

## **EHSD & Office of Racial Equity and Social Justice (ORESJ) Listening Sessions**

Friday, May 21 at 11am

*and*

Monday, May 24 at 11am

[Click here for the listening session interest form](#)

### ***What are the listening sessions about?***

- The community planning process for the Contra Costa Office of Racial Equity and Social Justice (ORESJ) launched in the Winter of 2020. The OSRESJ host table partners, in partnership with EHSD's Equity & Inclusion Core Team, are partnering up to lead several listening sessions within EHSD. This listening campaign is an inquiry process that will engage EHSD staff members & Contra Costa residents most burdened by racial inequity. The listening sessions seek to:
  - Focus on the voices and experiences of Black, Indigenous, and People of Color (BIPOC) as residents of Contra Costa County.
  - Focus on the voices and experiences of Black, Indigenous, and People of Color (BIPOC) as staff members within EHSD.

### ***What will be done with the information gained in the sessions?***

- The goal of ORESJ will be to enact and sustain principles, policies, practices, and investments that are racially just and equitable across all County departments and divisions. The learnings and findings of the listening campaign will inform the report to the Board of Supervisors and the priorities and strategies for ORESJ.
- The goal of EHSD's Equity & Inclusion Core Team is to identify key equity issues, develop priorities and plans around addressing these issues, and support implementation. The learnings and findings of the listening sessions will inform the Equity & Inclusion Core Team's priority development and planning process. General themes and learnings will be shared with the Executive Team.

### ***Who can attend? Am I required to?***

- Any current EHSD employee can attend either of the two listening sessions.
- No one is required to attend, all attendance is voluntary.
- BIPOC employees are encouraged to attend to share their perspectives and experiences.

### ***When are the sessions?***

- Two listening sessions will be held, all sessions will be identical in format. If you wish to attend, pick the one that fits your schedule best and fill out [this interest form](#). If we have an overwhelming response, we will schedule more sessions.
  - Friday, May 21 at 11am
  - Monday, May 24 at 11am

### ***How many people are able to attend each session?***

- We are hoping to cap each listening session at around 20-30 people.

### ***Do I need to register or RSVP?***

- Yes, please fill out this [very simple interest form](#) to let us know which session you are interested in attending. All information on the interest form is kept confidential and only seen by limited

members of the EHSD Equity & Inclusion Core Team. Names and emails of those in attendance (or those who filled out an interest form) will NOT be shared with anyone else.

- Please let your supervisor know if you will be attending a session and communicate the dates and times of the session you will participate in. It is suggested you do this as soon as you register so appropriate work and unit coverage can be secured.

***What questions will be asked?***

- Four open-ended questions will be asked during the session. It is up to each individual whether they answer all questions or only a few.
  1. What is your experience with racism, harm, and injustice in Contra Costa County?
  2. What roles could the ORESJ play in making you feel more connected to people making changes and help you thrive?
  3. What is your experience with racism, harm, and injustice in EHSD?
  4. What would you like to see implemented at EHSD in order to make you feel safer and more able to thrive?

***What if I can't attend these sessions?***

- If you are unable to attend the sessions, or do not want to, but still want to give input, please fill out the [listening session survey here](#). This is a short, anonymous, survey you can fill out to answer the same four questions (above) that will be asked in the listening sessions.

***Will this be anonymous?***

- Yes, the sessions will be fully anonymous.
- The session will be recorded and the recording will be transcribed into written form. NO names will be attached.
- At the start of the session (before the recording begins) all participants will have their video screens turned off and are asked to re-name themselves as an animal, fruit or vegetable so no identifying images or names will appear in the recording.
- We encourage people to join listening sessions from their cell phone, or from a conference room, or other space that feels comfortable and safe.

***Will you collect any other data from me?***

- At the end of the session we will ask participants to fill out a short anonymous form (no names) to note which session you attended and collect demographic information.

***Who will be leading these sessions?***

- Members of EHSD's Equity & Inclusion Team in partnership with [Trauma Transformed](#). Trauma Transformed is a local NGO made up of clinicians, therapists and change leaders who advance healing-centered system change through community- and cross-system collaboration.

***Will there be emotional support provided?***

- Yes, [Trauma Transformed](#) and a few other consultants will be on the call to provide support, referrals or follow-up if needed.
- Additionally, please refer to the resources listed below

## **Mental Health And Wellness Resources for BIPOC (Black, Indigenous, People of Color)**

### **Black Community**

- [Loveland Foundation](#)
- [Therapy for Black Girls](#)
- [Inclusive Therapists](#)
- [Open Path Psychotherapy Collective](#)
- [Therapy for Black Men](#)
- [California Black Women's Health Project](#)
- [Liberate](#)
- [Black Emotional and Mental Health \(BEAM\) Collective](#)
- [The Nap Ministry - Listen: You Are Worthy of Sleep](#)

### **Latinx Community**

- [Therapy for Latinx](#)
- [LatinX Therapy](#)
- [Inclusive Therapists](#)
- [Open Path Psychotherapy Collective](#)

### **Asian American and Pacific Islander (AA/PI) Community**

- [National Asian American Pacific Islander Mental Health Association](#)
- [The Asian Mental Health Project](#)
- [South Asian Mental Health Initiative & Network](#)
- [South Asian Therapist.org](#)
- [Inclusive Therapists](#)
- [Open Path Psychotherapy Collective](#)

### **LGBTQ Community**

- [National Queer and Trans Therapists of Color Network](#)
- [Open Path Psychotherapy Collective](#)
- [Cross Cultural Expressions](#)
- [Trans-Affirming Therapists Academy](#)
- [Trans Lifeline](#)

### **American Indian/Alaska Native Community**

- [The National American Indian and Alaska Native MHTTC](#)