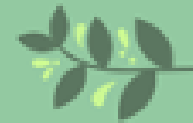
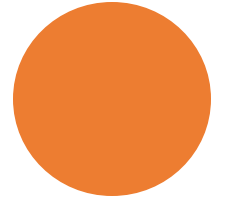


Office of Racial Equity and Social Justice

Equity Committee

March 17, 2025



Office of Racial
Equity & Social
Justice

CONTRA COSTA COUNTY

New Team Members

Jessica Travenia | Budget & Policy Analyst

Jessica Ruth Travenia brings over 15 years of experience in community development, public policy advocacy, and economic justice. She has worked extensively in equitable resource distribution, stakeholder engagement, and strategic planning to address systemic inequities.

Before joining ORESJ, Jessica served as Director of the Richmond Rapid Response Fund, where she managed a multimillion-dollar cash distribution program supporting marginalized communities. She has also consulted for nonprofits and government agencies, leading initiatives in trust-based philanthropy, fiscal analysis, and program evaluation.

Jessica holds a Bachelor of Science in Community Health Education from Western Oregon University and has earned multiple leadership and public policy certifications. She is passionate about creating sustainable, community-led solutions that advance racial equity and social justice.

Emaan Ahmed | Data Analyst

As a native Californian and a child of immigrants, Emaan is passionate about using data to address systemic barriers for meaningful, community-centered change.

Emaan holds a Bachelor's and Master's degree from the University of California, Irvine. During her time at UCI, she researched educational data mining and equity in higher education. She also pursued a second Master's degree in Islamic Law at the Institute of Knowledge, reflecting her commitment to serving diverse communities through both academic and community-based work.

Prior to Contra Costa County, Emaan was a Data Analyst at the University of California, Davis, where she worked on the Licensed Physicians from Mexico Pilot Program (LPMPP). Her experience there includes collaborating with the California Legislature, the Medical Board of California, and clinics across the state to promote culturally competent medical care within the state.





Current Projects

- Building Our Team
- Budget Equity
- African American Holistic Wellness and Resource Hub
- Racial Justice Oversight Body
- Language Justice
- Contra Costa Accountable Communities for Health Initiative
- Developing Racial Equity Training & Capacity Building Series

\$1M for African American Wellness Services

October 31, 2024 | Request for Proposals (RFP) for African American wellness services closes. Total of 53 applications received in the following five priority service categories:

- Behavioral health supports - 9
- Food and/or housing insecurity services - 8
- Maternal and infant health services - 5
- Community healing supports - 8
- Youth development support services - 23

ORESJ convened 7 review panels with 20 participatory review panel members

- Black community members who live and/or work in Contra Costa County
- Education, social services, mental health, maternal/infant health, violence prevention, training, and consulting.
- Six (6) are County staff, six (6) work for local school districts, three (3) are formerly incarcerated, at least one (1) is formerly in foster care, and an even 50% split between men and women.

November 1 – 12, 2024 | Participatory review panel members independently reviewed and submitted their respective scores for each proposal.

November 13 - November 15, 2024 | Seven participatory review panels met, respectively, and deliberated collectively on their assessments of the proposals, and ranked applicants.

November 16 – November 25, 2024 | Youth Development review process extended to allow for a second review of the top-ranked applications to ensure a fair and robust review process that honors the large and competitive field of applicants.



Timeline

December 16, 2024 | Equity Committee approved, referred to full Board

January 2025 | Board of Supervisors approval of final awards

February 2025 | ORESJ and East Bay Community Foundation co-host launch event with service providers

March 2025 | Contract negotiations with East Bay Community Foundation and service providers

April 2025 | Service provider contracts begin

April - October 2025 | Capacity building and technical assistance; service providers submit mid-cycle progress and impact report

April 2026 | Providers submit final progress and impact report



Advancing Racial Equity and Social Justice

Event	Timeframe
Budget Equity Narratives	Spring 2025
Racial Equity, Belonging, Healing Summit [CC-ACH]	Spring 2025
Animal Services Equity Training	Spring 2025
Library Racial Equity Action Plan	Spring 2025
Establish ORESJ Lived Expertise Advisory Board (LEAB)	Summer 2025
Race Equity 101 Training Series	Summer / Fall 2025
Co-design the County Race Equity Action Plan	Fall 2025 / Winter 2026

THANK YOU

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