



CONTRA COSTA COUNTY

AGENDA

Economic Opportunity Council

Thursday, August 13, 2026

6:00 PM

1470 Civic Court, Suite 200, Room 207,
Concord | Zoom:

<https://cccouny-us.zoom.us/j/841129701>

68 | Call in: 8882780254 | Meeting ID:

841 1297 0168

Agenda Items: Items may be taken out of order based on the business of the day and preference of the Committee

1. Call to Order and Welcome
2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to two minutes).
3. INTERVIEW and consider for APPROVAL two new applicants to the Economic Opportunity Council and other roster adjustments. [26-3386](#)
Attachments: [Williams Raven \(EOC\) 06-07-26 D1_Redacted](#)
[Cole Terrence \(EOC\) 06-29-26 D4_Redacted](#)
4. APPROVE the 2026 CSBG Discretionary Grant. [26-3387](#)
Attachments: [Contra Costa - 626 Approved](#)
5. APPROVE the EOC Business Meeting Minutes of 6/11/26. [26-3388](#)
Attachments: [EOC Business Meeting Minutes of 6-11-26 DRAFT](#)
6. RECEIVE the June 2026 CSBG Fiscal Report. [26-3389](#)
Attachments: [2026 CSBG Budget with June 2026 Actuals](#)
7. DISCUSS the new Advisory Body Training Platform. [26-3390](#)
Attachments: [COB Memo - Training Tracking Procedure Updates 06.29.26](#)

8. RECEIVE the CSBG Strategic Plan Update 2026 and review outline for next plan. [26-3391](#)

Attachments: [2022-2027 Strategic Plan - Goals and Strategies - 2026 Update](#)
[Contra Costa County Community Action Partnership Strategic Plan](#)
[Working Plan](#)

9. RECEIVE Annual Board Training on Community Action and CSBG. [26-3392](#)

Attachments: [EOC Board Training 8-13-26](#)

10. Staff Report
11. Chair Report
12. EOC Member Report
13. Next Steps and Meeting Evaluation

The next meeting is currently scheduled for September 10, 2026 at 6 pm.

14. Adjourn

The Committee will provide reasonable accommodations for persons with disabilities planning to attend the Committee meetings. Contact the staff person listed below at least 72 hours before the meeting. Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the County to a majority of members of the Committee less than 96 hours prior to that meeting are available for public inspection at 1470 Civic Court, Suite 200, Concord, during normal business hours. Staff reports related to items on the agenda are also accessible online at www.contracosta.ca.gov. If the Zoom connection malfunctions for any reason, the meeting may be paused while a fix is attempted. If the connection is not reestablished, the committee will continue the meeting in person without remote access. Public comment may be submitted via electronic mail on agenda items at least one full work day prior to the published meeting time.

For Additional Information Contact: Christina Castle-Barber 925-608-8819



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-3386

Agenda Date: 8/13/2026

Agenda #: 3.

Advisory Board: Economic Opportunity Council

Subject: INTERVIEW and consider for APPROVAL two new applicants to the Economic Opportunity Council and other roster adjustments.

Presenter: Christina Castle-Barber

Contact: 925-608-8819

Information:

INTERVIEW and consider for APPROVAL two new applicants to the Economic Opportunity Council and other roster adjustments.

Application Form

Profile

Raven

First Name

Williams

Last Name

Middle
Initial

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Email Address

[District Locator Tool](#)

Resident of Supervisorial District:

☒ District 1

Marin County

Employer

Sr. Department Analyst

Job Title

Length of Employment

6 Years

Do you work in Contra Costa County?

☐ Yes ☒ No

If Yes, in which District do you work?

How long have you lived or worked in Contra Costa County?

6 years

Are you a veteran of the U.S. Armed Forces?

☐ Yes ☒ No

Board and Interest

Which Boards would you like to apply for?

Economic Opportunity Council: Submitted

Seat Name

Committee

Have you ever attended a meeting of the advisory board for which you are applying?

☐ Yes ☒ No

If Yes, how many meetings have you attended?

Education

Select the option that applies to your high school education *

☒ High School Diploma

College/ University A

Name of College Attended

UC Santa Cruz

Degree Type / Course of Study / Major

Sociology/Politics

Degree Awarded?

☒ Yes ☐ No

College/ University B

Name of College Attended

CSU Dominguez Hills

Degree Type / Course of Study / Major

Masters Public Administration

Degree Awarded?

☒ Yes ☐ No

College/ University C

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

☐ Yes ☐ No

Other Trainings & Occupational Licenses**Other Training A**

N/A

Certificate Awarded for Training?

☐ Yes ☒ No

Other Training B

N/A

Certificate Awarded for Training?

☐ Yes ☒ No

Occupational Licenses Completed:

N/A

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

I have a personal interest in all four boards for which I am applying. I have wanted to make a meaningful and effective impact within my community outside of the public servitude I currently participate in by proxy of my job. Working in Marin has helped me see the value of becoming an active member in the community, and one way I to effect change within the community is by way of Board participation and advisory. Our community is as strong and prosperous as the supporting public services. In particular the IHSS Public Authority board interests me because I have previously worked as a Program Coordinator for the IHSS program in Marin, and given the recent legislative changes I believe we can restore and uphold the effectiveness of a program that benefits so many vulnerable community members. To that affect, I have also taken interest in the three other committee's mentioned above (Economic Opportunity Council, TCAB, and the Equil Opportunity Council).

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

My public service career has spanned various public facing programs in two completely different types of County's over the past 11 years and I have a passion for servicing my community beyond my day job. I possess extensive experience as a results-driven senior analyst with a track record of guiding high-impact public programs from concept through implementation. I am experienced and specialize in policy development, legislative analysis, and funding strategy. I am devoted to bringing a deep expertise in strategic analysis, stakeholder engagement, and systems improvement to support effective, equitable, and compliant public services.

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

☒ Yes ☐ No

Do you have any obligations that might affect your attendance at scheduled meetings?

☐ Yes ☒ No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

☐ Yes ☒ No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

I have previously served on the Board of the Mendocino County Pride Alliance, where I collaborated with other team members to coordinate special events to proactively educate the public concerning LGBTQ culture, facilitate project management, and conduct continuous research of various resources that could support development within the community.

Conflict of Interest and Certification

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

☐ Yes ☒ No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?

☐ Yes ☒ No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and undersand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.

☒ I Agree

Important Information

1. This application and any attachments you provide to it is a public document and is subject to the California Public Records Act (CA Government Code §6250-6270).
2. All members of appointed bodies are required to take the advisory body training provided by Contra Costa County.
3. Members of certain boards, commissions, and committees may be required to: (1) file a Statement of Economic Interest Form also known as a Form 700, and (2) complete the State Ethics Training Course as required by AB 1234.
4. Meetings may be held in various locations and some locations may not be accessible by public transportation.
5. Meeting dates and times are subject to change and may occur up to two (2) days per month.
6. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.
7. As indicated in Board Resolution 2021/234, a person will not be eligible for appointment if he/she is related to a Board of Supervisors' member in any of the following relationships:
 - (1) Mother, father, son, and daughter;
 - (2) Brother, sister, grandmother, grandfather, grandson, and granddaughter;
 - (3) Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
 - (4) Registered domestic partner, pursuant to California Family Code section 297;
 - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

Raven Williams, MPA/MHA

OBJECTIVE:

Results-driven senior analyst with a track record of guiding high-impact public programs from concept through implementation. Experienced and specializing in policy development, legislative analysis, and funding strategy. Brings deep expertise in strategic analysis, stakeholder engagement, and systems improvement to support effective, equitable, and compliant public services.

PROFESSIONAL EXPERIENCE:

Senior Department Analyst

Marin County Department of Public Works, San Rafael, CA August 2024-Present

- Lead high-level analytical studies and strategic initiatives impacting departmental and countywide programs, services, and policy direction, supporting executive and management decision-making.
- Advise leadership on strategic planning, program development, and implementation of innovative services addressing evolving community and organizational needs.
- Develop, revise, and implement policies, procedures, and operational frameworks; design and deliver training on new and updated policies and standard practices.
- Serve as project lead for professional, technical, and administrative staff; coordinate cross-functional teams, committees, and workgroups to meet program objectives.
- Conduct policy and legislative analysis to assess operational, fiscal, and organizational impacts; presented findings and recommendations to leadership and stakeholders.
- Collaborate with peers on efforts to utilize funding strategies and grants by researching opportunities and ensuring compliance with county, state, and federal requirements.
- Manage contracts and agreements, including review of bid proposals, negotiation, monitoring performance, and ensuring programmatic, fiscal, and regulatory compliance.

Senior Program Coordinator

Marin County Health and Human Services, San Rafael, CA January 2020-August 2024

- Work collaboratively with Adult Protective Services and In-Home Supportive Services Public Authority to develop efficient and effective operations that promote teamwork, accountability, and high-quality services to an aging population and persons with disabilities.

Raven Williams, MPA/MHA

- Represent the Adult and Aging Services Department at Administrative Law Hearings, crossover meetings and conferences with representatives of State and Federal agencies, local public and private agencies, and community partners.
- Provide leadership in leading a team of program accountants to maintain regulatory compliance and implement programmatic workflow.
- Develop recommendations and written policies through federal regulation research, analysis, and legislative implementation.
- Demonstrate success in leading the end-to-end development and launch of innovative streamlined programmatic workflows and curated website content for public health programs that adhere to regulatory and compliance standards.
- Plan and implement results-based accountability and performance measures to assist in building performance accountability at the program and population level to better understand if our community is better off as a result of our public administrated services and programs.

Senior Program Analyst

Mendocino County Health and Human Services Agency, Ukiah, CA. January 2016- January 2020

- Led policy development and review for a Medicaid-funded healthcare program, ensuring alignment with state and federal regulations.
- Conducted comprehensive research and analyzed program regulations to maintain compliance, addressing evolving program needs, opportunities, and risks.
- Managed extensive caseload statistics and demographics countywide of over 2,300 patients, supporting data-driven decision-making and policy implementation.
- Prepared and delivered specialized training and recommendations for pivotal projects and staff advancement.

Program Analyst I/II

Mendocino County Health and Human Services Agency, Ukiah, CA. January 2015- January 2016

- Developed written recommendations for program regulatory compliance and protocol taught to developing staff.
- Performed due diligence searches and tracked data for families in a densely populated rural county with over 95,000 residents, ensuring accuracy and completeness of demographic data.
- Track and generate comprehensive program statistics and reports, complying with Federal mandates.

Raven Williams, MPA/MHA

EDUCATION:

Master of Public Administration/Healthcare

Administration California State University, Dominguez

Hills

- Relevant coursework in program and business management, strategic planning, and data management

Bachelor of Arts, Major: Sociology (Minor in Politics) University

of California, Santa Cruz, CA.

- Member of Black Student Union
- President of Student Government

VOLUNTEER WORK:

Performance Management & Quality Improvement

County of Marin Performance and Quality Improvement Council

- Govern the agency's quality program by overseeing the implementation of the performance management system and quality improvement plan (QI), specifically implementing, evaluating, and revising the QI plan; support individual QI and performance management projects; review performance data and reporting progress; and recommend next steps.

Facilitator

County of Marin Workforce Equity Champions April 2021-Present

- Build champions within Marin County of diverse employees throughout all Departments to support, promote and serve as agents of change to further our collective workforce, culture, goals and needs regarding equity, inclusion and belonging through group mediation and facilitation.

Participating Member

County of Marin African American Employees Association, January 2020-Present

Raven Williams, MPA/MHA

- Promote resourcing and creating true Diversity, Equity, Inclusion, and Belonging (DEIB) in a workplace with leadership at all levels using empowerment and engagement.
- Working collaboratively with the Chief Administrator Office (CAO) to implement company policies and practices that provide space for racial equity and promote professional advancement for all staff.

Non-Profit Board Member

Mendocino County Pride Alliance (non-profit), Ukiah, CA.

- Coordinate special events to proactively educate the public concerning LGBT culture.
- Facilitate project management.
- Conduct continuous research of various resources that could support development within the community.

SKILLS:

- Performance Analysis and Monitoring
- Strong Research Analysis (Qualitative and Quantitative)
- Stakeholder Engagement
- Cross-functional Team Collaboration
- Program Strategy and Development
- Advanced skills in Microsoft Office Suite
- Conflict Resolution and Coaching
- Results Based Accountability & Quality Improvement

Application Form

Profile

Terrence

First Name

M

Middle
Initial

Cole

Last Name

Home Address

Suite or Apt

City

State

Postal Code

Primary Phone

Email Address

[District Locator Tool](#)

Resident of Supervisorial District:

☒ District 4

County of Santa Clara

Employer

Analyst II

Job Title

Length of Employment

6

Do you work in Contra Costa County?

☐ Yes ☒ No

If Yes, in which District do you work?

NA

How long have you lived or worked in Contra Costa County?

10 years

Are you a veteran of the U.S. Armed Forces?

☐ Yes ☒ No

Board and Interest

Which Boards would you like to apply for?

Economic Opportunity Council: Submitted

Seat Name

ROJB

Have you ever attended a meeting of the advisory board for which you are applying?

☐ Yes ☒ No

If Yes, how many meetings have you attended?

0

Education

Select the option that applies to your high school education *

☒ High School Diploma

College/ University A

Name of College Attended

Walden University

Degree Type / Course of Study / Major

PhD/Public Policy & Public Administration

Degree Awarded?

☒ Yes ☐ No

College/ University B

Name of College Attended

University of Memphis

Degree Type / Course of Study / Major

MS/Education Administration Leadership

Degree Awarded?

☒ Yes ☐ No

College/ University C

Name of College Attended

University of Tennessee

Degree Type / Course of Study / Major

BS/Criminal Justice & Psychology

Degree Awarded?

☒ Yes ☐ No

Other Trainings & Occupational Licenses**Other Training A**

Negotiation & Mediation

Certificate Awarded for Training?

☒ Yes ☐ No

Other Training B

Certificate Awarded for Training?

☐ Yes ☐ No

Occupational Licenses Completed:

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

I have advocated in these particular fields and area for reform. I have gain work experience in the field of 20 plus years and principle & foundation through my education. I have build and served in leadership roles in every field selected. I would like to serve on board, commission and/or commission.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

MANAGERIAL/SUPERVISORY/DIRECTOR SKILLS • Background in managing, direct oversight for creating, planning, programing, workforce and economic development • Able to anticipate and project organizational change • Highly skilled in leading, developing and executing complex and multi-disciplinary projects at all organizational levels • Proven leader, administrator, supervisor and manager of local programs, resources, conflict resolution and staff LEADERSHIP/TRAINING/STAFF DEVELOPMENT SKILLS Honest and collaborative leader with high integrity, with a focus on effective customer service, community, and smart growth who can naturally create positive working relationships with community leaders and business partners, City employees, and City Council. Demonstrates strong technical and business acumen; understanding the need to provide efficient public service by being a role model, while developing a supportive and responsive City staff, and embracing the opportunities and challenges of diverse and involved community. A track record leading and successfully managing non-profit and private service initiatives in areas of urban planning, financial and fiscal management, community development, agency administration, and staff development. Administrative: Recruiting and staffing, benefits, compensation, employee

relations, HR compliance, organizational design, training and development, human resource information systems (H.R.I.S.) and payroll. Requests for leaves and sabbaticals, family accommodations, conflict of commitment preapprovals, salary, employee and school reimbursements, multilocation agreements and exceptions to policy. Facilitated and lead the development and preparation of grant proposals, personnel policy and procedure creation and development. Implements and advises the CFO concerning collective bargaining agreements covering employees, vendors and professional experts. Coalition building, bringing in new, diverse partnerships, and voices, as well as your experience coordinating/facilitating diverse groups. Administers online and other electronic resources and data management systems related to personnel in addition to serving as the office of employee personnel files. IT applications and documents; review, edit and revise grant narratives for all divisions; prepare and process related paperwork such as forms, agenda items, memoranda, resolutions and supporting documentation; prepare grant applications and documents for distribution and submission. and the mailing of confidential reports, meeting strict deadlines, and avoiding cost increase. Problem Solving: Created an outpatient wellness center program involving providing programmatic supervision within an intensively structured creative wellness center for adults diagnosed with cooccurring severe and persistent psychiatric and substance use disorders. Handling conflict in diverse partnerships, facilitating diverse groups or coalition building, especially in a public setting. The majority of our clients have diagnoses of schizophrenic and bipolar disorders along with long histories of substance use, multiple hospitalizations, trauma, and homelessness. A budget of 1.5 Million in the City of Oakland and County of Alameda. Management: Oversaw operations of an expanding training, compliance & regulations, policy development, RFP & RFQ submitter, budget oversight, research lab, providing expertise, quantitative and qualitative data developer, commitment, implement strategic planning, development and cost-effective deployment of systems, quality & assurance control during a time of significant transition. Active Leadership, judgment, decision making skills, relationship building and effective communication skills, evaluating economic development programs, principles and practices of forecasting, public driven projects and programs of economic development including affordable housing. Directly consults with business leaders in guiding their organizations through the change and adoption from working in traditional offices, plants and labs to new work environments. Accountable for supporting the evolution of the overall social and adoption strategy and that is leveraged at the project level. Consulting arm for the socio-technological practices to accelerate organizational as well as manager and employee readiness and adoption for these new environments and ensure these groups can work more flexibly, collaboratively and with a stronger sense of community in their new environments. Serve as the socio-entrepreneur/tech lead from Pre-initiation through Sustaining with a focus on building engagement, readiness, and adoption. Customize the Readiness and Adoption Strategy to fit the leadership style, culture and communications/work practices of the Business Sponsor and Client Leaders. Structure the internal teams and core teams to ensure effective stakeholder engagement and an efficient and effective process from pre-initiation through sustaining. Partner with Program Managers and Core Team members to ensure organizational readiness and adoption of socio-entrepreneur/technology and new ways of working is weaved effectively through an array of projects Design and facilitate with the business sponsors, client leaders and key activities such as the organization readiness discussions, key work practice workshops, tech assessments, stakeholder readiness assessments, and manager readiness sessions to ensure organizational alignment and surface potential challenges in adopting new ways of working. Identify work practices that require a focus on adopting new collaborative meeting tools and applications to enable teams to work better together and individuals to work more productively

Upload a Resume

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

☒ Yes ☐ No

Do you have any obligations that might affect your attendance at scheduled meetings?

☐ Yes ☒ No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

☐ Yes ☒ No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

Education, Mental Health, Criminal Justice (Adults & Juveniles), Economic Development, Workforce development, etc.

Conflict of Interest and Certification

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

☐ Yes ☒ No

If Yes, please identify the nature of the relationship:

NA

Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?

☐ Yes ☒ No

If Yes, please identify the nature of the relationship:

NA

Please Agree with the Following Statement

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.

☒ I Agree

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 - (2) Brother, sister, grandmother, grandfather, grandson, and granddaughter;
 - (3) Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
 - (4) Registered domestic partner, pursuant to California Family Code section 297;
 - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

Dr. Terrence M. Cole, Ph.D.

[REDACTED]
[REDACTED]
[REDACTED]

CAREER OBJECTIVE

With over 20 years' experience in Management, I bring a wealth of qualifications into position. My expertise reflects my versatility and lies in my ability to recognize and define both business, academic, and technology requirements, melding both into coherent technology strategies that meet deadlines and deliver results.

MANAGERIAL/SUPERVISORY/DIRECTOR SKILLS

- Background in municipal managing, direct oversight for finance, and budgeting, as well as experience working with office of housing, health and human services, community and economic development, regional partners, strategic planning, custody health, and workforce development
- Creating/Implement/Operate Charter Schools/Advisor/Advocate & Writer
- Community Advisory Board Member (2020-2023) for the Office of Reentry and Justice, Contra Costa County, CA
- Board of Economic Development Member (2021-Present) for the office of Workforce Development, Contra Costa County, CA
- Oversight for placement, training and supervision of other employees
- Able to anticipate and project organizational change
- Highly skilled in leading, developing and executing complex and multidisciplinary projects at all organizational levels
- Proven leader, administrator, supervisor and manager of local programs, resources, conflict resolution and staff with an equitable and social justice lens
- A highly qualified and innovative leader with outstanding communication skills and political acumen who thinks strategically and works collaboratively

EDUCATION

PhD Social Behavioral Sciences in Public Policy and Public Administration, Walden University, Minneapolis MN

Certified Mental Health Rehabilitation Specialist (CMHRS), California Consortium of Addition Programs and Professionals, Sacramento, CA

Master of Science in Educational Leadership, University of Memphis, Memphis, TN

Bachelor of Science in Criminal Justice & Psychology, University of Tennessee, Martin, TN

Associate of Applied Science, Police Science, Shelby State College, Memphis, TN

EXPERIENCE

Prevention Program Analyst II

March 2021-Present

County of Santa Clara Public Health Department

[REDACTED]

[REDACTED]

Professional level within the series and performs assignments of moderate complexity and work with greater independence than the Healthcare Program Analyst I level. *PMII & PMIII WOOC demonstrated commitment to advancing diversity, equity, and inclusion in various levels and areas; expertly skilled in communicating, connecting and collaborating with diverse constituencies. Oversight and collaborating for several Clinic and Community Based Organizations (CBO's) diversion of persons who have chronic disease, mental illness and/or substance abuse issues, and persons who are homeless or at risk of becoming homeless upon collaboration with County Behavioral Health.*

Established and fostered robust and collaborative partnerships between County Office Workforce Development, the Office of Reentry and Justice the departments of Public Health multiple department, Colleges and Universities, Mental Health, the District Attorney's Office, Public Defender, Probation, the Sheriff's, Department, and Incarceration Initiative; other law enforcement agencies throughout the County and locally community-based partners, with the goal of implementing initiatives to increase diversion and reentry opportunities for justice-involved county residents, both adult and youth.

Performs more complex analytical work and have responsibility for supporting larger program activities which may involve providing technical supervision to a small staff.

- Principles and practices of health care system management;
- Operations analysis and policy and procedures development;
- Concepts of current health care information systems and report writing;

- Health care organizational structure and program components;
- Hospital regulatory requirements;
- Current legislation and trends in government policy that affect health care providers;
- Methods and techniques of data collection and statistical analysis;
- Concepts of contract management and negotiations;
- Project management;
- Healthcare regulatory and reporting requirements
- Collect, synthesize and analyze a wide variety of information;
- Analyze health care information and management systems and determine adaptability to hospital needs;
- Analyze policies and procedures and make recommendations to management;
- Prepare and present clear and concise reports;
- Work independently in a wide variety of Health and Hospital assignments;
- Utilize computers and software to analyze health care related issues;
- Make recommendations for program and procedural modifications based on legislative changes;
- Establish and maintain effective communication with agency staff and health care professionals at all levels, other health agencies/providers, and the general public.

Canada College 4200 Farm
Hill Blvd.
Redwood City CA 94061

Demonstrated commitment to advancing diversity, equity, and inclusion in various levels and areas; expertly skilled in communicating, connecting and collaborating with diverse constituencies. Reentry initiative designed to reduce recidivism among inmates who are at moderate to high risk of reoffending. Inmates who participate in the program receive a broad range of jail-and community based services, including employment assistance, housing, family support, and substance use treatment. Capacity builder of partnerships between the Office of Reentry and Justice the departments of Public Health, Mental Health, the District Attorney's Office, Public Defender, Probation, the Sheriff's, Department, and Incarceration Initiative; other law enforcement agencies throughout the County and locally community-based partners, with the goal of implementing initiatives to increase diversion and reentry opportunities for justice-involved county residents, both adult and youth. Collaborated with the leadership of the Alameda to expand opportunities for jail and community-based diversion efforts and assisting the adult reentry population and the juvenile population who are experiencing contact with the juvenile justice system. Supported the growth, sustainability, and integrity of programs, including overseeing development efforts and maximizing revenue from County, State, Federal, and non-governmental sources.

Responsibilities include, but are not limited to:

- *Collaborating with contracted providers and serving as a liaison between providers and DOC staff*
- *Escalate any provider and/or DOC operation/issues as they arise*
- *Contribute to the development of innovative strategies to maximize program participation and performance.*
- *Evaluating program performance against targets.*
- *Tracking program participation and preparing reports to document activities.*
- *Coordinating program activities, including scheduling of on-going activities, planning special events, and assembling workshops. Carrying out special projects to advance the goals of the Reentry Services unit*
- *Using motivational interviewing and other techniques to engage inmates in reentry services and assess their needs, including employment, housing, and substance use.*
- *Refer inmates to partner organizations for services.*
- *Documenting inmate assessments utilizing appropriate reporting mechanisms, including webbased data collection systems.*
- *Monitoring program participation and retention.*

- *Following up with program participants to obtain feedback on services and to ensure that their program-related needs are being met.*
- *Developing partnerships and collaborative relationships with service providers to ensure smooth service delivery.*
- *Assisting in the development of short- and long-term plans for reentry programming.*
- *Researching best practices to inform program improvement.*
- *Carrying out special projects to support reentry services.*
- *Preparing presentation materials, reviewing reports and documents, prioritizing, and managing multiple projects simultaneously, and performing other duties as assigned.*

Behavioral Health Director /Co-Founder

Bonita House Inc./Casa Ubuntu
6333 Telegraph Ave. Oakland Ca. 94609

June 2016 – February 2020

Key Responsibilities

Co-founder and Program Director providing programmatic supervision within an intensively structured creative wellness center for adults diagnosed with co-occurring severe and persistent psychiatric and substance use disorders. The majority of our clients have diagnoses of schizophrenic and bipolar disorders along with long histories of substance use, multiple hospitalizations, trauma, and homelessness. *Demonstrated commitment to advancing diversity, equity, and inclusion in various levels and areas; expertly skilled in communicating, connecting and collaborating with diverse constituencies. Served as key emergency prevention, preparedness, and response personnel as assigned.* The Program Director oversees day to day operations, maintaining fidelity to Integrated Dual Diagnosis Treatment and other evidence-based practices utilized. *Capacity building between the Office of Reentry and Justice the departments of Public Health, Mental Health, the District Attorney's Office, Public Defender, Probation, the Sheriff's, Department, and Incarceration Initiative; other law enforcement agencies throughout the County and locally community-based partners, with the goal of implementing initiatives to increase diversion and reentry opportunities for justice-involved county residents, both adult and youth. Collaborated with the leadership of the Alameda to expand opportunities for jail and community-based diversion efforts and assisting the adult reentry population and the juvenile population who are experiencing contact with the juvenile justice system. Supported the growth, sustainability, and integrity of programs, including overseeing development efforts and maximizing revenue from County, State, Federal, and non-governmental sources. Oversight and coordinated the analysis of legislation and policies related to and impacting efforts at the County, State, and Federal levels, and makes recommendations as Chair for the Community*

Advisory Board for the Office of Reentry and Justice in Contra Costa County. Must understand and adhere to the principles of recovery, culturally responsive strength-based practices, client empowerment, and ensure that all services provided are trauma informed. Develops systems that track performance measures and client outcomes. ***Monitor and tracks program services provided by diversion program and partners and evaluates cost reduction efficacies of program. Prepare reports for Board of Supervisors and CEO for planning and creating reentry, aftercare and diversion programs. Ensure data is disseminated to an array of departments involved in the reentry, aftercare and diversion, community, stakeholders and partners.*** Plans, supervises and facilitates with staff a wide range of individual group and family treatments; maintains the program according to licensing standards, provides training and supervision to a multidisciplinary team of professional and paraprofessional staff, maintains occupancy standards and compliance with various contracts, manages the program's budget, oversees the maintenance of the site, and participates as a member of the agency's Management Team.

Instructor/Counselor (Workforce and Economic Development Education)

**San Francisco Sheriff Department 5 Keys Charter School
70 Oak Grove St., San Francisco CA.**

May 2013 – June 2016

Key Responsibilities

Provides educational counseling, and educational instructions to Interrupt, Predict, and Organize (IPO) for a Safer San Francisco is a violence prevention and intervention initiative by Mayor Lee's Office. ***Demonstrated commitment to advancing diversity, equity, and inclusion in various levels and areas; expertly skilled in communicating, connecting and collaborating with diverse constituencies. Served as key emergency prevention, preparedness, and response personnel as assigned. Oversight for cultural related gang youth the creation through subordinate programs managers and enhancement of programs that seek to continually improve the physical and mental health recovery and reentry of justice involved residents of the San Francisco County in career driven diversion programs for the City of San Francisco. Lead ongoing development of career education marketing materials designed to engage a variety of audiences, including community members, in the Criminal Justice industry.***

The objective is to implement a coordinated service strategy for high atrisk and in-risk individuals in gangs in San Francisco's high crime neighborhoods deter from crime and to live in San Francisco and work in San Francisco. ***Monitor and tracks program services provided by diversion programs and partners and evaluates cost reduction efficacies of program. Prepare reports for Board of Supervisors and CEO for planning and creating reentry, aftercare and diversion programs. Ensure data is***

disseminated to an array of departments involved in the reentry, aftercare and diversion, community, stakeholders and partners. This strategy is designed to address early intervention, education, workforce and behavioral health needs.

Achievements:

- High School Diploma and GED Instructor for 5 Keys Charter School prepare materials and classroom for class activities
- Maintain accurate and complete student records as required by law, district policy, and administrative regulations,
- Establish clear objectives for all lessons, units, and projects
- Communicate those objectives to students
- Instruct students in the knowledge and skills required in a specific occupation or occupational field
- Use a systematic plan of lectures, discussions, audio-visual presentations, and laboratory, shop and field studies

RESIDENTIAL COUNSELOR (Part-time)

Larkin Street Youth Services

February 2013- September 2024

134 Golden Gate Ave, San Francisco, CA 94102

The primary responsibilities are to counsel individuals and provide group educational and guidance services.

CORE JOB FUNCTIONS:

The collection, organization, and analysis of information about individuals through records, tests, interviews, and professional sources. Compilation and studies occupational, educational, and economic information to aid clients in making and carrying out objectives. Assists individuals to understand and overcome social and emotional problems. Engage in research and follow-up activities to evaluate counseling techniques. In conjunction with internal resources, the Counselor may teach domestic and practical skills or hold group meetings. May work in conjunction with the other members of staff to ensure the continuum of services for the clients. Oversight and maintenance of community spaces. Safety awareness of situations and spaces Effective management of resources including foodstuffs (communal dinners), laundry and perimeter of facility. Experience with citizen-participation based planning efforts, citizen boards and commissions, and state and federal grant administration. Knowledge of program areas, such as public health, mental health, housing, community services and/or related fields.

Educational Administrator

Spectrum Center Schools and Programs

February 2005 – May 2013

6325 Camden Street, Oakland CA, 94605

Key Responsibilities

Direct oversight of four major programs and Supervise 15 employees providing Administration for the agency. Directly coordinate with Regional and Program Directors. Synchronize all efforts to achieve the agency requirement to enable California Department of Education standards for Academic achievement for Elementary, Middle, Secondary School age students including a Vocational program for youth ages 16-22 from a securely managed network with reduced cost of ownership.

Achievements:

- Created risk management components of the school program; provide behavior assessments, behavior management program development, and clinical problem solving; and provide guidance in empirical classroom management systems, data-guided teaching and curriculum developer
- Developed innovative staff development practices and training programs. These policies are now being incorporated by agencies; emergency management developing and delivering presentations and training
- Integrated best educational practices from continuing education programs and created an efficient program that work best with student needs and goals
- Met weekly with Senior Leaders in achieving the necessary change supervision in their organizational processes. Encouraged discussion of differences to generate the best options for implementation.

Supervisor, The Agency for Youth and Family Development/Youth Habilitation Center

August 1995 February 2005

(Workforce and Economic Development Education)

(Juvenile Detention Center) 24 hour lockdown

789 Washington St. Memphis, TN 38105

Minimum and Maximum Facility

Key Responsibilities

Responsible for Counseling and Supervising Juvenile Delinquents, to develop an array of programs for progressive note taking on Juveniles. ***Oversight for planning, development, and implementation of jail projects and programs designed to offer health, mental health, and law enforcement personnel countywide a means to redirect, county residents with mental illness and/or substance use disorders away from the criminal justice systems to recovery-based community treatment and services and promoted an end to cycles of repeated incarceration.***

Provided commitment to advancing diversity, equity, and inclusion in various levels and areas; expertly skilled in communicating, connecting and collaborating with diverse constituencies. Served as key emergency prevention, preparedness, and response personnel as assigned. Developed and implemented of jail projects and programs designed to offer health, mental health, and law enforcement personnel countywide a means to redirect, county residents with mental illness and/or substance use disorders away from the criminal justice systems to recovery-based community treatment and services and promoted an end to cycles of repeated incarceration. Demonstrated establishing, mentor, coach, inspire, efficient lead diverse teams toward the collective good and success; proven data-driven approach in decision-making. Reentry initiative designed to reduce recidivism among inmates who are at moderate to high risk of reoffending. Inmates who participate in the program receive a broad range of jail-and community-based services, including employment assistance, housing, family support, and substance use treatment. Collaborating with contracted providers and serving as a liaison between providers and DOC, county and local jail staff, escalate any provider and/or DOC operation/issues as they arise, contribute to the development of innovative strategies to maximize program participation and performance, evaluating program performance against targets, tracking program participation and preparing reports to document activities, coordinating program activities, including scheduling of on-going activities, planning special events, and assembling workshops, carrying out special projects to advance the goals of the Reentry Services unit, using motivational interviewing and other techniques to engage inmates in reentry services and assess their needs, including employment, housing, and substance use.

Refer inmates to partner organizations for services, documenting inmate assessments utilizing appropriate reporting mechanisms, including web-based data collection systems, monitoring program participation and retention, following up with program participants to obtain feedback on services and to ensure that their program-related needs are being met, developing partnerships and collaborative relationships with service providers to ensure smooth service delivery. assisting in the development of short- and long-term plans for reentry programming, researching best practices to inform program improvement, carrying out special projects to support reentry services, preparing presentation materials, reviewing reports and documents, prioritizing, and managing multiple projects simultaneously, and performing other duties as assigned. Exceptional planning, resource management, and financial / data acumen; understanding of the relationships between academic priorities, budget models, and fundraising. Active Leadership, judgment, decision making skills, relationship building and effective communication skills, evaluating economic development programs, principles and practices of forecasting, public driven projects and programs of economic development including Social Determinates of Health (SDOH). Monitor and tracks program services provided by

diversion programs and it's partners and evaluates cost reduction efficacies of program. Prepare reports for Board of Supervisors and CEO for planning and creating reentry, aftercare and diversion programs. Ensure data is disseminated to an array of departments involved in the reentry, aftercare and diversion, community, stakeholders and partners.

Achievements:

- Implemented metrics for defining efficiency, effectiveness, and overall success of the business unit
- Supervised 50 to 70 employees per weekend. Also maintained knowledge of general safety and health principles and practices pertaining to community correction; emergency management developing and delivering presentations and training
- Worked closely with program director to receive feedback and determine needs assessments.
- Consulted with clients to define nature and the extent of the project. Collection and review of data
- Analyzed statistics and other data, interview employees and observe the operations on a day to day basis
- Encouraged workforce diversity to create atmosphere conducive to high quality service

**Educational Consultant, Advocate & Co-Founder
(Workforce and Economic Development Education) Charter School
Memphis Academy of Health Sciences June 2002 – January 2005 Memphis TN**

Key Responsibilities

- Responsible for creating, implementing and operating the first Charter School for the State of Tennessee in the City of Memphis, TN ***Achievements:***
- Orchestrated management activities for a large charter school population in the State of Tennessee with annual revenues approaching \$4.5 M and a staff of 20 managers and 1,800 employees
- Supervises and evaluates the performance of assigned personnel; works with Human Resources department to interview and select employees and recommends transfers, reassignments, terminations and disciplinary actions; emergency management developing and delivering presentations and training
- Develops and prepares annual budget for the assigned area; analyzes and reviews budgetary and financial data; monitors and authorizes expenditures in accordance with established guidelines

- Directed all financial, budgeting, operating, compliance, purchasing, and domestic marketing, human resource, public relations, and administrative functions. Ensured timely execution of financial reporting, operating forecasts, cash flow planning, new project evaluation, banking, taxation, legal, regulatory, equipment maintenance, advertising, cost/pricing and related activities
- Monitored and controlled credit facilities, approved expenditures, and liaised with bankers, government officials, vendors and other agencies. Evaluated local suppliers for school and sports materials, and replacement parts and equipment
- Surveyed target markets and executed related strategic plans, promotions, advertising, sales incentive programs, publicity, financial forecasts, pricing, product mix, new product rollouts, and reporting

Lemoyne-Owen College (Genesis Academy), College Professor July 1998-June 2002
240 Walker St. / Memphis, TN 38106

Duties were to develop, and deliver curriculum and promote moral development of each student and contribution to the preservation of each individual culture and history. As well as utilize knowledge of theory, theme principles and technology of specific discipline or field of specialization to determine solutions. Prepared recommendations and write reports of findings.

Correctional Alternative Inc., Case Officer for the State of Tennessee June 1995- April 1998:
306 N. Third Ave. / Memphis, TN 38108

Duties were maintaining court ordered cases and files of violent and non-violent felony adult offenders in a community correctional environment. As well as lead and conducted special investigation on clients. Organized, detail-oriental individual with exceptional follow-through abilities; demonstrated abilities to effectively prioritize a broad range of data base on different PCs in order to consistently expedite case processing.



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-3387

Agenda Date: 8/13/2026

Agenda #: 4.

Advisory Board: Economic Opportunity Council

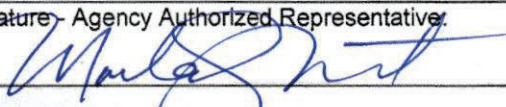
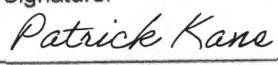
Subject: APPROVE the 2026 CSBG Discretionary Grant.

Presenter: Christina Castle-Barber

Contact: 925-608-8819

Information:

APPROVE the 2026 CSBG Discretionary Grant.

Agency Name: Contra Costa County Employment and Human Services Department	Email: mstuart@ehsd.cccounty.us
Agency Authorized Representative: Marla Stuart	Telephone Number: 925-608-4801
Signature - Agency Authorized Representative: 	CSD Approval Date & Signature: 7/30/2026 

Application/Work Plan (Please provide all information requested)

Problem Statement: Provide a description of the issue or conditions to be improved or addressed in accordance with federal and state law (Cal. Gov. Code §§ 12786-12787; 42 USC § 9907(b)(1)). The proposed project will address the growing risk of eviction among low-income Contra Costa County residents resulting from the county's severe housing affordability crisis by contracting with Hope Solutions, an existing Community Services Block Grant (CSBG) subcontractor, to provide short-term rental assistance that prevents homelessness, and promotes housing stability.	
Project Name: Hope Solutions Eviction Prevention Program	
Project Domain: (Select domain(s) from the list below that aligns with your project.)	Project Type: (Select project type(s) that best fits your project.)
☐ Employment ☐ Education and Cognitive Development ☐ Income, Infrastructure and Asset Building ☒ Housing ☐ Health and Social/Behavioral Development ☐ Civic Engagement and Community Involvement	☒ New Program ☐ Program Expansion ☐ Emergency Disaster ☐ Organizational Capacity ☐ Training and Technical Assistance

Projected Activities/Services to be performed (include how these activities will not duplicate services funded by the annual CSBG Contract)
The proposed project will assist individuals and families that are at imminent risk of homelessness or who are transitioning out of a shelter. Qualifying situations include receiving a 3-Day Pay or Quit Notice from property management, facing imminent eviction, or securing housing after exiting a shelter. The goal is to prevent homelessness and support a successful transition into stable housing. Of the 9 subcontractors that we support with CSBG funds, none are currently receiving funds for rental assistance. Hope Solutions is currently funded for eviction prevention case management in their family transitional housing program. These services do not include rental assistance. With this award of \$26,000 of discretionary funding, we propose to amend the Hope Solutions contract to include rental assistance.
Expected Outcome(s) to be achieved (include the projected number of participants to be served and the FNPI or SRV reference (i.e. FNPI 1c or SRV 2b))
FNPI 4b. The number of individuals who obtained safe and affordable housing: 10 FNPI 4c. The number of individuals who maintained safe and affordable housing for 90 days: 10 FNPI 4d. The number of individuals who maintained safe and affordable housing for 180 days: 9 FNPI 4d. The number of individuals who maintained safe and affordable housing for 180 days: 9 SRV 4c. Rent Payments (includes Emergency Rent Payments): 13 SRV 4d. Deposit Payments: 10
Timeline: Provide a brief timeline of the project activities (include start date, key milestones, and end date):
Project start date: September 1, 2026 Key Milestones: October 10, 2026 - first demand; and monthly thereafter until 3/10/27 December 10, 2026 and March 10, 2027 - Quarterly Report submission Week of January 4, 2027 - on-site monitoring visit and any corrective actions completed. End Date: February 28, 2027



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-3388

Agenda Date: 8/13/2026

Agenda #: 5.

Advisory Board: Economic Opportunity Council

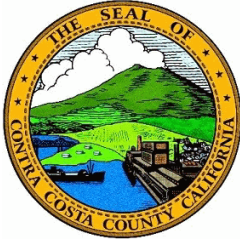
Subject: APPROVE the EOC Business Meeting Minutes of 6/11/26.

Presenter: Victor Tiglao

Contact: Christina Castle-Barber, 925-608-8819

Information:

APPROVE the EOC Business Meeting Minutes of 6/11/26.



CONTRA COSTA COUNTY

Committee Meeting Minutes - Draft

Economic Opportunity Council

Thursday, June 11, 2026

6:00 PM

1470 Civic Court, Suite 200, Room 207,

Concord | Zoom:

<https://cccouny-us.zoom.us/j/84112970168> |

Call in: 8882780254 | Meeting ID: 841 1297

0168

Agenda Items: Items may be taken out of order based on the business of the day and preference of the Committee

Present

Karanbir Bal, Jessica Cisneros, Karen Coleman, Christian Dean, Ajit Kaushal, Buffie Lafayette, Janelle Lafrades, Nikki Lopez, Desire Medlen, Tu'Liisa Miller, LaTonia Peoples-Stokes, Devlyn Sewell, Kanwar Singh, and Renee Zeimer

Absent

Patricia Campbell, Monisha Merchant, and Victor Tiglao

1. Call to Order and Welcome.

Called to Order at 6:11 pm by Chair Medlen; quorum established.

Staff present: Melissa Molina and Christina Castle-Barber.

2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to two minutes).

No public present.

3. Introduction of CSB Director, Sarah Reich

Tabled to August as Director is on vacation.

This was tabled.

4. APPROVE the EOC Business Meeting Minutes of May 21, 2026.

[26-2550](#)

Attachments: [EOC Business Meeting minutes of 5-21-26 DRAFT](#)

A motion was made by Lopez, seconded by Lafrades, to approve the EOC Business Meeting Minutes of 5-21-26. The motion carried by the following vote:

Motion: Lopez

Second: Lafrades

Aye: Bal, Cisneros, Coleman, Dean, Kaushal, Lafayette, Lafrades, Lopez, Medlen, Miller, Peoples-Stokes, Sewell, Singh, and Zeimer

Absent: Campbell, Merchant, and Tiglao

Result: Passed

5. RECEIVE the fiscal reports for April for the 2025 and 2026 CSBG Grants. [26-2551](#)

Attachments: [2025 CSBG Budget with April 2026 Actuals](#)
[2026 CSBG Budget with April 2026 Actuals](#)

Castle-Barber gave the fiscal report in Ward's absence. 2025 has been fully spent. 2026 will show more charges as the contractor demands start rolling in.

This Discussion Item was received.

6. APPROVE the 2026-2028 EOC ByLaws. [26-2552](#)

Attachments: [Bylaws - DRAFT 6-6-26](#)

Zeimer noted typo in second sentence - remove "is" after EOC. Castle-Barber reviewed the ByLaws and noted that items removed by county counsel will be placed in a procedures manual.

A motion was made by Zeimer, seconded by Lafayette, to approve the EOC Bylaws as amended to correct the typo in the second sentence by removing the word "as." The motion carried by the following vote:

Motion: Zeimer

Second: Lafayette

Aye: Bal, Cisneros, Coleman, Dean, Kaushal, Lafayette, Lafrades, Lopez, Medlen, Miller, Peoples-Stokes, Sewell, Singh, and Zeimer

Absent: Campbell, Merchant, and Tiglao

Result: Passed

7. DISCUSS AB 827 Board Training Requirement. [26-2553](#)

Attachments: [COB Memo - SB 827 Upcoming Training Requirements](#)
[Attachment - County Counsel Guidance re SB 827 1-9-26 \(002\)](#)

Castle-Barber shared the new fiscal training that will be required of all board members. Molina will contact members as soon as the training is available and will track completion.

This Consent Item was received.

8. RECEIVE reports from 2026 CalCAPA Advocacy Day. [26-2554](#)

Attachments: [Turning Legislative Meetings into Strong Working Relationships](#)
[2026 State Policy Landscape](#)

Castle-Barber shared the handouts from David Knight's training that was very good. She recommends getting the CalCAPA platform early to use it for consideration as to what the EOC's platform will be.

Miller shared that she learned in her session that you need to be aware of the "pet project legislation" of our state legislators and start our visits with those as a lead-in; this gives the legislator more buy in to the rest of the conversation.

Kaushal spoke to the great day at the capitol with all the speakers and also said he is working with ELAC to rearrange the scheduled to make it more effective next year.

This Discussion Item was received.

9. Staff Report

Castle-Barber shared information about AB495 and the efforts to keep CSB children and families safe from immigration while at our centers, which are not public facilities. She also shared that the House Appropriations approved modest increases in funding for Head Start, LIHEAP, and CSBG.

This was received.

10. Chair Report

Chair Medlen shared that the Board of Supervisors event for Community Action Month was a success and shared the framed proclamation. She also shared that the libraries are doing great things this summer.

This was received.

11. EOC Member Reports

Vice Chair Lopez shared that she has a new representative due to redistricting: Josh Harder. The Antioch Rotary hosted him on May 29 as their speaker.

Cisneros shared that Assemblywoman Farias is conducting a backpack giveaway, will be attending multiple 4th of July parades in her district, and is holding a Meet 'n Greet in Brentwood on 6/20/26. Sewell requested information regarding CalKids.

12. Next Steps and Meeting Evaluation.

Castle-Barber to send out summer reading information at county libraries.

Molina to email CalKids information to Sewell.

Castle-Barber to send any advocacy efforts out after Measure B failed.

Castle-Barber to include the Voting Rights Act in the Board Training in August.

The next meeting is currently scheduled for August 12, 2026.

12. Adjourn

Chair Medlen adjourned the meeting at 6:58 PM.

The Committee will provide reasonable accommodations for persons with disabilities planning to attend the Committee meetings. Contact the staff person listed below at least 72 hours before the meeting. Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the County to a majority of members of the Committee less than 96 hours prior to that meeting are available for public inspection at 1470 Civic Court, Suite 200, Concord, during normal business hours. Staff reports related to items on the agenda are also accessible online at www.contracosta.ca.gov. If the Zoom connection malfunctions for any reason, the meeting may be paused while a fix is attempted. If the connection is not reestablished, the committee will continue the meeting in person without remote access. Public comment may be submitted via electronic mail on agenda items at least one full work day prior to the published meeting time.

For Additional Information Contact: Christina Castle-Barber



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-3389

Agenda Date: 8/13/2026

Agenda #: 6.

Advisory Board: Economic Opportunity Council

Subject: RECEIVE the June 2026 CSBG Fiscal Report.

Presenter: Roshunda Ward

Contact: Christina Castle-Barber 925-608-8819

Information:

RECEIVE the June 2026 CSBG Fiscal Report.

2026 CSBG Budget with June 2026 Actuals

Community Services Block Grant										
Monthly Expenditures										
2026 Contract #26F-5007										
Term: Jan 1, 2026 through April 30, 2027										
			1	2	3	4	5	6		
			6%	13%	19%	25%	31%	38%		
Line		Original	Jan	Feb	Mar	Apr	May	Jun	YTD	
Item	Description	Budget	2026	2026	2026	2026	2026	2026	Total	Balance
	Administrative Costs									
1	Salaries and Wages	17,156	-	1,013.24	-	430.00	1,461.66	1,287.42	4,192.32	12,963.68 24%
2	Fringe Benefits	11,644	-	826.08	-	68.44	984.63	854.40	2,733.55	8,910.45 23%
3	Other Costs-Indirect Costs	70,000		2,338.15	3,497.24	7,404.65	1,987.38	5,625.92	20,853.34	49,146.66 29.79%
	Total Administrative Costs	98,800	-	4,177.47	3,497.24	7,903.09	4,433.67	7,767.74	27,779.21	71,020.79 28.12%
	PROGRAM COSTS:									-
1	Salaries and Wages	272,149	-	-	-	21,027.17	19,330.71	22,985.72	63,343.60	208,805.40 23.28%
	Subtotal Program Staff	192,149	-	-	-	17,609.78	14,361	18,100	50,070.73	142,078.27 26.06%
	Student Interns	80,000	-	-	-	3,417.39	4,969.86	4,885.62	13,272.87	66,727.13 16.59%
2	Fringe Benefits	119,627	-	-	8,965.19	12,947.02	10,804.93	13,225.06	45,942.20	73,684.80 38.40%
3	Operating Expenses	32,890	-	-	-	-	1,012.76	676.32	1,689.08	31,200.92 5.14%
	Office Expense	600						60.71	60.71	539.29 10.12%
	Communications	1,300					49.53	49.62	99.15	1,200.85 7.63%
	Tel Exchange Service	500							-	500.00 0.00%
	Membership Dues	11,000							-	11,000.00 0.00%
	Local Travel Conferences/Training	15,000							-	15,000.00 0.00%
	Meeting Meals	3,420					612.40	375.34	987.74	2,432.26 28.88%
	Supplies for Outreach/Homeless	1,070					350.83	190.65	541.48	528.52 50.61%
4	Out-of-State Travel	13,000	-	-	-	-	-	-	-	13,000.00 0.00%
5	Subcontractor Services	409,004	-	-	-	-	-	-	-	409,004.00 0.00%
1	Opportunity Junction, Inc	45,572							-	45,572.00 0.00%
2	GRIP	45,572							-	45,572.00 0.00%
3	CC Interfaith (Hope Solutions)	45,572							-	45,572.00 0.00%
4	Bay Area Legal Aid (BALA)	45,572							-	45,572.00 0.00%
5	STAND!	40,000							-	40,000.00 0.00%
6	Loaves and Fishes of Contra Costa	45,572							-	45,572.00 0.00%
7	St. Vincent de Paul	50,000							-	50,000.00 0.00%
8	Lao Family Community Development	45,572							-	45,572.00 0.00%
9	Monument Impact	45,572							-	45,572.00 0.00%
	Total Program Costs	846,670	-	-	8,965.19	33,974.19	31,148.40	36,887.10	110,974.88	735,695.12 13.11%
	Total Expenditures	945,470	-	4,177.47	12,462.43	41,877.28	35,582.07	44,654.84	138,754.09	806,715.91 14.68%



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-3390

Agenda Date: 8/13/2026

Agenda #: 7.

Advisory Board: DISCUSS the new Advisory Body Training Platform.

Subject: DISCUSS the new Advisory Body Training Platform.

Presenter: Melissa Molina

Contact: Christina Castle-Barber 925-608-8819

Information:

DISCUSS the new Advisory Body Training Platform.

County of Contra Costa
CLERK OF THE BOARD'S OFFICE
MEMORANDUM

DATE: June 29, 2026

TO: Advisory Body Staff

FROM: Clerk of the Board Staff *LH*

SUBJECT: Advisory Body Training Tracking Procedure Updates

The Clerk of the Board's Office is working on an updated procedure for advisory body training requirements. Advisory body training courses and compliance tracking will soon be managed through the county's training software platform, Vector Solutions. This platform will be utilized in lieu of the training certification forms used currently. Moving to Vector Solutions simplifies the training process for both staff and advisory body appointees by allowing staff to more easily track the training status of members and by providing all required training courses to appointees in one location.

In the upcoming months advisory body staff will be provided with login credentials for Vector Solutions and instructions for how to assign training courses to advisory body appointees through the system. Attached is a list of current staff members for each body that will be set up with an account to manage trainings. If any information is outdated, or if you would like to remove or add any staff members, please email lauren.hull@cob.cccounty.us with the updated information by Monday, July 6.

As a reminder, all advisory body appointees are required to complete four training courses within three months of appointment and every two years thereafter. The required courses, which will all be provided through Vector Solutions, are:

1. Brown Act & Better Government Ordinance Training
2. AB 1234 Ethics Training
3. Implicit Bias Training
4. SB 827 Fiscal & Financial Training

If you have any questions, please contact Lauren Hull in the Clerk of the Board's Office at lauren.hull@cob.cccounty.us or (925) 655-2007. Thank you!

Attachments (1): Advisory Body Staff List



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-3391

Agenda Date: 8/13/2026

Agenda #: 8.

Advisory Board: Economic Opportunity Council

Subject: RECEIVE the CSBG Strategic Plan Update 2026 and review outline for next plan.

Presenter: Christina Castle-Barber

Contact: 925-608-8819

Information:

RECEIVE the CSBG Strategic Plan Update 2026 and review outline for next plan.

**CONTRA COSTA COUNTY COMMUNITY ACTION PROGRAM
STRATEGIC PLAN 2022-2027**

UPDATES TO ECONOMIC OPPORTUNITY COUNCIL – 10-10-24

UPDATES TO ECONOMIC OPPORTUNITY COUNCIL – 8-14-25

UPDATES TO ECONOMIC OPPORTUNITY COUNCIL – 8-13-26

1. AGENCY LEVEL GOAL

Rooted in economic and environmental fairness, build capacity for and deeper connections and knowledge sharing amongst Economic Opportunity Council members, subcontractors, and community, promoting leadership development and interconnected collaboration.

Strategies:

- Engage staff, Economic Opportunity Council and subcontractors in exploring and learning about our interconnectedness to better understand it together and fully integrate it into our service delivery models so that our services are grounded in fairness, respect, and justice.
 - 60th Anniversary Roundtable held on May 9, 2024 included updates and client stories that showed integration into service delivery models.
 - Will hold Subcontractor Roundtable “Stronger Together” on October 9, 2025.
 - Held CSBG Subcontractor Roundtable “Creating Vital Conditions Together” on May 21, 2026.
- Transition to a two-year grant cycle for CSBG subcontractors to allow for deeper work and relationship-building resulting in greater outcomes.
 - Complete: This was done with the 2024—2025 contracts.
- Align the work of the Contra Costa County Community Action Agency with an increased number of community partners to aid in furthering the work outlined in the Community Action Plan.
 - In 2024 the work of our agency has been shared with other community partners at broad based coalitions such as: FESP (Family Economic Security Partnership), Ensuring Opportunity, Homeless Action Coalition, and several town hall meetings held by county legislators.
 - In 2025, we continue to align our work with the coalitions noted above and met with Congressman DeSaulnier to share our plan and outcomes on August 27, 2025 in a Roundtable discussion facilitated by CalCAPA.
 - New partnerships include Contra Costa Together, Richmond Community Foundation, Contra Costa County Office of Racial Equity and Social Justice, Contra Costa County Council on Homelessness, Clean Start Showers, and C.O.R.E Outreach.
- Fully utilize the Community Action Virtual Onboarding (CAVO) eCourse system to train staff and board members, with an emphasis on leadership development for low-income sector representatives.
 - Staff will be presenting a recommendation to the Fiscal Committee for the 2025 CSBG budget to include CAVO with Roshunda Ward as project manager.
 - Will consider using any additional funding that comes in for this in 2025.
 - Funding constraints and priorities do not allow for this eCourse System. This strategy has been discontinued.
- Increase efficiency and transparency by sharing the Employment and Human Services Department’s written policies and procedures as they relate to the work of the Community Action Agency so that we can hold ourselves and others accountable.
 - Required Advisory Body training and supplemental training on RFI scoring, Site

**CONTRA COSTA COUNTY COMMUNITY ACTION PROGRAM
STRATEGIC PLAN 2022-2027**

UPDATES TO ECONOMIC OPPORTUNITY COUNCIL – 10-10-24

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UPDATES TO ECONOMIC OPPORTUNITY COUNCIL – 8-13--26

Monitoring, and use of social media have been shared.

- New Remote Meeting policy shared.
- New Advisory Body Required Trainings policy shared.
- New Advisory Body Training and Training Platform shared.
- New Brown Act updates shared.
- New Bylaws streamlined with procedures removed and a new procedure manual is being developed.

Alignment with National Community Action Goal: Communities where people with low incomes live are healthy and offer economic opportunity.

2. COMMUNITY LEVEL GOAL

Create living wage jobs through our subcontractors and the CSBG internship program, sharing best practices and increasing connections between them to have a bigger impact.

Strategies:

- Elevate best practices and promote best practices, invite speakers, and increase connections with the subcontractors and student interns at the Roundtable Events hosted by the EOC.
 - Four speakers were selected for the 2024 Subcontractor Roundtable to share lived experiences with poverty and how Community Action Programs help them. They were:
 - Desire Medlen, Economic Opportunity Council Low Income Sector
 - Myhanh Lopes, Opportunity Junction, Administrative Careers Training Graduate
 - Sandra Locke, Rising Sun Center for Opportunity, Opportunity Build Program Graduate
 - Guadalupe Ristenza, St. Vincent de Paul, Workforce Development Program Graduate
 - The Contra Costa County Board of Supervisors declared May 2026 Community Action Month and received a presentation from a former client or one of our subcontractor's Hope Solutions, Justine Rawlings-Weise. EHSD Public Relations created a video featuring Justine and she also addressed the board in person.
- Create an alumni program comprised of Student Intern graduates and leverage their experiences to empower and encourage current student interns.
 - Complete: Student interns are linked with graduates that are now employed by CSB in a buddy system upon hire. In addition, the current program coordinator is a former Student Intern.
- Integrate the work of Contra Costa County and the City of Richmond Workforce Development programs with that of the Contra Costa County Community Action Program to create more living wage jobs.
 - Complete: MOU signed by Marla Stuart in 2023, and Christina Castle-Barber sits on the committee.

CONTRA COSTA COUNTY COMMUNITY ACTION PROGRAM

STRATEGIC PLAN 2022-2027

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- Educate ourselves about successful job training programs and share learnings to replicate them in the community.
 - Will work on this in 2025
 - Will host a convening in 2026
 - CSBG Subcontractor Roundtable on May 21, 2026 featured job training program updates from subcontractors, including promising practices through the lens of the Vital Conditions framework.
- Invite labor, libraries, and other entities that offer volunteer or paid internship and apprenticeship positions that involve skill building and lead to attainment of entry level jobs leading to living wages.
 - Will work on this in 2025
 - Will host a convening in 2026.
 - The Economic Opportunity Council received a presentation featuring two CSB Student Interns, Nayeli and Luis Roman, who are also siblings. They shared the skills they have acquired and the benefits of being in a paid student internship.

Alignment with National Community Action Goal: People with low incomes are engaged and active in building opportunities in communities.

3. INDIVIDUAL/FAMILY LEVEL GOAL

Acknowledge gaps, meet people where they are, and advocate for compassionate solutions to provide the basic needs for the most vulnerable individuals and families in Contra Costa County.

Strategies:

- Increase advocacy efforts by engaging the EOC and community partners in opportunities to contact legislators on a regular basis regarding policy issues that impact the work of Community Action and the low-income community.
 - EOC members remain engaged in town hall meetings, one-on-one meetings with legislators, and, in May 2024, visited Sacramento for CalCAPAs Legislative Conference and Capitol visit.
 - EOC was well represented at CalCAPA Advocacy Day in April 2025. All seven Contra Costa County Legislators were contacted via visits to the Swing Building or on the lawn of the Capitol Building. Advocated for three bills.
 - CSB Director and EOC Chair were invited to speak to Congressman Mark DeSaulnier regarding the impact of CSBG funding in Contra Costa County.
 - EOC members attended the 2026 CalCAPA Advocacy Day in Sacramento on May 14, where the members advocated for three bills and met with several legislators.
- Identify gaps by conducting listening sessions with the low-income community and community partners and actively seek solutions to ensure the well-being of individuals and families.
 - Site monitoring includes a listening session with each subcontractor on what their needs and opportunities are and how the agency and EOC can align. The

**CONTRA COSTA COUNTY COMMUNITY ACTION PROGRAM
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Subcontractor Roundtable in May also included opportunities for clients and agencies to share. Plans are in progress for a minimum of 5 listening sessions in early 2025 to inform the Community Action Plan.

- Site monitoring and five public hearings held in 2025 yielded excellent information to identify gaps and address them with the 2026-2027 funding awards. RFP to be issued in August 2025.
- Site Monitoring and the Subcontractor Roundtable in 2026 yielded excellent information for consideration by the EOC as well as the 2026 Community Assessment. Gaps centered on health care accessibility, services to undocumented immigrants, and transportation.
- Increase knowledge of and gain a better understanding of systems changes and use this knowledge to help individuals and families navigate these changes through educational campaigns and appropriate methods of communication.
 - EOC Chair Zeimer training Head Start Policy Council members on how to register to vote, CSB educated the community about the new regulation allowing anyone who receives CalFresh to be automatically income-eligible for head start services through a mailing and social media campaign.
 - Staff and some EOC members attended immigration training available in the community. CSBG staff attended webinars on new executive orders to ensure that programs funded by the federal government were following all requirements as instructed by funding agency.
 - EOC Members were advised of threats to funding for various federal programs, including CSBG, LIHEAP, and Head Start and were given opportunities for advocating through various channels. Individuals on the EOC who represent or work with elected officials keep the EOC updated on issues as they arise.
- Keep abreast of funding coming into the county and advocate for its use to address the gaps identified.
 - EOC members have been active on Measure X committees and have attended public hearings and town halls to address gaps as identified in the Community Action Plan.
 - Measure X funds received by Measure X to expand mental health services to Head Start and Early Head Start program children, families and staff.
 - Measure B, which would have augmented funding to various programs that took deep hits due to HR1, was on the ballot in Contra Costa on June 2, 2026 and was soundly defeated. The Board of Supervisors and the EOC advocated for its passage.

Alignment with National Community Action Goal: Individuals and families with low incomes are stable and achieve economic security.

Contra Costa County Community Action Partnership

Strategic Planning Template Using Vital Conditions Framework

2027–2032 Strategic Plan Template

This template is designed specifically for the **Contra Costa County Community Action Partnership (CAP)** and aligns the agency's mission to reduce poverty with the **Vital Conditions for Health and Well-Being Framework**. It also supports Community Services Block Grant (CSBG) planning, Results-Oriented Management and Accountability (ROMA), organizational standards, and local community needs assessment findings.

Contra Costa County Community Action Partnership

Five-Year Strategic Plan

2027–2032

Vision

A Contra Costa County where every resident has the opportunity and resources to thrive.

Mission

The Contra Costa County Community Action Partnership works with residents, community organizations, local government, and businesses to reduce poverty by strengthening families, expanding opportunity, and creating the vital conditions necessary for all people to reach their full potential.

Guiding Principles

- Equity
- Community Voice
- Collaboration

- Data-Informed Decision Making
 - Continuous Improvement
 - Accountability
 - Innovation
 - Prevention
-

Planning Framework

Our Strategic Plan is organized around the **Seven Vital Conditions** that every community needs to thrive.

Each section includes:

- Current Conditions
 - Community Assessment Findings
 - Desired Future State
 - Strategic Goals
 - Objectives
 - Key Strategies
 - Performance Measures
 - Partners
 - Timeline
-

VITAL CONDITION 1

Humane Housing

Current Community Conditions

What does our Community Needs Assessment tell us?

Current challenges:

Current strengths:

Desired Future State

What will success look like in five years?

Strategic Goal

Example:

Increase housing stability and reduce housing insecurity among low-income residents.

Objectives

Objective	Target Date

Strategies

- Expand housing navigation services
- Strengthen eviction prevention
- Increase landlord partnerships
- Improve housing referrals

Additional Strategies:

Community Partners

- Housing Authority
- Continuum of Care
- Cities
- Nonprofit housing providers
- Faith communities

Additional Partners:

Success Measures

Examples

- ☐ Households obtaining stable housing
- ☐ Evictions prevented

☐ Individuals connected to housing resources

☐ Increased affordable housing partnerships

Additional Measures

VITAL CONDITION 2

Meaningful Work & Wealth

Current Conditions

Community Assessment Findings

Strengths

Challenges

Strategic Goal

Increase economic mobility for individuals and families experiencing poverty.

Objectives

Objective Timeline

Strategies

- Employment services
 - Workforce development
 - Financial coaching
 - Asset building
 - Small business support
-

Measures

- Employment obtained
 - Wage increases
 - Certifications earned
 - Households increasing income
 - Families moving toward self-sufficiency
-

VITAL CONDITION 3

Lifelong Learning

Current Conditions

Strategic Goal

Ensure children, youth, and adults have equitable access to educational opportunities.

Strategies

- Early childhood education
 - Family engagement
 - Literacy
 - Adult education
 - Digital inclusion
-

Measures

- Kindergarten readiness
 - School attendance
 - Literacy outcomes
 - Educational attainment
-

VITAL CONDITION 4

Reliable Transportation

Community Assessment

Current transportation barriers:

Strategic Goal

Improve access to employment, education, healthcare, and community resources.

Strategies

- Transit partnerships
 - Transportation assistance
 - Mobility planning
 - Ride-share collaborations
-

Measures

- Transportation barriers reduced
 - Increased service access
 - Client satisfaction
-

VITAL CONDITION 5

Belonging & Civic Muscle

Current Community Conditions

How connected do residents feel?

How are residents engaged in decision making?

Strategic Goal

Strengthen community leadership and resident engagement.

Strategies

- Resident leadership
 - Volunteer development
 - Community engagement
 - Advisory councils
 - Civic participation
-

Measures

- Residents participating
 - Leadership opportunities created
 - Volunteer hours
 - Community partnerships
-

VITAL CONDITION 6

Basic Needs for Health & Safety

Current Conditions

Food insecurity

Healthcare access

Behavioral health

Safety

Emergency assistance

Strategic Goal

Improve access to essential services that support healthy families.

Strategies

- Food assistance
 - Emergency services
 - Mental health partnerships
 - Violence prevention
 - Benefit enrollment
-

Measures

- Food insecurity reduced
 - Health referrals completed
 - Emergency needs resolved
-

VITAL CONDITION 7

Thriving Natural World

Current Conditions

Environmental justice

Access to parks

Climate resilience

Neighborhood conditions

Strategic Goal

Increase equitable access to healthy environments.

Strategies

- Environmental education
 - Community gardens
 - Climate preparedness
 - Green workforce initiatives
-

Measures

- Residents served
 - Environmental partnerships
 - Community projects completed
-

Cross-Cutting Strategies

These priorities support all seven Vital Conditions.

Equity

How are disparities being reduced?

Community Voice

How are residents informing decisions?

Partnerships

How are collaborative efforts improving outcomes?

Innovation

What new approaches will be explored?

Continuous Improvement

How will data guide decision making?

Annual Action Plan Template

Goal Annual Activities Lead Timeline Status

Performance Dashboard

Indicator Baseline Annual Target Current Status

Community Voice Summary

Community Listening Sessions

Date:

Participants:

Major Themes

- ---
- ---
- ---

Resident Recommendations

Partnership Matrix

Partner Role Vital Condition Shared Outcomes

Risk Assessment

Annual Review Questions

What progress did we make?

What barriers remain?

What data changed?

What should we modify?

What new opportunities emerged?

Community Action Performance Summary

At the end of each year summarize:

- Major accomplishments
 - Outcome data
 - Success stories
 - Lessons learned
 - Equity impacts
 - Partnership successes
 - Resident leadership highlights
 - Priority adjustments
-

Recommended Appendices

1. Community Needs Assessment Summary
2. Community Action Plan Priorities
3. CSBG National Performance Indicators (ROMA)
4. Logic Models by Goal Area
5. Community Demographic Profile

6. Organizational Standards Crosswalk
7. Performance Dashboard
8. Annual Progress Reports
9. Community Engagement Summary
10. Economic Opportunity Council Roles and Responsibilities

This template is designed to be a practical working document that connects the **Vital Conditions Framework** to the Community Action Partnership's mission. It provides a clear line from community needs, to strategic goals, to measurable outcomes, while supporting CSBG planning, ROMA reporting, and ongoing evaluation.



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-3392

Agenda Date: 8/13/2026

Agenda #: 9.

Advisory Board: Economic Opportunity Council

Subject: RECEIVE Annual Board Training on Community Action and CSBG.

Presenter: Christina Castle-Barber

Contact: 925-608-8819

Information:

RECEIVE Annual Board Training on Community Action and CSBG.

Community Action 101



Contra Costa County
Employment and Human Services
Community Services Bureau
ECONOMIC OPPORTUNITY COUNCIL



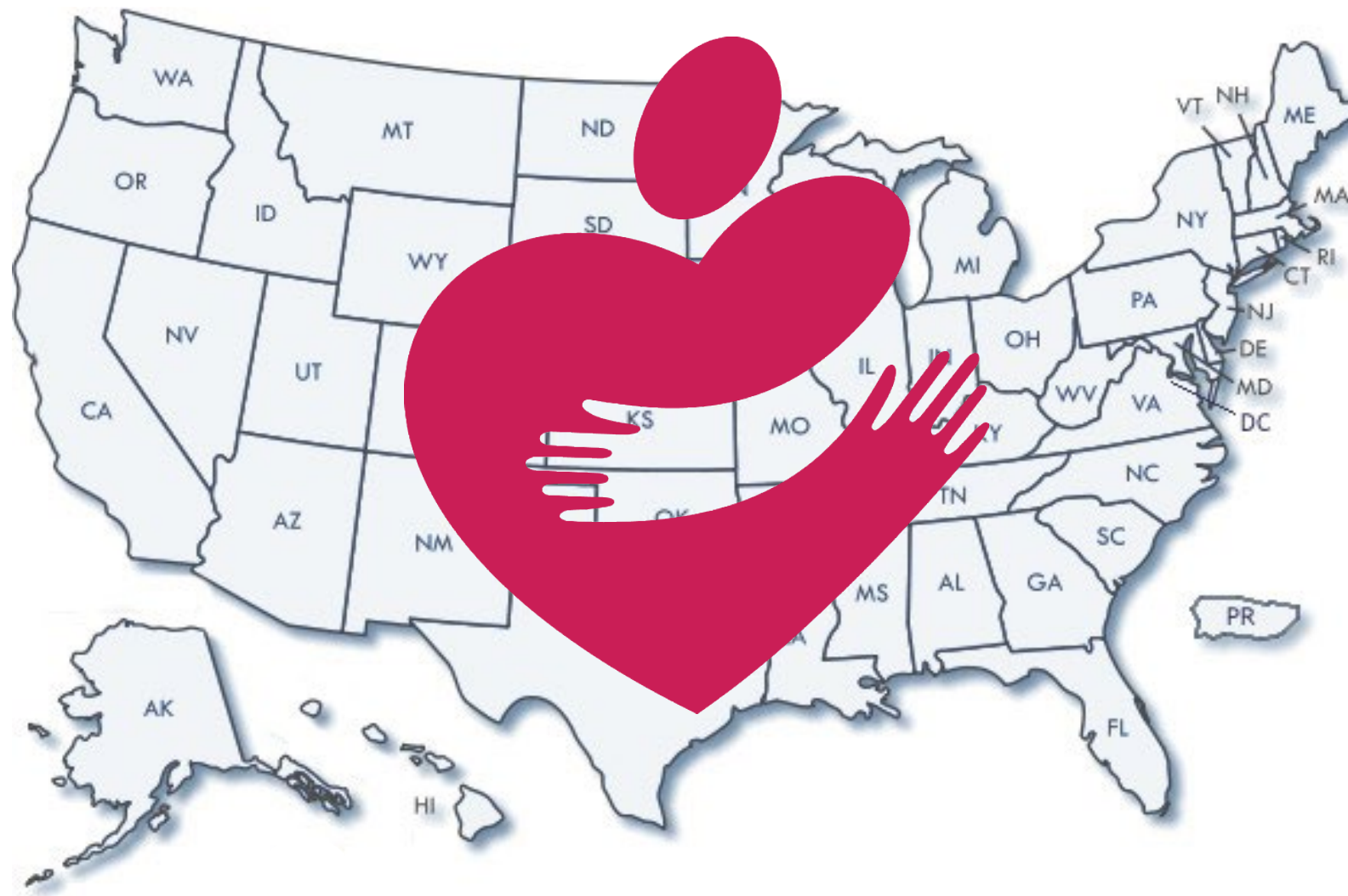
The Promise Of Community Action

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community, and we are dedicated to helping people help themselves and each other.

Community Action Network

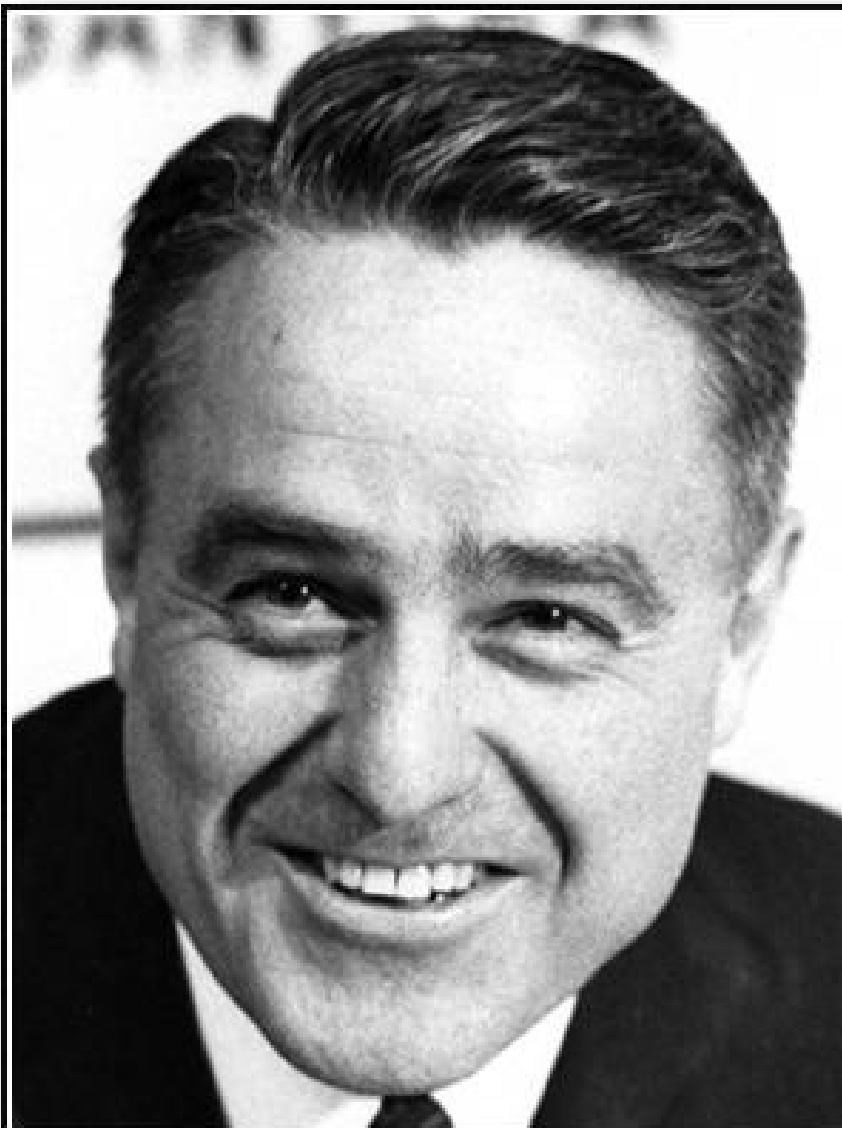
*Red, Blue, Purple
States*

*Board and Staff
on All Sides of
the Aisle*



1000+ Agencies | 44 State Associations | 50+ State CSBG Offices | National Partners
More than 15 million served

We work together to promote workable solutions that connect more families to opportunity



What can change the world today is
the same thing that has changed it
in the past—an idea and the service
of dedicated, committed individuals
to that idea.

— *Sargent Shriver* —

AZ QUOTES

One Word

Give us one word to describe what you
think about when you hear
Community Action...

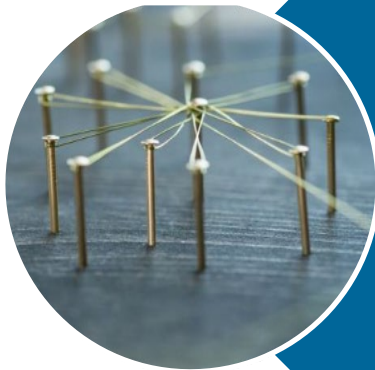
Community Action Agencies



Connect individuals and families to approaches that help them succeed



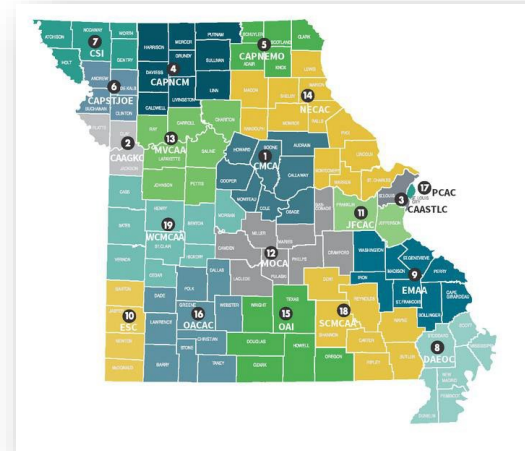
Promote community-wide solutions to seemingly stubborn challenges



Share expertise with national, state, and local leaders looking for evidence on what works

1,000+ Community Action Agencies Nationally

- Local Needs Assessment Every Three Years
- ***Localized Response to Needs***
- Range of Services Provided
- Whole-Family Approach/Two-Generation Approach
- Emergency Assistance (Food, energy, shelter)
- Health Care-FQHC, Dental Clinics, Women's Health, Mobile Health
- Community and Economic Development
- Housing/Shelter
- Early Childhood/Head Start
- Job Training/Community College Connections
- Senior Services
- Weatherization
- Case Management/Family Coaching
- Financial Capability/Asset Development/VITA



**“The opposite of poverty isn’t wealth.
The opposite of poverty is justice”
Bryan Stevenson**



Is Community Action Different?

- Salvation Army
- NeighborWorks
- Red Cross
- Catholic Charities
- Lutheran Social Services
- Other multi-service nonprofits



Are we different?

- **Yes**, while addressing similar community challenges as other nonprofits and governmental agencies, Community Action is different. It has a ***unique history, a federal mandate*** to address poverty, and is a ***national network*** that serves 99% of America's counties engaging local communities to address local challenges.
- **We are the national infrastructure across the US to fight poverty where and how we find it.** We are called to fight poverty, not provide a specific program or service.

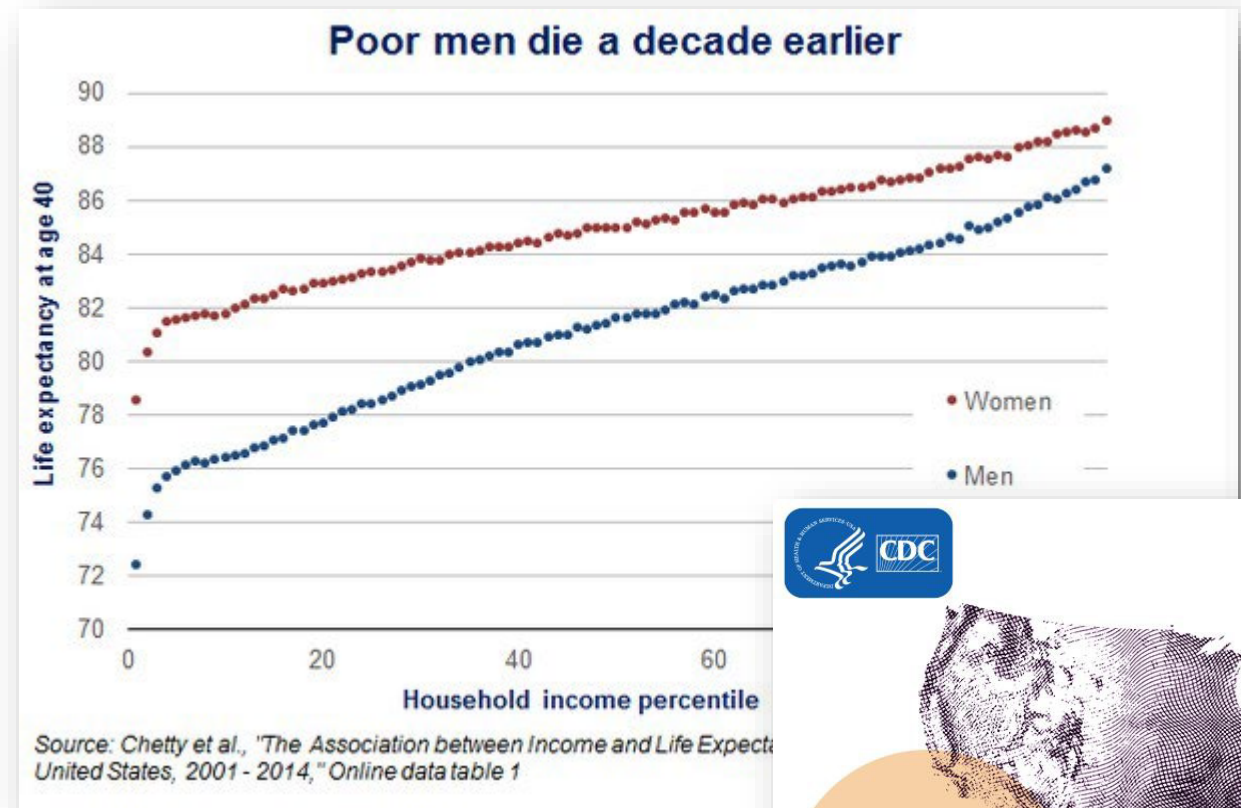
Community Action is Different

- Flexible
- Accountable
- Tripartite Board Structure
 - 1/3 Democratically selected from the low-income community - *Maximum Feasible Participation*
 - 1/3 Elected Officials
 - 1/3 Private Sector
- Local Needs Assessment

Poverty Today

- Income Disparities
- Wealth Disparities
- Racial Inequality
- Education Disparities
- Health Disparities
- Affordable Housing
- Aging of America
- COVID Pandemic

Source: Equality of Opportunity Project

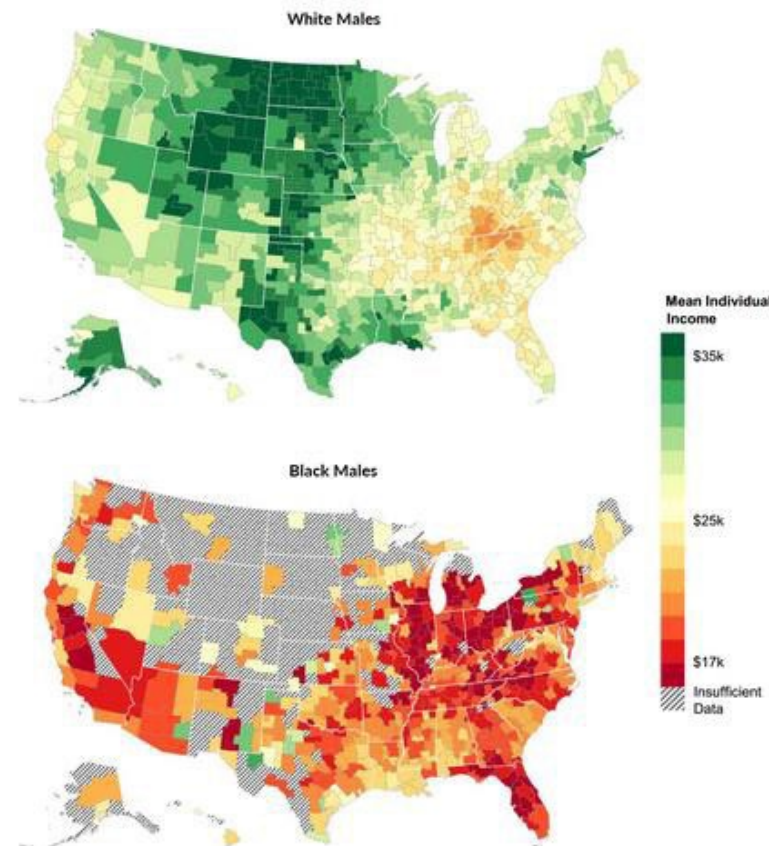


115
AMERICANS

die every day from an
opioid overdose
(including prescription
and illicit opioids.)

Two Americas: Upward Mobility for White vs. Black Children

Average incomes of children growing up in low-income (25th percentile) families



Points in Time Across the Decades

- 1960's
- 1970's
- 1980's
- 1990's
- 2000's
- 2010's
- 2020 and Beyond



Throwback Thursday, May 9

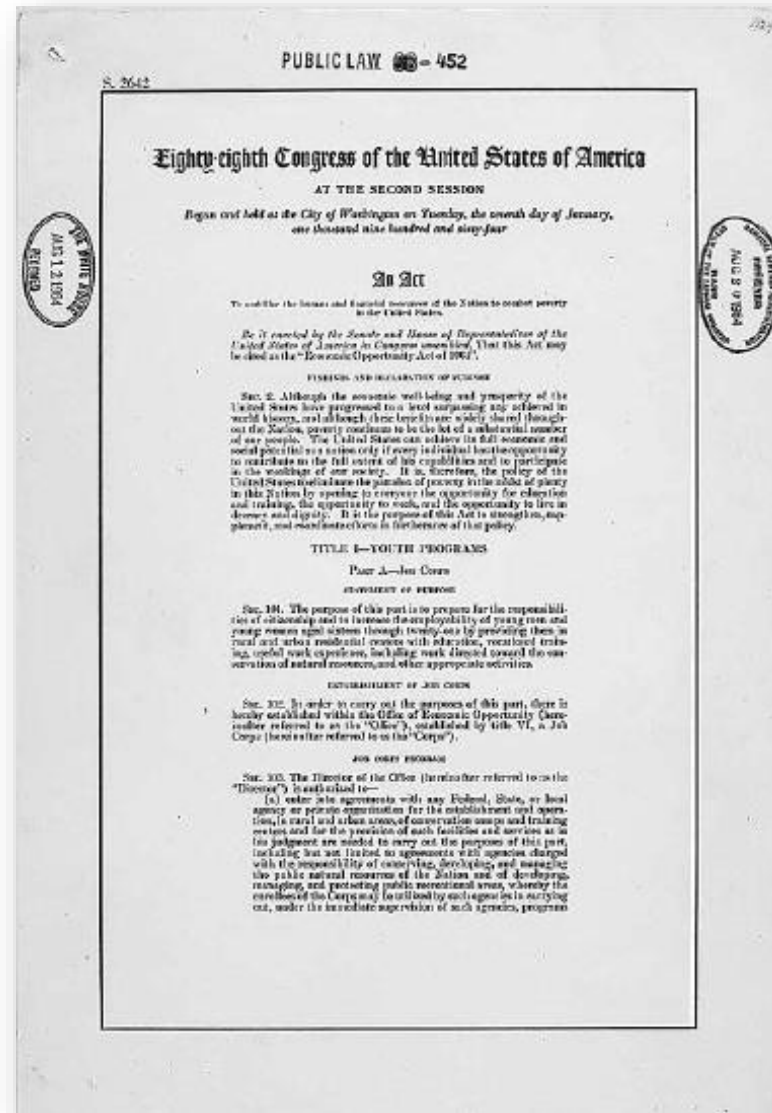
#TBT

January 1964-State of the Union

President Johnson

“Let us carry forward the plans and programs of John F. Kennedy, not because of our sorrow or sympathy, but because they are right....This administration today, here and now, declares an *unconditional War on Poverty in America*....Our joint federal-local effort must pursue poverty, pursue it wherever it exists.”

August 1964-Signing of the Economic Opportunity Act



Foundation of Community Action

Economic Opportunity Act of 1964

“Although the economic well-being and prosperity of the United States have progressed to a level surpassing any achieved in world history, and although these benefits are widely shared throughout the Nation, poverty continues to be the lot of a substantial number of our people. The United States can achieve its full economic and social potential as a nation **only if every individual has the opportunity to contribute to the full extent of his capabilities and to participate in the workings of our society.** It is, therefore, the policy of the United States to eliminate the *paradox of poverty in the midst of plenty* in this Nation by opening to everyone the opportunity for education and training, the opportunity to work, and the Opportunity to live in decency and dignity.

It is the purpose of this Act to
Strengthen, Supplement, and Coordinate efforts in furtherance of that policy.”

Our Catalytic Mission

Title II, Section 201 (a), of the Economic Opportunity Act

The basic purpose of Community Action is:

"to stimulate a better focusing of all available local, state, private, and Federal resources upon the goal of enabling low-income families, and low-income individuals of all ages, in rural and urban areas, to attain the skills, knowledge, and motivations, and secure the opportunities needed for them to become self-sufficient."

Also Created as Part of the EOA

- VISTA
- Job Corps
- Neighborhood Youth Corps
- Head Start
- Adult Basic Education
- Family Planning
- Community Health Centers
- Congregate Meal Preparation
- Economic Development CDCs
- Foster Grandparents
- Legal Services



- RSVP
- Legal Services
- Neighborhood Centers
- Summer Youth Programs

Two Big Ammendments to Address Influence of Communtiy Action

GREEN Amendment

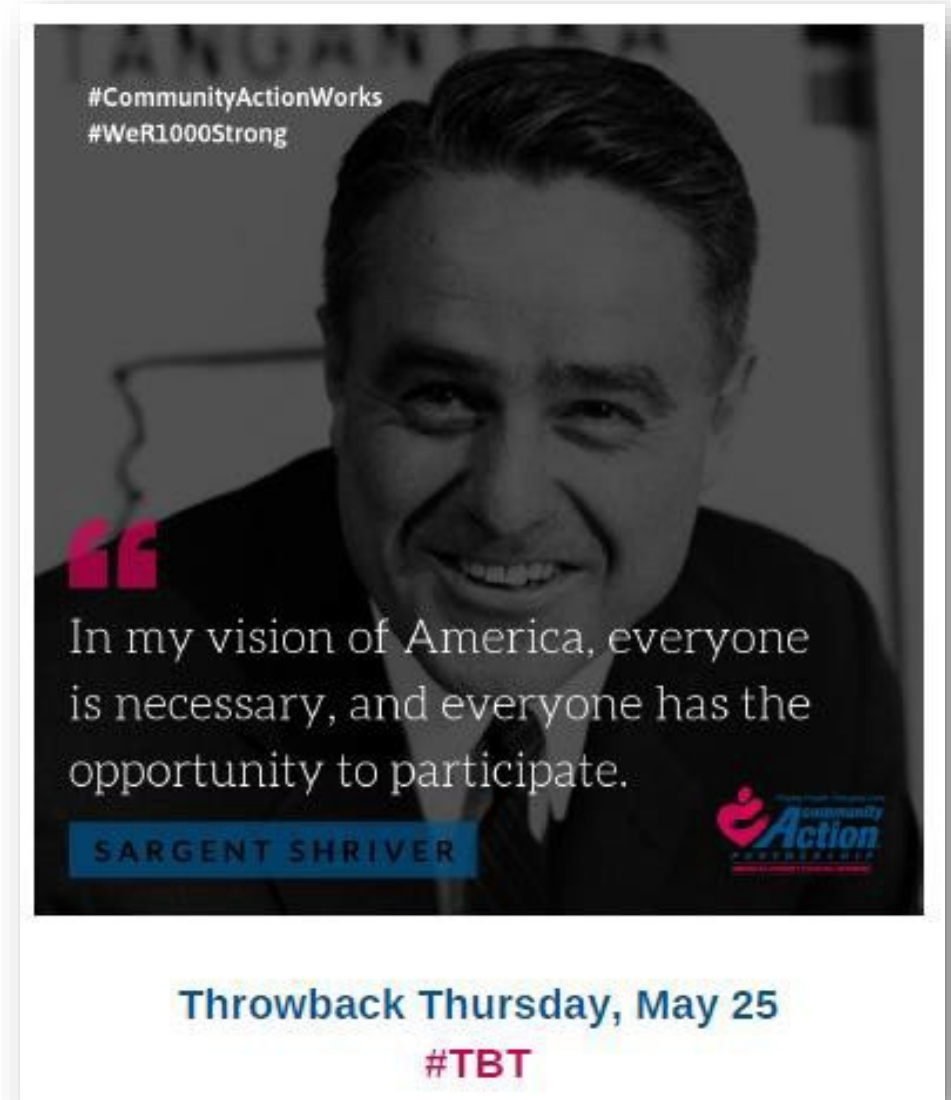
- 1967: stipulated that local elected officials had authority to designate the official CAA for their areas. Most were certified but a few big cities took control and replaced the existing CAA.

QUIE Amendment

- 1967: stipulated that 1/3 of board must be composed of elected officials and 1/3 would be private sector representatives. This limited “maximum feasible participation” of the poor on the boards to 1/3 of the membership

1969

- Nixon appoints Donald Rumsfeld as Director of the OEO. Rumsfeld surprises and is basically supportive of OEO and works to improve its efficiency. Rumsfeld hires Dick Cheney and Christy Todd Whitman as assistants. Rumsfeld publishes CAA mission guidance.



Foundation of Community Action

OEO Instruction 6320-1 (1970)

“The Act this gives the CAA a primary catalytic mission: to make the entire community more responsive to the needs and interests of the poor by mobilizing resources and bringing about greater institutional sensitivity. A CAAs effectiveness, therefore, is measured not only by the services which it directly provides but, more importantly, by the improvements and changes it achieves in the community’s attitudes and practices toward the poor and in the allocation and focusing of public and private resources for antipoverty purposes.” (DR)

Nixon Administration

- Attempted to shut down Community Action
- Network responded and sued the Nixon Administration and won
- Charles Braithwaite



1973-1974

- In 1974, during President Gerald Ford's administration, the Economic Opportunity Act was terminated.
- However, Congressional support swelled and funding for Community Action activities was included in the **Community Service Act of 1974**. With this change, the Office of Economic Opportunity (which was a cabinet level office) was terminated and a replacement agency was created under the Department of Health, Education and Welfare: the **Community Services Administration (CSA)**.

1981: The Block Grant Was Born

- Omnibus Reconciliation Act of 1981 created two block grants: Social Services Block Grant, under Title XX of the SSA; and CSBG which included activities administered by the CSA
- States administer block grant
- By 1983, all 50 states assumed administrative responsibility
 - Greater local autonomy
 - Decreased administrative complexity
- States tried to achieve a more equitable geographic distribution of funds
- Political activities and voter registration still restricted

Community Services Block Grant (CSBG) was Born

- State offices were now installed as recipients of the Block Grant funding and therefore as intermediaries for local Community Action Agencies.
- 90% of the CSBG funds were to be used at the local level
- Eligible CAAs were the same organizations previously eligible under OEO and CSA determinations. They were “Grandfathered.”
- States had the responsibility for monitoring CAAs and could spend up to 5% of the State’s CSBG allocation for administrative purposes. The remaining 5% was designated for State discretionary anti-poverty funded activities.

1994

The Monitoring and Assessment Task Force (MATF) was created by the Office of Community Services (OCS) to explore the results that had been identified by various CAAs across the country.

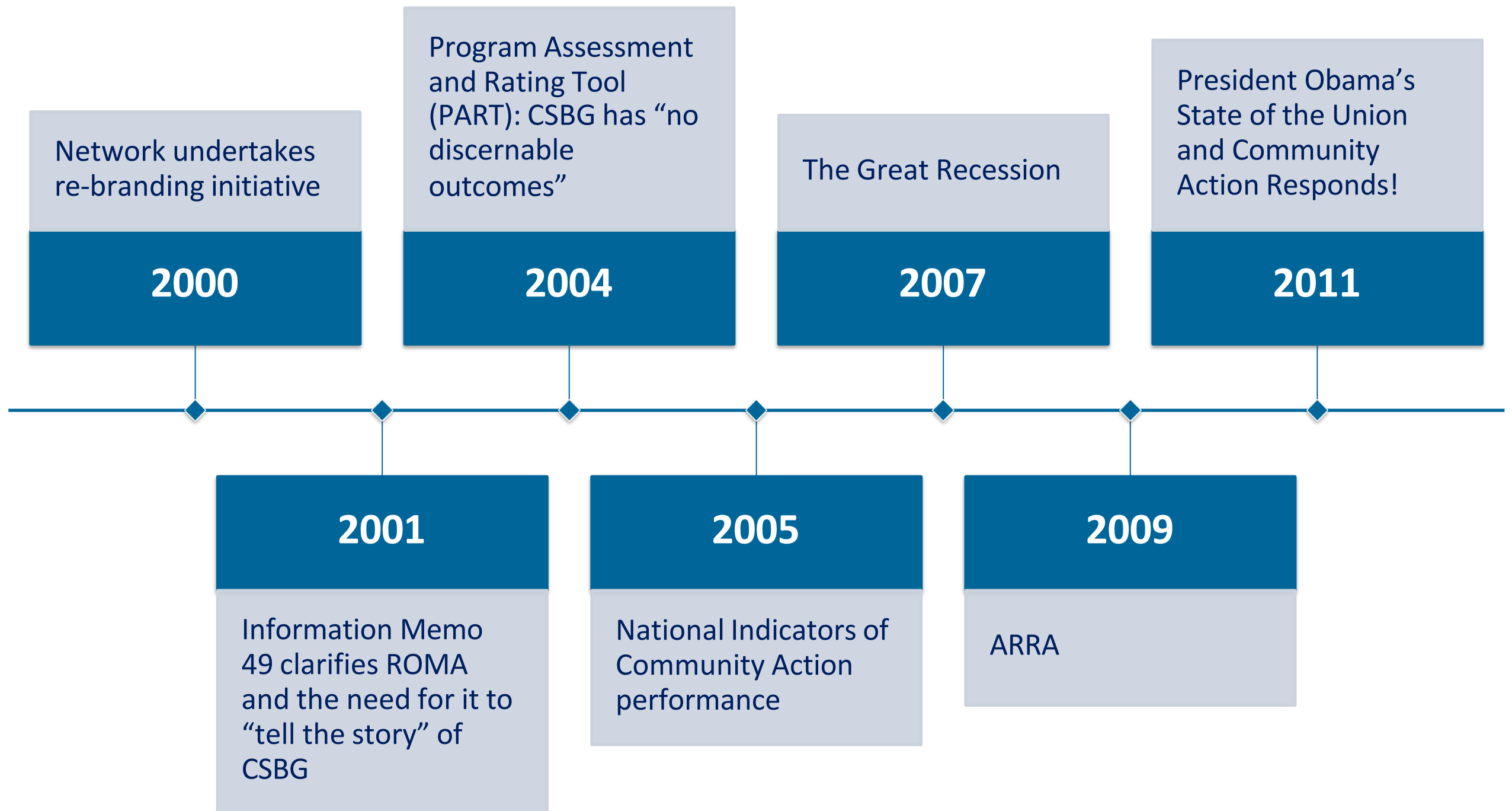
- The MATF included local CAA directors, state office staff, Association staff and others working in the field.
- The purpose of the task force was to find ways to talk about the work of CAAs.
- The MATF produced the Six National Goals

CSBG has been Reauthorized 5 Times

- 1984
- 1986
- 1990
- 1994
- 1998



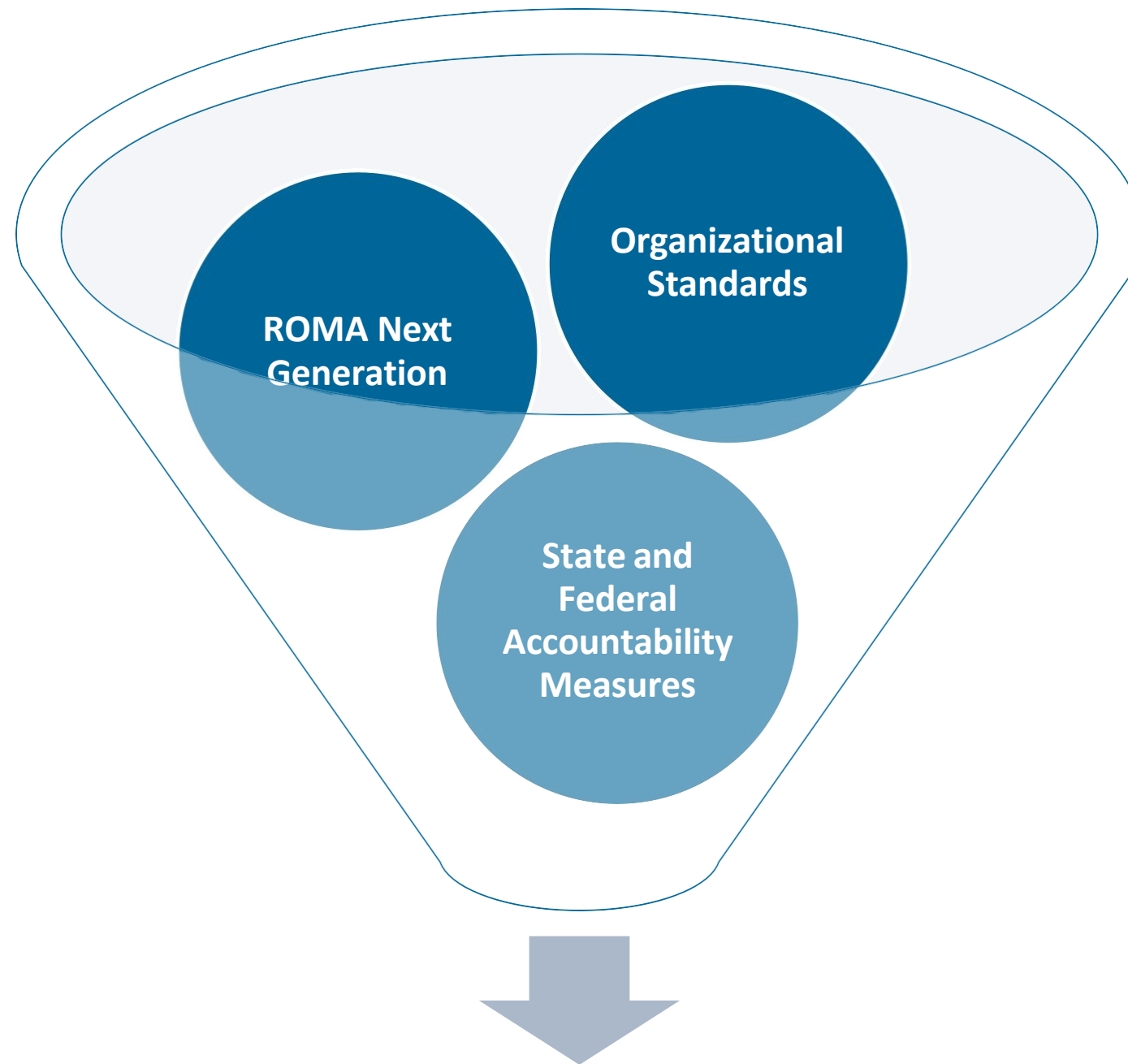
2000-2011



Results Oriented Management & Accountability



2012-2019 Modernized Community Action Performance Management and Measurement System



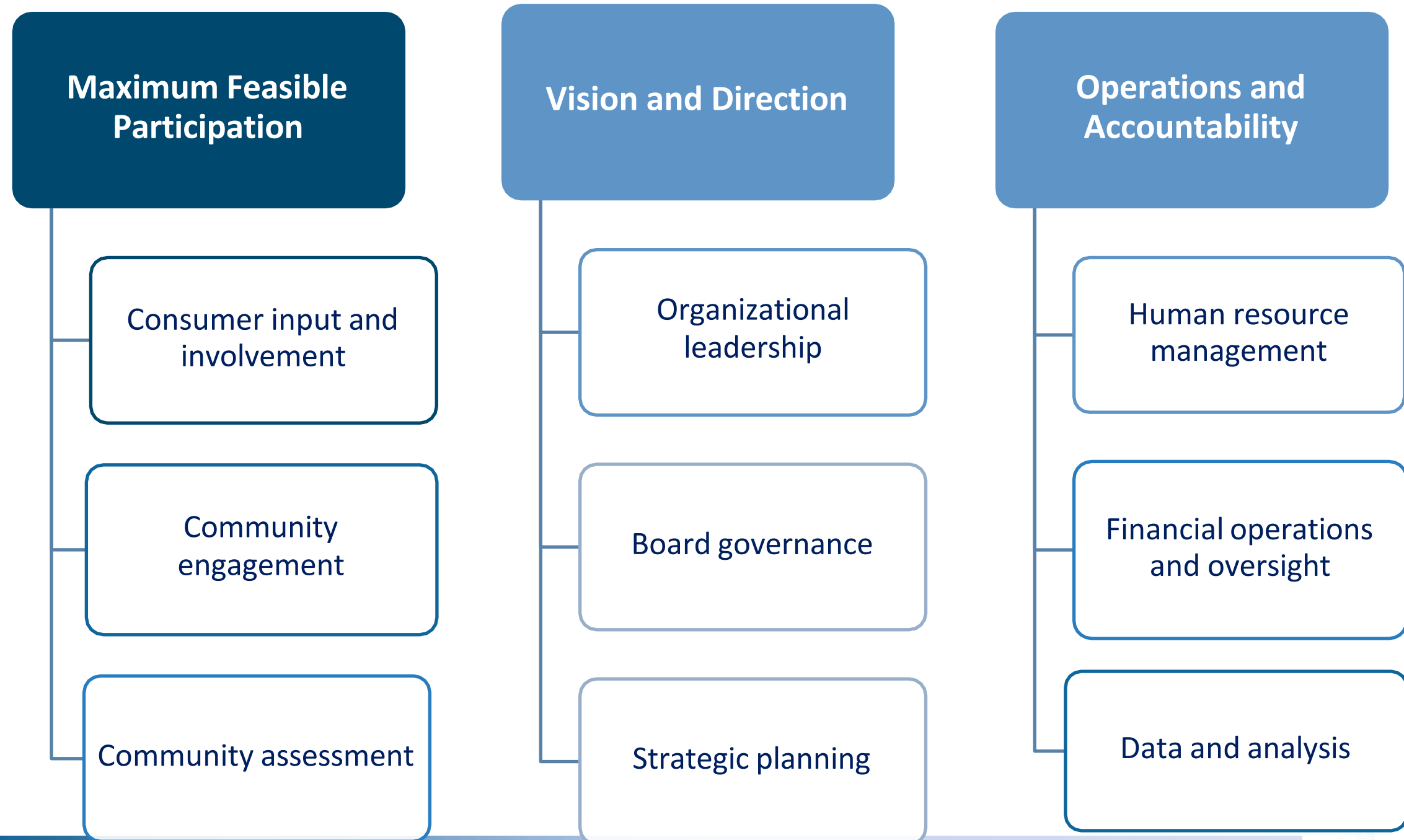
Updated CSBG Performance Management and Measurement Systems

ROMA (Next Generation)

- National Theory of Change and Support for local Theories of Change
- Renewal of necessity to work toward community change as well as individual and family outcomes
- Focus on improved data collection and analysis
 - New Annual Report
 - Increased use of data
 - National Theory of Change
- Integration of all phases of the ROMA Cycle

CSBG Organizational Standards

Organized into three thematic groups



The National Community Action Network Theory of Change

Community Action Goals

Goal 1: Individuals and families with low incomes are stable and achieve economic security.

Goal 2: Communities where people with low incomes live are healthy and offer economic opportunity.

Goal 3: People with low incomes are engaged and active in building opportunities in communities.



Services and Strategies

Employment



Education & Cognitive Development



Income, Infrastructure & Asset Building



Housing

Health/Social Behavioral Development



Civic Engagement & Community Involvement



Core Principles

- Recognize the complexity of the issues of poverty
- Build local solutions specific to local needs
- Support family stability as a foundation for economic security
- Advocate for systemic change
- Pursue positive individual, family, and community level change
- Maximize involvement of people with low incomes
- Engage local community partners and citizens in solutions
- Leverage state, federal, and community resources

Performance Management

How well does the network operate?

What difference does the network make?

- Local Organizational Standards
- State and Federal Accountability Measures
- Results Oriented Management and Accountability System

- Individual and Family National Performance Indicators
- Community National Performance Indicators

A national network of over 1,000 high performing Community Action Agencies, State Associations, State offices, and Federal partners supported by the Community Services Block Grant (CSBG) to mobilize communities to fight poverty.

2020 – Community Action Responds to the COVID-19 Pandemic



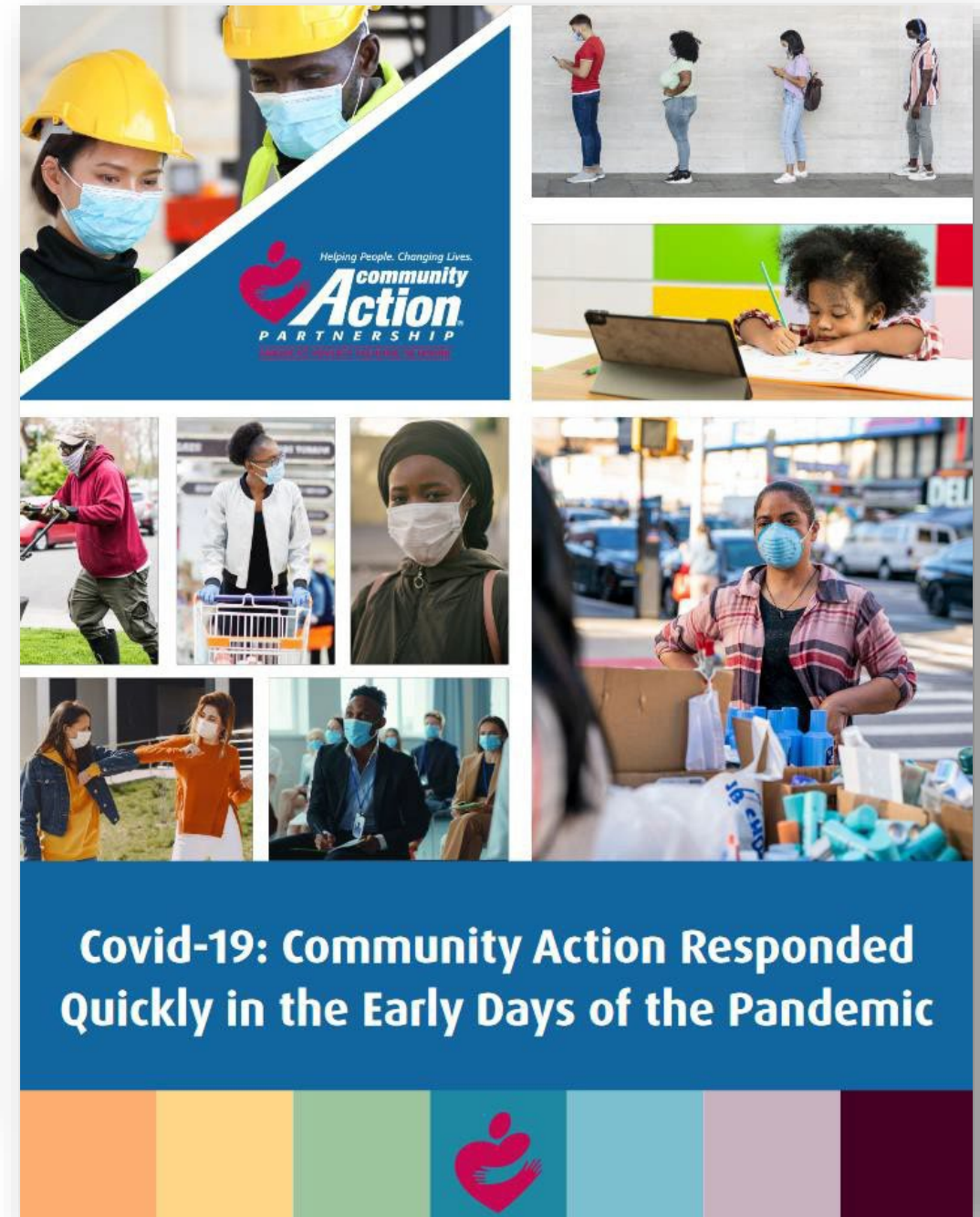
Community Action & COVID-19

RESPONSE	RECOVERY	RESILIENCY
• Safety of staff & customers secured • Needs assessed • Continuity of services arranged • Emergency services expanded • New services created • Coordination with partners enhanced • New funding secured	• Community needs monitored • Workplace safety procedures implemented • Access to emergency services ensured -Food -Housing -Utilities • Staff connected to customers via technology & internet -Virtual applications -Virtual Services -Virtual Case Management	• Individuals return to work • Economic growth • Social & economic mobility accelerated • Health & Well-being Improved • Transformed Systems and Policies • Equity • Apply learning • ???



Readiness-Rapid Response-Recovery-Resilience

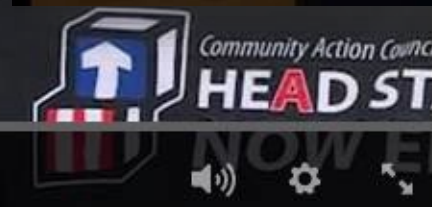
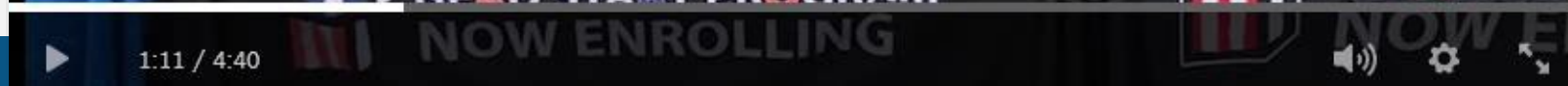
**READINESS
RAPID RESPONSE
RECOVERY
RESILIENCE**



COMMUNITY ACTION RESPONDS TO COVID-19



Good Job Community Action!



https://www.dropbox.com/s/ogbamz6m21rnse8/NCAP_Alternative_Version_Final.mp4?dl=0

Readiness to Resilience: The Community Action COVID-19 Story

This report from NCAP shares snapshots from over 130 Community Action Agencies across the Network as they responded to COVID-19. Read to learn how your peers tackled the challenges of the pandemic using innovative new approaches.

- [Digital Version](#)
- [Spanish Digital Version](#)
- [Print Version](#)



Local, State, and National Network

Local Community Action Agencies

State Associations

State Offices

National Partners

Federal Funders

State Associations

- State membership organizations
- Many Roles:
 - Training and Technical Assistance
 - Advocacy
 - Communication and Information Dissemination
 - Building / Strengthening the Community Action Network
 - Leadership Development
 - Leveraging Influence and Funding
 - Association Management



State Offices

- State CSBG Office
 - Responsible for statewide administration of CSBG
 - CSBG Funding
 - CSBG Policy
 - CSBG Annual Reporting
 - CSBG Monitoring
 - CSBG Organizational Standards

Other State Offices

WAP, LIHEAP, TANF, Child Care, Head Start Collaboration Office

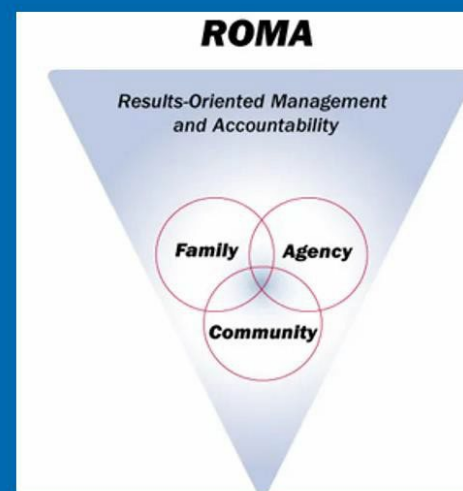


OFFICE OF COMMUNITY SERVICES

An Office of the Administration for Children & Families



ASSOCIATION OF NATIONALLY CERTIFIED ROMA TRAINERS & IMPLEMENTERS



National Association for State
Community Services Programs

Community Action Program Legal Services

CAPLAW

- Lawyers on Staff
- News Alerts
- Annual Conference (June)
- Webinars
- Toolkits and Resources
- Allison Ma'luf, Esq.
Executive Director



National Community Action Foundation

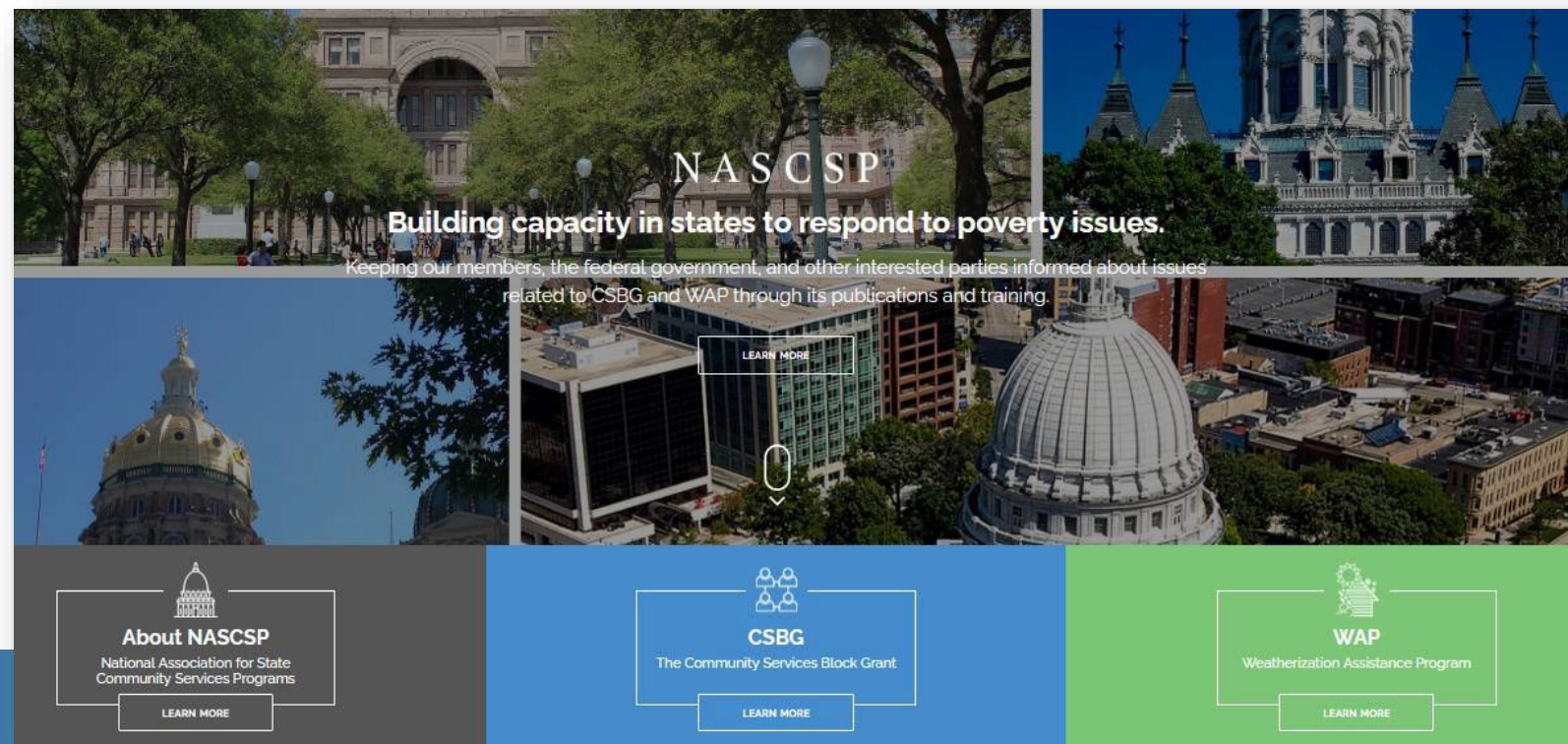
NCAF

- David Bradley, CCAP
- Legislative Action
- Our Lobbyist
- Hill Visits
- CSBG Reauthorization
- Annual Legislative Conference



National Association for State Community Services Programs NASCSP

- State CSBG Offices
- State Weatherization Offices
- CSBG Annual Report
- Conferences
- Webinars
- Cheryl Williams,
Executive Director



Association of Nationally Certified ROMA Trainers and Implementers

- Certification of ROMA Trainers and implementers
- ROMA In-services
- Regional Planning
- Online Modules
- Barbara Mooney, Ed.D.,
Director



Federal Office of Community Services

OCS

- HHS-ACF-OCS
 - CSBG
 - LIHEAP and LIWAP
 - SSBG
 - CED
- CSBG/Community Services Block Grant
 - Flows to state CSBG Offices
- Monitors States, Issues IM/Dear Colleague Letters
- Corine Frank, Interim OCS Director
- Cheryl Zuni, Interim Director, Division of Community Assistance



Role of Other Key Partners

- RPICs/State Associations
- DOE
- Office of Head Start
- HUD
- Lux
- NHSA
- APHSA



National Community Action Partnership

NCAP or Partnership

Connecting, Supporting, and Leveraging the Expertise of the Nation's 1000+ CAAs

- Tools and Resources Specifically for Community Action
- Learning Cohorts/Communities of Practice
- Public Policy Platform
- Weekly eNews
- Weekly Webinars
- Conferences, Convenings, and Events
- Community Action Month
- Custom Training and Technical Assistance

National Community Action Partnership

NCAP or Partnership

- Customized Training & Technical Assistance
- Organizational Capacity Building
- Practice Transformation
- Whole Family Approach
- Public Policy & Advocacy
- Energy/Weatherization
- Leadership Development
- New ED/CEO Training
- Strategic planning
- Board and Staff Training
- Branding Support
- Special Convenings
- CSBG Org Standards
- Performance Management
- Online Tools: Needs Assessment, Risk Assessment, Organizational Resilience, Community Action Academy

Mission Statement

The mission of the Community Action Partnership is to ensure the causes and conditions of poverty are effectively addressed and to strengthen, promote, represent, and serve the Community Action Network.



Vision Statement

The vision of the Community Action Partnership is a nation that creates opportunities for all people to thrive, builds strong, resilient communities, and ensures a more equitable society.

Value Statements



We believe all people should be treated with dignity and respect and recognize that structural race, gender, and other inequities remain barriers that must be addressed.



We believe that this nation has the capacity and moral obligation to ensure that no one is forced to endure the hardships of poverty.



We believe that with hope, adequate resources and opportunities, everyone can reach their fullest potential, and we are committed to achieving that vision.



We pledge ourselves to creating an environment that pursues innovation and excellence through multi-sector partnership and collaboration.

Equity • Respect • Commitment • Excellence • Hope
Community • Caring • Innovation • Opportunity

National Community Action Partnership's Equity and Economic Mobility Commission



COMMUNITY ACTION PARTNERSHIP
EQUITY & ECONOMIC MOBILITY COMMISSION
Approved by the Board of Directors: April 15, 2020

To advise the Community Action Partnership Board of Directors on issues and actions related to equity and advocate on behalf of the Community Action Network in order to promote the role of Community Action in addressing historical and widespread inequity, economic and otherwise, in our communities—especially communities of color. The values of the charter are central to the values and vision of Community Action.

Other NCAP Commissions

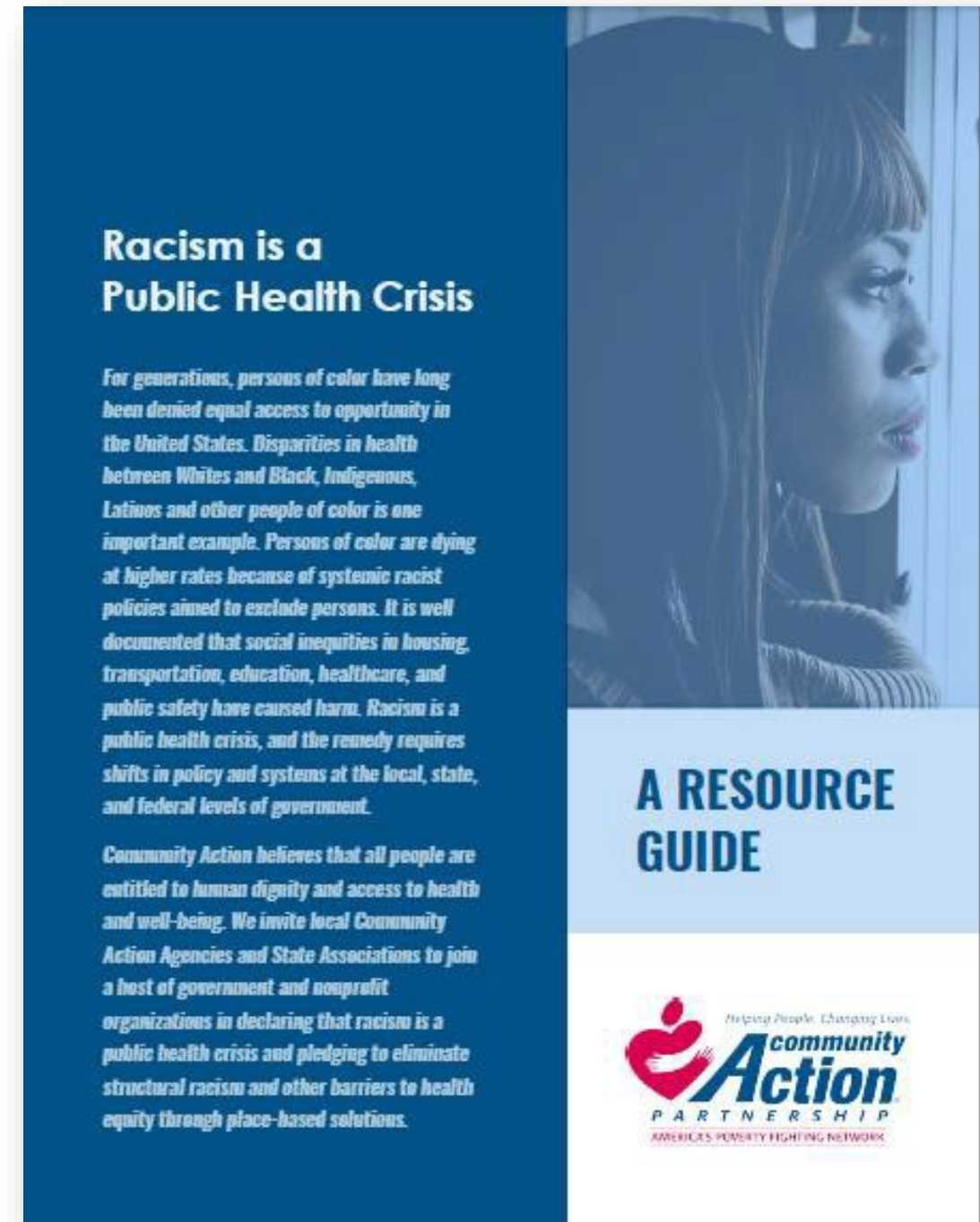
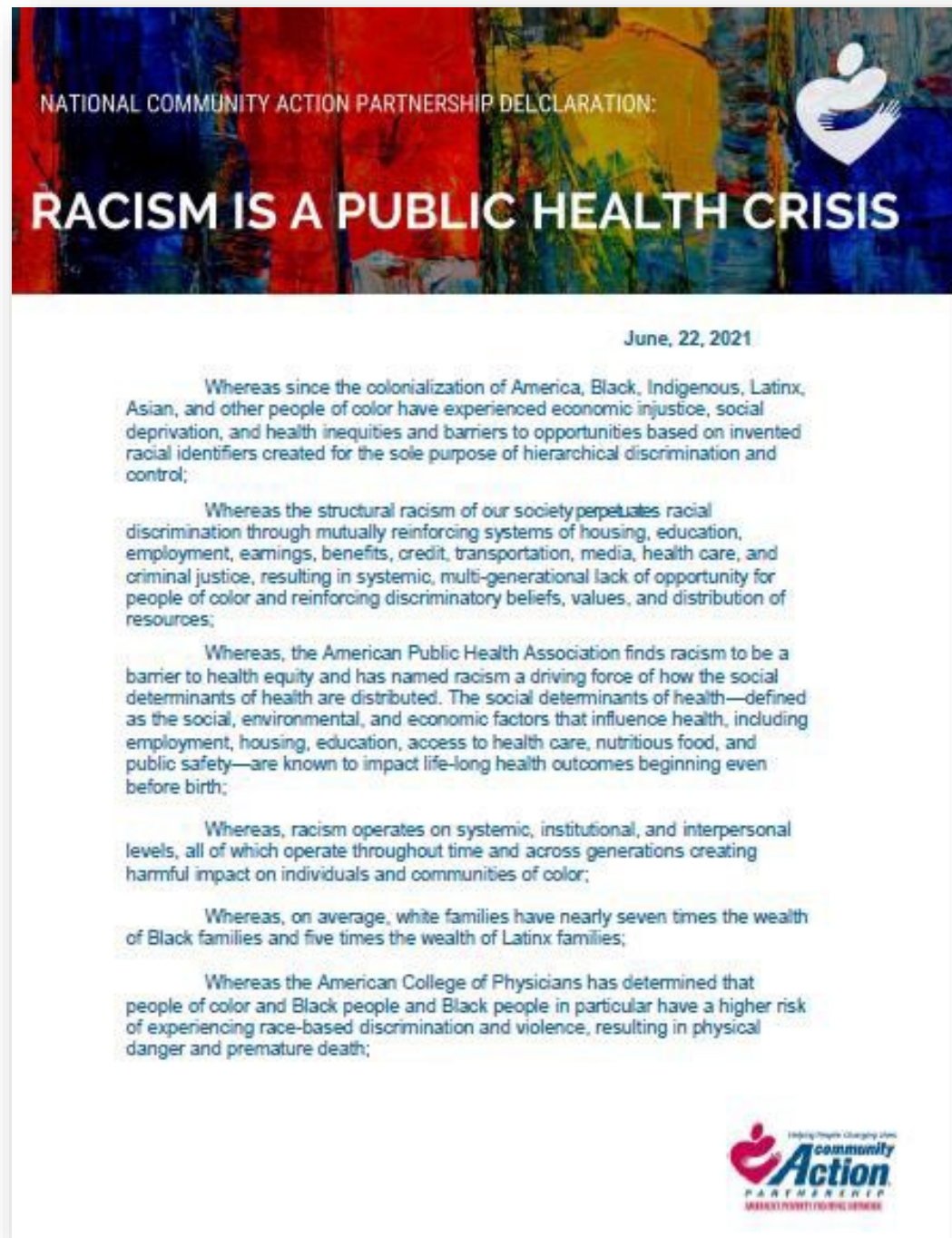
NCAP Head Start
Task Force

Climate Change/
Energy
Partnerships
Task Force

Excellence
Commission

CCAP Commission

NCAP Declaration: Racism is Public Health Crisis



https://communityactionpartnership.com/publication_toolkit/community-action-declares-racism-public-health-crisis/

#WeR1000Strong

#CommunityActionWorks



Community Action Code of Ethics

We, as Community Action professionals, dedicate ourselves to eliminating poverty in the midst of plenty in this nation by opening to everyone the opportunity for education and training; the opportunity for work; and the opportunity to live in decency and dignity; and with respect for cultural diversity, commit ourselves to:

Remain Focused on Mission

Recognize the chief function of the Community Action movement at all times is to serve the best interests of people with lower incomes which, in turn, serves the best interests of the entire community. Seek to empower people and revitalize communities. Engage in activities that move us closer to mission achievement and further our positive outcomes.

Be Outspoken Advocates and Educators

Actively inform the community and decision-makers about issues affecting those with lower-incomes. Courageously confront and dismantle myths about social and economic inequality. Participate in promoting policies that support social and economic mobility, which reinforce the values of an equitable society.



Community Action Code of Ethics

Inspire Confidence and Trust in the Community Action Movement

Lead and serve with professional competence and be up to date on emerging issues in our field. Practice the highest standards of personal integrity, confidentiality, respect, honesty, and fortitude in all we say and do. Bravely confront any behavior or practice that could erode public trust in Community Action or disregard the struggle of people living with low incomes.



Practice Service Above Self

Acknowledge service to the mission, vision and collective values of Community Action is beyond service to oneself. Avoid real and perceived conflicts of interest and ensure undue personal gain is not realized from the performance of professional duties.

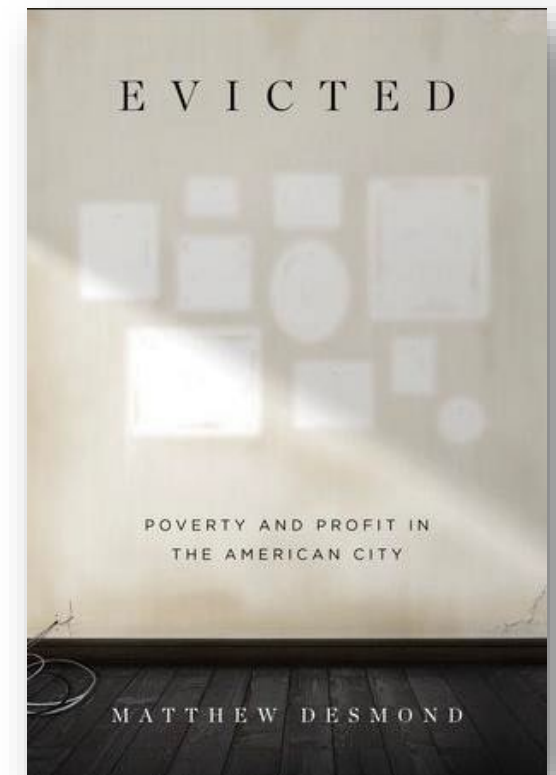
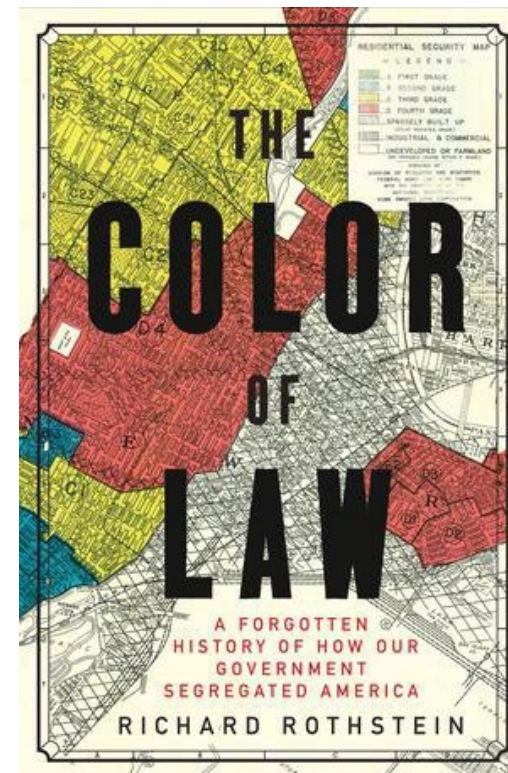
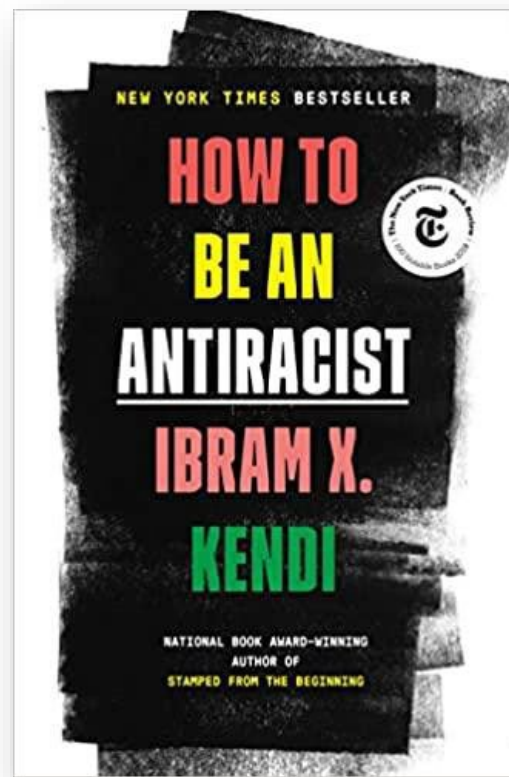
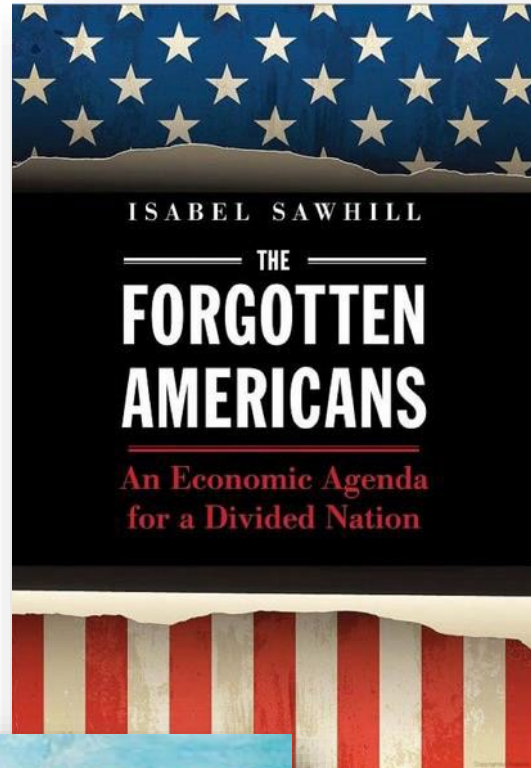
Community Action Code of Ethics

Be Leaders, Support Leaders, and Create Leaders

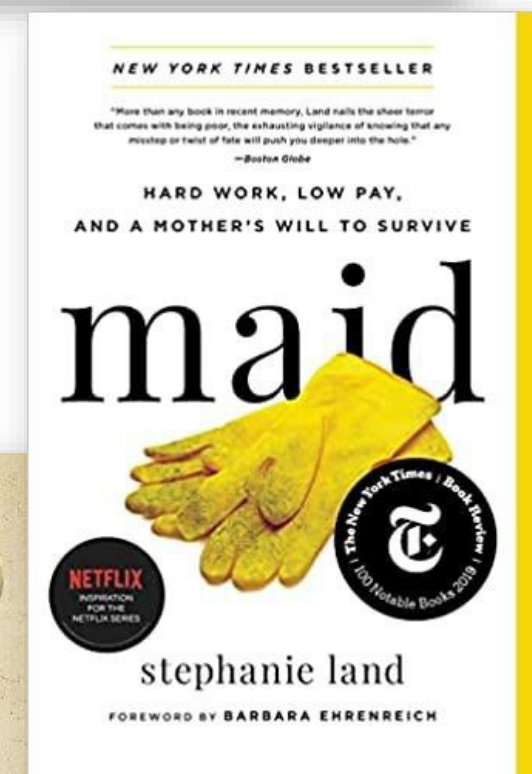
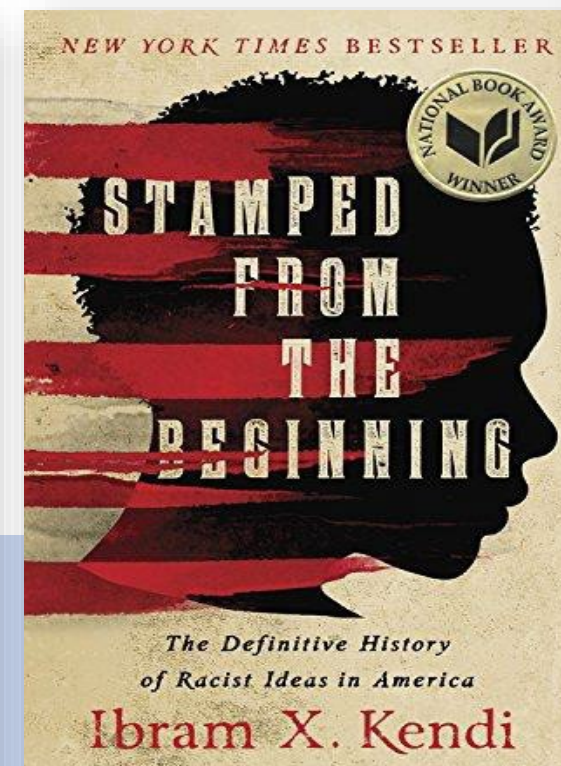
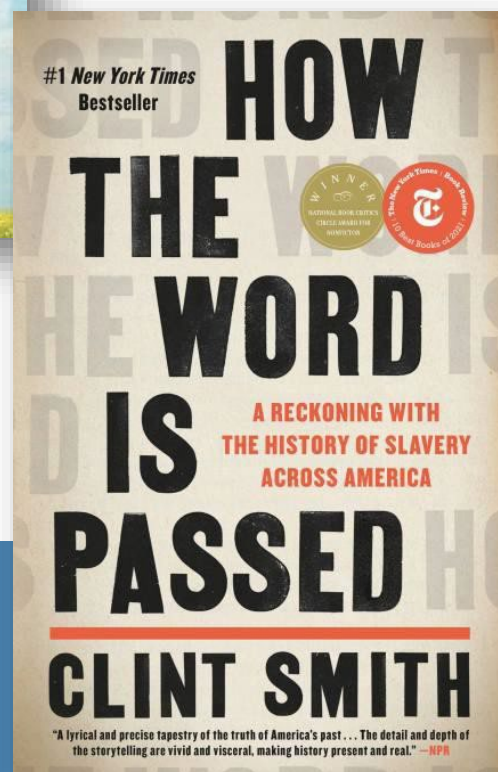
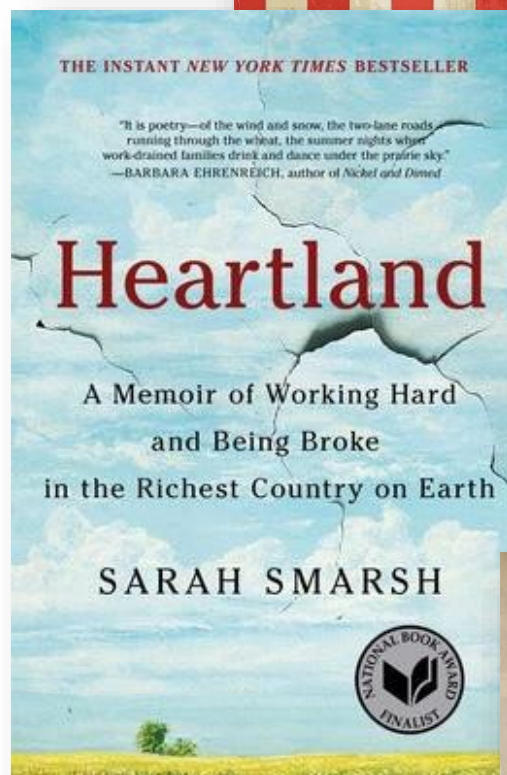
Actively engage people with low incomes in realizing and developing their own leadership skills. Respect and support other leaders, particularly the Community Action board of directors, by providing facts and advice as a basis for policy decisions and upholding and dutifully implementing policies adopted by the board. Personally practice open-mindedness, effective communication, inclusiveness, and self-care. Encourage and facilitate the professional and personal development of associates.

Strive for Performance Excellence

Habitually opt for moving beyond mere compliance. Exercise our influence to inspire excellence through implementation of best practices, maximizing efficiencies, practicing innovation, providing outstanding, trauma-informed customer service, and honestly and robustly evaluating the outcomes of our work.



Books To Build Your Toolbox



The Voting Rights Act and the War on Poverty

- Both initiatives were championed by President Lyndon B. Johnson during the 1960s.
- The Economic Opportunity Act of 1964 launched the War on Poverty, creating programs to reduce poverty and expand opportunity.
- The Voting Rights Act of 1965 protected the right to vote by eliminating discriminatory barriers such as literacy tests and poll taxes.
- Together, these landmark efforts addressed both economic inequality and political exclusion, recognizing that poverty and lack of representation were closely connected.

How Voting Rights Supported Economic Opportunity

Political Power as a Tool for Economic Change

Civil Rights Inspired Anti-Poverty Action

- Civil rights leaders highlighted the connection between poverty and political exclusion.
- Public demonstrations and advocacy encouraged Congress to invest in anti-poverty programs.

Voting Rights Created Opportunity

- The Voting Rights Act enabled millions of Black Americans to participate fully in elections.
- Greater voter participation increased representation in local, state, and federal government.
- Expanded political participation helped influence policies affecting:
 - Education funding
 - Employment opportunities
 - Public investment in underserved communities

Communities Helping Shape Their Own Future

The Economic Opportunity Act of 1964 introduced the principle of "Maximum Feasible Participation."

This meant:

- Residents experiencing poverty were expected to help design, guide, and evaluate local anti-poverty programs.
- Community members became active participants rather than passive recipients of services.
- The approach helped develop civic leadership and increased engagement in local government.

Takeaway

The War on Poverty provided resources and opportunities.

The Voting Rights Act strengthened citizens' ability to influence public policy through voting and civic participation.

Together, these landmark laws expanded both economic opportunity and democratic participation, laying the foundation for many Community Action programs that continue today.

Questions?

