

**Racial Equity and Social Justice: \$1,200,000 (On-going)**

Racism, inequity, injustice, disparities and harm exist throughout the United States. Protests for racial equity and social justice reflect a sense of urgency to take meaningful and impactful action to end systemic racism, discrimination and hate. Racial and ethnic disparities in health outcomes, the criminal justice system, educational achievement, and social service metrics exist here in Contra Costa County. These disparities have been well-documented in reports issued by the Contra Costa Racial Justice Task Force/Oversight Body, First Five Contra Costa, Contra Costa Health Services, and the Contra Costa Employment and Human Services Department. In order to make a transformational shift within County Government to eliminate inequity, harm, discrimination, and bias based on race, ethnicity, gender, sexual orientation, language, immigration status, socio-economic status, and for people with disabilities, with an initial priority focus on racial equity, Supervisors John Gioia and Federal Glover initiated the proposal for a Contra Costa Office of Racial Equity and Social Justice.

In November 2020, the Board of Supervisors authorized creation of the office with the anticipation of Measure X revenue. The Office of Racial Equity and Social Justice will enable the County, with the community, to better coordinate, strengthen and expand the County's existing work on equity and inclusion, create new opportunities to deepen the work, and allow the County to better partner with the community in prioritizing and implementing this work. The goal of this work is to promote equity and eliminate disparities and harm in Contra Costa County with the initial priority to eliminate structural racism.

The Office of Racial Equity and Social Justice will focus efforts on understanding what it takes to achieve equity with a priority focus on racial equity, acknowledge and eliminate inequities, disparities and harm that exist in Contra Costa County, including inequities and disparities in health outcomes, resource and service allocation, land use decisions (environmental justice), and law enforcement and criminal justice system practices, and create a sense of urgency for change so that we cultivate and sustain a County ecosystem rooted in belonging, mutuality, equity, and justice.

A community engagement and planning process has been underway for the Office since the fall of 2020, led by community leaders and funded by community organizations, foundations, and businesses. The process thus far has provided multiple trainings/learning sessions, conducted an extensive Listening Campaign, launched a website ([cccoresj.org](http://cccoresj.org)), and retained Ceres Policy Research Group to provide project management and data analysis support for the process.

Funding of \$600,000 is estimated as initial costs for the creation of the Office. Ongoing funding will be needed as the Office develops and continues. Although the final composition of the Office of Racial Equity and Social Justice has yet to be determined, it is likely that the ongoing costs will be more than \$600,000. For reference, during the pilot phase of the office, staffing costs for the Office of Reentry and Justice were approximately \$700,000 for four (4) professional staff, not including operational costs.

**Recommendation:**

After the conclusion of the community engagement process, the County Administrator's Office will return to the Board of Supervisors with the final staffing and funding needs for the Office of Racial Equity and Social Justice. It is recommended that \$1,200,000 be reserved for on-going costs.