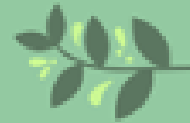
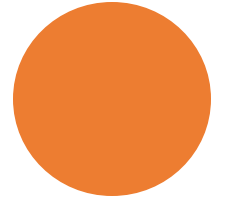


# Office of Racial Equity and Social Justice

Equity Committee

July 21, 2025



Office of Racial  
Equity & Social  
Justice

CONTRA COSTA COUNTY

# Meeting Agenda

Record of Action for June 30th, 2025

African American Wellness Hub  
Implementation Plan Update

Office of Racial Equity and Social Justice  
Updates

# Equity Committee

1. RECEIVE and APPROVE the Record of Action for the June 30th, 2025 meeting of the Equity Committee, with any necessary corrections.

# Equity Committee

**2. RECEIVE updates and PROVIDE direction on Implementation Planning for the African American Holistic Wellness and Resource Hub.**

# A Space Community Deserves:

## *Reflections from ORESJ*

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

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

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

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

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**We will stay accountable to community.**

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# Questions & Feedback We've Received

- ☐ What are the 14 Black-led projects that received funding? \$1M is great, but that's not enough!
- ☐ When will programming and resources show up in my neighborhood?
- ☐ What will be offered?
- ☐ What other organizations that are Black Led or community friendly meet basic needs and more in my neighborhood and throughout the county?
- ☐ Who will lead this work in the community?
- ☐ How will the Black community have real decision-making power over how the Hub grows?
- ☐ Where's the public reporting, budgets, updates, and results?
- ☐ What are we still unsure about, what is developing, what is challenging?
- ☐ Where can I go to sign up or get involved now?

# What's Happening Now:

13 Black-led organizations running 14 projects

## Equity for Black Women and Girls



Grace Bible Fellowship of Antioch



# What's Happening Next

- Discussion and Approval today from Equity Committee
- Discussion and Approval from the Board of Supervisors on August 12, 2025
- Applications and Selection of the Transitional Community Advisory Body (August – September 2025)
- Applications/proposals from an entity to operate the African American Wellness and Resource Hub
- Proposals from service providers ready to provide pop up services in January 2026
- Transitional Community Advisory Body + ORESJ: Select the lead to operate the Hub



# Ways to Contribute

- Fill out a Service Partner Interest Letter
- Review and share this list of [Black-led organizations](#) in Contra Costa County. Know any others?
- Send us an email at [admin@oresj.cccounty.us](mailto:admin@oresj.cccounty.us) to meet with one of us for office hours
- Serve on the Transitional Community Advisory Body
- Share your thoughts at Equity Committee (3rd Monday of each month)
- Share your thoughts at the August 12, 2025 Board of Supervisors Meeting



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 in **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 Cavallo Road 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 the first physical location at Cavallo Rd in 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



# Implementation Plan Updates

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- Updated implementation plan proposal focuses on one option; alternatives removed
- Co-design an evaluation plan with community; submitted two grants so far
- Budget outlines estimated allocations for possible AAHWRH staff and operations (Section 5, AAHWRH Implementation Report)



# Plan for Sustainability

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- 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



# 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 1

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## Phase 1 | 6 months | July-Dec 2025

### ORESJ

- Issue RFQ/RFP for immediate community-based rapid-response services serving high-priority populations and communities
- Issue RFQ for lead agency to carry out implementation activities and coordination of service network
- Partner with County departments to plan coordinated delivery of existing services that increase engagement and impact in African American communities
- Establish a Transitional Community Advisory Board (T-CAB)
  - Support design of solicitation, review and selection processes for RFQ for lead agency, and the eligibility and selection criteria for Executive Director

# 3-Phase Approach: Phase 2

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## 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)

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## 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



# 3-Phase Approach: Phase 2 (continued)

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## 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

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## Phase 3 | July 2029-ongoing

- Open physical site in Antioch 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)

# ORESJ Recommendation for Implementation

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## **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

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



Questions? Feedback?

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# Equity Committee

## 3. RECEIVE updates from the Office of Racial Equity and Social Justice

# ORESJ Updates

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- Convened Racial Justice Oversight Body (RJOB) subcommittee meetings in July
- Inaugural cohort of African American Holistic Wellness Service Providers (13 CBOs) began delivering program services in May
- New Hire: Administrative Services Assistant III
- Tracking federal developments/updates and local impact

# THANK YOU!

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Kendra Carr, Co-Director

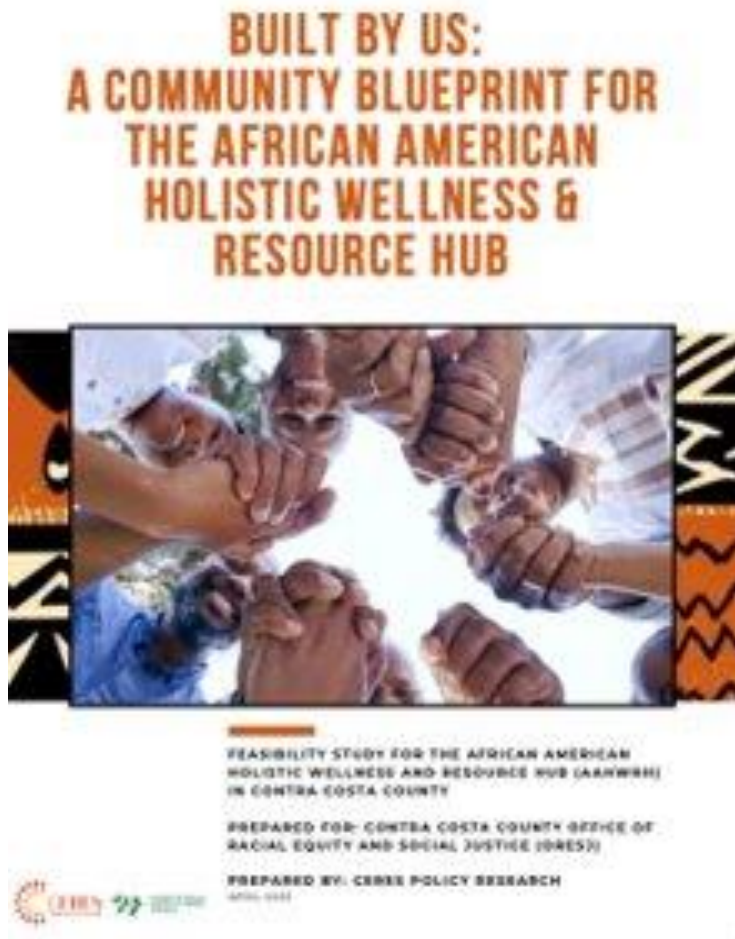
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# Vision for African American Holistic Wellness



- ❖ 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

# Implementation Planning Activities



# County Services Inventory

Contra Costa Health (CCH), Employment and Human Services Department (EHSD), Library, Probation and Public Defender

Identified programs and services that serve vulnerable and impacted African American communities

Identified priority populations, service gaps, and high-need census tracts

Exploring opportunities and readiness for immediate, community-based rapid-response services in partnership with community organizations