



OFFICE OF
RACIAL EQUITY
AND SOCIAL JUSTICE
CONTRA COSTA COUNTY

African American Support Services Pilot Program (2025-2026) End-of Year Final Report

Board of Supervisors | August 11, 2026

AGENDA



OFFICE OF
RACIAL EQUITY
AND SOCIAL JUSTICE
CONTRA COSTA COUNTY

01

Introductions

Peter Kim & Kendra Carr, Co-Directors

Office of Racial Equity and Social
Justice

02

Background & History

Investment timeline
Program overview

03

Video

Service provider cohort spotlights

04

Final Report

Alexandria Cooley, Managing
Director

East Bay Community Foundation

05

Lessons Learned & Work Ahead

06

Closing & Questions

ORESJ and EBCF

FEDERAL D. GLOVER COMMUNITY WELLNESS NETWORK



OFFICE OF
RACIAL EQUITY
AND SOCIAL JUSTICE
CONTRA COSTA COUNTY

PURPOSE

Supports Black and African American residents in Contra Costa County with culturally responsive, comprehensive wellness services tailored to community needs.

STRUCTURE

Builds a countywide network connecting community and county programs – ensuring access to quality services, streamlined pathways, and a coordinated focus on Black residents experiencing disparities in health and wellness.

WHY IT MATTERS

Addresses longstanding health and social disparities — including higher rates of chronic illness, behavioral health gaps, and unequal access to services. Grounded in documented community need and sustained advocacy.

COMMUNITY ADVOCACY

Responds to calls for a coordinated, countywide response — including urgent need for healing support following documented misconduct in local law enforcement that directly impacted African American communities.

Formerly: African American Holistic Wellness and Resource Hub

INVESTMENT TIMELINE



OFFICE OF
RACIAL EQUITY
AND SOCIAL JUSTICE
CONTRA COSTA COUNTY

This report covers the \$1M (Measure X, one-time) investment services/programs. These are part of the County's total commitment of \$9.1M to establish the Glover Community Wellness Network and expand Black health and wellness in Contra Costa County.

Dec 12, 2023

Board Directs \$1M Allocation (Measure X, one-time)

Board of Supervisors directed a one-time allocation of \$1 million of Measure X funds to support the 'African American Holistic Wellness and Resource Hub and existing services.' Funds allocated to support and expand current programs as an immediate, intermediary step until the Hub was established.

Apr 23, 2024

Board Directs \$7.5M Allocation (Measure X, one-time)

Board of Supervisors allocated an additional \$7.5 million of Measure X funds toward the actual establishment and operation of the Hub (subsequently the Federal D. Glover Community Wellness Network) and implementation of services and activities.

Jun 10, 2025

Board Directs \$400K for Black Male Outreach (Measure X, one-time)

Board of Supervisors approved \$400,000 of one-time Measure X funds to expand targeted outreach and supportive services for Black/African American males. Directed to be added to the previously allocated \$7.5 million and included in the implementation plan.

May 2025 – Apr 2026

Inaugural Cohort Delivers Services

13 Black/African American-led organizations deliver culturally-responsive, trauma-informed, healing-centered services across five priority areas: community healing, food & housing insecurity, maternal & infant health, behavioral health, and youth development.

IMPLEMENTATION TIMELINE



OFFICE OF
RACIAL EQUITY
AND SOCIAL JUSTICE
CONTRA COSTA COUNTY

Aug 2024 – Mar 2025

Feasibility Study (\$180K)

Ceres Policy Research surveyed 4000+ community members and conducted community listening sessions, service provider focus groups, stakeholder interviews, robust fiscal analysis, and a comprehensive health needs assessment of African American communities in Contra Costa County.

Apr 15, 2025

Feasibility Findings Presented to Board

Ceres Policy Research presented findings and recommendations. The Board directed ORESJ to develop an actionable implementation plan.

Aug 12, 2025

Implementation Plan Approved

Board approved the Plan outlining three phases to launch the Network, including solicitations for a Lead Entity (up to \$2.15M) and Service Providers (\$3.75M).

Oct 2025

T-CAB Convened

ORESJ convened the Transitional Community Advisory Board to provide community oversight and guidance during network development.

Jun–Aug 2026

RFQ & RFP Released | Legal Entity Due: Aug 6 | Service Providers Due: Sept 4

RFQ for Lead Entity released June 2026, applications due Aug 6; RFP for Service Providers released July 2026 (\$3.75M, 6 categories), proposals due Sept 4.



2025–2026 FUNDING AWARDS

Breast Friends Lactation and Support Services	\$100,000
Black Girls Mental Health Collective Foundation	\$76,000
Healing Spot Counseling Center Inc.	\$76,000
Healthy Hearts Institute	\$76,000
1 Hundred Year Enterprise	\$76,000
Grace Arms of Antioch	\$76,000
Centered Care Wellness	\$50,000

Equity for Black Women and Girls	\$50,000
Genesis Church (Food Insecurity)	\$50,000
Genesis Church (Youth Development)	\$50,000
Improve Your Tomorrow	\$50,000
Miles Hall Foundation	\$50,000
NAMI Contra Costa	\$50,000
The Black Neighborhood	\$50,000

TOTAL AMOUNT: \$1, 000,000 (\$880,000 to services + \$120,000 to EBCF); all funds have been expended

END-OF-YEAR FINAL REPORT

Final report on Inaugural African American Support Services Pilot Program (2025-2026)

Pre-cursor Program of the Federal D. Glover Community Wellness Network

Presented by:

Alexandria Cooley

Managing Director of Grants Administration

East Bay Community Foundation

Julius Hampton

Program Associate

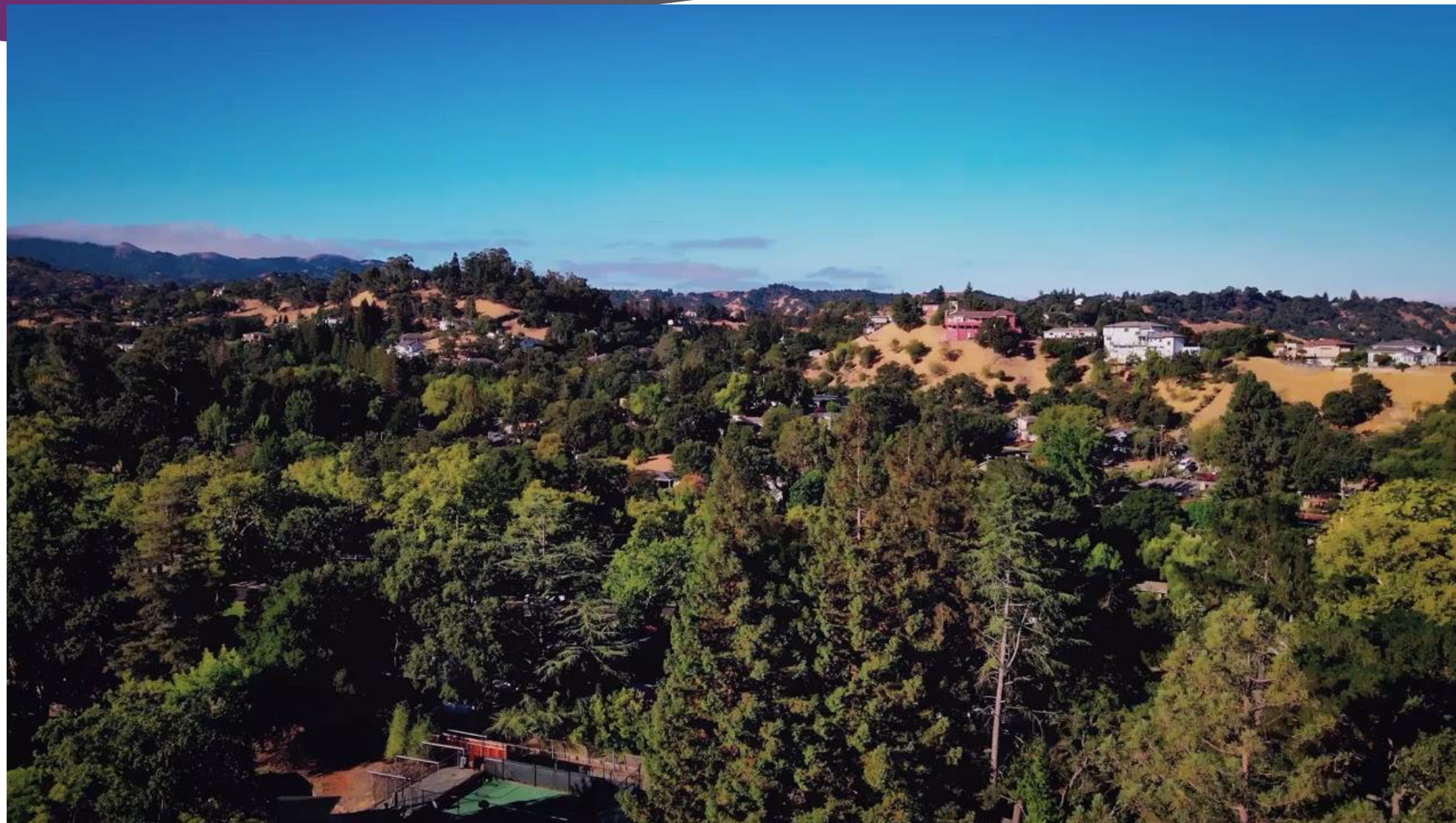
East Bay Community Foundation

East Bay Community Foundation | August 2026





VIDEO: SERVICE PROVIDERS SPOTLIGHT



IMPACT BY THE NUMBERS



21,495

Total Participants
Served

15,740

Black Participants
(73% of all served)

8+

Cities &
Communities Reached

4.3/5

Average Success
Rating

COMMUNITIES REACHED

ANTIOCH

RICHMOND

PITTSBURG

BAY POINT

CONCORD

MARTINEZ

OAKLEY

BRENTWOOD

FIVE PILLARS OF SERVICE



Maternal & Infant Health

Breast Friends
Lactation Support

Black Girls Mental
Health Foundation

Behavioral Health

Healing Spot
Counseling Center

NAMI Contra Costa

Equity for Black
Women & Girls

Food & Housing Insecurity

Genesis Church

Grace Arms of
Antioch

The Black
Neighborhood

Youth Development

1 Hundred Years
Enterprise

Genesis Church
Youth Trauma

Healing
Improve Your
Tomorrow

Community Healing

Healthy Hearts
Institute

Centered Care
Wellness

Miles Hall
Foundation

MATERNAL & INFANT HEALTH and BEHAVIORAL HEALTH



OFFICE OF
RACIAL EQUITY
AND SOCIAL JUSTICE
CONTRA COSTA COUNTY

MATERNAL & INFANT HEALTH

Breast Friends Lactation Support

- Award: \$100,000 (fully expended)
- 423 Black participants (100% of total)
- Increased breastfeeding success among Black families
- Improved access to lactation & perinatal services
- Reduced social isolation

Black Girls Mental Health Foundation

- Award: \$76,000 (fully expended)
- 1,675 Black participants (100% of total)
- Improved wellbeing via therapy & support groups
- Improved access to services
- Increased confidence in leadership

BEHAVIORAL HEALTH

The Healing Spot Counseling Center

- Award: \$76,000 (fully expended)
- 3,900 total; 1,596 Black (41%)
- Mental health improvement & reduced social isolation
- Increased access to crisis resources (beyond 911)

NAMI Contra Costa

- Award: \$50,000 (fully expended)
- 206 total; 189 Black (92%)
- Reduced depression & social isolation
- Increased mental health diagnosis knowledge

Equity for Black Women & Girls Initiative

- Award: \$50,000 (fully expended)
- 79 Black participants (100%)
- Improved wellbeing & reduced social isolation via Sister Circles

FOOD & HOUSING INSECURITY and YOUTH DEVELOPMENT



FOOD & HOUSING INSECURITY

Genesis Church

- Award: \$50,000 (fully expended)
- 8,000 Black participants; 58 weekly grocery distributions
- 94509 zip: only 30% of fresh food access vs rest of county
- 80% workshop completion; 70% applied principles to employment/housing

Grace Arms of Antioch

- Award: \$76,000 (fully expended)
- 2,420 total; 1,683 Black (70%)
- \$75+ per month in household food savings per family

The Black Neighborhood

- Award: \$50,000 (fully expended)
- 1,152 total; 785 Black (68%)
- Increased healthy food access & strengthened community connection

YOUTH DEVELOPMENT

1 Hundred Years Enterprise

- Award: \$76,000 (fully expended)
- 271 total; 142 Black (52%)
- Reduced recidivism; goal attainment in education, employment & behavioral health
- Conflict resolution without escalation

Genesis Church Youth Trauma Healing

- Award: \$50,000 (fully expended)
- 265 Black (100%); 7 trauma healing group cycles
- Significant reduction in behavioral issues
- Increased student confidence & self-efficacy

Improve Your Tomorrow

- Award: \$50,000 (fully expended)4
- 77 total; 225 Black (47%)
- 87% of students felt a sense of belonging (515/590)
- Increased family engagement

COMMUNITY HEALING



COMMUNITY HEALING

Healthy Hearts Institute

- Award: \$76,000 (fully expended)
- 2,285 total participants; 426 Black (19%)
- Healing circles, urban farm training & food distribution
- Addressed health disparities across priority communities

Centered Care Wellness

- Award: \$50,000 (fully expended)
- 342 households; 252 Black (74%) — incl. 97 elderly, 96 disabled, 63 veterans
- Food, medical equipment, healthcare, housing & jobs referrals

Miles Hall Foundation

- Award: \$50,000 (fully expended)
- Built digital infrastructure connecting community to resources
- 4,700+ unique website visitors; 2,500+ newsletter subscribers (28% click-through)
- 12 cohort profiles published
- 6 partner meetings facilitated
- 4 Board of Supervisors meeting participations
- 100 African American youth reached at TMHF Youth Summit

CAPACITY BUILDING and TRAINING



Through partnerships and leveraged funding, East Bay Community Foundation and ORESJ designed a service provider learning and capacity-building agenda that included 5 training workshops and individualized technical assistance sessions for cohort members.

Fundraising Support

Liberatory Fundraising Labs: 3-part workshop series with individualized technical assistance on strategy, proposals & reporting.

75% reported significant improvement in fundraising strategy understanding.

Nonprofit Resources

East Bay Community Foundation + Candid partnership: two sessions on researching funding opportunities, strengthening organization profiles, and accessing impact-tracking data.

Strategic Communications

Partnership with Mancala Collective to develop an interactive microsite for greater accessibility and engagement, plus up to 5 hours of communications support per grantee (messaging, social media, media training).

KEY INSIGHT

These organizations are delivering outsized impact with undersized infrastructure. It is critical that service providers receive basic capacity-building support, technical assistance, and training opportunities which will require sustained investment. It will also be important to consider how procurement processes can be more transparent and accessible, if infrastructure funding could be allowed, and how to differentiate training support that reflects the distinct needs of emerging grassroots organizations versus longer- established organizations.

LESSONS FROM YEAR ONE

Public-Private Partnership Works

East Bay Community Foundation as fiscal intermediary removed barriers by providing advance payments, faster turnarounds, and less rigid audit requirements which made grassroots participation possible. This model can become the standard.

Black-Led Orgs Need Pathways, Not Just Funding

These organizations have irreplaceable community trust, credibility, and cultural fluency. Sustained investment should include procurement reform, flexible infrastructure funding, and differentiated capacity-building and training support.

\$1M Plants the Seed — But It Must Be Watered

The cohort grant did exactly what it was designed to do — accelerating existing programs and serving as proof of concept. But it is not enough to sustain what has been built. Increased and sustained investment – by the County as well as by critical stakeholders (federal, state, city, philanthropy, health systems, investors, etc) – is necessary for the Glover Network to flourish and last.

Improve Data Collection for Year Two

Consistent network-wide data collection was a challenge. Effective service delivery and evaluation of impact requires shared metrics defined up front, standardized reporting tools and processes, frequent check-ins, consistent data collection/reporting intervals, and robust program participant/community member/resident feedback mechanisms.

THE WORK AHEAD



\$7.9M

Remaining county commitment to Black wellness infrastructure (of the \$9.08M total investment; \$1.18M already expended)

In the years to come:

- RFQ for Lead Entity: applications received Aug 6; review process underway
- RFP for Service Providers: proposals due Sept 4
- TCAB meets monthly; assessing ideal qualifications for FGCWN Executive Director, Board of Directors and Community Council
- Referral pathways between network organizations – both community-based and County departments
- Dedicated coordination capacity & physical home for network operations
- Multi-sector partnership and fund development strategy: county + cities + philanthropy + health systems

The Glover Wellness Network is the foundation. What gets built on it depends on the commitments that follow.

THANK YOU



Office of Racial Equity and Social Justice

Contra Costa County
1026 Escobar Street, Suite 2B
Martinez, CA 94553

Kendra Carr, Co-Director

kendra.carr@oresj.cccounty.us

Peter Kim, Co-Director

peter.kim@oresj.cccounty.us

East Bay Community Foundation

200 Frank Ogawa Plaza
Oakland, CA 94612

Alexandria Cooley, Managing Director

acooley@eastbaycf.org

Jasmine Jones, Consultant

jjones@eastbaycf.org

For more information on this project, please visit the interactive microsite at: gloverwellnessnetwork.com