

Equity Committee
Record of Action for September 16, 2024

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

Staff Present: Kendra Carr and Peter Kim, Co-Directors, Office of Racial Equity and Social Justice (Staff to Committee); Lara Delaney, Deputy County Administrator, County Administrator's Office; Ann Elliot, Director, Human Resources Department; Nicole Bilich, Manager, Human Resources Department; Matt Kaufman, Deputy Director, Health Department; Rhonda Smith, Assistant to Health Director, Health Department; Shannon Ladner-Beasley, Equity Manager, Health Department; Cyndi Mallory, Personnel Technician, Employment and Health Services Department; Sonia Bustamante, Chief of Staff, BOS District 1; Jill Ray, District Representative, BOS District 2; Peter Myers, Deputy Chief of Staff, BOS District 3; Alejandra Sanchez, District Representative, BOS District 4; Vincent Manuel, Deputy Chief of Staff, BOS District 5.

Public Attendees: Phil Arnold; Gigi Crowder; Wanda Johnson; Stephanie Taddeo; Adrienne Sofranko; Mariana Moore; Jeralynn Brown-Blueford; Latrinity Gulley; Maria Dominguez; Roxanne Carillo Garza; Salvador Morales; Sara Gurdian; Traci Simpson; Nena.

1. Introductions

Supervisor Glover convened meeting at 10:30 AM.

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

2. Public Comment

Gigi Crowder: Expressed the need to expand threshold languages to include more Asian communities and other diverse communities, esp regarding mental health needs. Also discussed the silencing of African American males, who she considers the most harmed, and as such should be the most represented in

Wanda Johnson: Reiterated the need for more Black male voice, in light of what feels like suppression of male voice. Need to lift up their voice and through intentional outreach and engagement. Black males suffer in every socioeconomic and health indicator.

Jeralynn Brown-Blueford: Lifting up the Af Am male voice is needed to hear their ideas, their perspectives, to inform decisions.

Phil Arnold: My experience in CCC has long been as the only Af Am voice in the room, including advisory bodies, school board meetings. Police stopped me, son, grandson for an ID check; I will continue to use my voice and speak up, with honesty, dignity and purpose; County policies do not typically benefit Black men.

3. RECEIVE and APPROVE the Record of Action from the August 19, 2024 meeting of the Equity Committee, with any necessary corrections.

Public Comment

No comment.

Committee received and approved both Records of Action with no corrections.

Vote was taken – two (2) ayes. This item was passed.

4. RECEIVE updates and PROVIDE direction on the African American Holistic Wellness and Resource Hub Feasibility Study

Kendra Carr and Peter Kim, Co-Directors of the Office of Racial Equity and Social Justice (ORESJ) and also Staff to the Committee, presented update:

Met with Feasibility Study Steering Committee and generated their top priorities related to African American needs and services to be provided at the Hub, along with desired outcomes. Invited Ceres Policy Research to Steering Committee to present their scope of work, which included: community outreach and engagement plan; countywide community survey; 5-7 community listening sessions; and research on potential site viability and fiscal analysis. Will be working with ad hoc committees of Steering Committee to support the different research activities.

*Glover: How will the process address the need for more Black male voice and perspective?
Staff: Outreach will include concerted effort to engage and include African American males, relying upon support and participation of Steering Committee's and community organizations, networks, partners, and broader African American community including those who regularly attend Equity Committee and Steering Committee meetings.*

Gioia: The priority areas seem to include and be relevant to African American males so I agree that we need to be sure to include their perspective and voice.

Public Comment:

Gigi Crowder: Wants Ceres to employ a diverse team, including a heterosexual Black male, in order to engage and relate to target populations necessary to the study..

Phil Arnold: How are elders defined in the list and what will outreach look like? By age group or birthdate? Offered his experience of supporting a Black elder to get a Covid shot and she was very comfortable and assured because of his presence. Reminded the group of the Tulsa Race Massacre as an example of the trauma that continues to haunt Black communities, and that the echos of such tragedies and racial oppression continue to reverberate today in our County.

Wanda Johnson: Thanked Glover for raising the question, especially given his own experiences that help him identify with the issue. Reminds us to bring Black males to the table, to produce a diversity of ideas, especially since we have a majority of Steering Committee members being women.

Jeralynn Brown-Blueford: In speaking with community members, businessmen, clergy, spiritual leaders, learned that many did not know about the Steering Committee and of the opportunity to apply, which begs the question, How is the County doing outreach in to the Black community?

Committee accepted this report.

Vote was taken – two (2) ayes. This item was passed.

5. PROVIDE direction on the \$1M Measure X allocation for existing African American Wellness Services.

Kendra Carr and Peter Kim, Co-Directors of the Office of Racial Equity and Social Justice (ORESJ) and also Staff to the Committee, presented update:

- *The Request for Qualifications for a community foundation to administer service contracts was released on August 26 and will close on October 4.*
 - *Staff are optimistic that this second iteration of the solicitation will generate more quality applicants.*
 - *Review committee will review and score proposals from October 7-October 14. We anticipate presenting a recommendation for award at the October 21 Equity Meeting.*
 - *Contract is slated to begin December 1.*
- *Staff presented a final draft of the Request for Proposals for community-based organizations to deliver services that will increase African American holistic wellness and supports, with the request to move this to full Board of Supervisors September 24 meeting for approval to release on September 26.*
 - *Highlights of RFP include:*
 - *\$880,000 in total funds to be awarded over 2 years across 5 priority areas (mental health, maternal and infant health, housing and food insecurity, youth development, and healing from trauma especially caused by police violence)*
 - *each category will fund 1-3 awards ranging from \$25,000 to \$88,000 each per year (so \$50,000 to \$176,000 over 2 years), for an anticipated cohort of 5-15 grantees total.*
 - *If approved for a September 26 release, then the RFP will close on October 31. Due to the time needed to review proposals, Staff request that the next Equity Committee meeting be pushed back from November 18 to November 25 to accommodate the review process and enable Staff to return with award recommendations then.*
 - *Contracts would begin in January 2025.*

Gioia: I think this RFP is fine overall, though would like to change the grant period from 2-years to 1-year instead. I would also like to include language that stipulates that all applicants need to be registered 501(c)(3) non-profit organizations in good standing with CA Attorney General. An organization can also apply via a fiscal agent to meet the requirements, but we cannot contract directly to individuals.

Glover: I agree with the change from a 2-year to 1-year contract period, given how long it has taken for this RFP to roll out.

Gioia: In regard to rescheduling the next Equity Committee meeting, that works out since both Supervisor Glover and I will be attending the annual CSAC conference that week (11/18-11/21), so I am fine with rescheduling it to November 25 instead.

Glover: Yes, that is fine.

Public Comment:

Gigi Crowder: Appreciates the consideration of distributing the funds over one year, but suggests considering an 18 months contract period instead, given the limitations of some small grassroots organizations to spend down large grant awards in such short periods. Also raised concern that whether contract period is 1 year or 18 months, to have one-time awards go away after a single contract period is not ideal as programs and services would just go away too. So recommends some of the \$7.5M that is being held for the Hub be put toward extending these contracts.

Committee accepted this report and proposal to move the RFP forward to full Board of Supervisors but with the additional edits made to RFP as directed by Equity Committee.

Vote was taken – two (2) ayes given the new direction and suggested edits. This item was passed.

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

Kendra Carr and Peter Kim, Co-Directors of the Office of Racial Equity and Social Justice (ORESJ) and also Staff to the Committee, presented update:

- *ORESJ is releasing job announcements this week for two Equity Analyst positions – one as a Budget/Policy Analyst and one as a Data Analyst. Those job openings will close on 10/16.*
- *ORESJ is working with a Language Justice consultant on strategic planning towards developing a countywide Language Equity plan. We have already begun seeding this work within our Cross-Department Racial Equity Working Group where we are co-designing tools and plan to develop a countywide Racial Equity Plan, of which Language Equity and Budget Equity will be core components.*

- *ORESJ is partnering with the CA Racial Equity Commission by hosting their quarterly Commission meeting this Wed (9/18) from 9-12PM here at 1025 Escobar Street in room 110. This event is open to the public and all are welcome to attend in-person or online.*
- *ORESJ is partnering with Contra Costa Bar Association by hosting their event celebrating the 70th anniversary of Brown v Board of Education here at 1025 Escobar Street in Board of Supervisors Chambers on Tuesday 10/8 from 5:00-7:00 PM. There will be a reenactment of key moments from the 5 trials that culminated in the historic 1954 Supreme Court decision that desegregated public education nationwide. Local judges, attorneys, and students will participate in the reenactment. This will be free and open to the public, while attorneys can earn Mandatory Learning Credits by paying a small fee to the CC Bar Association.*
- *ORESJ is transitioning into the staffing role for the Racial Justice Oversight Board (RJOB), taking over the role as Probation Department's Office of Reentry and Justice transitions from the staff role. This will formally take place during these last months of the year, with recruitment for new and returning RJOB members happening in late October through November, and interviews expected to happen in Equity Committee in December. ORESJ will coordinate an RJOB retreat in late January.*

Public Comment:

Gigi Crowder: Please share the flier and information for the CA Racial Equity Commission meeting.

Maria Dominguez: Curious about the 13 threshold languages that were mentioned. What are they?

Committee accepted the updates from staff.

Vote was taken – two (2) ayes. This item was passed.

- 7. Next Committee meeting** is currently scheduled for October 21, 2024 at 10:30AM.

The October 21, 2024 meeting at 10:30AM was confirmed.

8. Adjourn

Committee meeting was adjourned at 11:39 AM