

Equity Committee
Record of Action for March 18, 2024

Committee Members Present: **Supervisor Federal D. Glover, Chair; Supervisor John Gioia, Vice Chair**

Staff Present: **Kendra Carr and Peter Kim, Co-Directors, Office of Racial Equity and Social Justice (staff to Committee); Lara Delaney, Senior Deputy County Administrator, County Administrator Office; Cora Young, Executive Assistant, County Administrator Office; Ellen McDonnell, Public Defender, Public Defender's Office; Ali Saidi, Deputy Public Defender, Public Defender's Office; Patrice Guillory, Director, Office of Reentry and Justice, Probation Department; Ann Elliot, Director, Human Resources Department; Nicole Bilich, Manager, Human Resources Department; Gilbert Salinas, Chief Equity Officer, Health Department; Shannon Ladner-Beasley, Program Manager, Health Department; Stephanie Rivera, Chief Health Equity Officer, CC Health Plan, Health Department; Antoine Wilson, Equal Employment Opportunity Officer, Risk Management Department; Sonia Bustamante, Chief of Staff, BOS District 1; Jill Ray, District Representative, BOS District 2; Peter Myer, Deputy Chief of Staff, BOS District 3; David Fraser, Chief of Staff, BOS District 5.**

Public Attendees: **Phil Arnold; Mariana Moore, Roxanne Carillo Garza; Maria Dominguez; Chaplain J Blueford; Jamie Yan Faurot; Gigi Crowder; Kerby Lynch; Sara Gurdian; Desirae Herron; Latrece Martin; Doug Leich; Ashley Green; Shantell Owens; Desiree Rushing; Stephanie Taddeo; 925-335-8000**

1. Introductions

Supervisor Glover convened meeting at 10:30 AM at his office at. John Gioia at County Bldg.

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

2. Public comment on any matter under the jurisdiction of the Committee and are not on this agenda (speakers may be limited to two (2) minutes).

Phil Arnold: requested we do not use acronyms, esp in relation to Af Am Holistic Wellness and Resource Hub

Gioia and Glover: agreed with this request; reminded that County has already adopted a policy to limit use of acronyms.

3. RECEIVE and APPROVE the Record of Action for the February 20, 2024 meeting of the Equity Committee, with any necessary corrections.

Supervisors reviewed the Record of Action (included in Agenda Packet).

Public Comment:

No comment.

The Record of Action was approved as presented.

4. ACCEPT and REFER the amended Racial Justice Oversight Body By-laws for Board of Supervisors Approval.

Patrice Guillory, Director of Office of Reentry and Justice, presented updates to Racial Justice Oversight Board (RJOB) bylaws (included in agenda packet); also provided update that RJOB currently has 2 community representative vacancies and 1 law enforcement representative vacancy; announced that she will provide a full annual update at next Equity Committee meeting.

Gioia: Likes idea of adding alternates. Recommends a change to the proposed bylaw regarding needing a majority of "members present" to pass a vote, and instead require a "majority of total sitting RJOB members"

Public Comment:

Gigi Crowder: Is there opportunity to allow RJOB members to vote outside of being present in a meeting?

Glover: Brown Act requires votes to occur with members present and in a public forum.

Gioia: Reminded that there is a proposed legislation at the State level that, if it passes, will make it easier to attend meetings virtually and be "present."

Ellen McDonnell: reiterated the challenge for members to attend RJOB meetings consistently and meet quorum requirement, resulting in frequently cancelled meetings; asked if there is any flexibility in allowing a lower quorum threshold, possibly to 8 or 9 (versus 10)?

Gioia: Unable to change the quorum requirements due to Brown Act; plus, because it is typically community members who have a more difficult time attending for various reasons, lowering the quorum threshold opens up the risk of allowing system representatives to have a greater say when voting and making decisions.

Committee recommends that quorum continues to be the majority of total sitting RJOB members; asked that Counsel review the final bylaws language before going to full Board of Supervisors.

This item was passed.

5. RECEIVE updates from the African American Holistic Wellness and Resource Hub Feasibility Study Steering Committee and **DISCUSS** the ORESJ's recommendation for distributing the

allocated \$1 million Measure X funds towards the African American Holistic Wellness and Resource Hub and existing services.

ORESJ Co-Directors presented updates on process to establish an African American Holistic Wellness and Resource Hub including: revised draft of Steering Committee bylaws (included in Agenda Packet) which have been reviewed and edited by County Counsel; previous Request for Qualifications (RFQ) for contractor to conduct a feasibility study resulted in one submission, so Steering Committee and Staff recommend a re-issue of RFQ as a Request For Proposals (RFP) that asks for more nuance and detail in proposals, and offers an increase of total contract amount from \$80,000 to \$180,000, with the additional \$100,000 coming from ORESJ budget; Staff forecasted a possible request of a special meeting of Equity Committee if needed to expedite RFP process and approval of awardee.

Staff also presented a revised proposal for distribution of \$1M allocation for existing services toward African American holistic wellness (included in Agenda Packet) that includes: seeking a community foundation partner to serve as a contractor to support with procurement process and distribution of funds to service provider sub-contractors; a participatory process that includes community members in the review and scoring of proposals for service contracts; a two-year contract period from FY 2024-2026 with \$500,000 awarded each year; proposed categories of service areas based on Measure X Community Advisory Board recommendations and other research on priority needs; and service contract proposals can serve all of Contra Costa County, with proposals that focus on east county communities prioritized.

Glover and Gioia: Satisfied with updated bylaws as presented, as it reflects the direction given by this Committee and has been reviewed by Counsel.

Glover and Gioia: Comfortable with a re-issue of the RFP for feasibility study and the proposed increase of award amount.

Gioia: Regarding the proposal for distribution of \$1M, comfortable with contracting with a community foundation and suggests Staff to have exploratory conversations with Lescher Foundation, East Bay Community Foundation, Y&H Soda Foundation, and Contra Costa Regional Health Foundation; assumes that the Steering Committee is not a part of the procurement and participatory review process as that would likely pose a conflict(s) of interest.

Public Comment:

Gigi Crowder: regarding RFP for feasibility study, is concerned that an increase of total contract amount of \$180,000 is not enough, suggests a total contract amount of at least \$300,000 total is needed; regarding distribution of \$500,000 each year over 2 years does not respond to urgent, immediate need as advocated for.

Shantell Owens: suggests that \$500,000 each year over 2 years will produce less significant impact than distributing the entire \$1,000,000 in one year; advocates for a more immediate and impactful investment.

Ali Saidi: echoes the need for urgency and speed in distributing the funds, and believes in the potential for producing a transformative model for rest of region, state and nation; past experience during COVID has shown that the County has the ability to jump start efforts and move funding quickly and effectively.

Stephanie Taddeo: supports a transformative model that can send a positive message to the State, and urges the County to listen to community and their suggestion of distributing funds faster and finding sustainable funding beyond this initial \$1,000,000.

Desirae Herron: urges the release of \$1,000,000 at one time, believe it will have more of an immediate impact; also asks, will the add'l \$100,000 for the feasibility study come from the \$1,000,000?

Maria Dominguez; Doug Leich; Ashley Green; Desiree Rushing; Stephanie Taddeo; 925-335-8000

Chaplain Blueford: as a mother whose kids were impacted directly by the Antioch Police Department racist text scandal, she asks the County keep the \$1,000,000 intact because believes that will do more for the Black community; stated that \$1M is not a lot in today's economy.

Jamie Yan Faurot: as a person of color and county community member, she shares the concerns of others who spoke today, has experienced similar disparities in her community; supports the work for an African American Holistic Wellness and Resource Hub and believes the County can do more

Ashley Green: appreciative of the \$1,000,000 allocation but frustrated that community is still waiting for funds to be distributed; also, thought that additional funds were promised for the Hub, and wonders where those are; we are going around and around in circles unable to make a decision on the funds, we need to move and make a decision now.

Doug Leich: supports the vision of African American Holistic Wellness and Resource Hub and is anxious to see it realized; believe such a center will provide needed support and healing that is needed in the Black community.

Gioia: Regarding the re-issue of RFP, asked for clarity on how the increase of add'l \$100,000 was determined.

Staff: ORESJ had conversations with to 5-6 potential applicants exploring interest and capacity, and there was consensus that \$80,000 was not sufficient for a comprehensive study as described; when asked how much would be sufficient, several of the applicants said that an add'l \$100,000 would be sufficient. In response to a public comment, Staff also reiterated that

the \$100,000 will come from ORESJ funds to keep the \$1,000,000 intact and dedicated to funding services.

Gioia: regarding the \$1,000,000, stated that any increase in funds beyond that would require full Board of Supervisors discussion and approval; also asserted that any contract with a community foundation to administer the funds to service providers will need to go through a competitive bid process; made clear that the Steering Committee's focus and responsibility is to oversee the procurement process for a contractor to conduct the feasibility study, and it is not to oversee the distribution of the additional \$1,000,000 for services; reminded the group that even with a phased disbursement process taking place over 2 years and beginning in FY 2024-2025, the County is moving faster than usual considering the Board of Supervisors allocated the \$1M in December 2023.

Glover: wants to engage the philanthropic community and explore their ability to leverage additional funds to add to the investment over the two years; also sees the phased approach over two years as an opportunity to explore what services are working and effective in producing positive outcomes over time to help inform planning for the Hub.

Gioia: likes the idea of a single RFP process for the \$1,000,000 that amounts to a 2-year contract for sub-grantees; wants to make sure that measuring and evaluating outcomes is a part of the contract with the community foundation.

Glover: agrees that data around outcomes is critical, especially when assessing what services are effective and still needed in year 2 of the contract period, and in future years to inform the Hub once established; wants to build in a robust evaluation plan.

Supervisors agreed to receive the updates and accepted the revised bylaws, approved a re-release of a RFP with an increased award amount of \$180,000, and directed staff to proceed with planning for a 2-year phased approach to distribution of the \$1,000,000 and to bring back to the Equity Committee an update on the procurement process for contracting with a community foundation. This item was passed.

6. RECEIVE updates from the Co-Directors of the Office of Racial Equity and Social Justice about the development of the Lived Experience Advisory Board.

ORESJ Co-Directors presented update on the development of the Lived Experience Advisory Board with regard to selection process, stipends for participation, and anticipated timeline (included in Agenda Packet).

Public Comment:

Gigi Crowder: Has concerns with having a large, broad-based board that does not meet needs of specific racial groups, and recommends multiple, smaller groups with specific focus areas such

as mental health, and specific racial and ethnic and language priorities; regarding the idea of providing stipends, she questions if there is a need in providing those for every member.

Shantell Owens: doesn't want people to apply strictly motivated by a stipend, and instead wants people who are passionate to evoke change without the need for stipends; encourages a selection process that looks closely at an applicant's ability to make change.

Maria Dominguez: would like to receive updates on the language equity access plan and hiring timeline.

Mariana Moore: is in strong support of the LEAB proposal, and appreciates that its development was in partnership with the community Core Committee; offered example of when Ensuring Opportunities offered a 2-year stipended leadership training program to community members and residents, and as result had a phenomenal cohort without any member participating strictly for a stipend, but instead were clearly there for the right reasons, ultimately contributing much more time, labor, and expertise than what the stipends covered.

Roxanne Carillo-Garza: there has been a lot of research done on the LEAB proposal, prioritizing people with lived experience and histories encountering systemic barriers, illustrating a commitment to advancing equity; stipends represent valuing and honoring of the time and energy for their participation and respecting their expertise and insights; in terms of selection, it will be very important to have ORESJ Co-Directors involved, and ensuring the input of the community.

Gioia: Board of Supervisors will have a lot of insight to offer when assessing and selecting their appointees; agrees that it will be helpful for ORESJ Co-Directors to work closely with Supervisors and their Staff; it will also be important to balance and align selections with the 10 at-large seats to help fill any potential gaps left open after Supervisors make their appointments.

Glover: in regard to stipends, is concerned with equity in regard to other advisory bodies, and wants to eventually see a countywide policy that creates standards and equity across all bodies; do not want to move on that quite yet, and wants first an inventory of what other County boards are doing to compare and align; does not want to move forward on a stipend policy until we have more data on how other bodies have done or are doing it.

Gioia: suggests that we start here and then inform the other bodies of what is possible, and provide a model for a policy recommendation around stipends; reminds group that the County paid stipends for the community-led selection committee for the ORESJ Co-Directors as a precedent; suggests that this Committee continue to have an item on the agenda to discuss research on stipends structures within the County and in other jurisdictions.

Supervisors agreed to accept this update and directed Staff to bring an update at the next Committee meeting. This item was passed.

7. Next Committee meeting is currently scheduled for April 15, 2024 at 10:30AM.

The April 15, 2024 meeting at 10:30AM was confirmed.

8. Adjourn

Committee meeting was adjourned at 12:07 PM.