

October 20, 2025: Equity Committee Meeting Record of Action

Equity Committee Chair, District IV Supervisor Ken Carlson

Equity Committee Vice Chair, District V Supervisor Shanelle Scales-Preston

Meeting called to order at 10:36 AM

Supervisor Carlson called the meeting to order and began with Public Comment.

Public Comment

Gigi Crowder – Concerned that this meeting should not be conducted as webinar and wants to return to Zoom format. Also expressed concern about TCAB selections and believes that this project is “for us, by us”. She believes that one of the TCAB selectees is not from the African American community. Stated importance that Supervisors listen to the 40 voices who established the AAHWC. Stated that TCAB members should have lived experience. Expressed concern that other African Americans from the same district as the applicant were not selected.

Phil Arnold – Expressed righteous indignation that I do not know who is in the room with me. It is a horrible misdirection to not know who is in the room. The webinar format makes this impossible. It is insightful to know who is in the room and speaking. Gave an example of Port Chicago exoneration process which did not feel transparent. I encourage the county to revisit this webinar process.

Elder Desiree Rushing – I will not repeat what has been said. I don’t understand why a person without an African American background would be seated to this board. Two African Americans who have been a part of this process for the past two years were denied.

Pastor Neill Brengettsey – People make assumptions based on my last name and appearance. I have concerns about how people joined the board without having the African American experience. Race is not a genetic structure, race is a social structure. In my experience is as a black man in the United States, I get pulled over and treated as if I am uneducated and treated all kinds of ways. Treatment is based just on the color of our skin. To have anyone on the TCAB who does not have that experience is not good. Please reconsider.

Pastor Shantell – I am in agreement that no one should be on the TCAB unless they are from the lived experience of being black in America. For us and by us. Operating out of empathy is not the same as operating from lived experience. We appreciate the allyship and empathy but we need a Black representative. I suggest that the non African American be replaced with someone who is African American.

Devin – In agreement with the previous speakers. I was not made aware of this until recently. Having empathy is not the same as lived experience as Black people who have a unique experience that cannot be replicated. I request that the Supervisors reconsider this choice.

Yvette Williams – Timothy Lee was hung in Concord in 1989 and I lived through that experience. My late husband was misdiagnosed with heartburn and died months later of

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esophageal cancer at 39 years old. I have worked hard for decades to support the county and black communities. I appreciate the opportunity to apply for TCAB and am open to a renewed conversation if you reconsider the importance of a “for us by us” approach. Back on Track community services. Thank you for letting me interview for the TCAB.

Dr. Kimberly Payton – I agree with the previous speakers. It is extremely important that the African American voice is used to advocate for African American lives. The African American male voice needs to be heard and understood. We need their voice; it is not enough to have a minority voice with empathy. Nobody can feel or address the pain that Black males experience other than Black males, and I encourage you to reconsider the decision. African American male pain starts at birth; don’t put in a substitute from their experience.

Akili – As wife of black man and mother of black man I advocate for us, by us. I don’t know why we have to continually advocate to only have African Americans on AA only aa on the board. Not someone who has never had the experience.

Kajuon – If the process is meant to benefit Black communities, and address systemic inequality in our institutions, then this needs to be led by Black community members. Young black males continually to face discrimination.

Wanda Johnson – I am the mother of Oscar Grant. I’m here to speak for the 40 voices who helped start the AAHWR. I believe that this effort must be run by African Americans. I think there are four important areas to be covered: education, hospitalization, housing and incarceration. For me incarceration is the number one issue. It is important to have African Americans who understand the process of other African Americans. This is not anything new, historically we have underrepresentation of Black males in all fields and industries, and it is important that we have Black males to speak to their experiences and systemic exclusion from all spaces.

Velma Wilson – I want to echo the previous statements and also elevate the history of NAACP and the involvement of non-Black people in its history and success. When we think of foundation of NAACP it was a collection of black and white who championed the cause. District 3 selectee has a passion and doing something to help community; it is not the same as lived experience. I have lived experience but was overlooked due to my ties to NAACP. I’m still going to do the work.

AGENDA ITEMS

- 1. RECEIVE and APPROVE the Record of Action from the Oct 6, 2025 special meeting of the Equity Committee, with any necessary corrections.**

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Public Comment

Pastor Neill noted his name was misspelled with one “l” and asked for correction.

Motion to approve minutes as amended: Scales-Preston

Second: Carlson

Motion passes.

2. RECEIVE updates and PROVIDE direction on the implementation plan for the African American Holistic Wellness and Resource Hub.

Staff provided updates.

Kendra Carr provided an update on the thirteen (13) Transitional Community Advisory Board (TCAB) members were selected at prior Equity meeting and are on tomorrow’s Board of Supervisors (BOS) meeting agenda for approval.

Peter Kim provided an update on the AAHWR contractors’ work which includes thirteen (13) organizations with fourteen (14) projects are making progress; reports were recently received. Services are being provided across the community; contracts will end April 2026. East Bay Community Foundation (EBCF) will have a mid-year convening. ORESJ will co-host a technical assistance training for the contractors in Jan/Feb.

Another update for TCAB is that the body will review and provide feedback on the implementation of the Hub lead entity and community advisory board.

Kendra Carr noted that ORESJ was contacted by County Counsel that the TCAB Bylaws must be approved prior to first TCAB meeting, which is currently scheduled for 10/27/25.

Supervisor Carlson stated that a similar issue arose with the Behavioral Health Board but they were still able to meet prior to the bylaws adoption. His understanding is that it is okay to meet and have an orientation, the body cannot hold any votes but should be able to meet. He stated that he will follow up with County Counsel about this advisory.

First TCAB meeting will be orientation. Past Steering Committee members will come and share experience. [reference slide]

Second TCAB meeting will review Request for Qualifications (RFQ) [lead entity] and Request for Proposals (RFP) [services]. Review Robert Woods Johnson Foundation Grant. They will discuss the naming of the Hub and will review panel composition and process.

The goal of the December TCAB meeting will be to review final draft of the RFP. [reference slide]

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Site Study of Black Child Legacy Campaign and Rose Family Creative Empowerment Center. They have been doing it for ten (10) years. Amazing site. Led by community, black led organization with deep roots. Partnering with county and other local systems. Co-located county staff. Navigators. 30% reduction in child mortality rates. 4 potential TCAB members attended site visit.

Sierra Health Foundation receives the grant from Sacramento County, which is the primary funding source. Seven (7) neighborhood centers selected due to census identification of the highest child mortality rates.

Supervisor Carlson asked if they had connection to Veterans services.

Supervisor Scales-Preston asked if they have templates or other good takeaways to share.

Staff concluded with ways that the public can contribute to Contra Costa County efforts as noted below.

Ways to contribute (see slide)

1. Office hours
2. Share thoughts at TCAB meeting, 2nd Monday of each month
3. Equity Committee, 3rd Monday
4. Stay connected

Public comment

Gigi Crowder – Alameda County has also moved ahead with their African American Holistic Wellness Hub and their investment is much larger; I invite ORESJ to the 40 Voices AAHWRH to see recent updates and progress to the space. We have had recent trainings and workshops there in partnership with County.

Elder Desiree Rushing – Also at this hub in Antioch I do the Leave No One Behind project and bring seventy (70) meals to the unsheltered every Friday in East County cities of Brentwood and Antioch. Every second Sunday we feed unsheltered at the 40 Voices Hub. We have done this with our own funds. We will soon have an expert coming to speak about dementia.

Neill Brengettsey – 40 Voices will host free comic book day. Invite community members to get free books that day. Amateur Athletic Union (AAU) event to speak to student athletes to focus on education. The average pro career is only three (3) years. An investor will speak with them about more than one way to become a millionaire.

Pastor EE Harris – Applaud the opportunity to learn from best practices wherever they take place. We need to start off on the right footing by looking at all lessons in all places, and encourage us to look at the work as a both/and, not an either/or to create the best possible

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product. We should focus more on outcomes and less on location and approach from a humanity perspective.

Bradford – Thanked prior speaker for bringing up the subject of veterans. Expressed hope that we can replicate what NAMI does with veterans. address lack of trust. Post-Traumatic Stress Disorder (PTSD) is not just one-size fits all. We need to provide a safe place for them to come to. Looking to the County to step up in supporting the Port Chicago 50.

Wanda Johnson – Expressed gratitude for the 40 Voices AAHWRH, a one-stop shop where so many needs can be addressed. Looking forward to the workshop on dementia and Alzheimer's. Important that we do not take too long to allocate funds for this work. This is a model not just for CCC but for CA and other states. This resource is not just for African Americans but for all people in need. grateful for the AA Holistic Hub. It is definitely a one-stop shop. It is very much needed in our community. AA people are facing dementia at a higher rate than other groups. We should not take as long as it is taking to fund the effort. It will be a model for CA and other states that will be a stop for everyone – it will help all who come through the door.

3. INTERVIEW candidates for the Racial Justice Advisory Body (RJOB) Alternate Community-Based Member seat, RECOMMEND appointment, and provide direction on next steps.

Peter Kim provided background information that there are two (2) vacancies on RJOB. One (1) is for the police representation, which will be filled with a direct nomination from the Contra Costa County Police Chiefs' Association. The other one (1) vacancy is in the Community-Based Representative Alternate which is selected and appointed by the Board of Supervisors (BOS). Three (3) candidates are here to interview for the seat today.

RJOB meets quarterly and has three (3) subcommittees that meet monthly or bi-monthly.

Each candidate will have two (2) minutes to answer these questions as they pertain to this potential appointment:

- (1) What is your professional background?
- (2) What is your lived experience?
- (3) Why are you interested?

Candidates

- 1. Eldar Akayev recused himself due to no longer being eligible according to the bylaws.
- 2. Dr. Talia Moore was interviewed. Professional background include working for County of San Mateo Probation for ten (10) years and currently teaches at California State University East Bay (CSUEB) and St. Mary's College. She holds a doctorate in

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Psychology. She is a longtime resident of Contra Costa County, currently residing in District 1.

3. Porshe Taylor was interviewed. She is a lifelong resident of District 5. She worked in Contra Costa County as an Eligibility Worker for ten (10) years. She has attended Los Medanos College, studying criminology and is currently in law school. She founded a non-profit organization to support formerly incarcerated people.

Three (3) other candidates submitted applications but did not respond to confirm continued interest.

Supervisor Scales-Preston asked what the current district breakdown is for RJOB. Kim responded that it is evenly split between Districts 1 and 5, with a few other members from Districts 3 and 4.

Supervisor Scales-Preston noted Dr. Moore's experience at the college level, especially California State University, East Bay.

Motion to move Dr. Moore forward for Committee Representative alternative seat: Scales-Preston

Second: Carlson

AYES: Carlson, Scales-Preston

NOES: None

ABSTAIN: None

Motion passes.

Public comment

Gigi Crowder – As a member of RJOB, I serve representing behavioral health (which includes both mental health and SUD); I really want the position to be separated to have a seat per area to focus specifically on mental health; I believe we have a lack of youth representatives; also want a renewed focus on the racial disparities among people who are most vulnerable. Expressed support for both candidates.

Move forward Dr. Moore for appointment.

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

ORESJ Current Projects

See attached slide deck.

- Racial Justice Oversight Body (RJOB)

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- Next RJOB meeting will be 11/6/25 at 10 AM
- Data subcommittee is looking at what data is readily available to be shared around criminal justice and prosecution.
- Community Engagement subcommittee is planning a series of workshops as follows – Grace Bible Fellowship (Antioch), RYSE (Richmond), Virtual.
- Urban Habitat
 - This is a cross-county community of practice for strategy development about how to partner to advance equity. ORESJ will gather a Community of Practice for Contra Costa County.
- Budget Equity Cohort
 - ORESJ will bring a cohort of county departments together as a pilot project to bring budget equity concepts and implementation strategies to department budget processes. The project will run from December 2025 to June 2026.
- Civic Engagement Workshops
 - ORESJ will lead effort to hold three (3) workshops to help community members in a cohort of 25-30 people. The goal is for them to learn how government works and how to become an engaged resident, a “County 101” type of training.
- SAFE Center
- Contra Costa Together
- Master Plan on Aging
- Equal Employment Opportunity (EEO) Workgroup
- ORESJ Challenge: Language Access and Justice – ORESJ needs staff to bring capacity and expertise to move the work forward.

Scales-Preston offered comments about tomorrow’s BOS meeting which will include a proclamation from her office to recognize Hispanic Heritage Month. She invited to public to attend.

Public comment

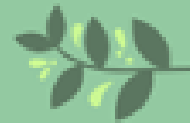
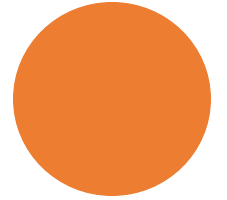
Mariana Moore – Lifted up the work of ORESJ Master Plan on Aging, CC Together. I work with the ORESJ Co-Directors on these two programs. The directors show up, live according to their values, do what they commit to do and are a pleasure to work with. Deeply engaged and a pleasure to work with. Holding it with grace. I advocate that the BOS support the office by resourcing and increasing the investment in the budget; they need to beef up their staff.

Meeting adjourns at 12:17 PM. Adjourn to next Equity Committee meeting, November 17, 2025, 10:30 AM, 1026 Escobar Street, Conference Room 238, Martinez, CA 94553 and 190 E 4th Street, Pittsburg, CA 94565.

Office of Racial Equity and Social Justice

Equity Committee

October 20, 2025



Office of Racial
Equity & Social
Justice

CONTRA COSTA COUNTY

Equity Committee

2. RECEIVE updates and PROVIDE direction on implementation of the African American Holistic Wellness and Resource Hub.

What's Happening Now:

13 Black-led organizations running 14 projects

Equity for Black Women and Girls



Grace Bible Fellowship of Antioch



Transitional Community Advisory Body (T-CAB)

- Review and provide feedback on eligibility and selection criteria for Implementation Lead entity
- Review and provide feedback on eligibility and selection criteria for Executive Director
- Review and provide feedback on eligibility and selection criteria for Board of Directors
- Review and provide feedback on eligibility and selection criteria for Community Council
- Support outreach and recruitment efforts for interested and qualified candidates for all positions/roles described above

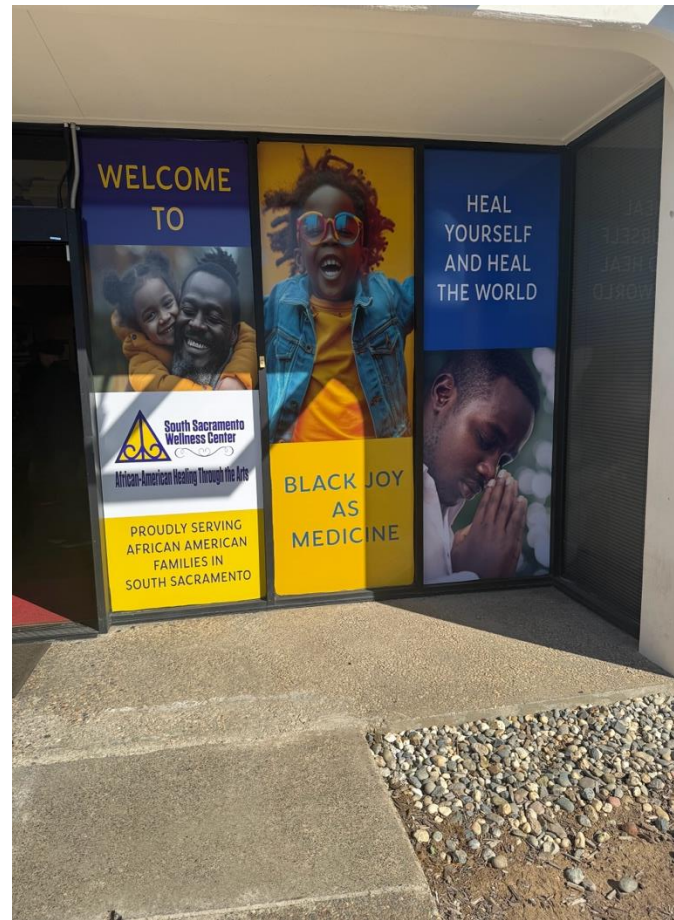
What's Happening Next

October 21, 2025	Board of Supervisors Vote on T-CAB membership approval
October 27, 2025	T-CAB Orientation (First Meeting) • Advisory Body Roles, Responsibilities, Brown Act • Review Implementation Plan • Reflections from previous Steering Committee members • Black Child Legacy Campaign Site Visit Reflections
November 10, 2025	T-CAB Meeting • Review the RFQ (lead entity) & RFP (program services) • Priority service locations • Review Panel composition and process • Naming of the Hub: Federal Glover Wellness Network • Robert Wood Johnson Foundation Grant Proposal
Dec 2025 – Jan 2026	Final draft of RFP/Q and request Equity and Board approval of release Outreach to service providers and entities County services / county department agreements

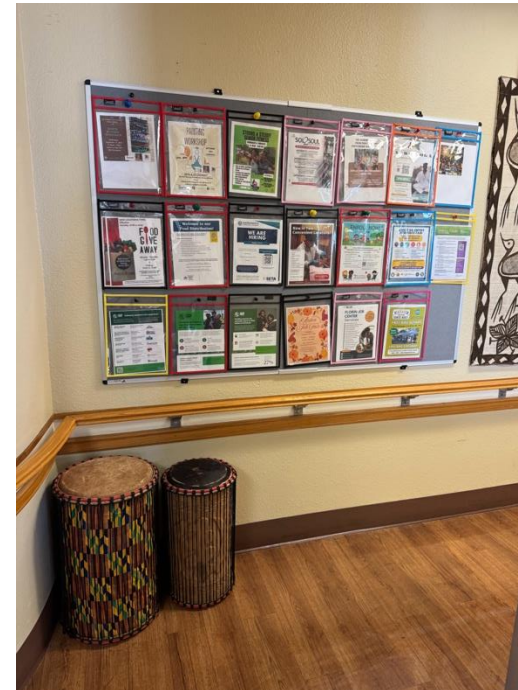
Site Study

Black Child Legacy Campaign

Rose Family Creative Empowerment Center



Black Child Legacy Campaign

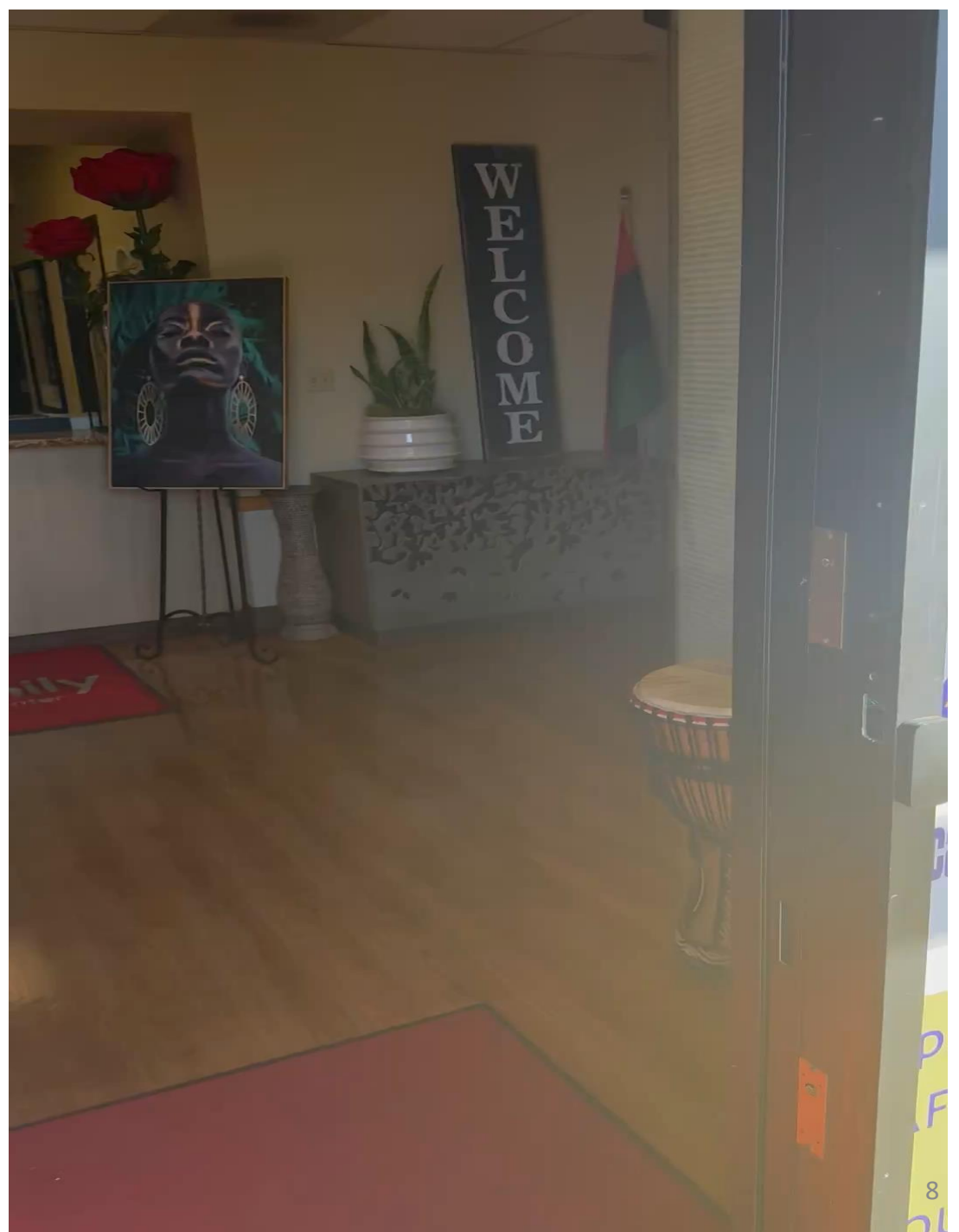


Site Study

Black Child Legacy Campaign

Rose Family Creative Empowerment Center

Lobby



Site Study

Black Child Legacy Campaign

Rose Family Creative Empowerment Center

Healing – Therapy Space



Site Study

Black Child Legacy Campaign

Rose Family Creative Empowerment Center

Freedom School

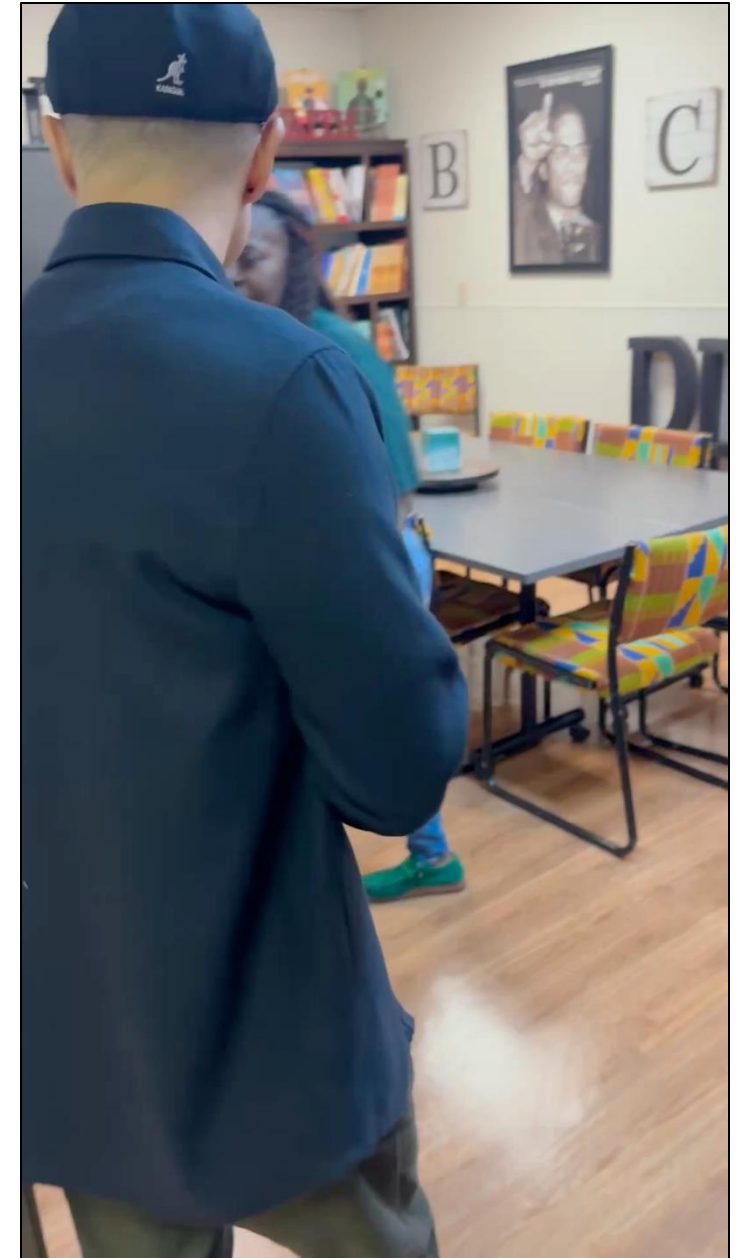


Site Study

Black Child Legacy Campaign

Rose Family Creative Empowerment Center

Africa Room – Community Meeting Space



Ways to Contribute

- Send us an email at admin@oresj.cccounty.us to meet with an ORESJ staff member for office hours
- Share your thoughts at Transitional Community Advisory Body meetings (2nd Monday of each month)
- Share your thoughts at Equity Committee (3rd Monday of each month)
- Stay connected to receive updates about partnership opportunities