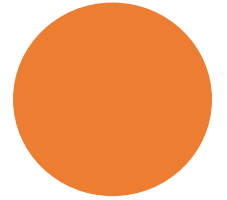


Office of Racial Equity and Social Justice

Dr. Kendra Carr, Co-Director
Peter Kim, Co-Director

Contra Costa County
2024 Board Retreat
January 30, 2024

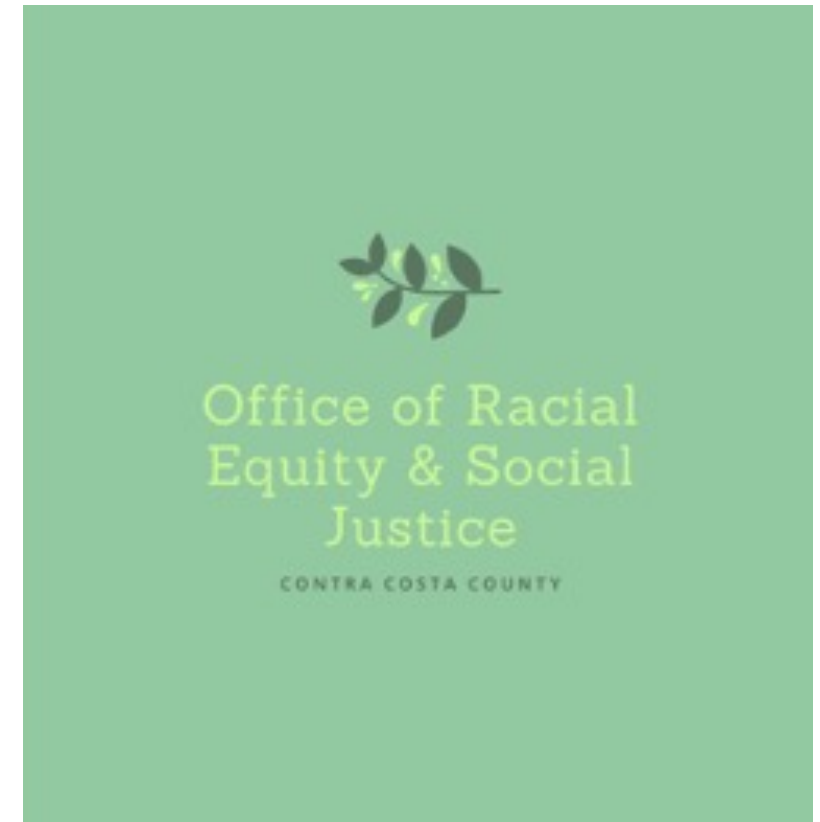


Vision and Purpose

Office of Racial Equity and Social Justice's vision is for all Contra Costa County residents to experience safety, peace, connection, economic wellbeing, health, liberation, freedom to be their full selves.

We aim to:

- Increase education, resources, and policies to address structural racism and its impact on community residents
- Assess, support, and coordinate the County's equity work for those marginalized due to their race, ethnicity, gender identity, sexual orientation, immigration status, preferred language, physical or mental abilities, experiences of trauma and violence.



Land and Labor Acknowledgement

Land Acknowledgement

Contra Costa County and the Office of Racial Equity and Social Justice acknowledge that we are each residing on the tribal lands of those who have lived on these lands time immemorial, including the Indigenous tribes of Karkin, Me-Wuk (Bay Miwok), Miwok, Muwekma, Ohlone, Yokuts and the Confederated Villages of Lisjan. We recognize that we benefit from the unceded ancestral lands of these sovereign peoples and commit to lifting up and responding to the needs and concerns of the Indigenous peoples who continue to live, thrive, and make valuable contributions in Contra Costa County. Our public institutions were founded upon exclusions and erasures of Indigenous peoples. We honor and are grateful for the land we occupy and recognize the ongoing damage of past and present-day settler colonialism. Please take a moment to consider the many legacies of violence, displacement, migration and settlement that bring us together today.

Labor Acknowledgement

We acknowledge that the cultural, economic growth, and physical development of this county throughout history and across time, has been made possible by the labor of enslaved Africans and their descendants who suffered the horrors of transatlantic trafficking, enslavement, Jim Crow, and dysfunction of current social systems. We are indebted to their labor and sacrifice, and we must acknowledge the residuals of violence and trauma throughout the generations and the impact that can still be felt and witnessed today.

We acknowledge the labor of enslaved, kidnapped, displaced peoples, of immigrants, of refugees, those who have been made undocumented, incarcerated, and stateless. We are indebted to all this labor that allows us all to be here today.



Community
Needs &
Priorities

System harms

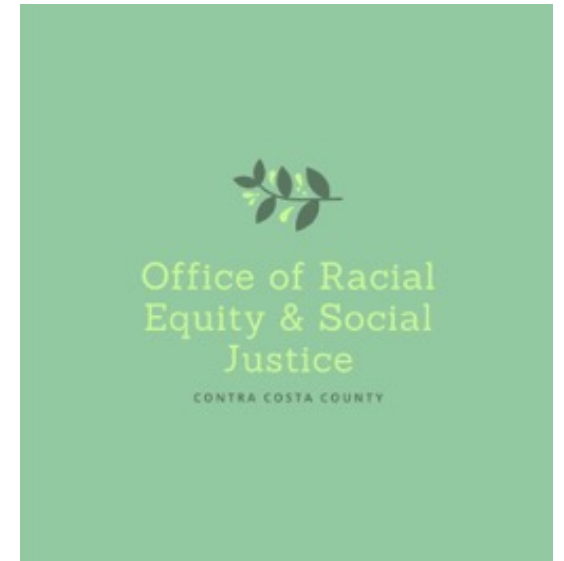
Violence experienced

Community engagement

Advocacy

Priority Projects (*Community focus*)

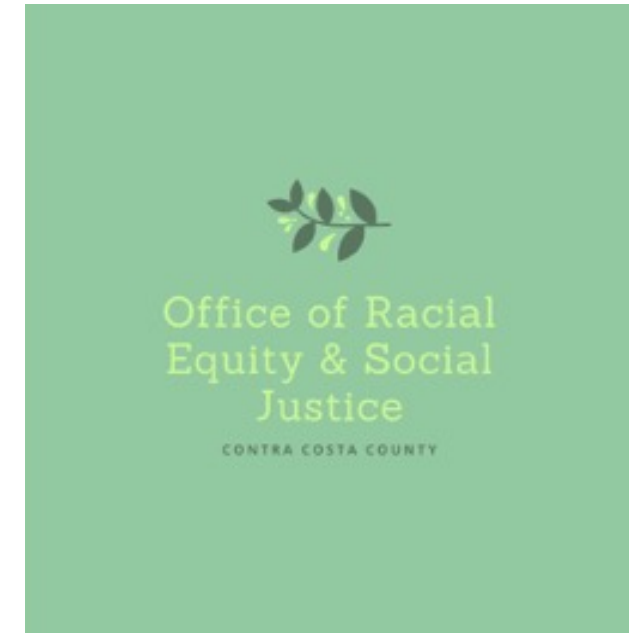
- Landscape analysis of racial inequities experienced by County residents
- Feasibility study for African American Holistic Wellness and Resources Hub*
- Administration of \$1 million Measure X for African American holistic wellness resources*
- Organizational capacity building and technical assistance grants for emerging grassroots organizations
- Community Healing mini-grants
- Assess and increase participation of community members with lived experience on advisory boards and commissions



**Not in ORESJ Budget presently*

Priority Projects (*System focus*)

- Inventory of racial equity efforts across County departments
- Support development of department Budget Equity statements and Racial Equity Action plans
- Adopt and implement countywide Language Equity Access plan
- Assess and strengthen Racial Equity (Implicit Bias) trainings for County officials, departments, and contractors



Office Operations & Infrastructure

Operational costs for central office space

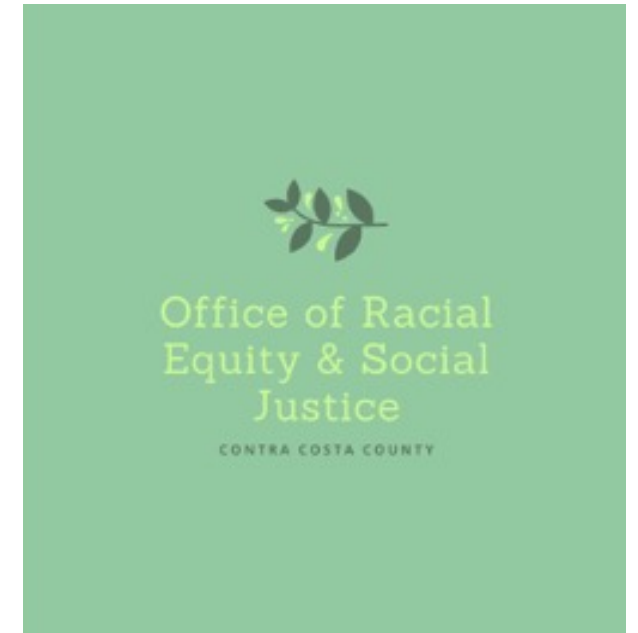
- technology, furniture, overhead, interdepartmental fees

Data infrastructure, database, dashboard

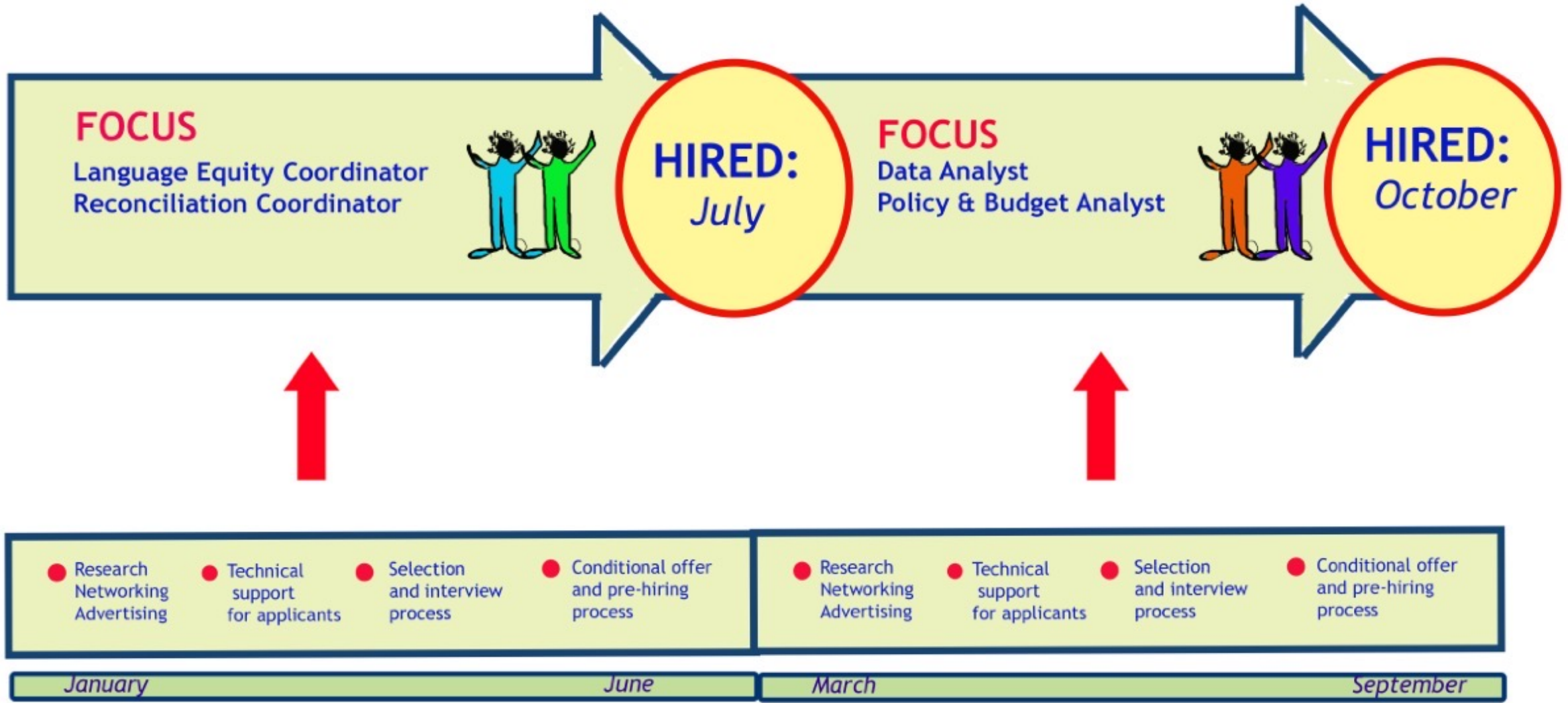
- develop processes and infrastructure for data collection, analysis, storage and dissemination
- includes a formal mechanism to receive community concerns and complaints re: racial equity and social justice

Communications strategy and community engagement

- develop robust communications and engagement strategy
- conduct community outreach and engagement activities/events



ORESJ RECRUITING and STAFFING WORKPLAN



Recruiting Value and Strategy: Commitment to racial equity and social justice

ORESJ LIVED EXPERIENCE ADVISORY BOARD (LEAB) PROPOSED STRUCTURE

Structure, Role, Responsibilities and Functions

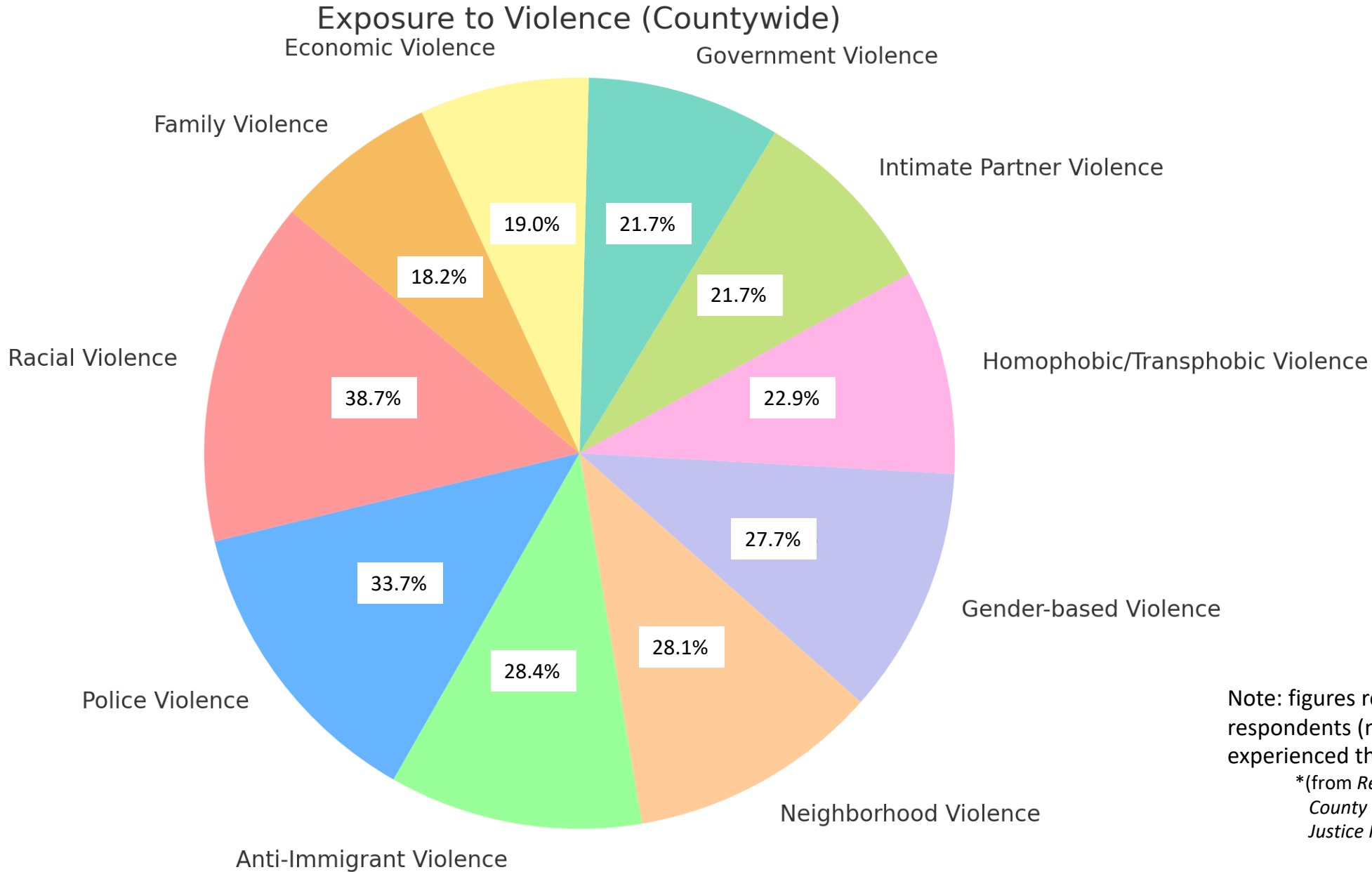


GOAL: maintain an ethnic, economic and geographic balance

FOCUS: Equip LEAB members with skills & knowledge necessary to provide input and leadership

Lived Experience Advisory Board (LEAB)

Categories of Harm and Exposure to Violence



Note: figures represent percentage of survey respondents (n=2655) who reported having experienced that category of violence
**(from Recommendations for Contra Costa County Office of Racial Equity and Social Justice Report, October 2022)*

Budget Summary

- **FY 23-24** ORESJ budget: \$1,836,222 (includes \$576,222 FY 22-23 carry-forward)
- **FY 24-25** ORESJ budget: \$1,290,240 (100% Measure X, includes COLA increase)
- Staffing of 6 FTEs and ongoing operational costs covered by annual baseline budget
- Carry-forward of one-time funds will be used to fund priority projects & office infrastructure

Expenditures	FY 23-24	FY 24-25
Priority Projects (<i>one-time</i>)	\$400,000	\$380,000
Office Infrastructure (<i>one-time</i>)	\$250,000	\$50,000
Staffing	\$361,364	\$1,208,366
Office Operations (<i>on-going</i>)	\$50,000	\$80,000
Total Expenditures	\$1,061,364	\$1,718,366
ORESJ Budget	\$1,836,222	\$1,290,240



Questions and Feedback?

Thank you!

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