



## EQUITY COMMITTEE

RECORD OF ACTION FOR  
August 21, 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; Monica Nino, County Administrator; Melvin Russell, Assistant Chief of Probation; Patrice Guillory, Director of ORJ; Ellen McDonnell, Public Defender; Esa Ehmen-Krause, Chief of Probation; Sonia Bustamante, Chief of Staff, District I; Brandon Banks, Assistant Public Defender; Paul Reyes, Senior Deputy County Administrator; Nicole Bilich, Human Resources Manager; Ann Elliott, Human Resources Director; Gilbert Salinas, Chief Equity Officer, CCHS; Shannon Ladner-Beasley, CCHS staff; Jill Ray, Field Representative, District II; Ali Saidi, Public Defender staff; Enid Mendoza, Senior Deputy County Administrator

Attendees: Gigi Crowder, Ms. Owens, See Attachment

### 1. Introductions

*Chair Glover convened the meeting at 10:30 a.m., introducing himself and Vice Chair Gioia, noting that their offices were open to the public for this meeting and three people had joined Chair Glover in his office.*

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 two minutes.

*Public comment was made by Gigi Crowder, who expressed that the process has been "disheartening" and that the Steering Committee slows up the process though she was trying to work collaboratively. Comment was also made by Chantel Owens who stressed the importance of having a wellness center in Antioch and urged people to come together in solidarity to talk about healing, protecting youth and families, specifically in Antioch.*

### 3.

*The Record of Action was approved with the correction to the spelling of the Owens' name.*

AYE: Chair Federal D. Glover

Vice Chair John Gioia

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

*Human Resources Director Ann Elliott provided the Committee with an update of the process, noting that they had moved through the initial review of the applicants for the Co-Director positions. They were making great progress and staying on schedule for finalist interviews in September. There was good collaboration with the Outreach and Hiring subcommittee, indicating that Ms. Kerby Lynch served as a Subject Matter Expert in the screening process. Chair Glover thanked the Core team, Ms. Lynch, and Ann for the excellent process and noted he was looking forward to September. Vice Chair Gioia agreed. Public comment from Gigi Crowder included noting it was such a "heavy lift," and questioned whether there were subject matter experts to understand the disparities in the different communities. Ms. Lynch noted additional collaboration would be required in the on-boarding process.*

AYE: Chair Federal D. Glover  
Vice Chair John Gioia

5. ACCEPT the report on the Office of the Public Defender's equity efforts and provide input/direction as needed.

*Public Defender Ellen McDonnell and Chief Assistant Public Defender, Brandon Banks, provided a PowerPoint presentation to the Committee. Ms McDonnell noted there were over 90 attorneys in her office with a variety of programs to advance equity. She reported that approximately 37% of their clients were Black and 30% are Latino, and noted that the work of the office extended beyond the courtroom to the community. She spoke about the high levels of corruption and racism in the Antioch and Pittsburg Police Departments, and how these examples reinforce the need for the Racial Justice Act and increasing police department accountability. She reported that two of the funded attorneys, provided by the Board of Supervisors during the budget hearings, had been hired. The Office was expanding the team and litigating under the Racial Justice Act. The Office was also playing an active role in the Racial Justice Oversight Body and advancing equity through programs such as the Holistic Intervention Partnership, Stand Together Contra Costa, the Clean Slate program and others. The Office had also recently participated in an equity centered staff event, a Juneteenth celebration, and had recently appointed its first Equity Officer. Chair Glover expressed his appreciation for the report and the efforts of the Office, noting it was quite extensive. Vice Chair Gioia also expressed his appreciation to the Public Defender's Office for their presentation.*

*Public comments were made by Gigi Crowder who thanked Ms. McConnell and Mr. Banks for the healing work and for showing up when they needed to speak. Other public comments in appreciation were made by Ms. Owens, Willie Robinson, Jane Courant, Traci Fuqua, Colleen Matthews, Wanda Johnson, Taun Hall, Angela F., CheRonn, Call\_in\_user\_1, and Phil Arnold.*

AYE: Chair Federal D. Glover  
Vice Chair John Gioia

6. RECEIVE the update on the establishment of the Ad Hoc African American Holistic Wellness Hub Feasibility Study Steering Committee and provide input/direction to staff as needed.

AYE: Chair Federal D. Glover  
Vice Chair John Gioia

Staff provided a brief recap of the process to establish the ad hoc Steering Committee for the Feasibility Study for the African American Holistic Wellness Hub. Vice Chair Gioia inquired about the outreach, wanting to ensure the inclusion of the faith community and broad representation. Public comments were made by Gigi Crowder who suggested the Steering Committee should have been done by "the work of the developer." Pastor Owens offered thanks for moving quickly. Alfonso (sp?) offered thanks as well, noting his uncle didn't trust doctors. CheRonn commented that Transition Aged Youth needed a safe place, as did survivors of domestic violence. Call\_in\_user\_1 made comments against the effort. Rohana Moore noted the need to overcome the stigma of mental health and how accessibility was important. Ms. Barbara Howard offered thanks to the 40 Voices for uplifting the need for the Hub and noted it should be in Antioch, though she expressed her belief a Steering Committee wasn't needed. Colleen Matthews indicated her happiness about the creation of an African American Hub, also expressing support for an east county location. Erica Facen noted that "racism is alive and well as evidenced by Call\_in\_user\_1." Fanny Roberson expressed support for a safe place for young people. Traci Fuqua also commented that racism is not an isolated incident but occurs on a regular basis; her son experienced it as well. Melvin Willis supported everything that was said and thanked the Committee. Marc King advocated for Antioch and indicated he had been dealing with racism for years. Phil Arnold also spoke, noting his appreciation for the Legislature passing AB 420 to eliminate expulsion from kindergarten. Latrece Martin thanked the Equity Committee and expressed support for the Hub providing mental health support. Taun Hall thanked the Committee for their leadership and expressed that the stigma of being an African American every day needed "extra layers of healing," and supported the Antioch location. Angela F. offered thanks for the opportunity and the need for the center where all are welcome. Lisa Moore agreed that "our children and families are in need."

Chair Glover responded that "your voices have been heard." Vice Chair Gioia expressed his appreciation for the comments.

7.
  1. ACCEPT reports from the W. Haywood Burns Institute on the progress and activities of the County's Racial Justice Oversight Body in 2022 and 2023, as approved by the Office of Reentry and Justice;
  2. RECEIVE the Racial Justice Oversight Body "Public Statement on Racial Disparities in Local Policing;" and
  3. PROVIDE direction to staff as needed.

The Office of Reentry & Justice Director Patrice Guillory turned it over to Chris James of the Haywood Burns Institute to go through a PowerPoint presentation (included in the packet). Mr. James touched on the challenges of turn-over in the RJOB, data, and data infrastructure needed in agencies throughout the county. He noted RJOB committee members had expressed frustration with their role and the original recommendations from the Racial Justice Task Force. They had questions about what "implementation" really means in terms of sharing power, piloting, practice changes where appropriate for short-term results to further bolster a recommendation. He noted this work could be an opportunity to build relationships with the Supervisors and the Board. Vice Chair Gioia thanked Mr. James for his thorough presentation and expressed the opportunity here for two developments: 1. Regular reports to the Equity Committee and 2. When the ORESJ is established, should these efforts be a part of or under this Office. He asked how you would prioritize the 2018 recommendations and work to develop them with County support to implementation. Mr. James responded that it would require a "renewed conversation regarding the Work Plan for a timeline and accomplishments." Chair Glover expressed support for the idea of the ORESJ housing the work. Public Defender Mc Donnell expressed that Mr. James did a "perfect job" covering this and used it as a space to hear the community voice, noting the work was "in good hands with Patrice and Chris."

Public comments were offered by Gigi Crowder who expressed that she was "not 100% sure that ORESJ is the right place." Other comments were made by Call\_in\_user\_1. Doug Leich expressed his appreciation and noted that the slow start came from delays in appointments. Jane Courant expressed her appreciation for the work of both the RJOB and the RJTF but noted her concerns that the ORESJ is so new and minimally staffed. She also wanted to lift up again the request for community oversight of the Sheriff's Office. Roxanne Carrillo Garza offered thanks to the RJOB, noting the work hasn't been easy, and suggested the Co-Directors of the ORESJ could review the work and collaborate with the ORJ.

Chair Glover expressed his thanks to the RJOB and the RJTF for their work. Vice Chair Gioia requested

*that they prioritize the recommendations and come back with more thoughts about the ORESJ, as they will be reviewing which departments should come under it, noting it is truly interdepartmental and interdisciplinary work.*

AYE: Chair Federal D. Glover  
Vice Chair John Gioia

8. The next meeting is currently scheduled for **Monday, September 18, 2023 at 10:30 a.m.**

9. **Adjourn**

*The meeting was adjourned at 12:51 p.m.*

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For Additional Information Contact:

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**Board of Supervisors Equity Committee Attendance**

Start Time      End Time      Duration      Participants  
 8/21/2023 10:16      8/21/2023 12:51      155      95

**Name (Original Name)**

Lara DeLaney# Interim Staff to EC# she/her (LARA DELANEY)  
 Melvin Russell  
 Bobby's iPhone  
 Latrece Martin  
 John Taylor NAMI CC  
 Patrice Guillory# ORJ (she/her)  
 Phil Arnold (Phil Arnold NAMI Contra Costa)  
 Supervisor Federal Glover  
 Ellen McDonnell (she# her)  
 ISABEL LARA  
 Esa Ehmen-Krause  
 SONIA BUSTAMANTE  
 BOS1 - Sup. John Gioia Conf. Rm  
 Brandon Banks (he/him)  
 Taun Hall- The Miles Hall Foundation (Taun)  
 Roxanne Carrillo Garza (Roxanne Garza)  
 Doug Leich (he/him)  
 Peter Myers  
 KAREN CAOILE  
 JaCoree  
 Christopher James  
 Paul Reyes  
 Mariana Moore (she/her) (Sara Gurdian)  
 Tina Reyes  
 Watson NAMI CC (D<sup>NE</sup> Watson)  
 Jeralynn Brown-Blueford  
 Kerby's OtterPilot  
 Nicole Bilich  
 Ann Elliott  
 Gilberto Salinas (he/him)  
 Willie Robinson (RICHMOND BRANCH #1058-B)  
 Shannon.Ladner-Beasley@cchealth.org  
 Stephanie Rivera (Lazarex)  
 Jan Warren multifaitth action housing/shelter  
 Kerby Lynch  
 Akili  
 Ms.Barbara Howard#L.E. NAMI Contra Costa  
 Tyler Bradford  
 Jane Courant  
 Antoine Wilson  
 Alisha Jackson# Hope Solutions (She/Her)  
 Jill Ray# Office of Supervisor Candace Andersen  
 Stephanie Taddeo  
 Solomon Belette (he/him) ECCCA (Solomon Belette)  
 Ali Saidi (he/him)  
 Erica Facen  
 Lawanna Bradford NCC  
 Carletta  
 Wanda Johnson NAMI Contra Costa  
 Marc King  
 Angela F  
 MONICA NINO  
 Fanny Roberson  
 Colleen matthews  
 Traci Fuqua  
 Katrina M  
 Sherae Frost  
 Rohana Moore  
 CheRonn  
 Kirsten Johnson-Bell BAWAR  
 Call\_in\_user\_1  
 Kathleen Sullivan  
 Wanda Johnson  
 Lisa Moore  
 Melvin Willis  
 Jose Cordon  
 Barbara Howard  
 Enid Mendoza

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