

## **November 17, 2025: Equity Committee Meeting Agenda**

**Location: 1026 Escobar Street, 238/239, Martinez, CA 94553**

### **Intros**

**Meeting called to order at 10:31 AM**

### **Roll Call**

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

### **AGENDA ITEMS**

- 1. RECEIVE and APPROVE the Record of Action from the October 20, 2025 Equity Committee meeting, with any necessary corrections.**

Motion to approve: Scales

Second: Carlson

Approved by unanimous consent

### **Public comment**

Tomas Espinoza: Gave comments in Spanish about item #4 stating support for the proposed ordinance. Another zoom participant offered to provide translation at the appropriate time in the agenda.

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

### **Discussion of potential future name for AAHWR**

Discussion ensued. Supervisor Scales-Preston sought clarification for name. Is the proposed name for the network or a building? Supervisor expressed interest in naming an eventual building for Supervisor Federal Glover. Director Kim stated that the proposed name is for the 501(c)3 that will develop from the network. He stated that there is a county process to name physical buildings that will require Board of Supervisors action and will come later at the appropriate juncture. Supervisor Scales-Preston asked if "African American" should be in the name so that people know what it is. Supervisor Carlson stated that he wants the name to make clear that it is for African Americans.

Director Carr noted that during TCAB public comment it was suggested to include "Umoja" which is Swahili for "Unity" as part of the name. She also noted that prior conversations about naming showed concern for outright identification that calls out African Americans. Supervisor Carlson stated that there might be confusion among the public with the name Federal as some might confuse it to be the federal government. Supervisor Scales-Preston suggested replacing "Community" with "African American"

calling it the African American Wellness Network instead. Director Carr suggested that the name process go through a workshop process.

#### Discussion of AAHWR Rapid Response projects

Director Carr noted that the target date of 1/13/26 to bring the following items to BOS for review and approval: (1) Name of wellness network; (2) Request for Proposals (RFP) for rapid response; (3) Request for Qualifications (RFQ) lead entity.

Director Kim stated that the AAHWR thirteen (13) projects have submitted mid-year reports. He stated that two (2) projects need technical assistance to produce more robust reports and two (2) other projects are contending with community access issues resulting from city bureaucracy and lost funding for schools.

Supervisor Scales-Preston inquired about community outreach and offered to share information on her BOS social media to help spread awareness. Supervisor Carlson concurred. Director Kim stated that the Miles Hall Foundation assists with AAHWR marketing.

#### Public comment

Public commenter: Suggestion to drop Federal from the name and just use Glover. Also suggests that the name hint at underground railroad.

### **3. ACCEPT the Small Business Enterprise Program Report, reflecting departmental program data for the period: January 1 through June 30, 2025**

Contra Costa County Procurement Manager, Cindy Shehorn made presentation about Small Business Enterprise (SBE) data for prior period.

Supervisor Carlson requested future presentations to include a comparison column for the prior year so that the county can gauge improvements year over year. He specifically requested that slide #3 include the same data from the prior year. Supervisor Scales-Preston requested receipt of appropriate material that they may share with the public via BOS social media, especially to minority-owned businesses. District 5 has diverse demographics and she would like to share opportunities with the community. Supervisor Carlson requested link for the CCTV Public Service Announcement (PSA) video that would be good to share on BOS social media.

#### Public comment

None

### **4. DISCUSS the draft immigration policy/ordinance and PROVIDE direction to staff.**

Supervisor Carlson shared draft document and provided overview. At the direction of the BOS, the Equity committee is pursuing this potential ordinance or policy. County Counsel review will ensue upon the Equity committee finalizing the draft.

Supervisor Carlson noted two (2) sections for further discussion and review, *Section 5. Confidentiality and Protection of County Data* and *Section 6. Contractor Compliance*.

*Section 5. Confidentiality and Protection of County Data*. Stated concern that data that County has about clients fall under this section. Supervisor feels this is subjective and needs more definition. Supervisor suggests removing subparagraphs a. and b. from this section. There needs to be clarity about what information can be shared and what cannot be shared to provide direction to county staff.

*Section 6. Contractor Compliance*. Supervisor stated that given the variety of contracts in Contra Costa County this may be difficult to work with. Supervisor suggests requested compliance without enforceable provision.

Supervisor Carlson stated that the document was put together with input from the Immigrant Rights Alliance (Alliance). The Alliance offered to help clean up, clarify issues and reduce language redundancy. Input prior to document submission to BOS.

County Counsel representative suggests Equity committee should determine if the document is intended to be a county ordinance or county policy for further consideration.

#### **Public comment**

Gabi Juntos: (provided summary of Tomasa Espinoza's comments offered earlier). I am the chair of Rising Juntos about health justice. I support non-cooperation ordinance. Immigrant families are targeted. Going to see a doctor feels like taking a risk. No work or school out of fear. We need you to protect our immigrant community.

Roxanne Carrillo Garza: Representing Healthy Contra Costa. Thank you for staying committed to non-compliance ordinance. Don't kick down the road too much. Local government must maintain access to services for immigrant families. County contracts have many requirements; do not water it down by saying "encourage" rather than enforce.

Yehudit Lieberman: I am in support of what Roxanne said. Do not water down the contracting requirement. Creates huge a loophole. Thank you for moving ahead with this.

Douglas Leich: Thank you for supporting this proposed ordinance. I represent a multi-faith action coalition. High value on inherent human dignity of all people. We support this ordinance.

Doug Yoshida: I am a local physician. My father was taken from his home in WWII Japanese internment. Not allowing family members access to doctors. ICE agents in room while patients are being evaluated. Authoritarian regimes. We need a strong countywide ordinance.

Johana Gurdian: Thank you for continued commitment. This is about ensuring care giving system remains safe. This policy is urgent. CCC must take a stand rooted in care. Access care without fear.

Danny Espinoza: Thank you for your work and thank community. Lift up Contra Costa. Give full support. Important to have teeth – include contract piece.

Jane Courant: I am a Richmond resident. Agree wholeheartedly that we need strong ordinance including Contractors. Disappointed that we have nothing on record opposing what our sheriff is doing. Other counties have very strict rules about who can be detained when leaving jail. (Alameda)

Devin: I echo support and uplift colleague Danny who spoke. Immigrants do make our county great and deserve same rights. Worried that sheriff will not stand with us. Loophole free ordinance.

Public commenter: Walnut Creek resident. In support of loophole free ordinance. Undocumented workers risk their lives we cannot do anything without them. They are law abiding for the most part. Cannot get health care. Plenty of American born criminals more worthy of deportation. Commanded to love our neighbor, feed/clothe render assistance. Children should not be terrorized and made to suffer. Prisoners are provided with better care than those in ICE facilities.

Public commenter: Innocent people are in jail with no phone call. People die in these concentration camps. We must hold on to the rule of law as guiding light. Savagery is the point with this administration. Answer is not to cower. Do not water down ordinance.

Linda: I am a Martinez resident. Urgency. This should have been done a long time ago. I volunteer in courts to help people with their asylum applications. ICE is here. I don't need to go over all of the atrocities. This will come to the rest of us. We've been doing this since August. This is too long. That Sheriff needs to know what his limits are. He was in defiance. This needs to happen quickly. Do your part.

Maria: I am a Richmond resident. Indivisible East Bay in support of loophole free ordinance. Uplift urgency. Federal invasion can happen any day. This is essential. Do not make Contractor loophole. Suggest identifying senior staffer to document exceptions and waivers. They should seek high level approval.

Maher: I am a Rodeo resident. I want to reference what happened in Chicago with the preschool teacher. I am concerned about schools and daycare protection.

Public commenter: I am part of the OG Indivisible Resistors Contra Costa that has 7,000 members. We have just had our 40<sup>th</sup> weekly pro-democracy protest. Strong loophole free ordinance. Convey support for immigrants.

Public commenter: I am a twenty (20) year Contra Costa County resident and immigrant. I came here at age fourteen (14) years. People are getting kidnapped at court. Urgency needs to happen now. People are really scared; kids are traumatized. Children go and hide under their beds when there is a knock on door. They do not play outside.

Public commenter: I am a resident of Alamo and a retired physician. I concur with everything said and want to point out economic impact of what is happening. All of us are paying for higher cost of untreated illnesses.

Public commenter: I am a resident of Concord. Thank you, Equity committee. Strongly request moving this forward faster. Myriad way that ICE is infiltrating our community. Report of resident being held for hours and then released in a different town; suspect it was just a couple of guys having fun.

Public commenter: I want to express gratitude. Thank you for working with us. I also thank community members for support.

Greg Colley: I am a member of the multi-faith action coalition. I support a strong ordinance. Many people of faith cannot ignore suffering of immigrant families. Children are scarred by what is happening. Local government should not be complicit. Called to be beacons of light. Policy is a moral declaration. Choose humanity and strong ordinance.

Public commenter: Healthy Contra Costa and lifelong CCC resident. Daughter of immigrants. Entering spaces that were once safe. Protect integrity of care giving institutions.

Jan Warren: I am a Walnut Creek resident. No loopholes. Sanctuary means a lot to us; doesn't mean anything to these thugs. Need strong voice for our community. We need to protect neighborhoods.

Sara Gurdian: I want to uplift staff for helping to put this ordinance together. Urge you to make right decision. Listen to public comment; urgency.

Public commenter: The working environment is important too.

Public commenter: State bills passed AB 49, AB 627. Some are about identifying ICE, prevent wearing masks so why can't we go one step further and expect local enforcement of these laws. Sheriff should demand these agents show their ID and remove their masks. Make them adhere to state legislation. Sheriff could be doing that.

Supervisor Carlson stated that as BOS we have made decisions to support our immigrant community. We do not have an agreement with ICE to do enforcement. See how the social services department responded to SNAP elimination. We know the county work ethic. We want to protect county front-line workers who are at the counter when ICE comes in, we want to protect them. Front line workers will ask questions and defend clients. Feds don't care how we respond. Will they one-up us? We want to be very protective of staff. I commit my due diligence to get us there as soon as possible. Sheriff is a countywide elected position to which the BOS has limited oversight.

Supervisor Scales-Preston stated regarding Section 6. Contractor Compliance that we should keep as much as possible. This can simply be new rules and regulations for contracts – it is just another sheet in their contract. We should look at the option of having contract enforcement go to a senior staff person in the county. I have been supportive of immigrant community throughout tenure. I want everyone to

feel safe. There is a large immigrant population in District 5. This administration is scary from my perspective of working for twenty-four (24) years in a federal staff capacity. This administration is different. They don't listen. For them to allow people to go hungry shows that they don't care about the dignity, respect or rights of anyone. We need the community to stay vigilant. We all must work together and keep eyes on them and keep them safe.

Supervisor Carlson stated he will set a meeting with Alliance to move forward on ordinance language. Director Carr thanked the public for their diligence.

## **5. RECEIVE updates from the Co-Directors of the Office of Racial Equity and Social Justice.**

Director Carr stated that language justice is important. ORESJ put in a request for Language Justice position in the FY 26-27 budget. The department is called upon to provide language access and equity but we do not currently have language expertise on staff. ORESJ asks for the Equity committee support. The position of Language Justice Coordinator is greatly needed as shown by today's example during the public comments. We appreciate your support.

Supervisor Scales-Preston stated importance of understanding what is being communicated by everyone. Supervisor Carlson stated that committee needs to have translation services ready when this ordinance comes back to the Equity committee.

Directors Carr and Kim provided recap of ORESJ activities:

- (1) *CC Together*. There will be a convening in December to discuss how to bridge communities with ORESJ.
- (2) *Civic Engagement Workshops*. There will be a series of civic engagement workshops in March 2026 for residents to learn how to engage with the County and other official processes. It will provide elementary information to residents to de-mystify how government works.
- (3) *Budget Equity Training*. Training will be provided for six (6) county departments that enrolled in the seven (7) months' workshop series that will kick off in December.
- (4) *Racial Justice Oversight Body (RJOB) Community Listening Sessions*. The Community Engagement and Funding (CEF) subcommittee will hold three (3) listening sessions to obtain feedback from the community about how to better engage with them about criminal justice matters. RJOB is comprised of leaders from criminal justice related county departments that convene to address racial disparities in criminal justice.
  - a. *East County*. 1/26/26, 6 pm to 8 pm, Grace Bible Fellowship Church in Antioch.
  - b. *West County*. Thursday, 2/12/26, 5 pm to 8:30 pm at RYSE Center in Richmond.
  - c. *Virtual*. Thursday, 2/19/26, 6 pm to 8 pm. This listening session will lean towards Spanish language residents for safety reasons.

Supervisor Scales-Preston stated that the civic engagement workshops will be helpful for residents to understand the different levels of government from federal to state to county to city.

## **Public comment**

Public commenter: I would like to plus 1000 the need for a Language Justice Coordinator. There is a need to make sure that spaces are safe and inclusive.

Meeting adjourned at 12:09 PM. Next meeting will be on 12/15/25 at 10:30 AM, 1026 Escobar Street, #238/239, Martinez, CA 94553.