

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

**In Attendance:**

*Supervisors:* Ken Carlson, Shanelle Scales-Preston

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

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

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

**Public Comment:**

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

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

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

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

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

*Scales Preston:* Does Sonoma have an ordinance?

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Public Comment:**

No comment.

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

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

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

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

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

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

Antoine Wilson: No there is not a conflict.

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

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

Supervisor Scales-Preston: I support this recommendation.

Motion passes.

**Public Comment:**

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

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

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

Staff noted that Terrence Lawrence withdrew his application.

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

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

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

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

Staff shared TCAB roster and noted District 4 representation.

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

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

**Public Comment:**

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

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

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

Director Carr presented updated RFQ as follows:

Main revisions

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Public Comment:**

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

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

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

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

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

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

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

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

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

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

Meeting adjourned at 12:25 PM.

DRAFT