

Memo

To: Commission Members
From: Alexander Khu
Re: July 11, 2022 Commission Meeting

VIRTUAL MEETING pursuant to Government Code Section 54953(e)(1)(A)

*Persons who wish to address the board during public comment or with respect to an item on the agenda may comment by using the "**raise your hand**" feature in the zoom meeting.*

Members of the public also may submit public comments before or during the meeting by emailing comments to Brian Kelley at bkelley@first5coco.org. If you have difficulty emailing a public comment, please contact Brian Kelley, First 5 Contra Costa Communications Department, at 925-289-9758.

The Public may observe and participate in the Virtual Zoom Webinar by using this link:

When: Jul 11, 2022 06:00 PM Pacific Time (US and Canada)

Topic: July 11, 2022 Commission Meeting

Please click the link below to join the webinar:

<https://us02web.zoom.us/j/81396236205?pwd=UjN6ZjdxTnhIV3dDWW1hLzdNYmZPdZ09>

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US: +16699006833,,81396236205# or +16694449171,,81396236205#

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Dial(for higher quality, dial a number based on your current location):

US: +1 669 900 6833 or +1 669 444 9171 or +1 346 248 7799 or +1 253 215 8782 or +1 646 931 3860 or +1 301 715 8592 or +1 312 626 6799 or +1 646 558 8656

Webinar ID: 813 9623 6205

International numbers available: <https://us02web.zoom.us/j/kc8QyrTMEm>

The Commission Chair may reduce or eliminate the amount of time allotted to read comments at the beginning of each item or public comment period depending on the number of comments and the business of the day. Your patience is appreciated.

Kind Regards,

Alexander Khu, Executive Assistant, First 5 Contra Costa

Due to a facilities issue, First 5 Contra Costa staff are temporarily unable to access our office telephones. Please direct all communications via email. Thank you!



Commission Meeting

A G E N D A

Monday, July 11, 2022, 6:00 pm

VIRTUAL MEETING pursuant to Government Code Section 54953(e)(1)(A)

*Persons who wish to address the board during public comment or with respect to an item on the agenda may comment by using the **"raise your hand"** feature in the zoom meeting.*

Members of the public also may submit public comments before or during the meeting by emailing comments to Brian Kelley at bkelly@first5coco.org. If you have difficulty emailing a public comment, please contact Brian Kelley, First 5 Contra Costa Communications Department, at 925-289-9758.

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The Commission Chair may reduce or eliminate the amount of time allotted to read comments at the beginning of each item or public comment period depending on the number of comments and the business of the day. Your patience is appreciated.

1.0 Call to Order and Roll Call

2.0 Public Comment

The public may comment on any item of public interest within the jurisdiction of the First 5 Contra Costa Children and Families Commission. In accordance with the Brown Act, if a member of the public addresses an item not on the posted agenda, no response, discussion, or action on the item may occur.

3.0 Approval of Consent Calendar

Action

A Commissioner or member of the public may ask that any of the following consent items be removed from the consent calendar for consideration under Item 4.

3.1 Approve the minutes from the June 13, 2022 Commission Meeting.

3.2 Accept the Minutes from the Special March 28, 2022 Executive Committee Meeting.

Commission Meeting **AGENDA**

Monday July 11, 2022

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3.3 Approve the Contracts Docket.

3.3.1 AUTHORIZE and RATIFY the Executive Director or her designee to execute a contract amendment with Moore Iacofano Goltsman, Inc. for a no cost extension (\$75,000) to coordinate and facilitate Contra Costa Children's Leadership Council (CLC) meetings, activities and convenings for term to extend from July 1, 2022 to June 30, 2023. FY2022-23 budget line: Professional Services: (\$516,000). Funded 100% CLC Partners.

3.4 Accept the First 5 Contra Costa May 2022 Program Report.

4.0 CONSIDER for discussion any items removed from the consent calendar.

5.0 CONSIDER adopting a resolution authorizing First 5 Contra Costa to conduct conference meetings under Government Code section 54953 (e) and making related findings. ACTION

6.0 RECEIVE presentation from Applied Survey Research on *Results Based Accountability (RBA): A Framework for First 5 Contra Costa to Convey Impact*. Presented by Susan Brutschy, President, Applied Survey Research and Kim Carpenter, Project Director, Applied Survey Research

7.0 RECEIVE Staff Presentation on ACES Aware Grant II Accomplishments and Highlights.

8.0 RECEIVE Executive Director's Report

9.0 Communications

- June 22, 2022 Letter from the Office of County Counsel: "Revised Board Direction on Conduct of Live Advisory Body Meetings"
- Antioch CHANGE Report: A Community Housing Assessment of Needs, Gaps and Equity

10.0 Commissioner F.Y.I. Updates

11.0 Adjourn

The First 5 Contra Costa Children and Families Commission will provide reasonable accommodations for persons with disabilities planning to participate in Commission meetings who contact the Commission's offices, at least 48 hours before the meeting, at (925) 771-7300.

Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the First 5 Contra Costa Children and Families Commission to a majority of members of the First 5 Contra Costa Children and Families Commission less than 96 hours prior to that meeting are available for public inspection at 1485 Civic Court, Suite 1200, Concord, CA 94520 during normal business hours.

In consideration of those who may suffer from chemical sensitivities or who may have allergic reactions to heavy scents, First 5 Contra Costa requests that staff and visitors refrain from wearing perfume, cologne, or the use of strongly scented products in the work place. We thank you for your consideration of others.



July 11, 2022

Agenda Item 3.1

Approve the minutes from the June 13, 2022 Commission Meeting



Commission Meeting

MINUTES

MONDAY, June 13, 2022

6:00 pm

1.0 Call to Order and Roll Call

Chairwoman Dr. Rocio Hernandez called the meeting to order at 6:02 PM.

Due to COVID-19, the meeting was held on a web-based platform.

The Chair welcomed new EHSD Director Marla Stuart to her first Commission Meeting

Commissioners present during roll call were:

District 1: Dr. Rocio Hernandez

District 3: Alternate member Rhoda Butler

District 4: Matt Regan

District 5: John Jones

Board of Supervisors: Alternate member Candace Andersen

Health Services: Alternate member Dr. Sefanit F. Mekuria

EHSD: Marla Stuart

Children & Families Services: Alternate member Roslyn Gentry.

Commissioners who were not present during roll call were:

District 1: Alternate member Genoveva Garcia Calloway

District 2: Marilyn Cachola Lucey

District 2: Alternate member Srividya Iyengar

District 3: Lee Ross

District 4: Alternate member Gareth Ashley

Board of Supervisors: Diane Burgis

Health Services: Dr. Ori Tzvieli

EHSD: Alternate member Dr. Aaron Alarcon-Bowen

Children & Families Services: Kathy Marsh

2.0 Public Comment

No comment from the public

3.0 Approval of Consent Calendar

Chairwoman Dr. Rocio Hernandez pulled agenda items **#3.3.8**, **#3.3.16**, and **#3.3.17** from the consent calendar for discussion and consideration under item #4.0

John Jones made a motion, seconded by Candace Andersen to approve the remaining items on the consent calendar.

Roll call vote:

District 1: Dr. Rocio Hernandez – Yes

District 3: Rhoda Butler– Yes

District 4: Matt Regan – Yes

District 5: John Jones – Yes



Board of Supervisors: Candace Andersen– Yes
Health Services: Dr. Sefanit F. Mekuria– Yes
EHSD: Marla Stuart – Yes
Children & Families Commission: Roslyn Gentry – Yes

Nos: None

Abstain: None

Absent: District 1: Alternate member Genoveva Garcia Calloway, District 2: Marilyn Cachola Lucey, District 2: Alternate member Srividya Iyengar, District 3: Lee Ross, District 4: Alternate member Gareth Ashley, Board of Supervisors: Diane Burgis, Health Services: Dr. Ori Tzvieli, EHSD: Alternate member Dr. Aaron Alarcon-Bowen, Children & Families Services: Kathy Marsh

The remaining consent calendar **APPROVED**.

4.0 Consider for discussion any items removed from the consent calendar.

EHSD Commissioner Marla Stuart made this statement:

I have an interest in agenda item **#3.3.8** because I am employed by the Contra Costa County Employment and Human Services Department, and this item directly impacts my department. I am recusing myself from this item and will be leaving the room.

Marla Stuart left the meeting.

Board of Supervisors Alternate member Candace Andersen made this statement:

I have an interest in agenda item **#3.3.8** because I am a Contra Costa County Supervisor and receive a salary and reimbursement for expenses from the County. However, I am not employed by the County Department that is directly involved in the contract with First 5 Contra Costa Children and Families Commission. I am not legally prohibited from voting on these items. Please record my disclosure in the Commission's minutes.

John Jones made a motion, seconded by Roslyn Gentry to approve agenda item **#3.3.8**:

APPROVE and AUTHORIZE the Executive Director, or her designee, to execute a contract with Contra Costa County through its Employment & Human Services Department Community Services Bureau to provide home visiting services, in an amount not to exceed \$610,000, for term July 1, 2022 to June 30, 2023. FY2022-23 budget line: Family Support Initiative: Home Visiting (\$610,000). Funded 100% Prop 10 funding.

Roll call vote:

District 1: Dr. Rocio Hernandez – Yes
District 3: Rhoda Butler– Yes
District 4: Matt Regan – Yes
District 5: John Jones – Yes
Board of Supervisors: Candace Andersen– Yes
Health Services: Dr. Sefanit F. Mekuria– Yes
Children & Families Commission: Roslyn Gentry – Yes

Nos: None

Abstain: None



Absent: District 1: Alternate member Genoveva Garcia Calloway, District 2: Marilyn Cachola Lucey, District 2: Alternate member Srividya Iyengar, District 3: Lee Ross, District 4: Alternate member Gareth Ashley, Board of Supervisors: Diane Burgis, Health Services: Dr. Ori Tzvieli, EHSD: Alternate member Dr. Aaron Alarcon-Bowen, Children & Families Services: Kathy Marsh

Agenda item **#3.3.8** was **APPROVED**.
Marla Stuart returned to the meeting.

District 5 Commissioner John Jones gave the following statement:
I have an interest in agenda item **#3.3.16** because I am employed by CocoKids and this item directly impacts my department. I am recusing myself from this item and will be leaving the room.

John left the meeting.

Marla Stuart made a motion, seconded by Matt Regan to approve agenda item **#3.3.16**:
APPROVE and AUTHORIZE the Executive Director, or her designee, to execute a contract with CocoKids, Inc. to provide Quality Improvement Navigation (QIN) coaching, ongoing technical assistance (TA), guidance and communication to QIS and QRIS sites, and support in local implementation of the QRIS, in an amount not to exceed \$114,330, for term July 1, 2022 to June 30, 2023. FY2022-23 budget line: Early Childhood Education Initiative: Early Learning Quality (\$539,606) Funded 100% F5 CA Improve and Maximize Programs so All Children Thrive (IMPACT) funds.

Roll call of vote:

District 1: Dr. Rocio Hernandez – Yes
District 3: Rhoda Butler– Yes
District 4: Matt Regan – Yes
Board of Supervisors: Candace Andersen– Yes
Health Services: Dr. Sefanit F. Mekuria– Yes
EHSD: Marla Stuart – Yes
Children & Families Commission: Roslyn Gentry – Yes

Nos: None

Abstain: None

Absent: District 1: Alternate member Genoveva Garcia Calloway, District 2: Marilyn Cachola Lucey, District 2: Alternate member Srividya Iyengar, District 3: Lee Ross, District 4: Alternate member Gareth Ashley, Board of Supervisors: Diane Burgis, Health Services: Dr. Ori Tzvieli, EHSD: Alternate member Dr. Aaron Alarcon-Bowen, Children & Families Services: Kathy Marsh

Agenda item **#3.3.16** was **APPROVED**.
John Jones returned to the meeting.

Dr. Sefanit F. Mekuria made the following statement:
I have an interest in agenda item **#3.3.17** because I am employed by the Contra Costa County Health Services Department, and this item directly impacts my department. I am recusing myself from this item and will be leaving the room.



Dr. Mekuria left the meeting.

First 5 Contra Costa Executive Director Ruth Fernandez made the following statement:

My husband is a psychologist and had a contract with Counseling Options and Parent Education (COPE) to provide clinical consultation to the clinical staff at COPE within the last 12 months. I have an interest in agenda item **#3.3.17** because the money my husband received as a result of the contract was a source of income for my household. I am therefore recusing myself from this item and will be leaving the room. Please record my disclosure in the Commission's minutes.

Ruth Fernandez left the meeting.

Supervisor Candace Andersen read the following statement:

I have an interest in agenda item **#3.3.17** because I am a Contra Costa County Supervisor and receive a salary and reimbursement for expenses from the County. However, I am not employed by the County Department that is directly involved in the contract with First 5 Contra Costa Children and Families Commission. I am not legally prohibited from voting on these items. Please record my disclosure in the Commission's minutes.

Roslyn Gentry made a motion, seconded by Matt Regan to accept agenda item **#3.3.17**:

APPROVE and AUTHORIZE the Board Chair, or her designee, to execute a contract with Counseling Options & Parent Education Support Center Inc. to provide Triple P classes to parents with children ages birth to 5 years old utilizing certified trainers with skill sets in serving the development needs of young children and their families throughout Contra Costa County, in an amount not to exceed \$140,412, for term July 1, 2022 to June 30, 2023. FY2022-23 budget line: Early Intervention Initiative: Triple P Positive Parenting (\$193,782). Funded \$86,741 from Prop 10 funds, \$10,300 from Dean & Margaret Lesher Foundation and \$43,371 from Contra Costa Health Services-Behavioral Health Services Division/Mental Health funds.

Roll call vote:

District 1: Dr. Rocio Hernandez – Yes

District 3: Rhoda Butler– Yes

District 4: Matt Regan – Yes

District 5: John Jones – Yes

Board of Supervisors: Candace Andersen– Yes

EHSD: Marla Stuart – Yes

Children & Families Commission: Roslyn Gentry – Yes

Nos: None

Abstain: None

Absent: District 1: Alternate member Genoveva Garcia Calloway, District 2: Marilyn Cachola Lucey, District 2: Alternate member Srividya Iyengar, District 3: Lee Ross, District 4: Alternate member Gareth Ashley, Board of Supervisors: Diane Burgis, Health Services: Dr. Ori Tzvieli, EHSD: Alternate member Dr. Aaron Alarcon-Bowen, Children & Families Services: Kathy Marsh

Agenda item **#3.3.17** **APPROVED**.



Dr. Sefanit Mekuria and Ruth Fernandez returned to the meeting.

5.0 CONSIDER adopting a resolution authorizing First 5 Contra Costa to conduct teleconference meetings under Government Code section 54953 (e) and making related findings.

The chair asked if there were questions from the floor regarding the item.

No questions from the floor.

Matt Regan made a motion, seconded by Roslyn Gentry to adopt a resolution authorizing First 5 Contra Costa to conduct teleconference meetings under Government Code section 54953(e) and making related findings.

Roll call of vote:

District 1: Dr. Rocio Hernandez – Yes

District 3: Rhoda Butler– Yes

District 4: Matt Regan – Yes

District 5: John Jones – Yes

Board of Supervisors: Candace Andersen– Yes

Health Services: Dr. Sefanit F. Mekuria– Yes

EHSD: Marla Stuart – Yes

Children & Families Commission: Roslyn Gentry – Yes

Nos: None

Abstain: None

Absent: District 1: Alternate member Genoveva Garcia Calloway, District 2: Marilyn Cachola Lucey, District 2: Alternate member Srividya Iyengar, District 3: Lee Ross, District 4: Alternate member Gareth Ashley, Board of Supervisors: Diane Burgis, Health Services: Dr. Ori Tzvieli, EHSD: Alternate member Dr. Aaron Alarcon-Bowen, Children & Families Services: Kathy Marsh

Item 5.0 **APPROVED.**

6.0 Consider approving increased salary range, car allowance and professional development reimbursement for the First 5 Executive Director in the revised EMPLOYEE COMPENSATION AND BENEFITS RESOLUTION NO. 2021/02

The chair informed that both this item and 7.0 are related.

Deputy County Counsel Keiko Kobayashi explained that this item, the increase salary range, car allowance and professional development reimbursement for the First 5 Executive Director in the revised Employee Compensation and Benefits Resolution No. 2021/02 directly impacts agenda item 7.0 and is why you are making this proposal, in order to achieve what the board had directed you to do. You had to make this change to the current benefits resolution in order to accomplish what you need to get for your next agenda item.

John Jones asked if item 6.0 is an increase of the current range of the Executive Director's salary

The Chair said yes.

Marla Stuart asked if the next item's 5% increase was intended to be added on top of the current range



The Chair explained increased salary range is to allow the next agenda item increase of 5% be possible.

Marla Stuart made the motion, seconded by Matt Regan to approve.

Roll call vote:

District 1: Dr. Rocio Hernandez – Yes

District 3: Rhoda Butler– Yes

District 4: Matt Regan – Yes

District 5: John Jones – Yes

Board of Supervisors: Candace Andersen– Yes

Health Services: Dr. Sefanit F. Mekuria– Yes

EHSD: Marla Stuart - Yes

Children & Families Commission: Roslyn Gentry – Yes

Nos: None

Abstain: None

Absent: District 1: Alternate member Genoveva Garcia Calloway, District 2: Marilyn Cachola Lucey, District 2: Alternate member Srividya Iyengar, District 3: Lee Ross, District 4: Alternate member Gareth Ashley, Board of Supervisors: Diane Burgis, Health Services: Dr. Ori Tzvieli, EHSD: Alternate member Dr. Aaron Alarcon-Bowen, Children & Families Services: Kathy Marsh

The motion **APPROVED**.

7.0 Consider approving a 5% increase in salary, a 5% increase in monthly car allowance, and up to \$1,200.00 reimbursement every year for memberships, subscriptions, and professional development for the Executive Director.

The Chair explained that this item is now an item that can be presented resulting from the approval of item 6.0.

Marla Stuart asked to clarify if the 5% increase is an ask above from the just approved range

The Chair said it is not above the range, but it is in the range that was just approved.

Keiko Kobayashi added that in order for item 7.0 item be accommodated, the range had to be adjusted in item 6, otherwise the Chair would not be able to properly negotiate with Executive Director, Ruth Fernandez.

John Jones asked for clarification, that the car allowance and professional development has nothing to do with the range. The range is only about the salary.

Tammy Henry said that it is correct and that those are separate items. The car allowance and the professional development are separate from the salary.

Staff Liliana Gonzalez asked if this is part of the step that comes as part of the performance review.



The Chair explained that this is part of the Executive Director's annual review that happened six months late this fiscal year. The Executive Director gave the Commission a lot of information about the work that happened before getting to this place.

Tammy Henry explained that all three items were revised in the current employee benefits resolution to be able to allow the Chair to perform salary negotiations as she was instructed by the Commission; and so all three of those items have been revised so that negotiations would fall within the correct limits as stated in the resolution.

John Jones made a motion, seconded by Dr. Sefanit F. Mekuria to approve a 5% increase in salary, a 5% increase in monthly car allowance, and up to \$1, 200.00 reimbursement every year for memberships, subscriptions, and professional development for the Executive Director.

Roll call of vote:

District 1: Dr. Rocio Hernandez – Yes
District 3: Rhoda Butler– Yes
District 4: Matt Regan – Yes
District 5: John Jones – Yes
Board of Supervisors: Candace Andersen– Yes
Health Services: Dr. Sefanit F. Mekuria– Yes
EHSD: Marla Stuart - Yes
Children & Families Commission: Roslyn Gentry – Yes

Nos: None

Abstain: None

Absent: District 1: Alternate member Genoveva Garcia Calloway, District 2: Marilyn Cachola Lucey, District 2: Alternate member Srividya Iyengar, District 3: Lee Ross, District 4: Alternate member Gareth Ashley, Board of Supervisors: Diane Burgis, Health Services: Dr. Ori Tzvieli, EHSD: Alternate member Dr. Aaron Alarcon-Bowen, Children & Families Services: Kathy Marsh

The motion **APPROVED**.

8.0 Consider declaring and adopting Juneteenth as an observed First 5 Contra Costa staff holiday.

District 4 Commissioner Matt Regan shared that the Bay Area Council just made Juneteenth a holiday in 2021.

John Jones informed that Cocokids they also made it a holiday last year.

Motion made by John Jones, seconded by Roslyn Gentry to consider declaring and adopting Juneteenth as an observed First 5 Contra Costa staff holiday.

Roll call of vote:

District 1: Dr. Rocio Hernandez – Yes
District 3: Rhoda Butler– Yes
District 4: Matt Regan – Yes
District 5: John Jones – Yes
Board of Supervisors: Candace Andersen– Yes



Health Services: Dr. Sefanit F. Mekuria– Yes
EHSD: Marla Stuart - Yes
Children & Families Commission: Roslyn Gentry – Yes

Nos: None

Abstain: None

Absent: District 1: Alternate member Genoveva Garcia Calloway, District 2: Marilyn Cachola Lucey, District 2: Alternate member Srividya Iyengar, District 3: Lee Ross, District 4: Alternate member Gareth Ashley, Board of Supervisors: Diane Burgis, Health Services: Dr. Ori Tzvieli, EHSD: Alternate member Dr. Aaron Alarcon-Bowen, Children & Families Services: Kathy Marsh

The motion **APPROVED**.

9.0 Receive presentation recognizing Contra Costa County Community Colleges Staff for 17 years of commitment to the Contra Costa Professional Development Program (PDP).

Deputy Director Camilla Rand initiated presentation to recognize Contra Costa Community Colleges staff for the long-standing partnership with First 5. Camilla and Melissa Cunningham, Early Childhood Program Officer, gave a presentation, highlighting the 17-year Professional Development Partnership and its many accomplishments. She introduced the following speakers, Maria Arroyo, Khulud Jamil and Cecilia Plaza who each shared their student experience and expressed their gratitude to the Contra Costa Professional Development Program.

After the presentation and words of appreciation from students and colleges and First 5 staff, Melissa Jackson, Mae Saeteurn and Sue Handy received the clocks given to them by First 5 for their contributions and each were invited to say a few words.

Melissa Cunningham ended the presentation by noting that although these contracts will be ending, the relationships with the colleges and supports for the early childhood workforce will continue.

Alternate Commissioner for District 2, Srividya Iyengar arrived at this time.

10.0 Receive staff presentation of the First 5 Contra Costa Theory of Change

Ruth gave a presentation on the First 5 Contra Costa's Theory of Change and began the presentation by stating this is about First 5's internal work in implementing the Strategic Plan and developing tools that help operationalize the work, which is broad and aspirational.

The Strategic Plan calls on First 5 to focus more intentionally on changing systems. The shift is a product of what we see as a more comprehensive approach to supporting children and their families and as a way for us to use our declining revenue as strategically as possible. An overview of the Theory of Change includes:

- A) Internal and External Context, which includes the key assumptions, problem, and the role and values of First 5
- B) The First 5 core strategies to address the problem
- C) The system and family outcomes we hope to achieve to reach the ultimate impact that all children are healthy, ready to learn, and supported in safe, nurturing communities.



Ruth ended by stating that we can use our Theory of Change as another tool for telling a story about our work with the community. The goal is to develop a tool kit for staff and commissioner capacity building to be used for public meeting presentations or other community engagements.

District 2 Alternate member Srivydia Iyengar thanked Ruth for the informative flow chart to help focus on the mission.

11.0 Executive Director's Report

Ruth gave the following updates:

Internal Updates:

- a) Status Report on staffing and recruiting: Actively recruiting Finance and Operations Director position and the Policy, Strategy and Evaluation Director position will follow soon.
- b) Announced that Special Projects Coordinator, Fran Biderman will be retiring in March 2023.
- c) Administrative Office Relocation update: the plan is to move into the new offices by mid-July.

County Updates:

- a) First 5 Contra Costa and EHSD are moving ahead with collaboration for Measure X Funding: regarding services to support providers serving children with disabilities. First 5 Contra Costa will be match Measure X funding with Prop 10 funds to enhance services to families with children with disabilities.
- b) Currently in the works, is a partnership with Health Services to provide space at First 5 Centers for COVID Vaccines Rollout for children ages 0-5 years.
- c) Antioch CHANGE Report will be released June 22, 2022 as the team continues with ongoing advocacy for tenant protections. There is a Call to Action on June 14, 2022 at 5:30 PM @ Concord City Hall.
- d) First 5 Association REDI Webinars were sent out to Commissioners and are open to all.
- e) State Budget Highlights: Ruth provided a broad summary of key legislative highlights that included: The Assembly and Senate jointly released a Legislative Budget on June 1, 2022. The budget includes \$37.5 billion in General Fund Reserves and \$52 billion in discretionary spending. The budget must be passed by the Legislature and sent to the Governor by June 15, 2022. As a First 5 Network, we are keeping track of several budget categories, I'll like to highlight a couple this evening:
 - a) **On Overall Help for Families** – highlights on Young Child Tax Credit and Better for Families Rebates. Includes \$8 billion for the Better For Families (BFF) Rebates plan to provide relief to Californians from the impacts of high gas prices and other growing costs due to inflation.
 - b) **Childcare:** *Childcare Workforce and Development Block Grant* - provides \$120 million in one-time funding, and ongoing federal Child Care and Development Block Grant funding, for the Childcare Workforce and Development Block Grant; *Stabilizing Investments in the Child Care System* - provides \$1.3 billion ongoing general fund, and \$494 million ongoing Proposition 98, for increases in rates for the child care system; *Child Care Pandemic Response Policies* - Adopts Governor's proposals to continue actions taken during the COVID-19 pandemic to waive family fees for childcare and create hold harmless policies for the 2022-23 fiscal year; *Child Care Infrastructure* - adopts Governor's proposal to invest \$200 million in additional child care facilities, with amendments to allow for expenditures on new construction.

There were no questions from the floor.



12.0 Communications

Memo: Board Direction on Conducting of Live Advisory Body Meetings

13.0 Commissioner F.Y.I. Updates

None.

14.0 Adjourn

The meeting was adjourned at 7:47 pm



July 11, 2022

Agenda Item 3.2

Accept the minutes from the Special March 28, 2022 Executive Committee Meeting



Special Executive Committee Meeting

MINUTES

Monday March 28, 2022

12 noon

1.0 Call to Order

The meeting was called to order at 12:01 PM

Officers in attendance were:

- Chair, Dr. Rocio Hernandez
- Vice-Chair, Marilyn Cachola Lucey
- Secretary-Treasurer, Matt Regan
- Additional Non-voting member, Genoveva Garcia Calloway

Staff in attendance were:

- Executive Director, Ruth Fernandez
- Deputy Director, Camilla Rand
- Interim Administrative Manager, Tammy Henry
- Executive Assistant, Alex Khu

2.0 Public Comment

There were no comments from the public.

3.0 Accept the Minutes from the February 7, 2022 Executive Committee

A motion was made by Marilyn Cachola Lucey, seconded by Matt Regan to accept the minutes from the February 7, 2022 Executive Committee Meeting.

Roll call vote:

- Chair, Dr. Rocio Hernandez – Aye
- Vice-Chair, Marilyn Cachola Lucey – Aye
- Secretary-Treasurer, Matt Regan – Aye

Abstentions: None

Nos: None

Absent: None

The Minutes from the February 7, 2022 Executive Committee **APPROVED**.

4.0 Receive Summary of Organizational Assessment conducted by Koff & Associates

Presented by Katie Kaneko, Managing Director, Compensation and Rewards Consulting

Katie Kaneko gave a PDF slide presentation to the Executive Committee. Highlights of the presentation included the following points:

- Scope and methodology of the Organizational Assessment. The study began on July 19, 2021.
- Purpose of the Organizational Assessment is to highlight the effectiveness of First 5 Contra Costa's workflows, allocation of resources, assets and skills that can be capitalized, investigate infrastructure's effectiveness, relevance, and its ability to support ongoing and growing work based on the new strategic direction.

Special Executive Committee Meeting

MINUTES

March 28, 2022

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- Recommendations based on the study that included staffing analysis by department (Administration, Strategic Information & Planning, Communications, and Programs).
- The presentation provided findings and several short and long term recommendations to support the findings. suggests prioritizing recruitment efforts in the Administrative systems, a dedicated HR Administrator with focus on staffing and workforce development, and a Strategic Information & Planning director to expand focus on legislative affairs, intergovernmental affairs & internal communications programs. The study also recommends the consideration of securing independent functioning or renegotiate service provisions with the County (such as Information Technology department) in order to better serve First 5 Contra Costa needs. Allocate the Grants and Contracts staff into the administrative services department.

The entire presentation can be found on the First 5 Contra Costa Website:

http://www.first5coco.org/wp-content/uploads/2022/03/Koff-presentation-rev.Final_3.24.22.pdf

After the presentation, the following discussions followed:

Marilyn asked the presenters to cite concrete reasons that might warrant First 5 Contra Costa's contracting out its services (such as using "DocuSign" for the Grants and Contracts Department).

Katie Kaneko cited an antiquated accounting system, slow approval procedures such as the double notarization steps, some Information Technology security elements that delay processes. These were some of the reasons cited in the possibility of seeking outside contractors beyond Contra Costa County's service scope.

Koff & Associates' Senior Associate, Arlene Gibbs highlighted two incidents that influenced their recommendations. First, the process of remote work that resulted from statewide health order to "shelter in place". Second, the safety issues that prohibited the physical use of the First 5 Contra Costa Headquarters resulting from a building fire that occurred on October 11, 2021. These incidents merely amplified the necessity to update all these resources in order for the organization to function. It is apparent that this current infrastructure is not up to speed to the needs of First 5 Contra Costa.

Katie then cited examples of other First 5 agencies in the state who successfully contracted out services outside of their County. They hired outside counsel, have providers that provide payroll services etc. These agencies felt the freedom and the ability to operate the way they needed to. Efficiency was their priority and that was reason enough to look at outside provider services.

Matt asked if the study yielded information on staff's satisfaction and if so what were the results.

Katie shared some staff concerns includes system inefficiencies, communications issues causing some to feel disconnected, desire to hear more of what is happening in the organization, desire to hear about what is being discussed at the Commission meeting, and desire for more staff development and performance management

Dr. Hernandez asked if there is a companion report so that the Executive Committee can learn more.

Special Executive Committee Meeting

MINUTES

March 28, 2022

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Katie said there is a companion report submitted to the Core Team. She recommended the officers consider receiving the presentation of the next item and ask the questions at that segment of the agenda, after the Executive Director's Presentation about the Organizational Assessment Study Recommendations.

Ruth said that she had discussions with peers (other First 5s that performed their own organizational assessment studies) and received reports on benefits of sharing these detailed companion reports and she welcomed Executive Committee's request to receive copies

5.0 Receive staff presentation about Organizational Study recommendations.

Ruth Fernandez gave a presentation of the short-term goals that stemmed from the Organizational Assessment Study recommendations. Her presentation outlined the organization's plan to optimize its resources, modernize its systems, integrate workflows and sharpen agency focus. Her priority is recruitment and filling vacant positions in order to optimize efficiency and workflow integration. She spoke of implementing changes in the Administration department to include Finance and Operations, Grants and contracts, Human Resources, Office Facilities Administration, and Information & Technology. She will also implement restructuring of the Strategic Information & Planning department into the Policy, Strategy and Evaluation Department.

The entire Executive Director's PDF presentation is found online at:

http://www.first5coco.org/wp-content/uploads/2022/03/SHORT-TERM-GOALS-FROM-STUDY_ED-PRESENTATION_3.28.22.pdf

Marilyn asked if there are already existing county agencies focused, as an example, on "housing" for instance, that we can associate with and not have to be responsible in initiating a separate focus.

Ruth said that as part of honing the agency focus, there are existing organizations that First 5 Contra Costa can align with. We can support those efforts and we currently have many partnerships. There are teams internally that are working on Community Policy Advocacy and Safety Net issues that are hubs of these Coalitions.

In the discussion, Ruth also informed the Executive Committee she sees the benefits of being independent from the County and cites that the organization should have the ability to decide for itself what to outsource, or what to retain internally.

The Executive Committee thanked Ruth for the detailed report.

6.0 Adjourn

Meeting adjourned at 1:30 pm.

Special Executive Committee Meeting

MINUTES

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July 11, 2022

Agenda Item 3.4

Accept the First 5 Contra Costa May 2022 Program Report

Early Childhood Education

*Our **Early Childhood Education (ECE)** Initiative aims to ensure that all children have access to high-quality, affordable child care and early learning.*

Tandem, Partners in Early Learning: StoryCycles

StoryCycles is a yearlong school-to-home book lending program that provides children with diverse books in order to create more opportunities for book-sharing experiences at school and at home. Led by Tandem, Partners in Early Learning and funded by First 5 Contra Costa, there are currently over 90 classrooms participating in the StoryCycles program reaching over 1,400 children in Contra Costa County. To support StoryCycles implementation, the Tandem team provides professional development—educators learn how to build on books to support early development across language, literacy, math, social emotional learning, social justice, and more. First 5 Contra Costa will continue to partner with Tandem to offer StoryCycles in the upcoming school year.



Ages and Stages Questionnaire® (ASQ) Training of Trainer

Sponsored by IMPACT Regional Hub 4 and presented by Brookes Publishing, Quality Improvement Coaching Coordinator, Kim Stadlander, Quality Improvement Coach, Nelly Orantes, and CocoKid's Quality Improvement Navigator, Kimberly Nguyen, completed a three-day virtual Ages and Stages Questionnaire® (ASQ) Training of Trainer (ToT) on May 16-18. The virtual seminar was designed for participants who have experience using the ASQ-3 and ASQ-SE-2 screening tools and comprehensively addressed how to train childcare providers, pediatricians, and others to use the tools. The Contra Costa Quality Matters team now has three ASQ Trainers who can confidently train others on the gold standard in screening tools. First 5 will collaborate with CocoKids to lead a training for both the ASQ-3 and ASQ-SE-2 in the upcoming program year.

CLASS 2.0 California Pilot

Kim Stadlander, Quality Improvement Coaching Coordinator, was invited to participate in the CLASS 2.0 CA Pilot. This Pilot introduced Teachstone's Classroom Assessment Scoring System® (CLASS), 2nd Edition to a small cohort of invited Early Childhood Education coaches, trainers, assessors, and administrators in California. Kim attended the virtual training and is currently doing a few assessments to provide feedback to Teachstone on the tool. She completes a score report for every assessment and the early care educators she assesses will have the opportunity to participate in feedback sessions as well before the final version of the Pre-K tool is rolled out in July of 2022. The CLASS assessment tool is one of the tools used in Contra Costa's Quality Matters Program.

Desired Results Developmental Profile (DRDP) Certified Trainer Institute

Francisca Hernandez, Quality Improvement Coach, is now a Desired Results Developmental Profile (DRDP) Certified Trainer. Francisca attended the DRDP Virtual Certified Trainer Institute led by WestEd May 18-24. The Institute prepared trainers to train educators on the DRDP and the eight-session virtual program included presentation skills training, co-training with institute faculty, and a certification process. Francisca now has access to the DRDP online conference center and can provide unlimited trainings to Quality Matters Providers and others in Contra Costa County.

PROGRAM UPDATES

May 2022



Dual Language Learner (DLL) Pilot Expansion Phase: Creative Connections Family Workshops

As part of the Dual Language Learner (DLL) Pilot Expansion Phase, a team of First 5 Contra Costa, First 5 Center, and CocoKids Trainers are offering the Creative Connections Family Workshops in late May and early June. This two-part workshop series is offered in Spanish via Zoom and focuses on the importance of being bilingual. The content builds off of what educators learned through the DLL Course and DLL Foundational Professional Development Series and the family workshops introduce practices for supporting dual language learning and focus on the partnerships between families and teachers.

Dual Language Learner (DLL) Pilot Expansion Phase: Statewide Communities of Practice

As part of First 5's Dual Language Learner (DLL) Pilot Expansion Phase, leaders from the 16 participating counties came together for a community of practice (CoP) led by Glen Price Group. The CoP met one to two times per month to share local successes, discuss approaches to DLL professional development, and brainstorm improving systems of supports for DLLs. Early Childhood Education Program Officer, Melissa Cunningham, attended these CoPs for the past year to support implementation of the DLL funding in Contra Costa and to elevate effective practices in the county, including the DLL Educator Course and Creative Connections Family Workshops. The final CoP wrapped up on May 18, 2022.

Ready Kids East County (RKEC) Initiative: City of Pittsburg My Brother's Keeper Initiative

The city of Pittsburg, in conjunction with Innovation Bridge, launched its chapter of the My Brother's Keeper (MBK) Initiative with a Local Action Summit held on Wednesday, May 11 at Los Medanos College in Pittsburg, CA. The Local Action Summit laid the foundation for things to come as it pertained to the MBK Initiative's role in Pittsburg. Mayor Holland Barrett White outlined the purpose of the MBK Initiative as well as some of the goals and objectives of the initiative which seeks to help develop well rounded young men of color.

Jessica Keener, the RKEC Coordinator, attended the Local Action Summit as a volunteer, community partner, and representative of First 5 Contra Costa. The Summit had almost 100 participants in attendance with roughly 60 students from Pittsburg High School and Black Diamond High School and 40 volunteers, community partners and community leaders. Jessica and the RKEC Steering Committee will continue to collaborate with the City of Pittsburg and have recognized two "Key Milestones for Success" from the MBK Initiative on which further collaboration can occur. The first Key Milestone of the MBK Initiative is "Entering School Ready to Learn" and the second is "Reading at Grade Level by 3rd Grade" which both align with the missions of First 5 and many of our community partners. Jessica will continue attending the planning meetings led by the City of Pittsburg and Innovation Bridge and connecting other community partners and organizations to the MBK Initiative as well.

Family Economic Security Partnership

*The **Family Economic Security Partnership (FESP)** is a public, private and nonprofit collaboration dedicated to increasing the income and building the assets of low-income families and individuals living in Contra Costa County.*

Family Economic Security Partnership (FESP) Activities

The FESP Executive Committee met and decided to hold a meeting in early August on Guaranteed Income (GI). The presentation would focus on successful GI projects, explain the difference between GI and Guaranteed Basic Income (GBI) and share some of the exciting work happening in Contra Costa County. FESP members also received updates and invitations to participate in



several county-wide initiatives including the county budget hearing (May 12), Measure X (May 18) and the Budget Justice Coalition (May 26).

Community Advocacy + Partnership Project (CAPP)

On May 11, CAPP held its second meeting of year two, “Learning in Action.” The CAPP core team (Ensuring Opportunity and FESP) reviewed the timeline for year two with cohort members, culminating in March 2023. Cohort members are required to participate in one of two issue areas, education or economic justice, and select particular policy project(s) to focus on in year two. A set of guiding questions and a Framework have been developed to help guide the cohort’s work. The issue groups meet in-between the monthly cohort meetings with at least one core team staff member present and the issue team cohort member co-chairs establish the agenda and facilitate the conversation.

The CAPP Steering Committee also meets monthly providing input into the next session’s agenda and sharing comments about the preceding one. A new stipend policy developed by the core team was approved by the Steering Committee establishing participation expectations in order for organizations or residents to receive a full stipend. Pending funding, we hope to provide stipends again for participating cohort members in year two.

All meetings have Spanish language interpretation, necessitating quite a bit of technical expertise and we have brought on an additional interpreter to help with all sessions. Roxana Dumas, CAPP program coordinator with Ensuring Opportunity, is providing support and helping to manage all aspects of the CAPP program, in partnership with Mariana Moore and Fran Biderman. In July, after the end of the three-month discovery phase, the cohort will decide if they want to focus on one or two of the policy projects identified by the education or economic equity issue groups.

Early Learning Leadership Group (ELLG)

ELLG members met on May 10 and revisited their focus and structure. They reaffirmed the commitment to advocate for increased compensation for child care providers as well as how to retain the current workforce. There was agreement that there is still a belief that child care is not education, only helps mothers go to work, and there is a lack of knowledge about the true cost of child care. ELLG agreed that they could be a leader in educating the public (and policy makers) about the importance of child care and to work in partnership with other organizations (labor, business). At the June meeting, the Center for the Study of Child Care Employment will be coming to the group to highlight some successful compensation strategies.

There were also a number of updates made at the ELLG meeting:

- First 5 submitted a proposal to Congressman DeSaulnier’s office upon request to conduct a workforce compensation assessment and we will hear by June if it has been accepted by the Appropriations committee.
- The Leshner Foundation is interested in supporting the production of an infographic that would identify opportunity gaps post-COVID (broader than, but inclusive of child care). Children Now would develop the graphic in partnership with First 5, East Bay Leadership Council, and ELLG.
- Ruth Fernández, First 5 Executive Director, shared that the Children’s Leadership Council is being reestablished with the aim to better coordinate service for young children through adulthood (0-25). The Leadership Team (EHSD, CSB, HS, COE and First 5) agreed to hire a consulting firm to review/revise the original vision, and conduct convenings and stakeholder interviews to jump start the process again.

PROGRAM UPDATES

May 2022



Measure X

Plans are underway to distribute the over \$4 million in funds from Measure X for child care slots, with the Community Services Bureau and CoCoKids working in partnership. A number of ELLG members agreed to form a subcommittee to make recommendations on how to allocate the \$1.5 million in Measure X funds for retention of staff, working in partnership with CSB (who has the responsibility to distribute the funds). First 5 will also be matching the \$450,000 in Measure X funds with a \$200,000 grant for support to families and providers serving young children with disabilities.

Partnerships

Budget Justice Coalition (BJC)

BJC members and others showed up in force to the county's budget meeting on May 10 to request that ARPA funds be utilized now to address dire needs in the county as opposed to an earlier recommendation by the CAO to defer allocation of those funds to early January 2023. Specifically, there were requests for additional legal services for immigrants and tenant legal services which were referred to the Finance Committee for further consideration. The next ARPA status update will occur in September.

Guaranteed Income Pilot

Planning for the establishment of a GI pilot in Contra Costa is continuing. Community Financial Resources is leading the planning process with representatives from agencies across the county, including Health Services, Richmond Rapid Response Fund (they are doing their own effort as well), EHSD, East Bay Leadership Council, First 5, and a number of community-based agencies. The pilot will include creating a theory of change, identifying a target population and host agency, creating narrative change, and planning for community input and engagement.

Family Support

*Our **Family Support (FS)** initiative helps families build healthy relationships, strengthen support systems, and nurture their children's development.*

West County First 5 Center Welcomes Families Back to Nature

Since reopening the Center in July 2021, the West County First 5 Center is taking advantage of the Center's outside spaces more and more. As the Center systematically worked on sprucing up and creating more engaging outdoor spaces conducive for classes, the Center Director, Alexina Rojas never lost sight of her vision for the nature yard that has mostly lived on paper until now. Artificial turf provides a welcome splash of color and a soft surface for little knees in contrast to the rest of the space that was still covered in gravel. Although the space remains a work in progress, the addition of flowering plants, boulders, mulch, a sand box, and a dry creek bed have transformed the space. *"I feel fulfilled when I see the children so completely engaged in the natural elements we have added to the yard"* said Alexina.



Family Literacy for Afghan Families Rolls Out at the Monument First 5 Center

Even before the Afghan exodus hit the news, the Monument First 5 Center has been a welcoming place for Afghan families with small children to gather. To better serve this community, a part-time Afghan staff person was added to the team. As families resettle in the Bay Area, adapting to their host country and learning English is at the top of their list of priorities. In partnership with Mt Diablo Adult Education, a

PROGRAM UPDATES

May 2022



Family Literacy class is now available to Afghan families at the Monument First 5 Center. Marta Flores, the Center Director, says *“Even though we have only had a couple of classes, it is nice to see families supporting each other as they build English language skills in these classes.”* The classes will be offered at the Center twice a week for two hours, with child watch and interpretation available in Farsi when needed. With five Moms in attendance, there is room for more who are encouraged and welcome to join. It is anticipated that our Afghan families in attendance will grow with First 5 Contra Costa’s newly formed partnerships with Jewish Family and Children Services and Refugee and Immigrant Transitions who work with newly resettled families from Afghanistan.

Community Engagement Program

*Our **Community Engagement Program (CE)** supports three Regional Groups made up of 200 parents and residents to make Contra Costa County safer, healthier and more equitable for families: West County Regional Group (WCRG), Central County Regional Group (CCRG), and East County Regional Group (ECRG).*

CE Program Welcomes New Cohort of Regional Group Members

The CE team welcomed 35 members at the New Member Leadership Orientation on May 21—this was CE’s first in-person new member orientation since 2019. The training offers participants an introductory review of the foundational approaches to parent organizing, advocacy and systems change on behalf of young children. The New Member Leadership Orientation is a requirement for Regional Group membership. We welcome and congratulate the new and dedicated group of parent leaders.



Anti-harassment Protections One Step Closer in Concord

CCRG and allies continue to advocate for renter protections from landlord harassment in Concord. The Concord City Council is scheduled to review an anti-harassment policy on June 14 and the CCRG is looking forward to the City Council taking steps to stop harassment of renting families and keep Concord children and families in their homes.

Regional Groups Advocate for Strong Housing Element Plans

This month, the Regional Groups and CE team held community meetings to engage parents of young children in the housing element planning in Richmond and Antioch. The WCRG and ECRG engaged over 60 parents to understand the plans and to voice the housing needs of families. Similarly, the CCRG advocated with the Housing and Economic Development Committee to ensure the city’s 8-year housing plan keeps young children and families in safe, healthy and affordable homes. There is currently a 30-day public comment period to receive additional input on the plan. The Concord and Antioch City Councils will review the draft housing plans on June 14 and the Regional Group members and allies will participate in both meetings.

Early Intervention

*Our **Early Intervention (EI)** initiative aims to ensure that families have access to prevention and early intervention supports and services that foster the optimal development of all children.*

ACEs Aware Conference in Long Beach

On May 16-17, Aurrera Health Group and the ACEs Aware Initiative of the Office of the Surgeon General (CA-OSG) and Department of Health Services (DHCS) hosted the *ACEs Aware in Action: Innovations*

PROGRAM UPDATES

May 2022



and *Lessons Learned Conference* in Long Beach. Our ACEs Aware project team, led by First 5 and in partnership with La Clínica de la Raza and Contra Costa Crisis Center, was highlighted across three panels for our work building effective and sustainable Trauma-Informed Networks of Care.

- First 5 was one of only three grantees spotlighted for their exemplary work. Wanda Davis, Early Intervention Program Officer, was featured in a plenary session *Rooted in Community: Using a Bottom-Up Approach to Advance ACEs Work*. Wanda highlighted the system work done to create a multi-layer approach to building and sustaining a trauma Informed system of care. Utilizing a garden metaphor to describe addressing what was in our community's soil (skepticism around screening) and what we have planted to grow a robust system to address ACEs and pollinate an IT connection to our HMG resource and referral model.
- Brian Kelley, Communications Specialist, spoke on a communications panel to discuss successful campaigns to promote ACEs Awareness and highlighted the development of our Contra Costa Network of Care. Brian shared how First 5 developed our Contra Costa Network of Care logo to intentionally reflect how organizations and providers can flourish in collaboration as well as discussed the online hub where providers can continue to grow in our collective work.
- Our physician champion Dr. Barbara Botelho presented on a panel about the importance of adult and pediatric ACE screening in primary care. Barbara highlighted our work in developing an efficient screening to resource referral system for pediatricians to connect to community resources utilizing HMG to support parent resiliency and child wellness. She shared our resiliency checklist we have developed to identify areas where patients may want to increase their resiliency.



The Conference brought together ACEs Aware grantees and partner organizations across the health, human services, education, and non-profit sectors in California to share innovations and promising practices to effectively respond to and address the impact of ACEs and toxic stress. All staff in attendance found the Conference to be a great opportunity to connect with peers within and across the State's trauma-informed communities!

Principles in Practice Series Concludes

A huge thank you to everyone who joined us throughout this 2021-22 iteration of the Principles in Practice Series. We are so grateful to every facilitator, guest speaker, and participant who made this series possible. We look forward to continuing to grow in community together. Please visit [the Contra Costa Network of Care online hub Events page](#) to stay connected and to access information on future trainings, convenings, and spaces where you can hear inspiring stories and examples of Trauma-Informed Principles in Practice and learn ways you can generate healing change within your organization, system, and community.

Change Agent Cohort

First 5 Contra Costa and the Contra Costa Network of Care are excited to support community partners implementing trauma-informed practices and care. A cohort of around 20 individuals (two per agency) was selected to participate in monthly development and technical assistance sessions from February-

PROGRAM UPDATES

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June 2022 with our partners at Community Strengths. To-date, the Change Agents have participated in two workshops to develop small ideas for action that they would like to test out in their agencies in May and June. Together and with the support of the Community Strengths team, they are identifying behaviors that reflect trauma-informed principles in practice, identifying barriers and enablers of those behaviors, developing storyboards of ideas to prototype, and getting feedback on how to successfully implement their prototypes. This work is made possible through First 5 Contra Costa's ACEs Aware Network of Care Implementation grant from the Office of the California Surgeon General and the California Department of Health.

Help Me Grow (HMG)

ASQ SE 2 Training

CocoKids and First 5 hosted a virtual ASQ-SE2 training for Quality Matters ECE providers. A total of 23 providers were in attendance. Participants learned about the importance of screening for social emotional development, how to talk to parents about the screening tools, and learned strategies for implementation. The training also covered steps to take after screening—including debriefing with family and connecting family to community resources when needed.

HMG Café

This month's HMG Café was a hit with 32 attendees representing various community service organizations. Our guest speaker, Dr. Khalid White, presented on the pervasiveness of the stereotyping that alienates Black fathers and father figures. He also offered strategies for ways to engage and enhance the experiences of Black fathers and father figures in our communities. Khalid, a father of two, a fatherhood program provider, and member of the Alameda County Fathers Corps is also the author/producer of the book and documentary, *Black Fatherhood: Trials & Tribulations*.

First 5 Photoshoot

Our efforts to support a healing and less trauma-inducing workspace continue. Photographs of our staff and families can be an excellent way to create a welcoming space that reflects our own staff/community and visually reminds us of the importance of relationships. We are grateful to the ACEs Aware Grant for making the funding for the photoshoot possible and this is just one of the various ways we hope to promote welcoming and healing spaces for us. With that in mind, we have secured a staff photoshoot picnic with professional photographer, [Anna Homonnay](#), for June 5 at Newhall Park 1351 Newhall Parkway in Concord.



July 11, 2022

Agenda Item 5.0

CONSIDER adopting a resolution authorizing First 5 Contra Costa to conduct teleconference meetings under Government Code section 54953(e) and making related findings.

RESOLUTION NO. 2022-05

A RESOLUTION OF THE FIRST 5 CONTRA COSTA CHILDREN AND FAMILIES COMMISSION AUTHORIZING TELECONFERENCE MEETINGS UNDER GOVERNMENT CODE SECTION 54953(e) (ASSEMBLY BILL 361)

Recitals

- A. On March 4, 2020, Governor Gavin Newsom proclaimed the existence of a state of emergency in California under the California Emergency Services Act, Gov. Code § 8550 et seq.
- B. On March 10, 2020, the Contra Costa County Board of Supervisors found that due to the introduction of COVID-19 in the County, conditions of disaster or extreme peril to the safety of persons and property had arisen, commencing on March 3, 2020. Based on these conditions, pursuant to Government Code section 8630, the Board of Supervisors adopted Resolution No. 2020/92, proclaiming the existence of a local emergency throughout Contra Costa County.
- C. On March 17, 2020, Governor Newsom issued Executive Order N-29-20, which suspended the teleconferencing rules set forth in the California Open Meeting law, Government Code section 54950 et seq. (the Brown Act), provided certain requirements were met and followed.
- D. On June 11, 2021, Governor Newsom issued Executive Order N-08-21, which clarified the suspension of the teleconferencing rules set forth in the Brown Act and further provided that those provisions would remain suspended through September 30, 2021.
- E. On September 16, 2021, Governor Newsom signed Assembly Bill 361, which provides that under Government Code section 54953(e), a legislative body subject to the Brown Act may continue to meet using teleconferencing without complying with the non-emergency teleconferencing rules in Government Code section 54953(b)(3) if a proclaimed state of emergency exists and state or local officials have imposed or recommended measures to promote social distancing.
- F. On March 1, 2022, the Contra Costa County Health Officer issued recommendations for safely holding public meetings that include recommended measures to promote social distancing.
- G. Among the Health Officer's recommendations: (1) on-line meetings (teleconferencing meetings) are strongly recommended as those meetings present the lowest risk of transmission of SARS-CoV-2, the virus that causes COVID-19; (2) if a local agency determines to hold in-person meetings, offering the public the opportunity to attend via a call-in option or an internet-based service option is recommended when possible to give those at higher risk of an/or higher concern about COVID-19 an alternative to participating in person; (3) a written safety protocol should be developed and followed, and it is recommended that the protocol require social distancing – i.e., six feet of separation between attendees – and face masking of all attendees; (4) seating arrangements should allow for staff and members of the public to easily maintain at least six-foot distance from one another at all practicable times.
- H. Because of the prevalence of the Omicron variant of COVID-19 in the Bay Area, test positivity rates and COVID-19 hospitalizations are near historic highs in the County.
- I. In the interest of public health and safety, as affected by the emergency caused by the spread of COVID-19, the First 5 Contra Costa Children and Families Commission (First 5) intends to invoke the provisions of Assembly Bill 361 related to teleconferencing.

NOW, THEREFORE, the First 5 Contra Costa Children and Families Commission resolves as follows:

1. First 5 finds that: the state of emergency proclaimed by Governor Newsom on March 4, 2020, is currently in effect; and the Contra Costa County Health Officer has strongly recommended that public meetings be held by teleconferencing as those meetings present the lowest risk of transmission of SARS-CoV-2, the virus that causes COVID-19.
2. As authorized by Assembly Bill 361, First 5 will use teleconferencing for its meetings in accordance with the provisions of Government Code section 54953(e).
3. The Executive Officer is authorized and directed to take all actions necessary to implement the intent and purpose of this resolution, including conducting open and public meetings in accordance with Government Code section 54953(e) and all other applicable provisions of the Brown Act.

PASSED AND ADOPTED on July 11, 2022, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

CHAIR, FIRST 5 CONTRA COSTA CHILDREN AND FAMILIES COMMISSION

I hereby certify that this is a correct copy of a resolution passed and adopted by this Commission on the date stated above.

Dated: July 11, 2022

Ruth Fernandez, Executive Director



July 11, 2022

Agenda Item 6.0

**RECEIVE presentation from Applied Survey Research on
*Results Based Accountability (RBA):
A Framework for First 5 Contra Costa to Convey Impact.*
Presented by Susan Brutschy, President, Applied Survey Research and
Kim Carpenter, Project Director, Applied Survey Research**



Results Based Accountability (RBA)

A FRAMEWORK FOR F5 CONTRA COSTA
TO CONVEY IMPACT

Susan Brutschy | susan@appliedsurveyresearch.org

Kim Carpenter | kim@appliedsurveyresearch.org

AGENDA

1

Context for using RBA

2

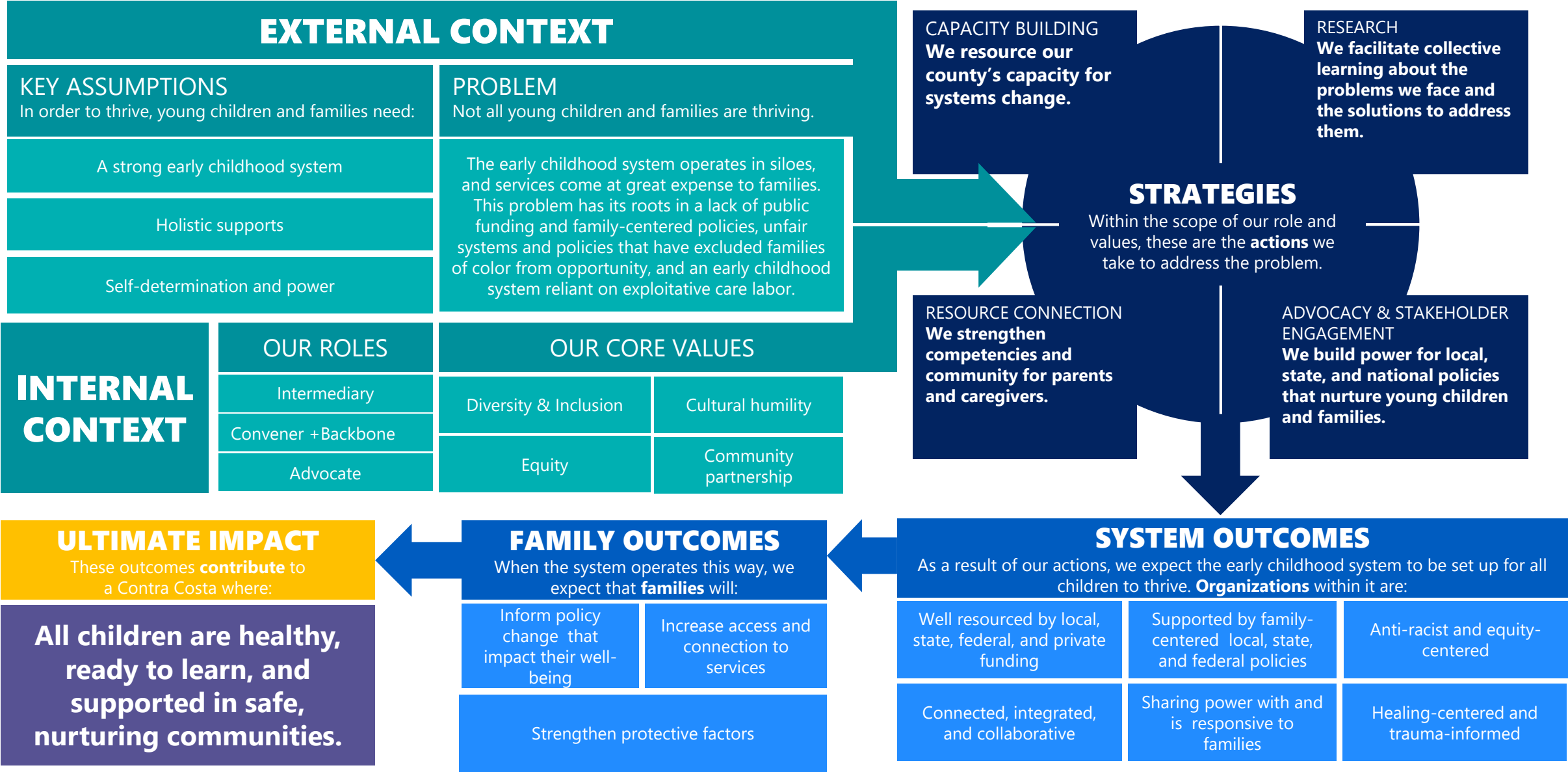
Defining RBA

- ✓ Major components
- ✓ Concepts
- ✓ Framework

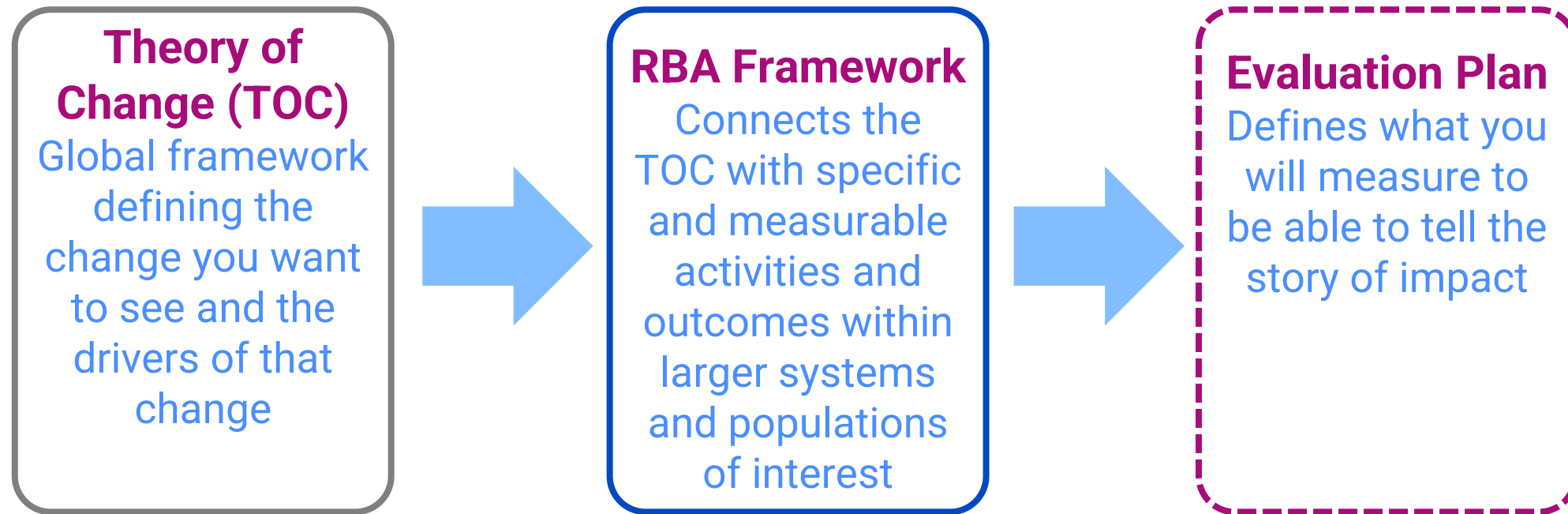
3

Q & A

FIRST 5 CONTRA COSTA THEORY OF CHANGE



WHY RBA? WHY NOW?



BENEFITS OF RBA FOR F5 CONTRA COSTA

Helps you articulate the **value** of your organization

Focus on results to ensure **accountability** for the wellbeing of people and the performance of a program or partnership

Aids in the **evaluation** of programs, services, partnerships and organizations

Promotes consideration of how to achieve **equitable outcomes**

Includes **key partnerships** that are needed to make an impact at the community level

Defines **key performance measures** that support the development of the evaluation plan

DEFINING RESULTS BASED ACCOUNTABILITY (RBA)

- 0 Components
- 0 Concepts
- 0 Framework



THE MAJOR COMPONENTS OF RBA

- 1 The importance of a common language
- 2 Determining the “ends” and working back towards the “means”
 - What are the quality of life conditions we want to achieve for children, adults and families in our community and in our programs?
- 3 Aligning programs and community assets
- 4 Measuring community / population change
- 5 Turning the curve
- 6 Focus on equity
- 7 **Contribution** rather than Attribution

3 KEY RBA CONCEPTS

COMMUNITY RESULT

Conditions of well-being for whole populations:
e.g., all children,
older adults,
community

COMMUNITY INDICATOR

Data points to quantify progress toward a
community result

LOCAL PERFORMANCE MEASURE

Measures of how well a program, agency, or system is working for the program population

RESULTS, INDICATORS, & PERFORMANCE MEASURES

TOC IMPACT STATEMENT: All children are healthy, ready to learn and are supported in safe, nurturing communities	Child Development	Early Childhood Education	Family Strengthening
COMMUNITY RESULT	Families of children 0-5 in the county are optimally supporting their child's development	Children in Contra Costa County enter Kindergarten ready for school	Families in the county are socially connected to other families and to their communities
COMMUNITY INDICATOR	% of children receiving a developmental screening across the county	% of children academically, socially, and emotionally ready for Kindergarten in the county	% of parents reporting adequate social support in the county
LOCAL PERFORMANCE MEASURE	# of children receiving a developmental screening through Help Me Grow	% of students served in ECE programs who increase early literacy skills	% of families reporting increased social connections from attending programs at F5 Centers

TYPES OF PERFORMANCE MEASURES

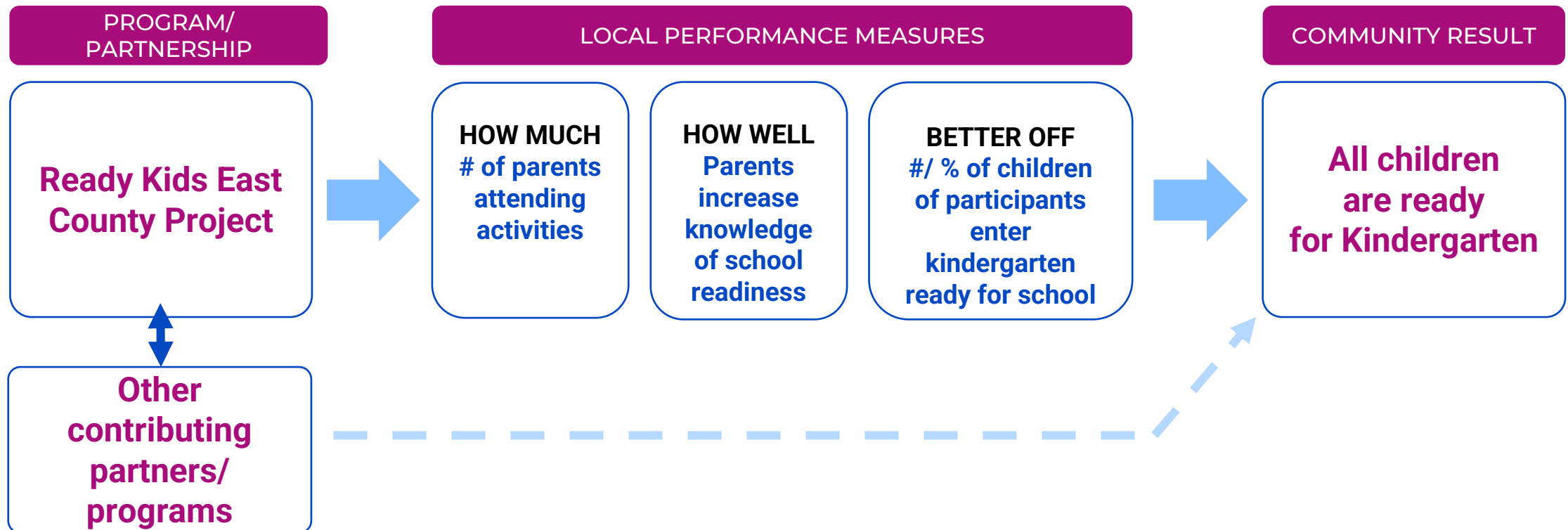
HOW MUCH DID YOU DO?	Describes volume, quantity or reach of your efforts	• Number of expecting mothers served in home visiting programs
HOW WELL DID YOU DO IT?	Describes equity in access or treatment, as well as the quality of your delivery	• Percentage of mothers connected to prenatal care and supports • Percentage of families reporting that the program was responsive to their cultural needs and preferences around parenting
IS ANYBODY BETTER OFF?	Describes the short term meaningful outcome for participants	• Percentage of mothers who report improved parenting knowledge and skills

RBA FRAMEWORK: LINKING PROGRAM & COMMUNITY DATA

If we **work together** in alignment
toward common results

To implement and measure
effective practices

We will bring about lasting and
equitable **community impact!**



Questions?

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July 11, 2022

Agenda Item 9.0

Communications:

- **June 22, 2022 Letter from the Office of County Counsel: “Revised Board Direction on Conduct of Live Advisory Body Meetings”**
- **Antioch CHANGE Report: A Community Housing Assessment of Needs, Gaps and Equity**

Date: June 22, 2022

To: Department Heads
Fire Chiefs

From: Mary Ann McNett Mason, County Counsel

Subj: Revised Board Direction on Conduct of Live Advisory Body Meetings

On June 21, the Board of Supervisors again made findings supporting the need for the continuance of virtual meetings to prevent the spread of the COVID-19 virus and authorized its advisory bodies to meet virtually for the next thirty days, at their option. An advisory body may assess its circumstances and the needs of the community it serves and determine whether to meet virtually or live, subject to certain parameters.

The Board has revised its directions regarding “live” meetings of advisory bodies. The Board has directed that to limit the spread of COVID-19, the following rules apply to “live” meetings of *countywide* advisory bodies¹:

- A body that meets live must conduct the meeting in a hybrid format that provides the body’s members and staff the option to participate remotely in any meeting;
- The meeting format must permit members of the public to access the meeting both remotely and in-person.
- The meeting format must permit members of the public to comment in person and either via a virtual platform like Zoom or by calling in on a line that can be heard by all attending or observing the meeting.
- All votes must be by roll call.
- If the body loses the ability to broadcast its meeting remotely, or if the public loses the ability to comment remotely for a reason in the body’s control, the meeting must be stopped until access can be restored.
- A body that cannot meet the above requirements may not hold live meetings.

The following language must be included on the countywide body’s meeting agenda to permit the remote participation of members, staff, and the public:

“As permitted by Government Code section 54953 (e), and in accordance with the

¹ Countywide advisory bodies are those whose jurisdiction extends into all Supervisorial districts, such as the Library Commission, Measure X Community Advisory Board, Fire Advisory Board, and Mental Health Commission. They are distinguished from smaller advisory bodies that have jurisdiction over only a limited portion of the County’s geographic territory.

Public Health Officer's recommendations for virtual meetings and social distancing, *(insert- Board, Commission, Committee)* members may participate in the meeting remotely. The meeting will be accessible in-person and via *(specify- method of remote participation and how to access)* to all members of the public. Persons who wish to provide public comment may *(specify method for remote comment and how to access.)*"

These rules will remain in place for countywide advisory bodies until further notice, and the majority of advisory bodies will be subject to these rules. Although smaller advisory bodies with limited jurisdiction such as cemetery district boards and County service area citizen advisory committees are not required to follow these rules, the Board of Supervisors strongly encourages them to do so.

Please share this memorandum with those members of your staff supporting advisory bodies. Staff to the Planning Commission, Merit Board, and Assessment Appeals Board and staff to advisory bodies with limited jurisdictions should encourage those bodies to conduct their meetings consistent with the above-stated rules.

Should your staff have questions about the technology and process needed to conduct a hybrid meeting that permits both remote and live participation, please contact the Clerk of the Board at Jami.Morritt@cob.cccounty.us or at 925-655-2005.

MAM:am

cc: Members, Board of Supervisors
Chiefs of Staff



Antioch CHANGE

A Community
Housing Assessment
of Needs, Gaps and
Equity in Antioch,
California

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Healthy + Active
Before 5



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Executive Summary

Many Antioch residents moved to this Bay Area suburb seeking a safe, healthy, and affordable home for themselves and their families. But this dream is increasingly out of reach for many. The national affordable housing crisis, driven by a wave of foreclosures and increase in corporate landlords over the last two decades and exacerbated by the recent COVID-19 pandemic, has threatened the health of Antioch children and families, fueled racial and economic inequity, and placed the city at a pivotal crossroads for achieving housing stability.

In 2021, the East County Regional Group of parent advocates led a community-based, participatory survey of over 1,000 Antioch families to understand their housing challenges and needs. The findings reveal a stark reality with difficult choices facing too many Antioch families:

- On average, respondents were paying 63% of their monthly income on rent, leaving little for food, medicine, childcare, and other basic necessities.
- 79% reported feeling worried about rent increases, while 68% worried about being able to pay their current rent.
- 51% of renters reported worrying about eviction and 64% worried their deposits would not be returned when they moved.

- Low-income residents of color and families with young children are most housing insecure, reporting higher rent burden, fears of displacement, and habitability concerns.

Antioch leaders can act to reverse these grim findings. More than four in five renters and homeowners surveyed want the city of Antioch to take action to limit annual rent increases, prevent unjust evictions, create pathways to homeownership, and build more affordable housing. Antioch leaders should take the following actions to alleviate this crisis for Antioch families:

- **Renter protections:** Establish rent control, just cause for eviction, and tenant anti-harassment ordinances; provide short-term rental assistance; enforce and provide education on renter protections; and provide legal services for tenants.
- **Affordable housing preservation:** Pass a Tenant and/or Community Opportunity to Purchase Act policy; create community land trusts; stabilize lower-income homeowners; and improve rental housing quality.
- **Affordable housing production:** Dedicate public land for affordable housing; zone for affordable housing; and establish housing trust funds.

Antioch's affordable housing crisis has exacerbated deeply rooted racial and economic inequities and jeopardizes community well-being. Building on decades of resident organizing and advocacy for housing justice, the recommendations presented here reflect resident-supported solutions for increasing safe, healthy, stable, and affordable homes in Antioch.



ECRG members at Prosserville Park, Antioch

Project Partners



The **East County Regional Group (ECRG)** is a parent advocacy group of volunteer, largely low-income parents of color that organizes and advocates for healthy, safe, and equitable communities in East Contra Costa on behalf of young children and families. The ECRG is sponsored by First 5 Contra Costa.



First 5 Contra Costa (F5CC) invests Proposition 10 tobacco tax revenues in local health and education programs for expectant parents and children birth to age five. F5CC funded programs help young children grow up healthy, ready to learn, and supported in safe, nurturing families and communities.



Healthy & Active Before 5 (HAB45) is a Contra Costa collaborative advancing health equity through local policy and environmental changes to support the health and well-being of young children and their families. HAB45 provides the Regional Groups with technical assistance and data support.



Urban Habitat (UH) works to democratize power and advance equitable policies to create a just and connected Bay Area for low-income communities of color. Through strategic partnerships, UH supports increasing the power and capacity in low-income communities and communities of color.



Introduction

Housing security is a universal human right and essential for Antioch’s diverse community to thrive. Stable housing promotes physical and mental health, strong early childhood development, and neighborhood vitality.¹ Yet, Antioch renters struggle to meet their basic housing needs, with three out of five spending more than they can afford on rent.² The national affordable housing crisis and re-segregation over the past two decades, exacerbated by the COVID-19 pandemic, has threatened the health of Antioch children and families, fueled racial and economic inequity, and placed the city at a pivotal crossroads for achieving housing stability.

Over the past two decades, Antioch’s social and demographic landscape has changed dramatically, reflecting national and regional trends. Low-income residents and people of color displaced from the Bay Area’s inner core have moved here in search of affordable housing, shifting the city’s demographics. Antioch now comprises 73% people of color, more than double the 2000 percentage.³

During the housing market crash of the late 2000s, Antioch became the “unofficial foreclosure capital of the Bay Area,”⁴ with growing numbers of displaced

homeowners and low-income renters. In 2000, approximately 29% of Antioch residents were renters;⁵ today 39% rent their homes.⁶ As corporate landlords, speculators, and investors profited from the housing crisis, renters were increasingly challenged to make ends meet.⁷ From 2000 to 2019, Antioch's median monthly rent increased by 128% while median family income rose just 30%.⁸

The COVID-19 pandemic has widened housing disparities, underscoring the inextricable link between housing and racial, economic, and health equity. Widespread loss of income, illness, and affordable housing have deepened instability, particularly among those already struggling to stay afloat.⁹ More than 75% of those behind on rent are people of color; 80% of Californians facing eviction are Black and Latino.^{i,10} Despite temporary statewide protections, eviction rates increased from 2020 to 2021, with Antioch having the county's greatest number of evictions during the pandemic and among the highest eviction rates in the Bay Area.¹¹

Families with young children bear the brunt of this growing housing inequity. Frequent moves, overcrowding, and poor housing conditions are linked to negative health outcomes in children, including risk of injury and infectious disease. Parents and adults facing housing instability are vulnerable to poor mental and physical health, including depression, high blood pressure, diabetes, heart disease, and stroke.^{12,13} Currently, 53% of Antioch children live in rental units,¹⁴ where they are more likely to experience these adverse impacts.

Stabilizing low-income renters and homeowners provides benefits for families and the larger community. Affordable housing prices would leave cost-burdened Antioch rentersⁱⁱ with an average additional \$6,000 per year to spend on food, healthcare, childcare, and the local economy.¹⁵ Keeping people housed improves quality of life for all

"I work two jobs just to pay the rent. As a parent I'm making tough choices, like paying the rent, getting gas, or buying food and clothes for my son."

—Resident

i In this report, we use Latino to reference individuals identifying as Latinx, Latina, Latino or Latine. We recognize that while this terminology aims to be inclusive, it remains flawed, incomplete, and insufficient in honoring the diverse indigenous and African heritages, gender identities, and cultures of Latin America who may not embrace these terms. The terminology used in this report was selected as an imperfect but preferred option by Antioch residents representing various ethnicities and cultures related to Latin America.

ii Cost burdened is defined as spending at least 30% of income on rent.

residents, promotes child learning and development, and increases city and county resources.

Facing these dramatic shifts and stressors, Antioch residents have continued to organize for housing justice with great tenacity. A team of East Contra Costa County parent leaders has set out to advance quality affordable housing by identifying Antioch families' pressing needs. Together with local early childhood advocates and community organizations, the parents initiated a community-based participatory research (CBPR) project in April 2021 to understand residents' housing experiences and desires for change. The Antioch **C**ommunity **H**ousing **A**ssessment of **N**eeds, **G**aps and **E**quity (CHANGE) was guided by residents' leadership and CBPR principles.¹⁶ Partners include the East County Regional Group (ECRG), First 5 Contra Costa (First 5), Healthy & Active Before 5 (HAB45), and Urban Habitat.

This report summarizes residents' experiences gathered through Antioch CHANGE and describes the impact of housing inequity in this city. Its recommendations seek to inspire bold housing policy and systemic solutions for housing justice, early childhood development, and community health. The report reflects a community-based assessment methodology that centers resident wisdom, leadership, and power-building for housing justice. Here, we share what Antioch CHANGE has revealed.





How We Got Here:

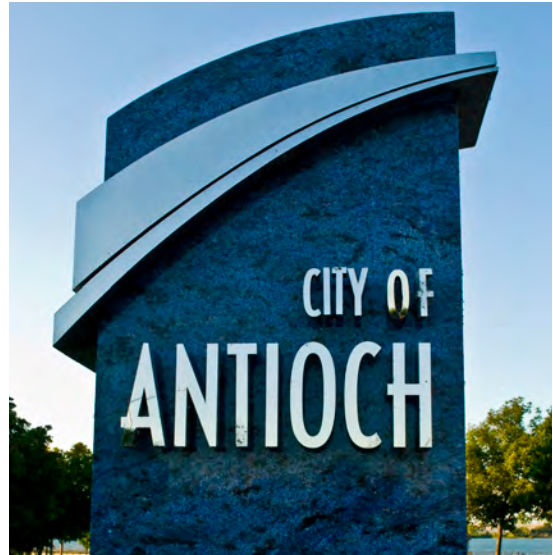
Antioch History and Housing Landscape

Antioch's affordable housing crisis is neither new nor unexpected. Rather, it is rooted in social, economic, and political forces that have shaped the city for generations. To understand the current crisis, we must examine regional and national housing trends and local history.

Early History and White Suburbanization. Antioch is one of California's oldest towns and the first city in Contra Costa County.¹⁷ It was home to the Julpun people of the Bay Miwok tribes before being settled by Spanish missionaries, *Californios*, and then Gold Rush 'forty-niners' in a violent cycle of stolen land, displacement, and conquest.^{18,19} Antioch was established as Smith's Landing in 1850 and was incorporated in 1872.

Since its beginning, Antioch's demography has been shaped by economic trends, public policy, and racial bias. The city's early economy revolved around coal and paper and was bolstered by anti-Chinese discrimination.²⁰ In 1876, white residents burned down Antioch's Chinatown.²¹ Significant growth during post World War II

government-sponsored suburbanization and White flight from inner cities solidified Antioch as an exclusionary community through most of the 20th century.²² Through the 1960s, Antioch remained a “sundown town,” barring people of color from the town after dark.²³ In 1960, Antioch was 99% White with 12 Chinese and two Black residents.²⁴



Resegregation. The 1980s signaled an important shift in Antioch leaders’ attitudes towards development and growth. In 1982, the city council approved a development plan to double the population.²⁵ By the 1990 Census, Latinos made up 16%, Asian and Pacific Islanders 5%, and Black residents nearly 3% of the city population.²⁶ By 2000, people of color comprised 35% of the Antioch population.²⁷

From 2000 to 2014, Antioch was shaped by a new regional “resegregation” pattern,²⁸ with high housing costs, inequitable investments, and failed public policy displacing low-income residents and people of color from the inner core to the outer edges of the nine county Bay Area. Antioch became an important destination for Black, Latino, and Filipino families looking to buy a home at an affordable price in a community with decent schools, parks, churches, and other amenities. Since 2000, Antioch’s Black population has grown by more than two and a half times and the Latino population has more than doubled;²⁹ currently comprising 20% and 36% of the population, respectively.³⁰

Foreclosure Crisis and the Renter Class. As Black and Latino residents moved into Antioch, the city became a local center of the foreclosure crisis, with banks and financial institutions targeting Black and Latino homebuyers with predatory loan products such as subprime mortgages.³¹ Estimates show that Antioch had nearly 2,500 foreclosures per 100,000, a rate hundreds of times higher than rates elsewhere in the Bay Area, such as Silicon Valley.³² Between 2000 and 2010, renters living in single-family homes increased by 48%, likely owing to the purchase of foreclosed properties by investors.³³ Outside investors currently account for 1 in 14 North Antioch home sales, higher than for South Antioch and the East Bay as a whole.³⁴ This heightens housing insecurity, as corporate landlords are significantly more likely than small landlords to file an eviction notice.³⁵

Concurrently, Antioch shifted towards a service economy, with more and more residents working at low-wage jobs and/or experiencing long commutes to make ends meet.³⁶ Like much of the nation, suburban Antioch found itself with a growing semi-permanent renter class, the result of mass foreclosures, rising rents, and stagnant wages.³⁷ These structural changes devastated Black and Latino neighborhoods while allowing corporate landlords to extract exorbitant profits and destabilize rental housing by purchasing previously owner-occupied single-family homes, evicting tenants, and increasing rents.³⁸

Growing Inequity and Housing Insecurity. Antioch's dramatic transformation since the 1960s has led to a nearly six-fold population increase, from under 20,000 to over 115,000. Today, Antioch is the county's second largest city and home to a majority of people of color.

While Antioch now boasts diversity and opportunity, micro-patterns of segregation and inequitable distribution of resources—including housing—continue to plague the city. The northwest part of the city has a higher concentration of renters, people of color, and low-income residents than the more affluent area in the hills to the southeast.^{39,40}

Antioch's housing and economic inequity has been further exacerbated by the COVID-19 pandemic. High eviction rates persisted despite state and local protections while rents increased by nearly 10% and home prices by 8% in the first year of the pandemic.⁴¹ Compounded by a 13% unemployment rate, 43% of Antioch households are housing cost burdened.⁴² Increased tenant harassment by landlords has also jeopardized safe and healthy living conditions, with reports of harassment increasing since 2020.⁴³ Single mothers, children, and Black and Latino residents bear the highest burden of post pandemic housing insecurity.⁴⁴

Amid this changing demographic and housing landscape, Antioch policies and systems have



ECRG member collecting surveys at local market



ECRG members collecting surveys at local event

fallen short. The city lacks sufficient social services and social and cultural infrastructure to respond to its growing population's needs.⁴⁵ Local policies offer inadequate protections and pathways for housing and economic equity. Absent these structural changes, health and racial disparities will continue to persist for Antioch's low-income residents of color.

Community Organizing and Assets. Despite significant obstacles, local community and faith-based organizations have organized for racial and economic justice in Antioch. Efforts to mitigate the foreclosure crisis, stop violence, promote equitable development, improve parks, increase healthy food access, and provide safety net services have defined Antioch's organizing landscape for nearly two decades.⁴⁶

In recent years, Antioch's challenges have catalyzed promising steps towards racial justice with intensified community organizing and political efforts. Community advocacy in 2018 resulted in new city council electoral districts and increased political representation for North Antioch.⁴⁷ The following election cycle, Antioch voters elected a majority Black city council. And, although there is ongoing need, Antioch has created affordable housing, including the Tabora Gardens Senior apartments.⁴⁸ Currently, city policymakers are updating the Housing Element, providing an opportunity to establish responsive policies and equitable housing development for the future. Resident organizing groups, including the East County Regional Group, continue to build power among low-income families of color for an equitable Antioch. Antioch CHANGE comes at a critical time as the city grapples with legacies of systemic racial injustice, growing housing inequity, and pandemic recovery. Antioch is at a pivotal point, poised to shape a new era of housing stability, racial diversity, and equity.



ECRG members collecting surveys door to door

Research Methodology

The Antioch CHANGE project brought together volunteer parent advocates and local housing and early childhood organizations to assess the housing experiences of Antioch families, identify strategies for housing justice, and build momentum for effective, community-driven policy and systems change.

Research Approach and Framework. The project's methodology was grounded in principles of community-based participatory research, a community centered, "collaborative approach to research that equitably involves all partners in the research project."⁴⁹ CBPR centers the experiences of underrepresented communities in research and social change strategies aimed at eradicating power imbalances and health inequities through knowledge and action.⁵⁰

Parent leaders guided and informed each phase of the project, selecting the research topic, areas of inquiry, and methodologies used, and implementing data collection and analysis. ECRG narrowed the geographic focus to Antioch using selection criteria that ranked current housing insecurity, housing trends, political landscape, and established trusted relationships among residents and partners. Together, the partners designed a survey tool to collect resident data and an



ECRG member collecting surveys at Juneteenth celebration

interview protocol for stakeholder input. Parent leaders elected to use a peer-to-peer data collection model, facilitating direct conversations with residents, fostering trust, and building sustainable resident power for housing organizing and advocacy.

Survey Design and Data Collection. The ECRG collected 1,032 surveys between April 5 and July 9, 2021. The 18-question survey asked residents about their demographic characteristics; experiences with housing affordability, habitability, security, and safety; and opinions about potential housing policy solutions.

Though the survey was available to complete online, most responses (81%) were collected one-on-one by ECRG leaders using tablets and paper surveys. Survey promotion included social media, phone banking, door to door canvassing, and talking with residents at community events, vaccination sites, laundromats, grocery stores, parks, clinics, churches, and local service organizations.

Data Analysis. Both qualitative and quantitative analyses of the data were conducted.

Qualitative. Staff from Urban Habitat, HAB45, and First 5 Contra Costa conducted stakeholder interviews with nine Antioch community leaders between June and August 2021 to explore their opinions and experiences with housing needs and opportunities. Urban Habitat staff compiled and analyzed the interview data and compared it with the survey data for commonalities and divergences.

“I left Antioch because of affordability and habitability issues. So being out and collecting surveys, it hit home. Because I love Antioch.”

–ECRG member

Quantitative. First 5 and HAB45 staff entered and compiled the survey data. First 5 staff conducted initial quantitative analysis, generating descriptive statistics such as response frequencies. Guided by ECRG leader input, staff conducted subgroup analyses for several questions by race/ethnicity, income, families with young children, and renters and homeowners to understand those differences. First 5 created the final data presentation and visual materials. All project partners worked collaboratively to inform data analysis and identify areas for further exploration and discussion.

ECRG and First 5 hosted a series of town halls with residents in late 2021 and early 2022, engaging 120 participants to review the survey data, select priorities based on their interpretation of the data and lived experiences, and identify policy solutions. Their assessment of key problems and solutions mirrored the survey findings. In April 2022, Antioch residents, ECRG leaders, and staff met to select the policy recommendations shared in this report. In keeping with CBPR best practice, residents informed and guided the project's priorities, objectives, and strategic direction. The policy recommendations outlined here reflect Antioch residents' call for action.

“It’s very sad to hear how much families are suffering. They tell you their stories and you realize it’s not just you. We’re all out here struggling to stay in our homes.”

–ECRG member



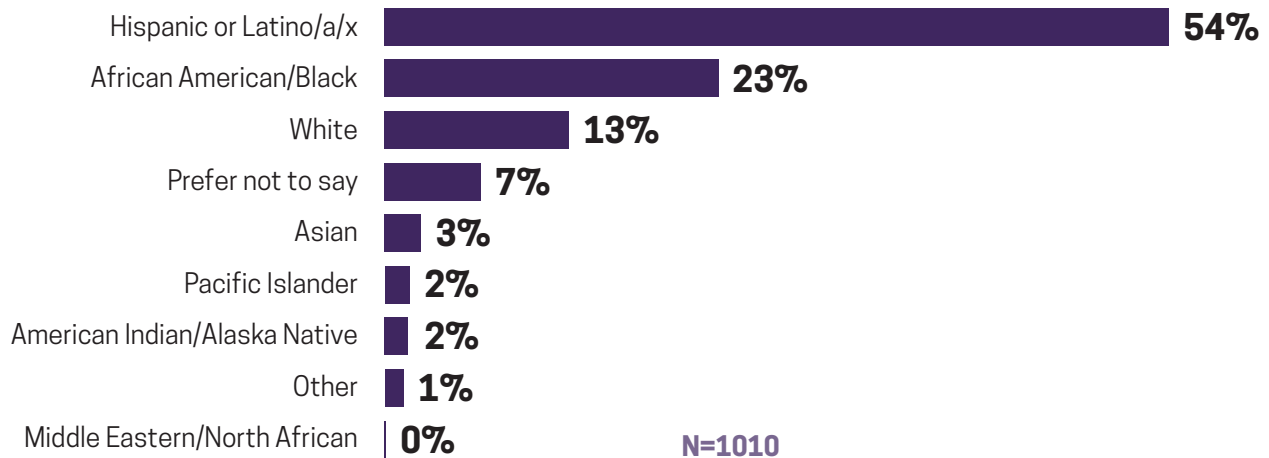
Antioch Residents Need CHANGE: Survey Results and Analysis

DEMOGRAPHICS

The Antioch CHANGE survey reached residents most likely to be affected by chronic housing insecurity: people of color, low-income residents, and renters. It was completed by 1,032 residents, the overwhelming majority (84%) of whom reside in North Antioch (94509 zip code). The vast majority (85%) were people of color: over one-half (54%) identified as Latino, 23% as Black, and 13% as White. Most respondents (58%) completed the survey in English while 42% responded in Spanish.

Housing Tenure. A majority (66%) of residents reported renting with 32% owning their homes; the remaining approximately 3% neither rent nor own a home. Home ownership was lowest among Black (20%) and Latino (30%) respondents while 39% of Whites owned their home. Just over half (51%) of renters lived in apartments while 30% rented single-family homes. Black renters were more likely to

Figure 1. Race and Ethnicity of Survey Respondents



Totals exceed 100% since some respondents selected more than one race/ethnicity category

Figure 2. Renter vs. Owner

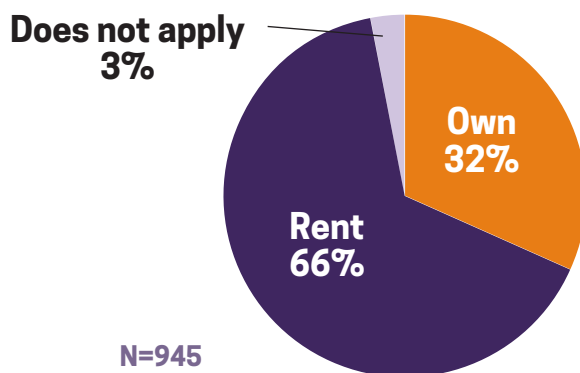
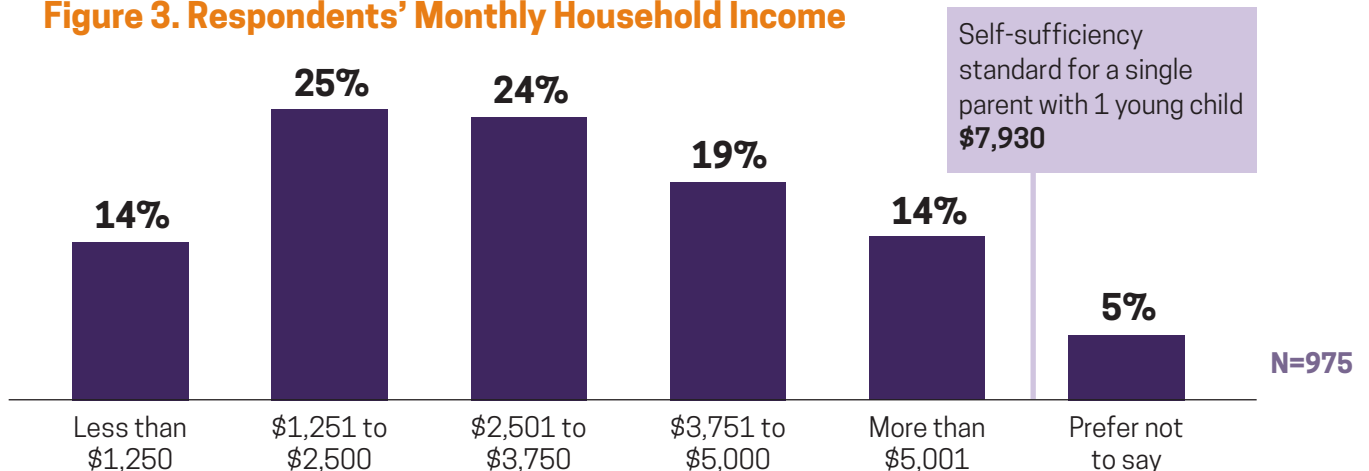


Figure 3. Respondents' Monthly Household Income

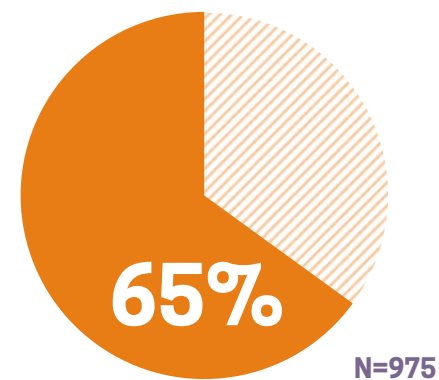


live in a home owned by a corporate landlord compared to White renters, 33% and 18% respectively.

Income. Nearly two-thirds (62%) of respondents reported a monthly income at or below \$3,750 (\$45,000 per year).ⁱⁱⁱ Sixty-six percent of Latinos earn at or below \$3,750 per month while only 55% of Whites earn at this level.

Families with Young Children. Two-thirds (65%) of respondents had at least one child in their household; 38% had at least one child under 6 years old in the home. Families with young children reported slightly lower incomes than the overall sample, with 64% earning at or below \$3,750 monthly. Respondents with young children were more likely to rent; 73% were renters. According to the Insight Center, a single parent with a young child in Contra Costa requires an average monthly income of \$7,930 to cover basic needs,⁵¹ suggesting that most survey participants—particularly those with young children—struggle to meet basic needs.

Figure 4. Percentage of Respondents with at Least One Child per Household



“In a household with children, how can you even instill a vision or a dream to be a homeowner someday or save for the future, when they see you struggling to pay rent?”

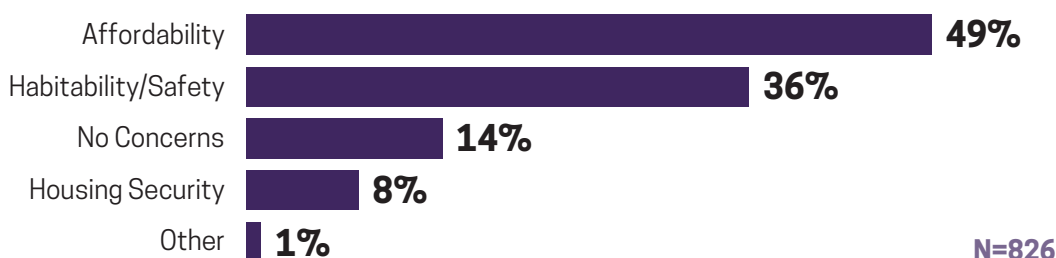
–Resident

ⁱⁱⁱ Monthly income of \$3,838 is 200% of the federal poverty level for a family of three.

RESIDENTS' CONCERNS

Primary Concern: Housing Affordability. When asked to identify their “biggest concern about your living situation,” respondents overwhelmingly pointed to a lack of affordability. Affordability concerns made up nearly half (49%) of all responses.^{iv}

Figure 5. Housing Affordability is Residents' Biggest Concern about Living Situation



Totals are above 100% as some respondents indicated more than one concern

Figure 6. Residents' Affordability Concerns

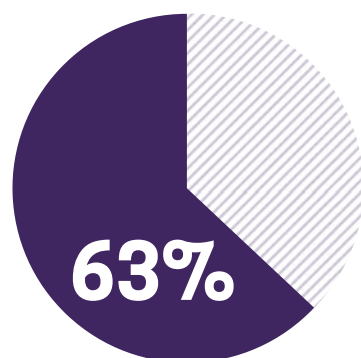


Totals are above 100% as some respondents indicated more than one concern

Yes No

N=704-722

Figure 7. Percentage of Residents' Monthly Income Paid on Rent



Respondents were, on average, **severely rent burdened**, which is defined as paying more than 50% of their income to rent[†]

Most respondents did not distinguish whether they considered “monthly rent” to be Section 8 payments or the full rent amount.

[†] Monthly income is approximate, based on range that respondents provided.

N=537

^{iv} Affordability concerns included: high rent / house payments; inability to make house payments; desired housing / standard of living not affordable; rent increases; unmet basic / housing needs; and unstable employment / income.

When probed about their renting experiences, 79% reported feeling worried about rent increases while 68% worried about being able to pay their rent; 50% were concerned about the cost of utilities. A large proportion (44%) reported a rent increase in the past 24 months, despite rent increase moratoriums in place at least 12 months prior to the survey. Families with young children reported higher fears of rising rents; an alarming 83% worried about rent increases and 75% worried about being able to pay the rent at all.

“How can a senior on a fixed income spend more than half of their income on rent and still care for children?”

–Resident

On average, surveyed renters paid 63% of their monthly income on rent, classifying the average respondent as severely rent burdened.^v Renters spent an average of \$1,481 on monthly rent.

Overall, 98% of surveyed renters were rent burdened, and 71% were severely rent burdened. The lowest income group, earning less than \$1,250 monthly, reported the greatest proportion of income paid to rent at a staggering 92%. Latino and Black respondents were more likely to pay more rent compared to White renters. On average, Latinos spent 69% of their income on rent, Blacks 60%, and Whites 55%.

Deep concerns about affordability were also identified in stakeholder interviews. Of the nine interviewees, eight named affordability as one of the three primary housing challenges in Antioch. A stakeholder with the Antioch Unified School District reported that “housing assistance is the number one ask coming from our families.”

Figure 8. Renters’ Habitability and Safety Concerns



^v Severely rent burdened is defined as paying more than 50% of income on rent.

Habitability and Neighborhood Quality Concerns. After affordability, habitability and neighborhood quality were the most pressing concern for survey participants, comprising 36% of total responses.^{vi} Renters were three times more likely than homeowners to identify habitability concerns. The most frequently reported rental habitability problems were illegal activity/theft, broken heating/air, plumbing issues, pests, broken appliances, and mold. Only 6% of renters had reported their habitability concerns to the city.

“I’ve rented a house in Antioch for more than 20 years. We don’t ask for repairs anymore—even though we need them—because our landlord threatens us with eviction or raising our rent. One time, part of our roof fell in on us and we decided to pay for the repairs ourselves instead of risking losing our home. We really need more protections.”

–Resident

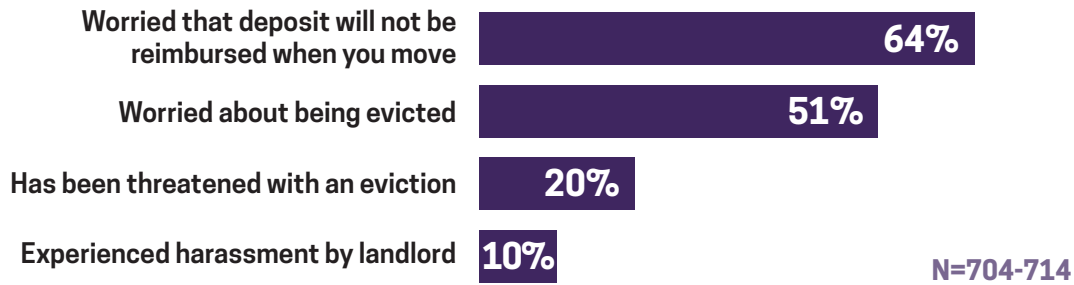
Homeowners pointed to concerns with neighborhood quality more often than renters, 37% and 20% respectively. While concerns with illegal activity or theft in their apartment buildings were identified, renters reported feeling safe (54%) or somewhat safe (30%) where they lived. Stakeholder interviews identified community safety as a pressing concern for the city, describing a need to help families feel safe regardless of their housing status.

Housing Stability and Security Concerns. Half (51%) of renters reported feeling worried about being evicted and 64% worried that their deposits would not be returned when they moved. Families with young children reported higher eviction concerns compared to other respondents, with nearly 60% fearing eviction. Twenty percent of renters had been threatened with an eviction while 10% reported experiencing some form of harassment by their landlord. Seventeen percent of renters shared that their landlord did not respond to requests in a timely manner.

Regarding housing stability, half (49%) of respondents had lived in their home for less than five years, 28% for 5 to 10 years, and 23% for more than 10 years. Half (50%) of respondents reported that high housing costs where they previously lived had prompted them to move to Antioch.

^{vi} Habitability themes included: needed maintenance and repairs; challenges with landlord or management; insufficient space; city / neighborhood safety; city / neighborhood quality; investment in neighborhood; and environmental quality.

Figure 9. Renters' Housing Security Concerns



Among stakeholders, rising homelessness was identified as a salient concern. A crisis center hotline employee shared that “housing and homelessness are the number one issue people call about,” and a school district staff member described homelessness as “rampant...the worst I’ve ever seen.” Service providers working directly with Antioch’s unhoused residents expressed concern with increased homelessness and insufficient shelters or other housing services.

RESIDENTS SUPPORT POLICY CHANGE

When asked about potential solutions to prevent displacement and housing instability, renters and homeowners alike overwhelmingly supported tenant protection policies, pathways to home ownership, and the development of affordable housing. Figure 10 shows that at least 82% of residents support rent control, preventing unjust evictions, and more affordable housing.

Figure 10. Respondents Strongly Support Housing Solutions





ECRG members collecting surveys

LIMITATIONS

Despite the strengths of this community-based research effort, the Antioch CHANGE project and data set carry some limitations. While the sample size reflects Antioch's largest demographic groups, a relatively small sample size precluded drawing conclusions for certain groups. Future projects could oversample racial and ethnic groups such as Asian Americans and Pacific Islanders and multiracial residents, as well as specific populations by household type, seniors, families with children of varying ages, or unhoused residents, in order to better understand differences between groups.

Because of Antioch's rapidly changing housing landscape and pandemic-related living arrangements, data collection among renters was sometimes challenging. For example, those renting a room in a house or staying with homeowner relatives were uncertain whether to classify themselves as renters or homeowners. Similarly, responses to a question about monthly rent varied based on participants' living situations, with some reporting total rent rather than rent actually paid with a section 8 voucher, and others sharing a home reporting their portion of the rent rather than total rent. This variability posed a challenge in drawing conclusions about rent and rent burden. Future projects could benefit from gathering more detailed income and rent data, including income from rental assistance, vouchers, and subsidies.

While open-ended stakeholder interview questions led to rich discussions about increased homelessness, the survey did not specifically ask about homelessness. The sample of unhoused residents responding to the survey was small and limited in capturing the scope of their experiences and needs. While this study explored primary drivers of homelessness such as high rents, evictions, and uninhabitability, more research and community engagement could further examine the experiences of homelessness and potential solutions.

Finally, survey data was collected during a unique time in the COVID-19 pandemic, when eviction and rent increase moratoria were in place and rental assistance programs were just getting underway. This may have resulted in underestimating the perceived risk of eviction and tenant harassment. Despite countywide protections, Antioch experienced a high number of evictions during the pandemic with a spike in July 2021, just after survey collection ended, and again in September 2021 as moratoria were expiring.⁵² While a relatively small percentage of tenants reported harassment from landlords (10%), ECRG members collecting the surveys asserted the number was likely higher as renters were afraid to report harassment on the survey. Because of the timing, our survey may not have captured the severity of harassment and eviction experiences.

DISCUSSION

Antioch CHANGE survey findings illustrate the depth of the city's housing affordability crisis and point to an urgent need for housing stability and equity. Our findings offer rich insight into residents' experiences with housing insecurity and their desire for policy solutions.

Survey data clearly show affordability as the most pressing housing issue for Antioch residents. Widespread rent burden poses dire challenges to meeting basic

“We’ve been trying to buy a house for years, but we can’t afford it and our rent has been raised. So I have experienced it myself. I hear of people sharing a home or renting out a room to be able to pay the rent.”

–Resident

needs, purchasing a home, and creating generational wealth. Affordability is a main driver of other concerns, such as habitability, safety, and housing stability. Identified habitability concerns threaten the health and safety of Antioch renters, particularly young children for whom a safe environment is critical to successful early childhood development. Overall, results affirm that housing security is tenuous for renters, who live with daily stress and anxiety about rent increases and evictions. This instability reverberates throughout the city.

Our findings are consistent with local data showing stark racial, economic, and gender disparities in housing security. Similar to data from the Bay Area Equity Atlas, results show rent burden is highest among Black and Latino renters and women with children.⁵³ Home ownership is lowest among Black and Latino respondents, which aligns with the city's own housing market analysis.⁵⁴ Children and renters are exposed to substandard housing, underscoring other reports connecting health disparities and habitability among children of color.⁵⁵ Multiple data points in this report and outside analyses corroborate the impact of housing inequity on the health and quality of life of Antioch's low-income renters and families of color.

This study also offers a unique understanding of residents' specific housing experiences and their desires and suggestions for policy change. The results provide us with important insight into the primary needs and recommendations of the Antioch renters most impacted by the housing affordability crisis.



ECRG member giving testimony at Antioch City Council

Policy Recommendations

More than 80% of the renters and homeowners surveyed support the city of Antioch taking action to limit annual rent increases, prevent unjust evictions, create pathways to home ownership, and build more affordable housing. In order to develop effective solutions, Antioch staff and elected officials must partner with low-income residents and people of color facing the greatest housing challenges. The recommendations below were developed in collaboration with Antioch residents and community leaders who hold the experience and wisdom to know what is needed for Antioch to increase housing equity.

RENTER PROTECTIONS

Consistent with our findings, over 60%⁵⁶ of Antioch renters pay more than they can afford, with little left for essential food, medicine, childcare, and daily necessities. A toxic mix of rising rents, stagnant wages, and lack of protections have made residents vulnerable to eviction, displacement, and unsafe and unhealthy conditions. Renter protections are critical for keeping families in stable, affordable homes.

The Antioch city council should implement the following tenant protection strategies now.

Establish rent control, just cause, and anti-harassment ordinances

The first and most important action Antioch elected officials can take is to **pass a local ordinance for rent control, just cause for eviction, and tenant anti-harassment.**

Rent control limits rent increases in private rental housing, usually by creating a predictable schedule of the maximum percentage increase allowed each year. Strong local rent control policies cover all eligible rental housing, maximize long-term affordability, and include other tenant protections such as just cause from eviction. **Just cause for eviction** prevents arbitrary, retaliatory, or discriminatory evictions by protecting renters from no-fault evictions. **Tenant protections from harassment** ensure renters are not pushed out of their homes due to hostile actions by landlords or their representatives. Strong policies include protections from landlord abuses such as violation of privacy, unlawful right of entry, retaliation, threats, and coercion, as well as remediation and accountability clauses.

“I’m glad [these policies] have passed in other cities but I wish Antioch would pass them as well.”

–Resident

Some California housing policies limit what local jurisdictions can do but should not stop the city from taking action. Costa Hawkins and the Ellis Act, for example, limit what types of units can be covered by rent control ordinances. Some state protections do not go far enough, such as the 2019 Tenant Protection Act. Filled with loopholes, these laws are not tailored to local needs and are difficult to enforce. While city policymakers navigate state limitations, local tenant protections are critical. Cities like Antioch and Pittsburg that have no local renter protections have experienced higher rates of eviction than those such as Hayward,⁵⁷ Berkeley,⁵⁸ and Richmond,⁵⁹ which have instituted local measures.⁶⁰ When passed together as a package, rent control, just cause for eviction, and tenant anti-harassment measures provide maximum protection from unscrupulous landlords prioritizing profit over renter safety and wellbeing.



ECRG co-organizes Antioch housing action

Provide short-term rental assistance

Rental assistance programs provide funds to assist low- to moderate-income tenants at risk of losing their home due to late or unpaid rent. National data from the Eviction Lab found that renters facing eviction owed a median of \$1,253⁶¹ and that many families are evicted for as little as \$600 owed or less. As the state rental assistance program ended in spring 2022, many local governments are exploring putting permanent programs in place. The East Bay city of Fremont is using federal stimulus funds to operate its own emergency rental program, Keep Fremont Housed⁶² providing rent and utility assistance for low-income renters regardless of immigration status. **Antioch officials should pilot a similar program for Antioch families while also advocating for funding at county, regional, and state levels.**

Enforce and provide education on renter protections

As state and local programs and protections are put in place, resources are needed to support resident outreach and strong enforcement. Education and enforcement of tenants' rights are an important complement to strong, local tenant protections.



Little boy at local housing demonstration

Trusted local community organizations play a vital role in ensuring residents know about their rights and available programs and services. **The city council should allocate Community Development Block Grant (CDBG) dollars and seek additional funding to support effective resident networks and local community organizations reaching families most harmed by housing instability.**

Antioch city staff play an

essential role in educating residents as well—they can send out mailers, post information at community centers and other public spaces, and put information online in an easily accessible format.

Provide legal services for tenants

Legal representation can mean the difference between a tenant staying in their home and being forced out. In San Francisco, 67%⁶³ of renters with a lawyer are able to avoid eviction. Yet nationally, only 3%⁶⁴ of tenants have legal support when facing an eviction.

Antioch currently funds Bay Area Legal Aid and Centro Legal de la Raza with CDBG funds to assist lower-income tenants facing eviction,⁶⁵ an important lifeline for many families. More is needed; **the city should increase funding for legal aid programs.** The Contra Costa County Board of Supervisors is currently considering a proposal from community advocates to expand legal services for tenants. Antioch officials should encourage the county to fund these services to ensure East County communities have access to these needed resources.^{vii}

vii For more on protection strategies, see: Urban Habitat, "[Strengthening Communities Through Rent Control and Just-Cause Evictions: Case Studies from Berkeley, Santa Monica, and Richmond](#)," 2018. Center for Popular Democracy, PolicyLink, and Right to the City Alliance, "[Our Homes, Our Future: How Rent Control Can Build Stable, Healthy Communities](#)," 2019. PolicyLink All-In Cities Policy Toolkit: [Just Cause](#). PolicyLink All-In Cities Toolkit, "[Tenant/community opportunity to purchase](#)." Local Progress, "[Creating a Tenant Opportunity to Purchase](#)."

AFFORDABLE HOUSING PRESERVATION

Compared to much of the Bay Area, Antioch housing costs are relatively low. However, speculation and exorbitant housing prices in the urban core are creating pressure on Antioch's housing stock. Preserving existing housing—both for renters and low-income homeowners—stabilizes communities and can improve safety and habitability. Antioch policymakers can take the following important steps to preserve existing homes for permanent affordability and community ownership.

Pass a tenant or community opportunity to purchase policy

Even after finding a good place to live, renters may find themselves housing insecure when their landlord decides to sell their home. Outside investors are buying homes in North Antioch at a higher rate than in the rest of the city and tend to charge higher fees, neglect needed repairs and maintenance, and evict at higher than average rates.⁶⁶ Antioch elected officials can preserve these homes and protect renters from instability with tenant and community opportunities to purchase, which give renters and nonprofit mission-driven organizations an opportunity to purchase their homes before they are sold to outside investors.

“A family who has rented a home for 10 to 20 years does not have any rights to purchase it. That’s why we need a policy like TOPA.”

—Resident

Under a Tenant Opportunity to Purchase Act (TOPA), when the building they reside in is put up for sale, tenants have the opportunity to purchase the building at a fair market price, offering the dual benefit of stabilizing renters in their homes and creating a pathway to home ownership while preserving affordability. Under a Community Opportunity to Purchase Act (COPA), nonprofit organizations may purchase rental housing and convert it to deed-restricted affordable housing. Washington, DC,⁶⁷ has the oldest and most comprehensive TOPA policy: between 2002 and 2013, TOPA preserved approximately 1,400 affordable housing units there, stabilizing thousands of low-income residents. Smaller cities in the Bay Area such as Berkeley⁶⁸ and East Palo Alto⁶⁹ are currently considering TOPA and COPA policies. These policies are most effective when

local acquisition funds are made available to help cover the cost of purchase and renovations. **The city of Antioch should pass a TOPA and/or COPA policy.**

Create community land trusts

Policymakers can expand sustainable home ownership for low-income Antioch families using community land trusts (CLTs). Created in the civil rights era to help Black southerners gain economic self-sufficiency and land security, CLTs are non-profit organizations that acquire and manage land for affordability and community control. The CLT sells the homes at below-market rates, putting home ownership within reach for low-income households, regardless of documentation status. The CLT retains ownership of the land the home sits on, leasing it to the homeowner. CLT homeowners agree to resale price restrictions that maintain the affordability of the home for the next buyer. In a testament to the strength of CLTs, CLT owners were 10 times less likely⁷⁰ to default on their homes during the foreclosure crisis than their private-market counterparts.

“We should have more community land trusts so we can aspire to transfer property to our children and build generational wealth.”

–Resident

Today, the Bay Area has at least nine community land trusts. In 2021, the city of Richmond⁷¹ allocated \$1 million from the American Rescue Plan Act for Richmond LAND, a Richmond-based CLT. **Antioch could support the creation of a CLT for East Contra Costa County or** help an existing land trust to expand into this region.

Stabilize lower-income homeowners

Home ownership is a significant vehicle for wealth creation in the U.S. The median wealth of a homeowner is 40 times greater than that of a renter.⁷² However, during the foreclosure crisis, predatory financial institutions targeted Black, Latino, and immigrant communities. From 2007 to 2016, over 7 million homeowners⁷³ nationwide lost their homes and the opportunity for generational wealth-building; many of these families continue to struggle today with chronic housing instability and homelessness. Since 2000, the number of Antioch homeowners has stagnated



Signs from local housing action

and even declined slightly while the number of renters has grown by over 50 percent.⁷⁴

To make home ownership accessible, **Antioch leaders should help lower-income homeowners keep their homes through foreclosure prevention programs**, including outreach, education, financial counseling, and mortgage assistance. Programs to help

with maintenance, rehabilitation, and adaptive remodels for improved accessibility can help homeowners stay in their homes as they age. Philadelphia's successful residential mortgage foreclosure⁷⁵ and homeowner repair programs⁷⁶ provide a strong model.

Improve rental housing quality

Thirty-six percent of surveyed renters reported habitability and neighborhood quality issues. Yet many do not speak up for fear of retaliation or a rent increase.

Antioch can ensure repairs and habitability through equitable code enforcement and landlord repair programs.

The city's current code enforcement process relies on complaints, which burdens tenants to report possible violations and can leave them vulnerable to landlord retaliation. Proactive rental inspections provide periodic mandatory oversight. Tenant protections in code enforcement can include requiring relocation assistance when tenants need to move out temporarily for repairs and the right of tenants to return to their homes at the same or similar rent. Code enforcement services, including inspections, should be offered in languages spoken across Antioch, including Spanish.^{viii}

viii For more on preservation strategies, see: Urban Habitat, "Rooted in Home: Community Based Alternatives to the Bay Area Housing Crisis." PolicyLink, "Our Homes, Our Communities: How Acquisition Strategies Can Create Affordable Housing, Stabilize Neighborhoods, and Prevent Displacement," 2021.



ECRG members

AFFORDABLE HOUSING PRODUCTION

The need for affordable housing in Antioch continues to grow but the city's response is lagging. According to the regional housing needs allocation (RHNA), Antioch has produced 56% of needed very low-income housing while far exceeding its target for above moderate rate housing.⁷⁷

In Antioch, like much of the Bay Area, low-wage workers and people living on fixed or no income face the greatest barriers to finding affordable housing. A full-time, minimum-wage worker—many of Antioch's service and retail workers—earns \$31,200 per year, which means they can afford roughly \$780 per month on rent. Residents on fixed incomes such as Social Security Disability earn an average of \$1,200 per month, making Antioch's median rent of nearly \$1,600 inconceivable.⁷⁸ Even income-restricted affordable housing units in Antioch, which calculate rent based on median income, can have rents of \$1,500 or more for a household of three.^{ix}

Insufficient affordable housing means that many Antioch families pay far more in rent than they can afford, live in overcrowded conditions due to doubling or tripling up in homes, or live in homes that are unsafe and unhealthy. Many families are one missed paycheck or medical emergency away from being unable to pay their rent, putting them at risk of homelessness.

ix Affordable housing programs, including public housing, Section 8 vouchers, and nonprofit affordable housing developments, have income thresholds calculated based on the Area Median Income (AMI). In Antioch, the income threshold for a low-income family of 3 is \$61,650, which translates to a rent of roughly \$1,500, which is out of reach for many households who earn far less.

The following approaches can help to ensure that Antioch homes are affordable to the city's lowest income residents.

Dedicate public land for affordable housing

Parcels of land owned by government jurisdictions that are underutilized, vacant, or underdeveloped can be prioritized for affordable housing developments. **Antioch city officials can inventory publicly owned sites to determine which to prioritize for development of extremely low-income housing.** Under California law AB 2135, public surplus land must be prioritized for public benefit; local agencies are required to make public land available for the development of affordable housing at a discounted rate. These sites should take into consideration proximity to public transit, services, and schools to be maximally competitive for state funding. The city should use its recent Breakthrough Grant award from the Partnership for the Bay's Future to facilitate development of affordable housing on land owned by faith-based institutions.

“We as residents can advocate for public land to be used for housing our community. We need to find out where these parcels are at and make sure our public land is used for public good.”

–Resident

Zone for affordable housing

Inclusionary zoning requires market-rate developers to provide a certain percentage of their ownership or rental housing at costs affordable to lower income families. State law allows cities to establish an inclusionary requirement of 15 percent; cities can choose to increase this if they conduct a feasibility study showing it would not be a deterrent to new development. Zoning incentives such as density bonuses allow for a developer to build a larger project in exchange for providing a certain amount of affordable housing. Other incentives may include lower parking or open space requirements or reduced setbacks. **Antioch policymakers should pass inclusionary zoning including deeply affordable units for people earning the lowest incomes and eliminate parking requirements and setbacks for affordable housing.**

Establish housing trust funds

Housing trust funds (HTFs) are pools of dedicated public funding to preserve or build affordable housing. HTFs can be established by local governments and help to attract funding for affordable housing from state or federal sources. Local sources of funding may include construction impact fees and taxes, voter-approved housing bonds, community development block grants, inclusionary zoning in-lieu fees, and general fund dollars. The funds can be used to build new affordable housing, support tenants or nonprofits to buy homes with TOPA/COPA, help low-income homeowners pay for needed repairs or maintenance, or to address other housing needs in the community. Solano County has set aside \$3 million⁷⁹ in federal emergency relief funds to establish an HTF. **Antioch policymakers should establish a housing trust fund.**^x

“If we don’t act, we will become a victim of gentrification and there will not be any room for the change that we want.”

–Stakeholder



Tabora Gardens Senior Apartments in Antioch.

x For more on inclusionary zoning, see: <https://inclusionaryhousing.org/>. For more on HTFs, see the [Housing Trust Fund Project](#).



Conclusion

Antioch's affordable housing crisis has exacerbated deeply rooted racial and economic inequities and jeopardizes community well-being. The Antioch CHANGE study highlights residents' challenges with housing affordability, habitability, and stability and the disproportionate impact on low-income residents, young children, and families of color. To our knowledge, this is the first community-based participatory housing assessment conducted in Antioch in which volunteer residents methodically collected data from their peers about their housing hardships and desires for change. The results provide invaluable insight and offer the recommendations of Antioch renters most challenged by the affordable housing crisis.

Like many cities, Antioch is grappling with its history of racialized violence, segregation, and systemic obstruction of wealth generation for people of color. A bold housing strategy is critical to advancing a just and strong Antioch. Local public policies that protect renters and create truly affordable housing are the cornerstones of housing stability and racial and economic equity. The policies presented here build upon decades of resident organizing and advocacy for housing justice while simultaneously creating a new trajectory for Antioch grounded in equitable development and inclusion.

It is the project partners' hope that this Antioch CHANGE report—and the thousands of residents whose stories and contributions it represents—will inform citywide housing policies and programs going forward, as the city continues to navigate rapid changes in its demographics, housing landscape, and pandemic recovery.

Acknowledgements

It takes a village to carry out a community based participatory research effort. The project partners extend our sincere gratitude to the following individuals and organizations for the talent, expertise, insight, and support they offered to this project and report.

East County Regional Group Members

ECRG leaders demonstrated extraordinary resiliency and dedication to this project despite significant hardships associated with the pandemic and shelter in place. Their commitment to community empowerment and housing justice is unparalleled and an example to us all.

Aisha Patterson, Amira Smith, Audrey Dollarhide, Belem Ramírez-López, Brendon O’Laskey (**Treasurer Year 1**), Carlos Omar Navarrete, Chipu Washington (**Chair Year 1**), Christine Clark (**Secretary Year 1**), Deborah Polk, Denise Woods, Gabriela Chico-Farias, Gloria Ochoa (**Vice Chair Year 1**), Ingrid Bernal, Janet Costa, Jennyfer Arosemena, Laura Espitia, Leticia Walker, Maggie López, Maria De Jesus López, Maricela López, Myriam Saenz Salgado (**Secretary Year 2**), Nikita Crawford, Ofelia Sánchez, Priscilla Nzessi, Rocheall Pierre, Ronald Davis, Rosa Guerra, Silvia Angeles (**Chair Year 2**), Silvia Vásquez Maravilla, Sostenes Ramírez (**Vice Chair Year 2**), Susana Sánchez, Teresa Ruano, Tonya Dean, Valeria Ruano, Wendy Galindo, Yadira Magana, Yaratzet Santiago (**Treasurer Year 2**), Yerenia Zarate.

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Wendy Escamilla | Clinical Director, Brighter Beginnings

Lamar Thorpe | Antioch Mayor

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Tiffany Armstrong | Intake Supervisor, Contra Costa County Employment and Human Services

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Justin Jarratt | Call Center Manager, Contra Costa Crisis Center

Report design

Design Action Collective

Photos

Photos of East County Regional Group and local housing actions provided by First 5 Contra Costa and Chris Schildt; page 10: Creative Commons/ Masrur Odinaev; page 35: SAHA; additional stock photos from Istock and Getty Images.

Editorial support

Jennie Schacht | Principal, Schacht & Associates

Funders

We are grateful for the generous support of our funders, who made this report and the work it describes possible:

East Bay Community Foundation

San Francisco Foundation

East Contra Costa STRONG Nonprofits Fund

Y&H Soda Foundation

Appendix



Antioch CHANGE: Community Housing Assessment of Needs, Gaps and Equity

We invite you to take this survey sponsored by the East County Regional Group, First 5 Contra Costa, Urban Habitat, and Healthy & Active Before 5 to understand the housing needs, inequities, and opportunities for Antioch residents. **Your answers will be kept confidential** and combined with all the answers collected, and they will be used to inform a community-based strategy for housing security in Antioch. For more information, please contact grivas@first5coco.org. **You will receive a \$5 Starbucks gift card as a thank you** for completing the survey. **One survey per person please.**

1. **Zip code** (check one zip code)
☐ 94509 ☐ 94531
2. **What kind of home do you live in?** (please check one)
☐ Apartment ☐ Condominium ☐ House ☐ Mobile Home
☐ Other Please describe _____
3. **How many bedrooms are in your home?**
☐ 1 ☐ 2 ☐ 3 ☐ More than 3
4. **How long have you lived in your home?**
☐ Less than 5 years ☐ 5-10 years ☐ Over 10 years
5. **What is your biggest concern about your living situation?**

6. **If you lived in another city before moving to Antioch, were high housing costs a reason for moving?**
☐ Yes ☐ No
7. **What is your age?**
☐ 10 – 19 years ☐ 20 – 29 years ☐ 30 – 39 years ☐ 40-49 years ☐ 50 or older
8. **What is your Race or Ethnicity?** (check all that apply)
☐ African American/Black ☐ Hispanic or Latino/a/x ☐ White
☐ American Indian/Alaska Native ☐ Middle Eastern/North African ☐ Other: _____
☐ Asian ☐ Pacific Islander ☐ Prefer not to say
9. **What is your Gender Identity?** _____ ☐ Prefer not to answer
10. **How many of the following people live with you? (Please write answer as a number)**

Young Adults (18-34)	Adults (35 and older)	Children under 6	Children/Teens (6-18)
11. **What is your Monthly Household Income?** (Money from work, Social Security, unemployment, etc.)

☐ Less than \$1,250	☐ \$1,251 to \$2,500	☐ \$2,501 to \$3,750
☐ \$3,751 to \$5,000	☐ \$5,001 to \$6,250	☐ More than \$6,250

12. Please check the best answers to the following questions.	Yes	No	I don't know
a. Would you support an Antioch rent control policy that limits rent increases each year?	☐	☐	☐
b. Would you support an Antioch policy to prevent unjust evictions?	☐	☐	☐
c. Do you support opening pathways to homeownership for renters in Antioch?	☐	☐	☐
d. Do you support building more affordable housing in Antioch?	☐	☐	☐

13. **Do you?:**
☐ Own your home (house/ condominium/mobile home)
☐ Own an apartment building
☐ Rent a room in an apartment, house, or condo
☐ Rent an apartment ☐ Studio ☐ House ☐ Mobile home

SECTION FOR RENTERS ONLY:

14. How much do you pay per month in rent? (Please write amount here): \$ _____

15. Has your rent been increased in the past 24 months? Yes ☐ No ☐ I don't know ☐

If answer is yes, by how much? \$ _____

16. Please rate the following possible problems in your home:	Yes, big problem	A Little problem	No, not a problem
a. Mold / Mildew	☐	☐	☐
b. Pests/ Rodents (<i>Bedbugs, Mites, Mice, etc.</i>)	☐	☐	☐
c. Illegal Activity or Theft in my Building/Complex	☐	☐	☐
d. Leaky Roof	☐	☐	☐
e. Broken Heater/ Air Conditioning	☐	☐	☐
f. Broken Appliances (Laundry, Refrigerator, Stove, etc.)	☐	☐	☐
g. Overcrowding	☐	☐	☐
h. Problem with Plumbing	☐	☐	☐
i. Exposure to Hazardous Materials (Lead Paint, Asbestos, Fumes, etc.)	☐	☐	☐
j. Electrical Wiring (Exposed Wires or Outlets Not Working, etc.)	☐	☐	☐
k. ADA Accessibility	☐	☐	☐
l. Other (Garbage Collection, Landscape Maintenance, etc.). Please Describe:			

17. Please check the best answers to the following questions.	Yes	Somewhat	No
a. Do you currently have a lease?	☐	☐	☐
b. Does your landlord respond to maintenance requests in a timely manner?	☐	☐	☐
c. Does your landlord charge you for maintenance? (fixing problems)	☐	☐	☐
d. Does your rent include water and garbage expenses?	☐	☐	☐
e. Is your rent reasonable for the size, amenities and condition?	☐	☐	☐
f. Do you worry that your rent may go up?	☐	☐	☐
g. Do you worry that you will not get your deposit back when you move?	☐	☐	☐
h. Do you worry about being evicted?	☐	☐	☐
i. Do you worry about not being able to pay rent?	☐	☐	☐
j. Do you worry about not being able to pay utilities?	☐	☐	☐
k. Do you feel safe where you live?	☐	☐	☐
l. Have you ever been threatened with eviction?	☐	☐	☐
m. Have you been harassed by your landlord?	☐	☐	☐

18. Please check the best answers to the following questions.	Yes	No	I don't know
a. Is your building or home owned by a corporation/real estate company?	☐	☐	☐
b. Is your building or home managed by a property management company?	☐	☐	☐
c. Have you reported living condition concerns to the city?	☐	☐	☐
d. Have you ever received an unjust eviction?	☐	☐	☐

Thank you for completing the survey. By providing your email OR home address, you accept that you will receive a \$5 Starbucks gift card as a thank you for filling out this survey.

Thank You!

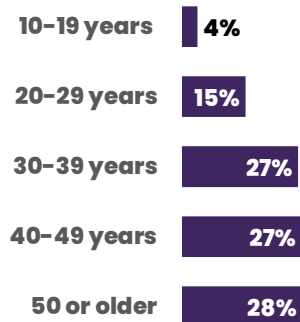
Name (optional):	Email:	Address:

Would you like to learn more about the East County Regional Group's campaign for better housing? Yes ☐ No ☐

The East County Regional Group is a volunteer parent advocacy group organized to create healthier, safer and more equitable communities for young children and families through policy and systems change.

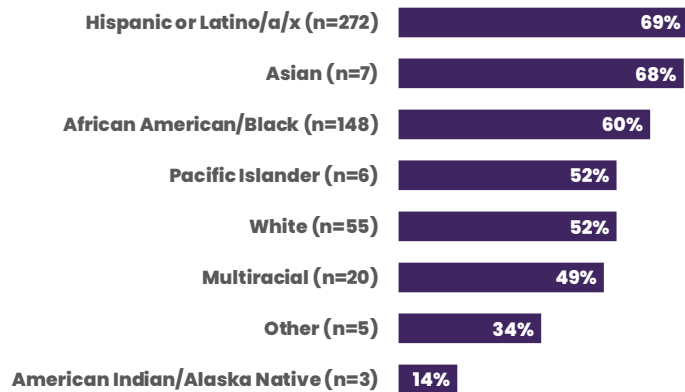
Additional Charts

What is your age?

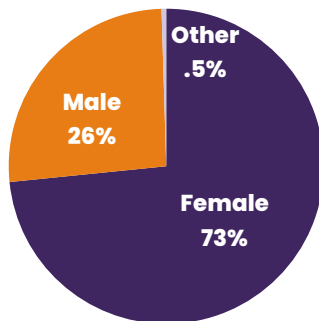


N=1012

Percentage of Residents' Monthly Income Paid on Rent, by Race

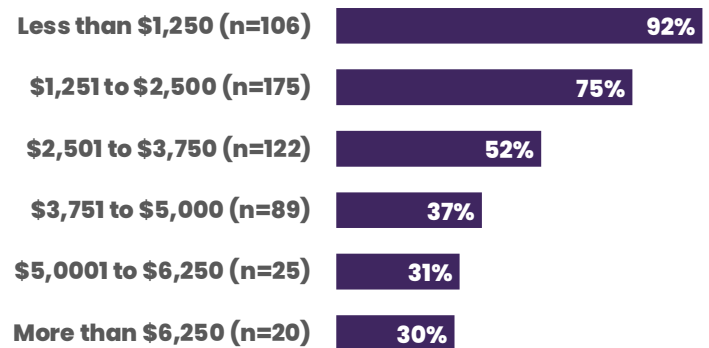


What is your gender identity?

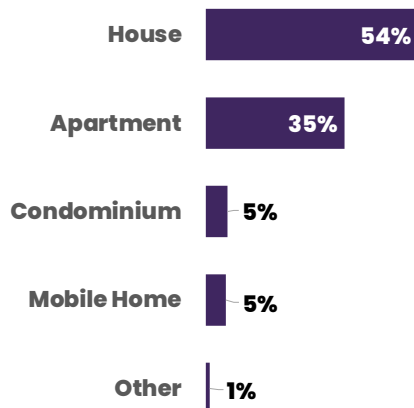


N=827

Percentage of Residents' Monthly Income Paid on Rent, by Income Level

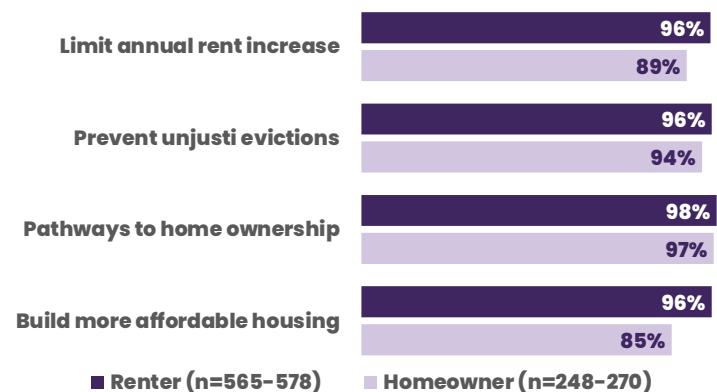


What kind of home do you live in?



N=988

Renters and Homeowners Support Policy Solutions



Notes

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