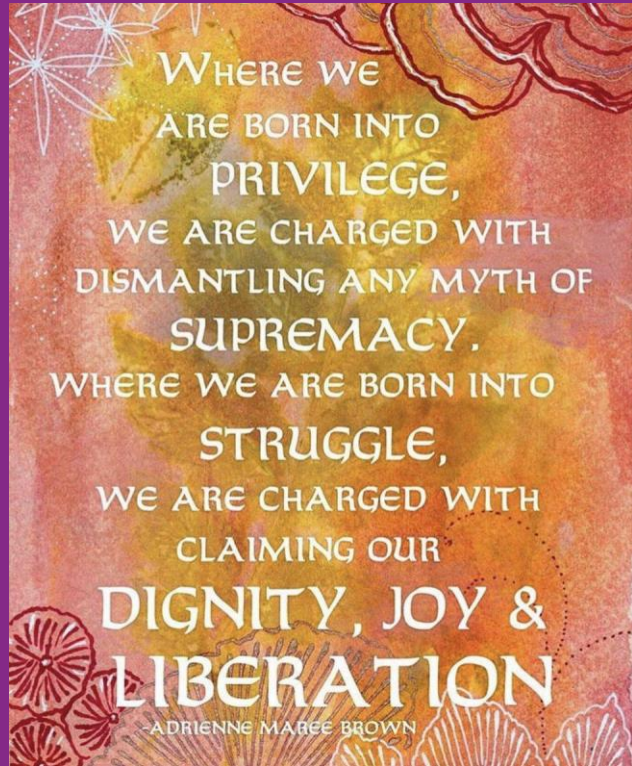
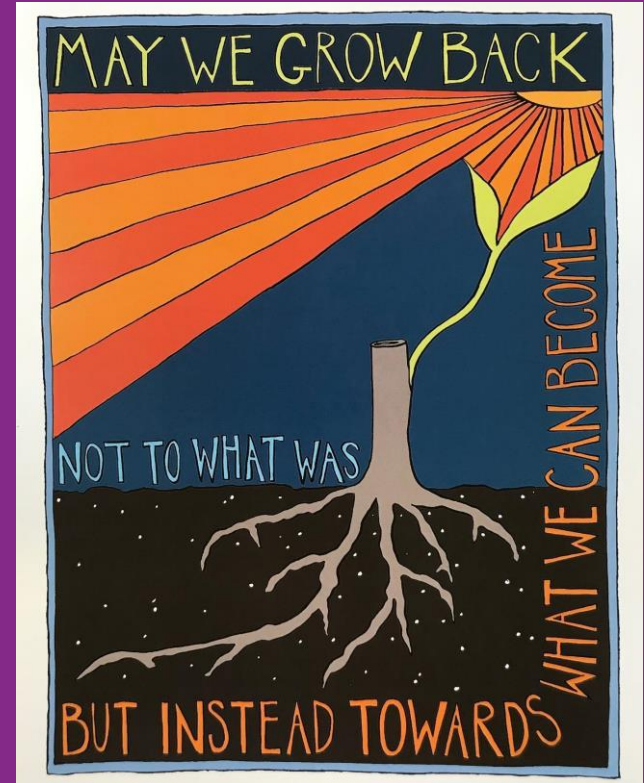


Contra Costa County Office of Racial Equity and Social Justice Host Table Community Engagement Process



Update to the Board of Supervisors

June 22nd, 2021



WHAT WE ARE DOING TODAY

PURPOSE

- Share status of Community Engagement process
- Share recommendations that connect us further together in this effort

- LISTEN to
 - What the community engagement process is
 - Stories
 - What we're learning about the ORESJ

WHAT WE ARE DOING TODAY

AGENDA

- Acknowledgements
- Context and Background
- What We've Done
- What We've Learned/What We're Learning
- Preliminary Recommendations
- Where We're Going

How We Do It (*Host Table 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 radical listening, inquiry and reflection.
- We advocate for resources through an equitable, humanizing and transparent process.
- We celebrate and appreciate.

Land Acknowledgement

We acknowledge that we are each residing on tribal lands of those who have lived on this land time immemorial.

We pay respects to their elders past and present.

Please take a moment to consider the many legacies of violence, displacement, migration, and settlement that bring us together today.

We recognize the resilience of those past and present, who work to build a strong and sovereign nation where Tribal members live their values and culture.

Text your zip code to **1 (907) 312-5085** to learn more about the tribal lands in your area.

<https://nativegov.org/a-guide-to-indigenous-land-acknowledgment/>

Labor Acknowledgement

We remember that our country is built on the labor of enslaved people who were kidnapped and brought to the US from the African Continent.

We acknowledge the foundational, innumerable, and ever-present ways in which our culture, our economy, our nationhood is *'made possible by the labor of enslaved Africans and ascendants who suffered the horror of the transatlantic trafficking of their people, chattel slavery, and Jim Crow.*

We acknowledge all labor, including voluntary, involuntary, and trafficked peoples who continue to serve within our labor force'. Dr. TJ Stewart

We also acknowledge the labor of displaced peoples, immigrants, refugees, documented, undocumented, incarcerated, and stateless. We are indebted to all this labor that allows us all to be here today.

Visit the following links to learn more:

www.unpaidlabor.com

<https://diverseeducation.com/article/206161/>



Spoken Word

“The role of art in social action is to report or reflect”.

- *Arielle Danzy*

Context and Background

Contra Costa County is home to many social justice movement leaders, activists, and organizations. There is a rich history of organizing across multiple movements for justice and across many generations.

Contra Costa County is also home to an entrenched culture of white supremacy, over-surveillance of, under-resourcing, and exploitation of Black, Indigenous, and People of Color (BIPOC) communities. This culture is too often felt, expressed, and allowed within and by County governance and departments.

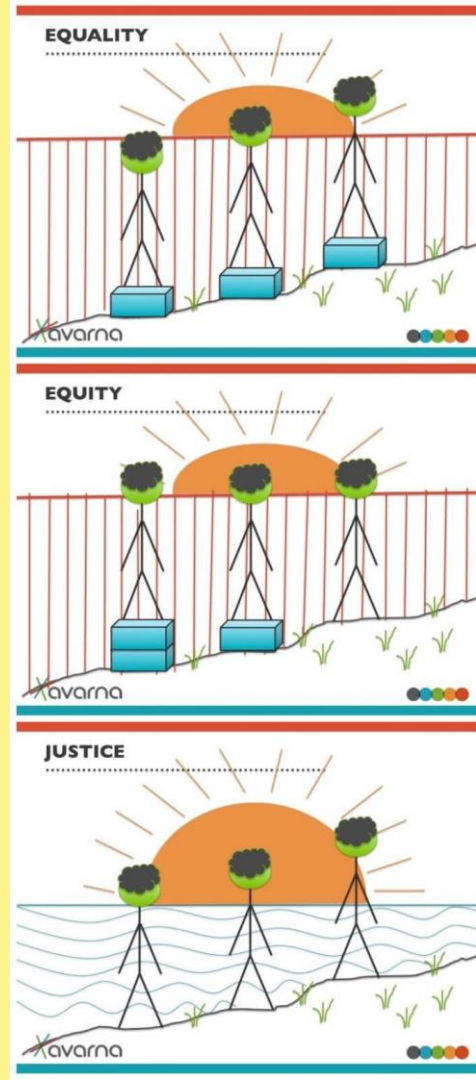


In November 2020, The Contra Costa County Board of Supervisors unanimously authorized the development of an Office of Racial Equity and Social Justice (ORESJ).

The Board also authorized the ORESJ to be informed by and launched after a community engagement process.



The **GOAL** of the Office is to enact and sustain principles, policies, practices, and investments that are racially just and equitable across all of its departments and divisions.



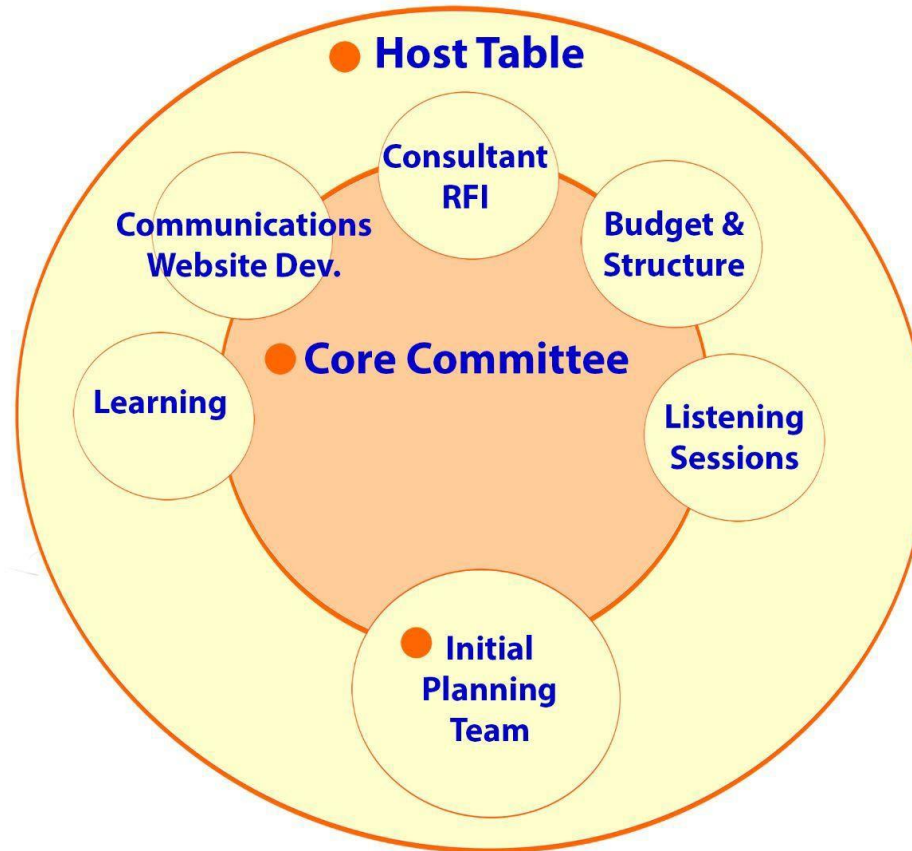
In February 2021, a Host Table composed of BIPOC residents, CBOs, and systems partners came together to develop and facilitate a Listening Campaign to inform the priorities and structure of the ORESJ. Key tasks of the Table:



- ★ **Develop and implement the community engagement process (Listening Campaign).** Serve as ambassadors, co-host and co-facilitate listening sessions, town halls, truth forums.
- ★ **Deliver recommendations to the Board of Supervisors** on the roles, responsibilities, priorities, structure, and accountability of the Office of Racial Equity and Social Justice.
- ★ **Respond to emerging needs and dynamics** that arise out of the engagement process.



Contra Costa County Planning Structure for the Office of Racial Equity & Social Justice

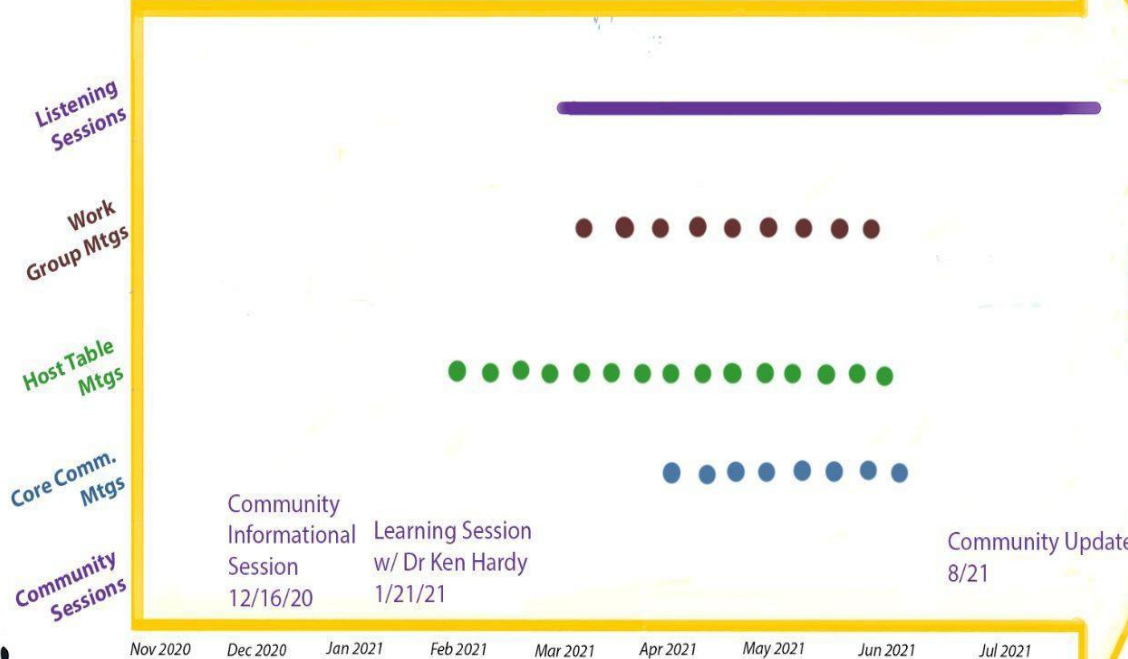


A community planning process grounded in active listening, witness-bearing, truth and healing.



Contra Costa County Planning Process for Designing the Office of Racial Equity & Social Justice Phase I

A community planning process grounded in active listening, witness-bearing, truth and healing.



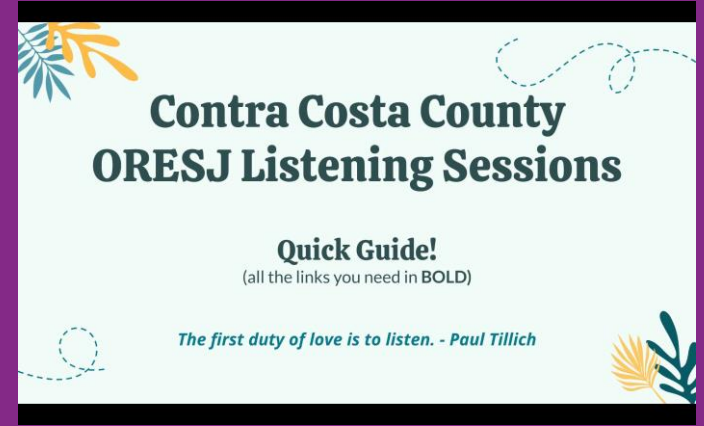
Planning Outcomes

- Acknowledgement and understanding of racial harms and burdens
- A cohesive County ecosystem grounded in and responsive to needs of residents most burdened by racial inequity
- A plan to launch the CCC Office of Racial Equity and Social Justice
- A more committed & collectivized base of residents that ensures accountability and transparency and ability to mobilize to emergent conditions and opportunities



Key Work to Date Through This Process

- ★ We have conducted **34** listening sessions.
- ★ We have engaged over **400** residents in the sessions.
- ★ Providing stipends for all participants and listening session hosts.
- ★ Launched preliminary website (cccoresj.org).
- ★ We have conducted 2 learning sessions for Host Table and larger community.
- ★ Currently engaging potential project management consultants to support data analysis and meaning-making, ongoing listening sessions and learning sessions, landscape analysis of current County efforts, and development of ORESJ recommendations.



What We Are Learning

1. Listening deeply and actively is fundamental to change and transformation. It is the work.
1. The more we listen, the more we need to listen.
1. Our residents want and need the County leaders to listen.
1. There is a lot of pain and distress that our communities feel and hold. Individuals don't feel safe.
1. There is a fear of retribution for speaking out.
1. We need more time to ensure we are connecting broadly and deeply.
1. We have residents who are hopeful; many who are doubtful. All are looking to County leaders to change this narrative.

Preliminary Recommendations: Furthering the Work Together

- a. Each Supervisor attend and host Listening Sessions in your District.
- b. Launch language interpretation at all BOS Mtgs, Commission meetings (*based on threshold languages identified via the Census*)
- c. Establish land and labor acknowledgements at all BOS and Commission meetings.*
- d. Establish a Reparations Task Force to study and make proposals for Reparations for African Americans in Contra Costa County.
- e. Work with the Host table to research and learn from models and approaches in other jurisdictions.*
- f. BOS, BOS staff, and Department/Division Heads participate in education on the the racial harms of the areas and sectors of work the County oversees - *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.*

* *Can be implemented without additional County costs*

Pacing Our Process



Contra Costa County Planning Process for Designing the Office of Racial Equity & Social Justice

A community planning process grounded in active listening, witness-bearing, truth and healing.

★ PHASE 1

- Piloting, launching sessions
- Identify Consultants
- June 22 BOS Presentation

JUNE REFLECTION
What are we hearing and learning? Who's missing?

March - June 2021

★ PHASE 2

- Continue sessions
- Engage those not reached
- Loop back with Phase 1 participants
- July 8: Community Update

SEPTEMBER REFLECTION
What are we hearing and learning? Who's missing?

July-September 2021

★ PHASE 3

- Continue sessions
- Draft priorities, strategies, recommendations

October-December 2021

Planning Outcomes

- Acknowledgement & understanding of racial harms & burdens
- A cohesive County ecosystem grounded in & responsive to needs of residents most burdened by racial inequity
- A plan to launch the CCC Office of Racial Equity & Social Justice
- A more committed & collectivized base of residents that ensure accountability & transparency and ability to mobilize to emergent conditions & opportunities

**Final Report
shared with
BOS
Feb 2022**



Listen.

People start
to heal
the moment
they
feel heard.

-Cheryl Richardson

www.thepeppermintpost.com

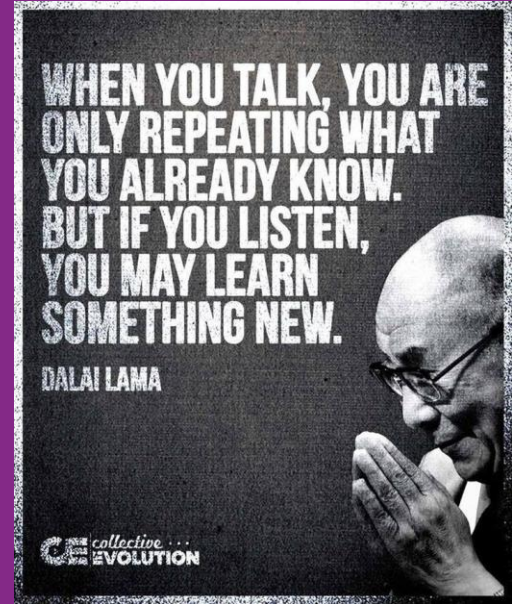
Thank you for listening.

SAVE THE DATE:

Thursday, July 8th

4pm-6pm

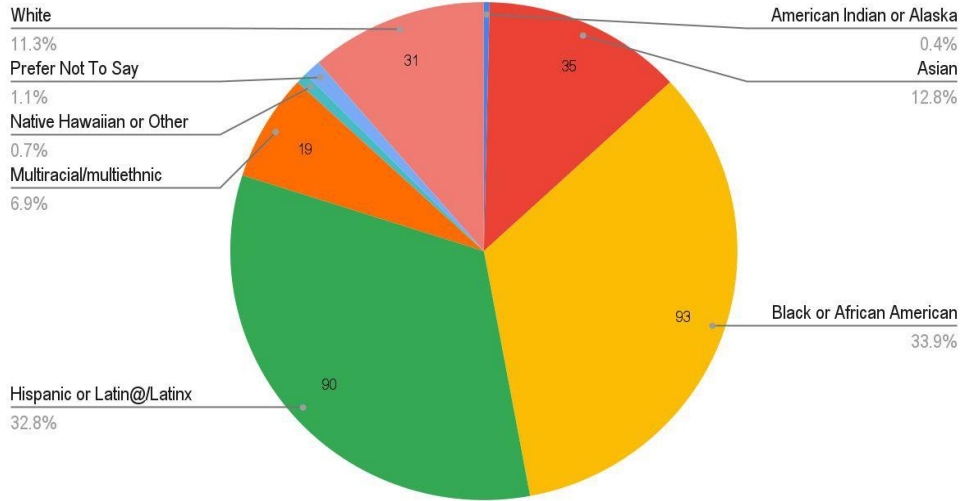
Community Update/Invite Session



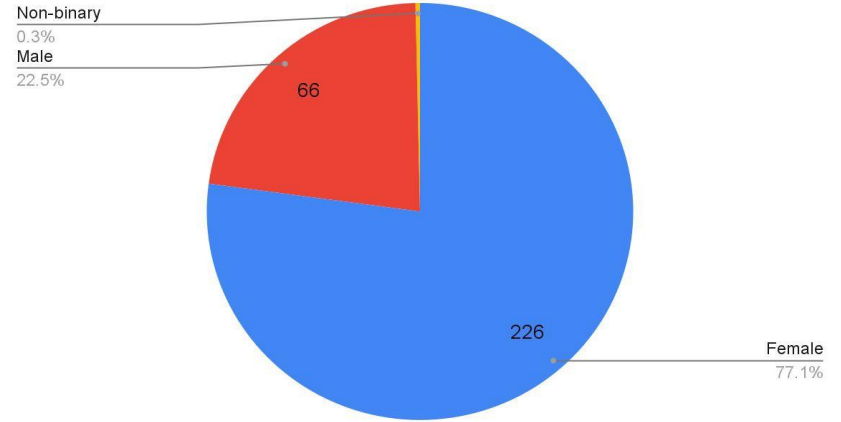
Participant Demographic Information

Participant information (Source: Census Forms)

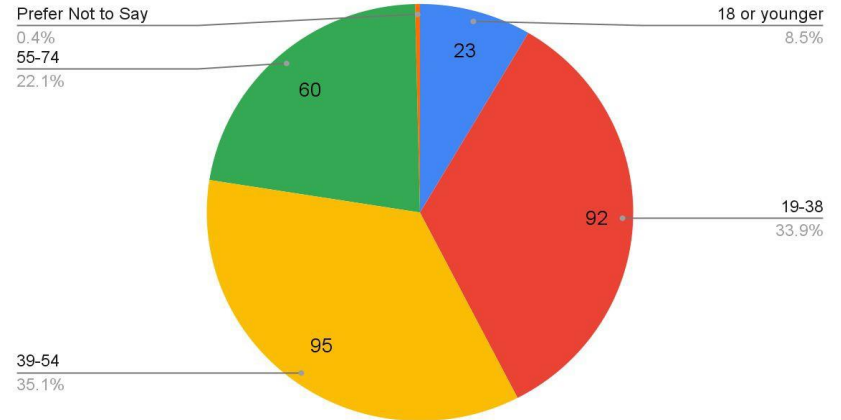
Racial/Ethnic Identity (n=274)



Gender (n=293)

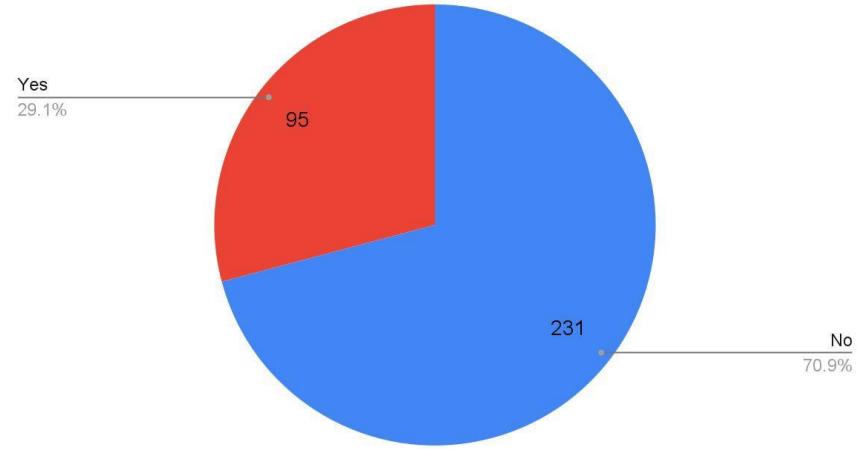


Age (n=271)

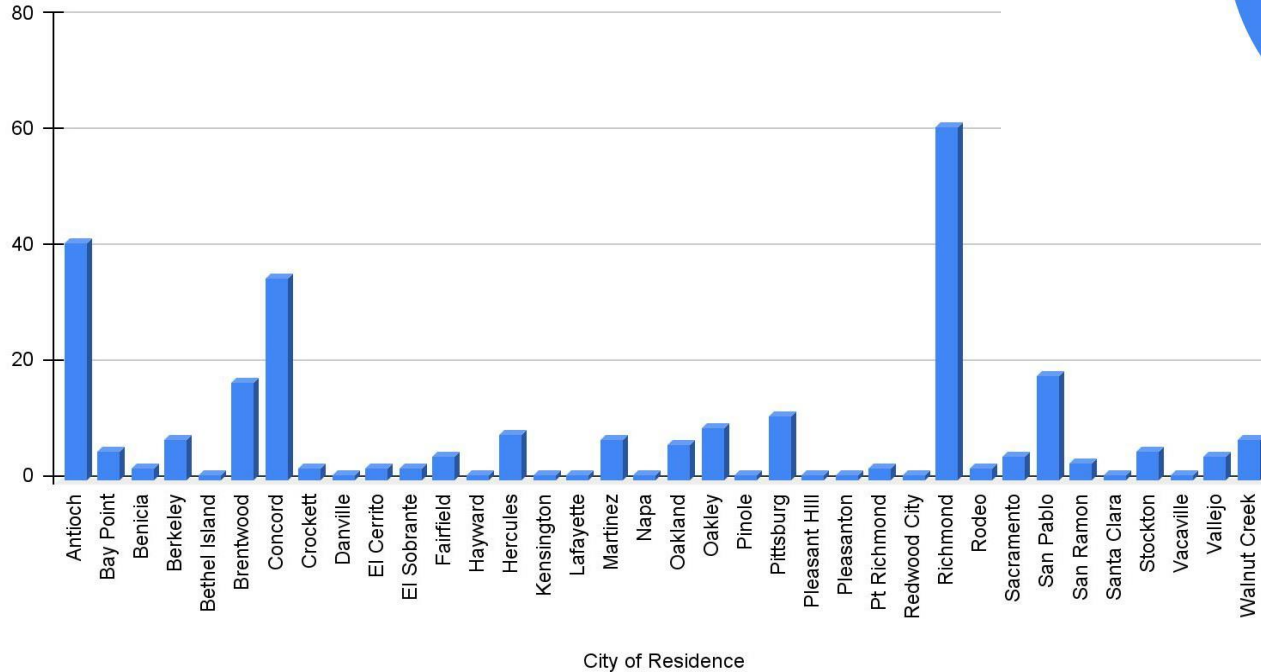


Participant information (Source: Census Forms)

Work for Contra Costa County (n= 326)



City of Residence (n=277)



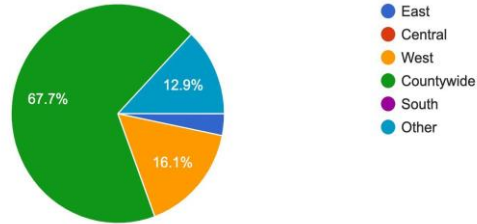
Host Table Information

As of Feb 2021

- Alliance to End Abuse, Employment & Human Services Dept.*
- Asian Pacific Islander Network
- Brentwood Village Resource Center
- CCC Office of Reentry and Justice*
- Contra Costa Budget Justice Coalition

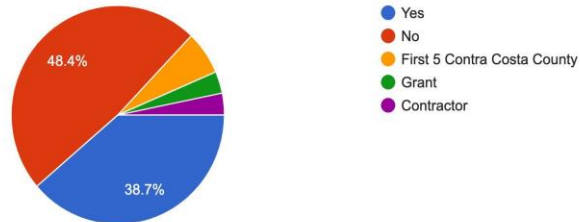
Region(s) in which you are affiliated

31 responses



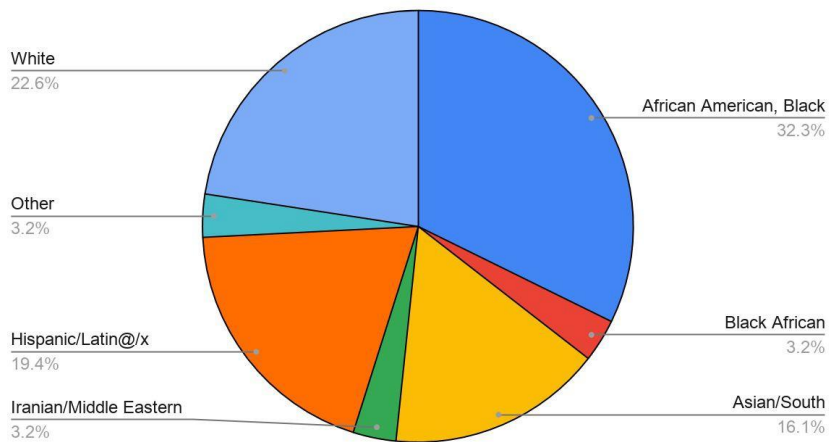
Are you currently employed by Contra Costa County?

31 responses

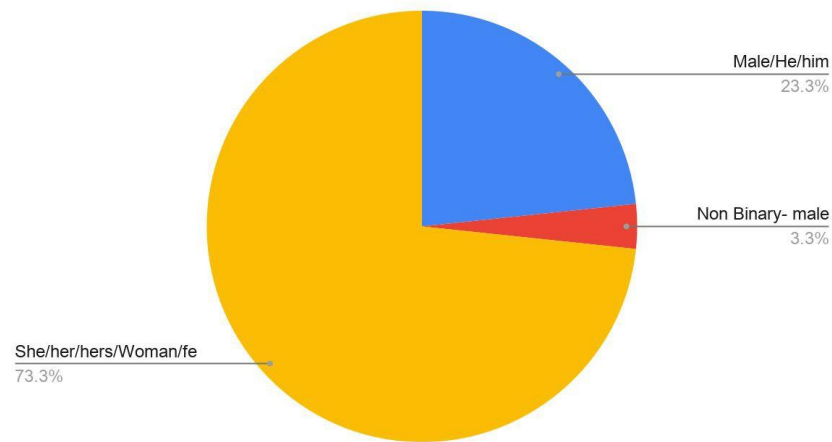


- Contra Costa County Public Defender's Office*
- Contra Costa Family Justice Center
- Contra Costa Health Services*
- Contra Costa Immigrant Rights Alliance
- County Administrator's Office*
- District Attorney*
- EBAC/Trauma Transformed
- First 5 Contra Costa*
- Healthy Richmond
- Ijichi Perkins and Associates (Graphic Recording)
- M3tagamers (Tech Team)
- Multi-faith ACTION Coalition
- NAACP - East County
- NAACP- Richmond
- NAMI Contra Costa
- Pittsburg First Baptist Church
- Reimagine Public Safety Contra Costa
- Rubicon Programs
- RYSE
- Safe Return project
- Stand Together Contra Costa, Contra Defender Association
- Supervisor Gioia*
- Supervisor Glover*
- *Not listed: Resident participants*

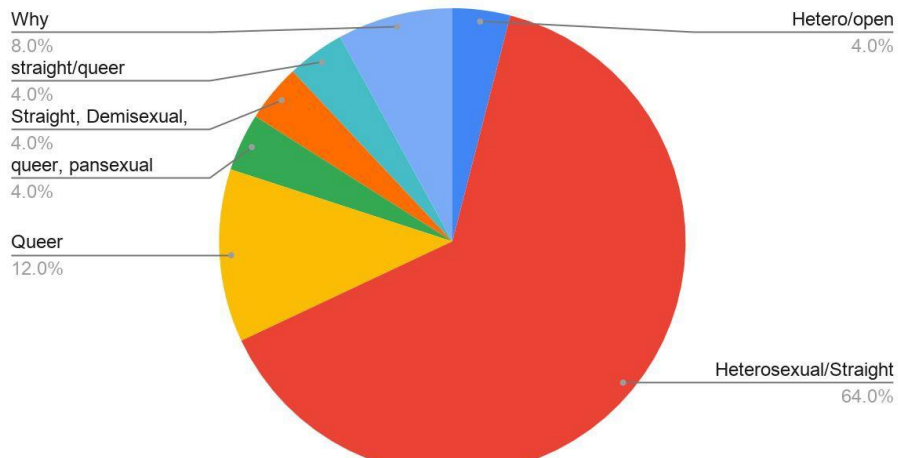
N=31: What is/are your racial identities



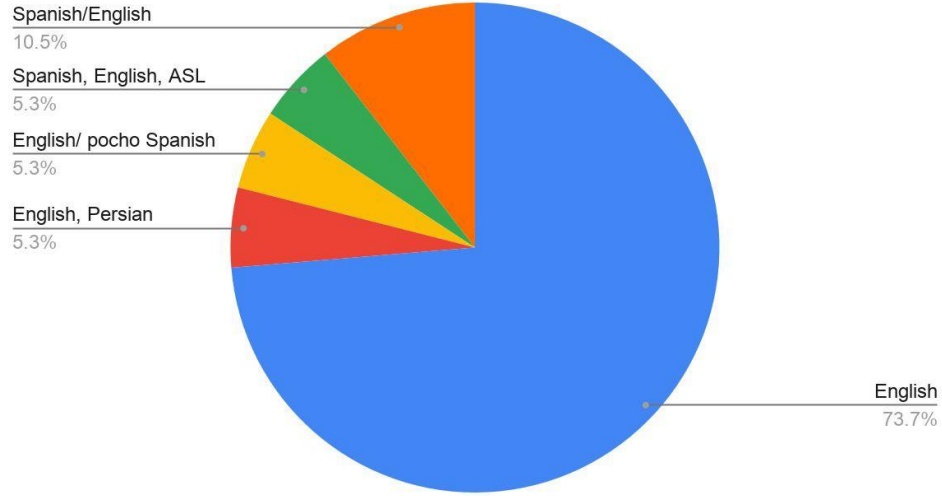
N=31: What is/are your gender identities



N=26: What is/are your sexual orientation identities



N=20: What are your primary languages



N=30: What is your age/age range

