



## **Special Youth Committee Meeting Agenda**

**July 16, 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 1<sup>st</sup> Floor Conference Room # 101, Martinez, CA 94553

4976 San Marque Circle Carmichael, CA 95608

**ZOOM Meeting – Meeting ID: 689 449 5579; Passcode: 6894495579**

**<https://us06web.zoom.us/j/6894495579?pwd=U3R5TWI1eWpEQ0E2c2lyYlY1ZXZpdz09&omn=84094142972>**

**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      CONSENT AGENDA  
C1      Approve June 27, 2024 Special Youth Committee Meeting Minutes**
- 12:25 PM      PRESENTATION and DISCUSSION ITEM  
P1      Measure X Youth Centers Implementation Plan**
- 1:05 PM      ACTION ITEM  
A1      Approve Measure X Youth Centers Implementation Plan**
- 1:30 PM      ADJOURN**

**Future Youth Committee Meeting: 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
<b>Business Objective</b>	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.
<b>Case for Action</b>	<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"> <li>● 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;</li> <li>● The employment gap is widening between those with higher levels of education and credentials and those who lack them;</li> <li>● 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;</li> <li>● 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</li> <li>● 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.</li> </ul>
<b>Requirements</b>	<p>The WDB Youth Committee will:</p> <ul style="list-style-type: none"> <li>● 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;</li> <li>● Strengthen collaborations between the local workforce system and other programs and systems that seek to help youth with significant barriers to employment;</li> <li>● 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;</li> <li>● Collaborate with and support career-focused strategies at high schools and community colleges, particularly those aligned with WDB priority industry sectors;</li> <li>● Work with partners to increase opportunities for high school graduates, dropouts and disconnected youth to transition into postsecondary education, training and careers; and</li> <li>● Work with Community Colleges, Apprenticeship Programs, Trade Schools and others to offer more opportunities for disconnected youth to achieve success.</li> </ul>
<b>Boundaries / Guidelines</b>	The Youth Committee advises and influences the direction and implementation of youth services strategies as outlined the WDB 2013-2017 Strategic Plan.
<b>Team Membership</b>	<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>
<b>Timing</b>	The work of the Youth Committee is aligned with the timeline for the WDB's Strategic Plan.
<b>Resources</b>	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.
<b>Review Process</b>	The Youth Committee monitors and reports its progress at regular committee meetings, the WDB Executive Committee and full WDB member meetings as appropriate. 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

## Special Youth Committee Minutes

Thursday, June 27, 2024

The Youth Committee met on Thursday, June 27, 2023 at 4071 Port Chicago Highway Suite 250, Conference Room A, Concord and via ZOOM. Chair Michael McGill called the meeting to order at 12:11 pm and reminded everyone of the potential conflict of interest.

### **PUBLIC COMMENT**

None

### **ATTENDANCE**

MEMBERS PRESENT – Mike McGill, Bill Mahoney Alison McKee, Alejandra Chamberlain (Proxy), Vittoria Abbate (Proxy), Kim Hudson (Proxy)

MEMBERS ABSENT – Tom Hansen (EX), Heather Fontanilla (EX), Lynn Mackey (EX), Gina Del Carlo (EX), Drew Douglass, Mayling Alvarado, Shawn Einck

OTHERS PRESENT: Anna Ramos (MDUSD), Caitlin Goldsafe (Center for Human Dev.), Cassidy Higgins (Fresh Lifelines for Youth), Christine Markie (IRC), Esperanza Vellarde- Ellis (CCC Office of Ed.), Eyana Rogers (CC Health) , Jen Irish (Social Change Partners), Noelle Simmons (Public Minded Consulting) , Jill Ray ( Office of Supervisor Candice Anderson) , Joseph Billingsley (Civicorps), Lisa Diemoz, Manizha Nassimi (IRC), Monserrate Cabral (City of Antioch), Natalie Dubon (CCC Health Ambassadors), Peter Myers (Office of Supervisor Diane Burgis), Rachel Rosekind (County Library Commission), Sam Alley (City of Pittsburg), Shannon Ladner Beasley (CC Health) , Sonia Bustamonte & Tracy L. Tate (Office of Supervisor John Gioia)

WDB STAFF PRESENT: Tamia Brown, Noramah Burch, LaTosha Stockholm, Maureen Nelson, Rochelle Soriano, Verneda Clapp, Jon Rodriguez, Yelena Miakinina, Veronica Ramos, Patricia Conley, & Byron Devera

### **P1 – PRESENTATION**

#### **Measure X Youth Centers Community Engagement**

#### **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.

**WDB CCC Youth Committee: DRAFT Measure X Youth Centers Community Engagement Report**

Social Change Partners, LLC

- Social Change Partners (SCP) is a mission-driven consulting firm founded in 2013 that contracts with California counties, western states, and nonprofit organizations to support planning and policy development.
- EHSD contracted with SCP in September 2023 to conduct community engagement to inform the development of the Measure X Youth Centers.
- SCP subcontracted New Ways to Work, a nonprofit technical assistance provider to workforce development organizations, to assist with data collection and analysis.
- SCP Managing Partner Reed Connell and Jennifer Irish led the development of this report.

**Questions:**

These are the questions that we asked via both the survey and listening sessions. The questions focused on priority populations, youth centers should serve including ages and subgroups, what were the challenges faced by young people in the community, programming priorities, center locations, opening hours and the desired skills, experiences and characteristics of Youth Center Staff.

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?

**Which ages should the youth centers focus on?**

Among both youth and adults, we saw a strong preference for the youth centers to focus on serving middle and high school aged youth. There were strong opinions about mixing older teens and younger youth; some talked about this in terms of safety or social influence, while others thought it would be difficult to have robust age, appropriate programming for youth across a wide age range.

- 13-17 year olds (Over 80%)
- 18-year old (nearly 2/3s)
- Sharp drop off in support for servicing youth older than 18.

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

- Youth from systems of care and low-income families (survey)
- All youth in the community without distinction (survey & listening sessions)

D3	D4	D5
Priority Sub-Groups	Priority Sub-Groups	Priority Sub-Groups
Youth from Systems of Care	Youth from Systems of Care	Low Income Families
Low Income Families	Low Income Families	Youth from Systems of Care
All Youth	All Youth	Single Parents
Single Parents	Single Parents	All Youth
Out-of-School Youth	Out of School Youth	Children with a Disability
Children with a Disability	Children with a Disability	Out of School Youth
LGBTQ+Youth	LGBTQ+Youth	LGBTQ+Youth
Families New to Area	Families New to Area	Families New to Area

**What are the main challenges faced by youth people in your neighborhood?**

ALL: Mental Health, Lack of low-cost recreation, Substance abuse

YOUTH: Bullying, peer pressure, negative effects of social media

**What skills, experiences, or characteristics of youth center staff are most important?**

*Can relate to youth, are emotionally intelligent, are strong communicators have a passion for working with youth.*

- Having general experience working with youth
- Being from the community where the new youth center will be located
- Having lived experience

**Next Steps:**

- Incorporate Feedback
- Final Proof & Design
- Append to Implementation Plan
- July 25<sup>th</sup> transmit to BOS

**Draft Report: Contra Costa County Measure X Youth Centers Community Engagement Report**

This report addresses all of the requests of the Measure X Youth Committee and EHSD and has been vetted in draft form by the Measure X Youth Center’s Ad Hoc Committee as well as other key stakeholders. Before she continued, they’d like to get an idea of how many people had a chance to read the full report by people raising their hands for those that did read the full report, Noelle will do a count. About half the folks in the room are raising their hands.

**Total Participation:** This report reflects the opinions and contributions of over 800 residents of In-Service Providers in districts 3,4, and 5 of Contra Costa County. 45% of them young people under the age of 25. These data were collected via survey distributed online and 32 listening sessions held around the 3 districts in partnerships with schools, nonprofits, and community groups. While very few youth responded to our survey. We were successful in reaching them through in -person sessions primarily held at high schools in the 3 districts.

**Comments/Feedback:**

- This is a great innovative approach and engagement process. With many voices we get a better outcome.
- Particularly pleased to see that majority of listening sessions participants were youth.
- Improve the conditions and futures of youth in our county, centering youth voice, experience, and expertise in every stage of service, planning and delivery.
- We need to build a stronger, more resilient, resourceful, and equitable county.

**ACTION ITEM**

**A1 Approve Measure X Youth Centers Community Engagement Report**

That the Youth Committee 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.

**Motion/Second**                      **Alison McKee/Bill Mahoney**  
**Motion**                                      **Approved**

**AYES:** Mike McGill, Bill Mahoney Alison McKee, Alejandra Chamberlain (Proxy), Vittoria Abbate (Proxy), Kim Hudson (Proxy)

**NAYS:** None

**ABSENT:** Tom Hansen (EX), Heather Fontanilla (EX), Lynn Mackey (EX), Gina Del Carlo (EX), Sean Laurant, Drew Douglass, Mayling Alvarado, Shawn Einck

**ABSTAIN:** None

**CHAIR’S REPORT AND NEXT AGENDA ITEMS**

None.

**Next Special Youth Committee Meeting:** July 16, 2024

**THE MEETING ADJOURNED AT 12:58 pm**

Respectfully Submitted,

Rochelle M. Soriano, Board Secretary

/rms



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**DATE:** July 16, 2024  
**TO:** Youth Committee  
**FROM:** LaTosha Stockholm, Youth Centers and CCWORKS Program Manager  
**RE:** **Measure X Youth Centers Implementation Plan**

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**A. RECOMMENDATION**

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

**B. BACKGROUND**

The *Measure X Youth Centers Community Engagement Report* previously approved by the Youth Committee at its special meeting on June 27, 2024, summarizes the findings of an 8-month community engagement process that gathered feedback from 488 residents and service providers in Districts 3, 4, and 5 who attended community listening sessions and 329 individuals who responded to an online survey. Youth and young adults under the age of 25 comprised 45 percent 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. This report was analyzed then utilized to inform and develop the draft *Implementation Plan for Measure X-Funded Youth Centers* which outlines populations to be served, focus priorities, programs and services to be offered, locations and hours for each Youth Center as well as setting forth timelines and next steps.

The draft *Implementation Plan for Measure X-Funded Youth Centers* (Version 1) was posted for public comment for a 10-day period, July 1, 2024, through July 10, 2024.

**C. CURRENT SITUATION**

The *Implementation Plan for Measure X-Funded Youth Centers* compiles quantitative and qualitative planning data to inform both the design of the Measure X youth centers and the Request for Proposals that will be used to select youth service providers. Information contained within the plan includes:

- Demographic data on youth in Contra Costa County and in Districts 3, 4 and 5.
- A summary of key informant interviews with public sector partners to understand current and planned services that might be leveraged to enhance the youth centers.

- Findings of pre-existing local needs assessments that offer insights for the youth centers planning process.
- Key findings from a literature review of best practices in youth service delivery.
- The *Measure X Youth Centers Community Engagement Report* previously approved by the Youth Committee at its June 27, 2024, is included as an appendix to the *Implementation Plan*.
- Upcoming activities of the youth centers implementation phase, including implementation timeline for youth centers in each of the three supervisorial districts.

A revised draft *Implementation Plan for Measure X-Funded Youth Centers* (Version 2) was received on July 9, 2024, with updates. Attachment A1b lists the differences between the two documents. (Please note, Version 2 has not been released for public comment.)

#### **ATTACHMENTS**

- A1a** draft Implementation Plan for Measure X-Funded Youth Centers (Version 2)
- A1b** Implementation Plan for Measure X-Funded Youth Centers - Comparison of Version 1 and Version 2

For any questions, please contact LaTosha Stockholm, Youth Centers and CCWORKS Program Manager at [lstockholm@ehsd.cccounty.us](mailto:lstockholm@ehsd.cccounty.us).



# IMPLEMENTATION PLAN

## for Measure X-Funded Youth Centers

JULY 2024



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# Acknowledgements

The Contra Costa County Employment and Human Services Department (EHSD) extends gratitude to the many individuals and organizations who contributed to the development of this plan, including:

Offices of the Contra Costa Board of Supervisors:

- » District 3 Supervisor Diane Burgis and her staff
- » District 4 Supervisor Ken Carlson and his staff
- » District 5 Supervisor Federal D. Glover and his staff

The Workforce Development Board of Contra Costa County, its staff, its Youth Committee, and the members of the Measure X Youth Centers Ad Hoc Committee:

- » Gina Del Carlo, Earn & Learn
- » Kiki Farris, Contra Costa County Probation Department
- » Don Graves, Contra Costa County EHSD, Independent Living Skills Program
- » Natasha Paddock, COPE Family Services
- » Dana TherActivist Johnson, Rainbow Community Center
- » Coreen “Cori” Johnson, Rainbow Community Center
- » Christy Saxton, Contra Costa Health, Housing & Homeless Services

The Measure X Community Advisory Board and former Chair Mariana Moore

The Contra Costa County Administrator’s Office

Community residents and stakeholders who provided feedback to the planning process

Nonprofit organizations and public schools that hosted community listening sessions

County partners who participated in key informant interviews:

- » Hisham Alibob, Contra Costa Health, Community Wellness & Prevention
- » Beth Bottorff, Contra Costa County EHSD, Children & Family Services
- » Leslie Brown, Kaiser Permanente
- » Tamia Brown, Workforce Development Board of Contra Costa County

- » Kendra Carr, Office of Racial Equity and Social Justice
- » Lori Cruz, Contra Costa County Department of Child Support Services
- » Ernesto de la Torre, Contra Costa Health, Ambassadors Programs
- » Esa Ehmen-Krause, Contra Costa County Probation Department
- » Jamie Elmasu, John Muir Health
- » Kiki Farris, Contra Costa County Probation Department
- » Roslyn Gentry, Contra Costa County EHSD, Children & Family Services
- » Don Graves, Contra Costa County EHSD, Independent Living Skills Program
- » Ana Kaye, Contra Costa County EHSD, Children & Family Services
- » Peter Kim, Office of Racial Equity and Social Justice
- » Krista Knapp, Contra Costa County Probation Department
- » John Kopchik, Contra Costa County Department of Conservation and Development
- » Jonathan Laba, Contra Costa Public Defenders
- » Mindy Landmark, Sutter Health
- » Gerold Loenicker, Contra Costa Health, Behavioral Health Services
- » Megan Low, Contra Costa Public Defenders
- » Alison McKee, Contra Costa County Library
- » Caroline Miller, Contra Costa Health, Health, Housing & Homeless Services

*This Implementation Plan was prepared by Public Minded Consulting, with content contributions from Social Change Partners and New Ways to Work.*

# Executive Summary

Measure X is a 20-year, ½ cent sales tax approved by Contra Costa County voters in November 2020 to fund essential health, safety net 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 supervisorial Districts 3, 4, and 5. The Board also designated the Employment and Human Services Department to administer the funds and oversee the ongoing operations of the youth centers.

This report compiles quantitative and qualitative planning data to inform both the design of the Measure X youth centers and the Request for Proposals that will be used to select youth center service providers. Information contained within this plan and its appendices include:

- » Findings of an 8-month community engagement process that gathered feedback from 488 residents and service providers in Districts 3, 4, and 5 who attended community listening sessions and 329 individuals who responded to an online survey. Youth and young adults under the age of 25 comprised 45 percent of total participants. The full *Community Engagement Report* is found in Appendix A.
- » Analysis of Countywide and district-specific data on youth in Contra Costa County. Countywide statistics are summarized in the *Profile of Youth in Contra Costa County* section of this report, while district-specific data is found in the *District Implementation Plan* sections.
- » Key informant interviews with public sector partners to understand current and planned services that might be leveraged to enhance the youth centers. A summary of findings is contained in the *County Partner Feedback and Collaboration Opportunities* section of this report.
- » A review of existing needs assessments and plans related to serving youth in Contra Costa County. Appendix B contains a list of documents reviewed.
- » A literature review, which is summarized in the *Best Practices in Serving Youth* section of this report. Appendix C contains a list of citations.

In addition to background and planning information, this report previews upcoming activities of the youth centers implementation phase and details an implementation plan and timeline for each of the three districts. Key components of each district plan require BOS approval to move forward. In brief:

- » The District 3 plan envisions construction of a new youth center at a site in proximity to Antioch, Brentwood and Oakley. While the site is under construction, Measure X operating funds will be used to support new youth programs and services delivered within the district boundaries by one or more providers selected through a competitive process.
- » The District 4 plan envisions partnering with a local service provider to expand the operations of an existing youth center in Concord. Measure X dollars will be used for capital improvements and to fund an enhanced mix of youth programs and services delivered by one or more providers selected through a competitive process.
- » The District 5 plan envisions construction of a new youth center at the County-owned Los Medanos site in Pittsburg. While the site is under construction, Measure X operating funds will be used to support new youth programs and services delivered within the district boundaries by one or more providers selected through a competitive process.

# Introduction

## Overview of Measure X

Measure X is a countywide 20-year, ½ cent sales tax approved by Contra Costa County voters on November 3, 2020. Collection of the tax began on April 1, 2021. The text of the ballot measure 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 receive annual reports on Measure X funded programs in a joint presentation to the MXCAB and the BOS.

The MXCAB organized its original 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, the MXCAB submitted its recommendations to the BOS in a report dated October 6, 2021, which included a recommendation to invest in youth centers in East and Central County as one strategy under Goal #4 (Intergenerational Thriving). The BOS ultimately approved the creation of three Measure X youth centers, one in supervisorial District 3, one in District 4 and one in District 5.

## Board Approval and Budget

Over the course of four meetings held between October 2021 and February 2022, the BOS heard extensive presentations regarding Measure X funding priorities. Since that time, the BOS approved Measure X allocations totaling \$157 million in FY21–22, \$78 million in FY 22–23, and over \$117 million in FY 23–24.

Consistent with the recommendations of the MXCAB, the BOS approved the use of Measure X funds to support three youth centers in Districts 3, 4, and 5. The County Administrator’s Office further recommended, and the Board concurred, that “Given its focus on children and family services, Employment and Human Services Department (EHSD) would be the host agency to contract for the development and operations of the youth centers. A significant amount of planning and logistics will be required to develop these centers.” The CAO report containing that recommendation also stated that the annual operating budget for the youth centers “will be supported at approximately 50% by donations, grants,

etc.” A history of Measure X and documentation from the November 16, 2021, and December 12, 2023, Board meetings at which funds were allocated to the youth centers can be found on the County’s [Measure X website](#).

Total Measure X funding currently available to support the three youth centers is summarized in Table 1.

Total cumulative allocations to date across the three sites amount to \$16.7 million in one-time funding to cover capital and start-up costs, and \$3.9 million for operating and services. This equates to an annual operating budget of nearly \$1.3 million per youth center, subject to an annual cost-of-living adjustment. More detailed site-specific budgets will be developed following the procurement of youth center service providers.

The EHSD may use a reasonable share of the Measure X youth centers allocation to cover the Department’s administrative costs. One-time funds allocated for capital costs are being held in reserve pending BOS approval of sites for the three youth centers.

**Table 1: Total Measure X Youth Center Funding Allocations**

	FY 21-22 ONE-TIME	FY 22-23	FY 23-24 REVISED	FY 23-24 ONE-TIME	FY 24-25	TOTAL FUNDING TO DATE
<i>Portion directed to Capital/ Start-up</i>	\$10,000,000	\$1,750,000	\$3,250,000	\$1,693,000	—	\$16,693,000
<i>Portion directed to Operating/ Services</i>	—	—	\$250,000	—	\$3,623,898	\$ 3,873,898
<b>TOTAL ALLOCATIONS</b>	\$10,000,000	\$1,750,000	\$3,500,000	\$ 1,693,000	\$3,623,898	\$ 20,566,898

## Overview of Youth Centers Planning Process

As noted above, the EHSD is designated as the lead County agency to administer the youth center funding and to oversee planning and implementation of the new sites. The Department elected to carry out this charge under the public oversight of the Workforce Development Board of Contra Costa County (WDBCCC), which is staffed by the EHSD. The WDBCCC achieves equitable economic growth for Contra Costa County by providing business and jobseeker services, building strategic partnerships and leveraging public-private resources. Among other things, the WDBCCC provides services to youth and young adults between the ages of 16 and 24 who have barriers to graduating from school, finding a job, or launching a career. The WDBCCC delegated oversight to its Youth Committee, and the Youth Committee in turn created a Measure X Youth Centers Ad Hoc Committee comprised of subject matter experts in serving youth to provide input to the planning and design process.

The EHSD also retained the services of consulting firm Social Change Partners, who in turn subcontracted with New Ways to Work, to gather community input to inform the design of the youth centers. Between October 2023 and April 2024, the consultants held 32 community listening sessions with a total of 488 attendees drawn largely from residents and service providers in Districts 3, 4, and 5. Additionally, an online survey was live from September 2023 to April 2024 and garnered a total of 329 responses. The resulting *Contra Costa County Measure X Youth Centers Community Engagement Report* is included in Appendix A.

In addition to community input, this plan is informed by a landscape review that entailed:

- » Analysis of Countywide and district-specific data on youth in Contra Costa County. Countywide statistics are summarized in the *Profile of Youth in Contra Costa County* section of this report, while district-specific data is found in the *District Implementation Plan* sections.
- » Key informant interviews with public sector partners to understand current and planned services that might be leveraged to enhance the youth centers. A summary of findings is contained in the *County Partner Feedback and Collaboration Opportunities* section of this report.
- » A review of existing needs assessments and plans

related to serving youth in Contra Costa County. Appendix B contains a list of documents reviewed.

- » A literature review, which is summarized in the *Best Practices in Serving Youth* section of this report. Appendix C contains a list of citations.

# Profile of Youth in Contra Costa County

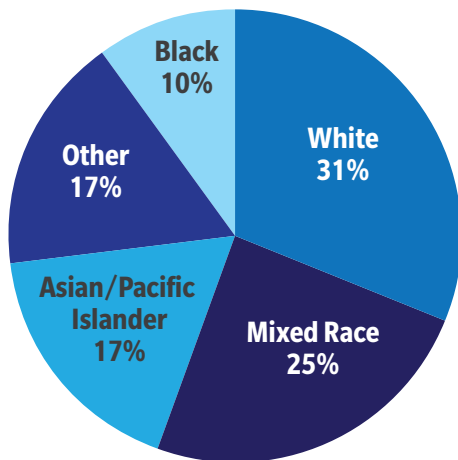
## Countywide Demographic Data

Unless otherwise noted, the data contained in this section come from the U.S. Census Bureau’s 2022 American Community Survey. Appendix D describes the methodology used to access and analyze the data.

In 2022, there were 108,992 youth ages 12–18 in Contra Costa County. This population roughly approximates the middle school and high school youth who are of primary interest for purposes of this report.

The County’s child population is extremely diverse. As seen in Figure 1, among children under the age of 18, 31 percent identify as White, 25 percent as two or more races, 17 percent as Asian, 10 percent as Black or African American, and 17 percent as other. Over a third (36 percent) of the total child population across all races identify as being of Hispanic or Latino origin.

**Figure 1: Youth Ages 12–18 by Race**



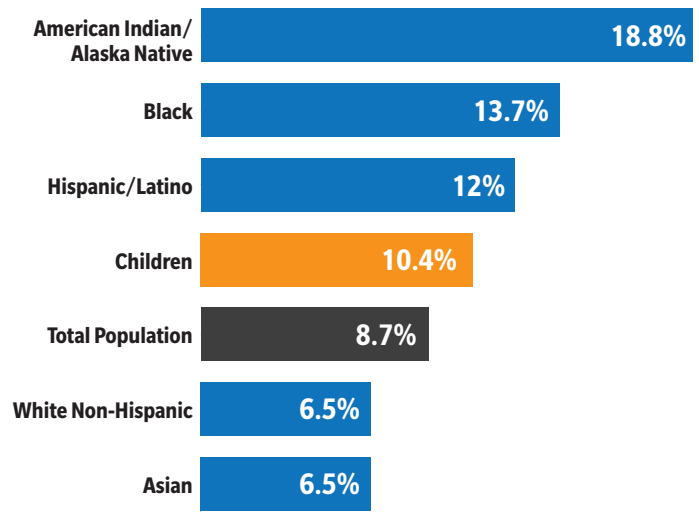
One third of Contra Costa youth ages 12–18 primarily speak a language other than English at home, as reflected in Table 2. Twenty-one percent speak Spanish at home. Twenty-four additional languages not listed in the table are each spoken in the home by 2 percent or less of youth.

**Table 2: Primary Language Spoken at Home by Youth Ages 12-18**

LANGUAGE	COUNT	%
English	72,678	66.7%
Spanish	22,918	21.0%
All Other	13,200	12.3%
<b>TOTAL</b>	<b>108,992</b>	<b>100%</b>

As of 2022, the overall poverty rate in Contra Costa County was 8.7 percent, somewhat lower than the 12.2 percent statewide rate for California. However, as seen in Figure 2, the countywide rate masks significant disparities in who experiences poverty. As illustrated in Figure 2, the poverty rate among children ages 0–17 in Contra Costa is 10.4 percent, as compared to 8 percent for adults ages 18–64. Certain racial and ethnic groups also experience poverty disproportionately: 12 percent of Latinos, 14 percent of Blacks and 19 percent of American Indian/Alaska Natives live below the poverty level.<sup>1</sup>

**Figure 2: Contra Costa County Poverty Rates**





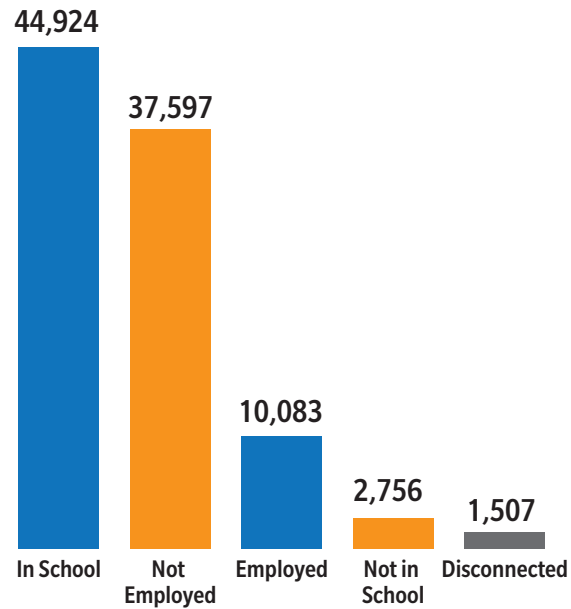
Other key indicators of well-being also vary significantly by race and ethnicity, with Black, Indigenous and People of Color (BIPOC) children and youth consistently faring worse than their white counterparts. For example:

- » The on-time high school graduation rate from public and charter schools in Contra Costa County is 90 percent overall but drops to 83 percent for Black students and 85 percent for Latino students.<sup>2</sup>
- » While half of all students in Contra Costa were college or career ready in 2019, only 28 percent of Black students and 43 percent of Latino students were ready.<sup>3</sup>
- » According to a recent report commissioned by the Probation Department, “In 2020, Black youths were approximately 14 times more likely than White youths to be arrested in Contra Costa County, 15 times more likely to be referred to Probation, and 1.6 times more likely to have court petitions filed (among youth referred to Probation). As a result of racial disparities at the front end of the juvenile justice system, Black youths are drastically overrepresented on juvenile probation and in confined settings in the county.<sup>4</sup>
- » EHSD data from 2016–2021 reflect significantly higher rates of entry into foster care for Black/African American children as compared to other racial and ethnic groups.<sup>5</sup>
- » One of the most frequently cited needs in an assessment conducted jointly by the EHSD and Contra Costa Probation was to “Increase resource availability for Black/African American youths.”<sup>6</sup>

County-level demographic data points clearly to the existing inequities in life outcomes for BIPOC youth in Contra Costa County. Naming those disparities is a necessary first step towards investing Measure X youth center funds in ways that help drive towards greater equity, health, and prosperity for all.

Figure 3 summarizes the extent to which older youth ages 16–18 in Contra Costa County are connected to school and work. An impressive 94 percent of youth in this age group are enrolled in school and 21 percent are working. While the percentage of youth who are disconnected from both education and employment is small (3.2 percent), this population is of special concern, and should receive specialized outreach and support by the youth centers to re-engage them in educational or vocational pathways.

**Figure 3: Connection to School and Employment for Youth Ages 16–18**



In recognition of the fact that there are meaningful population differences at the sub-county level, additional district-specific demographic data specific to Districts 3, 4, and 5 is included in each of the three district plans that follow.

## Countywide Service Data

This section provides data on the number of youth who receive specified County-administered or County-funded services. This is not a comprehensive list, but it does capture major publicly funded services and public benefit programs.

PROGRAM OR SERVICE	DEPARTMENT	DESCRIPTION	UNDUPLICATED COUNT	TIME PERIOD
Mental health services	CC Health	Youth ages 13–17 receiving mental health services from Contra Costa Health and its partner organizations.	2,327	2023
Child support services	Child Support	Dependent youth ages 12–18 for whom child support is owed/paid	9,505	2023
Child support services	Child Support	Young adult heads of household ages 18–25 served by the department	955	2023
CalFresh	EHSD	Total youth ages 12–18 receiving public nutrition assistance	13,491	April 2024
		Subset of youth ages 12–18 receiving public nutrition assistance who are head of household	616	
CalWORKs	EHSD	Total youth ages 12–18 in families receiving public income assistance and support services	3,514	April 2024
		Subset of youth ages 12–18 receiving public income assistance who are head of household	244	
		Subset of youth ages 12–18 in CalWORKs families receiving temporary and permanent housing assistance	160	
Child welfare programs	EHSD	Youth ages 12–18 in the Foster Care, Adoption Assistance and KinGAP programs	409	April 2024
Independent Living Skills Program (ILSP)	EHSD	Youth ages 12–18, in or recently transitioned from the Foster Care system, and receiving life skills training and support	58	April 2024
Medi-Cal	EHSD	Total youth ages 12–18 enrolled in Medi-Cal health insurance	39,912	April 2024
		Subset of youth ages 12–18 enrolled in Medi-Cal health insurance who are head of household	1,712	
Workforce Innovation and Opportunity Act (WIOA) youth programs	EHSD	Youth ages 12–18 receiving job readiness and employment services	131	April 2024
Library services	Library	Youth ages 13–17 who hold library cards	34,004	June 2023

# County Partner Feedback & Collaboration Opportunities

This plan is informed by interviews with nearly two dozen subject matter experts from nine different county agencies as well as three private health plans. Key informant interviews were conducted with representatives from the Office of Racial Equity and Social Justice, several divisions within Contra Costa Health, the Contra Costa County Probation Department, the Public Defender's Office, the Department of Conservation and Development, the County Library, Child Support Services, and the Employment and Human Services Department, including the Workforce Development Board. Contra Costa Health partners at three private managed care health plans also participated in interviews.

The purpose of the key stakeholder interviews was to understand the landscape of County services currently available to youth, to identify gaps in existing systems of care, and to begin to explore opportunities for collaboration to holistically serve youth center participants. During the implementation phase of the Measure X youth centers initiative, the EHSD will create a steering committee comprised of County department staff with expertise in serving youth to advise the EHSD and its selected youth center operators and service providers on an as-needed basis.

## Feedback on Service Areas

Through listening sessions and an online survey, several hundred District 3, 4, and 5 residents and service providers gave extensive feedback on the programs and services they believed a youth center should offer. That feedback is detailed in Appendix A. This section summarizes County partner feedback, noting areas of alignment and variance from community feedback where applicable. The district-specific implementation plans that follow summarize the top priorities in order of importance for each of the three districts.

Consistent with community feedback, County partners overwhelmingly validated the importance of creating safe, welcoming and inspiring spaces where young people can “just be” when they are not in school. Respondents mentioned the need for a diversity of structured but fun activities, particularly for middle school-aged children, and particularly in neighborhoods where few activities exist currently.

More detailed County partner feedback is summarized below, first according to service area and then as relates to barriers to access, nonprofit partnership and serving special populations. On occasion, findings from pre-existing local needs assessments are also cited to reinforce or round out County stakeholder feedback.

## ACADEMIC SUPPORT AND LITERACY

Community members across Districts 3, 4, and 5 identified academic support as a high priority service area for the youth centers. Similarly, County government partners flagged homework help, academic tutoring and free access to computers and high-speed internet as service gaps. Respondents noted that literacy levels are lower than average in Central and East County and identified the need for more activities to support literacy among middle school youth.

There are 19 public school districts in Contra Costa County, serving approximately 178,000 students at over 290 schools. Children living in the unincorporated parts of the county do not always have a public school in their local community. In Bay Point, for example, an unincorporated area in District 5, there is no high school and students are bused to Mount Diablo High in Concord.

Contra Costa has 26 library facilities in 18 cities and 5 unincorporated areas of the County. Most libraries have large community rooms with good physical capacity to house youth services. More than a quarter of locations serve afterschool and/or summer lunches to anyone up to age 18. Many libraries are located near schools, and the Library is currently partnering with the Office of Education to enable all public school students to use their school ID number as their library card. Large numbers of students use the libraries during the afterschool hours on weekdays as a safe space where they can congregate, access computers and wifi, do homework and participate in structured activities when available. Many library locations offer homework help as well as an online service that provides live, online homework help. While all libraries have teen services staff to engage with the afterschool student population, the library system lacks the resources to offer formal youth programming every afternoon. As a consequence, within existing staffing levels the library system would be unable to staff onsite services at youth centers on a regular basis. However, the libraries

could host youth services at their locations and there may be other opportunities for collaboration, including occasional outreach events that involve signing people up for library cards and introducing them to the library system, and opportunities for youth center participants to gain leadership experience by participating in the Teen Advisory Groups that provide each branch with feedback on what services should be provided for youth.

## BASIC NEEDS, FAMILY SUPPORT AND PREVENTION

Food insecurity, housing instability and lack of stable access to other basic needs are daily sources of stress for low-income families and youth, who often lack an understanding of what services exist or how to access them. County informants generally supported the notion of wrap-around services linkage at the youth centers, and at least two departments—the EHSD and the Probation Department—already fund services navigation, though likely not to the extent needed. County partners stated that youth centers should offer or help connect participants to food, medical care, hygiene kits, contraceptives and other basic needs.

Interview subjects mentioned family support services, particularly for parenting teens, families under the supervision of the Probation Department and families involved with the child welfare and child support systems as possible services to co-locate at the youth centers, or for youth center staff to connect young people to. One informant raised the possibility of providing onsite child care for parenting youth at the centers. The Probation Department also funds community-based prevention, diversion, noncriminal legal services, and other services that are available to the community at large, not just system-involved youth, which could possibly be leveraged. “It would be helpful for parents, caregivers and younger siblings to be able to access support services at the youth center as well, for there to be a whole family approach,” noted one informant. The EHSD currently funds three kinship programs that support relative caregivers of youth and young people themselves through navigation services, educational workshops, socio-emotional support groups and other services.

County partners also emphasized the importance of services to prevent at-risk youth from entering systems of care, and recent trends in federal policy and funding reflect a similar shift from intervention to prevention. There is an opportunity to align youth center operations

with the EHSD’s “Community Pathways approach,” which embraces a no-wrong-door philosophy and supports community-based organizations to refer families and youth to a comprehensive array of prevention services. In future, youth centers may also be a good place to evaluate young people for Title IV-E candidacy, which would make them eligible for higher level (secondary and tertiary) prevention services reimbursable by the federal government.

## HOUSING AND HOMELESSNESS

Multiple existing needs assessments confirm that homelessness and a lack of affordable housing are pressing issues in Contra Costa County, as they are throughout the Bay Area. One recent report focused on youth who are involved or at-risk of involvement with the juvenile justice system recommended that Contra Costa County “prioritize access to housing services and affordable housing, especially targeted towards TAY (transition-age youth) to help reduce juvenile and criminal justice system involvement among this group.”<sup>7</sup>

The 2024 *Point-In-Time Homeless Count* found that 7 percent of the County’s homeless are children under the age of 18, and another 7 percent are young adults ages 18-24. Of those experiencing homelessness in the County, 13 percent first became homeless while under the age of 18, and 24 percent first became homeless while between the ages of 18 and 24. Fifteen percent of homeless adults in the County were once in foster care.<sup>8</sup> According to the preliminary findings of a *Youth and Young Adults Homelessness Community Needs Assessment* (CNA) commissioned by Contra Costa Health:

- » Up to 13,506 youth and young adults may experience some form of homelessness in the County each year.
- » Homeless youth themselves identified limited affordable housing, substance use, lack of job skills, little or no income, generational poverty and lack of transportation as their biggest challenges.
- » When asked what resources are missing in the current system, the top answers were housing, employment opportunities, and reentry-specific supports and services.<sup>9</sup>

County partners reported a lack of sufficient shelter and housing resources to serve housing unstable young people, particularly in East County. While there is a mobile outreach team that serves homeless youth, there is currently no youth-friendly physical coordinated

entry access point for young people to get connected to housing services, and youth do not necessarily engage with the adult access points. When its *Youth and Young Adults Homelessness CNA* is complete, Contra Costa Health will use it to inform an upcoming application for federal funding through the Youth Homeless Demonstration Project. If secured, the grant will pay for development of a strategic plan for serving homeless youth as well as direct services. One near term possibility for collaboration may be to have the existing mobile outreach team visit the Measure X youth centers on a set schedule, but even greater opportunities, such as creating youth access points at the youth centers, may be possible if the federal grant is secured.

## JOB READINESS, EMPLOYMENT AND LIFE SKILLS

In May 2024, the unemployment rate among youth in Contra Costa County was 14.2 percent for 16-19 year-olds and 10 percent for 16–24 year-olds. By comparison, the countywide unemployment rate for all working age adults was 4.4 percent.<sup>10</sup> Community members across Districts 3, 4, and 5 identified academic support as a high priority service area for the youth centers. Similarly, County informants identified basic job readiness and skills training as needed youth services. They also mentioned older teenagers who lack a high school degree and youth who became disengaged from school during the pandemic as priority populations that require extra effort to identify and engage.

County partners also cited life skills training, such as financial literacy training and soft skills development, as separate but related service needs for many youth.

The youth centers may be able to leverage the following existing resources to serve their program participants, either directly onsite or through referral partnerships:

- » The EHSD’s Independent Living Skills Program utilizes an existing comprehensive life skills curriculum for system-involved youth and young adults. Staff at the Department believe that these skills are of universal benefit to all youth.
- » Youth programs supported by federal Workforce Investment Opportunity Act (WIOA) dollars passed through by the Workforce Development Board generally target 16–22 year olds and include services such as job readiness training, stipended internships, and career counseling. WIOA Youth Programs staff are mobile and there is the potential to outstation

services at the youth centers.

- » Both Contra Costa Health and the private health plans offer career pathway programs in the health care industry, as well as internships and career awareness events.

## LEADERSHIP, MENTORING AND SPIRITUAL CARE

One of the six current priorities of the Office of Racial Equity and Social Justice is to “Set a safe, welcoming, and belonging culture in Contra Costa County. This should include ... building capacity for youth leadership and engagement.” This priority was established through an extensive community engagement process in which residents frequently cited youth development and engagement as a need.<sup>11</sup>

County experts also spoke to the need for mentoring provided by trusted adults who are not the young person’s parent and mentioned life coaching using a “credible messenger” model that deploys trained people with lived experience to meet youth where they are at as a best practice. They also noted a need to create opportunities for young people to engage in community service and meet school-required volunteer hours. All libraries currently offer opportunities for youth to volunteer, including participating in each location’s Teen Advisory Group, which offers leadership development.

The Probation Department currently funds community-based organizations to provide spiritual care navigation, youth groups and youth trainings that could potentially be offered from time to time at the youth centers. Spiritual care was the only programming suggestion to come from a County partner that was not also mentioned in the broader community engagement process.

## PHYSICAL AND BEHAVIORAL HEALTH

Echoing community feedback, County subject matter experts identified behavioral health (i.e., mental health and substance abuse) services and support as critical needs for youth, citing the pandemic and social media as sources of increased stress among young people. Informants underscored the importance of culturally-specific service delivery and healing modalities, which is a theme present in other existing needs assessments. For example, the *Contra Costa Health Behavioral Health 2023–2026 Cultural Humility Plan* notes, “Whether consumers are appropriately served in ways that align with their cultural values and linguistic needs is an issue that has been raised

by community stakeholders and advocates . . . Specifically, the topic of the need for appropriate and relevant mental health and wellness services through community defined practices for Latino/ Latina/ LatinX/ Hispanic, Asian and African American/ Black communities has been a topic stated throughout many stakeholder and community engagement events.”<sup>12</sup> One interview participant noted that connecting to Medi-Cal funded services through the County behavioral health access line is a barrier for families and youth trying to get care that should be addressed.

The youth centers may be able to leverage the following existing and planned resources to serve their program participants, either directly onsite or through referral partnerships:

- » The County already supports numerous regional, mobile and school-based health and dental clinics. The private health plans also help fund clinicians onsite at every high school and continuation school, as well as health education. Bringing an already funded community-based health provider or clinician into an outstation at the youth centers is a possibility to explore. One challenge that would need to be worked through is that Contra Costa Health is a Medi-Cal provider, whereas not all youth center participants will be eligible for Medi-Cal funded services.
- » Contra Costa Health currently funds behavioral health prevention and early intervention services through its state allocation of Mental Health Services Act (MHSA) funding. As a result of recent voter-approved changes to how MHSA funds are allocated (i.e., Proposition 1), prevention resources will soon shift from counties to the state, but Contra Costa will maintain some early intervention programs that youth centers could potentially leverage, particularly to serve youth with moderate to high acuity mental health needs.
- » The Measure X-funded African American Holistic Wellness and Resource Hub, which is currently in the early planning stages, has goals that are complementary to those of the youth centers and respondents suggested the possibility of cross-referrals between the two.
- » There is also a \$1.4M annual Measure X allocation to provide behavioral health services for youth age 26 and under and for LGBTQ+ individuals.
- » Private hospitals are currently in the process of conducting mandated Community Needs Assessments, which will inform community

investments in the years to come. Current investments and priority funding areas include: access to care, economic opportunity/income and employment restorative justice programs, free medical services for the uninsured, a mobile dental clinic for youth, health education, and mental health behavioral health, including services for youth and young adults.

Key informants made the following suggestions for new services that could be provided at the Measure X youth centers to address unmet needs:

- » Onsite health clinics.
- » Onsite Medi-Cal linkage. Medi-Cal enrollment confers eligibility for a range of health and mental services, and under the state CalAIM initiative, there may be new opportunities in future to draw Medi-Cal revenue for supportive services that could benefit youth center participants. For example, one County partner noted that peer support is being considered as a future Medi-Cal covered service, which could be a particularly useful resource for youth who are less interested in clinical therapy.
- » Sexual/reproductive health education and teen pregnancy prevention.
- » Therapy and mental health services for at-risk youth that do not require a behavioral health diagnosis to access. While Contra Costa Health can initiate mental health services without a diagnosis, their services do eventually require one.

More than one source noted the importance of upstream interventions. For example, one children’s mental health expert noted that while clinical mental health services and treatment are important, having “a youth-friendly creative space where young people can express themselves and develop their talents, ... build community and have a sense of belonging ... and be directed into creative activities is just as important, without being a form of treatment. That in itself is a mental health intervention.” A recent plan to reduce the number of child welfare and probation-involved youth, issued by the EHSD and the Probation Department, also turned its attention upstream, noting that “In East Contra Costa County, the greatest need is to develop a more robust prevention services infrastructure. ... there are great needs in the areas of parenting support, mental health services, and substance abuse prevention and treatment.”<sup>13</sup>

## SPORTS AND RECREATION

Community members across Districts 3, 4, and 5 identified recreation and fitness opportunities as a high priority area of programming for the youth centers. While the County maintains numerous parks and open spaces, provision of athletic and recreation programs for youth is more typically a function of city governments or special districts. As a result, feedback from County government partners on this service domain was limited. Relevant comments touched on the lack of free/affordable youth athletic opportunities, the hope that youth center offerings can go beyond athletic programs to include arts, social services and leadership development, opportunities for expanding community gardening programs for youth in District 5, and the suggestion that city parks and recreation departments be brought in as youth center partners.

## Additional Areas of Feedback

In addition to providing feedback on high priority service needs, County partners also commented on barriers to access, considerations related to partnership and collaboration, and subpopulations who merit special attention in pursuit of equitable outcomes for youth.

## BARRIERS TO ACCESS

County professionals, like community members, emphasized how important it is that the youth centers planning process be intentional about anticipating and addressing barriers to access. They noted that oftentimes young people are unaware of existing youth services or aware but unable to get to the service location. Specific comments included the following:

- » Stigma can be a barrier to accessing services. One informant noted that, “It has a destigmatizing effect if youth can access support services in centers that are not labeled [as being for low-income or system-involved youth].”
- » For youth and others who do not drive, physical geography and transportation are barriers, particularly in getting to and from East County.
- » Language is a barrier to access for non-English speaking families and youth.
- » Youth centers should be in low-income and under-resourced areas with the goal of promoting greater socioeconomic equity.
- » Unincorporated areas may have relatively fewer resources because the County is often the primary

provider of government services, unlike other areas that are also served by a city government.

County partners identified potential solutions to help improve access, including:

- » Services navigation and enrollment support as a function of youth centers. In addition to connecting youth to needed services and programs, respondents noted that navigation assistance is also a way to leverage existing community-based and County services rather than creating them anew within the youth centers. The EHSD service navigators, community services navigation funded through the Probation Department, and the Youth Services Specialists supported through a partnership between the Juvenile Justice Coordinating Council and the County Office of Education were mentioned as examples of existing service linkage models.
- » Creation of hoteling spaces within the youth centers where existing county and community-based service providers could offer regular onsite access to services, programs and workshops for participating youth and their families.

## NONPROFIT PARTNERSHIP AND COUNTY COLLABORATION

County partners offered the following reflections on collaboration with internal and external partners:

- » There are many grassroots nonprofits that would make good youth center partners, but to scale up services they may need capacity-building assistance, technical support, and guidance in navigating the County’s bureaucracy, in addition to funding.
- » Some perceive that there is a lack of community meeting space available to nonprofits, although it was also noted that libraries offer such space. Youth centers may be able to offer free meeting space or generate revenue by renting it out.
- » There are ample opportunities for County departments to learn more about and cross-promote each other’s youth service offerings. It would be helpful to have a table of County partners focused on youth service delivery to meet periodically to share information, collaborate on service delivery, and coordinate with contracted nonprofits delivering youth center services.

## SPECIAL POPULATIONS & EQUITY

Existing needs assessments reviewed as part of the youth centers planning process universally called attention to the racial and socio-economic disparities in opportunities and outcomes experienced by BIPOC youth in Contra Costa across numerous domains. The community engagement results appended to this plan also reflected a consensus across Districts 3, 4, and 5 that the youth centers should prioritize services for young people who are low-income and/or system-involved. Similarly, County staff called out the needs of special populations of youth who are most disenfranchised and most in need of services and support. Specifically, they mentioned:

- » The importance of recognizing cultural and demographic differences across populations and geographic regions. Respondents identified a need for service providers who are attuned to the unique culture and community needs specific to East County, and even to far East County as a distinct geography.
- » The particular transportation and language barriers faced by farmworker families.
- » Service gaps for LGBTQ+ and gender expansive youth, especially those identifying as girls.
- » The need for services tailored to trafficking victims and perpetrators.
- » The high needs of system-involved youth, including foster youth, justice-involved youth, homeless youth and noncustodial parents owing child support. For example, a recent report found that the top service needs of probation-involved youth in the County include behavioral health services and prosocial skills, peers and social support network, family and living arrangements and education and employment services.<sup>14</sup> Respondents noted a potential value in making the services of related County systems available onsite at the youth centers but also cautioned that the presence of certain types of enforcement personnel, some of whom are armed, could have a determinantal effect on youths' perception of the centers as welcoming environments.
- » Participants in County restorative justice and diversion programs for youth. County partners noted that these programs are currently offered at the RYSE youth center in West County and that offering them at the Measure X youth centers would make regular participation easier for young people who live in East and Central County, with the added benefit

of connecting at-risk youth to other services and programming. Additionally, the County Library and the Probation Department are in the early stages of a partnership to offer libraries as places for restorative justice and diversion programs for youth.

- » Youth in need of noncriminal legal services, such as immigration related services or help with federal benefit applications.

More generally, some county partners also spoke to the need to be intentional about the dynamics of serving a wide age range of youth in one space, mentioning protocols to ensure that interactions are safe and appropriate, openness to the positive benefits that can occur when age groups are co-mingled, and provision of age-appropriate programming.



# Best Practices in Serving Youth

This section summarizes findings and common themes from a literature review on best practices in serving youth. Appendix C contains a list of the documents reviewed as a point of reference for those who wish to learn more.

## Positive Youth Development

Positive youth development describes an underlying philosophy and evidence-based approach to fostering positive outcomes for youth that is holistic, relationship-based, and focused on young peoples' strengths and capabilities rather than their deficits. Many reputable organizations, including the U.S. Department for Health and Human Services' Administration for Families and Children, endorse the positive youth development approach.

Hallmarks of the positive youth development approach include:

- » Viewing young people positively and treating them with respect.
- » Programming informed by an understanding of research that suggests protective factors such as strong social ties, healthy self-esteem and positive role models can help young people build resilience and thrive in spite of adversity.
- » Empowering young people by meaningfully involving them in program design and delivery and by sharing decision-making authority. Research suggests that higher levels of shared control between adults and youth are correlated with program quality and positive youth outcomes.
- » Providing opportunities for young people to learn, experiment with and demonstrate increasing levels of skill, competency and leadership capability.
- » Providing opportunities for young people to build socio-emotional skills
- » Providing access to caring adults, cultivating a sense of belonging among program participants, and creating opportunities for youth to develop a positive sense of self-worth.

## Program Strategies and Interventions

Program strategies and interventions utilized by successful youth-serving organizations include the following. Reference sources emphasize the importance of these strategies particularly when serving high need and disconnected youth.

- » Anticipating and removing as many barriers as possible to make it as easy as possible for youth to access services.
- » Ensuring that the basic needs of youth are met and that they are linked to broader community resources.
- » Collaborating with multi-disciplinary community-based organizations, schools and families in order to provide a holistic and coherent array of services and supports. Services may be offered through a one-stop model or through linkage to service partners. More intensive service models for high-risk youth may incorporate an advocate who develops a trusting relationship with the young person and their family and facilitates their access to services and supports.
- » Offering training, programs, experiences and mentoring designed to help youth build specific skills, competencies and self-confidence in the core areas they need to succeed in life.
- » Helping youth build positive relationships with peers and adults, social and emotional support networks and a sense of connectedness and belonging.
- » Providing opportunities for young people to give back to the community, develop positive social norms, participate in paid employment experiences, and otherwise develop a sense of efficacy, meaning and mattering.
- » Giving intentional consideration to program quality and designing programs to deliver engaging activities that target the development of a particular skill or competency are more likely to yield positive youth experiences and positive outcomes.

## Organizational Best Practices

The literature highlights organizational best practices for youth-serving agencies, including the following:

- » Basic organizational infrastructure such as clear mission statement, a strategic plan, fiscal management systems and communication protocols is in place.
- » Staff are available to and relate well to youth, model positive and healthy behaviors, are well-trained in the use of empowering youth practice and in their area of service delivery, and are well-supported to carry out the mission of the organization.
- » Policies and programs are tailored to the developmental needs and stages of adolescence, e.g., allowing youth to take on more responsibility and leadership as they gain experience and demonstrate maturity.
- » Youth and families are authentically engaged in organizational decision-making that goes beyond merely soliciting feedback or advice.
- » Programs create physical and psychological safety for participants, and are culturally competent and responsive to the unique needs of each youth served.
- » Program space is safe, welcoming, non-stigmatizing and youth-friendly.
- » The organization sets clear norms and expectations for the behavior of program participants.
- » Programs use evidence-based and data-informed practices.
- » The organization has data-collection systems and a regular program evaluation plan in place. (Various examples of performance metrics and measurement frameworks for youth-serving organizations exist in the literature.)

# Implementation Activities

Plans for the three Measure X youth centers continue to evolve. In parallel with ongoing planning and design work, the EHSD is moving forward with the following implementation activities.

## Site Identification

As of the publication date of this report, prospective sites have been identified in all three supervisorial districts, but site selections are still pending approval by the BOS. The EHSD will work closely with the County Administrator's Office to bring plans for each site to the BOS for consideration, as discussed in greater detail in each of the district-specific plans found in the following sections of this report.

Appendix C contains a summary of best practices and a list of reference sources for further exploration, which the EHSD will use to inform the RFP to select youth center service providers. The EHSD has also spoken with some youth center operators to identify their lessons learned and best practices and will continue to research and conduct site visits to existing youth centers in the Bay Area during the coming months.

## Selection of Service Providers

Over the summer, the EHSD will prepare for competitive procurement of the Measure X funds available to support the three youth centers. The Department currently anticipates that providers interested in delivering Measure X-funded youth services at the youth centers will be invited to apply to a Request for Proposals (RFP) released concurrently with the Workforce Development Board's upcoming procurement of youth programming in September 2024. Prior to the release, the Youth Committee of the WDBCCC will add permanent youth members, who will be invited to participate in drafting the RFP and evaluating respondents.

The solicitation and the resulting contracts will include expectations that all selected providers deliver services in alignment with the approaches described in the *Best Practices in Serving Youth* section of this report. The EHSD will also require that youth centers establish structured mechanisms to elevate youth voice and create meaningful opportunities for ongoing youth leadership in shaping policies, space design, programming and operations. Consistent with community feedback, the procurement will

seek information about how each provider staffs its services, looking favorably upon organizations that utilize peer-to-peer models, train their staff in trauma-informed and evidence-based practices, and/or employ staff who have roots in the community and lived experience of the conditions that Contra Costa's disadvantaged youth face. Finally, all funded service providers will be required to demonstrate sound fiscal management practices and the organizational capacity to track and evaluate service outcomes.

In addition to specifying service requirements that apply to all Measure X-funded youth service providers, the RFP will include requirements that are tailored to the unique needs and community feedback from each district.

## Board Approvals

The completion of the community engagement process and the submission of this Implementation Plan to the Board of Supervisors mark significant milestones of progress towards realizing the vision to create three new youth centers in Contra Costa County. As the implementation phase moves forward, County departments will seek the Board's approval at the following junctures:

- » Real estate transactions will be brought to the BOS for review and approval as sites for each of the three centers are identified. Depending on the particulars of each site, this may include approval of facility leases, term sheets associated with securing an existing site, facility renovation plans and budgets, and/or new construction budgets and contracts.
- » After awarding Measure X funds to youth center operators and service providers through its RFP process, the EHSD will bring the recommended contracts and contract budgets to the BOS for approval. First contract approvals are anticipated by the end of FY 24–25.

## Execution of District Plans

The sections that follow contain implementation plans for each of the three supervisorial districts that are slated to host a youth center. Each plan is informed by County government stakeholder interviews, data review, conversations with County Supervisors, and the district-specific findings of the community engagement process (see Appendix A).

# District 3 Youth Center Implementation Plan

## DISTRICT 3 YOUTH PROFILE

There are 22,741 youth ages 12–18 in the district.

Racial distribution of 12–18 year olds:

- 33% White
- 22% Mixed Race
- 16% Black/African American
- 16% Other
- 13% Asian/Pacific Islander

Percent of youth ages 12–18 who are Hispanic/Latino: 37%

Language spoken at home by 12–18 year olds:

- 79% English
- 16% Spanish
- <2% All other languages

Poverty rate for families with youth ages 12-18 is 7%, compared to 10.5% countywide.

School and employment connection among 16–18 year olds:

- 93% are in school
- 26% are employed
- 5% are disconnected from both school and employment

District 3, represented by Supervisor Diane Burgis, includes the unincorporated areas of Bethel Island, Byron, Discovery Bay and Knightsen and the cities of Antioch, Brentwood and Oakley. Antioch is the largest city in District 3 and in East County as a whole.

This implementation plan for the Measure X youth center in District 3 is informed by community input from residents and youth service providers within the district (see Appendix A), a review of data and other pre-existing needs assessments, interviews with County government subject matter experts, and conversations with the District 3 Supervisor.

## Population Focus

Consistent with community feedback, the District 3 youth center will serve middle and high school-aged youth. While the center will emphasize inclusivity and be welcoming of all youth who wish to attend, community feedback indicated a priority on serving youth who are system-involved and/or from low-income families. To engage and effectively meet the needs of these special populations, the center will utilize targeted outreach strategies and offer services tailored to young people touching the child welfare, juvenile justice and public assistance systems. The EHSD and the Probation Department will support engagement of these special populations. Given that 16 percent of 12–18 year olds in the district speak Spanish at home, the youth center will also prioritize provision of culturally and linguistically appropriate services for the Hispanic/Latino population.

## Priority Programs and Services

Based on community input, the top priority programs and services for the District 3 youth center include:

- » sports leagues/fitness programs,
- » behavioral and mental health supports, including substance use education, prevention and treatment and resources for dealing with pressure from peers and social media,
- » academic support and tutoring,
- » youth job training and employment services, and
- » music, art and cultural programs.

The District 3 center will also seek to connect low-income and system-involved young people to existing county-funded and community-based services and supports, including Medi-Cal enrollment support, access to food and other basic needs, and housing supports, through a combination of onsite services co-location and navigation support.

As its budget and partnerships with other service providers allow, the District 3 youth center will additionally seek to make counseling, youth leadership, social/emotional growth programming and whole family support services available.

## Location and Hours

Nearly half of the community respondents from District 3 identified Antioch as a good location to house the youth center. Brentwood was the second choice, named by slightly more than a third. Existing local plans and needs assessments validate the community input. For example, the County’s plan to prevent entries into the child welfare and juvenile justice systems reports that Antioch had one of the highest juvenile arrest rates in 2022,<sup>15</sup> and identifies East County, including Antioch, as having the greatest need for additional resources and services.<sup>16</sup> A separate recent Probation Department report identifies Antioch as being at significant public safety risk from juvenile crime and a priority for consideration in the disbursement of Juvenile Justice Prevention Act and Youthful Offender Block Grant funds.<sup>17</sup>

Regardless of which location is selected, special consideration will be given to public transit and other transportation strategies in order to ensure easy access for youth who live in far East County.

As of the release date of this report, the County has identified an existing parcel of land in proximity to Antioch, Brentwood, and Oakley has been identified as a potential site for construction of a new youth center in District 3.

While operating hours will be constrained by available budget, to the extent possible the District 3 center will prioritize access to programming during the afternoons and evenings 7 days a week, as well as extended hours during summer and other out-of-school times.

## Timeline and Next Steps

The table below provides an overview of anticipated next steps in the process of bringing the District 3 youth center online and a tentative timeline for upcoming activities.

ACTIVITY	TIMELINE
Complete site assessment and concept plans for identified parcel and bring new capital appropriation request to the BOS for approval	FY 24–25
EHSD releases procurement for Measure X-funded youth services	September 2024
EHSD awards contract(s) for interim youth services at existing service locations District 3	By the end of FY 24–25

Target date to launch interim youth services in District 3	July 2025
Estimated timeline to open new youth center in District 3	2–5 years

Assessment of the potential site for construction of a new youth center in District 3 is still underway. If the County determines through its assessment that the site is feasible, it will conduct a property valuation and develop a concept plan. A recommendation to approve the site will then move forward to the BOS for consideration, accompanied by a new capital appropriation request, which will be required to fund the cost of new construction beyond the \$5 million that is already allocated for one-time start-up costs in District 3.

As described in the *Implementation Activities* section of this report, in September 2024 the EHSD will issue an RFP for the Measure X youth centers. Because construction of a new youth center will take several years, for District 3 the RFP will invite proposals to deliver a mix of youth programs and services directly and/or through subcontracted partners at existing service locations within District 3 beginning in July 2025. One or more providers may be selected. Depending on the timing of the new site opening, County-funded service providers in good standing will either be invited to re-apply or to relocate existing Measure X-funded services to the new facility once it is ready to open.

# District 4 Youth Center Implementation Plan

## DISTRICT 4 YOUTH PROFILE

There are 19,185 youth ages 12–18 in the district.

Racial distribution of 12–18 year olds:

- 44% White
- 29% Mixed Race
- 15% Asian/Pacific Islander
- 11% Other
- 1% Black/African American

Percent of youth ages 12-18 who are Hispanic/Latino: 31%

Language spoken at home by 12–18 year olds:

- 63% English
- 23% Spanish
- <4% All other languages

Poverty rate for families with youth ages 12–18 is 7.3%, compared to 10.5% countywide.

School and employment connection among 16–18 year olds:

- 95% are in school
- 21% are employed
- 4% are disconnected from both school and employment

District 4, represented by Supervisor Ken Carlson, is home to the County’s largest city, Concord, and also encompasses the communities of Clayton, Pleasant Hill, Walnut Creek, and the unincorporated Contra Costa Centre and Morgan Territory.

This implementation plan for the Measure X youth center in District 4 is informed by community input from residents and youth service providers within the district (see Appendix A), a review of data and other pre-existing needs assessments, interviews with County government subject matter experts, and conversations with the District 4 Supervisor.

## Population Focus

Consistent with community feedback, Measure X-funded services at the District 4 youth center will prioritize middle and high school-aged youth. While the center will emphasize inclusivity and be welcoming of all youth who wish to attend, community feedback indicated a priority on serving youth who are system-involved and/or from low-income families. To engage and effectively meet the needs of these special populations, the center will utilize targeted outreach strategies and offer services tailored to young people touching the child welfare, juvenile justice and public assistance systems. The EHSD and Contra Costa Probation will support engagement of these special populations. The center will also consider the needs of youth with disabilities and neurodivergent youth, additional populations surfaced by the community as meriting special consideration in District 4.

## Priority Programs and Services

Based on community input, the top priority programs and services for the District 4 youth center include:

- » behavioral health services and resources, including mental health supports, counseling, groups to help deal with common sources of pressure such as academic performance and personal identity development, and substance use education, prevention and treatment,
- » mentoring programs,
- » youth job training and employment services,
- » academic support and tutoring, and
- » affordable recreational activities, sports and fitness programs.

The District 4 center will also seek to connect low-income and system-involved young people to existing county-funded and community-based services and supports, including Medi-Cal enrollment support, access to food and other basic needs, and housing supports, through a combination of onsite services co-location and navigation support.

As its budget and partnerships with other service providers allow, the District 4 youth center will additionally seek to make arts/music/cultural, youth leadership,

social/emotional growth programming and whole family support services available.

## Location and Hours

District 4 community members named Concord more often than any other city or neighborhood when asked about the ideal place for a new youth center. Within Concord, the Monument Corridor neighborhood also surfaced as a suggested location to reach youth most in need. Regardless of specific location, community members requested that the site be central and easily accessible by public transportation.

Other local data also indicate Concord as a place of high need. The Probation Department identified Concord (and three other cities outside District 4) as being at significant public safety risk from juvenile crime and a priority for consideration in the disbursement of Juvenile Justice Prevention Act and Youthful Offender Block Grant funds.<sup>18</sup> Concord also had one of the highest juvenile arrest rates in 2022.<sup>19</sup>

As of the release date of this report, an existing facility in Concord has been identified as a potential site for the District 4 youth center.

While operating hours will be constrained by available budget, the District 4 center will prioritize access to programming during weekday afternoons and evenings, and if possible weekend afternoons and mornings, as well as extended hours during holidays and school breaks.

## Timeline and Next Steps

The table below provides an overview of anticipated next steps in the process of bringing the District 4 youth center online and a tentative timeline for upcoming activities.

ACTIVITY	TIMELINE
Board approval of District 4 youth center capital grant and term sheet	August 2024
EHSD releases procurement for Measure X-funded Youth center service delivery	September 2024
EHSD awards youth center service contract(s) for District 4	By the end of FY 24–25

Services launch at District 4 youth center upon completion of site renovations	July 2025
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Vetting and negotiations regarding the site for the District 4 youth center are still underway. If the site is determined to be feasible, the EHSD anticipates that a draft term sheet outlining the conditions of a capital grant to the operator of the existing facility will be brought to the Board of Supervisors for approval in Summer 2024.

As described in the *Implementation Activities* section of this report, in September 2024 the EHSD will issue an RFP for the Measure X youth centers. For District 4, the RFP will invite proposals to deliver a mix of youth programs and services directly and/or through subcontracted partners at the identified facility beginning no later than July 2025. One or more providers may be selected.

# District 5 Youth Center Implementation Plan

## DISTRICT 5 YOUTH PROFILE

There are 18,900 youth ages 12–18 in the district.

Racial distribution of 12–18 year olds:

- 24% Mixed Race
- 24% Other
- 19% Asian/Pacific Islander
- 18% White
- 16% Black/African American

Percent of youth ages 12–18 who are Hispanic/Latino: 45%

Language spoken at home by 12–18 year olds:

- 58% English
- 28% Spanish
- <5% All other languages

Poverty rate for families with youth ages 12–18 is 20%, compared to 10.5% countywide.

School and employment connection among 16–18 year olds:

- 95% are in school
- 21% are employed
- 2% are disconnected from both school and employment

District 5, represented by Supervisor Federal D. Glover, encompasses the north shore of Contra Costa County and spans the width of the County from east to west. The district includes the cities of Hercules, Martinez, Pittsburg and portions of Pinole and Antioch, as well as the unincorporated communities of Alhambra Valley, Bay Point, Briones, Rodeo, Pacheco, Crockett, Tormey, Port Costa, Mt. View, Vine Hill, Reliez Valley and Clyde. The youth center will be located in the central or eastern part of the district.

This implementation plan for the Measure X youth center in District 5 is informed by community input from residents and youth service providers within the district (see

Appendix A), a review of data and other pre-existing needs assessments, interviews with County government subject matter experts, and conversations with the District 5 Supervisor.

## Population Focus

Consistent with community feedback, the District 5 youth center will serve middle and high school-aged youth. While the center will emphasize inclusivity and be welcoming of all youth who wish to attend, community feedback indicated a priority on serving youth who are system-involved and/or from low-income families. To engage and effectively meet the needs of these special populations, the center will utilize targeted outreach strategies and offer services tailored to young people touching the child welfare, juvenile justice and public assistance systems. The EHSD and the Probation Department will support engagement of these special populations. The center will also consider the needs of households headed by single parents, another population surfaced by the community as meriting special consideration in District 5.

Given that 45 percent of 12–18 year olds in District 5 identify as Hispanic/Latino, and 28 percent speak Spanish at home, the youth center will also highly prioritize provision of culturally and linguistically appropriate services for this population.

## Priority Programs and Services

Based on community input, the top priority programs and services for the District 5 youth center include:

- » behavioral and mental health support and resources,
- » academic support and tutoring,
- » youth leadership opportunities,
- » youth employment training and resources, and
- » music, arts, and cultural programs.

District 5 has a distressingly high 20 percent poverty rate among families with youth ages 12–18, nearly double the countywide rate. As a result, the youth center in District 5 will adopt a whole-family support approach, connecting low-income program participants to a robust array of existing County-funded and community-based services



and supports, including public benefits (i.e., Medi-Cal, CalFresh, CalWORKs) enrollment support, access to food and other basic needs, and housing supports, through a combination of onsite services co-location and navigation support.

As its budget and partnerships with other service providers allow, the District 5 youth center will additionally seek to make programming available in other areas mentioned in community and county partner feedback, including fitness and recreation, counseling, mentoring, and financial literacy training. This last service was identified by youth as a priority service need in a recent assessment conducted in the City of Pittsburg, which otherwise identified needs that closely mirrored the priorities bulleted above that emerged from the Measure X youth centers community engagement process.<sup>20</sup>

## Location and Hours

Feedback from District 5 stakeholders elevated Pittsburg as the most favored location for a youth center, followed by Antioch and Bay Point. Community informants also stressed the need for the center to be near public transportation. Some noted the benefit to the community of placing the youth center in underserved areas of high need and low resources, which would have the benefit of providing support to youth in those neighborhoods, as well as bringing together youth from diverse socioeconomic backgrounds.

Other local data also indicate Pittsburg and Antioch as places of high need. The County’s plan to prevent entries into the child welfare and juvenile justice systems identified East County, which includes the cities of Antioch and Pittsburg, as having the greatest need for additional resources and services.<sup>21</sup> The Probation Department identified Pittsburg and Antioch (and two other cities outside District 5) as being at significant public safety risk from juvenile crime and a priority for consideration in the disbursement of Juvenile Justice Prevention Act and Youthful Offender Block Grant funds.<sup>22</sup> Antioch also had one of the highest juvenile arrest rates in 2022.<sup>23</sup>

Consistent with community input, the District 5 youth center will be located in a new building to be constructed on the County-owned Los Medanos site in Pittsburg, which is currently home to a County-operated health clinic. The site is also in close proximity to an adult school, a community college and an EHSD office offering children and families, adult and aging, and workforce development services. Los Medanos is approximately 1.7 miles from

the Pittsburg Center BART station and multiple public bus routes serve the area. While operating hours will be constrained by available budget, the District 5 center will prioritize access to programming seven days a week during the afternoons and evenings, as well as extended hours during holidays and school breaks, with a lesser priority on morning hours.

## Timeline and Next Steps

The table below provides an overview of anticipated next steps in the process of bringing the District 5 youth center online and a tentative timeline for upcoming activities.

ACTIVITY	TIMELINE
EHSD releases procurement for Measure X-funded youth services	September 2024
Bring concept plan and new capital appropriation request to the BOS for approval	FY 24–25
EHSD awards youth center operating and service contract(s) for District 5	By the end of FY 24–25
Target date to launch interim youth services in District 5	July 2025
Estimated timeline to open new youth center in District 5	2–3 years

Given that the County owns the Los Medanos site, planning for construction of the youth center can begin relatively quickly. Once a concept plan is drafted, County staff will bring the plan to the BOS for consideration, accompanied by a new capital appropriation request, which will be required to fund the cost of new construction beyond the \$5 million that is already allocated for one-time start-up costs in District 5.

As described in the *Implementation Activities* section of this report, in September 2024 the EHSD will issue an RFP for the Measure X youth centers. Because construction of a new youth center will take several years, the RFP will invite proposals to deliver a mix of youth programs and services directly and/or through subcontracted partners at existing service locations within District 5 beginning in July 2025. Current structures located at the Los Medanos site have some underutilized space that can be utilized to offer services while the new building is under construction. The EHSD will evaluate this space and make it available to nonprofit service providers awarded through its RFP process, as appropriate. One or more providers

may be selected. Depending on the timing of the new site opening, County-funded service providers in good standing will either be invited to re-apply or to relocate existing Measure X-funded services to the new facility once it is ready to open.

# Endnotes

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# Appendix A: Contra Costa County Measure X Youth Centers Community Engagement Report



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**



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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 seven 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; and another in District 5, which includes Pittsburg, part of Antioch, and surrounding unincorporated areas, including Bay Point.



## Community Engagement Process

The Contra Costa County Employment & Human Services Department (EHSD) contracted with 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

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

### DECEMBER 2023–JUNE 2024

The 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, with 488 people attending 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 five, 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.<sup>1</sup>

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
- » **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**

**WDBCCC-YC**—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.<sup>2</sup>

Listening sessions offer qualitative data in a conversational format. While this makes it impossible to capture precise counts of participants who said or agreed with a particular response, listening sessions reveal common themes

<sup>1</sup> “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.

<sup>2</sup> “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>

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.

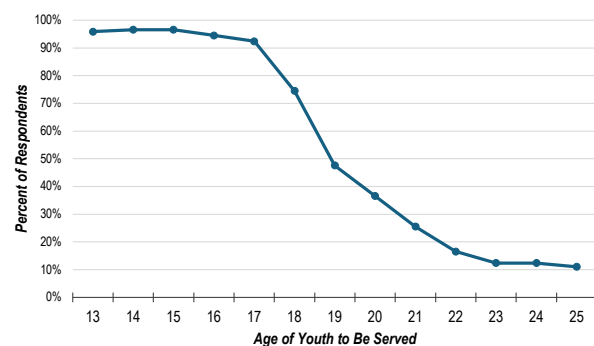
LISTENING SESSION PARTICIPANTS	
Adult	37 (11%)
Youth	286 (89%)
<b>SUBTOTAL</b>	<b>323 (100%)</b>
SURVEY PARTICIPANTS	
Adult	139 (96%)
Youth	4 (3%)
Age Unknown	2 (1%)
<b>SUBTOTAL</b>	<b>145 (100%)</b>
<b>TOTAL</b>	<b>468 (62% youth and 38% adults)</b>

## 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/SUB-GROUPS 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 sub-groups 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 <sup>st</sup>
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 Parent Households	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%)

\* Participants were 94% Youth, 6% Adults. Responses in this column are shaded if listening session attendees from the district prioritized a particular response.



\*\* 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.

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 sub-groups 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 <sup>st</sup>
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%)

\* Participants were 94% Youth, 6% Adults. Responses in this column are shaded if listening session attendees from the district prioritized a particular response.

\*\* 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.

Forty-four percent 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	 <b>RAISED AS PRIORITY IN LISTENING SESSIONS*</b>	 <b>SURVEY DATA**</b>	
		Ranked in Top 3	Ranked 1 <sup>st</sup>
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%)

\* **Participants were 94% Youth, 6% Adults.** Responses in this column are shaded if listening session attendees from the district prioritized a particular response.

\*\***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.

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%)

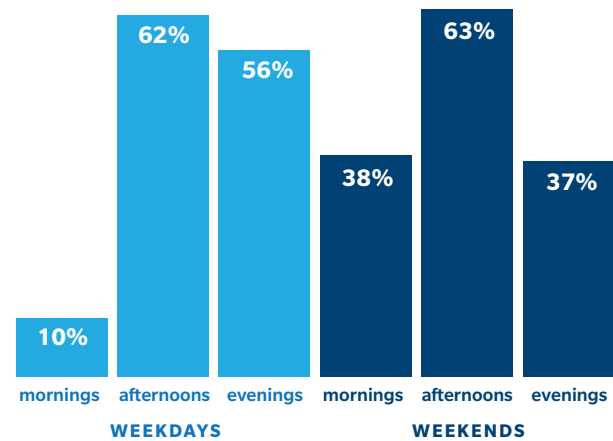
In listening session discussions, the top priorities for the youth center location were proximity to public transportation and accessibility by various means (walking, biking, public transport, or shuttle/van).

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 city most heavily represented at listening sessions. Thirty-seven percent 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 of 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 seven 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	 <b>RAISED AS PRIORITY IN LISTENING SESSIONS*</b>	 <b>SURVEY DATA**</b>	
		Ranked in Top 3	Ranked 1 <sup>st</sup>
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>* <b>Participants were 94% Youth, 6% Adults.</b> Responses in this column are shaded if listening session attendees from the district prioritized a particular response.</p> <p>**<b>Participants were 96% Adults, 3% Youth, 1% Unknown.</b> 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. Sixty-three percent 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 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.

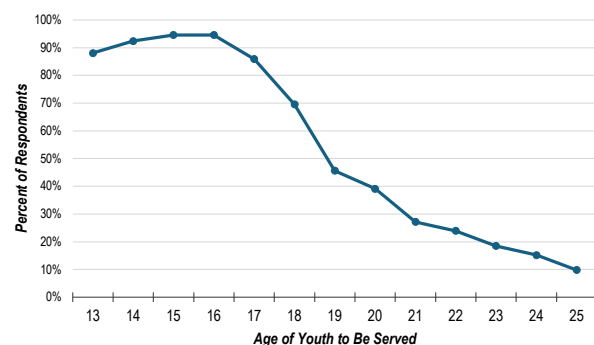
LISTENING SESSION PARTICIPANTS	
Adult	16 (100%)
Youth	0 (0%)
<b>SUBTOTAL</b>	<b>16 (100%)</b>
SURVEY PARTICIPANTS	
Adult	83 (90%)
Youth	3 (3%)
Age Unknown	6 (7%)
<b>SUBTOTAL</b>	<b>92 (100%)</b>
<b>TOTAL</b>	<b>108 (3% youth and 92% adults)</b>

## 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/SUB-GROUPS 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 <sup>st</sup>
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 Parent Households	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%)

\* **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.

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 sub-group 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 sub-groups.

## 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 <sup>st</sup>
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%)

\* 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.

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 <sup>st</sup>
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%)

\* **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.

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.

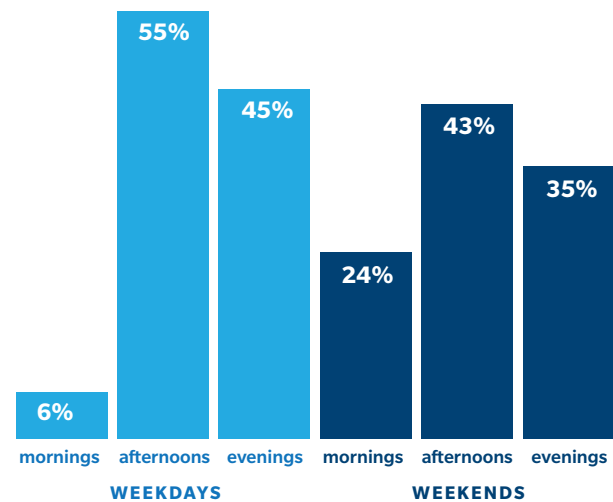
SITE RECOMMENDATIONS	
Concord	50 (54%)
Walnut Creek	7 (8%)
Pleasant Hill	6 (7%)
Clayton	1 (1%)
District 4	1 (1%)
Heather Farms	1 (1%)

Fifty-two percent 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 seven 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 <sup>st</sup>
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%)
<p>* <b>Participants were 100% Adults.</b> Responses in this column are shaded if listening session attendees from the district prioritized a particular response.</p> <p>** <b>Participants were 90% Adults, 3% Youth, 7% Unknown.</b> 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 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 eight 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.

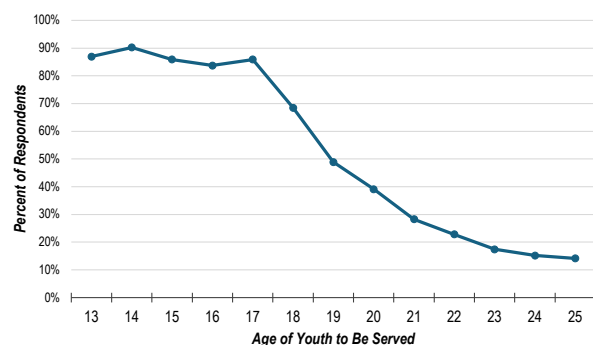
LISTENING SESSION PARTICIPANTS	
Adult	81 (54%)
Youth	68 (46%)
<b>SUBTOTAL</b>	<b>149 (100%)</b>
SURVEY PARTICIPANTS	
Adult	84 (91%)
Youth	3 (3%)
Age Unknown	5 (5%)
<b>SUBTOTAL</b>	<b>92 (100%)</b>
<b>TOTAL</b>	<b>241 (29% youth and 68% adults)</b>

## 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/SUB-GROUPS 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	 <b>RAISED AS PRIORITY IN LISTENING SESSIONS*</b>	 <b>SURVEY DATA**</b>	
		Ranked in Top 3	Ranked 1 <sup>st</sup>
Low-Income Families	Yes	64 (70%)	19 (21%)
Youth from Systems of Care	Yes	55 (60%)	18 (20%)
Single Parent Households	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%)

\* Participants were 55% Adults, 45% Youth. Responses in this column are shaded if listening session attendees from the district prioritized a particular response.



\*\* 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.

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 parent households (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	 <b>RAISED AS PRIORITY IN LISTENING SESSIONS*</b>	 <b>SURVEY DATA**</b>	
		Ranked in Top 3	Ranked 1 <sup>st</sup>
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%)

\* Participants were 55% Adults, 45% Youth. Responses in this column are shaded if listening session attendees from the district prioritized a particular response.

\*\* 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.



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 <sup>st</sup>
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%)

\* Participants were 55% Adults, 45% Youth. Responses in this column are shaded if listening session attendees from the district prioritized a particular response.

\*\* 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.

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 adults 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 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 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%)

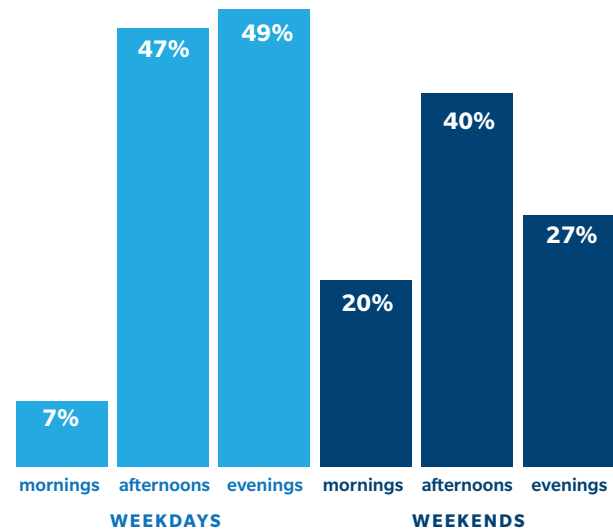
In District 5, survey respondents most often suggested Pittsburg as a youth center location (32%), followed by Antioch (26%), and Bay Point (25%). District 5 listening sessions aligned with survey responses, with Pittsburg being mentioned only slightly more often than Antioch.

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 seven 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	 <b>RAISED AS PRIORITY IN LISTENING SESSIONS*</b>	SURVEY DATA**	
		Ranked in Top 3	Ranked 1 <sup>st</sup>
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>* <b>Participants were 55% Adults, 45% Youth.</b> Responses in this column are shaded if listening session attendees from the district prioritized a particular response.</p> <p>** <b>Participants were 91% Adults, 3% Youth, 5% Unknown.</b> 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	
<b>TOTAL D3</b>			<b>323</b>	

## 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	Representative from 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)
<b>TOTAL D4</b>			<b>16</b>	

## 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	Representatives from 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)
<b>TOTAL D5</b>			<b>149</b>	

## 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	Representative from 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)
<b>SUBTOTAL</b>			<b>18</b>	<b>22</b>	
<b>TOTAL</b>			<b>40</b>		

\* 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
<b>TOTAL SESSIONS:</b>	<b>32</b>

## 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.

### DISTRICT 3

ORGANIZATION	LEADER & TITLE	ADDRESS
Antioch Community Center	<i>Brad Helfenberger, Acting Assistant City Manager/Parks &amp; 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 Way, Antioch, CA 94509
Child Therapy Institute	<i>Brian Lukas, PhD, Executive Director &amp; Clinical Supervisor</i>	3720 Sunset Lane, Ste D, Antioch, CA 94509
Children's Interview Center	<i>Cynthia Peterson, Executive Director</i>	3240 Lone Tree Way, #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 &amp; Co-Founder</i>	144 Continente Ave, #120, Brentwood, CA 94513
One Day at a Time	<i>Johnny Rodriguez, Founder &amp; 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 &amp; 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 &amp; CEO</i>	4010 Nelson Ave, Concord, CA 94520
Ganas Community Service	<i>Isabel Lara, Executive Director &amp; 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 Pearn, 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

**ORGANIZATIONS SERVING CONTRA COSTA COUNTY THAT ARE EITHER LOCATED OUTSIDE OF DISTRICTS 3–5, SERVE THE ENTIRE COUNTY FROM A HEADQUARTERS LOCATED IN DISTRICTS 3–5, OR HAVE NO PHYSICAL LOCATION**

<b>ORGANIZATION</b>	<b>LEADER &amp; TITLE</b>	<b>ADDRESS</b>
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
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 &amp; 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 &amp; CEO</i>	3450 Geary Blvd, #107, San Francisco, CA 94118
Independent Living Skills Program (ILSP)	<i>Teshika Hatch, Transitions Director</i>	675 Hegenberger Rd, #100, Oakland, CA 94621
Lincoln Families	<i>Allison Staulcup Becwar, President &amp; CEO</i>	1266 14th St, Oakland, CA 94607
Love Never Fails	<i>Vanessa Russell, Founder &amp; 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 &amp; 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 &amp; Board Chair</i>	8711 Macarthur Blvd, Oakland, CA 94605

# Appendix D

## Survey

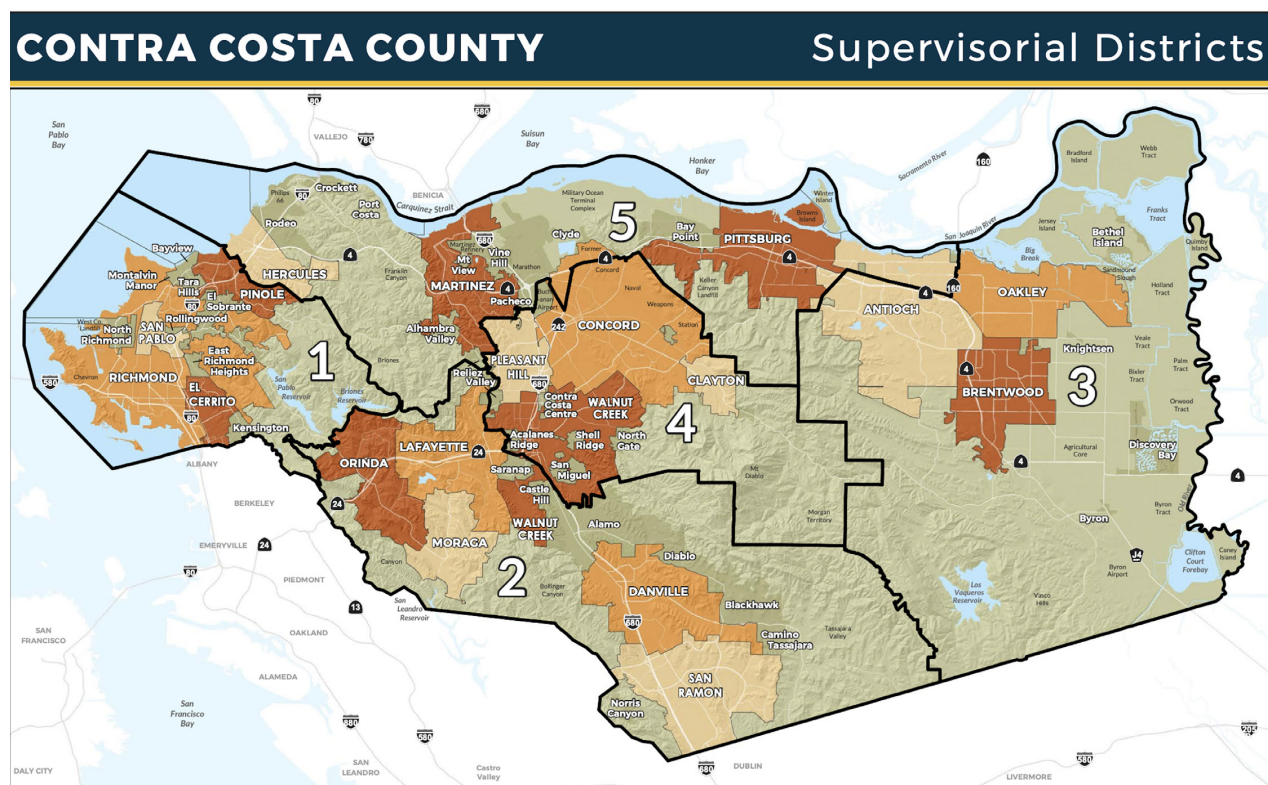
### WELCOME TO THE CONTRA COSTA COUNTY YOUTH CENTERS SURVEY!

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.

- |                             |                             |                             |  |
|-----------------------------|-----------------------------|-----------------------------|--|
| <input type="checkbox"/> 13 | <input type="checkbox"/> 17 | <input type="checkbox"/> 21 | <input type="checkbox"/> 25                  |
| <input type="checkbox"/> 14 | <input type="checkbox"/> 18 | <input type="checkbox"/> 22 | <input type="checkbox"/> I prefer not to say |
| <input type="checkbox"/> 15 | <input type="checkbox"/> 19 | <input type="checkbox"/> 23 |  |
| <input type="checkbox"/> 16 | <input type="checkbox"/> 20 | <input type="checkbox"/> 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 into 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 into 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

1

### 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 Salvia 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 Salvia 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](mailto:community@socialchangepartners.com)

2



## 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!





## Appendix B: List of Existing Needs Assessments Reviewed

- “Assessment of Service Needs, Strengths, and Opportunities for Children, Youth, and Families in Pittsburg, California.” Lincoln Families. January 2023. <https://drive.google.com/file/d/1NrZXTGruclZmlbOfw09TV0k3zFqLLRAj/view?usp=sharing>
- “Contra Costa County Comprehensive Prevention Plan.” Contra Costa County Children & Family Services and Contra Costa County Probation Department. July 2023. <https://www.caltrin.org/wp-content/uploads/2023/07/Contra-Costa-CPP-7.24.23.pdf>
- “Contra Costa County Youth and Young Adult Homelessness Community Needs Assessment,” presentation to the Council on Homelessness. Matthew Aronson Consulting. March 7, 2024. [https://www.contracosta.ca.gov/AgendaCenter/ViewFile/Agenda/\\_03072024-6064](https://www.contracosta.ca.gov/AgendaCenter/ViewFile/Agenda/_03072024-6064)
- “Contra Costa County 2021 Report on Juvenile Justice Programs and Services.” Resource Development Associates Consulting. 2022. [https://rdaconsulting.com/wp-content/uploads/2022/08/2021\\_Report\\_on\\_Juvenile\\_Justice\\_Programs\\_and\\_Services\\_202200211\\_STC.pdf](https://rdaconsulting.com/wp-content/uploads/2022/08/2021_Report_on_Juvenile_Justice_Programs_and_Services_202200211_STC.pdf)
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## Appendix C: Literature Review Citations

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# Appendix D: Data Methodology

This Appendix describes the methodology used to access and analyze data contained in the Countywide Demographic Data section of this report and in the Youth Profile text boxes found in the District 3, 4 and 5 Youth Center Implementation Plan sections, unless otherwise noted in the body of the report.

Data for these sections were pulled and analyzed by New Ways to Work, a consulting firm that works with policy makers, local leaders and youth practitioners to improve their practice, and to define better ways to connect organizations and leverage resources to prepare youth and young adults for the future. The EHSD contracted with 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 planning for the Measure X-funded youth centers.

New Ways to Work utilized Public Use Microdata Areas (PUMAs) in its analysis. PUMAs are statistical geographic areas created by the United States Census Bureau. They are designed for the dissemination of Public Use Microdata Sample (PUMS) data. Each PUMA area contains at least 100,000 people. PUMAs are the smallest geographic units for which the Census Bureau provides comprehensive sample data, ensuring the confidentiality of respondents' information while providing detailed geographic data for analysis. PUMA areas are non-overlapping, and while they often align with county boundaries, larger counties may contain multiple PUMAs, and smaller counties might be combined into a single PUMA. PUMAs are used in various census and survey data products, including the American Community Survey (ACS). Researchers and policymakers use PUMA-level data to examine demographic, social, and economic trends in specific areas. PUMAs remain consistent throughout each decade, allowing for reliable comparisons over time.

Data in the relevant sections of this report came from the ACS (2022, 1-Year Estimates) and were downloaded from IPUMS (<https://usa.ipums.org/usa>), a part of the Institute for Social Research and Data Innovation at the University of Minnesota.<sup>1</sup> IPUMS curates, integrates, and disseminates global census and survey data, providing harmonized and

documented datasets to facilitate comparative research, longitudinal studies, and analysis within family and community contexts. In other words, IPUMS uses data directly from the source and makes it easier to analyze and interpret findings and changes over time.

Because there is no meaningful correspondence between Contra Costa County supervisorial districts and the PUMAs that comprise Contra Costa County, the data presented in this report are estimates based on New Ways to Work's selected methodology. Supervisorial Districts 3, 4, and 5 span eight of the County's nine PUMAs. Without some information about population overlap between PUMAs and supervisorial districts, accurately examining any demographic information is not possible. However, by using a combination of two research tools, the researchers were able to use data from the ACS to provide a realistic snapshot of youth in Districts 3, 4, and 5.

First, using geographic information system (GIS) software developed by ESRI, the researchers mapped census tracts onto supervisorial districts. With this information, the researchers were able to identify the specific census tracts within each district. The researchers then leveraged a tool developed by the Missouri Census Data Center (the Geographic Correspondence Engine; Geocorr) to calculate the proportion (or allocation) of individuals living in one type of geographic area (in this case PUMA) who also live in another type of geographic area (in this case specific census tracts). For example, a PUMA-to-census tract allocation factor of 0.0439 indicates that approximately 4.4% of the population in the Brentwood and Oakley PUMA reside within census tract 3010.

Through this process, New Ways to Work was able to approximate the youth population within the boundaries of each supervisorial district in order to estimate their demographic profile based on the underlying ACS data.

A final note on the analysis of poverty rates in families with youth: The researchers calculated a poverty-to-income (PI) ratio of 100. The poverty-to-income ratio refers to a scaled measurement used in analysis that categorizes income as a percentage of the poverty threshold. In this case, a PI ratio was used to identify households with income below 100 percent of the poverty threshold.

1 Ruggles, S., Flood, S., Sobek, M., Backman, D., Chen, A., Cooper, G., Richards, S., Rogers, R., & Schouweiler, M. (2024). \*IPUMS USA: Version 15.0\* [dataset]. Minneapolis, MN: IPUMS. <https://doi.org/10.18128/D010.V15.0>

**Implementation Plan for Measure X-Funded Youth Centers  
Comparison of Version 1 (posted for Public Comment) and Version 2**

Version 1	Version 2
	<p>“There is also a \$1.4M annual Measure X allocation to provide behavioral and health services for youth age 26 and under and for LGBTQ + individuals.” (page 14)</p>
	<p>Best Practices in Serving Youth            “This section summarizes findings and common themes from a literature review on best practices in serving youth. Appendix C contains a list of documents reviewed as a point of reference.” (Page 17) ...</p> <p>Positive Youth Development            Program Strategies and Interventions            Organizational Best Practices</p>
<p>“As of the release date of this report, a site has yet to be identified for the District 5 youth center, but several possibilities are being actively explored, including the option to construct a new facility on the county-owned Los Medanos site in Pittsburg or partnering to provide services at an existing facility operated by a community non-profit.” (Page 24)</p>	<p>“Consistent with community input, the District 5 youth center will be located in a new building to be constructed on the County-owned Los Medanos site in Pittsburg, which is currently home to a County-operated health clinic. The site is also in close proximity to an adult school, a community college and an EHSD office offering children and families, adult and aging, and workforce development services. Los Medanos is approximately 1.7 miles from the Pittsburg Center BART station and multiple public bus routes serve the area.” (Page 25)</p>