

ATTACHMENT 2
Contra Costa Office of Racial Equity and Social Justice
Community Planning Process
Working Plan

Vision: Contra Costa County is a just, equitable, and loving County where all residents feel they belong.

Goal: The County of Contra Costa enacts and sustains principles, policies, practices, and investments that are racially just and equitable across all of its departments and divisions.

Key strategies:

1. Collectivize current efforts in the County to advance and enact racial equity and social justice.
2. Conduct a Listening Campaign with residents of Contra Costa County most burdened by racial inequity, and the systems, partners and providers working in service to them.
3. Share learnings and findings of the Listening Campaign with Campaign participants, County Board of Supervisors and Departments, and all partners, culminating in a report and plan to the County Board of Supervisors for formal action and investment in the priorities and needs identified in the Campaign.
4. Develop and Launch an Office of Racial Equity and Social Justice led and informed by the aforementioned strategies.

Process: The strategies will be enacted through a community planning process grounded in active listening, witness-bearing, truth and healing.

Planning Process Outcomes:

1. Meaningful acknowledgement and understanding by County leaders, departments, organizations, and programs of the racial harms and burdens experienced by Contra Costa County's Black residents and residents of color.
2. A more cohesive County ecosystem that is grounded in and responsive to the proximate experiences, priorities, and needs of its residents most burdened by racial inequity.
3. A plan to launch the Contra Costa County Office of Racial Equity and Social Justice, which reflects resident priorities and expectations.
4. A more committed and collectivized base of County residents and efforts that can ensure accountability and transparency, and is able to mobilize, advocate, organize, and respond to emergent conditions and opportunities that support and protect racial equity and social justice.

Community Planning Process

From concept proposal of the Office of Racial Equity and Social Justice:

Community Partnership: *The community's voice is a necessary and vital part of determining how the Office of Racial Equity and Social Justice is structured and operates. It is essential to work with community partners already doing the work of racial and social justice and to look to them to provide stewardship, consultation and partnership in this effort. An inclusive community planning process will be conducted that will include a listening campaign of Contra Costa residents centering the experiences of our County's Black communities and communities of color. This process will inform the following actions:*

- *Develop the final structure, roles and responsibilities of the Office*
- *Develop a plan reflecting the community's priorities for the work of the Office*
- *Develop a plan for how the Office is transparently accountable to the public*

The Community Engagement process is one of listening, witness-bearing, and reckoning. It is in service to identifying, investing in, and implementing fundamental and foundational shifts in the ways in which Contra Costa County fully embodies and enacts just public service for ALL of its residents, and explicitly for its Black residents, Indigenous residents, and Communities of Color (BIPOC). It is about culture shift and transformation. In culture shift, process and relationships are the priorities. Structure and form reflect, respond, and adapt as needed to build and sustain culture.

The following timeline and phases are estimates of the community engagement process. If and as adjustments need to be made to ensure prioritization of process and relationships, we will keep community and partners apprised of any significant shifts.

The following tenets of community engagement will ground and guide the work in all phases and eventually into the Office itself. These tenets will withstand and inform any and all changes to timeline and phases.

- Acknowledge
- Affirm/Apologize
- Amend
- Align
- Activate
- Assess and adapt

Phase 1 (July - December 2020) - Planning and Launch of Community Engagement Table

The first phase of community engagement is to prepare for and develop a meaningful design process that is both reflective of and attuned to experiences, priorities, and needs of Contra Costa's Black

communities, Indigenous Communities, and Communities of Color (BIPOC), and to the dynamics and determinants of (in)equity that exist in our County.

Towards this, Phase 1 will be the launch of the Racial Justice Community Engagement Table. The Table will be composed of organizations, efforts, and residents already engaged in racial equity and justice work, those who convene partners across the county necessary to this work, and who are proximate to and comprise the County's BIPOC communities.

Central to engagement is recognizing the myriad of identities and experiences across and within our BIPOC communities across gender, class, age, language, ability, immigration status, faith, region, etc. Central to implementation is a design process that is informed by BIPOC residents across these identities and experiences, and that include spaces for tailored engagement with young people, LGBTQQ residents, system-involved residents, elders, undocumented residents, immigrants and refugees, etc.

Table Partners include:

- ❖ Budget Justice Coalition
- ❖ Contra Costa Alliance to End Abuse
- ❖ Contra Costa Care Call Conveners - RYSE and Family Justice Center
- ❖ Contra Costa Central Labor Council
- ❖ Contra Costa District Attorney's Office
- ❖ Contra Costa GARE Cohort
- ❖ Contra Costa Health Services
- ❖ Contra Costa Immigrant Rights Alliance
- ❖ Contra Costa Public Defender's Office
- ❖ Contra Costa Racial Justice Oversight Body
- ❖ Ensuring Opportunity Campaign to End Poverty in Contra Costa
- ❖ First Five Contra Costa
- ❖ Healthy Richmond
- ❖ Lift Up Contra Costa
- ❖ Multi-Faith Action Coalition
- ❖ NAACP – Contra Costa Chapters
- ❖ National Alliance on Mental Illness (NAMMI) Contra Costa
- ❖ Racial Justice Coalition
- ❖ Safe Return Project
- ❖ Resident leaders from most impacted/burdened communities from Central, East, and West Contra Costa County
- ❖ Others as determined by listed partners

Trauma Transformed and Public Health Advocates will provide consultation in areas of design, implementation, data collection and analysis, and equity metrics and indicators.

Key Responsibilities of the Table:

- Design and implement the community engagement process across all regions of the County. The work of the Table itself and its task to design the process will be grounded in the following principles:
 - We center the priorities and lived experiences of residents and families most vulnerable to systems' harm and inequity.
 - We disrupt racism and injustice that exist in our institutions and systems.
 - We center healing, justice and equity.
 - We engage in healthy struggle so that we are accountable, innovative and creative.
 - We learn and adapt through ongoing inquiry and reflection.
 - We advocate for resources through an equitable, humanizing and transparent process.
 - We celebrate and appreciate.
- Engage in relational work to build collective capacity for meaningful community engagement. *This includes work around understanding ourselves as racialized beings that are part of racialized organizations and systems so that we can create the conditions and relationships needed to engage in the painful and profound work of racial reckoning and healing.*
- Organize the learnings of the process into recommendations for the structure, roles, responsibilities, priorities, and accountability of the Office.

Key tasks of the Table:

- Gain understanding of how Contra Costa County works as a system in order to inform recommendations for both the Office of Racial Equity and Social Justice and other changes and transformation to County governance and service.
- Engage in learning labs on the racial harms of health systems, criminal legal/justice systems, law enforcement, child welfare, social services, behavioral health, early childhood education, elections system, planning and land use, and transportation - the areas and sectors of work the County oversees.
- Engage and connect with other related efforts and partners, existing and new.
- Develop the engagement design, serve as ambassadors, co-host and co-facilitate listening sessions, town halls, truth forums.
- Respond to emerging needs and dynamics that arise out of the engagement process.
- Deliver recommendations to the Board of Supervisors on the roles, responsibilities, priorities, structure, and accountability of the Office of Racial Equity and Social Justice.

Commitment of time

We estimate the following number of hours Table partners will commit to for each phase. Details of Phase 2 and 3 below.

- Phase 1 Launch and Design (July-December 2020): 50-60 hours
- Phase 2 Implementation (January-March 2021) 40-50 hours
- Phase 3 Meaning making and recommendations (April-May 2021) (20-30 hours)

Table Core Team

A Core team of cross-sector partners has been engaging in the preliminary conversations and planning for the Community Engagement Process. This Core team will facilitate and support the responsibilities and tasks of the Engagement Table, and work in close partnership to ensure a comprehensive and connected process. These partners include:

- Supervisor John Gioia
- Supervisor Federal Glover
- Contra Costa Health Services
- Family Justice Center - Central/East Care Call Convener
- RYSE - West Contra Costa Care Call Convener
- Trauma Transformed*
- Public Health Advocates**
- Fiscal Sponsor: Contra Costa Regional Healthcare Foundation

*Trauma Transformed works extensively across the Bay Area to partner with and transform systems of care from trauma-holding to trauma-responsive and healing-centered, with racial justice as an explicit tenet and praxes for systems transformation.

**Public Health Advocates engages in statewide policy and advocacy work to address the social determinants of health, working with jurisdictions across the state to integrate metrics and indicators of racial equity. Table partners have relationships with multiple organizations and efforts that we may ask to provide insight or consult, including PolicyLink, GARE, BARHII, and Black Futures Lab.

Phase 2 - Implementation (January-March 2021)

While details of implementation will be developed by the Table, this will be a process of active listening and witness-bearing. Key questions will be developed that then inform participatory, multimodal, multi-lingual methods of engagement. Platforms for engagement will include listening sessions, truth forums, focus groups, and online processes and tools, including graphic recording. Inquiry and engagement will begin with those most burdened by racial oppression, our BIPOC communities. Programs and agencies working directly with and/or led by BIPOC will also be part of community engagement.

Phase 3 - Meaning-making and sharing of recommendations (April-May 2021)

During this phase, the Table will engage with the community in sharing out and meaning-making of the learnings from the engagement process. The Table will organize the learnings into recommendations for the Office of Racial Justice and Equity, and into ongoing and emergent policy, advocacy, and organizing efforts.