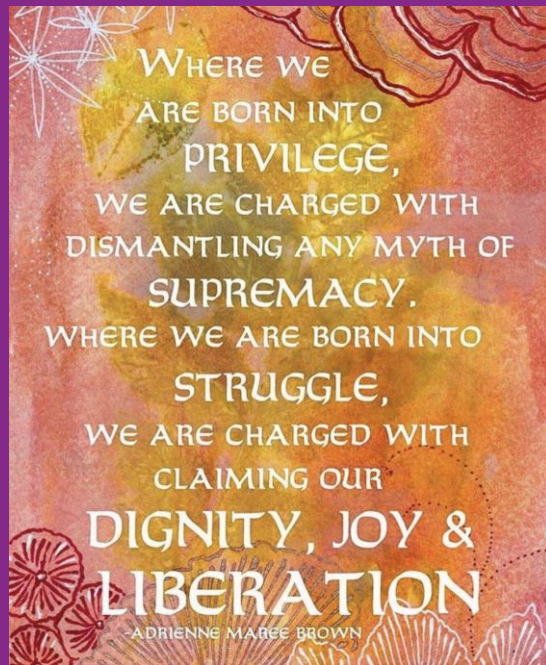


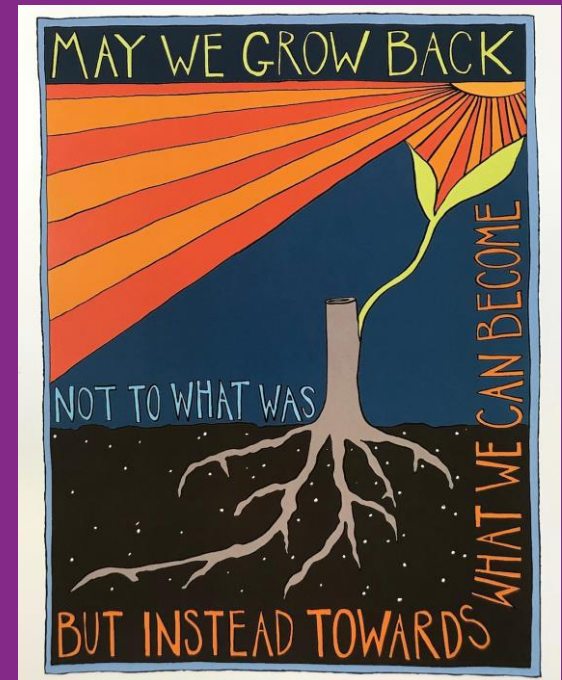
Contra Costa County Office of Racial Equity and Social Justice

ORESJ Community Engagement Process



Update to the Measure X Community Advisory Board

July 21, 2021



WHAT WE ARE DOING TODAY

OUR PURPOSE TODAY IS TO SHARE

- The culture and principles of the Host Table and Process
- The importance of a County Office and of a community-led process
- The work done to date and what is ahead
- What we are learning and the emergent priorities and recommendations

How We Do It (*Host Table Principles*)

- We center the priorities and lived experiences of residents and families most vulnerable to systems' harm and inequity.
- We disrupt racism and injustice that exist in our institutions and systems.
- We center healing, justice and equity.
- We engage in healthy struggle so that we are accountable, innovative and creative.
- We learn and adapt through radical listening, inquiry and reflection.
- We advocate for resources through an equitable, humanizing and transparent process.
- We celebrate and appreciate.

Land Acknowledgement

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

We pay respects to their elders past and present.

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

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

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

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

Labor Acknowledgement

We acknowledge the labor of enslaved, kidnapped, displaced peoples, of immigrants of refugees, those who have been made undocumented, incarcerated, and stateless. We are indebted to all this labor that allows us all to be here today.

We remember that our country is built on the labor of enslaved people who were forced to the “Americas” from the African Continent.

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

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

Visit the following links to learn more:

www.unpaidlabor.com

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

Spoken Word



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

- *Arielle Danzy*

Context and Background

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

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

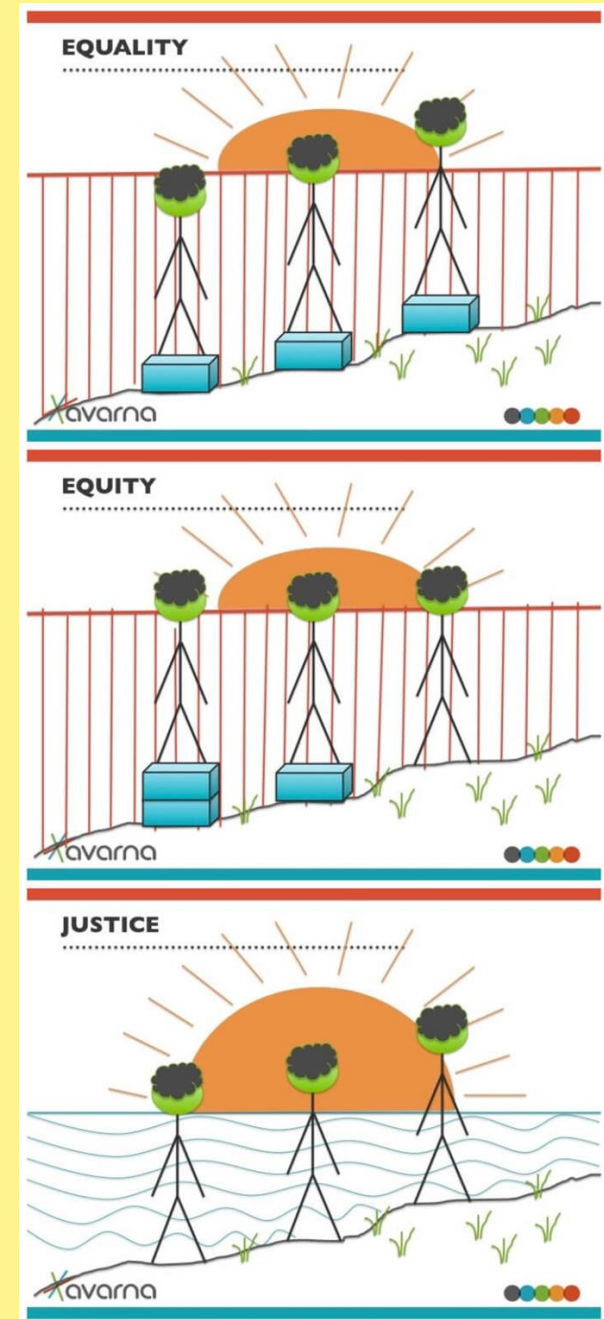




In November 2020, The Contra Costa County Board of Supervisors unanimously authorized the development of an Office of Racial Equity and Social Justice (ORESJ).

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

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



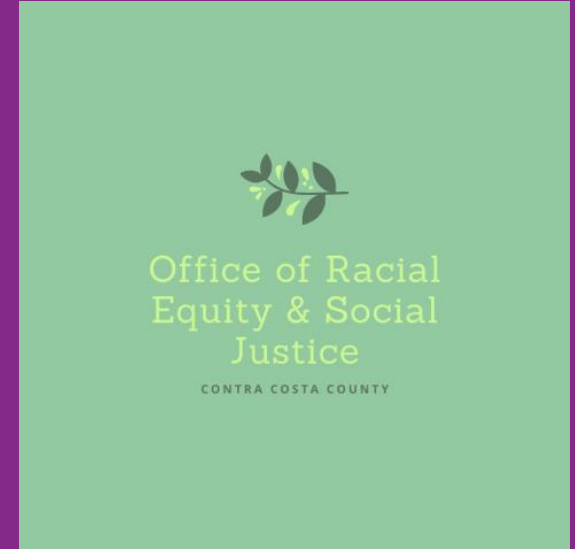
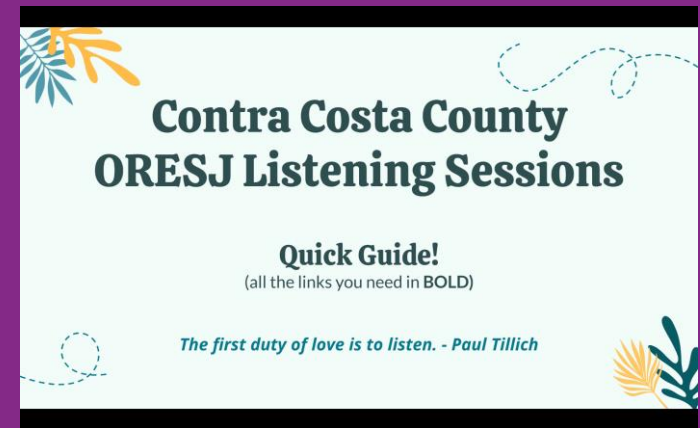
In February 2021, a Host Table composed of BIPOC residents, CBOs, and systems partners came together to develop and facilitate a Listening Campaign to inform the priorities and structure of the ORESJ. Key tasks of the Table:



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

Key Work to Date Through This Process

- ★ We have conducted 35 listening sessions
- ★ We have engaged over 400 residents in the sessions.
- ★ We are providing stipends for all participants and listening session hosts.
- ★ We have launched preliminary website (cccoresj.org).
- ★ We have conducted 2 learning sessions for Host Table and larger community
- ★ We provided an update to the Board of Supervisors
- ★ We are currently engaging potential project management consultants to support data analysis and meaning-making, ongoing listening sessions and learning sessions, landscape analysis of current County efforts, and development of ORESJ recommendations.



What We Are Learning

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

Preliminary Recommendations: Furthering the Work Together

- a. Work with the Host Table to support and attend Listening Sessions for residents in your Districts. *
- a. Launch language interpretation at all BOS Mtgs, Commission meetings (*based on Census threshold languages*)
- a. Establish land and labor acknowledgements at all BOS and Commission meetings.*
- a. Establish a Reparations Task Force to study and make proposals for Reparations for African Americans in Contra Costa County.
- a. Commission a research study into the historical and contemporary impacts and costs of racism in Contra Costa County.
- a. Research study includes BOS, BOS staff, and Department/Division Heads participate in education on the the racial harms of the areas and sectors of work the County oversees - *health systems, criminal legal/justice systems, law enforcement, child welfare, social services, behavioral health, early childhood education, elections system, planning and land use, and transportation.*
- a. Work with the Host Table to research and learn from models and approaches in other jurisdictions.*

**Can be implemented without additional County costs*

Pacing Our Process



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

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

★ PHASE 1

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

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

March - June 2021

★ PHASE 2

- Continue sessions
 - Engage those not reached
 - Loop back with Phase 1 participants
 - July 26th Community Invite Session
- What are we hearing and learning? Who's missing?

July-September 2021

★ PHASE 3

- Continue sessions
- Draft priorities, strategies, recommendations

October-December 2021

**Final Report
shared with
BOS
Feb 2022**

Planning Outcomes

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



Listen.
People start
to heal
the moment
they
feel heard.

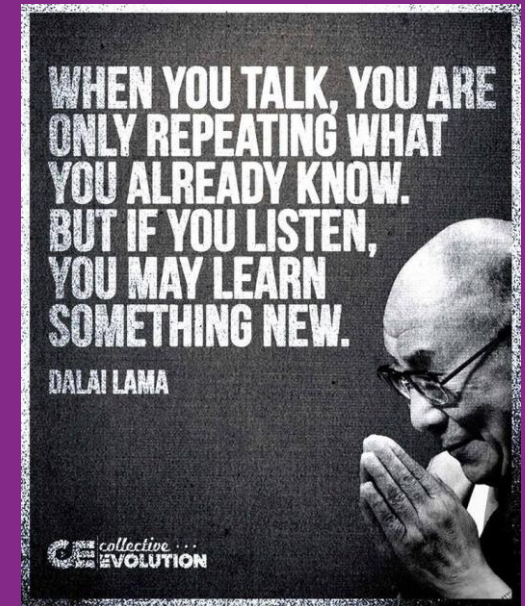
-Cheryl Richardson

www.thepeppermintpost.com

Thank you for listening.

SAVE THE DATE:
Thursday, July 29th
4pm-6pm

Community Update/Invite Session



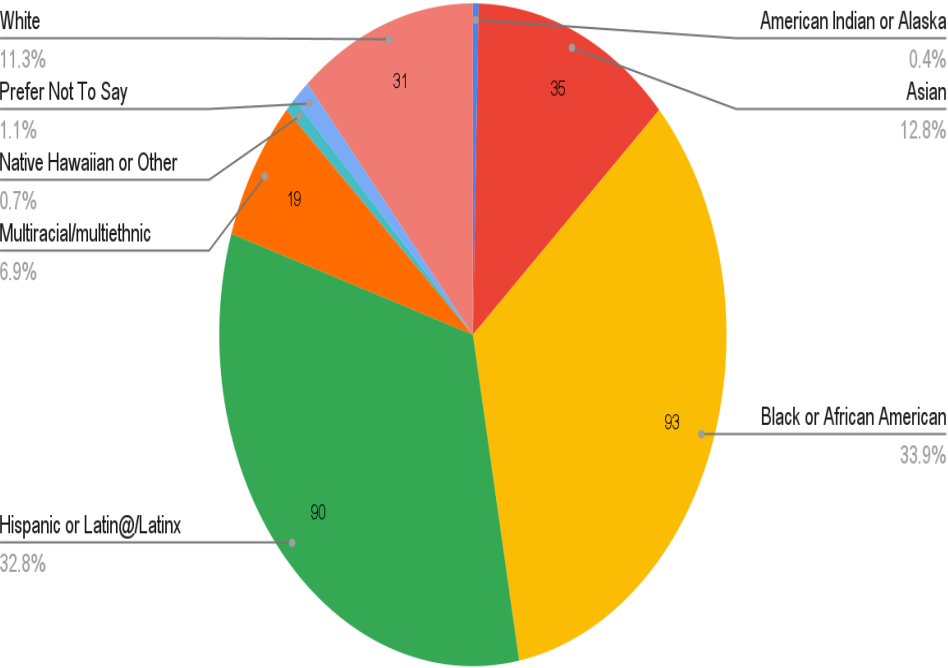
<https://zoom.us/meeting/register/tJYIfu6pqDwtHtIRKBrNVv8qvhCQIIA-z3bW>

Reference Materials

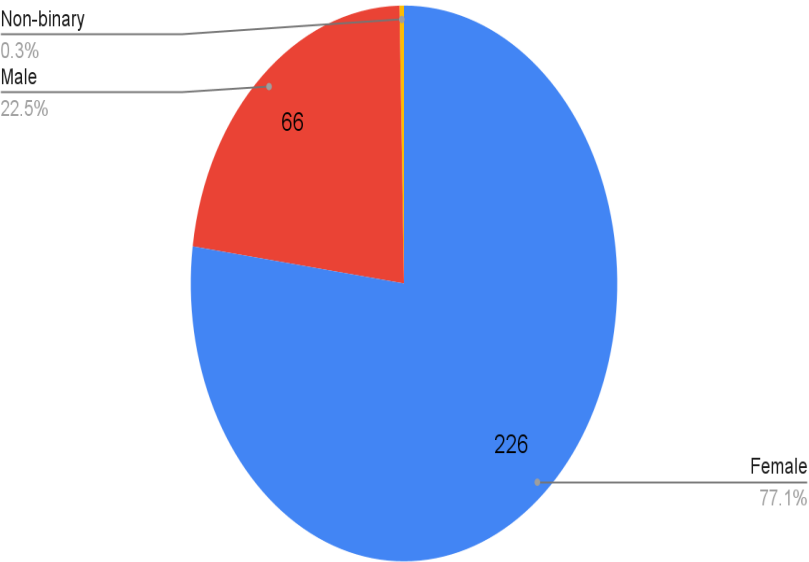
- Participant Demographic Information
- Host Table Demographic Information
- Host Table Structure

Participant information (Source: Census Forms)

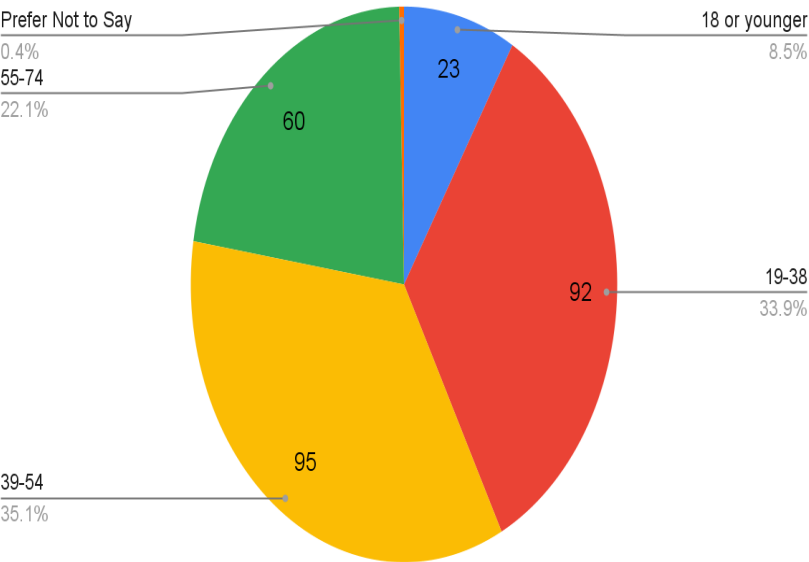
Racial/Ethnic Identity (n=274)



Gender (n=293)

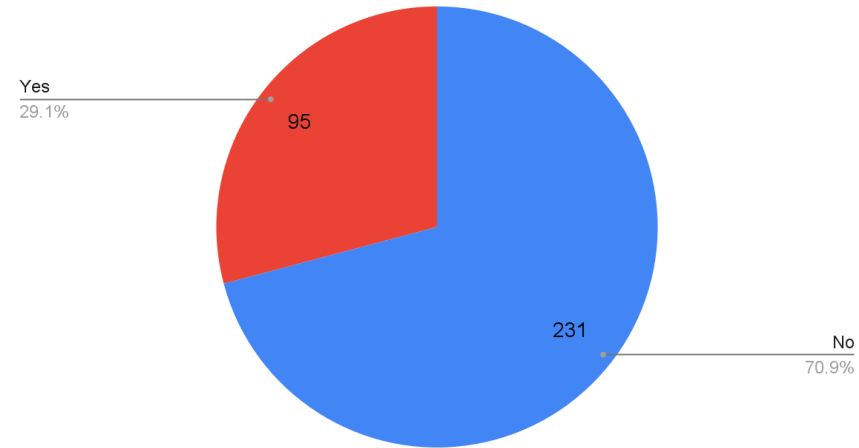


Age (n=271)

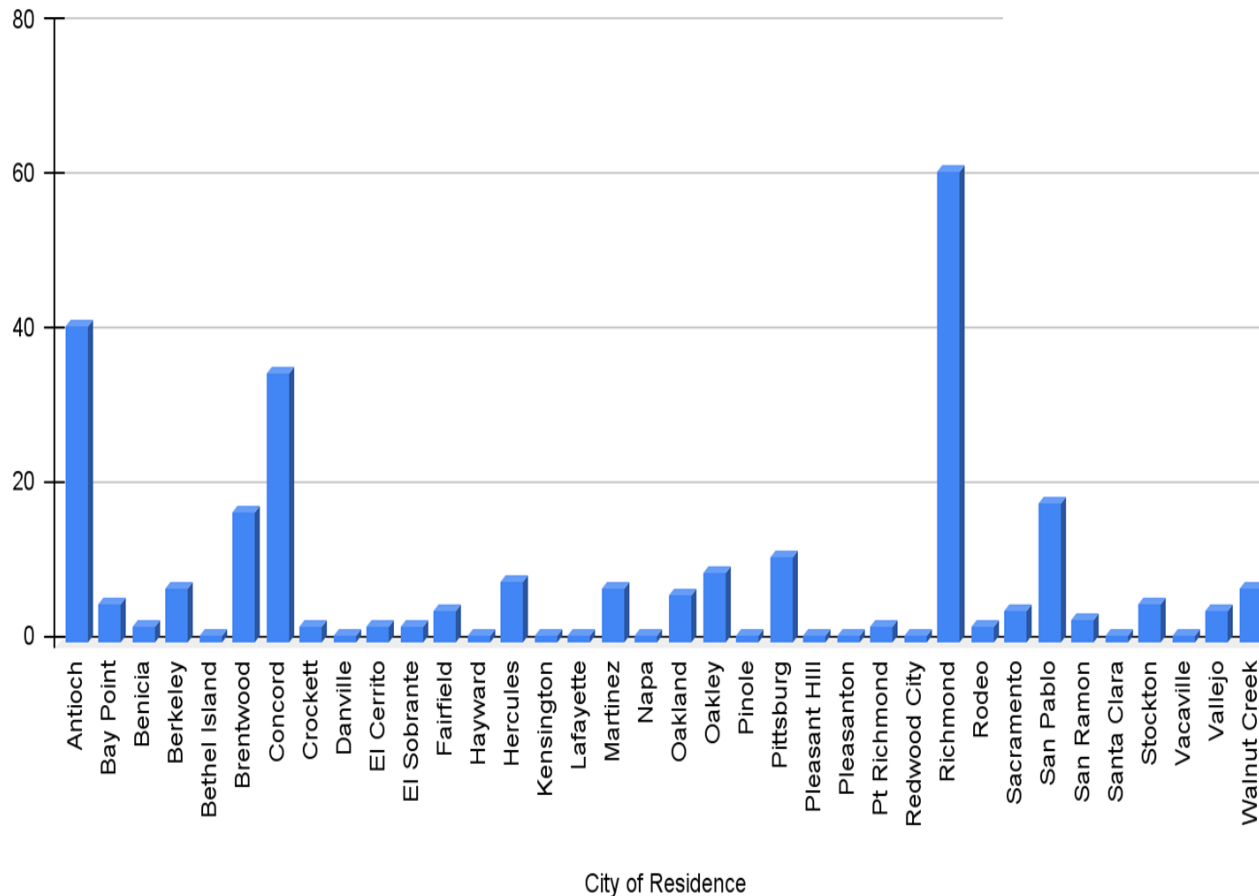


Participant information (Source: Census Forms)

Work for Contra Costa County (n= 326)

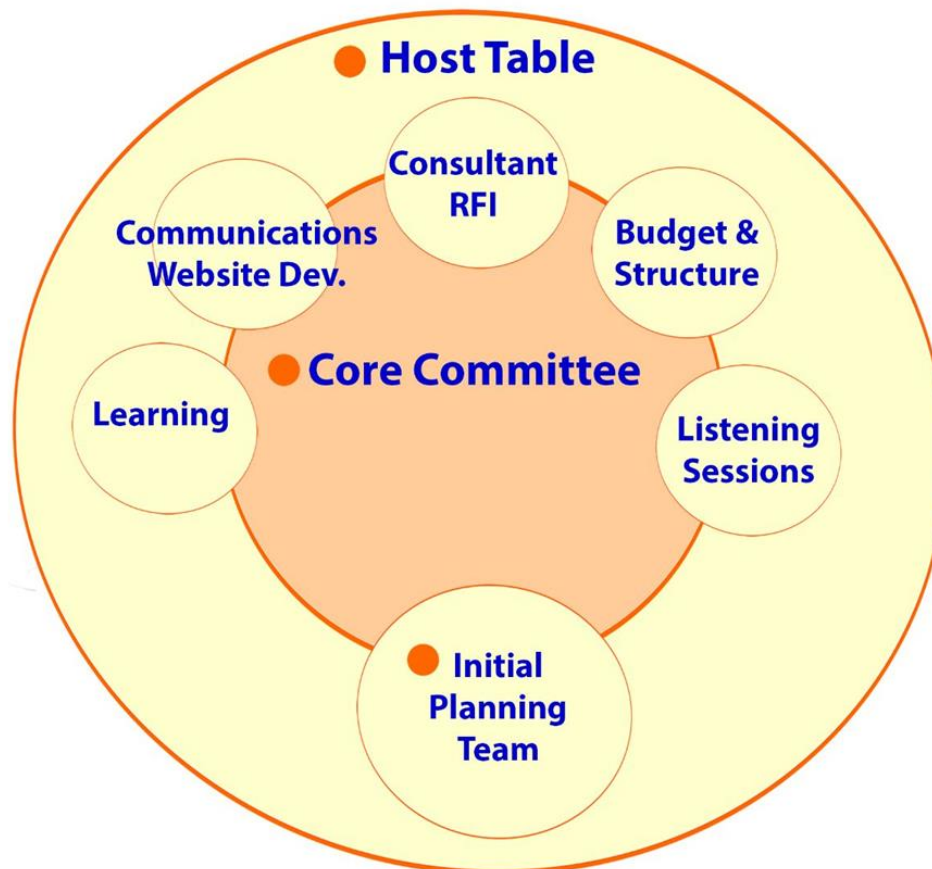


City of Residence (n=277)





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



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



Contra Costa County

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

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

Listening
Sessions



Work
Group Mtgs



Host Table
Mtgs



Core Comm.
Mtgs



Community
Sessions

Community
Informational
Session
12/16/20

Learning Session
w/ Dr Ken Hardy
1/21/21

Community Update
8/21

Nov 2020 Dec 2020 Jan 2021 Feb 2021 Mar 2021 Apr 2021 May 2021 Jun 2021 Jul 2021

Planning Outcomes

Acknowledgement and understanding of racial harms and burdens

A cohesive County ecosystem grounded in and responsive to needs of residents most burdened by racial inequity

A plan to launch the CCC Office of Racial Equity and Social Justice

A more committed & collectivized base of residents that ensures accountability and transparency and ability to mobilize to emergent conditions and opportunities

