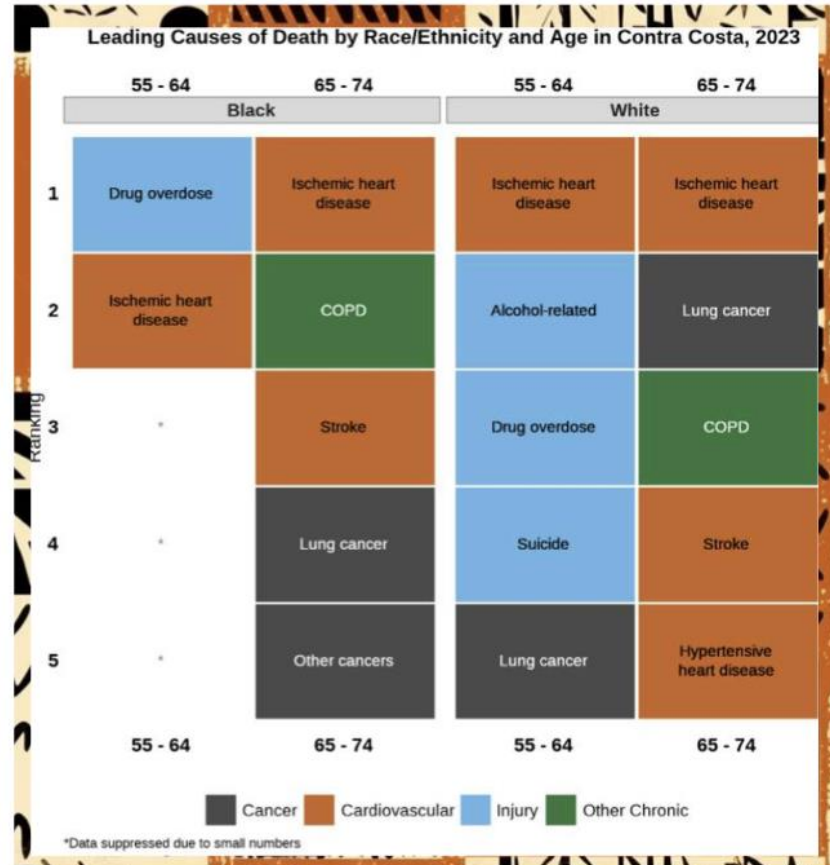


FIGURE 1: LEADING CAUSES OF DEATH BY RACE/ETHNICITY AND AGE IN CONTRA COSTA, 2023



The findings summarized in the following tables reflect the lived experiences, priorities, and calls to action expressed by African American residents across Contra Costa County.

Data Sources (Detailed in the Next 3 Tables)

- Survey of 4,000+ African American residents
- Community listening sessions and town halls
- Service provider and stakeholder input

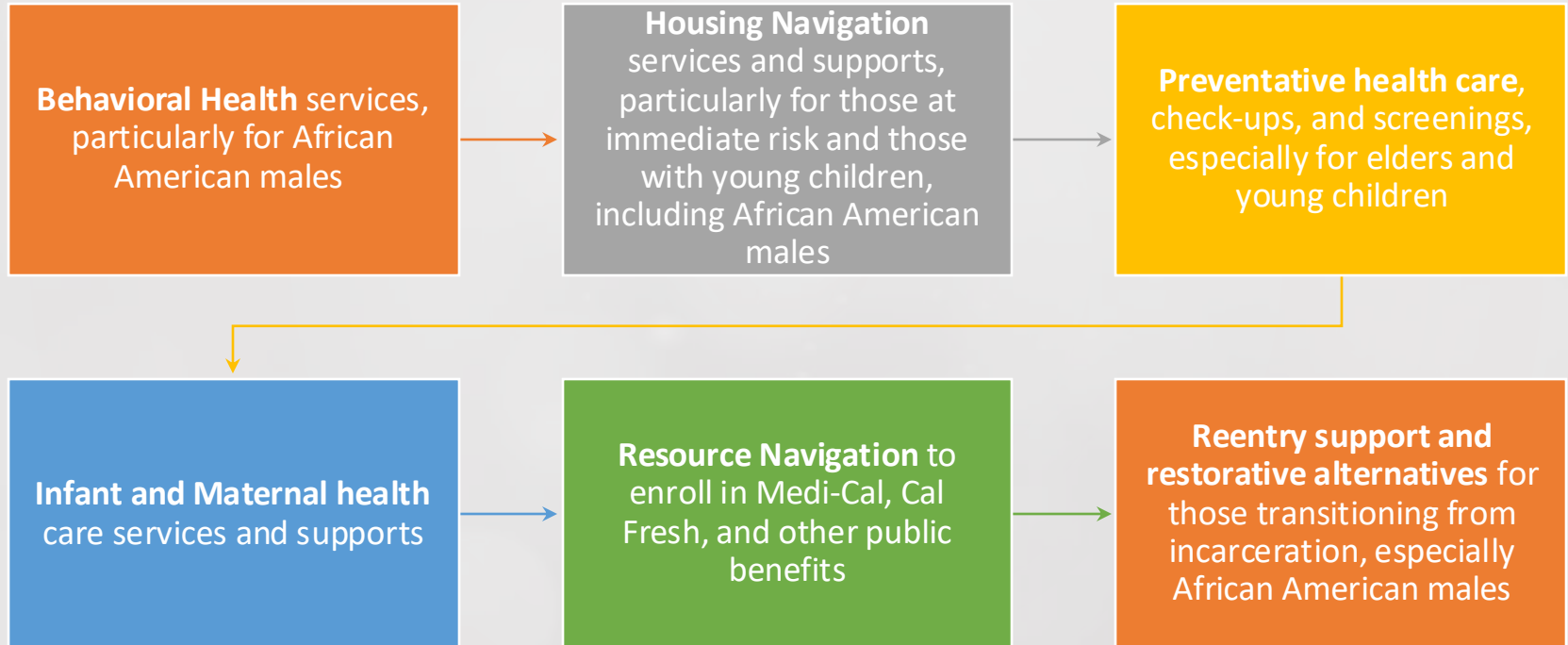
Across these tables, community input consistently points to unmet needs, systemic barriers, and clear priorities for culturally responsive, accessible, and coordinated services.

Taken together, these findings move us from understanding how harm is experienced, to identifying the barriers communities face, and ultimately to defining the services and practices needed to support healing, stability, and long-term wellness.

Because these are the dominant harms and barriers, the system must be built around these six service pillars.

Priority Service Categories

County-Community Partnership



What the Data and Community Voice Tell Us

Survey findings:

- **63%** prefer **decentralized services** across multiple locations
- **43%** support **multiple service sites countywide**

Listening sessions and town halls revealed strong support for:

- A **centralized physical hub in Antioch/Pittsburg**
- Paired with a **broader, community-based network of coordinated services**

ORESJ Recommendation

- Implement a **distributed service model** anchored by:
 - Multiple accessible service locations near highest-need census tracts
 - A centralized hub in East County to support coordination, visibility, and healing-centered access

Understanding Concentrated Vulnerability: Healthy Places Index

ORESJ analyzed each census tract using the Healthy Places Index, which measures 23 social determinants linked to life expectancy, including:

- Employment and income
- Educational attainment
- Homeownership
- Health insurance coverage
- **12 census tracts** with significant African American (>10%) populations fall **below the 25th percentile of HPI statewide**
- These tracts are concentrated in **North Richmond, Richmond, Pittsburg, and Antioch**
- The **lowest HPI ranking (5.3)** was identified in Antioch, signaling particularly severe structural challenges

Service Gaps in High-Need Areas



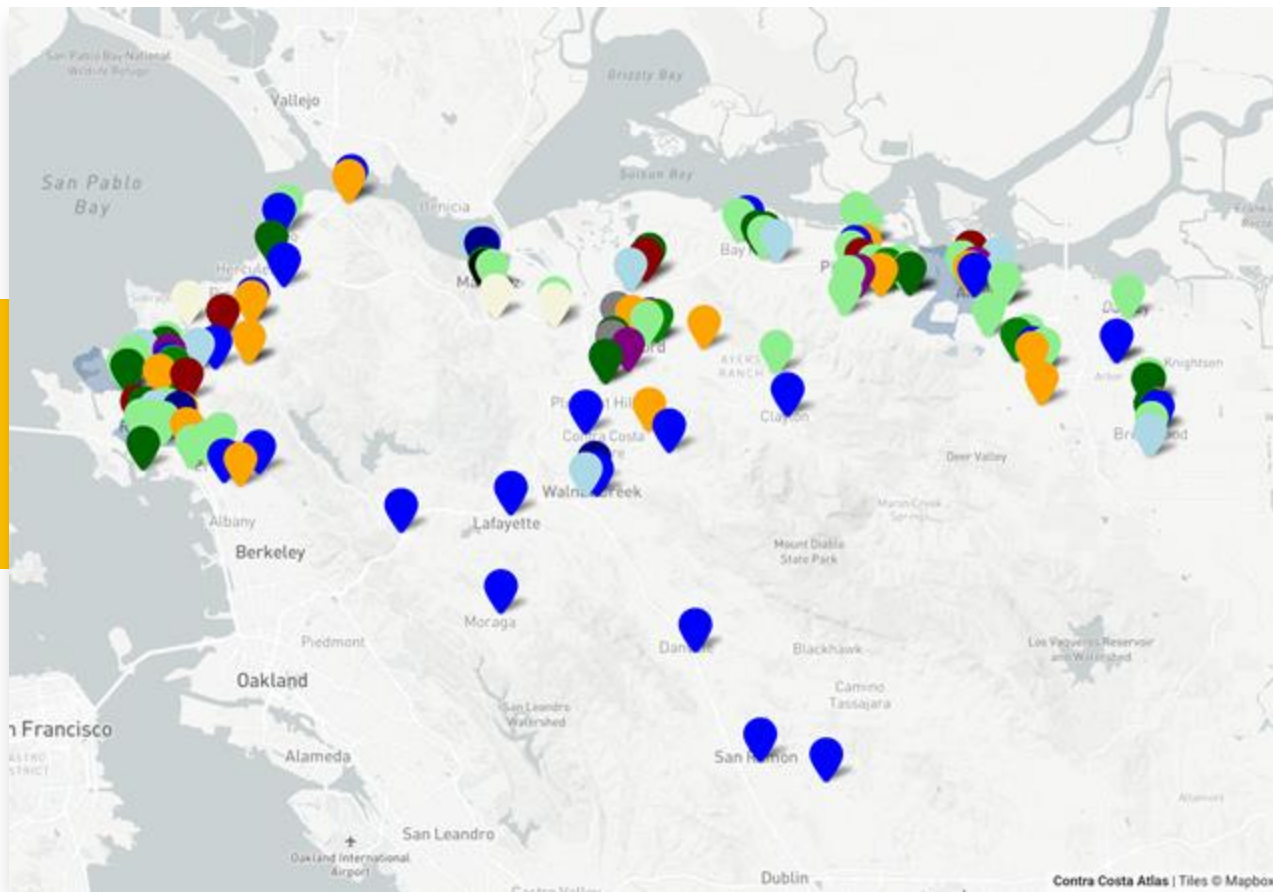
Within the 12 critical census tracts:

- Only **one library**
- **No emergency medical services**
- **No OBGYN providers**
- Some EHSD workforce, childcare, and service integration sites

Healthy Places Index®

County Programs

[Click on the map to learn more.](#)



Office of Racial Equity and Social Justice - FGCWN Data Dig & References

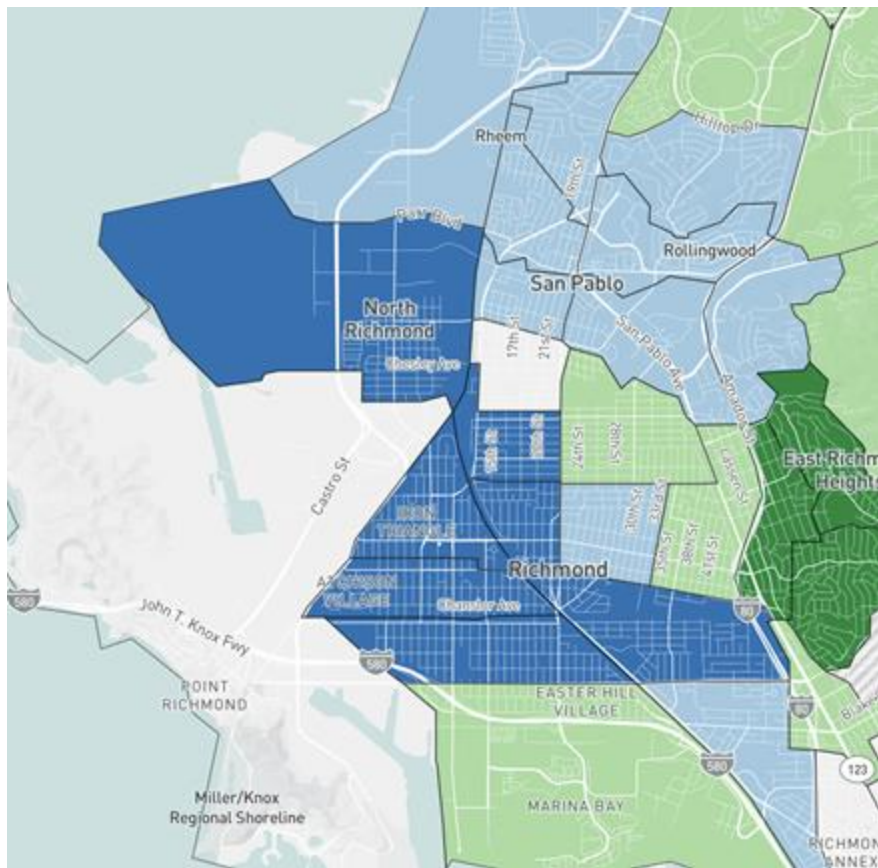
What this means for TCAB decisions:



This is not a general
countywide program.
This is a **place-based
racial equity
intervention.**

Eligibility rules, leadership
requirements, and service
awards must prioritize:

- These geographies
- These populations
- These disparities



West County

West Contra Costa Census Tracts Below the 25th HPI Percentile with >10% African American Residents
(see dark blue shaded areas)

Richmond/ North Richmond

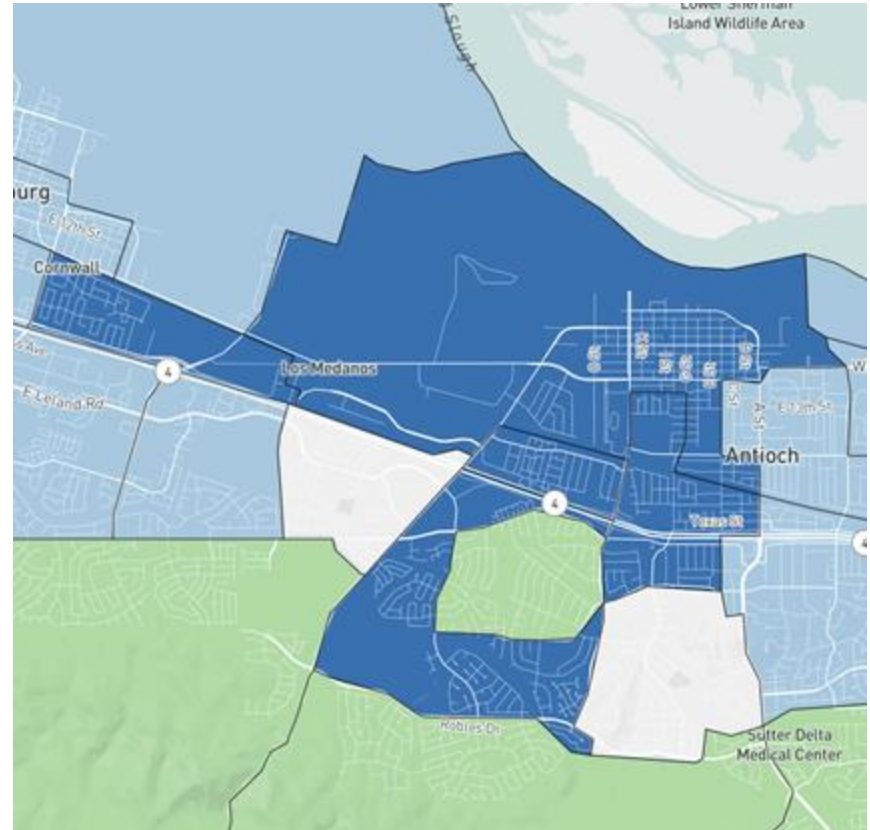
	Key Streets / Boundaries	Landmarks	Census Tracts
Iron Triangle South & Central	· Macdonald Ave · Bissell Ave · Harbour Way · 23rd Street	· Nevin Community Center · Richmond Transit Station (BART/Amtrak)	3730
North Richmond Core	· Gertrude Ave · Chesley Ave · 3rd Street · Richmond Pkwy	Ford Point / Point Richmond Rosie the Riveter/WWII Home Front NHP Marina Bay Point Molate & Point San Pablo Richmond Plunge	3750
South Richmond / Lillie Mae Jones area	· Cutting Blvd · Carlson Blvd · Interstate 80 · Potrero Ave	· Nicholl Park · Doctor's Medical Center site (historic)	3650.02
West of 3750	· Richmond Pkwy · Hensley St · Vernon Ave · 3rd Street	· West County Wastewater Plant · North Richmond Farm (Urban Tilth)	3760

Office of Racial Equity and Social Justice - FGCWN Data Dig &

Richmond/ North Richmond			
	Key Streets / Boundaries	Landmarks	Census Tracts
Near Cutting Blvd / Canal area	- Harbour Way - Cutting Blvd - Canal Blvd S. 2nd Street	- Point Richmond Industrial Area - Richmond Ferry (nearby)	3770
Warehouse districts along I-580 / refinery corridor	North boundary: Richmond Parkway / Giant Road South boundary: Rumrill Boulevard / San Pablo Avenue corridor West boundary: San Pablo Avenue & 23rd Street corridor East boundary: Richmond – San Rafael Bridge approach / I-580 alignment	Chevron Richmond Refinery (adjacent to eastern edge) — significant regional employer and environmental context Point Pinole Regional Shoreline (near northwestern portion) — major open-space amenity North Richmond Ballpark — recreational landmark Richmond Parkway Transit Center (serves transit lines along Richmond Pkwy / I-580)	3790
Near Marina Bay / I-580	- Marina Bay Pkwy - Cutting Blvd S. 23rd St - Interstate 580		3810

East County

East Contra Costa Census Tracts Below the 25th HPI Percentile with >10% African American Residents (see dark blue shaded areas)



ANTIOCH, CA			
	Key Streets / Boundaries	Landmarks	Census Tracts
Hillcrest / Auto Center area	North: Delta Fair Blvd East: Auto Center Drive South: Lone Tree Way West: Hillcrest Avenue	• Hillcrest BART Station • Antioch Auto Center • Sutter Delta Medical Center (nearby)	3071.02
Central Antioch – Sycamore area	North: Sycamore Drive West: G Street & H Street grid South: Lone Tree Way East: Contra Loma Blvd / James Donlon Blvd area	• Sycamore neighborhood • Antioch Middle School (nearby) • Contra Loma Estates (adjacent)	3072.02
South of 3072.02 toward Fairgrounds	North: Lone Tree Way South: Auto Center Drive East: Highway 160 West: G Street / A Street corridor	• Contra Costa County Fairgrounds • Antioch Water Park (nearby) • Somersville Towne Center (adjacent to tract boundary)	3072.05

Pittsburg			
	Key Streets / Boundaries	Landmarks	Census Tracts
Central Pittsburg – Leland / Railroad corridor	North: W. Leland Road East: Railroad Avenue South: 10th Street area West: Bailey Road	• Pittsburg High School • Pittsburg Adult Education Center • Leland Square Shopping Center	3050
(Los Medanos)	North: East Leland Road South: Pittsburg–Antioch Highway West: Loveridge Road East: Railroad Avenue / Harbor Street	• Los Medanos College • Buchanan Park • Pittsburg Center BART (adjacent)	3120

This is why Phase One funding and leadership must be concentrated in these critical areas.



Community told us exactly what kind of system they want

People do not want:

- Just one building
- Just County agencies
- Just clinics

They want:

- Healing circles
- Mental health
- Restorative justice
- Legal advocacy
- Reentry support
- Housing and navigation
- Infant, maternal, and elder supports
- Access across multiple neighborhood sites

And they want it delivered by trusted Black organizations

This leads directly to the implementation model:

A distributed, Black-led network of providers, anchored by culturally responsive backbone organization with comprehensive administrative and coordination acumen.

That is the logic behind:

- The Lead Entity
- The RFP for CBOs
- The Executive Director
- The Board
- The Community Council

Updates and Reminders



Who?
What?
When?

TCAB/ ORESJ Staff

**Final Review and Approval of the
Request for Qualifications (RFQ) for
Lead Entity (Forward to Equity
Committee)**

March TCAB Mtg – 3/9

TCAB

Outreach Strategy Design

March TCAB Mtg – 3/9

ORESJ STAFF

Priority Service Populations - Data
Presentation

March TCAB Mtg – 3/9

TCAB

Outreach Strategy Design

March TCAB Mtg – 3/9

TCAB

Populate & Identify Invitees to Lead
Entity Application Process

March/April

TCAB

Review the Request for Proposals
for Service Providers

April TCAB Mtg- 4/13

TCAB

Presentation from African American-
focused Specialized Programs in
County

April TCAB Mtg- 4/13

THANK YOU

for serving on the TCAB!

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