



## EQUITY COMMITTEE

RECORD OF ACTION FOR  
April 17, 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; See Attachment

Attendees: See Attachment

1. Introductions

*Chair Glover convened the meeting of the Equity Committee at 10:30 a.m., introducing himself and Vice Chair Gioia and noting that speakers would introduce themselves.*

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.

*Public comment was offered by Call\_in\_user 1, who requested that the time be recorded as 10:30 (Chair Glover inadvertently reported 9:30 as the start time) and made additional comments suggesting the Committee was "over-reaching" in its scope and needed to ensure the hiring process should be fair and transparent for all.*

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

*The Record of Action was approved as presented.*

AYE: Chair Federal D. Glover  
Vice Chair John Gioia

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

*The County's Human Resources Director, Ann Elliott, led off providing an update of the collaboration with the 5-member subcommittee of the Core Committee to develop the job descriptions and hiring process for the Co-Directors. She reported that an initial meeting had been held with the subcommittee to answer questions about the County hiring processes, discuss the collaboration with the subcommittee in this process, hear about how the community Listening Sessions were informing the work of the Office and the positions, and determine meeting frequency. Ms. Bilich, County Human Resources Manager, had reviewed the final report to the Board on the recommendations for the Office and had drafted job specifications for the subcommittee to review. The Minimum Qualifications (MQs), Knowledge Skills and Abilities (KSAs), and job tasks for the Co-Director jobs were also discussed with the subcommittee. She then invited Dr. Lynch to provide additional comments, which began with an expression of appreciation for the cooperation, education, and leadership of the HR representatives. Ms. Lynch summarized the composition of the Core Committee and the hiring subcommittee. She noted they had been looking at other Director job classes, reviewing salaries of other Directors across the nation, and the salaries of County department heads. She noted that supplemental questions for candidates were also in development to ensure the alignment of candidate values with the Office. She reported that the Core Committee had held a retreat on March 31, which was informing their conversations and rigorous thought. An outreach team was also in development to identify community leaders who may be candidates for the positions and to develop job ad placements.*

*Chair Glover asked Core Committee members to identify themselves, and Latrice Martin, Karen Perkins, Roxanne Carrillo Garza, and Solomon Belette were identified, with Ms. Martin, Ms. Carrillo Garza, and Mr. Belette as being members of the subcommittee.*

*Vice Chair Gioia thanked Ms. Elliott and the subcommittee for their work. He indicated the direction of the work was good but wanted to see written work products at the next Equity Committee meeting to include: Proposed Job Descriptions, Proposed Recruitment Brochure, Outreach/Recruitment Plan and Process, and Proposed Salary Range and Justification. Ms. Elliott responded that they were interested in hearing what the expectations and feedback of the Committee were. Vice Chair Gioia responded that he wanted to be clear about what was expected at the next meeting. Ms. Lynch indicated that it was achievable.*

*Jill Ray from the District II Office commented that District II was not well-represented on the subcommittee and wanted to know the other two members, who were identified as Teki Flow and Willie Robinson. Call\_in\_user\_1 commented that this was a "ridiculous" discussion and a "waste of tax dollars for two Co-directors" and other staff positions; she made other disparaging comments about the Committee's objectives. Vice Chair Gioia responded that the comments were insulting and showed an "utter disrespect" for the community, which Chair Glover agreed with. Mr. Belette made additional comments about also being taxpayers, involved with and committed to the work, and the rest of the taxpayers shouldn't be left out of a more equitable community.*

*Chair Glover provided final comments indicating that he was supportive of what Vice Chair Gioia had outlined for deliverables and requested draft comments in advance of the next Committee meeting, if possible. Vice Chair Gioia noted the timeline would not be conducive to a full Board of Supervisors discussion on May 16; there was brief discussion of a different Committee meeting date or different Board discussion date. No final Board date was established.*

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

*Mr. Gilbert Salinas, the Chief Equity Officer for Contra Costa Health, provided an extensive report to accompany a PowerPoint presentation to the Committee (see attachment). He provided a disclaimer that the presentation today was not an exhaustive account of the equity work undertaken by the Department, noting these efforts had been underway for decades. He also provided the web address for their equity efforts: <https://cchealth.org/equity>. He noted that a new office of equity was in development, and that the department was pursuing a national health equity accreditation.*

*Vice Chair Gioia appreciated the work the department had undertaken for many years and noted that the first chief equity officer position was held by Mr. Salinas. He commended the department for the services and care provided to close the equity gap. Chair Glover made similar remarks, appreciating the department's proactive approach throughout the years in addressing disparities and closing gaps.*

*Public comments from Call\_in\_user\_1 included questions about the chart in the staff report that noted 88,713 "Declined/Unknown" residents who received services or were enrolled with CCHS. Andrew Becker provided comments related to access and community engagement, especially with conservatorships. Patricia Granados commented about the lack of education surrounding disparities.*

6. The next meeting is currently scheduled for **May 15, 2023 at 10:30 a.m.**

7. **Adjourn**

*The meeting was adjourned at 11:37 a.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](mailto:lara.delaney@cao.cccounty.us)

## Equity Committee

Monday, April 17, 2023

End Time

Duration

10:30 a.m.

11:38 AM

91

Name (Original Name)

Lara DeLaney# Interim Staff# she/her

Federal Glover

KAREN CAOILE

Ann Elliott

BOS1 - Sup. John Gioia Conf. Rm

Karen Perkins

Solomon Belette

Latrece Martin

Erika Jenssen

Call\_in\_user\_1

Enid Mendoza

Kim McCarl# Communications Officer

Kimi Barnes (she/her/hers)

Nicole Bilich

Ellen McDonnell (she# her)

Gilberto Salinas (he/him)

Jill Ray# Office of Supervisor Candace Andersen

MONICA NINO

Shannon Ladner-Beasley (she/her) (Shannon Ladner-Beasley)

Kerby Lynch

Roxanne Carrillo Garza (Roxanne Garza)

Antoine Wilson

Imartin

Mariana Moore (she/her)# Ensuring Opportunity (Sara Gurdian)

Rachel Rosekind

Patricia Granados

andrew becker

Ali Saidi (he/him) (Ali (he/him))

CONTRA COSTA  
HEALTH



# Equity Update

**Gilbert Salinas, MPA**  
Chief Equity Officer

April 17, 2023

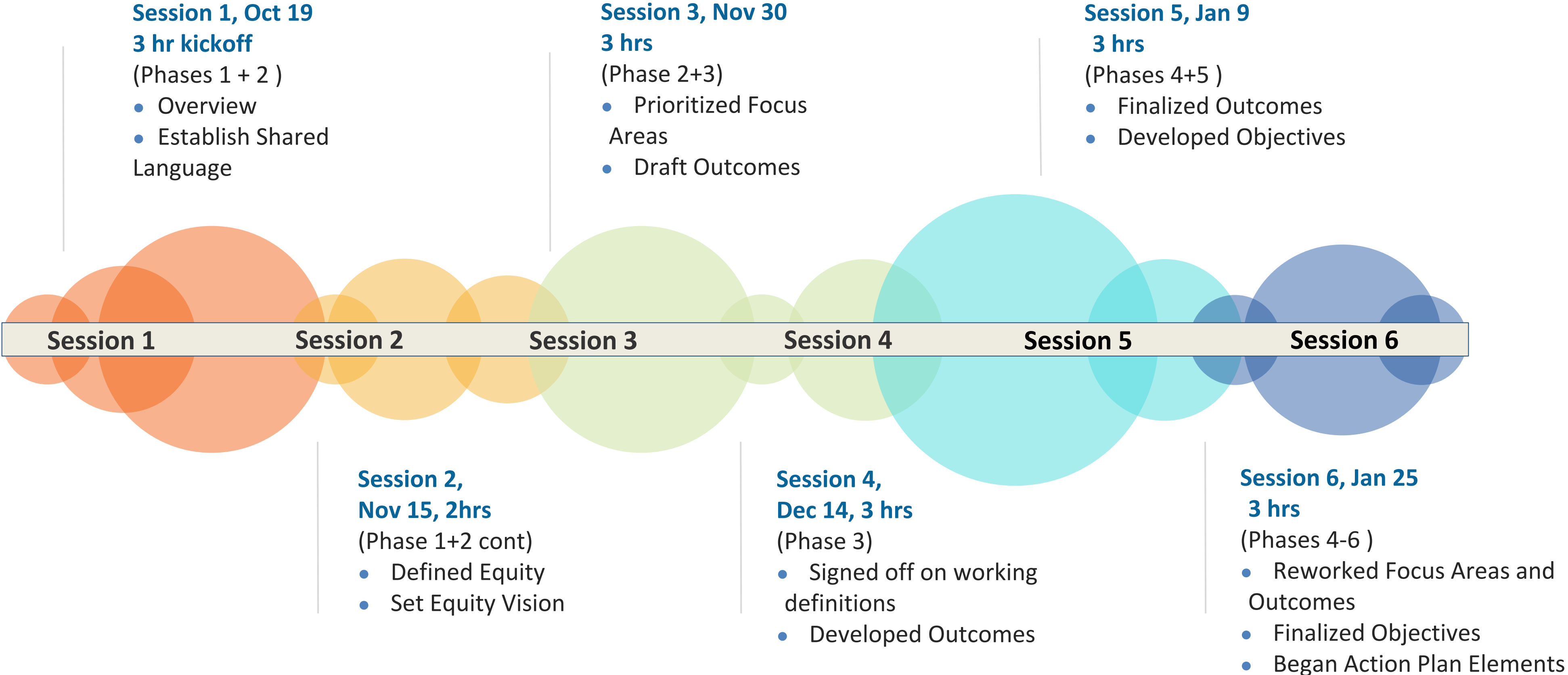


# Equity Efforts

- Data and Measurement – Focus on at risk populations, performance dashboard and heat maps
- Service Focus Areas- Medi-Cal/Medi-Care, Homelessness, Incarcerated Individuals, Aging, Mental Health and Substance Use, Infants, Children & Adolescents, Populations at Increased Risk due to Climate Change
- Community engagement – Historically Marginalized Communities Engagement, Violence Prevention, Climate Health
- CCH Internal Improvement – Equity Roadmap, Trainings, Career Pathways, Ambassador Programs

# Roadmapping Session Summary:

Six in-person sessions, 17 total hours



## FOCUS AREAS



**DIVERSITY EQUITY  
AND INCLUSION  
INVESTMENT**



**TALENT SOURCING,  
PERFORMANCE,  
& SUPPORT**



**WELCOMENESS &  
INCLUSION**

## DESIRED OUTCOMES



**Sustained and committed funding and resources for DEI centered leadership and culture.**



**Transparent + clear recruitment and hiring at all levels of the organization.**



**Professional, equitable and sustainable retention, promotion, supervisory practices, and professional development. Remove nepotism, favoritism and fear of retribution.**



**A culture of safety (physical and psychological) is created and upheld.**



**Equitable and fair access to participate in training opportunities.**