

Equity Committee

Record of Action for May 19, 2025

Committee Members Present:

Supervisor Ken Carlson, BOS District 4, Committee Chair; Supervisor Shanelle Scales-Preston, BOS District 5, Committee Vice Chair

Staff Present:

Kendra Carr and Peter Kim, Co-Directors, Office of Racial Equity and Social Justice (Staff to Committee); Adam Nguyen, Finance Director, CAO; Emlyn Struthers; Jessica Shepard; Ann Elliot, Director, Human Resources Department; Lavonna Martin; Nicole Bilich, Manager, Human Resources Department; Gilbert Salinas, Chief Equity Officer, Health Department; Rhonda Smith, Assistant to Chief Executive Officer, Health Department; Ellen McDonnell; Ali Saidi; Carrie Ricci; Cindy Shehorn; Alejandra Sanchez, Field Representative, District 4; David Frasier, Chief of Staff, District 5; Jill Ray, Field Representative, District 2; Peter Myers, Deputy Chief of Staff, District 3; Sonia Bustamante.

Public Attendees:

Kerby Lynch; Gigi Crowder; Shantell Owens; Doug Leich; Phil Arnold, Liliana Gonzalez; Leslie May; Maria Dominguez; Neill and Yvette; Phyllis Howard; Stephanie Taddeo Y'Anad Burrell; Zelon Harrison, Kathy Wally; Lilia Williams Cheuk; Mariana Moore; Melody Howard Weintraub; Deb Vinson.

Introductions

Supervisor Carlson convened meeting at 10:30 AM.

Supervisor Carlson, Committee Chair, and Supervisor Scales-Preston, Committee Vice Chair, introduced themselves. Offered words to recognize the passing of Supervisor Federal Glover and honor his service, contributions, and legacy to Contra Costa County.

Public Comment

Gigi Crowder: offered words of memory, appreciation and loss in regard to Federal Glover's passing; would like to remind group of wish to name hub after him.

Mark Joffe: Santa Clara County using grants to non-conformist policies in defiance of federal govt orders; consider this as you deliberate and not jeopardize federal funds

Zelon Harrison: offered condolences to family of Federal Glover; commented on federal govt orders; stand together and continue to fight, use our dollars to resist any attacks on the Blackcommunity

Roxanne Carillo Garza; expressed her appreciation for Federal Glover's support and leadership over the years; his support for creation of ORESJ, of immigrant health care, equity and justice issues more broadly; also regardless of the federal attack on DEI, we need to lean into equity more than ever.

Phil Arnold: sad day, loss a friend of 30 years; offered scripture as a testament to fleeting nature of life;

Shantell Owens: devastating loss, but still here in spirit; remembered personal interactions; our hope and prayer was to name the Hub after him. Call for unity and togetherness.

Kendra Carr: we literally would not be here without Federal's leadership, advocacy, time, mentorship, advice, wisdom. He gave his life to this work, his family sacrificed so much, and don't want to see that work to be in vain.

Ken Carlson: the fact that he continued to attend these meetings a reflection of his belief, pride, and commitment to this work of expanding equity and in particular of opening the Hub and giving the community what it deserves.

Shantell Scales Preston: on way here, thinking of him, his mentorship and commitment, and his excitement and optimism to move this work forward, so on us to see it through.

Neill and Yvette: Federal was often the lone Black voice in the room, he spoke for us; he showed we can rise above the racism and lead with integrity and vision; when you deny us a seat at the table you deny what could be; I want to express my admiration for his leadership and ability to bring the public, the youth, the community into the conversation; he reminds us of the need to increase representation of Black leaders.

1. RECEIVE and APPROVE the Record of Action from the May 2, 2025 meeting of the Equity Committee, with any necessary corrections.

Public Comment

No comment.

Committee received and approved the Record of Action with no corrections.

Vote was taken – two (2) ayes. This item was passed.

1. ACCEPT the Small Business Enterprise Program Report, reflecting departmental program data for the period: July 1 through December 31, 2024

Cindy Shehorn, Procurement Services Manager, See attachments in agenda packet.

Carlson: No questions

Scales-Preston: No questions

Public comment:

Shantell Owens: As a minority small business owner, I have never heard of this program; what are the RFP opportunities that exist, and how did the info go out? How many Black community members were engaged and took part? Can we receive the data?

Carlson: is it possible to track the SBE data by race and other demographics?

Shehorn: currently track disabled, veteran, women, minority owned, and 2 other categories; Black businesses can be and are included among all 6, though currently we don't pull out data particularly by race.

Scales Preston: is there a way to ensure that in our outreach, and who receives notifications, we include Black and other marginalized groups?

Shehorn: I will talk to my deputy and bring back an update on how we do that; currently, through our Purchasing Portal, folks can register and be included in announcements; Can send the brochures to Supervisors offices to share with residents.

Scales Preston: yes, please send to our offices, and we can also work with ORESJ to share the information

Carlson: Can ORESJ add a banner on your website?

Carr: yes, we can work with the communications team to add that and make sure the announcements are included; and we can also host a webinar with Purchasing that walks through the process for community members.

Zelon Harrison: agree that there is a need to consistently collect the information by race to ensure

Mariana Moore: as someone who believes in importance of inclusion, I suggest we move beyond just compliance, and to deeply and actively and intentionally including community in outreach processes (e.g. mixers, gatherings, info sessions) to truly nurture a welcoming culture.

Phil Arnold: Glover used to convene an annual grantwriting seminar, helped people come away with deeper understanding of how to apply, write grants, etc.

Scales Preston: yes, we have a grantwriting seminar coming up, David Frasier will put out two on next few months, one in East and one in West (June 12 in Ambrose Center); working with CCTV to record and broadcast.

Roxanne Carillo Garza: MXCAB offered a document to Equity a few months ago on best practices on procurement and contracting practices; our hope is to have that implemented in policy in future years.

Vote was taken – two (2) ayes. Update was accepted with additional direction: Include a way to track data by race, and add SBE to updates Supervisors and ORESJ communications in the future.

1. RECEIVE updates and PROVIDE direction on Implementation Planning for the African American Holistic Wellness and Resource Hub.

Staff presented, see attachments.

Carlson: Stressed need to partner across County and CBO's and include it in any potential RFQ and contracts. And lifted up the need to embed services in CBO sites across county as a way to meet broad need.

Scales Preston: Need for something to see as a representation and symbol of our commitment demonstrated by our currently funded programs; would like to see us go out to the sites to document and share with community what is being done.

Staff: We will work with communications consultant and East Bay Community Foundation on exploring what is possible.

Carlson: what is the contract period of current contracts?

Staff: One year, they conclude in March/April 2026.

Public Comment:

Shantell Owens: as a recipient, now we are moving fast to make up for the one-month delay in receiving funds, but we have those funds are moving. A reminder that this is 3 phases, and this is a progressive plan, and not to get hung up on a brick and mortar site if that means this work will stall.

Phil Arnold: I have a sense of urgency for this, but I want to remind us to not always use acronyms, and to be explicit on the purpose of the project by articulating the name.

Carlson: agreed, acronyms are everywhere and makes it challenging to follow and not get confused.

Kerby Lynch: had honor of working with Glover on ORESJ and Hub; he was a strategist and a mentor that made space at the table and let community wisdom be incorporated; I believe what we need now is an equity analysis by zip codes, a readiness review what depts are poised to deliver (staff time, flexibility), budget direction (internal signal from CAO or BOS for depts to prioritize this work and not rely on a volunteer ask; and remind us that the community survey expressed desire to name after Federal Glover.

Doug Leich: MultiFaith Action Coalition fully supports the Hub and thanks the BOS their recent vote to move on the implementation plan; raised the importance of the grounding of hubs

like these in the CA Reparations Report recommendations, including establishing and funding community wellness hubs in Af Am communities as a form of healing from the legacy of enslavement; their recommendation is very similar and in alignment with this project's contours.

Zelon Harrison: the harm is so large and deep that the Black community needs to see something now, we lose hope fast, providing us transparent information and progress updates, opportunities to partner, etc; we don't want to be treated as if a fad.

Katherine Wally: Nothing about us without us, policies and practices that impact any group must be rooted in that group's expertise and leadership; I want to reiterate asks of Safe Return Project: for the Hub to be community-led, not County-led; also suggest a participatory budget approach, to complete the budgeting with transparency and clarity;

Lilia Williams Cheuk: attended a Town Hall meeting in Danville for this Hub, I appreciated the effort to receive that info and be kept in the loop; want to encourage continued efforts to include updates; appreciate Dr Lynch's updates; acronyms, systems-speak, bureaucratic language are all overwhelming so please use plain language

Vote was taken – two (2) ayes. Update was accepted.

2. RECEIVE and DISCUSS the preliminary analysis and recommendations from the Office of Racial Equity and Social Justice 2025 Budget Equity Review.

Staff presented, see attachments.

Stressed importance that these are reflections, not formal recommendations, as we are not quite there yet. Soliciting feedback and insights from Equity Committee that will help us inform and refine these reflections. We will also solicit review and feedback from CAO and depts before we submit a fuller report at the June meeting.

Carlson: Budget season is challenging for all involved, including and especially the depts. Want to recognize that up front, that this is daunting work as we begin to adjust and shift. Change is hard. But my hope is that once we've implemented it, the energy, effort, and labor will become more manageable over time.

Scales-Preston: it is important as a way to move forward, that we be intentional in how that change happens, and that being intentional in how that changes routine and structure. Without it, we run risk of moving fast but not truly changing and improving processes and outcomes.

Public Comment:

Mariana Moore: so excited that this process is moving forward, after many years of this being a community effort; I want to lift up ORESJ's professionalism and genuine openness to partnering with community and involving community voice; want us to consider how much ORESJ is asked to do, and the sustainability is not feasible given the load and the lack of

staffing capacity; the office must be sustained as a matter of equity and in order to ensure the success

Doug Leich: Multifaith Action Coalitio, wants to reiterate the appreciation and support of the ORESJ

Kerby Lynch: reiterate the importance of budget processes to include the investment and resources that actually carry forward the great ideas and language that we insert; equity is a matter of robust fiscal planning that accounts for staffing and time

Deb Vinson: appreciate the work of the ORESJ, and want to uplift the need of self-care of such a small team being asked to carry so much; will AI be used to support the analysis? In the health world, we are using AI in new ways that we can learn from.

Staff: did participate in an AI demo hosted by the CAO.

Stephanie Taddeo: want to lift up the great work that ORESJ is doing, and reiterate the need to address the capacity and sustainability of the office.

Shantell Owens: raised importance of using technology tools to track impact and outcomes.

Vote was taken – two (2) ayes. Update was accepted.

3. RECEIVE updates from the Office of Racial Equity and Social Justice

Staff presented, see attachments.

Public Comment:

No comment.

Vote was taken – two (2) ayes. Update was accepted.

4. Next Committee meeting is scheduled for June 16, 2025 at 10:30 AM. But looking at rescheduling the meeting due to scheduling conflicts.

5. Adjourn

Meeting was convened at 12:20 PM in the loving memory of Federal Glover.