

FEDERAL D. GLOVER COMMUNITY WELLNESS NETWORK IMPACT REPORT

EXECUTIVE SUMMARY



OFFICE OF
RACIAL EQUITY
AND SOCIAL JUSTICE
CONTRA COSTA COUNTY



JUNE 2026

A NEW ERA OF WELLNESS IN CONTRA COSTA COUNTY

For years, Black residents across Contra Costa County named the same unmet needs: access to culturally responsive mental health care, support for mothers and infants, safe spaces for youth, and community-centered healing that honored their lived experience. The concerns they identified represent longstanding realities, lived daily by thousands of families and documented across decades of public health data. In response to urgent calls from community advocates, the **Office of Racial Equity and Social Justice** (ORESJ), in partnership with the **East Bay Community Foundation** (EBCF) and 13 community-based organizations, have expanded access to culturally-responsive services in high-needs areas throughout the county.

The **Federal D. Glover Community Wellness Network**, formerly the African American Holistic Resource and Wellness Hub, represents the county's most significant, coordinated investment in the health, healing, and well-being of the county's Black residents and the most vulnerable among them. It is a bold, community-informed response to longstanding inequities, and an emerging model for what county leaders believe in: equity, listening deeply to constituents, and investing with intention.

ABOUT THE REPORT

The Impact Report is written from the perspective of the Glover Wellness Network itself — the organizations, leaders, and community members at the center of this work. It documents the impact of the \$1 million pilot cohort: 13 organizations, 14 programs, one year of service, and the early evidence of what targeted, community-centered investment in equity and wellness can achieve. Through data, narrative, and the voices of those delivering services, who often come from impacted communities themselves, it showcases the Glover Wellness Network's accomplishments throughout the first year, and what sustained investment can and will lead to for Contra Costa County communities.

ORESJ identified inequities facing the county's Black residents in coordination with Contra Costa Health, the county's integrated health department and healthcare system. ORESJ established the Glover Wellness Network Priority Census Tracts, a combination of five zip codes (94801, 94509, 94804, 94805, 94565) and 12 census tracts representing underserved populations in North Richmond, Antioch, Pittsburg and Richmond. Census tract data referenced throughout the report can be accessed using Contra Costa Health's public Health Atlas, atlas.cchealth.org, in the form of maps, charts, tables and more.

IMPACT OF THE GLOVER WELLNESS NETWORK

MEASURING WHAT MATTERS

From lactation support for Black mothers to mental health care for at-risk youth, urban farming in food deserts and crisis intervention and mentorship for formerly incarcerated men, the organizations of the Glover Wellness Network are meeting Contra Costa County's most underserved residents at their most vulnerable moments. Together, this coalition is building the kind of community-rooted infrastructure that closes gaps no single system or service can address alone.

BY THE NUMBERS

21,495

Total participants served across 13 organizations

8+

Cities & communities reached across Contra Costa County

15,740

Total Black participants of all participants served

4.3/5

Average success rating reported across programs

COMMUNITIES REACHED

ANTIOCH

BAY POINT

OAKLEY

RICHMOND

CONCORD

BRENTWOOD

PITTSBURG

MARTINEZ

KEY IMPACT PILLARS AND OUTCOMES

Thirteen Black-led, community-based organizations were brought together to deliver services across five pillars: maternal and infant health, behavioral health, food and housing security, youth development, and community healing. Through the Glover Wellness Network, these organizations are supporting the development of a countywide wellness ecosystem designed to expand with each year of sustained investment.

MATERNAL & INFANT HEALTH

In the Glover Wellness Network Priority Census Tracts, mothers and infants experience illness and death from preventable conditions at more than twice the county rate. This disparity reflects a perinatal care landscape where Black birthing people have long lacked access to culturally concordant providers. Before community organizations stepped in, Black women certified in perinatal mental health were nearly absent from the entire Bay Area—and once families left the hospital, there was no consistent community-based support for lactation, mental health, or basic navigation. The Black-led organizations working to close these gaps do so without the sustained investment their systemic role demands. The organizations funded under this pillar reported the following outcomes:

Breast Friends Lactation Support Services

A Richmond-based lactation support organization

- Increased breastfeeding success among Black families
- Improved access to lactation and perinatal services
- Reduced social isolation
- Empowerment and advocacy skills for participants and providers

Black Girls Mental Health Foundation

A Black women-led collective delivering perinatal mental health therapy

- Improved wellbeing through therapy, support groups, and community events
- Improved access to services
- Increased confidence in leadership

KEY IMPACT PILLARS AND OUTCOMES

BEHAVIORAL HEALTH

For Black, brown, and low-income communities within the Glover Wellness Network Priority Census Tracts, the barriers to mental health care are structural and systemic. The uninsured rate among the census tracts is more than double the county average, and nearly 4 in 10 residents live below 200% of the poverty line – conditions that make accessing care challenging. The mental health workforce has not kept pace with the county's growing diversity, leaving communities of color with few providers who share their lived experience. For aspiring therapists of color, the path to licensure presents its own barrier, requiring thousands of supervised hours that few local sites offer with pay, forcing many out of the pipeline before they can complete it. When crises do occur, the default response is too often a 911 call rather than a behavioral health intervention, escalating situations and increasing criminalization risk. Mental health challenges in these communities compound housing instability, food insecurity, and employment barriers that siloed systems are not designed to address together. The organizations funded under this pillar reported the following outcomes:

The Healing Spot Counseling Center

A community-based counseling practice

- Reduced social isolation
- Increased access to wellness supports
- Mental health improvement
- Increased access to crisis resources for residents with no prior alternatives to 911

NAMI Contra Costa

The local chapter of the National Alliance on Mental Illness

- Reduced depression and social isolation
- Increased knowledge on mental health diagnoses
- Increased awareness of the traumas experienced by African Americans in Antioch and across the county

Equity for Black Women and Girls Initiative

A community organization facilitating Sister Circles

- Improved wellbeing and reduced social isolation

Centered Care Wellness

A wellness organization providing food, medical equipment, and social service referrals to low-income households

- Provided food distribution, medical equipment, healthcare referrals, housing referrals, and jobs referrals

KEY IMPACT PILLARS AND OUTCOMES

FOOD & HOUSING INSECURITY

Decades of disinvestment have left the Glover Wellness Network Priority Census Tracts without reliable access to fresh food or economic opportunity. Residents in low income neighborhoods lose years of life to cardiovascular disease at a rate nearly 70% higher than the county average, and die from all causes at nearly twice the county rate. These are not individual health failures but the predictable outcomes of neighborhoods where corner stores and fast food have replaced grocery stores and community gardens as primary food access points. More than half of renters in these communities are rent-burdened, and more than 1 in 4 face severe housing cost burden, leaving little room to absorb the added cost of nutritious food, transportation, or stability. The organizations funded under this pillar reported the following outcomes:

Genesis Church

An Antioch-based faith community operating a weekly grocery distribution program and financial literacy workshop series

- Reduced food insecurity
- Increased housing stability through financial literacy programming
- 80% Elevate Workshop completion rate
- 70% of participants applied principles toward new employment or housing

Grace Arms of Antioch

A community resource center in Antioch providing food, clothing, and basic goods to low-income Black families

- Increased access to food and clothing
- Reduced food insecurity, housing stability support
- An estimated \$75+ per month in household food savings per family served.

The Black Neighborhood

A community-based organization operating a recurring food distribution program

- Increased access to healthy food
- Reduced food insecurity
- Strengthened community connection
- The ability to celebrate the holidays

KEY IMPACT PILLARS AND OUTCOMES

YOUTH DEVELOPMENT

Just 68% of residents in the Glover Wellness Network Priority Census Tracts hold a high school diploma, compared to 90% county-wide. College graduation tells an even starker story – 13% compared to 45% county-wide. These gaps reflect what happens when young people – disproportionately Black boys and young men – are shaped more by the justice system than by stable mentorship and community support. The young people furthest from opportunity are often concentrated in the same neighborhoods with the least access to culturally grounded services and adults who share their lived experience. Without consistent, trust-based relationships and support for emotional literacy and healthy family dynamics, the conditions that push young people toward crisis go unaddressed and the cycle continues. Reversing this trajectory requires showing up early, staying consistently present, and building the kind of relational infrastructure that systems are not designed to provide. The organizations funded under this pillar reported the following outcomes:

1 Hundred Year Enterprise

Richmond-based organization delivering mentorship, reentry support, and trauma-informed programming in juvenile hall, school, and community settings

- Recognition of criminal behavior as an addictive cycle
- Reduced recidivism
- Goal attainment in education, employment, and behavioral health
- Probation compliance
- Improved attitudes toward peers and positive role models
- Conflict resolution without escalation
- Behavioral incident reduction
- Improved attitudes toward positive role models

Genesis Church (Youth Trauma Healing)

A college access and mentorship organization serving Black and low-income high school students

- Significant reduction in behavioral issues at school and at home
- Increased student confidence and self-efficacy
- Strong program engagement – students recommending groups to peers and expressing interest in furthering their education

Improve Your Tomorrow

A faith community delivering structured youth trauma healing groups

- 87% of students responded favorably to sense of belonging survey items (515 out of 590)
- Increased family engagement

KEY IMPACT PILLARS AND OUTCOMES

COMMUNITY HEALING

The California Healthy Places Index ranks the Glover Wellness Network Priority Census Tracts at the 3rd percentile statewide — meaning 97% of California communities have greater access to the conditions that make healthy living possible. That single number captures what the data across every pillar of this report reflects: these are not neighborhoods experiencing isolated problems, but communities carrying the compounded weight of generations of disinvestment, displacement, and harmful contact with the systems meant to serve residents. Healing requires more than access to services. It requires rebuilding trust and creating conditions for collective movement in neighborhoods that have absorbed the greatest harm. The organizations doing this work are critical to reaching this goal. Sustaining these efforts is not a philanthropic choice. It is a structural necessity. The organizations funded under this pillar reported the following outcomes:

Healthy Hearts Institute

A community wellness organization using urban farming, healing circles, and food distribution to address health disparities and build community resilience

- Coordinated healing circles, urban farm training, and food distribution programs across the network's priority communities

Miles Hall Foundation

An organization advocating for compassionate mental health alternatives for underserved Black communities

- Served as the network's communications backbone, building the digital infrastructure that connected community members to resources
- Created a network landing page as the primary web presence for the cohort with 4,700+ unique website visitors
- 2,500+ newsletter subscribers reached; 28% click-through rate
- 12 in-depth cohort profiles created and published
- 4 social media posts about the cohort and cohort members
- 14 direct email sends to cohort members
- 6 partner meetings facilitated
- 4 Board of Supervisors meeting participations
- 100 African American youth reached at TMHF Youth Summit through partnership with 1 Hundred Year Enterprise

CAPACITY BUILDING: INVESTING BEYOND THE GRANT

Sustaining a network of community-based organizations requires more than funding — it requires investing in the infrastructure of the organizations themselves. Recognizing this, ORESJ and EBCF contributed an additional \$60,000 from their own budgets to fund capacity-building support for Glover Wellness Network grantees.

FUNDRAISING SUPPORT

An early cohort survey identified fundraising as a top need, leading to a partnership with Kia Croom Fundraising & Philanthropy to provide the Liberatory Fundraising Labs, a three-part workshop series equipping grantee leaders with practical tools for measuring impact, communicating their work to funders, and strengthening their fundraising asks. Each organization also received up to five hours of individualized technical assistance covering fundraising strategy, proposal review, and reporting support. The results were clear: 75% of participants reported significant improvement in their understanding of fundraising strategy, and 75% felt confident applying those lessons to their organizations.

ACCESS TO NONPROFIT RESOURCES

Through EBCF's partnership with Candid, the leading source of nonprofit data and insights in the United States, grantees participated in sessions introducing tools for researching funding opportunities, strengthening organizational profiles, and accessing data resources that support impact tracking — directly extending the work begun in the Liberatory Fundraising Labs.

STRATEGIC COMMUNICATIONS SUPPORT

ORESJ and EBCF partnered with Mancala Collective, a strategic communications firm, to develop the Glover Wellness Network Impact Report microsite. The dynamic, multi-media report showcases the impact of the network through stories based on in-depth interviews with grantees, video testimonies, and impact data. Grantees also received up to five hours of communications support including messaging strategy, social media guidance, campaign development, and media training.

LESSONS FROM YEAR ONE

The first year of the Glover Wellness Network delivered real impact and real lessons. Thirteen organizations reached tens of thousands of residents across Contra Costa County, building trust and delivering services in communities that have long gone underserved. That work also revealed, with clarity, what it will take to sustain and scale it.

PUBLIC-PRIVATE PARTNERSHIP: ADMINISTERING THE NETWORK

EBCF's role as fiscal intermediary was foundational to the network's success. Advance payments, faster turnarounds, and less rigid audit and insurance requirements removed barriers that traditional county contracting processes create — making it possible for grassroots organizations to participate. This partnership underscores the importance of installing an intermediary that understands the work, shares its values, and can anchor infrastructure, coordinate the cohort, and facilitate capacity building across organizations.

BLACK-LED ORGANIZATIONS NEED PATHWAYS, NOT JUST FUNDING

The organizations in this network have the community trust, cultural fluency, and proximity to the people they serve that no outside provider can replicate. They are also operating with fewer resources, less infrastructure, and more administrative burden than the larger organizations county systems are accustomed to funding. Year one made clear that sustained investment must include procurement pipelines, flexible infrastructure funding, and differentiated capacity support that reflects the distinct needs of emerging versus established organizations.

\$1 MILLION PLANTS THE SEED, BUT THAT SEED MUST BE WATERED

The \$1 million seed investment did exactly what it was designed to do — accelerating programs already in motion and, for some organizations, attracting additional funding by serving as proof of concept. It is not, however, enough to sustain what has been built. The fact that ORESJ and EBCF had to identify an additional \$60,000 outside the original grant to fund basic capacity-building support tells its own story: these organizations are delivering outsized impact with undersized infrastructure, and that gap must be addressed in future years.

IMPROVING DATA COLLECTION

Consistent, network-wide data collection was a challenge in year one. Without shared metrics, standardized reporting tools, and defined intervals established at the outset, telling the full story of collective impact is difficult. The path forward requires shared metrics defined before the cohort launches, standardized tools provided upfront, more frequent reporting intervals, and systematic feedback mechanisms for the residents being served.

THE WORK AHEAD: BUILDING A NETWORK THAT STANDS TOGETHER

Year one established the infrastructure. Year two and beyond must deepen it. That means investing in what holds a network together: referral pathways between organizations, relationship-building across regions and cohorts, and the coordination capacity to ensure collaboration. The Glover Wellness Network is not 13 organizations doing parallel work. It is, and must increasingly become, a connected ecosystem in which organizations share resources, route clients to the right services and strengthen one another's capacity over time. Building that ecosystem requires intentional investment in coordination, not just in programs.

This \$1 million is one part of the county's broader \$8.9 million commitment to Black wellness infrastructure — a commitment that also includes additional direct grants to community organizations, the acquisition of a physical home for network operations and resources to sustain an implementation partner over time. That fuller investment reflects the county's recognition that lasting change requires more than programs; it requires permanent infrastructure. And yet even \$8.9 million, deployed over time across a county of this size and need, represents a beginning. Changing health outcomes for Black residents at a population level will require a multi-sector partnership — county government, philanthropy, health systems, community organizations and other stakeholders — sustained over years, not a single funding cycle. The Glover Wellness Network is the foundation for that partnership. What gets built on it depends on the commitments that follow.

View the full impact report at

GLOVERWELLNESSNETWORK.COM