

Equity Committee  
Record of Action for November 25, 2024

Committee Members Present:

Supervisor Federal D. Glover, BOS District 5, Committee Chair; Supervisor John Gioia, BOS District 1, Committee Vice Chair

Staff Present:

Kendra Carr and Peter Kim, Co-Directors, Office of Racial Equity and Social Justice (Staff to Committee); Emlyn Struthers, Deputy County Administrator, County Administrator's Office; Ann Elliot, Director, Human Resources Department; Nicole Bilich, Manager, Human Resources Department; Ellen McDonnell, Public Defender; Patrice Guillory, Director, Office of Reentry and Justice, Probation Department; Gariana Youngblood, Administrative Services Assistant II, Office of Reentry and Justice, Probation Department; Shannon Ladner-Beasley, Equity Manager, Health Department; Karen Caoile, Director, Equal Employment and Opportunities Office; Antoine Wilson, Equal Employment and Opportunities Officer, Equal Employment and Opportunities Office; Sonia Bustamante, Chief of Staff, BOS District 1; Jill Ray, District Representative, BOS District 2; Lisa Chow, Chief of Staff, BOS District 4.

Public Attendees:

Ryan Drake Lee; Kerby Lynch; Chinue Fields; Desirae Herron; Shantell Owens; Liliana Gonzalez; Doug Leich; Gigi Crowder; Patt Young; Phil Arnold; Stephanie Taddeo; Akili Nuez Mixon; Wanda Johnson; Mariana Moore; Chaplain Jeralynn Blueford; LaTanua Thompson; Maria Dominguez; Roxanne Carillo Garza; Alfonzo Edwards; Steven Smith.

**Introductions**

*Supervisor Glover convened meeting at 10:30 AM.*

*Committee Chairs introduced themselves, as did staff assigned to the committee, Kendra Carr and Peter Kim, Co-Directors of the Office of Racial Equity and Social Justice (ORESJ).*

*Chair announced that they would be taking items out of order because Supervisor Gioia will need to leave by 11:30 AM to attend a funeral, and items will be taken in the following order: 1, 4, 5, 6, 3, 2, 7.*

**Public Comment**

*Phil Arnold: Acknowledges the passing of Norma Griffin (Co-Founder of Black Families Association) and Thurmond Gupton a veteran, for their life commitment of service to community.*

*Glover: We will adjourn this meeting in their memory.*

- 1. RECEIVE and APPROVE the Record of Action from the September 16, 2024 meeting of the Equity Committee, with any necessary corrections.**

Public Comment

*No comment.*

*Committee received and approved the Record of Action with no corrections.*

*Vote was taken – two (2) ayes. This item was passed.*

- 2. CONSIDER accepting the 2024-2025 Outreach and Recruitment Report, reflecting departmental and County outcomes to reaching underrepresented groups within the workforce.**

*Due to loss of quorum, this item was moved to next month's December 16 meeting.*

- 3. RECEIVE updates and PROVIDE direction on the African American Holistic Wellness and Resource Hub Feasibility Study**

*Dr. Kerby Lynch (Ceres Policy Research) and Ryan Drake-Lee (RDL Consulting) presented on progress of feasibility study, specifically the research on potential site selection. See attached PowerPoint slide deck.*

*Summary of highlights:*

*Will need to consider long term sustainability of hub and ability to continue funding of programming, services, and overhead costs. \$7.5M is seemingly not sufficient for new construction of a site, nor of a purchase at market rate, along with cost of operations and services. Their research has focused on list of County-owned properties in East County that were provided by the County Administrator's Office (CAO).*

*Glover: What was process of site research?*

*Dr. Lynch: Assessed the properties referred to them by CAO; then considered information from 15 community listening sessions and from 4,000+ responses to the online community survey. There was a lot of affirmation of idea of scattered sites, multi-purpose, and/or mobile services.*

*Gioia: We knew going into this that this would be in the East County, Antioch area, acknowledging that area has fewer services, generally. And that West County folks won't travel to East County, so are we considering satellite sites?*

*Dr. Lynch: We will give a full breakdown of our recommendations along with the qualitative research summary that informs those recommendations. This is a preliminary report on site research based on the information we've received so far.*

*Glover: I'm all for the mobile services to remote areas; but it is also important to understand that East County begins at Bay Point and then moves east, so review County properties that exist in these areas, that offer multiple services and resources and transit lines. Pacheco is not central to East County. I consider Pittsburg and Antioch as central.*

*Lynch: Yes, the challenge has been working with the options that have been offered as what is available, since these sites offered as options are already occupied.*

*Drake-Lee: It will be important to identify additional resources.*

*Gioia: This work will continue with new incoming-Supervisor Shanelle Scales-Preston; Clearly, we will not displace a currently occupied building. We should have looked at other County assets.*

*Glover: We did ask to begin looking at County sites, so thank you, but I agree, we need to see what else might be available.*

**Public Comment:**

*Gigi Crowder: Very distressing. 40 Voices has always stressed to look at faith spaces that were already used as hubs for service, such as Genesis Church, Delta Bay Church; we pushed the idea of satellite sites throughout the County. This has been an epic failure around in terms of where it should be located.*

*Jeralynn Blueford: I am very disheartened; I was told that it would be African American-led, and this is clear that it is not. We were led to believe that the Hub would be at African American-owned and led sites. This takes everything away that 40 Voices has fought for. Why are we reinventing the wheel, when you already have potential sites in our community?*

*Shantell Owens: I am saddened because the focus was to be on Antioch, and specifically the communities hit hardest. This past weekend, Genesis Church just gave away turkeys, as an example of a community-based site distributing resources and services to those who are in desperate need.*

*Phil Arnold: What can be delivered right now, to meet the immediate demand, so we do not need to wait for the physical hub to be established? I have not heard one thing about programs, only about a place. I want to hear about deliverables. Give people a sample of what people might appreciate to see what people like and works.*

*Wanda Johnson: Disheartened because we know that there are great disparities in Antioch, and to try to get a building that requires work and renovation, will ignore the problems and not provide a speedy resolution. This is why we continue to experience high amounts of crime, homelessness, etc. We all know that there are already spaces and organizations that have been doing the work, and will continue to do the work. \$7.5M is not enough already, so spend it on services, not a building.*

*La Tanyua Thompson: Since the election, children have been getting racist texts, parents are struggling to support their kids, LGBTQ people are not accessing resources, and so many people are feeling hopeless and are turning to church for support. We need to move quickly and meet the need, and to get resources to young people in schools, and in the church.*

*Desirae Herron: Thanks, Ceres, for your work. We are working from the position of a drought. We have to do the work to heal the community, and we need the financial support to do the work. A central location is important, in addition to, not in place of, multiple sites; it is not either/or.*

*Staff: Ceres was tasked with doing a thorough assessment of site selection, and were given direction by this committee, the African American Holistic Wellness and Resources Hub steering*

*committee, and the CAO. They are working within that assignment. Also, we asked them to ask the question in the survey about preferred sites and included faith centers as an option. They reported hearing respondents speak most to wanting a both/and approach that included both a single hub plus mobile or scattered services. Ceres has also reported that market rate purchases will very likely go beyond \$7.5M total cost.*

*John: The long-term plan might include a different location than where we land on in the interim.*

*Vote was taken – two (2) ayes. This item was passed.*

**4. RECEIVE and DISCUSS update from the Racial Justice Oversight Body (RJOB) on data collection efforts, review of Sheriff's Quarterly Report and general progress.**

*Staff presented update, along with Ellen McDonnell (Public Defender), RJOB Chair, and Patrice Guillory (Probation Department), RJOB member.*

- Update from RJOB – data
  - Group is looking at Diversion efforts across the county to jumpstart the establishing practices, protocols for data collection, sharing, and dissemination
  - Data Sharing example in other County offers a model of MOU's and data sharing agreements, flow chart of requests/response/approvals, and system partnerships
- Center for Policing Equity (CPE) Report
  - See CPE memo - attachment
- Overall RJOB update
  - Interviews for returning/new members taking place at Dec 16 Equity Committee
  - We will facilitate an RJOB retreat in late January or early February

*Gigi Crowder (RJOB member): I have not seen any progress around outcomes since my role as an RJOB member, only the continued racial disparities across law enforcement, but also District Attorney, Public Defender, and the whole CJ system. I don't want to stop at just looking at police data, but I want to look at equity data for the whole system.*

**Public Comment:**

*Phil Arnold: this speaks to Disproportionate Minority Contact; I want County to consider getting a certified Fitness for Duty evaluation for all Sheriff Deputies given the trauma that they experience on the job on an ongoing basis, this is for safety of community and of officers*

*Glover: We will need to come back after more discussion to offer recommendations on how best to proceed, in regard to CPE involvement. Please return early next year.*

*Due to loss of quorum, no vote was taken, and this item was moved to next year, to be determined.*

**5. RECEIVE and DISCUSS recommended best practices for engaging and building capacity for Measure X service providers**

*Roxanne Carillo Garza, co-chair of MXCAB, presented memo (see attachment).*

*Glover: I appreciate this, but this will need to come back to new committee in Jan to decide on whether to move these recommendations forward to the full Board.*

*Roxanne Carillo Garza: Thank you, Supervisor. I hope this committee will continue to make strides forward that build on the work already done during your time as the Chair.*

**Public Comment:**

*Gigi Crowder (MXCAB Member): as a member of MXCAB, this is some of the most important work we've done, to look carefully and critically at how departments center equity and take a community approach that truly recognizes racism as public health crisis.*

*No Vote was taken due to loss of quorum*

**6. RECEIVE updates and PROVIDE direction on the \$1M Measure X allocation for existing African American Wellness Services**

*Staff presented update (see attached PPT slide deck)*

*Glover: I look forward to seeing those recommendations at what will be my last Equity Committee meeting, even though I will not be able to weigh in on this at the January full Board of Supervisors meeting to offer my vote towards approval.*

*Public comment:*

*N/A*

*No Vote was taken due to loss of quorum.*

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

*Hiring Update*

- 2 equity analysts (1 on budget/policy and 1 on data)*
- Job openings closed last Wed 10/14*
- Over 280 applicants (92 and 191, respectively)*
- Expect to receive a list of top eligible applicants, week of Nov 5 to begin interviews*

*ORESJ 1-year Launch Event and Community Celebration*

- Wed Dec 4, 5:30 PM*
- Los Medanos College*
- Annual updates and report*
- Will model Language Justice and Inclusion best practices with live simultaneous interpretation*
- See attached flyers in Simplified and Traditional Chinese, Spanish, English, with video options in Spanish, Mam, ASL.*

**Public comment:**

*No Comment.*

*No Vote was taken due to loss of quorum.*

**8. Next Committee meeting** is currently scheduled for December 16, 2024 at 10:30AM.

*The December 16, 2024 meeting at 10:30AM was confirmed.*

**9. Adjourn**

*Committee meeting was adjourned at 12:18 PM*