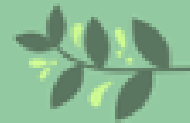
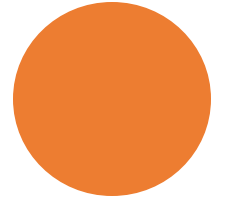


African American Holistic Wellness and Resource Hub

Implementation Plan

Board of Supervisors Meeting
August 12, 2025



Office of Racial
Equity & Social
Justice

CONTRA COSTA COUNTY

In Memory

Supervisor
Federal D. Glover



Presentation Order

1. A Word to Our Community
2. Prior Board and Equity Committee Actions
3. Contributors
4. Background and Context
5. Implementation Recommendation
6. Budget
7. Next Steps

A Word to Our Community

A Space Community Deserves:

Reflections from ORESJ

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

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

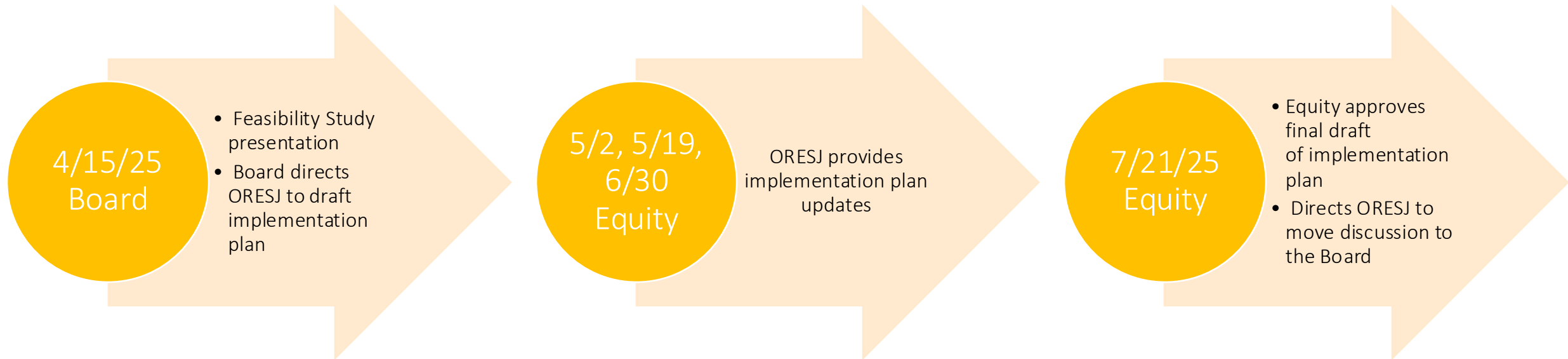
Government work moves slow, and we know people are tired of waiting.

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

We will stay accountable to community.

Prior Board and Equity Committee Actions

Prior Board and Equity Committee Actions



Contributors

Contributors

- African American Holistic Wellness and Resource Hub Feasibility Study Steering Committee
- Dr. Kerby Lynch, Ryan Drake Lee, Ceres Policy Research Team
- County Program Inventory
 - Contra Costa Health (CCH)
 - Employment and Human Services Department (EHSD)
 - Library
 - Probation
 - Public Defender
- Data Teams in CCH & EHSD
- Cross Department Racial Equity Workgroup
- Evaluation Studio
- ORESJ Team
 - Emaan Ahmed
 - Jessica Travenia

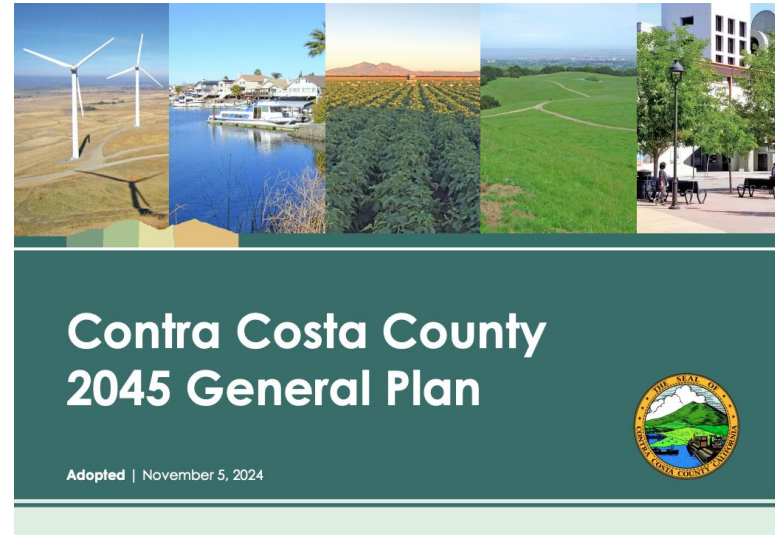
Background and Context

Feasibility Study for the African American Wellness Hub



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

Countywide Alignment



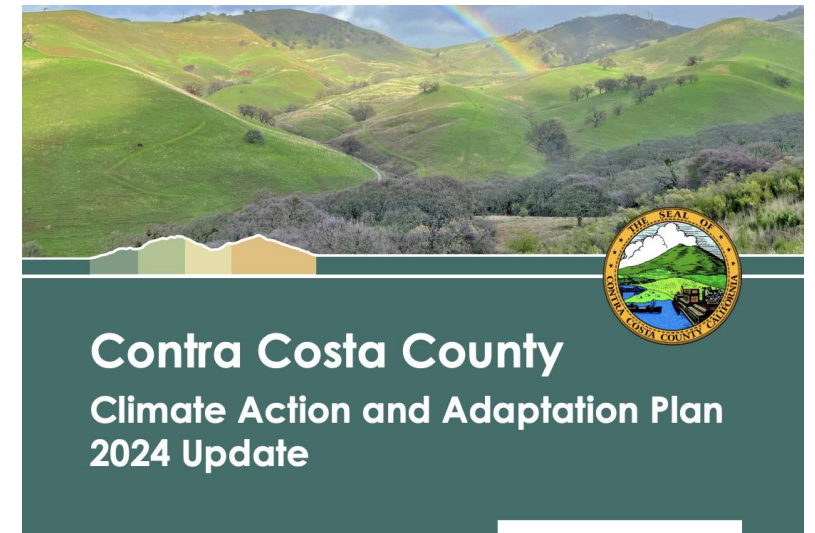
The Board of Supervisors of Contra Costa County, California

In the matter of:

Declaring Racism as a Public Health Crisis.

Resolution No

WHEREAS, it is the mission of Contra Costa County to provide public services which improve the life of our residents and the economic viability of our businesses; and
WHEREAS, racism is a social system with multiple dimensions: individual racism that is interpersonal and systemic racism that is institutional or structural; racism is a system of structural opportunity and assigning value based on the color of one's skin that privileges white people; and
WHEREAS, throughout our nation's history, racism has had lasting negative effects on groups Black/African-Americans, Latinx, indigenous, and people of color; and
WHEREAS, racism also intersects with other forms of prejudice and oppression to increase adverse outcomes including discrimination based on immigration status, gender and sexual orientation, and physical abilities; and
WHEREAS, antiblack racism dehumanizes and marginalizes Black/African-American people;



Comparative Programs

Program	Budget	Lead Entity	Governance	Population	Services	Model
Roots Community Health (San Jose)	\$3.2M start up (County); \$1M first-year subsidy, plus ongoing funding support (County)	Roots Community Health Center (CBO)	Community-led nonprofit	Black residents in South Bay; unhoused and reentry	Primary care, mental health, job training	Co-located with Ujima
Vietnamese American Services Center (VASC)	\$5M annual (County); plus County depts (Health, Social Services); \$55M construction (County)	Santa Clara County, County Executive Office	County-led	Vietnamese community, high-need communities	Health, social services, language access	County and CBO Hub
REACH Ashland Youth Center	\$5M annual (County); plus Head Start-funded CBO onsite; La Clinica; \$23M construction	Alameda County Health Care Services Agency	County-led, CBO partners	Youth 11-24 years; unincorporated Alameda County	Education, workforce, health, arts, culture, civic engagement	County and CBO Hub

Implementation Recommendation

3-Phase Approach: Phase 1

Phase 1 | 5 months | Aug-Dec 2025

ORESJ

- Establish a Transitional Community Advisory Board (T-CAB)
- Issue RFQ for lead agency to carry out implementation activities and coordination of service network
- Issue RFP for immediate community-based rapid-response services serving high-priority populations and communities
- Establish MOUs/partnership agreements with County departments to coordinate and expand delivery of existing services

Priority Service Categories

County- Community Partnership

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

3-Phase Approach: Phase 2

Phase 2 | 3.5 years | January 2026 – June 2029

Implementation Lead Agency

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

3-Phase Approach: Phase 2 (continued)

Phase 2 | 3.5 years | January 2026 – June 2029

Service Provider Network

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

3-Phase Approach: Phase 2 (continued)

Phase 2 | 3.5 years | January 2026 – June 2029

ORESJ

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

3-Phase Approach: Phase 3

Phase 3 | July 2029-ongoing

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



2025 - 2026

Begin Operations + Services

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



2026 - 2029

Countywide, Cross- Systems Coordination

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



2029

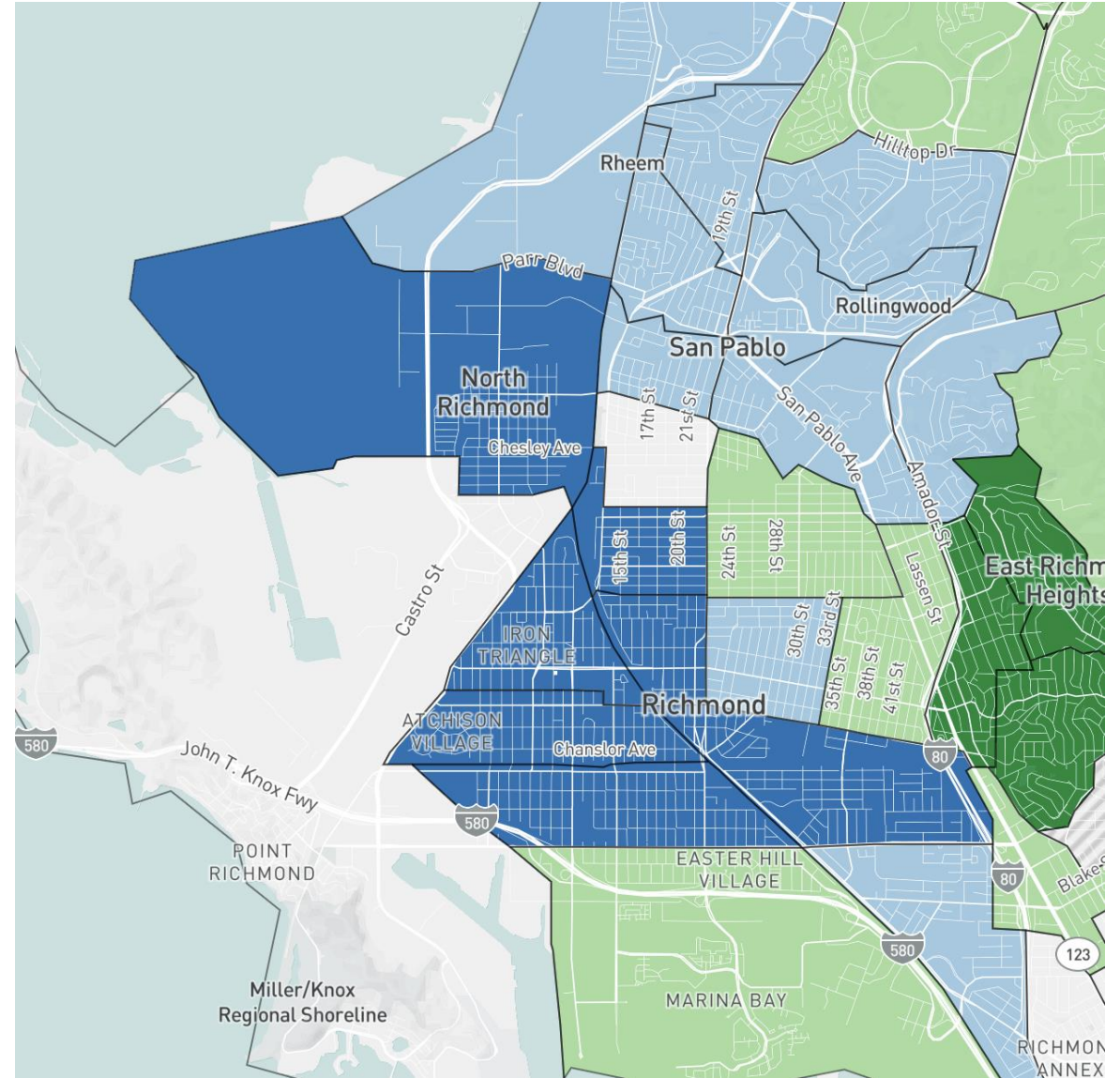
Continued Growth, Secure Funding, Open Anchor Site

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



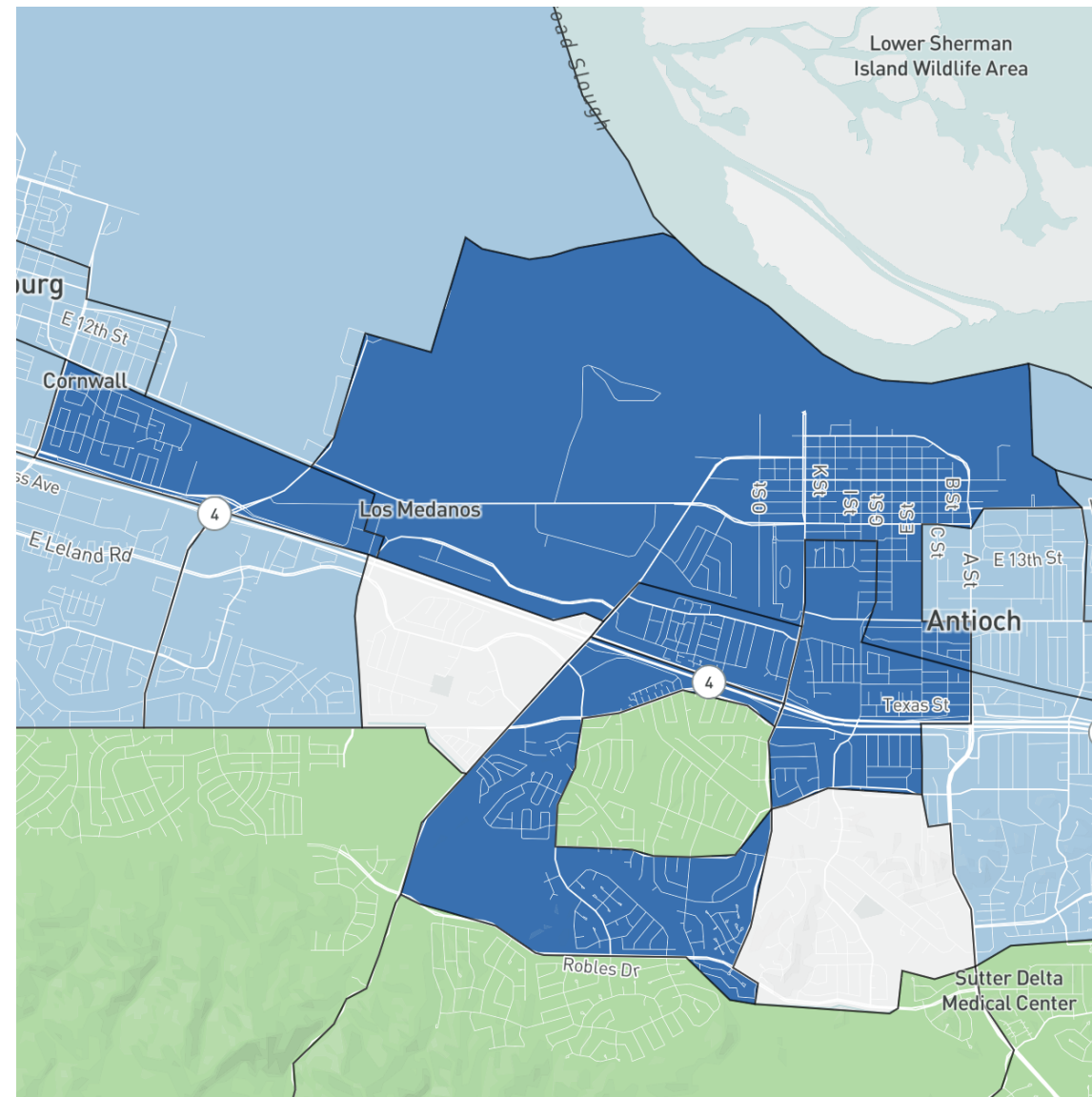
West County

West Contra Costa Census Tracts Below the 25th HPI Percentile with >10% African American Residents (see dark blue shaded areas)



East County

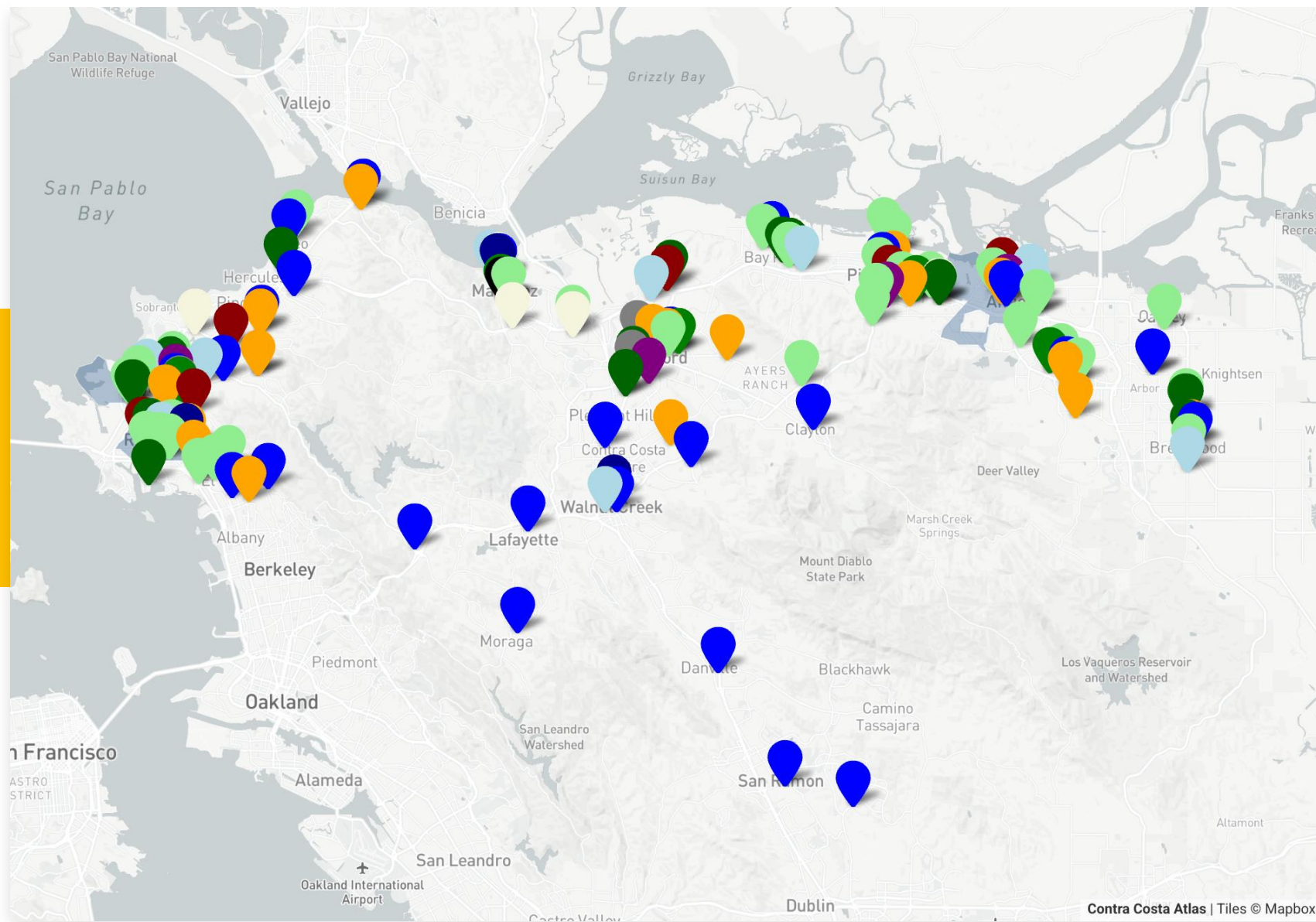
East Contra Costa Census Tracts Below the 25th HPI Percentile with >10% African American Residents
(see dark blue shaded areas)



Healthy Places Index[®]

County Programs

[Click on the map to learn more.](#)



Transitional Community Advisory Body (T-CAB)

- Extension of AAHWRH Feasibility Study Steering Committee
- Thirteen (13) county residents with lived experiences of vulnerable African Americans in Contra Costa County
- Review and provide feedback on eligibility and selection criteria for Implementation Lead entity, Executive Director, Board of Directors, Community Council
- Support outreach and recruitment efforts for roles described above
- Equity Committee interviews and nominates members; Board approves
- No conflicts of interest
- T-CAB sunsets once 501(c)(3) is established with Board of Directors and Community Council in place

Establish a 501 (c)(3) nonprofit

- RFQ to solicit a lead entity to launch and run the African American Wellness Hub
- Hire an Executive Director
- Establish a new business
- Secure designation as a 501 (c)3)
- Assemble Board of Directors and Community Council

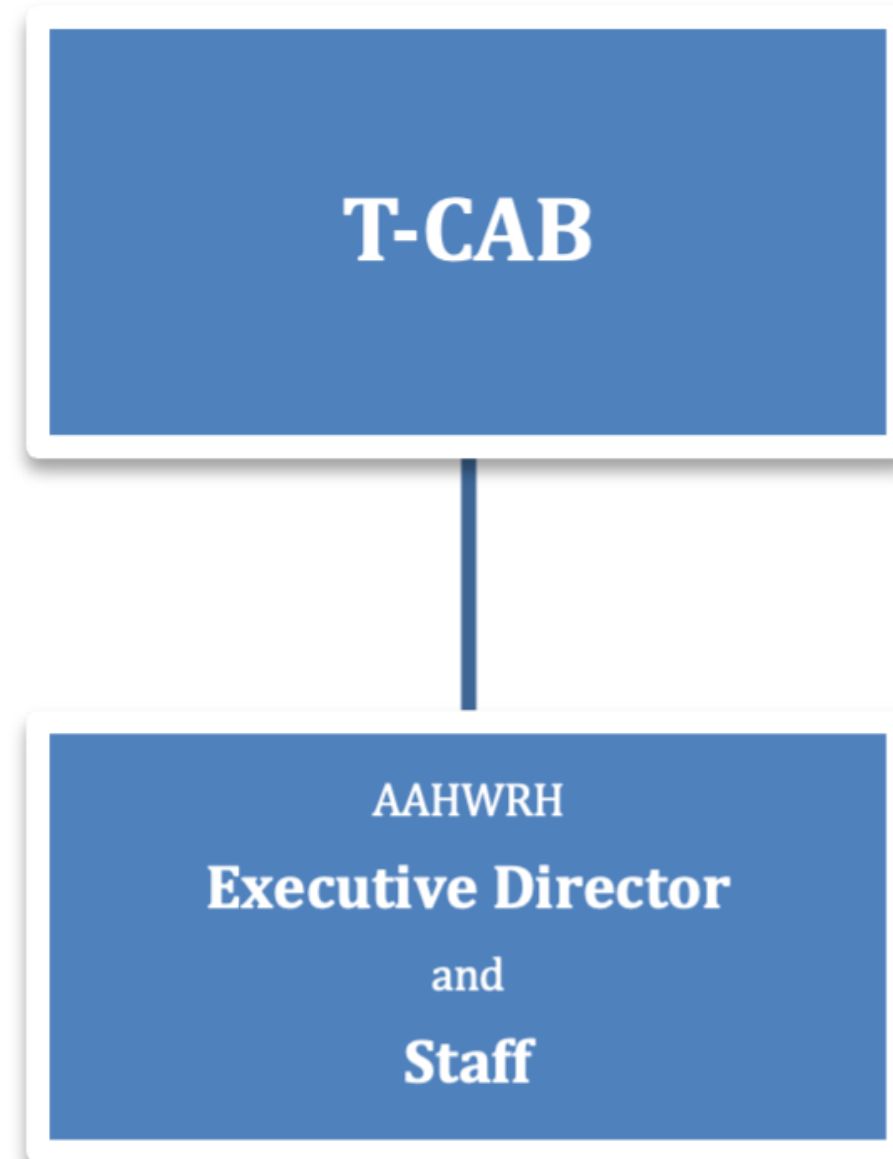
Board of Directors

- Composed of thirteen (13) seats: six institutional seats and seven community seats
- **Institutional seats** can include:
 - Contra Costa County Board of Supervisors
 - Contra Costa Health Department
 - Contra Costa Employment and Human Services Department
 - Contra Costa Office of Racial Equity and Social Justice
 - A local municipal Mayor or Councilmember; and
 - A local public system leader (e.g. school district, private health system, public safety, etc.)
- **Community seats** can include:
 - Deep alignment with AAHWRH values and mission;
 - Extensive experience serving African American vulnerable communities;
 - Fund development and fundraising expertise;
 - Nonprofit management and leadership experience;
 - Expertise in community-led, culturally-responsive health and wellness practices;
 - Deep relational ties and leadership experience in faith-based communities;
 - Experience in community building, advocacy, and/or organizing; and
 - Expertise in cultural and performance arts programming and event planning
- Approve and monitor budget; Evaluate Executive Director; Engage in strategic planning; Fundraise, Spread Awareness, Garner Support

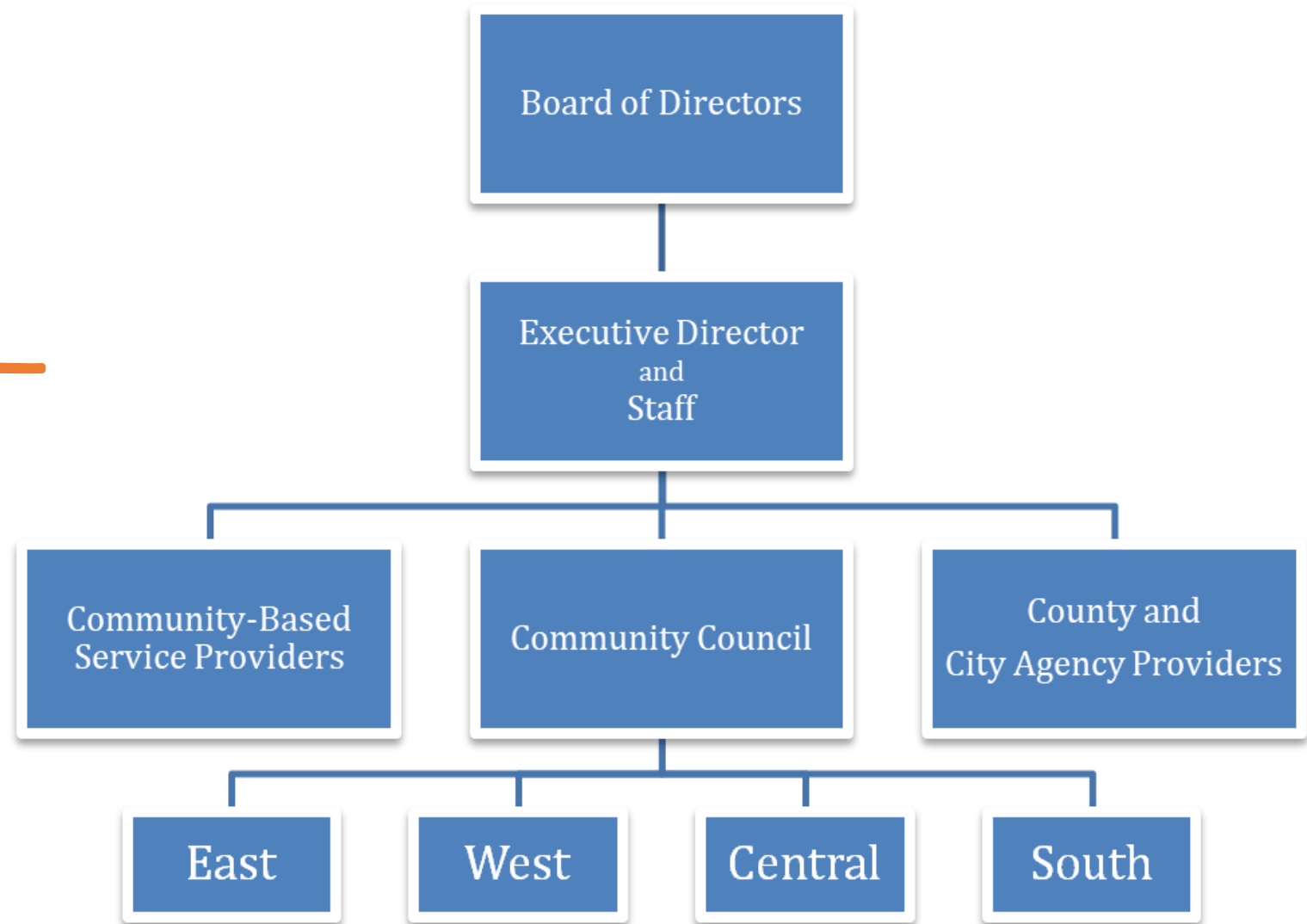
Community Council

- Advise the Board of Directors and AAHWRH leadership on real-time concerns and issues within local the Black community
- Provide guidance around community engagement, improved service delivery, and innovative partnership opportunities
- Over time, develop regional subcommittees representing east, west, central and south county regions
- Comprised of people with both lived experience and professional expertise who represent highly vulnerable and marginalized community members
- Final determination of members will be a collective decision by the lead entity, executive director, and Board of Directors

Initial Structure



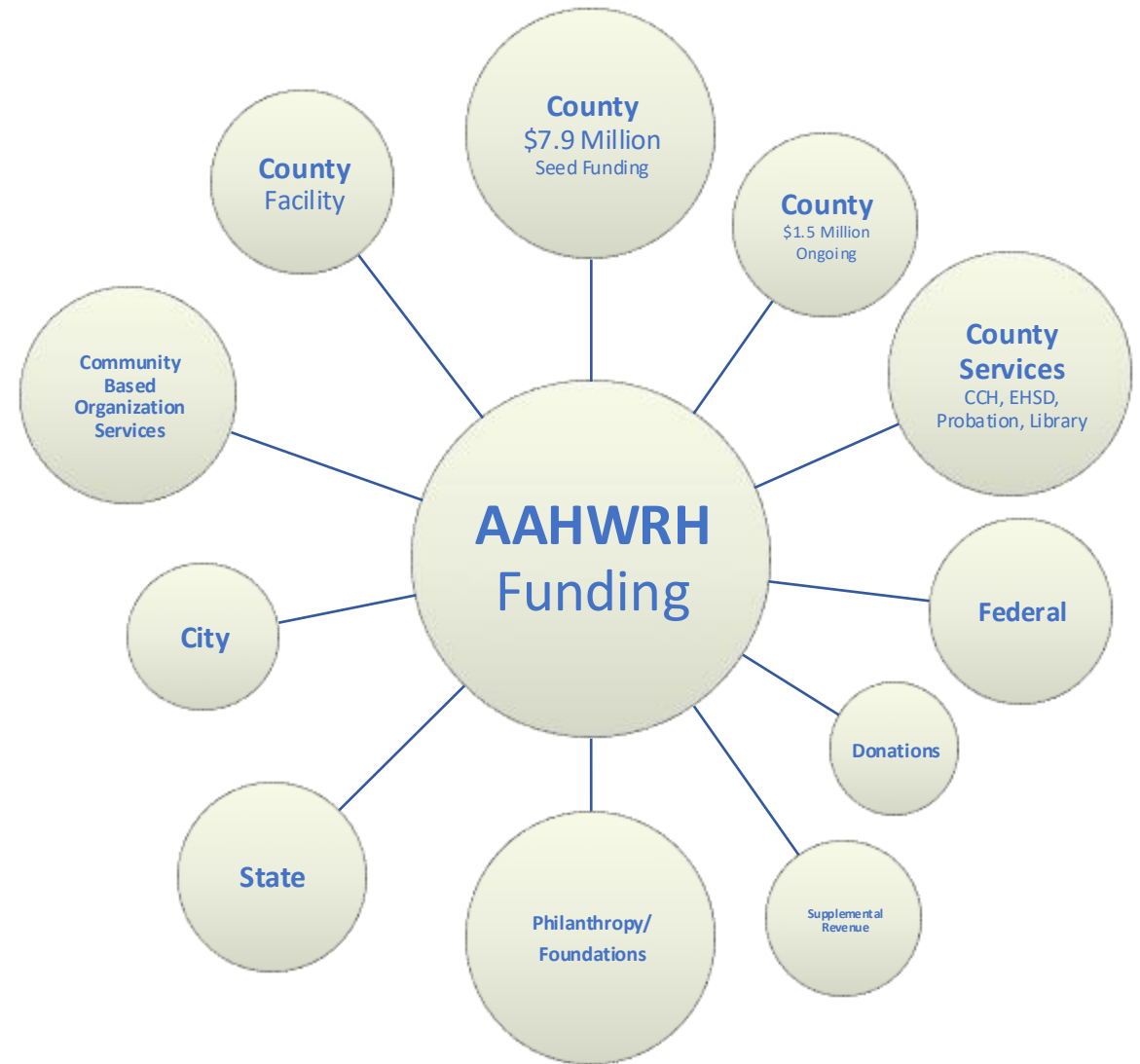
Final Structure



Plan for Sustainability

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

**Image represents possible structure and is for illustrative purposes only*



Evaluation

- Goal: Foster a culture of shared learning, ongoing reflection, and data-informed decision-making across all stakeholders
- Community-Based Continuous Learning and Improvement (CBCLI) Framework
 - Community ownership over defining wellness, measuring success, and shaping solutions.
 - Continuous learning and adaptation, allowing the Hub to evolve as conditions, needs, and opportunities change.
 - Transparency and accountability, strengthening trust across partners, funders, and community members.
 - Cultural responsiveness and empowerment, honoring lived experience and reframing deficit narratives into asset-based indicators of health and wellness.
- Qualitative and quantitative data sources
- Participatory data sense-making and community learning exchanges
- Transparent reporting to ensure information is readily accessible

Budget

ORESJ Budget Recommendation

Spending Plan (\$7.9M over 3.5 years)

- Fund community-based service provider network to serve high-priority Black populations (\$3.75M)
 - Black males, elders, unhoused, justice-involved, mental health needs, infants/new mothers
 - Prioritize high-need census tracts (Antioch, Pittsburg, Richmond, North Richmond)
- Fund an implementation lead agency to oversee day-to-day coordination between CBO and County services (\$2.15M)
 - Establish a new 501c3 non-profit organization, hire Executive Director and core staff
 - Develop a 10-year sustainability plan
 - Coordinate capacity building and training for network providers
- Invest seed funds for renovation of an anchor facility site in Antioch to open 2029 (\$2M)
 - Planning, design, and initial construction costs
 - Will require a dedicated capital campaign to secure full cost
- Also recommend an additional on-going annual allocation of \$1.5M beginning in 2029-2030
 - Core staff and operations

Proposed Budget and Sustainability

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

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

Next Steps

What's Happening Now:

13 Black-led organizations running 14 projects

Equity for Black Women and Girls



Grace Bible Fellowship of Antioch



Recommended Board Actions

- ❑ Approve the African American Holistic Wellness and Resource Hub Implementation Plan for administration by the Office of Racial Equity and Social Justice
- ❑ Direct ORESJ to assemble and launch the African American Holistic Wellness and Resource Hub Transitional Community Advisory Body (T-CAB) with oversight and direction from the Equity Committee
- ❑ Authorize ORESJ to coordinate and formalize agreements (MOUs) with County agencies to provide AAHWRH rapid response services through mobile units, site activation, shared staffing infrastructure, and/or other in-kind services.
- ❑ Approve ORESJ to release a Request for Proposals (RFP) for community-based rapid-response programming, and a Request for Qualifications (RFQ) for an independent entity to serve as the implementation lead to establish an independent non-profit organization to serve as the AAHWRH.
- ❑ CONSIDER agendizing a discussion for a future meeting to discuss a possible ongoing Measure X allocation to support the African American Holistic Wellness and Resource Hub beginning in FY29-30.



Questions? Feedback?

THANK YOU!

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