

*The Board of Supervisors of  
Contra Costa County, California*

In the matter of:

**Resolution No. 2017/415**

**AFFIRMING THE COUNTY'S COMMITMENT TO RACIAL EQUITY, DIVERSITY, AND THE GOVERNMENT ALLIANCE ON RACE & EQUITY (GARE) INITIATIVE**

WHEREAS, on October 18, 2017 former President George W. Bush remarked ““bigotry seems emboldened” in the United States, warning that Americans need to reject “white supremacy.” “Bigotry or white supremacy in any form is blasphemy against the American creed,” Mr. Bush said in his remarks at a forum focused on security; and

WHEREAS, these remarks come at time in the United States of America where fears about a rise in bigotry across the country have increased and where incidences of racial intolerance and hatred have led to large-scale protests culminating in violence and, in the case of Charlottesville, Virginia, the death of a counter-protestor; and

WHEREAS, the County of Contra Costa (“County”) is home to one of California’s most ethnically, culturally, and socio-economically diverse populations; and

WHEREAS, the County believes that diversity of backgrounds, perspectives, and experiences of the American people makes our nation, our communities, and our economy richer and stronger; and

WHEREAS, Contra Costa County communities are the most equitable when all residents are fully able to participate in the region’s economic vitality, connect to the region’s assets and resources, and contribute to the region’s readiness for the future, and;

WHEREAS, the residents of Contra Costa County should not be limited in their potential to achieve an education, employment, safe and affordable housing, optimal health, a livable wage job, or to live a life free of fear, harassment, intimidation and harm due to the color of their skin, their national origin, cultural background, religion or sexual orientation;

WHEREAS, Contra Costa County aspires to be a model for inclusion and equity for all of its residents, including immigrants, refugees, and other newcomers; and

WHEREAS, the Government Alliance on Race & Equity (GARE) is a national network of government working to achieve racial equity and advance opportunities for all by supporting targeted cohorts of jurisdictions and providing best practices, tools and resources to build a national movement for racial equity; and

WHEREAS, the County has participated in the GARE alliance in both 2016 and 2017 with the formation of two cohorts comprised of County staff and community leaders who have now received:

- A racial equity training curriculum, with cohort participants equipped to implement the training with other employees,
- A Racial Equity Tool to be used in policy, practice, program and budget decisions,
- A capacity building plan and organizational structure to institutionalize equity within our own jurisdiction,
- Example policies and practices that help advance racial equity, and
- Examples of A Racial Equity Action Plan; and

WHEREAS the 2017 GARE cohort is actively working on the development of a Racial Equity Action Plan for Contra Costa County, the implementation of a racial equity training curriculum for County staff, the development of an employee racial equity survey, and strategies to engage community partners in this work;

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Contra Costa County affirms its position statement on racism: Be it known throughout Contra Costa County to the constituents it serves, the citizens it employs, its business partners, and to people everywhere that we believe that racism, prejudice, bigotry, and discrimination harm all people, and have profoundly negative effects on everyone. Therefore, we publically and fervently denounce any and all manifestations and ideologies of racism. As a County we will not tolerate hateful acts of violence that are perpetrated by extremists who want to intimidate and terrorize people of color in this county and country. BE IT FURTHER RESOLVED that the Board of Supervisors of Contra Costa County affirms its commitment to advancing the work of its GARE cohorts by directing that the Office of Reentry & Justice establish a Racial Equity Team consisting of GARE Cohort members, supported by leadership and with leadership representation, to be responsible for the oversight and implementation of an organization-wide Racial Equity Action Plan, which shall be presented to the Board of Supervisors by June 2018.

**FEDERAL D. GLOVER**  
Chair, District V Supervisor

**JOHN GIOIA**  
District I Supervisor

**CANDACE ANDERSEN**  
District II Supervisor

**DIANE BURGIS**  
District III Supervisor

**KAREN MITCHOFF**  
District IV Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: November 14, 2017

David J. Twa,

By: \_\_\_\_\_, Deputy