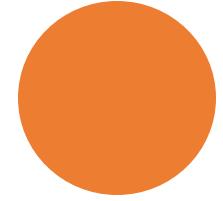


# Office of Racial Equity and Social Justice

Equity Committee

June 30, 2025



Office of Racial  
Equity & Social  
Justice

CONTRA COSTA COUNTY

# Meeting Agenda

Record of Action for May 19, 2025

SAFE Center Update

African American Wellness Hub  
Implementation Plan Update

Budget Equity Statement Review: Findings  
and Recommendations

Office of Racial Equity and Social Justice  
Updates

# Equity Committee

- 1. RECEIVE and APPROVE the Record of Action for the May 19, 2025 meeting of the Equity Committee, with any necessary corrections.**

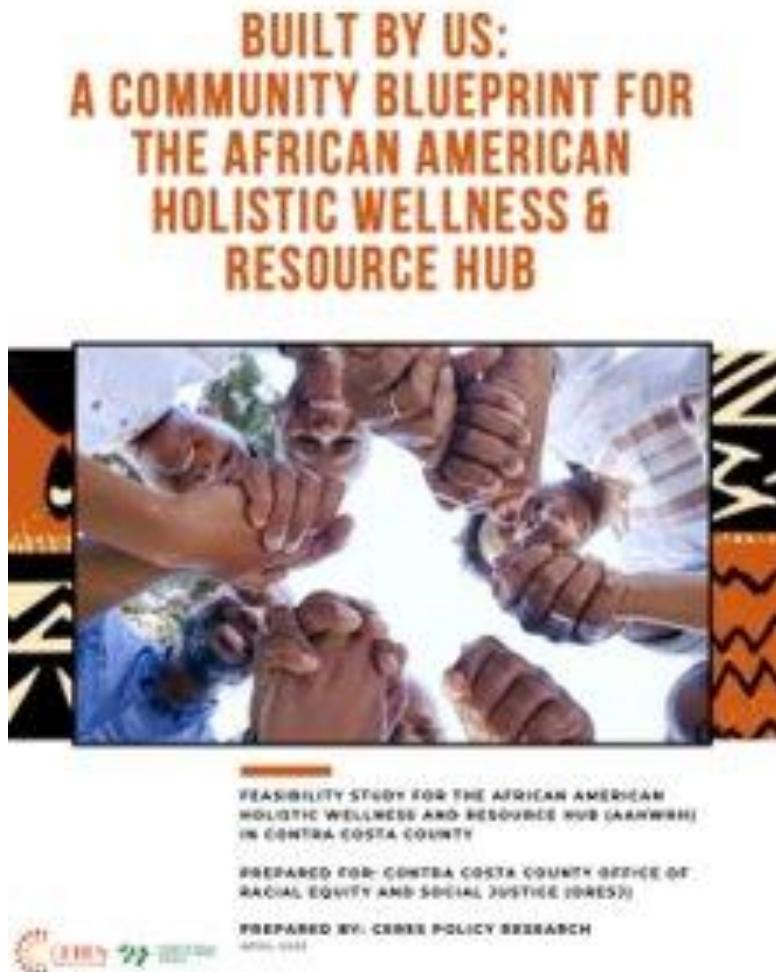
# Equity Committee

2. RECEIVE updates on Services and Access For Everyone (SAFE) Center development.

# Equity Committee

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

# 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

# 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

# African American Holistic Wellness and Resource Hub

- Countywide network of services, “hub-and-spoke” model, serving vulnerable, isolated, and under-served community members
- Facilitate collaboration among community-based and County agency partners and integrate services offered via mobile, pop-up, and satellite sites
- Lead referral and coordination processes
- Integrate data and track outcomes
- Identify and share community-defined and evidence-based best practices
- Coordinate capacity building and training opportunities
- Pursue funding opportunities to support and sustain these activities
- Establish an “anchor site” in East County for core operations and “one-stop shop” for co-located services, while also a physical manifestation of County’s commitment to Black health, safety and wellness

# ORESJ Recommendation for Implementation

---

## 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

# 3-Phase Approach: Phase 1

---

## 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

---

**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' 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)

---

## 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 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)

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



Questions? Feedback?



# Equity Committee

**4. RECEIVE and DISCUSS the findings and recommendations from the Office of Racial Equity and Social Justice FY25-26 Budget Equity Statement Review.**

## Introducing Contra Costa County's Budget Equity Tool

Contra Costa County's Budget Equity Tool (BET) was inspired by local governments nationwide. The tool's purpose is to yield clarity and focus on how your department's budget allocations will address gaps and disparities and achieve more equitable outcomes for the communities you serve.



The budget equity tool will help facilitate reflective dialogue to catalyze data-driven decision-making about resource allocation and policy development. It is intended to produce reliable and relatable information that can be understood and evaluated by residents and policymakers.

# ORESJ's 2025 Budget Equity Review Process

**March 2025** | Co-created a Budget Equity Primer with Budget Justice Coalition and shared it with County department heads.

**April 2025** | ORESJ received and reviewed Budget Equity Statements from 22 County departments and provided feedback.

**May 2025** | ORESJ presented formative reflections and recommendations to Equity Committee

**June 2025** | ORESJ presents aggregate budget equity statement review findings and recommendations to Equity Committee

**May, June, July 2025** | Continuing 1:1 meetings with each department head to review feedback and determine next steps. Key informant interviews with leaders in budget transformation.

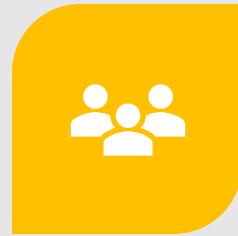
# Budget Equity Statement Review Criteria



COMMUNITY  
ENGAGEMENT



DATA COLLECTION &  
USE



STAFF &  
ACCOUNTABILITY



BUDGET CONSTRAINTS  
& EQUITY CHALLENGES



BUDGETING TO  
ADVANCE EQUITY

# Community Engagement

*How has the community shaped your budget priorities, and what accountability measures ensure their input drives resource allocation?*

- Uplifted as a valuable practice
- Increasing efforts in community engagement through outreach events, advisory boards, and partnerships with community-based organizations
- Need more discussion about how community input directly influences department budget priorities or resource allocation
- Mostly consultative vs collaborative

# Data Collection & Use

*What data will you collect (qualitative and quantitative), and how will it inform equity outcomes and future budget decisions?*

- Multiple departments stratify data by race, income, age, gender identity, sexual orientation, and other identity markers and publish publicly accessible dashboards
- Utilizing GIS mapping to ensure resources are allocated equitably
- Primary focus on quantitative data
- Need more clarity as to how data will guide future decisions or addresses equity gaps
- Opportunity to increase the use of qualitative data methods – focus groups, community-led research, storytelling – to capture a fuller understanding of community-level impacts

# Staff & Accountability

*Who is responsible for implementing equity work, and how will leadership ensure workforce equity and accountability?*

- A few county departments have staff who are responsible for leading equity initiatives throughout the department – Health has a robust Equity Team
- Small number with internal equity committees or workgroups; need clearer goals
- Several departments have anti-bias, anti-racism trainings
- Opportunity to have equity work embedded into core job functions and department priorities

# Budget Constraints & Equity Challenges

*What funding limitations exist, and how is your department mitigating their impact on marginalized communities?*

- Several departments cited the anticipation of funding cuts
- Several departments described their strategic use of Measure X investments to address the needs of vulnerable community members
- Creative budget solutions: engage in public-private partnerships to augment and extend services
- Need more analysis and discussion about how budget constraints differentially impact marginalized populations
- Encourage departments to share how equity priorities were maintained amid financial limitations, enabling shared learning and innovation

# Budget to Advance Equity

*How is your department using budget decisions to actively advance racial equity?*

- Prioritize resources to hire and retain bilingual staff
- Ensure services are ADA-compliant
- Outreach and engagement with communities that have been disenfranchised
- Embed equity into capital projects and operational plans
- Opportunity to make provisions for language justice
- There is room for some departments to demonstrate how budget decisions are used proactively to address racial disparities.

# Preliminary Recommendations

Adopt community engagement frameworks that uplift liberatory design principles.

Standardize data collection and data disaggregation protocols across departments.

Enhance qualitative data collection. Pair that data with quantitative metrics to better reflect complex equity challenges.

Designate a staff member or team to be accountable for equity implementation.

Department heads to visibly champion equity work and model accountability in resourcing and prioritization.

Build internal capacity - training in equity principles, cultural humility, and data equity. Encourage peer learning between departments.

Institutionalize equity impact statements.

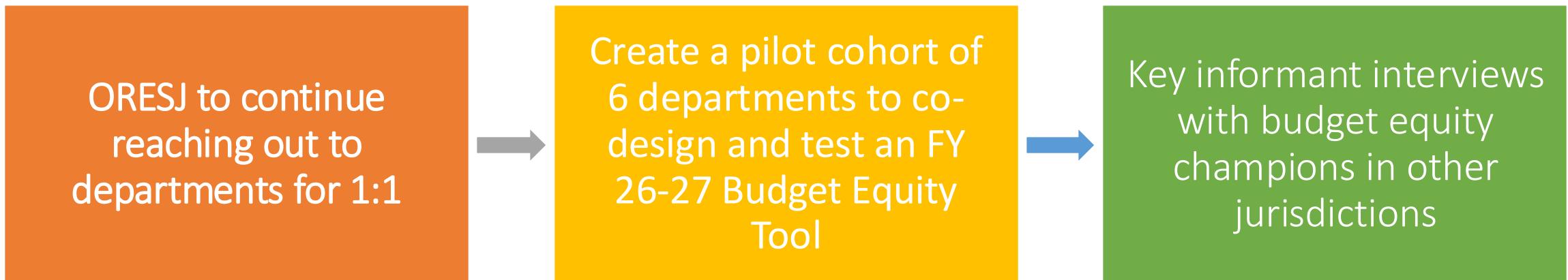
Create equity-centered budgeting templates.

Implement language justice

# Key Engagement Highlights

- ✓ **22 Departments Engaged in Budget Equity Reviews**
- ✓ **1:1 Technical Assistance – Goals, Metrics, Accountability**
- ✓ **Discussion & Focus Areas:**
  - Procurement Equity
  - Community Engagement
  - Data-Informed Program Design
  - Equitable Resource Allocation
- ✓ **Supporting:**
  - African American Holistic Wellness & Resource Hub
  - Racial Justice Oversight Body
  - Equity & Belonging Training
  - Racial Equity Action Plan
  - Contra Costa Accountable Communities for Health
- ✓ **Grounded in Relationship-building, Accountability, Learning**

# Budget Equity Next Steps





Questions? Feedback?



# Equity Committee

**5. RECEIVE updates from the Office  
of Racial Equity and Social Justice**

# ORESJ Updates

---

- Convened Racial Justice Oversight Body (RJOB) subcommittee meetings in May/June
  - Subcommittees – 1) Data, 2) Diversion, and 3) Community Engagement & Funding (CEF)
  - Next quarterly RJOB full-body meeting on August 7, 2025
- Inaugural cohort of African American Holistic Wellness Service Providers (13 CBOs) began delivering program services in May
- Presented a County proclamation in honor of Juneteenth, in partnership with NAMI CC/40 Voices, NAACP East, and broad base of Black-led community organizations
- Submitted proposal for Robert Wood Johnson Foundation *Systems for Action* Grant (\$200,000) to support design of evaluation framework for AAHWRH
- Completed interviews for Administrative Services Assistant III

# THANK YOU!

Office of Racial Equity and Social Justice  
1026 Escobar Street, Suite 2B  
Martinez, CA 94553

Kendra Carr, Co-Director

- [kendra.carr@oresj.cccounty.us](mailto:kendra.carr@oresj.cccounty.us)
- (925) 655-4642 office
- (925) 387-9080 mobile

Peter Kim, Co-Director

- [peter.kim@oresj.cccounty.us](mailto:peter.kim@oresj.cccounty.us)
- (925) 655-4641 office
- (925) 387-9266 mobile