



# Agenda

## EQUITY COMMITTEE

April 17, 2023  
10:30 A.M.

District I Office  
11780 San Pablo Avenue, Suite D  
El Cerrito, CA 94530  
or  
District V Office  
190 East 4th Street  
Pittsburg, CA 94565

The public may attend this meeting in person at either above location. The public may also attend this meeting remotely via Zoom or call-in.

Join from PC, Mac, Linux, iOS or Android:  
<https://cccourt-v-us.zoom.us/j/3501763799>

Or Telephone, dial:  
1-888-278-0254  
Conference code: 219464

Supervisor Federal D. Glover, Chair  
Supervisor John Gioia, 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:** Persons who wish to address the Equity Committee during public comment on matters within the jurisdiction of the Equity Committee that are not on the agenda, may comment in person, via Zoom, or via call-in. All public comments will be limited to three minutes.
3. **RECEIVE and APPROVE the Record of Action for the March 20, 2023 meeting of the Equity Committee, with any necessary corrections.**
4. **RECEIVE update and PROVIDE DIRECTION on the hiring process for the Co-Executive Directors for Office of Racial Equity and Social Justice.**
5. **ACCEPT the report on the diversity, equity, and inclusion practices of Contra Costa Health Services and provide direction to staff, as needed.**
6. The next meeting is currently scheduled for May 15, 2023 at 10:30 a.m.
7. **Adjourn**

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*The Equity Committee will provide reasonable accommodations for persons with disabilities planning to attend Equity 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 Equity Committee less than 96 hours prior to that meeting are available for public inspection at 1025 Escobar St., 4th Floor, Martinez CA, 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:

Lara DeLaney, Staff  
Phone (925) 655-2057, Fax (925) 655-2066  
Lara.DeLaney@cao.cccounty.us



# Contra Costa County Board of Supervisors

## Subcommittee Report

### EQUITY COMMITTEE

3.

**Meeting Date:** 04/17/2023  
**Subject:** Record of Action for Equity Committee  
**Submitted For:** EQUITY COMMITTEE,  
**Department:** County Administrator  
**Referral No.:** 2023-03  
**Referral Name:** Record of Action  
**Presenter:** L. DeLaney      **Contact:** L. DeLaney, (925) 655-2057

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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 discussions made in the meetings.

#### **Referral Update:**

Attached for the Committee's consideration is the draft Record of Action for its March 20, 2023 meeting.

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

Staff recommends APPROVAL of the Record of Action for the March 20, 2023 meeting of the Equity Committee.

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#### **Attachments**

**DRAFT Record of Action**

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# DRAFT



## EQUITY COMMITTEE

RECORD OF ACTION FOR  
March 20, 2023

Supervisor Federal D. Glover, Chair  
Supervisor John Gioia, Vice Chair

Present: Federal D. Glover, Chair  
John Gioia, Vice Chair

Staff Present: Lara DeLaney, Senior Deputy County Administrator, Interim staff to Committee

Attendees: See Attachment

1. Introductions

*Vice Chair Gioia convened the meeting at 10:31 a.m. and announced that Chair Glover would be joining shortly. Chair Glover joined the meeting at 10:35 a.m.*

2. **PUBLIC COMMENT:** Persons who wish to address the Equity Committee during public comment on matters within the jurisdiction of the Equity Committee that are not on the agenda, may comment in person, via Zoom, or via call-in. All public comments will be limited to three minutes.

*No public comment was provided to the Committee.*

3. Staff recommends APPROVAL of the Record of Action for the February 9, 2023 meeting of the Equity Committee.

*Mariana Moore indicated her name was misspelled in the draft Record of Action. Staff would make the correction.*

AYE: Chair Federal D. Glover  
Vice Chair John Gioia

4. ACCEPT the status report on the outreach and hiring process for the Co-Directors for the Office of Racial Equity and Social Justice and provide input and direction, as needed.

*The County's Human Resources Director, Ann Elliott, reported that an item to introduce an Ordinance to exempt from the merit system the new classifications of Co-Director would be on the Board of Supervisors' agenda for March 21. She also reported that a sub-committee of the Core Committee had been selected, and the first meeting with Human Resources and the sub-committee would be held that week. Kerby Lynch, from the Core Committee, indicated that while they would be maintaining confidentiality as required through the process, there would be an update at the next Equity Committee meeting of their progress. She also noted that the Core Committee was creating their own outreach planning committee to support the distribution of the job notices (when available) as well as Frequently Asked Questions for candidates. A retreat was being planned for the Core Committee at the end of the month. Vice Chair Gioia inquired about the timing of the Ordinance in terms of both introduction and adoption. CAO Nino responded that the adoption of the Ordinance would be held as a Discussion item on the Board's April 18 agenda, amending item C. 21 on the March 21 agenda to change the date. Vice Chair Gioia asked when the salary range would come to the Board, and Ms. Elliott responded that April 18 would be ideal but would depend on progress with the sub-committee.*

*Public comments from Call\_in\_user\_1 acknowledged CAO Nino for the update on item C. 21. Their comments then claimed (wrongfully) that the Equity Committee was illegal, was being used to attack people who didn't share their beliefs, and then used a derogatory term to describe the co-director positions. Vice Chair Gioia responded that everyone was entitled to their point of view but requested that people not resort to name-calling. Jill Ray inquired about the 5 community representatives for the Office and whether the representatives would come from each of the supervisorial districts. Ms. Lynch indicated that could not be confirmed at the time, but it was an organizing principle.*

AYE: Chair Federal D. Glover  
Vice Chair John Gioia

5. ACCEPT the report on the Library Department's DEI practices and provide input/direction as needed.

AYE: Chair Federal D. Glover  
Vice Chair John Gioia

*The County Library, Alison McKee, provided the Equity Committee with a PowerPoint presentation (see attachment). She noted that since the Library's 2013 Strategic Plan, equity has been centered as a goal. The Department had recently concluded their own diversity audit and had been invited to present at a California library conference regarding their methodology. The audit revealed that they needed to increase their Spanish, Chinese and LGBTQ+ collections in particular. The Department also had its own committee working exclusively on internal equity issues, and the staff had all undergone an 8-hour training. The Department was also reviewing the Minimum Qualifications for all their classifications, evaluating written communication translation policies, considering time of day service offerings, and incorporating a Racial Equity Action Plan into their Strategic Plan update. She also highlighted their ESL conversation groups and on-line learning opportunities. Chair Glover thanked Ms. McKee for her presentation and noted other departments could learn from the Library. Vice Chair Gioia appreciated the presentation and the thoughtfulness of the work, commending their Anti-Racism committee in particular. He requested a copy of the audit. Ms. McKee noted they were finalizing the findings and sending it to the Library Commission. They would also be posting it. Vice Chair Gioia inquired about hours of service as an equity measure and the status of the Bay Point library. Ms. McKee reported that work on the Bay Point library was underway, with an architect hired, and the Library Foundation committed to leading on fundraising. Vice Chair Gioia asked her to reach out to Supervisors, who have good relationships with funders.*

*Public comments from Call\_in\_user\_1 included a request to stop name calling. Mariana Moore expressed appreciation for Ms. McKee's leadership and her depth of rigor and engagement in equity work.*

AYE: Chair Federal D. Glover  
Vice Chair John Gioia

6. ACCEPT the EEO Outreach and Recruitment Update from the EEO Officer and provide direction to staff, as needed.

AYE: Chair Federal D. Glover  
Vice Chair John Gioia

*Antoine Wilson provided the report to the Committee, indicating the data included census data of the 16+ population who live in Contra Costa County. He noted there had been great strides in hiring in the female protective services (sworn) category since his start of employment with the County. Public comments from Call\_in\_user 1 questioned who the lawyer was who sued the County for not hiring by race and why the County was "forced to violate our own laws" They suggested it was a "mistake" to say the County wasn't hiring enough Asians. Liz Ritchie asked about the methodology for preparing the report, inquiring about the use of the 2020 Census data, and whether the effects of large companies leaving the state were being felt in Contra Costa. Vice Chair Gioia noted that the County's economist had provided data that indicated the job losses were not impacting the County. He also noted it was important to see written plans for addressing gaps between the demographics of the population and the County workforce. He questioned Mr. Wilson on the role of his office in addressing the discrepancies, which Mr. Wilson addressed. Chair Glover wanted to see gender specific information in the next report.*

7. RECOMMEND that the Board of Supervisors RECEIVE and ACCEPT the 2022 Annual Report of the ACEEO.

*Antoine Wilson reviewed the presentation with the Committee. Vice Chair Gioia asked when the item on the SBE recommendations would come back to the Equity Committee. Mr. Wilson noted that some of the issues in the recommendations needed to be resolved with Public Works first. Vice Chair Gioia noted they wanted to hear directly from Public Works about their concerns. He wanted to know why some of the large departments were not reaching their SBE goals. Call\_in\_user\_1 said it was a "disgrace" to assume that departments were doing something wrong and to require Mr. Wilson to "snitch on them." She also indicated she did not understand the report, and that this was not a democratic government.*

AYE: Chair Federal D. Glover  
Vice Chair John Gioia

8. The next meeting is currently scheduled for Monday, April 17 at 10:30 a.m.
9. Adjourn

*The meeting adjourned at 12:06 p.m.*

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For Additional Information Contact:

Lara DeLaney, Senior Deputy County Administrator  
Phone (925) 655-2057, Fax (925) 655-2066  
lara.delaney@cao.cccounty.us

## **Equity Committee Meeting**

Duration (Minutes)    Participants

Monday, March 20, 2023

123

27

### **Name (Original Name)**

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Antoine Wilson  
Lara DeLaney# interim staff to Committee# she/her (LARA DELANEY)  
Alison McKee  
Karen Perkins  
BOS1 - Sup. John Gioia Conf. Rm  
KAREN CAOILE  
Jill Ray# Office of Supervisor Candace Andersen  
Rachel Rosekind  
Mariana Moore (she/her) (Sara Gurdian)  
MONICA NINO  
Ann Elliott  
Elissa Robinson# Office of Supervisor Diane Burgis  
Kerby Lynch  
Supervisor Federal Glover  
Willie Robinson - Core Cmte (RICHMOND BRANCH #1058-B)  
Jose Rizo  
Call\_in\_user\_1  
John Dante'  
Liz Ritchie  
Shannon Ladner-Beasley  
Veronica CHD  
Latrece Martin  
Alejandra Sanchez  
Veronica CHD  
Shannon Ladner-Beasley (she/her)  
iPhone



# EQUITY IN SERVICE

CONTRA COSTA COUNTY LIBRARY



# STRATEGIC PLAN

- Goal #2 in the Library's Strategic Plan is to ensure easy, equitable access to library services for all Contra Costa County residents.
- The consideration of equity is central to library operations and services.



# EQUITY CATEGORIES

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Race

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LGBTQIA

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Language and Literacy

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Culture

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Abilities

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Economic



# DIVERSITY AUDIT

- Race/Ethnicity
- LGBTQIA+
- Disabilities
- Religion
- Mental health
- Economic welfare



# RACIAL EQUITY-INTERNAL

Policies, procedures and practices

Staff training

Strategic Plan

Racial Equity Action Plan



# RACIAL EQUITY- EXTERNAL

- Booklists
- Cultural celebrations
- Web presence



# ADULT LITERACY

- Project Second Chance primarily provides free and confidential one-on-one tutoring for adults who read or write in English below a sixth-grade level.
- In addition, PSC secured a five-year grant through the California State Library to expand adult literacy work to include adults who are working on their English conversation skills.





# LANGUAGE COLLECTIONS

Spanish

Chinese

Russian

Farsi

Tagalog

# NON-ENGLISH PROGRAMMING

Spanish translation for online programs

Storytimes and other programs:

- Spanish
- Chinese
- Filipino
- Farsi





# ACCESSIBILITY COMMITTEE



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Staff training

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Public accessibility requests for programs

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Public technology

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Programming

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Recommend changes in policies and practices

# INSIDERS PROGRAMS

- Insiders offer people with intellectual and developmental disabilities the opportunity to develop confidence while navigating the library, experiencing library events and accessing library services and resources.



# ASSISTIVE TECHNOLOGY

- Large Print Keyboard
- Trackball Mouse
- Headphones
- T-Coil Looping (Assistive Hearing Device)
- Screenreaders



# LGBTQIA+

- The DeLoach and Troy LGBTQ+ Special Collection at the El Cerrito Library includes books for all ages that relate to gender identity and sexual orientation
- Annual Pride Month celebrations



# FINE FREE 2019

APPROVED BY THE BOARD OF SUPERVISORS IN  
DECEMBER 2018

Contra Costa County Library

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# FREE PRINTING & SCANNING



- In FY20-21, the Library piloted free scanning and limited, free printing at the Antioch, Bay Point, Concord, Hercules, Pittsburg, and San Pablo branches.
- After a successful pilot, the program was extended to all libraries and was approved as a permanent policy by the Board of Supervisors on March 1, 2022.



# LUNCH AT THE LIBRARY

- The Lunch at the Library program provides critically needed meals to children.
- In 2022, eight library branches served 5,640 meals and gave away 2,801 food boxes.

# LIBRARY FOUNDATION OF CONTRA COSTA

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BRANCH DEVELOPMENT  
AND CAPITAL PROJECTS

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PROGRAMMING EQUITY

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COLLECTION  
ENHANCEMENT







# Contra Costa County Board of Supervisors

## Subcommittee Report

### EQUITY COMMITTEE

4.

**Meeting Date:** 04/17/2023  
**Subject:** Outreach and Hiring Process for Co-Executive Director for ORESJ  
**Submitted For:** EQUITY COMMITTEE,  
**Department:** County Administrator  
**Referral No.:** 2023-01  
**Referral Name:** Staffing for the ORESJ  
**Presenter:** Ann Elliott and Core Committee Representatives      **Contact:** L. DeLaney, (925) 655-2057

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### **Referral History:**

The Equity Committee requested that this item be included on the Committee agenda.

### **Referral Update:**

An update on the status of the outreach and hiring process for the Co-Directors for the Office of Racial Equity and Social Justice will be provided to the Committee at this meeting by staff and members of the Core public planning committee.

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

ACCEPT update and PROVIDE DIRECTION on the hiring process for the Co-Executive Directors for Office of Racial Equity and Social Justice.

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### **Attachments**

*No file(s) attached.*

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# Contra Costa County Board of Supervisors

## Subcommittee Report

### EQUITY COMMITTEE

5.

**Meeting Date:** 04/17/2023  
**Subject:** DEI Efforts of the Health Services Department  
**Submitted For:** EQUITY COMMITTEE,  
**Department:** County Administrator  
**Referral No.:** 2023-04  
**Referral Name:** Department DEI Efforts  
**Presenter:** Gilbert Salinas, Chief Equity Officer CCHS      **Contact:** L. DeLaney, (925) 655-2057

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#### **Referral History:**

At their February 9, 2023 meeting, the Equity Committee directed staff to include on future Committee agendas information about County departments' existing efforts to implement Diversity, Equity, and Inclusion (DEI) in their service delivery and operations.

#### **Referral Update:**

Contra Costa Health Services' Chief Equity Officer, Gilbert Salinas, will be providing the Committee with a PowerPoint presentation of the Department's Diversity, Equity, and Inclusion efforts and practices. The following information was submitted by the Department in their budget development material for FY 2023-24:

#### **Equity**

As the County's single largest provider of health insurance coverage and care in communities recognized as experiencing the greatest disparities in health outcomes, CCH has implemented initiatives focused on improving health equity and outcomes. For example, CCH has worked to improve access to healthcare services by expanding same day appointments and walk in care in our facilities that are exclusively located in communities that have been recognized as the highest risk for health disparities. We continue to support critical health care access through Contra Costa Cares program which expanded service and enrollment slots. We have also implemented programs aimed at addressing social determinants of health, such as providing housing, food and transportation.

Our efforts to advance equity are organized under four areas:

1. Data and measurement.
2. Services provided to our community in a culturally appropriate manner.
3. Community engagement across all our efforts, and
4. Internally focused efforts related to hiring and employees.

Our equity efforts are data-driven, guiding CCH in resource and service allocation. Our facilities are located in neighborhoods where there are historic health disparities. We also examine equity in our key metrics. Two examples of this are the Quality Improvement Program which is overseen by Contra Costa Regional Medical Center and Health Centers where every metric is stratified by race/ethnicity, sexual orientation and gender identity and area of service. These metrics are reviewed monthly and improvement plans are developed to account for health disparities. Contra Costa Health Plan is also addressing equity by regularly reviewing of a core set of metrics, furthering equity across the county as the metrics reflect services provided by CCH as well as the community network of providers.

As we continue to improve our services using an equity lens, we are examining our services. One example of this is the equity work in the Continuum of Care (COC) where CCH and our partners have committed to advancing racial equity throughout the homeless crisis response system. Another example is the work of the PRIDE Initiative to further training around sexual orientation, gender identity and pronouns in our registration staff that greet people when they come for appointments. Community engagement is another area of focus in our equity efforts. During the COVID-19 pandemic, we started the Historically Marginalized Community Engagement group which continues meeting monthly to share innovative programs, updates on CCH and its partners and explore opportunities and ideas for further collaboration. Our Behavioral Health experts also sustain community engagement through the Behavioral Healthcare Partnership monthly meetings where updates on various projects such as A3 or facility construction updates happen monthly.

Our internal equity work continues in 2023 with a Roadmap which outlines department goals and strategies focused on hiring, promotion and welcoming for all staff. CCH contracted with the Justice Collective to facilitate a team of CCH staff including our Chief Equity Officer to engage in a planning process using the results of a staff survey in 2022 to identify issues and develop solutions. During this year, efforts will be focused on implementing the Roadmap and repeating the staff survey.

Finally, we are supportive of the efforts to create the Office of Racial Equity and Social Justice and look forward to partnering with the new staff to further equity across the county.

Equity Statistics	County Residents who received services or were enrolled with CCHS	Residents enrolled in Contra Costa Health Plan	Members Enrolled in Enhanced Case Management Services	COVID-19 Admissions at CCRMC
American Indian/Alaska Native	1,297	492	36	
Asian	66,889	27,742	482	45
Black/African American	52,998	29,955	2,080	76
Declined/Unknown	88,713	38,984	128	14
Hawaiian/Pacific Islander	3,733	1,892	63	2
Hispanic/Latino	139,585	93,342	2,337	158
More Than One Race	6,917	3,470	183	13
Other Race	28,237	10,469	402	31
White/Caucasian	122,318	41,325	2,320	126
<b>Grand Total:</b>	<b>510,687</b>	<b>247,671</b>	<b>8,031</b>	<b>465</b>

### **FY 2022/23 Accomplishments-**

- Maintained COVID-19 response with mortality rate among lowest in nation while reducing the equity gap in communities of color.
- Awarded funding to expand CCH Equity Team Health Ambassador Program to continue outreach to at risk communities in partnership with Employment and Human Services.

### **FY 2022/23 Goal Outcomes**

**CCHP Goal:** Enhanced Operations and Regulatory Requirements: Implement strategies to ensure a smooth two-year evaluation of CCHP operations in areas of deficiencies. Implement aggressive and measurable changes in several critical areas including:

- Member engagement activities
- Member and Provider surveys
- Interest payments and turn-around times for claims adjudication
- NCQA results
- HEDIS scores
- Year 1 assessment of the Enhanced Care Management & Community Support Services
- Network adequacy
- Ensure all new benefits have workflows and policies, and staff training (Transplants, Doula Program).
- Evaluate network on adequacies for the age 50+ immigrant status members entering Managed Care Plan (MCP) in May 2022.

**CCHP Outcome:** Goals met. CCHP's Quality Department satisfactorily met these goals – both member and provider surveys were performed in accordance with the Department of Health Care Services (DHCS) contract. We submitted all the documents to the National Committee for Quality Assurance (NCQA) for the three-year look back period. Thousands of documents were uploaded on time in the NCQA portal. New benefits in 2022 were implemented on time along with numerous provider trainings for the Enhanced Care Management, Community Health Worker, No Wrong Door, and Transplant programs. CCHP met the Department of Managed Health Care standards for having an adequate network and received certification. New older adults 50+ were integrated into CCHP's membership ranks. CCHP worked with the Equity office and educated the community and worked with the CARES program to ensure those members became CCHP members and kept them assigned to the Federally Qualified Health Centers (FQHCs) for continuity of care.

**Detention Goal:** Patients with clinically significant findings will be seen by a clinician within 5 calendar days of intake with a compliance rate of 90%.

**Detention Outcome:** Goal met. Detention Health Areas of Focus for FY 2022-23 are built upon Safety, Quality, Equity, and Experience of Care. Our vision is to become the healthiest jail. In FY2022-23, we increased provider staffing, instituted a regular educational series for the providers, reviewed clinical cases as a department, and updated our chart documentation and electronic medical records to facilitate communication of the clinical management of the patients. Patients with clinically

significant findings as identified through the medical screening at Intake are prioritized to see a clinician within 5 days of arrival to address key clinical needs in a timely manner.

**2023/24 Goals/Objectives**

**Goal: Increase Equity and Reduce Health Disparities.**

**Objective:** Develop ability in all measures to disaggregate by race/ethnicity, location and sexual orientation/gender identity.

**Objective:** Create the CCHP Equity Office and staff the office with staff experienced in working with vulnerable populations that can work with the community and division on meeting the Health Equity measurements as identified by the Department of Managed Health Care (DMHC) and DHCS.

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

ACCEPT the report on the Contra Costa Health Services DEI practices and provide input/direction as needed.

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**Attachments**

*No file(s) attached.*

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