



CONTRA COSTA COUNTY

AGENDA

Equity Committee

Supervisor Ken Carlson, Chair

Supervisor Shanelle Scales-Preston, Vice Chair

Monday, July 21, 2025

10:30 AM

1026 Escobar St, Room 238 - 239

Martinez | Zoom:

<https://cccouny-us.zoom.us/j/826591075>

72 | Call in: 1-888-278-0254 Access code:

544753

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.

1. Introductions
2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to two (2) minutes).
3. RECEIVE and APPROVE the Record of Action from the June 30, 2025 meeting [25-2869](#)
Attachments: [Equity Committee Mtg Notes Record of Action 6.30.25\(draft\)](#)
4. RECEIVE updates and PROVIDE direction on the implementation plan for the [25-2870](#)
African American Holistic Wellness and Resource Hub.
Attachments: [AAHWRH Implementation Report_draft_Equity Committee_7.21.25](#)
[Slideshow ORESJ Update_EquityCommittee_7.21.25](#)
5. RECEIVE updates from the Office of Racial Equity and Social Justice [25-2871](#)

The next meeting is currently scheduled for August 18th, 2025.

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.

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@oresj.cccounty.us



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-2869

Agenda Date: 7/21/2025

Agenda #: 3.

EQUITY COMMITTEE

Meeting Date: July 21, 2025

Subject: Record of Action

Submitted For: Equity Committee

Department: Office of Racial Equity and Social Justice

Referral No:

Referral Name:

Presenter: Peter Kim

Contact: Peter Kim, 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 decisions made in the meetings.

Referral Update:

Attached for the Committee's consideration is the draft Record of Action (Meeting Minutes) for the June 30, 2025 meeting.

Recommendation(s)/Next Step(s):

Staff recommends approving the Record of Action for the June 30, 2025 meeting of the Equity Committee, with any necessary corrections.

Fiscal Impact (if any):

None.

Equity Committee
Record of Action for June 30, 2025

Committee Members Present:

Supervisor Ken Carlson, BOS District 4, Committee Chair; Supervisor Shanelle Scales-Preston, BOS District 5, Committee Vice Chair

Staff Present:

Kendra Carr and Peter Kim, Co-Directors, Office of Racial Equity and Social Justice (Staff to Committee); Ann Elliot, Director, Human Resources Department; Rhonda Smith, Assistant to Chief Executive Officer, Health Department; Jamie Schechter, Homeless Services Chief, Health Department; Susan Psara Benisa, Program Manager, Health Department; Anissa Basoco Villareal, Deputy Director, Employment and Human Services Department; Ali Saidi, Stand Together CCC, Public Defender's Office; Sonia Bustamante, Chief of Staff, District 1; Jill Ray, Field Representative, District 2; Lisa Chow, Chief of Staff, District 4; David Frasier, Chief of Staff, District 5.

Public Attendees:

Kerby Lynch (notetaker); Gigi Crowder; Phil Arnold; Maria Dominguez; Phyllis Howard; Zelon Harrison; Mariana Moore; Deb Vinson. Teresa Pasquini, Lauren Rettaglia; Sara Gurdian; Shomari Colver; Tamara Shiloh; Media Ministry; Willie Robinson; Roxanne Carillo-Garza; Michelle Hayes; Johanna Gurdian; Rachel Rosekind; Annabelle Kassembe, Pastor Ed Harris, Cornelius Johnson, Odesssa LaFrancois, Velma Wilson, Cameryn Mabry, 925-431-2981.

Introductions

Supervisor Carlson convened meeting at 1:00 PM.

Supervisor Carlson, Committee Chair, and Supervisor Scales-Preston, Committee Vice Chair, introduced themselves.

Public Comment

Teresa Pasquini: mother of a son living out of county due to challenges for youth experiencing disability and behavioral health issues; want to expand and strengthen the infrastructure, we need to do all we can to accept the funds available.

Gigi Crowder: I echo Teresa's comments. Served on BCHIP committee. We are anxiously waiting to hear if we will get the renewal.

Lauren Rettagliata: BCHIP has to be project ready. BH Dept worked hard on getting this forward. It is up to BOS to approve the funds and accept these much needed funds. Site deficiencies. Advocate on July 8 with us.

- 1. RECEIVE and APPROVE the Record of Action from the May 19, 2025 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. RECEIVE updates on Services and Access For Everyone (SAFE) Center development.

Ali Saidi, Stand Together CCC and Public Defenders Office, presented update on SAFE Center. See attached PPT slide deck presentation.

Discussed history and context of need and purpose of the SAFE Center. Intergenerational cultural exchange, one-stop shop for all services, and safe, welcoming environment. Backbone organization for County's existing services, not a replacement and not trying to provide the services themselves. Support the network through coordination, fund development, advocacy and policy changes.

Immigrant rights movement recognizes the anti-blackness that has existed in our spaces in the past, and will be intentional from beginning to address and engage Black communities and Black immigrants. We welcome the partnership needed to ensure true radical welcoming and inclusion. Still looking for a physical location for service site. Aiming for December. Immigrant Action Network will lead this. Founded by Susun Kim and Ali Saidi, both immigrants. By immigrants and for immigrants.

Carlson: Regarding health services, will it include behavioral health? And how many Letters of Intent have been signed?

Saidi: Yes, absolutely. Several Letters of Intent and MOUs already signed or being developed, at least 10 verbal commitments (e.g. Centro Legal de la Raza, La Concordia, Empowering Refugees and Immigrants) to bring their services to the center. Waiting on final 501c3 status to sign off. We have been instructed by County to seek Philanthropy support, and CA Endowment has committed \$175K.

Carlson: Are we working with Jewish Family and Community Services and the Refugee Resettlement Agencies?

Saidi: Yes, working with all the Bay Area refugee support agencies already. Also looking to develop cultural activities (e.g. dance, song, arts, welcoming dinners, elders/youth activities).

Scales-Preston: Regarding supporting people of African descent, I want to be sure they will be able to access these services. No matter what culture, African descent are often treated differently and negatively all around the world. East CC has a large Nigerian immigrant population.

Saidi: Yes, working with many African immigrant orgs, and seeking an African immigrant for our Board. An example is in our planning for support groups, will start off with 4 different language/cultural groups, but having them share the same space. Latina Center, libraries, and other orgs have offered space.

Public comment:

Gigi Crowder: NAMI service population is 25% immigrants. So very excited an in full support. But also a stark contrast from the length of time that it's taken for the AAHWRH to develop, and a reflection of the anti-blackness in CCC that makes Black communities wait so long for services by requiring exhaustive studies.

Carlson: I appreciate the comment, and want to recognize that CCC relied on the AAHWRH studies for the SAFE Center.

Willie Robinson: Afro-Caribbean immigrants in East and West County often face the anti-blackness described, and NAACP Richmond is open and willing to help identify Black immigrants and support how their voices are incorporated into the SAFE Center planning.

Phil Arnold: The presentation was very comprehensive, and appreciate the attention to inclusivity and belonging. I also agree that efforts for Black communities take too long. Native American children in boarding schools are an example of another group that has been harmed and traumatized but continue to be ignored and unheard.

Maria Dominguez: I echo comments regarding parallels with AAHWRH, and disappointed about rumors of delays about the AAHWRH, and do not want there to be competition; In Concord, a new city ordinance for street vendors that threatens them with misdemeanors for not having the right permitting or paperwork. I hope CCC works with Concord to resist this oppressive treatment.

Vote was taken – two (2) ayes. Update was accepted.

3. RECEIVE updates and PROVIDE direction on Implementation Planning for the African American Holistic Wellness and Resource Hub.

Kendra Carr and Pete rKim, Office of Racial Equity and Social Justice, presented update. See attachments.

Scales Preston:

- *Always mention the \$1M we already gave out. Lift that up and be sure community is aware of the total investment.*
- *Can we create a 501c3 status now? Can we hire an attorney now to create that sooner than later? We have funders who are ready to support now, and will need that established.*
 - *Will need to create a Board for that and identify certain members.*
- *Can we move sooner than 2028 for a Hub?*
- *I agree with the \$1.5M ongoing allocation.*
- *Mobile hubs from CCH? Can we embed and wrap in into the Hub? To build trust and credibility for County services.*
- *Clarify and write out acronyms for RFP/RFQ (Request for Proposals/Request for Qualifications).*
- *And for existing services already out there, how do we get the word out? The details, the logistics, the availability? Let's start with the 13 orgs we are funding now. Everyday folks need to see it now.*

Carlson:

- *Is there already an organization that already exists that we can enlist for 501c3? To not do a competitive process?*
- *Do an RFQ for a lead agency while same time leading a process on our own (via BOS listening sessions) to vet interest and expertise.*
- *How do we address the mistrust and barriers to access services from the County? How do we outreach and build their capacity to hire and assign POC, and do cultural competency training?*
 - *We can look for funds in other pots and in depts' budgets, and not drain from this investment.*
- *Worry about timing, keep hearing it's taking time, even though we have made investment on front end, if we assist with 501c3 will it delay? I'm hesitant with sending it out for RFQ, T-CAB would need to have strong voice in whatever lands if a 501c3 already exist let get a bite before creating one, parallel tracks and see what can be done in community – is there a measure of interest to become a lead agency. Trust us critical.*
- *I lean towards an RFQ for lead agency, and an RFP for services. Regardless, I want to plan to lock this down in July Equity Committee for discussion at August full Board.*

Public Comment:

Gigi Crowder: A micro-managed approach, assumes that there will not be any qualified existing orgs, or a coalition of orgs, that could apply. Why not just release an RFP and then trust in Black community? It is insulting to us that we cannot do for ourselves. This is breaking down trust as you move on this process.

Zelon Harrison: There are no resources that serve our community. There was a resource booklet, but it didn't have any of those. So can we create that list of existing orgs now so we can build the network and access services now?

Kerby Lynch: We are in a national climate where DEI is being attacked, yet here in CCC we have dedicated funds and a place-based approach. But this approach is risky and vulnerable, to create a non-profit in this climate. We need to hold this in-house, and hold our systems accountable. We cannot shift responsibility. We need a long term plan that rewards outcomes and proof of work, not personality or loud advocacy. This requires both systems and CBOs.

Willie Robinson: I'm pushing to have this process heard, realizing that we are building the plane as we fly it, which is always a challenge and a risk.

Velma Wilson: Disgusted that we are not moving forward. To create another organization is a slap in the face to those of us who have done this work for decades. We have waited too long to be heard and to be served, and now to be slowed down by creating a new organization. Stop wasting time and money on a new organization.

Phil Arnold: After all is said and done, more is said than done. The current \$1M allocated is not enough, and no one's received enough to do anything of significance. Let's get moving and make a decision, don't need a qualified entity other than those who currently exist.

Phyllis Howard: Really frustrated, having been in the trenches as a County RN. The work has been done, why are we still waiting? Just another slap in the face. Capitalize on the work that has been done and be about it and stop talking about it.

Debra Vinson: Despite the many established orgs, many do not serve Black people effectively. There needs to be an assessment to determine how well orgs respond to and serve African Americans. Acknowledge the existence of white supremacy and anti-blackness in CCC.

Scales-Preston: Let's move faster, have something ready. Provide a governing structure for how it will be ran, regardless of how you do it.

Carlson: I'm for two new solicitations and getting the money out into the community asap (Jan 2026). So bring that back to Equity Committee in July. A concrete plan to send to the Board that includes an RFQ for lead agency, and RFP for services and a Spending Plan. Take out the alternatives. Once we do the work in getting it off the ground, then we don't want to hold the work moving forward. And be sure there is attn to experience serving black communities. In regard to \$1.5M ongoing allocation that is proposed, we will need to discuss further with the rest of the Board of Supervisors.

Scales-Preston: I'm in support of a dedicated line item of \$1.5M, and willing to discuss in the appropriate way and process with the BOS.

Vote was taken – two (2) ayes. Update was accepted and direction was to bring back to the next Equity Committee a recommendation that includes a single recommendation of two procurement processes - one for a lead agency and one for services.

4. RECEIVE and DISCUSS the findings and recommendations from the Office of Racial Equity and Social Justice FY 25/26 Budget Equity Statement Review.

Staff presented, see attachments.

Carlson: As we put equity more forward, would depts be more open to receiving feedback on how budget decisions help or hinder equity efforts?

Staff: Yes, a lot more room to learn and educate our depts to depoliticize equity and rather to push a better way to do business.

Staff: Trying not to add more work, but support things that they are already working on, and shifting how we see and approach a problem. Though we are trying to weave in ability and language justice into these conversations.

Public Comment:

Kerby Lynch: A core recommendation is to institutionalize and operationalize equitable operations, how do we incorporate equity tools and templates (i.e. look at Wash State's agency level equity tools; their use of equity liaisons that work directly with CAO).

Gigi Crowder: appreciate this work of the ORESJ, it's what gives us hope. Shout out to Budget Justice Coalition and Sara Gurdian and Roxanne and others who work on these issues and others including Results Based Accountability. To focus on more than just giving out dollars, but focused on outcomes.

Sara Gurdian: I want to thank ORESJ for taking this on at the early stages of their office, and demonstrating alignment. Their continued support in developing a shared language towards budget justice. We look forward to continuing to work with ORESJ on developing a budget tool for the County.

Vote was taken – two (2) ayes. Update was accepted.

5. RECEIVE updates from the Office of Racial Equity and Social Justice

Public Comment:

No comment.

Vote was taken – two (2) ayes. Update was accepted.

6. Next Committee meeting is scheduled for July 21, 2025 at 10:30 AM.

7. Adjourn

Meeting was convened at 3:26 PM.



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-2870

Agenda Date: 7/21/2025

Agenda #: 4.

EQUITY COMMITTEE

Meeting Date: July 16, 2025

Subject: African American Holistic Wellness and Resource Hub

Submitted For: Office of Racial Equity and Social Justice

Department: Office of Racial Equity and Social Justice

Referral No:

Referral Name: African American Holistic Wellness and Resource Hub

Presenter: Kendra Carr and Peter Kim

Contact: kendra.carr@oresj.cccounty.us <<mailto:kendra.carr@oresj.cccounty.us>> and
peter.kim@oresj.cccounty.us <<mailto:peter.kim@oresj.cccounty.us>>

Referral History:

Equity Committee regularly receives reports on the planning and progress of the establishment of an African American Holistic Wellness and Resource Hub in Contra Costa County and provides direction and/or input to staff, as necessary.

On April 15, 2025, Ceres Policy Research presented their final feasibility study report for an African American Holistic Wellness and Resource Hub to the full Board of Supervisors. Their report included a comprehensive community needs assessment of African Americans in Contra Costa County and recommendations toward a three-phase implementation plan that establishes an initial physical site in Antioch, CA by 2028. The Board of Supervisors directed the Office of Racial Equity and Social Justice (ORESJ) to return to Equity Committee for further direction and guidance, with a goal of returning to the full Board by June or July 2025 with a fully developed and actionable implementation plan that builds off the Ceres Policy Research report and recommendation, while also addressing key questions from the Board regarding governance, sustainability, staffing, and leveraging existing County-led services, programs and resources.

Referral Update:

The ORESJ will share updates related to the implementation plan and timeline.

Recommendation(s)/Next Step(s):

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

Fiscal Impact (if any):

None.

African American Holistic Wellness and Resource Hub

*Recommendations for Implementation
(DRAFT)*

July 2025

Table of Contents

1. EXECUTIVE SUMMARY	3
2. BACKGROUND	4
3. AFRICAN AMERICAN HOLISTIC WELLNESS AND RESOURCE HUB FEASIBILITY STUDY	5
4. INTERNAL ANALYSIS OF COUNTY SERVICES	9
4.1. SERVICE LOCATIONS	10
4.2. FINANCIAL ANALYSIS	11
5. ORESJ RECOMMENDATION FOR IMPLEMENTATION	11
6. PROPOSED GOVERNANCE STRUCTURE	16
6.1. TRANSITIONAL COMMUNITY ADVISORY BODY (T-CAB)	16
6.2. AAHWRH BOARD OF DIRECTORS	17
6.3. AAHWRH COMMUNITY COUNCIL	18
6.4. AAHWRH STAFF	18
6.5. ORESJ ROLE AND PARTNERSHIP	19
7. COMMUNITY-BASED SERVICE CENTER AND/OR HUB MODELS	19
8. SUSTAINABILITY PLAN	20
9. EVALUATION	21
10. CONCLUSION	22
11. APPENDICES	24
APPENDIX A: LIST OF CURRENT COUNTY SERVICE PROGRAMS THAT SERVE SIGNIFICANT NUMBERS OF AFRICAN AMERICAN RESIDENTS	24
APPENDIX B: AAHWRH SERVICES – RECOMMENDATIONS AND AVAILABILITY OF SAME/SIMILAR COUNTY SERVICES	27
APPENDIX C: CONTRA COSTA CENSUS TRACTS UNDER THE 25 TH PERCENTILE IN THE HEALTHY PLACES INDEX	28

1. EXECUTIVE SUMMARY

This memo outlines the implementation plan for the African American Holistic Wellness & Resource Hub (AAHWRH), designed to address longstanding health, housing, and economic inequities experienced by Black residents in Contra Costa County. The plan centers Black leadership and community voice, with the goal of building a culturally-grounded countywide network of supportive services and resources that promote wellness, economic stability, and healing. The AAHWRH will bring together services delivered by County departments, community-based organizations, and other public/private partners, by implementing a “hub and spoke” model and serving as a centralized coordination anchor providing the “glue” that aligns, coordinates, and leverages cross sector efforts.

The Office of Racial Equity and Social Justice (ORESJ) was tasked with developing an implementation plan that builds off the Ceres Policy Research Feasibility Study, which was informed by over 4,000 community survey responses, 16 listening sessions, and 8 district town halls. In addition, ORESJ conducted stakeholder interviews and multiple site visits, gathered County department data and insights, and researched similar efforts occurring in neighboring jurisdictions and communities. Overall, community members expressed a clear need for holistic, healing-centered approaches, and a majority of survey respondents reported having significant unmet needs in areas of mental health care, legal advocacy, housing support, and culturally responsive employment services. Additionally, a census tract-level analysis using the Healthy Places Index (HPI) identified 12 geographic areas with significant percentages of African American residents and the lowest HPI scores in the county. The analysis found that most of these tracts lack essential infrastructure such as county health centers and libraries, further exacerbating barriers to wellness.

From December 2023 to June 2025, the Board of Supervisors allocated a total of \$8.9 million for African American healing, safety and wellness. Of the total \$8.9 million investment, \$1 million has already been approved for distribution in the form of one-time wellness grants for African American healing. In May 2025, a cohort of 13 Black-led community-based organizations began service delivery on 14 projects located in East and West County across five priority services areas – community healing, food and housing insecurity, infant and maternal health, behavioral health and youth development. ORESJ recommends that the remaining approved County allocation of \$7.9 million (Measure X funds) be distributed over 3.5 years to seed the establishment of an AAHWRH through a combination of two competitive procurement processes for 1) community-based programming that meet unique community needs by filling identified service gaps and 2) an independent entity to serve as the implementation lead tasked with coordinating services, providing technical assistance, developing a long-term sustainability plan and establishing an independent non-profit organization to serve as the AAHWRH. It is also recommended that the County approve an ongoing annual allocation of \$1.5 million beginning in 2029 to sustain AAHWRH core staff and operations and ensure its role as a lasting anchor institution.

In addition, County departments, including Contra Costa Health (CCH), Employment and Human Service Department (EHSD), Contra Costa Probation (Probation) and Contra Costa Library (Library) will be core partners by aligning with AAHWRH goals and activities, contributing their services that prioritize vulnerable and highly-impacted populations in specific and strategic ways that maximize engagement and participation, and actively participating in planning and coordination with AAHWRH and its service partners.

This implementation plan proposes an immediate roll-out of coordinated County and community-led services delivered via mobile services, pop-up sites, community-based organizations, County service centers, and satellite hubs to begin in year 1. By the end of year 3, a permanent facility will be established in Antioch, CA to serve as an anchor site to house executive leadership and management, core administration functions, and County and community-led services co-located under one roof.

To date, Contra Costa County has allocated over \$8.9 million toward establishing its first African American Holistic Wellness and Resource Hub and is uniquely positioned to move the AAHWRH from planning to implementation. This initiative represents a structural intervention to realign systems around equity, repair, and justice.

2. BACKGROUND

Currently, in Contra Costa County, African Americans represent approximately [8.7%](#) of the population. Racism, inequity, injustice, disparities and harm exist throughout the United States and, unfortunately, here in Contra Costa County as well. In Contra Costa County, African American residents experience disproportionate rates of preventable chronic illnesses such as heart disease, obesity, cancer as well as most recently, COVID-19. Racial and ethnic disparities in health outcomes, the criminal justice system, educational achievement, and social service metrics are present in Contra Costa County. These disparities have been well-documented in reports issued by the [Contra Costa Racial Justice Task Force/Oversight Body](#), [First Five Contra Costa](#), [Kaiser Permanente](#), [Contra Costa Health Services](#), [Contra Costa Continuum of Care](#), [Contra Costa Employment and Human Services Department](#), and others. More recently, Ceres Policy Research conducted a [feasibility study](#) for the AAHWRH commissioned by the County which provides a comprehensive community needs assessment that surfaces the disparities and the extent to which Black communities continue to be among the most harmed by inequities in Contra Costa County (discussed in more detail below).

For several years, members of the community have been advocating and leading the effort in the County for the creation of an African American Holistic Wellness and Resource Hub and the urgent need for expanded support services that address the pain, trauma, and other related challenges that exist in under-resourced, under-served African American communities. Recent advocacy efforts were launched in part by evidentiary findings of the racist and sexist actions of officers within the Antioch and Pittsburg Police Departments. The findings have led to the direct involvement of the County District Attorney, the County Public Defender, the State Attorney General, the FBI, and the Department of Justice. Initiated by NAMI Contra Costa's 40 Voices Campaign, intense community advocacy followed from East County residents, faith leaders and service organizations expressing the clear need for healing and sustained support for impacted African American residents of East County communities in particular, and to other highly impacted Black communities throughout the county as a whole.

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 and Resource Hub and existing services" in Contra Costa County by funding community-based programs to provide immediate support services in the short-term, as well as to inform the possibilities for what will become housed within the Hub in the long-term. On January 14, 2025, the Board of Supervisors approved [awards for fourteen \(14\) one-year projects](#) to be delivered by

Black-led community-based organizations, as well as a [contract with East Bay Community Foundation](#) to administer the fourteen (14) service contracts on behalf of the County.

On April 22, 2024, the Board of Supervisors allocated an additional \$7.5 million of one-time Measure X funds towards the establishment and operation of an African American Holistic Wellness and Resource Hub with an initial priority focus on East County communities. These funds were allocated as an initial step to what was expected to be an increased, long-term investment in Black communities' overall well-being and holistic health.

On June 10, 2025, the Board of Supervisors approved an allocation of \$400,000 of one-time Measure X funds to support African American males, and directed that these funds be included in the implementation of the African American Holistic Wellness and Resource Hub.

The high-level mission and vision for the African American Holistic Wellness and Resource Hub, as expressed through public comment made to the Board of Supervisors, is to host and provide culturally-relevant and responsive services to eliminate health and wellness disparities. As a result of services provided through the African American Holistic Wellness and Resource Hub, African American community members in Contra Costa County will experience greater safety, connection and belonging, and have greater access to health, mental health and other support services that meet their immediate needs.

3. AFRICAN AMERICAN HOLISTIC WELLNESS AND RESOURCE HUB FEASIBILITY STUDY

From August 2024 through March 2025, Ceres Policy Research conducted a feasibility study for an African American Holistic Wellness and Resource Hub in Contra Costa County. The feasibility study process began with a [comprehensive community needs assessment](#) and included research of similar wellness models, identification of potential funding sources, landscape review of potential physical sites/locations, and a set of recommendations for design and implementation. The [findings and recommendations](#) were presented to the Board of Supervisors on April 15, 2025. Informed by 4,074 survey responses, 16 listening sessions, 8 district town halls and stakeholder interviews input, the study identified:

- Health Access Gaps: 60% of Black residents report difficulty accessing Black providers, especially in mental and maternal health.
- Housing Instability: Black residents face the highest eviction rates and disproportionate homelessness.
- Economic Disparities: 72% of respondents cited lack of culturally responsive job training and economic mobility tools.
- Cultural Erasure: 81% of respondents lack access to Black-led cultural and community spaces.
- System Distrust: Historic and ongoing institutional harm has fueled deep distrust in county systems.

In addition, the study affirmed the following guiding principles that community members believed were essential to an AAHWRH:

- Black-led Governance: At least 51% of decision-makers should identify as Black.

- Healing-Centered Care: Incorporate Black indigenous healing practices, Black mental health providers, spiritual care.
- Integrated Services: Co-locate housing, reentry, health, and workforce supports.
- Subregional Strategy: Recognize distinct needs by geography; use mobile and rotating sites.
- Cultural Safety: Services must feel affirming, not punitive or bureaucratic.
- Accountability: Track performance through equity dashboards and community-defined Key Performance Indicators (KPIs).

Based on these findings, Ceres Policy Research offered the following recommendations towards a phased approach:

- Phase 1: Immediate activation of mobile services and leveraging of County-led rapid-response services that target high-need groups such as elders, unhoused, geographically isolated, etc.
- Phase 2: Engage and fund CBOs to fill service gaps by delivering dispersed “satellite” services through a sub-regional approach that prioritizes high-need Districts.
- Phase 3: Establish a physical site in Antioch, CA by 2028 that delivers medical, mental health, social and economic support through co-location of County and community services

Ceres Policy Research’s recommendations for immediate action steps included:

- Hire an implementation lead (e.g. executive director) within 90 days
- Expand and extend Steering Committee role/function to Oversight and Advisory Body
- Activate rapid-response services by Jan 2026

On April 15, 2025, the Board of Supervisors directed the Office of Racial Equity and Social Justice (ORESJ) to return to Equity Committee for further direction, with the goal of returning to the full Board in summer 2025 with a fully developed and actionable implementation plan that builds off the Ceres Policy Research report and that also addresses the following:

- Conduct an inventory analysis of existing County-run services and programs that support and/or prioritize the improved health and wellness of African American communities and individuals.
- Explore sub-regional approaches that meet the unique strengths, needs and concerns of the diverse African American communities throughout the County’s supervisorial districts.
- Prioritize investment recommendations of the current approved allocation of \$7.5 million to initiate efforts and services toward establishing a hub, and propose a long-term sustainability plan that includes non-County funding sources.
- Propose a governance structure other than a Joint Powers Authority (JPA) that allows for more flexibility and nimbleness in establishing formal partnerships with stakeholders, encourages shared responsibility, and prioritizes community leadership and partnership.
- Propose an approach to securing an entity and/or staff to carry out the implementation of services and establishment of a hub that does not include hiring new County employees.

Grounded in the vision for community wellness outlined in Ceres Policy Research’s feasibility study, ORESJ developed an implementation plan committed to addressing harm and promoting Black-led, Black-curated healing spaces. The survey of 4,000+ African American residents

indicated a widespread perception of harm within the community, highlighting an urgent need for the county to acknowledge and respond to these concerns. The survey and listening sessions uncovered an interest in community healing circles, restorative justice programs, and mental health services.

These results underscore the community's desire for holistic, supportive strategies to address the impacts of violence.

What types of support or resources would help you and your community heal from the harm caused by violence, including police violence, homicides, racial violence, or community violence?	
Community Healing Circles or Restorative Justice Programs	47%
Mental Health Services	43%
Legal Advocacy & Support	42%
Trauma Informed Counseling Services	40%
Public Forums for Discussing Safety Concerns	35%

The most frequently cited wellness challenges were caregiving responsibilities, lack of access to healthcare services, and a high cost of services. **These findings show that although Contra Costa County may offer assistance with some of these challenges, many individuals face barriers that could be related to eligibility criteria, lack of awareness, or limited time and energy to navigate the often-complex enrollment process.**

What are the three top wellness challenges to your community?	
Caregiving Responsibilities	42%
Lack of Access to Healthcare Services	41%
High Cost of Services	41%
Lack of Mental Health Resources	38%
Limited availability of services in my area	38%
Housing Instability	38%
Lack of Employment Opportunities	36%
Concerns around safety and police relations (e.g., racial profiling, over-policing)	35%

Lack of Reliable Transportation	30%
Food Insecurity	30%
I have to travel long distances	23%

Findings indicate a demand for comprehensive, accessible services that address the full spectrum of health, economic stability, and basic needs within the community. **This underscores the need to expand program capacity, broaden service offerings, enhance outreach efforts, and increase the availability of enrollment specialists for county services.**

What specific wellness services or practices do you feel are currently missing or would be most helpful to you and your community?	
Physical Health Services	44%
Mental Health Support	40%
Employment Support and Job Training	38%
Nutritional Education and Food Access Programs	38%
Safe and Affordable Housing Services	37%
Substance Abuse Counseling	28%

Based on the findings described, ORESJ recommends that the following service categories be prioritized in the initial development and Phases 1 and 2 of the AAHWRH, and that each set of services are culturally relevant and delivered by local practitioners that are African American and/or have extensive expertise in working with and effectively engaging African Americans.

- Behavioral Health services and supports, particularly for African American males
- Housing Navigation services and supports, particularly for those at immediate risk for loss of housing, elders, and parents with young children.
- Preventative health care, check-ups, and screenings, especially for elders and young children
- Infant and Maternal health care services and supports
- Resource Navigation to enroll in Medi-Cal, Cal Fresh, and other public benefits, and navigate social welfare and public systems more broadly
- Reentry support for those transitioning from incarceration and restorative alternatives for those engaged in the criminal legal system, especially African American males

4. INTERNAL ANALYSIS OF COUNTY SERVICES

In May 2025, ORESJ surveyed and analyzed the public programs currently offered in Contra Costa County. The departments contacted included: Employment and Human Services (EHSD), Contra Costa Health (CCH), Library, Probation, and the Public Defender. Each department provided a list of the programs they administer along with brief descriptions (**see Appendix A** for a list of program names). This information was then compiled and analyzed to develop an overview of the county's existing public service infrastructure. We are currently in continued conversation to further develop and refine this analysis.

The results (to-date) were then compared to the set of recommended services outlined in the feasibility study, which are based on community input, survey data, and research on effective strategies to improve wellness in Black and African American communities.

The findings revealed that while several of the needed services are currently offered across departments in Contra Costa County, significant gaps remain. Programs such as childcare services, parenting classes, doula and midwife services, food security programs, youth mentorship, and digital literacy training are available through departments like EHSD, Health, and the Library. Additionally, reentry support is being provided by Probation and the Public Defender's Office. However, many critical services including youth mental health support, fitness and stress relief programs, safe recreational spaces, housing navigation, peer support groups, financial literacy, caregiver support, community healing, and spiritual wellness are either limited or not currently available. A full list of the recommended services and their availability status can be found in **Appendix B**. As mentioned, we are currently in continued conversation to further develop and refine this list for completeness and accuracy.

The current findings suggest that while Contra Costa County has a robust and essential service infrastructure in place, there is significant opportunity to innovate and provide community-led, community-centered spaces for accessing care and social services to address the enduring unmet needs in the Black community. Further, it is imperative to strengthen and expand the infrastructure and delivery strategies to more effectively meet the needs of the African American community and other vulnerable populations. The analysis reveals notable gaps in wellness services that are essential for fostering long-term health, stability, and economic wellbeing. To address these gaps and build a more inclusive system of support, several strategic approaches can be considered:

Restructure and Realign Existing Programs

Conduct internal reviews to assess how current programs are being delivered and explore opportunities to modify or redesign services in ways that more directly meet the lived experiences and cultural needs of African American communities.

Strengthen Partnerships with Community-Based Organizations (CBOs)

Collaborate with and fund established CBOs that are already serving or are well-positioned to serve the African American community. Leveraging these organizations' cultural expertise, community trust, and existing infrastructure can accelerate service delivery and ensure more responsive and equitable outcomes.

Increase Capacity of County Departments

Allocate additional resources to existing county departments to scale up services and tailor them to better support African American residents. This could include expanding eligibility criteria, increasing staff capacity, provide racial equity and community engagement trainings, or launching targeted wellness initiatives.

4.1. SERVICE LOCATIONS

Currently, health care and social services are offered across the county. Both EHSD and Health have a significant presence in East and West County. This correlates with the areas of the county that are associated with the most need based on the Social Vulnerability Index (SVI), as well as the Healthy Places Index (HPI). Despite this alignment, significant barriers may still exist, particularly related to limited public transportation options and the geographic spread of cities, which can make it difficult for residents to access services efficiently.

In order to develop a more detailed understanding of Contra Costa's most vulnerable populations, ORESJ referenced the Healthy Places Index. The Healthy Places Index analyzes 23 social indicators of health that are positively associated with life expectancy at birth, from multiple peer-reviewed sources to create an index.¹ The indicators include employment rates, educational attainment, homeownership, and insurance coverage.²

The analysis identified 12 census tracts (see **Appendix C**) in Contra Costa County with a significant African American population that fall under the 25th percentile of the Healthy Places Index (HPI), indicating that these areas are performing worse than the majority of census tracts across California. These tracts are located within the cities of North Richmond, Richmond, Pittsburg, and Antioch. The census tract with the lowest HPI score, 5.3, was located in Antioch, reflecting particularly severe challenges in that area.

Within the identified census tracts, there was only one library, no regional medical centers, or community health centers.² There were several EHSD offices for workforce services, childcare centers, and a service integrations team site. ORESJ will expand the analysis to include sites within 5 miles of the identified census tracts. Being that oftentimes the most vulnerable communities do not have reliable transportation³, it is important that African American Wellness and Resource Hub (AAHWRH) services are located nearby and/or accessible by public transportation.

Due to these findings, the ORESJ recommendation is to dispatch services throughout multiple locations within the most impacted census tracts. That way, neighborhoods or census tracts with the most severe social vulnerability can benefit from the AAHWRH. This approach is supported by data from the survey conducted during the feasibility study, in which 63% of respondents preferred decentralized services (specific programs offered at various sites throughout the county) and 43% favored having multiple service locations across the county. The survey data highlighted a community preference for more accessible service points across the county. Still, in the East County listening sessions with service providers and their clients, and in district community cafes with residents, there was an overwhelming response and desire for a centralized

¹ <https://www.healthypacesindex.org/>

² This does not include population specific health centers such as school clinics.

³ https://ccta.net/wp-content/uploads/2021/05/d212e7_17065ead5e7a4124bf45a8401ff0e23a.pdf

physical site in the Antioch/Pittsburg area in addition to a broader network of community-based comprehensive and coordinated services.

In phase 1 of the proposed implementation phase, ORESJ will analyze the public transportation options of those who reside in the most vulnerable census tracts including distance to bus stops and total travel time.

4.2. FINANCIAL ANALYSIS

ORESJ was also asked to analyze current county spending on services and programs benefitting the African American community. County departments reported challenges in providing an accurate fiscal accounting of this since they typically do not track or assess their budgets based on race or ethnicity of their program participants. Eligibility for services is not contingent on one's race (as that would be illegal and unethical), and this type of reporting is not currently required at the county, state, or federal levels. In addition, staff time and program resources are also difficult to parse out in a way that correlates with race of program participants and/or clients. ORESJ is continuing to work with County departments to provide a more accurate analysis reflective of actual spending by departments and service engagement by African Americans.

Though, it is important to note that framing racial equity efforts through the question of "how much is already being spent on Black communities?" is both analytically and ethically problematic. This approach risks reducing efforts toward reparative justice to a transactional calculation, assuming that future investment must be justified by prior spending, rather than recognizing it as a necessary response to historic and ongoing disinvestment in Black communities (Blackwell, Kramer, & Parilla, 2015).

Such framing can reinforce a scarcity mindset that often positions marginalized groups in competition with one another for limited resources. Legal scholar John A. Powell refers to this approach as a "zero-sum" narrative that tends to undermine solidarity and collective progress (Powell, Menendian, & Ake, 2019). This can distort the purpose of equity work, which is to ensure that all groups receive what they need to thrive (which is very often different for each group) and that systems are accountable to those that have been historically excluded and marginalized.

5. ORESJ RECOMMENDATION FOR IMPLEMENTATION

At the April 15, 2025 Board of Supervisors meeting, ORESJ was tasked with building upon the Ceres Policy Research recommendations to create an actionable implementation plan. Further, ORESJ was directed to work with and receive direction from the Equity Committee and return to the Board of Supervisors with a final plan in Summer 2025. Below is ORESJ's initial recommendation for an implementation plan.

The AAHWRH will ensure a culturally-responsive, compassionate, and comprehensive response to the needs of vulnerable members of the African American community and build on the success of prior County efforts and models, such as the Contra Costa Family Justice Alliance (administered by EHSD) and the Reentry Success Network/Center (administered by Probation). The AAHWRH will provide a formalized structure for shared governance and sustainability of a wide network of County and community-led programs and services in order to ensure the efficient use of resources, consistent access to quality services across communities, streamlining of policies, and a coordinated focus on the needs of Black families experiencing intense disparities and inequities in

Contra Costa County. The AAHWRH will leverage the combined strengths of local and regional public, nonprofit, and private partners to improve outcomes for individuals and families in a way that will be responsive to the diverse needs, geographies, and cultures of the western, central, and eastern regions of the county. Ultimately, the AAHWRH will coordinate a comprehensive countywide safety net for vulnerable African Americans and other marginalized residents in need of greater safety, connection and belonging, and improved access to health, mental health and other support services that meet their immediate needs.

Specifically, the AAHWRH will:

- Facilitate collaboration and communication among County, community-based, and other partners in order to align and integrate programs and services offered via mobile, pop-up, and satellite sites;
- Support and facilitate referral and coordination processes that recognize the fluid and ever-shifting dynamics of migration and community formation among Black residents throughout the County
- Support integration of data and tracking of outcomes by:
 - Working with partners to use common data collection tools,
 - Identifying outcomes for all partners to track, and
 - Encouraging data sharing among partners as appropriate, without compromising participant confidentiality, trust and safety;
- Identify and share promising and community-defined evidence-based best practices with partners;
- Work with public system, business, community and philanthropic partners to identify and pursue funding opportunities to support these activities;
- Coordinate capacity building and training opportunities for all partners engaged in service provision; and
- Once a facility is established in East County, provide infrastructure, including workspace, supplies, and communications, for partners who co-locate services at the site.

Proposed Design and Timeline:

Phase 1 | 6 months | July-Dec 2025

ORESJ will recruit and assemble a Transitional Community Advisory Body (T-CAB) to support the creation and design of the procurement, review and selection processes for the contracted agency, and support the design of eligibility and recruitment and selection criteria for the executive director. Members will demonstrate lived experience and professional expertise specific to African American community health, safety and wellness. The T-CAB will serve as a non-County appointed body and will serve during the initial period of development of the Hub. (See “6.1 Transitional Community Advisory Body (T-CAB)” below for more detail.)

ORESJ will oversee and administer the release of an RFQ to secure an independent entity (e.g. independent consultant, non-profit agency, community foundation, etc.) with demonstrated experience and success in establishing community based, community-led health and wellness centers for Black communities to serve as a lead agency and fiscal sponsor. This initial contract will be for a period of 3.5 years, with potential opportunities for renewal in future years based on outcomes and success, project need, and availability of funds.

ORESJ (or other designated County agency) will also release an RFP for community-based service providers to deliver programs within priority service categories determined by data analysis (see “Key Implementation Priorities for Phases 1 and 2” below). Service contracts will be for a period of 3.5 years, with potential opportunities for renewal in future years based on outcomes and success, project need, and availability of funds. Service providers that serve specific areas/regions, as well as those that serve multiple regions countywide, will be encouraged to apply, as long as those areas include the priority census tracts communities identified.

Phase 2 | 3.5 years | January 2026 – June 2029

Once selected and Board-approved (during Phase 1), the contracted lead entity will hire (or serve as) an executive director to lead the implementation efforts which will include: creation of an independent and self-sustaining 501(c)3 nonprofit organization to serve as the Hub; recruitment and assembly of a Board of Directors; recruitment and assembly of a Community Council; recruitment and hiring of inaugural program staff; administration and coordination of provider contracts; managing partnership relationships with system partners; and developing a 10-year fund development and sustainability plan.

The contracted lead entity will provide the executive director with technical support, strategic planning, and clear direction on how to design and implement the above; serve as the employer of record for the executive director and any program staff; provide the organizational infrastructure, administrative support, and resources for AAHWRH staff to carry out programming and duties.

A Board of Directors (BOD) will be comprised of individuals with strong community ties, as well as positions of influence in public system. The BOD will include community seats with representation from faith communities, service provider organizations, and specific impacted communities, along with institutional seats with representation of government agencies including the Board of Supervisors, County departments (CCH, EHSD, and ORESJ), and local municipal Mayor or Councilmembers. This structure would allow for the agility of an independent nonprofit organization while maintaining buy-in and support from local community groups as well as government partners at the county and city levels. (See “6.2. AAHWRH Board of Directors” below for more detail.)

The Community Council(s) will provide insight, subject matter expertise, and lived experience to help guide and inform the shaping and implementation of the Hub and related activities. The Community Council will be comprised of African American community members with professional and/or lived expertise representing the target priority populations served by the Hub. The Community Council will be comprised of regional (e.g. East, West, Central, South County) sub-committees. (See “6.3 AAHWRH Community Council” below for more detail.)

Simultaneously, the contracted service organizations (selected and Board-approved during Phase 1) will deliver direct services in collaboration with County services, while receiving coordination support, technical assistance, and capacity building opportunities from the contracted lead agency.

ORESJ’s Role in Phase 1 and Phase 2

ORESJ will oversee the procurement and selection processes for both the contracted lead entity and for the service provider organizations. ORESJ will bring together a Transitional Community

Advisory Body (T-CAB) to support the design and development of these procurement and selection processes. Once an independent entity has been selected, a 501c3 has been established and a Board of Directors is in place, the T-CAB will transition from its duties and form the foundation of the inaugural Community Council.

In addition, ORESJ will work with and support the contracted lead agency and/or executive director in establishing and maintaining partnerships with county agencies and other appropriate public system partners with the goal of establishing effective collaboration, communication and coordination with regard to referral processes, service alignment, and leveraging of shared resources and services.

In partnership with the contracted entity and the Community Council, ORESJ will also engage health system partners, local municipal leadership and community organizations in order to garner support, buy-in and commitment from key stakeholders regarding long-term service partnerships and sustainability.

Key Implementation Priorities for Phases 1 and 2:

- Expand mobile physical health services in collaboration with CCH and establish partnerships with transportation services and CBOs.
- Expand systems navigation and service linkage support in collaboration with County departments, as well as expand supports to unhoused and housing insecure families.
- Establish partnerships with CBOs to provide credible messengers, pop-up sites, and wraparound supports.
- Fund community-based mental health healing circles and counseling programs in partnership with trusted local providers.
- Implement restorative justice and re-entry support in collaboration with the Public Defender and Probation Departments.
- Fund supportive services that prioritize African American males, mothers and infants, and elders.
- Focus initial services across multiple neighborhood sites in Districts 1 and 5 to meet urgent resident needs and ensure accessibility.

Phase 3 | July 2029 – ongoing

In addition to continued implementation of services and increased growth of the AAHWRH, this phase includes the establishment of a physical site at County-owned property located at 1650 Cavallo Road in Antioch, CA to serve as an anchor site from which the executive director and staff will be based and carry out the vision and goals of the AAHWRH. With over 24,000 square feet, the facility has ample space for co-location of medical, mental health, and social services, as well as mixed-use space for events, gatherings, small business incubation, etc.

Located next door is a Rocketship Delta Prep charter elementary school, and the area has the potential for sparking community revitalization and development in an historically underinvested community of African American, Latinx, working class, and immigrant families. It should be noted that this site is currently occupied by EHSD staff and will not be vacated until 2028 at the earliest, though by that time the County will have completely paid for and own the building.

The final decision of whether the proposed Cavallo Road site is feasible will be determined by further analysis of actual costs involved in renovation/construction, facility management and regular maintenance, potential leasing/ownership structures, and other financial dynamics, along with considerations regarding accessibility and public transportation, community safety, and projected utilization. ORESJ has already engaged Public Works, EHSD, and CAO to begin determining actual costs, all necessary County processes, and a realistic timeline.

AAHWRH Project Budget for 2026-2029

On April 22, 2024, the Board of Supervisors allocated \$7.5 million of one-time Measure X funds towards the establishment and operation of an African American Holistic Wellness and Resource Hub. On June 10, 2025, the Board of Supervisors allocated \$400,000 of one-time Measure X funds to meet the needs of African American males and assigned these funds to ORESJ to administer as part of the establishment of AAHWRH. ORESJ will oversee and administer allocated funding in accordance with county fiscal policies. The following project budget includes the annual expenses for each fiscal year, beginning with FY 25-26.

January 2026 - June 2027 (1.5 years)	
Lead Agency	\$500,000
*Executive Director	\$225,000 (\$150,000 salary + \$50,000 benefits)
*Director of Programs and Operations	\$218,750 (\$130,000 salary + \$45,000 benefits)
Operations + Indirect Cost	\$56,250
Service Contracts w/ CBOs	\$1,250,000
Behavioral Health (1-2 grants)	\$250,000
Housing Support (1-2 grants)	\$250,000
Reentry Support (1-2 grants)	\$250,000
Preventative Health (1-2 grants)	\$250,000
Infant and Maternal Health (1-2 grants)	\$250,000
Total FY 25-26 and FY 26-27	\$1,750,000
July 2027- June 2028 (1 year)	
Lead Agency	\$750,000
Executive Director	\$200,000 (\$150,000 salary + \$50,000 benefits)
Director of Programs and Operations	\$175,000 (\$130,000 salary + \$45,000 benefits)
Advocacy and Training Manager	\$120,000 (\$90,000 salary + \$30,000 benefits)
Administrative Assistant	\$93,000 (\$70,000 salary + \$23,000 benefits)
Operations	\$49,500
Indirect Cost (15%)	\$112,500
Service Contracts w/ CBOs	\$1,250,000
Behavioral Health (1-2 grants)	\$250,000
Housing Support (1-2 grants)	\$250,000
Reentry Support (1-2 grants)	\$250,000
Preventative Health (1-2 grants)	\$250,000
Infant and Maternal Health (1-2 grants)	\$250,000
Total FY 27-28	\$2,000,000

July 2028 - June 2029 (1 year)	
Lead Agency	\$900,000
Executive Director	\$200,000 (\$150,000 salary + \$50,000 benefits)
Director of Programs and Operations	\$175,000 (\$130,000 salary + \$45,000 benefits)
Advocacy and Training Manager	\$120,000 (\$90,000 salary + \$30,000 benefits)
Community Engagement Specialist	\$120,000 (\$90,000 salary + \$30,000 benefits)
Administrative Assistant	\$93,000 (\$70,000 salary + \$23,000 benefits)
Operations	\$57,000
Indirect Cost (15%)	\$135,000
Service Contracts w/ CBOs	\$1,250,000
Behavioral Health (1-2 grants)	\$250,000
Housing Support (1-2 grants)	\$250,000
Reentry Support (1-2 grants)	\$250,000
Preventative Health (1-2 grants)	\$250,000
Infant and Maternal Health (1-2 grants)	\$250,000
Antioch Site Renovation**	\$2,000,000
Fiscal analysis, Engineer, Architect	\$200,000
Renovation/construction	\$1,800,000
Total FY 28-29	\$4,150,000
January 2026 – June 2029 Total (3.5 years)	
\$7.5M Measure X Allocation (+ \$400k for African American Males)	\$7,900,000

*Assumes Executive Director and Director of Programs and Operations are hired in March 2026; salary total is calculated at the cost of 1 year and 3 months.

**ORESJ anticipates the need for a capital campaign to secure additional investments for any site renovation project. ORESJ has and will continue to engage in conversations with interested public and philanthropic partners as the implementation process evolves.

6. PROPOSED GOVERNANCE STRUCTURE

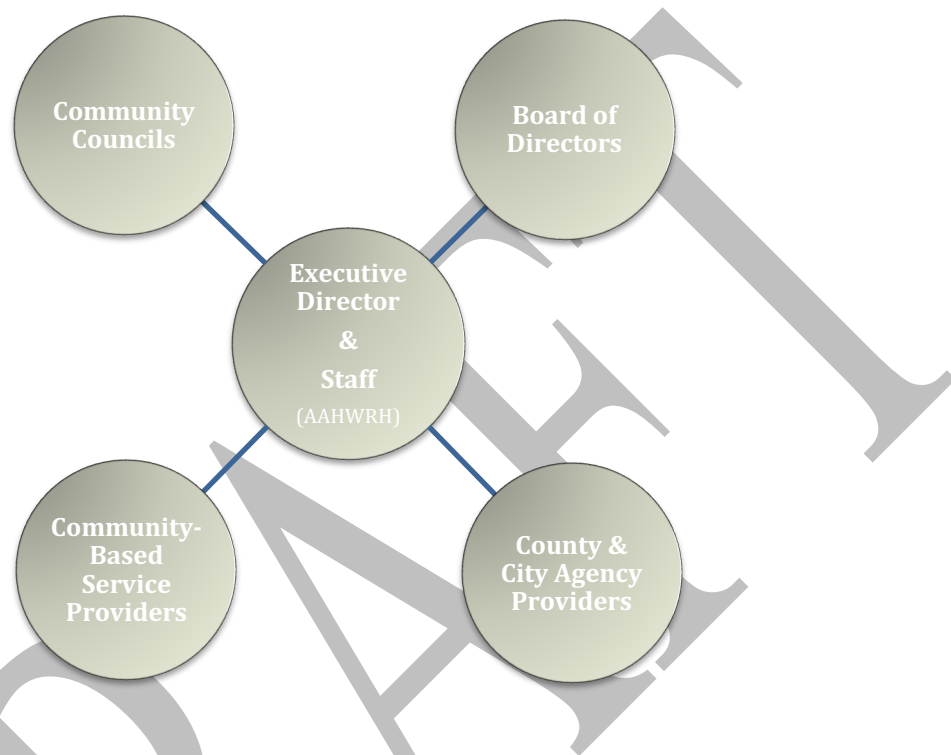
6.1. TRANSITIONAL COMMUNITY ADVISORY BODY (T-CAB)

ORESJ proposes that a Transitional Community Advisory Body (T-CAB) be responsible for supporting the AAHWRH development during Phase 1 by providing guidance to ORESJ in the procurement of an independent lead entity to oversee implementation and coordination. A precursor to the future governance structure of the AAHWRH, the T-CAB will be a non-County appointed, community-led body composed of both institutional and community representative seats. The T-CAB will remain in place until an independent 501(c)(3) nonprofit organization is created, a Board of Directors is appointed, and a Community Council is established.

As fiscal sponsor providing fiduciary, legal, and operational oversight, the selected lead entity will be responsible for maintaining project financial stability, and ensuring project impact through coordination of service providers' day-to-day operations. Among its first tasks will be to create an independent 501(c)(3) nonprofit organization, hire an executive director and core leadership staff, and recruit a Board of Directors.

The Community Council will essentially take on the responsibilities of the T-CAB (allowing it to dissolve) and continue the work of advising the Board of Directors and AAHWRH leadership and on real-time concerns and issues within local the Black community and provide guidance around community engagement, improved service delivery, and innovative partnership opportunities.

Figure 1. Visualization of Governance Structure



6.2. AAHWRH BOARD OF DIRECTORS

The proposed structure of the AAHWRH Board of Directors is intended to maintain and enhance support from a diverse set of public agencies and private and nonprofit organizations and draw upon the experience and expertise of individual community members. The structure of the Board mirrors the public/private partnerships that will drive the coordinated service delivery model. To ensure ongoing participation and support from key public agencies and private organizations, the Board of Directors will include institutional seats in addition to community seats. The Board will be composed of 13 seats: six institutional seats and seven community seats. All directors will be asked to serve for at least two years to build continuity.

Institutional seats will include representatives of public system organizations that have a vested interest and responsibility in ensuring the long-term success of the AAHWRH. Institutional seats can include:

- Contra Costa County Board of Supervisors;
- Contra Costa Health Department;
- Contra Costa Employment and Human Services Department;
- Contra Costa Office of Racial Equity and Social Justice;
- A local municipal Mayor or Councilmember; and
- A local public system leader (e.g. school district, private health system, public safety, etc).

Community seats will include community representatives who are invited based on their lived and professional expertise, and who bring with them one or more of the following:

- Deep alignment with AAHWRH values and mission;
- Extensive experience serving African American vulnerable communities;
- Fund development and fundraising expertise;
- Nonprofit management and leadership experience;
- Expertise in community-led, culturally-responsive health and wellness practices;
- Deep relational ties and leadership experience in faith-based communities;
- Experience in community building, advocacy, and/or organizing; and
- Expertise in cultural and performance arts programming and event planning.

The Board of Directors' responsibilities will include:

- Developing and sustaining the AAHWRH mission, vision, and values;
- Setting and upholding policies;
- Participating in short- and long-term strategic planning while ensuring community input;
- Approving annual project budgets and monitoring financial performance;
- Assisting with fundraising and sustainability;
- Selecting and evaluating the AAHWRH Executive Director;
- Supporting the AAHWRH Executive Director and staff in fulfilling program goals;
- Providing input into program development; and
- Serving as ambassadors and champions for the AAHWRH within the community and with key partners; and

6.3. AAHWRH COMMUNITY COUNCIL

The Community Council will advise the Board of Directors and AAHWRH leadership on real-time concerns and issues within local the Black community and provide guidance around community engagement, improved service delivery, and innovative partnership opportunities.

Over time, regional subcommittees representing east, west, central and south parts of the county can be created to uplift the unique strengths, assets, needs and challenges of each region's African American communities and provide guidance on how best to serve the communities they represent.

The Community Council will be comprised of people with both lived experience and professional expertise and who represent highly vulnerable and marginalized community members, including those most harmed by inequities in medical, mental health, housing, criminal legal, education and/or economic systems.

6.4. AAHWRH STAFF

The AAHWRH staff will provide oversight and coordination of service programming across the service network in Contra Costa County, and ultimately be responsible of day-to-day operations of the East County facility. AAHWRH core staff will be comprised of people with lived and professional expertise that reflect the county's African American community, and positions can potentially include:

- Executive Director
- Director of Programs and Operations

- Director of Finance and Administration
- Advocacy and Training Manager
- Community Engagement Specialist
- Administrative Assistant

Initially, these staff will be employees of the contracted lead entity, and eventually be transitioned to becoming staff of the 501(c)(3) nonprofit organization that is created.

6.5. ORESJ ROLE AND PARTNERSHIP

ORESJ has played a critical role in the planning, development and launch of the AAHWRH, and once the AAHWRH is formally established, ORESJ will continue to have a direct leadership role through its seat on the AAHWRH Board of Directors. To support the AAHWRH, ORESJ will:

- Serve as a bridge and liaison between County departments, AAHWRH leadership, and community partners;
- Identify and pursue public funding opportunities on behalf of the AAHWRH and its partners;
- Develop and support County policies addressing the needs of vulnerable and marginalized populations and supporting systems-level response to the issues;
- Identify and provide resources for shared measurement and outcomes; and
- Raise community awareness around the needs of African American and other vulnerable communities and build public will in support of the AAHWRH and its partners.

7. COMMUNITY-BASED SERVICE CENTER AND/OR HUB MODELS

The AAHWRH model is a widely recognized best practice for integrating the work of public and private organizations to provide wrap-around services for vulnerable community members and their families. Community-embedded wellness centers address the unique needs of specific populations, and help communities use existing resources in new ways to ensure easier access to high-quality services, build safer and healthier communities, and promote sustainable well-being.

ORESJ engaged administrators of several community wellness and resource centers throughout the region and conducted site visits and key informant interviews to glean best practices, community engagement and service utilization strategies, and potential funding structures for administering community-embedded wellness clinics and centers. These visits and discussions informed ORESJ's recommendations included in this implementation plan. The following is a list of existing community health and wellness centers across the Bay Area, and highlighted are those that ORESJ has met and/or conducted a site visit with.

Contra Costa County:

- African American Family Wellness Center, Village Keepers
- The Family Justice Center
- Reentry Success Center / Reentry Success Network
- RYSE Youth Center
- The SAFE Center
- District Youth Centers

Alameda County:

- ROOTS Community Health Clinic
- Youth Uprising
- Ashland REACH Youth Center
- African American Wellness Center
- Berkeley African American Wellness Center

Santa Clara County:

- Vietnamese American Services Center
- ROOTS Community Clinic / Umoja Community Center

San Francisco City and County:

- Rafiki Coalition for Health and Wellness
- Marin City Health and Wellness Center (SF)

8. SUSTAINABILITY PLAN

The success of the AAHWRH will be in securing long-term sustainability to ensure the countywide service network, coordinated partnerships, and East County site remain in full operation beyond the initial County investment of \$7.9 million in Measure X one-time funds. This initial allocation is a tremendous investment necessary to spur this transformative approach and creates a strong base for sustainability and scale, and is a reflection of the Board of Supervisors' commitment to the health and wellness of its most impacted residents and communities.

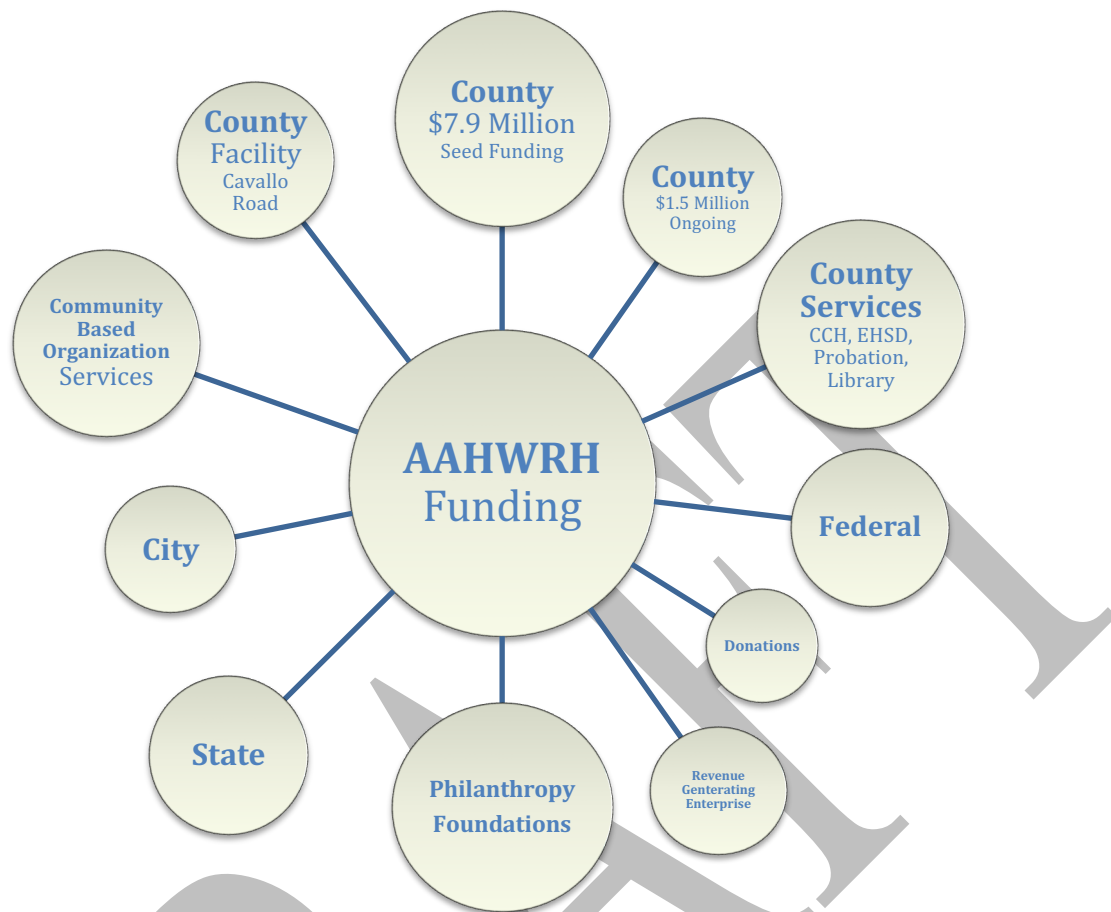
While the recommendation is to establish the AAHWRH as an independent 501(c)(3) nonprofit organization responsible for developing and implementing a 10-year sustainability plan that leverages public, private, and philanthropic resources, it is vital that the County continue to play a critical role in the sustainability of the AAHWRH to ensure that the Hub remains stable and provides long-term public service to all of Contra Costa County's African American and other vulnerable communities.

ORESJ recommends that beginning in fiscal year 2029-2030, the County allocate an annual baseline award of \$1.5 million from Measure X funds to support base operational expenses of the AAHWRH, including core staffing costs and infrastructure for network coordination activities (e.g. communications, meetings, trainings, grant writers, etc.). In our final recommendation, we will include the feasibility of this proposed baseline allocation based on feedback from Equity Committee and the County Finance Director.

In-kind contributions in the form of leveraged coordinated services from County departments via formal commitments (e.g. MOUs), and possibly in the leasing arrangement between the County and the AAHWRH for a physical site, will also aid in the long-term sustainability.

The AAHWRH has the greatest chance of success if it diversifies its funding sources. ORESJ recommends that by the beginning of Phase 3 (FY 29-30) the AAHWRH secure at least 50% of future revenue from public sources, including Contra Costa County, state and federal grants. In particular, it will be critical to garner support from local cities where significant numbers of African Americans reside and stand to benefit from AAHWRH services.

Figure 2. Visualization of AAHWRH Funding Composition



The lead entity, and ultimately the 501(c)(3) organization, will be responsible for identifying funding opportunities through municipal, county, state and federal agencies that aim to support the needs of vulnerable and marginalized populations (e.g. homelessness, violence prevention, anti-poverty, behavioral health, physical health programs). These funds will be vital in leveraging and growing additional support from private and corporate donors, as well as philanthropic and community foundations, particularly for innovative programs and pilot projects. Other funding streams might include individual donor campaigns, annual fundraising events, and potential program service revenues.

Once a physical site is established, there will be opportunities to generate supplemental revenue through leasing of shared space (e.g. co-location of service providers or retail/small businesses) or implementing other revenue-generating endeavors (e.g. community café, cultural arts programming, facility rental for trainings or events). There will also be opportunity to explore opportunities for cost-reimbursement through delivery of eligible Medi-Cal covered services.

9. EVALUATION

The vision for the AAHWRH itself emerged from community wisdom and co-design principles, and ORESJ recommends that the evaluation continue in that spirit, with:

- Shared power with the Transitional Community Advisory Board co-creating the methodology and research design, and developing metrics, language, and dissemination.
- Inclusion of African American service providers, healers, reentry leaders, and birth workers as co-researchers.

- Allocation of research funds to local community organizations for data gathering, interpretation, and storytelling.
- Culturally informed consent and trauma-informed protocols to protect spiritual, ancestral, and cultural knowledge.

ORESJ recommends utilizing the Community-Based Participatory Action Research (CBPAR) research framework to ensure the research is community-led, non-extractive and affirming. Core methods will include qualitative storytelling, narrative interviews, and focus groups with Hub users, staff, and leaders; quantitative tracking of disaggregated access and service outcome indicators; and participatory data sense-making and equity dashboards to return findings to the community. The results generated from the evaluation will provide actionable insights in order to measure improvements in access to care, quality of service provided, and the level of community trust. They will guide real-time governance and service implementation decisions. This research is designed to build capacity and resource healing—not to extract information for institutional benefit. ORESJ believes that this evaluation has the potential to offer clear policy and fiscal recommendations for county and state agencies seeking to replicate this model of community-led wellness centers. Further, ORESJ is committed to sharing findings through public dashboards, community teach-ins, and convenings with state and local policymakers.

ORESJ has and will continue to seek external funding for this evaluation, and has submitted a grant proposal to the Robert Wood Johnson Foundation’s Health Equity Research program.

10. CONCLUSION

ORESJ recommends that the coordination and implementation of the AAHWRH is carried out by a contracted entity until a new, independent 501(c)(3) is created to take on the responsibilities. To be a truly representative shared governance structure, it is crucial that the future AAHWRH Board of Directors reflect the people who are working at both the community and public system levels to sustain long-term funding, enact actionable design, implement effective programming, and most importantly, produce outcomes that change peoples’ lives for the better. A Community Council will ensure that people most impacted and closest to the crisis will always provide the AAHWRH Board and staff with a clear, real-time vision of what the community needs most. By bringing together local government, nonprofit, and community leaders, the AAHWRH will continue to work toward its mission of uniting Contra Costa County’s African American communities to support its overall health, safety and well-being.

The AAHWRH model is built upon a system of leveraging existing resources which, coupled with intentional diversification of funding streams, will enable sustainability and scale. An ongoing, annual County investment of \$1.5 million for core staff and operations, along with leveraged County services and facility use, is critical to ensuring long-term success. To protect against the threat of scarce funding resources will require a combination of public funding, foundation grants, individual donor campaigns, and program service revenues. Formal, strategic partnerships between local, county, and community-based organizations to deliver critical health and social services in culturally responsive ways that are informed by community needs and wisdom will undergird a countywide network of coordinated services and programming aimed at increasing African American health and wellness.

ORESJ respectfully submits this implementation plan to the Equity Committee and seeks guidance and direction from the Supervisors to determine next steps toward full Board approval.

DRAFT

11. APPENDICES

APPENDIX A: LIST OF CURRENT COUNTY SERVICE PROGRAMS THAT SERVE SIGNIFICANT NUMBERS OF AFRICAN AMERICAN RESIDENTS

(NOTE: will be updated for completeness and accuracy)

Program Name	Department
Black Infant Health	Health
CoCo Doulas	Health
Partners in Pregnancy Fatherhood Program	Health
Nutrition Support Program	Health
QIP Child-Adolescent	Health
African American Health Conductor Program	Health
Free WiFi	Library
Wellness Teams	Library
Kindergarten Readiness	Library
Tech Exchange Digital support	Library
Veterans Support	Library
BrainFuse	Library
Teen Afterschool Activities	Library
Homework Help	Library
Holistic Intervention Partnership	Public Defender
Stand Together Contra Costa	Public Defender
Clean Slate	Public Defender
YEIP - Youth Early Intervention Partnership	Public Defender
AB 109/PRCS	Probation

General Felony Supervision	Probation
Pre-Trial	Probation
Transitional Age Youth Supervision	Probation
Juvenile Field Services - Supervision	Probation
Briones Youth Academy (BYA) - Community Success Pathway	Probation
Community Services - Child Care Centers	EHSD
Community Services - Child Care Vouchers	EHSD
Community Services - Home Visiting	EHSD
Community Services - Community Action	EHSD
Community Services - Energy Assistance	EHSD
Children & Family Services - All Programs	EHSD
Workforce Services - CalWORKs	EHSD
Workforce Services - CalFresh	EHSD
Workforce Services - Medi-Cal	EHSD
Navigators	EHSD
Workforce Development - American Job Centers	EHSD
Workforce Development - Youth Services	EHSD
Workforce Development - Employer Supports (Businesses)	EHSD
Workforce Development - Employer Supports (Employees)	EHSD
Aging & Adult Services - Adult Protective Services (APS)	EHSD

Aging & Adult Services - Area Agency on Aging (AAA)	EHSD
Aging & Adult Services - General Assistance (GA)	EHSD
Aging & Adult Services - In-Home Supportive Services (IHSS)	EHSD
Aging & Adult Services - Public Authority	EHSD

APPENDIX B: AAHWRH SERVICES – RECOMMENDATIONS AND AVAILABILITY OF SAME/SIMILAR COUNTY SERVICES

(NOTE: will be updated for completeness and accuracy)

Service	Department	Currently Available?
Childcare Services	EHSD	
Parenting Classes	Health	
Doula and Midwife Access	Health	
Food Security Programs	EHSD + Health	
Fitness and Stress Relief		
Youth Mentorship Programs	Library	
Tech and Digital Literacy	Library	
Safe Recreational Spaces		
Mental Health Support	Health	
Behavioral Health Services	Health	
Job Training and Placement	EHSD	
Financial Literacy		
Housing Navigation	Health	
Peer Support Groups		
Caregiver Support		
Health Screenings		
Social Engagement		
Reentry Support	Probation	
Behavioral Health & Addiction Recovery	Public Defender	
Community Healing		
Resource Navigation Hub		
Food Security	EHSD + Health	
Community Kitchen		
Spiritual Wellness		
Safe Spaces for Unhoused People		
Healing Circles		
Workshops and Skills Training	EHSD	

APPENDIX C: CONTRA COSTA CENSUS TRACTS UNDER THE 25TH PERCENTILE IN THE HEALTHY PLACES INDEX

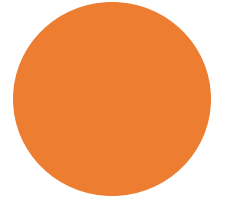
(NOTE: will be updated for completeness and accuracy)

City	Census Tract	Percent Black/African American	Total Population	HPI Score
Antioch	3072.02	38.60%	4,299	5.3
Richmond (Iron Triangle)	3760	12.40%	6,245	14.2
Pittsburg (Los Medanos)	3050	18.80%	6,561	14.4
Richmond	3810	28.7%	6,521	15
Richmond	3790	24.10%	7,003	16.3
Pittsburg (Los Medanos)	3120	33.60%	2,243	16.6
North Richmond	3650.02	18%	5,590	18.3
Antioch	3072.05	34.40%	7,557	19.8
Richmond	3770	20.60%	7,323	21.4
Richmond	3730	10%	4,468	22.1
Antioch	3071.02	13.2%	5,330	22.9
Richmond	3750	12.50%	4,897	23.5

Office of Racial Equity and Social Justice

Equity Committee

July 21, 2025



Office of Racial
Equity & Social
Justice

CONTRA COSTA COUNTY

Meeting Agenda

Record of Action for June 30th, 2025

African American Wellness Hub
Implementation Plan Update

Office of Racial Equity and Social Justice
Updates

Equity Committee

1. RECEIVE and APPROVE the Record of Action for the June 30th, 2025 meeting of the Equity Committee, with any necessary corrections.

Equity Committee

2. RECEIVE updates and PROVIDE direction on Implementation Planning for the African American Holistic Wellness and Resource Hub.

A Space Community Deserves:

Reflections from ORESJ

We would not be here without COMMUNITY. We are making space for community to stay involved.

We heard loud and clear: Black communities need a safe place for healing, mental health, housing help, and real community care.

Government work moves slow, and we know people are tired of waiting.

Not all community leaders or residents like the plans that have been developed and not everyone will like everything about the hub.

We will stay accountable to community.

Questions & Feedback We've Received

- ☐ What are the 14 Black-led projects that received funding? \$1M is great, but that's not enough!
- ☐ When will programming and resources show up in my neighborhood?
- ☐ What will be offered?
- ☐ What other organizations that are Black Led or community friendly meet basic needs and more in my neighborhood and throughout the county?
- ☐ Who will lead this work in the community?
- ☐ How will the Black community have real decision-making power over how the Hub grows?
- ☐ Where's the public reporting, budgets, updates, and results?
- ☐ What are we still unsure about, what is developing, what is challenging?
- ☐ Where can I go to sign up or get involved now?

What's Happening Now:

13 Black-led organizations running 14 projects

Equity for Black Women and Girls



Grace Bible Fellowship of Antioch



What's Happening Next

- Discussion and Approval today from Equity Committee
- Discussion and Approval from the Board of Supervisors on August 12, 2025
- Applications and Selection of the Transitional Community Advisory Body (August – September 2025)
- Applications/proposals from an entity to operate the African American Wellness and Resource Hub
- Proposals from service providers ready to provide pop up services in January 2026
- Transitional Community Advisory Body + ORESJ: Select the lead to operate the Hub

Ways to Contribute

- Fill out a Service Partner Interest Letter
- Review and share this list of [Black-led organizations](#) in Contra Costa County. Know any others?
- Send us an email at admin@oresj.cccounty.us to meet with one of us for office hours
- Serve on the Transitional Community Advisory Body
- Share your thoughts at Equity Committee (3rd Monday of each month)
- Share your thoughts at the August 12, 2025 Board of Supervisors Meeting



2025 - 2026

Begin Operations + Services

- Assemble Transitional Community Advisory Body
- ORESJ Office Hours and Community Conversations
- Put out bids and select an operations lead & service providers
- Rapid Response Services in **12 census tracts** in Antioch, Pittsburg, North Richmond and Richmond
- Focus on Black males, mothers and infants, and elders



2026 - 2029

Countywide, Cross- Systems Coordination

- Hire an **Executive Director** and build Black-led operations team
- Assemble Board of Directors and Community Council
- **Grow coordination between CBOs** and county partners; provide trainings
- **Implement sub-regional approach** (East/West/Central/South)
- Secure Cavallo Road site and begin design and renovation



2029

Continued Growth, Secure Funding, Open Anchor Site

- Ongoing annual allocation of \$1.5M for core staff and operation
- Open the doors to the first physical location at Cavallo Rd in Antioch
- Implement 10-year sustainability plan which secures private, public and philanthropic funds
- Community council expands to sub-regional bodies; Black-centered service provider network in full operation



Implementation Plan Updates

- Updated implementation plan proposal focuses on one option; alternatives removed
- Co-design an evaluation plan with community; submitted two grants so far
- Budget outlines estimated allocations for possible AAHWRH staff and operations (Section 5, AAHWRH Implementation Report)



Plan for Sustainability

- County plays a critical role in the sustainability of the AAHWRH
- Beginning in FY 2029-30, County invests \$1.5M annually
- Formal commitments from County departments for services and partnership through MOUs
- Low- or no-cost leasing agreement between County and AAHWRH
- Sustainability will also require cities, state, federal, philanthropy, CBOs, donors



Priority Service Categories

County- Community Partnership

- **Behavioral Health** services, particularly for African American males
- **Housing Navigation** services and supports, particularly for those at immediate risk and those with young children, including African American males
- **Preventative health care**, check-ups, and screenings, especially for elders and young children
- **Infant and Maternal health** care services and supports
- **Resource Navigation** to enroll in Medi-Cal, Cal Fresh, and other public benefits
- **Reentry support and restorative alternatives** for those transitioning from incarceration, especially African American males

3-Phase Approach: Phase 1

Phase 1 | 6 months | July-Dec 2025

ORESJ

- Issue RFQ/RFP for immediate community-based rapid-response services serving high-priority populations and communities
- Issue RFQ for lead agency to carry out implementation activities and coordination of service network
- Partner with County departments to plan coordinated delivery of existing services that increase engagement and impact in African American communities
- Establish a Transitional Community Advisory Board (T-CAB)
 - Support design of solicitation, review and selection processes for RFQ for lead agency, and the eligibility and selection criteria for Executive Director

3-Phase Approach: Phase 2

Phase 2 | 3.5 years | January 2026 – June 2029

Implementation Lead Agency

- Hire an Executive Director
- Create a 501c3 non-profit for the Hub
- Recruit Board of Directors
- Recruit and establish Community Council
- Recruit and hire program staff for the Hub
- Develop training and capacity building opportunities for service network
- Oversee coordination of County and CBO partners and services
- Create a 10-year fund development and sustainability plan

3-Phase Approach: Phase 2 (continued)

Phase 2 | 3.5 years | January 2026 – June 2029

Service Provider Network

- Strengthen and expand current service offerings informed by community needs and perspective
- Grow CBOs' and County depts' capacity through professional trainings and organizational development
- Increase reach, trust and credibility of County services among hard-to-reach Black communities
- Nurture and grow CBO-County partnerships through strategic and intentional collaboration, coordination, and communication
- Develop sub-regional networks that offer services meeting community-specific needs, while establishing

3-Phase Approach: Phase 2 (continued)

Phase 2 | 3.5 years | January 2026 – June 2029

ORESJ

- Administer and manage County contracts for both lead agency and network service providers
 - This function will require increased staff capacity
- Convene Transitional Community Advisory Body (T-CAB) until 501(C)(3) is established
 - Support transition of T-CAB to Community Council
- Support lead agency/Executive Director in nurturing effective partnerships between County agencies, CBOs, and other stakeholders;
- Engage health system partners, municipal leadership, and community organizations to secure long-term service partnerships and sustainability
- Support effort toward securing an anchor site facility, serve as County liaison

3-Phase Approach: Phase 3

Phase 3 | July 2029-ongoing

- Open physical site in Antioch to serve as anchor institution from which core operations and staff will be based
- County provide ongoing allocation of \$1.5M annually for core operations and staff of AAHWRH
- AAHWRH carry out its 10-year sustainability plan that includes public, private and philanthropic funds *in addition* to County investment
- Community Council expands to multiple, sub-regional Councils that represent unique strengths and needs of respective communities
- Strengthen and maintain effective partnerships between County agencies, CBOs, and other stakeholders (e.g. health system partners, municipal leadership, schools, community advocates, etc)

ORESJ Recommendation for Implementation

Spending Plan (\$7.9M over 3.5 years)

- Fund community-based service provider network to serve high-priority Black populations (\$3.75M)
 - Black males, elders, unhoused, justice-involved, mental health needs, infants/new mothers
 - Prioritize high-need census tracts (Antioch, Pittsburg, Richmond, North Richmond)
- Fund an implementation lead agency to oversee day-to-day coordination between CBO and County services (\$2.15M)
 - Establish a new 501c3 non-profit organization, hire Executive Director and core staff
 - Develop a 10-year sustainability plan
 - Coordinate capacity building and training for network providers
- Invest seed funds for renovation of an anchor facility site in Antioch to open 2029 (\$2M)
 - Planning, design, and initial construction costs
 - Will require a dedicated capital campaign to secure full cost

Proposed Budget and Sustainability

- Lead agency establishes an independent 501(c)(3) community-based organization
- Fund CBOs to deliver relationship-centered, culturally responsive services
- Leverage existing County services and improve ability to engage hard-to-reach populations
- Partner with other in-kind service partners to expand and augment service network
- Diversify funding streams (municipal, state, federal, philanthropy, private donors)
- **On-going County investment of \$1.5M annually beginning in 2029/30**

Proposed 3.5 Year Budget	
January 2026 - June 2027 (1.5 years)	
Lead Agency	\$500,000
Service Contracts w/ CBOs	\$1,250,000
Total FY 25-26 and FY 26-27	\$1,750,000
July 2027- June 2028 (1 year)	
Lead Agency	\$750,000
Service Contracts w/ CBOs	\$1,250,000
Total FY 27-28	\$2,000,000
July 2028 - June 2029 (1 year)	
Lead Agency	\$900,000
Service Contracts w/ CBOs	\$1,250,000
Antioch Site Renovation*	\$2,000,000
Total FY 28-29	\$4,150,000
January 2026 – June 2029 Total (3.5 years)	
\$7.5M Measure X Allocation + \$400k for African American Males	\$7,900,000



Questions? Feedback?

Equity Committee

3. RECEIVE updates from the Office of Racial Equity and Social Justice

ORESJ Updates

- Convened Racial Justice Oversight Body (RJOB) subcommittee meetings in July
- Inaugural cohort of African American Holistic Wellness Service Providers (13 CBOs) began delivering program services in May
- New Hire: Administrative Services Assistant III
- Tracking federal developments/updates and local impact

THANK YOU!

Office of Racial Equity and Social Justice
1026 Escobar Street, Suite 2B
Martinez, CA 94553

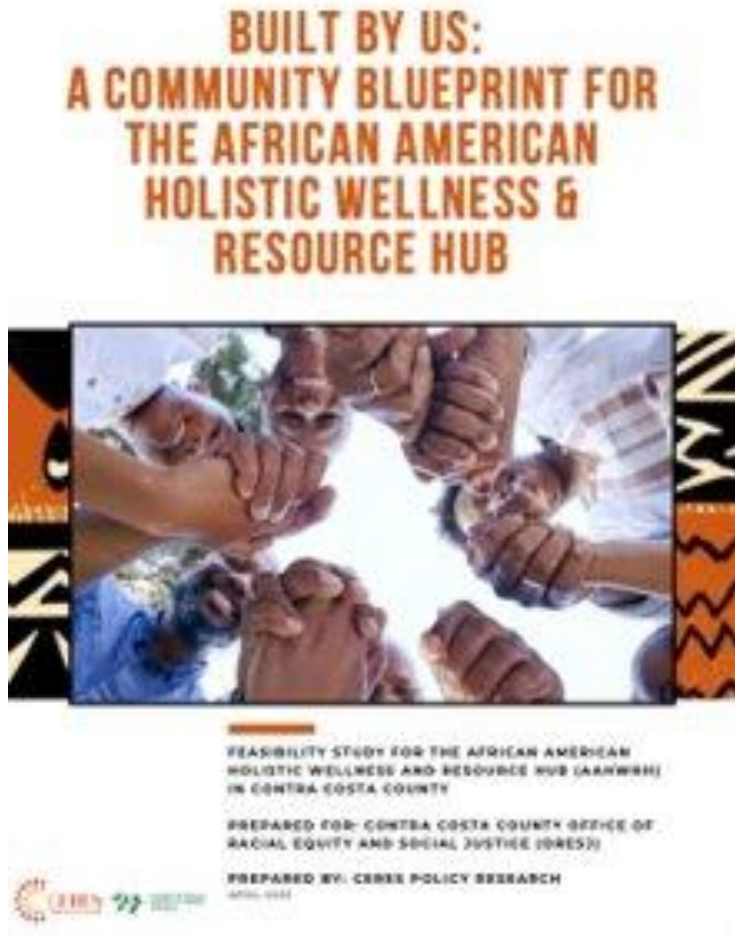
Kendra Carr, Co-Director

- kendra.carr@oresj.cccounty.us
- (925) 655-4642 office
- (925) 387-9080 mobile

Peter Kim, Co-Director

- peter.kim@oresj.cccounty.us
- (925) 655-4641 office
- (925) 387-9266 mobile

Vision for African American Holistic Wellness



- ❖ Community-led, community-accountable approach grounded in Black voice, lived experience, and expertise
- ❖ Expand and strengthen culturally-responsive services curated by Black community
- ❖ Prioritize communities, services, and locations that reflect and meet the needs of most vulnerable and marginalized
- ❖ Strengthen coordination and alignment between county agencies and community-based organizations

Implementation Planning Activities



County Services Inventory

Contra Costa Health (CCH), Employment and Human Services Department (EHSD), Library, Probation and Public Defender

Identified programs and services that serve vulnerable and impacted African American communities

Identified priority populations, service gaps, and high-need census tracts

Exploring opportunities and readiness for immediate, community-based rapid-response services in partnership with community organizations



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-2871

Agenda Date: 7/21/2025

Agenda #: 5.

EQUITY COMMITTEE

Meeting Date: July 21, 2025

Subject: Office of Racial Equity and Social Justice Updates

Submitted For: Equity Committee

Department: Office of Racial Equity and Social Justice

Referral No:

Referral Name: Office of Racial Equity and Social Justice Updates

Presenter: Office of Racial Equity and Social Justice

Contact: admin@oresj.cccounty.us <<mailto:admin@oresj.cccounty.us>>

Referral History:

The ORESJ presents monthly updates to the Equity Committee on various initiatives.

Referral Update:

ORESJ will provide updates on various initiatives.

Recommendation(s)/Next Step(s):

RECEIVE updates from the Co-Directors of the Office of Racial Equity and Social Justice and PROVIDE direction on next steps.

Fiscal Impact (if any):

None