

## ATTACHMENT 1: Economic Opportunity Council Work Plan

### 1. AGENCY LEVEL GOAL

Rooted in economic and environmental equity, build capacity for and deeper connections and knowledge sharing amongst Economic Opportunity Council members, subcontractors, and community, promoting leadership development and intersectional collaboration.

Strategies:

- Engage staff, Economic Opportunity Council and subcontractors in exploring and learning about intersectionality to better understand it together and fully integrate it into our service delivery models so that our services are grounded in equity, respect, and justice.
- Transition to a two-year grant cycle for CSBG subcontractors to allow for deeper work and relationship-building resulting in greater outcomes.
- Align the work of the Contra Costa County Community Action Agency with an increased number of community partners to aid in furthering the work outlined in the Community Action Plan.
- Fully utilize the Community Action Virtual Onboarding (CAVO) eCourse system to train staff and board members, with an emphasis on leadership development for low-income sector representatives.
- Increase efficiency and transparency by sharing the Employment and Human Services Department's written policies and procedures as they relate to the work of the Community Action Agency so that we can hold ourselves and others accountable.

### 2. COMMUNITY LEVEL GOAL

Create living wage jobs through our subcontractors and the CSBG internship program, sharing best practices and increasing connections between them to have a bigger impact.

Strategies:

- Elevate best practices and promote best practices, invite speakers, and increase connections with the subcontractors and student interns at the Roundtable Events hosted by the EOC.
- Create an alumni program comprised of Student Intern graduates and leverage their experiences to empower and encourage current student interns.
- Integrate the work of Contra Costa County and the City of Richmond Workforce Development programs with that of the Contra Costa County Community Action Program in an effort to create more living wage jobs.
- Educate ourselves about successful job training programs and share learnings to replicate them in the community.
- Invite labor, libraries, and other entities that offer volunteer or paid internship and apprenticeship positions that involve skill building and lead to attainment of entry level jobs leading to living wages.

### 3. INDIVIDUAL/FAMILY LEVEL GOAL

Acknowledge gaps, meet people where they are, and advocate for compassionate solutions to provide the basic needs for the most vulnerable individuals and families in Contra Costa County.

Strategies:

- Increase advocacy efforts by engaging the EOC and community partners in opportunities to contact legislators on a regular basis regarding policy issues that impact the work of Community Action and the low-income community.
- Identify gaps by conducting listening sessions with the low-income community and community partners and actively seek solutions to ensure the well-being of individuals and families.
- Increase knowledge of and gain a better understanding of systems changes and use this knowledge to help individuals and families navigate these changes through educational campaigns and appropriate methods of communication.
- Strive for equity and respect for our low-income individuals and families and be active in economic and social justice efforts.
- Keep abreast of funding coming in to the county and advocate for its use to address the gaps identified.