



# Agenda

## FAMILY & HUMAN SERVICES COMMITTEE

June 28, 2021  
9:00 A.M.

Join from PC, Mac, Linux, iOS or Android:  
<https://cccouny-us.zoom.us/j/86422009463>

Or Telephone:  
Dial Toll Free in the US:  
(888)278-0254  
Conference code: 786066

Supervisor Candace Andersen, Chair  
Supervisor Diane Burgis, Vice Chair

### Agenda Items:

Items may be taken out of order based on the business of the day and preference  
of the Committee

1. Introductions
2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to three minutes).
3. RECEIVE and APPROVE the draft Record of Action for the May 24, 2021 Family & Human Services Committee Meeting.
4. CONSIDER making recommendations to the Board of Supervisors on the following advisory body appointments, re-appointments or vacancies:
  - a. RECOMMEND to the Board of Supervisors:
    1. REAPPOINT Thomas Hansen to the Workforce & Labor Seat # 1, and
    2. APPOINT Timothy Jeffries to Workforce & Labor Seat # 3of the local Workforce Development Board (WDB) both for terms that expires on June 30, 2025, as recommended by the WDB Board. (*Patience Ofodu, Interim Executive Director*)
  - b. RECOMMEND that the Board of Supervisors:
    1. APPOINT Ms. Rhoda Butler to Member At-Large Seat #3 of the Contra Costa Advisory Council on Aging (ACOA) for a term expiring on September 30, 2021, as recommended by the Council. (*Anthony Macias, Employment and Human Services Department*)

5. CONSIDER accepting report on efforts to intervene in and prevent human trafficking and the commercial sexual exploitation of children, and on the operation of Children & Family Justice Centers. *(Alexandra Madsen, Employment and Human Services Department)*
6. CONSIDER accepting report from the Employment and Human Services Department on youth housing, employment, education and well-being services and the Independent Living Skills Program; and continue to support the Children and Family Services Bureau and its efforts to serve foster youth in the ILSP program. *(Don Graves, Employment and Human Services Department)*
7. The next meeting is currently scheduled for July 26, 2021.
8. Adjourn

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*The Family & Human Services Committee will provide reasonable accommodations for persons with disabilities planning to attend Family & Human Services Committee meetings. Contact the staff person listed below at least 72 hours before the meeting.*

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*Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the County to a majority of members of the Family & Human Services Committee less than 96 hours prior to that meeting are available for public inspection at 1025 Escobar St., 4th Floor, Martinez, during normal business hours.*

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*Public comment may be submitted via electronic mail on agenda items at least one full work day prior to the published meeting time.*

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For Additional Information Contact:

Dennis Bozanich, Committee Staff  
Phone (925) 655-2050, Fax (925) 655-2066  
Dennis.Bozanich@cao.cccounty.us



# Contra Costa County Board of Supervisors

## Subcommittee Report

### FAMILY AND HUMAN SERVICES COMMITTEE

3.

**Meeting Date:** 06/28/2021  
**Subject:** RECORD OF ACTION FOR THE PREVIOUS FHS MEETING  
**Submitted For:** Monica Nino, County Administrator  
**Department:** County Administrator  
**Referral No.:** NA  
**Referral Name:** NA  
**Presenter:** Dennis Bozanich      **Contact:** Dennis Bozanich;  
925-655-2050

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#### **Referral History:**

County Ordinance requires that each County body keep a record of its meetings. Though the record need not be verbatim, it must accurately reflect the agenda and the decisions made in the meeting.

#### **Referral Update:**

Attached is the draft Record of Action for the September 28, 2020 Family & Human Services Committee Meeting.

#### **Recommendation(s)/Next Step(s):**

RECEIVE and APPROVE the draft Record of Action for the September 28, 2020 Family & Human Services Committee Meeting.

#### **Fiscal Impact (if any):**

None

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#### **Attachments**

DRAFT Record of Actions for 5-24-2021

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# DRAFT



## FAMILY AND HUMAN SERVICES COMMITTEE

RECORD OF ACTION FOR  
May 24, 2021

Supervisor Candace Andersen, Chair  
Supervisor Diane Burgis, Vice Chair

Present: Candace Andersen, Chair  
Diane Burgis, Vice Chair

1. Introductions

**Chair Andersen called the meeting to order at 9:02 a.m. Staff and members of the public each introduced themselves.**

2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to three minutes).

**No public comment.**

3. RECEIVE and APPROVE the draft Record of Action for the meeting of the Family & Human Services Committee of March 22, 2021.

**No public comment. The Committee approved the Record of Action for the March 22, 2021 meeting as presented.**

4. CONSIDER each of the following advisory board appointments, re-appointments or vacancy declarations for possible recommendation to the Board of Supervisors.

A. RECOMMEND that the Board of Supervisors:

1. APPOINT Candace Cowing to the Member-at-Large Alternate Seat II for a term ending on June 30, 2024; and
2. APPOINT Robert Frey to the Member-at-Large Alternate Seat III for a term ending on June 30, 2024.

**No public comment. The Committee approved the nominations to the Alcohol and Other Drugs Advisory Board as presented.**

- B. RECOMMEND that the Board of Supervisors:
- APPOINT Jenny Tsang to At-Large Seat 3 expiring on September 30, 2021 on the Family and Children's Trust Committee, as recommended by the Employment and Human Services Department.

**No public comment. The Committee approved the nomination to the Family and Children's Trust Committee as presented.**

- C. RECOMMEND to the Board of Supervisors the reappointment of Lanita Mims to the At Large 4 seat on the Arts and Culture Commission of Contra Costa County to a term expiring June 30, 2025, as recommended by the Arts and Culture Commission.

**No public comment. The Committee approved the nomination to the Arts and Culture Commission as presented.**

5. ACCEPT this report from the Health Services Department

**No public comment. The Committee voted to accept the quarterly report and agendize the report on the Board of Supervisors consent agenda. The Committee requested that the quarterly report be presented and that the next report include information on relevant State budget impacts on homeless families and veterans.**

6. ACCEPT status report from the Employment and Human Services Department on CalFresh participation, updates on the CalFresh benefit enhancements and expansions, as well as outreach efforts.

**One member of the public spoke and requested additional information on the total number of people eligible to receive CalFresh benefits to better understand the reported number of people receiving CalFresh benefits. The Committee voted to accept the report.**

7. ACCEPT the report from the Employment and Human Services Department on the Workforce Development Board and Workforce Innovation and Opportunity Act updates.

**No public comment. The Committee voted to accept the report and to forward the report to the Board of Supervisors consent agenda.**

8. APPROVE the revised 2021 Committee work plan, or provide direction to staff regarding any changes thereto.

**No public comment. The Committee voted to accept the revised 2021 Family and Human Services Committee Work Plan.**

9. Adjourn

**Meeting was adjourned at 10:15 a.m.**

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For Additional Information Contact:

Dennis Bozanich, Committee Staff  
Phone (925) 655-2050  
Dennis.Bozanich@cao.cccounty.us



# Contra Costa County Board of Supervisors

## Subcommittee Report

### FAMILY AND HUMAN SERVICES COMMITTEE

4.

**Meeting Date:** 06/28/2021

**Subject:** CONSIDER recommendations to the Board on the following advisory body appointments, re-appointments or vacancies

**Submitted For:** Monica Nino, County Administrator

**Department:** County Administrator

**Referral No.:** NA

**Referral Name:** Advisory Body Appointments

**Presenter:** Dennis Bozanich

**Contact:** Dennis Bozanich; 925-655-2050

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#### **Referral History:**

On December 6, 2011 the Board of Supervisors adopted Resolution No. 2011/497 adopting policy governing appointments to boards, committees, and commissions that are advisory to the Board of Supervisors. Included in this resolution was a requirement that applications for at-large/countywide seats be reviewed by a Board of Supervisors committee.

#### **Referral Update:**

#### **Recommendation(s)/Next Step(s):**

CONSIDER each of the following advisory board appointments, re-appointments or vacancy declarations for possible recommendation to the Board of Supervisors.

#### **Fiscal Impact (if any):**

NA

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#### **Attachments**

*No file(s) attached.*

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# Contra Costa County Board of Supervisors

## Subcommittee Report

### FAMILY AND HUMAN SERVICES COMMITTEE

4. a.

**Meeting Date:** 06/28/2021  
**Subject:** Appointments to the Workforce Development Board  
**Submitted For:** Monica Nino, County Administrator  
**Department:** County Administrator  
**Referral No.:** NA  
**Referral Name:** Advisory Board Appointment  
**Presenter:** Dennis Bozanich      **Contact:** Dennis Bozanich  
925-655-2050

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#### **Referral History:**

On December 13, 2011, The Board of Supervisors adopted Resolution No. 2011/498 adopting policy governing appointments to independent boards, committees, and commissions, and special districts. Included in this resolution was a requirement that independent bodies initially conducting interviews for At-Large/Countywide seats provide appointment recommendations to a Board Committee for further review. The Workforce Development Board implements federal requirements for programs to address the education, skills, and employment needs for a skilled workforce, and that lead to an increase in the skills and earnings of Contra Costa residents.

On March 14, 2016, the Family and Human Services Committee (FHS) accepted the Employment and Human Services Department's recommendation to decertify the then-current Workforce Investment Act local Board and re-certify a new board structure in compliance with the new Workforce Innovation and Opportunity Act (WIOA). FHS approved these recommendations, and the Board did the same at its March 29, 2016 meeting.

Under new standards in WIOA (2016) and as adopted by the Board on March 29, 2016, the new Workforce Development Board structure is: a total of 23 required seats and 2 "optional seats", consisting of: 13 Business representatives, 5 Workforce representatives, and 5 Education and Training representatives as follows: (1) Adult Education/Literacy; (2) Higher Education; (3) Economic & Community Development; (4) Wagner Peyser representative; (5) Vocational Rehabilitation. Also two additional/ "optional" seats that may be filled from any of the 3 categories above.

The Executive Committee of the local WIOA board met January 21, 2016 and approved a recommended WIOA Board configuration, subsequently approved by the Board of Supervisors on March 29, 2016.

#### **Referral Update:**



**Local board structure and size:**

Compared to predecessor legislation, the Workforce Innovation and Opportunity Act (WIOA) substantially changes Local Board composition by reducing local workforce development board size while maintaining a business and industry majority and ensuring representation from labor and employment and training organizations.

- Category – Representatives of Business (WIOA Section 107(b)(2)(A))
  - Thirteen (13) representatives (52%)
- Category – Representatives of Workforce (WIOA Section 107(b)(2)(A))
  - Five (5) representatives (20%)
- Category – Representatives of Education and Training (WIOA Section 107(b)(2)(C))
  - One (1) Adult Education/Literacy Representative (WIOA title II)
  - One (1) Higher Education Representative
  - One (1) Economic and Community Development Representative
  - One (1) Wagner Peyser Representative
  - One (1) Vocational Rehabilitation Representative
- Two (2) additional seats from the above categories, including constituencies referenced in Attachment III of Training Employment & Guidance Letter (TEGL) 27-14.

The Workforce Development Board Executive Committee, approved on June 15, 2021 at an emergency committee meeting. No other candidates competed for the seats.

**Recommendation(s)/Next Step(s):**

Board of Supervisor may consider reappointing Thomas Hansen to the Workforce & Labor Seat # 1 and appointing Timothy Jeffries to Workforce & Labor Seat # 3 of the local Workforce Development Board (WDB) both for terms that expires on June 30, 2025.

**Fiscal Impact (if any):**

NA

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**Attachments**

Request Memo - Workforce Development Board

Application - T Hansen

Application - T Jeffries

WDB Roster - June 2021

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MEMORANDUM

**DATE:** June 15, 2021  
**TO:** Family and Human Services Committee  
**CC:** Dennis Bozanich, CAO Sr. Deputy County Administrator  
**FROM:** Patience Ofodu, Interim Executive Director  
**SUBJECT:** **Appointment to Workforce Development Board**

This memorandum requests the Family and Human Services Committee recommend to the Contra Costa County Board of Supervisors the appointment of the following candidates to the new WIOA compliant Workforce Development Board of Contra Costa County.

**Background:**

Local board structure and size:

Compared to predecessor legislation, the Workforce Innovation and Opportunity Act (WIOA) substantially changes Local Board composition by reducing local workforce development board size while maintaining a business and industry majority and ensuring representation from labor and employment and training organizations.

To meet the categorical membership percentages, the WDB recommended a board of twenty-five (25) members. This option represents the minimum required local board size under WIOA plus an additional six (6) optional representatives in the following enumerated categories: 1) business; 2) workforce; 3) education and training.

Category – Representatives of Business (WIOA Section 107(b)(2)(A))

- Thirteen (13) representatives (52%)

Category – Representatives of Workforce (WIOA Section 107(b)(2)(A))

- Five (5) representatives (20%)

Category – Representatives of Education and Training (WIOA Section 107(b)(2)(C))

- One (1) Adult Education/Literacy Representative (WIOA title II)
- One (1) Higher Education Representative
- One (1) Economic and Community Development Representative
- One (1) Wagner Peyser Representative
- One (1) Vocational Rehabilitation Representative

Two (2) additional seats from the above categories, including constituencies referenced in Attachment III of Training Employment & Guidance Letter (TEGL) 27-14.

**Recommendation:**

- a) Recommend approval of local board candidate for the re-appointment for the board seat.  
*(Attached application and board roster) - Approved on June 15, 2021 at the Emergency Executive Committee Meeting*
- **Thomas Hansen** – Workforce & Labor Seat #1
- b) Recommend approval of local board candidates for the vacant board seat. *(Attached application and board roster) - Approved on June 15, 2021 at the Emergency Executive Committee Meeting*
- **Timothy Jefferies**- Workforce & Labor Seat #3

*\*\*No other candidate competed for the Workforce Business Seat #1 & #3. \*\**

**RE-APPOINTMENT**

Seat	Last Name	First Name	Address & District #	Term Start Date	Term of Expiration	District (Resident)
Workforce & Labor Seat # 1	Hansen	Thomas	Martinez, CA District #5	7/1/2021	6/30/2025	District #5

**NEW APPOINTMENT**

Seat	Last Name	First Name	Address & District #	Term Start Date	Term of Expiration	District (Resident)
Workforce & Labor Seat # 3	Jefferies	Timothy	Martinez, CA District #5	7/1/2021	6/30/2025	District #5

Thank you

PO/rms  
attachment

**Application Form**

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**Profile**

Thomas

First Name

B

Middle Initial

Hansen

Last Name

  
Home Address  
Suite or Apt

Crockett

City

CA

State

  
Postal Code  
Primary Phone  
Email Address**Which supervisorial district do you live in?**☒ District 5

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**Education****Select the option that applies to your high school education \***☒ High School Diploma**College/ University A****Name of College Attended****Degree Type / Course of Study / Major****Degree Awarded?**☐ Yes ☐ No**College/ University B****Name of College Attended****Degree Type / Course of Study / Major**

**Degree Awarded?**

☐ Yes ☐ No

**College/ University C**

**Name of College Attended**

**Degree Type / Course of Study / Major**

**Degree Awarded?**

☐ Yes ☐ No

**Other schools / training completed:**

**Course Studied**

IBEW Electrical Apprenticeship

**Hours Completed**

8000

**Certificate Awarded?**

☒ Yes ☐ No

**Board and Interest**

**Which Boards would you like to apply for?**

Workforce Development Board: Submitted

**Seat Name**

**Have you ever attended a meeting of the advisory board for which you are applying?**

☒ Yes ☐ No

**If you have attended, how many meetings have you attended?**

I have been on the Board for almost 20 years

**Please explain why you would like to serve on this particular board, committee, or commission.**

I am reapplying for my seat

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## Qualifications and Volunteer Experience

I would like to be considered for appointment to other advisory boards for which I may be qualified.

☐ Yes ☒ No

Are you currently or have you ever been appointed to a Contra Costa County advisory board, commission, or committee?

☒ Yes ☐ No

List any volunteer or community experience, including any advisory boards on which you have served.

Western Contra Costa Transit Authority, Ad Hoc Committee on Board of Supervisors Compensation  
Workforce Development Board

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

I am currently on the Board

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Upload a Resume

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## Conflict of Interest and Certification

Do you have a Familial or Financial Relationship with a member of the Board of Supervisors?

☐ Yes ☒ No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relations?

☐ Yes ☒ No

If Yes, please identify the nature of the relationship:

**Please Agree with the Following Statement**

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**I certify that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and undersand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.**

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☒ **I Agree**

**Application Form**

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**Profile**

Timothy

First Name

Jefferies

Middle Initial

Last Name

Home Address

Suite or Apt

Pittsburg

City

CA

State

Postal Code

Primary Phone

Email Address

**Which supervisorial district do you live in?**☒ District 5

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**Education****Select the option that applies to your high school education \***☒ High School Diploma**College/ University A****Name of College Attended****Degree Type / Course of Study / Major****Degree Awarded?**☐ Yes ☐ No**College/ University B****Name of College Attended****Degree Type / Course of Study / Major**



**Degree Awarded?**

☐ Yes ☐ No

**College/ University C**

**Name of College Attended**

**Degree Type / Course of Study / Major**

**Degree Awarded?**

☐ Yes ☐ No

**Other schools / training completed:**

**Course Studied**

**Hours Completed**

**Certificate Awarded?**

☐ Yes ☐ No

**Board and Interest**

**Which Boards would you like to apply for?**

Workforce Development Board: Submitted

**Seat Name**

Timothy Jefferies

**Have you ever attended a meeting of the advisory board for which you are applying?**

☐ Yes ☒ No

**If you have attended, how many meetings have you attended?**

**Please explain why you would like to serve on this particular board, committee, or commission.**

constantly seeking ways to increase and educate the workforce of my local area. and also make relations with those who seek the same endeavors.

**Qualifications and Volunteer Experience**

I would like to be considered for appointment to other advisory boards for which I may be qualified.

☐ Yes ☒ No

Are you currently or have you ever been appointed to a Contra Costa County advisory board, commission, or committee?

☐ Yes ☒ No

List any volunteer or community experience, including any advisory boards on which you have served.

I have been a faithful Food Bank volunteer for several years. (November time period) and many years ago I was a faithful Salvation Army volunteer.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

I am a member of the workforce that I want to see improved.

Upload a Resume

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## Conflict of Interest and Certification

Do you have a Familial or Financial Relationship with a member of the Board of Supervisors?

☐ Yes ☒ No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relations?

☐ Yes ☒ No

If Yes, please identify the nature of the relationship:

**Please Agree with the Following Statement**

---

**I certify that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and undersand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.**

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☒ **I Agree**



BOARD MEMBERS  
PUBLIC ROSTER

Name	Seat #	Appointment Date	District # (Resident)	Term Start Date	Term End Date	Title	Entity	District # (Employment)	Committee
Michael McGill	1	6/23/2020	District #2	7/1/2020	6/30/2024	Chairperson/Engineer	MMS Design Associates	District #2	EXEC/YOUTH
Joshua Aldrich	2	10/9/2018	District #3	10/1/2018	6/30/2022	CEO	Del Sol NRG. Inc.	District #3	BED
Yolanda Vega	3	6/23/2020	District #2	7/1/2020	6/30/2024	Principal	Peak Performance Corporate Training	District #2	EXEC
Terry Curley	4	10/9/2018	District #2	10/1/2018	6/30/2022	Executive Vice President	United Business Bank	District #4	EXEC/BED
VACANT	5		District #X		6/30/20XX			Disttict #X	
VACANT	6		District #X		6/30/20XX			District #X	
Stacey Marshall	7	6/23/2020	District #1	7/1/2020	6/30/2024	Manager Human Resources	American Sugar Refining, Inc.	District #5	BED
Carolina Herrera	8	7/14/2020	District #4	7/1/2020	6/30/2024	Manager, Community & Government Relations	Kaiser Permanente	District #4	BED
Robert Muller	9	3/12/2019	District #5	3/1/2019	6/30/2023	Learning Manager	PBF Energy	District #5	YOUTH
Laura Trevino	10	7/14/2020	District #5	7/1/2020	6/30/2024	Business Profile Account Manager	Coast Personal Services	District #5	YOUTH
Stephanie Rivera	11	7/14/2020	District #4	7/1/2020	6/30/2024	Director, Community Health Improvement	John Muir Health	District #4	BED
Monica Magee	12	8/11/2020	District #5	7/1/2020	6/30/2024	Director of Marketing	Bishop Ranch	District #2	BED
Corry Kennedy	13	7/14/2020	District #4	7/1/2020	6/30/2024	Human Resource Manager	Chevron	District #2	BED

Name	Seat #	Appointment Date	District # (Resident)	Term End Date	Title	Entity	
Thomas Hansen (Exec.Cmte. Approved Re-appointment 06.15.2021)	1		District #5	6/30/2025	Business Manager	IBEW Local 302	District #5 EXEC
Joshua Anijar	2	12/10/2019	District #X	12/1/2019	6/30/2023	Executive Director	Centra Labor Council Contra Costa County District #5 EXEC
Timothy Jefferies (Exec. Cmte. Approved Appointmen 06.15.2021)	3		District #5	6/30/2025		BM Local 549	District #5
VACANT	4		District #X	6/30/20XX			District #X
VACANT	5		District #X	6/30/20XX			District #X

Name	Seat #	Appointment Date	District # (Resident)	Term End Date	Title	Entity	
G. Vittoria Abbate	1	10/17/2017	District #2	10/1/2017	6/30/2021	Director, College & Career & Adult Education	Mt. Diablo Unified School District District #4 YOUTH
Kelly Schelin	2	7/14/2020	District #5	7/1/2020	6/30/2024	Associate Vice Chancellor, Educational Services	Contra Costa College District #1 BED

Name	Seat #	Appointment Date	District # (Resident)	Term End Date	Title	Entity	
Carol Asch	1	6/23/2020	District #X	7/1/2020	6/30/2024	Rehabilitation Act of 1973/District Administrator	California Department of Rehabilitation District #4 YOUTH
Richard Johnson	2	6/23/2020	District #4	7/1/2020	6/30/2024	Employment Service/Employment Prog.Manager II	California Employment Development Department District #4 BED
Kwame Reed	3	6/23/2020	District #X	7/1/2020	6/30/2024	Economic Development Director	City of Antioch District #3 EXEC/BED

Name	Seat #	Appointment Date	District # (Resident)	Term End Date	Title	Entity	
Leslay Choy	1	7/14/2020	District #1	7/1/2020	6/30/2024	Executive Director	San Pablo Economic Development District #1 BED
DeVonn Powers	2	12/8/2020	District #X	12/1/2020	6/30/2024	Founder Chief Exec.Officer	Humanity Way, Inc. District #X

- BUSINESS
- WORKFORCE & LABOR
- EDUCATION AND TRAINING
- GOVERNMENTAL AND ECONOMIC AND COMMUNITY DEVELOPMENT
- FLEX ADDITIONAL MEMBERS
- PENDING APPROVAL/CONFIRMATION
- VACANT SEAT
- TERM END DATE

- COMMITTEE
- Exec

EXECUTIVE COMMITTEE
- BED

BUSINESS ECONOMIC & DEV.
- Youth

YOUTH COMMITTEE
- N/A

NOT ASSIGNED



# Contra Costa County Board of Supervisors

## Subcommittee Report

### FAMILY AND HUMAN SERVICES COMMITTEE

4. b.

**Meeting Date:** 06/28/2021  
**Subject:** Appointment to the Advisory Council on Aging  
**Submitted For:** Monica Nino, County Administrator  
**Department:** County Administrator  
**Referral No.:** N/A  
**Referral Name:** Appointments to Advisory Bodies  
**Presenter:** Anthony Macias      **Contact:** Anthony Macias,  
925.602.4175

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### **Referral History:**

On December 6, 2011 the Board of Supervisors adopted Resolution No. 2011/497 adopting policy governing appointments to boards, committees, and commissions that are advisory to the Board of Supervisors. Included in this resolution was a requirement that applications for at-large/countywide seats be reviewed by a Board of Supervisors committee. The Advisory Council on Aging provides a means for county-wide planning, cooperation and coordination for individuals and groups interested in improving and developing services and opportunities for the older residents of this County. The Council provides leadership and advocacy on behalf of older persons and serves as a channel of communication and information on aging.

The Advisory Council on Aging (ACOA) consists of 40 members serving 2 year staggered terms, each ending on September 30. The Council consists of representatives of the target population and the general public, including older low-income and military persons; at least one-half of the membership must be made up of actual consumers of services under the Area Plan. The Council includes: 19 representatives recommended from each Local Committee on Aging, 1 representative from the Nutrition Project Council, 1 Retired Senior Volunteer Program, and 19 Members at-Large.

The Area Agency on Aging, the ACOA Membership Committee and the Clerk of the Board, using CCTV, recruit for these seats. The Contra Costa County EHSD website contains dedicated web content where interested members of the public are encouraged to apply. The website provides access to the Board of Supervisors official application with instructions on whom to contact for ACOA related inquiries, including application procedure.

### **Referral Update:**

The Contra Costa Area Agency on Aging (AAA) recommends the appointment of Ms. Rhoda Butler to Member At-Large Seat #3 for a term expiring on September 30, 2021.

The Area Agency on Aging, the ACOA and the Clerk of the Board, using CCTV, assisted with recruitment. AAA staff has encouraged interested individuals including minorities to apply through announcements provided at the Senior Coalition meetings and at the regular monthly meetings of the ACOA. The Contra Costa County EHSD website contains dedicated web content, where interested members of the public are encouraged to apply and provided an application with instructions on whom to contact for ACOA related inquiries, including application procedures.

Ms. Butler submitted an application for ACOA membership dated 03/11/2021 that is provided as a separate attachment. The ACOA Membership Committee interviewed Ms. Butler on May 19, 2021. The Membership Committee recommended Ms. Butler to the ACOA Executive Committee to fill MAL#3 seat. The ACOA Executive Committee approved Ms. Butler to fill MAL#3 at their 6/02/2021 meeting. Members of the ACOA voted unanimously to approve Ms. Butler's appointment to MAL#3 seat at their 6/16/2021 meeting.

Please find a copy of the member's applications provided as separate attachment.

**Recommendation(s)/Next Step(s):**

RECOMMEND that the Board of Supervisors appoint Ms. Rhoda Butler to Member At-Large Seat #3 of the Contra Costa Advisory Council on Aging (ACOA) for a term expiring on September 30, 2021, as recommended by the Council.

**Fiscal Impact (if any):**

There is no fiscal impact.

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**Attachments**

Appointment Memo - ACOA

Application - Butler

ACOA Roster - June 2021

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Contra Costa County California  
Employment & Human Services

Kathy Gallagher, Director  
40 Douglas Dr., Martinez, CA 94553 \* Phone: (925) 313-1579 \* Fax: (925) 313-1575 \* [www.cccounty.us/ehsd](http://www.cccounty.us/ehsd).

**MEMORANDUM**

DATE: 06/16/2021

TO: Family and Human Services Committee

CC: Tracy Murray, Director, Aging and Adult Services

FROM: Anthony Macias, Staff Representative for the Advisory Council on Aging

SUBJECT: Advisory Council on Aging – Appointment Requested

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The Contra Costa Area Agency on Aging (AAA) recommends for immediate appointment to the Contra Costa Advisory Council on Aging (ACOA) the following applicant: Ms. Rhoda Butler for Member at Large (MAL) Seat #3. The MAL #3 seat is undesignated and has remained vacant since 4/23/2021, with the term ending 9/30/2021.

The Area Agency on Aging, the ACOA and the Clerk of the Board, using CCTV, assisted with recruitment. AAA staff has encouraged interested individuals including minorities to apply through announcements provided at the Senior Coalition meetings and at the regular monthly meetings of the ACOA. The Contra Costa County EHSD website contains dedicated web content, where interested members of the public are encouraged to apply and provided an application with instructions on whom to contact for ACOA related inquiries, including application procedures.

Ms. Butler submitted an application for ACOA membership dated 03/11/2021 that is provided as a separate attachment. The ACOA Membership Committee interviewed Ms. Butler on May 19, 2021. The Membership Committee recommended Ms. Butler to the ACOA Executive Committee to fill MAL#1 seat. The ACOA Executive Committee approved Ms. Butler to fill MAL#3 at their 6/02/2021 meeting. Members of the ACOA voted unanimously to approve Ms. Butler's appointment to MAL#3 seat at their 6/16/2021 meeting.

Thank You.

Anthony Macias  
AAS Senior Staff Assistant

**Application Form**

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**Profile**

Rhoda

First Name

Butler

Last Name

4639 Fallow Way

Home Address

Suite or Apt

Antioch

City

CA

State

94509

Postal Code

Mobile: (510) [REDACTED]

Primary Phone

[REDACTED]@yahoo.com

Email Address

**Which supervisorial district do you live in?**☒ District 5

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**Education****Select the option that applies to your high school education \***☒ High School Diploma

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**College/ University A****Name of College Attended**

Capella University

**Degree Type / Course of Study / Major**

Masters/Industrial organization psychology

**Degree Awarded?**☒ Yes ☐ No

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**College/ University B****Name of College Attended**

Capella University



**Degree Type / Course of Study / Major**

Masters of Psychology specializing in leadership coaching

**Degree Awarded?**

☒ Yes ☐ No

**College/ University C**

**Name of College Attended**

**Degree Type / Course of Study / Major**

**Degree Awarded?**

☐ Yes ☐ No

**Other schools / training completed:**

**Course Studied**

Mental health theory and counseling

**Hours Completed**

40

**Certificate Awarded?**

☒ Yes ☐ No

**Board and Interest**

**Which Boards would you like to apply for?**

Advisory Council on Aging: Submitted

**Seat Name**

**Have you ever attended a meeting of the advisory board for which you are applying?**

☐ Yes ☒ No

**If you have attended, how many meetings have you attended?**

**Please explain why you would like to serve on this particular board, committee, or commission.**

Serving on the committee will allow me to give back to my community by being a change agent for my community in order to make it a better place to live.

---

### **Qualifications and Volunteer Experience**

**I would like to be considered for appointment to other advisory boards for which I may be qualified.**

☒ Yes ☐ No

**Are you currently or have you ever been appointed to a Contra Costa County advisory board, commission, or committee?**

☐ Yes ☒ No

**List any volunteer or community experience, including any advisory boards on which you have served.**

I have experience in implementing change within an organization.

---

**Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)**

I have served on many committees while working for the State California for 30 years implementing change.

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[Upload a Resume](#)

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### **Conflict of Interest and Certification**

**Do you have a Familial or Financial Relationship with a member of the Board of Supervisors?**

☐ Yes ☒ No

**If Yes, please identify the nature of the relationship:**

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**Do you have any financial relationships with the County such as grants, contracts, or other economic relations?**

☐ Yes ☒ No

**If Yes, please identify the nature of the relationship:**

**Please Agree with the Following Statement**

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**I certify that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and undersand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.**

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☒ **I Agree**

## Advisory Council on Aging Roster - June 2021

Seat Title	Term Expiration	Current Incumbent	Incumbent Supervisor District
Nutrition Project Council	9/30/2022	Garrett, Gail	I
At-Large 1	9/30/2022	Reed, Penny	I
At-Large 2	9/30/2022	Krohn, Shirley	IV
At-Large 3	9/30/2021	Vacant	
At-Large 4	9/30/2022	Shafiabady, Sara	V
At-Large 5	9/30/2022	Card, Deborah	V
At-Large 6	9/30/2022	Lipson, Steve	I
At-Large 7	9/30/2022	Selleck, Summer	IV
At-Large 8	9/30/2021	Leasure, Nancy	II
At-Large 9	9/30/2021	Richards, Gerald	V
At-Large 10	9/30/2022	Tobey, Terri	II
At-Large 11	9/30/2021	Bhambra, Jagjit	V
At-Large 12	9/30/2022	Neemuchwalla, Nuru	IV
At-Large 13	9/30/2022	Hernandez, Michelle	IV
At-Large 14	9/30/2021	Yee, Dennis	IV
At-Large 15	9/30/2021	Bruns, Mary	IV
At-Large 16	9/30/2021	O'Toole, Brian	IV
At-Large 17	9/30/2022	Donovan, Kevin D.	II
At-Large 18	9/30/2022	Meltzer, Sue	IV
At-Large 19	9/30/2021	Kleiner, Jill	II
At-Large 20	9/30/2021	Frederick, Susan	I
Local Committee Lafayette	9/30/2021	Partridge, Erin	II
Local Committee Orinda	9/30/2021	Evans, Candace	II
Local Committee Antioch	9/30/2022	Fernandez, Rudy	III
Local Committee Pleasant Hill	9/30/2021	Van Ackeren, Lorna	IV
Local Committee Pinole	9/30/2022		
Local Committee Concord	9/30/2022		
Local Committee Richmond	9/30/2022	Smith, Frances	I
Local Committee El Cerrito	9/30/2022	Kim-Selby, Joanna	I
Local Committee Hercules	9/30/2022	Doran, Jennifer	V
Local Committee Pittsburg	9/30/2021		
Local Committee San Ramon	9/30/2022	Sakai-Miller, Sharon	II
Local Committee Clayton	9/30/2021	Berman, Michelle	IV
Local Committee Alamo-Danville	9/30/2022	Donnelly, James	II
Local Committee Walnut Creek	9/30/2021		IV
Local Committee Moraga	9/30/2021	Aufhauser, Martin	II
Local Committee San Pablo	9/30/2022		
Local Committee Martinez	9/30/2022		
Local Committee Brentwood	9/30/2021	Kee, Arthur	III
Local Committee Oakley	9/30/2022	Casey, Megan	III



# Contra Costa County Board of Supervisors

## Subcommittee Report

### FAMILY AND HUMAN SERVICES COMMITTEE

5.

**Meeting Date:** 06/28/2021  
**Subject:** CONSIDER annual report on the Family Justice Center & Commercially Sexually Exploited Children  
**Submitted For:** Monica Nino, County Administrator  
**Department:** County Administrator  
**Referral No.:** 111  
**Referral Name:** Family Justice Center & Commercially Sexually Exploited Children  
**Presenter:** Kathy Gallagher **Contact:** Dennis Bozanich; 925-655-2050

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#### **Referral History:**

On January 6, 2015, the Board approved referring oversight to the Family and Human Services Committee (FHS) on the Family Justice Centers and Commercially Sexually Exploited Children initiatives. This became FHS Referral No. 111. On June 8, 2015, November 14, 2016, February 20, 2018, February 25, 2019 and July 27, 2020, FHS received and approved annual reports from the Employment and Human Services Department on the Zero Tolerance for Domestic Violence Initiative, Human Trafficking, Commercially Sexually Exploited Children, and the Family Justice Centers.

#### **Referral Update:**

This report provides an update on collaborative efforts to address human trafficking and the continuing development of the Family Justice Centers over the course of the last year. The additional social risks brought to light by the COVID-19 emergency underscore the importance of our County's coordinated response, communication, resources distribution and effort to shift toward prevention.

#### **Recommendation(s)/Next Step(s):**

ACCEPT report from the Employment and Human Services Department on efforts to intervene in and prevent human trafficking and the commercial sexual exploitation of children, and on the operation of Children & Family Justice Centers.

#### **Fiscal Impact (if any):**

No fiscal impact.

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#### **Attachments**

2021 FHS Report on the Family Justice Center





## MEMORANDUM

Kathy Gallagher, Director

40 Douglas Drive, Martinez, CA 94553 | (925) 608.4800 | Fax (925) 313.9748 | [www.ehsd.org](http://www.ehsd.org)

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To: Family and Human Services Committee, Contra Costa County Board of Supervisors      Date: June 28, 2021

From: Tamina Alon, Assistant Director, Policy & Planning/Alliance to End Abuse, Employment and Human Services Department

Subject: FHS Report #111 : Human Trafficking and Family Justice Center

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This report provides an update on collaborative efforts to address human trafficking and the continuing development of the Family Justice Centers over the course of the last year. The additional social risks brought to light by the COVID-19 emergency underscore the importance of our County's coordinated response, communication, resources distribution and effort to shift toward prevention.

### **Human Trafficking in Contra Costa County: A Snapshot**

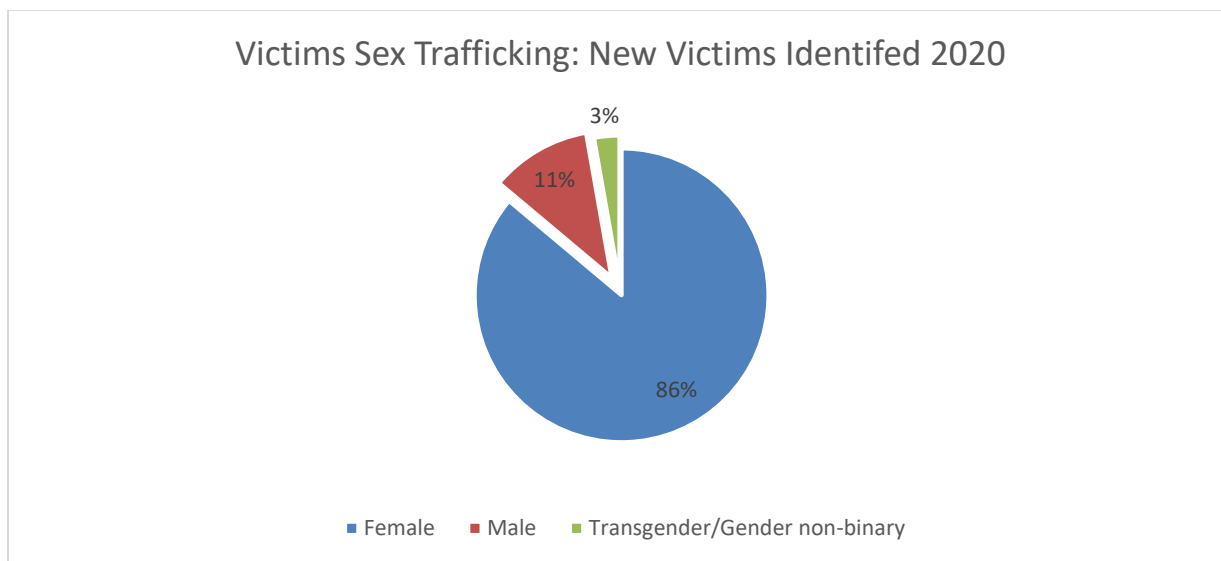
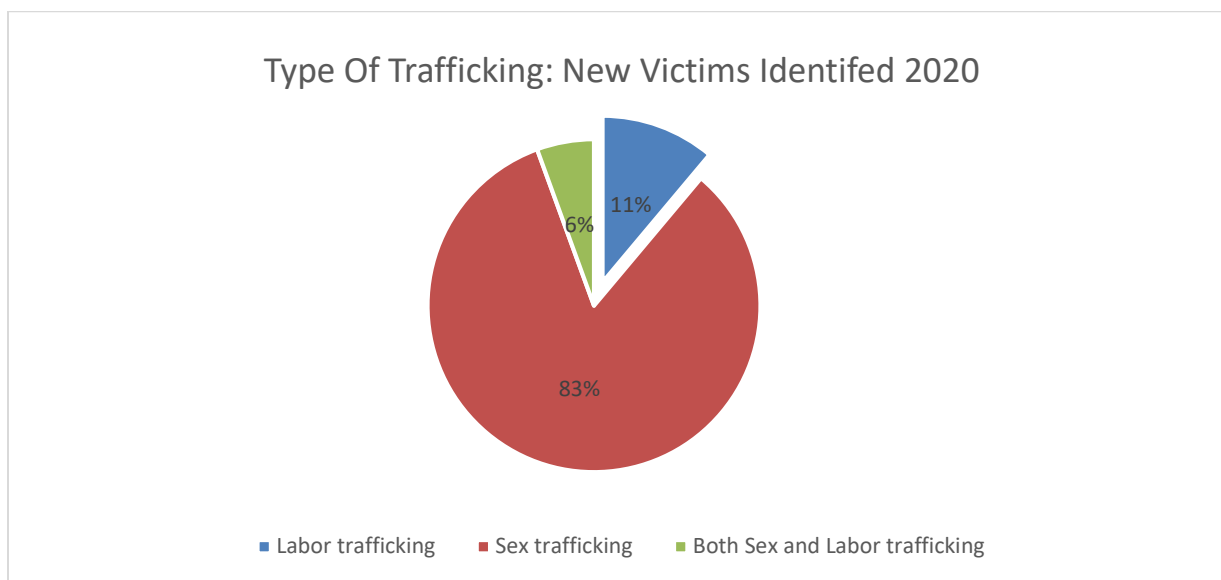
#### *Data on Prevalence*

Human trafficking can take many forms, but is generally categorized as either *sex trafficking* or *labor trafficking*. Sex trafficking is defined as the use of force, fraud, or coercion to perform a commercial sex act. Labor trafficking is a form of severe exploitation where individuals are threatened or otherwise compelled into debt bondage or other forced labor for little or no pay. Both sex and labor trafficking happen in Contra Costa County and are not mutually exclusive — a survivor can be subjected to both sex and labor exploitation.

By nature, human trafficking is a hidden crime and is often under reported, especially labor trafficking reports (labor trafficking can be more difficult to identify than sex trafficking).<sup>1</sup>

<sup>1</sup> Data on human trafficking is hard to come by, and is often not reliable, as agencies and systems often are not tracking clients by trafficking specifically. Clients may first be identified and tracked as experiencing other forms of violence (such as domestic violence, sexual assault or economic abuse). Additionally, agencies that are identifying trafficking clients may not be collecting details on the type or setting of trafficking. The data

However, five Contra Costa victim service providers and the District Attorney’s Office have consistently collected data over the two years through a Department of Justice Human Trafficking Task Force Grant, facilitating an important snapshot of victims in our county.<sup>2</sup> The data was collected over a twelve month period between January 1 and December 31, 2020 and represents more than 36 new victims of human trafficking who were identified and served by victim service providers during this time period. During this same time period, there were 42 new law enforcement human trafficking investigations opened.

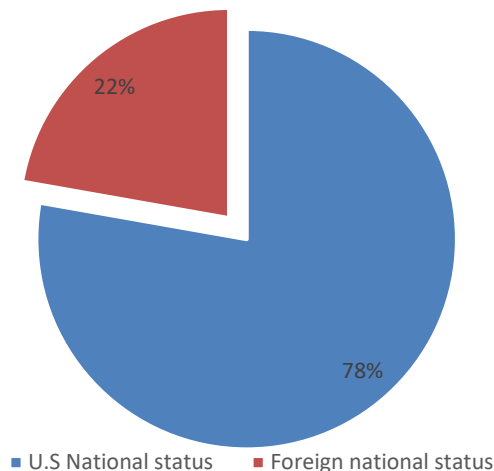


represented here does not define the totality of trafficking in Contra Costa County. In fact, it is likely under-representative of the amount of trafficking occurring, especially labor trafficking

<sup>2</sup> These agencies include STAND! for Families Free of Violence, Community Violence Solutions, Calli House, Bay Area Legal Aid and International Rescue Committee.



Citizenship Status: New Victims Identified 2020



Based on the demographic data collected by both victim service providers and law enforcement partners, a large amount of those served were female US national sex trafficking victims. Data across law enforcement and victim service providers is consistent - far more female US citizen victims are identified than males, or foreign national victims. The types of trafficking investigated by Contra Costa's law enforcement in the past and the types of trafficking victims being serviced by service provider caseloads tend to follow the national (and local) focus on sex trafficking.

### **Human Trafficking Intervention and Prevention Efforts**

#### *Human Trafficking Coalition*

The Alliance to End Abuse, a robust partnership and initiative of the Board of Supervisors, continues to lead and expand the Contra Costa Human Trafficking Coalition by uniting a diverse, culturally relevant group of community agencies, law enforcement, and social services agencies. The Coalition is made up of more than 44 partner agencies including a wide range of service providers, community-based organizations, law enforcement, the District Attorney's Office and other local and national governmental departments. In addition to agency members, we have had community members join the Coalition as individuals. As a collaboration of agencies and individuals, the Coalition's goals include: conducting public awareness activities; providing training, technical assistance and a forum to share best practices; establishing policies and protocols; and creating a coordinated system of care. Coalition meetings occur quarterly and include a training component, highlighting the work of one partner agency, and the sharing of resources/networking.

The Contra Costa County Human Trafficking Coalition continues to strengthen its outreach and awareness efforts. In 2020 the Coalition added over ten new partner agencies and moved its meetings to a virtual format, increasing participation and engagement with a wider range of

agencies and individuals. Highlights from 2020 meetings included presentations and collaboration with Bay Area Anti-Trafficking Coalition (BAATC), Love Never Fails, Justice at Last and the Family Justice Center.

#### *Human Trafficking Multi-Disciplinary Case Review Team*

The Alliance to End Abuse, in collaboration with the Family Justice Center, continues to run human trafficking multidisciplinary teams (MDTs) with a focus on high-risk and complex human trafficking cases. The multidisciplinary team includes multiple agencies (law enforcement, District Attorney's office, service providers, and culturally responsive agencies) with a focus on helping survivors meet their personal and family goals.

According to surveys, participating agencies have reported increased collaboration, increased access to services for survivors and increased relationships built across systems. In 2020, the Human Trafficking MDT met bi-monthly (6 times) and reviewed 11 "complex" cases of human trafficking. 8 of the cases were Commercially Sexually Exploited Children (CSEC) and 3 were adult sex trafficking related. A total of 25 connections were made to human trafficking MDT partners during and after meetings. During case reviews, partners noted that during the COVID-19 shelter-in-place, Community Violence Solutions (CVS) and Children & Family Services (CFS) saw an increase in CSEC cases especially in group homes. Since the pandemic, communication between law enforcement partners (including the District Attorney's Office and Public Defender) around high risk HT cases has been enhanced.

From January through December 2020, the Domestic Violence MDT convened for 11 monthly meetings and reviewed a total of 18 cases with 102 partners participating. Out of the 18 cases, a total of 16 were closed (meaning, the survivor met the majority of their goals) within the year.

#### *Department of Justice Human Trafficking Task Force Grant*

In October 2018, the Alliance, in partnership with the District Attorney's Office, was awarded the Enhanced Collaborative Model Task Force to Combat Human Trafficking grant by the Office of Victims of Crime. This three-year grant is focused on creating and supporting a human trafficking task force that is co-led by both law enforcement and victim service providers – working to increase services for survivors and strengthen investigations.

The Task Force works to 1) better identify all types of human trafficking victims; 2) enhance investigation and prosecution of all types of human trafficking; 3) address the individualized needs of all identified human trafficking victims by linking them to comprehensive services; 4) enhance awareness of human trafficking among law enforcement and service providers, as well as within the broader Contra Costa community; and 5) improve trauma-informed practices for human trafficking victims within law enforcement and victim service providers.

Service providers participating in the grant include Community Violence Solutions, STAND! for Families Free of Violence, Bay Area Legal Aid, International Rescue Committee and Calli House. These agencies work to provide wrap-around services to all victims of human trafficking as well as increase training and outreach. The Alliance has supported the coordination of services, data collection, data analysis and evaluation of programming for this grant. In the last

year, more than 36 new victims were identified, and more than 42 new law enforcement human trafficking investigations were opened.

Due to the COVID-19 shelter-in-place order, general Human Trafficking Task Force meetings were halted, but the Human Trafficking Core Team continued to meet consistently virtually. The Task Force Core Team members collaboratively developed and adopted decision making, media and messaging protocols. The Training and Outreach subcommittee developed a draft training presentation to be approved as an official Task Force Human Trafficking Training for Contra Costa service providers and law enforcement. The Alliance in collaboration with the District Attorney's Office will reapply for the Enhanced Collaborative Model Task Force to Combat Human Trafficking grant in June 2021 as a category 2 Task Force.



Grant partners provided over 2,200 units of service to survivors of human trafficking in 2020. The most frequent service recorded was “ongoing case-management,” followed by “legal services” and “crisis intervention or 24-hour hotline support”. In 2020, financial assistance, personal items, and housing/shelter advocacy were services provided that had a significant increase from the previous year.

*Responding to Commercially Sexually Exploited Children/Youth (CSEC/Y) involved with Children and Family Services (CFS)*

The Children and Family Services Commercial Sexual Exploitation of Children (CSEC) Team continues to uphold the federal and state guidelines by outlining trauma-informed protocols to support the CSE population. The mission of the program is to eliminate the exploitation of children and build a system of care that addresses the needs of at-risk CSEC youth and survivors across Child Welfare, Probation, and the Contra Costa community. The CFS CSEC Team works by following the mandate of ensuring identification, documentation, and services are provided for all CSE youth. The Team meets on a monthly basis to review any new legal mandates or updates from CDSS, and discuss program needs and resources aimed at increasing CSE awareness, identification, and referrals for services.

Since the inception of the program in 2015, there have been innovative additions to create a safety net for youth served. One of the supporting components of the program is the countywide Interagency Steering Committee. The Interagency Steering Committee provides ongoing oversight and leadership to ensure all Contra Costa County departments and community service providers are able to effectively collaborate to identify and serve youth who are at-risk or survivors of commercial sexual exploitation. Additionally, the Interagency Protocol for Serving Commercially Sexually Exploited Children in Contra Costa County was revised last year to include the Contra Costa County Office of Education and the County Sheriff Department.

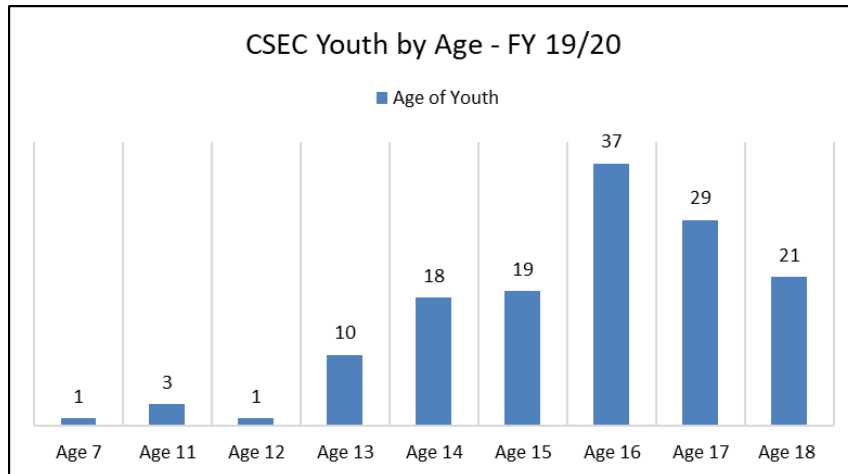
There continues to be ongoing training for social workers and community members to increase the identification of CSE youth. The continuous collaborative efforts have led to the training of community partners to screen all youth ages ten and older with the Commercial Sexual Exploitation Identification Tool (CSE-IT). Contra Costa's Probation Department and Public Health Department also utilize this tool. CFS has trained many professionals, resource caregivers, and community partners and service providers on a range of topics from Harm Reduction, CSEC Red Flags, and the intersection of CSEC and Child Labor Trafficking.

A major part of the program is the direct services provided. CFS contracts with Community Violence Solutions (CVS) to provide case management services for all identified CSE youth (at-risk and survivors). Some of CVS's resources include a Drop-In Center, a 24-hour crisis line, trainings, and ongoing consultation for all social workers with CSEC youth on their caseloads. The program continues to grow with case specialists being present in the district offices to provide immediate consultation and intervention to CFS social workers.

The data for CSE youth are documented by social workers in the Child Welfare Services/Case Management System (CWS/CMS):

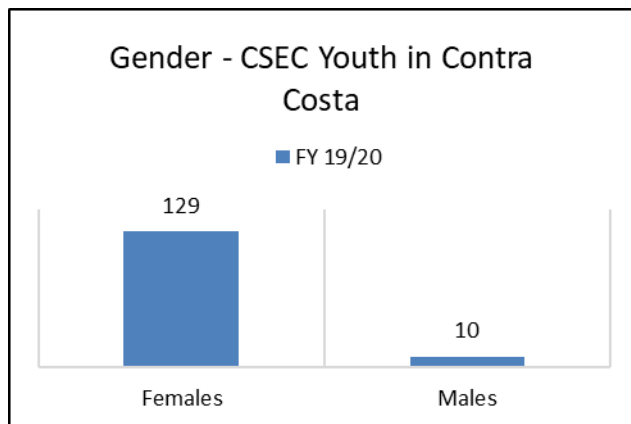
### Age

Children who are at-risk or are survivors of human trafficking vary in age. In Contra Costa, the largest groups of children/youth with CSE involvement are between ages 15 and 18, with a significant increase at age 16.



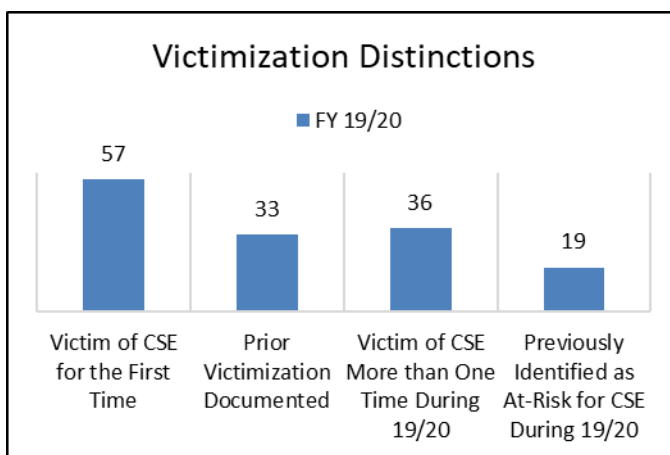
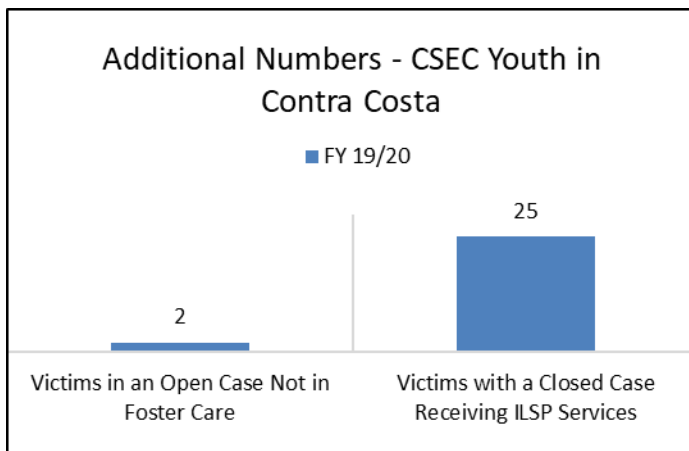
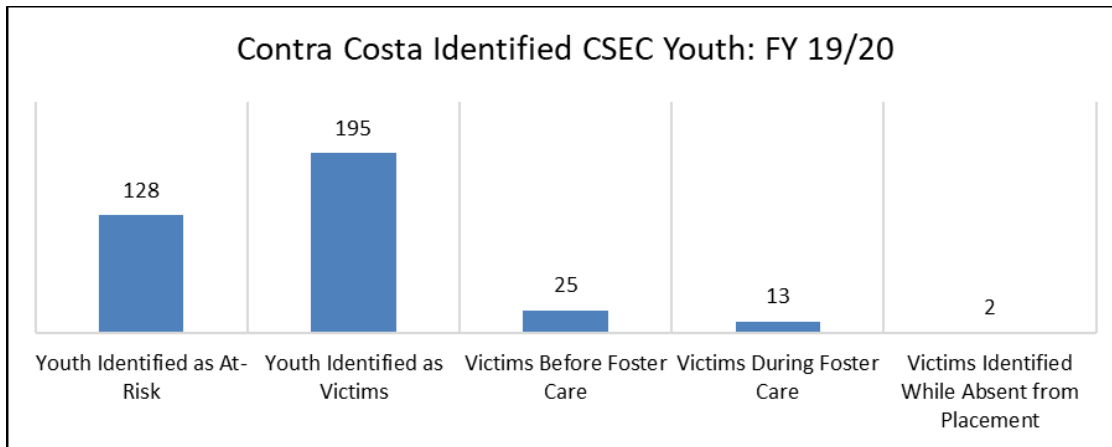
### Gender

Contra Costa data shows there are more females identified as CSEC/Y than males. This has historically been the case in Contra Costa, and is also reflective throughout the state as a whole and the nation; males continue to be underreported.



### *CSE At-Risk Youth and Survivors*

The number of youths identified as being CSE at-risk continues to grow.



This data reflects Statewide and National trends, with almost as many youth identified “at-risk” of exploitation as those identified already as victims. Because of this, CFS continues to work to strengthen prevention programming with community partners.

## **Challenges and Needs in Addressing Human Trafficking**

While awareness of sex trafficking has increased, understanding, identification, and training on labor trafficking has not continued at the same pace. More resources and attention are required in order to achieve a better understanding of this complicated issue, including looking at the overlap with immigration status, tax evasion and fraud, wage and hour violations, building code inspections, and health inspections. Highlighting and bringing in efforts that increase the level of training, awareness, and funding to address promising practices related to labor trafficking is needed. This includes special attention to the hospitality industry, restaurants, salons, and other industries known to have large numbers of trafficked workers. Historically, sex trafficking cases have been prosecuted in Contra Costa County, but in 2020 the District Attorney's Office filed the county's first labor trafficking case. The Human Trafficking Task Force hopes to increase labor trafficking efforts among law enforcement agencies and support from victim service providers in the future.

Additional challenges remain related to flexible and timely housing and shelter options, language capacity, and culturally relevant and responsive services for victims.

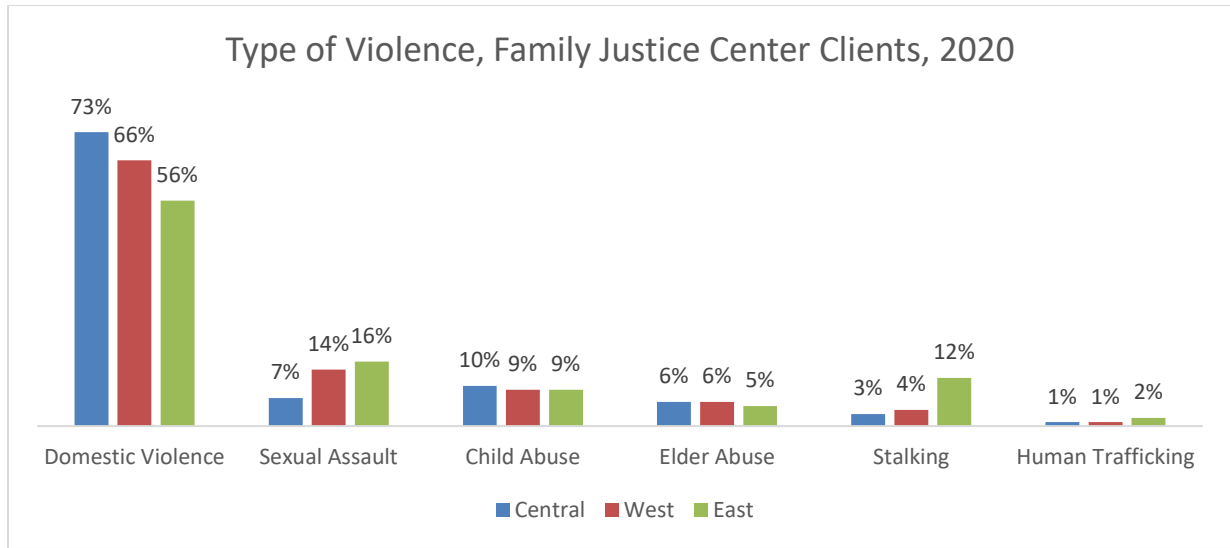
## **The Family Justice Center**

The Family Justice Center (FJC) is a one-stop center for families affected by domestic violence, sexual assault, elder abuse, child abuse, and human trafficking. The Family Justice Center coordinates with 63 on-site partners so clients can get safer sooner. The Alliance to End Abuse continues to support the development of the FJC, and County departments remain essential partners among many, supporting residents who are accessing the centers.

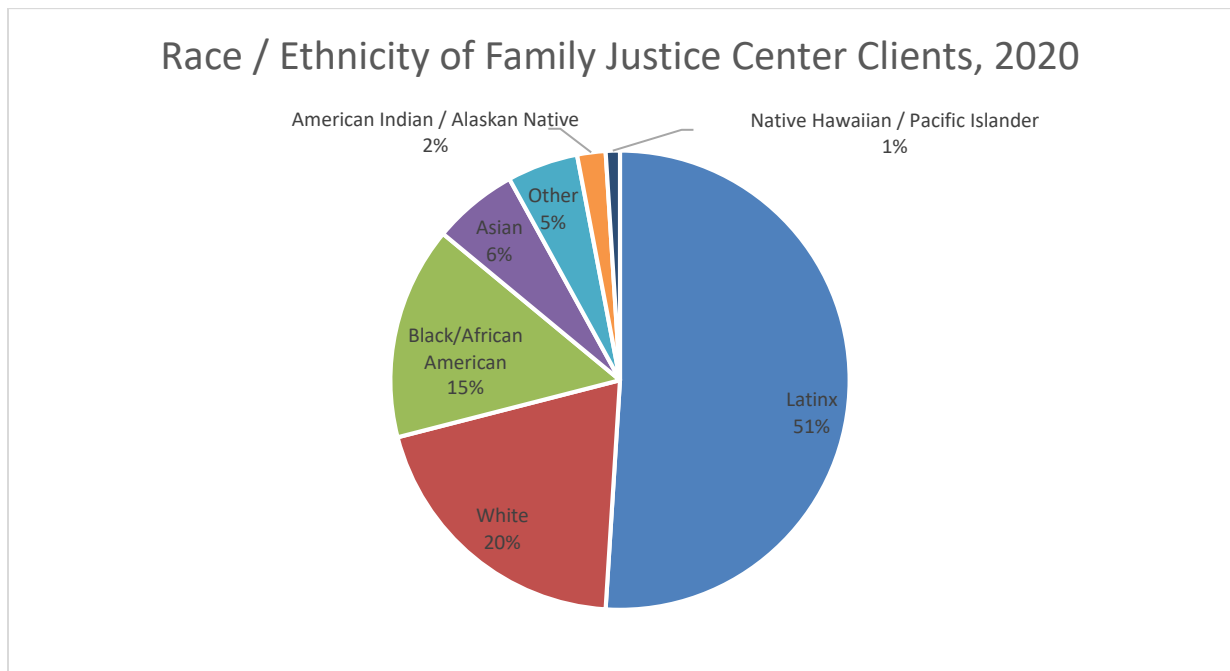
In 2020, the Family Justice Centers (in three Contra Costa County locations) provided services to 4,444 individuals who experienced interpersonal violence (2,145 clients from Central Center, 1,576 clients from West Center and 723 from East Center). This was a 13% increase of clients from 2019. Those services impacted an additional 3,421 children living with these clients.

In 2020, the Family Justice Center decided to remain open to the public during the COVID-19 pandemic. Home is not a safe space to shelter in place for many survivors of interpersonal violence and there needed to be somewhere to go to make a private phone call or have an in-person meeting. The FJC partnered with the Contra Costa Courts, when the courthouses shut down for several weeks, to ensure that community members could come to the FJC to fill out Domestic Violence Restraining Order applications with the assistance of attorneys. The Family Justice Center also partnered with several foundations to distribute direct cash assistance to families impacted by COVID-19 layoffs. A total of \$77,000 was provided to 142 families with 263 children impacted. 309 families were given grocery cards and 50 families were provided Chromebooks to ensure distance learning was possible. Below is a snapshot of FJC clients:

*Types of Violence, Family Justice Center Clients, 2020*



*Race/ Ethnicity, Family Justice Center Clients, 2020*





*Top Client Needs, Family Justice Center Clients, 2020*



*Additional information about FJC clients in 2020*

- 97%** are worried about their safety
- 70%** have children
- 68%** have prior history with IPV or law enforcement
- 65%** earn less than \$2,000 per month
- 29%** speak Spanish as primary language
- 22%** are referred by law enforcement
- 18%** are disabled
- 13%** are referred by family/friends
- 16%** have no medical insurance
- 14%** are male
- 18%** live with a substance abuser
- 18%** lack immigration status
- 11%** are over 60 years old
- 6%** have no place to stay tonight

### *Coordinated Integrated Services*

FJC's services are organized into two groups: crisis support and long-term safety. Crisis support services are coordinated through FJC Navigators, who connect clients to the services they need to leave their abusive situations or deal with their present crisis. After dealing with crisis, FJC staff offer services to get clients to long term safety and independence by working on four domains: health, education and training, wealth and community. Below are highlights from FJC's work to integrate services in 2020:

- The number of IPV clients served (4,444) increased by 13% compared to the previous one-year period.
- FJC expanded their partnerships by adding more (7 new partners) on and off site.

### *Capacity Building and Partnership Support*

FJC's capacity building and partnership support strategy includes hosting monthly multidisciplinary team (MDT) case reviews of high danger domestic violence and human trafficking cases and law enforcement training coordination. In addition, through the Family Justice Institute, FJC offers trainings and workshops to educate service providers and the public about issues related to IPV. Below are highlights from FJC's work in capacity building and partnership:

- Between January 2020 and November 2020, FJC convened 11 domestic violence multidisciplinary team meetings with 102 partners to discuss high risk domestic violence cases. 18 cases were nominated and discussed. Of the reviewed cases, 100% of the victims experienced verbal threats, 12 of the 18 victims experienced physical assaults, and 50 connections were made to partner agencies.
- In 2020, the Family Justice Institute offered 26 workshops and/or trainings, attended by 1,681 individuals. FJC developed and recruited trainers for these workshops and trainings in response to training needs identified by partners. The topics included Suicide Prevention and Risk Assessment, and COVID-19 specific workshops on housing and employment rights.

### **Impact of COVID-19 on Human Trafficking and Interpersonal Violence<sup>3</sup>**

During natural disasters and other emergencies, rates of interpersonal violence and human trafficking can increase dramatically. During shelter-in-place, tensions in relationships, lack of support systems and exploitation may increase. Increased financial and medical stress, unemployment, as well as generalized anxiety, can lead to more violence and abuse at home and lead individuals to take jobs that may be induced by force, fraud or coercion.

COVID-19 has left many individuals without work and in need of money to pay for basic needs such a utility bills, rent and food. This has created a situation in which employers have a lot of power over employees/workers, and there has been heightened fear that exploitation, sex and labor trafficking will rise during Shelter-in-Place. Companies and businesses may lower

<sup>3</sup> Interpersonal violence consists of domestic violence, human trafficking, sexual assault, elder abuse and child abuse

production costs and labor costs as they navigate the economic uncertainty – which can lead some to seek cheap or free labor. As individuals are in need of money, they might be more likely to take a job that is under paid, paid only through tips, or may have an element of force, fraud or coercion at play.

According to the Polaris Project, the agency that runs the National Human Trafficking Hotline, “the number of crisis trafficking cases handled by the Trafficking Hotline increased by more than 40 percent in the month following the shelter-in-place orders compared to the prior month (from approximately 60 in a 30 day period to 90). Crisis cases are those in which some assistance – such as shelter, transportation, or law enforcement involvement – is needed within 24 hours. The number of situations in which people needed immediate emergency shelter nearly doubled (from around 29 cases in Feb. 14th – March 15th, 2020 to 54 in April 2020).”<sup>4</sup> Economic upheaval and a situation in which many are now without work and in need of cash, has created a situation in which trafficking may thrive. Furthermore, those who may be trafficked during this time are more exposed to the virus and have less resources to recover from it.

Furthermore, racism and oppression are deeply embedded in the dynamics of human trafficking. Many trafficking victims have multiple vulnerabilities that make them more susceptible to trafficking, such as poverty, immigration status, or involvement with the child welfare or criminal legal system. We know that these vulnerabilities predominately impact Black individuals, Indigenous individuals and People of Color because of institutionalized systems and policies that have historically disenfranchised and left out this population. In order to address the root causes of human trafficking and interpersonal violence, we must address racial and gender inequities. A public health approach to trafficking looks upstream at the root causes of violence and creates environments that support and foster wellness.

### **Contra Costa County’s Call to Action: Preventing Interpersonal Violence**

The Alliance to End Abuse and the Contra Costa County Public Health are co-leading a planning and capacity-building process to develop and implement a countywide ‘[Call to Action](#)’ to promote safety and reduce interpersonal violence, including human trafficking. It was informed by countless community members and service providers who participated in the planning and development process. The Call to Action provides vision and values, and identifies goals and strategies to create a unified direction for multiple stakeholders. It is grounded in prevention and public health principles, and acknowledges that multiple forms of violence and abuse are preventable sources of harm in our communities, shaped by structural and community conditions, that can be significantly reduced through collective, strategic action.

The Call to Action serves as a guide for coordinated and strategic action to correct the epidemic of interpersonal violence. By developing a lasting framework that promotes equity, expands and strengthens partnerships, fosters economic opportunity and ensures community connectivity, the County is better able to address the root causes of interpersonal violence and human trafficking. Officially revealed in February 2020, the Call to Action highlighted four goals and accompanying strategies, to move the County towards a more targeted, upstream public health

<sup>4</sup> <https://polarisproject.org/press-releases/human-trafficking-during-the-covid-19-pandemic/>

approach to violence prevention. A task force was convened in Summer 2020 to begin implementation of these goals.

When COVID-19 hit the Bay Area in March 2020, the Alliance revisited its approach to interpersonal violence in light of a national pandemic and emergency. Furthermore, it became clear that a space was needed to address and respond to immediate COVID-19 needs related to interpersonal violence. As we face both social and physical isolation during shelter-in-place orders, leading to increased anxiety and increased inequity, we need to create protective environments in order to prevent violence. Because of this, the Alliance has identified three specific prevention goals and strategies to focus on during this time, including:

1. Building sustainable, race conscious and value driven prevention infrastructure
  - Racial equity trainings, workshops and agency specific technical assistance
2. Fostering early childhood development and whole family supports
  - Community engagement and education campaigns
3. Encouraging community connectedness
  - Multi-generational community building

Investing in these strategies is key to ensuring the safety and well-being of all and is a primary approach the Alliance and Public Health will support in the coming year.

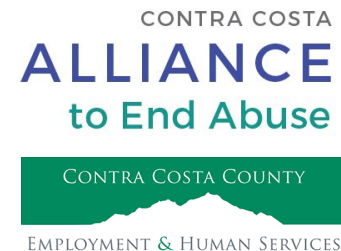
## **Resources**

- [Contra Costa County's Call to Action: Preventing Interpersonal Violence](#)
- [Contra Costa County Family Justice Centers](#)
- [Contra Costa Alliance to End Abuse](#)

# Update on Human Trafficking and Family Justice Centers

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ALEXANDRA MADSEN, ALLIANCE TO END ABUSE DIVISION MANAGER  
EMPLOYMENT AND HUMAN SERVICES DEPARTMENT  
PRESENTATION TO BOARD OF SUPERVISORS  
FAMILY AND HUMAN SERVICES COMMITTEE  
JUNE 28, 2021



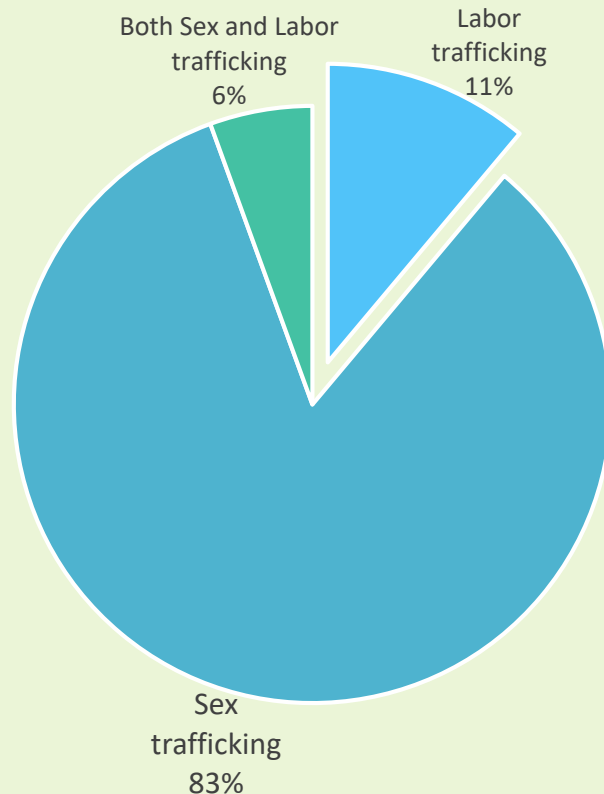
# Human Trafficking in Contra Costa County: A Snapshot

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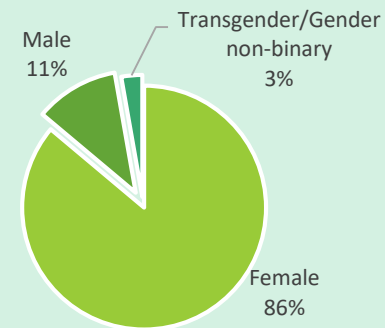
- Human trafficking can take many forms, but is generally categorized as either ***sex trafficking*** or ***labor trafficking***
- Both sex and labor trafficking happen in Contra Costa County and are not mutually exclusive—a survivor can be subjected to both sex and labor exploitation
- The following data was collected over a twelve month period between January 1 and December 31, 2020, and represents over **36 new survivors** of human trafficking who were identified and served during this time period

# Human Trafficking in Contra Costa County: A Snapshot

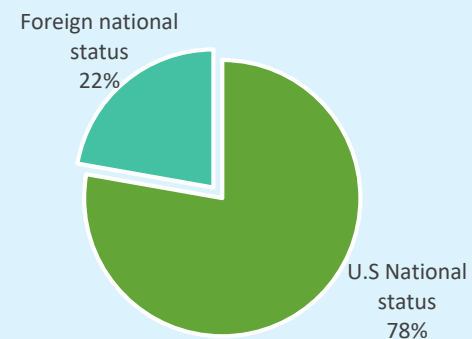
Type Of Trafficking: New Victims Identified 2020



Victims Sex Trafficking: New Victims Identified 2020



Citizenship Status: New Victims Identified 2020



# *Human Trafficking Intervention and Prevention Efforts*

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- Human Trafficking Coalition
- Human Trafficking Multi-Disciplinary Case Review Team
- Department of Justice Human Trafficking Task Force Grant
- Responding to Commercially Sexually Exploited Children/Youth (CSEC/Y) involved with Children and Family Services (CFS)
  - CSEC Steering Committee



# *Family Justice Center and Data Highlights*

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**The Family Justice Center (FJC)** continues to be a one-stop center for families affected by domestic violence, sexual assault, elder abuse, child abuse, and human trafficking. FJC highlights for 2020:

Provided services to **4,444 individuals** who experienced interpersonal violence, a 13% increase from 2019

Services provided impacted an additional **3,421 children** living with clients served

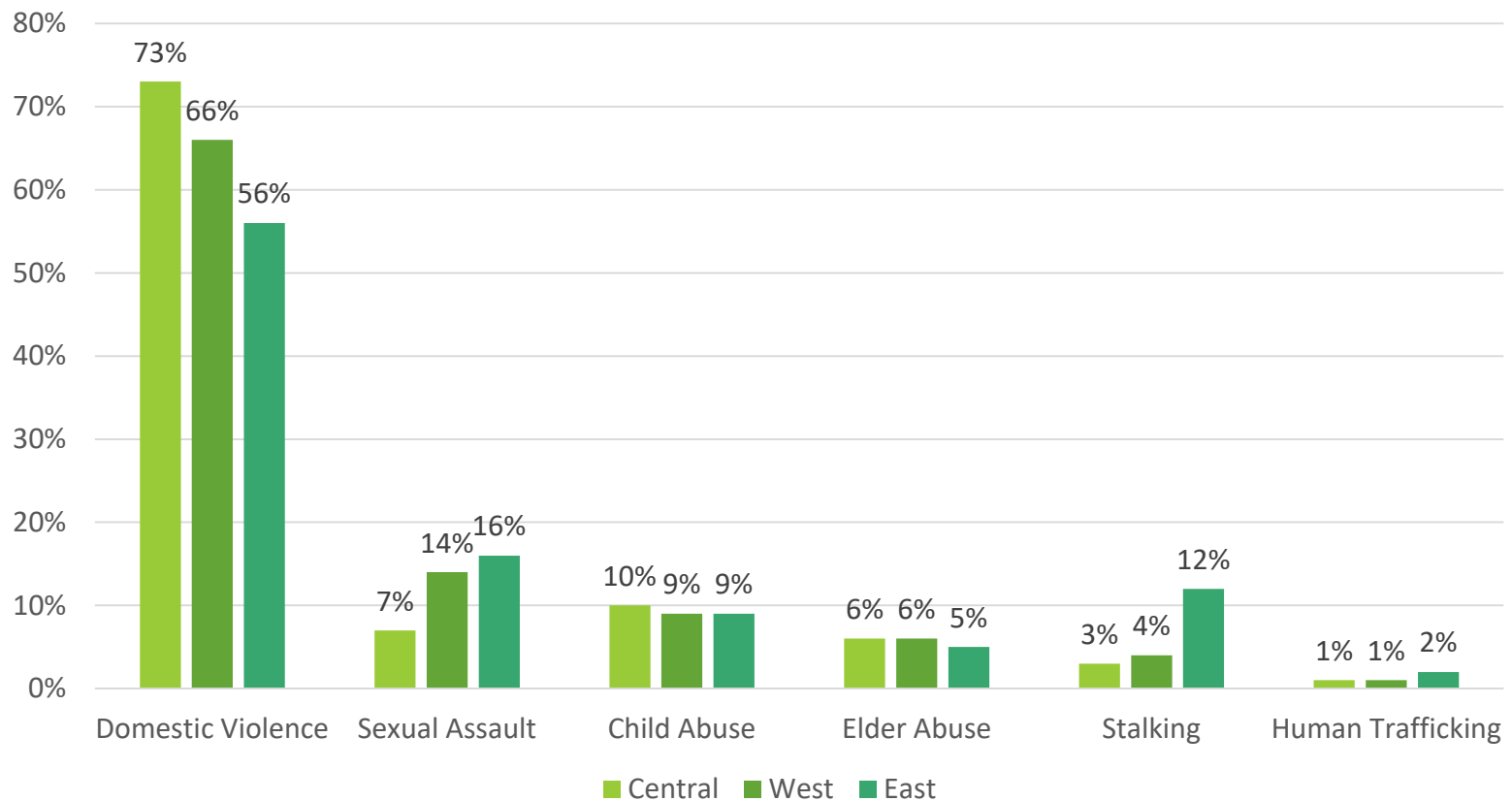
Provided comprehensive and integrated services by working together with their **63 on-site partners**

**Remained open** to the public during the COVID-19 pandemic

Partnered with foundations to distribute **\$77,000 to families impacted by COVID-19 layoffs**

# Family Justice Center and Data Highlights

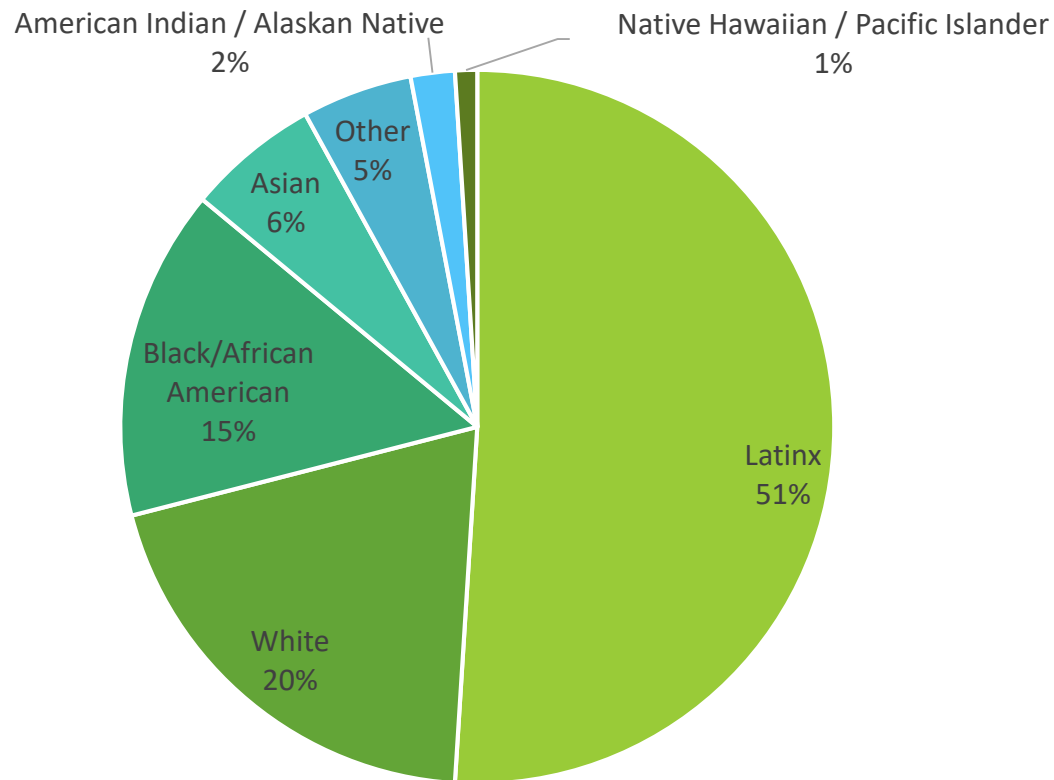
Type of Violence, Family Justice Center Clients, 2020



# Family Justice Center and Data Highlights

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Race / Ethnicity of Family Justice Center Clients, 2020



# *Impact of COVID-19 on Human Trafficking and Interpersonal Violence*

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- During natural disasters and other emergencies, rates of interpersonal violence and human trafficking can **increase dramatically**.
  - Tensions in relationships
  - Lack of support systems
  - Increased financial and medical stress, unemployment, as well as generalized anxiety

This leads to **more violence and abuse at home** and may lead individuals to **take jobs that may be induced by force, fraud or coercion**.

# Impact of COVID-19 on Human Trafficking and Interpersonal Violence

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*“The number of crisis **trafficking cases** handled by the Trafficking Hotline **increased by more than 40 percent** in the month following the shelter-in-place orders compared to the prior month (from approximately 60 in a 30 day period to 90). Crisis cases are those in which some assistance – such as shelter, transportation, or law enforcement involvement – is needed within 24 hours. The number of situations in which people needed immediate **emergency shelter nearly doubled** (from around 29 cases in Feb. 14th – March 15th, 2020 to 54 in April 2020).”*

**Polaris Project, the agency that runs the National Human Trafficking Hotline:** <https://polarisproject.org/press-releases/human-trafficking-during-the-covid-19-pandemic/>

## *What's Next: Moving Upstream*

While we must respond to the immediate needs and crisis now, we must also begin to look upstream at what is causing human trafficking and interpersonal violence in the first place.



# *What's Next: Contra Costa County's Call to Action for Preventing Interpersonal Violence*

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The Alliance and the Contra Costa County Public Health are co-leading a planning and capacity-building process to develop and implement a countywide 'Call to Action' to promote safety and reduce interpersonal violence, including human trafficking. It was informed by countless community members and services providers who participated in the planning and development process.

CONTRA COSTA  
**ALLIANCE**  
to End Abuse



# Contra Costa County's Call to Action

## PREVENTING INTERPERSONAL VIOLENCE

1. Build Sustainable Infrastructure
2. Foster Early Childhood Development
3. Encourage Community Connectedness
4. Improve Economic Opportunity & Stability



CONTRA COSTA  
**ALLIANCE**  
to End Abuse

formerly Zero Tolerance for Domestic Violence





# Thank You

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CONTRA COSTA  
**ALLIANCE**  
to End Abuse





# Contra Costa County Board of Supervisors

## Subcommittee Report

### FAMILY AND HUMAN SERVICES COMMITTEE

6.

**Meeting Date:** 06/28/2021  
**Subject:** Youth Services - Independent Living Skills Program Update  
**Submitted For:** Monica Nino, County Administrator  
**Department:** County Administrator  
**Referral No.:** #93  
**Referral Name:** Youth Services - Independent Living Skills Program Update  
**Presenter:** Don Graves **Contact:** Don Graves 925-957-2404

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#### **Referral History:**

An annual update of the Independent Living Schools Program administered by the Employment and Human Services Department (EHSD) was first referred to the Family and Human Services Committee by the Board of Supervisors on October 17, 2006.

On June 7, 2016, EHSD requested, and the Board approved, expanding Referral #93 – Independent Living Skills Program to include additional youth services updates and retitling the referral to “Youth Services Report”, so that the department can include reports on all youth services offered in the community through EHSD, including Workforce Investment and Opportunity Act (WIOA) and CalWORKs youth services.

The last annual report on this referral was received by the Committee on October 29, 2020.

#### **Referral Update:**

Please see attached annual status report.

#### **Recommendation(s)/Next Step(s):**

ACCEPT this report from the Employment and Human Services Department on youth services and the Independent Living Skills Program (ILSP); and continue to support the Children and Family Services Bureau and its efforts to serve foster youth in the ILSP program.

#### **Fiscal Impact (if any):**

None. This is an informational report.

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#### **Attachments**

2021 FHS Report on Youth Services and the ILSP Program

2021 FHS Youth Services and ILSP Presentation

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## MEMORANDUM

Kathy Gallagher, Director

40 Douglas Drive, Martinez, CA 94553 | (925) 608.4800 | Fax (925) 313.9748 | [www.ehsd.org](http://www.ehsd.org)

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To: Family and Human Services' Committee Members      Date: June 28, 2021  
Monica Nino, County Administrator

From: Kathy Gallagher, Director, Employment and Human Services Department  
Kathy Marsh, Director, Children and Family Services

Subject: Youth Services Report - Independent Living Skills Program (ILSP)

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### **RECOMMENDATION**

Accept this report from the Employment and Human Services Department; and continue to support the Children and Family Services Bureau's efforts to serve transitional age foster youth through the Children and Family Services' Independent Living Skills Program (ILSP).

### **BACKGROUND OF ILSP SERVICES AND SERVICES FOR TRANSITION AGE YOUTH**

In 1999, the Federal government passed the Foster Care Independence Act. This legislation, sponsored by the late Senator John Chaffee, doubled funding for statewide Independent Living Skills Program (ILSP). There was overwhelming evidence emerging that youth leaving foster care were in need of greater support from foster care into adulthood. Foster youth nationwide were found to have increased likelihood of early parenting, instability in relationships, not graduating from high school, lower school performance, increased health and mental health problems, homelessness, substance abuse, and a higher rate of unemployment.

For the past thirty-three years the Children and Family Services Bureau of the Employment and Human Services Department has provided services through the Independent Living Skill Program (ILSP). ILSP serves youth between the ages of 15.5 to 21. The ILSP has received recognition throughout the State of California and nation for its service and service delivery model.

An ILSP Coordinator, Assistant Coordinator and three ILSP Specialists staff the program. ILSP is funded by the federal Title IV-E dollars with a 20% State match towards administrative costs and realignment funds.

## **PROGRESS TO DATE**

During the pandemic, ILSP offered skill building and youth engagement activities, virtually, all covering four core areas, called the Four Pillars. The Four Pillars consist of Education, Employment/Vocational, Housing and Well Being. ILSP collaborated with partnerships established over the years to create and deliver a series of virtual workshops that met weekly.

This year, 415 foster youth have been served both individually and in group settings (i.e. Zoom workshops/classes/activities.) Six hundred and twenty seven (627) youth were deemed eligible for ILSP services. We relied on our donor community during the pandemic. Upwards of \$18,500.00 in donations were raised from the general community during the pandemic. This funding offered scholarships, gift cards, and emergency funding via VESTIA, Inc. to assist ILSP participants.

## **ILSP PILLAR – HOUSING**

Transitional housing for foster youth and emancipated foster youth continues to be delivered in Contra Costa County. Two providers served the in-care foster youth age 16-18 in transitional housing, called THPP. Five providers served non-minor dependent youth, aged 18-21, transitional housing called THP+NMD. This past year, five (5) foster youth were served in THPP and one hundred twenty six (126) youth were served in THP+NMD. Housing continues to be a significant challenge for foster youth as they transition to adulthood. The Housing Continuum has improved communication between CFS ILSP and the housing providers.

Efforts continue to be developed creating housing options in the community (i.e. room for rent) through collaborations with community-based organizations and faith based organizations and individual citizens with resources to offer. The long-term goal in this area is to develop more permanent housing options for youth. For example, discussions continue with Health, Housing & Homeless Services (H3) to refer youth to permanent housing options. Additionally, the contracted providers work diligently to develop more permanent housing options and advocate for improved housing options for foster youth (See Table 1)

## **ILSP PILLAR- EMPLOYMENT**

ILSP collaborates with the Office of Education to refer youth to their WIOA case manager. The Workforce Innovative Opportunities Act (WIOA) helps provide employment services to the ILSP participants enrolled in their program. This past year, ILSP provided employment workshops entitled, Employment Etiquette and How to get a Job during the Pandemic, through our partnership with Travis Credit Union and the Youth Finance Institute of America. In June of 2020, Family Harvest Farm opened, employing twelve (12) of our youth in paid internship positions. (See Table 1)

<https://www.eastbaytimes.com/2021/01/08/east-bay-family-harvest-farm-helps-foster-youths-find-purpose-community/>

## **ILSP PILLAR- EDUCATION**

This current fiscal year, through our collaboration with the Contra Costa County Office of Education, eighty-two (82) youth have been identified to be eligible to graduate from high school this school year. All of the CCC graduates will be honored with the ILSP High School graduation stipend. ILSP continues to collaborate with the Assistance League of Diablo Valley to administer the Senior Sponsorship Program. As there are few funding streams to support extracurricular activities and expenses for foster youth, the program was designed to assist graduating seniors to be able to partake in events that are difficult for caregivers to afford. The Senior Sponsorship program funds such things as senior pictures, yearbooks, and caps and gowns. Thousands of dollars continue to be raised via VESTIA and service organizations to provide scholarship opportunities for our youth each year. In collaboration with the Community Colleges, we host workshops to inform our youth of the supportive services on each community college campus to create a successful college transition. Supporting our foster youth to stay in school through such programs helps assist youth strive to achieve graduation. (See Table 1)

## **ILSP PILLAR WELL-BEING**

Youth in foster care often do not experience childhood in the way most children do who live with their families of origin. They have suffered child abuse and neglect, been removed from their families and many older youth experience moving from placement to placement. The foster care system provides basic needs. Youth in foster care may miss participating in sports, arts, spending the night at friend's homes, and the like. ILSP provides activities and supportive services to help encourage positive social development and exposure to activities. This year provided an opportunity to explore therapy through art; participants were able to experience art activities virtually. The State of California Department of Social Services has emphasized the importance of supporting the well-being of foster care and ILSP is an available mechanism to provide this intervention. The ILSP staff are trained in an approach called Positive Youth Development. This approach enables them to engage youth and motivate them to strive to improve their lives. (See Table 2 and 4)

## **SUMMARY/CONCLUSION**

Youth who emancipate from foster care are expected to become self-sufficient by 21 years of age. This entails the ability to maintain stable housing, maintain employment, and maintain one's physical health. Research on the outcomes of emancipated foster youth indicates that these tasks are difficult for this population. Rates of homelessness for emancipated foster youth has been found to be as high as 42% and housing moves are generally related to poverty and lack of stable family relationships.

Child Welfare programs have implemented ILS programs in order to help prevent these negative outcomes. The Contra Costa County ILSP serves upwards of 500 youth each year. Despite a reduction in staff and funding over the past several years, ILSP continues to strive to improve the lives of at risk foster youth. Much of the work of the ILSP staff is to cultivate collaborative partnerships with community-based organizations and other foster youth serving groups. ILSP Staff have expertise in engaging youth and motivating them to stay in school, graduate, and get life sustaining employment. These services are critical right now. With the Board's continuing support and commitment to the ILSP,

foster youth will continue to be provided quality skill building workshops, social skill development, financial support and improved transitions into adulthood.

**Table 1 - Workshops Pillars: Housing, Employment, Education**

<b>Number of Times Workshop/Activity Offered</b>	<b>Workshop/Activity Name</b>	<b>Number of Youth Served</b>
Online (on-going)	Study Less, Study Smart	13
Online (on-going)	50/30/20 Rule for Budgeting	12
Online (on-going)	7 Money Mistakes that are easy to make	15
Online (on-going)	How to take Notes	11
4	Employment	45
1	Employment Interviewing	16
2	Foster Youth College Programs	23
2	Senior Scholarship Workshop	23
3	Senior Financial Aid/Chafee Workshop	16
9	Money Management	123
1	Vocational/Technical Training	14
Ongoing	Transitional Housing NMD	126
Ongoing	THPP/THP Plus Housing Services	5

**Table 2 - Workshop Pillar: Well-Being**

<b>Number of Times Workshop/Activity Offered</b>	<b>Workshop/Activity Name</b>	<b>Number of Youth Served</b>
Online (on-going)	Anger Management	8
Online (on-going)	How to be more Disciplined	3
Online (on-going)	3 ways to get to out of an unmotivated rut	9
1	Wellness/	8
12	Interpersonal Skill Development	91
3	Using Social Media for Positive Change	24
6	Onward & Upward	11
6	Art Expression	39
1	Sexual Health/Healthy Relationships	17

**Table 3 - Leadership Development/California Youth Connection Activities**

<b>Meetings and Events</b>	<b>Number of Youth Who Attended</b>
2 CYC Meetings held	13 Youths per meeting
CYC Day at the Capital	4
City of Richmond Foster Youth Focus Group	12 youth

**Table 4 - Positive Youth Development Activities**

<b>Activity</b>	<b>Number of Youth Who Attended</b>
Virtual Network Event	110
Family Harvest Apprenticeship	12
FHF-Entrepreneurship Event	2





# Employment & Human Services Department

## Youth Services Report – Independent Living Skills Program (ILSP)

Family & Human Services Committee  
June 28, 2021



## What is Independent Living Skills (ILSP)?

- Foster Care Independence Act of 1999 (Public Law 106-169)
- Provides training, services, and benefits to assist current and former foster youth in achieving self-sufficiency prior to, and after leaving, the foster care system
- Each county has the flexibility to design services to meet a wide range of individual needs and circumstances.

# The Independent Living Skills Program

“Our vision is to move every youth  
from stagnation to motivation,  
from limitations to possibilities;  
from dependency to self-sufficiency;  
from the past to the FUTURE.”



## ILSP spotlights “The Four Pillars”

- Education
- Employment / Vocational
- Housing
- Well-Being

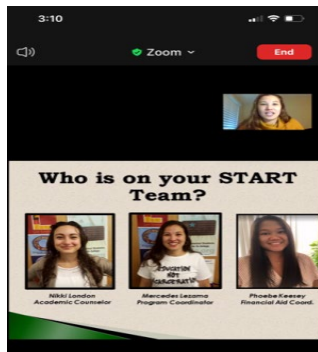


- Youth placed in out-of-home care after their 16<sup>th</sup> birthday.
- Former dependents who entered into a kinship guardianship at any age and is receiving Kinship Guardianship Assistance Payments (Kin-GAP) at the age between 16 and 18.
- Former dependent who entered into a Non-Related Legal Guardianship (NRLG) after their 8<sup>th</sup> birthday.
- Probation Youth with Placement orders at the age of 16.
- Former dependent youth at the age of 16.
- Youth residing here from other counties of jurisdiction.



- Daily living skills
- Money management
- Building/developing self-esteem
- Financial support with college or vocational schools
- Educational Resources
- Housing via Transitional Housing and Housing Referrals
- Employment assistance / WIOA referral
- 1:1 support
- Emergency Food Pantry and Clothes Closet





# FREE FAFSA FOR FOSTER YOUTH VIRTUAL WORKSHOP

get informed. get **money** for college.

October 29 4:00PM - 5:00PM | November 12 4:00PM - 5:00PM | November 19 4:00PM - 5:00PM | December 10 4:00PM - 5:00PM

<https://cccoeschools.zoom.us/j/95557638478?pwd=a0JlTC80cERueUVVNmtlbkNlZUE5QT09>

FOR MORE INFORMATION CONTACT

ESPERANZA VELARDE ELLIS  
EELLIS@CCCOE.K12.CA.US  
925.957.3113

NICOLAS ROCHA  
ROCHANA@CCCOE.K12.CA.US  
925.957.2418

CCCOE K12 CA US

## VIRTUAL HOLIDAY NETWORK EVENT

Contra Costa County ILSP cordially invites you to our

Simply contact ILSP to check in and let us know how you're doing and make sure we have your updated contact info and you may receive:

- a \$50 target gift card\*
- a gift that keeps on giving: information, knowledge, and support with goal planning and any other support you need.

to RSVP, call ILSP at 925-957-6600 or text free at 925-957-6600. Or contact one of the ILSP staff directly:

Don 925-766-9255 Tim 925-766-9258 Alfred 925-989-4600  
Krislin 925-393-4671 Nic 925-434-8941

We look forward to celebrating the holidays with you!

\*Gifts available first come, first serve, while supplies last.



## FAMILY HARVEST FARM APPRENTICESHIP

Family Harvest Farm is an employment training program for transition age foster youth 18-24. Family Harvest Farm is designed to give youth work experience and life skills through farming and gardening. Come learn how to grow your own food and be the pioneers of this brand-new farm!

- Learn how to grow your own food
- Learn how to farm while gaining paid work experience
- Work outdoors
- 1-year apprenticeship
- Be paid above minimum wage
- Be a part of a growing movement that produces healthy food for use by local families and individuals
- Free paid lunch every day
- Learn how to cook and eat healthy food
- Be a part of building a new farm from the ground up
- Be a vital part of a team of other transition age youth

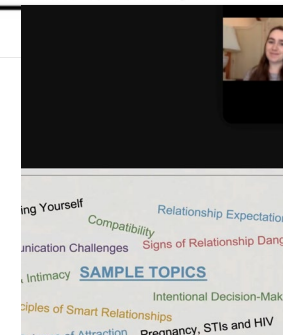
**JOB RESPONSIBILITIES** - Under the supervision of the farm manager, the apprentices will assist in a variety of tasks: seed sowing and planting, bed preparation, irrigation, weeding, pest and crop management, greenhouse propagation, harvest and post-harvest handling, composting, and/or carpentry. Because we are starting a farm from scratch in the first few months we will mostly be working on building soil and laying out beds.

**JOB REQUIREMENTS** - Desire to work outdoors, ability to work well with others, willingness to learn and contribute to the growth of the farm, able to work 20 hrs/week 9am-2pm Tuesday-Friday.

**COMPENSATION** - \$14.00/hr for the first 30 days. After 30 days you will be eligible for a pay increase up to \$15.50/hr if you decide you like working with FHF and you successfully complete the following: less than 3 missed days or late arrivals, 0 no-calls no-shows, willingness to learn, open to guidance and correction.

**JMLT FAMILY HARVEST FARM**  
JOHN MUIR LAND TRUST

If you're not sure, come visit us on the farm!  
1300 Power Ave., Pittsburg, CA  
or contact Mary Cherry Farm Manager @ 360-551-5614



- 415 current and former foster youth served in current fiscal year
- 34 THP+ provided transitional housing & support services
- 126 THPP NMD provided transitional housing & support services
- 82 ILSP youth have been identified to graduate High School in 2021
- Donations via VESTIA, Inc. increased during the pandemic
- Collaborative efforts continued, providing virtual workshops

