



EMPLOYMENT &  
HUMAN SERVICES

## MEMORANDUM

Kathy Gallagher, Director

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To: All Staff, Code 2A

Date: July 9, 2020

From: Kathy Gallagher

Subject: Racial and Ethnic Equity Action Planning for EHSD

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Last month I [wrote](#) to you about the impact we are all experiencing, in different ways, from recent events related to the senseless killings of George Floyd, Ahmaud Arbery, Breonna Taylor and countless other Black individuals. A lot has happened in the four short weeks since my last message – in Contra Costa County, our country, and the world at large.

Around the country, new legislation has been proposed and passed, and many public and private institutions are reassessing budget priorities, issuing new policies and changing place names. In Contra Costa County, the Board of Supervisors is considering the formation of an Office of Racial Equity and Social Justice. A new level of conversations, often filled with pain, vulnerability and discomfort, is happening all around us. Even as these conversations take place, we are hearing about more tensions and attacks across the U.S. that may be racially motivated.

As the focus on discrimination, disparities and injustices continues to expand, I am eager for us to join the moment in a consequential manner. We are launching an effort to support crucial conversations, racial and ethnic equity training, and development of a Racial and Ethnic Equity Action Plan for our department. If you are interested in providing input or volunteering to participate in a planning group that will help shape this process, **please complete this [brief survey](#)** by Wednesday, July 15th.

As the workers who uphold the EHSD vision of Contra Costa as a thriving community where all individuals and families can be healthy, safe, secure and self-sufficient, your perspectives are extremely valuable for us to plan most effectively. I am truly grateful for the many ways you all contribute to the fabric of our department, and I look forward to working together and learning more as we develop our plan.

**[Racial & Ethnic Equity Action Planning Survey](#)**