

COMMUNITY BASED ORGANIZATION**INITIAL MEETING RESULTS****FOLLOW-UP ACTION****STAKEHOLDER
PERCEPTIONS****NEXT STEPS****FOOD BANK of CONTRA COSTA AND
SOLANO COUNTIES**

In 1975 a group of people recognized that at a time when local families had a critical need for food, items like day-old bread at grocery stores would often go to waste. While the problem seemed so big, they believed it could be solved if the community worked together. This group started what is now the Food Bank of Contra Costa and Solano. The Food Bank provides food to about 188,000 people every month in your community. 1 in 4 people receiving emergency food are children. 1 in 8 people rely on the Food Bank for nutrition.

EEO met with Larry Sly on February 23, 2015. He gave us a tour of the facility and the history behind the Food Bank. The Food Bank was going to be celebrating 40 years of service this year. We discussed EEO's plans to include his clients in our outreach efforts and he invited EEO to attend a food distribution

Helped distribute food and information on the County's hiring on May 15, 2015 at the Independent Community Church in Richmond, CA.

Very visible in the community with strong ties throughout Contra Costa and Solano Counties. They are a great resource for conducting outreach and recruitment efforts.

Contact Food Bank to attend distribution in October.

COMMUNITY BASED ORGANIZATION	INITIAL MEETING RESULTS	FOLLOW-UP ACTION	STAKEHOLDER PERCEPTIONS	NEXT STEPS
FAMILY JUSTICE CENTER They serve as a one-stop Center for people affected by domestic violence, sexual assault, elder abuse, child abuse, and human trafficking. By locating many service providers in one place, the Center helps people in crisis to find hope, safety, and healing.	Attended the Family Justice Grand Opening on 03/19/2015. Attended the MOU partnership meeting on May 21, 2015. Attended the Richmond FJC Grand Opening on June 4, 2015. Attended the Cultural Competency: Interpersonal Violence Response Seminar on September 9, 2015.	Attend the November 5, 2015 Best Practices and Innovations in Interpersonal Violence Response	Very active in the community. Strong relationship with law enforcement. Lots of Community Support	Place call to Susun Kim, Executive Director and get on her calendar

COMMUNITY BASED ORGANIZATION	INITIAL MEETING RESULTS	FOLLOW-UP ACTION	STAKEHOLDER PERCEPTIONS	NEXT STEPS
<p>STAND! For Families Free of Violence STAND! Provides comprehensive intervention, treatment, and prevention services to family violence survivors, their families, and communities.</p>	<p>July 14, 2015 EEO met with Aracely Garcia and Diondra Holaday to discuss ways that EEO can help their clients find permanent employment with the County. STAND! Wanted to have a standing quarterly training for their clientele since they transition out of the program every 90 days.</p>	<p>Presented EEO and HR training module for the staff and clients on August 26, 2015. Mary Jane Saepbern attended from HR and she was well received. She answered questions about the hiring process, encouraged applicants to consistently check on the status of their submitted applications and gave examples of how she has promoted several times since she started working for the County.</p>	<p>Very active in the community and has strong ties to the Family Justice Center. Hoping to develop the professional relationship with this CBO because their reach and impact into the community is widespread.</p>	<p>Follow-up to schedule the next meeting in November</p>

COMMUNITY BASED ORGANIZATION	INITIAL MEETING RESULTS	FOLLOW-UP ACTION	STAKEHOLDER PERCEPTIONS	NEXT STEPS
<p>Monument Impact They serve the monument Community in Concord, CA. They primarily serve the immigrant communities. The majority of Monument residents are low-skilled workers in industries that are hardest hit by the recession and thus likely face an unemployment rate significantly higher than the 10.3% for the county. 41% of families of 4 live on less than \$44,000 per year (200% poverty line).</p>	<p>EEO met with Maribel Delgado, Workforce Development Manager, and Jasmin Rodriguez, Employment Specialist Program Coordinator on August 19, 2015. Both ladies said that they and their clients have a hard time understanding the terminology used in the job announcements. They requested to have HR accompany EEO on the follow-up meeting so they could ask questions.</p> <p>II. The nearest One Stop is not able to help with Monument's population. More support for immigrants:</p> <p>a) Not centralized</p> <p>b) Not close to bus stop</p> <p>c) not a lot of participation by members</p> <p>d) HR liaison</p> <p>III. Change policies to allow</p>	<p>Follow-up meeting with Monument Impact on September 11, 2015. HR Consultant Tanya Williams accompanied EEO to the meeting. Tanya was very engaging and related well to the staff who attended. Mike Van Hofwegen, the Executive Director, also attended for a short while. He e-mailed me afterwards and said that he enjoyed the meeting.</p>	<p>They serve a community that wants to obtain County employment. The staff is very dedicated in helping to make a difference in the lives of their clientele. Meet with clientele which was suggested by EEO. We are still determining the date. Ms. Delgado and Ms. Rodriguez invited EEO to attend the Monument 2nd Annual Monument Awards on October 27, 2015</p>	

COMMUNITY BASED ORGANIZATION**INITIAL MEETING RESULTS****FOLLOW-UP ACTION****STAKEHOLDER
PERCEPTIONS****NEXT STEPS**

people to apply if they have
experience but not education.
What happens after application is
submitted? Information not
available to others. Partner with
CBO to discuss EEO & HR process

COMMUNITY BASED ORGANIZATION	INITIAL MEETING RESULTS	FOLLOW-UP ACTION	STAKEHOLDER PERCEPTIONS	NEXT STEPS
MEN AND WOMEN OF PURPOSE Mentor at-risk youth and young adults. They offer training on effective communication, job readiness, drug and alcohol abuse treatment/prevention, and violence prevention.	First meeting with Rick Fortenberry and Antwon Cloird was on September 10, 2015. We discussed their role in the community and how they are able to help individuals, families and the re-entry population turn their lives around. They were open to forming a partnership with EEO and we will set up a date and time in October to meet.	Left message for Antwain Cloird.	Very active in West County. They have their pulse on the community and are respected throughout West County.	Set-up meeting in October.

COMMUNITY BASED ORGANIZATION**INITIAL MEETING RESULTS****FOLLOW-UP ACTION****STAKEHOLDER
PERCEPTIONS****NEXT STEPS****Monument Crises Center**

They offer nutritious food, quality resources and referrals to low-income individuals and families in order to help them become stable and secure in our community. They serve 60,000 people per year over 120,000 pounds of food donated per year, and 1,000,000 meals served per year.

Met Yolanda Gutierrez, Operations Manager on September 15, 2015. EEO was invited to attend their food distribution and set up an information table to provide people with information on County jobs. EEO met with individuals who were interested in County jobs and referred them to the County website. Met a man who was looking for a job for his nephew and himself. He stated that they were both ex-convicts and explained to them about the Re-Entry program.

Spoke with Lisa Lopez in HR to see if her staff would be interested in attending one of the distributions. She indicated that she was interested so I will connect her to Yolanda.

Strong ties to the community and house many volunteers to help the programs run successfully.

Follow-up to schedule the next meeting

SHELTER, INC.

They serve over 6,000 men, women and children per year. Strive to prevent and end homelessness. SHELTER, Inc. provides temporary housing in combination with supportive services to families and individuals who are homeless. SHELTER, Inc. owns or master leases 250 properties throughout Contra Costa County providing affordable and supportive housing to individuals and families, including those diagnosed with

EEO first met with the management team on September 16, 2015. The meeting was very informational. EEO met with Lindsey Drollette and Chuck Bryant. Ms. Drollette indicated that she has helped clients' complete County applications only for them to be told they were not qualified. She expressed that she and her clients have not had a good

Shelter Inc. has requested that EEO return and give presentation with either HR or HSD personnel to the other staff members. Ms. Drolette will contact me once she has met with the Director of Transition Services who is on vacation.

Shelter Inc. has a lot of influence with the community. They are well connected with County services and have a lot of support from private donors.

EEO proposed some meeting dates for the next couple of weeks. EEO anticipates hearing from Shelter, Inc. by the end of the week.

COMMUNITY BASED ORGANIZATION**INITIAL MEETING RESULTS****FOLLOW-UP ACTION****STAKEHOLDER
PERCEPTIONS****NEXT STEPS**

mental illness.

experience with the County hiring process and many of them have become discouraged from applying. The job descriptions are wordy – substitutions of experience for college are unclear. They also believe that the Interview process is intimidating – Formal, taped, Interview panels

COMMUNITY BASED ORGANIZATION**INITIAL MEETING RESULTS****FOLLOW-UP ACTION****STAKEHOLDER
PERCEPTIONS****NEXT STEPS****DREAMCATCHERS EMPOWERMENT
NETWORK**

They provide assessments, job preparation, job placement and job coaching to youth and adults with limitations and disabilities.

EEO met with Leslie Descans, East County Employment Specialist and Dana Johnson, Central County Employment Specialist on September 24, 2015. Both stated that they have had several negative experiences dealing with the HR application process.

Still determining a date for the next meeting that will include an HR representative.

Very active in the disabled community. Although they expressed concerns about the application process, the clients are still interested in County employment

Set up meeting in October. Meet with their clients and provide training.

COMMUNITY BASED ORGANIZATION

INITIAL MEETING RESULTS

FOLLOW-UP ACTION

**STAKEHOLDER
PERCEPTIONS**

NEXT STEPS