

Equity Committee

Record of Action for March 17, 2025

Committee Members Present:

Supervisor Ken Carlson, BOS District 4, Committee Chair; Supervisor Shanelle Scales-Preston, BOS District 5, Committee Vice Chair

Staff Present:

Kendra Carr and Peter Kim, Co-Directors, Office of Racial Equity and Social Justice (Staff to Committee); Jessica Travenia, Equity Analyst, Office of Racial Equity and Social Justice; Emaan Ahmed, Equity Analyst, Office of Racial Equity and Social Justice; Monica Nino, County Administrator, County Administrator's Office; Ann Elliot, Director, Human Resources Department; Nicole Bilich, Manager, Human Resources Department; Ellen McDonnell, Public Defender, Public Defender's Office; Gilbert Salinas, Chief Equity Officer, Health Department; Lavonna Martin, Deputy Director, Health Department; Rhonda Smith, Assistant to Chief Executive Officer, Health Department; Shannon Ladner-Beasley, Equity Manager, Health Department; Jamie Schechter, H3 Manager, Health Department; Anissa Basoco-Villareal, Deputy Director, Employment and Human Services Department; Cynthia Mallory, Project Manager, Employment and Human Services Department; Lisa Chow, Chief of Staff, BOS District 4; Alejandra Sanchez, Field Representative, District 4; David Frasier, Chief of Staff, District 5; Jill Ray, Field Representative, District 2.

Public Attendees:

Kerby Lynch; Ryan Drake-Lee; Randi Dean; Roxanne Carillo Garza; Odessa Lefrancois; Devin Murphy; Dennisha Marsh; Devin Murphy; Delon Craft; Carletta Robinson; Anna Cleese; Jessica Shephard; Juanvunik Norwood; Gigi Crowder; Lakiesha Kelly-Redmond; Rachel Rosekind; Rohana Moore; Lesia Johnson; Lisa Moore; Maria Dominguez; Kinshasa Hunter; MyKeisha Lewis; Patanisha Davis Pierson; Federal Glover; Sherae Frost; Simone Delk; Shantell Owens; Desirae Herron; Napoleon Dargan; Aisha Williams; Anabel Kasembe; Anna Cleese; Darrell Foote; Debta Vinson; Dennis McGee; Devin Murphy; Salvador Morales; Stephanie Taddeo; Susan Hildreth; Tamara Shiloh; Tiffany; Traci Fuqua; Traci Henderson; Kirsten Johnson-Bell; Vanessa Blum; Willie Robinson; Yvonne Woods; YWFC; Sandra Naughton; Phyllis Howard; Kiara Clark; Melody Saint-Saens; Kiara Clark; Desiree Rushing; Wanda Johnson; Vonda Nolan; Bryan Canty; Alicia Lacey-Oha; Benisa Berry; Zelon Harrison; Adrienne Sofranko; Barbara Howard; Jeralynn Blueford; Krystle Law; Mariana Moore; Michael Pitts; Yvonne Woods; Ashley Green; Cornelius Johnson; Tomeko Crabtree.

Introductions

Supervisor Carlson convened meeting at 10:30 AM.

Supervisor Carlson, Committee Chair, and Supervisor Scales-Preston, Committee Vice Chair, introduced themselves.

Public Comment

No comment.

RECEIVE and APPROVE the Record of Action from the December 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.

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

Dr Kerby Lynch and Ryan Drake-Lee of Ceres Policy Research presented on final report of feasibility study with recommendations. See attached PowerPoint slide deck and Executive Summary document in agenda packet.

AAHWRH Feasibility Study Steering Committee comments:

Patt Young: submitted email with prepared comments, shared by staff. Encouraged the Equity Committee to accept and move the recommended model and plan to the full Board of Supervisors.

Phil Arnold: reminded group of the impetus of this effort being the Antioch Police scandal; brought attention to the needs of elders and veterans; agrees that City of Antioch should invest in these efforts.

Desirae Herron: remarked on the good job Ceres did to reflect the community's insights and encouraged the Board to not delay any longer but to move this work forward; the Steering Committee work and Ceres' research has all been done with excellence.

Vanessa Blum: appreciated how thoughtful the process has been and lifted up Dr Lynch's efforts to collect and incorporate the immense amount of data, community feedback, and stakeholder input.

Jacqueline Smith: appreciated the commitment and time of all steering committee members, ORESJ Co-Directors, Dr Lynch and Ceres; remarked how insightful the community cafes were, and impressed with the way all the information has been reflected in the recommendations.

Zelon Harrison: looking forward to the County continuing to identify and raise funds for this work, as the needs of Black communities are not a one-time issue, but require a sustained investment over time as an annual line item.

Sup. Scales-Preston: expressed appreciation for the Ceres research team, Steering Committee, and all the community members for their work and energy; reiterated the need for a safe space for Black community members are comfortable to access and engage services.

Sup. Carlson: lifted up two priorities – 1) building and honoring community trust through community-led efforts, and transparent community accountability, that ensures that community has clear voice, and 2) creating educational pathways for young people, formerly incarcerated, people most harmed, which can include mentoring, mental health supports, SUD counseling, as well as putting community members on paths of developing skills to be the ones who provide the services over time. Question: in regard to mobile services and hubs, can we go right into hubs as a first phase, or take a hybrid approach, that speeds up the establishment of intermediate community-dispersed hubs, in an effort to speed up the process?

Sup. Scales-Preston: disparities in our health care systems, in our justice system, in regard to mental health, substance use, IPV/DV, LGBTQ support – all of these can be addressed in a hub provided we have the space (or spaces) and the service partnerships needed.

Ryan Drake-Lee: must leverage existing services rather than be redundant, and the JPA governance model can help address this shared investment, coordination; will also need to

Sup. Scales-Preston: I appreciate the JPA idea, it allows for community participation by CBOs, steering committee members, and ensures a level of transparency in regard to the allocation of funds. How long will it take for a JPA to be established?

Public comment:

Napolean Dargan: expressed appreciation for Dr Lynch and Ceres, report was one of best he has seen, and appreciated the outreach and engagement; reiterated the need for an Executive Director that reflects the Black community and Black excellence; addressed how the church can be traumatic for many Black community members which is why they often do not go there; suggests that elected officials are given a time limit just like public speakers.

Gigi Crowder: named the instrumental efforts of 40 Voices Campaign in spearheading this advocacy, born out of local deaths of Black men, Miles Hall and Tyrell Wilson, by law enforcement, and then the Antioch police scandal; reiterated the need for Black male voices; opposed the idea of a JPA approach; supports the idea of a church for the hub.

Patanisha Davis-Pierson: on behalf of Assemblymember Faria, offers full support for the findings and study and encourages that this moves forward; expressed appreciation for all involved, and emphasized the need for a Hub that is community-embedded, and appreciated Dr Lynch for presenting a model informed by community research and data.

Dennis McGee: as an RN who has started non-profits supporting vulnerable communities, has seen the mistrust that communities have for government, seen the suffering of the unhoused and of those in jails, and urges that we place a human face to the data; expressed the need to move fast and not delay as people are suffering now; when people are supported they become productive members that contribute to society.

Willie Robinson: expressed cautious optimism, this plan is not the “silver bullet” but a step forward; want to reemphasize need to support the most harmed, the most vulnerable; is in support and would like to see this process move forward.

Rachel Rosekind: truly imperative that County supports targeted interventions for the most vulnerable, and to address the ways harm to Black communities have been and are infused throughout our institutional systems; must adopt a holistic lens that community supports; the Hub is a necessary first step and looks to the leadership of 40 Voices, Steering Committee, ORESJ and other community members to lead this effort

Cornelius Johnson: former City Manager of Antioch, this project aligns with efforts of Antioch to establish community embedded spaces and services; a JPA is a good idea, and has been explored in the past that involved Antioch and the County; encourages an aligned and collaborative approach; Cavello is good site but also identified another location on 10th Street that may involve a \$4M+ investment, and would like to resume conversations that braid City and County investments.

Roxanne Carillo Garza: as MXCAB chair, wants to lift up 40 Voices and Steering Committee efforts; wants to reiterate the need for long term sustained funding

Jeralynn Blueford: expressed the need for a safe place for the Hub; the church is often a space of safety and trust for Black community; need spaces that will not increase anxiety and stress, and County spaces are often triggering as reminders of the system violence from law enforcement.

Traci Henderson: as someone who worked for Alameda County welfare services for 30 years, has experienced that all the spaces were at least accessible, if not what everyone felt was safe, but accessibility must be considered still; we are tired of hearing about what might be done, we must be focused on what is being done, and this report is an example of that.

Shantell Owens: 40 Voices had courage to say out loud what so many felt for years; and the feasibility study was needed to amplify the 40 voices and turn that into 4000 voices, which is an amazing step forward; location is less important than the services going out to where the people need them; excited to see this work move forward.

Krystle Law: as an Antioch resident since 2004, with a blended family, and have experienced racism in our community, at our hospitals and with police, believes that this Hub is needed; glad that community members like 40 Voices led the effort, but also do not want us to get caught up on the issue of location and risk delaying the work

Darrell Foote: on behalf of Delon Craft, expressing appreciation of Dr Lynch, of Equity Committee, and is in support of this recommendation to move ahead.

Sup. Carlson: acknowledged the work of Sup. Glover and Sup. Gioia, and their roles in getting this work to this point.

Sup. Scales-Preston: expressed gratitude for all non-profits, CBO's, advocates, faith partners, Steering Committee, community at-large, ORESJ, Sup. Glover and Sup. Gioia. Made a motion to move this recommendation and report to the full Board of Supervisors.

Sup. Carlson: Would like this to be a discussion item that approves action to begin the establishment of a governance structure for the Hub, and outline the next steps to establish a JPA. Would need a detailed presentation on what that process entails, looking at LAFCO as a precursor.

Dr Lynch: Yes, we can add to the report models of possible governance structure. Does this include approval for the continued service of the steering committee as an oversight advisory body for this next phase of establishing a governance structure?

Carlson: Steering Committee role, models of governance, LAFCO input, all a part of the discussion item with a recommended action for BOS vote (creation of oversight and formation of JPA) at next BOS.

Staff: identify a date, CERES present final report at BOS, ask BOS to vote for creation of JPA and creation of oversight body.

Carlson and Scales-Preston: agreed that the funds allocated for the Hub should remain committed to this effort.

Vote was taken – two (2) ayes. Report and recommendations were accepted with additional direction: include more detail on governing structure with examples/models of JPA-type structures to learn from. This item was passed.

2. RECEIVE and DISCUSS memo from Measure X Community Advisory Board (MXCAB) outlining Recommended Best Practices for Engaging and Building Capacity for Measure X Service Providers.

Roxanna Carillo Garza, Chair for MX Community Advisory Body presented their memo and walked through the recommendations (see attachment in Agenda Packet). Vice-Chair Rachel Rosekind shared observations and lessons learned as a reviewer on Contra Costa County Behavioral Health review panel for a recent RFP process. Lifted up the need for technical assistance and capacity building for community organizations in responding to and applying for funding opportunities, as well as on how to navigate complex public systems.

Requested guidance and direction from Equity Committee on how to move this discussion to the full Board.

Sup. Scales-Preston: reiterated need for CBOs to receive TA and support around data collection; grant proposal writing; articulating visions, goals, outcomes, metrics; and supported idea of providing CBOs with supports to help them be more effective, and of having people with lived experience involved more fully in informing these processes.

Sup. Carlson: agrees of need to involve voices of those most impacted in decision making; more concerned with process, and understands the mission of ORESJ is to apply an equity lens to County policies, and they can present a policy recommendation to the BOS to center the conversation around; the BOS will need a direct recommendation to consider and respond to.

Are there ways to create pathways to close gaps and help CBOs be more effective in accessing funding and providing services?

Roxanna Carillo Garza: our interest is to institutionalize this throughout County departments that make it easier for CBOs to apply for and access County funds.

Carlson: competitive nature of limited funding results in organizations not receiving funds, but clearly can improve how we provide a transparent process and response on how decisions are made.

Rachel Rosekind: County departments are often disconnected and have uneven effectiveness in outreaching, engaging, and processing these funding opportunities. Speaks to the need of aligning these best practices across all departments.

Carlson: is there a consortium of CBOs that meet regularly to help share and distribute information to help share updates and announcements that the County releases? Especially for smaller orgs that may not be plugged in to the County's communication channels?

Roxanna Carillo Garza; yes, some exist, like ECCCA. The bigger challenge is how smaller orgs navigate and engage the County after opportunities are learned of, and track how the County moves funds, makes award decisions, etc.

Scales-Preston: Agrees that there are many gaps, esp for smaller grassroots orgs, faith centers, and independent community providers.

Public comment:

Mariana Moore: encourages caution and temperance in tasking the ORESJ as a small team of four staff, and wants to remind that the entire County has a responsibility and role in ensuring these processes are more equitable, transparent. This is about making CBOs stronger and more effective in accessing funds, while also decreasing barriers within the County.

Jessica Travenia: encourages that in addition to technical assistance and support prior to application, to also include feedback and critique for applicants after proposal.

Vote was taken – two (2) ayes. Report was accepted and received, and will work with ORESJ on adding this as a policy discussion for the future. This item was passed.

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

Staff presented on progress updates, see Powerpoint slide deck attached to agenda.

Public comment:

Maria Dominguez: expressed appreciation that the work continues, that funding is in place, and is curious to know what updates on services and responses to immigrant and undocumented community member concerns and asked if ORESJ works with Stand Together CCC.

Staff: responded to comment, yes ORESJ coordinates with Stand Together CCC on issues impacting immigrant communities, particularly now during the recent events concerning federal administration actions.

Vote was taken – two (2) ayes. Update was accepted and received. This item was passed.

4. CONSIDER approving the proposed 2025 Committee meeting schedule and work plan, or PROVIDE direction to staff regarding any changes thereto.

Staff presented the 2025 work plan, see attached memo.

Public comment:

Phil Arnold: Suggest that County provides updates and clarification to CBOs and community members on how the federal administration's actions are and will impact CCC businesses, CBO's and communities.

Vote was taken – two (2) ayes. Update was accepted and received. This item was passed.

5. Next Committee meeting is a special meeting scheduled for May 2, 2025 at 10:00AM.

6. Adjourn

Meeting was convened at 12:55 PM.