

## **Equity Committee**

### **Record of Action for December 16, 2024**

#### **Committee Members Present:**

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

#### **Staff Present:**

Kendra Carr and Peter Kim, Co-Directors, Office of Racial Equity and Social Justice (Staff to Committee); Eric Angstadt, Chief Assistant County Administrator, County Administrator's Office; Lara Delaney, Senior Deputy County Administrator, County Administrator's Office; Enid Mendoza, Senior Deputy County Administrator, County Administrator's Office; Ann Elliot, Director, Human Resources Department; Nicole Bilich, Manager, Human Resources Department; Ellen McDonnell, Public Defender; Patrice Guillory, Director, Office of Reentry and Justice, Probation Department; Marla Stuart, Director, Employment and Human Services Department; Anissa Basoco-Villareal, Deputy Director, Employment and Human Services Department; Tamina Alon, Director of Administration, Employment and Human Services Department; Patrica Perez, Division Manager, Employment and Human Services Department; Rhonda Smith, Assistant to the Director, Health Department; Gilbert Salinas, Chief Equity Officer, Health Department; Shelby Ferguson, Manager, H3, Health Department; Carrie Ricci, Deputy Director, Public Works Department; Cindy Shehorn, Procurement Services Manager, Public Works Department; Karen Caoile, Director, Equal Employment and Opportunities Office; Antoine Wilson, Equal Employment and Opportunities Officer, Equal Employment and Opportunities Office; Sonia Bustamante, Chief of Staff, BOS District 1; Jill Ray, District Representative, BOS District 2; Peter Myers, Deputy Chief of Staff, BOS District 3.

#### **Public Attendees:**

Kerby Lynch; Ryan Drake Lee; Randi Dean; Ashley Green; Desirae Herron; Taylor Sims; Gigi Crowder; Chala Bonner; Ronell Ellis; Melvin Willis; Naomi Mauricio; Phil Arnold; Maria Dominguez; Stefani Renee; Auriel Shelton; Jaih Craddock; Brandi Gates Burgess; Shantell Owens; Damon Owens; Dr. Hill; Fanny Roberson; Healing Spot Counseling Center; Jaontra JJ; Salvador Morales; Laura Wagstaff; Nicole Sanjurjo; James Collins; Taun Hall; teantuni; Desiree L.; Julie Taylor; Mariana Moore; Liliana Gonzalez.

#### **Introductions**

*Supervisor Glover convened meeting at 10:01 AM.*

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

#### **Public Comment**

*No Comment*

- 1. RECEIVE and APPROVE the Record of Action from the November 25, 2024 meeting of the Equity Committee, with any necessary corrections.**

Public Comment

*No comment.*

*Committee received and approved the Record of Action with no corrections.*

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

**2. CONSIDER accepting the 2024-2025 EEO Outreach and Recruitment Report, reflecting departmental and County outcomes to reaching underrepresented groups within the workforce.**

*Antoine Wilson, Equal Employment Opportunity Officer, presented annual report on outreach and recruitment.*

*Received all outreach plans except for EHS. Director Marla Stuart is in attendance to speak to that. Director Stuart explained that they still have questions regarding how classifications are identified, concerned that as it is currently it may produce inaccurate data on racial diversity across EHSD staff. Would like to work on the classifications to align with EEO criteria this year.*

*Gioia: Was there not enough time to have worked that out prior to this report? What were the obstacles.*

*Stuart: No obstacles at all with Risk Management. But we are looking at possibly revising the matches that are done, which may be antiquated given that it hasn't happened in years.*

*Gioia: Years ago, a consent decree was issued that required the data, so please take the requests for the BOS seriously as a court order. We need the data, and it is County requirement, in order to fulfill the requirement.*

*Wilson: We did follow up with EHSD and they did share data but it was incomplete. We've been ready since September when the report was due.*

*Gioia: What are the next steps to move this forward? Could EHSD submit data as-is with some caveats or disclosures of concerns and explanation that data is incomplete or in progress?*

*Stuart: We can submit our sections with our concerns before it goes to the full Board.*

*Gioia: And please include the pathways to resolve those concerns.*

*Glover: Can we commit to a date when this will be submitted so we can move forward to the Board?*

*Stuart: We can have our portion ready by next Equity Committee. We are very committed to have our staff reflect the diversity we strive for and are committed to.*

*Glover: Let's have the report return in January when the EHSD data is included. This will allow the new Equity Committee weigh in.*

**Public Comment:**

*Gigi Crowder: I appreciate Supervisor Gioia's concern over this matter. It is important that we have people with lived experience to have perspective in what POC go through. When we delay these things, it prolongs suffering. There are people who enter EHSD who do not trust or feel welcome, so this is important.*

*Vote was taken – two (2) ayes. Report will be updated and return at next Equity Committee meeting. This item was passed.*

**3. ACCEPT the Small Business Enterprise and Local Business Preference Program Report, reflecting departmental program data for the period: January 1 through June 30, 2024**

*Carrie Ricci, Deputy Director, and Cindy Shehorn, Procurement Services Manager, of Public Works Department presented report. Has goal of 50% of all contracts be local SBE. See attachments.*

*Gioia: At time of establishing this program, there was a legal challenge to which this SBE program was a response. Please remind us if we are linking to an SBE requirement of what it takes to be an SBE?*

*Shehorn: SBEs must be independently owned, cannot be dominant in field of operations, have a principal office in CA, have owners/officers living in CA, have fewer than 100 employees, and annual receipts of no more than \$15M over past 3 year period.*

*Gioia: SBEs also show whether they meet the criteria of minority-owned businesses?*

*Shehorn: Yes, they register and submit verification of how they meet those requirements.*

*Gioia: In future, please provide a PowerPoint slide presentation to go along with memo. These are findings for Jan – Jun with specific goal of 50%. From this standpoint, we have surpassed these goals. But I want to be clear that I understand accurately, a PowerPoint would help.*

**Public Comment:**

*No Comment.*

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

**4. INTERVIEW candidates Chala Bonner, Gigi Crowder, Ronell Ellis, Ricky Godfrey, Naomi Lewis-Mauricio, Stephanie Medley, Shantell Owens, Anthony Randolph, Cheryl Sudduth, Melvin Willis, and Marya Wright for the Racial Justice Oversight Body's community-representative seats, as recommended by the Office of Racial Equity and Social Justice.**

*Staff presented the item, fourteen total Community-representative seats on RJOB that need approval of appointments. For applicant information, see attachments.*

*Gioia: Want clarity on which seats are open, which are filled with incumbants.*

*Glover: And if there are any competitive seats.*

*Staff: Of the fourteen total Community-representative seats, six current members are applying to return; there are an additional five new applicants. If all eleven are approved, three seats will remain vacant. None are competitive. In addition, one Ex-Officio seat remains vacant (local law enforcement representative).*

*Glover: Ok, let's hear a bit from the new applicants. I know a few are online and I have in my office Maurice representing Anthony Rudolph, and Pastor Scott representing Ricky Godfrey.*

*Maurice: I work closely with Anthony at Grace Bible Church (Antioch), he works closely with young people, extremely reliable and works great with people. He lives in Rio Vista.*

*Pastor Scott: I'm the CEO of 100 Years Enterprise Foundation, I can speak on the behalf, of Ricky Godfrey. He is currently working at a school-site. We are a CBO that works in Juvenile Hall and in schools. He works with young men who are system impacted, very passionate about the work he does. I reaffirm his interest in this position in terms of what he is applying for.*

*Naomi Lewis Mauricio: Background working in health care, though I have been on a sabbatical to raise my 8 and 6 year old kids. I live in Alamo and raise my family here. In the meantime, very involved in community, school PTA, have chaired many different boards and galas at school. My professional experience is in program management, internal projects with Kaiser, along with my own event design business. I'm currently on the Alamo Services Advisory Committee. I have a general interest in my County. Though I am originally from San Jose, I've lived in Antioch and Brentwood. I have a personal interest in equity and inclusion. I've worked with Kaiser on national equity and inclusion efforts; each KP region has its own diversion team and a national team, I sat on both; we had a community and internal focus. I'm well versed in developing and providing training. I also worked on developing recruitment of top talent, I was the regional lead for Northern California tasked with overall agenda around tracking goals and metrics, geared towards employees of African American descent, and included mentorship, dialogues, roundtables, trainings to help impact workplace culture, contributing to a broader national work plan for organization.*

*Shantell Owens: Co-pastor for Genesis Church in Antioch, I've lived in Contra Costa County all of my life. I'm dedicated to supporting marginalized youth and families, and our church has service programs for this population of our most marginalized and most at risk loved ones. I've seen and experienced injustice in our communities, and we've witnessed those who do not have their rights honored; I want to be a voice for them. A leader is also a follower, meaning a good team player, which I am committed to being. I seen and experienced extreme prejudice, but I still love my County and community, and I want to be a part of that light at the end of the tunnel.*

*Staff: Mayra Wright will attend the January meeting, and fulfills the category of serving individuals and community members living with a behavioral health issue.*

*Gioia: In the future, don't need to redact the city of residence of applicants, that is important info that we should know when considering appointments of these kind.*

*Glover: I am fine with appointing all applicants to appropriate seats.*

*Gioia: We will fill the four vacant category-specific seats, and one to an alternate seat; we may want to shift people around among the categories to allow for more applicants in the future.*

**Public Comment:**

*Gigi Crowder: As an RJOB member, when I initially applied I went for what was available, which was faith-based category. Since joining, I advocated for a mental-health specific seat (and not behavioral health or substance use disorder), due to the high number of diagnosed young people in our county; the merging of SUD and MH does not serve people well. I would only move to a mental-health specific seat, but if that is not possible, then I would like to stay in the faith-based seat.*

*Shantell: I am open to also serving on the MH/BH seat, as I have over 20 years experience serving in that capacity.*

*Glover: This is noted. We will appoint all those who have applied. ORESJ will work in assigning those slot assignments.*

*Vote was taken – two (2) ayes. All applicants were accepted and recommended for appointment, Item was moved to full Board of Supervisors meeting on Consent. This item was passed.*

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

*Dr. Kerby Lynch (Ceres Policy Research) and Ryan Drake-Lee (RDL Consulting) presented on progress of feasibility study, specifically the research on potential site selection. See attached PowerPoint slide deck.*

*Continuing our last conversation, today presenting preliminary insights on economic model, high-level view on other models; and community feedback. Will return in February with update and preliminary recommendations.*

*Community engagement and research includes data collected from over 4000 survey respondents, 15 listening sessions with service organizations, and closely working with steering committee throughout this process to make meaning of the data.*

*Drake-Lee: I have 20 years of corporate experience, expert in sustainable successful operations; I am tasked with assessing economic models and viable options; also asking for feedback on what will satisfy stakeholders and also achieve political consensus.*

*Goal is to develop a sustainable, long-term model that includes: revenue components (e.g. public investment, private fundraising, health care reimbursement); service components (e.g. non-profit*

*service providers, faith organizations, private health care providers, County health care providers). Our thinking is informed by other national and local examples.*

*Model 1: A fully County-owned facility; fully responsible for personnel and service delivery; but may not include full level of partnership and leadership of community.*

*Model 2: A partially County-funded, master tenant model; have public and private health care providers, but also portion of building is rented out to service providers, or service providers deliver services in exchange for free space access; puts portion of budget at risk of health of service provider to sustain that arrangement.*

*Model 3: County-owned, but fully and independently operated by community organization, with some County investment; all programs and services are delivered by organization, and responsible for their own fund development; leadership and accountability to county is as a Contractor.*

*Gioia: What about a site that is not owned by County, and still independently operated?*

*Drake-Lee: We can add that as a sub-model under the 3<sup>rd</sup> category.*

*Lynch: The \$7.5M allocation is a large parameter that we have worked within.*

*Drake-Lee: Yes, how can we recommend how that is spent? All for facility? Should it also include operating services? That impacts what is feasible in terms of facility selection. The \$7.5M should be considered seed funding to get it up and running, as it will not be enough to sustain the Hub for long term.*

*Our preliminary recommendation is model #2, accessing County investment, bringing in community providers to deliver services by renting space. Have a building that can access state and federal funds by meeting the necessary criteria/requirements that will allow a hub to provide medical and mental health services and be reimbursed by insurance. This will help cover costs. Along with rent, the Hub can also be subsidized by continued County support. This would allow for flexibility for future adjustments.*

*Gioia: This is still a fluid process, and that things may change as we move forward, yes?*

*Kerby: Yes, we are coming again in Feb with preliminary service model recommendation; still collecting feedback from community and County stakeholders.*

***Public comment:***

*Gigi Crowder: I want to remind the County that the budget from County for NAMI was limited when I arrived at NAMI, and then County identified funds and we independently raised funds to establish ourselves at our current site, where they let us rent for free; we could never operate in the way we do if it was a County-owned, County-run model. We have already identified potential sites and a model that we can begin right away, let the community lead the work.*

*Melvin Willis: Community conversations have expressed that we have been working on this vision and model for years, and I want to know how that past input has been involved in this*

*study. When BOS awarded the \$7.5M, my understanding was that there was additional funding for groups already doing the work and in the meantime, particularly those impacted by police scandal, and that faith partners were a part of that advocacy. Is there an update?*

*Staff: Yes, \$1 million in Measure X funding was allocated by the BOS to support organizations providing services that expand health, wellness and safety in Black communities. ORESJ recently completed the proposal review process and the next item on the agenda provides an update including recommended awards.*

*Mariana Moore: From a Measure X perspective, there was clear need expressed about community voice and community ownership as being integral in the implementation of these services and Hub. This model presented does not seem to represent that thinking and those voices, but I defer to the Black community and steering committee.*

*Zelon Harrison: I work in west county, and we were under impression that we would benefit from this process, but it appears that there is little that we can provide insight into and influence, nor benefit from, since this process has prioritized east county. We need to look at the needs and voices of west county residents, and address those needs too. This will require more investment from the County and a broader focus to meet the needs of the entire county.*

*Shantell Owens: This was a great presentation. Model #2 looks to be a partnership between community organizations and County agencies, and this makes sense since community organizations cannot shoulder the entire cost. It also looks like multiple community organizations would contribute to the overall work and cost. Just because we disagree, doesn't make us enemies, and we need to come together to respond to the urgent need of our entire community and if needed, agree to disagree.*

*Patrick Scott: The Hub is a fantastic idea, I lean toward option #2. We currently work with Probation Department to support youth in Juvenile Hall, and this partnership allows us to greatly impact young people in meaningful ways. The flexibility that comes from working with the County has allowed us to access spaces and individuals in a way that we could not on our own. We also need to consider how we sustain this work, so that it doesn't go away after 2-3 years, so sustainability is critical.*

*Gioia: We will need to begin meetings at 9:30 to allow for full conversation.*

*Glover: I agree. And we will continue to work with and assess these models. We do know that we will have to raise funds beyond the current County investment in order to sustain the work for the long term, and we will need to continue to listen to community voice.*

*Vote was taken – two (2) ayes. Report and update was accepted. This item was passed.*

**6. RECEIVE updates and APPROVE RFP recommendations for the \$1M Measure X allocation for existing African American Wellness Services**



*Staff presented an update on the Request for Proposals to deliver services that expand and strengthen health and wellness in African American communities. This included a participatory review process that consisted of 20 African American residents, professionals, and community members from Contra Costa County across 7 review panels. A total of 53 project proposals were submitted, 14 projects (across 5 service categories) are recommended for award. See attachment for full summary.*

*Gioia: This looks promising, glad there was a strong turnout. Let's hear public comment.*

***Public comment:***

*Dr. Erica Connors: As Executive Director of Improve Your Tomorrow, I'm very excited to be recommended for an award. We offer a college prep program for young men, 7<sup>th</sup> grade through College, providing supportive services, college tours, mentoring, academic support, and other valuable services.*

*Maurice Jordan: I'm with Grace Arms, and we are very excited to have support for our community programs, Grace Closet and Grace Pantry, providing unhoused members of our community with clothing, food, housing support, advocacy, and other services, along with providing access to our computer lab, childcare services, and mentorship. We serve thousands of people, the need is so great on our community, so we thank you for this opportunity.*

*Patrick Scott: I'm a co-founder of 1 Hundred Years Enterprise. It is a pleasure and honor to be recommended for an award. We are very excited to continue to work with young men involved in the criminal justice system and impacted by community violence. We will have to solve our own problems and look within our own community for solutions, and as a formerly incarcerated person, I know how important it is to provide some direction on how to move forward and how to make critical, healthy decisions. We will not let the County down.*

*Gigi Crowder: As the CEO of NAMI, I am really excited to be recommended for this opportunity. As founder of 40 Voices, the group that pushed this initiative for the African American Holistic Wellness and Resources Hub, it is so endearing to me to see this first set of funds go out. NAMI is looking forward to working with this cohort, to leverage services, to work together and not in silos.*

*Zelon Harrison: Just want to thank everyone who submitted an application. I'd like to know, how many services recommended for award are provided in west county? And will we get a list of how to access the services once they are running, especially services that serve countywide?*

*Dr. Jaih Craddock: As Executive Director of Black Girls Mental Health Collective, we are so thrilled to have been recommended. As someone who grew up in both Richmond and Antioch, I'm so excited to provide services to Black mothers with culturally relevant maternal health care, and mental health support services. We thank you for your recommendation and look forward to the work.*

*Shantell Owens: As Co-Pastor for Genesis Church, this award will allow us to expand our food support programs that currently serves 2500 people per month. We also serve youth with*



*supportive programming to heal from trauma. We look forward to working with everyone else recommended..*

*Phil Arnold: Want to thank the County for allocation of funds for those doing work now in the community. I am looking forward to the results. There is so much lived experience on this call, it's amazing and humbling. My previous experience at a detention center introduced me to some of the brightest minds who never received the support and mentorship they needed to achieve their potential. I hope this work remedies that kind of injustice.*

*Brenda Richardson: As the Executive Director of Centered Care Wellness, we are so grateful and thankful for this recommendation, giving us the opportunity to provide quality healthcare services to our communities in Antioch and surrounding areas. We work to address significant issues like heart disease, diabetes, mental health illness, while also partnering to support our veterans.*

*Gioia: Clearly there is not enough money to go around, thank you to everyone who applied and is doing the work. Can we get a breakdown of where the services will be provided, more detail on location and each of the programs, and then shared publicly?*

*Glover: Just want to thank Gioia on partnering with me to establish the Office of Racial Equity and Social Justice and for all the work that was done to get that accomplished. Also all our work of moving forward the African American Holistic Wellness Hub, and getting these awards out. Your partnership has been invaluable and I appreciate you. And I want to thank the community for coming together to work collectively on these issues.*

*Gioia: We will miss your leadership tremendously, Federal. It's been a pleasure and honor working with you all of these years, and especially these past few years. While we look forward to working with the incoming Supervisor, I want to acknowledge that there is no replacement for you.*

*Vote was taken – two (2) ayes. Report and update was accepted. Award recommendations will move to full Board of Supervisors meeting on Consent. This item was passed.*

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

*Gioia: I need to leave early to attend a funeral. Please excuse me, thank you.*

*Glover: Committee no longer has quorum, the following item is informational.*

*Staff provide the following update:*

### *Hiring Update*

- *Completed 20 interviews for the equity analyst positions (10 applicants for budget/policy and 10 applicants for data)*
- *In process of inviting 3 finalists for each position (6 total) for a final round of interviews in early January*

- *Hope is to make final offers to the two top candidates by end of January and have people on board by end of February*

#### *ORESJ 1-year Launch Event and Community Celebration*

- *Occurred on Wed Dec 4, 5:30 PM at Los Medanos College*
- *About 200 attendees, including elected officials, department directors and staff, service organization partners, advocates, community residents and members.*
- *Modeled Language Justice and Inclusion best practices with live simultaneous interpretation in 5 languages (ASL, English, Mam, Mandarin, Spanish) and presentation in 3 languages (ASL, English, Spanish)*
- *Co-presented with community partners on the history, vision, goals, projects and progress of ORESJ*
- *Received positive feedback from many in attendance*

Public comment:

*No Comment.*

*No vote was taken due to loss of quorum.*

8. **Next Committee meeting** is TBD. Tentatively scheduled for January 20, 2024 at 10:30AM. *Due to the transition to new Board of Supervisors chair for 2025 (District 2 Supervisor Candace Anderson), new committee assignments have not been announced yet. Once new Equity Committee assignments are known, staff will coordinate 2025 meeting schedule determined by the Supervisors' availability.*
9. **Adjourn**  
*Committee meeting was adjourned at 12:08 PM*