

**Contra Costa County Board of Supervisors  
Equity Committee Minutes  
January 26, 2026**

**Intros**

Meeting called to order 9:33 AM

**Roll Call**

- **Equity Committee Chair, District IV Supervisor Ken Carlson**
- **Equity Committee Vice Chair, District V Supervisor Shanelle Scales-Preston**

**Public Comment**

None

**AGENDA ITEMS**

- 1. RECEIVE and APPROVE the Record of Action from the December 15, 2025 Equity Committee meeting, with any necessary corrections.**

Supervisor Scales-Preston moved approval of the Record of Action. Supervisor Carlson seconded. **Vote:** Approved.

**Public Comment**

None

- 2. INTERVIEW applicants for the Transitional Community Advisory Body to fill vacancies for one member seat and three alternate seats, and DIRECT staff to forward any nominations to the Board of Supervisors for their approval and appointment.**

Supervisor Carlson provided overview of TCAB. Director Carr stated twenty-seven (27) applications were received; the Supervisors selected twelve (12) applicants for today's interview. Director Kim advised that one (1) person will be selected for the one (1) open seat and three (3) persons will be selected for the three (3) alternate seats. Supervisor Carlson stated that they will begin by interviewing the applicants in the room and then will interview the applicants participating by zoom.

(In person)

Antwanisha Hicks: In her senior year of a Bachelor of Arts (BA) in Social Work program. She also owns a small bakery. She has served the community for the last five (5) years through participation in trash clean up days, grocery give-aways, and adopt- a-family programs. She has

**Contra Costa County Board of Supervisors  
Equity Committee Minutes  
January 26, 2026**

eight (8) years of experience in human service programs and wants to contribute to the network to strengthen community connection. No conflict of interest.

Terence Elliot: Retired educator from Contra Costa County Community College District (CCCCD) and has worked at all three (3) CCCCDC colleges. Over his career he has worked as a Black Studies Chair, Academic Dean for Natural Sciences, and Senior Dean of Academic Affairs. He has also worked as music professor. He has been on the board for seventeen (17) years of a non-profit organization (NPO) of a program focused on the success of black males in higher education. His focus in retirement is to work as a sound therapist. He just wrote his third book about the healing aspect of sound in black community. He notes that mental and emotional health are important. He currently teaches part time at Los Medanos College and wants to continue his public service. No conflict of interest.

Kim Jones: His life is one of transitions. He has transitioned from homelessness to home ownership. Transitioned from school dropout to multiple advanced degrees. Currently oversees nineteen (19) campuses as a director. He was born and raised in this county. He feels this work is my purpose and calling. It is important to have competent people with a focus on black wellness. Does not see a conflict of interest except for having a large network of people. Supervisor Carlson asked about current NPO involvement. Mr. Jones stated that his work is in public schools throughout the County of Alameda adult education, not NPO. He is also on the Oakland Workforce Development Board.

(Online)

Alvin Gibson: Eligibility Worker in Contra Costa County for twenty (20) years. He works as CCC service integration sites in North Richmond and Bay Point. He is a County Navigator in District 4 (Concord) to connect individuals with resources such as health services. Experience working with community-based organizations. He noted that the proposed wellness site is in his community of District 5. No conflict of interest.

Terah Lawyer: Intersection of lived experience with fifteen (15) years as incarcerated person. She understands systems and wellness. Now has three (3) degree from San Francisco State and executive certificates from Harvard. She has overseen philanthropic models – stewarding resources. No conflict of interest.

André Humphrey: Grew up inner city and used mindfulness to turn his life around. Founder of Inner-City Bliss NPO in Oakland – bring mindfulness to community to deal with trauma. He wants to bring healing and mindfulness to the work. He's not sure about conflict-of-interest but notes that his NPO is a black wellness provider. Supervisor Scales asked if his NPO would apply for funding on this initiative and that if he was on TCAB his agency would not be able to apply

**Contra Costa County Board of Supervisors  
Equity Committee Minutes  
January 26, 2026**

for funding. Mr. Humphrey noted that his NPO would like to apply for the funding and therefore conflict may apply. Also noted that his NPO is currently providing services in West County.

Janine Woods: Registered Nurse (RN) and public health nurse thirty (30) years. Extensive experience working with black family programs serving children and families. Worked for five (5) years in Maternal Child Health in Monterey County. She has designed, implemented, and evaluated programs and worked in case management, including in San Joaquin County. She also has been close to families lived experience as a school nurse. She currently works for a private company and has no conflict of interest.

Kendra Marshall: She has seen first-hand how vulnerable people fall through the cracks. Lifelong resident of CCC. Kaiser – serve on several advisory boards – data, mental health, equity – at Kaiser. Currently she works with an agency that supports vulnerable individuals at end of life. No conflict of interest.

Christine Burke: She has worked with disabled community and is here on their behalf. She believes that the issues of the disabled community fall through the cracks and are treated differently than race. She believes that she may be best suited as a partner in the network rather than a member of TCAB, to make sure that disability does not get overlooked.  
[withdrawn]

Patt Young: She is a retired Senior Health Education Specialist from Contra Costa County. She believes in mitigating harm to reduce disparate health outcomes. She has spent twenty-five (25) years with fetal infant mortality review and has found that the most impacted are the same people who have no voice. It is key to have representation for the voiceless. She has interviewed hundreds of women through the black infant mortality program and believes that she is imminently qualified to lend credence to the effort. She feels it is important to build social capital – crucial that service providers have credentials experience and empathy. Has experience from working on the original advisory body that developed ORESJ .

Tamara Shiloh: She is a lifelong Richmond resident, owns a bookstore. Focus of books are inventors and scientists over slavery and civil rights. She believes that children need to understand their history. She also has a small school and wants to learn why black students going to high school are unable to read. She seeks ways to help children receive a good education. No conflict of interest.

Dr. Fredrick Lee II: Organizational change leader and advisor. He is currently employed by Alameda County Health. He is interested in creating sustainable health outcomes. Subject of

**Contra Costa County Board of Supervisors  
Equity Committee Minutes  
January 26, 2026**

doctorate from University of Southern California (USC) was breast cancer survivorship among black women. He is interested in nuances of health outcomes. He is also a health and wellness coach and podcaster. No conflict of interest.

**Public Comment**

None

Supervisor Scales-Preston: Thank you, your work is impactful. Hope that you will be engaged.

Discussion ensued between Supervisors to make selection. Supervisor Scales-Preston nominated Dr. Fredrick Lee II for the open seat and noted that the seat was previously held by a District 4 resident. Supervisor Carlson seconded.

Supervisor Scales-Preston nominated Ms. Patt Young for one (1) alternate seat. She noted that Ms. Young served on a similar advisory board in the past. Supervisor Carlson seconded and noted that her public health background and work with mothers will be an important contribution.

Supervisor Carlson nominated Mr. Kim Jones for one (1) alternate seat and noted that his lived experience will be an important contribution. Supervisor Scales-Preston seconded.

Supervisor Carlson nominated Ms. Terah Lawyer for one (1) alternate seat and noted her statewide networks.

Supervisor Scales-Preston nominated Ms. Antwanisha Hicks and noted her lived experience and the importance of having a younger person's voice on the board. Supervisor Carlson seconded.

Supervisor Carlson stated that the TCAB meetings are public and open to all; he encouraged all interested parties to attend them.

Director Kim confirmed the following four (4) names to move forward for the February 3, 2026 Board of Supervisors for approval of the Equity Committee recommendation:

1. Dr. Fredrick Lee II (open seat)
2. Ms. Patt Young (alternate seat 1)
3. Mr. Kim Jones (alternate seat 2)
4. Ms. Antwanisha Hicks (alternate seat 3)

Director Carr thanked everyone for their participation.

**3. RECEIVE updates and PROVIDE direction on the implementation of the African American Holistic Wellness and Resource Hub.**

Director Carr shared the TCAB workplan, including the formation of ad hoc groups to work on Request for Qualifications (RFQ). TCAB members who made visits to similar black wellness sites in Sacramento and Antioch reported out to the full group. The next TCAB meeting will finalize the RFQ. The TCAB workplan reflects the group providing input to the wellness network through 2026 and sunseting TCAB in January 2027.

Director Kim noted that TCAB voted for the chairperson, Reverend Ed Harris, and vice chairperson, Dr. Jalaima Nichols, and that they have been driving the TCAB process forward. There have been robust conversations about the importance of process and approach with intention.

Director Kim shared the unanimous TCAB vote to name the network - **The Federal D. Glover Community Wellness Network**. He noted that Mrs. Glover also weighed in on the name and Supervisor Scales-Preston attended the last TCAB meeting to share greetings and perspective. Supervisor Carlson stated that the eventual lead entity will be required to take this name. BOS approval of name will ensue once a county facility (building) has been acquired.

Next TCAB meeting will be on Monday, February 9, 2026, 5:30 pm, 1025 Escobar Street, Room 110A, Martinez, CA (note location change).

**Public Comment**

None

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

Budget Equity Training Series. Director Carr shared that the first training of a six (6) part Budget Equity Training series was held on Friday, January 23, 2026. Training includes representation from Health Services, Library and Anima Services. The purpose is to learn how to use data to inform programs and budget. The importance of community input is also noted. The series will conclude in June 2026 and will result in budget reflection and data tools.

Civic Engagement Workshop Series. Director Kim shared ORESJ hosting civic engagement workshop series that will be free to the public. The workshops target audience are lay persons (general public) who have voice and insight to offer public agencies and public bodies but who may feel intimidated. The workshops are a type of "County 101" for the community. A total of

**Contra Costa County Board of Supervisors  
Equity Committee Minutes  
January 26, 2026**

three (3) workshops will be offered on March 4, 11, and 18, 2026 at 1025 Escobar Street, Room 110A, Martinez, CA. The registration link has been published.

Supervisor Carlson asked if the workshops will be recorded. Director Kim stated that he will take the suggestion back to the consultant but there may be concern that recording the sessions will change the interaction of participants who know they are being recorded and decrease vocal participation.

Racial Justice Oversight Body (RJOB) Town Halls. Director Kim shared that RJOB is hosting a series of three (3) town halls. The first is tonight in East County at Grace Bible Fellowship Church in Antioch. The second will be February 12 at RYSE Center in Richmond. The third will be virtual on February 19. All will have simultaneous interpretation through Wordly, thanks to the Board of Supervisors providing access to this technology.

SAFE Center update. Also shared that ORESJ regularly meets with the SAFE Center, which was established to support immigration services. There will be a Constitutional Observer training to address panic during ICE encounters on February 5, most likely in Concord.

It is a recommendation of ORESJ to invite SAFE to provide quarterly updates to the Equity committee.

Contra Costa Together update. CC Together held a large countywide convening of over 130 people who gathered to share health understanding and language for equity. There are plans to hold the next convening in March in Central County. The next after that will be in West County.

**Public comment**

Zelon Harrison: Data meeting for community would be a good idea. Make it understandable for community and contribute to transparency.

**5. REVIEW and DISCUSS the 2026 Equity Committee Workplan.**

**Public Comment**

None

Director Carr provided an overview of what to expect over this year. These are the entities who will provide regular reports to the Equity committee:

- Transitional Community Advisory Body (TCAB) for the Federal D. Glover Community Wellness Network

**Contra Costa County Board of Supervisors  
Equity Committee Minutes  
January 26, 2026**

- Equal Employment Opportunity (EEO) Officer and the Advisory Council on Equal Employment Opportunity
- Office of Racial Equity and Social Justice (ORESJ)
- Racial Justice Oversight Body (RJOB)
- Small Business Enterprise (SBE) Outreach, and Local Programs Report

The Equity committee 2026 meeting calendar was shared. Director Carr asked if Supervisors wanted to expand conversation with any additional topics.

Supervisor Carlson noted that the plan is to return to the proposed ICE non-cooperation ordinance in the February or March meeting. He also noted that the committee will have broad discussions as the County experiences the impact of federal cuts. Those losing the safety net are the most marginalized community members.

**Public comment**

Healthy Contra Costa: It may be good practice to have policy updates on your meeting agenda, such as the ICE ordinance. Also, as chair of Measure X advisory body I note that several members have resigned. The bylaw changes approved by the BOS has impacted the advisory board and the community doesn't feel that their input is valued. Please look at how equity is playing out in Measure X.

Director Kim put the links and list of resources in the zoom meeting chat.

Next Equity committee meeting is on Wednesday, February 18, 2025, 9:30 AM at 1025 Escobar Street, Room 110 A, Martinez, CA (change of location).

Meeting adjourned at 10:58 AM.