



CONTRA COSTA COUNTY

AGENDA

Equity Committee

Supervisor Federal D. Glover, Chair
Supervisor John Gioia, Vice Chair

Monday, July 15, 2024

10:30 AM

**11780 San Pablo Ave. Ste D, El Cerrito |
190 East 4th Street, Pittsburg, CA |
<https://cccouny-us.zoom.us/j/826591075>
72 | Call in: 1-888-278-0254 access code:
544753**

The public may attend this meeting in person at either above location. The public may also attend this meeting remotely via Zoom or call-in.

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

Introductions

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

1. RECEIVE and APPROVE the Record of Action from the May 20, 2024 and June 24, 2024 meetings of the Equity Committee, with any necessary corrections. [24-2114](#)
Attachments: [Equity Committee Record of Action 5.20.24](#)
[Equity Committee Record of Action 6.24.24](#)
2. ACCEPT report on purchasing transactions by Small Business Enterprise business designation and an update on Small Business Enterprise outreach efforts (Carrie Ricci and Cindy Shehorn, Public Works) [24-2115](#)
Attachments: [SBE Outreach Update Report Equity Committee 7.9.24](#)
3. ACCEPT the resignation of Bolston Jones, Community Seat 1, on the Advisory Council on Equal Employment Opportunity (ACEEO) and DECLARE the vacancy on the Council. DIRECT the Clerk of the Board to post the vacancy as recommended by the ACEEO (Antoine Wilson, Equal Employment Opportunity Officer). [24-2116](#)
Attachments: [ADVISORY COUNCIL ON EQUAL EMPLOYMENT OPPORTUNITY MEMBERS](#)

4. RECEIVE updates from the Co-Directors of the Office of Racial Equity and Social Justice [24-2117](#)
Attachments: [7.15.24_ORESJ Projects and Initiatives - Status Updates](#)
5. RECEIVE updates on the African American Holistic Wellness and Resource Hub Feasibility Study process [24-2118](#)
6. RECEIVE updates on the \$1M Measure X allocation for existing African American Wellness Services [24-2119](#)

The next meeting is currently scheduled for August 19, 2024 at 10:30am.

Adjourn

General Information

This meeting provides reasonable accommodations for persons with disabilities planning to attend a the 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 1026 Escobar St., 2nd Floor, Martinez, during normal business hours. Staff reports related to items on the agenda are also accessible on line at www.co.contra-costa.ca.us.

HOW TO PROVIDE PUBLIC COMMENT:

Persons who wish to address the Committee during public comment on matters within the jurisdiction of the Committee that are not on the agenda, or who wish to comment with respect to an item on the agenda, may comment in person, via Zoom, or via call-in. Those participating in person should offer comments when invited by the Committee Chair. Those participating via Zoom should indicate they wish to speak by using the “raise your hand” feature in the Zoom app. Those calling in should indicate they wish to speak by pushing *9 on their phones.

Public comments generally will be limited to two (2) minutes per speaker. In the interest of facilitating the business of the Board Committee, the total amount of time that a member of the public may use in addressing the Board Committee on all agenda items is 10 minutes. Your patience is appreciated.

Public comments may also be submitted to Committee staff before the meeting by email or by voicemail. Comments submitted by email or voicemail will be included in the record of the meeting but will not be read or played aloud during the meeting.

For Additional Information Contact:

Kendra Carr
kendra.carr@oresj.cccounty.us

Peter Kim
peter.kim@oresj.cccounty.us



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 24-2114

Agenda Date: 7/15/2024

Agenda #: 1.

EQUITY COMMITTEE

Meeting Date: July 15, 2024

Subject: Record of Action

Submitted For: Equity Committee

Department: Office of Racial Equity and Social Justice

Referral No:

Referral Name: Record of Action

Presenter: Kendra Carr

Contact: Kendra Carr, kendra.carr@oresj.cccounty.us <<mailto:kendra.carr@oresj.cccounty.us>>

Referral History:

County Ordinance requires that each County body keep a record of its meetings. Though the record need not be verbatim, it must accurately reflect the agenda and the decisions made in the meetings.

Referral Update:

Attached for the Committee's consideration is the draft Record of Action for its May 20, 2024 and June 24, 2024 meetings.

Recommendation(s)/Next Step(s):

REVIEW and APPROVE the Record of Action.

Fiscal Impact (if any):

N/A

Equity Committee
Record of Action for May 20, 2024

Committee Members Present: Supervisor Federal D. Glover, BOS District 5, Committee Chair;
Supervisor John Gioia, BOS District 1, Committee Vice Chair

Staff Present: Kendra Carr and Peter Kim, Co-Directors, Office of Racial Equity and Social Justice (staff to Committee); Carrie Ricci, Deputy Director, Public Works Department; Cindy Shehorn, Procurement Services Manager, Public Works Department; Monica Nino, County Administrator, County Administrator's Office; Lara Delaney, Senior Deputy County Administrator, County Administrator Office; Emlyn Struthers, Deputy County Administrator, County Administrator's Office; Ann Elliot; Nicole Bilich; Gilbert Salinas, Chief Equity Officer, Health Department; Shannon Ladner-Beasley, Program Manager, Health Department; Peter Myers, Deputy Chief of Staff, BOS District 3; Alejandra Sanchez, District Representative, BOS District 4; Sonia Bustamante, Chief of Staff, BOS District 1; Jill Ray; Jaime Jenett, H3, Health Department;

Public Attendees: Gigi Crowder; Desiree Rushing; Wanda Johnson; Maria Dominguez; Chaplain J. Blueford; Kerby Lynch; Angela Irvine; Alonzo Edwards; Phil Arnold; Marc King; Audrey Neal; Solomon Belette; Ida Shibiru; Liliana Gonzalez; Maureen Brennan; Ogie Sragetz; Isabel Lara; Mahvash Hassan; Naomi Gashaw; Shantell Owens; Stephanie Taddeo; Desirae Herron; Teki Flow; Latrece Martin; Cyndi Mallory; Roxanne Carillo Garza; Willie Robinson

1. Introductions

Supervisor Glover convened meeting at 10:30 AM.

Committee Chairs introduced themselves and staff assigned to the committee, Kendra Carr and Peter Kim, Co-Directors of the Office of Racial Equity and Social Justice (ORESJ).

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

Gigi: Regarding the procurement process for the Measure X H3 Program funds, I'm concerned that normal, larger agencies are getting funded rather than grassroots organizations that possess the lived experience and cultural relevance needed to do this work. The people who are reviewing and selecting the awardees must have the perspective and experience of the work on the ground, but too often the larger organizations have the favor of the County.

Desiree Rushing: I knew well the unhoused Black man who was killed recently, and we are on the ground every day in these communities, he would even call me "mom" so it broke my heart when his mother called me to share her grief; he slept at the Chevron station on Lone Tree, and he was beat brutally; where did the money that was promised Black communities go?

Wanda Johnson: Concerned that those out there doing the work on the ground are not being funded; BOS and selection committee must reevaluate the funding that has been given and instead allocate funding to the right organizations on the ground doing the job; it's disheartening that our Black communities are struggling, employment and graduation rates are down, people are hurt and need to heal.

Barbara Howard: I would like to sit with the word 'humanity' and consider why the organizations out there doing the work are not being funded; we are in a state of emergency and we need the support of our government leaders. It is your responsibility as elected officials to make the decisions necessary to support the organizations doing the work that is critical, the smaller groups on the ground, and not just the large organizations that are not part of the Black community.

Chaplain J. Blueford: Disappointed by the decision to not fund the people out here doing the work. We are bringing them food, coats, needed items, praying with them, and we need to be funded. I spoke to the mother who lost her son last week and she is broken; we need to do better and we need the funding to do the real work out on these streets. Please reconsider and re-allocate the funds

Shantell Owens: My heart is broken, as I saw the score card of our proposal, and we were given a 6.3, which is ridiculous. We are on the ground working in the trenches, actually making a difference. Why are we overlooked while the larger groups continue to get the funding;

Marc King: I knew Rahim, I brought him shoes, my wife cooked him food. I can introduce you to the people out here who are unhoused. These folks need people who love them and who have compassion and who do it because it's just what we do out of love for our community, not for a contract.

Alfonzo Edwards: We are out there serving the unhoused, we know what they need. During COVID, many organizations emerged but have since gone under. But No One Left Behind is still here, and folks rely on us; but to be consistent we need the funds, esp here in the City of Antioch, where APD told us not to serve the unhoused because Loaves and Fishes and others are out here but the food they are serving is not what our communities want or need.

Stephanie Taddeo: BOS, please follow the lead of the people on the ground who knows what is needed, you have the information that you need to make the right decision.

3. RECEIVE and APPROVE the Record of Action for the April 15, 2024 meeting of the Equity Committee, with any necessary corrections.

Supervisors reviewed the Record of Action (included in Agenda Packet).

Public Comment:

No comment.

The Record of Action was approved as presented.

4. **ACCEPT** the Small Business Enterprise, Outreach, and Local Programs Report, reflecting countywide departmental program data for the period of July 1 through December 31, 2023. [3737] (Cindy Shehorn, Carrie Ricci, Public Works)

Cindy Shehorn, Procurement Services Manager for Public Works, and Carrie Ricci, Deputy Director for Public Works Department, presented an annual progress summary of the Small Business Enterprise (SBE) Program. See attached memo.

Gioia: Thanks for providing the history and context of this effort to increase the County's contracting with small local businesses, women owned, minority owned, supporting veterans. A lot relies on how we do outreach; can you talk about that? And do we have a breakdown of the kinds of SBE businesses that are in our County? I suggest that you track and assess that, it will be useful to know the breakdown of the kinds of small businesses that we contract with.

Cindy Shehorn: We developed a brochure in two languages, English and Spanish, and posted it to our website, letting people know how to qualify for those transactions. We also rolled out the Business Finder online application to help County staff identify and know what SBEs are out there in the County.

Carrie Ricci: We're also working with Communications to develop a video on how to publicize this program more widely and will share with all the departments once completed.

Glover: We have requested this information in the past, so please provide at a future meeting.

Gioia: Having doubled the threshold for SBE contracting to \$200K should open the field. We would like to see the report sooner than later, in 2 months, that includes the kind of outreach being done and a breakdown of the SBEs that we are contracting with.

Public Comment:

Gigi: Can we please have the Equity Committee look at the recent MX H3 funding and see if the agencies awarded qualify as SBE? Can we also look at the breakdown for ethnicity? And given our County's diversity, we need way more than 2 languages, beyond just Spanish, for outreach materials. That completely overlooks Asian Pacific Islander and other immigrant communities and businesses.

Committee accepted this report with direction to staff to work with SBE team to come back in 2 months with updated report.

This item was passed.

5. RECEIVE updates on the African American Holistic Wellness and Resource Hub Feasibility Study process.

ORESJ Co-Directors presented updates on process to establish an African American Holistic Wellness and Resource Hub including:

- RFP released on 4/24, closing this Friday 5/24. Staff has responded to questions via BidSync. Plan on coming back to this committee in June with recommendation after having Steering Committee review and score proposals and craft their recommendation.*
- Also having discussion in steering committee around short- and long-term outcomes and indicators for success for Black health and wellness, to help inform the contractor in conducting the feasibility study and assessing community needs. Provided the steering committee with County-level data and research on health and wellness conditions in Black communities.*

Public Comment:

Gigi Crowder: Hoping that African American men are a priority population as they are a highly impacted group in regard to housing discrimination, criminalization for mental health issues, unfair arrests. We want East County, esp Antioch, to be prioritized. Thinking of the unhoused AfAm man killed recently, I'm hopeful that the African American Holistic Wellness Hub will be up sooner than later to meet the urgent need, especially now that \$7.5M has been allocated.

Phil Arnold: We should be moving faster with this process. I'm not opposed to having a Steering Committee 2, or even 3, times a month; the work is too important. I ask that Staff consider more frequent meetings, and would like to see more momentum.

Desiree Rushing: Rahim, the man that was killed, did not have the resources needed as a young man and had no where to go for support; if he had an African American Holistic Wellness Hub to go to, that possibly could have provided what he needed. We talk about the wellness and health of African American community being a priority, so expedite what you say you are going to do.

Shantell Owens: excited that \$7.5M has been allocated to an African American Wellness Hub, but again, the urgency and dire need must be met. We opened up Hope House recently, and we have over 120 requests for only 7 beds available; we have a mother with 5 children who is fleeing domestic violence, and we have nothing for that family. We need more resources and funding now.

Wanda Johnson: I compel you all to not allow the funds to take too long; 2 years is too long, 1 year is too long. The longer we delay the funds, the longer the community suffers.

Barbara Howard: This is a state of emergency for African American wellness, and the hub will be the wellness center that we need now and cannot wait for. Other ethnic groups have centers that help their communities, and we need ours to focus on healing for our children and seniors.

Gioia: I believe we are doing what's right; we've established a 13-person steering committee to inform the process; we've turned over a lot of this process to a community-led group. The speed of community is sometimes faster, sometimes slower, than the speed of the County. We want to do this right and as fast as possible, and community input takes time, similar to the process to establish ORESJ. I encourage the steering committee to consider meeting more frequently.

Glover: It is important that this is a community-driven process, which takes time. If there is a way to expedite this, please bring this to the Board and to this Equity Committee; we will wait for the steering committee to let us know.

Supervisors received updates and directed Staff to bring an update at the next Committee meeting about frequency of the Steering Committee.

This item was passed.

6. RECEIVE updates on the \$1M Measure X allocation for existing African American Wellness Services..

ORESJ Co-Directors presented updates on the process of developing a plan for distribution of \$1M allocation for existing services toward African American holistic wellness that includes:

- seeking a community foundation partner to serve as a contractor to support with procurement process and distribution of funds to service provider sub-contractors over a two-year contract period from FY 2024-2026 with a total of \$500,000 awarded each year*
- releasing an RFQ on June 5 that will be open for 2.5 weeks and close on June 21*
- Staff has spoken with County Counsel and CAO staff requesting review of RFQ language*

Public Comment:

Gigi Crowder: Concerned that the \$1M will be distributed over 2 years, rather than over 1 year, which is what advocates pushed for, along with advocating for an exclusive focus on East County which is also not being honored. I also want to clarify whether or not if the Steering Committee has the authority to make decisions on this \$1M?

Glover: Steering Committee has nothing to do with this \$1M funding.

Chaplain J. Blueford: I would like clarity on the \$500K being distributed over 2 years. I'm glad that BOS is reconsidering this decision, now that we have the \$7.5M allocated, and is revisiting the idea of putting out the \$1M all at once. We need the funds now.

Glover: I did not say that this is open for changing, I said we could revisit and discuss. That is not the same as committing to any decision of how to distribute the funds.

Desirae Herron: Supervisor Gioia just said that the Steering Committee has authority to advise and make recommendations to Equity Committee, but at end of the day the Equity Committee is making the decision; we need to be clear with community and transparent about this, and that

the recommendation is the Board's alone. We [the steering committee] have made recommendations in the past that have been ignored.

Gioia: Yes, you're right, under the law the BOS makes final decisions; but we do not make any decisions without hearing first from our advisory boards and from the community. And yes, the steering committee has oversight over the feasibility study, not the \$1M.

Audrey Neal: the urgent need for the wellness hub is important, while we wait our black men are dying, they need someplace to go for support.

Shantell Owens: There has been a play of words, I apologized to the Steering Committee because I was under the impression that the Steering Committee had authority to select an organization to deliver the services, but the decision is with Supervisors, I understand that now. The desperation of our communities, the hunger, the violence, the homelessness that they are experiencing, is dire.

Stephanie Taddeo: I'm asking that the Supervisors acknowledge the ongoing harms and injustices experienced by Black communities in East County; please hold that close as you make your decisions.

Glover: We are working to identify a non-profit to do this work of procurement. Staff, please explain and provide an update.

Staff: We are crafting the RFQ to select a community foundation to help distribute the funds, including a procurement, review and selection process that involves community members. We are also asking that the contractor provide TA and technical support to the service provider grantees. The RFQ also requests applicants to list any possible matching funding, and explains that preferential scoring will be awarded for that. We will release this RFQ in about 2 weeks, it is still under review by County Counsel and CAO.

Staff provided the list of community foundations that they contacted and met with to explore the possibilities and potential for effective partnership with County.

Glover: I think the RFQ looks good; We would like to see the edits from Counsel and CAO.

Gioia: Yes, we're okay with it.

Gigi Crowder: I only noticed 2 black-led foundations listed. I suggest the Tides Foundation and the Sierra Foundation, as well. It is important to have black-led orgs at every-level of this effort.

Solomon Belette: The California Endowment is also worth considering

Desiree Herron: I would like to lift up that we need a community foundation that has the insight and experience of being black-led and serving black communities.

Supervisors received updates and wants to see the edited version of the RFQ before forwarding to full BOS, and directed Staff to bring an update at the next Committee meeting.

This item was passed.

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

ORESJ Co-Directors presented update on the development of the Lived Experience Advisory Board (LEAB) including proposed selection process, training/capacity building, stipends/honorariums for participation, and anticipated timeline. (See attachment in Agenda Packet.)

Also spoke to CAO and County Counsel about whether a board order or a resolution is most appropriate.

Gioia: I support what's being proposed.

Glover: I'm fine with it too, but will probably need to be a discussion item, as it may impact and inform other commissions. Will want our BOS colleagues to weigh in and offer thoughts and ask questions.

Public Comment:

Roxanne Carillo-Garza: I support this proposal for honorariums for LEAB. I am impressed with the idea of Leadership Fellowship, and like the idea of Urban Habitat as a possible trainer, we've had two team members go through their program. This is a solid and thoughtful plan, and this is a first for County commissions to look at how policy is created across depts and to see it through an equity lens.

Willie Robinson: I support this idea of a lived experience advisory board. I've served on boards here at the County for many years, and I can attest that a stipend makes a significant difference, especially for those with limited resources.

Solomon Belette: I would like to fully endorse the proposal, I support the creation of an LEAB, one that integrates the perspectives of those most impacted by inequities and systemic barriers, and one that mitigates financial barriers allows community to participate fully. The LEAB can help the County adapt to the communities' shifting needs.

Isabel Lara: I'm filled with gratitude to see how far this work has come. I fully endorse this proposal for such a LEAB; this has been made possible by the leadership of Supervisors Gioia and Glover, and it will continue need their support to move this forward.

Supervisors agreed to accept this update and directed Staff to draft a Board order and to bring an update at the next Committee meeting.

This item was passed.

6. Next Committee meeting is currently scheduled for June 17, 2024 at 10:30AM.

The June 17, 2024 meeting at 10:30AM was confirmed.

7. Adjourn

Committee meeting was adjourned at 11.56 AM

Equity Committee
Record of Action for June 24, 2024

Committee Members Present: Supervisor Federal D. Glover, BOS District 5, Committee Chair;
Supervisor John Gioia, BOS District 1, Committee Vice Chair

Staff Present: Kendra Carr and Peter Kim, Co-Directors, Office of Racial Equity and Social Justice (staff to Committee); Emlyn Struthers, Deputy County Administrator, County Administrator's Office; Ellen McDonnell, Public Defender; Nicole Bilich, Manager, Human Resources Department; Lavonna Martin; Gilbert Salinas, Chief Equity Officer, Health Department; Shannon Ladner-Beasley, Program Manager, Health Department; Stephanie Rivera, Chief Health Equity Officer, CC Health Plan, Health Department; Cindi Mallory, Employment and Human Services Department; Sonia Bustamante, Chief of Staff, BOS District 1; Jill Ray, District Representative, BOS District 2; Peter Myers, Deputy Chief of Staff, BOS District 3; Alejandra Sanchez, District Representative, BOS District 4

Public Attendees: Gigi Crowder; Catherine; Cyndi Mallory; Kerby Lynch; 925-519-6547; Akili Nuez-Mixon; Alejandra Sanchez; Alfonso Edwards; Angela F; Angela Irvine; Ashley Green; Auriel Shelton; Billy Lowe; Bree Woods; Brenda Lowe; Barbara Howard; Bishop; Britnee; Carleta Robinson; Carol E; Cassandra H; Chaplain Jeralynn Brown-Blueford; Crystal Farmer; Dale Witherspoon; Damon Owens; Desirae Herron; DJA; Dr George; Dr Lamont Francies; Dr. V; Eddie G; Desiree Rushing; Elsa Stevens; Erica Shepherd; Fanny Roberson; Felicia Wilson; Jackie; Jan Warren; Jane Courant; Jazz Noble; Jeanetta Jones; Joan Ediae; Kennedy Williams; Kenneth Robinson; Kiara Clark; Kia'Ora Henson; Kingdom Blendz; LaTanyua Thompson; LaDenya Tabor-Baton; Lakiesha Kelly-Redmond; Lea Murray; Lu Taylor; Lynette Hart; Marc King; Michael; MyKeisha Lewis; Mz Hill; Nakiesha Leslie; Nana; Nicole Sanjurjo; Odessa Lefrancois; OG Strogatz; Patt Young; Barbara Howard; Nikki Anthony-Edwards; Ramon Quintana; Rev Dr Versil Milton; Rachel Rosekind; Robin Falls; Roxanne Carillo-Garza; Sabrina McCowan; Shantell Owens; Sharronda; Sherah Frost; Tachina Garrett; The Core; Tiffany Cymanda; TMilton; Tonia Lediju; Torrie Spikener; Traci Fuqua; Stand Together Contra Costa; Stephanie Taddeo; Tiffany Cymanda; Techina Garret; Solomon Belette; Teki Flow; Zelon Harrison; Phil Arnold

1. Introductions

Due to technical problems with Zoom and audio, the start time of the meeting was delayed. Supervisor Glover convened meeting at 8:47 AM.

Committee Chairs introduced themselves and staff assigned to the committee, Kendra Carr and Peter Kim, Co-Directors of the Office of Racial Equity and Social Justice (ORESJ).

2. Public Comment

Gigi Crowder: In regard to the Measure X H3 program funding, I have an issue with not having Black-led grassroots agencies awarded, In order to ensure that services are equitable for

community members most impacted by homelessness, we must have Black-led organizations on the ground who have the credibility to be funded.

Supervisor Glove: Due to the limited time, we will pause Public Comment and resume after the next priority item.

3. **RECEIVE and DISCUSS** the recommendation from the African American Holistic Wellness and Resource Hub Feasibility Study Steering Committee regarding the review and consultant selection, **PROVIDE** direction on next steps and **AUTHORIZE** the ORESJ Co-Directors to forward the recommendation to the Board of Supervisors for final approval of the consultant.

Staff and a representative of the Steering Committee (Desirae Herron) presented on the review and selection process, including the role of the Steering Committee, the Review Sub-Committee, and the steps involved in ensuring a transparent, community-led process that resulted in the recommendation of Ceres Policy Research as the top applicant. (See attached memo and PowerPoint in Agenda Packet).

Glover: I want to thank the Steering Committee for all their work on this and want to recognize their time and effort.

Gioia: I also appreciate the Steering Committee's work, especially the Review Committee, and commend the intentionality and thoughtfulness put into the recommendation. I'd like to also hear from Ceres Policy Research if they are here to share more about their work.

Dr. Kerby Lynch shared details and a summary of their experience and credentials, including:

- *Ceres Policy Research was founded by Angela Irvine, but now operates a 3-person co-op/co-owner structure, Irvine as an owner/principal and Kerby Lynch and Aisha Canfield as owners/directors. Lynch holds a doctorate in Geography and Canfield holds a Masters in public policy, both of whom will carry this feasibility study project forward, Lynch serving as the project lead; Irvine, a nationally recognized statistician, will provide 40 hours to the project. Two sub-consultants will be Tanya Lediju (CEO of SF Housing Authority) and Ryan Drakelee (long history and experience on Wall Street and in private equity). Irvine is white, and Lynch, Canfield, Lediju, and Drakelee are Black. Ceres Policy Research was the contracted research partner of the Core Committee and led the research process that helped establish the ORESJ. Lynch leads reparations efforts throughout California, and along with her parents have generational roots in Richmond. has parents and I are from Richmond, and is committed to improving the long term socioeconomic health and wellness for Black communities in Contra Costa County.*

Public Comment:

Phil Arnold: There is an absence of Black men in whole process. I was the only black male but I'm 75 years old. I chose Jeweld Legacy as my recommended consultant. There may also be a conflict of interest due to the relationship between ORESJ and Ceres Policy Research.

Gigi Crowder: My vision for this hub has always been to have every part of the process be by us, for us. I supported this work in Alameda County and Berkeley, both of which were by black-led. We need an organization that is black-led and owned, that is more crucial than the issue of timing. Ceres is not Black-owned.

Jane Courant: As a resident of Richmond and member of the Progressive Alliance, I am in support of past two speakers. I have worked with NAMI and the Racial Justice Coalition, I respect their work, and I endorse their statements.

Zelon Harrison: As a member of both the review committee and steering committee, I am listening, and I agree that we need more black males, but we need to keep moving forward; we have to for our community.

Willie Robinson: As a Black male from Richmond and as president of Richmond NAACP, I am very concerned with this decision based on what I've heard from community today.

Shantell Owens: We must build bridges not walls; Genesis Church is dedicated to serving the people and I disagree with holding this process up. NAMI is a white agency with a Black director and does positive work, so why would CERES not be able to do the same? This effort to dismantle the process is childish.

Desiree Rushing: We started the 40 Voices before I knew half of the people here; the criteria for the AfAm Hub was created by 40 Voices, not NAMI, and it prioritized Black-led organizations. Jeweld Legacy was eased out of the process.

Barbara Howard: I am deeply disturbed that we are here, I agree with Gigi. It should be led from beginning to end by a Black organization. We must honor 40 Voices and how this work all got started and recognize that it must be African American-led, period. We can heal ourselves.

Cheryl Sudduth: I would like more information. As a contracting officer, I still haven't heard about the procurement process, about how it was transparent and legitimate, or not. I am also interested in the increased participation of Black males in the process.

Erica Sheppherd: There is a lot of I's happening, lots of comments pertaining to individual groups getting credit, but we need to focus on the welfare of the community as a whole. We must respect the work and hours put in by the review committee, and allow this process to move forward. We cannot delay any longer in moving the work forward for our community's sake.

Jeralynn Brown Blueford: I am in support of 40 Voices advocating for an African American-led consultant. We're here because the Black community needs a Black-led organization to do all pieces of this work to bring the African American Wellness Hub to fruition.

Latonya Thompson: Our real interest will and always be the people, and 40 Voices works directly with formerly incarcerated people, children, the homeless. We can't rush the process to ensure that we have what we need, and that the generations that will come after us have what they need.

Marc King: I work with Leave No One Behind and this work is needed right now, we don't have the time to fight between ourselves. I work with teenagers, mothers with babies, folks in the streets without housing, they need us to get the work done immediately.

Auriel Shelton: I'm looking at the logistics, whether there is consistency in the process; Kerby [Lynch] said that the work will be Black-led and they sound like they will do the work effectively. I support moving ahead.

MyKeisha Lewis: This is all very disheartening, I work in the mental health community in Cherry Hill Hospital and in the detention facility. We are overworked with too many patients in both places. True, there may not always be a male at the table. But as a former division director, I stand behind the process. We must look at the process and move forward; we cannot undermine the need to address the pain that is happening now

Brenda Lowe: If God or Jesus was here, they would say move forward. There is a lot of anger on this line. We need to keep the needs of our people at the top of mind above all else.

Kiara Clark; We cannot disrespect the process, we must honor the Steering Committee's decision.

Elsa Stevens: I am Latina, an ally, but as an Richmond Progressive Alliance member, I say move forward with the process. Black women are also suffering like Black men, so let's not devalue their contribution to this work and in these spaces.

Traci Fuqua: I am frustrated by this idea of a delay; pushing it back to have another decision is disrespectful. Please allow this process to move forward, we must prioritize the need to heal the community.

iPhone (Pastor Elder Jeremiah Stevens): I really agree that we should move forward with this. It's not about us, it's about the people. There is so much work that needs to be done; we have to come together to address all the needs, and it's very important that we understand that. The enemy sows the seeds of confusion.

(iPhone) Bishop Peters: I agree that we should continue on, however, we as Black people have organized to be involved in the feasibility study, so whoever is chosen must have Black people involved and it must be Black-led.

Damon Owens: We cannot minimize the hard work and progress of the Steering Committee. I resent those using the color of my skin as a way to discriminate against other groups; white

supremacy dressed in black face, sowing confusion and division amongst us. We also have Black women involved, leading efforts, and that must be recognized and cannot be diminished.

Torrie Spikener: This cannot be about who started what, or about who should get the glory. We need the funds now; the time is overdue. As a mother, I have called upon services in SF in the past which were helpful, but in Contra Costa there are fewer opportunities. This needs to change. I sense the spirit of chaos and it is so upsetting.

Mz Hill: I ask that we do not delay, our children and communities need this work to move ahead now. Thank you.

Mariana Moore: So excited to see this moving forward, and encouraged by the possibility of working together. I want to lift up the process of both steering and review committees, and the review process as a whole needs to be lifted up. My personal experience with CERES around evaluation of our organizing effort in the past was extremely positive, it was an amazing community-centered job that engaged community members in deep and meaningful ways.

Wanda Johnson: I want to thank Federal Glover about his earlier comments, and as part of 40 Voices, we began this effort to have Black people lead the way and be involved at every step. There is a difference between having an organization led by Black people, and just having Black workers there.

Jeaneta Jones Stevens: I live and worship in Antioch, and it is imperative for the health of the people that this feasibility study be led by Black people.

Reverend Dr. Versil Milton: the possibility of the African American Wellness Hub poses such an opportunity for innovation and resources, especially for the Black community, for culturally sensitive services that meet our unique needs. Let's not forget that this is what binds us; the Devil's greatest trick is to divide and conquer, so resist that temptation.

Fanny Roberson: The steering committee was chosen by the Supervisors for a reason, I think they did a great job; they put in the time, and I want to thank them. Our community, families, and children are hurting and suffering, so we cannot slow down the process. Please come together and move forward.

Felica Wilson: As a black mother in this County, with one son struggling with mental illness, and another son having been murdered, I can say that we need this work to happen right now and we cannot wait. Too many people are hurting and dying.

Lea Murray: I'm very disheartened around the lack of unity and one voice. I know we all want what is best for Black people. I'm happy to hear Dr. Kerby say that Black people will be centered in the feasibility study, and that the hub must always center blackness. I will be paying close attention to what happens next.

Jackie: I'm bothered and perplexed by all that I've heard today. I am a mother of a daughter with mental illness and every day is a blessing; time equals life and I do not take a single moment for granted. It seems to me that the process has been done, that everyone has done what they were asked to do. Why are we not moving forward?

VWM: I wanted to affirm my support of Dr Kerby and team's selection; they confirmed that 2 of the 3 owners are Black, and the white founder as leading statistician; I affirm my support to move this forward.

Dr. Lamont Francies: I appreciate the work of the steering committee, however, we believe that representation matters. Black people are the only group that allow others to sit at their table and make the decisions that are theirs to make. We need to stay Black-owned every step of the way. A delay does not mean delayed indefinitely.

Teki Flow: I want to thank the Steering Committee's work. I heard today that CERES work is not Black-led? Why are we discrediting and disrespecting Dr. Kerby who is a black woman and has all her amazing work to show for, this is baffling to me. Aisha Canfield is also a black woman. We are getting what we asked for.

Roxanne Carillo-Garza: as member of MX CAB, we have been in full support of the activation of the African American Holistic Wellness Hub; I really hope that the partnership and collaboration of community will always be at the table to design the Hub. I want to respect the steering committee's work. I also want to lift up the work of CERES that I have witnessed to put in the work of engaging community in real ways.

Reverend Dale Witherspoon: Just listening, I believe deep in my heart that we all acknowledge the issues of mental illness and trauma in our community, and the need to experience healing in order to be whole. I appreciate the work of the steering committee; I know there is no such thing as a perfect process. We need more Black men involved, we need more Black-owned businesses, but I respect this process

Stephanie Taddeo: Sounds like there was tremendous integrity involved in the selection of CERES, and the use of a fair rubric; and I hope that we move forward in collaboration and trust.

Supervisor Glover: I really appreciate the work that has been done so far, the amount of advocacy has been outstanding; we as the BOS have followed the lead of those doing the work, we set up a process that ensured Black voices are leading this process; I am disappointed to see that there is a divide within our community, to be unable to come together in one accord in order to put resources in place. I believe that the review committee did a good job and came to a sound decision, and I trust that the selected group will be able to produce what we need. We do not need to continue down a road of further decision. I am in support of the process and respect the recommendation that the committee has made, which does not mean I minimize the work of anyone or any group done up to this point. I want to move forward with the process of the selection and accept the recommendation.

Supervisor Gioia: Sometimes there is hard conversation in these processes. It seems to me that everyone on this call wants a Black-led, Black-established African American Wellness Hub; this is why I supported the project from the onset. I want to acknowledge 40 Voices, the other people who have leaned in, and the Steering Committee, an all-Black committee, that has worked hard to move this process forward. It would be disrespectful if we changed course and did not honor the promise we made from the onset which was to let community lead this process. Dr Kerby also stated clearly that they will lead with Black-led team of researchers and that the work will center the Black community. She is from this community, and will involve community. This does not diminish the other concerns, like the need for more black male voices, and in that regard, let me ask, Dr Lynch, how will you include black male voices and perspectives?

Dr. Kerby Lynch: I'd to emphasize that I'm in this with you all, in this process. We believe in intersectional analyses, of males, females, disabled, and will be sure to include all voices including Black male. Ryan Drakelee is a Morehouse man, originally from the Bay, and one of the few Black men on Wall Street and doing financial analysis; Dr. Tanya Ledijiu, as Director of Pub Housing for SF knows how issues impact Black men; Aisha Canfield has led efforts with probation departments on how to collect and analyze data on race more effectively for 10 years, and understands deeply the implications that has for Black males. Our proposal includes listening sessions in every district, a countywide community survey that includes \$15 stipend per first 1000 participants, and then translating what we hear into sound policy recommendations.

Dr. Tonya Lediju – I hear you loud and clear. Everyday I work to change lives, I know the voices of Black males matter, how important it is that they are heard, that they are seen. I am a mother of a Black son and grandmother of two Black grandsons, and I know that change is not enough, but true transformation is needed. We come with values that are aligned with each and every one of you; I am part of the black community. We hear you, and we are committed to doing a job of excellence that reflects our lived values. We will not provide a substandard product, it will be of excellence that has Black voices at the center and work toward creating human-centered policy. I am a 30-year public servant, and knows what it means to be working from a people-centered place. We will remove barriers to grow trust and include all voices.

Dr. Kerby Lynch: I was trained and mentored by Angela Irvine, and that has allowed me to do the work that I do today. I was motivated by being a victim of police violence to get my PhD from UC Berkeley, so my involvement is personal and I am dedicated is to train my people in how to do this work. I am invested in the skills of statistics and research to get to the heart of who we really need to serve. We know that we cannot rely only on race-based data due to Proposition 209, so we must be creative and innovative in how we collect the data we need. We will train and support the community to take the work and own it and then decide what to do with the data.

Supervisor Gioia: I want to honor the Steering Committee who took the time and effort to review the proposals, they did a great job. We want all the voices to be involved and participate in how we move forward.

Supervisor Glover: Even when we disagree, we must also rely on clear and fair process. It is important to hear every voice and their truth, and then we use processes to come to hard decisions.

The Equity Committee accepted this report and will move this proposed recommendation from the Committee to the full BOS for approval.

This item was passed.

4. Public Comment (continued from item #2)

Lea Murray: MX H3 process was not as equitable as this one, not as transparent, not as fair. That process did not have lived experience review committee members. I hope you reconsider the results from that process.

Willie Robinson: Lea has serious concerns. The language of the RFP was ambiguous at best, but resulted in the goalposts being moved. I am in support of internal systemic language that allows small businesses to participate fully in these procurement processes rather than create barriers.

5. Next Committee meeting is currently scheduled for July 15, 2024 at 10:30AM.

The July 15, 2024 meeting at 10:30AM was confirmed.

6. Adjourn

Committee meeting was adjourned at 10:36 AM



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 24-2115

Agenda Date: 7/15/2024

Agenda #: 2.

EQUITY COMMITTEE

Meeting Date: July 15, 2024

Subject: SBE Business Designations and Outreach Efforts

Submitted For: Equity Committee

Department: Public Works

Referral No:

Referral Name: SBE Business Designations and Outreach Efforts

Presenter: Carrie Ricci and Cindy Shehorn

Contact: Carrie Ricci, carrie.ricci@pw.cccounty.us <<mailto:carrie.ricci@pw.cccounty.us>>

Referral History:

The Board of Supervisors has set a goal of awarding at least 50% of eligible product and service dollars to small businesses. The Small Business Enterprise (SBE) Program applies to: (1) County-funded construction contracts of \$100,000 or less; (2) purchasing transactions of \$100,000 or less; and (3) professional/personal service contracts of \$100,000 or less. In November 2023, the Board of Supervisors approved increasing the threshold for the three categories to \$200,000 which will be reflected in the reporting period for January 1, 2024 through June 31, 2024.

The following businesses are included under the SBE Program:

Disabled Veteran Business Enterprise

Disadvantaged Business Enterprise

Local Business Enterprise

Women Business Enterprise

Minority Business Enterprise

Small Business Enterprise

At the May 20, 2024, Equity Committee Meeting, the committee received the SBE, Outreach, and Local Programs report, reflecting departmental data for the period July 1, 2023 through December 31, 2023. The data is included in the attachment.

The committee requested additional information on the amount of purchasing transactions by SBE business designation and a summary of the County's SBE outreach efforts. This data is included in the attachment.

Referral Update:

The referral update is included in the attachments.

Recommendation(s)/Next Step(s):

ACCEPT report on purchasing transactions by Small Business Enterprise business designation and an update

on Small Business Enterprise outreach efforts

Fiscal Impact (if any):

N/A



Memo

July 8, 2024

TO: Equity Committee
Supervisor Federal D. Gover, District V, Chair
Supervisor John Gioia, District I, Vice Chair

FROM: Cynthia Shehorn, Procurement Services Manager

SUBJECT: Small Business Enterprise, Outreach, and Local Program Report

RECOMMENDATION:

ACCEPT report on purchasing transactions by SBE business designation and an update on SBE outreach efforts.

BACKGROUND:

The Board of Supervisors has set a goal of awarding at least 50% of eligible product and service dollars to small businesses. The Small Business Enterprise (SBE) Program applies to: (1) County-funded construction contracts of \$100,000 or less; (2) purchasing transactions of \$100,000 or less; and (3) professional/personal service contracts of \$100,000 or less. In November 2023, the Board of Supervisors approved increasing the threshold for the three categories to \$200,000 which will be reflected in the reporting period for January 1, 2024 through June 31, 2024.

The following businesses are included under the SBE Program:

- Disabled Veteran Business Enterprise
- Disadvantaged Business Enterprise
- Local Business Enterprise
- Women Business Enterprise
- Minority Business Enterprise
- Small Business Enterprise

At the May 20, 2024, Equity Committee Meeting, the committee received the SBE, Outreach, and Local Programs report, reflecting departmental data for the period July 1, 2023 through December 31, 2023. The data included the following summary table of department activity on a countywide basis.

July – December 2023

ACTIVITY TYPE:	Total # of ALL Contracts	Total # of SBE Contracts	SBE Percent of Total	Total Dollar Value of ALL Contracts	Total Dollar Value of SBE Contracts	SBE Percent of Total
Professional/Personal Services	408	231	56.6%	\$23,946,496	\$10,391,280	43.4%
Purchasing Transactions	677	335	49.5%	\$12,547,855	\$5,517,087	44.0%
Construction Contracts	0	0	0%	0	0	0%

The committee requested additional information on the amount of purchasing transactions by SBE business designation and a summary of the County's SBE outreach efforts. This data is included in the following summary table.

Purchasing Transactions by SBE Business Designation July – December 2023

1 Designation	41%	47%	2%	10%		Total
	LBE	SBE	MBE	WBE		
	61	69	1	15		146
2 Designations	57%	11%	23%	8%	1%	
	LBE, SBE	SBE, WBE	SBE, MBE	MBE, WBE	SBE, DVBE	
	65	12	27	9	1	114
3 Designations	37%	32%	6%	25%		
	SBE, MBE, WBE	LBE, SBE, WBE	SBE, WBE, DISADV	LBE, SBE, MBE		
	6	5	1	4		16
4 Designations	94%	3%	3%			
	LBE, SBE, MBE, WBE	LBE, SBE, MBE, DIS	LBE, SBE, WBE, DISADV			
	55	2	2			59
Total						335

The Purchasing Division is working on several initiatives to improve outreach to Small Business Enterprises including the development of a guide to assist businesses in becoming aware of, and to compete for, County business opportunities. The guide is currently in English and Spanish, and staff are working on additional translations to Chinese, Tagalog, and Farsi.

Purchasing staff are currently working with the Office of Communications and Media to produce an instructional video on how to do business with the County. The video will be translated to Spanish. The guide and instructional video will be shared with County staff, Board of Supervisors offices and through the website and social media. The video is anticipated to be completed this month.

The Department of Information Technology recently developed a map and instructional video for County staff to identify registered SBEs and facilitate targeted outreach to communities that are underrepresented in the Purchasing registry (Purchasing Portal). The map was shared with County Department Heads and sent via memo to Department Heads to share with their staff. The Procurement Services Manager is meeting with the County's SBE Coordinators this month and will share this resource with the coordinators to further share within their departments.

Additional future initiatives include more targeted in person outreach. Purchasing Services was approved for additional positions in fiscal year 2024-25 which will allow more staff time to attend community events and outreach to Chambers of Commerce and other business associations. Staff are also looking for opportunities to partner with County departments that are performing outreach to assist with sharing information on how to do business with the County.

CR:CS

c: Warren Lai, Public Works Director



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 24-2116

Agenda Date: 7/15/2024

Agenda #: 3.

EQUITY COMMITTEE

Meeting Date: July 15, 2024

Subject: ACEEO vacancies

Submitted For: Equity Committee

Department: Risk Management/EEO Office

Referral No:

Referral Name: ACEEO Vacancies

Presenter: Antione Wilson

Contact: Antoine Wilson, antoine.wilson@riskm.cccounty.us <<mailto:antoine.wilson@riskm.cccounty.us>>

Referral History:

The Board makes appointments to two distinct types of seats on its advisory bodies. The following process will be followed for appointments to these two types of seats: Type 1: Supervisorial District Appointments Applications may be delivered to either the Clerk of the Board or to the District Supervisor's office. Applications received by a Supervisor's office are to be sent to the Clerk of the Board, and a copy is to be retained by the Supervisor's office. The Clerk of the Board will ensure that the Supervisor has a copy of all applications originally filed with the Clerk of the Board. Type 2: At Large/Countywide Appointments Applications are sent to the Clerk of the Board. The Clerk of the Board will distribute the applications to the appropriate interviewer. With the exception of the Planning Commission and the Treasury Oversight Committee, bodies may generally conduct their own interviews of applicants, unless provided direction by a Board Committee. When an advisory body conducts interviews, the body's recommendation will be provided to a Board Committee for further review, along with all applications received for the applicable seat. In all cases, the Board Committee decides which applicants to nominate for full Board action. The Advisory Council on Equal Employment Opportunity (ACEEO) belongs to this appointment type.

Referral Update:

For many years, the IOC served as the reviewing committee for the ACEEO nominations/resignations; however, the mission of the ACEEO is more consistent with the Equity Committee, which is now designated as the reviewing committee for ACEEO nominations/resignations to the following seats:

Community 1, 2, 3, & 4

Education

Business

Labor Involved in Training

Veterans

Disabled

Union Seats 1 & 2

Management Seats 1 & 2

Recommendation(s)/Next Step(s):

ACCEPT the resignation of Bolston Jones, Community Seat 1, on the Advisory Council on Equal Employment Opportunity (ACEEO) and DECLARE the vacancies on the Council. DIRECT the Clerk of the Board to post the vacancies as recommended by the ACEEO.

Fiscal Impact (if any):

N/A

ADVISORY COUNCIL ON EQUAL EMPLOYMENT OPPORTUNITY MEMBERS

LABOR-TRADE MEMBER SEAT

(VACANT)

Appointed:

Expires: November 30, 2026

BUSINESS MEMBER SEAT

DeVonn Powers

Appointed: May 22, 2024

Expires: November 30, 2026

COMMUNITY MEMBER SEAT #1

Bolston Jones

Appointed: October 17, 2023

Expires: November 30, 2026

EDUCATION MEMBER SEAT

Roosevelt Gipson, Jr

Appointed: December 1, 2022

Expires: November 30, 2025

COMMUNITY MEMBER SEAT #2

Lauren Traylor

Appointed: May 22, 2024

Expires: November 30, 2026

DISABILITY SEAT

Nikki Lopez

Appointed: May 22, 2024

Expires: November 30, 2026

COMMUNITY MEMBER SEAT #3

Eric Maldonado

Appointed: December 1, 2022

Expires: November 30, 2025

UNION MEMBER SEAT #1

Fabiola Quintero

Appointed: April 12, 2022

Expires: November 30, 2024

COMMUNITY MEMBER SEAT #4

Lynette Hart

Appointed: May 22, 2024

Expires: November 30, 2026

UNION MEMBER SEAT #2

(VACANT)

Appointed:

Expires: November 30, 2025

MANAGEMENT MEMBER SEAT #1

Lara DeLaney

Appointed: December 1, 2022

Expires: November 30, 2025

VETERAN'S SEAT

Leonard Ramirez

Appointed: April 12, 2022

Expires: November 30, 2024

MANAGEMENT MEMBER SEAT #2

Amrita Kaur

Appointed: October 12, 2021

Expires: November 30, 2024

STAFF TO ACEEO

Antoine Wilson

Equal Employment Opportunity Officer

2530 Arnold Drive #140

(925) 335-1455

[Email](#)

Antoine.Wilson@riskm.cccounty.us

Kiara Allen

Clerk-Senior Level

(925) 335-1417

Email Kiara.Allen@riskm.cccounty.us



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 24-2117

Agenda Date: 7/15/2024

Agenda #: 4.

EQUITY COMMITTEE

Meeting Date: July 15, 2024

Subject: Office of Racial Equity and Social Justice Staff Updates

Submitted For: Equity Committee

Department: Office of Racial Equity and Social Justice

Referral No:

Referral Name: Office of Racial Equity and Social Justice Staff Updates

Presenter: Peter Kim

Contact: Peter Kim, peter.kim@oresj.cccounty.us <<mailto:peter.kim@oresj.cccounty.us>>

Referral History:

At the January 22, 2024 Equity Committee meeting and January 30, 2024 Annual Board Retreat, the ORESJ Co-Directors provided an update regarding the 2024 office priorities, recruiting strategy and work plan for the second hiring phase for the ORESJ, and presented a proposal for the structure of the Lived Experience Advisory Board.

Subsequently, the ORESJ Co-Directors have presented updates to the Equity Committee on various initiatives.

Referral Update:

The ORESJ Co-Directors will provide updates on systems-focused and community-focused initiatives and priorities.

Recommendation(s)/Next Step(s):

RECEIVE updates from the Co-Directors of the Office of Racial Equity and Social Justice and PROVIDE direction on next steps.

Fiscal Impact (if any):

N/A

ORESJ FY 24-25 Priority Projects: Systems

ORESJ Projects	Status	Updates/Notes
Language Access and Equity Plan	In Progress	ORESJ language justice trainings, building capacity
Hiring	In Progress	Equity Analyst union selection and BOS approval; Creating Equity Coordinator role
Budget Equity Statements	In Progress	Co-exploring budget equity tools with community coalition; Creating next iteration of budget equity tool
Inventory of Countywide Racial Equity Efforts	In Progress	Inter-departmental workgroup; County dept DEI committees
Racial Equity Action Plans	Research Phase	Seeking depts to pilot designing and adopting a racial equity action plan – Library!

ORESJ FY 24-25 Priority Projects: Community

ORESJ Projects	Status	Updates/Notes
Feasibility study for African American Holistic Wellness and Resources Hub	In Progress	Steering Committee recommendation for consultant approved by BOS; Contracting process began; Continue monthly meetings with Steering Committee
Distribution of \$1M for existing African American wellness services	In Progress	No responses received to RFP; exploring internal ORESJ/County capacity to administer funds
Community Grants: organizational capacity building and healing	In Progress	Seeking community foundation partnership, exploring county administrative guidelines around RFP development
Increase community engagement on advisory bodies	In Progress	Planning for LEAB, including research and assessing feasibility of stipends, and capacity building/training needed



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 24-2118

Agenda Date: 7/15/2024

Agenda #: 5.

EQUITY COMMITTEE

Meeting Date: July 15, 2024

Subject: African American Holistic Wellness and Resource Hub Feasibility Study Steering Committee Updates

Submitted For: Equity Committee

Department: Office of Racial Equity and Social Justice

Referral No:

Referral Name: African American Holistic Wellness and Resource Hub Feasibility Study Steering Committee Updates

Presenter: Kendra Carr

Contact: Kendra Carr, kendra.carr@oresj.cccounty.us <<mailto:kendra.carr@oresj.cccounty.us>>

Referral History:

At the October 17, 2023 Board of Supervisors meeting, 13 Steering Committee members were appointed to support the development and implementation of the African American Holistic Wellness and Resource Hub Feasibility Study. At the November 13, 2023 Equity Committee meeting, staff to the Committee were directed to convene the Steering Committee and prepare a draft request for qualifications (RFQ) to solicit the services of a firm/consultant to conduct a feasibility study for the creation of an African American Holistic Wellness and Resource Hub to present to the Board of Supervisors. The RFQ was issued and closed on March 4, 2024, with a total contract cost of \$80,000 (one-time Measure X funds allocated by the Board of Supervisors for the feasibility study). By the March 4, 2024 deadline, one response was received. In collaboration with the Steering Committee for the African American Holistic Wellness and Resource Hub Feasibility Study, the ORESJ CoDirectors recommended a re-issue of the request as a Request for Proposals (RFP) and increase the contract cost to \$180,000. The additional \$100,000 would come from the FY 23-24 ORESJ budget, in one-time funds. The Equity Committee and Board of Supervisors approved the request, and the updated RFP was issued on April 24, 2024 and closed on May 24, 2024.

By the May 24, 2024 deadline, seven proposals were received, of which six were complete. The ORESJ Co-Directors convened the proposal review committee (five members of the African American Holistic Wellness and Resource Hub Feasibility Study Steering Committee) to review and score the complete proposals based on the rubric provided in the original, posted RFP. The Steering Committee voted 10 out of 11 to recommend Ceres Policy Research as the consultant to conduct the feasibility study. The Equity Committee accepted their recommendation at their June 24, 2024 meeting, and the Board of Supervisors provided final approval at the July 9, 2024 meeting.

Referral Update:

The Co-Directors of the ORESJ are in the process of establishing a contract with Ceres Policy Research to begin the feasibility study.

Additionally, the Steering Committee met on July 8, 2024 and began a discussion about key performance indicators related to African American wellness in the county. The Steering Committee identified specific areas they would like to see addressed by services provided in the African American Holistic Wellness and Resource Hub. The Steering Committee generated a comprehensive list, and at their next meeting will vote to select the top ten short and long-term outcomes to be achieved as a result of the services provided through the African American Holistic Wellness and Resource Hub.

Recommendation(s)/Next Step(s):

RECEIVE the update and PROVIDE direction on next steps.

Fiscal Impact (if any):

N/A



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 24-2119

Agenda Date: 7/15/2024

Agenda #: 6.

EQUITY COMMITTEE

Meeting Date: July 15, 2024

Subject: Administer the \$1M in Measure X funds for African American wellness services

Submitted For: Equity Committee

Department: Office of Racial Equity and Social Justice

Referral No:

Referral Name: Administer the \$1M in Measure X funds for African American wellness services

Presenter: Peter Kim

Contact: Peter Kim, peter.kim@oresj.cccounty.us <<mailto:peter.kim@oresj.cccounty.us>>

Referral History:

On December 12, 2023, the Board of Supervisors, at the recommendation of the Measure X Community Advisory Board, voted to allocate \$1,000,000 of Measure X funds for existing African American Wellness Services. The ORESJ was tasked with developing a plan to administer the funds. The plan was presented at Equity Committee meetings from February 2024 to April 2024, and included the following:

- Partner with a local community foundation with extensive experience supporting Black-led and Black-serving organizations to serve as a contracted agency tasked with overseeing and carrying out procurement, selection, and fund distribution responsibilities, which will include a community and resident participatory process that includes review of applications and recommendation of awardees (for Board of Supervisors approval), as well as monitoring of progress and assessing outcomes.
- Release the funding in two annual phases:
 - o \$500,000 in phase 1 (July 1, 2024 - June 30, 2025)
 - o \$500,000 in phase 2 (July 1, 2025 - June 30, 2026)
- While applications for funds will be accepted for all of Contra Costa County, programs and initiatives serving East County's most impacted communities will be prioritized.
- These awards are expected to augment and/or expand existing services or programs by increasing capacity (e.g. serve more participants, host additional events, extend program periods).
- Based on MXCAB key areas of need, community input, and existing research data, the proposed service/program categories to be prioritized are:
 - o Mental health supports
 - o Food insecurity services
 - o Re-entry support services
 - o Youth development support/services
 - o Violence prevention/intervention services
 - o Community healing, particularly from trauma due to police violence

At the April 15, 2024 Equity Committee meeting, Supervisors, ORESJ and CAO staff discussed the need to

solicit a partnership via an abbreviated Request for Qualifications. The RFQ was released and closed in June 2024.

Referral Update:

No proposals were received in response to the RFQ released to solicit the partnership of a community foundation. The ORESJ Co-Directors are exploring internal ORESJ/County capacity to administer the funds.

Recommendation(s)/Next Step(s):

RECEIVE the update and PROVIDE direction on next steps.

Fiscal Impact (if any):

N/A