



Youth Committee Agenda

June 27, 2024

12:00 p.m. – 1:30 p.m.

**4071 Port Chicago Hwy., #250 Conference Room A
Concord, CA 94520**

Contra Costa Community College District Office
500 Court Street 1st Floor Conference Room # 101, Martinez, CA 94553

Los Angeles Marriot Convention Center
2500 N. Hollywood Way, Burbank, CA 91505

ZOOM Meeting – Meeting ID: 844 9879 9466; Passcode: 629416

<https://us06web.zoom.us/j/84498799466?pwd=xGJ5lYlxZVLzQ69BHYb2LCWSbE58li.1>

Join by Dial In: 699-444-9171 or 253-205-0468

- | | |
|-----------------|--|
| 12:00 PM | CALL TO ORDER AND REMINDER OF POTENTIAL CONFLICT OF INTEREST
PUBLIC COMMENT
INTRODUCTIONS |
| 12:20 PM | PRESENTATION ITEM and DISCUSSION
P1 Measure X Youth Centers Community Engagement |
| 1:00 PM | ACTION ITEM
A1 Approve Measure X Youth Centers Community
Engagement Report |
| 1:20 PM | CHAIRS' REPORT AND NEXT AGENDA ITEMS |
| 1:30 PM | ADJOURN |

Future Youth Committee Meetings: Monday August 26, 2024

Public Comments are limited to 3 (three) minutes.

Any appropriate public records related to an open session item on a regular meeting agenda and distributed by the Workforce Development Board and any of its committees to a majority of members of the Workforce Development and/or its committees, less than 72 hours prior to that meeting are available and for public inspection at 4071 Port Chicago Highway, Concord during normal business hours. The Workforce Development Board will provide reasonable accommodations for individuals with disabilities planning to attend Board meetings. Arrangements can be made by contacting the Board at 925-671-4560

Workforce Development Board (WDB) of Contra Costa County Youth Committee Charter

Charter Element	Charter Agreement Information
Business Objective	The primary objective of the WDB Youth Committee is to Increase the number of youth and young adults, 16-24, who are well prepared for postsecondary vocational training, further education, and/or a career, with an emphasis on serving the most vulnerable and underserved populations and those from low-income communities.
Case for Action	<p>It is the vision of the WDBCCC to support a network that creates and promotes dynamic education systems, high-performing businesses, and a prosperous local economy with an abundance of high quality jobs and skilled workers to fill them. Our mission is to promote a workforce development system that meets the needs of businesses, job seekers, and workers, to support a strong and vibrant economy in Contra Costa County. As we advance our work toward realizing our vision a number of key factors drive our work:</p> <ul style="list-style-type: none"> • Good jobs in today's economy and labor market require workers to have a growing level of knowledge and skill in order to compete for them; • The employment gap is widening between those with higher levels of education and credentials and those who lack them; • Jobs are growing at both the high-skill and low-skill end of the labor market, while growth of "middle skill" jobs has been lagging; however, the retirement of baby boomers from the labor force will create openings in nearly every industry and occupation; • The emerging workforce does not have the education and skill-sets needed to perform many of these jobs, as manifested by a continued lag in the educational attainment levels of young people (although beginning to show some signs of improvement, student preparedness for post-secondary education remains very low); and • The difference between supply and demand indicates that there is a "skills gap" between what most emerging workers have to offer and what businesses need, creating the urgency to develop and support new strategies that can better equip and train people for jobs in today's economy.
Requirements	<p>The WDB Youth Committee will:</p> <ul style="list-style-type: none"> • Work with partners to develop systems that effectively engage employers in career development and work-based learning opportunities for youth and young adults to learn about, explore, and prepare for careers; • Strengthen collaborations between the local workforce system and other programs and systems that seek to help youth with significant barriers to employment; • Develop and implement strategies to direct Workforce Innovation and Opportunity Act (WIOA) and other resources to serve youth and young adults most in need and support their success; • Collaborate with and support career-focused strategies at high schools and community colleges, particularly those aligned with WDB priority industry sectors; • Work with partners to increase opportunities for high school graduates, dropouts and disconnected youth to transition into postsecondary education, training and careers; and • Work with Community Colleges, Apprenticeship Programs, Trade Schools and others to offer more opportunities for disconnected youth to achieve success.
Boundaries / Guidelines	The Youth Committee advises and influences the direction and implementation of youth services strategies as outlined the WDB 2013-2017 Strategic Plan.
Team Membership	<p>The Youth Committee brings together leaders from business, economic development, education, labor, community-based organizations, youth/young adults and the public sector. The Youth Committee chair(s) is a member of the WDB Executive Committee and some members of the Youth Committee hold a seat on the Workforce Development Board. Other Youth Committee members are recruited and engaged to represent a particular perspective or constituency. The Youth Committee and the WDB work on behalf of the Contra Costa County Board of Supervisors and the businesses and residents of Contra Costa County.</p> <p>The WDB and the Youth Committee also draw upon the knowledge and expertise of other individuals and organizations that are not members of the WDB and occasionally form <i>Ad Hoc</i> committees to conduct specific activities.</p>
Timing	The work of the Youth Committee is aligned with the timeline for the WDB's Strategic Plan.
Resources	The WDB and the Youth Committee provide and/or support convening and networking functions that draw together a wide spectrum of stakeholders that contribute to the health of the local economy and prepare residents for effective participation in the workforce. These include local and regional businesses, economic development experts and organizations, public agencies, education, labor, and community-based organizations.
Review Process	<p>The Youth Committee monitors and reports its progress at regular committee meetings, the WDB Executive Committee and full WDB member meetings as appropriate.</p> <p>Progress against the WDB Strategic Plan is reviewed at regular intervals as determined by the WDB and any of its relevant governing authorities at the local, state, and/or federal level</p>

DATE: June 27, 2024
TO: Youth Committee
FROM: Noramah Burch, Administrator
RE: **Presentation: Measure X Youth Centers Community Engagement**
Jen Irish (Social Change Partners) and Noelle Simmons (Public Minded Consulting)

BIOGRAPHY OF SPEAKERS

Jen Irish, Consultant - Social Change Partners

Jen Irish is a seasoned operations and marketing leader. Her career highlights include serving as Chief Operating Officer at Illumagear, leading the marketing team for Geocaching.com, and founding two small companies. Jen's skillset spans strategy, brand development, business operations, and team leadership. With an MBA from Duke University and a BA in Theater Performance from Pomona College, Jen brings a unique blend of business acumen and creative thinking to her roles. She is currently engaged in non-profit consultancy work with Social Change Partners.

Noelle Simmons, Principal – Public Minded Consulting

Noelle Simmons has been the Principal at Public Minded Consulting since January 2024. She previously spent more than two decades in public service with the City and County of San Francisco, where she was the Chief Deputy Director at the Department of Homelessness and Supportive Housing from 2021 to 2023, and a Deputy Director at the Human Services Agency from 2007 to 2021. In this capacity, she acquired expertise in the design, delivery and evaluation of social services and safety net programs. Noelle began her career with the City and County of San Francisco in the Mayor's Office of Public Policy & Finance, where she served as the City's Budget Director. She holds a Master's degree in Public Policy from UC Berkeley and resides in Oakland with her family.

A. DISCUSSION

To follow after presentation

For any questions, please contact Noramah Burch, Administrator at 925-671-4532 or nburch@ehsd.cccounty.us

DATE: June 27, 2024
TO: Youth Committee
FROM: LaTosha Stockholm, Youth Centers and CCWORKS Program Manager
RE: **Measure X Youth Centers Community Engagement**

A. RECOMMENDATION

Approve the Measure X Youth Centers Community Engagement Report and direct the EHSD to transmit the report to the Board of Supervisors in conjunction with the Measure X Youth Centers Implementation Plan.

B. BACKGROUND

The Contra Costa County (CCC) Board of Supervisors, in alignment with the objectives of Measure X, has designated funds for the establishment of three new youth centers. These centers aim to address the diverse needs of youth residing in different districts of the county. The allocation of these centers is as follows:

- BOS District 3: East County, encompassing unincorporated areas such as Bethel Island, Byron, Discovery Bay, Knightsen, and the municipalities of Antioch, Brentwood, and Oakley.
- BOS District 4: Central County, comprising Concord, Clayton, Pleasant Hill, Walnut Creek, as well as unincorporated areas like Contra Costa Centre and Morgan Territory.
- BOS District 5: East County (Eastern part of D5), including Pittsburg, a section of Antioch, and surrounding unincorporated regions such as Bay Point.

The planning process for these youth centers is under the leadership of the Employment and Human Services Department (EHSD), with oversight from the Workforce Development Board (WDB). Social Change Partners and Public Minded Consulting have been engaged as consultants to support this endeavor.

C. CURRENT SITUATION

This Community Engagement Report summarizes findings from a comprehensive public engagement process conducted from October 2023 to May 2024, which included 32 listening sessions with 488 attendees and an online survey completed by 329 respondents. Participants in the community engagement process were residents of or youth service providers in Contra Costa County Districts 3, 4, and 5. Youth comprised 45% of total participants. Topics addressed by participants included priority ages and sub-groups, challenges in the community and desired programming, and recommended locations, opening hours, and staffing considerations. The stakeholder feedback contained in this report will be used by the Board of Supervisors and county

staff to inform implementation plans for the three Measure X youth centers. The resulting service sites will undoubtedly be enhanced by the rich input that community members took time to provide.

ATTACHMENTS

A1a Measure X Youth Centers Community Engagement Report

For any questions, please contact LaTosha Stockholm, Youth Centers and CCWORKS Program Manager at lstockholm@ehsd.cccounty.us.



A1a

CONTRA COSTA COUNTY

Measure X Youth Centers Community Engagement Report

*Community Engagement and Report by
Social Change Partners and New Ways to Work*

June 27, 2024

DRAFT



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Executive Summary

Measure X, a 20-year, ½ cent sales tax approved by Contra Costa County voters in November 2020, aims to fund various essential health and social services. Based on a recommendation by the Measure X Community Advisory Board, the Contra Costa County Board of Supervisors approved Measure X funding for the development of three new youth centers in the county.

This Community Engagement Report summarizes findings from a comprehensive public engagement process conducted from October 2023 to May 2024, which included 32 listening sessions with 488 attendees and an online survey completed by 329 respondents. Participants in the community engagement process were residents of or youth service providers in Contra Costa County Districts 3, 4, and 5. Youth comprised 45% of total participants, with far more attending listening sessions (351) than responding to the survey (10). The stakeholder feedback contained in this report will be used by the Board of Supervisors and county staff to inform implementation plans for the three Measure X youth centers. The resulting service sites will undoubtedly be enhanced by the rich input that community members took time to provide.

In sum, the community input reveals a strong consensus across Districts 3, 4, and 5 regarding the key priorities and preferences for the youth centers, emphasizing the importance of creating inclusive spaces that cater to the needs of diverse youth populations aged 13–18, with a shared priority to provide programs and services that promote mental health, academic support, recreation, and youth employment resources. Respondents stressed the importance of easily accessible locations, afternoon and weekend hours of operation, and staff who have experience working with youth and strong connections to the community. Participants across Districts also saw involvement from the community and schools as essential for the success of the youth centers.

While the overarching themes remained consistent, there were also variations in community feedback across the three Districts. The overarching themes are provided here and the District variations are detailed in the three District-specific sections.

		PARTICIPANTS
	LISTENING SESSIONS	488 <i>primarily youth</i>
	SURVEYS	329 <i>primarily adults</i>

Ages

Over 80% of survey respondents believed that youth ages 13 to 17 are the primary age group the youth centers should serve. Nearly two-thirds of respondents felt the centers should serve 18-year-olds, with support dropping off from each age thereafter up to 25. Listening session attendees aligned with survey respondents, with the consensus being that centers should serve middle and high school-aged youth. Listening session attendees emphasized the importance of separation between age groups, either by time or space. Attendees expressed concerns over mixing minors with youth over 18 and mixing middle school youth with high school youth. Some concerns related to safety, while others focused on the age-appropriateness of programming.

Priority Sub-Groups

Survey respondents emphasized the need to prioritize youth from systems of care and low-income families, while also noting that the centers should be open to all youth in the community without distinction. This aligns with the listening session discussions, where participants emphasized the importance of creating an inclusive environment that welcomes youth from diverse backgrounds and avoids stigmatizing special priority populations, while providing additional services for systems-involved youth.

Youth Challenges

The survey results and listening session findings paint a picture of the primary challenges faced by youth in Contra Costa County, with mental health, lack of low-cost recreation opportunities, and substance abuse emerging as the most pressing concerns across all Districts. While peer pressure and the negative impacts of social media were not explicitly included as options in the survey, listening session attendees, particularly youth, frequently mentioned these challenges.

Programming

Across all Districts, the survey results highlight the importance of behavioral and mental health support, which respondents consistently ranked as the top priority. Participants in listening sessions also highlighted the need for these services, and noted the difficulty youth face in accessing mental health resources. Academic support, recreation and youth employment services were also shared priorities for youth center programming.

Location

Respondents across all Districts stressed the importance of centers that are easily accessible by public transportation and located in central, safe areas. Regardless of the specific location, participants emphasized the importance of creating a space that appeals to youth. The residency of survey respondents and session attendees also likely influenced their responses.

Hours of Operation

Overall, feedback regarding preferred hours of operation for youth centers was remarkably consistent across all Districts in both the listening session discussions and the survey results, emphasizing out-of-school times (i.e., weekday afternoons and evenings, weekend afternoons) when youth are most likely to need and benefit from their services. Listening session attendees also thought centers should be open 7 days a week, with extended weekday hours during out-of-school times such as the summer.

Staffing Considerations

Survey respondents across all Districts consistently ranked “Having general experience working with youth” as the most important staff characteristic. Respondents also prioritized “Having lived experience” (i.e., firsthand knowledge and wisdom gained through personal involvement in specific situations or circumstances) and “Being from the community where the new youth center will be located.” Listening session attendees agreed on the importance of these qualities, but also expressed the importance of staff who can relate to youth, are emotionally intelligent, are strong communicators, and have a passion for working with youth.

Introduction

Measure X Youth Centers

Measure X is a countywide 20-year, ½ cent sales tax approved by Contra Costa County voters on November 3, 2020. The county began collecting the tax on April 1, 2021. The ballot measure language stated that the intent of Measure X is “to keep Contra Costa’s regional hospital open and staffed; fund community health centers, emergency response; support crucial safety-net services; invest in early childhood services; protect vulnerable populations; and for other essential county services.”

The Board of Supervisors (BOS) established a 27-member Measure X Community Advisory Board (MXCAB) to advise the BOS on the use of Measure X funds. The MXCAB is a diverse and broadly representative group of individuals who live and/or work in Contra Costa County. The primary responsibilities of the MXCAB are to oversee a regular written assessment of community needs; to recommend general Measure X funding priorities to the BOS, based on the findings of the Needs Assessment; and to provide an annual report to the BOS on the outcomes and impact of allocated Measure X funds.

The MXCAB organized its funding recommendations into five goal areas derived from the original language of Measure X:

Goal #1: Mental Well-Being

We strive to be a community that supports the mental and behavioral health and well-being of all residents through prevention, crisis response services, intersectional supports, and innovative cross-sector approaches.

Goal #2: Equity in Action

We strive to be a community that prioritizes equity and removes structural barriers that cause inequities and poverty, so that all residents can thrive.

Goal #3: Healthy Communities

We strive to be a community in which all residents have access to affordable, timely, culturally responsive healthcare; adequate housing; high-quality childcare; and nutritious food, all of which have become more urgent as we address the ravages of the pandemic.

Goal #4: Intergenerational Thriving

We strive to be a community that intentionally strengthens and provides support for all residents and for family members of all generations, including children, youth, and older adults.

Goal #5: Welcoming & Safe Community

We strive to be a community where all residents feel safe and welcome and receive emergency help when they need it.

Following months of information gathering, testimony, public comment and discussion, including a June 9, 2021, hearing on the needs of youth and young adults in Contra Costa County, the MXCAB began to coalesce around funding priorities. In August 2021, the MXCAB polled its members to generate a ranked list of priorities for submission to the BOS. The poll included “community-based youth centers & services” as one option for funding. Of the 19 voting MXCAB members, 95 percent rated youth centers as a high priority. The MXCAB Report to the Contra Costa Board of Supervisors, dated October 6, 2021, included a recommendation to invest in youth centers as one strategy under Goal #4 (Intergenerational Thriving).

The BOS approved funding for three new youth centers in Contra Costa County. One in District 3, which includes Discovery Bay, part of Antioch, Bethel Island, Brentwood, Oakley, and surrounding unincorporated areas. Another in District 4, which includes Concord, Clayton, Pleasant Hill, Walnut Creek, and surrounding unincorporated areas. Another in District 5, which includes Pittsburg, part of Antioch, and surrounding unincorporated areas, including Bay Point.

Community Engagement Process

EHSD contracted Social Change Partners, who in turn subcontracted with New Ways to Work, to conduct public engagement facilitation services for the purpose of gathering community input to inform the development of a Request for Proposal (RFP) to select organizations to operate and deliver services at three Measure X-funded youth centers in Districts 3, 4, and 5. The Youth Committee of the Workforce Development Board of Contra Costa County (WDBCCC-YC) oversaw this work. To further support the implementation of the project, the WDBCCC-YC approved a Measure X Youth Centers Ad Hoc Committee comprised of community leaders and subject matter experts in youth development to review the data, findings, and recommendations generated through the community input.

Members of the Ad Hoc Committee are:

- » **Gina Del Carlo**, Earn and Learn and WDBCCC-YC member
- » **Kiki Farris**, Contra Costa County Probation
- » **Don Graves**, Contra Costa County Employment & Human Services Independent Living Skills Program (ILSP)
- » **Cori Johnson**, Rainbow Community Center
- » **Dana Johnson**, Rainbow Community Center
- » **Natasha Paddock**, COPE Family Services
- » **Christy Saxton**, Contra Costa Health, Housing and Homeless Services team (H3)

The community engagement aimed to explore the following as pertinent to each of the youth centers:

1. Identification of demographics of the target population (e.g., age ranges, sub-groups)
2. Challenges and service needs of youth
3. Identification of programs and services to be provided
4. Potential youth center locations and siting considerations
5. Center operating hours
6. Staffing considerations

Timeline

AUGUST–OCTOBER 2023

Identified key channels and methods of outreach.

OCTOBER 2023–MAY 2024

32 community listening sessions were held with 488 attendees and an online survey was completed by 329 respondents.

DECEMBER 2023–JUNE 2024

Ad Hoc Committee met four times to discuss implementation of the community engagement process, assess emerging data and findings, and review and provide feedback on this report.

JUNE 2024

The Ad Hoc Committee to the Youth Committee of the Workforce Development Board of Contra Costa County submitted this report with a recommendation to approve and transmit to the Board of Supervisors.

Methodology and Interpretation of Results

Listening Sessions

Between October 2023 and May 2024, there were 32 community listening sessions held virtually and in person across Districts 3, 4, and 5. 488 people attended these sessions. Youth under the age of 25 constituted 73% of attendees (n=354), while adults comprised the other 27% (n=134). A full list of listening session dates, locations, and participant counts is provided in [Appendix A](#).

The listening session script ([Appendix B](#)) aligned with the questions in the online survey so that results could be compared. However, the listening session format allowed for participant interaction, resulting in the collection of more nuanced and detailed qualitative data to complement the survey instrument. The eight questions discussed during the sessions were:

1. Which ages should the youth centers focus on?
2. Which particular groups of young people do you think are most in need of a youth center?
3. What are the main challenges faced by young people in your neighborhood?
4. What kind of programs would you like the youth center to offer?
5. What should the county consider when thinking about potential locations for the centers?
6. When should the centers be open?
7. What skills, experiences, or characteristics of youth center staff are most important in helping youth achieve their goals?
8. Are there existing youth centers, nonprofit organizations, or programs that the county should take a look at? A full list of responses to question number 8 is included in [Appendix C](#). This list will be used during the implementation phase to research comparable youth centers, identify best practices, and to invite organizations to apply to be a Measure X youth center operator or service provider.

For questions 2–5 and 7, session facilitators provided prompts as to possible answers if needed (e.g., “potential programming might consist of youth leadership opportunities, mental health support and resources, or sports leagues and fitness programs”). Prompts were rarely necessary.

The facilitators of the listening sessions took notes and/or recorded sessions, which were subsequently reviewed to identify the key themes and priorities brought up in each District. Before including facilitators’ feedback on session themes and priorities in this report, another party cross-checked the facilitators’ opinions against session notes and/or recordings to ensure alignment.

The following collaborators hosted in-person listening sessions:

DISTRICT 3

- ✓ Antioch Community Center
- ✓ Brentwood Community Center
- ✓ Deer Valley High School (Antioch)
- ✓ Freedom High School (Oakley)
- ✓ Liberty High School (Brentwood)
- ✓ Opportunity Junction (Antioch)
- ✓ Oakley Youth Advisory Council

DISTRICT 4

- ✓ Concord Library

DISTRICT 5

- ✓ Antioch High School
- ✓ Antioch Library
- ✓ Bay Point Municipal Advisory Council
- ✓ Beat the Streets (Antioch)
- ✓ City of Pittsburg Youth Advisory Council
- ✓ People Who Care (Pittsburg)
- ✓ Pittsburg High School
- ✓ Pittsburg Senior Center

Although not everyone at listening sessions identified themselves, it is known that, in addition to the hosting organizations, people from the following organizations provided feedback at listening sessions:

DISTRICT 3

- ✓ Brentwood Youth Commission

DISTRICT 4

- ✓ Concord Community Youth Center
- ✓ Mt. Diablo USD HOPE Program for Unhoused Youth

DISTRICT 5

- ✓ Boys & Girls Clubs of Contra Costa
- ✓ East County NAACP Youth Council
- ✓ Genesis Church
- ✓ Midnight Basketball

COUNTY-WIDE OR MULTI-DISTRICT

- ✓ Board of Supervisors (staff)
- ✓ City of Antioch (staff)
- ✓ Contra Costa County Library
- ✓ Contra Costa County Office of Education
- ✓ Here Today, Home Tomorrow
- ✓ Measure X Community Action Board
- ✓ Stu212 Music Therapy, Coping and Creativity

OUTSIDE OF COUNTY

- ✓ Fresh Lifelines for Youth

Survey

Community members could access an online survey from September 29, 2023 to April 30, 2024. In general, there were two rounds of data collection. The research team used time in between to make modifications to the survey (e.g., reordering question sequence to improve survey flow, combining two questions that were yielding duplicative responses and recoding to allow only respondents affiliated with Districts 3, 4 and 5 to respond). The team was thoughtful in limiting the changes so that (1) comparisons across all responses were straightforward, and (2) they did not compromise the validity of the results.

The survey included many question types, including direct Yes/No responses, multiple choice (select one), multiple choice (select all that apply), select top 5, and priority rankings. A small number of round one survey responses from outside the target Districts were not analyzed or included in the results.

The survey received a total of 329 responses, the vast majority of which were from adults (93%, n=306). The remaining respondents opted not to provide their age (4%, n=13) or were youth (i.e., less than 25 years old; 3%, n=10).

The research team collected the data using Qualtrics, a powerful, industry-leading survey software, and a staff member experienced in research and evaluation performed the analysis. The results were compiled when the survey closed. The analyst created clear variable names for each survey question and organized the data in a manner dependent on the format of the question and the response scales. To facilitate analysis, the analyst coded the data by assigning numerical or categorical values to the different response options and ran a frequency analysis for each survey question to count how many times each response option was selected and to ensure that the data had been coded correctly.

The survey included a few open-ended response boxes. If the survey analyst identified common themes within a District, the themes are included in the District-specific analysis below.

The survey instrument is included in [Appendix D](#).

Outreach Methods

Outreach methods for the survey and listening sessions included community collaborations and social media advertising. Collaborators shared engagement opportunities in multiple forums, including at public meetings, with flyers, on their websites and social media pages, through newsletters and emails, and via word of mouth.

The research team promoted the survey and listening sessions through Facebook advertisements. 62,161 Facebook accounts viewed the advertisements, with a total of 191,625 impressions and 1,516 link clicks.¹

Sample advertising is included in [Appendix E](#).

Collaborators who assisted in advertising the survey and listening sessions included:

- » **Contra Costa Adult School**—shared via word of mouth and/or email with program participants
- » **Contra Costa County Office of Education**—shared information with the county-wide youth health coalition and requested that school principals in Districts 3, 4, and 5 distribute the information via email
- » **Contra Costa County Supervisors Diane Burgis (District 3), Ken Carlson (District 4), and Federal D. Glover (District 5)**—shared input opportunities in their newsletters
- » **The Employment and Human Services Department (EHSD) Media Team**—shared the survey and listening session registration links on their website and social media pages, along with the outreach flyer, which was also printed and made available at physical customer service locations
- » **EHSD School-based Navigators**—shared the information amongst their school communities
- » **Heritage High School**—shared via word of mouth and/or email with students
- » **Measure X Community Advisory Board**—received flyers and distributed them to their networks

- » **Measure X Youth Centers Ad Hoc Committee of the WDB Youth Committee**—distributed flyers to their networks
- » **Managers of Youth Councils/Committees in Oakley, Antioch, Brentwood, Concord, and Pittsburg**—shared via word of mouth and/or email with program participants
- » **Workforce Development Board of Contra Costa County**—shared in their online newsletter, posted to their social media channels and made print copies of the outreach flyer available in physical customer service locations

Interpreting the Data

The data presented in the sections that follow represent a diverse group of individuals of varied ages, races, and backgrounds in Districts 3, 4, and 5, to give a sense of the varied needs and wishes of each community.

As detailed below, there were fewer survey respondents than listening session participants, and survey respondents were primarily adults whereas listening session participants were primarily youth. While survey response data is easier to digest “at a glance” than descriptions of qualitative feedback from the listening sessions, decision makers should be careful to consider the totality of feedback gathered through both methods. Particularly in Districts 3 and 5, where significant numbers of youth participated in listening sessions, readers are encouraged to give particular weight to the input offered by young people who are the intended beneficiaries of the youth centers.

The survey data is mostly quantitative. Surveys make it easy to capture the exact count of individuals who gave a particular response but may not capture the full depth and nuance of individual experiences or opinions and may be subject to response bias.²

Listening sessions offer qualitative data in a conversational format. While this makes it impossible to capture precise

¹ Accounts defines the total number of individuals who viewed the advertisements. Impressions quantify the total number of digital views an advertisement, post, or web page receives (there are multiple impressions per account). Link clicks are the total number of times the web link was clicked on.

² “Response bias is defined as a consistent tendency to respond inaccurately to survey questions, leading to consistent errors in the data. This bias can distort the validity of the collected data and compromise the reliability of any conclusions drawn from it.” Reference: McGrath, R. E., Mitchell, M., Kim, B. H., & Hough, L. (2010). Evidence for response bias as a source of error variance in applied assessment. *Psychological Bulletin*, 136(3), 450–470. <https://doi-org.ezproxy.rice.edu/10.1037/a0019216>

counts of participants who said or agreed with a particular response, listening sessions reveal common themes within the community as well as personal experiences and opinions, allowing for a deeper understanding of the context and reasons behind participants' perspectives. However, listening session participants may be influenced by the opinions of others or feel pressure to conform to the group's dominant view. This can lead to biased responses or the suppression of minority opinions.

The charts reflect analysis of the survey results and listening sessions. In some tables, there is a column identifying the responses most often rated in the "Top 3." Responses in this column are shaded if selected by more than 50% of the total number of survey respondents in the District. The "Ranked 1st" column indicates how many survey respondents in the District ranked that answer as the top priority. These same charts indicate whether listening session attendees within a District prioritized a particular response.

District 3

Summary: District 3 Respondents

Between listening sessions and survey respondents, there were 468 instances of engagement in the District 3 community input process. All the participants included in the tables within this section reside in District 3 or provide services in the District.

Of all District 3 survey and listening session participants, 62% (n=290) were youth, 38% (n=176) were adults, and fewer than 1% of participants did not declare an age. Youth were far more likely to attend a listening session than respond to the survey in District 3.

A total of 145 respondents filled out the survey in District 3. They were primarily adults (96%, n=139). The remaining respondents were youth (3%, n=4) or opted not to provide their age (1%, n=2).

There were 11 community listening sessions dedicated to District 3 residents and youth service providers. There were also District 3 participants representing the District at cross-District listening sessions. A total of 323 District 3 residents or providers attended listening sessions. Youth under the age of 25 constituted 89% (n=286) of attendees, while adults comprised 11% (n=37). A detailed breakdown can be seen below.

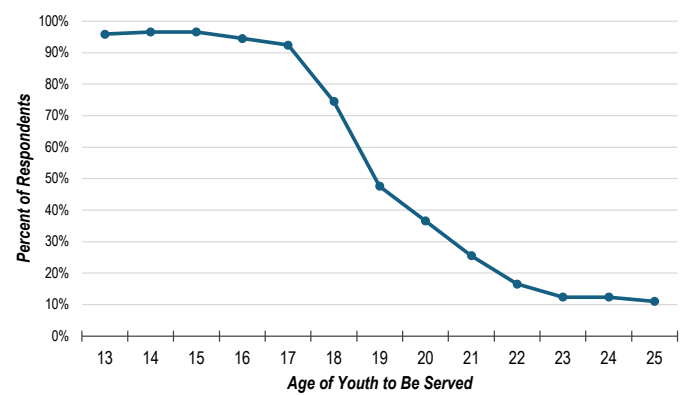
LISTENING SESSION PARTICIPANTS		
	Adult	37 (11%)
	Youth	286 (89%)
	SUBTOTAL	323 (100%)
SURVEY PARTICIPANTS		
	Adult	139 (96%)
	Youth	4 (3%)
	Age Unknown	2 (1%)
	SUBTOTAL	145 (100%)
TOTAL		468 (62% youth and 38% adults)

Priority Populations

AGES

The survey results and feedback from listening session attendees in District 3 indicate a strong preference for the youth centers to focus on serving middle and high school-aged youth.

AGE PREFERENCE





Over 90% of District 3 survey respondents selected ages 13–17 as the primary age group that the youth centers should serve, with slightly lower but still robust support for serving 18-year-olds (74% of respondents). There was a significant decrease in respondents selecting age 19 (48%) and the frequency of age selection continued downward as the age increased to 25 (11%).

Listening session participants echoed these findings, emphasizing that middle school is a critical time when youth often “stop having places to go” and are at a higher risk of getting into trouble if not engaged in meaningful activities.

While the survey response options only included ages 13–25, about half of District 3 listening sessions included discussions about serving youth younger than middle school age. Adults were more likely than youth to suggest serving youth younger than middle school age or older than high school age. Both adult and youth attendees emphasized the importance of separation between age groups, by time, space, and/or programming.

DEMOGRAPHICS/SUBGROUPS OF YOUTH

The survey data and listening session findings in District 3 demonstrate a strong consensus on the importance of inclusivity (serving “all youth”) at the centers, with a particular emphasis on supporting subgroups that are considered most in need, such as youth from systems of care (e.g., foster care and juvenile justice), and low-income families.



PRIORITY SUB-GROUPS	 RAISED AS PRIORITY IN LISTENING SESSIONS*	 SURVEY DATA**	
		Ranked in Top 3	Ranked 1 st
Youth from Systems of Care	Yes	90 (62%)	26 (18%)
Low Income Families	No	83 (57%)	25 (17%)
All Youth	Yes	72 (50%)	63 (43%)
Single Parents	No	63 (43%)	11 (8%)
Out-of-School Youth	No	45 (31%)	10 (7%)
Children with a Disability	No	41 (28%)	3 (2%)
LGBTQ+ Youth	No	22 (15%)	3 (2%)
Families New to Area	No	11 (8%)	1 (1%)
<p>* Participants were 94% Youth, 6% Adults. Responses in this column are shaded if listening session attendees from the District prioritized a particular response.</p> <p>** Participants were 96% Adults, 3% Youth, 1% Unknown. n=count of survey responses. Responses in this column are shaded if selected by more than 50% of survey respondents in the District.</p>			

The primarily adult survey respondents in District 3 ranked youth from systems of care (62%), low-income families (57%), and all youth (50%) as the top three subgroups most in need of a youth center. The selection “all youth” stresses the importance of inclusivity at the centers and aligns with the listening session discussions, where the participants (mostly youth) emphasized the need to create an inclusive environment that welcomes youth from diverse backgrounds and where no one is made to feel inferior or segregated. Inclusivity was also a common theme of open-ended survey responses to the question “Please describe a youth center that you would want to go to.”

Listening session attendees agreed with survey respondents on the need to provide additional services for systems-involved youth, including those in foster care, with special or mental health needs, experiencing homelessness, and those who are differently abled.

Challenges Faced by Young People in the Community

Cumulatively, the survey results and listening sessions findings paint a picture of the primary challenges faced by youth in District 3, with lack of low-cost recreation opportunities and mental health indicated most frequently as pressing concerns, followed by drug use and bullying.

CHALLENGES FACED BY YOUTH	 RAISED AS PRIORITY IN LISTENING SESSIONS*	 SURVEY DATA**	
		Ranked in Top 3	Ranked 1 st
Lack of low-cost recreation opportunities	Yes	64 (44%)	35 (24%)
Mental health	Yes	63 (43%)	28 (19%)
Drug use	Yes	30 (21%)	9 (6%)
Bullying	Yes	28 (19%)	8 (6%)
Community violence	No	27 (19%)	13 (9%)
Lack of Diversity, Equity, & Inclusion	No	23 (16%)	12 (8%)
Housing affordability	No	19 (13%)	10 (7%)
Employment/job opportunities	Yes	18 (12%)	5 (3%)
Poverty	No	13 (9%)	6 (4%)
Child abuse	No	11 (8%)	6 (4%)
Discrimination	No	10 (7%)	3 (2%)
Homelessness	No	5 (3%)	2 (1%)
Healthcare/other social services access	Yes	4 (3%)	1 (1%)
Food insecurity	Yes	3 (2%)	0 (0%)
<p>* Participants were 94% Youth, 6% Adults. Responses in this column are shaded if listening session attendees from the District prioritized a particular response.</p> <p>** Participants were 96% Adults, 3% Youth, 1% Unknown. n=count of survey responses. Responses in this column are shaded if selected by more than 50% of survey respondents in the District.</p>			



44% of District 3 survey respondents thought the lack of low-cost recreation opportunities was one of the top three challenges in the District, with listening session attendees expressing that a lack of free resources/things to do for teens is a major challenge. Survey respondents identified mental health and drug use as other key challenges, with 43% and 21%, respectively, ranking them among the top three concerns in District 3. Listening session attendees highlighted the difficulty in obtaining mental health services due to appointment wait times and transportation issues.

While the survey response options did not explicitly include transportation, peer pressure, and the negative impacts of social media, youth in District 3 listening sessions frequently discussed these challenges.

“There are not a lot of free places where teenagers can go. We run out of stuff to do and it leads to us being inside all the time.”

Recommended Youth Center Programming

Program offerings prioritized in the top three by 20% or more of District 3 participants included sports leagues and fitness, behavioral and mental health support, academic support and tutoring, youth employment services, and music, art and culture programs. Listening session respondents concurred.

PROGRAMMING YOUTH CENTER SHOULD OFFER	 RAISED AS PRIORITY IN LISTENING SESSIONS*	 SURVEY DATA**	
		Ranked in Top 3	Ranked 1 st
Sports leagues & fitness	Yes	41 (28%)	23 (16%)
Behavioral & mental health support	Yes	38 (26%)	14 (10%)
Academic support &/or tutoring	Yes	35 (24%)	15 (10%)
Youth employment trainings/resources	Yes	34 (23%)	14 (10%)
Music, art, or culture programs	Yes	31 (21%)	14 (10%)
Mentoring programs	No	27 (19%)	11 (8%)
Counseling/support groups	Yes	25 (17%)	10 (7%)
Youth leadership opportunities	Yes	23 (16%)	9 (6%)
Social-emotional growth programs	Yes	21 (14%)	7 (5%)
Safe space for leisure	Yes	16 (11%)	9 (6%)
Life skills training	Yes	13 (9%)	4 (3%)
Food access/sustainable farming	Yes	12 (8%)	7 (5%)
Tech/computer labs	Yes	8 (6%)	2 (1%)
Language/literacy/ESL	No	6 (4%)	1 (1%)
Community building/peer-oriented events	No	5 (3%)	4 (3%)
Housing navigation support	No	4 (3%)	1 (1%)
Health & sex education/resource access	No	2 (1%)	1 (1%)
<p>* Participants were 94% Youth, 6% Adults. Responses in this column are shaded if listening session attendees from the District prioritized a particular response.</p> <p>** Participants were 96% Adults, 3% Youth, 1% Unknown. n=count of survey responses. Responses in this column are shaded if selected by more than 50% of survey respondents in the District.</p>			

In the District 3 survey, sports leagues and fitness was the programming choice that appeared most often in the top three (28% of survey respondents). This priority was reinforced by open-ended survey responses that also called out the need for recreation opportunities, and by youth-only listening sessions, all of which identified a desire for sports leagues and fitness. Consistent with the identification of mental health and drug use as pressing concerns in District 3, 26% of survey respondents ranked behavioral and mental health support services in the top three. The demand for mental health resources was a common discussion point in listening sessions. Similar numbers of the mainly adult survey respondents ranked academic support/tutoring, youth employment training and music, art and culture programs in the top three (24%, 23% and 21% respectively). Participants in youth-dominated listening sessions also emphasized the need for youth employment training and, to a lesser degree, academic support.

A safe space for youth was a programming need often discussed in youth-dominated listening sessions. Although the primarily adult survey respondents did not rank this choice in the top three, 31% of respondents identified the need for a safe space in response to the open-ended survey question “Please describe a youth center that you would want to go to.”

“I would want a youth center that offered what has been cut out of the schools which is music and art. A place where we can go play the sports we like because the leagues are too expensive. A safe place we can enjoy where we are accepted.”

Locations

District 3 participants most frequently suggested Antioch, Brentwood, and Oakley as potential locations for the youth center.

SITE RECOMMENDATIONS	
Antioch	70 (48%)
Brentwood	53 (37%)
Oakley	23 (16%)
Discovery Bay	3 (2%)
Knightsen	1 (1%)

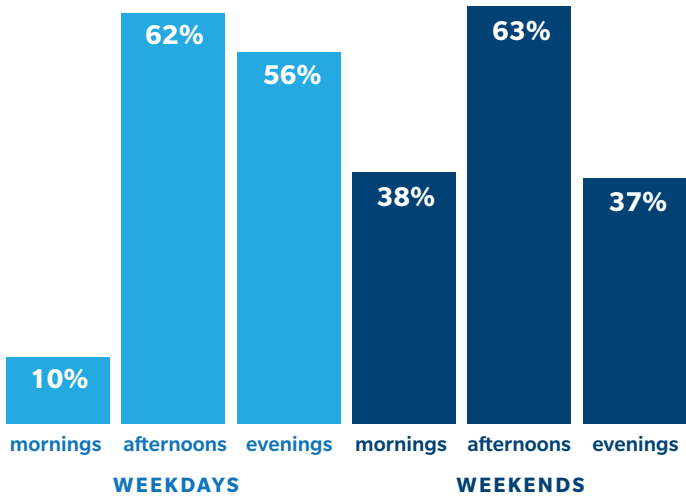
In listening session discussions, the top priorities for the youth center location were proximity to public transportation and accessibility by various means (walking, biking, public transport, or shuttle/van).

The city most often mentioned at District 3 listening sessions and the top choice on the survey (by 48% of respondents) was Antioch. The residency of respondents and listening session attendees likely influenced their responses. Antioch was the the city most heavily represented at listening sessions. 37% of survey respondents selected Brentwood, followed by Oakley (16%). In listening sessions, Oakley was a more popular choice than Brentwood, likely because more listening sessions took place in Oakley than in Brentwood.

Operating Hours

Participants in the District 3 community engagement process prioritized operating hours during out-of-school times, including weekday afternoons, weekend afternoons and evenings, and school breaks.

OPERATING HOURS





The majority of District 3 survey respondents thought youth centers should be open weekend afternoons (63% of respondents), weekday afternoons (62%), and weekday evenings (56%). A lesser number were in favor or weekend mornings (38%). This aligned with listening sessions, where the most frequently requested weekday hours were from after school until early evening, with an average suggested closing time of 9 pm. For weekends, most participants believed the centers should be open for the full day and remain open later, typically from 11 am until 11 pm.

Listening session attendees thought the youth center should be open 7 days a week and emphasized the need for centers to stay open during out-of-school times and to offer extended weekday hours during the summer. Youth in listening sessions were more likely to mention the need for extended summer hours compared to adults. One youth participant poignantly expressed that “summer feels really isolating,” highlighting the importance of providing a safe and engaging space for youth during the summer months.

Staffing Considerations

District 3 survey respondents and listening session participants said it was important to have youth center staff who have general experience working with youth, are from the community where the youth center is located, have lived experience (i.e., firsthand knowledge and wisdom gained through personal involvement in specific situations or circumstances), and are emotionally intelligent.

CASE MANAGER SKILLS/ EXPERIENCES	 RAISED AS PRIORITY IN LISTENING SESSIONS*	 SURVEY DATA**	
		Ranked in Top 3	Ranked 1 st
Having general experience working with youth	Yes	116 (80%)	42 (29%)
Being from the community where the new youth center will be located	No	91 (63%)	31 (21%)
Having lived experience	Yes	85 (59%)	25 (17%)
Having experience being a case manager at another youth center	No	52 (36%)	19 (13%)
Having experience working in the public education system	No	61 (42%)	16 (11%)
<p>* Participants were 94% Youth, 6% Adults. Responses in this column are shaded if listening session attendees from the District prioritized a particular response.</p> <p>** Participants were 96% Adults, 3% Youth, 1% Unknown. n=count of survey responses. Responses in this column are shaded if selected by more than 50% of survey respondents in the District.</p>			

In District 3, 80% of survey respondents ranked having general experience working with youth in the top three most essential case manager skills and experiences. Listening session attendees also felt this was a priority. 63% of survey respondents ranked being from the community where the youth center will be located as an important quality, while 59% thought staff should have lived experience. Listening session attendees prioritized lived experience as well.

While the options on the survey focused on the skills and experiences of youth center staff, listening session discussions more often focused on the personality characteristics of staff. District 3 listening session attendees, who were mostly youth, thought staff should be good listeners with high emotional intelligence.

Another common suggestion at District 3 listening sessions (and one primarily made by youth) was that centers should operate on a peer-to-peer model, with some older, more experienced staff combined with peer mentors closer to the age of the youth. One District 3 attendee said, “Peer-to-peer models are great, with experienced and passionate older staff helping to direct and manage youth staffers.”

District 4

Summary: District 4 Respondents

Between listening sessions and survey respondents, there were 108 instances of engagement in the District 4 community input process. All the participants included in the tables within this section reside in District 4 or provide services in the District.

Of all District 4 participants (survey respondents and listening sessions attendees combined), 92% (n=99) were adults, 3% (n=3) were youth under age 25, and 6% (n=6) did not specify an age.

In District 4, the survey received a total of 92 responses, primarily from adults (90%, n=83). The remaining respondents were youth (3%, n=3) or opted not to provide their age (7%, n=6).

While there was only one District 4-dedicated community listening session, there were also District 4 participants at cross-district listening sessions. A total of 16 District residents or providers attended listening sessions, all of whom were adults. A detailed breakdown can be seen below.

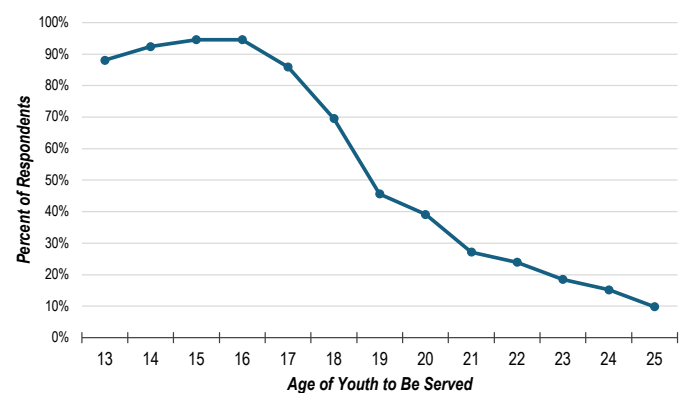
LISTENING SESSION PARTICIPANTS		
	Adult	16 (100%)
	Youth	0 (0%)
	SUBTOTAL	16 (100%)
SURVEY PARTICIPANTS		
	Adult	83 (90%)
	Youth	3 (3%)
	Age Unknown	6 (7%)
	SUBTOTAL	92 (100%)
TOTAL		108 (3% youth and 92% adults)

Priority Populations

AGES

The survey results and feedback from listening session attendees in District 4 indicate a strong preference for the youth centers to focus on serving middle and high school-aged youth.



AGE PREFERENCE



In District 4, over 90% of survey respondents selected ages 14–16 as the primary age group that the youth centers should serve, with slightly lower but still robust support for serving 13- (88%), 17- (86%), and 18-year-olds (70%). Support dropped off for each age thereafter. While attendees at the District 4-dedicated listening session did not discuss this question, the consensus among survey respondents and listening session attendees across Districts was that centers should serve middle and high school aged youth.

DEMOGRAPHICS/SUBGROUPS OF YOUTH

The survey data and listening session findings in District 4 demonstrate a strong consensus on the importance of serving youth from systems of care (e.g., foster care and juvenile justice) and low-income families, while providing a welcoming place for all youth wishing to participate.



PRIORITY SUB-GROUPS	 RAISED AS PRIORITY IN LISTENING SESSIONS*	 SURVEY DATA**	
		Ranked in Top 3	Ranked 1 st
Youth from Systems of Care	No	61 (66%)	20 (22%)
Low Income Families	No	56 (61%)	12 (13%)
All Youth	Yes	38 (41%)	28 (30%)
Single Parents	No	30 (33%)	9 (10%)
Out-of-School Youth	No	27 (29%)	8 (9%)
Children with a Disability	Yes	27 (29%)	4 (4%)
LGBTQ+ Youth	No	21 (23%)	3 (3%)
Families New to Area	No	10 (11%)	3 (3%)
<p>* Participants were 100% Adults. Responses in this column are shaded if listening session attendees from the District prioritized a particular response.</p> <p>** Participants were 90% Adults, 3% Youth, 7% Unknown. n=count of survey responses. Responses in this column are shaded if selected by more than 50% of survey respondents in the District.</p>			

In District 4, the subpopulations most often ranked in the top three were youth from systems of care (66% of respondents), youth from low-income families (61%), and all youth (41%). The response “all youth” stresses the importance of inclusivity at the centers and was the response most often ranked 1st (30% of respondents). The need for the center to be “welcoming” was also a common theme in District 4 responses to the open-ended survey question “Please describe a youth center that you would want to go to.”

While listening session participants in District 4 specifically mentioned the importance of serving neurodivergent youth, the survey did not offer this subgroup as an option to select. However, it could be considered part of the broader “Youth from Systems of Care” or “Children with a Disability” categories, which survey respondents ranked as high-need subgroups.

Challenges Faced by Young People in the Community

Cumulatively, the survey results and listening sessions findings paint a picture of the primary challenges faced by youth in District 4, identifying mental health as the top challenge, followed by lack of low-cost recreation opportunities, drug use, and housing affordability.



CHALLENGES FACED BY YOUTH	 RAISED AS PRIORITY IN LISTENING SESSIONS*	 SURVEY DATA**	
		Ranked in Top 3	Ranked 1 st
Mental health	Yes	50 (54%)	28 (30%)
Lack of low-cost recreation opportunities	No	34 (37%)	18 (20%)
Drug use	No	23 (25%)	8 (9%)
Housing affordability	No	21 (23%)	7 (8%)
Employment/job opportunities	No	12 (13%)	6 (7%)
Poverty	No	12 (13%)	5 (5%)
Bullying	No	10 (11%)	4 (4%)
Diversity, Equity, & Inclusion	No	10 (11%)	1 (1%)
Food insecurity	No	9 (10%)	2 (2%)
Healthcare/other social services access	No	8 (9%)	1 (1%)
Community violence	No	7 (8%)	1 (1%)
Homelessness	No	6 (7%)	2 (2%)
Child abuse	No	5 (5%)	1 (1%)
Discrimination	No	3 (3%)	1 (1%)
<p>* Participants were 100% Adults. Responses in this column are shaded if listening session attendees from the District prioritized a particular response.</p> <p>** Participants were 90% Adults, 3% Youth, 7% Unknown. n=count of survey responses. Responses in this column are shaded if selected by more than 50% of survey respondents in the District.</p>			

In District 4, 54% of survey respondents ranked mental health as a top three challenge, followed by the lack of low-cost recreation opportunities (37%), drug use (25%), and housing affordability (23%). Listening session attendees also emphasized mental health, along with academic pressure and the need for support, and the general challenge of dealing with social/emotional issues and personal identity development. One District 4 participant described this as teens “thinking about how they want to show up in the community.”

“Mental health services are impossible for families to find. Insurance has stopped paying for almost all mental health services and many families are ‘house poor’ and cannot afford help for their kids. Many providers do not work with insurance as well. We have a growing group of teens and young adults who need help and no available resources.”

Recommended Youth Center Programming

Program offerings prioritized in the top three by 20% or more of District 4 participants included behavioral and mental health support, mentoring programs, and youth employment trainings and resources.

PROGRAMMING YOUTH CENTER SHOULD OFFER	 RAISED AS PRIORITY IN LISTENING SESSIONS*	 SURVEY DATA**	
		Ranked in Top 3	Ranked 1 st
Behavioral & mental health support	Yes	25 (27%)	14 (15%)
Mentoring programs	No	21 (23%)	10 (11%)
Youth employment trainings/resources	Yes	20 (22%)	7 (8%)
Sports leagues & fitness	Yes	17 (18%)	10 (11%)
Academic support &/or tutoring	Yes	17 (18%)	8 (9%)
Counseling/support groups	No	17 (18%)	7 (8%)
Social-emotional growth programs	Yes	16 (17%)	6 (7%)
Music, art, or culture programs	Yes	15 (16%)	5 (5%)
Youth leadership opportunities	Yes	14 (15%)	5 (5%)
Safe space for leisure	Yes	11 (12%)	2 (2%)
Food access/sustainable farming programs	No	9 (10%)	5 (5%)
Life skills training	No	9 (10%)	3 (3%)
Tech/computer labs	No	4 (4%)	2 (2%)
Health & sex edu/resource access	No	3 (3%)	0 (0%)
Community building/peer-oriented events	No	2 (2%)	1 (1%)
Language/literacy/ESL	No	1 (1%)	0 (0%)
Housing navigation support	No	0 (0%)	0 (0%)
<p>* Participants were 100% Adults. Responses in this column are shaded if listening session attendees from the District prioritized a particular response.</p> <p>** Participants were 90% Adults, 3% Youth, 7% Unknown. n=count of survey responses. Responses in this column are shaded if selected by more than 50% of survey respondents in the District.</p>			

In District 4, the survey response most often ranked in the top three (27% of respondents) was behavioral and mental health support, which includes substance abuse services. Listening session participants also highlighted the difficulty in obtaining mental health services, especially for youth. Similar numbers of survey respondents ranked mentoring and youth employment training programs in the top three (23% and 22% respectively). Listening session participants emphasized the need for free academic support programming and sports/fitness programs, which were also both a fourth priority for survey respondents.

Although District 4 survey respondents ranked a “safe space for leisure” in the middle of programming priorities, 25% of respondents spoke to the importance of a safe space in their response to the open-ended survey question “Please describe a youth center that you would want to go to.”

“A youth center I’d want to go to would have quiet spaces for me to be able to do work, communal spaces where I can talk among a peer group or with a mentor, play games, do art projects, listen or play music, and get access to much needed resources. It would be clean and organized and the staff would have training in trauma-informed care.”

Locations

District 4 participants most frequently suggested Concord as a potential location for the youth center.

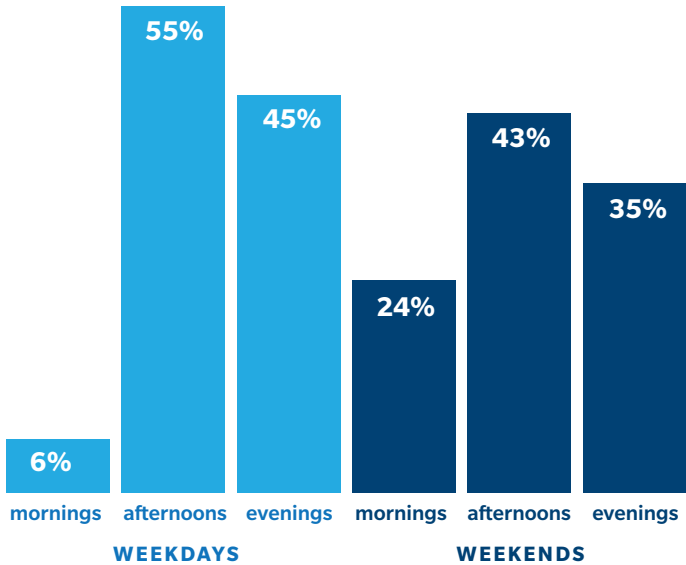
SITE RECOMMENDATIONS	
Concord	50 (54%)
Walnut Creek	7 (8%)
Pleasant Hill	6 (7%)
Clayton	1 (1%)
District 4	1 (1%)
Heather Farms	1 (1%)

52% of District 4 survey respondents thought the youth center should be located in Concord. While no other cities within the District were suggested by more than 10% of survey respondents, 10% of respondents suggested locating the center near the Monument Corridor neighborhood. Although District 4 listening session participants did not specify a precise location for the youth center, they stressed the importance of a central location with easy access to public transportation.

Operating Hours

Participants in the District 4 community engagement process prioritized center opening hours on weekday afternoons and evenings, as well as weekend afternoons.

OPERATING HOURS





In District 4, weekday afternoons (55% of respondents) and weekday evenings (45%) were the top preferences for center operating hours, followed by weekend afternoons (43%). Fewer respondents were in favor of centers being open on weekend mornings (24%).

The District 4-dedicated listening session did not address operating hours, but listening session participants in multi-District sessions that included District 4 residents wanted youth centers to be open 7 days a week, stay open during out-of-school times, and offer extended weekday hours during the summer.

Staffing Considerations

District 4 survey respondents and listening session participants said it was important to have youth center staff who have general experience working with youth, have lived experience (i.e., firsthand knowledge and wisdom gained through personal involvement in specific situations or circumstances), and are from the community where the youth center will be located.

CASE MANAGER SKILLS/ EXPERIENCES	 RAISED AS PRIORITY IN LISTENING SESSIONS*	 SURVEY DATA**	
		Ranked in Top 3	Ranked 1 st
Having general experience working with youth	No	72 (78%)	33 (36%)
Having lived experience	No	60 (65%)	23 (25%)
Being from the community where the new youth center will be located	No	50 (54%)	18 (20%)
Having experience being a case manager at another youth center	No	40 (43%)	6 (7%)
Having experience working in the public education system	No	37 (40%)	3 (3%)
* Participants were 100% Adults. Responses in this column are shaded if listening session attendees from the District prioritized a particular response.			
** Participants were 90% Adults, 3% Youth, 7% Unknown. n=count of survey responses. Responses in this column are shaded if selected by more than 50% of survey respondents in the District.			

Survey respondents in District 4 prioritized staff who have general experience working with youth (78% of respondents ranked in the top three), have lived experience (65%), and are from the community where the center will be located (54%).

While participants in the District 4-dedicated listening session did not specifically address the question of case manager skills and experiences, listening session attendees in multi-District sessions that included District 4 residents considered it important to have staff who can relate to youth.

District 5

Summary: District 5 Respondents

Between listening sessions and survey respondents, there were 241 instances of engagement in the District 5 community input process. All the participants included in the tables within this section reside in District 5 or provide services in the District.

The survey received a total of 92 responses from District 5 community members. Most were adults (91%, n=84). The remaining respondents were youth (3%, n=3) or opted not to provide their age (5%, n=5).

Between October 2023 and May 2024, there were 8 community listening sessions dedicated to District 5 residents and youth service providers. There were also District 5 participants at cross-district listening sessions. A total of 149 District 5 residents or providers attended listening sessions. Youth under the age of 25 constituted 46% (n=68) of attendees, while adults comprised 54% (n=81).

Of all participants (survey respondents and listening sessions combined) in District 5, 68% (n=165) were adults, 29% (n=71) were youth, and 2% (n=5) chose not to provide their age. Youth were more likely to attend a listening session than respond to the survey, largely due to listening session collaborations with schools and youth service providers in District 5. A detailed breakdown can be seen below.

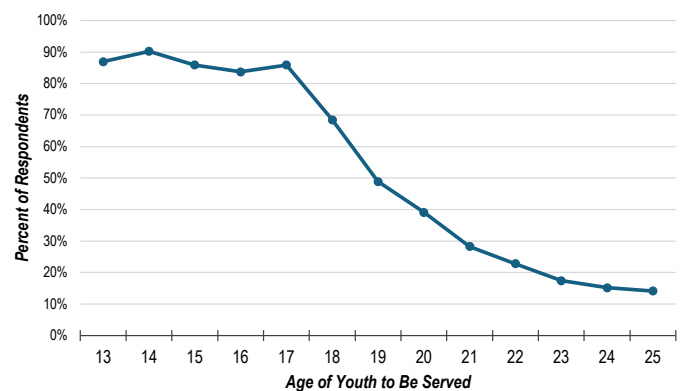
LISTENING SESSION PARTICIPANTS		
Adult		81 (54%)
Youth		68 (46%)
SUBTOTAL		149 (100%)
SURVEY PARTICIPANTS		
Adult		84 (91%)
Youth		3 (3%)
Age Unknown		5 (5%)
SUBTOTAL		92 (100%)
TOTAL		241 (29% youth and 68% adults)

Priority Populations

AGES

The survey results and feedback from listening session attendees in District 5 indicate a strong preference for the youth centers to focus on serving middle and high school-aged youth.

AGE PREFERENCE





In District 5, over 80% of survey respondents thought youth centers should serve people ages 13 to 17, with still strong support for serving 18-year-olds (68%), but support dropped off for every age thereafter (49% for 19-year-olds, 14% for 25-year-olds). Listening sessions aligned with survey responses, prioritizing serving middle and high-school aged youth.

While the survey response options only included ages 13–25, about one-third of District 5 listening session attendees (and primarily adults) thought centers should serve all ages. One adult pointed out that “kids much younger than 16–24 are getting in a lot of trouble because they don’t have a place to be. I’m looking at kids 9 years old who need youth center services, but how do you have young kids at the same center as young adults?” The question of age separation, by time, space, and programming, was a common concern expressed by both adults and youth.

DEMOGRAPHICS/SUBGROUPS OF YOUTH

The survey data and listening session findings in District 5 demonstrate a strong consensus on the importance of serving youth from low-income families and systems of care (e.g., foster care and juvenile justice), while being inclusive and welcoming of all youth who wish to participate.



PRIORITY SUB-GROUPS	 RAISED AS PRIORITY IN LISTENING SESSIONS*	 SURVEY DATA**	
		Ranked in Top 3	Ranked 1 st
Low Income Families	Yes	64 (70%)	19 (21%)
Youth from Systems of Care	Yes	55 (60%)	18 (20%)
Single Parents	No	34 (37%)	11 (12%)
All Youth	Yes	32 (35%)	28 (30%)
Children with a Disability	No	32 (35%)	3 (3%)
Out-of-School Youth	No	24 (26%)	6 (7%)
LGBTQ+ Youth	No	19 (21%)	3 (3%)
Families New to Area	No	8 (9%)	0 (0%)
<p>* Participants were 55% Adults, 45% Youth. Responses in this column are shaded if listening session attendees from the District prioritized a particular response.</p> <p>** Participants were 91% Adults, 3% Youth, 5% Unknown. n=count of survey responses. Responses in this column are shaded if selected by more than 50% of survey respondents in the District.</p>			

The priority sub-groups most often ranked in the top three by survey respondents in District 5 were low-income families (70% of respondents), youth from systems of care (60%), and single parents (37%). This aligns with the listening session discussions, where participants emphasized the importance of providing additional services for youth from low-income families and systems-involved youth, including those in foster care, with special or mental health needs, experiencing homelessness, and those who are differently abled.

District community members also thought it was important for centers to serve all youth regardless of special need. The need to create an inclusive environment that welcomes youth from diverse backgrounds was a common theme at listening sessions, “all youth” was the survey response most often ranked as the #1 priority in the District (by 30% of respondents), and inclusivity/a welcoming environment were key themes identified in the responses to the open-ended survey question “Please describe a youth center that you would want to go to.”

Challenges Faced by Young People in the Community

Cumulatively, the survey results and listening sessions findings paint a picture of the primary challenges faced by youth in District 5, with mental health, lack of low-cost recreation opportunities, poverty, drug use, and peer pressure emerging as the most pressing concerns.

CHALLENGES FACED BY YOUTH	 RAISED AS PRIORITY IN LISTENING SESSIONS*	 SURVEY DATA**	
		Ranked in Top 3	Ranked 1 st
Mental health	Yes	37 (40%)	14 (15%)
Lack of low-cost recreation opportunities	Yes	34 (37%)	13 (14%)
Poverty	Yes	19 (21%)	12 (13%)
Drug use	Yes	18 (20%)	8 (9%)
Housing affordability	No	17 (18%)	6 (7%)
Bullying	Yes	15 (16%)	6 (7%)
Community violence	Yes	14 (15%)	8 (9%)
Diversity, Equity, & Inclusion	No	13 (14%)	7 (8%)
Employment/job opportunities	Yes	13 (14%)	5 (5%)
Child abuse	No	9 (10%)	4 (4%)
Food insecurity	No	9 (10%)	3 (3%)
Healthcare/other social services access	No	6 (7%)	0 (0%)
Homelessness	No	5 (5%)	2 (2%)
Discrimination	Yes	5 (5%)	1 (1%)
<p>* Participants were 55% Adults, 45% Youth. Responses in this column are shaded if listening session attendees from the District prioritized a particular response.</p> <p>** Participants were 91% Adults, 3% Youth, 5% Unknown. n=count of survey responses. Responses in this column are shaded if selected by more than 50% of survey respondents in the District.</p>			



The challenges most frequently ranked in the top three by District 5 survey respondents were mental health (40% of respondents), lack of low-cost recreation opportunities (37%), and poverty (21%), closely followed by drug use (20%). All of these challenges were also common discussion points in District 5 listening sessions.

While the survey response options did not explicitly include peer pressure and the negative impacts of social media, youth in District 5 listening sessions frequently discussed these challenges. Listening sessions attendees also expressed that bullying, including cyberbullying, is a major challenge faced by youth.

“The youth of East Contra Costa County have little to no free family-friendly indoor spaces, other than the library, and parks can only do so much. Youth centers are the glue that binds communities together, and that is sorely lacking in East CCC.”

Recommended Youth Center Programming

Program offerings prioritized in the top three by 20% or more of District 5 participants included behavioral and mental health support, academic support and tutoring, youth leadership opportunities, youth employment resources, and music, art, or culture programs.

PROGRAMMING YOUTH CENTER SHOULD OFFER	 RAISED AS PRIORITY IN LISTENING SESSIONS*	 SURVEY DATA**	
		Ranked in Top 3	Ranked 1 st
Behavioral & mental health support	Yes	27 (29%)	17 (18%)
Academic support &/or tutoring	Yes	23 (25%)	7 (8%)
Youth leadership opportunities	Yes	20 (22%)	9 (10%)
Youth employment trainings/resources	Yes	20 (22%)	8 (9%)
Music, art, or culture programs	Yes	20 (22%)	6 (7%)
Sports leagues & fitness	Yes	17 (18%)	8 (9%)
Counseling/support groups	Yes	16 (17%)	6 (7%)
Mentoring programs	No	16 (17%)	5 (5%)
Safe space for leisure	Yes	14 (15%)	6 (7%)
Tech/computer labs	Yes	10 (11%)	6 (7%)
Social-emotional growth programs	No	9 (10%)	6 (7%)
Life skills training	Yes	9 (10%)	2 (2%)
Food access/sustainable farming programs	No	7 (8%)	2 (2%)
Language/literacy/ESL	No	4 (4%)	3 (3%)
Health & sex education/resource access	No	4 (4%)	0 (0%)
Housing navigation support	No	2 (2%)	0 (0%)
Community building/peer-oriented events	No	0 (0%)	0 (0%)
<p>* Participants were 55% Adults, 45% Youth. Responses in this column are shaded if listening session attendees from the District prioritized a particular response.</p> <p>** Participants were 91% Adults, 3% Youth, 5% Unknown. n=count of survey responses. Responses in this column are shaded if selected by more than 50% of survey respondents in the District.</p>			

Survey respondents and listening session participants aligned on the top priorities for programming at the District 5 youth center. The survey response most commonly ranked in the top three was behavioral and mental health support (29% of respondents), which includes substance abuse services. This was also a dominant theme in listening sessions. The second service most commonly ranked in the top three (25% of respondents) was academic support and/or tutoring, which listening session attendees also highlighted.

Youth leadership, youth employment trainings and resources, and music, art, or culture programs tied for third place in the survey ranking of top three priorities (22% each). Listening session attendees also prioritized these services. In the District 5

listening sessions, many parents agreed that “the most important part of the programming is for services to build up a youth’s self-esteem and sense of identity.”

In response to the open-ended responses survey question “Please describe a youth center that you would want to go to,” 33% of District 5 respondents wrote in that the center needs to be a safe space. Listening session attendees echoed this, emphasizing the importance of a safe space, and painting a vision of the youth centers as welcoming places for youth with fun programming as a hook to get kids through the door (sports, arts, music, video games/e-sports) so that they might then be engaged in additional programming in areas where youth need more support. Many attendees emphasized that participation in activities should not be required, since often youth just want a safe place to relax, chill, and socialize.

Other common programming themes among the open-ended survey responses included recreation, that services need to remain free, and that centers should partner with existing community organizations to offer services.

“My ideal youth center would be a safe place center reflecting the diversity of the community offering financial, emotional, physical, and mental support for our youth.”

Locations

District 5 participants most frequently suggested Pittsburg, Antioch, and Bay Point as potential locations for the youth center.

SITE RECOMMENDATIONS	
Pittsburg	29 (32%)
Antioch	24 (26%)
Bay Point	23 (25%)
Martinez	6 (7%)
Shore Acres	3 (3%)
District 5	2 (2%)
Rodeo	2 (2%)

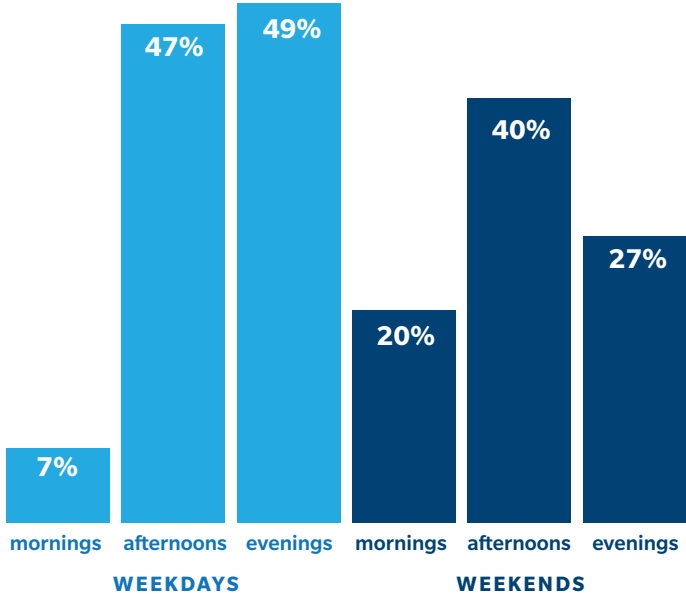
In District 5, survey respondents most often suggested Pittsburg as a youth center location (32%), followed by Antioch (26%), and Bay Point (25%). District 5 listening sessions aligned with survey responses, with Pittsburg being mentioned only slightly more often than Antioch.

In listening session discussions, attendees emphasized that centers should be close to public transportation, accessible by various means (walking, biking, public transport, or shuttle/van), and in a safe location.

Operating Hours

Participants in the District 5 community engagement process prioritized operating hours during out-of-school times.

OPERATING HOURS




District 5 survey respondents favored youth centers to be open on weekday evenings (49%) and weekday afternoons (47%), followed by weekend afternoons (40%), with fewer in favor of weekend mornings (20%).

Listening session attendees agreed that youth centers should be open 7 days a week. The most frequently requested weekday hours were from after school until early evening, aligning with the survey results. Listening session participants did not discuss specific weekend hours, but said that Saturday should offer a full day of programming and emphasized the need for centers to offer extended weekday hours during the summer.

Staffing Considerations

District 5 survey respondents and listening session participants said it was important to have youth center staff who have general experience working with youth, have lived experience (i.e., firsthand knowledge and wisdom gained through personal involvement in specific situations or circumstances), and are from the community where the youth center will be located.

CASE MANAGER SKILLS/ EXPERIENCES	 RAISED AS PRIORITY IN LISTENING SESSIONS*	SURVEY DATA**	
		Ranked in Top 3	Ranked 1 st
Having general experience working with youth	Yes	65 (71%)	24 (26%)
Having lived experience	Yes	56 (61%)	17 (18%)
Being from the community where the new youth center will be located	Yes	52 (57%)	23 (25%)
Having experience being a case manager at another youth center	No	43 (47%)	12 (13%)
Having experience working in the public education system	No	35 (38%)	4 (4%)
<p>* Participants were 55% Adults, 45% Youth. Responses in this column are shaded if listening session attendees from the District prioritized a particular response.</p> <p>** Participants were 91% Adults, 3% Youth, 5% Unknown. n=count of survey responses. Responses in this column are shaded if selected by more than 50% of survey respondents in the District.</p>			

In terms of desired youth center case manager skills and experiences, the survey responses most often ranked in the top three in District 5 were having general experience working with youth (71% of respondents), having lived experience (61%), and being from the community where the new center will be located (57%). Listening session attendees also prioritized these three choices.

While the options on the survey focused on the skills and experiences of youth center staff, listening session attendees often discussed the personality characteristics of staff. District 5 attendees thought staff should be able to relate to youth and have a passion for working with youth. In terms of an ability to relate to youth, attendees thought it was important that at least some youth center staff are closer to the age of youth.

Participants in several District 5 listening sessions expressed the desire to have a staff member serving as a services navigator, underlining the importance of connecting youth with appropriate resources and support.

Appendix A

Contra Costa County Measure X Youth Centers Community Listening Sessions

DISTRICT 3 SESSIONS

DATE	LOCATION	AUDIENCE	ATTENDEES	NOTES
10/18/2023 (Multi-District Session)	Antioch Community Center	Adults	2	BOS District 3 Staff (2)
10/24/2023	Brentwood Community Center	Adults	4	
10/25/2023	Virtual (Nonprofit Roundtable)	Adults	9	Brentwood
1/16/2024 (Multi-District Session)	Virtual	Adults	2	Antioch District 3 (1), Oakley (1)
1/18/2024 (Multi-District Session)	Virtual	Adults	1	Brentwood (1)
4/2/2024	Freedom High School (Oakley) Upperclassmen	Youth	46	Leadership class of Freedom High School, upperclassmen
4/2/2024	Freedom High School (Oakley) Underclassmen	Youth	37	Leadership class of Freedom High School, underclassmen
4/3/2024	Liberty High School (Brentwood)	Youth and Adults	6	Coffee with the Principal: 3 parents and 3 students
4/10/2024	Opportunity Junction	Adults	18	Program participants of Opportunity Junction, a job training program in Antioch
4/10/2024	Liberty High School (Brentwood)	Youth	103	Youth government and economics classes
4/24/2024	Deer Valley High School (Antioch) Class 1	Youth	28	Government/ leadership classes
4/24/2024	Deer Valley High School (Antioch) Class 2	Youth	26	Government/ leadership classes
4/24/2024	Deer Valley High School (Antioch) Class 3	Youth	29	Government/ leadership classes
5/1/2024	Oakley Youth Advisory Council	Youth	12	
TOTAL D3			323	

DISTRICT 4 SESSIONS

DATE	LOCATION	AUDIENCE	ATTENDEES	NOTES
10/16/2023	Concord Library	Adults	3	
1/9/2024 (Multi-District Session)	Virtual	Primarily Youth	1	Concord (1)
1/17/2024 (Multi-District Session)	Virtual	Adults	1	Rosie Reid: Mt Diablo USD HOPE Program for Unhoused Youth
1/18/2024 (Multi-District Session)	Virtual	Adults	1	Pleasant Hill (1)
4/23/2024 (Multi-District Session)	Virtual	Adults	3	Concord (2), Walnut Creek (1)
4/24/2024 (Multi-District Session)	Virtual	Adults	1	Walnut Creek (1)
4/30/2024 (Multi-District Session)	Virtual	Adults	6	District 4 (6)
TOTAL D4			16	

DISTRICT 5 SESSIONS

DATE	LOCATION	AUDIENCE	ATTENDEES	NOTES
10/5/2023	Pittsburg Senior Center	Adults	4	
1/9/2024 (Multi-District Session)	Virtual	Primarily Youth	3	Pittsburg (3)
1/16/2024 (Multi-District Session)	Virtual	Adults	1	Pittsburg (1)
1/17/2024 (Multi-District Session)	Virtual	Adults	2	Mel Davis: CEO of the Boys and Girls Clubs of Contra Costa, Lorna Markus: Boys and Girls Clubs of Contra Costa
1/18/2024 (Multi-District Session)	Virtual	Adults	1	Pittsburg (1)
3/21/2024	Antioch High School	Youth	20	Held in collaboration with Bridge Builders to the New Generation.
3/27/2024	City of Pittsburg Youth Advisory Council	Youth	6	4 youth council members, 2 non-voting members
4/2/2024	Bay Point Municipal Advisory Council	Adults	7	Discussion with council members and attendees
4/11/2024	Beat the Streets	Youth	3	Participants of Beat the Streets, a youth empowerment organization in Antioch
4/17/2024	People Who Care	Youth and Adults	29	17 youth, 12 Adults
4/23/2024	Pittsburg High School	Youth	20	After school program in partnership with Bridge Builders to the New Generation
4/23/2024 (Multi-District Session)	Virtual	Adults	3	Pittsburg (3)
4/30/2024 (Multi-District Session)	Virtual	Adults	28	Pittsburg (28)
5/2/2024	Virtual	Adults	22	Martinez (1), Antioch (1), Pittsburg (20)
TOTAL D5			149	

ATTENDEES WHOSE DISTRICT WAS UNDECLARED

DATE	LOCATION	AUDIENCE	ATTENDEES		NOTES
			Antioch*	Unknown or Other	
10/3/2023	Virtual	Adults	0	2	
10/5/2023	Virtual	Adults	0	4	
10/6/2023	Virtual	Adults	0	5	
10/17/2023	Antioch Library	Adults	3	0	
10/18/2023	Antioch Community Center	Adults	2	3	City of Antioch Staff (2), Community Members (3)
1/9/2024	Virtual	Primarily Youth	2	1	Antioch (2), San Ramon (1)
1/16/2024	Virtual	Adults	2	0	Antioch Unknown (2)
1/17/2024	Virtual	Adults	1	0	Andrew Becker: Here Today, Home Tomorrow (East County)
1/18/2024	Virtual	Adults	5	7	Antioch (5), Lafayette (2), Unknown (5)
4/23/2024	Virtual	Adults	1	0	Antioch (1)
4/24/2024	Virtual	Adults	2	0	Antioch (2)
SUBTOTAL			18	22	
TOTAL			40		

* Spans Districts 3 and 5, no specific District declared.

TOTALS

District 3 Dedicated Sessions	11
District 4 Dedicated Sessions	1
District 5 Dedicated Sessions	8
Multi-District Sessions	12
TOTAL SESSIONS:	32

Appendix B

Listening Session Script

Good afternoon—thank you so much for joining us today. I am _____ and I am part of a team from [Social Change Partners/New Ways to Work]. With me is _____.

We're here because Contra Costa County is planning to open three new youth centers using Measure X funds. There will be one youth center each in Districts 3, 4, and 5.

Measure X is a local sales tax, approved by voters in 2020, that generates money every year to help fund health and social services. The County Board of Supervisors approves the specific uses of Measure X dollars, and has already allocated the funds for the three youth centers. The County Employment and Human Services Division is responsible for planning and implementing the Centers.

My team is contracted by the county to gather input on challenges and opportunities for young people, and what activities and services should be available at the centers. We're holding a total of about 35 sessions like this and conducting a survey. In early summer, we'll present the perspectives of the community to county leadership. The county will then contract with community-based organizations to operate the centers.

FOR SMALL GROUPS:

We have a series of questions that we'll go through, and anyone can answer at any time. We want to be sure to hear from everyone here, so we might call on you, or ask you to hold on while others speak up.

FOR LARGER GROUPS:

Because there are so many of us here, we're going to divide into small groups [by table, by counting off, etc.]. There are notepads and pens on your table. Please identify a notetaker who can also report out. We'll give you some questions one by one to discuss at your table and then report back out to the group.

QUESTIONS:

1. Which ages should the youth centers focus on?

2. Which particular groups of young people do you think are most in need of a youth center?

Prompts if needed: [LGBTQ+ youth, Single-parent households, Foster youth, Justice involved youth, Homeless youth, Families new to the area, Out-of-school youth, Youth with disabilities, Youth from low income families]

3. What are the main challenges faced by young people in your neighborhood?

Prompts if needed: [Child abuse/neglect, Bullying, Employment/job opportunities, Discrimination (racism, sexism, etc.), Poverty, Drug use, Access to healthcare or other social services, Lack of equity, diversity, and/or inclusion, Community violence, Lack of free/low-cost recreational opportunities, Housing quality or affordability, Hunger/food insecurity, Homelessness, Mental health]

4. What kind of programs would you like the youth center to offer?

Some options:

- » Youth leadership opportunities
- » Behavioral/mental health support/resources
- » Sports leagues and fitness programs
- » Health and sex education/access to resources
- » Safe space for leisure (quiet, meditation, calm, etc.)
- » Social-emotional growth programs
- » Academic support and/or tutoring
- » Technology/computer labs
- » Food access/sustainable farming programs
- » Mentoring programs
- » Language/literacy/ESL (English as a Second Language) programs
- » Music, art, or culture programs
- » Youth employment trainings, resources/recruitments

- » Counseling/support groups
- » Housing navigation support
- » Life skills training (e.g., budgeting, cooking, etc.)
- » Community building or peer-oriented events

5. What should the county consider when thinking about potential locations for the centers?

[Transportation accessibility, Neighborhood safety, Space to co-locate staff/service providers, Near schools, etc.]

6. When should the centers be open?

7. What skills, experiences, or characteristics of youth center staff are most important in helping youth achieve their goals?

[Having experience being a case manager at another youth center (or similar organization), Having general experience working with teens and young adults, Being from the community where the new youth center will be located, Having experience working in the public education system, Having lived experience (for example, staff have been homeless or been in the foster care system themselves)]

8. Are there existing youth centers, nonprofit organizations, or programs that the county should take a look at?

Thank you so much for your participation. We value you and your knowledge of the community. Your feedback will help to ensure the youth centers offer the services and supports that are most needed in the community. When the community engagement process is complete, the report will be posted for public comment and then published.

We're also trying to get our survey link to as many people as possible. If you can send it around to friends and colleagues or if you have other ideas for how to get it out to the community, let us know.

Appendix C

Existing Organizations and Programs for Reference

Contra Costa County government stakeholders and participants in community engagement listening sessions were asked which existing organizations and programs are doing a good job serving youth. Below is a list of the programs and organizations mentioned. If the boxes are blank, it is because the organization does not have an address or executive director name listed on their website.

DISTRICT 3

ORGANIZATION	LEADER & TITLE	ADDRESS
Antioch Community Center	<i>Brad Helfenberger, Acting Assistant City Manager/Parks & Recreation Director</i>	4703 Lone Tree Way, Antioch, CA 94531
Antioch Rotary Club	<i>Tirrell Muhammad</i>	4823 Lone Tree Way, Antioch, CA 94531
Antioch Council of Teens	<i>Maelvy Saucedo, Facilitator</i>	4701 Lone Tree Way, Antioch CA 94531
Be Exceptional	<i>Lynda Green, Founder</i>	1265 Dainty Ave, Brentwood, CA 94513
Brentwood Police Activities League (PAL)	<i>Officer Chris Bollinger, Executive Director</i>	Brentwood, CA 94513
Bridge Builders to the New Generation	<i>Pello Warker, Board Chair</i>	3501 Lone Tree Wy, Antioch, CA 94509
Child Therapy institute	<i>Brian Lukas, PhD, Executive Director & Clinical Supervisor</i>	3720 Sunset Lane, Ste D, Antioch, CA 94509
Children's Interview Center	<i>Cynthia Peterson, Executive Director</i>	3240 Lone Tree Wy, #101, Antioch, CA 94509
City of Oakley Parks and Recreation	<i>Troy Faulk, Recreation Manager</i>	1250 O'Hara Ave, Oakley, CA 94561
Community Violence Solutions	<i>Paul Graves, President</i>	3240 Lone Tree Way, Ste 101, Antioch, CA 94509
Hijas del Campo	<i>Marivel Mendoza, Executive Director & Co-founder</i>	144 Continente Ave, #120, Brentwood, CA 94513
One Day at a Time	<i>Johnny Rodriguez, Founder & Executive Director</i>	331 Pine St, Brentwood, CA 94513
Village Community Resource Center	<i>Kirsten Rigsby, Executive Director</i>	633 Village Dr, Brentwood, CA 94513

DISTRICT 4

ORGANIZATION	LEADER & TITLE	ADDRESS
Bay Church	<i>John & Carey Gregg, Lead Pastors</i>	4725 Evora Rd, Concord, CA 94520
Child Abuse Prevention Council	<i>Carol Carrillo, Executive Director</i>	2120 Diamond Blvd, #120, Concord, CA 94520
Community Youth Center	<i>Matt Harrison, Executive Director</i>	2241 Galaxy Ct, Concord, CA 94520
Contra Costa Crisis Center (211)	<i>Elaine Cortez Schroth, Executive Director</i>	P.O. Box 3364, Walnut Creek, CA 94598
Counseling Options and Parent Education Support Center (C.O.P.E.)	<i>Natasha Paddock, Executive Director</i>	3021 Citrus Cir, #105, Walnut Creek, CA 94598
Diablo Ballet Peek Program	<i>Laurie Miller and Cheryl DeSimone, Board Co-Presidents</i>	P.O. Box 4700, Walnut Creek, CA 94596
Family Justice Center	<i>Susun Kim, Executive Director</i>	2151 Salvio St, Ste 201, Concord, CA 94519
Food Bank of Contra Costa & Solano	<i>Caitlin Sly, President & CEO</i>	4010 Nelson Ave, Concord, CA 94520
Ganas Community Service	<i>Isabel Lara, Executive Director & Founder</i>	4425-C Treat Blvd, #357, Concord, CA 94521
HOPE Program (therapy)	<i>Melinda Clark, Director</i>	2290 Diamond Blvd, Ste 200, Concord, CA 94520
HOPE Solutions	<i>Deanne Parm, CEO</i>	399 Taylor Blvd, Pleasant Hill, CA 94523
Mt. Diablo USD International Hospitality and Tourism Academy	<i>Adam Clark, Ed.D., Superintendent</i>	1936 Carlotta Dr, Concord, CA 94519
NAMI Contra Costa	<i>Gigi Crowder, Executive Director</i>	2151 Salvio St, Ste V, Concord, CA 94520
Pleasant Hill Library	<i>Patrick Remer, Library Manager</i>	2 Monticello Ave, Pleasant Hill, CA 94523
Pleasant Hill YMCA	<i>Marnie Harvey, Executive Director</i>	350 Civic Dr, Pleasant Hill, CA 94523
Rainbow Community Center	<i>Valerie Crowell, Board President</i>	2380 Salvio St, Suite 301, Concord, CA 94520
Vestia Inc. Services for Contra Costa County	<i>Judy Pieralde, President</i>	400 Ellinwood Way, Pleasant Hill, CA 94523

DISTRICT 5

ORGANIZATION	LEADER & TITLE	ADDRESS
Ambrose Teen Center	Rande Ross	3105 Willow Pass Rd, Bay Point, CA 94565
Beat the Streets	Tracy Tate, Founder & President	Somersville Towne Center Mall, 2550 Somersville Rd, Unit No. 15, Antioch, CA 94509
Bonafide Sisterhood	Nina Carter, CEO	1023 W 2nd St, Antioch, CA 94509
Boys and Girls Club of Contra Costa	Mel Davis, CEO	1301 Alhambra Ave, Martinez, CA 94553
Center for Psychotherapy	David Hoffman, Business Manager	509 W 10th St, Antioch, CA 94509
Community Violence Solutions	Cynthia Peterson, Executive Director	301 W 10th St #3, Antioch, CA 94509
Contra Costa County Behavioral Health Clinic	Anna Roth, CEO	1340 Arnold Dr, Ste. 200 Martinez, CA 94553
Dream Team	Jareem Gunter	Antioch
El Campanil Theatre	Kathie Campbell, Board President	602 W 2nd St, Antioch, CA 94509
Genesis Church	Damon Owens, Pastor	1800 Woodland Dr, Antioch, CA 94509
Grace Bible Fellowship/Grace Arms Program	Kirkland Smith, Board President	3415 Oakley Rd, Antioch, CA 94509
John Muir Land Trust Family Harvest Farm	Linus Eukel, Executive Director	1300 Power Ave, Pittsburg, CA 94565
Marina Community Center	Kolette Simonton, Director of Recreation	340 Marina Blvd, Pittsburg, CA 94565
Midnight Basketball Program	Marzel Price	Pittsburg, CA 94565
NAACP for East County	Gavin Payton, President	340 E 10th St, Pittsburg, CA 94565
Nick Rodriguez Center	Jun Gandia, Recreation Supervisor	213 F St, Antioch, CA 94509
Northern California Family Center	Thomas Fulton, Executive Director	2244 Pacheco Blvd, Martinez, CA 94553
Opportunity Junction	Brianna Robinson, President & CEO	3102 Delta Fair Blvd, Antioch, CA 94509
People Who Care	Connie Russell, Executive Director	2231 Railroad Ave, Pittsburg, CA 94565
Pittsburg Police Activities League (PAL)	Unable to identify	65 Civic Ave. Pittsburg, CA 94565
Pittsburg Youth Development Center	William Moffett, President & CEO	1001 Stoneman Ave, Pittsburg, CA 94565
RFY Dance and Academic Academy	Rayzelle Forrest Young, Founder & President	Antioch, CA
RR Ministries	Unable to identify	514 W 2nd St, Antioch, CA 94509
St Vincent De Paul of CCC	Bob Liles, Board President	2210 Gladstone Dr, Pittsburg, CA 94565
STS Academy	Theresa Miller, Interim Executive Director	340 Marina Blvd, Pittsburg, CA 94565
Wayfinder Family Services	Jay Allen, President & CEO	1330 Arnold Dr, Ste. 241, Martinez, CA 94553

IN CONTRA COSTA COUNTY, OUTSIDE OF DISTRICTS 3–5 OR GOVERNMENT HEADQUARTERS ADDRESS OR NO PHYSICAL LOCATION

ORGANIZATION	LEADER & TITLE	ADDRESS
Aspiranet	Vernon Brown, CEO	3260 Blume Dr, Ste. 505, Richmond, CA 94806
ASPIRE	Irene St. Roseman, Administrator	3040 Hilltop Mall Rd, Richmond, CA 94806
Bay Area Community Resource Center	Jonas Mok, CEO	11175 San Pablo Ave, El Cerrito, CA 94530
Bay Area Peacekeepers	Gonzalo Ruboco, Director	15501 San Pablo Ave, #231, Richmond, CA 94806
Calli House	Unable to identify	845 Brookside Dr B, Richmond, CA 94801
Contra Costa County Office of Education WIOA Youth Programs	Alejandra Chamberlin, Director, Youth Services	77 Santa Barbara Rd, Pleasant Hill, CA 94523
East Contra Costa Community Alliance (ECCA)	Solomon Belette, MBA, Executive Director	East Contra Costa
Girls Inc	Stephanie J. Hull, President & CEO	260 Broadway, Richmond, CA 94804
Mindful Life Project	JG Larochette, Founder & CEO	1001 Canal Blvd, Richmond, CA 94801
New Life Movement	Bendrick Foster, Founder	322 Harbour Way, #10, Richmond, CA 94801
Newberry's Block	Jeremy Newberry, Founder	East Contra Costa
NextUP at Contra Costa Community College	Joseph B. Camacho, Project Coordinator	2600 Mission Bell Dr, San Pablo, CA 94808
North Richmond Youth Center	Kimberly Aceves-Iñiguez, Cofounder & Executive Director	3939 Bissell Ave, Richmond, CA 94805
Richmond Community Foundation (RCF)	Jim Becker, President and CEO	3260 Blume Dr, #110, Richmond, CA 94806
Richmond Police Activities League (PAL)	Larry Lewis, Executive Director	2200 Macdonald Ave, Richmond, CA 94801
Richmond Reentry	Pat Mims, Director	912 Macdonald Ave, Richmond, CA 94801
Rubicon	Carole Dorham-Kelly, CEO	2500 Bissell Ave, Richmond, CA 94804
RYSE Center	Kimberly Aceves-Iñiguez, Co-founder & Executive Director	3939 Bissell Ave, Richmond, CA 94805
San Pablo Library	Caroline Olsen, Library Manager	13751 San Pablo Ave, San Pablo, CA 94806
Urban Tilth	Doria Robinson, Executive Director	323 Brookside Dr, Richmond, CA 94801
Village Keepers, Inc.	Carrie Frazier, President & CEO	East and Central Contra Costa County

OUTSIDE OF CONTRA COSTA COUNTY OR DISTRICT UNKNOWN

ORGANIZATION	LEADER & TITLE	ADDRESS
Biotech Partners	<i>Lynda E. Gayden, Executive Director</i>	388 Market St, #1300, San Francisco, CA 94111
Communities United for Restorative Youth Justice (CURYJ)	<i>George Galvis, Executive Director</i>	1946 Embarcadero, Oakland, CA 94606
Community and Youth Outreach (CYO)	<i>David Muhammad, Board Chair</i>	P.O. Box 19500, Oakland, CA 94619
East Bay Asian Youth Center	<i>David Kakishiba, Executive Director</i>	2025 E 12th St, Oakland, CA 94606
El Concilio	<i>Jose R. Rodriguez, President & CEO</i>	445 N. San Joaquin St, Stockton, CA 95202
Family Resource Center (Central Valley)	<i>Unable to identify</i>	1014 Brighton Ave. El Centro, CA
Family Resource Centers Network	<i>Yvette Baptiste, Board Chair</i>	13300 Crossroads Parkway North, Ste 450, City of Industry, CA 91746
Fred Finch Youth and Family Services	<i>Thomas N. Alexander, LCSW</i>	3800 Coolidge Ave, Oakland, CA 94602
Fresh Lifelines for Youth	<i>Ali Knight, Executive Director</i>	Sobrato Center for Nonprofits, 568 Valley Way, Milpitas, CA 95035
Hidden Genius Project	<i>Brandon Nicholson, CEO</i>	1441 Franklin St, 4th Floor, Oakland, CA 94612
Huckleberry Youth Programs	<i>Douglas Styles, Executive Director & CEO</i>	3450 Geary Blvd, #107, San Francisco, CA 94118
Independent Living Support Pilot (ILSP) Program and Transitional Independent Living Plans (TILPs) for foster youth	<i>Teshika Hatch, Transitions Director</i>	675 Hegenberger Rd, #100, Oakland, CA 94621
Lincoln Families	<i>Allison Staulcup Becwar, President & CEO</i>	1266 14th St, Oakland, CA 94607
Love Never Fails	<i>Vanessa Russell, Founder & Executive Director</i>	22580 Grand St, Hayward, CA 94541
Lyric Performing Arts	<i>Mrs. Taiwo Kujichagulia-Seitu, MBA, CEO</i>	Oakland, CA
MISSEY (Oakland)	<i>Jennifer Lyle, Executive Director</i>	424 Jefferson St, Oakland, CA 94607
National Alliance on Mental Illness	<i>Daniel H. Gillison, Jr., CEO</i>	4301 Wilson Blvd, Ste 300, Arlington, VA 22203
Pacific Clinics	<i>Kathy McCarthy, CEO/President</i>	499 Loma Alta Ave., Los Gatos, CA 95030
REACH Ashland Youth Center	<i>Erik Sakamoto, Executive Director</i>	16335 E 14th St, San Leandro, CA 94578
Seneca (school based mental health services for high acuity kids)	<i>Leticia Galyean, Chief Executive Officer</i>	8945 Golf Links Rd, Oakland, CA 94605
Sparkpoint Centers	<i>Kelly Batson, Interim CEO & Chief Community Impact Officer</i>	550 Kearny St, # 510, San Francisco, CA 94108
Stu212 Music Therapy, Coping and Creativity	<i>Jeremy Phillips, Director</i>	No physical location
The Chinatown Youth Center in SF	<i>Sarah Ching-Ting Wan, Executive Director</i>	1038 Post St, San Francisco, CA 94109
Young Women's Freedom Center	<i>Julia Arroyo, Executive Director</i>	832 Folsom St, #700, San Francisco, CA 94107
Youth Alive	<i>Joseph Griffin, Executive Director</i>	3300 Elm St, Oakland, CA 94609
Youth Early Intervention Partnership	<i>Collaborative program between several County Departments, law enforcement agencies, the Contra Costa County Office of Education, and community-based service providers</i>	
Youth Uprising	<i>Meredith Brown, President & Board Chair</i>	8711 Macarthur Blvd, Oakland, CA 94605

Appendix D

Survey

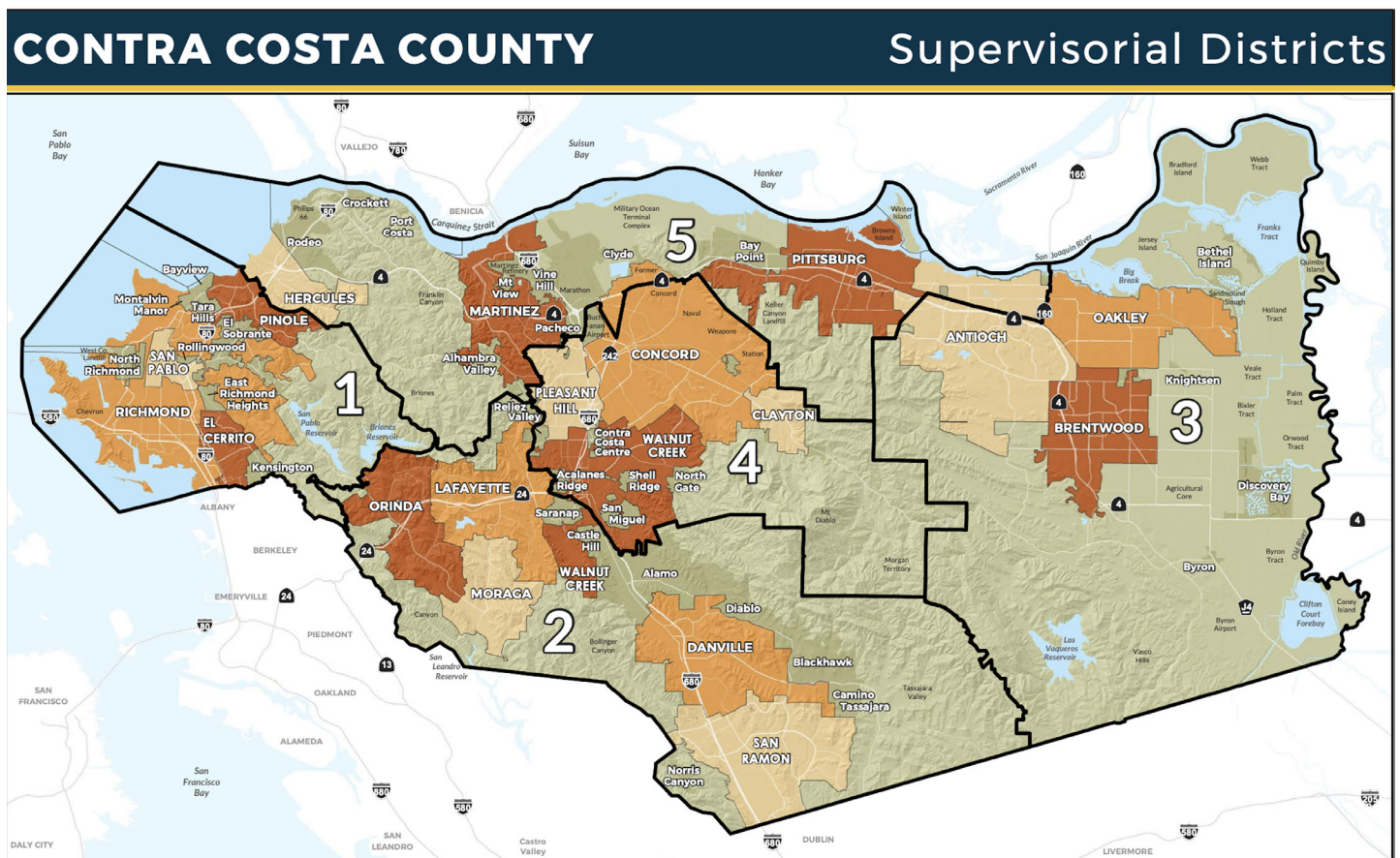
WELCOME TO THE CONTRA COSTA COUNTY YOUTH CENTERS SURVEY!

Hello and thank you for taking the time to participate in this survey. The purpose of this brief questionnaire is to gather feedback from our community members, like you, about (1) where our three new youth centers in Contra Costa County should be located, and (2) what services, programs, and resources are needed.

It is important to note that this survey is only for people who either reside or serve youth in Contra Costa County Districts 3, 4, or 5. For those who either reside or serve youth in Districts 3, 4, or 5, your voice is among the most important in this decision-making process. Therefore, to the extent possible please make sure to answer each question. If you do not feel comfortable answering a question, you can select "Prefer not to say." The survey only takes about 10–12 minutes to complete, so we hope you can find the time to provide your input.

To select the best locations for the youth centers, it's very important that we hear from as many people as possible. Please be assured that your responses will be completely anonymous. No one will know who said what, so we encourage you to be honest and detailed in your feedback. Thank you again for helping shape the future of youth services in our county!

Please use the map below to answer the questions that follow.



1. Do you live in District 3, 4, or 5 in Contra Costa County?

☐ Yes

☐ No

In which District do you live?

☐ 3

☐ 4

☐ 5

2. Do you work as a staff member, manager, or director at a youth service provider or school in Districts 3, 4, and/or 5?

☐ Yes

☐ No

In which District do you serve or teach youth?

☐ 3

☐ 4

☐ 5

3. Which ages should the youth centers focus on? Please select all ages you think youth centers should serve.

☐ 13

☐ 17

☐ 21

☐ 25

☐ 14

☐ 18

☐ 22

☐ I prefer not to say

☐ 15

☐ 19

☐ 23

☐ 16

☐ 20

☐ 24

4. What groups do you think are most in need of a youth center? **Please rank them according to their needs**

(1 = Most in need) by dragging each in the your order of preference.

Kids and teens with disabilities

All (none of the groups need a youth center more than the others)

LGBTQ+ youth

Low-income families

Families new to the area

Out-of-school youth

Single-parent households

Youth from systems of care (for example, foster care, homeless, justice involved)

Other: _____

5. What are the main challenges faced by young people in your neighborhood? **Please choose and rank the top five by dragging an item from the left and dropping it into the box on the right.**

Drug use (alcohol, smoking, illegal substances, etc.)
Access to healthcare or other social services
Community violence
Discrimination (racism, sexism, etc.)
Child abuse/neglect
Lack of free/Low-cost recreational opportunities
Lack of equity, diversity, and/or inclusion
Employment/job opportunities
Bullying
Housing quality or affordability
Poverty
Homelessness
Mental health (anxiety, depression, etc.)
Hunger/food insecurity
Other: _____

TOP 5

6. What kind of programs would you like the youth center to offer? **Please choose and rank the five most important by dragging an item from the left and dropping it into the box on the right.**

Health and sex education/access to resources
Safe space for leisure (quiet, meditation, calm, etc.)
Sports leagues and fitness programs
Music, art, or culture programs
Technology/computer labs
Youth leadership opportunities
Mentoring programs
Language/literacy/ESL (English as a Second Language) programs
Youth employment trainings, resources/recruitments
Academic support and/or tutoring
Behavioral/mental health support/resources
Social-emotional growth programs
Counseling/support groups
Food access/sustainable farming programs
Housing navigation support
Life skills training (e.g., budgeting, cooking, etc.)
Community building or peer-oriented events
Other: _____

TOP 5

7. What skills, experiences, or characteristics of youth center staff are most important in helping youth achieve their goals? **Please rank them according to importance (1 = most important) by dragging each in the your order of preference.**

- Food access/sustainable farming programs
- Housing navigation support
- Life skills training (e.g., budgeting, cooking, etc.)
- Community building or peer-oriented events
- Being from the community where the new youth center will be located
- Having experience working in the public education system
- Having general experience working with teens and young adults
- Having lived experience (for example, staff have been homeless or been in the foster care system themselves)
- Having experience being a case manager at another youth center (or similar organization)
- Other: _____

8. Which neighborhood/town in the district(s) you are affiliated with do you recommend that a youth center be located? **Please indicate only one choice for each district you are affiliated with.**

9. Please describe a youth center that you would want to go to.

10. What else would you like to share about the possibility of having a youth center in an area you recommended?

11. What are the most important times for the youth centers to be open? Please select only your three top preferences.

- | | |
|---|---|
| <input type="checkbox"/> Weekday mornings | <input type="checkbox"/> Weekend mornings |
| <input type="checkbox"/> Weekday afternoons | <input type="checkbox"/> Weekend afternoons |
| <input type="checkbox"/> Weekday evenings | <input type="checkbox"/> Weekend evenings |

Appendix E

Advertising Samples

1 Flyer advertising three of the listening sessions

2 One of the Facebook advertisements

**CONTRA COSTA COUNTY
COMMUNITY MEMBERS**

Join Engagement Sessions!

Proposed Youth Centers funded by Measure X

Make your voice heard:

- 1) JOIN IN-PERSON COMMUNITY SESSIONS
- 2) ATTEND VIRTUAL COMMUNITY SESSIONS
- 3) TAKE OUR ONLINE SURVEY

In-Person Opportunities

Wednesday, 10/4 from 4:30-6:00pm
@ Concord Library Meeting Room, 2900 Salvio St. Concord

Thursday, 10/5 from 4:00-6:00pm
@ Pittsburg Senior Center, 300 Presidio Lane, Pittsburg


Monday, 10/16 from 6:00-8:00pm
@ Concord Library, 2900 Salvio Street, Concord

Tuesday, 10/17 from 3:00-5:00pm
@ Antioch Library, 501 W 18th St, Antioch

Virtual Opportunities

Tuesday, 10/3 from 3:00-5:00pm
Thursday, 10/5 from 9:00-11:00am
Friday, 10/6 from 11:00-1:00pm

**MAKE YOUR VOICE HEARD...
START HERE!**



Questions? Comments? Reach out to community@socialchangepartners.com

**CONTRA
COSTA
COUNTY**

**JOIN US FOR VIRTUAL
SESSIONS TO DISCUSS 3
NEW YOUTH CENTERS!**

Open to all members of the District
4 Contra Costa Community.

DATES
April 23, 2024 AND
April 24, 2024

TIME
5:30 - 6:30 PM

SCAN THE QR CODE TO
REGISTER NOW!

