



# CONTRA COSTA COUNTY

## AGENDA

### Equity Committee

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

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Monday, June 15, 2026

10:00 AM 1026 Escobar Street, #238/239, Martinez,  
CA 94553 | Zoom:  
[https://cccouny-us.zoom.us/j/826591075  
72](https://cccouny-us.zoom.us/j/82659107572)  
| Call in: 888-278-0254, Access code:  
544753

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

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

Introductions

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

1. RECEIVE and APPROVE the Record of Action from the May 18, 2026 Equity Committee meeting, with any necessary corrections [26-2577](#)  
**Attachments:** [Equity Committee Record of Action\\_05.18.26\\_DRAFT](#)
2. RECEIVE and DISCUSS the draft non-cooperation policy and PROVIDE direction regarding the draft policy [26-2578](#)  
**Attachments:** [Draft Non-Cooperation Policy \(Rev. 5.26\)](#)  
[Bay Area County Policy Ordinance Summary](#)
3. RECEIVE East Bay Community Foundation's final annual summary impact report that outlines key insights, lessons learned, and recommendations from the first cohort of the Federal D. Glover Community Wellness Network [26-2579](#)  
**Attachments:** [EBCF Glover Wellness Network Final Impact Report Executive Summary](#)  
[EBCF Glover Wellness Network Final Impact Report Slides](#)

4. RECEIVE updates and PROVIDE direction on the implementation of the Federal D. Glover Community Wellness Network [26-2580](#)

**Attachments:** [Draft RFP\\_Service Provider Cohort for the FGCWN\\_6.15.26\\_Equity Committee](#)

The next meeting is currently scheduled for July 20, 2026.

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](http://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](mailto:kendra.carr@oresj.cccounty.us).



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 26-2577

**Agenda Date:** 6/15/2026

**Agenda #:** 1.

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Meeting Date: June 15, 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) <<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 May 18, 2026 meeting.

### **Recommendation(s)/Next Step(s):**

REVIEW and APPROVE the Record of Action.

### **Fiscal Impact (if any):**

N/A

**Board of Supervisors Equity Committee  
Meeting Minutes, May 18, 2026**

**In Attendance:**

*Supervisors:* Ken Carlson, Shanelle Scales-Preston

*Staff:* Kendra Carr, Peter Kim, Emaan Ahmed, Jessica Travenia, Cassandra Youngblood (ORESJ); Ellen McDonnell (Public Defender); Gilbert Salinas (CCH); Shanise (District 4); Iliana Choate (EHSD); Jill Ray (District 2); Lisa Chow (District 4); Monica Nino (CAO); Rhonda Smith (CCH); Shannon Ladner-Beasley (CCH); Victor Tiglao (BOS Staff).

Both Supervisors Carlson and Scales-Preston were in attendance, and a quorum was met.  
Meeting began at 10:33 AM

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

**Public Comment:**

*Elsa Stevens:* It's time to exercise equity as this committee is named. Sever all ties with ICE.

*Greg Krumeli (District 4):* In favor of an anti-ICE ordinance. We must have just as strong, if not stronger, stance than our other Bay Area counties.

*Tony Henley (El Cerrito):* Why do we not have the ordinance on today's agenda with responses to Supervisor Scales-Preston's questions? In support of a stronger ordinance with language to hold contractors accountable.

*Nancy Beatty (Walnut Creek):* Urge the BOS to accept the original language of the ordinance and not make it into a policy. We need an ordinance to protect our immigrants from ICE.

*Rich Whipple:* Last week in Sonoma County there was a meeting about increased ICE presence, and documented cooperation between ICE and their Sheriff. Disappointed to not have the ordinance on today's agenda.

*Scales Preston:* Does Sonoma have an ordinance?

*Rich Whipple:* Yes, but they have a large exception for their sheriff that is problematic.

*Ogie Strogath (Indivisible Contra Costa):* Please establish a robust, loophole free ordinance. Join other Bay Area counties. Closing of San Francisco court will transfer 120K cases and spike caseload sizes by 200%. Dublin may have a converted ICE detention center. We have an opportunity to take our county in the right direction.

*Cathy Wally (Walnut Creek Racial Justice Coalition):* An ordinance may have limitations and trust the community to understand this. More than a symbolic act, it can establish clear boundaries,

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Meeting Minutes, May 18, 2026**

*while also sending a clear message that even in our limited capacity we are committed to supporting the safety of all our residents, including our immigrants.*

*Linda Olvera (Martinez): Advocate for Latino and immigrant community since 1970's. Work with CCIRA as a court advocate and observer. Supports an ordinance, not a policy. SF court is closing and that will produce an increase in ICE. Shared concern about Sheriff's disposition.*

*Melvin Willis (Racial Justice Coalition and ACCE): Supports a strong ordinance to protect our communities from the unconstitutional acts of ICE. Appreciate the BOS for creating the SAFE Center, and public support for immigrants. Remembers inhumane cruel treatment that occurred in our counties, that is still present.*

*Miosotti Tenecora: Urged the county to not use private companies to surveil, monitor, photograph residents. The Sheriff's vendor of license plate readers, FLOCK systems. Nationally, people have expressed concerns over FLOCK that inadvertent data sharing with federal government. A contract provision can help ensure protections.*

*Gail Susan Gordon: As a mental health therapist, not having a non-compliance ordinance with real teeth sends the wrong message to immigrants, people of color, and all residents including white people like me, that some lives are not as important as other lives. Take action to support immigrants during this time. To not do so adds mental stress and anxiety. Supports an ordinance, not a policy.*

*Amy: 18 years' experience working in non-profit agencies that serve the unhoused, immigrants, and other vulnerable pops in CCC. Concerned that our county is not doing more to ensure immigrants are safe from the overreach of ICE. At one meeting, our Sheriff shared that he has heard from 73 people but that he represents 1.2M and that he must respond to all residents. He has chosen the side of the oppressor.*

*Joanna Gudino: We must catch up with other Bay Area counties, and have a non-cooperation ordinance. We do not see the urgency from BOS actions. Appreciate the resources for the SAFE center, but we also need strong legislation that protects our immigrant communities.*

*Sonia Bustamante: Trust remains a major issue, especially for our immigrant communities during this time. We continue to struggle to earn and keep the trust with our clients and community members. Public trust is also needed to work effectively with law enforcement. I urge you to agendize an ordinance, we remain here to support.*

*Chappy Davykin: Implore Equity Comm to enact a robust ordinance to protect CCC residents from untrained federal agents who are working recklessly in our nation's communities. Should be no ordinance or law to supersede this ordinance, and it must extend to all departments and contractors. Protect our constitutional rights and lives.*

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*Greg Colley (Multi-Faith Coalition): From a faith standpoint, welcoming our neighbor is one of the most core values we hold. Urge you to move with speed and urgency to establish a non-cooperation ordinance.*

*Sheryl Correa (CCC Indivisible): Appreciate the work and investment towards the SAFE Center. Prioritize moving this ordinance, it's been quite a while. Urgency grows with the closing of the federal court in SF and the increase movement by ICE to increase detention capacity in Northern CA. Please meet with CCIRA who have asked for continued partnership on this.*

*Zelon Harrison: I would like this committee to consider how our children are being educated in our county. Black boys are expelled at higher rates, and black children continue to experience lower rates of educational success. Our parents are increasingly frustrated and concerned. Our kids should be able to attend school without being called the N word or that their safety is jeopardized. The county must do more to work with our school districts.*

Supervisor Carlson noted 6/15/26 meeting will have a staff report to address questions raised.

Supervisor Scales-Preston: Look forward to this item on the 6/15/26 agenda and thank community for coming out to bring comments. We have a meeting on 6/5/26 with other counties. Not all counties have ordinances, some have policies. I want to make sure that we get something that can be passed. We have no control over ICE – if something happens out in community, we have no control over them. We need to be in community and take care of each other. I am happy to meet with anyone.

- 1. RECEIVE and APPROVE the Record of Action from the April 20, 2026 meeting of the Equity Committee, with any necessary corrections.**

**Public Comment:**  
No comment.

Moved by Supervisor Scales-Preston, seconded by Supervisor Carlson. Approved and received.

- 2. INTERVIEW candidate, José Merlos, for the Advisory Council on Equal Employment Opportunity to fill the vacant Veteran's seat as recommended by the County's Equal Employment Opportunity Officer. applicants for the Racial Justice Oversight Body to fill one vacant seat reserved for a community member with lived experience in the criminal legal system, and DIRECT staff to forward any nominations to the Board of Supervisors for their approval and appointment.**

Interviewee's redacted application was included in the meeting agenda packet.

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Antoine Wilson, Equal Employment Officer for Contra Costa County and staff for the Advisory Council on Equal Employment introduced the new county employee and applicant for the vacant Veteran's seat.

*José Merlos: Joined Army at age 17 years and served 5 years under active orders, in Concord. Served one year in Kuwait. Then switched to Navy reserves. Now works in Human Resources in county Employment and Human Services department. Wants to join this advisory body due to my military experience. Learned about local government opportunities through military service.*

Supervisor Carlson: Is there a conflict for a county employee to hold this seat?

Antoine Wilson: No there is not a conflict.

Supervisor Scales-Preston: You've done a lot.

Supervisor Carlson: Excited to have you join. I move the placement of Mr. Merlos in this Veterans seat on the Advisory Council on Equal Employment Opportunity.

Supervisor Scales-Preston: I support this recommendation.

Motion passes.

**Public Comment:**

*Zelon Harrison: Thank you for your service, I think you are an excellent candidate.*

- 3. RECEIVE and ACCEPT the recommendation from the Transitional Community Advisory Body (TCAB) Chair and Vice Chair to move Antwanisha Hicks from a TCAB alternate seat to a member seat, INTERVIEW applicants to fill the vacant alternate seat, and DIRECT staff to forward any nominations to the Board of Supervisors for their approval and appointment.**

Interviewees' redacted applications were included in the meeting agenda packet.

Staff noted that Terrence Lawrence withdrew his application.

*Alvin Gibson: Lived in Pittsburg since 1995. Worked for EHSD Workforce Services for 30 years in Bay Point and Richmond in SIT which is similar to the proposed Wellness Center. District 4 Navigator – stationed at middle school and help community link to services, assist through crises families are experiencing. No conflict of interest.*

*Terah Lawyer: Work in reentry. Professional expertise and lived experience as formerly incarcerated. Work focuses on housing, policy, trauma navigation. Work on state-wide reentry policies. Worked on state advisory council and San Francisco foundation. Has deep belief in TCAB*

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*work and believes TCAB that those closest to the challenge should be in the forefront. Desire to bring resources, trust, cultural responsiveness important in equity work. No conflict of interest.*

Supervisor Scales-Preston thanked both for their time. States that she seeks District balance on TCAB and asked where things stand in terms of geographic balance.

Staff shared TCAB roster and noted District 4 representation.

Supervisor Carlson stated that where one works is as important as where you live; desires more District 4 representation. Supervisor Carlson stated he would like to move Goodson for appointment to the alternate seat.

Supervisor Scales-Preston seconded the motion, stating support for Supervisor Carlson. Motion passes.

**Public Comment:**

*Pastor Ed Harris (TCAB Chair): Expressed excitement with both of these individuals. I am in agreement with the decision by Supervisors. Thank you both for your interest and look forward to working with you. I am excited to welcome Alvin. Also excited that Antwanisha is moving to a voting seat.*

Staff shared that bylaw amendment is an option. Also noted that there is a lack of holistic health representation on TCAB. Staff thanked Ms. Lawyer for coming again for TCAB consideration and invited her to attend TCAB and offer her insights.

**4. RECEIVE updates and PROVIDE direction on the implementation of the Federal D. Glover Community Wellness Network.**

Director Carr presented updated RFQ as follows:

Main revisions

1. Amount of funding removed.
2. Process divided into two (2) parts
  - a. *Part One:* Applicants submit their qualifications
  - b. *Part Two:* Invite top candidates to submit SOW and budgets

Spoke to different stakeholders in community and understanding that applicant / lead entity to show us what they can do. Next steps are to move the revised RFQ forward to the Board of Supervisors June 9, 2026 meeting with a plan to release the RFQ for publication in mid-June. The bid period will be 6 to 8 weeks to receive responses.

**Public Comment:**

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*Pastor Ed Harris (TCAB chair): Thank you. We were excited to hear your insights (Supervisor Scales-Preston) and it made sense to make changes. We hope to build the best program that we can build.*

*Shantell Owens: I am excited that we are moving forward and that the amount will be removed. I also understand that we will move forward with RFP to get monies out to community. The thirteen (13) are still trying to provide services, some in danger of closing services without additional resources.*

Director stated that the Request for Proposal (RFP) is under construction, TCAB is refining the RFP through ad hoc work groups with a goal to fine tune the RFP regarding balance of service priorities and geographic areas. Key takeaways and lessons learned were provided by East Bay Community Foundation (EBCF) to inform process. TCAB will provide suggestions about how funding should be distributed in community. TCAB will bring suggestions and RFP revisions to TCAB meeting on 6/8/26.

Staff stated that EBCF will come to a future Equity committee to report on the outcomes and lessons from the first ORESJ RFP release of funds for community service and network.

Supervisors directed staff to move the RFQ forward and get it on the 6/9/26 BOS agenda. Supervisors would also like to consider bringing the forthcoming EBCF report to the full BOS.

**5. REVIEW the current annual budget allocation for the Office of Racial Equity and Social Justice and DISCUSS implications and next steps.**

Staff presented budget overview. Reference slides in agenda packet. Current level of funding will lead to deficit spending each year culminating in a negative balance by fiscal year 2030.

Community vision for ORESJ remains unrealized. ORESJ does not have capacity to address the volume of equity requests that come to our office.

Goal is to develop a theory of change and strategic plan. What can we create that is scale-able?

We recognize that today is the one-year anniversary of the passing of Supervisor Glover. We remember and thank him for his service and vision for ORESJ.

Supervisor Carlson: We want to honor sustain our commitment to the community. We are still in the unknown. As we go into next budget cycle, we need to find a way to be sustainable. There is no cushion. We are whittling away the reserve. Does every department have an Equity Coordinator? Put the burden and expense on the other county departments.

Director Carr stated that the above approach is a model of GARE.

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Supervisor Scales-Preston: Thank you to Peter and Kendra. Happy that you have expanded staff. We need to revisit the plan of this committee. What the community plan was and the targets for this office. I would like to see a report on this and perhaps a mini-retreat. We need to put some time into planning the next budget year

Supervisor Carlson: I recommend September / October for an expanded conversation about budget.

Director Kim stated that CORE committee is developing a report and would like to come to Equity in June.

**Public Comment:**

*Ali Saidi: Raise concern about budget forecast. Woefully insufficient. I want to appreciate the entire team. Issue of language access county needs to catch up with the times. Relying on an app to provide translation is insufficient. It is emblematic of how difficult it is for residents to access county services. Operating this many years without a Language Coordinator is not a good look.*

*Pastor Harris: ORESJ is working with a small crew. Need to have language opportunities for everyone. Each department might be able to coordinate funds to support that position. It would not be good for ORESJ to dissolve in the next 3-5 years. I ask that we do everything we can to ensure this department is strengthened. ORESJ thank you for your hard work.*

*Shantell Owens: Budget capacity, sustainability, and priority. ORESJ directors have done amazing work – they have tackled it. People of this county are not prioritized; now that county sees the dire need they must put pennies together to keep it. To see ORESJ dismantled would be a catastrophe. We need to make sure it is sustainable.*

*Roxanne Carillo-Garza (Healthy Richmond): I have been on ORESJ Core Committee since beginning. At the BOS retreat both of you talked about this as a commitment; now is the time to come up with sustainability plan. It cannot be a question for this department to go away. This department was supposed to staff 13 people. We may need you to set aside funds before the next budget cycle.*

**6. RECEIVE updates related to the Belonging in the Bay regional convening of Bay Area counties.**

Convening of Bay Area counties started last year in November 2025. The fifth convening is coming up. The group shares approaches to addressing immigrant concerns. Contra Costa will host the convening on 6/5/26 in Concord, CA. The event is invitation only, primarily elected leadership and county department representation.

Priority concern is soon Concord will have the only federal immigration court in the region. What resources will be there to protect them? Need resources and advocacy. Possibility of more detention centers in region – Dublin and Gilroy. Working groups to address concerns, how will law

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enforcement respond? What can counties do from a legal perspective? Use of surveillance equipment a concern.

Supervisor Scales-Preston: Immigration judges are being laid off; uncertainty. Huge backlog.

**The next meeting is currently scheduled for June 15, 2026.**

Meeting adjourned at 12:25 PM.

DRAFT



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 26-2578

**Agenda Date:** 6/15/2026

**Agenda #:** 2.

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Meeting Date: June 15, 2026

Subject: Draft Non-cooperation Policy

Submitted for: Equity Committee

Department: Office of Supervisor Ken Carlson

Referral Name: Draft Non-cooperation Policy

Presenter: Supervisor Ken Carlson

### **Referral History:**

On August 12, 2025, the Board of Supervisors referred to the Equity Committee the matter of guidance on department interactions with immigration enforcement authorities.

On September 22, 2025, the Equity Committee received a report on existing internal County departmental policies that address interactions with federal immigration authorities and provided direction to staff.

On November 17, 2025, the Equity Committee discussed a draft non-cooperation policy/ordinance.

On April 20, 2026, the Equity Committee discussed a draft non-cooperation policy.

**Referral Update:** Supervisor Ken Carlson will present a revised draft non-cooperation policy for discussion. Non-cooperation policies and ordinances from other Bay Area counties are attached.

### **Recommendation/Next Steps:**

RECEIVE and DISCUSS the draft non-cooperation policy and PROVIDE direction regarding the draft policy.

## **Contra Costa County Non-Cooperation Policy**

### **Section 1. Findings.**

- (a) The County of Contra Costa is home to people of diverse racial, ethnic, and national backgrounds, including a large immigrant population.
- (b) Immigrants are valuable and essential members of the Contra Costa County community.
- (c) A relationship of trust between the County of Contra Costa's immigrant community and the County of Contra Costa, its departments, programs, and personnel is central to the public safety of Contra Costa County residents.
- (d) This trust is threatened when state and local agencies are entangled with federal immigration enforcement, with the result that immigrant community members fear seeking basic health services, attending school, or contacting or cooperating with law enforcement when they are victims of or witnesses to crimes, to the detriment of public safety and the well-being of all Californians, including Contra Costa County residents.
- (e) Entangling state and local agencies with federal immigration enforcement programs diverts already limited resources and blurs the lines of accountability between local, state, and federal governments.
- (f) There are legal concerns with leveraging the County of Contra Costa's resources for federal immigration endeavors, including but not limited to the prospect of Contra Costa County residents being denied due process, detained in violation of the Fourth Amendment of the United States Constitution, or targeted on the basis of race, ethnicity, language, accent, occupation, or presence at certain locations.
- (g) This Policy seeks to protect the safety, well-being, and constitutional rights of Contra Costa County residents, and to direct the County's limited resources to matters of greatest concern.
- (h) The Board of Supervisors and the public will benefit from receiving monthly reports from the Sheriff's Office regarding any interactions with Immigration Authorities.
- (i) Various laws and regulations protect specified data and information that may be maintained by the County, including, among other things, data regarding recipients of social services, juvenile case file information, and protected health information. Contra Costa County's standard form contracts require contractors to comply with all applicable laws, and adhere to laws and regulations regarding confidentiality, including maintaining the confidentiality of the identity of persons served under the contract and the services provided to them.

## **Section 2. Definitions.**

For purposes of this Policy, the following words and phrases are defined as follows:

(a) “**Immigration Authority**” means any person or agency engaging in Immigration Enforcement, including but not limited to the U.S. Department of Homeland Security or its component agencies, U.S. Immigration and Customs Enforcement, U.S. Customs and Border Protection, or U.S. Citizenship and Immigration Services.

(b) “**Immigration Enforcement**” means any and all efforts to investigate, enforce, or assist in the investigation or enforcement of any federal civil immigration law, and also includes any and all efforts to investigate, enforce, or assist in the investigation or enforcement of any federal criminal immigration law that penalizes a person’s presence in, entry, or reentry to, or employment in, the United States.

## **Section 3. Prohibition on the Use of County Funds or Resources.**

Unless required by federal or state law, no County funds or resources, including, but not limited to, County personnel and County property, shall be utilized to:

(a) Assist or cooperate with requests by United States Immigration and Customs Enforcement or other Immigration Authorities, to hold, detain, house, transfer, or otherwise facilitate the investigation, detention, or arrest of any person in the custody of the Contra Costa County Sheriff’s Office, or any other County department, unless pursuant to a judicial warrant (as defined in California Government Code § 7284.4(i)) or otherwise required by law.

(b) Provide any Immigration Authority with access to any non-public areas of property owned or controlled by the County, including but not limited to, County jails, stations, conference rooms, and databases, for the purpose of Immigration Enforcement, unless pursuant to a judicial warrant (as defined in California Government Code section 7284.4(i)) or otherwise required by law.

(c) Make any person in County custody available to any Immigration Authority for an interview for the purpose of Immigration Enforcement.

(d) Respond to any administrative warrant from an Immigration Authority, such as a Form I-200. An administrative warrant is not a judicial warrant.

(e) Allow Immigration Authorities access to County-owned or County-controlled property, including parking lots, vacant lots, and parking garages, for purposes of staging, processing, or establishing an operational base for the purpose of Immigration Enforcement.

#### **Section 4. Access to County Services.**

(a) No County department, officer, or employee who collects information for the purpose of determining eligibility for services or benefits; for seeking reimbursement from federal, state, or third-party payors; or in the course of providing County services to clients shall use any County funds or resources to provide that information to an Immigration Authority for the purpose of assisting with Immigration Enforcement, except as mandated by state or federal law, including but not limited to, 8 U.S.C. § 1373.

(b) No County department, agency, officer, or employee shall condition the provision of County services or benefits on the citizenship or immigration status of the individual except where such conditions are lawfully imposed by federal or state law or local public assistance eligibility criteria.

(c) Nothing in this Policy shall prohibit or otherwise restrict the County from complying with a valid judicial warrant issued by a federal or state judge, or other order evidencing a judicial determination of probable cause. This Policy does not prohibit assistance or cooperation as required by law.

(d) This Policy does not limit or prohibit any County officer or employee from investigating suspected violations of criminal law.

(e) Except for Sheriff's Office personnel, which Office is subject to the separate reporting requirements in Section 5, all County personnel shall immediately notify their supervisor of any request by an Immigration Authority to access any non-public area of any County property or any non-public County records.

(f) The County calls on Immigration Authorities performing official business in the County to identify themselves as federal immigration officers, to make clear that they are not officers, agents, or employees of the County, and to comply with legal mandates and constitutional requirements.

#### **Section 5. Reporting Required.**

(a) Beginning \_\_\_\_\_, 2026, the Sheriff's Office shall monthly report its contact with any Immigration Authority for the purposes of Immigration Enforcement on the regular agenda of the Board of Supervisors as a consent item and post the information on the Sheriff's Office Transparency Portal on the Sheriff's Office's website. This requirement is excused only when the Board is on recess for longer than one (1) month. Reports shall include the following categories of information:

1. Number of ICE Form I-247 Immigration Notification requests and dates of requests received during the preceding month;

2. Number of notifications provided in response to requests and dates of notifications during the preceding month; and
3. Number of people transferred to an Immigration Authority from the Sheriff's custody during the preceding month.

(b) If the Sheriff's Office participates in a joint law enforcement task force as described in Government Code section 7284.6(c)(1), and Sheriff's Office personnel assists in any way with Immigration Enforcement as part of its participation in the joint law enforcement task force, the Sheriff's Office shall report the following information to the Board of Supervisors on a bi-annual basis:

1. The purpose of the task force.
2. The federal, state, and local law enforcement agencies involved.
3. The total number of arrests made during the preceding six-month period.
4. The number of people arrested for Immigration Enforcement purposes during the preceding six-month period.
5. The number of Contra Costa County Sheriff sworn personnel assigned to the joint law enforcement task force and a general description of the types of investigations that officers participated in during the preceding six-month period.

The Sheriff's Office shall report this information on the regular agenda of the Board of Supervisors as a consent item and shall post the information on the Sheriff's Office Transparency Portal on the Sheriff's Office's website. If there is no information to report for any six-month period, the Sheriff's Office shall include a statement in this regard on its website and is not required to report any information on the regular agenda of the Board of Supervisors for that six-month period.

(c) Reporting under this Policy does not replace the Sheriff's obligations under the Truth Act and/or other applicable laws.

#### **Section 6. Conflict With Other Policies**

In the event of a conflict between this policy and a specific departmental policy that the department maintains pursuant to Government Code section 7284.8 or Health and Safety Code section 24250 et seq., the specific policy shall govern.

## Bay Area Counties: Immigration-Related Responses

County	Description	Type
Alameda	<ul style="list-style-type: none"> <li>● Policy that prohibits the use of county property for immigration enforcement, including for use as staging areas, processing locations, or operations bases.</li> </ul>	Policy
Marin	<ul style="list-style-type: none"> <li>● Marin County has a “De-Escalation Response Framework”</li> </ul>	No policy or ordinance in place.
Napa	N/A	No policy or ordinance in place.
San Francisco	<ul style="list-style-type: none"> <li>● Ordinance that prohibits the use of city property without authorization.</li> <li>● San Francisco also has a longstanding sanctuary ordinance.</li> </ul>	Ordinance
San Mateo	<ul style="list-style-type: none"> <li>● Ordinance that restricts access to County properties and requires reporting by law enforcement.</li> </ul>	Ordinance
Santa Clara	<ul style="list-style-type: none"> <li>● Policies that limit cooperation with immigration enforcement, restrict use of County properties, and address access to County services.</li> </ul>	Policy
Solano	N/A	No policy or ordinance in place.
Sonoma	<ul style="list-style-type: none"> <li>● Ordinance that limits cooperation with and use of resources for immigration enforcement, and protects data.</li> </ul>	Ordinance

Alameda

**A RESOLUTION ADOPTING THE COUNTY OF ALAMEDA POLICY PROHIBITING  
THE USE OF COUNTY-OWNED OR COUNTY-CONTROLLED PROPERTIES FOR  
FEDERAL CIVIL IMMIGRATION ENFORCEMENT ACTIVITIES INCLUDING  
STAGING AREAS, PROCESSING LOCATIONS,  
OR OPERATIONS BASES**

**RESOLUTION NUMBER R-2026-47**

WHEREAS, in 2016, the Board of Supervisors declared and affirmed that the County of Alameda is a Welcoming County committed to bringing immigrants and refugees and the broader community together to develop policies, programs, and initiatives that build welcoming communities and provide all residents with the knowledge and tools to thrive and fully participate in their communities; and

WHEREAS, the County of Alameda is committed to ensuring the safety, dignity, and human rights of all our residents, regardless of race, religion, immigration status, or national origin; and

WHEREAS, civil immigration enforcement activities have historically undermined community trust, spread fear, and created barriers to refugee and immigrant community members accessing essential County services, seeking basic health services, and reporting crime to local law enforcement, contributed to increased absenteeism from work, and disrupted schooling to the detriment of all County residents; and

WHEREAS, throughout the State and Nation there has been an increase of incidents of arrests of both citizens and non-citizens by masked non-uniformed plain-clothed federal agents. Often these agents will not have visible names, officer identification numbers, or other individually identifying information on their person. This practice causes confusion, fear, and panic because community members have no way of knowing whether these agents are exercising legitimate authority or committing a crime thereby spreading distrust in law enforcement and harming public safety for all County residents; and

WHEREAS, the County of Alameda has long recognized that public safety is best achieved through trust and collaboration between residents and local government, not through the militarization or deputization of County resources in service of civil immigration enforcement; and

WHEREAS, the Alameda County Sheriff's Office General Order 1.24 revised on October 1, 2025 describes the Alameda County Sheriff's Office (ACSO) Zero-Contact policy with immigration officials, except when a criminal warrant has been signed by a judge; and

WHEREAS, in recent months, the County has observed across the country the commandeering of county, and city-owned facilities for immigration enforcement, an activity that is solely the responsibility of the

federal government; and

WHEREAS, the unauthorized use of County resources, property, or personnel to facilitate civil immigration enforcement actions ignores the intended purposes of such assets and interferes with and undermines the County's authority over, and its use of, its own limited resources, property, and personnel; and

WHEREAS, in this time of economic difficulties the County seeks to ensure that the County's resources, property, and personnel are used and expended only in furtherance of the objectives for which they are allocated and not used for the purposes of civil immigration enforcement which would divert County resources from programs beneficial to the County and its residents; and

WHEREAS, the use of County resources, property, or personnel to facilitate civil immigration enforcement actions is inconsistent with, and undermines both the spirit and intent of, the County's Welcoming County policy; and

WHEREAS, such use of County resources further erodes trust between refugee and immigrant communities and local law enforcement, weakening the relationships that are essential to ensuring public safety; and

WHEREAS, consistent with Alameda County's long-standing commitment to equity, inclusion, public safety, and ensuring access to essential services for all residents regardless of immigration status, numerous jurisdictions across the United States have recently adopted, or are actively considering, ICE-Free Zones or similar policies to preserve trust between immigrant communities and local government and to prevent fear from deterring residents from accessing public services, including California jurisdictions such as Santa Clara County, the City and County of San Francisco, Los Angeles County, San Mateo County, and the City of Berkeley; Illinois jurisdictions including the City of Chicago and Cook County; the City of Boston, Massachusetts; New Jersey jurisdictions including Hoboken, Jersey City, Newark, and Paterson; New York jurisdictions including New York City and Rochester; and the cities of Portland, Oregon; Seattle, Washington; Denver, Colorado; and Albuquerque, New Mexico, reflecting a shared commitment to protecting civil rights, promoting community well-being, and ensuring effective and inclusive local governance.

NOW, THEREFORE BE IT RESOLVED, THAT THE BOARD OF SUPERVISORS OF THE COUNTY OF ALAMEDA, does hereby enact the following policy to prohibit the use of county-owned or county-controlled properties, for certain civil immigration enforcement activities.

Adopted by the Board of Supervisors of the County of Alameda, State of California, on January 29, 2026 by the following called vote:

AYES: Supervisors Fortunato Bas, Márquez, Miley, Tam & President Haubert - 5  
NOES: None  
EXCUSED: None

David Haubert  
President of the Board of Supervisors  
County of Alameda, State of California

ATTEST:  
Clerk of the Board of Supervisors,  
County of Alameda

APPROVED AS TO FORM:  
Donna Ziegler, County Counsel

By:   
Britney Davis  
Clerk of the Board of Supervisors

By: <sup>Signed by:</sup>   
Samantha Stonework-Hand  
Assistant County Counsel

**THE COUNTY OF ALAMEDA POLICY PROHIBITING THE USE OF COUNTY-OWNED OR COUNTY-CONTROLLED PROPERTIES FOR FEDERAL CIVIL IMMIGRATION ENFORCEMENT ACTIVITIES INCLUDING STAGING AREAS, PROCESSING LOCATIONS, OR OPERATIONS BASES**

**Section 1. Prohibition on Use of County-owned or County-controlled properties.**

No County-owned or County-controlled properties, including parking lots, vacant lots, garages, or nonpublic areas of buildings shall be used for staging areas, processing locations, or operations bases for the purpose of civil immigration enforcement.

**Section 2: Definitions**

“Staging area” means an area that is used to assemble, mobilize, and deploy vehicles, equipment, or materials, and related personnel, for the purpose of carrying out civil immigration enforcement operations.

“Processing location” means an area that is used for activities such as the identification, intake, processing of documentation, detention, arrest, or temporary holding of individuals for the purpose of carrying out civil immigration enforcement operations.

“Operation base” means an area that is used to plan, coordinate, and execute civil immigration enforcement operations.

### **Section 3. Implementation and Enforcement**

The County Administrator or her designee shall identify County-owned or County-controlled properties, including parking lots, vacant lots, garages, or nonpublic areas of buildings that could be used as staging areas, processing locations, or operations bases for the purpose of civil immigration enforcement. The County Administrator or her designee in consultation with the Office of the County Counsel, shall ensure that all County-owned and/or County-controlled parking lots, vacant lots, parking garages, and non-public areas of County-owned and/or County-controlled facilities have clear signage designating that the property is owned and/or controlled by the County and cannot be used for any purpose not expressly authorized by the County.

The County Administrator or her designee shall further ensure that, wherever appropriate, physical barriers such as locked gates are used to limit access to County-owned or County-controlled properties, including parking lots, vacant lots, garages, or nonpublic areas of buildings consistent with this order.

The County Administrator or her designee shall develop the procedures necessary to implement this policy and report progress at the following Alameda County Together for All Ad Hoc Committee meeting. These implementing procedures shall provide a clear reporting policy, consistent with the Response Plan for Immigration Enforcement Activity, for any County employee or contracted security guard who becomes aware of the attempted or actual use of a County-owned or County-controlled property, including a parking lot, vacant lot, garage, or nonpublic area of a building as a staging area, processing location, or operations base, or any other activity for the purpose of civil immigration enforcement. This reporting policy shall ensure that such incidents are communicated to the County Administrator’s Office, County Counsel, and Public Safety Offices (Alameda County Sheriff’s Office, District Attorney’s Office, Public Defender’s Office, and Probation Department) to help ensure due process and upholding of relevant laws.

### **Section 4. Identification of Federal Immigration Officers**

The County calls on federal immigration enforcement officers performing official business in the County to identify themselves as federal immigration enforcement officers and to make clear that

they are not officers, agents, or employees of the County, and to comply with all State and Federal legal protections afforded to County residents.

### **Section 5. Private Property Signage**

The County Administrator's office shall design and print standardized signage that property owners and leaseholders may display to delineate the nonpublic areas of the property in which the property owner or leaseholder wishes to restrict activities related to civil immigration enforcement.

The County will make this signage available free of charge to property owners and leaseholders, including, but not limited to, businesses, medical providers, non-profits, and faith-based institutions, that voluntarily decide to so designate their property consistent with their authority over the property and who voluntarily request such signage from the County. Property owners and leaseholders that post this signage do so at their own discretion and assume any legal risk associated therewith.

County agencies and departments shall make available to the public "know your rights" materials regarding the rights of employees, tenants, and security staff regarding entry by federal agents.

### **Section 6. Scope.**

This policy does not apply to property that is subject to an existing lease or concession agreement to which the County is a party. This policy is not intended to, and shall not be interpreted to, interfere with any such lease or agreement.

Nothing in this policy shall be construed as restricting or interfering with the execution of lawful judicial warrants or the enforcement of criminal law, nor as limiting the rights of any person or entity under state or federal law. Nothing in this policy shall be construed as contrary to or in defiance of any Federal or State Law.

This policy does not prohibit the lawful use of County-owned or County-controlled property for purposes other than a staging area, processing location, operations base, or any other activity for the purpose of civil immigration enforcement, nor does it restrict any person or entity from carrying out functions unrelated to those purposes on such property.

### **Section 7. Severability**

If any section, subsection, sentence, clause, phrase, or word of this policy or its application is for any reason held to be invalid or unconstitutional by a decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this policy. To this end, the provisions of this policy, and each of them, are severable.

**Section 8. Effective Date.**

This policy will take effect upon its execution and filing with the Clerk of the Board.

# San Francisco

1 [Administrative Code - Restrictions on Use of City Property]

2  
3 **Ordinance amending the Administrative Code to prohibit the use of City property**  
4 **without the City's authorization, except for uses traditionally available to the public**  
5 **without authorization; prohibit any City official or employee from authorizing the use of**  
6 **City property if that use would disrupt City operations or discourage access to City**  
7 **services, unless the use furthers a City purpose; stating that civil immigration**  
8 **enforcement is not a City purpose; and authorizing the City Attorney to bring a cause**  
9 **of action against anyone that uses City property for an unlawful or unauthorized**  
10 **purpose.**

11 **NOTE:** **Unchanged Code text and uncodified text** are in plain Arial font.  
12 **Additions to Codes** are in *single-underline italics Times New Roman font*.  
13 **Deletions to Codes** are in *strikethrough italics Times New Roman font*.  
14 **Board amendment additions** are in double-underlined Arial font.  
15 **Board amendment deletions** are in ~~strikethrough Arial font~~.  
16 **Asterisks (\* \* \* \*)** indicate the omission of unchanged Code  
17 subsections or parts of tables.

18 Be it ordained by the People of the City and County of San Francisco:

19 Section 1. Findings.

20 As set forth in the preamble to the City Charter, the City's mission is to improve the  
21 quality of urban life; to encourage the participation of all persons and all sectors in the affairs  
22 of the City; to enable municipal government to meet the needs of the people effectively and  
23 efficiently; to provide for accountability and ethics in public service; to foster social harmony  
24 and cohesion; and to assure equality of opportunity for every resident.

25 To further this mission, the City invests in and maintains substantial resources,  
including real and personal property, to support and administer duly authorized public  
programs such as health care, education, transportation, emergency response, housing,

1 public safety, workforce and business development, and other essential municipal services.  
2 City facilities are critical access points relied upon by all residents, and preserving their safety,  
3 accessibility, and operational continuity, is a matter of practical necessity and fiscal  
4 responsibility.

5 City law has long prohibited City officials from using City resources to assist in the  
6 enforcement of federal immigration laws, except in narrowly defined circumstances.  
7 Consistent with the City's mission, the purpose of that prohibition is to encourage the  
8 participation of all persons in the affairs of the City. To investigate and solve crimes, fight  
9 fires, provide emergency assistance, and deliver comprehensive public health programs,  
10 among other things, the City needs the cooperation and involvement of all City residents,  
11 regardless of citizenship status. If the City were to assist with the enforcement of federal  
12 immigration laws, including permitting the use of City property to conduct enforcement, it  
13 would unquestionably discourage that critical cooperation and involvement.

14 Substantial evidence from major cities across the country demonstrates that recent  
15 surges in immigration enforcement activity discourage participation in the affairs of those  
16 cities, which disrupts municipal operations, creates public health and safety risks, and  
17 depresses commercial activity. National surveys conducted by the Urban Institute found that  
18 roughly one in six adults in immigrant families avoided public programs or facilities because of  
19 immigration-related fears. Community-based organizations in cities experiencing recent  
20 immigration raids have reported reduced engagement in public life, with many residents  
21 unwilling to access essential services such as health care, libraries, and workforce centers, as  
22 well as public events.

23 In Southern California, following reports of increased immigration enforcement activity  
24 near medical sites, health clinics reported no-show rates climbing from approximately 9% to  
25 more than 30 % with residents skipping medical appointments, vaccinations, and pharmacy

1 visits. Los Angeles County's main hospital reported that even threats of enforcement activity  
2 near the hospital discouraged access and thereby jeopardized community health. Also in Los  
3 Angeles County, St. John's Community Health, a major nonprofit health-care provider,  
4 reported that immigration enforcement activity at a mobile clinic site caused immediate service  
5 interruptions.

6 Schools and programs serving youth have recently experienced similar disruptions. In  
7 Los Angeles, following reports of increased immigration enforcement near campuses, families  
8 avoided school events, including graduation ceremonies. In Chicago, federal activity near  
9 public school facilities prompted school lockdowns and the suspension of after-school  
10 activities, as families reported fear and confusion about the presence of federal agents on or  
11 near school campuses. At Chicago's Funston Elementary School, students on the playground  
12 were rushed inside after federal agents deployed tear gas across the street, and recess was  
13 canceled for the day.

14 The Economic Policy Institute reported that intensified immigration enforcement  
15 increases workplace disruptions, employee turnover, and uncertainty for employers, with  
16 adverse spillover effects on local economies that depend on a stable workforce and consumer  
17 spending. A July 2025 study found that in California, recent surges in immigration  
18 enforcement had caused a sharper decline in workforce participation than any event in the  
19 past 40 years other than the Great Recession of 2008-09 and the COVID-19 pandemic. In  
20 Washington, D.C., officials observed that workers in neighborhoods impacted by increased  
21 immigration enforcement stopped reporting to job sites, adversely affecting the hospitality  
22 industry, tourism, and construction. These burdens translate into lost productivity for workers  
23 and businesses, and fiscal strain for local jurisdictions.

24 Recent increases in enforcement activity also have carried economic and operational  
25 consequences for local business owners, and ultimately local governments. News reports

1 from Chicago's Little Village and Back of the Yards neighborhoods have documented  
2 merchants locking their doors and shortening their hours during enforcement sweeps, leading  
3 to losses in sales, local tax receipts, and neighborhood vitality. In Los Angeles County,  
4 federal immigration actions destabilized businesses and disrupted county service delivery,  
5 leading the Board of Supervisors to declare a Local Emergency and to allocate resources to  
6 restore community access and economic stability.

7 Immigration enforcement on City property also generates acute public-safety risks.  
8 The City has devoted substantial resources to enhancing public safety and as a result has  
9 seen a recent 30% drop in crime. Effective public safety requires the cooperation of all City  
10 residents, one third of whom are immigrants. The City's efforts to reduce crime and protect  
11 public safety will be undermined if federal officers are operating on City property, blurring the  
12 lines between local policing and immigration enforcement, and thereby discouraging  
13 cooperation with local law enforcement.

14 The ordinance is not intended to and does not amend any existing City laws governing  
15 permitting or licensing of City property. The ordinance is not intended to and does not  
16 interfere with or obstruct lawful immigration enforcement. Federal immigration enforcement  
17 officers regularly carry out immigration enforcement in the City. The purpose of this ordinance  
18 is to preserve City resources for programs and services that further the City's mission and to  
19 ensure that the use of City property does not undermine that mission by discouraging  
20 residents' participation in the City's affairs.

21 City Departments are encouraged to provide training to their employees on the scope  
22 and limits of this ordinance.

23  
24 Section 2. Chapter 4 of the Administrative Code is hereby amended by revising  
25 Section 4.19 to read as follows:

1           **SEC. 4.19. USE OF CITY PROPERTY.**

2           (a) No person or entity may use ~~R~~real and personal property belonging to, or subject  
3 to the control of, any City and County department, board, commission, or ~~o~~ther authority  
4 (hereinafter "the City") unless the use shall only be used to advances or promotes public programs  
5 or other purposes authorized by the City and the City has ~~which have been duly~~ authorized the use by  
6 the appropriate public agency.

7           (b) No City official, employee, department, board, commission, or other authority shall  
8 authorize the use of any real or personal property subject to the control or jurisdiction of the City if the  
9 use will disrupt City operations or discourage access to City services, unless the use furthers a City  
10 purpose.

11           (c) The use of real or personal property to assist in the enforcement of Federal immigration  
12 law is not a City purpose.

13           (d) The use of real or personal property shall mean the right to occupy or use the property,  
14 to the exclusion of others, and shall include but not be limited to a license, permit to enter, use permit,  
15 or other similar instrument. It shall not mean non-exclusive access or use of the City's property  
16 traditionally open and available to the public where that access or use is on the same terms as  
17 members of the public and does not disrupt City operations.

18           (e) Upon finding that a City and County official or employee has engaged in  
19 activities prohibited by this Section 4.19, that official or employee shall be subject to  
20 disciplinary action in accordance with the applicable provisions of the Charter.

21           (f) Nothing in this Section 4.19 shall be construed to interfere with or inhibit any exercise  
22 of the constitutionally protected rights of freedom of speech or assembly or to prevent the use of, or  
23 access to, City property as required by law.

24           (g) The City Attorney is authorized to bring a cause of action against any person or entity  
25 that violates this Section 4.19 by using City property for an unlawful or unauthorized purpose.

1  
2           Section 3. No Conflict with Federal or State Law. Nothing in this ordinance shall be  
3 interpreted or applied to create any requirement, power, or duty in conflict with any federal or  
4 state law.

5  
6           Section 4. No Conflict with Existing Property Interest or Agreements. Nothing in this  
7 ordinance shall be interpreted or applied to affect or interfere with any property interest or  
8 agreement, including but not limited to amendments to those agreements, deeds, easements,  
9 leases, licenses, or permits, to occupy or use City real or personal property that is entered into  
10 or effective before the effective date of this ordinance.

11  
12           Section 5. Scope of Ordinance. In enacting this ordinance, the Board of Supervisors  
13 intends to amend only those words, phrases, paragraphs, subsections, sections, articles,  
14 numbers, punctuation marks, charts, diagrams, or any other constituent parts of the Municipal  
15 Code that are explicitly shown in this ordinance as additions, deletions, Board amendment  
16 additions, and Board amendment deletions in accordance with the "Note" that appears under  
17 the official title of the ordinance.

18  
19           Section 6. Undertaking for the General Welfare. In enacting and implementing this  
20 ordinance, the City is assuming an undertaking only to promote the general welfare. It is not  
21 assuming, nor is it imposing on its officers and employees, an obligation for breach of which it  
22 is liable in money damages to any person who claims that such breach proximately caused  
23 injury.

24  
25           Section 7. Severability. If any section, subsection, sentence, clause, phrase, or word

1 of this ordinance, or any application thereof to any person or circumstance, is held to be  
2 invalid or unconstitutional by a decision of a court of competent jurisdiction, such decision  
3 shall not affect the validity of the remaining portions or applications of the ordinance. The  
4 Board of Supervisors hereby declares that it would have passed this ordinance and each and  
5 every section, subsection, sentence, clause, phrase, and word not declared invalid or  
6 unconstitutional without regard to whether any other portion of this ordinance or application  
7 thereof would be subsequently declared invalid or unconstitutional.

8  
9 Section 8. Effective Date. This ordinance shall become effective 30 days after  
10 enactment. Enactment occurs when the Mayor signs the ordinance, the Mayor returns the  
11 ordinance unsigned or does not sign the ordinance within ten days of receiving it, or the Board  
12 of Supervisors overrides the Mayor's veto of the ordinance.

13  
14 APPROVED AS TO FORM:  
15 DAVID CHIU, City Attorney

16 By: /s/  
17 JANA CLARK  
18 Deputy City Attorney

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City and County of San Francisco

Tails Ordinance

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

File Number: 251224

Date Passed: February 24, 2026

Ordinance amending the Administrative Code to prohibit the use of City property without the City's authorization, except for uses traditionally available to the public without authorization; prohibit any City official or employee from authorizing the use of City property if that use would disrupt City operations or discourage access to City services, unless the use furthers a City purpose; stating that civil immigration enforcement is not a City purpose; and authorizing the City Attorney to bring a cause of action against anyone that uses City property for an unlawful or unauthorized purpose.

February 09, 2026 Rules Committee - RECOMMENDED AS COMMITTEE REPORT

February 10, 2026 Board of Supervisors - PASSED ON FIRST READING

Ayes: 11 - Chan, Chen, Dorsey, Fielder, Mahmood, Mandelman, Melgar, Sauter, Sherrill, Walton and Wong

February 24, 2026 Board of Supervisors - FINALLY PASSED

Ayes: 11 - Chan, Chen, Dorsey, Fielder, Mahmood, Mandelman, Melgar, Sauter, Sherrill, Walton and Wong

File No. 251224

I hereby certify that the foregoing Ordinance was FINALLY PASSED on 2/24/2026 by the Board of Supervisors of the City and County of San Francisco.

Handwritten signature of Angela Calvillo
Angela Calvillo
Clerk of the Board

Handwritten signature of Daniel Lurie
Daniel Lurie
Mayor

2 | 27 | 26
Date Approved

# San Mateo

## ***Chapter 2.48 NON-COOPERATION WITH IMMIGRATION AUTHORITIES***

### **2.48.010 Restrictions.**

- (a) All County of San Mateo ("County") departments, agencies, commissions, officers, agents, representatives, and employees are prohibited from using County resources, property, personnel, time, labor, or funds to:
1. Assist or cooperate with requests by the United States Immigration and Customs Enforcement or other immigration authorities or persons, or entities contracted for immigration enforcement purposes ("Immigration Authorities"), to hold, detain, house, transfer, or otherwise facilitate the arrest of any person in the custody of the San Mateo County Sheriff's Office, Probation Department, or any other County Department, unless pursuant to a judicial warrant (as defined in California Government Code § 7284.4(i)) or otherwise required by federal or state statute, regulation, or court decision; or
  2. Communicate with Immigration Authorities regarding an individual's release time, date, or place, home or work address, or contact information, or to otherwise assist or cooperate in any immigration enforcement activities, including information gathering, unless pursuant to a judicial warrant (as defined in California Government Code § 7284.4(i)) or otherwise required by federal or state statute, regulation, or court decision; or
  3. Provide access to or use of non-public County property, including but not limited to, County jails, stations, courthouse holding cells, conference rooms, and databases to Immigration Authorities, unless pursuant to a judicial warrant (as defined in California Government Code § 7284.4(i)) or otherwise required by federal or state statute, regulation, or court decision.
- (b) Notwithstanding the foregoing provisions of Section 2.48.010(a), County departments, agencies, commissions, officers, agents, representatives, and employees may use County resources, property, personnel, time, labor, or funds to assist or cooperate with Immigration Authorities solely for the purpose of providing assistance with the investigation or enforcement activities of any local, state, or federal law enforcement agency relating to suspected violations of any federal or state criminal statute, regulation, or court decision, provided, however, that such activities do not involve immigration enforcement as defined in California Government Code § 7284.4(f).
- (c) The prohibition on using County resources expressly prohibits County departments, agencies, commissions, officers, agents, representatives, employees, and volunteers from allowing Immigration Authorities access to the County-owned range at Coyote Point Park without a judicial warrant.
- (d) The prohibition on using County resources expressly prohibits County departments, agencies, commissions, officers, agents, representatives, employees, and volunteers from using funds or personnel to assist in traffic enforcement for the purpose of aiding immigration enforcement or allowing Immigration Authorities access to County property for purposes of staging or establishing an operational base for a federal immigration enforcement action.

(Ord. No. 04875, § 2, 4-25-2023; Ord. No. 4915, § 2, 11-4-2025)

### **2.48.020 County department reporting requirements.**

- (a) No later than January 1, 2026, the Sheriff and Chief Probation Officer shall each place on a Board of Supervisors meeting agenda and post on the Sheriff's Office website a written report stating the number of

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immigration detainer requests from Immigration Authorities received from January 1, 2025, to the reporting deadline. Thereafter, the Sheriff and Chief Probation Officer shall each submit a written report to the Board of Supervisors by March 1st, June 1st, September 1st, and December 1st of each year, addressing the following issues for the time period covered by the report:

1. A description of all communications received from any Immigration Authorities, including but not limited to, the number of civil immigration detainers, notification requests, or other types of communications related to immigration enforcement including the failure to notify any inmates of a detention request as required by the TRUTH Act (Cal Gov Code sec. 72831.1(b).)
  2. A description of any communications the Department made to the Immigration Authorities, including but not limited to any Department's responses to inquiries as described herein.
- (b) The Sheriff and Chief Probation Officer shall additionally include in their periodic reports a description of any immigration enforcement actions that the Department is aware of that were undertaken by the Immigration Authorities within the County, including but not limited to deportations, detentions, workplace raids or other surveillance observed by the Sheriff or Chief Probation Officer.
- (c) All County Departments shall report any interactions with Immigration Authorities, including, but not limited to, any service of subpoenas, warrants or surveillance of County facilities to the County Executive within twenty-four (24) hours of their occurrence. The County Executive shall keep a log of such Departmental reports and provide a summary of Departmental interactions with Immigration Authorities to the Board according to the schedule provided in subsection (a).
- (d) County Parks Department shall provide a report to the County Executive of any identifiable Immigration Authorities accessing County Parks within twenty-four (24) hours of the occurrence.

(Ord. No. 4915, § 3, 11-4-2025)

### **2.48.030 Law enforcement identification.**

- (a) Beginning on January 1, 2026 the Sheriff shall maintain and publicly post a written policy on the visible identification of law enforcement agency personnel as defined in Government Code Section 7288(c)(2). The policy shall include, at minimum, the following:
1. A purpose statement affirming the agency's commitment to both of the following:
    - A. Transparency, accountability, and public trust.
    - B. Restricting situations in which sworn personnel do not visibly display identification to specific, clearly defined, and limited circumstances.
  2. A requirement that all sworn personnel visibly display identification that includes their agency and either a name or badge number, or both name and badge number, when performing enforcement duties.
  3. A list of narrowly tailored exemptions for the following:
    - A. Officers engaged in active undercover operations or investigative activities.
    - B. Officers wearing personal protective equipment that prevents display.
    - C. Exigent circumstances, involving an imminent danger to persons or property, or the escape of a perpetrator, or the destruction of evidence, including if the officer is responding to those circumstances while off-duty.
    - D. When there is a specific, articulable, and particularized reason to believe identification would pose a significant danger to the physical safety of the peace officer.

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(Supp. No. 47, Update 2)

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- (b) The Sheriff shall develop, maintain and publicly post a written policy regarding the use of facial coverings. The policy shall include, but not be limited to, each of the following:
1. A purpose statement affirming the Sheriff's commitment to the following:
    - A. Transparency, accountability and public trust.
    - B. Restricting the use of facial coverings to specific, clearly defined, and limited circumstances.
    - C. The principle that generalized and undifferentiated fear and apprehension about officer safety shall not be sufficient to justify the use of facial coverings.
  2. A requirement that all sworn personnel not use a facial covering when performing their duties.
  3. A list of narrowly tailored exemptions for the following:
    - A. Active undercover operations or assignments authorized by supervising personnel or court order.
    - B. Tactical operations where protective gear is required for physical safety.
    - C. Applicable law governing occupational health and safety.
    - D. Protection of identity during prosecution.
    - E. Applicable law governing reasonable accommodations.
  4. Opaque facial coverings shall only be used when no other reasonable alternative exists and the necessity is documented.
  5. Pursuant to the policy, a supervisor shall not knowingly allow a peace officer under their supervision to violate state law or agency policy limiting the use of a facial covering.

(Ord. No. 4915, § 4, 11-4-2025)

#### **2.48.040 Miscellaneous.**

- (a) Construction with Other Laws. Nothing in this chapter shall be construed to violate any State or Federal laws with regard to immigration or other law enforcement. Nothing in this chapter shall be construed as contrary to or in defiance of any Federal or State Law.
- (b) Severability. If any section, subsection, sentence, clause, phrase, or word of this chapter or its application is for any reason held to be invalid or unconstitutional by a decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this chapter. The Board of Supervisors hereby declares that it would have passed this chapter and each and every section, subsection, sentence, clause, phrase, and word not declared invalid or unconstitutional without regard to whether any other portion of this chapter would be subsequently declared invalid or unconstitutional. To this end, the provisions of this chapter, and each of them, are severable.

(Ord. No. 4915, § 5, 11-4-2025)

# Santa Clara

POLICY RESOLUTION NO. BOS-2019-72

**RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY  
OF SANTA CLARA AMENDING BOARD POLICY 3.54  
RELATING TO COOPERATION WITH U.S. IMMIGRATION AND  
CUSTOMS ENFORCEMENT**

**WHEREAS**, the Board of Supervisors wishes to give direction and set policy for such matters for which the responsibility of decisions is placed on it by virtue of State codes, County Charter or specific ordinances and resolutions or relates to its broad policy-making authority to matters regarding Santa Clara County;

**WHEREAS**, the Board of Supervisors wishes to clearly state and compile policies and to provide for distribution of these policies to affected decision-makers; and

**WHEREAS**, the Policy Manual is not set by ordinance, is not legally binding, and can be changed by adoption of a resolution approved by a majority of the Board of Supervisors and is intended to give guidance to staff and future members of the Board of Supervisors;

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Approved: 06/04/2019

JUN 04 2019

97141

**NOW, THEREFORE, BE IT RESOLVED**, by the Board of Supervisors of the County of Santa Clara, State of California, that the Board of Supervisors' Policy Manual is hereby amended by adoption of this resolution to amend Board of Supervisors' Policy Manual section 3.54, attached hereto as Exhibit "A" and incorporated herein, and the Clerk of the Board is directed to incorporate the policy into the manual so that it is available to all County staff.

**PASSED AND ADOPTED** by the Board of Supervisors of the County of Santa Clara, State of California, on June 4, 2019, by the following vote:

AYES: CHAVEZ, CORTESE, ELLENBERG

SIMITIAN, WASSERMAN

NOES: [NONE]

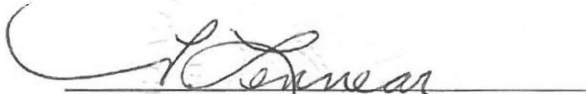
ABSENT: [NONE]

ABSTAIN: [NONE]



S. JOSEPH SIMITIAN, President  
Board of Supervisors

ATTEST:



TIFFANY LENNEAR  
Assistant Clerk of the Board of Supervisors

APPROVED AS TO FORM AND LEGALITY:



JAMES R. WILLIAMS  
County Counsel

Exhibit to this Resolution:

Exhibit A – Board Policy Manual Section 3.54 Relating to Cooperation with U.S.  
Immigration and Customs Enforcement

2017574

## **EXHIBIT A**

### **3.54 COOPERATION WITH U.S. IMMIGRATION AND CUSTOMS ENFORCEMENT**

It is the policy of the County of Santa Clara that County officials and employees may cooperate with United States Immigration and Customs Enforcement (ICE) only as follows:

- (A) Consistent with longstanding County policy, the California Values Act (Gov. Code, §§ 7284-7284.12), and the Fourth Amendment to the United States Constitution, the County does not, under any circumstances, honor civil detainer requests from ICE by holding inmates on ICE's behalf for additional time after they would otherwise be released from County custody.
  
- (B) It is the policy of the County that the Sheriff may exercise discretion to facilitate the transfer of an adult inmate to ICE custody if an ICE agent presents a valid arrest warrant signed by a federal or state judicial officer, or other signed writ or order from a federal or state judicial officer authorizing ICE's arrest of the inmate. An administrative warrant signed by an agent or official of ICE or of the Department of Homeland Security (such as a Form I-200) is not a judicial warrant and will not be honored. The Sheriff and Chief of Correction shall jointly develop transfer procedures to implement this paragraph.
  
- (C) Except as permitted by this Policy, the County shall not provide assistance or cooperation to ICE in its civil immigration enforcement efforts, including by giving ICE agents access to individuals or allowing them to use County facilities for investigative interviews or other purposes, expending County time or resources responding to ICE inquiries or communicating with ICE regarding individuals' incarceration status or release dates, or otherwise participating in any civil immigration enforcement activities. This Policy does not limit or prohibit giving assistance with the investigative activities of any local, state, or federal law enforcement agency relating to suspected violations of criminal laws.

**POLICY RESOLUTION NO. \_\_\_\_\_**

**RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY  
OF SANTA CLARA ADDING BOARD POLICY 3.75 RELATING TO  
LIMITING THE USE OF COUNTY PROPERTY TO  
USES THAT FURTHER COUNTY PURPOSES  
AND BOARD POLICY 3.76 RELATING TO ACCESS TO COUNTY  
SERVICES**

**WHEREAS**, Santa Clara County is home to a diverse and vibrant community of people representing many races, ethnicities, and national origins, among other personal identities and characteristics, and the County affirms its commitment to ensuring dignity and respect for all residents, regardless of immigration status:

**WHEREAS**, the Board of Supervisors recognizes that fostering a relationship of trust, respect, and open communication between County government and county residents is essential to upholding the County's mission of ensuring public health and safety and serving the needs of the entire community:

**WHEREAS**, in this time of economic difficulties, the Board of Supervisors remains committed to using local resources to promote public health and safety and sustain the vital services on which the entire community depends, and recognizes that the best way to achieve those priorities is to foster an environment of inclusiveness and trust between the County government and all county residents:

**WHEREAS**, the unauthorized use of County property to facilitate civil immigration enforcement activities interferes with the County's authority over, and use of, its own property, undermines the County's longstanding policy of non-cooperation with civil immigration enforcement, and risks eroding trust between County personnel and the community:

**WHEREAS**, the County has longstanding policies that support its immigrant residents and promote relationships of trust and rapport between County government and county residents, including Board of Supervisors Policy Manual 3.54; and the County has successfully defended its existing policies as consistent with the United States Constitution, federal law, and California law:

**WHEREAS**, the County has a strong interest in ensuring its policies concerning the use of County-owned and County-controlled property are clear and unambiguous, including to prevent uses of such property for federal civil immigration enforcement activity or for any other purpose not expressly authorized by the County and consistent with the County's use of its limited discretionary resources to focus on County purposes:

**WHEREAS**, the Board of Supervisors wishes to give direction and set policy for such matters for which the responsibility of decision is placed on them by virtue of State codes.

County Charter, or specific ordinances and resolutions, or relates to its broad policy-making authority to matters regarding Santa Clara County;

**WHEREAS**, the Board of Supervisors wishes to clearly state and compile policies and to provide for distribution of these policies to affected decision makers; and

**WHEREAS**, the Policy Manual is not set by ordinance, is not legally binding, and can be changed by adoption of a resolution approved by a majority of the Board of Supervisors and is intended to give guidance to staff and future Boards of Supervisors;

**NOW, THEREFORE, BE IT RESOLVED**, by the Board of Supervisors of the County of Santa Clara, State of California, that the Board of Supervisors' Policy Manual is hereby amended by adoption of this resolution to add Board Policy 3.75, attached hereto as Exhibit A and incorporated herein, and Board Policy 3.76, attached hereto as Exhibit B and incorporated herein, and the Clerk of the Board is directed to incorporate these policies into the manual so that it is available to all County staff;

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**BE IT FURTHER RESOLVED** that, to the extent any component of any prior Board Resolution covers identical or similar subjects as this Resolution or Board Policies 3.54, 3.75, or 3.76, any such components are hereby superseded by this Resolution and Board Policies 3.54, 3.75, and 3.76.

**PASSED AND ADOPTED** by the Board of Supervisors of the County of Santa Clara, State of California, on DEC 09 2025, by the following vote:

AYES: ABE-KOGA, ARENAS, DUONG, ELLENBERG, LEE

NOES: NONE

ABSENT: NONE

ABSTAIN: NONE

\_\_\_\_\_  
OTTO LEE, President  
Board of Supervisors

Signed and certified that a copy of this document has been delivered by electronic or other means to the President, Board of Supervisors.

ATTEST:

\_\_\_\_\_  
CURTIS BOONE  
Clerk of the Board of Supervisors

APPROVED AS TO FORM AND LEGALITY:

\_\_\_\_\_  
TONY LOPRESTI  
County Counsel

Exhibits to this Resolution:

A – Board Policy Manual Section 3.75 relating to Limiting the Use of County Property to Uses That Further County Purposes

B – Board Policy Manual Section 3.76 relating to Access to County Services

## EXHIBIT A

### 3.75 LIMITING USE OF COUNTY PROPERTY TO USES THAT FURTHER COUNTY PURPOSES

Board Policy 3.54, Cooperation with U.S. Immigration and Customs Enforcement, provides in subsection (C) that “Except as permitted by this Policy, the County shall not provide assistance or cooperation to ICE in its civil immigration enforcement efforts, including by giving ICE agents access to individuals or allowing them to use County facilities for investigative interviews or other purposes,” but that the “Policy does not limit or prohibit giving assistance with the investigative activities of any local, state, or federal law enforcement agency relating to suspected violations of criminal laws.” In addition to the limitations set forth in Board Policy 3.54(C), it is the policy of the County of Santa Clara that *all* real property belonging to the County or subject to the County’s control shall be used in a manner that furthers County purposes as follows:

- (A) No County-owned or County-controlled parking lot, vacant lot, or parking garage shall be used for any purpose not expressly authorized by the County, including, for example, as a staging area, processing location, or operations base for federal civil immigration enforcement activities.
- (B) No County department, agency, officer, or employee shall give consent for federal officials to use a County-owned or County-controlled parking lot, vacant lot, or parking garage as a staging area, processing location, or operations base for federal civil immigration enforcement activities, and no such purported consent by a County department, agency, officer, or employee shall be deemed consent by the County for any such use.
- (C) No County department, agency, officer, or employee shall give consent for federal officials to access or use non-public areas of County facilities for purposes of civil immigration enforcement without a valid arrest warrant signed by a federal or state judicial officer, or other signed writ or order from a federal or state judicial officer authorizing such access, and no such purported consent by a County department, agency, officer, or employee shall be deemed consent by the County for any such access or use.
- (D) The County Executive, in consultation with the Office of the County Counsel, shall ensure that all County-owned and/or County-controlled parking lots, vacant lots, and parking garages, and non-public areas of County-owned and/or County-controlled facilities, have clear signage designating that the property is owned and/or controlled by the County and cannot be used for any purpose not expressly authorized by the County.
- (E) The County Executive shall ensure implementation of this policy.
- (F) This policy shall not impair any lease, license, or other property interest or contractual restriction in existence prior to December 31, 2025.

Page 4 of 6

Board Policy Resolution Adding Board Policy 3.75  
Relating to Limiting the Use of County Property to Uses  
That Further County Purposes and Board Policy 3.76  
Relating to Access to County Services

- (G) Nothing in this policy shall be construed as restricting or interfering with the execution of valid judicial warrants or court orders from federal or state judicial officers or with the enforcement of criminal law, nor as limiting the rights of any person or entity under state or federal law.

## EXHIBIT B

### 3.76 ACCESS TO COUNTY SERVICES

It is the policy of the Board of Supervisors that:

- (A) No County department, agency, officer, or employee shall initiate any inquiry or civil enforcement action based solely on a person's actual or suspected immigration status, national origin, race, ethnicity, and/or actual or suspected inability to speak English.
- (B) No County department, agency, officer, or employee shall use any County funds, resources, or personnel to investigate, question, apprehend, or arrest an individual solely for an actual or suspected civil violation of federal immigration law.
- (C) No County department, agency, officer, or employee shall condition the provision of County services or benefits on the citizenship or immigration status of the individual except where such conditions are lawfully imposed by federal or state law or local public assistance eligibility criteria.
- (D) No County department, agency, officer, or employee who collects information for the purpose of determining eligibility for services or benefits; for seeking reimbursement from federal, state, or third-party payors; or in the course of providing County services to clients shall use any County funds or resources to provide that information to U.S. Immigration and Customs Enforcement (ICE) for purpose of assisting in the enforcement of federal civil immigration law, except as mandated by state or federal law, including but not limited to 8 U.S.C. § 1373.
- (E) The County calls on ICE agents performing official business in the County to identify themselves as federal immigration officers, to make clear that they are not officers, agents, or employees of the County, and to comply with legal mandates to refrain from racial profiling and to respect the due process rights of county residents, including but not limited to providing all required warnings concerning an individual's right to remain silent, the right not to sign documents they do not understand, and the right to speak with a lawyer.
- (F) This Policy does not limit or prohibit any County officer or employee from investigating suspected violations of criminal law.
- (G) The County Executive shall ensure implementation of this policy.

# Sonoma

**ORDINANCE NO. \_\_\_\_\_**

**AN ORDINANCE OF THE BOARD OF SUPERVISORS OF THE COUNTY OF SONOMA, STATE OF CALIFORNIA, THE BOARD OF DIRECTORS OF THE SONOMA COUNTY WATER AGENCY, THE BOARD OF DIRECTORS OF THE SONOMA COUNTY AGRICULTURAL PRESERVATION AND OPEN SPACE DISTRICT, AND THE BOARD OF COMMISSIONERS OF THE SONOMA COUNTY COMMUNITY DEVELOPMENT COMMISSION TO UPHOLD THE CIVIL RIGHTS, DIGNITY, HEALTH AND SAFETY OF OUR IMMIGRANT POPULATION AND ALL SONOMA COUNTY RESIDENTS**

The Board of Supervisors of the County of Sonoma, the Board of Directors of the Sonoma County Water Agency, the Board of Directors of the Sonoma County Agricultural Preservation and Open Space District, and the Board of Commissioners of the Community Development Commission hereby find and declare as follows:

**Section 1. Findings.**

**WHEREAS**, Sonoma County is home to persons and families of diverse racial, ethnic, and national backgrounds, including a large immigrant population; and

**WHEREAS**, all Sonoma County immigrant residents, whether they are U.S. citizens, permanent residents, undocumented residents, refugees, or residents with any other immigration status, are valued and integral members of our social, cultural, and economic fabric; and

**WHEREAS**, a significant number of immigrants are working people and the primary breadwinners of their families, and many are at risk of losing employment and the ability to provide for their families due to detention or deportation; and,

**WHEREAS**, about half of all children in California have at least one immigrant parent, and stabilizing and improving the experience of all families, including households with undocumented and mixed immigration statuses, is an investment in our community's long-term future; and

**WHEREAS**, many immigrants have created deep and long-term ties in Sonoma County, which they have cultivated for themselves, their families, and their communities, and immigrants are integral to the culture, workforce, economic success, and ongoing prosperity of our county; and

**WHEREAS**, the County of Sonoma assures its support to communities experiencing vulnerabilities and will strive to maintain and improve their dignity and quality of life, and will not tolerate acts of hate, discrimination, bullying, or harassment; and

**WHEREAS**, the Sonoma County Board of Supervisors desires to make Sonoma County a safe place for everyone, including, but not limited to, immigrants from all countries, people of color, people of all religions, gender identity, sexual orientation, people with disabilities, and all communities experiencing vulnerabilities; and

**WHEREAS**, it is the Board’s desire to ensure that its immigrant residents are able to participate in civic life and daily activities, and receive essential government services without fear of being detained by, or reported to federal immigration authorities based solely on immigration status; the languages they speak, or the color of their skin; and

**WHEREAS**, the national rhetoric regarding immigration during and since the 2024 National Presidential Election has resulted in concerns and uncertainty among many, including but not limited to immigrants, members of the LGBTQIA+ community, and individuals and families experiencing vulnerabilities in our community, across our State, and across our nation; and

**WHEREAS**, on January 10, 2025 the Board of Supervisors adopted that certain “Resolution to Uphold the Civil Rights, Dignity, Health and Safety of Our Immigrant Population and All Sonoma County Residents”; and

**WHEREAS**, the statewide TRUST Act (AB 4) California Trust Act limits the circumstances under which local law enforcement can detain individuals on behalf of federal immigration authorities; and

**WHEREAS**, the statewide TRUTH Act (AB 2792) California TRUTH Act increases transparency and oversight regarding local law enforcement’s communication with federal immigration authorities; and

**WHEREAS**, the statewide VALUES Act (SB 54) California Values Act limits the circumstances under which local law enforcement may use funds or personnel to support immigration enforcement, and authorizes localities in California to establish further restrictions in local policies. It also prevents police and sheriff’s deputies from asking about an individual’s immigration status or from sharing a person’s sensitive personal information with immigration authorities, unless otherwise required or permitted by law, or from arresting anyone only for having a deportation removal order or for most other immigration related violations; and

**WHEREAS**, the California Education Code § 234.7 prohibits schools from adopting policies or practices and discriminate against or hinder access to school services based on immigration status, and restricts schools from collecting or sharing information about immigration status; and

**WHEREAS**, the above referenced laws have been enacted statewide as a declaration that California recognizes and values the contributions of immigrants in our communities. While the County acknowledges the federal government’s extensive legislation related to immigration regulation and enforcement, consistent with these state laws, the County declines to participate in federal efforts to enforce such federal laws in our communities; and

**WHEREAS**, in a letter to the community in November 2024, the Sonoma County Law Enforcement Chiefs Association reaffirmed local police and sheriff’s commitment to the above-mentioned state laws, and acknowledged that “participating in federal immigration

enforcement undermines the trust and cooperation necessary for effective policing” in our community; and

**WHEREAS**, the Sonoma County Board of Supervisors continues to welcome opportunities to partner with the Legislature, other jurisdictions, local organizations, and businesses that support and defend these populations.

**NOW, THEREFORE, THE BOARD OF SUPERVISORS OF THE COUNTY OF SONOMA, STATE OF CALIFORNIA ORDAINS AS FOLLOWS:**

Section 2. Definitions. For purposes of this ordinance, the following definitions shall apply:

“Agency” means the County of Sonoma and department, agency, division, commission, council, committee, board, other body, or person under the policy direction of the Board of Supervisors and where the Board of Supervisors acts as the Board of Directors and Commissioners for applicable department and agencies. Board of Supervisors’ policy authority does not extend to other elected officials who have legal authority over the policy directives of their respective operations.

“Representative” means any person employed by or acting on behalf of an Agency.

“Citizenship or immigration status” means all matters regarding questions of citizenship of the United States or any other country, including place of birth, and/or authority to reside in or otherwise be present in the United States.

“Immigration enforcement” includes any and all efforts to investigate, enforce, or assist in the investigation or enforcement of any federal civil immigration law, and also includes any and all efforts to investigate, enforce, or assist in the investigation or enforcement of any federal criminal immigration law that penalizes a person’s presence in, entry, or reentry to, or employment in, the United States (as defined in California Government Code §7284.4(f)).

“Sensitive personal information” is as defined in California Civil Code § 1798.140(ae) and also includes a person’s social media identifiers, place of birth, home address, employment status, citizenship or immigration status, disability, credit score, or English language ability.”

Section 3. Confidentiality. In order for all residents to feel safe while interacting with local government – whether to access benefits, report a crime, or file a legal document – the Board of Supervisors directs all Representatives to closely protect the sensitive personal information of residents, whether that information is collected at birth, marriage, or death, through the application for benefits for health, housing, or human services, or via other situations in which sensitive information comes into possession or awareness of the Agency.

(A) No Representative or Agency shall request, maintain, or disclose sensitive personal information, unless and only if required by state or federal statute or regulation, court order or a lawfully issued judicial search warrant or subpoena.

(B) All Agency Heads shall report any interactions with federal immigration authorities,

including, but not limited to, any service of subpoenas, warrants or surveillance of County facilities to the County Executive within 24 hours of their occurrence.

Section 4: Use of Agency Resources. All County departments, agencies, commissions, officers, Representatives, and employees are prohibited from using Agency resources, property, personnel, time, labor, or funds to:

- (A) Inquire into or collect information about an individual's citizenship, place of birth, or Citizenship or immigration status in relation to an application, questionnaire, or interview form in relation to Agency benefits, opportunities, or services unless required by law in order to provide an Agency service or carry out a function of Agency government or if relevant to potential or actual litigation or an administrative proceeding in which the Agency is or may be a party; or
- (B) Assist or cooperate with any and all Immigration enforcement operations or requests by federal immigration authorities or entities contracted to act on behalf of federal immigration authorities, unless pursuant to a court order or otherwise required by federal or state statute, regulation, or court decision. This extends to the use of any and all Agency-owned, leased, or rented properties, which may not be used for any Immigration enforcement related activity. This does not apply to property that is currently subject to an existing lease or concession agreement to which the Agency is a party; or
- (C) Provide access to or use non-public Agency property, facilities, or assets, including but not limited to office space, conference rooms, as well as databases and other electronic Agency property and tools, to federal immigration authorities, unless pursuant to a judicial warrant or otherwise required by federal or state statute, regulation, or court decision.

Section 5: Public Information and Education. The Agency shall maintain a centralized webpage of information about the County of Sonoma's services, policies, and procedures related to prohibiting cooperation between local government officials, Agency employees, and federal immigration authorities, as well as information regarding legal and other community resources available to local immigrant communities.

Section 6: Staff and Representative Training. Agency Heads shall implement training for staff on how to interact with and address federal immigration authorities regarding the prohibitions provided in this Ordinance. Agency Heads shall also develop and disseminate specific protocols and procedures for all staff or representatives regarding interactions with federal immigration authorities, consistent with this Ordinance.

Section 7: County Affirmation. The Sonoma County Board of Supervisors affirms the importance of directing its Agency staff or representatives to prominently place signs explaining that a County resident's citizenship and immigration status will not be collected or disclosed unless required by state, federal or other law in order to provide a County services. Signs will be prominently placed in lobbies of all County departments or agencies. The Sonoma County Board of Supervisors encourages all County residents and all County departments and agencies, including its staff and representatives to speak out against acts of bullying, discrimination and hate violence and to stand up for those who are targeted for

such acts in accordance with applicable laws.

Section 8: Review and Reporting Requirements. In order to ensure compliance with this Ordinance, within six months of adoption or whenever feasible, but in no event later than one year, impacted Agency departments shall:

- (A) Review all Agency policies and practices to ensure compliance with this Ordinance and to provide a report to the Chief Executive outlining steps taken to implement these provisions.
- (B) Report to the Chief Executive that the signs have been placed in all lobbies of all Agencies.
- (C) Report to the Chief Executive all the trainings completed to ensure full compliance with this Ordinance.

Section 9: Commitment to Policies and Procedures: The County of Sonoma shall continue to promote, enforce, and defend County policies and procedures that protect the human and civil rights of all residents and that ensure adherence to the non-discrimination principles enacted by the County of Sonoma in this Ordinance and in other Ordinances and official enactments.

Section 10. Consistency with Applicable Law. Nothing herein shall be construed to violate, or to encourage noncompliance with, any State or Federal laws with regard to immigration or other law enforcement. Nothing in this Ordinance shall be construed as contrary to or in defiance of any Federal or State Law.

Section 11: Severability. If any section, subsection, sentence, clause, phrase, word, or its application of this ordinance is for any reason held to be invalid and/or unconstitutional by a court of competent jurisdiction, such decision shall not affect the validity of the remaining portion of this ordinance.

Section 12: Effective Date. This Ordinance shall take effect 30 days from the date of adoption. This Ordinance shall be and the same is hereby declared to be in full force and effect from and after thirty (30) days after the date of its passage and shall be published once before the expiration of fifteen (15) days after said passage, with the names of the Supervisors voting for or against the same, in *The Press Democrat*, a newspaper of general circulation published in the County of Sonoma, State of California.

In regular session of the Board of Supervisors of the County of Sonoma, introduced on the 7<sup>th</sup> day of April, 2026, and finally passed and adopted on this \_\_\_ day of \_\_\_\_\_, 2026 on regular roll call of the members of Said Board by the following vote:

**Supervisors:**

Rabbitt:	Coursey:	Gore:	Hopkins:	Hermosillo:
Ayes:	Noes:	Absent:	Abstain:	

**WHEREUPON**, the Chair declared the above and foregoing Ordinance duly adopted and

**SO ORDERED**

\_\_\_\_\_  
Chair, Board of Supervisors County of  
Sonoma, the Board of Directors of the  
Sonoma County Water Agency, the Board of  
Directors of the Sonoma County Agricultural  
Preservation and Open Space District, and  
the Board of Commissioners of the  
Community Development Commission

ATTEST:

\_\_\_\_\_  
M. Christina Rivera  
Clerk of the Board of Supervisors,  
Board of Directors of the Sonoma County Water Agency,  
the Board of Directors of the Sonoma County Agricultural Preservation and Open Space District,  
and the Board of Commissioners of the Community Development Commission



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 26-2579

**Agenda Date:** 6/15/2026

**Agenda #:** 3.

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Meeting Date: June 15, 2026

Subject: East Bay Community Foundation Final Impact Report

Submitted For: Equity Committee

Department: Office of Racial Equity and Social Justice

Referral No:

Referral Name: East Bay Community Foundation Final Impact Report

Presenter: Jasmine Jones, East Bay Community Foundation

Contact: [kendra.carr@oresj.cccounty.us](mailto:kendra.carr@oresj.cccounty.us) <<mailto:kendra.carr@oresj.cccounty.us>>

### **Referral History:**

On December 12, 2023, the Board of Supervisors directed that a one-time allocation of \$1,000,000 of Measure X funds be allocated for the purpose of supporting the “African American Holistic Wellness Resource Hub and existing services” in Contra Costa County. This funding would help inform the possibilities for the services and resources to be housed within the Federal D. Glover Community Wellness Network, previously referred to as the African American Holistic Wellness and Resource Hub.

The Office of Racial Equity and Social Justice (ORESJ) recommended that a local community foundation with extensive experience supporting Black-led and Black-serving organizations could serve as a contracted agency tasked with overseeing and carrying out procurement, support, and fund distribution responsibilities, as well as monitoring progress and assessing outcomes.

At the June 4, 2024 meeting, the Board of Supervisors approved and authorized the ORESJ Co-Directors to release a Request for Qualifications (RFQ) to solicit the partnership of a community foundation to administer the procurement, management, and monitoring of \$1,000,000 in FY 23-24 Measure X funds for service contracts to increase African-American holistic wellness and support in Contra Costa County. Subsequently, on November 20, 2024, East Bay Community Foundation (EBCF) was selected as the partner to administer the management and monitoring of \$1,000,000 Measure X funds for service contracts to increase African-American holistic wellness.

From March 31, 2025 to May 30, 2026, EBCF partnered with ORESJ to serve as the fiscal agent, and manage fourteen (14) awards across five (5) service and program categories. EBCF paid all service provider contractors, and performed administrative tasks necessary to manage the program. The EBCF team also planned and lead activities among service provider organizations to nurture a culture of learning, collaboration, and coordinated service delivery throughout the contract period.

### **Referral Update:**

East Bay Community Foundation will share their final report and assessment that documents the impact of the \$1 million pilot cohort: 13 organizations, 14 programs, one year of service, and the early evidence of what targeted, community-centered investment in equity and wellness can achieve. Through data, narrative, and the voices of those delivering services, who often come from impacted communities themselves, the final report showcases the Glover Wellness Network’s accomplishments throughout the first year, and what sustained investment can and will lead to

for Contra Costa County communities.

**Recommendation(s)/Next Step(s):**

RECIEVE East Bay Community Foundation’s final impact report that outlines key insights, lessons learned, and recommendations from the first cohort of the Federal D. Glover Community Wellness Network.

# FEDERAL D. GLOVER COMMUNITY WELLNESS NETWORK IMPACT REPORT

## EXECUTIVE SUMMARY

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OFFICE OF  
RACIAL EQUITY  
AND SOCIAL JUSTICE  
CONTRA COSTA COUNTY



JUNE 2026

# A NEW ERA OF WELLNESS IN CONTRA COSTA COUNTY

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For years, Black residents across Contra Costa County named the same unmet needs: access to culturally responsive mental health care, support for mothers and infants, safe spaces for youth, and community-centered healing that honored their lived experience. The concerns they identified represent longstanding realities, lived daily by thousands of families and documented across decades of public health data. In response to urgent calls from community advocates, the **Office of Racial Equity and Social Justice** (ORESJ), in partnership with the **East Bay Community Foundation** (EBCF) and 13 community-based organizations, have expanded access to culturally-responsive services in high-needs areas throughout the county.

The **Federal D. Glover Community Wellness Network**, formerly the African American Holistic Resource and Wellness Hub, represents the county's most significant, coordinated investment in the health, healing, and well-being of the county's Black residents and the most vulnerable among them. It is a bold, community-informed response to longstanding inequities, and an emerging model for what county leaders believe in: equity, listening deeply to constituents, and investing with intention.

## ABOUT THE REPORT

The Impact Report is written from the perspective of the Glover Wellness Network itself — the organizations, leaders, and community members at the center of this work. It documents the impact of the \$1 million pilot cohort: 13 organizations, 14 programs, one year of service, and the early evidence of what targeted, community-centered investment in equity and wellness can achieve. Through data, narrative, and the voices of those delivering services, who often come from impacted communities themselves, it showcases the Glover Wellness Network's accomplishments throughout the first year, and what sustained investment can and will lead to for Contra Costa County communities.

ORESJ identified inequities facing the county's Black residents in coordination with Contra Costa Health, the county's integrated health department and healthcare system. ORESJ established the Glover Wellness Network Priority Census Tracts, a combination of five zip codes (94801, 94509, 94804, 94805, 94565) and 12 census tracts representing underserved populations in North Richmond, Antioch, Pittsburg and Richmond. Census tract data referenced throughout the report can be accessed using Contra Costa Health's public Health Atlas, [atlas.cchealth.org](https://atlas.cchealth.org), in the form of maps, charts, tables and more.

# IMPACT OF THE GLOVER WELLNESS NETWORK

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## MEASURING WHAT MATTERS

From lactation support for Black mothers to mental health care for at-risk youth, urban farming in food deserts and crisis intervention and mentorship for formerly incarcerated men, the organizations of the Glover Wellness Network are meeting Contra Costa County's most underserved residents at their most vulnerable moments. Together, this coalition is building the kind of community-rooted infrastructure that closes gaps no single system or service can address alone.

## BY THE NUMBERS

**21,495**

Total participants served across 13 organizations

**8+**

Cities & communities reached across Contra Costa County

**15,740**

Total Black participants of all participants served

**4.3/5**

Average success rating reported across programs

## COMMUNITIES REACHED

ANTIOCH

BAY POINT

OAKLEY

RICHMOND

CONCORD

BRENTWOOD

PITTSBURG

MARTINEZ

# KEY IMPACT PILLARS AND OUTCOMES

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Thirteen Black-led, community-based organizations were brought together to deliver services across five pillars: maternal and infant health, behavioral health, food and housing security, youth development, and community healing. Through the Glover Wellness Network, these organizations are supporting the development of a countywide wellness ecosystem designed to expand with each year of sustained investment.

## MATERNAL & INFANT HEALTH

In the Glover Wellness Network Priority Census Tracts, mothers and infants experience illness and death from preventable conditions at more than twice the county rate. This disparity reflects a perinatal care landscape where Black birthing people have long lacked access to culturally concordant providers. Before community organizations stepped in, Black women certified in perinatal mental health were nearly absent from the entire Bay Area—and once families left the hospital, there was no consistent community-based support for lactation, mental health, or basic navigation. The Black-led organizations working to close these gaps do so without the sustained investment their systemic role demands. The organizations funded under this pillar reported the following outcomes:

### **Breast Friends Lactation Support Services**

*A Richmond-based lactation support organization*

- Increased breastfeeding success among Black families
- Improved access to lactation and perinatal services
- Reduced social isolation
- Empowerment and advocacy skills for participants and providers

### **Black Girls Mental Health Foundation**

*A Black women-led collective delivering perinatal mental health therapy*

- Improved wellbeing through therapy, support groups, and community events
- Improved access to services
- Increased confidence in leadership

# KEY IMPACT PILLARS AND OUTCOMES

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## BEHAVIORAL HEALTH

For Black, brown, and low-income communities within the Glover Wellness Network Priority Census Tracts, the barriers to mental health care are structural and systemic. The uninsured rate among the census tracts is more than double the county average, and nearly 4 in 10 residents live below 200% of the poverty line – conditions that make accessing care challenging. The mental health workforce has not kept pace with the county's growing diversity, leaving communities of color with few providers who share their lived experience. For aspiring therapists of color, the path to licensure presents its own barrier, requiring thousands of supervised hours that few local sites offer with pay, forcing many out of the pipeline before they can complete it. When crises do occur, the default response is too often a 911 call rather than a behavioral health intervention, escalating situations and increasing criminalization risk. Mental health challenges in these communities compound housing instability, food insecurity, and employment barriers that siloed systems are not designed to address together. The organizations funded under this pillar reported the following outcomes:

### **The Healing Spot Counseling Center**

*A community-based counseling practice*

- Reduced social isolation
- Increased access to wellness supports
- Mental health improvement
- Increased access to crisis resources for residents with no prior alternatives to 911

### **NAMI Contra Costa**

*The local chapter of the National Alliance on Mental Illness*

- Reduced depression and social isolation
- Increased knowledge on mental health diagnoses
- Increased awareness of the traumas experienced by African Americans in Antioch and across the county

### **Equity for Black Women and Girls Initiative**

*A community organization facilitating Sister Circles*

- Improved wellbeing and reduced social isolation

### **Centered Care Wellness**

*A wellness organization providing food, medical equipment, and social service referrals to low-income households*

- Provided food distribution, medical equipment, healthcare referrals, housing referrals, and jobs referrals

# KEY IMPACT PILLARS AND OUTCOMES

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## FOOD & HOUSING INSECURITY

Decades of disinvestment have left the Glover Wellness Network Priority Census Tracts without reliable access to fresh food or economic opportunity. Residents in low income neighborhoods lose years of life to cardiovascular disease at a rate nearly 70% higher than the county average, and die from all causes at nearly twice the county rate. These are not individual health failures but the predictable outcomes of neighborhoods where corner stores and fast food have replaced grocery stores and community gardens as primary food access points. More than half of renters in these communities are rent-burdened, and more than 1 in 4 face severe housing cost burden, leaving little room to absorb the added cost of nutritious food, transportation, or stability. The organizations funded under this pillar reported the following outcomes:

### **Genesis Church**

*An Antioch-based faith community operating a weekly grocery distribution program and financial literacy workshop series*

- Reduced food insecurity
- Increased housing stability through financial literacy programming
- 80% Elevate Workshop completion rate
- 70% of participants applied principles toward new employment or housing

### **Grace Arms of Antioch**

*A community resource center in Antioch providing food, clothing, and basic goods to low-income Black families*

- Increased access to food and clothing
- Reduced food insecurity, housing stability support
- An estimated \$75+ per month in household food savings per family served.

### **The Black Neighborhood**

*A community-based organization operating a recurring food distribution program*

- Increased access to healthy food
- Reduced food insecurity
- Strengthened community connection
- The ability to celebrate the holidays

# KEY IMPACT PILLARS AND OUTCOMES

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## YOUTH DEVELOPMENT

Just 68% of residents in the Glover Wellness Network Priority Census Tracts hold a high school diploma, compared to 90% county-wide. College graduation tells an even starker story – 13% compared to 45% county-wide. These gaps reflect what happens when young people – disproportionately Black boys and young men – are shaped more by the justice system than by stable mentorship and community support. The young people furthest from opportunity are often concentrated in the same neighborhoods with the least access to culturally grounded services and adults who share their lived experience. Without consistent, trust-based relationships and support for emotional literacy and healthy family dynamics, the conditions that push young people toward crisis go unaddressed and the cycle continues. Reversing this trajectory requires showing up early, staying consistently present, and building the kind of relational infrastructure that systems are not designed to provide. The organizations funded under this pillar reported the following outcomes:

### **1 Hundred Year Enterprise**

*Richmond-based organization delivering mentorship, reentry support, and trauma-informed programming in juvenile hall, school, and community settings*

- Recognition of criminal behavior as an addictive cycle
- Reduced recidivism
- Goal attainment in education, employment, and behavioral health
- Probation compliance
- Improved attitudes toward peers and positive role models
- Conflict resolution without escalation
- Behavioral incident reduction
- Improved attitudes toward positive role models

### **Genesis Church (Youth Trauma Healing)**

*A college access and mentorship organization serving Black and low-income high school students*

- Significant reduction in behavioral issues at school and at home
- Increased student confidence and self-efficacy
- Strong program engagement – students recommending groups to peers and expressing interest in furthering their education

### **Improve Your Tomorrow**

*A faith community delivering structured youth trauma healing groups*

- 87% of students responded favorably to sense of belonging survey items (515 out of 590)
- Increased family engagement

# KEY IMPACT PILLARS AND OUTCOMES

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## COMMUNITY HEALING

The California Healthy Places Index ranks the Glover Wellness Network Priority Census Tracts at the 3rd percentile statewide — meaning 97% of California communities have greater access to the conditions that make healthy living possible. That single number captures what the data across every pillar of this report reflects: these are not neighborhoods experiencing isolated problems, but communities carrying the compounded weight of generations of disinvestment, displacement, and harmful contact with the systems meant to serve residents. Healing requires more than access to services. It requires rebuilding trust and creating conditions for collective movement in neighborhoods that have absorbed the greatest harm. The organizations doing this work are critical to reaching this goal. Sustaining these efforts is not a philanthropic choice. It is a structural necessity. The organizations funded under this pillar reported the following outcomes:

### **Healthy Hearts Institute**

*A community wellness organization using urban farming, healing circles, and food distribution to address health disparities and build community resilience*

- Coordinated healing circles, urban farm training, and food distribution programs across the network's priority communities

### **Miles Hall Foundation**

*An organization advocating for compassionate mental health alternatives for underserved Black communities*

- Served as the network's communications backbone, building the digital infrastructure that connected community members to resources
- Created a network landing page as the primary web presence for the cohort with 4,700+ unique website visitors
- 2,500+ newsletter subscribers reached; 28% click-through rate
- 12 in-depth cohort profiles created and published
- 4 social media posts about the cohort and cohort members
- 14 direct email sends to cohort members
- 6 partner meetings facilitated
- 4 Board of Supervisors meeting participations
- 100 African American youth reached at TMHF Youth Summit through partnership with 1 Hundred Year Enterprise

# CAPACITY BUILDING: INVESTING BEYOND THE GRANT

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Sustaining a network of community-based organizations requires more than funding — it requires investing in the infrastructure of the organizations themselves. Recognizing this, ORESJ and EBCF contributed an additional \$60,000 from their own budgets to fund capacity-building support for Glover Wellness Network grantees.

## **FUNDRAISING SUPPORT**

An early cohort survey identified fundraising as a top need, leading to a partnership with Kia Croom Fundraising & Philanthropy to provide the Liberatory Fundraising Labs, a three-part workshop series equipping grantee leaders with practical tools for measuring impact, communicating their work to funders, and strengthening their fundraising asks. Each organization also received up to five hours of individualized technical assistance covering fundraising strategy, proposal review, and reporting support. The results were clear: 75% of participants reported significant improvement in their understanding of fundraising strategy, and 75% felt confident applying those lessons to their organizations.

## **ACCESS TO NONPROFIT RESOURCES**

Through EBCF's partnership with Candid, the leading source of nonprofit data and insights in the United States, grantees participated in sessions introducing tools for researching funding opportunities, strengthening organizational profiles, and accessing data resources that support impact tracking — directly extending the work begun in the Liberatory Fundraising Labs.

## **STRATEGIC COMMUNICATIONS SUPPORT**

ORESJ and EBCF partnered with Mancala Collective, a strategic communications firm, to develop the Glover Wellness Network Impact Report microsite. The dynamic, multi-media report showcases the impact of the network through stories based on in-depth interviews with grantees, video testimonies, and impact data. Grantees also received up to five hours of communications support including messaging strategy, social media guidance, campaign development, and media training.

# LESSONS FROM YEAR ONE

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The first year of the Glover Wellness Network delivered real impact and real lessons. Thirteen organizations reached tens of thousands of residents across Contra Costa County, building trust and delivering services in communities that have long gone underserved. That work also revealed, with clarity, what it will take to sustain and scale it.

## **PUBLIC-PRIVATE PARTNERSHIP: ADMINISTERING THE NETWORK**

EBCF's role as fiscal intermediary was foundational to the network's success. Advance payments, faster turnarounds, and less rigid audit and insurance requirements removed barriers that traditional county contracting processes create — making it possible for grassroots organizations to participate. This partnership underscores the importance of installing an intermediary that understands the work, shares its values, and can anchor infrastructure, coordinate the cohort, and facilitate capacity building across organizations.

## **BLACK-LED ORGANIZATIONS NEED PATHWAYS, NOT JUST FUNDING**

The organizations in this network have the community trust, cultural fluency, and proximity to the people they serve that no outside provider can replicate. They are also operating with fewer resources, less infrastructure, and more administrative burden than the larger organizations county systems are accustomed to funding. Year one made clear that sustained investment must include procurement pipelines, flexible infrastructure funding, and differentiated capacity support that reflects the distinct needs of emerging versus established organizations.

## **\$1 MILLION PLANTS THE SEED, BUT THAT SEED MUST BE WATERED**

The \$1 million seed investment did exactly what it was designed to do — accelerating programs already in motion and, for some organizations, attracting additional funding by serving as proof of concept. It is not, however, enough to sustain what has been built. The fact that ORESJ and EBCF had to identify an additional \$60,000 outside the original grant to fund basic capacity-building support tells its own story: these organizations are delivering outsized impact with undersized infrastructure, and that gap must be addressed in future years.

## **IMPROVING DATA COLLECTION**

Consistent, network-wide data collection was a challenge in year one. Without shared metrics, standardized reporting tools, and defined intervals established at the outset, telling the full story of collective impact is difficult. The path forward requires shared metrics defined before the cohort launches, standardized tools provided upfront, more frequent reporting intervals, and systematic feedback mechanisms for the residents being served.

# THE WORK AHEAD: BUILDING A NETWORK THAT STANDS TOGETHER

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Year one established the infrastructure. Year two and beyond must deepen it. That means investing in what holds a network together: referral pathways between organizations, relationship-building across regions and cohorts, and the coordination capacity to ensure collaboration. The Glover Wellness Network is not 13 organizations doing parallel work. It is, and must increasingly become, a connected ecosystem in which organizations share resources, route clients to the right services and strengthen one another's capacity over time. Building that ecosystem requires intentional investment in coordination, not just in programs.

This \$1 million is one part of the county's broader \$8.9 million commitment to Black wellness infrastructure — a commitment that also includes additional direct grants to community organizations, the acquisition of a physical home for network operations and resources to sustain an implementation partner over time. That fuller investment reflects the county's recognition that lasting change requires more than programs; it requires permanent infrastructure. And yet even \$8.9 million, deployed over time across a county of this size and need, represents a beginning. Changing health outcomes for Black residents at a population level will require a multi-sector partnership — county government, philanthropy, health systems, community organizations and other stakeholders — sustained over years, not a single funding cycle. The Glover Wellness Network is the foundation for that partnership. What gets built on it depends on the commitments that follow.

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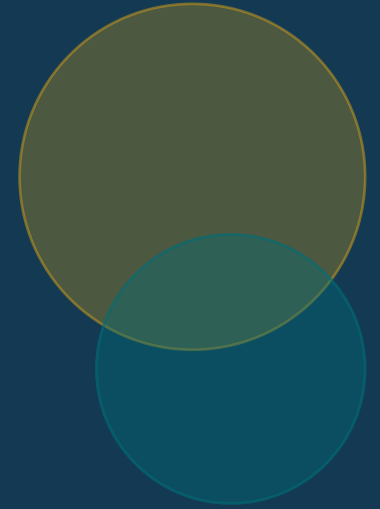
**View the full impact report at**

[GLOVERWELLNESSNETWORK.COM](http://GLOVERWELLNESSNETWORK.COM)

BOARD OF SUPERVISORS EQUITY COMMITTEE

# Federal D. Glover Community Wellness Network

*Year One Impact Report*



# KEY TAKEAWAYS FROM YEAR ONE

01

## Nonprofits Are Closing Critical Gaps in Basic Needs

Partner organizations are meeting community members at their most vulnerable — providing food, clothing, and essential resources that public systems have not consistently delivered.

02

## Trauma-Informed Care Is Essential, Not Optional

Across every pillar, organizations that centered trauma-informed approaches were better equipped to build trust, retain participants, and produce lasting outcomes.

03

## Mental Health Services Were Highly Utilized

Demand for therapy and counseling exceeded expectations. Community members actively sought out and engaged mental health services when offered in culturally responsive, community-rooted settings.

04

## Connection & Belonging Are Foundational to Healing

Reduction in social isolation emerged as a consistent theme across grantees. Healing circles, Sister Circles, mentorship, and peer groups are not supplemental — they are the intervention.

05

## Community-Led Models Produce Community-Scale Results

Organizations led by people from the communities they serve consistently outperformed expectations — demonstrating that proximity, cultural fluency, and trust are irreplaceable program assets.

06

## Investment in Infrastructure Is Inseparable from Impact

The capacity-building work — fundraising, communications, data systems — proved as vital as direct service funding. Organizational sustainability and program quality rise and fall together.

# WHY THIS NETWORK

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*For years, Black residents across Contra Costa County named the same unmet needs:*

- Culturally responsive mental health care
- Support for mothers and infants
- Safe spaces for youth
- Community-centered healing honoring lived experience

*The Glover Wellness Network is the county's most significant, coordinated investment in the health, healing, and well-being of Black residents.*

**13 Organizations**

Black-led, community-based

**14 Programs**

Across 5 wellness pillars

**\$9.1M  
Committed**

County's total Black wellness investment

**5 Zip Codes**

Priority census tracts

*4,000+ residents consulted across 16 listening sessions & 8 district town halls | Formerly: African American Holistic Resource and Wellness Hub*

# IMPACT BY THE NUMBERS

21,495

Total Participants Served

15,740

Black Participants (73% of all served)

8+

Cities & Communities Reached

4.3/5

Average Success Rating

## COMMUNITIES REACHED

ANTIOCH

RICHMOND

PITTSBURG

BAY POINT

CONCORD

MARTINEZ

OAKLEY

BRENTWOOD

# FIVE PILLARS OF SERVICE



## Maternal & Infant Health

---

Breast Friends Lactation  
Black Girls Mental Health



## Behavioral Health

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Healing Spot Counseling  
NAMI Contra Costa  
Equity for Black Women  
Centered Care Wellness



## Food & Housing

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Genesis Church  
Grace Arms of Antioch  
The Black Neighborhood



## Youth Development

---

1 Hundred Year Enterprise  
Genesis Church Youth  
Improve Your Tomorrow



## Community Healing

---

Healthy Hearts Institute  
Miles Hall Foundation

# HEALTH OUTCOMES: MATERNAL & BEHAVIORAL

Mothers & infants in Priority Census Tracts experience illness and death at MORE THAN TWICE the county rate.

Uninsured rate is MORE THAN DOUBLE the county average; 4 in 10 residents live below 200% of the poverty line.

## MATERNAL & INFANT HEALTH

### Breast Friends Lactation Support

- 423 Black participants served (100% of total)
- Increased breastfeeding success among Black families
- Improved access to lactation & perinatal services
- Reduced social isolation

### Black Girls Mental Health Foundation

- 1,675 Black participants served (100% of total)
- Improved wellbeing through therapy & support groups
- Improved access to services
- Increased confidence in leadership

## BEHAVIORAL HEALTH

### The Healing Spot Counseling Center

- 3,900 total participants; 1,596 Black (41%)
- Mental health improvement & reduced social isolation
- Increased access to crisis resources (beyond 911)

### NAMI Contra Costa

- 206 total participants; 189 Black (92%)
- Reduced depression & social isolation
- Increased mental health diagnosis knowledge

### Equity for Black Women & Girls Initiative

- 79 Black participants served (100% of total)

# FOOD, HOUSING & YOUTH DEVELOPMENT

## FOOD & HOUSING INSECURITY

### Genesis Church

- 8,000 Black participants; 58 weekly grocery distributions
- 80% workshop completion rate; 70% applied principles to employment/housing

### Grace Arms of Antioch

- 2,420 total participants; 1,683 Black (70%)
- \$75+ per month in household food savings per family

### The Black Neighborhood

- 1,152 total participants; 785 Black (68%)
- Increased healthy food access & strengthened community connection

## YOUTH DEVELOPMENT

### 1 Hundred Year Enterprise

- 271 total participants; 142 Black (52%)
- Reduced recidivism; goal attainment in education, employment & behavioral health
- Conflict resolution without escalation

### Genesis Church Youth Trauma Healing

- 265 Black participants (100%); 7 trauma healing group cycles
- Significant reduction in behavioral issues
- Increased student confidence & self-efficacy

### Improve Your Tomorrow

- 477 total participants; 225 Black (47%)
- 87% of students felt a sense of belonging (515/590)
- Increased family engagement

# COMMUNITY HEALING & NETWORK REACH

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Priority Census Tracts rank at the 3rd percentile statewide on the California Healthy Places Index — meaning 97% of CA communities have better access to healthy living conditions.

## Healthy Hearts Institute

- 2,285 total participants; 426 Black (19%) served
- Healing circles, urban farm training & food distribution
- Addressed health disparities across priority communities

## Miles Hall Foundation

- Built digital infrastructure connecting community to resources
- 4,700+ unique website visitors; 2,500+ newsletter subscribers (28% click-through)
- 12 cohort profiles published
- 6 partner meetings facilitated
- 4 Board of Supervisors meeting participations
- 100 African American youth reached at TMHF Youth Summit

# CAPACITY BUILDING: INVESTING BEYOND THE GRANT

**\$60,000**

Additional capacity-building  
funding contributed by  
ORESJ & EBCF

## Fundraising Support

Liberatory Fundraising Labs: 3-part workshop series with individualized technical assistance on strategy, proposals & reporting.

75% of participants reported significant improvement in fundraising strategy understanding.

## Nonprofit Resources

EBCF + Candid partnership: sessions on researching funding opportunities, strengthening org profiles, and accessing impact-tracking data resources.

## Strategic Communications

Partnership with Mancala Collective to develop the impact report microsite, plus up to 5 hours of communications support per grantee (messaging, social media, media training).

## KEY INSIGHT

These organizations are delivering outsized impact with undersized infrastructure. Sustained investment must include procurement reform, flexible infrastructure funding, and differentiated capacity support.

# LESSONS FROM YEAR ONE

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## Public-Private Partnership Works

EBCF as fiscal intermediary removed barriers — advance payments, faster turnarounds, and less rigid audit requirements made grassroots participation possible.

## Black-Led Orgs Need Pathways, Not Just Funding

These organizations have irreplaceable community trust and cultural fluency. Sustained investment must include procurement reform and flexible infrastructure support.

## \$1M Plants the Seed — But It Must Be Watered

The pilot did exactly what it was designed to do. But it is not enough to sustain what has been built. The gap between impact delivered and infrastructure available must be addressed.

## Improve Data Collection for Year Two

Consistent network-wide data collection was a challenge. Year two requires shared metrics defined upfront, standardized reporting tools, more frequent intervals, and resident feedback mechanisms.

# THE WORK AHEAD

~\$7.9

Total commitment from the County  
to Black wellness  
Infrastructure ~9 mil  
(incl. \$1.18 mil already expended)

## YEAR TWO & BEYOND:

- Referral pathways between organizations
- Relationship-building across regions & cohorts
- Dedicated coordination capacity
- Physical home for network operations
- Procurement & contracting reform
- Multi-sector partnership: county + philanthropy + health systems

*The Glover Wellness Network is the foundation. What gets built on it depends on the commitments that follow.*

# TOGETHER, WE BUILD WHAT LASTS.

*A call to the Transitional Community Advisory Board:*

- Champion sustained, multi-year funding commitments
- Advocate for procurement reform that centers Black-led orgs
- Support data infrastructure for collective impact measurement
- Amplify the network as a model for equitable investment



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 26-2580

**Agenda Date:** 6/15/2026

**Agenda #:** 4.

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Meeting Date: June 15, 2026

Subject: Federal D. Glover Community Wellness Network Implementation

Submitted For: Equity Committee

Department: Office of Racial Equity and Social Justice

Referral No:

Referral Name: Federal D. Glover Community Wellness Network Implementation

Presenter: Kendra Carr

Contact: [kendra.carr@oresj.cccounty.us](mailto:kendra.carr@oresj.cccounty.us) <<mailto:kendra.carr@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, recently renamed the Federal D. Glover Community Wellness Network.

**Referral Update:**

ORESJ will share updates related to the implementation of the Federal D. Glover Community Wellness Network. Updates will include the June 8, 2026 vote of the Transitional Community Advisory Board to approve the edited and revised Request for Proposals for Service Providers to forward to the Equity Committee.

Staff will share next steps and timeline related to the two RFQ and RFP solicitations to secure a lead entity and rapid response service providers for the Glover Wellness Network.

**Recommendation(s)/Next Step(s):**

RECEIVE updates and PROVIDE direction on the Federal D. Glover Community Wellness Network.

**Fiscal Impact (if any):**

N/A

# Request for Proposals July 2026



OFFICE OF  
RACIAL EQUITY  
AND SOCIAL JUSTICE  
CONTRA COSTA COUNTY



Service Provider  
Organizations for the  
Federal D. Glover  
Community Wellness  
Network

**Release Date:**

**Submission Due Date:**

Contact for Questions:

Office of Racial Equity and Social Justice (ORESJ)

[admin@oresj.cccounty.us](mailto:admin@oresj.cccounty.us)

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# SECTION I: Introduction and Background

## A. Intent of This Request for Proposals

The Contra Costa County Office of Racial Equity and Social Justice (ORESJ) is seeking proposal submissions from community-based organizations to deliver rapid, culturally responsive wellness services that increase and expand safety and healing for people in Black/African American communities in Contra Costa County from January 1, 2027 to December 31, 2029.

The community-based organizations selected and approved by the Board of Supervisors under this Request for Proposals (RFP) will serve as the initial cohort of Rapid Response Service Providers within the Federal D. Glover Community Wellness Network (FGCWN) and provide critical support services to vulnerable individuals and families in African American communities.

The purpose of this solicitation is to identify organizations to provide rapid response services within the FGCWN as outlined in the Implementation Plan (linked here), approved by the Board of Supervisors on August 12, 2025. This RFP process addresses a subset of the needs brought forth through community input and is designed to create an accessible opportunity for organizations of varying sizes and capacities to receive funding to expand and augment their services.

Funding for this RFP comes from Measure X, a Countywide 20-year half-cent sales tax approved by Contra Costa County voters on November 3, 2020. Measure X was designed to fund critical health, safety-net, and community services. The Board of Supervisors approved Measure X funding for the development of the Federal D. Glover Community Wellness, which is stewarded by the Office of Racial Equity and Social Justice.

## B. About the Federal D. Glover Community Wellness Network

The Federal D. Glover Community Wellness Network (FGCWN), formerly known as the African American Holistic Wellness and Resource Hub, provides a decolonized approach to culturally responsive, compassionate, and comprehensive services for vulnerable members of the Black/African American community.

The FGCWN establishes a formalized structure for the coordination and sustainability of a countywide network of County- and community-led programs and services. Its purpose is to ensure efficient use of resources, consistent access to quality services across communities, streamlined policies, and a coordinated focus on the needs of Black/African American residents experiencing disparities and inequities throughout Contra Costa County.

This initiative builds upon prior County efforts and models such as the Contra Costa Family Justice Alliance, the Black Health Conductors program, and the Reentry Success Network/Center.

### C. Community Need and Rationale

This effort is grounded in well-documented disparities and long-standing inequities impacting Black/African American communities. Currently, in Contra Costa County, Black/African Americans represent approximately 8.7% of the population. Racism, systemic inequities, injustice, and the enduring impacts of colonial structures have created and maintained conditions that disconnect many Black/African Americans from ancestral traditions, cultural lifeways, and community-rooted systems of health and well-being.

Throughout the United States, including Contra Costa County, Black/African Americans continue to experience disproportionate rates of preventable chronic illnesses such as heart disease, obesity, cancer, and COVID-19. Disparities in health outcomes, the criminal justice system, educational achievement, and social service access have been well documented by multiple agencies and institutions across the County.

#### Community Vision and Advocacy

For several years, community members have advocated for the creation of an African American Holistic Wellness and Resource Hub and for expanded support services that address trauma, harm, and unmet needs in under-resourced Black/African American communities.

Over time, this vision evolved into a broader, countywide wellness network connecting communities and services across Contra Costa County, leading to the transition to the Federal D. Glover Community Wellness Network (FGCWN).

#### Early Investments from the Board of Supervisors

On December 12, 2023, the Contra Costa County Board of Supervisors allocated \$1 million in Measure X funds to support existing services as an initial step. From May 2025 to April 2026, a cohort of 13 Black/African American-led organizations across the county delivered culturally-responsive, trauma-informed and healing-centered services across five priority areas – community healing, food and housing insecurity, infant and maternal health, behavioral health and youth development.

On April 23, 2024, an additional \$7.5 million was allocated to establish and operate the Network, with further investments made in June 2025 to expand targeted outreach and services to Black males.

#### Feasibility Study and Planning

From August 2024 through March 2025, Ceres Policy Research conducted a comprehensive feasibility study that included community listening sessions, stakeholder interviews, and a survey of over 4,000 residents, along with a fiscal analysis and health needs assessment.

On April 15, 2025, findings and recommendations were presented to the Board of Supervisors, which directed ORESJ to develop an implementation plan.

#### Implementation Plan

On August 12, 2025, the Board approved the Implementation Plan, which outlines three phases to launch the Network, including the release of two solicitations – one for an Implementation Lead Entity and one for Rapid Response Service Providers. This RFP represents the latter.

#### Network Structure and Role of the Implementation Lead Entity

A parallel process is underway to identify an Implementation Lead Entity that will serve as the backbone administrative and coordinating organization for the FGcwn. The Implementation Lead Entity will be responsible for establishing governance structures, coordinating service providers, supporting capacity building, and ensuring accountability and long-term sustainability.

This entity will develop shared protocols, facilitate coordination across providers, and help ensure consistent access to services across the county. For more information, please refer to the separate Request for Qualifications (RFQ) for the Implementation Lead Entity.

D. Timeline

EVENT	DATE
RFP Release Date	Monday, July 13, 2026
Bidders' Information Session (optional)	Wednesday, August 12, 2026 at 11am
RFP Questions Deadline	Friday, August 21, 2026 at 5pm
<b>Submittal Deadline</b>	<b>Friday, September 4, 2026 at 5pm</b>
Interviews (only if needed)	Friday, September 25, 2026
Selection Notification	Friday, October 2, 2026
Written Appeals Deadline	Friday, October 9, 2026 at 3pm
Review by Equity Committee	Monday, October 19, 2026
Request Approval from Board of Supervisors	Tuesday, November 3, 2026
Contract Negotiation and Routing	Mid-November 2026 - December 2026
<b>Contract Start Date</b>	January 2027

*\*Dates may shift due to unforeseen scheduling challenges and/or changes.*

# SECTION II: Scope of Services

## A. Funding Term, Distribution and Availability

Through this RFP, the County seeks to award grants to community-based organizations to serve as Rapid Response Service Providers within the FGCWN over three years, from January 1, 2027 to December 31, 2029. By investing in organizations already embedded in communities, the County aims to expand access to culturally grounded, responsive, and community-centered care. Awards are contingent on annual fund balance, satisfactory evaluation, grant monitoring, and overall grant performance.

The County anticipates awarding up to \$1.25 million annually through this RFP, for a total of \$3.75 million over three years. The County anticipates allocating approximately 85% annually to 1) Behavioral health services, 2) Family, maternal and child health, 3) Reentry support and restorative alternatives, 4) Housing navigation services and 15% annually to 5) Preventative health care, check-ups, and screening and 6) Public benefit resource navigation.

**Table 1: Anticipated Funding Distribution for Each Priority Service Area, \$3.75M Total for 3 Years**

Priority Service Area	Funding Amount	Funding %	Anticipated # of Awards
Behavioral health services	\$900,000	24%	Up to 3 awards
Family, maternal and child health	\$900,000	24%	Up to 3 awards
Reentry support and restorative alternatives	\$712,500	19%	Up to 3 awards
Housing navigation services	\$525,000	14%	Up to 2 awards
Preventative health care, check-ups, and screenings	\$375,000	10%	Up to 2 awards
Public benefit resource navigation	\$337,500	9%	Up to 4 awards

## B. Funded Service Categories and Types of Services

The Federal Glover Community Wellness Network seeks community-based providers to deliver rapid, culturally responsive, trauma-informed wellness services across six priority service areas, aligned with County direction and the Implementation Plan. Those six areas include: Behavioral Health, Housing Navigation, Maternal and Infant Care, Reentry Support and Restorative Alternatives, Resource Navigation and Preventative Health. Each service area is listed below and includes the following descriptions:

- Focus Area
- Model of Care and Support
- Description of Services
- Required Service Activities
- Menu of Allowable Services
- Performance Measures

The descriptions below were derived from several sources including the listening sessions and town halls conducted as a part of the Feasibility Study, as well as insights from African American Wellness Hub Steering Committee and the Glover Wellness Network Transitional Community Advisory Body, the two community advisory bodies that have provided guidance throughout the planning and first implementation phase of this wellness initiative.

<b>Behavioral Health (BH)</b>	
<b>Focus Area</b>	African American males (isolated men, underemployed men, men experiencing health disparities, men disconnected from traditional service systems) and African American families; culturally grounded healing and mental wellness.
<b>Model of Care and Support</b>	Providers must center culturally responsive, community-rooted healing, addressing trauma, stress, grief, and isolation disproportionately affecting African American men and youth. Non-traditional modalities (healing circles, art/movement, peer mentorship) and safe, judgment-free spaces are essential to rebuild trust.
<b>Description of Services</b>	Services expand access to accessible, destigmatizing, identity-affirming supports delivered in community settings – meeting clients where they are (neighborhoods, schools, churches, community hubs) and emphasizing early intervention and continuity.
<b>Required Service Activities</b>	<ul style="list-style-type: none"> <li>• Conduct culturally responsive behavioral health screenings and brief interventions, with warm hand-offs into clinical care when indicated.</li> <li>• Offer trauma-informed counseling and group supports.</li> <li>• Maintain partnerships with culturally aligned clinicians, mentors, and healers; document referral pathways and follow-up protocols.</li> <li>• Offer evening/weekend and mobile/community-based hours to reduce barriers.</li> <li>• Track engagement, retention, and client-reported outcomes using County-approved tools; participate in network coordination.</li> </ul>
<b>Menu of Allowable Services</b>	<ul style="list-style-type: none"> <li>• Individual, family and group counseling, healing circles, culturally rooted modalities.</li> <li>• Art/movement/somatic-based therapeutic activities and supports.</li> <li>• Peer mentorship (youth/adults), emotional literacy and communication coaching.</li> <li>• Crisis stabilization or emotional de-escalation supports.</li> <li>• Navigation to school-based or community mental health systems and supports.</li> <li>• HIV and Sexually Transmitted Infections/ Reproductive health prevention/treatment and education and empowerment services</li> </ul>

	<ul style="list-style-type: none"> <li>• Domestic violence, interpersonal violence, and healthy relationship education and empowerment services</li> </ul>
<b>Performance Measures</b>	<ul style="list-style-type: none"> <li>• Engagement: ≥70% of referred individuals attend 2+ sessions.</li> <li>• Community-based access: ≥50% of BH services delivered in community settings (schools, churches, recreation centers).</li> <li>• Culturally-rooted practice: Quarterly documentation of culturally specific methods (healing circles, mentorship) and staff training completion (≥90% trained annually).</li> <li>• Client outcomes: ≥60% report improved coping or reduced stress; ≥75% report increased trust or comfort with services received.</li> </ul>

<b>Housing Navigation (HN)</b>	
<b>Focus Area</b>	African American males (isolated men, underemployed men, men experiencing health disparities, men disconnected from traditional service systems), Individuals at immediate risk of housing loss; elders; parents with young children.
<b>Model of Care and Support</b>	Housing navigation is stability-oriented, culturally attuned, and non-stigmatizing, addressing historical barriers and discrimination. Providers prioritize dignity, individualized support, and rapid response to crises.
<b>Description of Services</b>	Providers assist residents with rapid housing search/placement, documentation, and stabilization, coordinating with County and community partners to overcome credit, documentation, and system trust barriers.
<b>Required Service Activities</b>	<ul style="list-style-type: none"> <li>• Conduct housing and safety needs assessments; initiate navigation within 72 hours.</li> <li>• Assist with applications, documentation, inspections.</li> <li>• Maintain updated knowledge of housing resources.</li> <li>• Provide follow-up stabilization support (budgeting, landlord liaison, problem-solving).</li> </ul>
<b>Menu of Allowable Services</b>	<ul style="list-style-type: none"> <li>• Emergency rental/utility assistance; move-in costs; transportation and/or documentation support.</li> <li>• Rapid housing search/navigation; landlord engagement and negotiation.</li> <li>• Referrals to legal/tenant-protection services; coordination with County programs.</li> <li>• Stabilization coaching.</li> </ul>
<b>Performance Measures</b>	<ul style="list-style-type: none"> <li>• Housing stability: ≥55% obtain/maintain stable housing.</li> </ul>

	<ul style="list-style-type: none"> <li>• Timeliness: Navigation initiated within 72 hours for ≥80% of acute-risk cases.</li> <li>• Barrier reduction: Quarterly reporting on applications completed, barriers addressed (credit, documentation), and cross-agency referrals.</li> <li>• Visible early wins: Monthly data demonstrating placements/preventions, aligned with community expectations for timely impact.</li> </ul>
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Family, Maternal & Child Health (FMCH)	
<b>Focus Area</b>	Black pregnant and birthing people; Black fathers; postpartum wellness; infants.
<b>Model of Care and Support</b>	Counter racial bias and medical neglect via respectful, continuous care across pregnancy, birth, and postpartum, addressing emotional, physical, social, and economic drivers of disparities.
<b>Description of Services</b>	Wraparound perinatal supports integrate doulas, lactation, parenting education, postpartum mental health, and navigation to care and resources, reducing isolation and strengthening advocacy capacity.
<b>Required Service Activities</b>	<ul style="list-style-type: none"> <li>• Provide culturally matched perinatal navigation or doula care; offer childbirth/parenting education.</li> <li>• Screen for postpartum depression; provide warm hand-offs to counseling.</li> <li>• Coordinate safety-net supports (food, financial assistance, supplies); conduct ≥1 postpartum visit and follow through ≥3 months postpartum.</li> </ul>
<b>Menu of Allowable Services</b>	<ul style="list-style-type: none"> <li>• Doula support, postpartum wellness checks/home visits.</li> <li>• Lactation support; infant-feeding education; parenting workshops.</li> <li>• Maternal mental health counseling; support groups for Black mothers.</li> <li>• Safety-net coordination and supports (such as food, financial assistance, diapers, car seats).</li> <li>• Advocacy, education and support skills around fatherhood, parenting and co-parenting work, doulas for dads</li> <li>• HIV and Sexually Transmitted Infections/ Reproductive health prevention/treatment and education and empowerment services</li> <li>• Domestic violence, interpersonal violence, and healthy relationship education and empowerment services</li> </ul>
<b>Performance Measures</b>	<ul style="list-style-type: none"> <li>• Pre-natal/postpartum engagement: ≥80% receive postpartum visit; ≥60% screened for depression.</li> <li>• Doula support: ≥65% utilization for enrolled participants.</li> </ul>

	<ul style="list-style-type: none"> <li>• Respect and cultural affirmation: ≥80% report feeling respected and culturally affirmed.</li> <li>• Monitoring outcomes: Track preterm and low-birth-weight indicators.</li> </ul>
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**Reentry Support & Restorative Alternatives (RS/RA)**

<b>Focus Area</b>	African American males (isolated men, underemployed men, men experiencing health disparities, men disconnected from traditional service systems), Individuals impacted by the criminal legal system; restorative alternatives for youth.
<b>Model of Care and Support</b>	Prioritize healing, accountability, and community reintegration, led by credible messengers/peers; address employment discrimination, trauma, stigma, and documentation barriers.
<b>Description of Services</b>	Deliver stabilization supports (IDs, benefits, housing), restorative circles/diversion for youth, and workforce preparation, using persistent outreach to reconnect individuals who distrust systems.
<b>Required Service Activities</b>	<ul style="list-style-type: none"> <li>• Complete needs/risk assessments within 7 days of release/referral; develop individualized reentry plans.</li> <li>• Provide case-managed navigation for employment/education; coordinate with probation/courts when appropriate.</li> <li>• Offer restorative circles or alternative resolution pathways; conduct persistent outreach for hard-to-reach participants.</li> </ul>
<b>Menu of Allowable Services</b>	<ul style="list-style-type: none"> <li>• Transitional reentry navigation; peer mentoring; trauma recovery supports</li> <li>• Restorative justice circles; youth diversion activities</li> <li>• Workforce preparation; job fairs; employer engagement; training linkages</li> <li>• Housing stabilization assistance; documentation/ID support; benefits navigation</li> </ul>
<b>Performance Measures</b>	<ul style="list-style-type: none"> <li>• Reentry plans: ≥70% of returning residents complete individualized reentry plans within 30 days.</li> <li>• Stability: ≥50% obtain employment, education or training within 6 months.</li> <li>• Restorative outcomes: ≥60% complete restorative circles/alternatives for youth.</li> <li>• System navigation: Quarterly documentation of assistance with IDs, benefits, and housing applications. ≥90% staff trained annually in trauma/healing practices.</li> </ul>

Resource Navigation (RN)	
<b>Focus Area</b>	Access to public benefits and social services.
<b>Model of Care and Support</b>	Ground navigation in anti-racist, anti-bureaucratic practice, reducing barriers created by complex systems and historical exclusion; prioritize dignity and trust-building.
<b>Description of Services</b>	Assist residents to apply for, enroll in, and maintain benefits and essential social services via mobile/community-based, hands-on navigation that addresses documentation gaps and digital literacy needs.
<b>Required Service Activities</b>	<ul style="list-style-type: none"> <li>• Screen across multiple programs; complete applications in real time and follow up with agencies on clients' behalf.</li> <li>• Ensure warm hand-offs and case continuity; hold mobile navigation hours at trusted community sites.</li> </ul>
<b>Menu of Allowable Services</b>	<ul style="list-style-type: none"> <li>• Benefits navigation (CalFresh, Medi-Cal, CalWORKs, WIC, SSI, etc.)</li> <li>• Documentation/application assistance; appeals help; case monitoring</li> <li>• Referrals for food, transportation, childcare, utilities; digital literacy supports</li> <li>• Mobile hours at churches, libraries, community hubs</li> </ul>
<b>Performance Measures</b>	<ul style="list-style-type: none"> <li>• Navigation efficiency: ≥75% of applications submitted within 7 days of intake.</li> <li>• Benefit attainment: ≥65% of clients successfully enroll in ≥1 program; report time-to-benefit and barrier resolution.</li> <li>• Warm hand-offs: ≥80% completion for cross-department referrals.</li> <li>• Client experience: ≥75% report reduced barriers/increased confidence navigating systems.</li> </ul>

Preventative Health (PH)	
<b>Focus Area</b>	Routine check-ups, early detection, and preventative health education.
<b>Model of Care and Support</b>	Preventative care must address inequities in access and implicit bias; increase respectful, high-quality screenings and navigation to trusted partners.
<b>Description of Services</b>	Deliver community-based screenings and health-literacy education that reduce delayed diagnosis; provide navigation to primary/specialty care and follow-up support.

<b>Required Service Activities</b>	<ul style="list-style-type: none"> <li>• Conduct/coordinate screenings (BP, diabetes, cancer, reproductive health, etc.); track abnormal results and follow-up navigation.</li> <li>• Offer culturally responsive workshops; set up services across multiple community settings and times.</li> </ul>
<b>Menu of Allowable Services</b>	<ul style="list-style-type: none"> <li>• Mobile/community screening events; health workshops (e.g., Black male health, chronic disease prevention)</li> <li>• Navigation to clinics/FQHCs; early detection testing; health-literacy coaching</li> <li>• HIV and Sexually Transmitted Infections/ Reproductive health prevention/treatment and education and empowerment services</li> <li>• Domestic violence, interpersonal violence, and healthy relationship education and empowerment services</li> </ul>
<b>Performance Measures</b>	<ul style="list-style-type: none"> <li>• Screenings delivered: <math>\geq 200</math> screenings/year per provider (scaled by award).</li> <li>• Follow-up navigation: <math>\geq 60\%</math> of individuals with abnormal results receive documented follow-up navigation.</li> <li>• Education &amp; reach: <math>\geq 4</math> culturally responsive workshops/quarter; services offered in <math>\geq 3</math> distinct community settings/quarter.</li> <li>• Respect &amp; bias-free experience: <math>\geq 70\%</math> of participants report respectful treatment</li> </ul>

### C. Priority Neighborhoods and Populations

To ensure the resources from this RFP reach target communities with the greatest need, the Office of Racial Equity and Social Justice utilized the Healthy Places Index (HPI) to identify Contra Costa County neighborhoods experiencing the highest levels of inequity.

Key findings include the following:

- 12 census tracts with significant African American populations fall below the 25th percentile statewide
- These tracts are concentrated in Richmond/North Richmond, Pittsburg, and Antioch
- The lowest HPI score (5.3) was identified in Antioch, indicating severe structural disadvantage

While services may be proposed countywide, priority will be given to programs serving these high-need communities across 12 census tracts with high social vulnerability. Services should be *prioritized* in, but not limited to, these areas. For additional detail, see Attachment A.

### D. General Expectations for All Providers

Organizations awarded through this RFP will be required to engage in the following:

- Deliver services through trusted, community-based settings such as neighborhood hubs, cultural spaces, faith institutions, or community organizations
- Serve residents facing barriers to traditional systems, including individuals who may not access services through conventional healthcare or government channels
- Provide healing-centered, trauma-informed, and culturally-responsive care

- Participate in coordinated network activities, including care coordination calls and multidisciplinary team meetings
- Engage in cross-referrals and collaboration with other providers, County departments, and community partners
- Participate in standardized intake processes developed by the Implementation Lead Entity
- Report on outcomes and impact to contribute to network-wide evaluation and learning
- Serve high-need geographic areas, particularly in Supervisorial Districts 1 and 5.
- Participate in coordinated Glover Wellness Network meetings, cross-training, and data-sharing processes
- Track service delivery using County-approved tools or platforms.
- Provide quarterly community-facing updates (events, webinars, newsletters) for visible progress and public reporting.
- Ensure ≥90% of direct-service staff complete annual training in trauma-informed, culturally grounded practices; document fidelity and improvement steps.

## SECTION III: Grant Application

### A. Before You Apply

#### Qualifications and Eligibility

Applicants must be non-profit agencies that are tax-exempt under section 501(c)(3) of the Internal Revenue Code. For-profit agencies and public agencies are not eligible for funding through this RFP. Organizations without prior county contracts may apply with a fiscal sponsor and that fiscal sponsorship is encouraged as an access pathway.

Non-profit agencies that do not have 501(c)(3) status may apply using a fiscal sponsor. The fiscal sponsor is the applicant and, if a grant is awarded, the organization that contracts with the Office of Racial Equity and Social Justice (ORESJ). The fiscal sponsor is legally liable for all aspects of the contract including program implementation, fiscal management, and communication with the ORESJ regarding subcontractor or fiscal partner activities.

This investment reflects Contra Costa County's commitment to addressing historical inequities and advancing systems of care that center community expertise, trust, and culturally grounded healing practices. The Federal D. Glover Community Wellness Network represents a critical step toward building a sustainable, coordinated, and community-driven model of wellness and support. ORESJ welcomes proposals from organizations that share this vision and are committed to advancing healing and wellness for Black/African American communities across Contra Costa County.

Expertise:

Applicants must demonstrate expertise, capacity, and cultural competency in serving and meeting the needs of local Black/African American community members who are most impacted by poverty, houselessness, violence, premature death, and/or lack of access to basic needs or healthcare. Applicants must be able to deliver decolonial, culturally-relevant, trauma-informed, and healing-centered direct services aimed at increasing and strengthening Black/African American holistic wellness in Contra Costa County and have the capability and experience to effectively perform their proposed scope of services. Applicants should be embedded in the community they serve and have leadership and staff that reflect the lived experiences of their program participants. Embedded in the community, for the purpose of this RFP requires verifiable evidence of specific relationships, partnerships, and engagement histories in such neighborhoods.

Demonstrated Capacities:

Organizations applying for funding must demonstrate the following:

- *Community-Rooted Leadership:* Demonstrated leadership, staffing, or governance structures that reflect meaningful connection and accountability to Black/African American communities
- *Community Reach:* A track record of successfully engaging residents who do not access mainstream systems, including individuals disconnected from traditional service networks
- *Commitment to Equity:* A demonstrated commitment to addressing disparities and advancing culturally grounded, community-centered approaches to care

Number of Applications

There is no limit to the number of service categories that a single applicant can apply to. Agencies that apply to deliver multiple services only need to complete the agency narrative questions once. Service narrative questions and a budget must be completed for each service.

**B. Electronic Submissions**

Applications are due no later than **5:00 p.m. on September 4, 2026** and must be submitted electronically to BidNet Direct. Registration for BidNet Direct is free and will allow vendors access to apply to other Contra Costa County solicitations as they become available. The entire application, Budget Summary, and all supporting documents must be saved as a single PDF document and then submitted as an attachment in BidNet Direct.

BidNet Direct Vendor Registration Instructions (15 – 20 minutes):

1. Go to Contra Costa County’s BidNet Direct at the following link:  
<https://www.bidnetdirect.com/california/contracostacounty>
2. Click the “Vendor Registration” link at the top right of the page
  - a. Select the “Basic Plan”, which is free of charge. Unlike other BidNet subscriptions, the Contra Costa BidNet webpage is **free** and you may view, download and apply to this RFP for free. Be sure to “Remove” any add-ons BidNet includes with your Basic Plan registration.
3. Once registered, you will receive an email from BidNet Direct to finalize your account registration.
4. Upon initial log in, you will be asked to create an account profile with:
  - a. Your organization’s contact information
  - b. Service categories (e.g. 91800: Consulting Services)
    - i. Suggestions for service category codes – choose the one that aligns with your services:

NAICS Code	NAICS Title
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621999	All Other Miscellaneous Ambulatory Health Care Services
621420	Outpatient Mental Health and Substance Abuse Centers
624110	Child and Youth Services
541612	Human Resources Consulting Services
624210	Community Food Services
624190	Other Individual and Family Services
541611	Administrative and General Management Consulting Services
621610	Home Health Care Services
541613	Marketing Consulting Services
624310	Vocational Rehabilitation Services
813319	Other Social Advocacy Organizations
923130	Administration of Human Resource Programs

c. Business structure

5. Your registration is complete and you can now search the BidNet Direct portal and view the RFP.

No emailed, mailed, hard copy paper applications will be accepted. Ideally, applicants should submit applications several hours before the deadline in the unlikely event they encounter technical difficulties. Late submissions will not be accepted regardless of technical difficulties.

C. Application Narrative

The narrative portion of the application has three sections. Section I and II allows applicants to provide a general overview of their organization, history and current services. Section III asks for a description of the proposed project, target population, and a fuller narrative of the program design and plan. In a separate Word document, applicants must answer all the questions in Sections I, II and III of the Application (see below).

In addition, all applicants must provide a Budget Summary (see below, Section D: Budget Summary).

It is recommended that applicants review the **Evaluation and Scoring Rubric** (see below) to understand how applications will be scored prior to starting the application.

**Section I:** Each applicant should provide general and contact information related to the agency that will deliver services described in the grant application.

**Section II:** Applicants should complete the following agency narrative questions once, regardless of how many services they are applying to deliver. Applicants should pay close attention to the word limit for each question.

**Section III:** Applicants should complete the service narrative questions for each service they are applying to deliver. Applicants should pay close attention to the word limit for each question.

**Contra Costa County  
Office of Racial Equity and Social Justice (ORESJ)  
Request for Proposals Application  
Service Provider Organizations for the Federal D. Glover Community Wellness Network**

**SECTION 1: Organization Information**

Organization Name:

Tax Identification Number:

Organization Physical Address:

Organization Mailing Address (if different from physical address):

Website:

Name of Executive Director:

Executive Director Phone#:	Executive Director Email:
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Name of Primary Contact for this Grant Application:

Primary Contact Phone#:	Primary Contact Email:
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Total Agency Budget for Fiscal Year 2024-2025:

If organization is applying for this grant funding under a fiscal sponsor, the following information should be provided by the fiscal sponsor.

Legal Name of Fiscal Sponsor Organization:

Tax Identification Number:

Organization Physical Address:

Organization Mailing Address (if different from physical address):

Website:

Name of Executive Director:

Executive Director Phone#:	Executive Director Email:
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Name of Primary Contact for this Grant Application:

Primary Contact Phone#:	Primary Contact Email:
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Description of services to be performed by the fiscal sponsor for the application organization:

**Contra Costa County  
Office of Racial Equity and Social Justice (ORESJ)  
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Service Provider Organizations for the Federal D. Glover Community Wellness Network**

**SECTION 2: Organization Narrative Questions**

**AGENCY OVERVIEW**

Please provide a brief overview of your agency’s history and mission. (150 words max)
Overall, what services does your agency deliver and to whom? If your agency specializes in serving a particular population or community, please explain how services are tailored to meet the needs of this group. (150 words max)
What has been the impact of your services so far in terms of participant outcomes? (150 words max)
<b>AGENCY APPROACH</b>
What is your agency’s experience and approach to working in any of the 12 priority census tracts in Contra Costa County? How many years of continuous presence has your agency had in priority census tracts? How has your agency established community trust? (150 words max)
How does your agency use data to inform service delivery? How do you collect and incorporate program participant feedback? Describe how you use this data to assess program and staff effectiveness and improve your programming. (150 words max)
The community-based organizations awarded through this Request for Proposals (RFP) will serve as the initial cohort of service providers within the Federal D. Glover Community Wellness Network (FGCWN). How do you see your agency working in partnership with the Glover Wellness Network? Identify gaps you would be able to address through collaboration with other entities within the Network. (150 words max)
Identify partnerships your agency has with public agencies, community-based organizations, or other entities that will enable you to successfully deliver services. Identify how long your agency has held these partnerships. (150 words max)

**Contra Costa County  
Office of Racial Equity and Social Justice (ORESJ)  
Request for Proposals Application  
Service Provider Organizations for the Federal D. Glover Community Wellness Network**

<b>SECTION 3: Service Description and Narrative Questions</b>		
This proposal falls under the following priority funding areas (please select one):		
<input type="checkbox"/> Behavioral Health	<input type="checkbox"/> Housing Navigation	<input type="checkbox"/> Maternal and Infant Health
<input type="checkbox"/> Reentry Support and Restorative Alternatives	<input type="checkbox"/> Preventative Health	<input type="checkbox"/> Resource Navigation
Project Name and Brief Description (50 words or less):		

Areas/Cities to Be Served in Contra Costa County:
Target Population(s):
How many people will this service or program serve annually?
Total Funding Amount Requested:
If this proposal includes partners/subcontractors/consultants, please list them here:
<i>NOTE: All agencies included in the collaborative application must submit documentation confirming their participation in the collaborative project (for example: a letter of support, partnership agreement, etc.) with the application materials.</i>
<b>SERVICE DESCRIPTION</b>
Describe the specific service your agency will deliver as it pertains to this RFP. How will your agency meet the specific service requirements outlined in the RFP? Explain how your service, program, or activity meets a critical need or fills a service gap for vulnerable African American residents and communities in Contra Costa County. What makes your organization uniquely positioned to deliver this work within the Federal Glover Community Wellness Network? (300 words max)
Describe how your agency will identify and engage individuals from the priority population, as identified in the RFP. Name at least three viable outreach strategies to pull in the widest slice of the Black community possible. (300 words max)
Please describe your theory of change for this service. What does client success look like? (300 words max)
<b>DATA AND EVALUATION</b>
What will success look like for your project and how will it be measured (include tools and systems used)? Describe how you will track the number of people served and collect data on program activities (share specific measures and outcomes). How will you collect and incorporate program participant feedback? Describe how will you use this data to assess program and staff effectiveness and improve your programming. (500 words max)
<b>SERVICE EXPERIENCE</b>

Describe your agency's experience and success delivering similar services. If available, provide past program evaluation findings that describe participant outcomes. (300 words max)

Describe your agency's experience with and approach to working with vulnerable and/or impacted Black/African American individuals you are seeking to serve in this proposal. (300 words max)

Describe your agency's previous experience with and approach to outreaching and engaging vulnerable and/or impacted Black/African American individuals. What methods will you use to ensure that your target participants are aware of and connected to your program? Please share specific, verifiable evidence of community embeddedness, trust, and impact. (300 words max)

**STAFFING**

Identify the direct service positions that will be funded by this grant. Briefly describe job duties and qualifications for each. (300 words max)

How will your agency's staffing model support implementation of the proposed services? (For example: supervision structure, days and hours worked, etc.). (300 words max)

How will your agency ensure that staff are culturally competent and serve as credible messengers for the priority population? What percentage of your staff and leadership have lived experience in the proposed service categories? Please describe the composition of your Board of Directors. (150 words max)

Identify the staff who will be involved in financial grant management activities and discuss their qualifications. (150 words max)

Identify the staff who will be responsible for entering service data into the Glover Wellness Network's data management system and describe how your agency will ensure accurate and consistent data entry. (150 words max)

Integration of Services Across Priorities:  
*Agencies that are applying to deliver multiple services across priority areas should complete the following question below to explain how the core services will interact with each other. If you are applying under just one funding area, indicate N/A below.*

How will the core services that your agency is proposing to deliver complement each other? (150 words)

SIGNATURE:

DATE:

Name of Authorized Signer:

#### D. Budget Summary

All applications must include a Budget Summary, using the provided Budget Summary Template (see Form #1). The Budget Summary Template can be downloaded and filled in on a computer, or it can be printed out, completed by hand, then scanned and uploaded as a PDF.

Applicants may also submit a detailed project budget using their own form/template, if desired.

Indirect costs may be included in the project budget. Examples of indirect costs include administrative functions that support multiple programs, costs of shared office space and utilities, and other expenses that benefit multiple program areas that cannot be readily identified with a particular activity. Indirect costs may not exceed 15% of the project budget.

#### E. Bidder's Professional References

Each applicant must provide a minimum of three (3) professional references with whom they are currently partnering and/or with whom they have previously partnered. Each reference must include the name of the project, services provided, funder/agency, reference name, reference's contact information, contract dates and amount. See Form #2 (in Section V, E) for the template to complete and include with your application.

# Section IV: Selection and Review Process

## A. Participatory Review Process

All applications received will be evaluated by a Selection Committee made up of a diverse combination of County staff, community foundation staff, non-profit organization staff, and/or community members. All members will be Black/African American Contra Costa County residents who possess both professional and personal lived experience and expertise related to the priority funding categories.

The Selection Committee will conduct a Participatory Review Process in which applications are reviewed, scored, and ranked. On behalf of the Selection Committee, the Office of Racial Equity and Social Justice will present the recommendations to the Transitional Community Advisory Board, Equity Committee and then to the full Board of Supervisors for final approval of award.

## B. Evaluation and Scoring Rubric

Each application will be evaluated for completeness and overall responsiveness to the requirements contained in this RFP. The following Evaluation and Scoring Rubric will be used by reviewers to evaluate to determine which applicant is most qualified to effectively implement the services proposed and meet the needs of their target population:

Program Elements	Possible Score
<ul style="list-style-type: none"> <li>● <b><u>Agency Overview</u></b> <ul style="list-style-type: none"> <li>○ Relevancy of the organization’s history and mission, and strategic goals.</li> <li>○ History of work and service reflects a commitment to addressing the needs of marginalized, underserved, Black/African American communities.</li> <li>○ Demonstrates a strong level of knowledge and experience as a Black-led, Black community-serving grassroots organization.</li> </ul> </li> </ul>	0 – 15 points
<ul style="list-style-type: none"> <li>● <b><u>Agency Approach</u></b> <ul style="list-style-type: none"> <li>○ Demonstrates understanding of the target population and the surrounding community, as well as how they have established community trust, embeddedness, credibility and access, needed to effectively carry out the proposed scope of work.</li> <li>○ Demonstrates alignment of purpose and values to engage with the Federal D. Glover Community Wellness Network (FGCWN)</li> <li>○ Clearly names a critical priority need in the Black community and articulates a strategic approach to meeting that need.</li> </ul> </li> </ul>	0 – 15 points

<ul style="list-style-type: none"> <li>○ Demonstrates meaningful and active partnerships with public agencies, community-based organizations, or other entities in the successful delivery of services</li> </ul>	
<ul style="list-style-type: none"> <li>● <b><u>Service Description</u></b> <ul style="list-style-type: none"> <li>○ Clearly explains how the proposed service, program, or activity meets a critical need or fills a service gap for vulnerable African American residents and communities in Contra Costa County.</li> <li>○ Describes how the organization is uniquely positioned to deliver work within the Federal Glover Community Wellness Network</li> <li>○ Shares a robust plan and approach to identify and engage individuals from the priority population</li> <li>○ Has a clear theory of change and articulation of client success</li> </ul> </li> </ul>	0 – 20 points
<ul style="list-style-type: none"> <li>● <b><u>Data and Evaluation</u></b> <ul style="list-style-type: none"> <li>○ Describes the processes and competencies needed to effectively collect, track, and analyze program data and participant feedback in a consistent, organized manner.</li> <li>○ Demonstrates the ability and experience needed to use data to help inform and improve how they deliver their services, measure progress/success, and effectively support their participants.</li> <li>○ Includes tools and systems that will be used to collect data and track participant outcomes</li> <li>○ Clearly describes how organization will use data to assess and improve program success and staff effectiveness</li> </ul> </li> </ul>	0 – 15 points
<ul style="list-style-type: none"> <li>● <b><u>Service Experience</u></b> <ul style="list-style-type: none"> <li>○ Describes similar projects currently in place and/or completed in the past with success and can demonstrate the ability to achieve positive outcomes for their participants</li> <li>○ Describes experience with and approach to outreaching and engaging vulnerable and/or impacted Black/African American individuals.</li> <li>○ Shares outreach methods that will ensure that target participants are aware of and connected to the program</li> </ul> </li> </ul>	0 – 15 points
<ul style="list-style-type: none"> <li>● <b><u>Staffing</u></b> <ul style="list-style-type: none"> <li>○ Clear and succinct description of each key team member’s role and area of responsibility on the project.</li> <li>○ Staffing model supports robust implementation of the proposed services</li> <li>○ Qualifications, lived experiences, and expertise of staff and leadership are sufficient to deliver on the full scope of work described and align with this RFP’s goals.</li> <li>○ Describes competencies and expertise needed to establish rapport, trust and credibility with marginalized, underserved, Black communities.</li> <li>○ Has identified staff who will hold responsibility for financial management and data management for the grant</li> </ul> </li> </ul>	0 – 10 points

<ul style="list-style-type: none"> <li>● <b><u>Budget Summary</u></b> <ul style="list-style-type: none"> <li>○ Demonstrates the organizational experience, structure, and capacity to appropriately manage their contract and stay within budget through sound fiscal practices.</li> <li>○ Applicants demonstrate knowledge of sustainable funding sources (e.g., Cal-AIM, ECM)</li> <li>○ Budget Summary is consistent with what is described in the proposal and presents realistic and responsible staffing and program costs.</li> <li>○ If applicable, adequately describes any outstanding or relevant financial audit findings and their efforts to correct and resolve those issues</li> </ul> </li> </ul>	0 – 10 points
<b>Total</b>	<b>0 – 100 points</b>
<b>Preferential Points</b>	
<ul style="list-style-type: none"> <li>● <b><u>Preferential Points: Priority Census Tracts and Neighborhoods</u></b> <ul style="list-style-type: none"> <li>○ Articulates a clear intention and program design that targets Black communities in the priority census tracts and neighborhoods, naming the critical needs that are unique or more pronounced in those areas as supported by data.</li> <li>○ Points equaling up to 10% (or 10 points) of the total score possible may be added to the applicant’s total score, allowing for a possible total score of 110 points.</li> </ul> </li> </ul>	0 – 10 points

C. Further Evaluation and Negotiation

Upon completion of the Selection Committee’s review of applications, the County will notify Applicants if further evaluation and negotiation is necessary. Applicants may be contacted for an interview, but only if needed. Any delay caused by Applicant’s failure to respond to direction from the County may be interpreted as the Applicant being no longer interested in the opportunity and can lead to the County’s rejection of the application.

# Section V: Other Procedures and Instructions

## A. Optional Bidders' Information Session

Potential applicants are encouraged to attend a Bidders' Information Session on **August 12, 2026 from 11am – 12:30pm** which will be held in-person and online via Zoom. It is a hybrid meeting and you may participate either in-person or online via Zoom.

In-Person Location Details:

- Location/Address

Online Participation Details:

- Zoom Link:
- Password:

At the Bidders' Information Session, Office of Racial Equity and Social Justice staff will provide background and contextual information, review the application instructions, and offer general technical assistance on the submission requirements.

## B. How to Submit Questions

Questions regarding the RFP instructions or grant requirements can be submitted through BidNet Direct **until 5:00 pm on August 21, 2026**. All responses will be posted on the BidNet Direct site **on August 28, 2026**.

## C. Appeal Process

In the event a dispute arises concerning the RFP process prior to the award of the contract, the party wishing resolution of the dispute shall submit an appeal in writing to the attention of:

Emlyn Struthers  
Contra Costa County Administrator Office  
1025 Escobar Street  
Martinez CA, 94553

Appeals must be submitted no later than **3:00 P.M. on Friday October 9, 2026**. Notification of a final decision on the appeal shall be made in writing to the appellant within five (5) business days, or **Friday October 16, 2026**, and the decision of ORESJ shall be final and not subject to further review. When

submitting an appeal, the appellant must clearly state the action appealed, the impact to the appellant's application, and the remedy sought. Appeals shall be limited to the following technical grounds:

- Failure of the County to follow the review and selection procedures and adhere to requirements specified in the RFP or any addenda or amendments to the RFP.
- There has been a violation of conflict of interest as provided by California Government Code Section 87100 et seq.
- There has been a violation of State or Federal law.

#### D. Submissions are Public Records

California Government Code section 7920.000 et seq., the Public Records Act, defines a public record as any writing containing information relating to the conduct of the public's business prepared, owned, used or retained by any state or local agency regardless of physical form or characteristics. The Public Records Act provides that public records shall be disclosed upon request and that any person has a right to inspect any public record, unless the document is exempted from disclosure.

Unless otherwise compelled by a court order, the County will not disclose any submittals while the County conducts its deliberative process in accordance with the procedures identified in this RFP. However, after the County either awards a contract to a successful Applicant, or rejects all submittals, the County will consider each submittal subject to the public disclosure requirements of the California Public Records Act. Each Applicant is hereby informed that, upon submittal of its application to the County in accordance with this RFP, the application becomes the property of Contra Costa County.

#### E. Forms and Attachments

- a. Form #1: Budget Summary
- b. Form #2: Bidder's Professional References
- c. Form #3: Anti-Collusion Statement
- d. Form #4: Addenda Acknowledgement
- e. Attachment A: Priority Census Tracts and Neighborhood Profiles
- f. Attachment B: General Conditions for Contra Costa County Purchase of Service Contracts

# Form #1: Budget Summary

## Form #2: Bidder's Professional References

Provide information regarding the organization’s current and/or previous projects conducted under grant or contract, including government contracts/grants. Previous projects must have contract dates within the last 5 years. For Note: When more than one agency collaborates in providing services(s), each agency involved must complete this form.

### Current or Prior Contracts / Grants

List up to 3 agencies that you are currently working with and/or previously worked with under contract or grant agreement.

Name of Project	Click or tap here to enter text.
Services Provided	Click or tap here to enter text.
Funder/Agency	Click or tap here to enter text.
Contact/Reference	Click or tap here to enter text.
Contact Email	Click or tap here to enter text.
Contact Phone	Click or tap here to enter text.
Contract Dates	Click or tap here to enter text.
Contract Amount	Click or tap here to enter text.

Name of Project	Click or tap here to enter text.
Services Provided	Click or tap here to enter text.
Funder/Agency	Click or tap here to enter text.
Contact/Reference	Click or tap here to enter text.
Contact Email	Click or tap here to enter text.
Contact Phone	Click or tap here to enter text.
Contract Dates	Click or tap here to enter text.
Contract Amount	Click or tap here to enter text.

Name of Project	Click or tap here to enter text.
Services Provided	Click or tap here to enter text.
Funder/Agency	Click or tap here to enter text.
Contact/Reference	Click or tap here to enter text.
Contact Email	Click or tap here to enter text.
Contact Phone	Click or tap here to enter text.
Contract Dates	Click or tap here to enter text.
Contract Amount	Click or tap here to enter text.

Bidder attests, under penalty of perjury, that all information provided herein is complete and accurate.

Bidder agrees to provide to County other information the County may request as necessary for an accurate determination of bidder's qualifications to perform proposed services. Respondent agrees to allow County to contact agencies listed above for information relative to Respondent's performance.

Name	Click or tap here to enter text.	Title	Click or tap to enter a date.
Signature		Date	Click or tap to enter a date.

## Form #3: Anti-Collusion Statement

By signing this form, the bidder agrees that this submittal is made without any other understanding, agreement, or connection with any person, corporation, or firm submitting a statement of qualifications quote for the same purpose and that the quote is in all respects fair and without collusion or fraud, It is agreed by the undersigned bidder, that the signing and delivery of the proposal represents the bidder's acceptance of the terms and conditions of the forgoing specifications and provisions, and if awarded, this contract will represent the agreement between the bidder and the county.

ORGANIZATION NAME	Click or tap here to enter text.
CONTACT NAME	Click or tap here to enter text.
TITLE	Click or tap here to enter text.
ADDRESS	Click or tap here to enter text.
EMAIL	Click or tap here to enter text.
TELEPHONE	Click or tap here to enter text.
SIGNATURE	
DATE	Click or tap to enter a date.

# Form #4: Addenda Acknowledgement

## TO BE RETURNED WITH PROPOSAL SUBMISSION

**RFP No.:** XXXX

**Title:** Service Provider Organizations for the Federal D. Glover Community Wellness Network

### **ADDENDUM ACKNOWLEDGEMENT (Please initial for addendums received)**

Addendum #1: \_\_\_\_\_

Addendum #3: \_\_\_\_\_

Addendum #2: \_\_\_\_\_

Addendum #4: \_\_\_\_\_

ORGANIZATION NAME	Click or tap here to enter text.
CONTACT NAME	Click or tap here to enter text.
TITLE	Click or tap here to enter text.
ADDRESS	Click or tap here to enter text.
EMAIL	Click or tap here to enter text.
TELEPHONE	Click or tap here to enter text.
SIGNATURE	
DATE	Click or tap here to enter text.

## Attachment A

# Priority Census Tracts and Neighborhood Profiles

Region	Neighborhood / Area	Census Tract(s)	Key Boundaries	Key Landmarks / Assets	Equity Considerations
Antioch	Hillcrest / Auto Center	3071.02	Delta Fair Blvd, Auto Center Dr, Lone Tree Way, Hillcrest Ave	Hillcrest BART, Antioch Auto Center, Sutter Delta Medical Center (nearby)	Transit access present but limited embedded community services
	Central Antioch (Sycamore)	3072.02	Sycamore Dr, G & H Streets, Lone Tree Way, Contra Loma Blvd	Antioch Middle School, Contra Loma Estates	<b>Lowest HPI (5.3)</b> , high need and concentrated inequity
	Fairgrounds / South Antioch	3072.05	Lone Tree Way, Auto Center Dr, Hwy 160, A & G Streets	County Fairgrounds, Somersville Towne Center	Retail presence but gaps in health and wellness services
Pittsburg	Central Pittsburg	3050	W. Leland Rd, Railroad Ave, 10th St, Bailey Rd	Pittsburg High School, Adult Education Center	Dense residential area with youth and workforce needs
	Los Medanos Area	3120	E. Leland Rd, Antioch Hwy, Loveridge Rd, Railroad Ave	Los Medanos College, BART, Buchanan Park	Education asset present; opportunity for service integration
Richmond	Iron Triangle	3730	Macdonald Ave, Bissell Ave, Harbour Way, 23rd St	Nevin Center, Richmond BART/Amtrak	Historically disinvested, high density, central transit hub
	North Richmond Core	3750	Gertrude Ave, Chesley Ave, 3rd St, Richmond Pkwy	Community-based hubs, local corridors	Unincorporated area with persistent service gaps
	South Richmond	3650.02	Cutting Blvd, Carlson Blvd, I-80, Potrero Ave	Nicholl Park, historic Doctor's Medical Center site	Loss of hospital infrastructure; major healthcare gap
	North Richmond / Industrial Edge	3760	Richmond Pkwy, Hensley St, Vernon Ave, 3rd St	Urban Tilth Farm, Wastewater Plant	Environmental justice concerns + food access innovation
	Canal / Cutting Corridor	3770	Harbour Way, Cutting Blvd, Canal Blvd, S 2nd St	Ferry access (nearby), industrial zones	Mixed-use area with limited direct services
	Refinery / I-580 Corridor	3790	Richmond Pkwy, Giant Rd, Rumrill Blvd, I-580	Chevron Refinery, Transit Center, Shoreline Park	Environmental burden + infrastructure fragmentation

Marina Bay / I-580	3810	Marina Bay Pkwy, Cutting Blvd, S 23rd St, I-580	Marina Bay, waterfront access	Proximity to resources, but inequitable access persists
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## Attachment B: Contra Costa County General Conditions for Service Contracts

1. **Compliance with Law.** Contractor is subject to and must comply with all applicable federal, state, and local laws and regulations with respect to its performance under this Contract, including but not limited to, licensing, employment, and purchasing practices; and wages, hours, and conditions of employment, including nondiscrimination.
2. **Inspection.** Contractor's performance, place of business, and records pertaining to this Contract are subject to monitoring, inspection, review and audit by authorized representatives of the County, the State of California, and the United States Government.
3. **Records.** Contractor must keep and make available for inspection and copying by authorized representatives of the County, the State of California, and the United States Government, the Contractor's regular business records and such additional records pertaining to this Contract as may be required by the County.
  - a. **Retention of Records.** Contractor must retain all documents pertaining to this Contract for five years from the date of submission of Contractor's final payment demand or final Cost Report; for any further period that is required by law; and until all federal/state audits are complete and exceptions resolved for this Contract's funding period. Upon request, Contractor must make these records available to authorized representatives of the County, the State of California, and the United States Government.
  - b. **Access to Books and Records of Contractor, Subcontractor.** Pursuant to Section 1861(v)(1) of the Social Security Act, and any regulations promulgated thereunder, Contractor must, upon written request and until the expiration of five years after the furnishing of services pursuant to this Contract, make available to the County, the Secretary of Health and Human Services, or the Comptroller General, or any of their duly authorized representatives, this Contract and books, documents, and records of Contractor necessary to certify the nature and extent of all costs and charges hereunder. Further, if Contractor carries out any of the duties of this Contract through a subcontract with a value or cost of \$10,000 or more over a twelve-month period, such subcontract must contain a clause to the effect that upon written request and until the expiration of five years after the furnishing of services pursuant to such subcontract, the subcontractor must make available to the County, the Secretary, the Comptroller General, or any of their duly authorized representatives, the subcontract and books, documents, and records of the subcontractor necessary to verify the nature and extent of all costs and charges thereunder.

This provision is in addition to any and all other terms regarding the maintenance or retention of records under this Contract and is binding on the heirs, successors, assigns and representatives of Contractor.

4. **Reporting Requirements.** Pursuant to Government Code Section 7550, Contractor must include in all

documents and written reports completed and submitted to County in accordance with this Contract, a separate section listing the numbers and dollar amounts of all contracts and subcontracts relating to the preparation of each such document or written report. This section applies only if the Payment Limit of this Contract exceeds \$5,000.

5. **Termination and Cancellation.**

- a. **Written Notice.** This Contract may be terminated by either party, in its sole discretion, upon thirty-day advance written notice thereof to the other, and may be cancelled immediately by written mutual consent.
- b. **Failure to Perform.** County, upon written notice to Contractor, may immediately terminate this Contract should Contractor fail to perform properly any of its obligations hereunder. In the event of such termination, County may proceed with the work in any reasonable manner it chooses. The cost to County of completing Contractor's performance will be deducted from any sum due Contractor under this Contract, without prejudice to County's rights to recover damages.
- c. **Cessation of Funding.** Notwithstanding any contrary language in Paragraphs 5 and 11, in the event that federal, state, or other non-County funding for this Contract ceases, this Contract is terminated without notice.

6. **Entire Agreement.** This Contract contains all the terms and conditions agreed upon by the parties. Except as expressly provided herein, no other understanding, oral or otherwise, regarding the subject matter of this Contract will be deemed to exist or to bind any of the parties hereto.

7. **Further Specifications for Operating Procedures.** Detailed specifications of operating procedures and budgets required by this Contract, including but not limited to, monitoring, evaluating, auditing, billing, or regulatory changes, may be clarified in a written letter signed by Contractor and the department head, or designee, of the county department on whose behalf this Contract is made. No written clarification prepared pursuant to this Section will operate as an amendment to, or be considered to be a part of, this Contract.

8. **Modifications and Amendments.**

- a. **General Amendments.** In the event that the total Payment Limit of this Contract is less than \$200,000 and this Contract was executed by the County's Purchasing Agent, this Contract may be modified or amended by a written document executed by Contractor and the County's Purchasing Agent or the Contra Costa County Board of Supervisors, subject to any required state or federal approval. In the event that the total Payment Limit of this Contract exceeds \$200,000 or this Contract was initially approved by the Board of Supervisors, this Contract may be modified or amended only by a written document executed by Contractor and the Contra Costa County Board of Supervisors or, after Board approval, by its designee, subject to any required state or federal approval.
- b. **Minor Amendments.** The Payment Provisions and the Service Plan may be amended by a written administrative amendment executed by Contractor and the County Administrator (or designee), subject to any required state or federal approval, provided that such administrative amendment

may not increase the Payment Limit of this Contract or reduce the services Contractor is obligated to provide pursuant to this Contract.

9. **Disputes**. Disagreements between County and Contractor concerning the meaning, requirements, or performance of this Contract shall be subject to final written determination by the head of the county department for which this Contract is made, or his designee, or in accordance with the applicable procedures (if any) required by the state or federal government.
10. **Choice of Law and Personal Jurisdiction**.
  - a. This Contract is made in Contra Costa County and is governed by, and must be construed in accordance with, the laws of the State of California.
  - b. Any action relating to this Contract must be instituted and prosecuted in the courts of Contra Costa County, State of California.
11. **Conformance with Federal and State Regulations and Laws**. Should federal or state regulations or laws touching upon the subject of this Contract be adopted or revised during the term hereof, this Contract will be deemed amended to assure conformance with such federal or state requirements.
12. **No Waiver by County**. Subject to Paragraph 9. (Disputes) of these General Conditions, inspections or approvals, or statements by any officer, agent or employee of County indicating Contractor's performance or any part thereof complies with the requirements of this Contract, or acceptance of the whole or any part of said performance, or payments therefor, or any combination of these acts, do not relieve Contractor's obligation to fulfill this Contract as prescribed; nor is the County thereby prevented from bringing any action for damages or enforcement arising from any failure to comply with any of the terms and conditions of this Contract.
13. **Subcontract and Assignment**. This Contract binds the heirs, successors, assigns and representatives of Contractor. Prior written consent of the County Administrator or his designee, subject to any required state or federal approval, is required before the Contractor may enter into subcontracts for any work contemplated under this Contract, or before the Contractor may assign this Contract or monies due or to become due, by operation of law or otherwise.
14. **Independent Contractor Status**. The parties intend that Contractor, in performing the services specified herein, is acting as an independent contractor and that Contractor will control the work and the manner in which it is performed. This Contract is not to be construed to create the relationship between the parties, or between County and any Contractor employee, of agent, servant, employee, partnership, joint venture, or association. Neither Contractor, nor any of its employees, is a County employee. This Contract does not give Contractor, or any of its employees, any right to participate in any pension plan, workers' compensation plan, insurance, bonus, or similar benefits County provides to its employees. In the event that County exercises its right to terminate this Contract, Contractor expressly agrees that it will have no recourse or right of appeal under any rules, regulations, ordinances, or laws applicable to employees.
15. **Conflicts of Interest**. Contractor covenants that it presently has no interest and that it will not acquire any interest, direct or indirect, that represents a financial conflict of interest under state law or that

would otherwise conflict in any manner or degree with the performance of its services hereunder. Contractor further covenants that in the performance of this Contract, no person having any such interests will be employed by Contractor. If requested to do so by County, Contractor will complete a "Statement of Economic Interest" form and file it with County and will require any other person doing work under this Contract to complete a "Statement of Economic Interest" form and file it with County. Contractor covenants that Contractor, its employees and officials, are not now employed by County and have not been so employed by County within twelve months immediately preceding this Contract; or, if so employed, did not then and do not now occupy a position that would create a conflict of interest under Government Code section 1090. In addition to any indemnity provided by Contractor in this Contract, Contractor will indemnify, defend, and hold the County harmless from any and all claims, investigations, liabilities, or damages resulting from or related to any and all alleged conflicts of interest. Contractor warrants that it has not provided, attempted to provide, or offered to provide any money, gift, gratuity, thing of value, or compensation of any kind to obtain this Contract.

16. **Confidentiality**. To the extent allowed under the California Public Records Act, Contractor agrees to comply and to require its officers, partners, associates, agents and employees to comply with all applicable state or federal statutes or regulations respecting confidentiality, including but not limited to, the identity of persons served under this Contract, their records, or services provided them, and assures that no person will publish or disclose or permit or cause to be published or disclosed, any list of persons receiving services, except as may be required in the administration of such service. Contractor agrees to inform all employees, agents and partners of the above provisions, and that any person knowingly and intentionally disclosing such information other than as authorized by law may be guilty of a misdemeanor.
17. **Nondiscriminatory Services**. Contractor agrees that all goods and services under this Contract will be available to all qualified persons regardless of age, gender, race, religion, color, national origin, ethnic background, disability, or sexual orientation, and that none will be used, in whole or in part, for religious worship.
18. **Indemnification**. Contractor will defend, indemnify, save, and hold harmless County and its officers and employees from any and all claims, demands, losses, costs, expenses, and liabilities for any damages, fines, sickness, death, or injury to person(s) or property, including any and all administrative fines, penalties or costs imposed as a result of an administrative or quasi-judicial proceeding, arising directly or indirectly from or connected with the services provided hereunder that are caused, or claimed or alleged to be caused, in whole or in part, by the negligence or willful misconduct of Contractor, its officers, employees, agents, contractors, subcontractors, or any persons under its direction or control. If requested by County, Contractor will defend any such suits at its sole cost and expense. If County elects to provide its own defense, Contractor will reimburse County for any expenditures, including reasonable attorney's fees and costs. Contractor's obligations under this section exist regardless of concurrent negligence or willful misconduct on the part of the County or any other person; provided, however, that Contractor is not required to indemnify County for the proportion of liability a court determines is attributable to the sole negligence or willful misconduct of the County, its officers and employees. This provision will survive the expiration or termination of this Contract.
19. **Insurance**. During the entire term of this Contract and any extension or modification thereof, Contractor shall keep in effect insurance policies meeting the following insurance requirements unless

otherwise expressed in the Special Conditions:

- a. **Commercial General Liability Insurance.** For all contracts where the total payment limit of the contract is \$500,000 or less, Contractor will provide commercial general liability insurance, including coverage for business losses and for owned and non-owned automobiles, with a minimum combined single limit coverage of \$500,000 for all damages, including consequential damages, due to bodily injury, sickness or disease, or death to any person or damage to or destruction of property, including the loss of use thereof, arising from each occurrence. Such insurance must be endorsed to include County and its officers and employees as additional insureds as to all services performed by Contractor under this Contract. Said policies must constitute primary insurance as to County, the state and federal governments, and their officers, agents, and employees, so that other insurance policies held by them or their self-insurance program(s) will not be required to contribute to any loss covered under Contractor's insurance policy or policies. Contractor must provide County with a copy of the endorsement making the County an additional insured on all commercial general liability policies as required herein no later than the effective date of this Contract. For all contracts where the total payment limit is greater than \$500,000, the aforementioned insurance coverage to be provided by Contractor must have a minimum combined single limit coverage of \$1,000,000.
  - b. **Workers' Compensation.** Contractor must provide workers' compensation insurance coverage for its employees.
  - c. **Certificate of Insurance.** The Contractor must provide County with (a) certificate(s) of insurance evidencing liability and worker's compensation insurance as required herein no later than the effective date of this Contract. If Contractor should renew the insurance policy(ies) or acquire either a new insurance policy(ies) or amend the coverage afforded through an endorsement to the policy at any time during the term of this Contract, then Contractor must provide (a) current certificate(s) of insurance.
  - d. **Additional Insurance Provisions.** No later than five days after Contractor's receipt of: (i) a notice of cancellation, a notice of an intention to cancel, or a notice of a lapse in any of Contractor's insurance coverage required by this Contract; or (ii) a notice of a material change to Contractor's insurance coverage required by this Contract, Contractor will provide Department a copy of such notice of cancellation, notice of intention to cancel, notice of lapse of coverage, or notice of material change. Contractor's failure to provide Department the notice as required by the preceding sentence is a default under this Contract
20. **Notices.** All notices provided for by this Contract must be in writing and may be delivered by deposit in the United States mail, postage prepaid. Notices to County must be addressed to the head of the county department for which this Contract is made. Notices to Contractor must be addressed to the Contractor's address designated herein. The effective date of notice is the date of deposit in the mails or of other delivery, except that the effective date of notice to County is the date of receipt by the head of the county department for which this Contract is made.
21. **Primacy of General Conditions.** In the event of a conflict between the General Conditions and the Special Conditions, the General Conditions govern unless the Special Conditions or Service Plan expressly provide otherwise.

22. **Nonrenewal.** Contractor understands and agrees that there is no representation, implication, or understanding that the services provided by Contractor under this Contract will be purchased by County under a new contract following expiration or termination of this Contract, and Contractor waives all rights or claims to notice or hearing respecting any failure to continue purchasing all or any such services from Contractor.
23. **Possessory Interest.** If this Contract results in Contractor having possession of, claim or right to the possession of land or improvements, but does not vest ownership of the land or improvements in the same person, or if this Contract results in the placement of taxable improvements on tax exempt land (Revenue & Taxation Code Section 107), such interest or improvements may represent a possessory interest subject to property tax, and Contractor may be subject to the payment of property taxes levied on such interest. Contractor agrees that this provision complies with the notice requirements of Revenue & Taxation Code Section 107.6, and waives all rights to further notice or to damages under that or any comparable statute.
24. **No Third-Party Beneficiaries.** Nothing in this Contract may be construed to create, and the parties do not intend to create, any rights in third parties.
25. **Copyrights, Rights in Data, and Works Made for Hire.** Contractor will not publish or transfer any materials produced or resulting from activities supported by this Contract without the express written consent of the County Administrator. All reports, original drawings, graphics, plans, studies and other data and documents, in whatever form or format, assembled or prepared by Contractor or Contractor's subcontractors, consultants, and other agents in connection with this Contract are "works made for hire" (as defined in the Copyright Act, 17 U.S.C. Section 101 et seq., as amended) for County, and Contractor unconditionally and irrevocably transfers and assigns to Agency all right, title, and interest, including all copyrights and other intellectual property rights, in or to the works made for hire. Unless required by law, Contractor shall not publish, transfer, discuss, or disclose any of the above-described works made for hire or any information gathered, discovered, or generated in any way through this Agreement, without County's prior express written consent. If any of the works made for hire is subject to copyright protection, County reserves the right to copyright such works and Contractor agrees not to copyright such works. If any works made for hire are copyrighted, County reserves a royalty-free, irrevocable license to reproduce, publish, and use the works made for hire, in whole or in part, without restriction or limitation, and to authorize others to do so.
26. **Endorsements.** In its capacity as a contractor with Contra Costa County, Contractor will not publicly endorse or oppose the use of any particular brand name or commercial product without the prior written approval of the Board of Supervisors. In its County-contractor capacity, Contractor will not publicly attribute qualities or lack of qualities to a particular brand name or commercial product in the absence of a well-established and widely accepted scientific basis for such claims or without the prior written approval of the Board of Supervisors. In its County-contractor capacity, Contractor will not participate or appear in any commercially produced advertisements designed to promote a particular brand name or commercial product, even if Contractor is not publicly endorsing a product, as long as the Contractor's presence in the advertisement can reasonably be interpreted as an endorsement of the product by or on behalf of Contra Costa County. Notwithstanding the foregoing, Contractor may express its views on products to other contractors, the Board of Supervisors, County officers, or others who may be authorized by the Board of Supervisors or by law to receive such views.

27. **Required Audit.**

- a. If Contractor expends \$750,000 or more in federal grant funds in any fiscal year from any source, Contractor must provide to County, at Contractor's expense, an audit conforming to the requirements set forth in the most current version of Code of Federal Regulations, Title 2, Part 200, Subpart F.
- b. If Contractor expends less than \$750,000 in federal grant funds in any fiscal year from any source, but the grant imposes specific audit requirements, Contractor must provide County with an audit conforming to those requirements.
- c. If Contractor expends less than \$750,000 in federal grant funds in any fiscal year from any source, Contractor is exempt from federal audit requirements for that year except as required by Code of Federal Regulations, Title 2, Part 200, Subpart F. Contractor shall make its records available for, and an audit may be required by, appropriate officials of the federal awarding agency, the General Accounting Office, the pass-through entity and/or the County. If an audit is required, Contractor must provide County with the audit.
- d. With respect to the audits specified in sections (a), (b) and (c) above, Contractor is solely responsible for arranging for the conduct of the audit, and for its cost. County may withhold the estimated cost of the audit or 10 percent of the contract amount, whichever is greater, or the final payment, from Contractor until County receives the audit from Contractor.

28. **Authorization.** Contractor, or the representative(s) signing this Contract on behalf of Contractor, represents and warrants that it has full power and authority to enter into this Contract and to perform the obligations set forth herein.

29. **No Implied Waiver.** The waiver by County of any breach of any term or provision of this Contract will not be deemed to be a waiver of such term or provision or of any subsequent breach of the same or any other term or provision contained herein.