D1

Not present

**CONTRA COSTA COUNTY**
**Board of Supervisors**

## REQUEST TO SPEAK (2-minute limit)

**CITIZENS PARTICIPATION**

There are opportunities for citizens to make comments or present information to the Board of Supervisors.

When you are recognized by the chair to speak, approach the lectern, and give your name followed by comments.

*Personal information is optional. This speaker card is part of the public record for this meeting.*

*After completing this form place it in the box near the podium.*

**Agenda item No.** 6.D.1a **Date:** 4/28/25

**Your Name:** O. G. Strogatz **Representing:** Indivisible Resisters

**Email Address:** Ogstrogatz [redacted] **Phone:** [redacted]

**SUBJECT MATTER TO BE PRESENTED:**

support for SAFE* Center

*(Services and Access For Everyone)

☐ *I do not want to speak but would like to leave comments for the Board to consider *(Use the back of this form)*

**Please write comment here if you wish not to speak.**

On behalf of Indivisible Resisters Contra Costa, we are proud to support the SAFE Center (Services and Access For Everyone), with the following, specific, current requests

- Full $5 million in funding for the SAFE Center – a vital, one-stop hub for legal, health, and social services for immigrant and refugee communities.
- Increased support for Stand Together Contra Costa (STC – which provides life-saving legal defense for immigrants at risk of deportation
- Investment in language justice – including more bilingual staff, translation services, and accessible communication in county programs.

**Darling** $H_2O$
Consulting Inc.

925.352.4076
www.darlingh2o.com

Ken Carlson

Contra Costa County Supervisor Dist IV

Dear Ken,

I understand that the county is considering funding for the SAFE Center which would work to support our immigrant communities.

Speaking as a local business owner and longtime county resident, I support the inclusion of this effort in the county's budget as a pilot project. Our immigrant communities contribute $16.8 billion to the county's economy and are a vital source of innovation, creativity, and drive. The SAFE Center would be an important resource to help them thrive in our community which is especially relative in today's environment.

Sincerely,
Cindy Darling
Small business owner

TAHIRIH JUSTICE CENTER®

**NATIONAL OFFICE**

6400 Arlington Blvd, Ste 400
Falls Church, VA 22042

Justice@tahirih.org

571-282-6161 (p)
571-282-6162 (f)

April 28, 2025

Contra Costa County Board of Supervisors
1025 Escobar Street, 1st Floor
Martinez, CA 94553

**Re: Letter of Support for the Services and Access for Everyone (SAFE) Center**

Dear Honorable Supervisors,

On behalf of the Tahirih Justice Center, I am writing to express our strong support for the Services and Access for Everyone (SAFE) Center and to urge the Board of Supervisors to continue investing in this vital resource for immigrant community in Contra Costa County.

Tahirih Justice Center is a national nonprofit organization that has been serving immigrant survivors of gender-based violence, for over 25 years. In our work providing holistic legal and social services across the Bay Area, we have seen firsthand the critical need for specialized, trauma-informed support services that center the dignity, safety, and empowerment of survivors.

The SAFE Center serve as a model of comprehensive, survivor-centered care, with an intention to provide a safe and welcoming space where survivors of gender-based violence can access essential services, including crisis intervention, legal advocacy, case management, and healing supports. Importantly, the SAFE Center embodies best practices by ensuring services are accessible to all

survivors, regardless of immigration status, language barriers, or financial means.

We are looking forward for our collaboration with the SAFE Center to strengthen the network of services available to the survivors we serve, find stability, and pursue justice.

Tahirih Justice Center strongly encourages the Board of Supervisors to recognize the indispensable role the SAFE Center plays in our community and to prioritize sustained funding and support for its operations.

Thank you for your leadership and for your consideration of this critical matter.

Regards

Payal Sinha

Payal Sinha
Director of Strategic Partnership and Community Engagement
Tahirih Justice Center

Concord
City of Concord 1950 Parkside Drive, Concord, California 94519
cityofconcord.org • cityinfo@cityofconcord.org • 925-671-3158

City Council
Carlyn S. Obringer, Mayor
Laura M. Nakamura, Vice Mayor
Dominic Aliano
Pablo Benavente
Laura M. Hoffmeister
Patti Barsotti, City Treasurer
Valerie J. Barone, City Manager

April 28, 2025

Clerk of the Board
County Administration Building
1025 Escobar Street
Martinez, CA 94553
clerkoftheboard@cob.cccounty.us

RE: Letter of Support for the SAFE Center Proposal

Dear Clerk of the Board:

On behalf of the City of Concord, I am writing to express our strong support for the Services and Access For Everyone (SAFE) Center proposal currently under consideration by the Contra Costa County Board of Supervisors.

The City of Concord is deeply committed to fostering an inclusive, welcoming community where every resident has access to the services and support they need to thrive. The SAFE Center represents a vital step toward ensuring that immigrants in Contra Costa County have equitable access to critical resources, legal assistance, and culturally responsive support. This initiative directly aligns with our City's mission and values.

We commend Supervisor Carlson and the core team, including Ali Saidi and Susun Kim, for their leadership and tireless efforts to bring this vision forward. The broad coalition of providers and community organizations who have already expressed their support speaks to the urgent need for such a center and the significant positive impact it will have across our County.

We respectfully urge the Board of Supervisors to approve the $5 million funding request to launch the SAFE Center pilot. Concord stands ready to collaborate with the County and our community partners to ensure the success of this essential initiative.

Thank you for considering this request and for your continued commitment to serving all members of our community.

Sincerely,

Carlyn S. Obringer
City of Concord Mayor

cc: Supervisor Ken Carlson
Concord City Council
City Manager Valerie Barone
Assistant City Manager Justin Ezell

**From:** Nakamura, Laura <Laura.Nakamura@cityofconcord.org>
**Sent:** Monday, April 28, 2025 10:09 AM
**To:** Clerk of the Board <ClerkOfTheBoard@cob.cccounty.us>; Supervisor Carlson <supervisorcarlson@bos.cccounty.us>
**Subject:** Letter of Support for the SAFE Center Initiative

Supervisor Ken Carlson,

I am writing to express my strong support for the Services and Access For Everyone (SAFE) Center proposal currently before the Contra Costa County Board of Supervisors.

I believe that a truly just and vibrant community is one where every person — regardless of their country of origin — has equitable access to services, support, and opportunity. The SAFE Center represents a bold, compassionate step toward ensuring that every immigrant in our community has equitable access to the support, services, and dignity they deserve. In a county as diverse as ours, it is essential that we create welcoming spaces where newcomers can find resources, build community, and contribute fully to the life of our region. Supervisor Carlson's leadership, in collaboration with community partners and service providers, demonstrates a thoughtful and action-driven approach to meeting this urgent need.

Investing in the SAFE Center through a three-year pilot program is not just an investment in services—it is an investment in the health, safety, and future of our entire county. Providing centralized, accessible assistance will strengthen families, uplift local economies, and embody our shared values of inclusion and opportunity.

I wholeheartedly support the $5 million budget request to launch the SAFE Center pilot, and I urge the Board of Supervisors to approve this vital initiative. Thank you for considering this important step forward for Contra Costa County.

Sincerely, Laura Nakamura

**Laura Nakamura** (She/her/hers)

Vice Mayor / City Councilmember, District 5

**Mobile** 925-338-1259

**Web** https://www.lauranakamura.net/

Sign up for my newsletter:
https://www.lauranakamura.net/newsletter

**From:** Belle La <bla@phillca.gov>
**Sent:** Monday, April 28, 2025 10:59 AM
**To:** Clerk of the Board <ClerkOfTheBoard@cob.cccounty.us>
**Subject:** SAFE support letter

Dear Contra Costa County Board of Supervisors,

I am writing to express my strong support for Supervisor Carlson's proposal to allocate $5 million, one-time, toward the development of a Services and Access For Everyone (SAFE) Center.

This three-year pilot represents more than just a physical space—it will be a place where dignity, inclusion, and opportunity are not only valued but actively nurtured. The SAFE Center will be a transformative resource for the entire County, offering a safe, welcoming, and affirming environment for our foreign-born neighbors. In this space, individuals and families can find community, feel seen and celebrated, and access the support services they need to thrive.

At a time when over a quarter of our County's residents are immigrants, supporting this project is not just about serving immigrants, it is about strengthening our entire community. I urge you to consider this proposal not only thoughtfully but also boldly, and to vote in favor of funding the SAFE Center. It's an investment in people, in equity, and in a more connected and resilient future for all of us.

Thank you for your leadership and service.

Regards,

Belle La

Pleasant Hill City Council Member, District 1

clerkoftheboard@cob.cccounty.us Budget Hearing Public Comment

4/28/2025

Candace Andersen, Chair, Contra Costa County Board of Supervisors
John Gioia, Supervisor
Diane Burgis, Supervisor
Ken Carlson, Supervisor
Shanelle Scales-Preston, Supervisor

Dear Supervisors:

My name is Katherine Walley, and I am a resident of Walnut Creek. Over the course of these two days, you'll be hearing numerous presentations on county services that may seem unrelated to one another, but which are in fact profoundly linked. In the United States, when we conceive of crime, violence and interpersonal harm, we've been trained to believe that it is greater investment in the punishment bureaucracy, policing and carceral state and that will result in greater public safety. Indeed when we hear the phrase "public safety" we've been propagandized to automatically think of it as being synonymous with law enforcement.

However, as Civil Rights Attorney Alec Karakatsanis details in his most recent book, this notion is completely misguided and unsupported by research. Instead, robust research studies show that outcomes such as *increased* public safety and *reductions* in harm and violence are actually tied to reductions in inequality and poverty. These outcomes are tied to greater access to housing, food, healthcare, education, early childhood education, libraries, the arts, recreational activities for young people, after school programs, streetlights & public parks. Even lead abatement is shown to reduce levels of violence in society. And significantly, research shows that the expansion of Medicaid is one of the single most effective things we can do to lower crime and reduce violence.

So, as you take on the difficult challenge of addressing the county's budget, please make evidence based decisions that are backed by research when determining the prioritization of our precious county dollars. Please review and consider the Measure X CAB's budget hearing priorities - prioritizing people, safety net programs, and initiatives like the SAFE Center. By using our resources to safeguard our most vulnerable populations, you will in fact be promoting the safety, well-being and health of each and every one of us.

Thank you,
Katherine Walley

**From:** Benavente, Pablo <Pablo.Benavente@cityofconcord.org>
**Sent:** Saturday, April 26, 2025 8:39 AM
**To:** Clerk of the Board <ClerkOfTheBoard@cob.cccounty.us>
**Cc:** Supervisor Carlson <supervisorcarlson@bos.cccounty.us>
**Subject:** Support for SAFE Center Funding Proposal

Hello Chair Andersen and Supervisors Burgis, Gioia, Scales Preston, and Carlson,

I'm reaching out with my full and enthusiastic support for Supervisor Carlson's incredible proposal to invest $5 million toward the creation of the Services and Access for Everyone (SAFE) Center.

This center has the potential to be truly transformational, not just for Concord but for our entire county. It would serve as a beacon of hope and belonging, offering a safe, welcoming space where our foreign born neighbors can access critical services, build community, and feel celebrated for who they are.

With over a quarter of our county's residents being immigrants, many of whom feel increasingly vulnerable, this center is more than just a resource. It is a promise. A promise that Contra Costa values every resident, no matter where they come from. The SAFE Center would provide connection, dignity, and opportunity, not just for immigrants but for the well-being of all of us who call this community home.

I urge you to give this proposal your wholehearted support. It is the right step forward, and I am so excited about what this means for the future of our county.

With gratitude,

Pablo Benavente

Councilmember, District 4, City of Concord

Susan A. Noack
307 Meadowood Ct
Pleasant Hill, CA 94523

April 26, 2025

Contra Costa County Board of Supervisors

I am writing to express my strong support for Supervisor Carlson's proposal to allocate $5 million, one-time, toward the development of a Services and Access For Everyone (SAFE) Center.

This three-year pilot represents more than just a physical space—it will be a place where dignity, inclusion, and opportunity are not only valued but actively nurtured. The SAFE Center will be a transformative resource for the entire County, offering a safe, welcoming, and affirming environment for our foreign-born neighbors. In this space, individuals and families can find community, feel seen and celebrated, and access the support services they need to thrive.

At a time when over a quarter of our County's residents are immigrants, supporting this project is not just about serving immigrants, it is about strengthening our entire community. I urge you to consider this proposal not only thoughtfully but also boldly, and to vote in favor of funding the SAFE Center. It's an investment in people, in equity, and in a more connected and resilient future for all of us.

Thank you for your leadership and service.

Sue Noack

Sue Noack
Mayor of Pleasant Hill

INTERNATIONAL RESCUE COMMITTEE

JEWISH FAMILY & COMMUNITY SERVICES
EAST BAY

CWS | Northern California

April 24, 2025

Dear County Supervisors,

As the three former federally designated refugee resettlement agencies active in Contra Costa (IRC Oakland, JFCS East Bay and CWS NorCal), we are writing to ask for your support with the one-time Measure X funding allocation that will come before you for consideration on Monday, April 28th and 29th as part of your Budget Hearings.

Until just a few months ago, all three of our agencies were federally designated refugee resettlement agencies. Per a longstanding contract with the federal government, we received funding each federal fiscal year based on the number of refugees we resettled. In January of this year, that funding was abruptly paused and later cancelled entirely, and refugee arrivals were also halted; funding promised to us for the remainder of the fiscal year was not provided and we have no expectation that it will be in the future. This necessitated all three agencies to close our resettlement departments and lay off all the staff doing this important work.

In the following months, due to a variety of factors including court injunctions, refugees have continued to arrive in Contra Costa County, albeit in smaller numbers. However, contracts have not been restored with the former resettlement agencies and thus there are no service providers to provide the services that we were formerly providing to these arriving families. Special Immigrant Visas (SIVs) are still being granted but with no federally organized resettlement services in place. It's up to each community where the SIVs and their families arrive to welcome them. Many Afghan SIV holders are coming to Contra Costa County because this is where they have family.

Every week, each of our agencies are contacted by new arrivals inquiring about services. There is no word on this stopping or slowing down. The funding requested from the Board of Supervisors would allow us to provide essential core services to meet the unique and specialized needs of refugee newcomers in Contra Costa County, helping them navigate the public services available to them and integrate into their new communities.

We see a continued need to serve recent new arrivals who are continuing to arrive, to provide stability at a time when the environment is so unstable and the laws and options for newcomers are changing rapidly. Economic, health, legal and housing stability provides a pathway to self-sufficiency and eases the burden on future utilization of county services. The funds will be utilized across our resettlement agencies to provide these specialized services to newcomers in their first year of arrival for calendar year 2025.

Thank you,
IRC Oakland
JFCS East Bay
CWS NorCal

# MXCAB 2025–26 Budget Hearing Priorities List

## Introduction

On April 16, 2025, the Measure X Community Advisory Board (MXCAB) voted unanimously to recommend to the Board of Supervisors that the $1.57 million in available one-time Measure X funding be allocated to the priorities listed below. Poll results are listed on the final page of this document.

The MXCAB's recommendations are unified by an intent to jointly prioritize prevention and triage and maximize the impact of limited one-time dollars by targeting resources to address known gaps, urgent threats, and ongoing harms. They are also informed by the many residents who reached out to our Board members and provided live testimony at recent MXCAB meetings in support of the following priorities. In alignment with our core values and operating principles, we ask the Board to ensure that equity is centered in the processes and practices related to funding these priorities.

Additionally, the MXCAB urges the Board of Supervisors to expedite implementation of the African American Wellness and Resource Hub. Immediate funding for services that provide trauma-informed and culturally-relevant modalities to promote health and well-being will begin the lengthy process of more capably addressing the generational harms and barriers faced by Contra Costa's African American residents.

## Priority Recommendations (in alphabetical order)

1. **Early childhood and family support.** These include: (1) expanding mental health consultation for child care sites, (2) expanding Family Navigation Services to children under age 6, (3) investing in parent peer support services, and (4) investing in Family Support Services to strengthen protective factors for families.

2. **Increased Innovation Fund dollars for programs that specifically focus on African American males.** This population experiences disparate resourcing and negative outcomes across several life dimensions and county systems. A stronger and more targeted focus on supporting African American males will lift up those most harmed and promote intergenerational thriving.

3. **Mental health services for priority populations, including Asian Americans and Pacific Islanders (AAPI) and school-aged youth.** The MXCAB has consistently elevated the need for mental health resources to support the county's AAPI populations, but this has not yet been funded. Additionally, in the most recent $1.4

million mental health allocation to priority populations, school-aged youth received the smallest portion, at $100,000, despite evidence of the escalating mental health crisis affecting this population and the overwhelming need for resources to address it. This is especially critical given the potential cuts to Medicaid, which provides significant financial resources for school-based mental health services.

4. **Resources to address youth and young adult homelessness, which may include housing vouchers, infrastructure investments, or other strategies**, as aligned with the Contra Costa County Continuum of Care's Youth and Young Adult (YYA) Homelessness Priority Strategies, Objectives, and Actions and Community Needs Assessment for YYA Homelessness in Contra Costa County (2024). At the November 12, 2024 joint meeting of MXCAB and the Board of Supervisors, the supervisors unanimously indicated interest in examining how remaining one-time funds could support needs related to housing and homelessness.

5. **Rental assistance to support households at risk of eviction and housing insecurity.** There is a huge demand for rental assistance and it is a particularly useful way to invest one-time funds.

**Core Values and Operating Principles**

Our recommendations continue to elevate the core values and operating principles that have guided MXCAB's work over the past four years. These include:

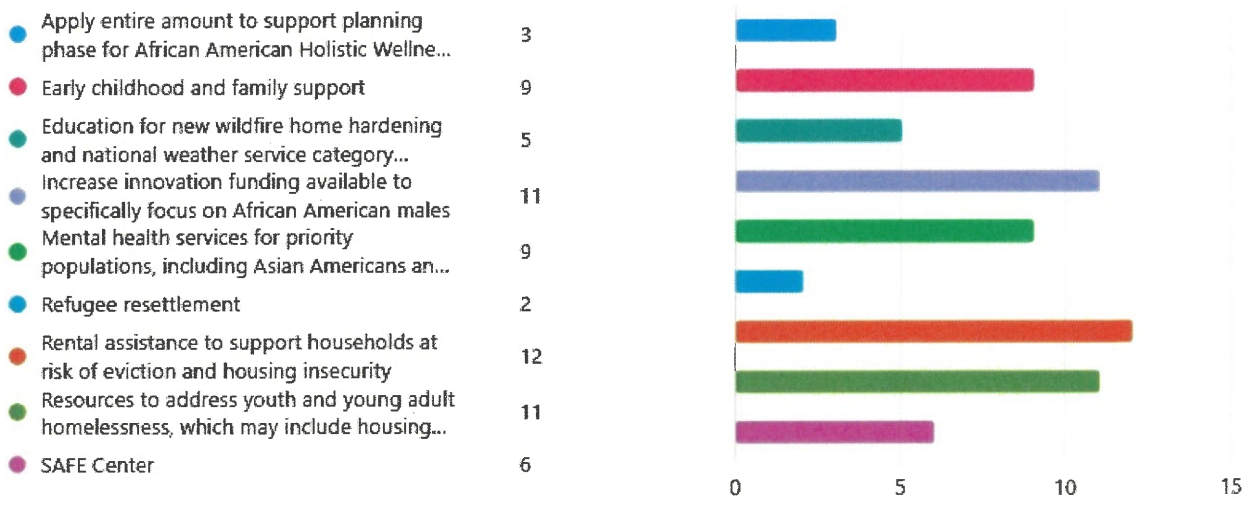
1. Holding a shared responsibility to practice core values of equity, justice, inclusion, and compassion
2. Recognizing the importance of a strong safety net
3. Addressing prevention as well as current system gaps
4. Actively seeking transformational ideas
5. Leveraging other funding sources
6. Prioritizing the perspectives of residents most impacted by community needs, with a recognition that solutions must be interconnected and intersectional
7. Naming inequities and disparities, and recognizing those most harmed (especially by anti-Black racism)
8. Recognizing that economic opportunity and equity are at the heart of our work
9. Creating a culture of inclusion, welcoming, and belonging

We believe that the identified priorities encompass these values and principles and represent critical opportunities to advance them in our county.

## Appendix

Measure X Community Advisory Board Priorities Poll Results

2. **Please select your <u>top 4 priorities</u> from this list.**



FOR:
SUPERVISOR
ANDERSEN

The WHITE HOUSE

RECEIVED
APR 29 2025
CLERK BOARD OF SUPERVISORS
CONTRA COSTA CO.

PRESIDENTIAL ACTIONS

# PROTECTING AMERICAN COMMUNITIES FROM CRIMINAL ALIENS

Executive Orders

April 28, 2025

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered:

Section 1. Purpose and Policy. Federal supremacy with respect to immigration, national security, and foreign policy is axiomatic. The Constitution provides the Federal Government with plenary authority regarding immigration to protect the sovereignty of our Nation and to conduct relations with other nations, who must be able to deal with one national Government on such matters. This power is sometimes contained in specific constitutional provisions: Article II of the Constitution vests the power to protect national security and conduct foreign policy in the President of the United States, and Article IV, Section 4, requires the Federal Government to "protect each of [the States] against Invasion." This Federal power over immigration is also an inherent element of national sovereignty.

The prior administration allowed unchecked millions of aliens to illegally enter the United States. The resulting public safety and national security risks are exacerbated by the presence of, and control of territory by, international cartels and other transnational criminal organizations along the southern border, as well as terrorists and other malign actors who intend to harm the United States and the American people. This invasion at the southern border requires the Federal Government to take

measures to fulfill its obligation to the States.

Yet some State and local officials nevertheless continue to use their authority to violate, obstruct, and defy the enforcement of Federal immigration laws. This is a lawless insurrection against the supremacy of Federal law and the Federal Government's obligation to defend the territorial sovereignty of the United States. Beyond the intolerable national security risks, such nullification efforts often violate Federal criminal laws, including those prohibiting obstruction of justice (18 U.S.C. 1501 et seq.), unlawfully harboring or hiring illegal aliens (8 U.S.C. 1324), conspiracy against the United States (18 U.S.C. 371), and conspiracy to impede Federal law enforcement (18 U.S.C. 372). Assisting aliens in violating Federal immigration law could also violate the Racketeer Influenced and Corrupt Organizations Act (18 U.S.C. 1961 et seq.). Some measures to assist illegal aliens also necessarily violate Federal laws prohibiting discrimination against Americans in favor of illegal aliens and protecting Americans' civil rights.

It is imperative that the Federal Government restore the enforcement of United States law.

Sec. 2. Designation of "Sanctuary" Jurisdictions. (a) Within 30 days of the date of this order, the Attorney General, in coordination with the Secretary of Homeland Security, shall publish a list of States and local jurisdictions that obstruct the enforcement of Federal immigration laws (sanctuary jurisdictions). After this initial publication, the Attorney General and the Secretary of Homeland Security shall update this list as necessary.

(b) Immediately following each publication under subsection (a) of this section, the Attorney General and the Secretary of Homeland Security shall notify each sanctuary jurisdiction regarding its defiance of Federal immigration law enforcement and any potential violations of Federal criminal law.

Sec. 3. Consequences for Sanctuary Jurisdiction Status. (a) With respect to sanctuary jurisdictions that are designated under section 2(a) of this order, the head of each executive department or agency (agency), in coordination with the Director of the Office of Management and Budget and as permitted by law, shall identify appropriate Federal funds to sanctuary jurisdictions, including grants and contracts, for suspension or termination, as appropriate.

(b) With respect to jurisdictions that remain sanctuary jurisdictions after State or local officials are provided notice of such status under section 2(b) of this order and yet remain in defiance of Federal law, the Attorney General and the Secretary of Homeland Security shall pursue all necessary legal remedies and enforcement measures to end these violations and bring such jurisdictions into compliance with the laws of the United States.

Sec. 4. Preventing Federal Benefits for Aliens in Sanctuary Jurisdictions. The Secretary of Homeland Security, in coordination with the Attorney General, shall develop guidance, rules, or other appropriate mechanisms to ensure appropriate eligibility verification is conducted for individuals receiving Federal public benefits within the meaning of 8 U.S.C. 1611(c) from private entities in a sanctuary jurisdiction, whether such verification is conducted by the private entity or by a governmental entity on its behalf.

Sec. 5. Equal Treatment of Americans. The Attorney General, in consultation with the Secretary of Homeland Security and appropriate agency heads, shall identify and take appropriate action to stop the enforcement of State and local laws, regulations, policies, and practices favoring aliens over any groups of American citizens that are unlawful, preempted by Federal law, or otherwise unenforceable, including State laws that provide in-State higher education tuition to aliens but not to out-of-State American citizens that may violate 8 U.S.C. 1623 or that favor aliens in criminal charges or sentencing.

Sec. 6. General Provisions. (a) Nothing in this order shall be construed to impair or otherwise affect:

(i) the authority granted by law to an executive department or agency, or the head thereof; or

(ii) the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.

(b) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.

(c) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other

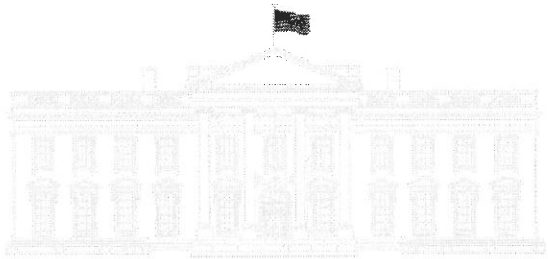
person.

(d) The Department of Justice shall provide funding for this order's publication in the Federal Register.

DONALD J. TRUMP

THE WHITE HOUSE,
April 28, 2025.





For Supervisor Anderson

The WHITE HOUSE

RECEIVED
APR 29 2025
CLERK BOARD OF SUPERVISORS
CONTRA COSTA CO.

PRESIDENTIAL ACTIONS

# STRENGTHENING AND UNLEASHING AMERICA'S LAW ENFORCEMENT TO PURSUE CRIMINALS AND PROTECT INNOCENT CITIZENS

Executive Orders

April 28, 2025

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered:

Section 1. Purpose and Policy. Safe communities rely on the backbone and heroism of a tough and well-equipped police force. My Administration is steadfastly committed to empowering State and local law enforcement to firmly police dangerous criminal behavior and protect innocent citizens.

When local leaders demonize law enforcement and impose legal and political handcuffs that make aggressively enforcing the law impossible, crime thrives and innocent citizens and small business owners suffer. My Administration will therefore: establish best practices at the State and local level for cities to unleash high-impact local police forces; protect and defend law enforcement officers wrongly accused and abused by State or local officials; and surge resources to officers in need. My Administration will work to ensure that law enforcement officers across America focus on ending crime, not pursuing harmful, illegal race- and sex-based "equity" policies. The result will be a law-abiding society in which tenacious law enforcement officers protect the innocent, violations of law are not tolerated, and American communities

are safely enjoyed by all their citizens again.

Sec. 2. Legal Defense of Law Enforcement Officers. The Attorney General shall take all appropriate action to create a mechanism to provide legal resources and indemnification to law enforcement officers who unjustly incur expenses and liabilities for actions taken during the performance of their official duties to enforce the law. This mechanism shall include the use of private-sector pro bono assistance for such law enforcement officers.

Sec. 3. Empowering State and Local Law Enforcement. (a) The Attorney General and other appropriate heads of executive departments and agencies (agencies) shall take all appropriate action to maximize the use of Federal resources to:

(i) provide new best practices to State and local law enforcement to aggressively police communities against all crimes;

(ii) expand access and improve the quality of training available to State and local law enforcement;

(iii) increase pay and benefits for law enforcement officers;

(iv) strengthen and expand legal protections for law enforcement officers;

(v) seek enhanced sentences for crimes against law enforcement officers;

(vi) promote investment in the security and capacity of prisons; and

(vii) increase the investment in and collection, distribution, and uniformity of crime data across jurisdictions.

(b) Within 60 days of the date of this order, the Attorney General shall review all ongoing Federal consent decrees, out-of-court agreements, and post-judgment orders to which a State or local law enforcement agency is a party and modify, rescind, or move to conclude such measures that unduly impede the performance of law enforcement functions.

Sec. 4. Using National Security Assets for Law and Order. (a) Within 90 days of the date of this order, the Attorney General and the Secretary of Defense, in consultation with the Secretary of Homeland Security and the heads of agencies as appropriate, shall increase the provision of excess military and national security assets in local

jurisdictions to assist State and local law enforcement.
(b) Within 90 days of the date of this order, the Secretary of Defense, in coordination with the Attorney General, shall determine how military and national security assets, training, non-lethal capabilities, and personnel can most effectively be utilized to prevent crime.

Sec. 5. Holding State and Local Officials Accountable. The Attorney General shall pursue all necessary legal remedies and enforcement measures to enforce the rights of Americans impacted by crime and shall prioritize prosecution of any applicable violations of Federal criminal law with respect to State and local jurisdictions whose officials:
(a) willfully and unlawfully direct the obstruction of criminal law, including by directly and unlawfully prohibiting law enforcement officers from carrying out duties necessary for public safety and law enforcement; or
(b) unlawfully engage in discrimination or civil-rights violations under the guise of "diversity, equity, and inclusion" initiatives that restrict law enforcement activity or endanger citizens.

Sec. 6. Use of Homeland Security Task Forces. The Attorney General and the Secretary of Homeland Security shall utilize the Homeland Security Task Forces (HSTFs) formed in accordance with Executive Order 14159 of January 20, 2025 (Protecting the American People Against Invasion) to coordinate and advance the objectives of this order.

Sec. 7. General Provisions. (a) Nothing in this order shall be construed to impair or otherwise affect:
i. the authority granted by law to an executive department or agency, or the head thereof; or
ii. the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.
(b) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.

(c) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

(d) The Department of Justice shall provide funding for this order's publication in the *Federal Register*.

DONALD J. TRUMP

THE WHITE HOUSE,
April 28, 2025.

For Supervisor Andersen

The WHITE HOUSE

RECEIVED
APR 29 2025
CLERK BOARD OF SUPERVISORS
CONTRA COSTA CO.

PRESIDENTIAL ACTIONS

# RESTORING EQUALITY OF OPPORTUNITY AND MERITOCRACY

Executive Orders

April 23, 2025

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered:

Section 1. Purpose. A bedrock principle of the United States is that all citizens are treated equally under the law. This principle guarantees equality of opportunity, not equal outcomes. It promises that people are treated as individuals, not components of a particular race or group. It encourages meritocracy and a colorblind society, not race- or sex-based favoritism. Adherence to this principle is essential to creating opportunity, encouraging achievement, and sustaining the American Dream.

But a pernicious movement endangers this foundational principle, seeking to transform America's promise of equal opportunity into a divisive pursuit of results preordained by irrelevant immutable characteristics, regardless of individual strengths, effort, or achievement. A key tool of this movement is disparate-impact liability, which holds that a near insurmountable presumption of unlawful discrimination exists where there are any differences in outcomes in certain circumstances among different races, sexes, or similar groups, even if there is no facially discriminatory policy or practice or discriminatory intent involved, and even if everyone has an equal opportunity to succeed. Disparate-impact liability all but requires individuals and businesses to consider race and engage in racial balancing to

avoid potentially crippling legal liability. It not only undermines our national values, but also runs contrary to equal protection under the law and, therefore, violates our Constitution.

On a practical level, disparate-impact liability has hindered businesses from making hiring and other employment decisions based on merit and skill, their needs, or the needs of their customers because of the specter that such a process might lead to disparate outcomes, and thus disparate-impact lawsuits. This has made it difficult, and in some cases impossible, for employers to use bona fide job-oriented evaluations when recruiting, which prevents job seekers from being paired with jobs to which their skills are most suited — in other words, it deprives them of opportunities for success. Because of disparate-impact liability, employers cannot act in the best interests of the job applicant, the employer, and the American public. Disparate-impact liability imperils the effectiveness of civil rights laws by mandating, rather than proscribing, discrimination. As the Supreme Court put it, "[t]he way to stop discrimination on the basis of race is to stop discriminating on the basis of race." Disparate-impact liability is wholly inconsistent with the Constitution and threatens the commitment to merit and equality of opportunity that forms the foundation of the American Dream. Under my Administration, citizens will be treated equally before the law and as individuals, not consigned to a certain fate based on their immutable characteristics.

Sec. 2. Policy. It is the policy of the United States to eliminate the use of disparate-impact liability in all contexts to the maximum degree possible to avoid violating the Constitution, Federal civil rights laws, and basic American ideals.

Sec 3. Revoking Certain Presidential Actions. The following Presidential approvals of the regulations promulgated under 42 U.S.C. 2000d-1 are hereby revoked:

(a) the Presidential approval of July 25, 1966, of the Department of Justice Title VI regulations (31 *Fed. Reg.* 10269), as applied to 28 C.F.R. 42.104(b)(2) in full; and

(b) the Presidential approval of July 5, 1973, of the Department of Justice Title VI regulations (38 *Fed. Reg.* 17955, FR Doc. 73-13407), as applied to the words "or effect" in both places they appear in 28 C.F.R. 42.104(b)(3), and as applied to 28 C.F.R. 42.104(b)(6)(ii) and 28 C.F.R. 42.104(c)(2) in full.

Sec. 4. Enforcement Discretion to Ensure Lawful Governance. Given the limited

enforcement resources of executive departments and agencies (agencies), the unlawfulness of disparate-impact liability, and the policy of this order, all agencies shall deprioritize enforcement of all statutes and regulations to the extent they include disparate-impact liability, including but not limited to 42 U.S.C. 2000e-2, 28 C.F.R. 42.104(b)(2)-(3), 28 C.F.R. 42.104(b)(6)(ii), and 28 C.F.R. 42.104(c)(2).

Sec. 5. Existing Regulations. (a) As delegated by Executive Order 12250 of November 2, 1980 (Leadership and Coordination of Nondiscrimination Laws), the Attorney General shall initiate appropriate action to repeal or amend the implementing regulations for Title VI of the Civil Rights Act of 1964 for all agencies to the extent they contemplate disparate-impact liability.

(b) Within 30 days of the date of this order, the Attorney General, in coordination with the heads of all other agencies, shall report to the President, through the Assistant to the President for Domestic Policy:

(i) all existing regulations, guidance, rules, or orders that impose disparate-impact liability or similar requirements, and detail agency steps for their amendment or repeal, as appropriate under applicable law; and

(ii) other laws or decisions, including at the State level, that impose disparate-impact liability and any appropriate measures to address any constitutional or other legal infirmities.

Sec. 6. Review of Current Matters. (a) Within 45 days of the date of this order, the Attorney General and the Chair of the Equal Employment Opportunity Commission shall assess all pending investigations, civil suits, or positions taken in ongoing matters under every Federal civil rights law within their respective jurisdictions, including Title VII of the Civil Rights Act of 1964, that rely on a theory of disparate-impact liability, and shall take appropriate action with respect to such matters consistent with the policy of this order.

(b) Within 45 days of the date of this order, the Attorney General, the Secretary of Housing and Urban Development, the Director of the Consumer Financial Protection Bureau, the Chair of the Federal Trade Commission, and the heads of other agencies responsible for enforcement of the Equal Credit Opportunity Act (Public Law 93-495), Title VIII of the Civil Rights Act of 1964 (the Fair Housing Act (Public Law 90-284, as amended)), or laws prohibiting unfair, deceptive, or abusive acts or practices shall

evaluate all pending proceedings that rely on theories of disparate-impact liability and take appropriate action with respect to such matters consistent with the policy of this order.

(c) Within 90 days of the date of this order, all agencies shall evaluate existing consent judgments and permanent injunctions that rely on theories of disparate-impact liability and take appropriate action with respect to such matters consistent with the policy of this order.

Sec. 7. Future Agency Action. (a) In coordination with other agencies, the Attorney General shall determine whether any Federal authorities preempt State laws, regulations, policies, or practices that impose disparate-impact liability based on a federally protected characteristic such as race, sex, or age, or whether such laws, regulations, policies, or practices have constitutional infirmities that warrant Federal action, and shall take appropriate measures consistent with the policy of this order.

(b) The Attorney General and the Chair of the Equal Employment Opportunity Commission shall jointly formulate and issue guidance or technical assistance to employers regarding appropriate methods to promote equal access to employment regardless of whether an applicant has a college education, where appropriate.

Sec. 8. Severability. If any provision of this order, or the application of any provision to any individual or circumstance, is held to be invalid, the remainder of this order and the application of its other provisions to any other individuals or circumstances shall not be affected thereby.

Sec. 9. General Provisions. (a) Nothing in this order shall be construed to impair or otherwise affect:

(i) the authority granted by law to an executive department, agency, or the head thereof; or

(ii) the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.

(b) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.

(c) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other

person.

DONALD J. TRUMP

THE WHITE HOUSE,
April 23, 2025.

THE WHITE HOUSE

1600 Pennsylvania Ave NW
Washington, DC 20500

WH.GOV

Copyright

Privacy