

# Community Engagement Process

Contra Costa Office of Racial Equity and Social Justice

MAY WE GROW BACK



NOT TO WHAT WAS

BUT INSTEAD TOWARDS

WHAT WE CAN BECOME

Our goal is to create a beloved community and this will require a qualitative change in our souls as well as a quantitative change in our lives.”

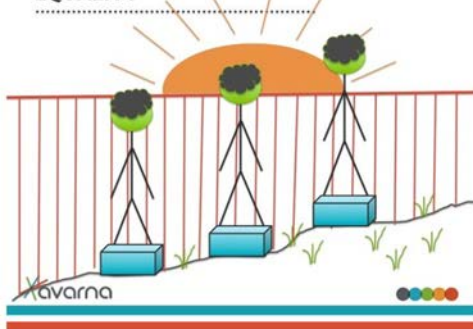
- Dr. Martin Luther King, Jr.



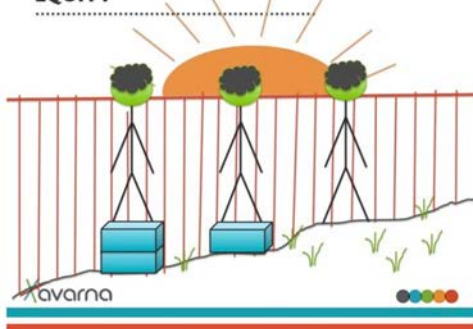
**adriennemaree**  
@adriennemaree

I feel us today, multitudes, connected and aligned and moving together towards the future. this is flocking. look around you. feel our massive movement. this is a murmuration.

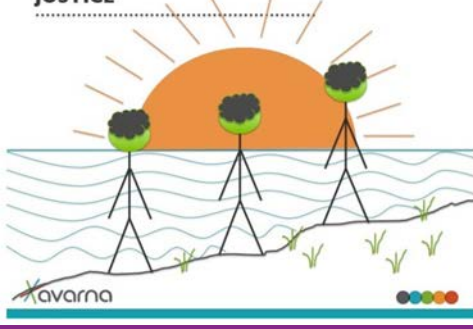
## EQUALITY



## EQUITY



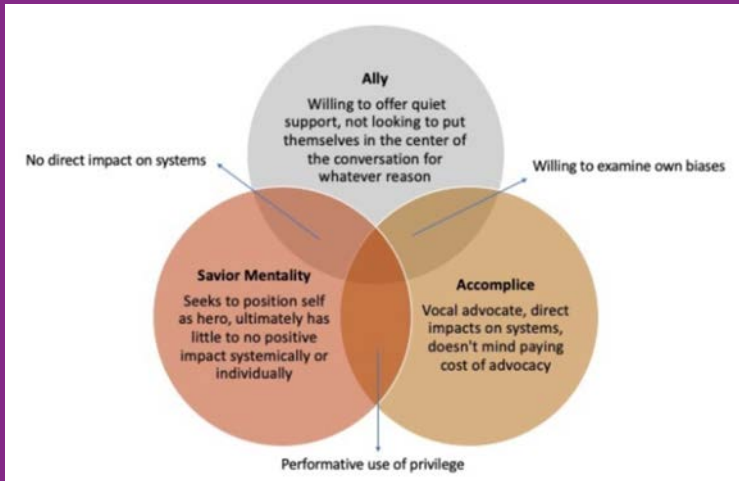
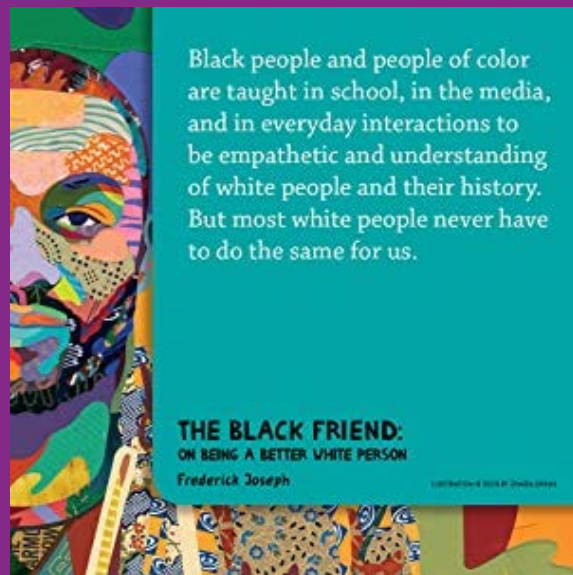
## JUSTICE



Shifting our consciousness so we can shift, disrupt, and dream the systems we deserve

“When we identify where our privilege intersects with somebody else's oppression, we'll find our opportunities to make real change.”

— Ijeoma Oluo, [So You Want to Talk About Race](#)



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GEORGE FLOYD SOLIDARITY PROTEST JUNE 4TH,

## Agenda

**3:30pm**  
Community voices and shared updates, gets resources they need for the protest

**4:00pm**  
Opening speech, youth poets, youth speakers, announcements

**4:45pm**  
Begin peaceful march to Platte Police Department.

**4:55pm**  
We will follow social distancing protocols: march 8 feet apart from each other as much as possible

**5:45pm**  
Arrive to Police station  
Review safety protocols, chants, speech, youth poets

Close with a moment of silence



**Legacy, Context, Conditions**



*Power concedes nothing without a demand. - Frederick Douglass*

**40C**

**You are here as strangers**

**All men are created equal**

**Our wage already low enough**

**Am I not a woman and a sister?**

**We, the people, who formed the whole union**

**We will never cease to protest**

**We've sat down! Send someone over to organize us!**

**A turn must be made**

**The whole town... just looks like a ghost town**

**Respect my existence or expect my resistance**

**40C**

# Process Principles

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- 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 ongoing inquiry and reflection.
- We advocate for resources through an equitable, humanizing and transparent process.
- We celebrate and appreciate.

# Office of Racial Equity and Social Justice

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*A home is where we live. But it is also the place we want to feel safest. Sometimes it isn't a physical structure, but a community, a city, a country. And if the pandemic reminded us of the fundamental need for protection, so too did the killing of George Floyd remind us that some Americans were not being given that protection—not in their streets, not in their cities, not in their country. - Hanya Yanagihara*



# Office of Racial Justice and Social Equity

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**Vision:** *Contra Costa County is a just, equitable, and loving County where all residents feel they belong.*

**Goal:** *The County of Contra Costa enacts and sustains principles, policies, practices, and investments that are racially just and equitable across all of its departments and divisions.*

## Key strategies:

1. **Collectivize current efforts in the County to advance and enact racial equity and social justice.**
1. **Conduct a Listening Campaign with residents of Contra Costa County most burdened by racial inequity, and the systems, partners and providers working in service to them.**
1. **Share learnings and recommendations of the Listening Campaign with Campaign participants, partners, County Board of Supervisors and Departments,**
1. **Develop and Launch an Office of Racial Equity and Social Justice led and informed by the aforementioned strategies.**

**Process:** The strategies will be enacted through a community planning process grounded in active listening, witness-bearing, truth and healing.

# Community Engagement Process: Culture Shift and Power Building

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The Community Engagement process is one of listening, witness-bearing, and reckoning.

It is in service to identifying, investing in, and implementing fundamental and foundational shifts in the ways in which Contra Costa County fully embodies and enacts just public service for ALL of its residents, and explicitly for its Black residents, Indigenous residents, and Communities of Color (BIPOC).

It is about culture shift and transformation, power shifting and power building. Process and relationships are the priorities. Structure and form reflect, respond, and adapt as needed to build and sustain culture.

The ORESJ is *an* outcome of the Community Engagement Process, not *the* outcome.

# Process Outcomes

*Note: These outcomes need to be reviewed, discussed, and adjusted. They were developed to provide a container to work and build from and in response to the guidelines required by some funding partners to procure resources*

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1. Meaningful acknowledgement and understanding by County leaders, departments, organizations, and programs of the racial harms and burdens experienced by Contra Costa County's Black residents and residents of color.
1. A more cohesive County ecosystem that is grounded in and responsive to the proximate experiences, priorities, and needs of its residents most burdened by racial inequity.
1. A plan to launch the Contra Costa County Office of Racial Equity and Social Justice, which reflects resident priorities and expectations. Structure, staffing, resourcing, accountability, etc.
1. A more committed and collectivized base of County residents and efforts that can ensure accountability and transparency, and is able to mobilize, advocate, organize, and respond to emergent conditions and opportunities that support and protect racial equity and social justice



# The Social Change Ecosystem Map



## Functions and tasks:

- Facilitation
- Translation
- Interpretation
- Outreach and inreach
- Visual/graphic recording
- Tech
- Research
- Landscape/Power Mapping
- Process Design
- Curricula design
- Communications
- Funding (*250k in place to date*)
- Direct Supports
- ...

# Community Engagement Host {Table}...still formulating

*Note: This idea of a table need to be reviewed, discussed, and adjusted. It was developed to provide a container to work from, building on current efforts that have been doing racial justice work explicitly. This Table is also intended to be held and led by BIPOC residents and BIPOC-led community partners.*

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The Table will be composed of residents, organizations and efforts already engaged in racial equity and justice work, those who convene partners across the county necessary to this work, and who are proximate to and comprise the County's BIPOC communities.

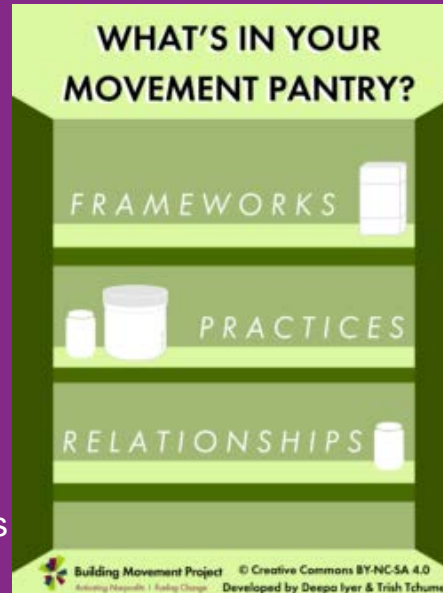
Central to engagement is recognizing the myriad of identities and experiences across and within our BIPOC communities across gender, class, age, language, ability, status, faith, region, etc.

Central to implementation is a design process that is informed by BIPOC residents across these identities and experiences, and that include spaces for tailored engagement with young people, LGBTQQ residents, system-involved residents, elders, undocumented residents, immigrants and refugees, etc.

# Key Tasks of the Table

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- ★ Gain understanding of how Contra Costa County works as a system in order to inform recommendations for both the Office of Racial Equity and Social Justice and other changes and transformation to County governance and service.
- ★ Engage in learning labs on the racial harms of 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 - the areas and sectors of work the County oversees.
- ★ Engage and connect with other related efforts and partners, existing and new.



- ★ Develop the engagement design, serve as ambassadors, co-host and co-facilitate listening sessions, town halls, truth forums.
- ★ Respond to emerging needs and dynamics that arise out of the engagement process.
- ★ Deliver/demand recommendations to the Board of Supervisors on the roles, responsibilities, priorities, structure, and accountability of the Office of Racial Equity and Social Justice.v

# Phases...emergent

Note: This a placeholder timeline. It will most likely take longer.

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## 1. Design and mapping (2-3) months)

- a. Listening Session and Inquiry (CBPR, YPAR, radical inquiry approaches)
- b. Landscape of current and key initiative and efforts - analysis if values and metrics used

## 1. Implementation of Listening Sessions and Inquiry (4-6 months)

- a. Continued spaces for community convening, reckoning, and reimagining

## 1. Meaning-making (2-3 months, ongoing)

- a. Organizing recommendations for the ORESJ
- b. Lifting up emergent needs and opportunities for continued power-building and culture shift.

# Where from here

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- Jan 21st - Community Learning Session with Dr. Ken Hardy from 4-6pm
- January 28th - Host Table/Design Launch from 4:30-6:30

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