



CONTRA COSTA COUNTY

AGENDA

Equity Committee

Supervisor Ken Carlson, Chair

Supervisor Shanelle Scales-Preston, Vice Chair

Monday, January 26, 2026

9:30 AM

**1026 Escobar St., #238/239, Martinez,
CA | 190 East 4th Street, Pittsburg, CA |**

Zoom:

<https://cccounty-us.zoom.us/j/826591075>

72

The public may attend this meeting in person at any 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 December 15, 2025 [26-337](#)
Equity Committee meeting, with any necessary corrections.

Attachments: [Equity Committee Meeting Minutes - 12.15.25](#)

2. INTERVIEW applicants for the Transitional Community Advisory Body to fill vacancies for one member seat and three alternate seats, and DIRECT staff to forward any nominations to the Board of Supervisors for their approval and appointment. [26-338](#)

Attachments: [TCAB Interview List](#)
[Burke, Christine_Redacted](#)
[Elliot, Terence_Redacted](#)
[Gibson, Alvin_Redacted](#)
[Hicks, Antwanisha_Redacted](#)
[Humphrey, Andre_Redacted](#)
[Jones, Kim_Redacted](#)
[Lawyer, Terah_Redacted](#)
[Lee, Fredrick_Redacted](#)
[Marshall, Kendra_Redacted](#)
[Shiloh, Tamara_Redacted](#)
[Woods, Janine_Redacted](#)
[Young, Patt_Redacted](#)

3. RECEIVE updates and PROVIDE direction on the implementation for the African American Holistic Wellness and Resource Hub. [26-339](#)

Attachments: [2025-2027 Transitional Community Advisory Body \(TCAB\) Workplan](#)

4. RECEIVE updates from the Co-Directors of the Office of Racial Equity and Social Justice. [26-340](#)

Attachments: [ORESJ Updates_1.26.26](#)

5. REVIEW and DISCUSS the 2026 Equity Committee Workplan. [26-341](#)

Attachments: [2026 Equity Committee Workplan](#)

The next meeting is currently scheduled for February 18, 2026, 9:30 AM at 1025 Escobar Street, Room 110A, Martinez, CA 94553.

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 1025 Escobar St., 4th 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.



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-337

Agenda Date: 1/26/2026

Agenda #: 1.

RECEIVE and APPROVE the Record of Action from the December 15, 2025 meeting of the Equity Committee, with any necessary corrections.

Meeting Date: January 26, 2026

Subject: Record of Action

Submitted For: Equity Committee

Department: Office of Racial Equity and Social Justice

Referral No:

Referral Name: Record of Action

Presenter: Peter Kim

Contact: peter.kim@oresj.cccounty.us <<mailto:peter.kim@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 December 15, 2025 meeting.

Recommendation(s)/Next Step(s):

REVIEW and APPROVE the Record of Action.

Fiscal Impact (if any):

N/A

Equity Committee Meeting Record of Action
December 15, 2025

Introduction

Roll Call

- **Equity Committee Chair, District IV Supervisor Ken Carlson**
- **Equity Committee Vice Chair, District V Supervisor Shanelle Scales-Preston**

Public comment

Immigration and Customs Enforcement (ICE) Non-cooperation agreement requests.

Brentwood Police and the wrongful death of Yolanda Ramirez.

10:49 AM Supervisor Shannelle Scales- Preston logged in remotely via Just Cause due to grand opening of District Attorney East County facility.

AGENDA ITEMS

1. RECEIVE and APPROVE the Record of Action from the November 17, 2025 Equity Committee meeting, with any necessary corrections.

No amendments. Supervisor Scales-Preston moved approval of Record of Action.

Public comment

Elsa: Dismayed that it is taking this long to move on an ICE ordinance. Neighbor and friend experienced a raid from ICE. Mother was pregnant, but lost baby. Landlord asks family to leave.

2. RECEIVE updates and PROVIDE direction on the implementation of the African American Holistic Wellness and Resource Hub.

- a. Transitional Community Advisory Body (TCAB) Meeting Recap
 - i. Solicitations
 - ii. Naming of the Hub
 - iii. Recruitment for Open seats – three (3) alternates, one (1) open seat
- b. Timeline of next steps for Wellness Network

Kendra Carr and Peter Kim commence presentation. Supervisor committee placements will take place at the 1/13/26 Board of Supervisors meeting.

Public Comment

Zelon Harris – Can you apply for the committee and be on board of directors or community council? Response: Yes, by application.

**Equity Committee Meeting Record of Action
December 15, 2025**

3. RECEIVE and DISCUSS the annual update from the Racial Justice Oversight Body on data collection efforts, community engagement, diversion program updates and general progress.

***Ellen McDonald from PD office shared presentation and updates.

Director Kim shared upcoming town halls in January and February hosted by Racial Justice Oversight Body (RJOB) Community, Engagement and Funding (CEF) subcommittee. that CEF subcommittee will host town halls in Jan and Feb to share about RJOB.

1. East County - January 26, 2026, 6 PM to 8 PM, Grace Bible Fellowship, 3415 Oakley Rd, Antioch, CA 94509
2. West County – February 12, 2026, 6 PM to 8 PM, RYSE Youth Center, 3939 Bissell Ave., Richmond, CA 94805
3. Virtual – February 19, 2026, 6 PM to 8 PM

Sup. Carlson: Are we auditing what we are doing? What other counties are doing?

Sup. Scales- Preston: Thanks to staff and members. Regarding funding, what are your thoughts for applying for funding, federally and otherwise?

DA McDonald: Not much money on Diversion or Housing side and not seeing increases or reductions on state level, trying to maintain.

Sup. Scales- Preston: March community project funding from Congress.

Sup. Carlson: Don't see state looking away but impact from Federal attention, state would be best.

Director Kim: Significant removal of gun violence money and non-law enforcement-oriented responses

Public Comment

When is the virtual town hall? *Response:* Virtual townhall meeting will be 2/19/26, 6 pm to 8 pm.

Are the schools RJOB looking at public schools or just in detention school? *Response:* Yes.

Where can we see the data and scheduled public meetings? *Response:* Meeting link will be provided in chat, data walk in January

The makeup of RJOB is well proportioned between justice system in official capacity and community organizations and members in a great forum. There have been times of momentum

**Equity Committee Meeting Record of Action
December 15, 2025**

disruption due to vacancies and the amount of time to fill vacancies. Filling in advance to avoid disruptions is a valuable suggestion. Desire to add emphasis about the importance of finding that sharing metrics has shown significant improvements, for example youth in demographics, crime trends and incarceration.

Sup. Carlson: Where does that transparency portal exist?

DA McDonald: The story of the data source and multiple platforms IS the challenge and OUR charge

Sup. Carlson: There may need to be a funding request.

Director Kim: While all the system partners have been open, a few challenges include capacity issues, legal parameters, labor, time and infrastructure, data systems don't always speak to one another, one option for a funding request in data infrastructure/ repository. The local police departments are their own entities but don't have to comply with county directives, would like to model transparency

Sup Carlson: This has been persistent during Sherriff quarterly report.

Sup. Scales-Preston: Anything we can do to support community engagement will be done.

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

- a. Urban Habitat Cohort
- b. Budget Equity Training for County staff
- c. Civic Engagement Workshops for residents
- d. Implicit Bias/Racial Equity online training for advisory bodies
- e. SAFE Center progress update
- f. Contra Costa Together update

Directors Carr and Kim share a presentation.

Public Comment

Public: Not sure if you know about the deportations to Honduras when families are losing their breadwinners.

Sup. Carlson: NOT Specifically, the goal is to connect folks to the needs towards it. We have made an investment, but we see it isn't enough. We are engaged in negotiations to bring language over an ordinance to speak with teachers and nurses, commitment has not lapsed.

Sup. Carlson adjourned meeting at 12:03 PM.



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-338

Agenda Date: 1/26/2026

Agenda #: 2.

Meeting Date: January 26, 2026

Subject: TCAB Interviews

Submitted For: Equity Committee

Department: Office of Racial Equity and Social Justice

Referral No:

Referral Name: TCAB Interviews

Presenter: Kendra Carr

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

Referral History:

The Equity Committee interviews applicants and makes appointment recommendations to the Board of Supervisors, for advisory bodies that fall within its jurisdiction. The Transitional Community Advisory Body for the African American Wellness Hub is one such body.

Referral Update:

From December 1, 2025 to December 22, 2025, ORESJ received twenty-seven (27) applications for community members seeking to serve on the Transitional Community Advisory Body (TCAB) for the African American Wellness Hub. There are currently four (4) open seats - one (1) TCAB member and three (3) TCAB alternates. The Equity Committee will interview applicants.

Recommendation(s)/Next Step(s):

INTERVIEW applicants for the Transitional Community Advisory Body to fill vacancies for one member seat and three alternate seats, and DIRECT staff to forward any nominations to the Board of Supervisors for their approval and appointment.

Fiscal Impact (if any):

N/A

TCAB Interview List, 1.26.26

1 Terah Lawyer	District 1
2 Alvin Gibson	District 5
3 Andre Humphrey	District 5
4 Janine Woods	District 5
5 Kendra Marshall	District 3
6 Tamara Shiloh	District 1
7 Christine Burke	District 2
8 Antwanisha Hicks	District 5
9 Patt Young	District 5
10 Frederick Lee	District 4
11 Terence Elliott	District 1
12 Kim Jones	District 1

Application Form

Profile

Christine

First Name

Burke

Last Name

Middle
Initial

Home Address

Suite or Apt

Danville

City

CA

State

94526

Postal Code

Primary Phone

ma res

District Locator Tool

Resident of Supervisorial District:

☒ District 2Independent Living
Resources Center

Employer

Independent Living
Specialist

Job Title

Length of Employment

6/23/2025 start date

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?

37 years

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

☐ Yes ☒ No

Board and Interest

Which Boards would you like to apply for?

African American Holistic Wellness and Resource Hub Transitional Community Advisory
Board: Submitted

Seat Name

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

University of the Pacific

Degree Type / Course of Study / Major

BA Communications

Degree Awarded?

☒ Yes ☐ No

College/ University B

Name of College Attended

Capella University

Degree Type / Course of Study / Major

MA Leadership

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

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.

As a lifelong disabled resident of Danville, I provide a unique perspective that is crucial to any authority making decisions for the disability community. If appointed, I would bring not only the perspectives of a disabled resident of Contra Costa County, but as an added voice for the thousands of disabled consumers we serve at Independent Living Resources of Solano and Contra Costa County. Over the past year I've been ensconced in the world of Independent Living and have witnessed firsthand the issues that consumers and IHSS workers alike are facing. Too many of our consumers and even my own peers, have such a difficult time navigating IHSS; I believe I would be a great asset to the collective and would be honored to help serve my community in this additional capacity.

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

I have been a lifelong advocate of the disability community and have served on several boards. I was honored to be elected Ms. Wheelchair America 2022 where I served the entirety of the disability community in the greater United States, running on the platform of "Putting Disability Back in Diversity." I'm an accomplished public speaker and have ample experience working in the nonprofit and Independent Living sectors.

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:

IHSS Committee

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.

Ms. Wheelchair California Leadership Institute - Secretary 2022-present Woodminster Theatre Advisory & Executive Committee Boards - 2015-present

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.

SUMMARY

Passionate advocate and dynamic leader with extensive experience in disability advocacy, project coordination, community engagement, and talent management. Proven success in organizing initiatives that drive positive social change and foster inclusion—delivering projects that increased engagement by up to 40% and fundraising contributions by over 30%. Adept at connecting with diverse audiences, from competitive sports arenas to corporate boardrooms.

EXPERIENCE

Project Coordinator, Fuse Theatre (Apr 2023 – Present)

- Spearheaded the creation of Teatro para Árboles (Theatre for Trees), an environmental arts program that boosted local community engagement by 40% and increased event attendance by 25%.
- Led cross-functional teams across creative, technical, and community outreach departments to ensure project deliverables were met ahead of deadlines, reducing turnaround times by 15%.

Travel Advisor, Incredible Memories Travel (Jan 2023 – Present)

- Advocated for fully accessible travel options, achieving a 95% customer satisfaction rate while assisting 100+ travelers with customized, barrier-free vacation plans.
- Designed tailored travel itineraries that resulted in a 30% increase in repeat business and consistent positive referrals.

Ms. Wheelchair America 2022, Ms. Wheelchair America (Aug 2021 – Present)

- Utilized a high-impact platform to deliver keynote speeches and lead national advocacy initiatives, resulting in a 50% growth in social media engagement and amplified media presence.
- Participated in major disability rights campaigns, significantly driving public awareness and policy discussions across 20+ states.

Ms. Wheelchair California 2020, The Ms. Wheelchair California Leadership Institute (Feb 2020 – Present)

- Designed and executed fundraising campaigns that generated over a 30% year-over-year increase in contributions for disability advocacy initiatives.
- Maintained an active social media presence with a 35% increase in follower growth, while producing engaging content (blogs, reviews, podcasts) that elevated the institute's brand image.

Brand Relationship Manager, C Talent @ Whalar (May 2022 – Jul 2022)

- Facilitated a seamless acquisition transition, representing high-profile Deaf and Disabled talent in securing roles with marquee clients such as Disney, Google Pixel, and Nike.
- Contributed to the global #WeThe15 campaign, supporting initiatives that raised disability inclusion awareness across diverse markets.

Outreach Manager, C Talent (Apr 2021 – Jul 2022)

- Expanded the visibility of disabled and D/deaf talent within the entertainment industry by

forging key partnerships, increasing talent placement opportunities by 40%.

- Managed outreach programs that secured collaborations with top industry stakeholders and enhanced diversity representation in media projects.

Usher Coordinator, Woodminster Summer Musicals (May 2013 – Jun 2022)

- Organized and trained volunteer teams for summer musical productions, enhancing audience experiences and reducing event mismatches by 20%.
- Implemented streamlined logistics that improved show operations and a 98% satisfaction rate in customer service feedback.

Contract Administrator, Robert Half (Sep 2013 – Oct 2020)

- Served as a key liaison between legal teams and field recruiters, streamlining contract processing to deliver weekly reports with 100% on-time accuracy.
- Developed comprehensive contract summaries that decreased review times by 25%, ensuring compliance and clarity in contract management.

Front Office Assistant, Disability Rights Advocates (Mar 2013 – Aug 2013)

- Executed administrative duties and maintained essential inventory systems, contributing to the successful support of multiple high-impact fundraising initiatives.
- Collaborated with the Communications team to capture media opportunities that broadened the organization's advocacy outreach.

Administrative Assistant, ABC LEGAL (Jan 2013 – Mar 2013)

- Supported daily office operations, enhancing internal efficiency and contributing to a 15% reduction in processing delays through meticulous administrative support.

Research Associate, University of the Pacific (Jan 2012 – Jun 2012)

- Conducted in-depth historical research on student life, resulting in a comprehensive written history published and archived for academic use.

Project Assistant, University of the Pacific (Aug 2010 – Jan 2012)

- Coordinated critical community engagement projects, including "Beyond Our Gates" and "Dialogues of Distinction," that increased stakeholder participation by over 20%.

EDUCATION

Master of Arts in Leadership, Capella University (2016 – 2020)

Bachelor of Arts in Communication, University of the Pacific (2010 – 2012)

Bachelor of Arts in Communication and Media Studies, University of Arizona (2007 – 2009)

LICENSES & CERTIFICATIONS

- Marketing and Monetizing on YouTube – LinkedIn
- Diversity, Inclusion, and Belonging – LinkedIn
- Leadership – Capella University

SKILLS

- Community Engagement & Partnership Development
- Grant Writing & Workshop Facilitation
- Event & Travel Management
- Microsoft Office (Excel, Word, PowerPoint)
- Strategic Planning & Project Coordination

HONORS & AWARDS

- Right ON! Ms. Wheelchair California – 2020

Application Form

Profile

Terence T Elliott
First Name Middle Initial Last Name

[Redacted] Suite or Apt
Home Address
Richmond CA 94806
City State Postal Code

[Redacted]
Primary Phone

[Redacted]
Email Address

District Locator Tool

Resident of Supervisorial District:

None Selected

Contra Costa Community College District Emeritus Professor of Black Studies and Music
Employer Job Title

Length of Employment

30 years

Do you work in Contra Costa County?

☒ Yes ☐ No

If Yes, in which District do you work?

Pittsburg, CA

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

Over 50 years

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

☐ Yes ☒ No

Board and Interest

Which Boards would you like to apply for?

Ad Hoc African American Holistic Wellness and Resource Hub Transitional Community
Advisory Board: Submitted

Seat Name

Board member

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

Argosy University

Degree Type / Course of Study / Major

Ed.D / Educational Leadership in higher Education

Degree Awarded?

☒ Yes ☐ No

College/ University B

Name of College Attended

San Francisco State University

Degree Type / Course of Study / Major

MA / Creative Arts

Degree Awarded?

☒ Yes ☐ No

College/ University C

Name of College Attended

SFSU

Degree Type / Course of Study / Major

BA / Music and Black Studies

Degree Awarded?

☒ Yes ☐ No

Other Trainings & Occupational Licenses

Other Training A

Sound Therapist

Certificate Awarded for Training?

☒ Yes ☐ No

Other Training B

Califonia Community Colleges

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 want to serve on the Ad Hoc African American Holistic Wellness and Resource Hub Transitional Community Advisory Board because I am concerned about the Black community's health and wellness, and because of my current work as a Sound Therapist.

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

My qualifications include being a tenured professor and former administrator in the Contra Costa Community College District. As a retired and emeritus professor, I now spend most of my time working as a Sound Therapist. I am an author of three books: Spirit, Rhythm, and Story: Community Building and Healing through Song, Hip Hop Music: History and Culture, and the 2026 release of The Healing Power of Sound for the Black Community.

[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.

African American Male Education Network Development Brotherhood of Elders

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

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☒ I Agree

Important Information

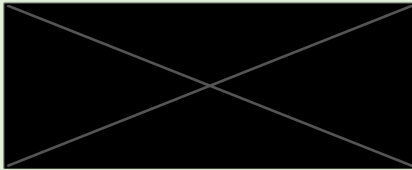
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 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.



Dr. TERENCE T ELLIOTT, Ed. D
Emeritus College Professor,
Author,
and Sound Therapist



Website
doctishim.com
doctelliot.com



EDUCATION & CERTIFICATIONS

Argosy University Ed.D, Educational Leadership,
2010
1983 M.A. Interdisciplinary Studies,
1980 B.A., Music, and Black Studies,

Professional Education and Credentials:
National Council on Black American Affairs Fellow,
Atlanta, Georgia, 2006
California Community College Instructor Credential,
1990
Adult Education Credential
Sound Healing Credential, 2022

WORK EXPERIENCE

Emeritus Professor, Los Medanos College, Black
Studies, 2022 -
Music Professor, Diablo Valley College, 2014-2022
Division Dean, Math & Sciences, Contra Costa College
(CCC), 2008-2014
Interim Senior Dean of Instruction, Los Medanos
College, 2010-2011
Academic Senate President, CCC, 2005-2008
Chair, Department of African American Studies, CCC,
1997-2005
Middle College High School, 1993-1997
Adjunct Professor, Humanities and Music, Vista College,
1991-1993
Instructor of English, Social Sciences and Performing
Arts, Emiliano Zapata Street Academy High School,
1983-1993

AREAS OF EXPERTISE

40-year educator: Black Studies; Popular Music Studies—Hip
Hop and R&B/Soul; Social Justice
Founder and Director of the African American Male
Leadership Program, DVC

Author of three books—*Spirit, Rhythm, and Story: Community
Building and Healing through Song* (2019) and an e-textbook
Hip Hop Music: History and Culture (2022), and *The Healing
Power of Sound for the Black Community* (2026). I have also
recorded/produced five music CDs.

I am available for Speaking engagements on: Healing through
Sound for the Black Community; Community Building and
Healing through Black Song Movements; and Hip Hop as a
Social Justice.

A Certified Sound Therapist

PROFESSIONAL & COMMUNITY ORGANIZATIONAL MEMBERSHIP

17 year – Board member of the African American Male
Education Network and Develop (A²MEND)
Brotherhood of Elders, Oakland, CA
Wo'se Community Church of the Sacred Afrikan Way
Umoja Community Education – Founding member

▪

Application Form

Profile

Alvin T Gibson
First Name Middle Initial Last Name

[Redacted] Suite or Apt
Home Address
Pittsburg CA 94565
City State Postal Code

[Redacted]
Primary Phone

[Redacted]
Email Address

District Locator Tool

Resident of Supervisorial District:

☒ District 5

Contra Costa County EHSD Navigator
Employer Job Title

Length of Employment

30 years

Do you work in Contra Costa County?

☒ Yes ☐ No

If Yes, in which District do you work?

District 4

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

30 years

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

☐ Yes ☒ No

Board and Interest

Which Boards would you like to apply for?

African American Holistic Wellness and Resource Hub Transitional Community Advisory Board: Submitted

Seat Name

TCAB Alternate Member

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?

N/A

Education

Select the option that applies to your high school education *

☒ High School Diploma

College/ University A

Name of College Attended

Golden Gate University

Degree Type / Course of Study / Major

Hospitality

Degree Awarded?

☐ Yes ☒ No

College/ University B

Name of College Attended

Merritt College

Degree Type / Course of Study / Major

AA

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

Mental Health First Aid

Certificate Awarded for Training?

☒ Yes ☐ No

Other Training B

Certificate Awarded for Training?

☐ Yes ☐ No

Occupational Licenses Completed:

Centers for Spiritual Living Practitioner

Qualifications and Volunteer Experience

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

I am interested in serving on the African American Holistic Wellness and Resource Hub Transitional Community Advisory Body because I am deeply committed to uplifting and supporting the well-being of African American communities. As an African American professional with over 30 years of experience working in Social Services with Contra Costa County EHSD, I have dedicated my career to giving back. My professional background, lived experience, and passion for community empowerment motivate me to contribute meaningfully to the Advisory Body's mission and help strengthen holistic wellness resources for the African American community.

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

For nearly half the time I have been employed by Contra Costa County, I have worked in offices based in the Black and Brown communities of North Richmond and Bay Point, where I assisted individuals and families with accessing public benefits, ongoing case management, securing housing, employment support, mental health referrals, and youth tutoring. For the past two years, I have worked as an EHSD Navigator, supporting individuals and families in crisis through a holistic, client-driven approach. In this role, I help clients access essential resources including housing, food, mental health services, medical and dental care, financial assistance, legal support, education, job training, employment opportunities, and services for seniors and adults with disabilities. The Navigator program focuses on breaking down barriers to services while empowering clients to build confidence, strengthen self-advocacy, and successfully navigate resources on their own.

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.

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 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.

Application Form

Profile

Antwanisha

First Name

S

Middle Initial

Hicks

Last Name

Home Address

78

Suite or Apt

Antioch

City

CA

State

94509

Postal Code

Primary Phone

Email Address

District Locator Tool

Resident of Supervisorial District:

☒ District 5

Vistability

Employer

Community Vocational Specialist

Job Title

Length of Employment

2 years

Do you work in Contra Costa County?

☒ Yes ☐ No

If Yes, in which District do you work?

3

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

8 years

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

☒ Yes ☐ No

Board and Interest

Which Boards would you like to apply for?

African American Holistic Wellness and Resource Hub Transitional Community Advisory Board: Submitted

Seat Name

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

Los Medanos Community College

Degree Type / Course of Study / Major

Associates of Behavioral Health

Degree Awarded?

☒ Yes ☐ No

College/ University B

Name of College Attended

California State University Sacramento

Degree Type / Course of Study / Major

Bachelors of Social Work

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

Direct Support for Professionals

Certificate Awarded for Training?

☒ Yes ☐ No

Other Training B

Centered Person Decisions

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 am passionate about building more connected communities, and believe that wellness should be approached holistically, mind body and soul. Serving on this board would allow me to contribute my experience in social services, community engagement, advocacy to support initiatives that impact the well being of my community. I would like to be a part of a team that creates safe, inclusive spaces, and meaningful programs that empower individuals. Joining this board aligns with my passions, values, and professional goals to uplift community.

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

I bring a strong background in social services, community outreach, and wellness programs. My job in social services has equipped me with training in client support, crisis response and advocacy to improve community outcomes. In addition I actively volunteer at my local food bank and Antioch's Senior Center to support seniors on local trips. I also host and organize women's faith based workshops, that focus on building community and women empowerment. Together, my social work training, community service at food banks, senior center and experience creating wellness spaces position me to contribute thoughtfully and creatively as a board member.

[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:

Work from 8-3pm

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.

Contra Costa Food Bank Fishes of Loaves Antioch Senior Center New Destiny Pittsburg

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 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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 - (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.

Application Form

Profile

Andre

First Name

Middle Initial

Humphrey

Last Name

Home Address

Suite or Apt

OAKLAND

City

CA

State

94621

Postal Code

Primary Phone

Secondary Phone

District Locator Tool

Resident of Supervisorial District:

☒ District 5

Inner City Bliss

Employer

Founder/ Executive Director

Job Title

Length of Employment

8

Do you work in Contra Costa County?

☒ Yes ☐ No

If Yes, in which District do you work?

8th

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

3

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

☐ Yes ☒ No

Board and Interest

Which Boards would you like to apply for?

Ad Hoc African American Holistic Wellness and Resource Hub Transitional Community
Advisory Board: Submitted

Seat Name

Andre Humphrey

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

Degree Type / Course of Study / Major

Degree Awarded?

☐ Yes ☐ No

College/ University B

Name of College Attended

Degree Type / Course of Study / Major

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

CYT

Certificate Awarded for Training?

☒ Yes ☐ No

Other Training B

Trauma Informed

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 would like to serve on the African American Holistic Wellness and Resource Hub Transitional Community Advisory Body because I have dedicated my career to advancing trauma-informed, culturally responsive wellness practices that support the mental and emotional wellbeing of historically divested communities. As the founder and Executive Director of Inner City Bliss, I have built a grassroots organization that creates healing-centered spaces for youth, families, and caregivers through trauma-informed mindfulness, movement, and nature-based programs rooted in cultural relevance and community care. Our work supports emotional regulation, resilience, and collective healing for Black, Brown, Indigenous, AAPI, and system-impacted individuals across the Bay Area. Inner City Bliss I am motivated to serve on this advisory body because it offers an opportunity to bring the insights of lived experience and community-centered wellness practice into the development of a countywide support network specifically designed for African American residents. The Wellness Hub has the potential to shift how services are structured and delivered by prioritizing trauma-informed care, culturally grounded strategies, and equitable access, which are core principles of the work I do. I believe my background in designing and implementing programs that address community stress, emotional wellbeing, and systemic harm equips me to contribute meaningfully to discussions about selecting leadership, defining service criteria, and shaping outreach that truly reflects community needs. I am committed to ensuring that the Wellness Hub's foundation is guided by genuine community voice, ethical standards, and practices that promote healing, belonging, and long-term wellbeing for African American residents of Contra Costa County.

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

I am qualified for this appointment through my lived experience and my work as the founder and Executive Director of Inner City Bliss, a community based nonprofit that provides mindfulness, movement, and nature connected programs that support emotional wellbeing for youth, families, and caregivers in historically divested communities. My work has focused on creating culturally responsive and accessible wellness spaces in schools and community settings. This experience has given me a strong understanding of the stressors facing African American communities and the importance of prevention focused, trust based approaches to wellbeing. I bring experience in community engagement, program development, and collaborative decision making. I am familiar with governance processes and understand the importance of transparency, accountability, and avoiding conflicts of interest. I am committed to uplifting community voice and contributing thoughtful guidance to help shape a Wellness Hub that truly serves African American residents of Contra Costa County.

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.

I have extensive community based experience through my work as the founder and Executive Director of Inner City Bliss. In this role, I have led and facilitated mindfulness, movement, and nature connected programs in schools, community spaces, and outdoor settings, serving youth, families, and caregivers from historically divested communities. This work includes direct service, community engagement, and collaboration with educators, nonprofit partners, and local organizations. I am currently serving on the Alameda County African American Wellness Hub Advisory Committee, where I contribute to community informed guidance, planning, and feedback related to the development of wellness focused systems intended to support African American residents. This role has strengthened my understanding of advisory processes, ethical governance, and the importance of centering lived experience in decision making. Through my nonprofit leadership and advisory service, I have experience with organizational governance, strategic planning, and collaborative group work. I am comfortable participating in advisory settings, offering thoughtful input, and working alongside diverse stakeholders to support initiatives that are accountable, culturally responsive, and community centered.

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

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☒ I Agree

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Application Form

Profile

Kim

First Name

Jones

Last Name

Middle
Initial

ome ress

Suite or Apt

Richmond

City

CA

State

94804

Postal Code



Primary Phone



Email Address

District Locator Tool

Resident of Supervisorial District:

☒ District 1Oakland Adult and Career
Education (OUSD)

Employer

Director

Job Title

Length of Employment

8+ 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?

61 years

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

☐ Yes ☒ No

Board and Interest

Which Boards would you like to apply for?

Ad Hoc African American Holistic Wellness and Resource Hub Transitional Community
Advisory Board: Submitted

Seat Name

Education

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 *

☒ G.E.D. Certificate

College/ University A

Name of College Attended

Contra Costa College

Degree Type / Course of Study / Major

AS Business Management

Degree Awarded?

☒ Yes ☐ No

College/ University B

Name of College Attended

Golden Gate University

Degree Type / Course of Study / Major

BS Telecommunications Management

Degree Awarded?

☒ Yes ☐ No

College/ University C

Name of College Attended

Golden Gate University

Degree Type / Course of Study / Major

MA Psychology / Counseling

Degree Awarded?

☒ Yes ☐ No

Other Trainings & Occupational Licenses

Other Training A

Administrative Services Credential/ National University

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.

As a formerly incarcerated homeless resident and son of Contra Costa County, I bring a unique perspective and expertise that can significantly benefit Contra Costa County's AA Resource Hub Advisory Board. With a deep understanding of the vital role initiatives like the AA Resource Hub plays in creating opportunity, promoting economic freedom and improving social justice, I am committed to fostering community engagement and developing innovative programs. My ability to connect with diverse audiences and translate complex challenges into actionable solutions will help the board advance its mission to create a more sustainable future for County residents. By representing on this board, I can bridge the gap between policy and practice, inspiring the next generation of leaders while promoting meaningful, long-term change within the county.

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

My experience has afforded me opportunities to work with a very diverse group of people and in a variety of settings. I have been an educator in the K-12 system, adult education, corrections and community college. My network of leaders is vast throughout the county and the surrounding areas. My passion for the community and ability to face challenging situations with viable solutions gives me confidence to serve the people of CC county.

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?

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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:

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Alternate CC County Sustainability Commission Member - Oakland Workforce Development Board Member- OUSD CTE Advisory Board Member -California Council Adult Education DEI Advisory Committee Member- Roots Community Clinic Community Relations Advisory Board CALPRO Leadership Institute for Administrators Maxwell Leadership Certified Team

Conflict of Interest and Certification

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If Yes, please identify the nature of the relationship:

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 - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
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OBJECTIVE

To join a team and engage stakeholders in a shared vision for student centered programming and distributed leadership. To use my experience and knowledge of adult education to build capacity in faculty & staff to fill the communities' need for equitable access to adult education programs and pathways to college and career success.

EXPERIENCE

Oakland Unified School District

Oakland Adult and Career Education

Director (2020-present)

Plan, organize, control and direct the overall functioning and management of the district's Adult Education programs. Oversee the planning process for class offerings and the curricular selection. Lead and manage the implementation of a comprehensive Professional Development program for instructional staff. Work cooperatively with Human Resources in the recruitment, development, interviewing, selection, assignment, transfer, and separation of Adult Education personnel. Act as liaison between district programs and the appropriate local, county, state and national agencies on Adult Education. Develop and maintain relationships with appropriate referral agencies and Workforce Development partners in the community.

Notable Roles and Responsibilities

- Improved relationships and deepened partnerships with home District, Workforce Development agencies and Community leaders resulting in greater exposure, increased funding and recognition of OACE in the community
- Revised Districts' Adult Education board policies to reflect the full vision of the district/OACE and meet compliance of the regional consortium, state and federal funding sources
- Lead team through successful Federal Program Monitor review, Continuous Improvement Plan and WASC Self Evaluation process resulting in 6 year WASC accreditation.
- Implemented systems resulting in increased distance learning and professional development outcomes, creative curriculum design and relevant instructional strategies for staff
- Developed systems based on equity and equal access improving digital literacy outcomes for students resulting in increased student persistence and engagement
- Implemented organizational and communication tools and strategies acquired at adult education professional development workshops, district and state lead leadership training and one on one coaching resulting in more effective communication, self-efficacy and capacity building in staff.
- Created CTE programs for opportunity youth and adults resulting in 17 different pathways into high wage careers including Healthcare, Banking and Construction, all with job placement assistance and employment opportunities..

Principal - (2018-2020)

Effectively engage with administrators, teachers, support staff, community colleges and consortium partners in creating a collaborative learning community to ensure that every student receives equitable access to adult education programs and an opportunity to transition into college or a career. Collaborate with the administrators and district finance department for budget analysis and oversight.

Notable Roles and Responsibilities

- Overseeing technology team to move OACE into the new age of distance learning by developing an online environment for all courses, a professional development plan specific to technology and online instruction and providing students enriched access to technology with a digital device loan program. Overseeing online curriculum and instruction through various digital platforms and managing online vendors.
- Coordinated implementation of Online HSD / Credit Recovery Program – Participants from OUSD Comprehensive High Schools and Alternative Education have earned diplomas

- Coordinated efforts to expand HSE Program into Laney College and include Bilingual instruction – resulting in 140 new students in year one or 40% of the current HSE enrollment
- Implemented online registration giving access through the OACE website- response to Covid / increased enrollment
- Procured funding to secure 250 new computers for GED classroom and certification of Person Vue & ETS testing centers
- Data Accountability Manager assuring data integrity to drive instructional strategies, outreach campaigns and state and federal funding compliance

Assistant Principal – (2017-2018)

Performed a variety of administrative duties to assist the Directors in managing the school; assumed the duties of the administrators as assigned. Assisted with supervision and evaluation of the performance of certificated and classified personnel; assigned duties to faculty and staff as appropriate to meet school objectives; assisted with recruiting, interviewing and selecting new faculty and staff.

Data Analyst and Accountability Manager: responsible for collecting and organizing data, analyzing for data integrity and creating reports for state and federal compliance and data driven instruction.

Notable Roles and Responsibilities

- Coordinated student assessment, orientation and registration processes
- Led technology group accomplished the goal of making technology more accessible to students and teachers by providing technology training and professional development for staff, upgrading classroom computers and internet access for students, redesigning websites, creating social media presence and adding more online instruction platforms for ELL, ABE and ASE students.
- Assisted in the development of ABE Math program for Trades Unions – resulting in 29 students entering apprenticeship programs since implementation
- WASC Leadership Coordinator-collaborated with three sub-committees to write mid-cycle report and revise schoolwide action plan on a continual basis to complete accreditation process resulting in full accreditation
- Coordinated training and certification of 80% of teachers for CASAS ETesting, implementing ETesting capabilities in 20 classrooms resulting in increased test validity, better test security and a streamlined assessment process.

RELEVANT SKILLS and KNOWLEDGE

● Data Analysis & Accountability Management	● School Board Policies & Procedures
● WIOA / CAEP Reporting Systems & Compliance	● Staff Coaching and Evaluation Protocols
● Union Contract Policies & Procedures	● Grant Writing & Asset Procurement
● Budget Analysis & Oversight	● State and Federal Program Monitoring Process
● College & Career Readiness Standards	● State and National Advocate Network

EDUCATION

National University San Diego, CA / *Educational Administration Credential*

UC Berkeley Extension Berkeley, CA/ *Designated Subjects Adult Education Credential*

Golden Gate University San Francisco, CA / *M.A. Psychology - Counseling*

Golden Gate University San Francisco, CA / *B.S. Telecommunications Management*

PROFESSIONAL DEVELOPMENT AFFILIATIONS

- Member - Oakland Workforce Development Board
- Member- OUSD CTE Advisory Board
- Member -California Council Adult Education DEI Advisory Committee

- Member- Roots Community Clinic Community Relations Advisory Board
- CALPRO Leadership Institute for Administrators
- Maxwell Leadership Certified Team

Application Form

Profile

Terah
First Name

Jeanita
Middle Initial

Lawyer
Last Name


Address


Phone Number

Richmond
City

CA
State

94806
Postal Code


Primary Phone


Email Address

District Locator Tool

Resident of Supervisorial District:

☒ District 1

CROP Organization
Employer

President
Job Title

Length of Employment

4 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?

5 years

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

☐ Yes ☒ No

Board and Interest

Which Boards would you like to apply for?

Ad Hoc African American Holistic Wellness and Resource Hub Transitional Community
Advisory Board: Submitted

Seat Name

TCAB member

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

San Francisco State University

Degree Type / Course of Study / Major

Business Administration

Degree Awarded?

☒ Yes ☐ No

College/ University B

Name of College Attended

Coastline Community College

Degree Type / Course of Study / Major

Social & Behavioral Sciences

Degree Awarded?

☒ Yes ☐ No

College/ University C

Name of College Attended

Harvard Executive School

Degree Type / Course of Study / Major

Nonprofit Leadership

Degree Awarded?

☒ Yes ☐ No

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

AOD Counseling

Certificate Awarded for Training?

☒ Yes ☐ No

Other Training B

Trauma-informed Care

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 want to serve on the African American Holistic Wellness and Resource Hub Transitional Community Advisory Board because this work sits at the intersection of healing, justice, culture, and community—where my life and leadership have been deeply shaped. I come to this work not only as a nonprofit executive and systems builder, but as a formerly incarcerated Black woman who understands firsthand how vital holistic support is during periods of transition. Too often, our communities are asked to survive trauma without being resourced to heal from it. I believe deeply in building spaces that center mental health, economic stability, spiritual wellness, cultural identity, and community connection as essential—not optional—components of success. This Hub represents the kind of upstream, preventative, and culturally grounded investment I have spent my career advocating for. I would be honored to serve as a bridge between community voice and institutional systems, helping to ensure the Hub remains rooted in the real needs, aspirations, and lived experiences of the people it is meant to serve. Most of all, I want to contribute my time, leadership, and relationships to help this resource grow into a lasting ecosystem of care, opportunity, and empowerment for our community.

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

My qualifications for this appointment are rooted in both lived experience and executive leadership. I am the President of Creating Restorative Opportunities and Programs (CROP), where I lead large-scale workforce, housing, and reentry initiatives that serve individuals and families navigating some of the most complex transitions of their lives. My work centers on holistic support—integrating mental health, economic stability, leadership development, housing access, and community healing into program design and delivery. I also bring over a decade of experience in program development, systems change, public-private partnerships, and policy advocacy. I manage multi-million-dollar budgets, lead cross-sector collaborations, and partner closely with government agencies, philanthropy, and community-based organizations to build sustainable, people-centered solutions. Equally important, I bring lived experience as a formerly incarcerated Black woman who understands firsthand the importance of culturally rooted, trauma-informed, and dignity-centered approaches to wellness and reentry. This perspective allows me to lead with empathy, accountability, and a deep commitment to advancing resources that truly meet community needs. I would bring strategic vision, operational expertise, and authentic community connection to this Advisory Board.

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.

I was elected to sit on Governor Newsom's California Model Advisory Board, I'm a board member of a local nonprofit, and a member on Equity at Work Council with San Francisco Foundation.

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.



Terah J. Lawyer



SURE-FIRE — one who is certain to produce successful results

Career Driver

Passionately championing equity in philanthropy by shifting power to community leaders, fueling economic justice, and building transformative partnerships—because real change happens when those doing the work lead the way.

Experience

May 2024–Present

CROP ORGANIZATION

President

Serving as the external-facing leader of CROP, responsible for fundraising, policy advocacy, and strategic partnerships to advance economic mobility and workforce equity for justice-impacted communities. Spearheading donor engagement, individual giving programs, corporate sponsorships, RFPs, and capital campaigns, ensuring sustainable funding and expansion of CROP's impact. Leading policy initiatives in collaboration with government entities, funders, and local officials to influence systemic change in reentry and employment practices. Driving national visibility through media engagements, keynote speaking, social media advocacy, and participation in panels, webinars, and leadership forums. Managing direct relationships with government agencies, funders, and policymakers, while overseeing strategic handoffs to employer partnerships, reentry providers, and housing developers.

August 2022 – Present

REWORK THE BAY | SFF

Equity at Work Councilmember

Advise on philanthropic strategy and grantmaking to ensure funding prioritizes leaders with lived experience and frontline community organizations. Guide programmatic strategy, grant approvals, and budget accountability, ensuring resources directly support workforce training, post-secondary education, worker organizing, small business development, and impact investing. Advocate for equity-driven funding practices that shift power to those most impacted, influencing philanthropy to center grassroots leadership and sustainable economic mobility.

November 2021 – May 2024

CROP ORGANIZATION

Executive Director

Led the execution of a \$27M workforce, economic mobility, and housing initiative for justice-involved individuals. Managed a team of directors, ensuring compliance with state grant requirements while driving impact for marginalized communities. Spearheaded fundraising, donor cultivation, and strategic partnerships with government agencies, foundations, and corporate sponsors. Positioned CROP as a leader in reentry and workforce development through program innovation and operational growth.

February 2018 – January 2022

IMPACT JUSTICE

Associate Director

Led the campaigning, design, and implementation of The Homecoming Project, a nationally recognized reentry housing model. Spearheaded program strategy, development, and expansion, securing and managing a \$3.5M budget while driving impact for justice-impacted individuals. Designed and executed policy advocacy efforts, mobilizing funders, government agencies, and community leaders to adopt innovative reentry solutions. Directed grant writing, donor engagement, and strategic partnerships, ensuring sustainable funding and scaling of the program. Oversaw team operations, application processes, and public engagement, positioning The Homecoming Project as a model for housing-first reentry support.

Education & Community Service

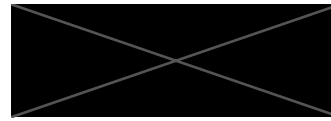
- ❖ 2023-2024 – Harvard Kennedy Executive Education Series
- ❖ 2020 – Board member of Bonafide
- ❖ 2019 – San Francisco State University: BA in Business Management
- ❖ 2016 – Options Recovery Services: Certified Drug & Alcohol Counselor
- ❖ 2016 – Coastline Community College: AA in General Business
- ❖ 2011 – Feather River College: AA in Social and Behavioral Sciences

Additional Information

- ❖ Languages: English & American Sign Language
- ❖ Special Skills: Proficient in Microsoft Office Suite (Word, Excel, PowerPoint), Google Workspace, WordPress, Adobe Suite, Asana, and Mavenlink. Experienced public speaker, policy advocate, and strategic communicator with expertise in movement-building and philanthropy.



Terah J . Lawyer



SURE-FIRE — one who is certain to produce successful results

Terah Lawyer is a movement builder, policy strategist, and philanthropic change agent dedicated to dismantling barriers and creating economic mobility for justice-impacted communities. As President of CROP – Creating Restorative Opportunities and Programs, she leads efforts to drive systems change, expand workforce innovation, and build strategic partnerships that connect returning citizens to real economic opportunities.

A formerly incarcerated leader who spent 15 years in prison, Terah turned her lived experience into a powerful force for reentry justice and economic transformation. She has designed and implemented innovative programs that provide pathways to housing, employment, and financial independence for people returning home. Her leadership in policy advocacy, workforce development, and reentry services ensures that returning citizens are recognized as talent, not risk. She serves on the Equity at Work Council at ReWork the Bay and the San Francisco Foundation, where she helps shape funding strategies that support frontline leaders and historically excluded communities.

Terah is committed to reshaping philanthropy to better serve those most impacted by systemic inequities. She was elected to Governor Gavin Newsom’s Advisory Council, where she influences policy changes that improve reentry outcomes, and has secured major investments through private foundations, corporate partnerships, and public-sector collaboration. Her work has earned national recognition, including the Ivory Innovation Prize Award, the Housing Affordability Breakthrough Challenge, and the 2025 Transform Award Recipient for Inspirational Leader of the Year.

She also serves on the Board of Bonafide, a member of the Archdiocese Restorative Justice Leader Council, and the Leadership Cohort of the Kaleidoscope Foundation, further deepening her impact in criminal justice reform, philanthropy, and workforce equity.

A trusted voice on reentry, economic justice, and the future of work, Terah has been featured in The New York Times, NPR, The Atlantic, and CNN. She is a sought-after speaker, strategist, and thought leader, engaging in national panels, webinars, and convenings to challenge outdated systems and advocate for bold, equity-driven solutions.

Beyond her advocacy, Terah is a musician, storyteller, and community connector, using her creativity to build bridges and inspire action. She holds undergraduate degrees in business management and social & behavioral science from San Francisco State University.

At her core, Terah is a bridge-builder—mobilizing philanthropy, movement leaders, and policymakers to create a future where justice-impacted communities are not just included, but leading.

Application Form

Profile

Fredrick
First Name

D.
Middle Initial

Lee
Last Name

Home Address

Suite or Apt

Concord
City

CA
State

94520
Postal Code

Primary Phone

Email Address

District Locator Tool

Resident of Supervisorial District:

None Selected

Alameda Health System
Employer

System Director
Job Title

Length of Employment

1 year

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?

1 year

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

☐ Yes ☒ No

Board and Interest

Which Boards would you like to apply for?

Ad Hoc African American Holistic Wellness and Resource Hub Transitional Community Advisory Board: Submitted

Seat Name

Dr. Fredrick Lee II

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

USC

Degree Type / Course of Study / Major

Doctorate

Degree Awarded?

☒ Yes ☐ No

College/ University B

Name of College Attended

Univ of TX

Degree Type / Course of Study / Major

MPA

Degree Awarded?

☒ Yes ☐ No

College/ University C

Name of College Attended

Univ of Phoenix

Degree Type / Course of Study / Major

MBA

Degree Awarded?

☒ Yes ☐ No

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

Health & Wellness Coaching

Certificate Awarded for Training?

☒ Yes ☐ No

Other Training B

Emotional Intelligence Coaching

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 want to serve on this advisory body because its mission aligns deeply with my professional work and personal commitment to advancing equity and wellness for African American communities. Throughout my career in healthcare leadership, I have seen how systemic barriers impact access to behavioral health services, preventative care, maternal health, and critical resources. I believe the African American Wellness Hub represents a powerful opportunity to build a community-centered system that addresses these disparities in meaningful, culturally grounded ways. I bring experience evaluating programs, strengthening care pathways, and designing equitable systems, and I want to apply these skills to build a structure that truly reflects community needs. Most importantly, I am motivated by a genuine desire to contribute to something transformative—helping to create a model of care and support that uplifts vulnerable African American residents across Contra Costa County and improves outcomes for generations to come.

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

I am an accomplished healthcare leader with extensive experience improving access, quality, and health outcomes across large health systems serving vulnerable African American communities. In addition to my operational and regulatory expertise, I am a health and wellness coach and an emotional intelligence practitioner, helping individuals build self-efficacy, resilience, and long-term wellness. This coaching lens allows me to approach community needs with cultural humility, trauma-informed insight, and a focus on whole-person healing. Coupled with my doctoral work in organizational change and racial equity, I bring both the professional expertise and human-centered perspective needed to support a community-driven wellness model that truly serves African American residents of Contra Costa County.

[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:

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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.

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 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.

Fredrick D. Lee II, Ed.D., R.T.(R)(ARRT), CRA, FACHE

Executive Healthcare Leader | System Transformation | Diagnostic Imaging & Clinical Operations
Concord, CA [REDACTED]

EXECUTIVE SUMMARY

Transformational healthcare administrator with extensive experience leading system-wide clinical operations, diagnostic imaging service lines, performance improvement, and cross-functional transformation across large, complex health systems. Expert in building scalable operational structures, strengthening regulatory readiness, optimizing workforce models, and driving measurable improvements in quality, patient access, and financial performance. Recognized for unifying fragmented systems, modernizing clinical workflows, and leading matrixed teams through complex strategic change. Advanced proficiency in Lean Six Sigma, Prosci® ADKAR change management, capital modernization, compliance frameworks, and enterprise standardization.

CORE LEADERSHIP STRENGTHS

- Enterprise Operational Leadership & System Integration
- Diagnostic Imaging Leadership & Workflow Optimization
- Lean Six Sigma Black Belt & DMAIC Expertise
- Prosci® Change Management & Adoption Strategy
- Cross-Functional Team Leadership
- Workforce Optimization & Labor Strategy
- Systemwide Policy & Protocol Standardization
- Imaging Modernization & Capital Planning
- PACS/RIS Upgrades & Technology Integration
- ACR, TJC, CMS, CDPH-RHB Regulatory Readiness
- Quality, Safety & High Reliability Systems
- Organizational Culture Transformation
- Physician Collaboration & Clinical Alignment

PROFESSIONAL EXPERIENCE

Alameda Health System (AHS) – Oakland, CA

System Director, Diagnostic Imaging Services | Jan 2025 – Present

Lead system-wide imaging operations across three hospitals, ambulatory clinics, and specialty centers. Responsible for performance improvement, operational strategy, capital modernization, workforce transformation, regulatory compliance, and enterprise standardization.

ENTERPRISE PERFORMANCE IMPROVEMENT & SYSTEM MODERNIZATION

-Designed and executed a systemwide staffing strategy aligning technologist start times with patient volumes, reducing overtime by 45% and improving operational reliability.

- Reduced absenteeism by 50% within seven months through improved communication, accountability workflows, and team engagement.
- Eliminated interim leadership roles and established a permanent imaging leadership infrastructure, stabilizing operations and improving morale.

CLINICAL QUALITY, ACCESS IMPROVEMENT & PHYSICIAN COLLABORATION

- Collaborated with radiologists and Quality teams to increase monthly screening mammogram volumes by 20% through workflow redesign, patient outreach alignment, and improved access pathways.
- Strengthened modality-specific performance through standardized workflows and physician-technologist alignment.

SYSTEMWIDE STANDARDIZATION & POLICY ALIGNMENT

- Led a cross-functional team to review, revise, and standardize 100% of imaging policies, procedures, and technical protocols, improving consistency and ACR readiness.
- Unified imaging exam protocols across CT, MRI, Ultrasound, Mammography, and XR—ensuring consistent image quality, safety standards, and regulatory compliance.

TECHNOLOGY, PACS & CAPITAL MODERNIZATION

- Directed the enterprise PACS system upgrade, coordinating with IS, radiologists, and vendor partners to ensure workflow standardization, training, and seamless go-live.
- Oversaw multiple imaging equipment installations (CT, Mammo, XR, Ultrasound), ensuring readiness, safety compliance, and staff competency.
- Developed an enterprise 5-year imaging equipment modernization strategy, addressing aging equipment risk and maximizing capital savings.

REGULATORY EXCELLENCE & QUALITY OVERSIGHT

- Enhanced continuous readiness for ACR, TJC, CMS, and CDPH-RHB by strengthening QA workflows, competencies, physicist testing standards, and documentation.
- Applied Lean Six Sigma tools (RCA, Kaizen, Value Stream Mapping) to drive sustainable performance improvement.

Kaiser Permanente – SCAL Regional Offices, Pasadena, CA

Regional Assistant Director, Diagnostic Imaging Operations | May 2017 – Dec 2024

Supported regional imaging operations across one of the largest U.S. healthcare systems. Led systemwide performance improvement, compliance, throughput optimization, and operational transformation.

- Standardized compliance practices, achieving 100% accreditation with ACR and TJC; reduced deficiencies by 30% through proactive audits and documentation redesign.
- Designed a stakeholder alignment model that reduced escalations and operational call volume by 90%, improving communication and workflow stability.
- Directed Lean-driven workflow optimization projects, increasing imaging capacity by 22% and outpatient access by 8%.
- Pioneered a regional mobile imaging strategy expanding capacity by 20% and improving access across the region.

Kaiser Permanente – West Los Angeles Medical Center

Director, Diagnostic Imaging Services | Jan 2012 – May 2017

Oversaw a \$26M imaging service line with multi-modality operations.

- Achieved 2% annual budget surplus through optimized staffing, resource management, and operational efficiency.
- Improved patient wait times by 8% via workflow redesign.
- Led patient safety initiatives resulting in 1,000+ days without adverse events, setting a facility benchmark.
- Improved screening mammogram rates

Department Administrator – Business Systems | Sep 2014 – May 2017

- Achieved 85% support ticket resolution within 48 hours.
- Ensured 100% payroll accuracy for imaging personnel.
- Streamlined physician onboarding, privileging, and scheduling.

Interim Director – Laboratory & Pathology Services | Sep 2014 – Apr 2015

- Reduced sick calls by 10% through labor collaboration.
- Improved patient wait times from 35 to 12 minutes using Lean redesign.
- Maintained uninterrupted operations during construction.

Assistant Director – Nuclear Medicine & Interventional Radiology | Aug 2010 – Jan 2012

- Achieved 100% TJC & CMS compliance.
- Increased safety reporting by 45% and employee engagement by 55%.
- Implemented safety culture through highly reliable teams and TeamSTEPPS

Kaiser Permanente – San Diego Zion Medical Center

Supervisor, Diagnostic Imaging Services | Mar 2010 – Aug 2010

- Reduced imaging turnaround times by 45%, improving ED throughput.
- Implemented cost-saving measures aligned with fiscal goals.

Los Angeles City College – Los Angeles, CA

Adjunct Professor, Radiologic Technology | Jan 2017 – Present

- Sustained 90%+ student pass rate through competency-based instructional design.
- Modernized curriculum aligned with clinical accreditation standards.

EDUCATION

- Ed.D., Organizational Change & Leadership – University of Southern California
- MPA, Executive Healthcare Administration – University of Texas at Tyler
- MBA, Marketing – University of Phoenix

- BS, Radiation Science Administration & Education – Loma Linda University
- AS, Radiation Technology – Loma Linda University

CERTIFICATIONS

- Fellow, American College of Healthcare Executives (FACHE)
- Certified Radiology Administrator (CRA)
- Registered Radiographer, ARRT (R)
- Certified Radiologic Technologist (CA) – Fluoroscopy
- Prosci® Certified Change Practitioner
- Lean Six Sigma Black Belt (SSGI)

PROFESSIONAL & TECHNICAL SKILLS

- PACS/RIS/Epic Radiant Systems
- Lean Six Sigma Tools (DMAIC, RCA, VSM, Kaizen)
- Capital Planning & Equipment Lifecycle Management
- Workflow Optimization & Throughput Analytics
- Policy Development & Enterprise Standardization
- Cross-Functional Project Leadership
- Clinical Quality & Patient Safety Frameworks

Application Form

Profile

Kendra

First Name

Marshall

Last Name

Middle Initial

ome res

Suite or Apt

Antioch

City

CA

State

94509

Postal Code

r mary one

ma res

District Locator Tool

Resident of Supervisorial District:

☒ District 3

Kaiser Permanente

Employer

Project Manager V

Job Title

Length of Employment

22 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?

48 Years

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

☐ Yes ☒ No

Board and Interest

Which Boards would you like to apply for?

African American Holistic Wellness and Resource Hub Transitional Community Advisory Board: Submitted

Seat Name

District 3 Representative

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

Cogswell University

Degree Type / Course of Study / Major

Masters of Art

Degree Awarded?

☒ Yes ☐ No

College/ University B

Name of College Attended

New England Collage of Business & Finance

Degree Type / Course of Study / Major

Bachelor of Science

Degree Awarded?

☒ Yes ☐ No

College/ University C

Name of College Attended

N/A

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

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 would like to serve on the TCAB because I believe the African American Holistic Wellness and Resource Hub is a critical step toward addressing long standing disparities in our community. As a Contra Costa County resident, I have seen firsthand how gaps in access, representation, and culturally grounded services impact African American families. I want to contribute my lived experience, professional skills, and commitment to equity to help ensure the Hub is built thoughtfully, transparently, and with community voice at the center. Serving on this board would allow me to support a process that uplifts vulnerable African Americans and strengthens the overall well being of our county.

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

I am qualified for this appointment because I bring both the lived experience of an African American resident in this county and the professional skills needed to support thoughtful, organized, and community-driven work. I currently serve on two advisory boards at Kaiser Permanente: the Education and Development Advisory Board, which focuses on training, workforce development, and equitable access to learning resources, and the Research and Data Advisory Board, which ensures data accuracy, integrity, and alignment with organizational goals. These roles have strengthened my ability to review criteria, evaluate proposals, collaborate across diverse groups, and support equitable decision-making. I also have a strong background in coordinating complex projects and engaging with stakeholders while keeping processes fair, transparent, and on track. I understand the needs and concerns of our community, and I know how to advocate clearly, collaborate effectively, and keep equity at the center of every decision. My experience, voice, and commitment make me a strong fit for the TCAB.

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 currently serve on two advisory boards at Kaiser Permanente: the Education and Development Advisory Board, which focuses on workforce training and professional development, and the Research and Data Advisory Board, which supports data integrity and evidence-based decision-making. I also volunteered with NODA (No One Dies Alone) through Kaiser Permanente, a program led by the Chaplain's office that provides companionship to indigent, homeless, or unaccompanied patients in their final days so they do not pass away alone. This experience strengthened my compassion, my sense of service, and my commitment to supporting vulnerable individuals with dignity and presence. In addition, I participate in local community engagement efforts within Contra Costa County and take an active interest in initiatives that advance African American wellness, equity, and access to resources. Together, these experiences reflect my dedication to meaningful, community-centered work and my readiness to serve on the TCAB.

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:

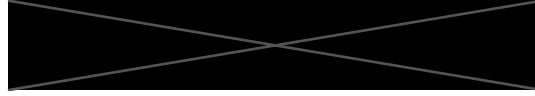
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☒ I Agree

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 - (2) Brother, sister, grandmother, grandfather, grandson, and granddaughter;
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 - (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.



**PROGRAM MAN
TRANSFORMATION**

IVES | ENTERPRISE

High-performing Project Manager V with over a decade of experience leading large-scale, multi-year initiatives in complex healthcare environments. Trusted by national leadership to deliver programs that align with enterprise goals, enhance patient care, and drive sustainable change. Known for owning the vision and execution of strategic initiatives from inception to impact. Adept at managing cross-functional teams, balancing competing priorities, and building governance structures that scale. Seeking to fully leverage my ability to oversee interconnected projects, align enterprise goals, and deliver transformational outcomes.

CORE COMPETENCIES

- Project Lifecycle Management
- Strategic Planning & Execution
- Change Management & User Adoption
- Healthcare Operations & Delivery Optimization
- Stakeholder Engagement & Communication
- Performance Metrics & Continuous Improvement
- Team Leadership & Cross-Functional Collaboration

PROFESSIONAL EXPERIENCE

Kaiser Permanente - National Patient Care Services

National Project Manager V | *Mar 2023 - Present*

Enterprise Program Management | National Strategy | Patient Care Optimization

- Serve as a de facto Program Manager, leading multiple interrelated projects under unified strategic initiatives that span clinical operations, digital health, and patient engagement.
- Develop and maintain enterprise-level roadmaps, managing dependencies, risks, and timelines across national workstreams and functions.

- Coordinate with executive sponsors and advisory groups to ensure initiatives are resourced, governed, and aligned with organizational transformation priorities.
- Design and implement change management frameworks to ensure stakeholder readiness, adoption, and sustained impact across diverse regions.
- Own communication strategy and performance reporting across workstreams, aligning project teams and leadership around shared metrics of success.

**Kaiser Permanente - Office of Labor Management Partnership
Regional Senior Consultant | May 2018 - Mar 2023**

Program Consulting | Labor Relations | Continuous Improvement

- Directed multi-site programs and operational initiatives that supported labor-management relations and improved workforce engagement.
- Designed executive-level proposals and strategic plans that addressed region-wide challenges and aligned with national priorities.
- Managed end-to-end program execution including resource planning, cross-functional team leadership, and change readiness assessments.
- Led research and data analysis initiatives, transforming insights into actionable strategies that improved cost efficiency and staff satisfaction.

Kaiser Permanente - Regional Float Pool

Administrative Services Supervisor | Apr 2017 - May 2018

Workforce Management | Operations Oversight | Service Delivery

- Supervised a decentralized team across three locations, ensuring consistent delivery of administrative services including communications, training, and scheduling.
- Standardized workflows and optimized staff allocation, reducing service inconsistencies and increasing operational agility.
- Handled all aspects of personnel management including hiring, evaluations, and team development.

Kaiser Permanente - Staffing/Payroll & Scheduling Office

Administrative Services Supervisor | Jun 2015 - Apr 2017

Staffing Strategy | Payroll Operations | Process Efficiency

- Oversaw staffing, scheduling, and payroll for 30+ labor employees, ensuring operational accuracy and regulatory compliance.
- Identified and implemented process improvements that enhanced accuracy, reduced rework, and streamlined operations.

Kaiser Permanente - Building Support Services

Decommissioning Project Manager (Temporary) | Jul 2014 - Jun 2015

Asset Integrity | Facility Lifecycle Management

- Directed decommissioning programs for healthcare facilities, ensuring safe and compliant closure of assets across the region.
- Managed budgets, schedules, and cross-functional teams to deliver projects on time and within budget.

Project Manager II (Temporary) | Jul 2012 - Jul 2014

Workplace Safety | Emergency Management | Facility Ops

- Delivered complex projects for EH&S, emergency management, and facilities, collaborating with technical consultants and internal teams.
- Oversaw full project lifecycle—from concept through implementation—driving risk mitigation and program alignment with strategic goals.

EDUCATION & CERTIFICATIONS

Cogswell University

Master of Arts, Innovation and Entrepreneurship (2020) - *Cum Laude*

New England College of Business - National Graduate School

Bachelor of Science, Quality Management (2017)

Lean Six Sigma Green Belt Certification (2017)

Application Form

Profile

Tamara Shiloh
First Name Middle Initial Last Name

Home Address Suite or Apt

Richmond CA 94804
City State Postal Code

Primary Phone

Email Address

District Locator Tool

Resident of Supervisorial District:

☒ District 1

Just Imagine KidZ Executive Director
Employer Job Title

Length of Employment

7

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?

65

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

☐ Yes ☒ No

Board and Interest

Which Boards would you like to apply for?

Ad Hoc African American Holistic Wellness and Resource Hub Transitional Community
Advisory Board: Submitted

Seat Name

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?

3

Education

Select the option that applies to your high school education *

☒ High School Diploma

College/ University A

Name of College Attended

College of Alameda

Degree Type / Course of Study / Major

AA/Business

Degree Awarded?

☒ Yes ☐ No

College/ University B

Name of College Attended

Degree Type / Course of Study / Major

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

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 would like to serve on this board because my work with Just Imagine KidZ and Nia Academy is rooted in the same mission this advisory board represents—supporting the holistic wellness, stability, and empowerment of African American children and families. Every day, I engage directly with youth, parents, and educators who are navigating academic, emotional, and community-based challenges. I see firsthand how deeply our families need culturally-grounded resources, safe spaces, and programs that honor the whole child. Serving on this board would allow me to bring the voices, needs, and lived experiences of the families I serve into a collaborative space where decisions and resources truly matter. I am committed to strengthening community partnerships, advocating for equitable access to wellness and educational supports, and helping design programs that uplift our youth not just academically, but socially, emotionally, and culturally. This board aligns perfectly with the work I already do—and with the work I want to continue doing to ensure our children and families are seen, supported, and celebrated.

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

My qualifications for this appointment come from more than a decade of hands-on experience serving African American youth, families, and educators through culturally centered education, community programming, and holistic support. As the founder of Just Imagine KidZ, the Multicultural Bookstore, and Nia Academy K-6 Microschool, I have developed programs that integrate literacy, social-emotional learning, academic enrichment, cultural history, and wellness-focused activities for children from preschool through sixth grade. I work closely with families in Richmond and surrounding communities, giving me direct insight into the barriers they face—including access to mental health resources, culturally relevant materials, safe learning spaces, and supportive networks. I have led partnerships with local organizations, facilitated professional development for educators, and created programs that address the social, emotional, and cultural needs of underserved youth. Additionally, my experience designing after-school programs, community literacy events, and holistic learning environments positions me well to contribute meaningful ideas, data, and lived insight to this advisory board. I bring a deep commitment to equity, a strong community presence, and a proven record of creating supportive, culturally affirming spaces where children and families can thrive. I am confident that my experience, passion, and dedication to community wellness make me a strong fit for this appointment.

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.

GRIP, Rotary, Kiwanis, Black Parent Resource Center, Youth Service Bureau

Conflict of Interest and Certification

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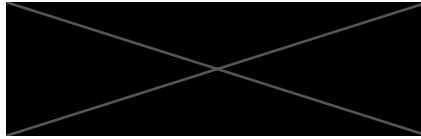
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Tamara Shiloh Bio



Tamara is an author, speaker and entrepreneur. She is writing a series about African American inventors, scientists and other notable African Americans in history.

The first two books in the series *Jaxon's Magical Adventure with Black Inventors and Scientists* and *Jaxon and Kevin's Black History Trip Downtown* are published.

She's also written an early reader book, *Cameron Teaches Black History*, for Scholastic.

She writes the weekly Black History column for the *Post Newspaper* in the Bay Area.

She's also written articles for the online newspaper, *Richmond Pulse*.

She writes a daily newsletter regarding recommended books and historical information.

She speaks on the importance of teaching Black History all year.

She has a podcast, *Once Upon a Time in Black History*.

Her non-profit, Just Imagine KidZ offers a Black History and a Hispanic/Latinx Professional Development Class that provides educators with the tools to be more inclusive when teaching American History. They are provided with a curriculum and lesson plans that will aide them in being inclusive all year.

She plans to create a Native American/Indigenous Peoples History Class for educators in the near future.

Her non-profit also provides an American History Literacy/STEAM classes for after school and summer programs that includes Black History and Hispanic/Latinx history.

She is the owner of the Multicultural Children's Bookstore in Richmond, CA and Las Vegas.

She recently opened Nia Academy, A STEAM and Elementary Pre-Med School of K-6th grade. The school is for African American children only and their curriculum aligns with the state standards. They meet Monday – Friday, 8:30 am – 3:30am.

Affiliations: Bay Area Girls Club (Advisory board), Youth Service Bureau (Board), Rotary (member previous board member), Kiwanis (member), Richmond Chamber (member, previous Board member), BAIPA (member previous board), EduGlobal Las Vegas (previous Board), Friends of Richmond Library (Board).

She is a native of Richmond, CA.

Profile

Janine

First Name

Middle Initial

Woods

Last Name

Home Address

Suite or Apt

Brentwood

City

CA

State

94513

Postal Code

Primary Phone

maress

District Locator Tool

Resident of Supervisorial District:

☒ District 3

National Care Advisor

Employer

Nurse Consultant

Job Title

Length of Employment

1 year

Do you work in Contra Costa County?

☒ Yes ☐ No

If Yes, in which District do you work?

District 3

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

8 years

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

☐ Yes ☒ No

Board and Interest

Which Boards would you like to apply for?

African American Holistic Wellness and Resource Hub Transitional Community Advisory Board: Submitted

Seat Name

Janine Woods

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

San Jose State University

Degree Type / Course of Study / Major

BSN Nursing

Degree Awarded?

☒ Yes ☐ No

College/ University B

Name of College Attended

CSU Sacramento

Degree Type / Course of Study / Major

STAH Teaching Credential-Health, School Health Nurse Credential

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**

Registered Nurse, Public Health Nurse, CPR, Teaching Credential-Health, Clear School Health Credential, Substitute Teaching Credential, Audiology Certificate

Certificate Awarded for Training?

☒ Yes ☐ No

Other Training B

Certificate Awarded for Training?

☒ Yes ☐ No

Occupational Licenses Completed:

Registered Nurse, Public Health Nurse

Qualifications and Volunteer Experience

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

As an African American with extensive nursing experience, I have firsthand knowledge of how continued health disparities and inequity can impact both a community and one's future. I have researched the goals of the African American Holistic Wellness and Resource Hub, and I am very enthusiastic about the program's goals. I am seeking the opportunity to serve on this board because I deeply committed to advancing equitable wellness and strengthening the health of the community that I call home. I believe my broad background in nursing will be an asset in identifying best practices to make great strides to improve the overall health of African American residents in the East county, and I would love an opportunity to assist in developing this worthy project.

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

As a registered nurse with extensive experience across maternal, child, and adolescent health; school health; behavioral health; and case management for youth and adults with special needs, I have dedicated my career to supporting individuals and families who are often left alone to navigate complex health care systems with limited resources. My work as Director of Maternal, Child, and Adolescent Health, as well as my roles in community and behavioral health nursing, has put me in a position to witness firsthand the impact that improved physical and mental health can have on the trajectory of one's life. As both a healthcare professional and African American resident, I bring lived experience that deepens my understanding of deeply entrenched inequities can negatively impact one's entire lifespan. I have also had the privilege of developing programs and creating and tracking goals that have significantly improved one's life. It would be an honor to collaborate with fellow leaders to build a positive and welcoming space where African American individuals and families can access culturally responsive, comprehensive, and empowering support. I have a proven track record in guiding programs that help address physical and behavioral health challenges that also ensure basic needs are met, so that more challenging concerns can be focused on within the family.

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.

Monterey County Critical Incident Stress Management (CISM) Team (lead debriefings and defusing for critical incidents throughout the county), Disaster Healthcare Volunteer of California, Monterey Peninsula Medical Reserve Corp, Fremont Medical Reserve Corp, Expert Witness, Board of Registered Nursing, Eat, Learn and Play Foundation

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:

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PROFILE

Experienced Nurse

CA RN# 459238

CA PHN# 47245

School Audiometrist #S-8647
CA Department of Health Services

Clear School Nurse Credential

Clear Teaching Credential: Health

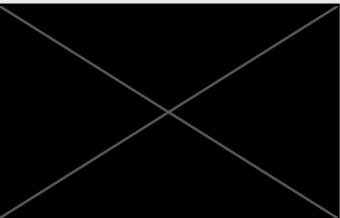
Accomplished Manager/Supervisor

Hospital, Community, and School-based expertise.

Friendly and Outgoing.

Great team member and works well with all age groups.

CONTACT



H BBIE

Traveling
Hiking
Singing
Volunteering

JANINE WOODS

Registered Nurse, PHN

EDUCATION

San Jose State University
Bachelor of Science, Nursing
Public Health Nurse

CSU Sacramento
School Nurse Credential
Teaching Credential
MSN(c)

WORK EXPERIENCE

Soliant Healthcare - Contracted Nurse Assignments
October 2023-current

Seneca (STEP Program)
August 2021-current
RN for outpatient partial hospitalization program for youth with severe mental health challenges.

Aya Healthcare
August 2020-July 2021
Travel Nurse assignments: School Nurse and Covid Vaccine Support

Catasys - Community Care Supervisor
June 2019-May 2020
Remote supervision of a team of nurse care coaches, who provided case management and health coaching for various health care plans. Performed QA and created performance improvement plans.

Health Plan of San Joaquin-Aerotek - Manager, Case Management
June 2018-January 2019
Contracted, Interim Manager. Facilitated staff trainings, developed Manager Orientation process, resolved member concerns, assisted to design new program, conducted QA/QA activities, lead team meetings.

Monterey County Health Department - Director, MCAH 1
March 2012-December 2017
Director, Maternal Child Adolescent Health; direct oversight of multiple programs

Monterey Peninsula Unified School District - School Nurse
August 2010-June 2012

Fremont Unified School District - School Nurse
August 2005-June 2010

Stockton and Lincoln Unified School District - School Nurse
August 2002-June 2005

County of San Joaquin - Staff Nurse, Supervising Public Health Nurse
Aug 1998- Aug 2002 (approximate dates)

Application Form

Profile

Patt

First Name

Young

Last Name

Middle Initial

Home Address

Suite or Apt

Pittsburg

City

CA

State

94565

Postal Code

Email Address

District Locator Tool

Resident of Supervisorial District:

☒ District 5

Retired

Employer

Health Educator, Child and Maternal Health

Job Title

Length of Employment

25 years

Do you work in Contra Costa County?

☒ Yes ☐ No

If Yes, in which District do you work?

Martinez, Concord and Pittsburg

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

17 years

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

☐ Yes ☒ No

Board and Interest

Which Boards would you like to apply for?

African American Holistic Wellness and Resource Hub Transitional Community Advisory Board: Submitted

Seat Name

TCAB

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

Mills College

Degree Type / Course of Study / Major

English BA

Degree Awarded?

☒ Yes ☐ No

College/ University B

Name of College Attended

Degree Type / Course of Study / Major

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

Lactation Educator

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 served on the LMCHD Board of Directors and have an understanding of the communities in the District, the health concerns of District residents and the social determinants of health that impact and frame the poor health outcomes of many District residents. I have established relationships with many of the small community based organizations that have thru the years depended on LMCHD for funding, guidance and support to improve the lives and health outcomes for their clients. My work as a health educator and FIMR coordinator has given me an understanding of the needs of communities at risk for poor health outcomes. I also served on the African American Holistic Hub committee.

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

Coordination, training and supervision of Peer Counselors. Community outreach and engaging disenfranchised communities to participate in activities that create and build social capital. Reviewing and approving grant applications. Monitoring and reviewing documentation of funding and making sure grantees fulfill their contractual obligations to the grantor (LMCHD)

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:

I cannot meet the 1st and 3rd Wednesday of the month.

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:

African American Holistic Wellness and Resource Hub Steering Committee

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

Pittsburg Community Advisory Commission, Board member of First Baptist Head Start Board

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

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Please Agree with the Following Statement

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 - (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.

Patt Youn



Objective: Part time employment supporting members from vulnerable populations and communities with the ultimate goal of improving health outcomes and quality of life.

City of Pittsburg Community Advisory Commission

Commissioner 03/18-
Present

Board of Directors Los Medanos Community Healthcare District

Board Director and Board Chair 08/17-
Present

More Excellent Way (MEW) 07/12-
09/19

Supervisor/Recruiter/Health Educator

- Supervise Lactation Peer Counselors
- Provide training and education to Peer Counselors
- Community Presentations
- Interview and recruit participants for program services

Contra Costa County Health Services 10/07-09/12

Senior Health Education Specialist/Project Coordinator/WIC Nutrition Assistant /Lactation Educator

- Develop and maintain program protocols and procedures for the review of cases according to State and national Fetal Infant Mortality Review (FIMR) guidelines
- Recruit, orient and support case review team
- Schedule, organize, and facilitates bi-monthly case review team meetings
- Coordinate activities of project staff including client interviews and medical record abstractions
- Establish systems to obtain individual case data including developing and negotiating agreements with hospitals and care providers authorizing access to medical records in order to conduct ongoing FIMR review.

- Abstract information from various data sources and summarizes the information for the case review team
- Analyze and evaluates FIMR case data and compiles recommendations for submission to State MCH Branch.
- Prepare status reports on progress towards accomplishing objectives for Mid-Year and Annual reports to the State MCH Branch.
- Present and distribute information related to FIMR findings and recommendations at local meetings of providers and advocacy coalitions.
- Provide training and education to local providers and advocacy groups on risk reduction for FIMR identified contributing factors to fetal and infant death
- Establish informational links with the Child Death Review Team, the Childhood Injury Prevention Coalition, Black Infant Health (BIH) Program and the Sudden Infant Death Syndrome (SIDS) Program
- Develop and facilitate program changes focusing on African American community for interconception care and education
- National FIMR consultant
- Provide health education updates and training for home visitors, program participants and case managers

The Perinatal Council

4/01-10/07

TPC is non-profit agency that works to support families by providing family advocacy, social support, and health education through a variety of home visiting programs with the ultimate goal of improving birth outcomes.

Program Coordinator/Supervisor

- Coordinate and supervise the delivery of prenatal outreach and tracking services through Black Infant Health
- Build community awareness regarding problems of poor birth outcomes in the African-American community;
- Develop and implement outreach strategies that inform African American women and their families of the health resources available to them
- Presentations to individuals, agencies and community groups
- Develop and implement program activities that will enrich and enhance the lives of women and their children
- Supervise Cal-Learn and Adolescent Family Life programs
- Develop health education curriculum promoting STD/HIV awareness and sexual responsibility targeting pregnant and parenting teens
- Review BIH, Cal-Learn and Adolescent Family Life Program activities to ensure scope of work met
- Implement appropriate interventions to support teens completing high school
- Provide ongoing review and analysis of agency data to identify community trends, strengths and areas for improvement
- Evaluate and revise program activities based on client data

Kaiser Permanente Health Education

5/99-12/06

The Health Education Department promotes wellness as the most effective way to keep members and communities healthy. The health

education department strives to inspire people, inform their choices and improve health.

Health Educator

- Facilitate Lactation, Childbirth Preparation, STI, and HIV/AIDS classes
- Multi-session and one day intensive Childbirth Preparation courses for couples
- Healthy Beginnings prenatal classes
- Conduct needs assessment and evaluation of program; maintain findings
- Provide individual instruction and counseling as necessary
- Maintain knowledge of Kaiser and community resources to encourages utilization of and referral to resources
- Classes for Pss Research and STI prevention

University of California Berkeley Survey Research Center 8/96-9/99

Survey Worker

- Cold and scheduled calls to respondents
- Conduct Computer Assisted Telephone Interviews (CATI)
- Conduct face-to-face interviews
- Refusal conversions
- Log and distribute incentives when applicable

The Perinatal Network (RPPC)

1/91-3/01

The Regional Perinatal Program of California serves as facilitator in coordinating and supporting perinatal quality improvement within the Alameda/Contra Costa region and creates and supports education programs to address the needs of high risk mothers and infants in the region through needs assessments and dissemination of information.

State and Program Coordinator/ FIMR Interviewer

- Locate women who experienced fetal and infant deaths using vital records, county social service database, and community based organizations
- Conduct in home maternal interview
- Provide grief and bereavement support and education
- Medical and other referrals as needed
- Medical record abstraction
- Develop culturally appropriate materials and brochures
- Community presentations
- Compose case summaries for Case Review Team (CRT) review

- Create database for FIMR findings
- Track CRT findings and recommendations
- Community presentations and recruitment for CRT
- Develop SIDS risk reduction manual for Alameda County providers
- Develop interview tool and provide training for Maternal Interviewers
- Participate in CRT and Alameda County Community Action Team (CAT)
- Coordinate program activities for California FIMR Support Program, supervise admin staff
- Provide training and technical support to California's FIMR projects
- Coordinate and facilitate two yearly FIMR Coordinator meetings
- Aggregate and analyze data from FIMR jurisdictions for training needs and to identify state trends and possible interventions and campaigns
- Compile and disseminate bi-monthly Clearing House publication highlighting medical and social topics that impact infant morbidity and mortality
- Data analysis of FIMR data to identify local community trends for risk reduction and service design for service providers
- Coordinate and facilitate state Health Summits based on FIMR findings and emerging infant mortality research

Howard Daniel, MD and Berkeley Primary Care Access Clinic

5/89

1/86-
5/89-

1/91

Primary Care clinics with focus on maternal and infant health

CPSP Health Educator

- Administer health, nutrition and psychosocial assessments to prenatal patients
- Develop care plan using CPSP guidelines
- Provide health education to individuals and groups
- STI and HIV counseling
- Lactation education
- Track birth outcomes for clinic trends

Highland Hospital Clinics

7/83-5/89

Alameda County clinics provide health care and health education services to low income and uninsured persons.

Lactation Counselor

- Provide lactation education classes in clinic setting
- Provide lactation education, support and assistance to all inpatient postpartum women
- Home visits and telephone counseling for up to 3 months
- Develop, coordinate and supervise Alameda County Breastfeeding Peer Counseling Project

Education

Mills College, Oakland, CA
Bachelor of Arts, Major: English

Technical Skills

Microsoft Word, Excel, Power Point, Publisher, SPSS, data entry, BIH
MIS, Lodestar, literature review, and internet research

Professional/Training

Certified Lactation Educator
Certified to provide HIV/AIDS counseling
National FIMR trainer for Maternal Interviewing and FIMR methodology



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-339

Agenda Date: 1/26/2026

Agenda #: 3.

Meeting Date: January 26, 2026

Subject: African American Holistic Wellness and Resource Hub Implementation

Submitted For: Equity Committee

Department: Office of Racial Equity and Social Justice

Referral No:

Referral Name: African American Holistic Wellness and Resource Hub Implementation

Presenter: Peter Kim

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

Referral History:

On August 12, 2025, the Board of Supervisors approved the final implementation plan for the African American Holistic Wellness and Resource Hub (AAHWRH).

Referral Update:

ORESJ will share updates related to the Transitional Community Advisory Board and next steps related to solicitations to secure an Implementation Lead Entity and rapid response service providers, that align with the Board of Supervisors' approved AAHWRH implementation plan and timeline.

Recommendation(s)/Next Step(s):

RECEIVE updates and PROVIDE direction on the African American Holistic Wellness and Resource Hub

Fiscal Impact (if any):

N/A

Transitional Community Advisory Body Workplan

Chair, Rev. Edward Harris

Vice Chair, Dr. Jalaima Nichols

**Timeline subject to change based on emerging circumstances*

*Timeline	Agenda Items
October 2025	Transitional Community Advisory Body (TCAB) Orientation, Role & Responsibilities
	Implementation Plan for the African American Wellness Network
	Black Child Legacy Campaign Site Visit
	Meeting Cadence & Calendar
November 2025	Transitional Community Advisory Body (TCAB) Bylaws
	Transitional Community Advisory Body (TCAB) Officer Nominations
	Review the Process to Select the Lead Entity & Rapid Response Providers
	Naming of the African American Wellness Network
December 2025	Transitional Community Advisory Body (TCAB) Officer Selection
	Provide Feedback on the Request for Qualifications (RFQ) for the Lead Entity
	Transitional Community Advisory Body (TCAB) Recruitment Update
	Naming of the African American Wellness Network - Equity Committee Feedback
January 2026	Select Ad Hoc Group to Review the Request for Qualifications for Lead Entity
	Naming of the African American Wellness Network (Final Recommendation to Equity Committee)
	Report Out and Purpose of Site Visits
February 2026	Final Review and Approval of the Request for Qualifications (RFQ) for Lead Entity (Forward to Equity Committee)
	Outreach Strategy to Recruit Applicants for Lead Entity
March 2026	Outreach/Recruit Applicants for Lead Entity
	Select Ad Hoc Group to Review the Request for Proposals for Service Providers
April 2026	Outreach/Recruit Applicants for Lead Entity
	Final Review and Approval of the Request for Proposals for Service Providers (Forward to Equity/BOS)
May 2026	Update on Lead Entity Proposals & Selection Process
	Outreach Strategy to Recruit Service Provider Applicants
June 2026	Receive and Discuss Final Recommendation for Lead Entity (Forward to Equity/BOS)

June 2026	Outreach/Recruit Service Provider Applicants
July 2026	Update on Service Provider Proposals & Selection Process
	Introduction of the Lead Entity
	Discuss Criteria for the Executive Director
August 2026	Receive and Discuss Final Recommendation for Service Providers (Forward to Equity/BOS)
	Outreach Strategy to Recruit for Executive Director
September 2026	Announce Service Provider Cohort
	Outreach/Recruit Executive Director
	Discuss Criteria for the Board of Directors and Community Council
October 2026	Update on the Executive Director Application and Selection Process
	Outreach Strategy to Recruit for the Board of Directors and Community Council
November 2026	Introduction of the Executive Director
	Outreach/Recruit for the Board of Directors and Community Council
December 2026	Update on the Board of Directors and Community Council Application and Selection Process
January 2027	Introduction of the Board of Directors and Community Council

Status	Transitional Community Advisory Body (TCAB) Objectives
In Progress	Review and provide feedback on eligibility and selection criteria for the Implementation Lead Entity
Not Yet Started	Review and provide feedback on eligibility and selection criteria for the RFP Rapid Response Service Providers
Not Yet Started	Review and provide feedback on eligibility and selection criteria for the Executive Director
Not Yet Started	Review and provide feedback on eligibility and selection criteria for the Board of Directors
Not Yet Started	Review and provide feedback on eligibility and selection criteria for the Community Council
Not Yet Started	Support outreach and recruitment for all roles



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-340

Agenda Date: 1/26/2026

Agenda #: 4.

Meeting Date: January 26, 2026

Subject: Office of Racial Equity and Social Justice Updates

Submitted For: Equity Committee

Department: Office of Racial Equity and Social Justice

Referral No:

Referral Name: Office of Racial Equity and Social Justice Updates

Presenter: Kendra Carr

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

Referral History:

Since the office launched in October 2023, the ORESJ Co-Directors provide regular updates regarding the office priorities, work plan, challenges and progress. Subsequently, the ORESJ Co-Directors have presented monthly updates to the Equity Committee on various initiatives.

Referral Update:

The Co-Directors will provide updates on current initiatives.

Recommendation(s)/Next Step(s):

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

Fiscal Impact:

N/A

ORESJ Current Projects

- ❖ Budget Equity Training for County staff
- ❖ Civic Engagement Workshops for residents
- ❖ SAFE Center progress update
- ❖ Contra Costa Together update

THANK YOU!

Office of Racial Equity and Social Justice
1026 Escobar Street, Suite 2B
Martinez, CA 94553

Dr. Kendra Carr, Co-Director

- kendra.carr@oresj.cccounty.us
- (925) 655-4642 office

Peter Kim, Co-Director

- peter.kim@oresj.cccounty.us
- (925) 655-4641 office



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-341

Agenda Date: 1/26/2026

Agenda #: 5.

Meeting Date: January 26, 2026

Subject: Equity Committee Workplan

Submitted For: Equity Committee

Department: Office of Racial Equity and Social Justice

Referral No:

Referral Name: Equity Committee Workplan

Presenter: Kendra Carr

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

Referral History:

As a Standing Committee of the Board of Supervisors, the Equity Committee agendas are determined by the Chair and Vice Chair, and items are referred by the Board of Supervisors. Specific county departments and initiatives report updates to and seek guidance from the Equity Committee.

Referral Update:

The Equity Committee will discuss its 2026 Equity Committee Workplan.

Recommendation(s)/Next Step(s):

REVIEW and DISCUSS the 2026 Equity Committee Workplan.

Fiscal Impact:

N/A

Equity Committee
Chair, Supervisor Ken Carlson
Vice Chair, Supervisor Shanelle Scales-Preston

Meeting Details	Agenda Items
January 26, 2026 9:30 - 11:00am	2026 Equity Committee Meeting Calendar
	Transitional Community Advisory Body (TCAB) Interviews & Appointments
	Federal D. Glover Community Wellness Network Update
	Office of Racial Equity and Social Justice Updates
February 18, 2026 9:30 - 11:00am	Federal D. Glover Community Wellness Network Update
	Office of Racial Equity and Social Justice Updates
	Appointment Recommendations as needed
March 16, 2026 10:30 - 12:00pm	Federal D. Glover Community Wellness Network Update
	Office of Racial Equity and Social Justice Updates
	Appointment Recommendations as needed
April 20, 2026 10:30 - 12:00pm	Federal D. Glover Community Wellness Network Update
	Office of Racial Equity and Social Justice Updates
	Appointment Recommendations as needed
May 18, 2026 10:30 - 12:00pm	Federal D. Glover Community Wellness Network Update
	Office of Racial Equity and Social Justice Updates
	Appointment Recommendations as needed
	Small Business Enterprise, Outreach, and Local Programs Report (Public Works)

June 15, 2026 10:30 - 12:00pm	Racial Justice Oversight Body (RJOB) Update
	Federal D. Glover Community Wellness Network Update
	Office of Racial Equity and Social Justice Updates
	Appointment Recommendations as needed
July 20, 2026 10:30 - 12:00pm	Federal D. Glover Community Wellness Network Update
	Office of Racial Equity and Social Justice Updates
	Appointment Recommendations as needed
August 17, 2026 10:30 - 12:00pm	Federal D. Glover Community Wellness Network Update
	Office of Racial Equity and Social Justice Updates
	Appointment Recommendations as needed
September 21, 2026 10:30 - 12:00pm	Federal D. Glover Community Wellness Network Update
	Office of Racial Equity and Social Justice Updates
	Appointment Recommendations as needed
October 19, 2026 10:30 - 12:00pm	Federal D. Glover Community Wellness Network Update
	Office of Racial Equity and Social Justice Updates
	Appointment Recommendations as needed
	Small Business Enterprise, Outreach, and Local Programs Report (Public Works)
November 16, 2026 10:30 - 12:00pm	Federal D. Glover Community Wellness Network Update
	Office of Racial Equity and Social Justice Updates
	Appointment Recommendations as needed
December 21, 2026 10:30 - 12:00pm	Federal D. Glover Community Wellness Network Update
	Office of Racial Equity and Social Justice Updates

10.30 - 12.00pm

Appointment Recommendations as needed

Entities Reporting to Equity Committee

Transitional Community Advisory Body for the Federal D. Glover Community Wellness Network

Equal Employment Opportunity Officer and the Advisory Council on Equal Employment
Opportunity

Office of Racial Equity and Social Justice

Racial Justice Oversight Body

Small Business Enterprise, Outreach, and Local Programs Report