

AFRICAN AMERICAN HOLISTIC WELLNESS SUPPORT SERVICES (2025-2026)

FINAL REPORT



OFFICE OF
RACIAL EQUITY
AND SOCIAL JUSTICE
CONTRA COSTA COUNTY



AUGUST 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 Contra Costa County Board of Supervisors have invested approximately \$9.1 million since 2023 towards strengthening the health and well-being of the county's Black communities. In 2025–2026, Contra Costa County's Office of Racial Equity and Social Justice (ORESJ), in partnership with the East Bay Community Foundation (EBCF) and 13 Black-led community-based organizations, have begun the process of building the foundation for a countywide network of culturally-responsive support 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 community-led efforts to expanding the health, healing, and well-being of its Black residents and the most vulnerable among them. The county has directed ORESJ to steward the investments toward the establishment of the Glover Wellness Network which is to begin in earnest in 2027. This report provides a summary of the activities, reported outcomes, and lessons learned from the first major installment of those dedicated funds — \$1 million for urgent support services addressing some of the most pressing needs for Black communities in Contra Costa. Intended as an initial step toward the broader vision of establishing the Federal D. Glover Community Wellness Network, this helps lay the groundwork for what's to come: 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

Through an innovative public-private partnership, Contra Costa County and its Office of Racial Equity and Social Justice (ORESJ) contracted with East Bay Community Foundation (EBCF) to serve as the grants administrator on behalf of the County. EBCF was tasked with carrying out grants management and administrative duties, including grants monitoring, invoicing and fund distribution, coordination of provider cohort convenings, and assessment of outcomes and impact. This year-end final report provides a summary of the service providers, award amounts, service activities provided, reported outcomes, and lessons learned. In partnership with Mancala Collective, EBCF created an interactive “microsite” to supplement this report and provide audiences with an interactive digital experience that increases engagement and accessibility for community members, service providers, County officials, and stakeholders interested in learning more about this effort. You can access the supplementary microsite by visiting gloverwellnessnetwork.com

Both this final report and the microsite are written from the perspective of the service providers themselves — the organizations, leaders, and community members at the center of this work. It documents the impact of the \$1 million pilot cohort of organizations that delivered services from April 2025 through March 2026: 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 pilot cohort’s accomplishments throughout this first year, and what sustained investment can and will lead to for Contra Costa County communities in the future.

In coordination with Contra Costa Health, the county’s integrated health department and healthcare system, ORESJ established the Glover Wellness Network Priority Census Tracts, which represent the communities where health inequities for Black residents are the most pronounced and concentrated. A combination of five zip codes (94801, 94509, 94804, 94805, 94565) and 12 census tracts, these represent underserved populations in Richmond, North Richmond, Antioch, and Pittsburg. 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 AFRICAN AMERICAN SUPPORT SERVICES IN YEAR ONE

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 service provider organizations of this initial year's pilot cohort are meeting Contra Costa County's most underserved residents at their most vulnerable moments. Together, this cohort 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. By building a foundation of coordinated support services united around a shared goal of improving Black health and wellness, 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 and funded under this pillar reported the following outcomes:

Breast Friends Lactation Support Services (Award: \$100,000)

A Richmond-based lactation support organization

- Delivered classes, trainings, support groups, home visits, and peer support to 423 Black participants (100% of total) across Richmond, Pittsburg, and Concord.
- 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 (Award: \$76,000)

A Black women-led collective delivering perinatal mental health therapy

- Reached 1,675 Black participants (100% of total) through therapy sessions, the Bringing Baby Home program, Village Vibes family events, a Back-to-School wellness event, a Black Breastfeeding Week virtual event, and the Black Maternal Mental Health Summit.
- Improved well being 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 (Award: \$76,000)

A community-based counseling practice

- Served 3,900 total participants, and 1,596 Black participants through therapy sessions and community outreach events across Richmond, Antioch, Pittsburg, Bay Point, and Concord.
- 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 (Award: \$50,000)

The local chapter of the National Alliance on Mental Illness (NAMI)

- Served 206 total participants, and 189 Black participants (92% of total) across suicide prevention programming, mental health education, and community events.
- 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 (Award: \$50,000)

A community organization facilitating Sister Circles

- Served 79 Black participants (100% of total) across Sister Circles, a training graduation, and peer gatherings in Richmond and surrounding communities.
- Improved wellbeing and reduced social isolation

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 (Award: \$50,000)

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

- Operated 58 weekly grocery distributions reaching over 8,000 Black participants in Antioch.
- Provided economic empowerment workshops and education sessions on how to secure employment and housing.
- 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 (Award: \$76,000)

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

- Served 2,420 total participants, and 1,683 Black participants (70% of total), through access to their resource center and supportive services.
- Increased access to food and clothing, reducing food insecurity and financial strain
- Provided housing stability support
- An estimated \$75+ per month in household food savings per family served.

The Black Neighborhood (Award: \$50,000)

A community-based organization operating a recurring food distribution program and health education programs

- Served 1,152 total participants, and 785 Black participants (68% of total), through food distributions across Antioch and Richmond.
- Increased access to healthy food, reducing food insecurity
- Strengthened community connection
- Increased the ability for families to celebrate the Thanksgiving holiday

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 Years Enterprise (Award \$76,000)

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

- Served 271 total participants, and 142 Black participants (52% of total), through school-based and juvenile hall-based programs and community-based mentorship
- Reduced recidivism
- Increased Probation compliance and completion
- Increased attainment in education, employment, and behavioral health goals
- Improved attitudes toward peers and adults, and reduced negative behavioral incidents
- Increased identification of positive role models
- Increased conflict resolution without escalation

Genesis Church (Award \$50,000)

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

- Served 265 Black participants (100% of total) across 7 youth trauma healing group cycles
- 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 (Award \$50,000)

A school-based youth development and academic support program for youth of color, especially young black males.

- Served 477 total participants, and 225 Black participants (47% of total), through mentorship sessions, study halls, and parent engagement sessions.
- 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. The organizations funded under this pillar reported the following outcomes:

Healthy Hearts Institute (Award \$76,000)

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

- Served 2,285 total participants, and 426 Black participants (19% of total) through healing circles, urban farm training, community engagement training, and food distribution programs across the network's priority communities.
- Provided 3,900 hours of farm training to 8 black residents in the community.
- Distributed 7,707 pounds of produce to 2,265 families of which 410 were black families.
- Held 40 healing circles on the farm with 12 participants
- Coordinated healing circles, urban farm training, and food distribution programs across the network's priority communities

Centered Care Wellness (Award \$50,000)

A wellness organization providing telehealth services, health system navigation, and social service supports to elders, veterans, people with disabilities, and low-income households

- Served 342 total households, and 252 Black households (74% of total), including 97 households with elderly members, 96 with disabled members, 63 with veterans
- 300+ food bags distributed to individuals/families
- 26 individuals enrolled in telehealth services and supported w/ patient navigation
- Increased access to healthcare access, essential support (food, housing navigation) and medical equipment (hospital beds, walkers, incontinence supplies, etc.)
- Improved ability to understand and navigate complex healthcare systems, increasing likelihood of continued care engagement
- Reduced isolation and fragmentation in service access

KEY IMPACT PILLARS AND OUTCOMES

COMMUNITY HEALING (CONTINUED)

Miles Hall Foundation

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, including the creation of 12 in-depth cohort profiles
- 2,500+ newsletter subscribers reached; 28% click-through rate
- 6 partner meetings facilitated
- 4 Board of Supervisors meeting attended
- Regular social media postings and direct email communications shared
- 100 African American youth reached at TMHF Youth Summit through partnership with 1 Hundred Year Enterprise

CAPACITY BUILDING AND TRAINING

Sustaining a network of community-based organizations requires more than funding — it requires investing in the infrastructure of the organizations themselves. Recognizing this, through partnerships and leveraged funding beyond the \$1 million investment, East Bay Community Foundation and Office of Racial Equity and Social Justice designed a service provider learning and capacity-building agenda that included 5 training workshops and individualized technical assistance sessions for cohort members.

FUNDRAISING SUPPORT

An early cohort survey identified fundraising as a top need, leading to a partnership with Kia Croom Fundraising & Philanthropy to design and facilitate the Liberatory Fundraising Labs, a three-part workshop series equipping grantee leaders with practical tools for measuring progress and impact, improving their programs, communicating their work to funders, and strengthening their fundraising asks. Each organization also received up to five hours of individualized technical assistance covering program design, 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 two 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 African American Holistic Wellness Support Services supplementary microsite to provide additional depth and context on the project and its service provider cohort. 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's pilot cohort of African American support service providers delivered real impact and real lessons. Thirteen organizations reached 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 critical to the network's success. Advance payments, faster turnarounds, and less rigid audit and insurance requirements removed barriers that often keep smaller and emerging organizations outside of traditional county contracting processes — 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 — all through a culturally-responsive lens.

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 outside providers cannot replicate. They also operate 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. Increased and sustained investment — by the County as well as by critical stakeholders (federal, state, city, philanthropy, health systems, corporate investors, etc) — is necessary for the Glover Network to flourish and last. Too often, the organizations needed to advance community-led solutions for the most vulnerable and underserved communities are asked to deliver 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 helped to build a foundation of community-led core support services. Year two and beyond must build upon it. That means investing in what it takes to grow a countywide network and hold that network together: coordinated referral pathways between organizations, relationship-building across regions and sectors, intentional capacity-building and training opportunities, and the lived experience and professional expertise necessary to ensure deep partnerships and collaboration. Once established, the Federal D. Glover Community Wellness Network cannot simply consist of individual 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 \$9.1 million commitment to Black wellness infrastructure — a commitment that also includes future investment in Black-led community organizations, identifying a physical home for network operations, and the necessary resources to sustain growth and implementation over time. That fuller investment reflects the county's recognition that lasting change requires more than programs; it requires permanent infrastructure. And yet even \$9.1 million, deployed over time across a county of this size and need, represents just a beginning. Improving health outcomes for Black residents at a population level will require a multi-sector partnership — county and city government, philanthropy, health systems, community organizations and other stakeholders — sustained over years, not a single funding cycle. This first pilot cohort of service providers, and the emerging Federal D. Glover Community Wellness Network, provides the initial foundation. What gets built on it depends on the commitments that follow.

**For supplementary material meant to enhance this report,
please visit the interactive microsite at:**

GLOVERWELLNESSNETWORK.COM