



CONTRA COSTA COUNTY

AGENDA

African American Holistic Wellness Hub Feasibility Study Steering Committee

Monday, February 10, 2025 **5:30 PM** **1026 Escobar St, Room 238, Martinez |**
1800 Woodland Drive, Antioch |
260 Broadway, Richmond |
323 Brookside Drive, Richmond |
Zoom:
<https://cccounty-us.zoom.us/j/851608125>
88 | Call In: (214) 765-0478 Access code:
544753

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

Roll Call and Introductions

1. RECEIVE and APPROVE Record of Action for the December 9, 2024 and January 13, 2025 meetings of the Steering Committee for the African American Holistic Wellness and Resource Hub Feasibility Study, with any necessary corrections. [25-459](#)
Attachments: [AAHWRH Steering Committee Record of Action 12.9.24 \(draft\)](#)
[AAHWRH Steering Committee Record of Action 1.13.25 \(draft\)](#)
2. RECEIVE update on the Board of Supervisor's approval of the grant recipients of the \$1M Measure X fund allocation to augment existing African American Wellness Services. [25-460](#)
Attachments: [Timeline and Selection process](#)
[Descriptions of Funded Projects](#)
3. RECEIVE update on the African American Wellness Hub implementation phases, site considerations and engagement strategies, and DISCUSS the planning and next steps for the feasibility study. [25-461](#)
Attachments: [February 10th AAHWRH Feasibility Study Presentation](#)

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

The next meeting is currently scheduled for March 10, 2025.

Adjourn

The Committee will provide reasonable accommodations for persons with disabilities planning to attend the Committee 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 1026 Escobar Street, 2B Martinez, during normal business hours. Staff reports related to items on the agenda are also accessible online at www.contracosta.ca.gov. If the Zoom connection malfunctions for any reason, the meeting may be paused while a fix is attempted. If the connection is not reestablished, the committee will continue the meeting in person without remote access. Public comment may be submitted via electronic mail on agenda items at least one full work day prior to the published meeting time.

For Additional Information Contact:

Kendra Carr, kendra.carr@oresj.cccounty.us

Peter Kim, peter.kim@oresj.cccounty.us



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-459

Agenda Date: 2/10/2025

Agenda #: 1.

Advisory Board: African American Holistic Wellness Hub Feasibility Study Steering Committee

Subject: Record of Action

Presenter: Peter Kim

Contact: Peter Kim, peter.kim@oresj.cccounty.us <<mailto:peter.kim@oresj.cccounty.us>>

Information:

County Ordinance requires that each County body keep a record of its meetings. Though the record need not be verbatim, it must accurately reflect the agenda and the decisions made in the meetings.

Referral History and Update:

Attached for the Committee's consideration is the draft Record of Action for its December 9, 2024 and January 13, 2025 meetings.

Recommendation(s)/Next Step(s):

Review and provide any edits/corrections, if necessary, before approval.

African American Holistic Wellness and Resource Hub (AAHWRH) Steering Committee
Record of Action for Monday, December 9, 2024

Attendance:

Steering Committee Members:

- In-person (CAO Building, Martinez): **Phil Arnold; Vanessa Blum; Mark McGowan; Patt Young; Jacqueline Smith**
- In-person (Black Parent Resource Center, Richmond): **Zelon Harrison; Sheryl Lane**
- In-person (Urban Tilth, Richmond): **N/A**
- In-person (Genesis Church, Antioch): **Desirae Herron; Ashley Green; Rohanna Moore**
- Online: **Taylor Sims**
- Absent: **Chinue Fields; Alfonzo Edwards**

County Staff:

- In-person: **Kendra Carr and Peter Kim, Co-Directors, Office of Racial Equity and Social Justice (ORESJ)**
- Online: **Jill Ray, BoS District 2 Representative; Alejandra Sanchez, BoS District 4 Representative; Rhonda Smith, Health Department.**

Public Attendees:

- In-person: **Kerby Lynch (Ceres Policy Research)**
- Online: **Ryan Drake Lee (Ceres Policy Research); Tonia Lediju (Ceres Policy Research); Randi Dean (Ceres Policy Research); Shantell Owens; Gigi Crowder; Wanda Johnson; Jeralynn Brown-Blueford; Jamie; Liliana Gonzalez; Stephanie Taddeo; Desiree Rushing; Damon Owens; Jamie.**

1. Roll Call and Introductions

(Staff announced that meeting would begin once a quorum of members were in attendance.)

Staff convened meeting at 5:38 PM, took a roll call attendance, and welcomed those in attendance. Staff reviewed the meeting agenda.

2. RECEIVE and APPROVE Record of Action for November 18, 2024 meeting of the Steering Committee for the African American Holistic Wellness and Resource Hub Feasibility Study, with any necessary corrections.

Public Comment:

None.

Vanessa Blum made the motion to receive and approve the Record of Action. Zelon Harrison seconded the motion.

Conducted roll call vote to receive. 9 members voted yes (all present at time of vote). Item passed.

3. RECEIVE update on the survey and listening session insights and DISCUSS the planning and next steps for the feasibility study.

Dr. Kerby Lynch of Ceres Policy Research, accompanied by Ryan Drake-Lee, Dr. Tonia Lediju, and Randi Dean, provided summary of the high-level findings and themes gleaned from listening sessions and preliminary recommendations of services and phased roll-out, as informed by community input. Also offered a summary of their analysis on potential site location and offered a preliminary recommendation of best site options based on site availability and identified funding. (See attached PPT slide deck for details).

Highlights from the presentation are below:

Overview of Community Engagement Themes and Findings:

- *Partnered with multiple community organizations to host over 15 in-depth listening sessions (60-90 min each), both in-person and virtual.*
- *Organized sessions along target populations: justice-involved, Black women, Black men, Black elders, parents/families of 0-5 years old children*
- *Countywide community survey: 4,074 participants*
 - *Reinforced insights from listening sessions*
- *How we deliver services to community and where we deliver services*
- *Will do Community Cafes by districts in late January through February*
- *See slide deck for statistical breakdown of respondents by:*
 - *Supervisorial district*
 - *Demographics (target population, age, gender, income)*
 - *Barriers to accessing services*
 - *Exposure to violence*
 - *Services desired*
 - *Challenges to wellness*
 - *Site location preference*
 - *Desired future improvements*

Partner Engagement strategy:

- *Community Data-Driven Approach*
 - *Data will determine the kinds of services and the kinds of providers who deliver those services*
- *Creating Partnership Criteria*
- *Formalizing Agreements*
- *Next Steps:*
 - *Outreach to key health/service providers to explore partnerships*
 - *Engage EHSD to assess County services/programs and opportunities to partner around culturally-relevant, culturally-competent service provision*

Community-Driven Service Recommendations:

- *Provided listening session/survey respondent feedback/quotes, as they related to the 5 priority service categories determined by Steering Committee:*
 - *Behavioral Health*
 - *Food and/or Housing Insecurity*
 - *Maternal and Infant Health*
 - *Youth Development*
 - *Community Healing*

Phased Wellness Hub Model

- *Phase 1: Immediate Access (year 1)*
 - *Re-purpose existing community-based spaces (i.e. CBO's, churches, County sites)*
 - *Mobile units*
- *Phase 2: Transition to Permanent Hub (year 2)*
 - *Identify County-owned site (i.e. Antioch Sheriff's Building and Veteran's Halls) to refurbish and partner with existing service providers to continue during transition*
- *Phase 3: Full Implementation (year 3)*
 - *Establish fully operational hub with full range of comprehensive and holistic support services*

Other Models:

- *Offered examples of Axis Community Health, La Clinica de la Raza, Lifelong Medical Care*
- *Lessons learned: scalable strategies; culturally competent service delivery; community-led planning for sustainability*

Location Analysis and Recommendations

- *Considered the following when assessing site feasibility:*
 - *Accessibility for underserved populations*
 - *Immediate usability or renovation requirements*
 - *Alignment with phased hub goals*
- *Conclusions and Recommendations:*
 - *Category A: County-owned, turn-key ready*
 - *Sheriff Building (4559 Delta Fair Blvd, Antioch)*
 - *Category B: Existing Structure, renovation required*
 - *Veterans Halls (Antioch, Brentwood, Pittsburg)*
 - *Category C: Undeveloped/greenfield land, new construction required*
 - *Pacheco Community Center (5800 Pacheco Blvd, Pacheco/Antioch, and adjacent land)*
 - *Adjacent land to Head Start complex (1203 W. 10th Street, Antioch)*
- *Dr Lynch invited group to attend next week's Dec 16 Equity Committee meeting for a more complete presentation on site selection.*

Questions/comments from Steering Committee:

- *Phil Arnold: 1.3% of respondents being elders is disappointing; during COVID, community ambassadors were equipped with iPads to engage elderly members, establishing trust in regard to vaccinations; why not do something similar?*
- *Zelon Harrison: Agreed, we need to do better with engaging elders; also need to create a pathway for young people to be involved, as a preventative approach*
- *Sheryl Lane: Would like to see a more detailed breakdown of cities/communities within cities; also feel like 12% being 45-54 years old is small and more can be done to outreach to them*
 - *Dr. Kerby Lynch: January/February is going to be a time for community cafes where we will need to target specific populations that were missed, like elders, youth, and 45-54 y/o.*
- *Mark McGowan: Was there more nuanced conversation around the limited availability of specific services? On that note, what is a “community healing circle”?*
 - *Dr. Kerby Lynch: Our final report will include more nuanced qualitative data gathered from listening sessions.*
- *Patt Young: Suggest you reach out to Pittsburg senior center and senior housing for the Jan-Feb community cafes.*
- *Zelon Harrison: Will the data produced be broken down by region or area?*
 - *Dr. Kerby Lynch: We will code and disaggregate the data by Supervisorial District for targeted discussion at the community cafes. If you would like to have it broken down by a specific city, please let me know as soon as possible and I will see if we can.*
- *Phil Arnold: Will we see the list of organizations that you have spoken to?*
 - *Dr. Kerby Lynch: Yes, we can provide that list; we will provide a draft report in January, and then a final full draft in March.*
- *Desiree Herron: Want to clarify to the group for sake of time that we are not receiving the micro-level data tonight, and that it is necessary to move through this more high-level presentation this evening*
- *Vanessa Blum: In regard to the phased approach, is there room to implement a decentralized model while also still having a centralized location? And what is the potential of raising more funding beyond the \$7.5M?*
 - *Dr. Kerby Lynch: Yes, a hybrid approach is ideal, both centralized and decentralized, and also with the needs of the community will determine what is best; in terms of funds, we are working with what is available currently and assessing what’s available within those limitations*
 - *Ryan Drake Lee: Yes, we are assessing how to distribute the \$7.5M among start-up programming in phase 1, and then operations and potential remodel/renovations*
- *Zelon Harrison: Can we get a sense of how much add’l investment is needed beyond the \$7.5M to fully establish the hub, similar to how City of Berkeley increased their initial investment? The \$7.5M has always been intended for one-year start-up costs.*

- *Mark McGowan: How are we able to inform or influence which partners will be brought into the hub? And how will we determine how the money will be distributed? Who makes those decisions?*
 - *Ryan Drake Lee: It depends on what building is selected, what that facility will require; a lot of variables that cannot be foreseen.*
- *Phil Arnold: I object to a Sheriff Office if it means being co-located, similarly I object to use of Veteran's facilities (which I believe are not County-owned); not sure if those are appropriate given their history of excluding Black communities and the triggering nature of the history surrounding those buildings*
 - *Ryan Drake Lee: will provide a link to a map to the sites considered based on what was provided by CAO; also took an agnostic, more pragmatic, logistical approach to assessing the sites, considering things like transportation access, purchase and up front costs, need for renovation, etc.*
- *Patt Young: In Pittsburg, they took back the lease from a Sheriff's Office and turned it into a (youth services space?) and it has not been problematic, from what I know.*
- *Vanessa Blum: I would love to reclaim a space and redefine its purpose and legacy.*
- *Desiree Herron: I agree, it's important to reclaim spaces that once caused harm; also, our role as steering committee members is not exclusive in this room and in these meetings, we need to continue to be involved and attend Equity Committee and BOS meetings.*

Public comment:

Gigi Crowder: I personally would not want to go into a space where Black pain and trauma has occurred, it's incredibly triggering, especially when we have spaces of healing and worship that are available. I was also personally involved in the advocacy for this \$1M and then \$7.5M, and while it is not enough, it is possible if we leverage the churches and community spaces that currently exist. NAMI's budget is less than \$1M, and we are able to reach across the county; the survey did not include any questions about the structural racism that created the conditions of our trauma.

Jeralynn Brown Blueford: I am confused; when the Hub was first uplifted, there were already names and populations and purpose identified; elders have been left out, people that were affected by the Antioch Police text messages were left out; we aren't we moving ahead with the original plan, I think there needs to be more than what we are hearing.

Shantell Owens: the phased proposal of 3 years is concerning; I agree that there are faith centers that currently exist that can help with the services in the immediate sense; I am concerned how we don't have the seniors' voices; I believe our community has what we need now to begin the work.

- *Vanessa Blum: This is a space that needs to address the needs of everyone, and not everyone in the Black community feels safe in a church.*
 - *Patt Young and Zelon Harrison shared agreement.*

- *Kerby: 21% of the survey respondents said they preferred a worship site, so we did not prioritize. But if there is data that you all can offer to substantiate a deeper dive into churches, please let us know as soon as possible. We can only research what we know there is substantive data that speaks to the realistic feasibility of a potential site.*

Desiree Rushing: In my daily experiences helping unhoused people in my community, feeding and supporting folks, there has never been a problem with a church being where people congregate, feel safe, or receive services; this is not where we will preach to them, it will be a resources center. It will be a place where our community can have conversations and receive wisdom.

- *Kerby: There are other factors involved with religious institutions, such as zoning, gov't funding for religious organizations, that limits what is possible. Please email me with your suggestions and data, we need all input.*
- *Desiree Herron: This is not a new concept, not about politics, optics, or individual organizations; this is about our community and people dying.*
- *Sheryl Lane: We appreciate the 40 Voices group for all the advocacy, but we also want to honor the 4,000+ survey respondents' voices; if we dismiss and ignore their voices, then others, including decision makers, will ignore them too.*
- *Ashley Green: It seems like people have forgotten why we are here, and it is not important to me anymore who started this work first. The end goal is what we should be focused on. At the end of the day, numbers don't lie. Men's voices were the highest percentage of those polled.*
- *Staff: We request that people come to this process with respect and curiosity, and not accusations. The BOS determined that a feasibility study was necessary for a Hub to happen, so we formerly request that people refrain from accusations or attacks against the Ceres Policy Research team who have been contracted by the County to conduct the study.*

Wanda Johnson: I believe that everyone coming to this space is coming with the people and community in mind, and we need to all hear each person that is expressing this in their own way, without taking it as a cry for wanting their own way. We each have different personalities, and even if we do not like how someone says something, we need to remember that so many of us say we are coming as children of God, and we need to come with love. It will be important that the entire Black community deems the Hub as a safe space, and we need to listen to the people on this call who have been advocating for this work for years; using a Sheriff's office will not feel safe to many people.

Mark McGowan made motion to accept the update and move the item. Patt Young seconded the motion. Conducted roll call vote to receive. 10 (all present at time of vote) voted yes. Item passed.

4. Public Comment

None.

5. DETERMINE the date, time, and location of future meetings

The next meeting is currently scheduled for January 13, 2025 from 5:30-7:00 PM.

The meeting will take place at County Administration Building at 1026 Escobar Street, 2nd Floor, Martinez, CA 94553. Additional locations to be confirmed when agenda is posted.

6. Adjourn

Phil Arnold: Nikki Giovanni passed today and is now among our ancestors, and I went to school with her. I would like to remember her on this day.

- Staff: We will adjourn in the memory of Nikki Giovanni.*

Mark McGowan made motion to adjourn. Patt Young seconded the motion.

Conducted roll call vote to adjourn. 10 voted yes (all present at time of vote).

Meeting adjourned at 7:40 PM.

Blue is new

African American Holistic Wellness and Resource Hub (AAHWRH) Steering Committee

Record of Action for Monday, January 13, 2025

Attendance:

Steering Committee Members:

- In-person (CAO Building, Martinez): Vanessa Blum; Patt Young; Jacqueline Smith
- In-person (Black Parent Resource Center, Richmond): Sheryl Lane
- In-person (Urban Tilth, Richmond): Chinue Fields
- In-person (Genesis Church, Antioch): Ashley Green
- Online: Taylor Sims, Desirae Herron; Zelon Harrison (unable to vote)
- Absent: Alfonzo Edwards, Phil Arnold; Mark McGowan; Rohanna Moore

County Staff:

- In-person: Kendra Carr and Peter Kim, Co-Directors, Office of Racial Equity and Social Justice (ORESJ)
- Online: Jill Ray, BoS District 2 Representative; Tiffany Bell, Senior Health Education Specialist, Public Health, CC Health Services; Rhonda Smith, Office of the Director, Health Department.

Public Attendees:

- In-person: Kerby Lynch (Ceres Policy Research)
- Online: Ryan Drake Lee (Ceres Policy Research); Randi Dean (Ceres Policy Research); Traci Henderson, Devin Murphy; Carolyn Bradford; Kimi Barnes; Rena Moore; DeeAnna Granata; Liliana Gonzalez; Alisha Semplar; Le'Victoria Thomas; ; Jeniece Franklin; Michelle Hayes; Ricardo Baires; Stephanie Taddeo; Shantell Owens; Teki Flow; Tumani Drew; Leslie May

1. Roll Call and Introductions

(Staff announced that meeting would begin once a quorum of members were in attendance.)

Staff convened meeting at 5:42 PM, took a roll call attendance, and welcomed those in attendance. With 6 members in attendance, unable to achieve quorum. Staff reviewed the meeting agenda.

2. RECEIVE and APPROVE Record of Action for December 9, 2024 meeting of the Steering Committee for the African American Holistic Wellness and Resource Hub Feasibility Study, with any necessary corrections.

Public Comment:

N/A

Unable to vote due to lack of quorum.

3. **RECEIVE update on the African American Wellness Hub implementation phases, site considerations and engagement strategies, and DISCUSS the planning and next steps for the feasibility study.**

Dr. Kerby Lynch of Ceres Policy Research, offered an updated summary of their analysis on potential site location and offered a preliminary recommendation of best site options based on site availability and identified funding. (See attached PPT slide deck for details). Also invited conversation and questions from the Steering Committee.

Encouraged people to email her with questions or suggestions: klynch@cerespolicyresearch.com by January 20.

Highlights from the presentation are below:

Ceres presented update to Equity Committee last month.

Typically, similar efforts start with an identified location; we started with community intention and needs, and then researching potential sites.

Black people comprise 8% of CCC. Showed racial disparities in home ownership, college degree attainment, lack of vehicle access, living in disadvantaged communities.

Seeking affirmation or concerns from the Steering Committee on the proposal of a phased approach, with a goal of achieving consensus.

Phased Wellness Hub Model

- *Phase 1: Immediate Access (year 1)*
 - *Objectives:*
 - *Deploy temporary service locations (faith-based venues, libraries, pop-ups)*
 - *Remove barriers such as transportation and cost*
 - *Key Strategies:*
 - *Mobile units for mental health, maternal care, and food distribution*
 - *Pop-up events in underserved neighborhoods*
 - *Outcomes:*
 - *Increased engagement*
 - *Improved health access metrics*
- *Phase 2: Transition to Permanent Hub (year 2)*
 - *Development Goals:*
 - *Secure site in East County; Potential site is 1650 Cavello Road (current EHSD facility); potentially available in 2028; 24,000 sq ft, existing computer lab, parking lot, security*
 - *Continue and grow mobile services that expand programs for maternal health, youth mentorship and economic empowerment*

- *Community Engagement:*
 - *Trauma-informed spaces*
 - *Regular feedback loops*
- *Expected Outcomes:*
 - *Economic stability and extended service hours*
 - *Increased visibility*
- *Phase 3: Full Operationalization (year 3)*
 - *Establish fully operational hub with full range of comprehensive and holistic support services*
- *Comprehensive Services:*
 - *Behavioral and physical health clinics*
 - *Economic empowerment programs*
 - *Cultural wellness initiatives*
- *Sustainability Goals:*
 - *Develop satellite hubs in high-need areas*
 - *Secure scalable funding streams*

Majority of survey respondents indicated a desire for a decentralized location. This model reflects the interests and needs of over 4000 respondents. It will be important to have a model that is scalable to expand service provision to other parts of CCC.

Questions/comments from Steering Committee:

Vanessa Blum: What options are available when it comes to a County-owned property in terms of lease arrangement, staffing, contracting?

- *Dr Lynch: possible that County structures a master lease arrangement with a community-based service provider, can contract with service providers, can have County depts and/or private and public health providers deliver services, etc.*

Chinue Fields: Who is ultimately responsible and accountable for moving this project forward?

- *Dr. Lynch: County will be the facility owner, master tenant, property manager, and executive director.*
- *Ryan Drake-Lee: ORESJ can potentially be the dept charged with responsibilities of property manager, or another County dept; an Executive Director would need to be hired, or potentially a service provider is contracted to oversee operations and implementation.*

Sheryl Lane: Can we look at a community-owned land trust model?

- *Ryan Drake-Lee: We are starting first with facilities that are owned by County and it will be up to decisionmakers on what future ownership structure will look like.*

Vanessa Blum: What kind of fund development or revenue generation model will be put in place to sustain this beyond the \$7.5M?

- *Ryan Drake-Lee: There could be rent-generated and/or health insurance reimbursements; would also recommend that County allocate part of its annual baseline funding; exploring interest from UCSF, Kaiser, community clinic organizations (Life Long, La Clinica), public health corporations, and philanthropy.*

Zelon Harrison: Would like to remind the group of the importance to continue to look at the broader need across the County beyond east county.

District Community Town Halls (or Community Cafes) will take place:

District 1 – CoBiz, Richmond, 2/5, 6-8 PM

*District 2 – *Family Justice Center, Danville, 2/3, 6-8 PM*

District 3 – Virtual, 2/11, 6-730 PM; Delta Bay Church, Antioch, 2/12, 6-8 PM

District 4 – Community Youth Center, Concord, 2/6, 6-8 PM

*District 5 – Genesis Church, Antioch, 2/13, 7-830 PM; *First Baptist Church, Pittsburg, 3/12, 6-8 PM*

**(logistics details added after this steering committee meeting occurred)*

Goal is raise awareness, solicit feedback on the proposal, nurture interest and involvement

Looking at examples/models: Harlem Children’s Zone; Sunnysdale Hope SF, Berkeley African American Wellness Resource Hub

4. Public Comment

Devin Murphy (Pinole Councilmember and former Mayor): Presentation was inspiring, reviewing the economic model and appreciate the fast pace in which this is moving; local govt in CA have investment trust models (public investment trusts, special purpose trusts, community facilities district trusts), which is scalable and can potentially grow the initial investment.

Jill Ray: date and time for District 2 community café came through during holidays; Supervisor Anderson is concerned about a virtual meeting in middle of the day (1:00 PM), and wants to increase potential for more participation.

- *Dr. Lynch: scheduler is who gave me the date and time, and said Sup was not taking evening meetings. District 2 is definitely a priority as many respondents indicated needs and violence experienced. I will call you to coordinate.*

Leslie May: The hub will be located in a single location in East County, yes? And then we will talk about opening up other hubs in other areas of the County? And when will the hub be open? I’ve also heard from people in certain areas like Alamo and Danville that they don’t have mental health issues so why would the County devote any resources outside of East County and Richmond?

- *Dr. Lynch: Yes, the first initial hub is proposed to be in Antioch. We will suggest that the County look at other County-owned spaces throughout the County to offer services. The recommended facility for first hub will be available for move-in in 2028, but the County*

can consider interim, temporary facilities until then. Regarding needs, our survey respondents have expressed needs in each and all districts, though granted it looks different from district to district.

Unable to vote due to lack of quorum.

5. DETERMINE the date, time, and location of future meetings

The next meeting is currently scheduled for February 10, 2025 from 5:30-7:00 PM.

The meeting will take place at County Administration Building at 1026 Escobar Street, 2nd Floor, Martinez, CA 94553. Additional locations to be confirmed when agenda is posted.

6. Adjourn

Staff adjourned the meeting at 7:02 PM.



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-460

Agenda Date: 2/10/2025

Agenda #: 2.

Advisory Board: African American Holistic Wellness Hub Feasibility Study Steering Committee
Subject: Grant Award Recipients for the \$1M Measure X Allocation for African American Wellness Services
Presenter: Kendra Carr
Contact: Kendra Carr, kendra.carr@oresj.cccounty.us <<mailto:kendra.carr@oresj.cccounty.us>>

Information:

On December 12, 2023, the Board of Supervisors allocated \$1,000,000 of Measure X funds augment existing African American Wellness Services. The ORESJ was tasked with developing a plan to administer the funds. Over several months (February to October 2024), ORESJ presented progress updates at Equity Committee meetings regarding the proposed plan to administer and distribute the funds, and select the grant award recipients.

The first step of the plan included selecting and entering into contract with a local community foundation with extensive experience supporting Black-led and Black serving organizations to administer contracting, program monitoring, and fund distribution with County-approved community-based service organizations to deliver services to increase holistic wellness in African American communities in Contra Costa County. A Request For Qualifications (RFQ) was first released in June 2024, which received no applications. A second, abbreviated RFQ was released on September 11, 2024 and closed on October 4, 2024; five applications were submitted. A five-member review committee reviewed all applications and recommended East Bay Community Foundation as the most qualified applicant. The anticipated cost of these services is \$120,000, leaving \$880,000 available to allocate towards grants to service providers. At the October 21, 2024 meeting, the Equity Committee received the recommendation and forwarded it to the Board of Supervisors. The Board of Supervisors approved East Bay Community Foundation's participation as the administer of grant funds at their January 14, 2025 meeting.

The second step of the plan was to implement a competitive solicitation process to select qualified community-based service organizations to deliver services and programs to increase holistic wellness in African American communities in the following five (5) priority service/program categories: Behavioral health supports; Food and/or housing insecurity services; Maternal and infant health services; Youth development support services, and; Community healing supports, particularly from trauma due to police violence. The awards were allocated to augment and/or expand existing services or programs by increasing capacity (e.g. serve more participants, host additional events, extend program periods). The Board of Supervisors indicated that while applications for funds were to be accepted for all of Contra Costa County, programs and initiatives serving East County's most impacted communities should be prioritized. A Request For Proposals (RFP) was first released on September 26, 2024 and closed on October 31, 2024 with 53 applications received; ORESJ was tasked to coordinate and lead a participatory review process and present grant award recommendations to the Equity Committee, with final approvals to be made by the full Board of Supervisors.

The following is a summary of the ORESJ's participatory review and recommendation process that began

November 1, 2024 to select the best qualified applicants to provide services to increase and expand African American holistic wellness:

A total of fifty-three (53) proposals were submitted on time by the October 31, 2024 due date. The number of applicants per priority funding category are as follows:

- Behavioral health supports - 9
- Food and/or housing insecurity services - 8
- Maternal and infant health services - 5
- Youth development support services - 23
- Community healing supports - 8

ORESJ recruited and convened seven review panels composed of 20 participatory review panel members. All reviewers are Black community members who live and/or work throughout Contra Costa County, and possess subject-matter expertise and both professional and personal experience as educators, social service providers, mental health practitioners, maternal/infant health practitioners, violence prevention specialists, administrators, trainers, and consultants. Six (6) are County staff, six (6) work for local school districts, three (3) are formerly incarcerated, at least one (10 is formerly in foster care, and an even 50% split between men and women.

Between November 1 - November 12, 2024, participatory review panel members independently reviewed the proposals using the scoring rubric provided in the original RFP and submitted their respective scores for each proposal. Between November 13 - November 15, 2024, the seven participatory review panels each met, respectively, and shared their scores, deliberated collectively on their assessments of the proposals, and ranked applicants. Between November 16 and November 25, 2024, the Youth Development review process was extended to allow for a second review of the top-ranked applications to ensure a fair and robust review process that honored the large and competitive field of applicants.

On December 16, 2024, ORESJ presented the Equity Committee with the final grant award recommendations from the participatory grant review panel. The Equity Committee received those recommendations and directed the ORESJ to forward the recommendations to the full Board of Supervisors for their review and approval.

Referral History and Update:

The Board of Supervisors approved fourteen grant awards for service provider organizations on January 14, 2025.

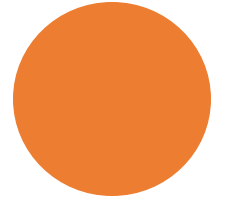
Recommendation(s)/Next Step(s):

RECEIVE and DISCUSS update.

Office of Racial Equity and Social Justice

African American Holistic Wellness and Resource Hub Steering Committee

February 10, 2025



\$1M for African American Wellness Services

October 31, 2024 | Request for Proposals (RFP) for African American wellness services closes. Total of 53 applications received in the following five priority service categories:

- Behavioral health supports - 9
- Food and/or housing insecurity services - 8
- Maternal and infant health services - 5
- Community healing supports - 8
- Youth development support services - 23

ORESJ convened 7 review panels with 20 participatory review panel members

- Black community members who live and/or work in Contra Costa County
- Education, social services, mental health, maternal/infant health, violence prevention, training, and consulting.
- Six (6) are County staff, six (6) work for local school districts, three (3) are formerly incarcerated, at least one (1) is formerly in foster care, and an even 50% split between men and women.

November 1 – 12, 2024 | Participatory review panel members independently reviewed and submitted their respective scores for each proposal.

November 13 - November 15, 2024 | Seven participatory review panels met, respectively, and deliberated collectively on their assessments of the proposals, and ranked applicants.

November 16 – November 25, 2024 | Youth Development review process extended to allow for a second review of the top-ranked applications to ensure a fair and robust review process that honors the large and competitive field of applicants.



Timeline

December 16, 2024 | Equity Committee receives recommendations

January 2025 | Board of Supervisors approves grant recommendation

February 2025 | Finalizing contract with East Bay Community Foundation, BOS-approved community foundation

February - August 2025 | Establish and orient cohort of African American service providers; service providers meet with East Bay Community Foundation to finalize scope of work; submit mid-cycle progress and impact report

March 2026 | Providers submit final progress and impact report

April 2026 | ORESJ & EBCF present collective wellness outcomes / final impact report to the Board of Supervisors



ORESJ's Grant Award Recommendations for the \$1M Measure X Allocation for African American Wellness Services

Priority Service Category	Applicant	Amount Requested	Amount Recommended	Cities Served	Project Description
Maternal/Infant Health	Breast Friends Lactation and Support Services	\$100,000	\$100,000	Richmond, San Pablo, Pittsburg, Antioch	In the past, Contra Costa County has lacked access to African American lactation support. This project will bridge the gap in lactation care for African American pregnant and breastfeeding moms and families, prioritizing breastfeeding education, offering peer support, and addressing health disparities that most impact African American families.
	Black Girls Mental Health Collective Foundation	\$176,000	\$76,000	Richmond, San Pablo, Pittsburg, Antioch, Bay Point	A culturally responsive, trauma-informed program providing perinatal mental health support, maternal health provider training, and community engagement for African American mothers in Contra Costa County to improve mental wellness and reduce health disparities.
Behavioral Health	Healing Spot Counseling Center Inc.	\$176,000	\$76,000	Antioch, Brentwood, Oakley, Discovery Bay, Pittsburg, Bay Point	Healing Spot Counseling Center Inc. provides culturally responsive mental health services for African American residents who face barriers accessing community support services. The comprehensive approach includes crisis stabilization, individual counseling, and group therapy, delivered by licensed clinicians of color who understand community trauma and needs.
	Equity for Black Women and Girls	\$176,000	\$50,000	Richmond, San Pablo, Hercules, Pittsburg, Antioch, Bay Point	Sister Circles create safe spaces for Black women and girls to connect, share their experiences, and network. They address critical issues such as domestic violence and mental wellness, while fostering support, growth and community. These circles empower participants to heal and face challenges with resilience.
	NAMI Contra Costa	\$176,000	\$50,000	Antioch	The "I'm a Winner!" Program is designed to improve outcomes for African American youth, utilizing a holistic, faith-based, affirmative strategy. Through partnerships with schools and faith centers to address disparities and eliminate the school-to-prison pipeline, the program acknowledges the harm experienced by students and their families and offers empowering tools in a safe environment.
Food/Housing Insecurity	Grace Arms of Antioch	\$100,000	\$76,000	Antioch, Brentwood, Oakley, Pittsburg, Concord	Grace Closet, Pantry and Grace House provide essential services to individuals and families facing financial challenges, homelessness or food insecurity. These programs offer free food, clothing, and a supportive environment for those who are unemployed, underemployed or reliant on government assistance. Grace Closet serves the community bi-weekly, ensuring individuals not only receive basic necessities but also experience dignity and encouragement in difficult times.
	Genesis Church	\$176,000	\$50,000	Antioch	Genesis Grocery Share Program/Elevate provides fresh produce and groceries the under-resourced residents of Antioch. Groceries are distributed on site every Saturday and are delivered to the elderly on Fridays.
	The Black Neighborhood	\$174,000	\$50,000	Cities in East and West County	The Black Neighborhood's Holistic Wellness and Food Security Initiative provides food distribution, trauma-informed healing workshops, and a community conference aimed at enhancing wellness, security, and recovery within African American communities, particularly those impacted by systemic violence and food insecurity in both East and West Contra Costa County.
Community Healing	Healthy Hearts	\$110,999	\$76,000	Pittsburg	The Healthy Hearts Community Healing and Resilience project will provide support for community healing from police trauma and poverty within the El Pueblo housing development, a historically black underserved community.
	Centered Care Wellness	\$152,971	\$50,000	Antioch	Transforming Chronic Care Management for Veterans through Telehealth Innovation - Providing veterans with accessible, personalized telehealth services to manage chronic health conditions and improve overall well-being.
	Miles Hall Foundation	\$100,000	\$50,000	Countywide	Miles of Connections, Healing and Belonging Community Outreach Services is a community-building initiative to engage Black residents across Contra Costa County. Leveraging their trusted relationships, The Miles Hall Foundation will foster participation, belonging and healing by promoting all of the African American Wellness Hub's critical services and ensuring the community knows how to access and benefit from them.

Youth Development	1Hundred Years Project	\$176,000	\$76,000	Cities in East County	1 Hundred Years Enterprise is a credible messenger-led program to support positive youth development among justice-involved African American youth in Contra Costa County. Mentors with lived experience will provide intensive support for 28 youth and their families.
	Genesis Church	\$176,000	\$50,000	Antioch	Peer to Peer Youth Trauma Healing Groups address complex trauma inflicted upon African American youth in small healing groups. These facilitated groups provide a safe space of transparency without judgement.
	Improve Your Tomorrow	\$176,000	\$50,000	Brentwood, Pittsburg	Pathways to Success at Liberty and Black Diamond High Schools will deliver culturally responsive mentorship and social emotional learning to empower young Black men. This program fuses academic support, emotional wellness resources, and career guidance to address systemic challenges and build pathways to educational and personal success.



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-461

Agenda Date: 2/10/2025

Agenda #: 3.

*February 10th
AAHWRH Feasibility Study
Steering Committee Meeting*

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Welcome & Purpose of the Meeting

- ◆ **Board of Supervisors (BOS) Presentation** – Gather high-level feedback on the phased approach.
- ◆ **Align with Steering Committee Feedback** – Ensure key insights are incorporated into the final report.
- ◆ **Refine for Equity & Community Needs** – Address last-minute adjustments to uphold equity goals.



Recap of January 13th Meeting



- ◆ **Service Model & Core Goals** – Cultural competence, integrated services, equity-driven approach, and sustainability.
- ◆ **Immediate Access Strategies** – Pop-ups, mobile units, and expanded community engagement.
- ◆ **Site Selection Update** – Progress on securing county assets.
- ◆ **Key Success Metrics** – Health outcomes, community impact, and long-term sustainability.



Community Insights from Town Halls & Stakeholder Interviews



◆ **Consensus Building** – Key takeaways from D1, D2, and D4 town halls.

◆ **Upcoming Town Halls:**

 **District 3 Virtual Event** – Feb. 11, 6:00–7:30 PM  [Join via Zoom](#)

 **Lift Up Contra Costa Café** – Feb. 12, 6:00–8:00 PM  Delta Bay Community Church

 **District 5 Town Hall** – Feb. 13, 7:00–8:30 PM  Genesis Church

 **Special Virtual Community Café** – Feb. 19, 6:00–8:00 PM  [Register Here](#)

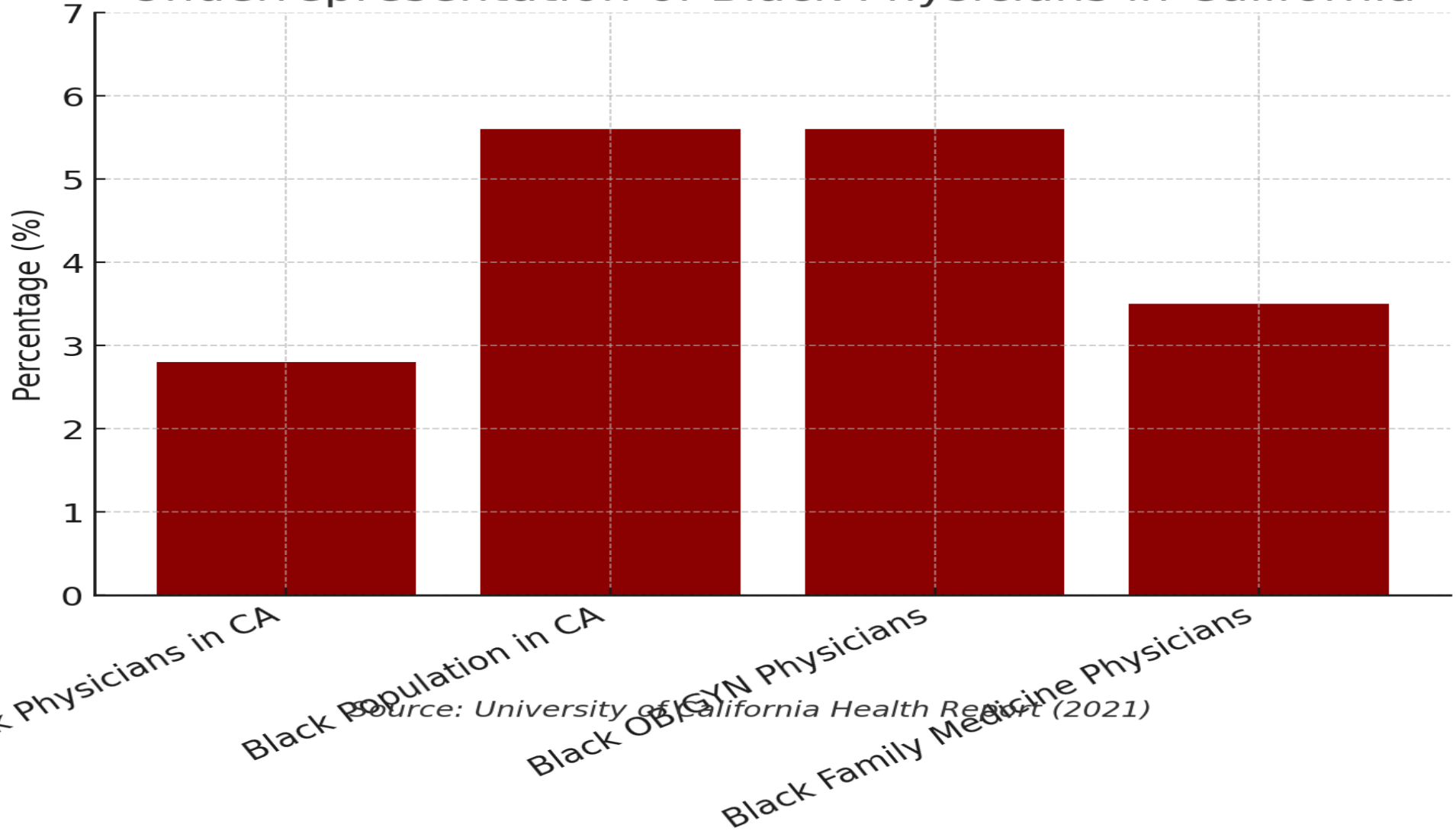
◆ **Key Stakeholder Interviews** – Insights from leaders in:

✓ **Healthcare & Mental Health** – UCSF Psychiatry, Women’s Cancer Resource Center, NAMI Contra Costa

✓ **Faith & Community-Based Orgs** – GENESIS Church, ROOTS Community Health Clinic, NAACP East County

✓ **Black Family & Youth Support** – Black Infant Health, PAAACT, People Who Care Children Association

Underrepresentation of Black Physicians in California



Source: University of California Health Report (2021)

Vision of the Hub

- The African American Holistic Wellness & Resource Hub will be a culturally grounded, trauma-informed space that offers essential services, fosters community belonging, and creates pathways to wellness and stability.



The Phased Approach to the Hub



Phase 1: Immediate Action – Mobile & Distributed Services

- **Mobile wellness units, pop-up clinics, and street teams** deployed to high-need areas.
- **Health screenings and urgent care for unhoused and elderly populations.**
- **Career and resource navigation teams** to connect residents with existing services.
- **Partnerships with local community organizations** to provide immediate wellness support (e.g. expansion of the most recent AAHWRH RFP process).
- **Focus on increasing Black service utilization rates** to demonstrate county impact.

Essential Staffing for Mobile Wellness Units & Street Teams

- ✓ **Executive Director** – Provides leadership, strategic planning, and oversight.
- ✓ **Medical Professionals (Existing County Providers)** – Deliver health screenings, urgent care, and specialized services.
- ✓ **Community Navigators** – Connect residents to essential resources and support systems.
- ✓ **Outreach Specialists** – Build trust, increase service utilization, and engage with the community.
- ✓ **Case Managers** – Ensure follow-up care and long-term service coordination.
- ✓ **County-Based Service Integration Teams** – Work across agencies to streamline care and maximize impact.
- ✓ **Well-Trained Teams** – Ensure culturally competent, accessible, and sustainable wellness services.



Phase 2: Expanding Infrastructure & Network Building

- **Semi-permanent wellness hubs** established in existing community spaces in each District.
- **Support for satellite service locations** in places like Richmond, Antioch, and Pittsburg, while also assessing which areas have the greatest need to determine the best locations for expansion.
- **Investment in collaborative networks** of African American-led wellness services.
- **Dedicated street teams & mobile units** continue service expansion and engagement.
- **County-funded service contracts** to sustain existing wellness organizations.



Phase 3: Permanent Holistic Wellness Center

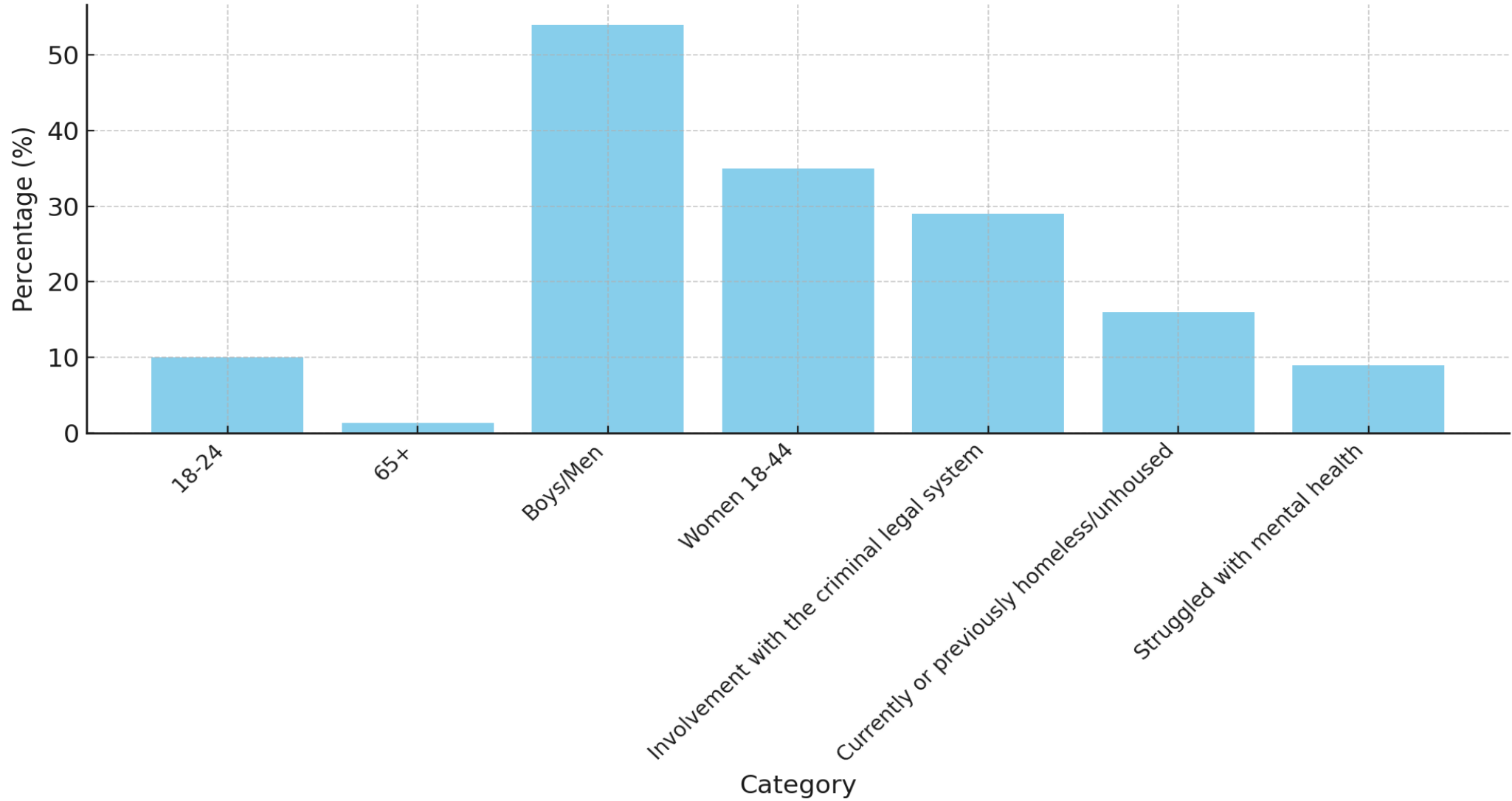
- **Centralized, fully-equipped wellness hub** integrating health, mental health, economic empowerment, housing, and healing services under one roof.
- **A county-recognized resource for long-term sustainability.**
- **Developed based on data-driven service utilization insights.**
- **Placed for easy access and lasting community benefit.**

How We Know the Hub is Working: Key Performance Indicators (KPIs)

Developed by the Feasibility Study Steering Committee, these KPIs ensure accountability and impact:

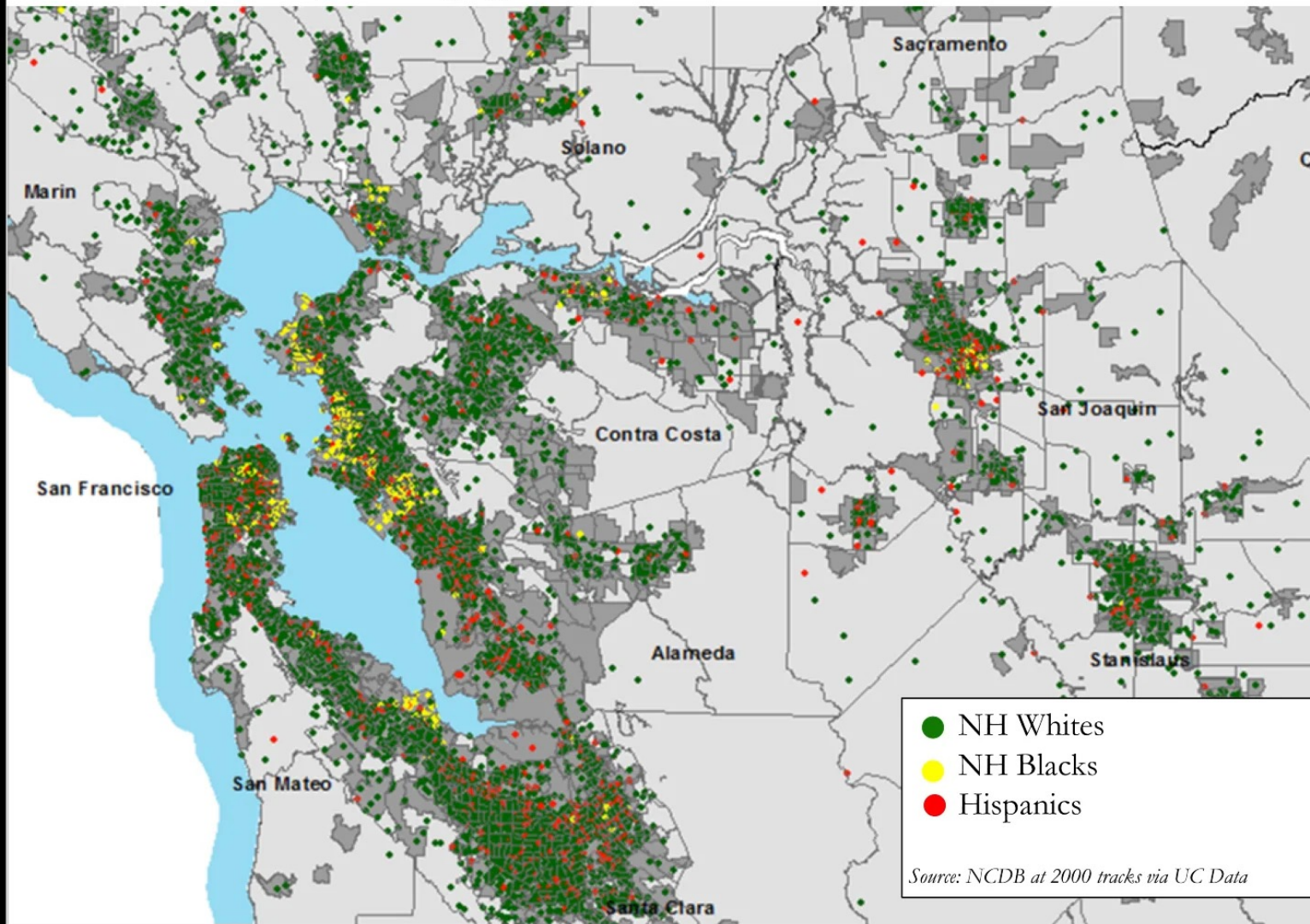
- ✓ **Culturally appropriate healthcare** – Black-led maternal & prenatal care, Black clinicians for mental health, holistic chronic disease management.
- ✓ **Equity in behavioral health services** – Trauma-informed, healing-centered therapy for Black individuals & justice-impacted community members.
- ✓ **Housing stability** – Increase in Black community members accessing **affordable, permanent housing**.
- ✓ **Educational justice** – Reduced suspension & IEP disparities for Black youth, increased family advocacy resources.
- ✓ **Economic empowerment** – Higher job stability, reduced wage gaps, and pathways to generational wealth.
- ✓ **Elder support & one-on-one advocacy** – Connecting African American elders to services with a **one-stop assistance model**.
- ✓ **Community engagement & leadership** – Ensuring **Black voices** are at the table in **decision-making** and resource allocation.

Priority Populations (% of Total Respondents)



Why This Hub is Needed: Historical Context of Systemic Inequities in Contra Costa

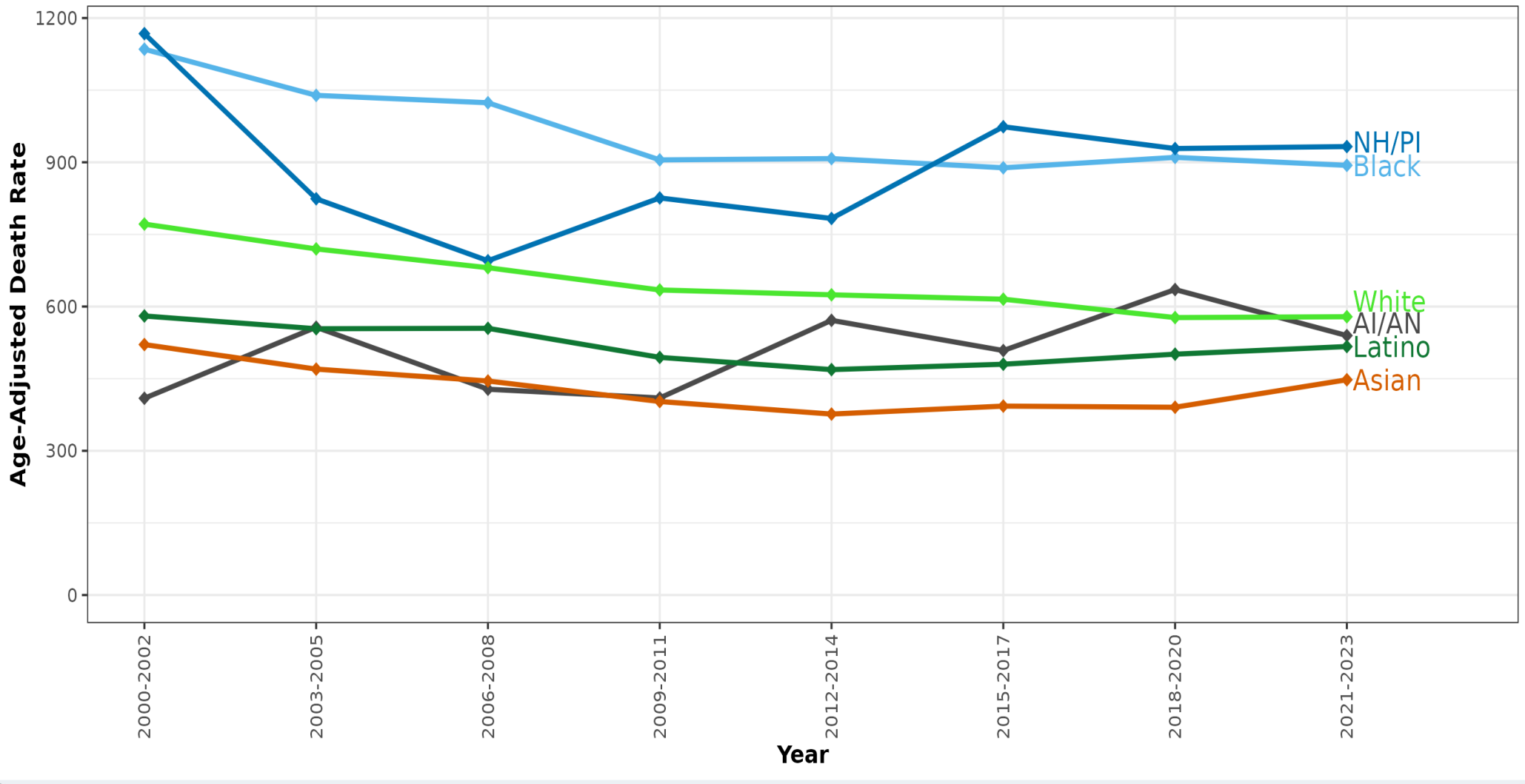
A new mental map of segregation is needed: **Bay Area 1970**



Race Disparity in Deaths, 2021-2023

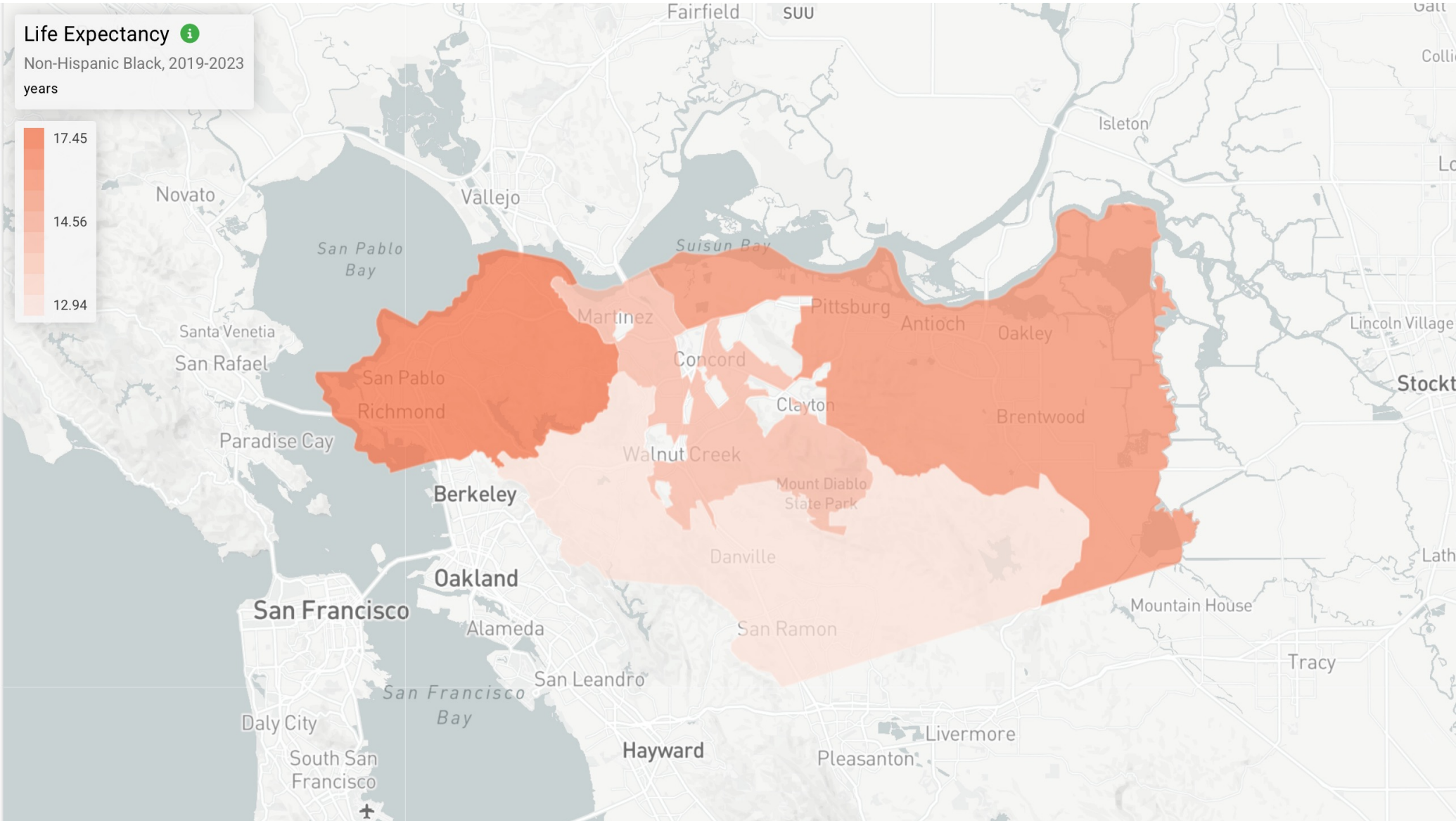
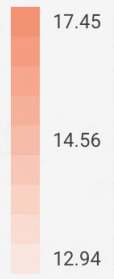
		Rate Ratio
1 Homicide	(Black:White)	13.7
2 Drug overdose	(Black:Asian)	8.9
3 Ischemic heart disease	(NHPI:Hisp)	4.2
4 Prostate cancer	(Black:Asian)	3.6
5 COPD	(Black:Asian)	3.4
6 Kidney diseases	(Black:White)	3.1
7 Diabetes mellitus	(Black:White)	2.9
8 Sepsis	(Black:Hisp)	2.7
9 Road injury	(Black:White)	2.7
10 COVID-19	(Black:White)	2.6

Trend in Age-Adjusted Death Rate of All CAUSES in Contra Costa by RACE/ETHNIC Group*, 2000-2002 to 2021-2023



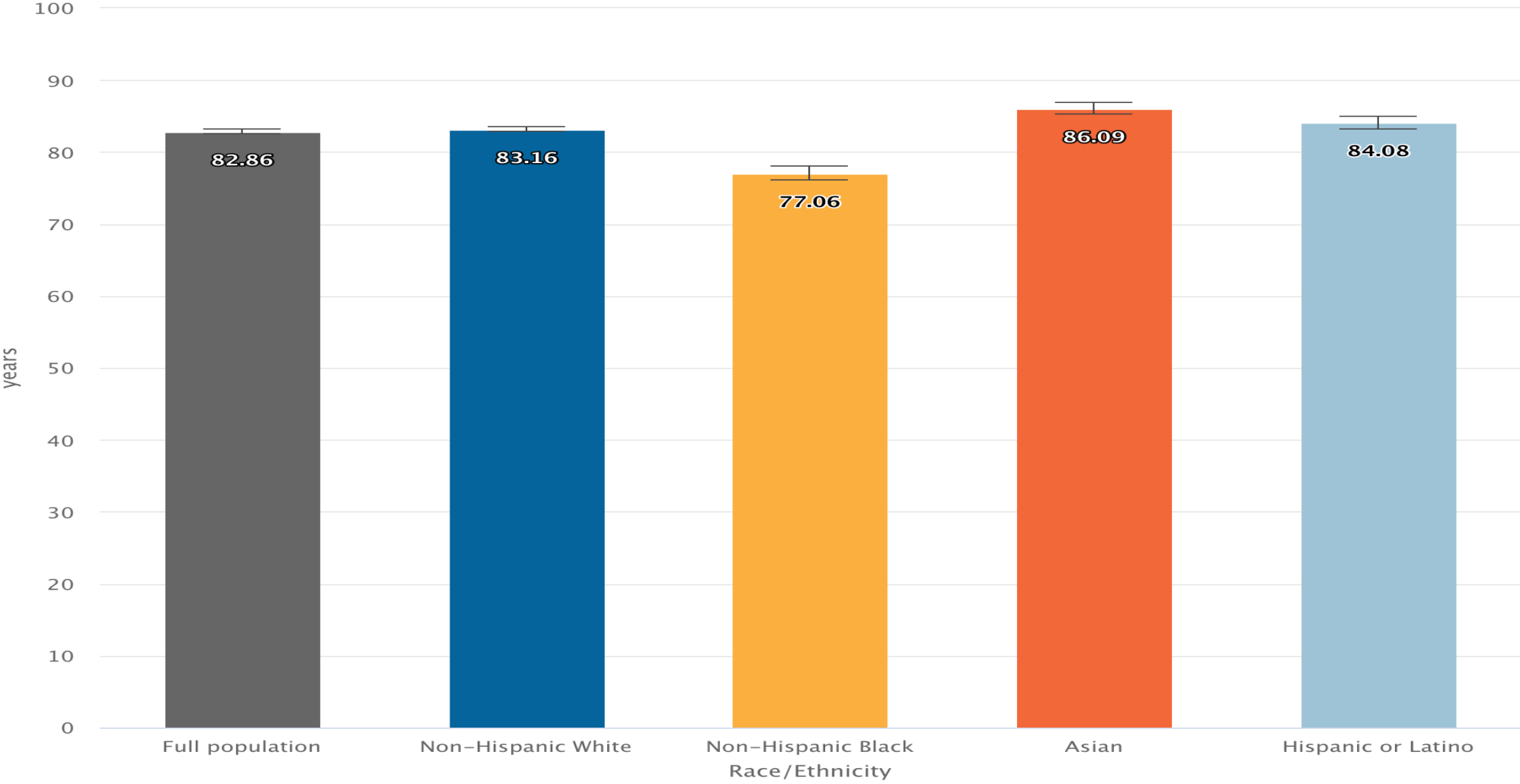
Life Expectancy

Non-Hispanic Black, 2019-2023
years



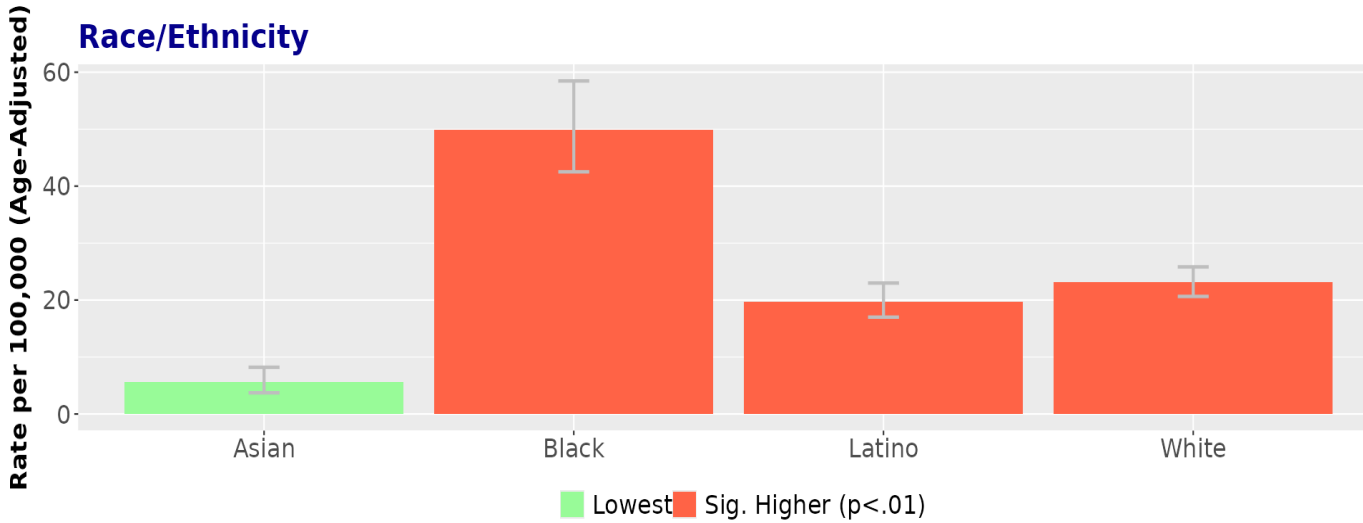
Life Expectancy by Race/Ethnicity, Contra Costa County, CA

2023

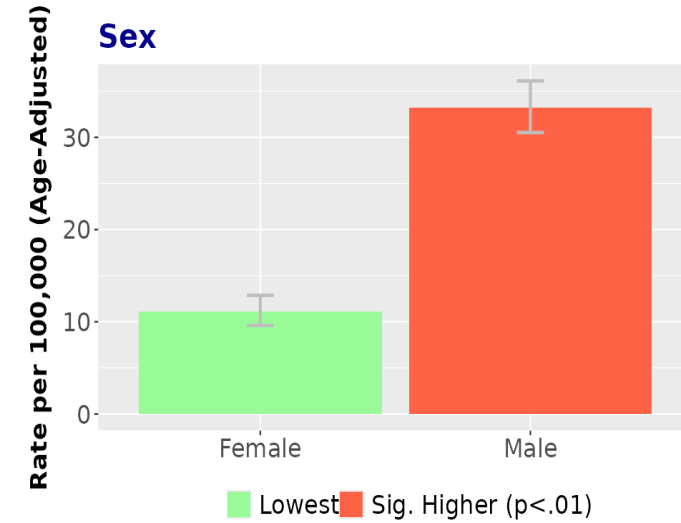


Disparities in Death Rates, Drug overdose (poisoning/substance use disorders) in Contra Costa, 2021-2023

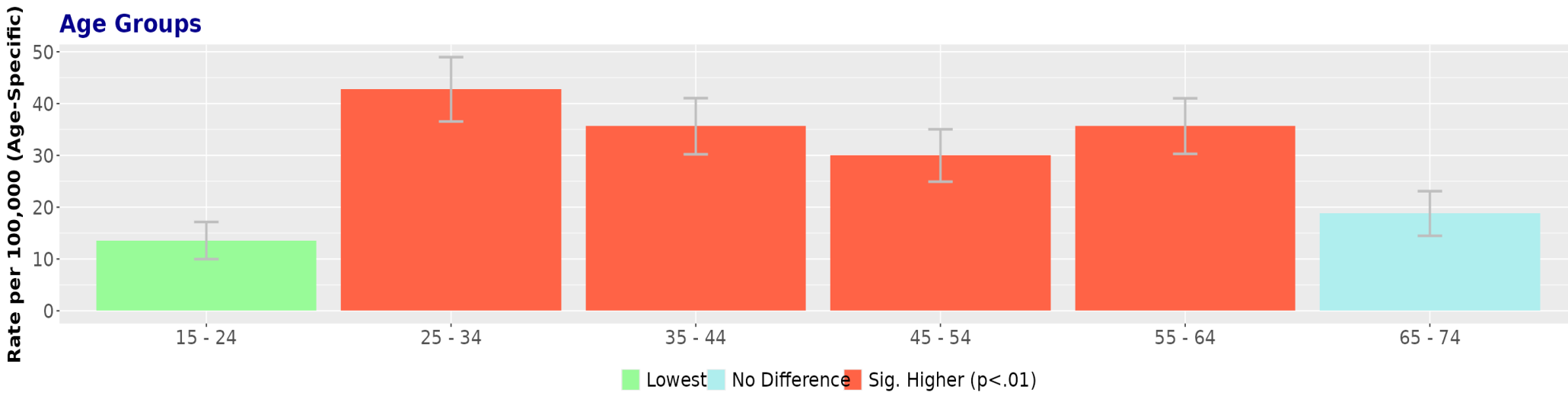
Race/Ethnicity



Sex

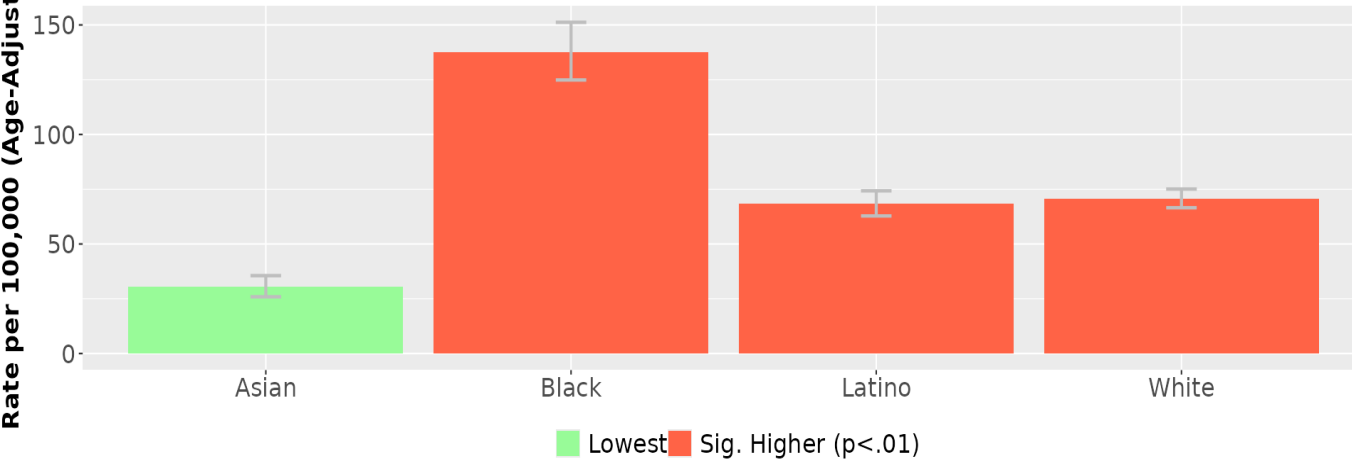


Age Groups

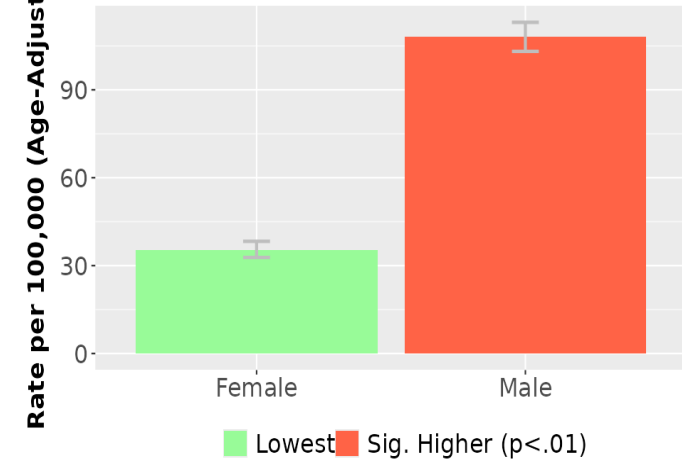


Disparities in Death Rates, Injuries in Contra Costa, 2021-2023

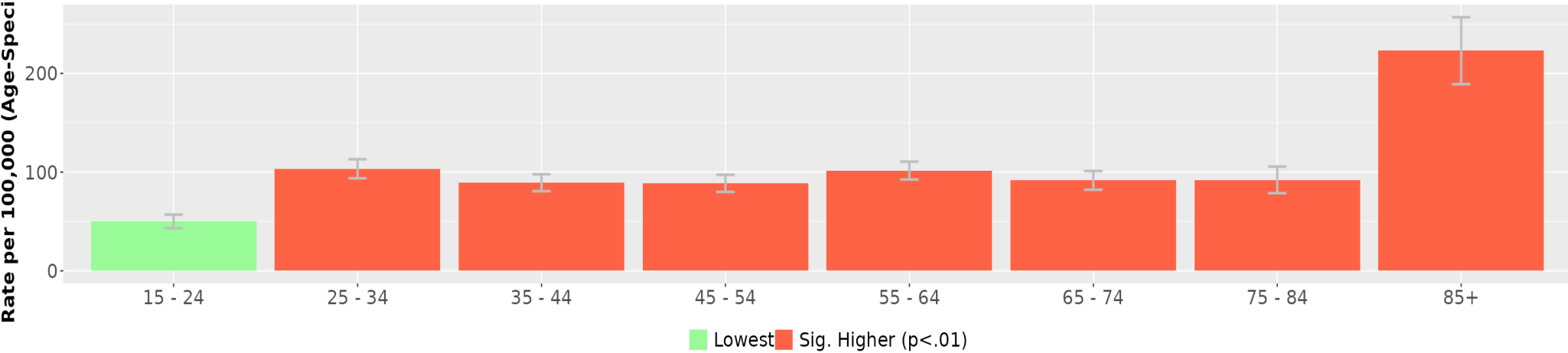
Race/Ethnicity



Sex

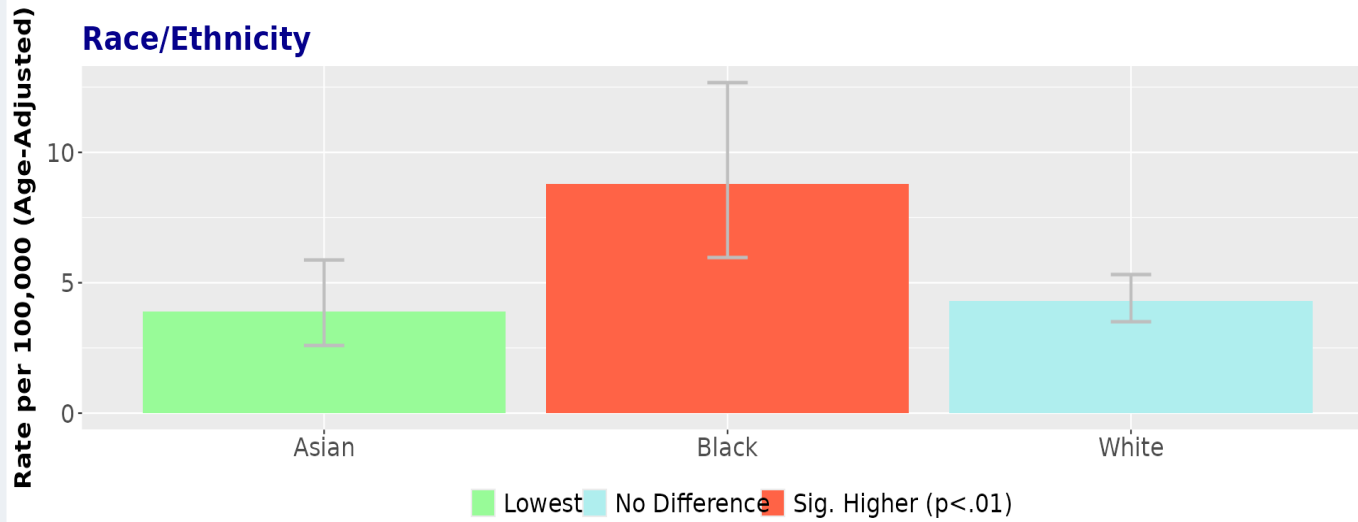


Age Groups

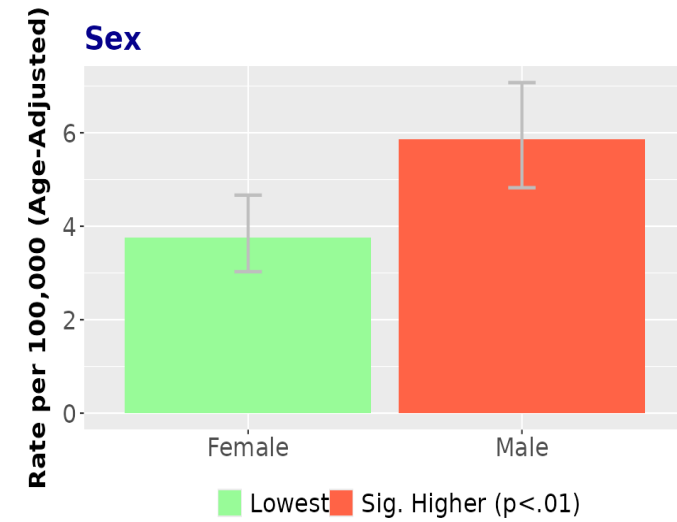


Disparities in Death Rates, Endocrine, blood, immune disorders in Contra Costa, 2021-2023

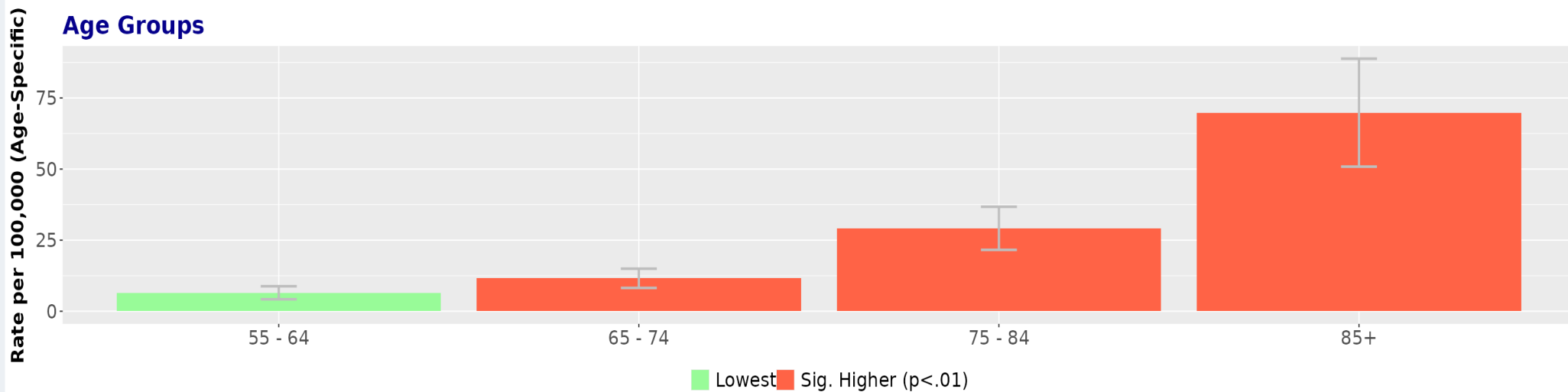
Race/Ethnicity



Sex

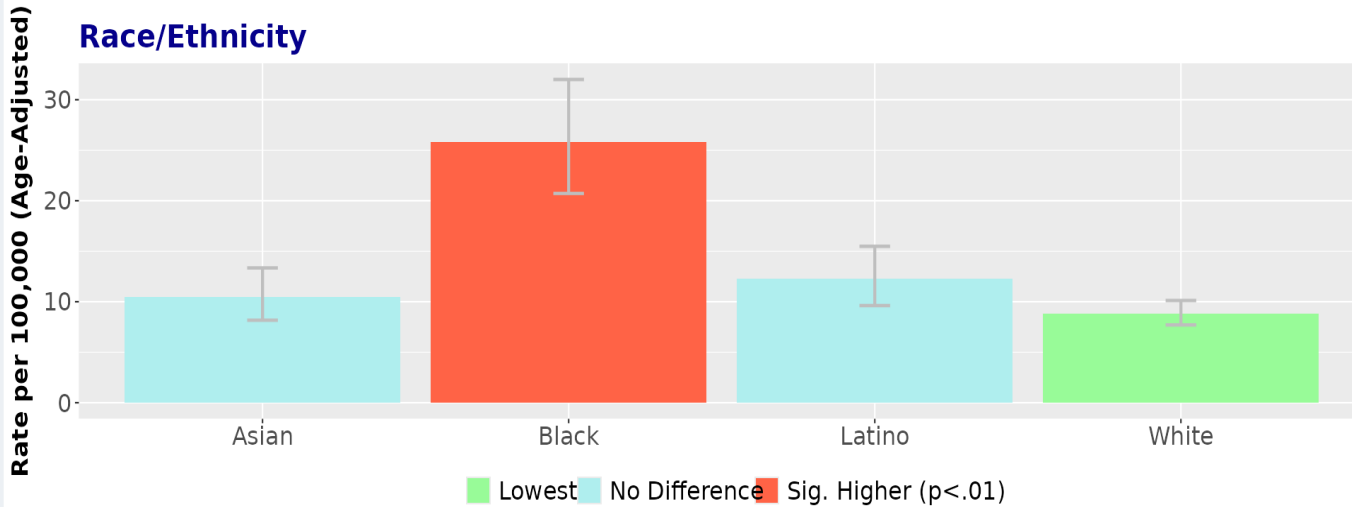


Age Groups

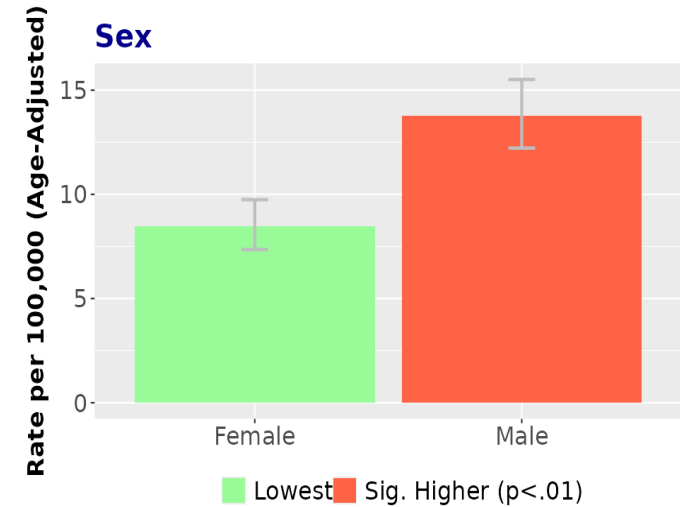


Disparities in Death Rates, Diabetes mellitus in Contra Costa, 2021-2023

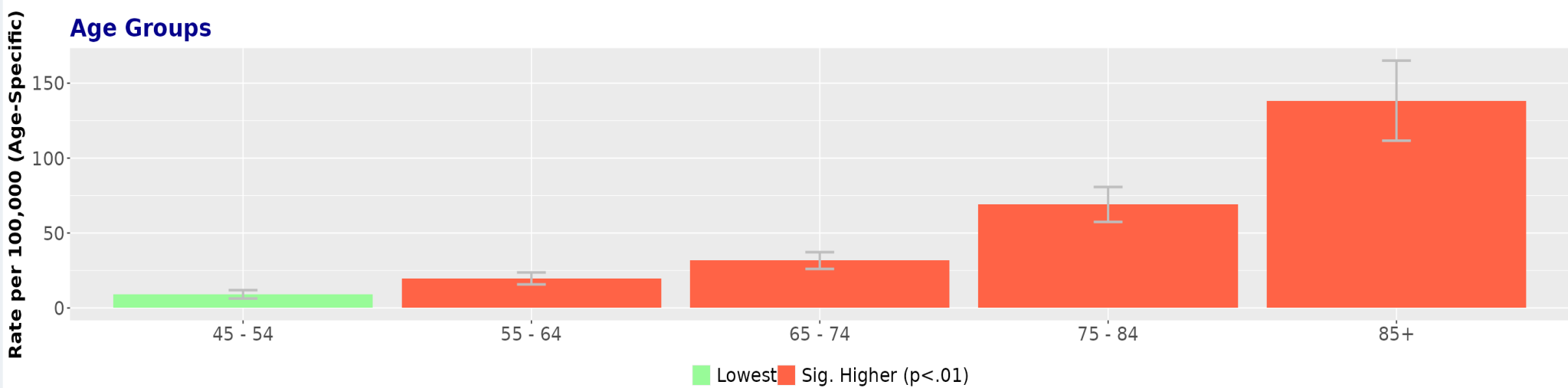
Race/Ethnicity



Sex

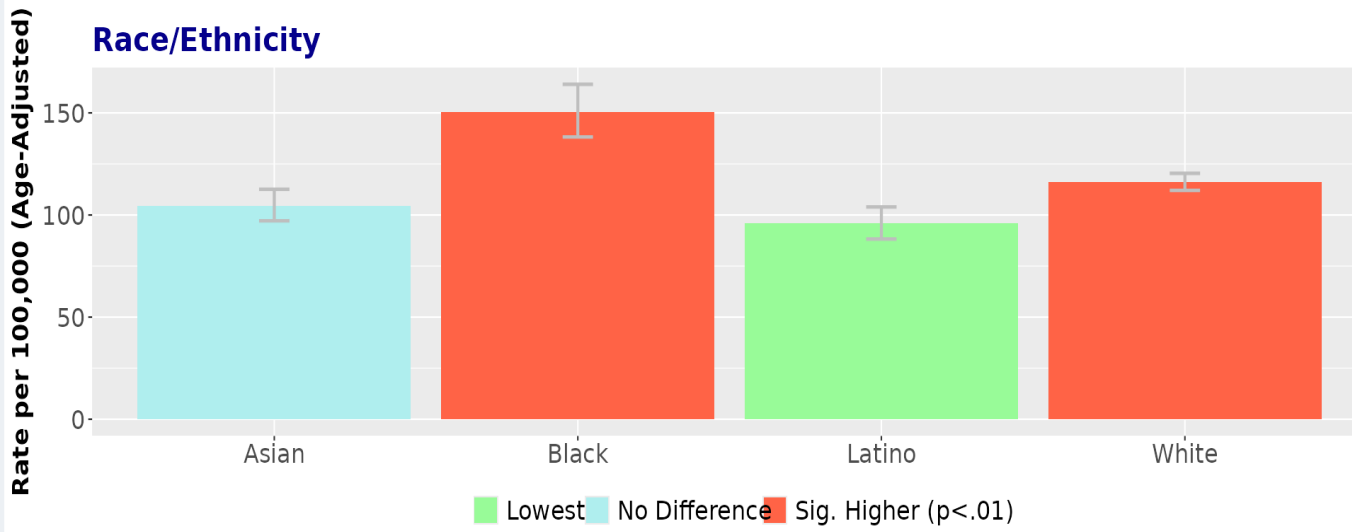


Age Groups

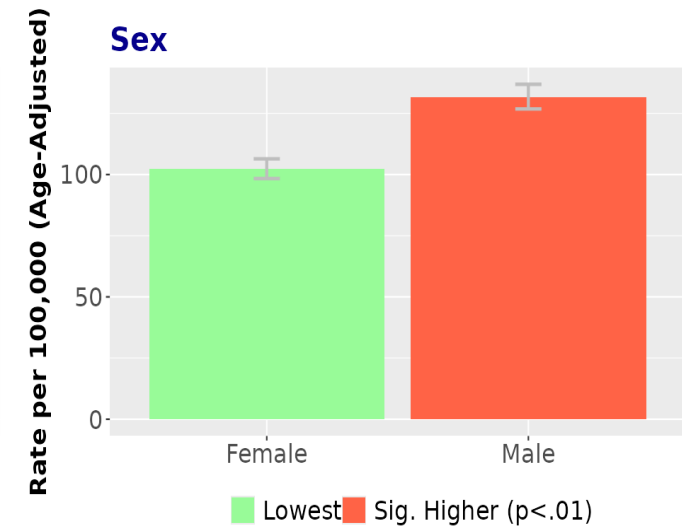


Disparities in Death Rates, Cancer/Malignant neoplasms in Contra Costa, 2021-2023

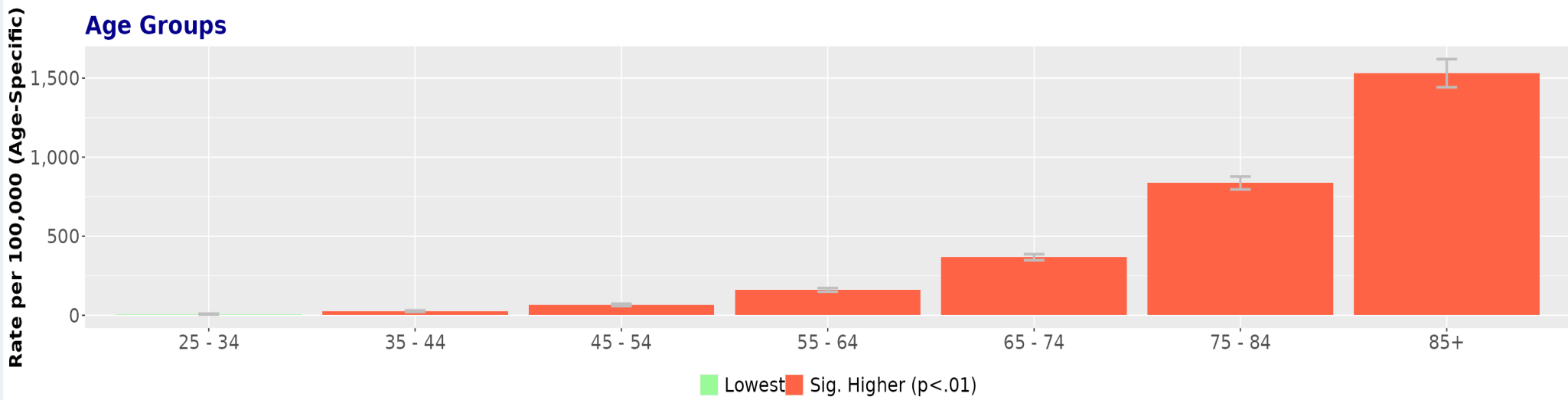
Race/Ethnicity



Sex

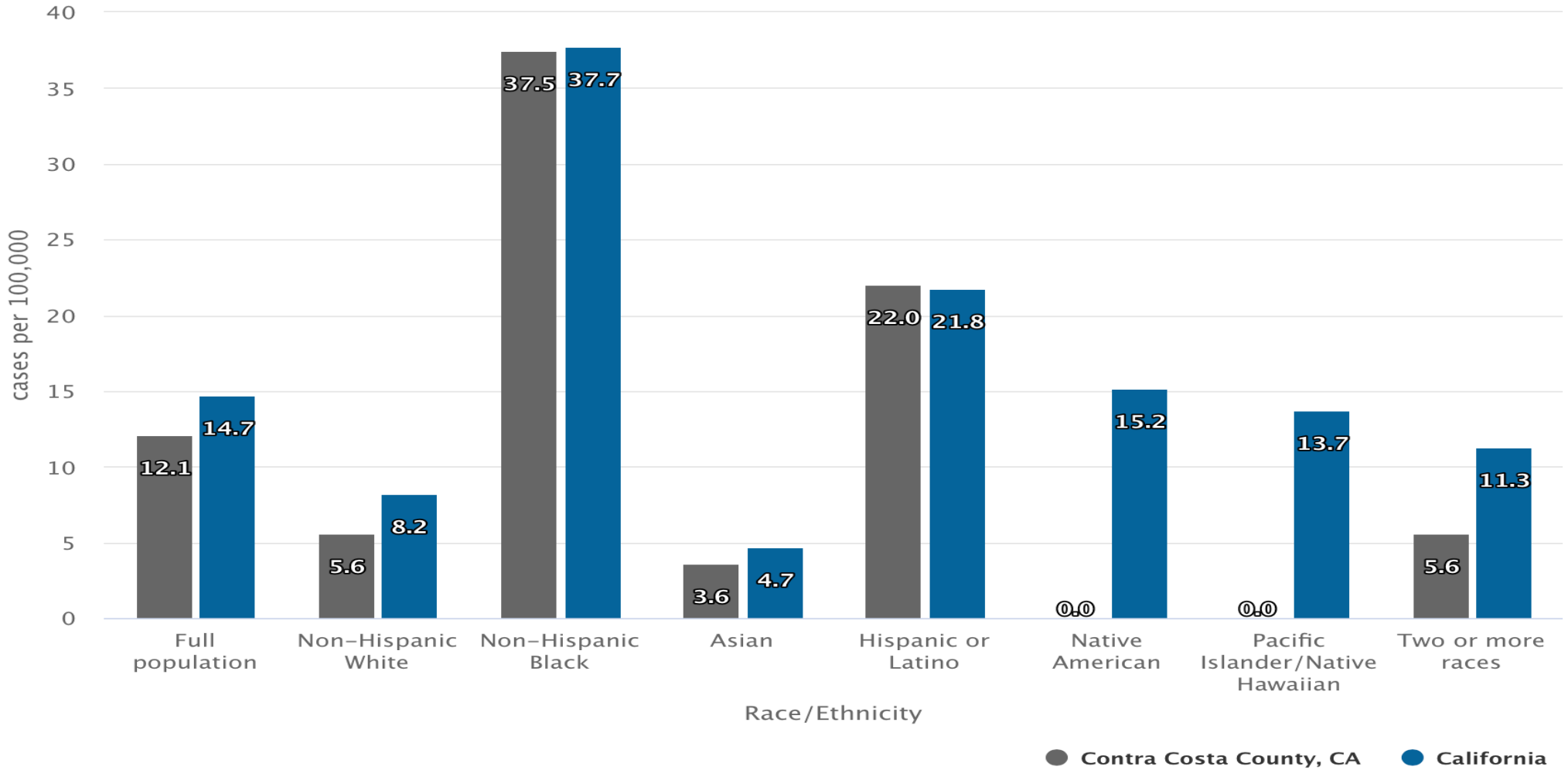
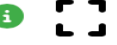


Age Groups

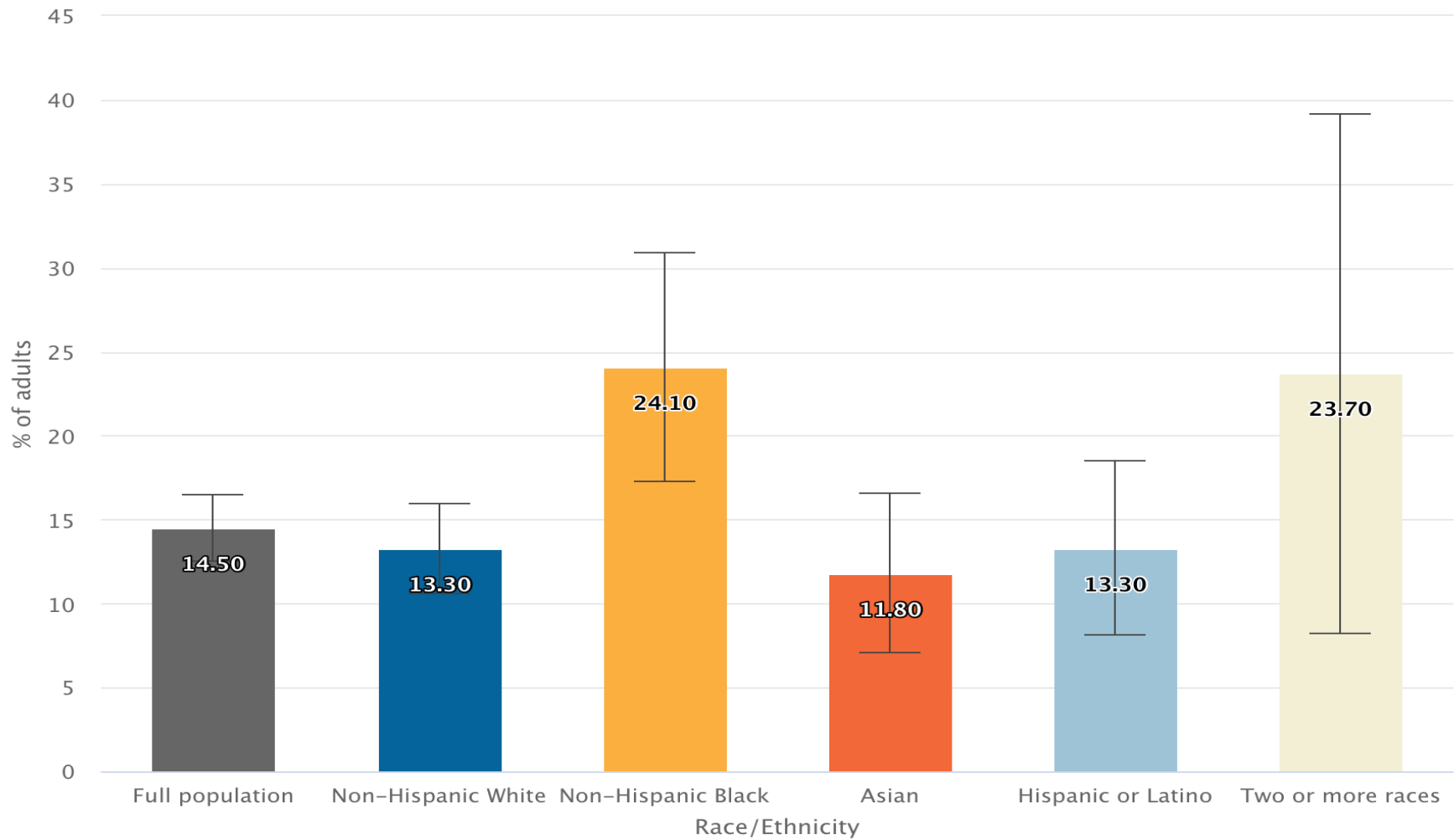


New HIV diagnoses rate by Race/Ethnicity, 2022

Contra Costa County, CA and comparison

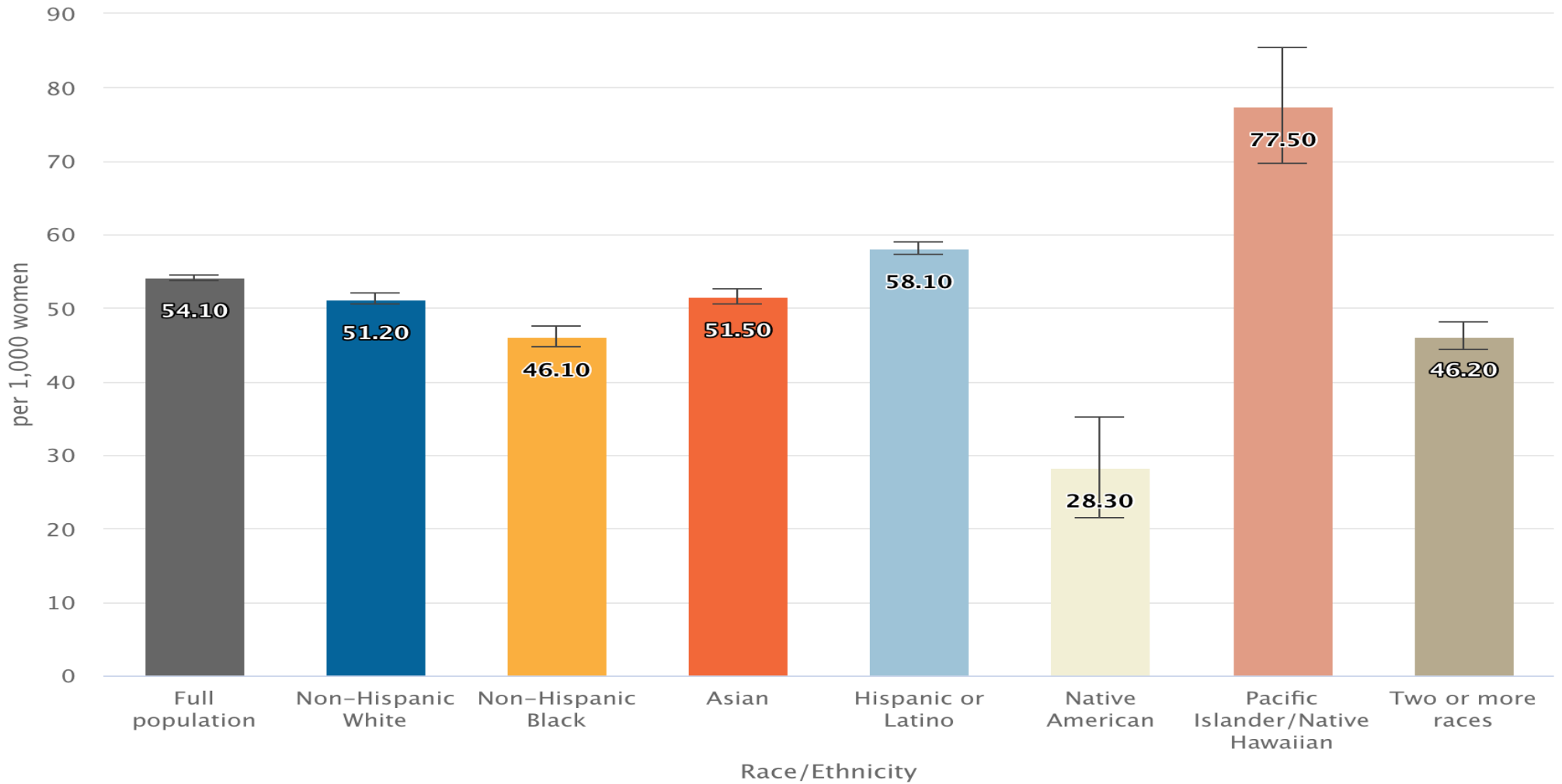


Adult psychological distress by Race/Ethnicity, Contra Costa County, CA 2021



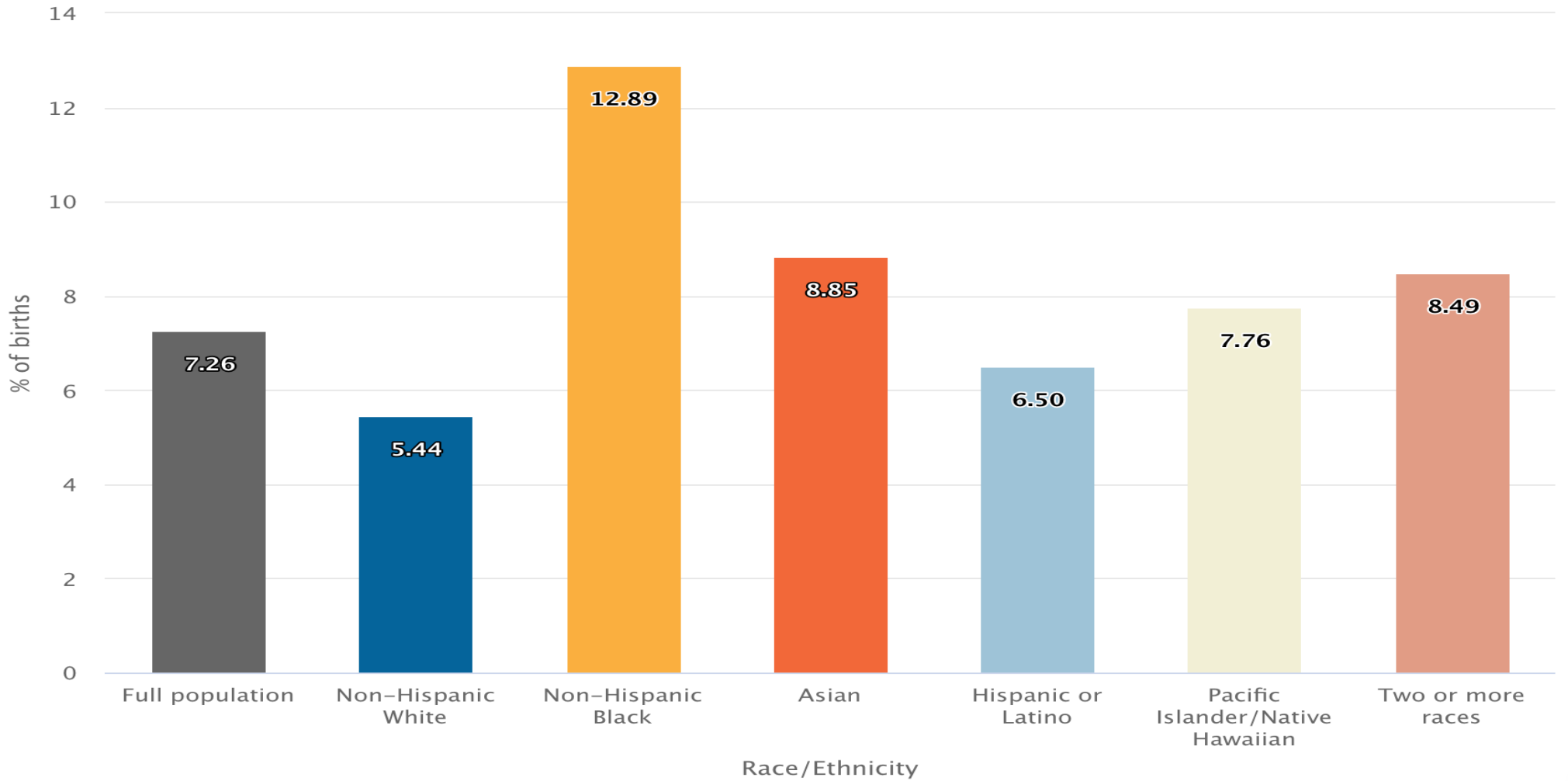
Birth rate by Race/Ethnicity, Contra Costa County, CA

2020-2022

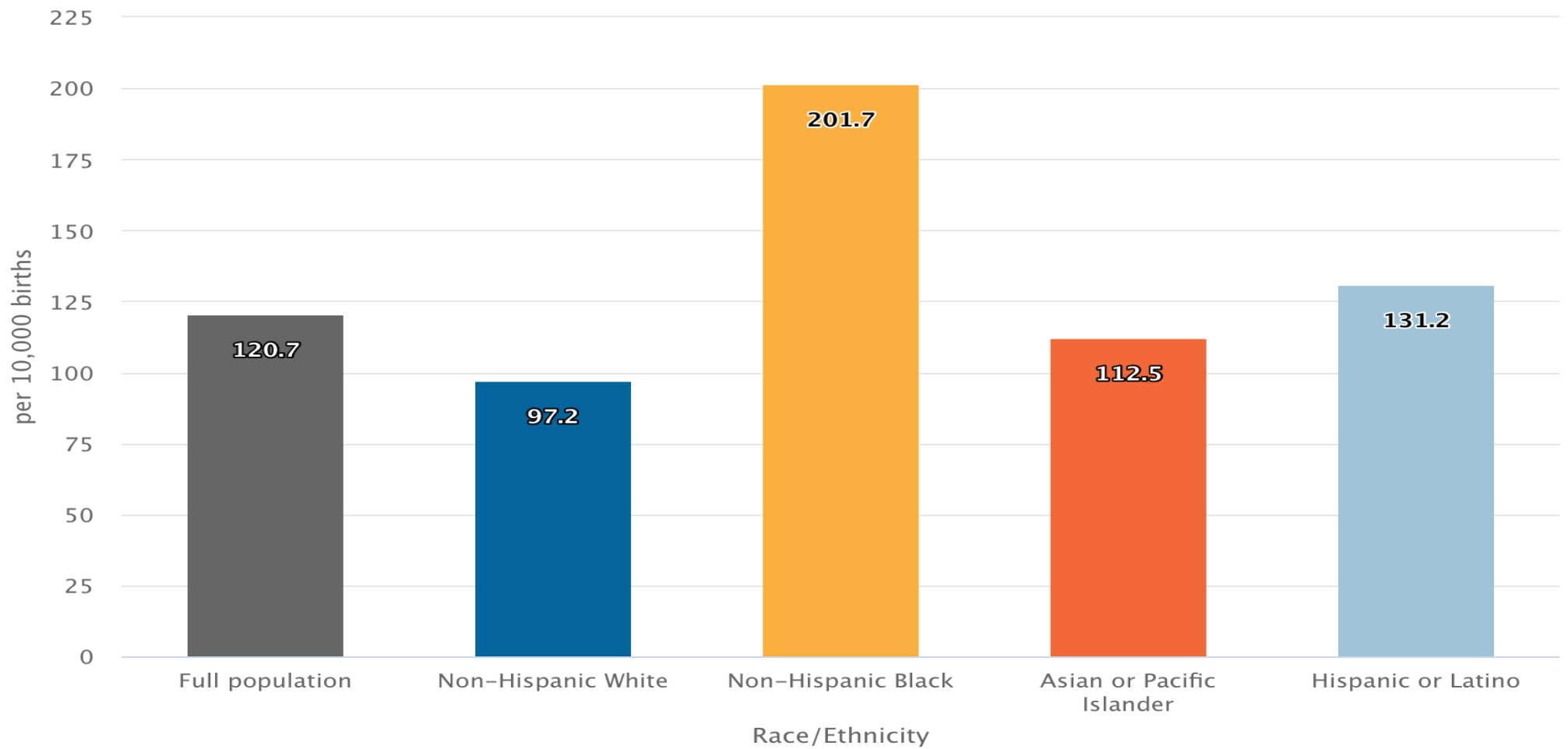


Low birthweight rate by Race/Ethnicity, Contra Costa County, CA

2020-2022

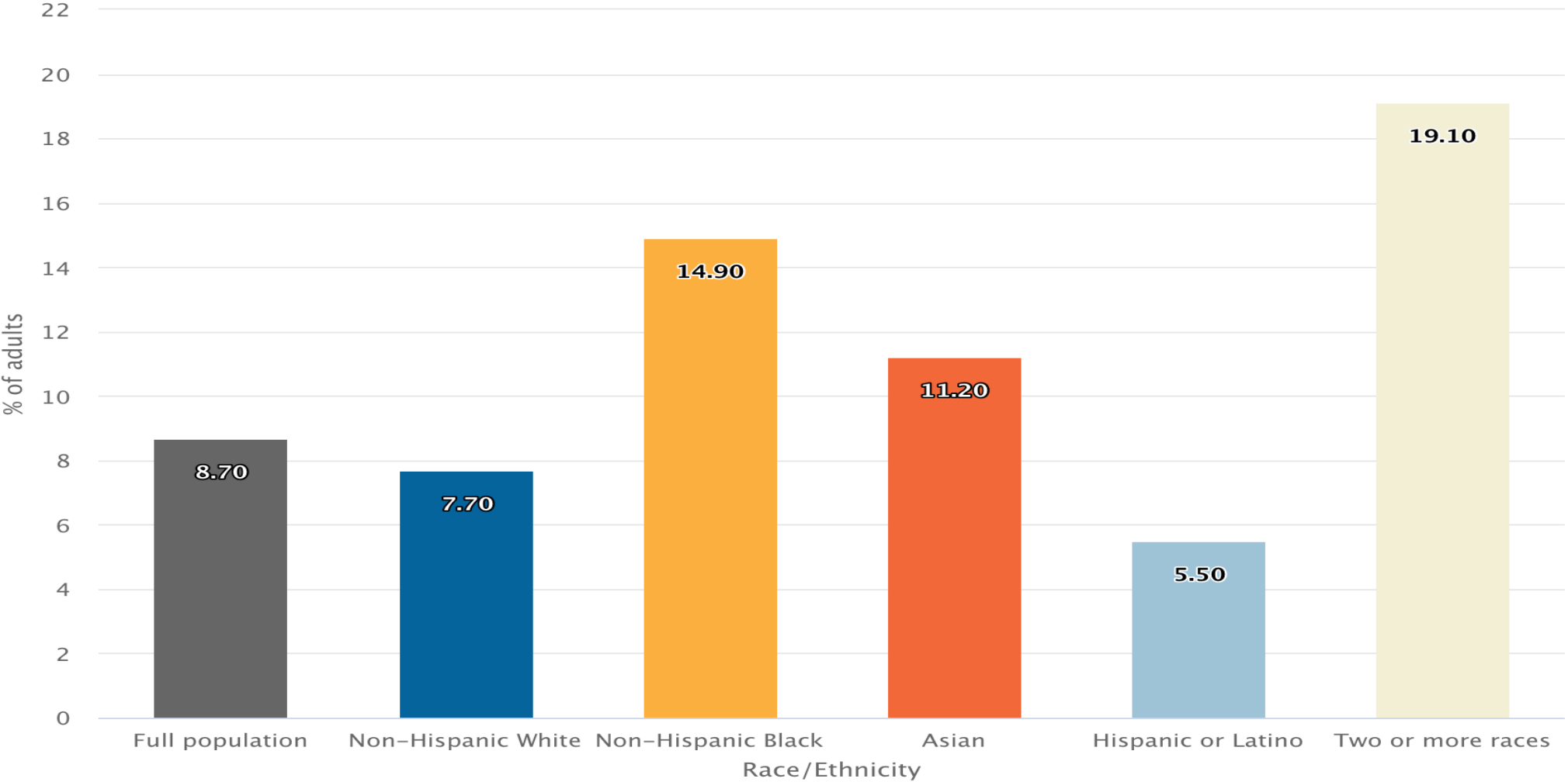


Severe maternal morbidity complication rate by Race/Ethnicity, Contra Costa County, CA 2020-2022



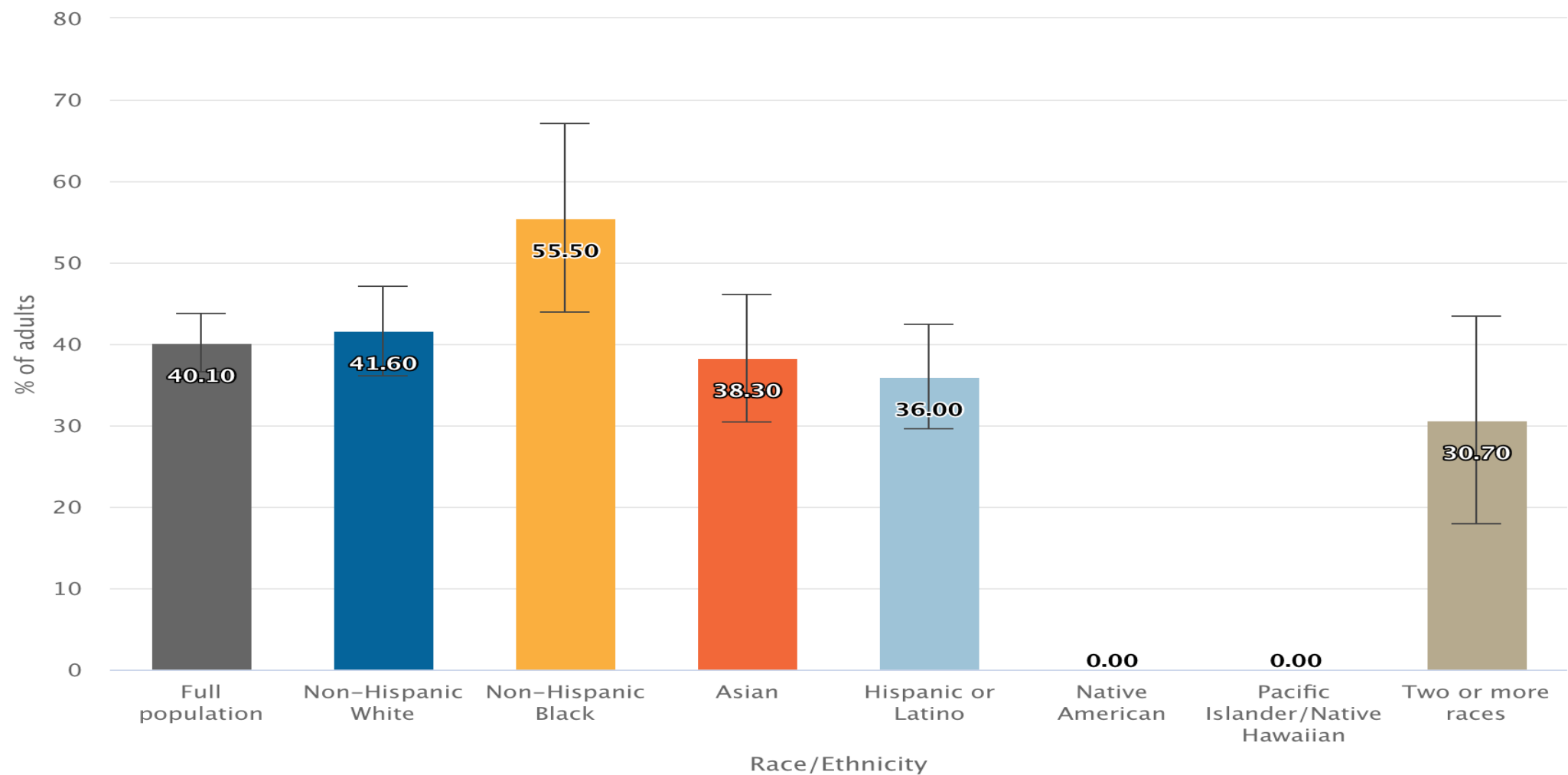
Adults diagnosed diabetes by Race/Ethnicity, Contra Costa County, CA

2022



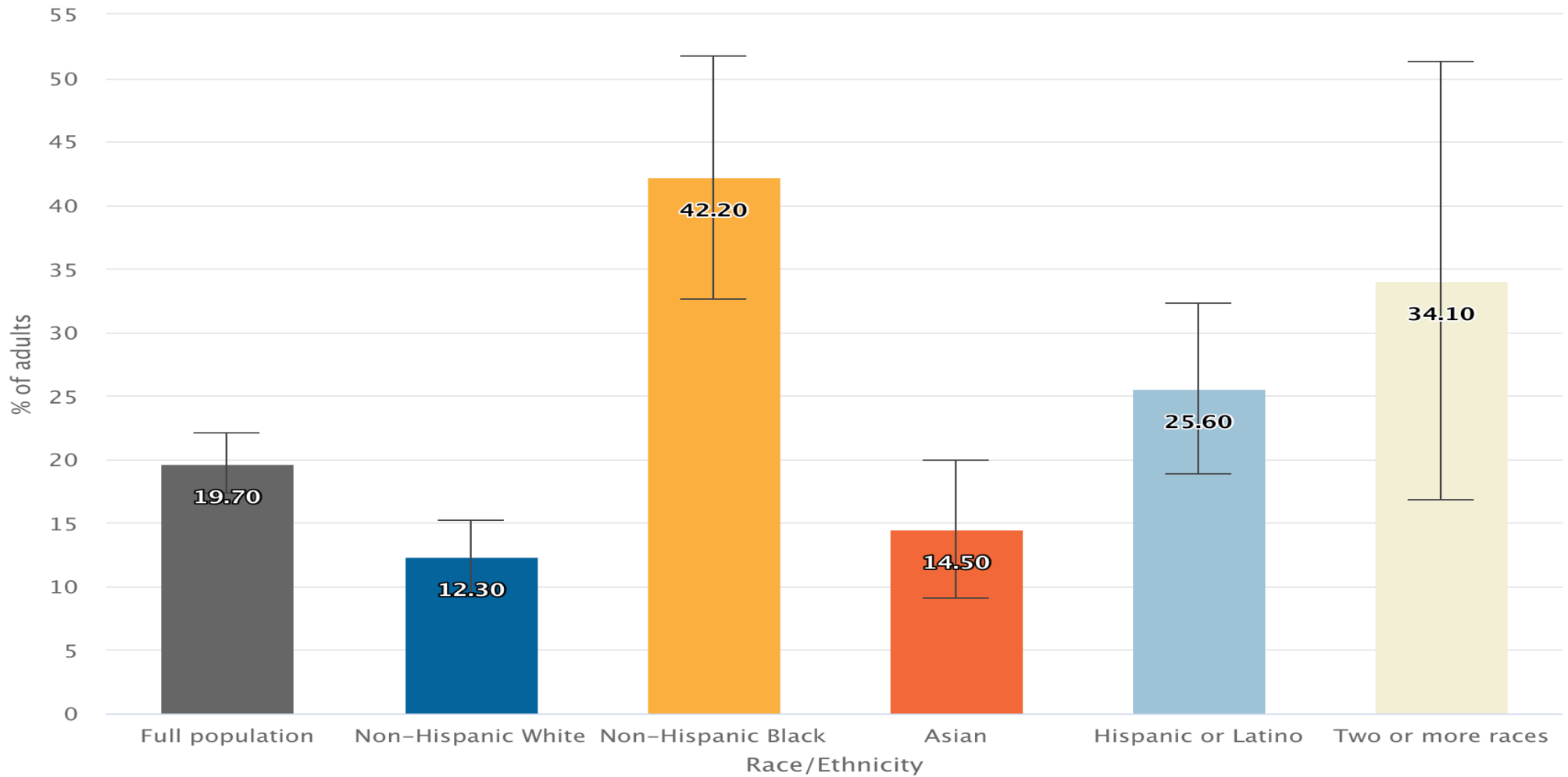
High blood pressure by Race/Ethnicity, Contra Costa County, CA

2023



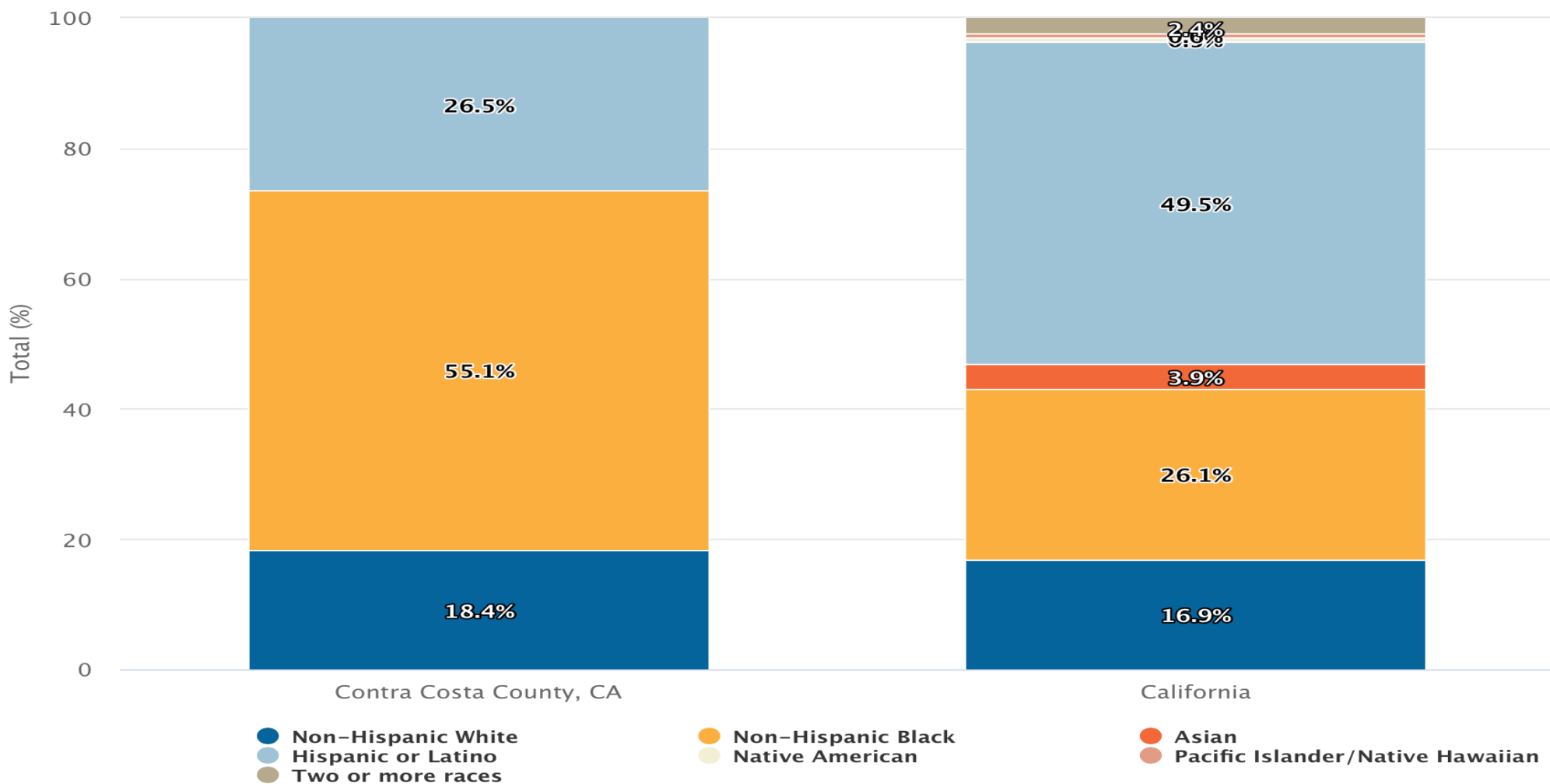
Adults with asthma by Race/Ethnicity, Contra Costa County, CA

2023



Homicide deaths by Race/Ethnicity, 2021–2023

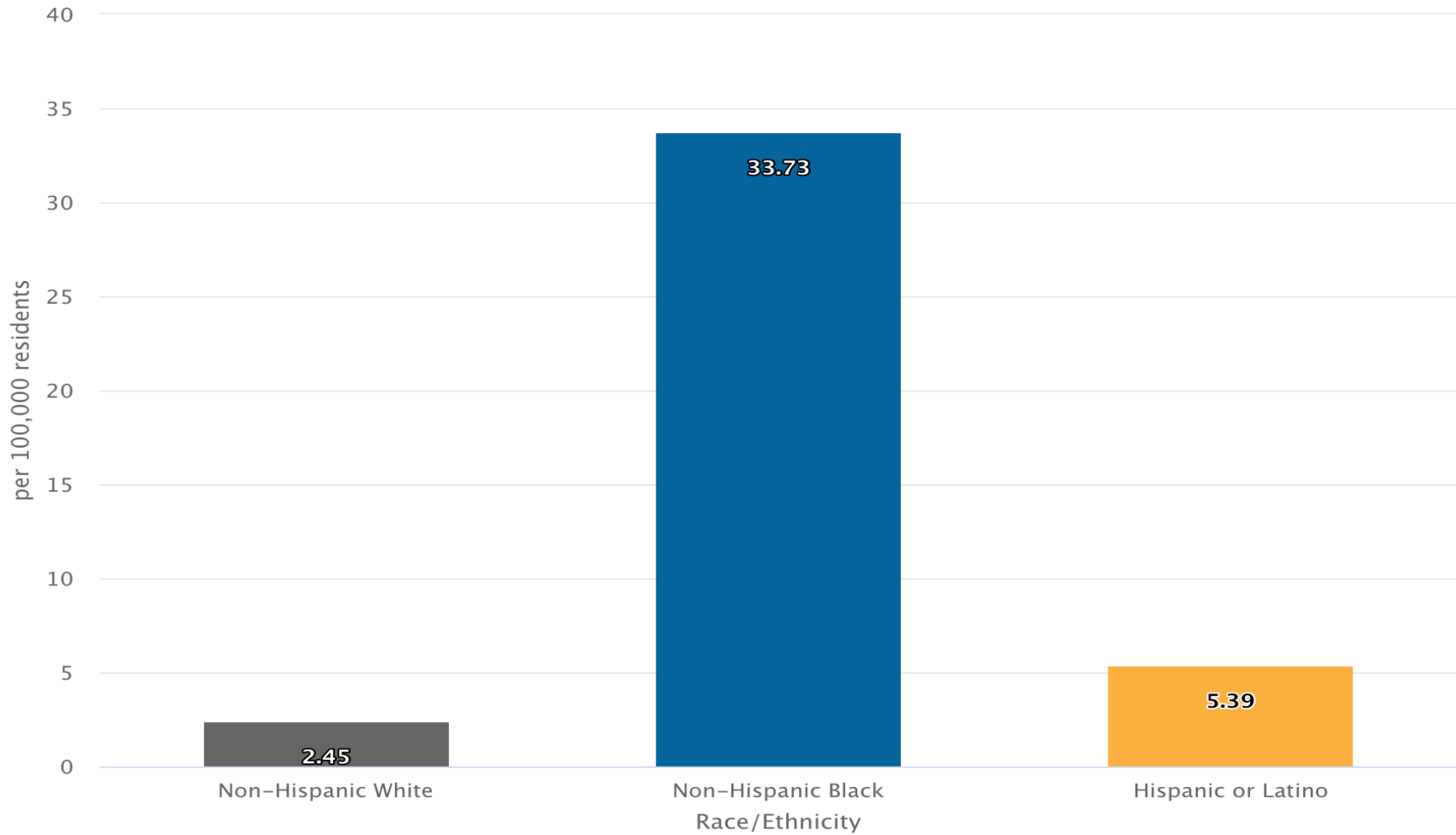
Contra Costa County, CA and comparison



Homicide age-adjusted mortality rate by Race/Ethnicity, Contra Costa County, CA



2021-2023



The Voices of Our Community – Justification for the Hub

◆ **Black Men: Criminalization & Economic Barriers**

- *“They tell us to work hard, but when we try to get a job, they shut the door in our faces. It’s like the system is designed to make us fail.”*
 - ✓ **The Problem: Employment discrimination and barriers to reentry** lock Black men out of economic stability, reinforcing cycles of poverty.
- *“Black men don’t get the space to heal. We’re expected to just deal with it. But the trauma is real, and it eats away at us.”*
 - ✓ **The Problem: Unaddressed racial trauma and mental health stigma** prevent healing, leading to higher rates of **stress-related illnesses and substance use**.

The Voices of Our Community – Justification for the Hub

◆ Black Women (Childbearing Years): Medical Racism & Maternal Health Disparities

- *“When I was pregnant with my son, they treated us poorly until they found out that my husband and I were attorneys. All of a sudden, we were treated better. But why should my profession determine my quality of care?”*
 - ✓ **The Problem: Black maternal health outcomes** are shaped by **implicit bias and systemic racism**, contributing to **higher maternal and infant mortality rates**.
- *“Postpartum care is nonexistent for Black women. The moment you give birth, the system is done with you. But what happens if you’re struggling with postpartum depression or need extra financial support?”*
 - ✓ **The Problem: Lack of postpartum mental health support** leaves Black mothers vulnerable to **depression, anxiety, and economic hardship**.

The Voices of Our Community – Justification for the Hub

◆ Elders: Healthcare & Housing Insecurity

“I’m 70, and I can’t even find a primary care doctor in Richmond. They tell you to go to Orinda or some other place far away, but I need care here, where I live.”

✓ **The Problem: Healthcare deserts in Black communities** force elders to **travel long distances**, limiting their access to **chronic disease management and preventative care**.

◆ Families & Parents of K-12 Youth: Educational & Mental Health Disparities

“Our kids don’t need more cops in schools; they need counselors. But instead, they get criminalized for just being kids.”

✓ **The Problem: Over-policing of Black students** leads to **higher suspension rates and the school-to-prison pipeline**, rather than **mental health support and intervention**.

The Voices of Our Community – Justification for the Hub

◆ Justice-Impacted Individuals: Reentry Barriers

“They send you to prison young, and then when you get out, nobody will hire you. How are we supposed to survive? How do we build a future for our families?”

✓ **The Problem:** Systemic barriers to reentry leave formerly incarcerated individuals **without employment, housing, or mental health resources**, increasing **recidivism rates**.

◆ Mental Health & Crisis Support: Criminalization of Black Trauma

“I had a friend who called the crisis line, and the next thing he knew, the police were at his door. Now he's scared to call again. They criminalize us instead of helping.”

✓ **The Problem:** Black people in crisis are often **met with law enforcement instead of mental health professionals**, escalating situations instead of providing real support.

Key Services and Programs

◆ **Mental Health & Trauma Support**

Black therapists, peer counseling, and healing circles.

Trauma-informed services for youth, families, and justice-involved individuals.

Culturally relevant crisis response and long-term mental health care.

◆ **Economic Empowerment**

Job training, career pathways, and workforce development.

Financial literacy, credit repair, and homeownership support.

Business coaching and resources for Black entrepreneurs.

◆ **Culturally Relevant Healthcare**

Black doulas and maternal health support.

Chronic disease prevention (diabetes, hypertension, heart disease).

Accessible health screenings, wellness programs, and nutrition education.

Key Services and Programs

◆ **Stability & Reentry Services**

Tenant advocacy, eviction prevention, and rental assistance.
Reentry programs for justice-involved individuals.
Transitional housing and long-term housing support.

◆ **Community Wellness & Mobile Services**

Mobile wellness clinics and pop-up services in high-need areas.
Transportation assistance for seniors and families.
Community navigators connecting residents to essential services.

How Services Should Be Delivered

◆ Rooted in Trust & Cultural Competence

- “The government is giving us \$7.5 million to establish this hub, but the biggest challenge is: Will people trust it?”
- “Black folks don’t trust these county services because we know how we get treated. We need providers we know, who understand our struggles.”
- “People won’t use a service just because it’s available. They need to feel safe, seen, and respected. The wrong people running this will kill it before it starts.”

◆ Accessible & Community-Based

- “Mobile services and partnerships with organizations doing like work make the most sense. Why should we wait for a building when we can bring services to people where they are?”
- “A lot of people ain’t gonna step foot in a county building. We have to make sure we are in places they trust, like churches, community centers, and even mobile units.”
- “Transportation is a huge issue. You got elders, pregnant women, folks with disabilities who can’t even get to the doctor. If we don’t have shuttles, mobile vans, and home visits, we’re already failing.”

◆ Holistic & Wraparound Support

- “Health and wellness, to me, is about what’s happening in your community before you even step into a clinic.”
- “If I had a wish list, I would love it to be a wraparound service space where people can come in hungry and get a meal but also get support to figure out how to get groceries in their house, make sure they have housing, make sure their kids are in school, make sure they’re getting social-emotional support, maybe even employment.”
- “People think this is just about healthcare, but it’s really about survival. If you don’t have stable housing, transportation, or food, how you gonna focus on your health?”
- “The Hub can’t just be a place that gives out pamphlets. It has to be a place where folks actually get real help, real solutions.”

Impact of Federal Policy on the African American Holistic Wellness Hub

- **Federal Changes & Risks**

- **Funding Cuts:** Reductions in public health, workforce development, and housing programs directly affect the Hub's service offerings.
- **Equity & Inclusion Rollbacks:** The de-emphasis on diversity and racial equity at the federal level may limit funding streams for Black-led initiatives.
- **Healthcare & Medicaid Risks:** Potential denial of California's **BH-CONNECT waiver** and Medicaid funding changes threaten behavioral health services.
- **Increased Barriers to Economic Stability:** Workforce Innovation and Opportunity Act (WIOA) reductions impact job training and financial empowerment programs.
- **Public Safety & Civil Rights Concerns:** Heightened policing, weakened social protections, and policies targeting marginalized communities increase community stress and trauma.

How the Hub Responds

- ✓ **Local & State Advocacy** – Strengthening partnerships with state and local agencies to sustain critical funding.
- ✓ **Self-Determined Infrastructure** – Building a permanent, community-led resource that isn't dependent on shifting federal priorities.
- ✓ **Expanding Alternative Funding** – Pursuing philanthropy, private partnerships, and unrestricted funding for long-term sustainability.
- ✓ **Culturally Rooted Wellness & Trust** – Providing safe spaces for healing, advocacy, and economic empowerment in a time of uncertainty.
- ✓ **Policy & Data-Driven Accountability** – Using community-driven research to push for protections against systemic disinvestment.

DISCUSSION

Identifying Service Gaps: What are the most urgent service gaps the Hub should address based on our findings?

Barriers to Access: What challenges might prevent community members from using the Hub, and what strategies can we implement to remove those barriers?

Key Partnerships: Who are the essential partners—organizations, agencies, or leaders—we should collaborate with to ensure the Hub’s long-term success?

Community Representation & Data Gaps: Are there specific community voices, data points, or lived experiences missing from our research that should be incorporated?

Challenging Assumptions: What assumptions about community needs should we reevaluate or further explore to ensure the Hub’s effectiveness?

Finalizing the BOS Presentation & Next Steps

◆ **Final Adjustments & Submission:**

- ✓ Incorporate Steering & Equity Committee feedback.
- ✓ Align messaging with BOS expectations.
- ✓ Confirm key milestones and submission timeline.

◆ **Board of Supervisors (BOS) Presentation Structure:**

- ✓ **Introduction & Vision** – Historical context, phased approach.
- ✓ **Community Voice** – Town hall insights, data-driven needs assessment.
- ✓ **Funding & Sustainability** – Measure X funding, partnerships for long-term impact.
- ✓ **Equity & Impact** – KPIs, Black-led organizations, racial equity priorities.

◆ **Next Steps & Action Items:**

- ✓ Finalize presentation materials and prepare speakers.
- ✓ Continue community engagement through town halls and stakeholder meetings.
- ✓ Strengthen partnerships and funding strategies.
- ✓ **Call to Action** – Advocate for Hub approval and mobilize support.