

# RICHMOND CALIFORNIA

## HEALTH IN ALL POLICIES PROGRESS REPORT

2020



# CITY OF RICHMOND, CALIFORNIA

## HEALTH IN ALL POLICIES

### 2020 Progress Report

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# EXECUTIVE SUMMARY

Health equity is a priority for the City of Richmond. Health equity means taking specific actions to eliminate the social and physical inequities that influence our opportunities to be healthy. Health equity also means ensuring that all groups and communities have the opportunities and resources to attain the highest possible level of health. Health equity is the motivating force behind the implementation of Richmond's Health in All Policies (HiAP) Ordinance. This ordinance (R.M.C 9.15), adopted in April 2014, put into law the commitment by the City of Richmond to continually work toward health equity for all its residents.

Richmond's HiAP Ordinance recognizes that health is not just something that occurs at a doctor's office or in a hospital, but rather health can be found in the everyday decisions made in almost every city department and can be found in existing policies, such as the General Plan and 5 Year Strategic Business Plan. This report reviews progress toward health equity in Richmond by highlighting data and actions associated with the HiAP Ordinance. When the Ordinance was passed, an accompanying Strategy Document, developed in partnership

with multiple city departments, community based organizations and other health and social justice experts, was issued to guide the implementation of HiAP. This report offers data to inform progress toward that strategic vision.

Richmond, California, was one of the first cities in the US to adopt HiAP. This precedent setting initiative is being watched by other cities, states and countries around the world. Richmond continues to be an innovator and leader when it comes to ways municipal government can reverse structural inequities and improve population health. However, the HiAP Ordinance also explicitly recognizes that local government alone cannot achieve health equity. Residents and community groups, among others, must remain partners and co-leaders in this effort. Richmond's HiAP is not an end in itself, but rather a collective call for on-going action and attention to the practices, programs and policies that can further health equity, racial and social justice for Richmond's residents.



# HIAP EVALUATION KEY FINDINGS



## CHANGING RICHMOND

While the Average **Life Expectancy** in Richmond is increasing, not all communities are benefiting.

The percentage of **families in poverty has remained relatively stable**, even as the overall economy improved (prior to COVID-19).

Richmond's Black population is decreasing and **Latinx and API** populations are increasing.



## SAFETY & HEALTH

**Gun homicides** and assaults continue to decline to all-time lows, reaching 15 gun homicides in 2019 - down from 43 in 2007.

Overall, the percentage of Richmond Community Survey respondents rating their **health** as good or excellent was similar to that of Americans and Californians in 2019. However **gaps remained for low-income and non-white respondents**.

41% & 44% of Richmond's Black & Latinx populations, respectively, reported good or excellent health in 2019, compared to 58% of white respondents.



## COMMUNITY SERVICES

The City has supported **new trauma informed programs for youth and vulnerable populations**, such as the Kids First initiative & the West County Family Justice Center.

**Transparent Richmond** a new open data system was launched, [www.transparentrichmond.org](http://www.transparentrichmond.org).

The City had **325 new solar installations** (64 for low-income households) in 2019, banned pesticide use on city property & installed **50 community air monitors** in partnership with Groundwork Richmond.





## HEALTH CARE

The closing of Doctors Medical Center in 2015 has adversely impacted Richmond residents from accessing Emergency Department care. Lifelong Medical Center opened William Jenkins clinic in 2019.

Since 2015, an increasing percent of **Richmond's population is seeking Emergency Department care at further away hospitals**, including Berkeley's Alta Bates which has plans to close by 2030. Travel times by private vehicle are between 50-60 minutes to emergency rooms in Berkeley and Oakland.

## ECONOMIC DEVELOPMENT

**RichmondWORKS** serves about 3000 individuals each year with employment support & the CoBiz and Food Hall projects near BART are signs of new economic development.

The **RichmondBUILD** job training program continues to expand and successfully places about **50 graduates** each year in well-paying construction-related jobs.

## HOUSING

**Affordable housing remains a challenge** for many Richmond residents, but the City has helped facilitate the construction of new, affordable housing through such programs as the Housing Rehabilitation Program and stabilized rents for some through the Rent Control Ordinance

There are over **19,000 rent controlled housing units** in Richmond and over 3,500 units of **affordable housing**.

## RESIDENT PERCEPTIONS

About **38%** of residents rated their **Quality of Life in Richmond as good or excellent** in 2019, compared to only 17% in 2007.

About **47%** of Richmond residents rated Richmond as a **good or excellent place to live** in 2019, compared to only 20% in 2007.

# OVERVIEW OF HEALTH IN ALL POLICIES

Richmond’s Health in All Policies (HiAP) ordinance was passed in 2014 as an effort to address health inequities in the Richmond community by implementing elements of the 2030 General Plan. While the ordinance has been in place for over five years, many people are still unfamiliar with HiAP.

HiAP is an over-arching framework to guide city policy, practices and partnerships that promote health and well-being for all residents. “Health in All Policies” (HiAP) is another way of saying “Healthy Public Policy” and refers to the practice of integrating health promotion into the day-to-day decisions, policies and actions of the City of Richmond and its partnerships with other governments, non-profits, residents and the private-sector.

HiAP starts from the premise that your health and well-being begin in neighborhoods, schools, workplaces and playgrounds, not a doctors’ office. While access to good quality, regular and affordable health care is essential, too often this helps with disease management rather than prevention. What we know is that preventing disease, injury, stress, disability and early death has to do with the factors in our communities, like quality and affordable housing, safe streets, good jobs, high performing

schools, age-friendly parks and recreation spaces, cultural expression, clean air, and other social and environmental conditions.

HiAP is a road map to help guide city departments and partners on how to improve the conditions in the community that support health. HiAP is not a static concept or an end-point; HiAP is not one approach or intervention; HiAP is not about changing behaviors without also changing institutions.

The HiAP Strategy is shaped by a commitment to recognize and address **structural racism** & the resulting **toxic stressors** in Richmond. It aims to do this through 6 intervention areas, each with specific goals and indicators or progress attached to them. The 6 intervention areas are: **1. Governance & Leadership, 2. Residential & Built Environment, 3. Economic Development & Education, 4. Environmental Health & Justice, 5. Full Service & Safe Communities & 6. Quality & Accessible Health Homes & Services.**

**Health Equity means intentionally promoting opportunities for both vulnerable people and places, which include, but are not limited to women, racial or ethnic groups, low-income individuals**

Figure 1. Where HiAP Sits in Government

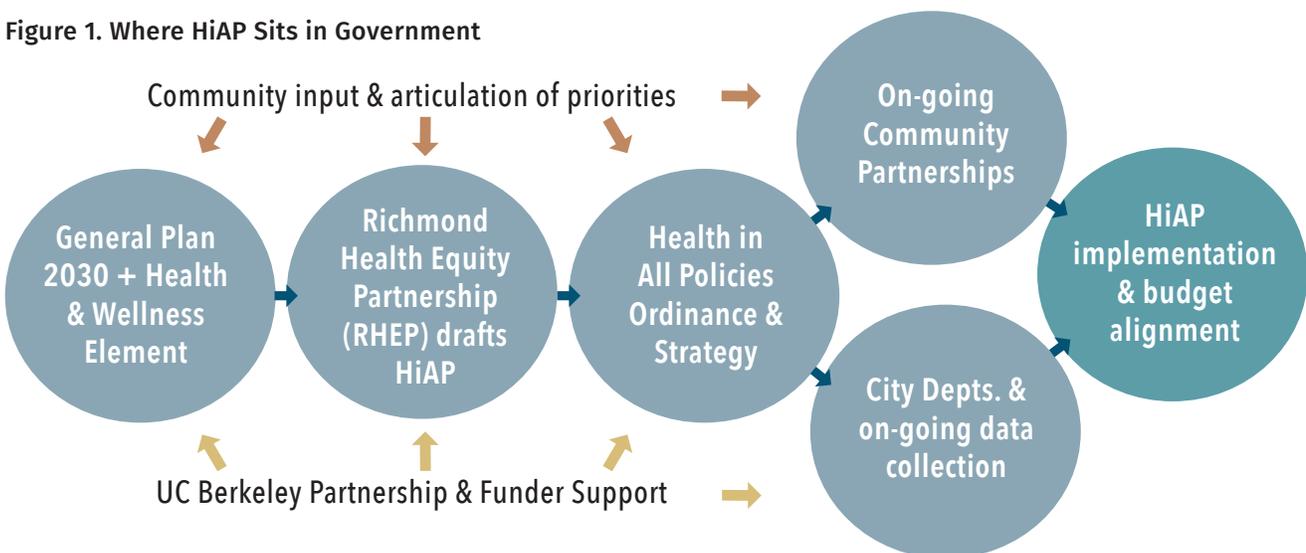


Figure 2. Richmond Health in All Policies Timeline

# HIAP TIMELINE

- 1** **Community Health and Wellness Element (CHWE) Development**

**2007-2009**

*A CHWE for the General Plan is drafted at the request of community stakeholders. Community groups define issues through such publications as Measuring What Matters by the Pacific Institute.*
- 2** **Pilot Implementation and Adoption of CHWE for the General Plan**

**2012**

*The City launches CHWE implementation and planning pilots in the Iron Triangle and Belding Woods neighborhoods at Cesar Chavez and Peres Elementary Schools.*
- 3** **Development of Health in All Policies**

**2013**

*The Richmond Health Equity Partnership (RHEP) is formed. Through stakeholder & community meetings, the toxic stressors are identified and the Strategy Document is drafted.*
- 4** **Implementation of HiAP Ordinance and Strategy**

**2014**

*The City Council unanimously adopts the HiAP Strategy as a City Ordinance.*
- 5** **First Health in All Policies Report**

**2015**

*Health in All Policies Report documented the successes and challenges of HiAP in its first year and developed recommendation for the ongoing implementation of HiAP in each of its six focus areas.*
- 6** **HiAP Progress Report**

**2020**

*2nd Health in All Policies Evaluation report tracks program and policy progress as well as indicators of community and population health and well-being.*



Cinco de Mayo Parade, 2018



Affordable Care Act Sign Ups



GRID Alternatives solar installation

## Health in All Policies (HiAP) INTERVENTION AREAS



### Governance & Leadership

This is the day-to-day management decisions, within the City of Richmond, including but not limited to inclusiveness of different viewpoints and participants. Governance influences health because it is about the distribution, exercise, and consequences of power.

### Economic Development & Education

Our economic resources and opportunities shape our ability to make healthy choices. Education is crucial for being an informed citizen, making healthy decisions & gaining access to satisfying employment.



### Residential & Built Environment

The physical environment where we live can be peaceful & protective and affordable, or it can expose us to harm, such as mold, dilapidated parks & unsafe intersections.

### Environmental Health & Justice

The air we breathe, the food we have access to and the quality of our natural environment all influence our health. Yet, we know that people of color and lower-income residents often have not had access to these and other environmental benefits, as compared to white people & the wealthy.



### Full Service & Safe Communities

The location, quality, affordability and accessibility of culturally-appropriate services contribute to our health and well-being. Feeling safe in our community can reduce stress & its adverse health impacts.



### Quality Accessible Health, Homes, & Services

Access to quality & affordable health care is essential to treat disease and manage the severity of illness. While the City does not provide health care, it is a key partner with county, state, federal & hospital providers to ensure all have access.



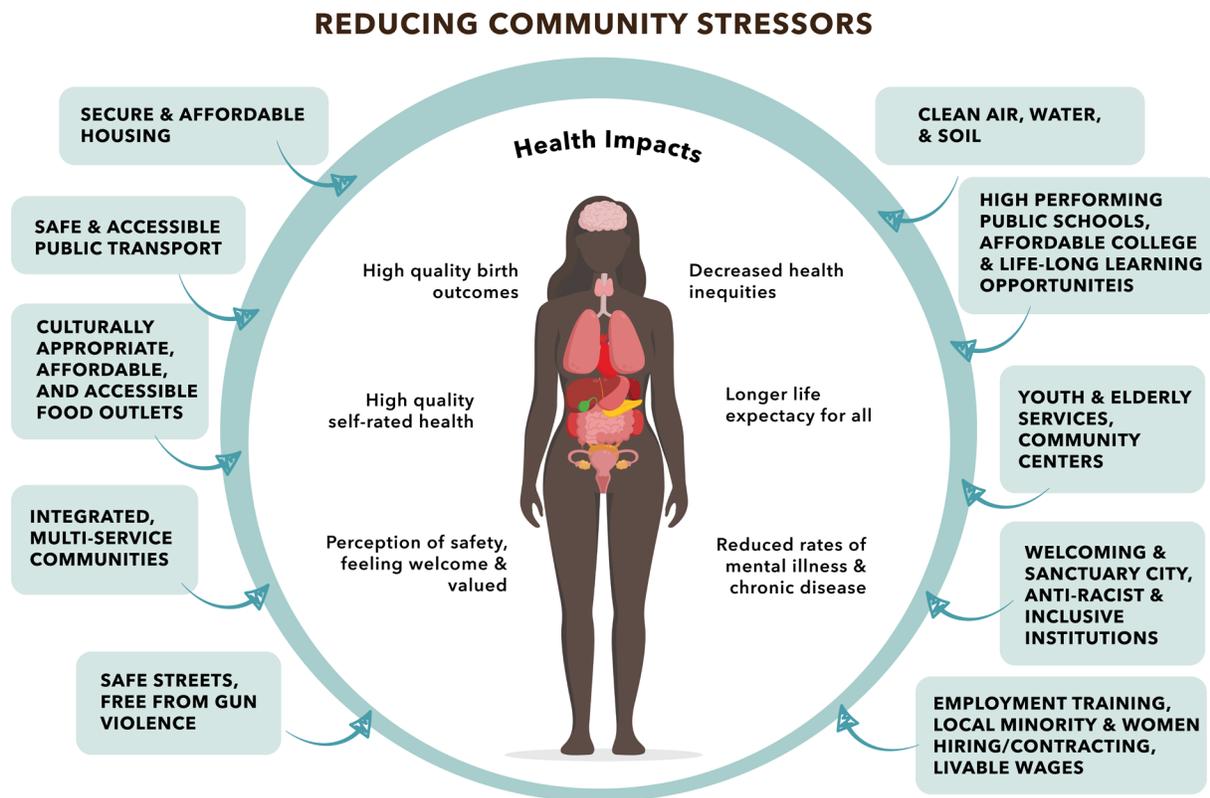


Figure 3. Community Assets That Can Reduce Stressors

and families, individuals who are incarcerated and those who have been incarcerated, individuals with disabilities, individuals with mental health conditions, children, youth and young adults, seniors, immigrants and refugees, individuals who are limited-English proficient (LEP), and lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQQ) communities, or combinations of these populations (CA Health and Safety Code Section 131019.5). Health Equity is measured by the extent to which indicators of opportunities & outcomes for vulnerable people and places are improving & the whether the gap between already well-off groups & places and the vulnerable is declining.

**HiAP aims to reduce and eliminate community Toxic Stressors**, which are the repeated exposures to negative experiences and **trauma** in one’s life that can act to ‘weather’ or wear-away at the body’s biologic systems, stunting cognitive and physical development and damaging the immune system. **Structural Racism** is a key Toxic Stressor and refers to the ways multiple institutions, from schools

to banks to police to employers to the media to government agencies, routinely advantage white people while producing cumulative & chronic adverse outcomes for people of color. It is a system of hierarchy and inequity, primarily characterized by white supremacy –the preferential treatment, privilege and power for white people at the expense of Black, Latinx, Asian, Pacific Islander, Native American, Arab and other racially oppressed people. Structural racism influences our health in a number of ways, such as when discrimination denies people of color access to home loans, affordable housing, education, jobs, and services including health care. Structural racism also influences health when multiple systems including criminal justice, schools, social services, banking and other systems act to keep people of color in poverty and deny them access to opportunities to be healthy. These disadvantages can have a direct influence on health, such as through homelessness and poverty, or indirect, such as through the stress of living in an unsafe neighborhood or being racially profiled.

# METHODS & GOALS OF THIS REPORT

This report is the result of a mixed set of data and analytic methods. We gathered the latest data from the sources below for indicators of health and well-being as defined in the HiAP Strategy Document, including:

1. The American Community Survey (ACS), 5-year estimates
2. CalEnviroScreen 3.0
3. California Health Interview Survey (CHIS)
4. City of Richmond Police Department
5. Transparent Richmond
6. Richmond Community Survey (RCS)
7. West Contra Costa Unified School District

Where possible, we compared the latest data for Richmond as a whole to the County and State of California. We also compared the latest data that was available, such as the RCS 2019, to that of previous years. We also interviewed dozens of city employees, community organizations and some residents to better understand specific programs and policies and whether these actions were influencing the determinants of health. Thus, this report offers descriptive quantitative and qualitative data and characterizes key HiAP interventions and related health determinants.

We also followed the structure of previous HiAP progress reports and that of the Strategy Document. Thus, we focused on reporting progress made on indicators already identified in previous reports as meaningful for health equity. However, we also identified new indicators, particularly by analyzing RCS data, that might be used as metrics of health equity moving forward. Where possible we aimed to disaggregate data by neighborhood location, population group (i.e., race/ethnicity), and income or economic status (i.e., percent of people in poverty).

In most cases, we report the RCS data based on the percentage of people that responded “good” or “excellent” to a particular question. It is important

to recognize that for most questions, the possible responses were “excellent”, “good”, “fair”, or “poor”. Thus, by excluding the “fair” responses, we might be under-counting those that view a particular issue favorably. Also, the RCS is, like all surveys, a limited snapshot from those that responded. We acknowledge from the outset of this report that the RCS responses alone may not accurately reflect the sentiments of all Richmond residents, especially where we break down responses by race/ethnicity and economic status. For neighborhood data, we aimed to provide maps to spatially characterize health assets or hazards across the City of Richmond. The report also includes short qualitative case studies that include more background on select practices or policies that are supporting HiAP goals.

In 2015, the City of Richmond and UC Berkeley researchers published a preliminary evaluation report summarizing the activities and outcomes of the first year of HiAP. This evaluation identified substantial progress in the coordination of city programs, scope and integration of services, and data & research through the lens of health. The report also highlighted key opportunities and challenges for HiAP, and laid the framework for future HiAP efforts to better address structural racism and toxic stressors in Richmond.

Challenges reported in the first HiAP Progress report included the long-term nature of efforts to address inequities in health, a lack of deep and meaningful community engagement, weak policies that directly address structural & systemic racism and limited awareness among the public about HiAP.<sup>1</sup> A lack of funding for HiAP was also recognized as a challenge. The 2020 progress report also investigates whether HiAP leaders within the City have addressed these challenges.

# EVOLVING RICHMOND: INCLUSION & HEALTH

While this report aims to use a mixed set of data to report on progress toward health equity in Richmond, we start with a broad overview of existing conditions (as of February 2020, pre-COVID-19). This overview includes the most recent data we could access, but in some cases, updated data were not available for all years covered in the report. Despite these limits, we have found some persistent trends, including the following:

**Richmond’s Black population continues to decline, while the Latinx population continues to increase.**

*Implication for health equity:*

Our data from the Richmond Community Survey between 2009-2019 may reflect the views of new residents, not the same populations over time.

**The percentage of families in poverty has remained relatively stable, even as the overall economy has increased and the unemployment rate has decreased.**

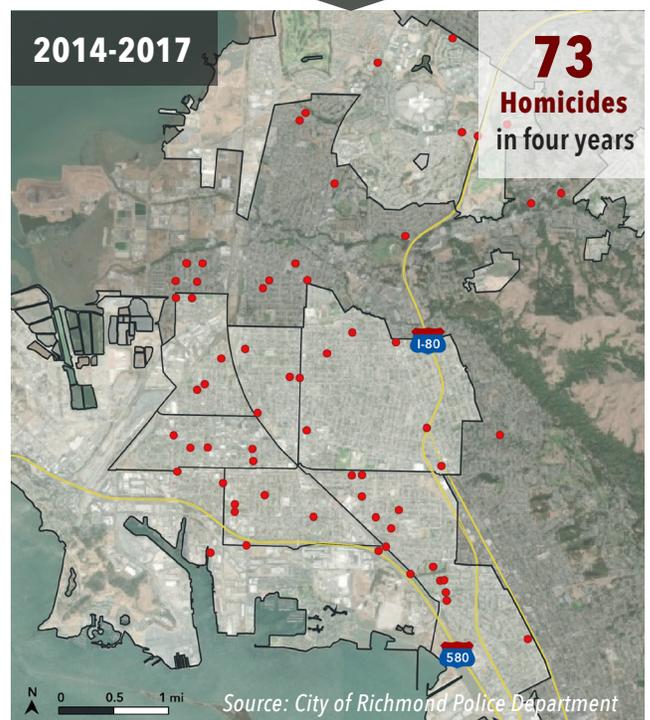
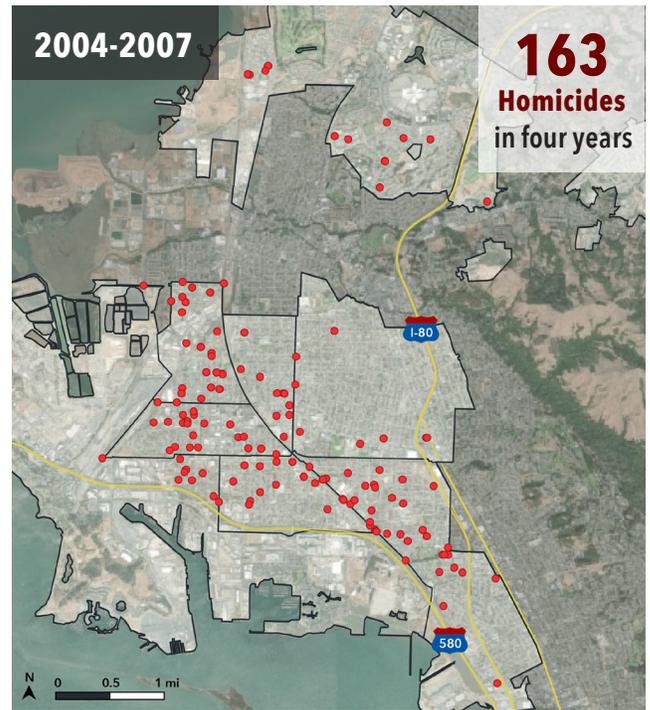
*Implication for health equity:*

Poverty remains one of the key determinants of one’s life expectancy. However it’s important to note that this measure reflects household income, not wealth, which can include other assets that a family has such as owning a home.

**Gun homicides and gun assaults are at 20-year lows and continue to decline.**

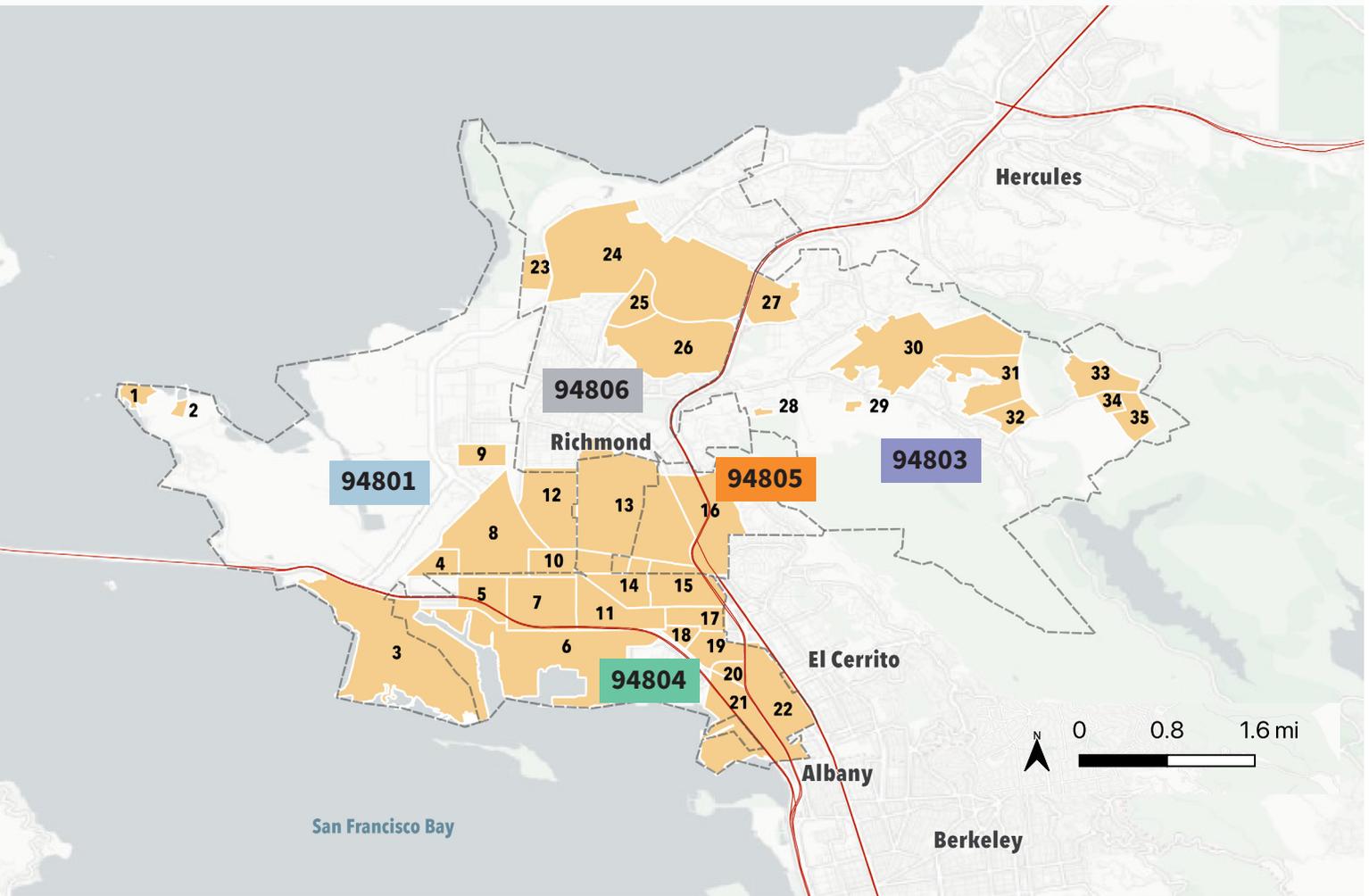
*Implication for health equity:*

Coordinated efforts to reduce gun violence, such as the Office of Neighborhood Safety, Community Based Organizations interventions and Community Policing are likely contributing to improvements in perception of quality of life, everyday stress, and neighborhood investments.



Map 1. Homicides in Richmond, 2004-2007 vs. 2014-2017

Map 2. ZIP Codes & City Defined Neighborhoods in Richmond *Source: City of Richmond*



**Richmond Neighborhoods**

----- ZIP Code

- |                     |                                       |                        |                          |
|---------------------|---------------------------------------|------------------------|--------------------------|
| 1. Point San Pablo  | 10. Richmore Village/<br>Metro Square | 18. Eastshore          | 27. Hilltop Green        |
| 2. Yacht Harbor     | 11. Cortez/Stege                      | 19. Parkview           | 28. Quail Hill           |
| 3. Point Richmond   | 12. Belding/Woods                     | 20. Panhandle Annex    | 29. Greenridge Heights   |
| 4. Atchison Village | 13. North & East                      | 21. Southwest Annex    | 30. May Valley           |
| 5. Santa Fe         | 14. Pullman                           | 22. Richmond Annex     | 31. El Sobrante Hills    |
| 6. Marina Bay       | 15. Park Plaza                        | 23. Parchester Village | 32. Greenbriar           |
| 7. Coronado         | 16. Richmond Heights                  | 24. Hilltop District   | 33. Carriage Hills North |
| 8. Iron Triangle    | 17. Laurel Park                       | 25. Hilltop Village    | 34. Countryside          |
| 9. Shields-Reid     |                                       | 26. Fairmede/Hilltop   | 35. Carriage Hills South |

**Life expectancy is increasing in Richmond and across the Bay Area.**

*Implication for health equity:*  
 This is a positive development and likely reflects the dramatic impact of steep declines in gun violence, including gun homicides and overall improvements in the quality of life in Richmond. While life expectancy has increased for all across the Bay Area, within Richmond, the Iron Triangle neighborhood saw some of the greatest gains in life expectancy over this time. Despite these gains, inequities in life expectancy across neighborhoods in Richmond remain.<sup>2</sup>

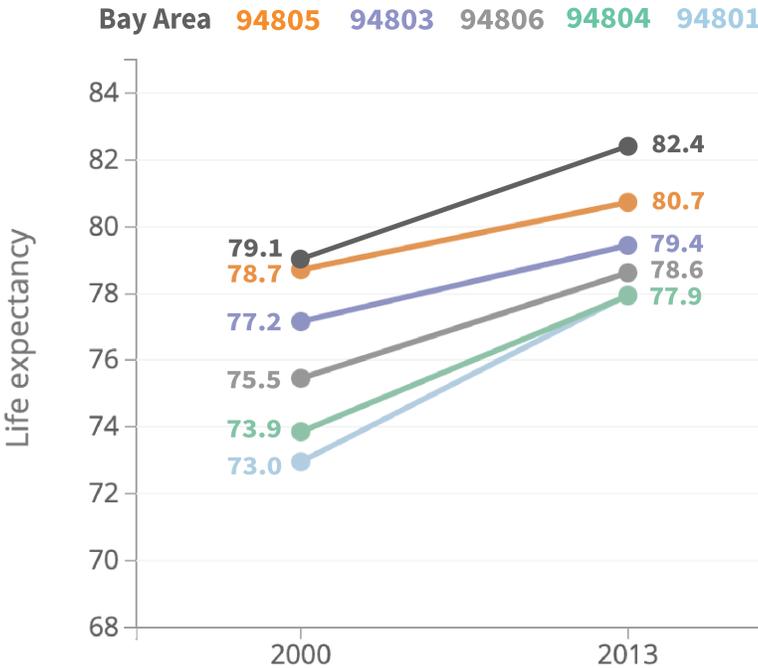
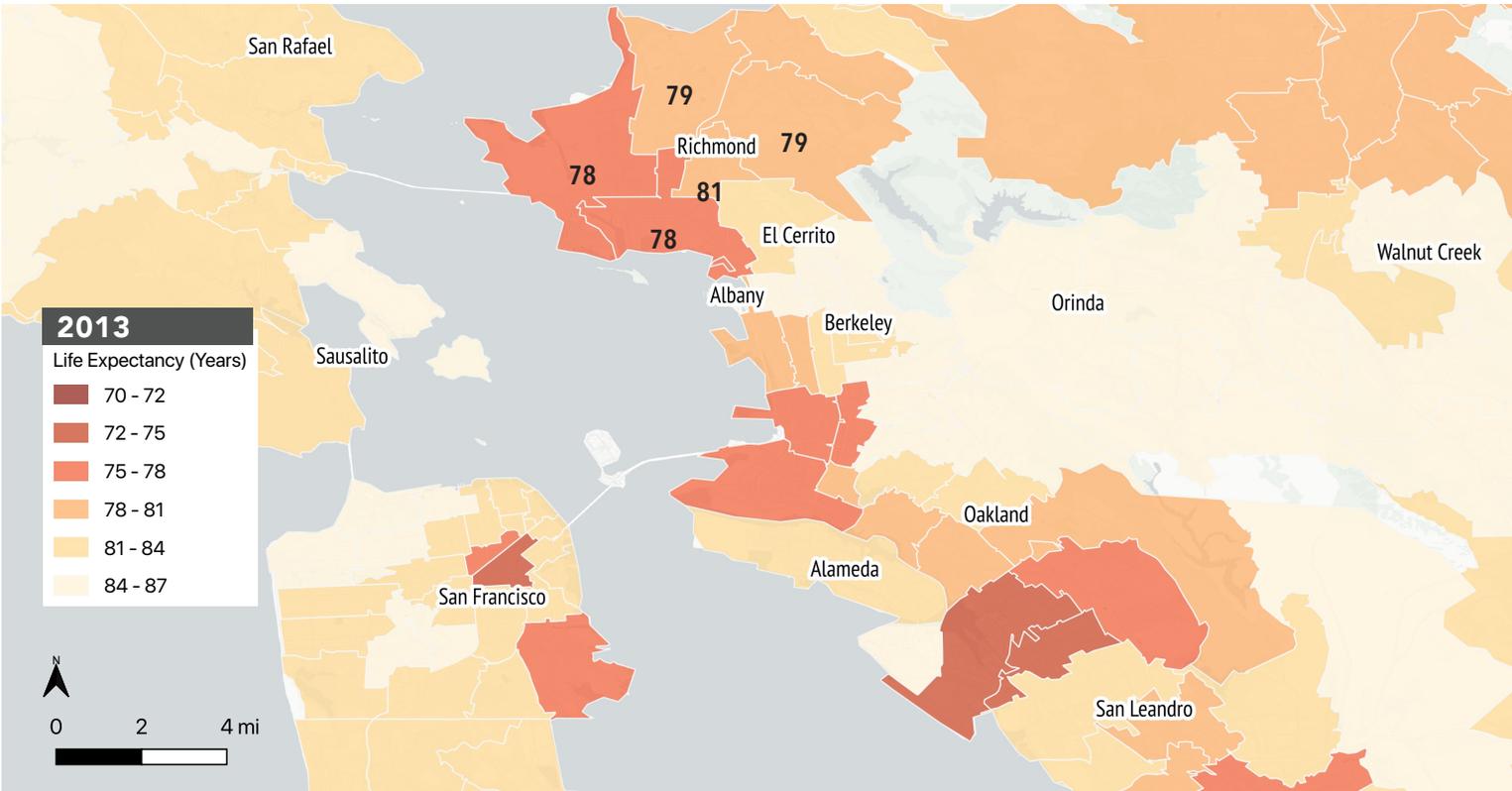


Figure 4. Life expectancy in Richmond Zip Codes 2000 vs. 2013

Map 3. Life Expectancy Across Bay Area ZIP Codes, 2013 *Source: Vital Signs*

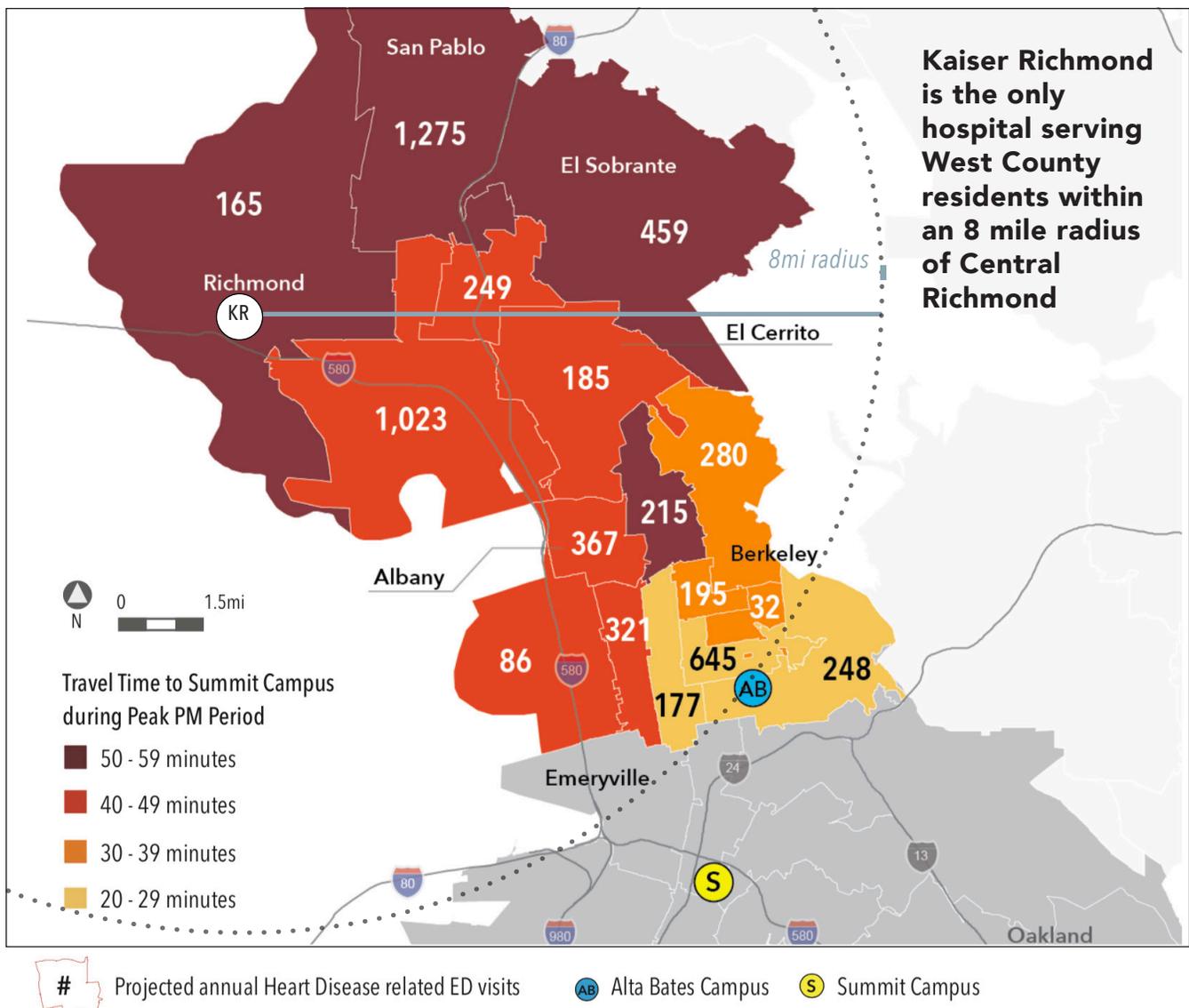


**Richmond residents are forced to travel longer to receive emergency department care (Map 4).**

*Implication for health equity:*

In 2015, Doctors Medical Center (DMC) in San Pablo closed. According to State of CA data, more Richmond residents now visit farther away hospitals for Emergency Department care, such as Alta Bates in Berkeley. Map 5 below uses State hospitalization data for heart disease to

show how many people from Richmond ZIP Codes might need to visit the ER for a heart attack and the travel time to the Summit hospital Campus, which is the closest hospital to Richmond that is capable of treating patients under cardiac arrest. In our interviews with Contra Costa EMS and health care providers in the East Bay, we learned that more ambulances are traveling from Richmond to Emergency Departments in Oakland and Berkeley now that Doctors Medical Center is closed.



**Map 4. Estimated Heart Disease ED Visits and Peak Traffic Travel Times to Summit Hospital**

**Central and South Richmond neighborhoods continue to experience high asthma hospitalizations (Map 5).**

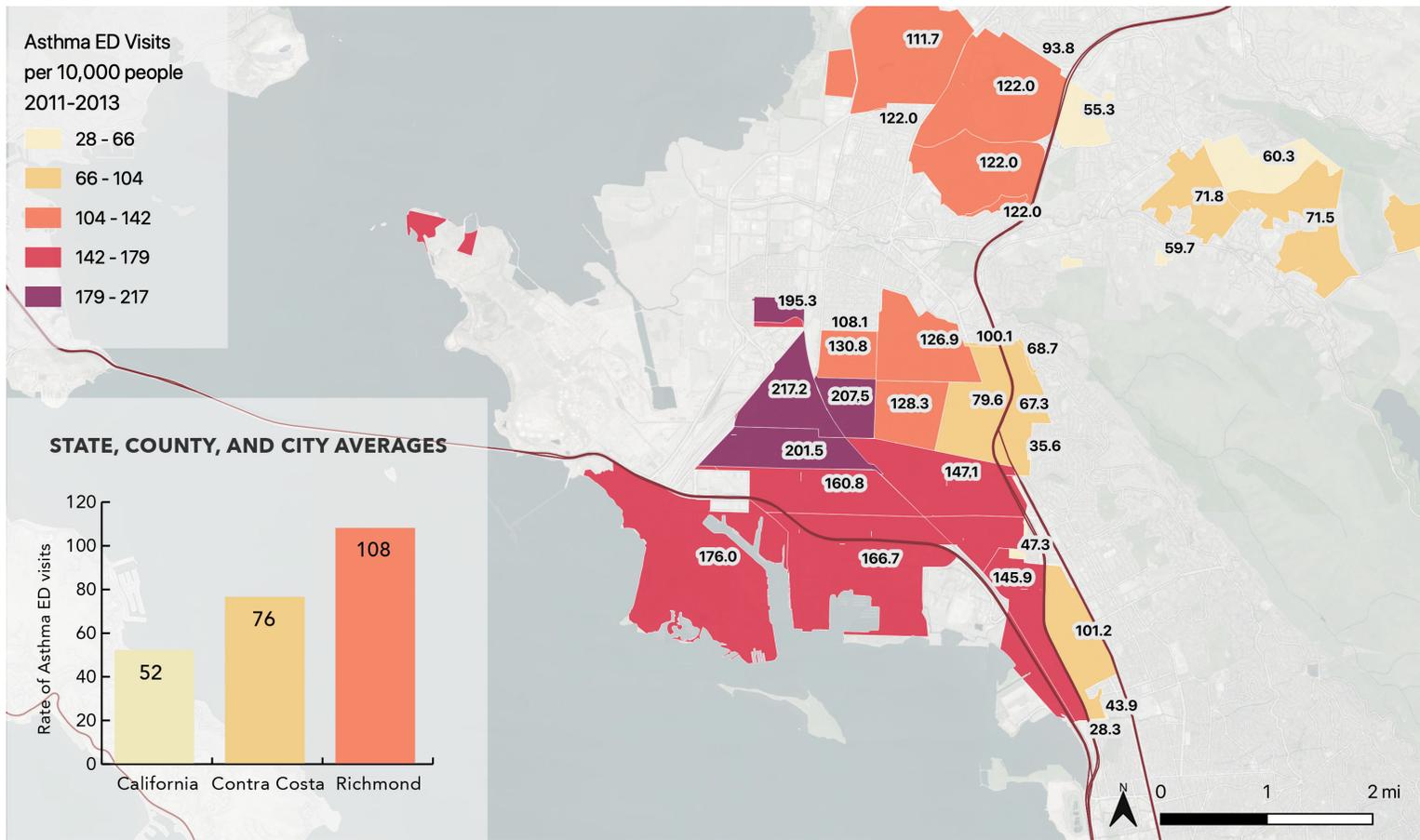
*Implication for health equity:*

Asthma remains a key driver of disability, especially for children of color, and this can impact families since care givers may miss work when a child has an asthma attack and face costly medical bills as a result of hospitalization. Air pollution and chronic stress are two contributors to asthma, and access to and affordability of medication and primary care are key drivers of the severity of the illness.

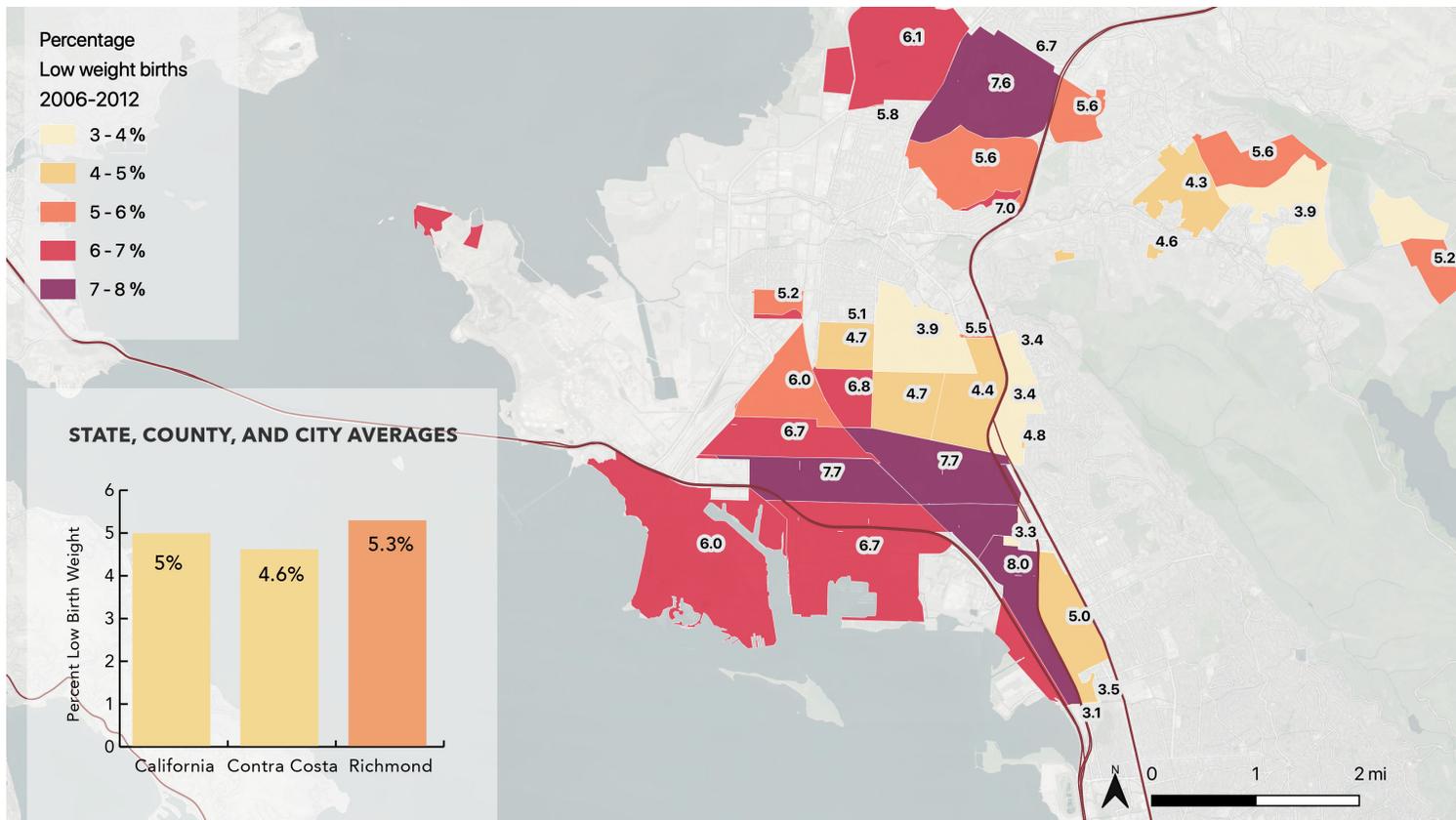
**The percentage of low birth weight babies has historically been highest in South Richmond neighborhoods (Map 6).**

*Implication for health equity:*

Low birth weight babies are often an indicator of maternal health and can put a newborn at risk of developmental and health issues across their lifetime. Reducing low birth weight babies in communities of color means eliminating the stressors of poverty, racism, few social supports, and uncertain post-partum child care, while also ensuring regular pre-natal care for pregnant women.



Map 5. Asthma Emergency Department Visits *Source: CalEnviroScreen 3.0<sup>3</sup>*



**Map 6. Low Birth Weight** Babies who weigh less than approximately five and a half pounds (2500 grams) at birth

Source: [CalEnviroScreen 3.0](#)

**Richmond’s affordable housing units continue to be concentrated in the central and south areas, which already tend to have the lowest income residents (Map 7).**

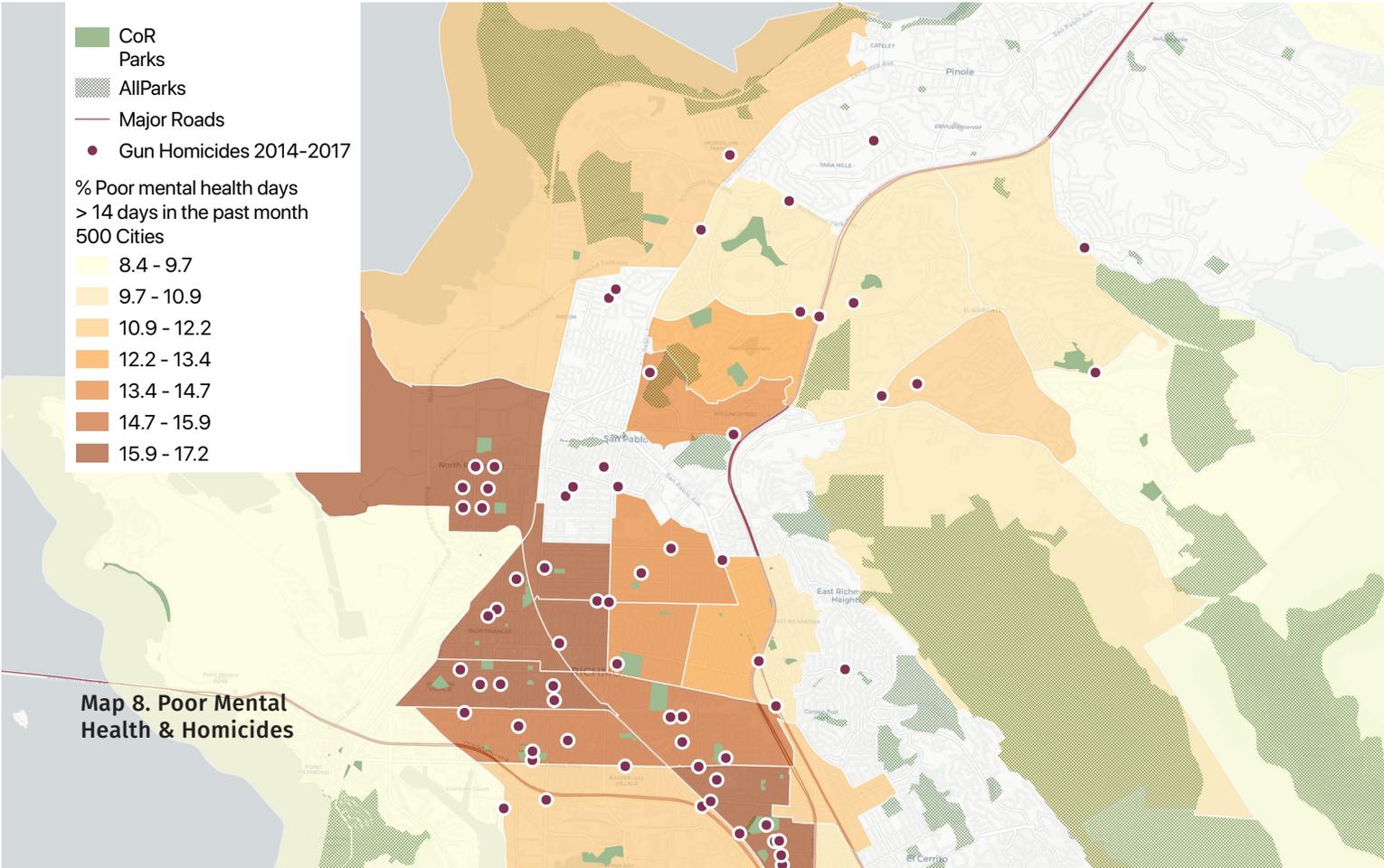
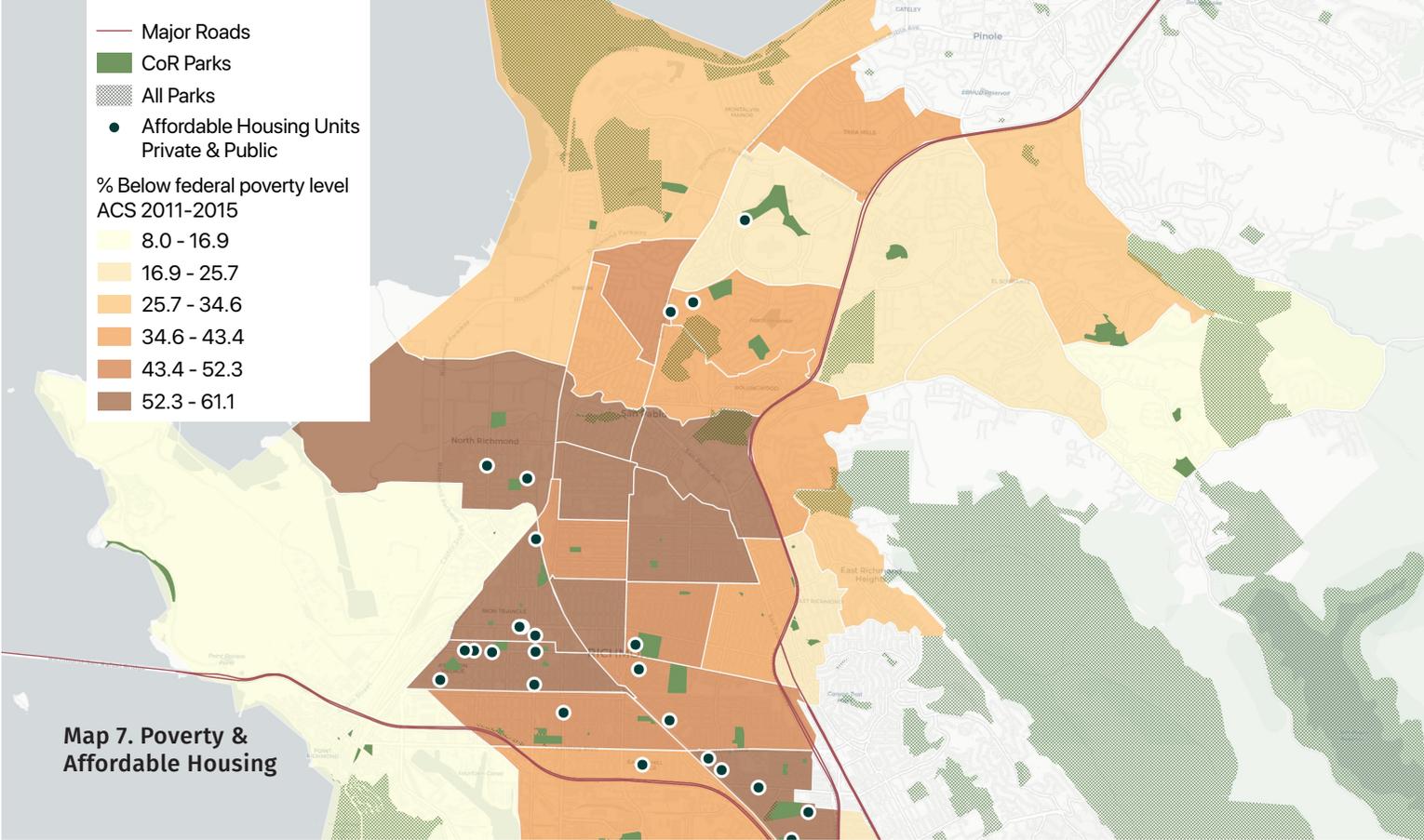
*Implication for health equity:*

While maintaining and building more affordable housing is essential for health equity, concentrating this housing in only a few areas can perpetuate racial residential segregation. Segregated neighborhoods have been shown to increase risk of low birth weight and preterm birth for Black babies and is positively associated with breast and lung cancers and poor self-rated health within Black populations.

**While gun homicides continue to decline, they remain disproportionately concentrated in the Iron Triangle and South Richmond neighborhoods (Map 8).**

*Implication for health equity:*

Exposure to gun homicide, either as a victim or perpetrator, contributes to trauma and toxic stress. When a young person is over-stressed and traumatized they can interpret normal circumstances as dangerous, experience damage to the parts of the brain that controls impulses, and contributes to greater rates of mental illness, including post-traumatic stress disorder (PTSD).



# 1 GOVERNANCE AND LEADERSHIP

## Overview

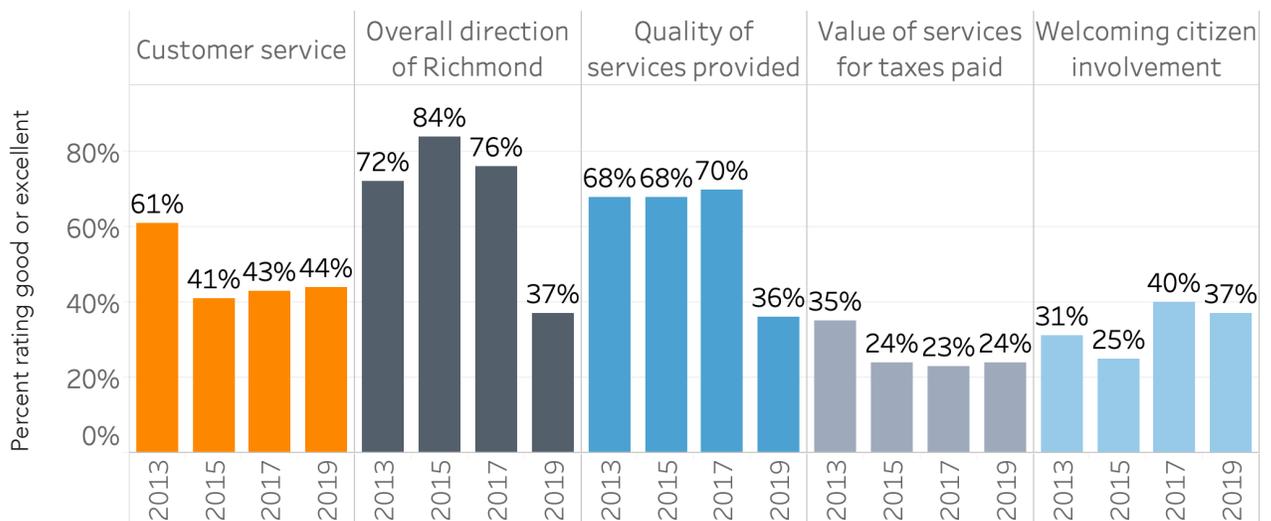
Richmond’s approach to Health in All Policies (HiAP) is grounded in the notion that improving the conditions for well-being requires concerted government action and on-going, meaningful, and transparent partnerships with community groups and residents. Governance includes the processes of decision-making and implementation, not just rules and laws, and who gets included and how transparent and effective decisions are for certain groups. Governance is also concerned with the distribution, exercise, and consequences of power.

HiAP also aims to support improved communication and collaboration between city departments that traditionally work independently and between the city and community groups, residents, the school district and the private sector. HiAP has encouraged city staff to re-conceptualize their

role as ‘community health clinicians’ in each departmental decision and across all city programs.

The Richmond Community Survey (RCS) offers a glimpse into how well the City is doing with regard to health equity-focused governance. **Figure 5** includes a select set of RCS questions on Governance and Leadership in Richmond between 2013-2019. The figure reports the percent of all respondents answering each question positively (good/excellent). Survey responses showed a sharp decline in the overall direction of Richmond and the quality of its services in 2019. Richmond has improved since 2013 for ‘welcoming citizen involvement’ in decision-making. We also note Black residents have the least confidence (15% in 2019) in Richmond’s government (Fig.6) but 49% have a positive perception of the openness and acceptance of community diversity (Fig.7).

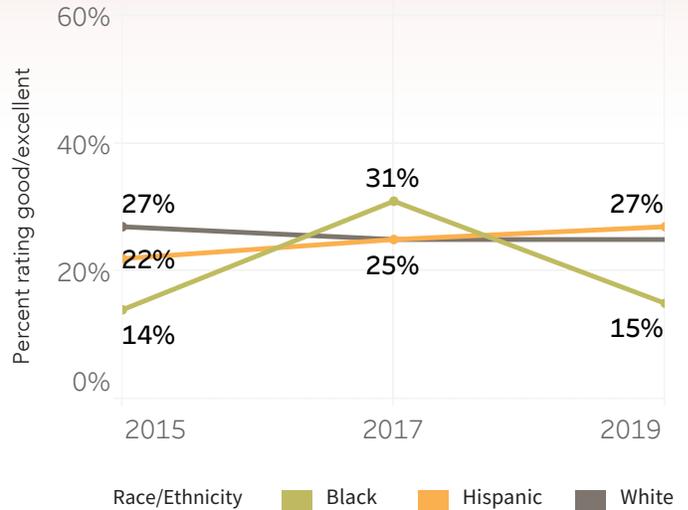
**Figure 5. Governance RCS Indicators, All Respondents 2013-2019**



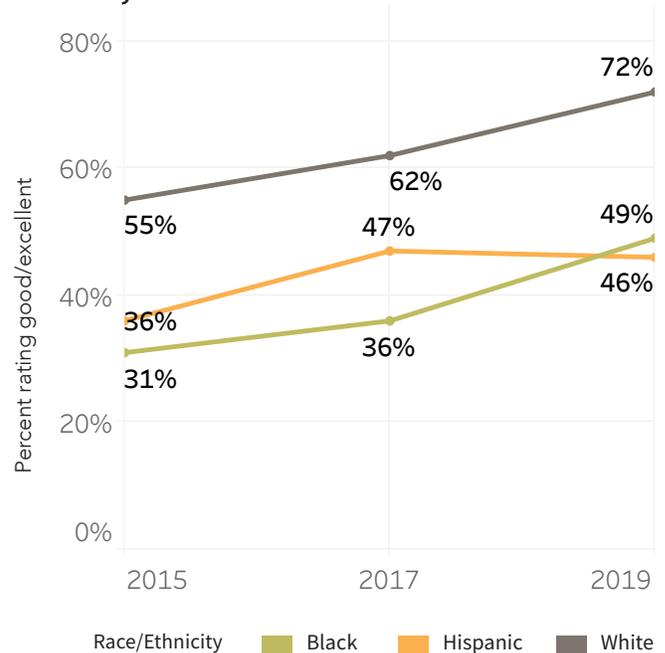
**Progress & Accomplishments that promote health equity (select examples):**

- **The Interdepartmental HiAP team** - the City Manager’s Office has maintained monthly convenings of representative from key city departments to work on implementing the goals of HiAP.
- **Government Alliance on Race & Equity (GARE)** - this group of city staff are working to address institutional racism within government.
- **Resolution 93-18** - this resolution supports that a racial equity lens is used for all city decision making.
- **Equal Access Implementation** - the City Manager’s Office is supporting ongoing efforts to promote language access across City services.
- **Richmond Open Data Dashboard** - a new, online information portal for sharing progress on many of the HiAP-related initiatives discussed here.
- **Transformative Cities Initiative** - in 2018, recognized Richmond as one of three Utopias in the US and the only one in California. Richmond was one of 32 communities from 19 countries that was recognized for working on radical solutions to our world’s systemic economic, social and ecological crises.

**Figure 6. RCS Positive Perception of Confidence in Richmond Government by Race/Ethnicity**



**Figure 7. RCS Positive Perception of Openness and Acceptance in the Community of Diversity by Race/Ethnicity**



# HiAP Interdepartmental Team

## Link to Health Equity

HiAP interdepartmental meetings aim to address health equity in Richmond by providing a space for City departments to collaboratively address health disparities in Richmond. HiAP interdepartmental meetings seek to promote integration between departments, foster ongoing communication, and align resources as needed to increase health equity in Richmond.

## Progress Actions

City staff launched a dashboard to report on the implementation of the Climate Action Plan. Working group meetings allowed HiAP Interdepartmental members to share recommendations on improving language access in the City and provide feedback on drafts of a Community Engagement Toolkit.

**“The Interdepartmental group meets to ensure all city staff understand they have a role to play in promoting health equity.”**

- Gabino Arredondo, City Manager’s Office

## Background

Emerging from the City of Richmond’s adoption of the Health in All Policies Strategy and Ordinance in 2014, interdepartmental meetings were established to promote active collaboration among city departments in shaping health policy and aligning city services. As stated in the ordinance, representatives from city departments would be responsible for the following:

1. Selecting health and health equity indicators for each department to track as a way of prioritizing goals and measuring progress aligned with existing City guiding documents (General Plan, 5 Year Strategic Business Plan, etc.)
2. Attending regularly scheduled Interdepartmental Team meetings chaired by the City Manager’s office
3. Reporting to the Interdepartmental Team on progress and challenges from their respective department
4. Working with their respective department to integrate and track health equity indicators for his or her department
5. Committing to attending ongoing health equity training, such as health equity impact assessments
6. Assisting with the writing of the Annual HiAP Report and provide a report with the adoption of the City budget

# Government Alliance on Race and Equity (GARE)

## Progress Actions

In January 2016, Richmond joined the Government Alliance on Race & Equity (GARE) Cohort. A GARE team made up of City staff was established to understand employee perceptions of racial bias and integrate a racial equity lens into City services to foster a healthy and inclusive community for all. The GARE team has since hosted community forums, learning sessions, and anti-bias trainings.

## Link to Health Equity

Racism is a key driver of poor health, since it acts a form of stress that can damage one's immune system and contribute to other poor health outcomes. Racism isn't just between individuals, but is woven into institutional practices, such as when real estate agencies and banks deny people of color access to loans and housing in certain neighborhoods. Planning and land use decisions can also be discriminatory, such as when they allow polluting facilities to concentrate in communities of color.

**"It's inspirational to groups who have educated themselves on this effort and they're happy to know that the city has been involved in a national GARE network."**

**- Trina Jackson, GARE Team Leader**

## Background

The Government Alliance on Race & Equity (GARE) is a national network of government cohorts working to achieve racial equity and advance opportunities for all. The City of Richmond began its collaboration with GARE by participating in the 2016 GARE cohort. Proposed actions include collaborating with the City of Richmond's Health in All Policies team, improving access to healthy food in neighborhoods, increasing effective use of data, and supporting community-led initiatives and organizations.<sup>4</sup>

The four goals of GARE include:

1. City employees understand and are committed to achieving racial equity
2. Residents view Richmond as effective & inclusive in engaging the community
3. The City is a racially equitable employer and promotes racial equity in contracting & procurement
4. Healthy life outcomes are increased and racial disproportionalities eliminated.

2

# ECONOMIC DEVELOPMENT & EDUCATION

## Overview

Educational attainment and economic security have significant impacts on both individual and community wellness. The City’s investments in these areas can support the well-being of youth, families and individuals of all ages.

In 2018, 15% of Richmond’s population were living below the poverty level. In some neighborhoods, such as the Iron Triangle, the poverty rate was as high as 26% (Fig. 8). However, between 2013 and 2015 the percent of RCS respondents rating Richmond as a good or excellent place to work increased by 12% and has since remained above 34%(Fig. 9). The RCS also revealed that white respondents’ good or excellent rating of employment opportunities in Richmond in 2019 was 9% higher than that of Latinx residents and 12% higher than Black residents (Fig. 10).

Educational opportunities include early childhood education, such as day-care, primary through High School, college, vocational training and adult education. The

RichmondBUILD program and the Richmond Promise are two unique and transformative programs in Richmond that offer young people training for employment and support for college respectively.

### Progress & Accomplishments that promote health equity:

- **High School graduation** - rates have increased slightly between 2010-2017 for Latinx and Black youth in the West County School District, but remain below rates for other groups.
- **Richmond Transit Village** - Phase II opened in 2017 near the Richmond BART station. The project completely redesigned and upgraded the access for pedestrians and private vehicles to the BART station.
- **Richmond’s credit rating** - in 2019, the City’s credit rating was raised to an “A-“ from “BBB+”, which lowers the cost of future

Figure 8. Percent of Population Below the Poverty Level (2018)

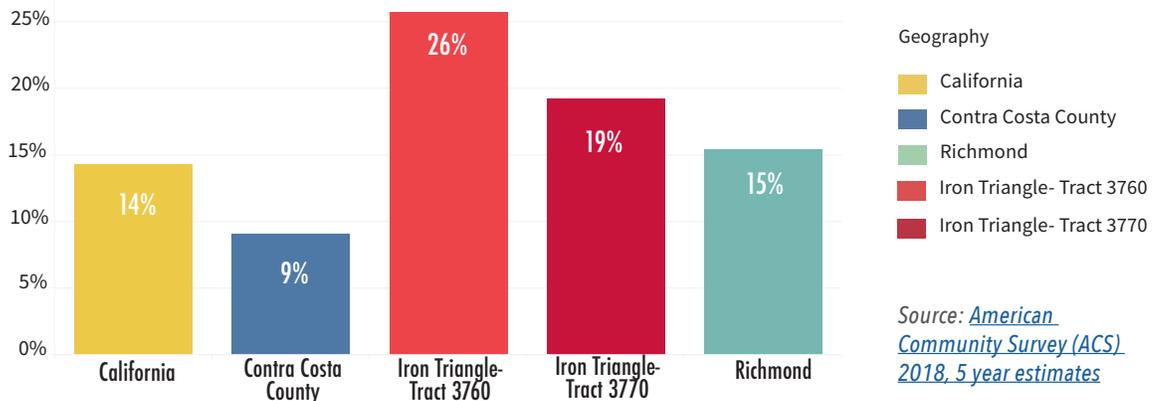
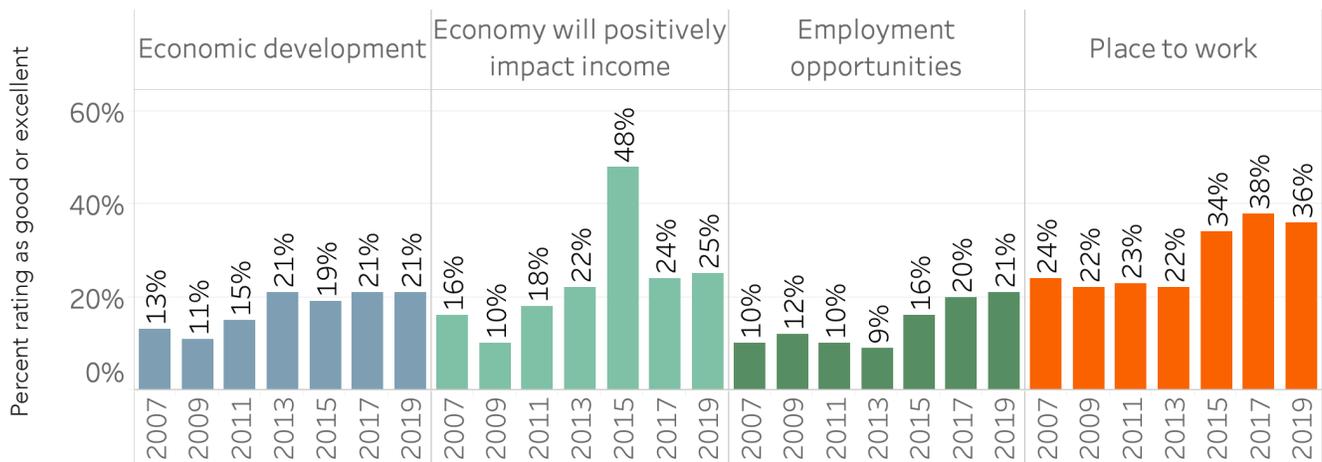


Figure 9. Economic Development & Education RCS Indicators, All Respondents 2007-2019



borrowing and serves as an important indicator regarding the overall financial health of the City.

- **YouthWORKS** - a city program, offers high school students academic support and pre-employment training. In 2018, 210 Youth received job and career prep services & 175 received jobs.
- **RichmondWORKS** – supported over 2,000 job seekers in 2018; 780 hired with \$16 average hourly wage.
- **Minimum Wage** - in January 2019, implementation of \$15 /hour minimum wage.
- **City-wide Workforce and Project Stabilization Agreement** – in 2018, partnership with Contra Costa Building Trades Council, stating that public projects valued at \$1M or greater must hire 35% of workforce from Richmond.
- **Richmond Business Hub** – a 10,000 square foot ground floor commercial space at the downtown Richmond BART garage now houses a coffee

Figure 10. RCS Positive Perception of Employment Opportunities by Race/Ethnicity

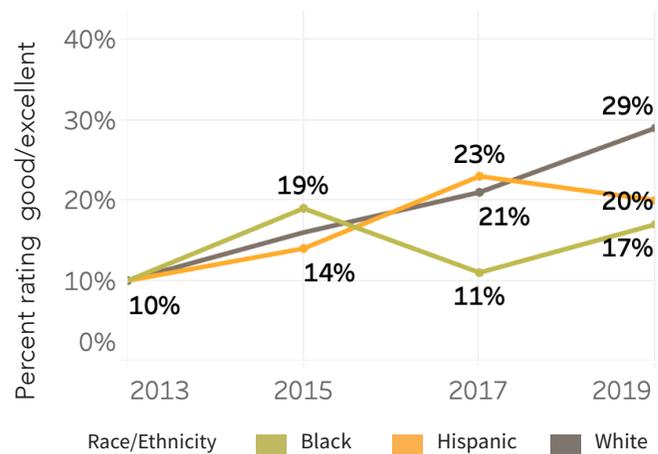


Figure 11. RCS Positive Perception of Employment Opportunities by income Level

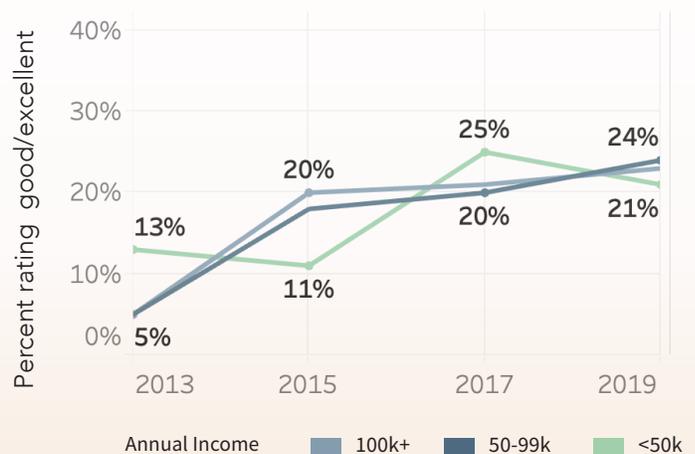
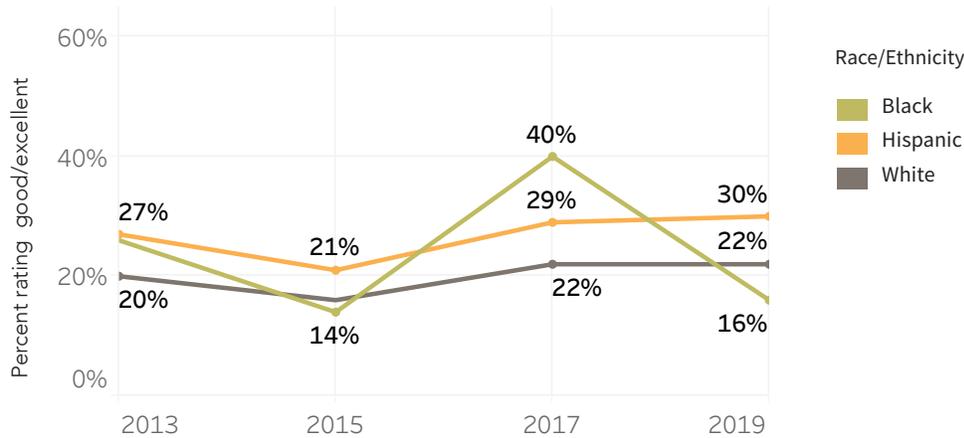


Figure 12. RCS Positive Perception of Affordable Quality Child Care by Race/Ethnicity



shop, restaurant, and co-working space (CoBiz), which is the anchor tenant in the Business Hub.

- **SparkPoint partnership** - the non-profit SparkPoint & the City have partnered to provide low income residents access to home loans and fiscal management services.
- **RichmondBUILD** - continues to thrive and train local youth (see case study). In 2018, they had 66 graduates.
- **Richmond Promise** - a city seed-funded community scholarship and college success initiative has served 1,400 Scholars and awarded \$5.3 million since 2016.
- **Richmond Community Services Department (CSD) mini-grant program** - CSD supports organizations that are Richmond-serving and that partner with and/or consistently utilize facilities managed by the Community Services Departments.
- **KIVA Richmond Entrepreneur Startup Fund** - a city partnership with KIVA that provided up to \$1,500 matching small business loans to Richmond start-up businesses. Through the KIVA platform, loans were provided to existing businesses or people seeking to start a business.

No credit check was required and loans were provided with 0% interest. Kiva also provided financial literacy and KIVA workshops in both English and Spanish.

- **The City of Richmond’s Revolving Loan Fund (RLF)** - is a community-based program with the goal of fostering local economic growth through the creation and retention of employment opportunities for Richmond residents and complementing community and individual development initiatives. Loan amounts range from a minimum of \$5,000 to a maximum of \$100,000 and loan applications are reviewed by the RLF Board.
- **Pogo Park Products** - launched in 2017, is a social enterprise that creates handcrafted play environments for children and also employs people who live in the Iron Triangle community. The business is a spin-off of Pogo Park, a non-profit that was founded through a partnership with the City of Richmond. Since 2007, Pogo Park has hired more than 100 Iron Triangle residents and invested over \$16 million in the community.

Figure 13. RCS Positive Perception of City Sponsored Job Training Programs by Race/Ethnicity

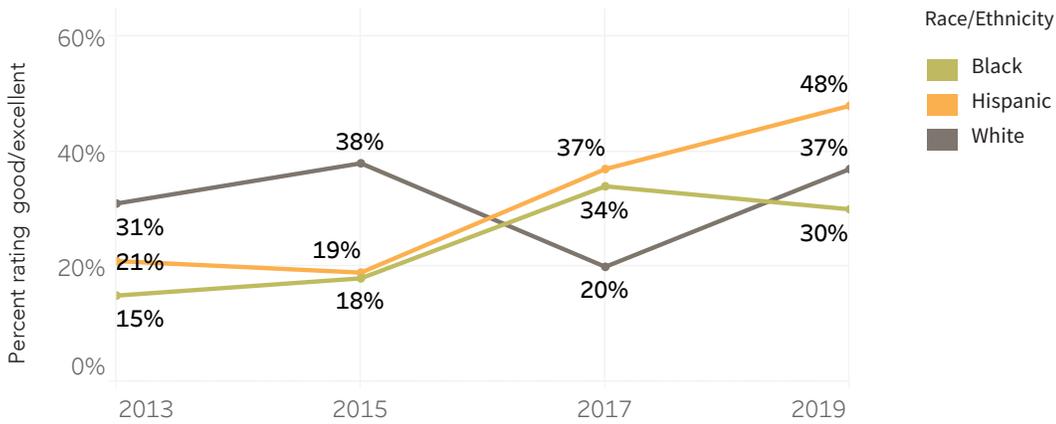


Figure 14. Unemployment Rate for Population Over 16, 2011-2018

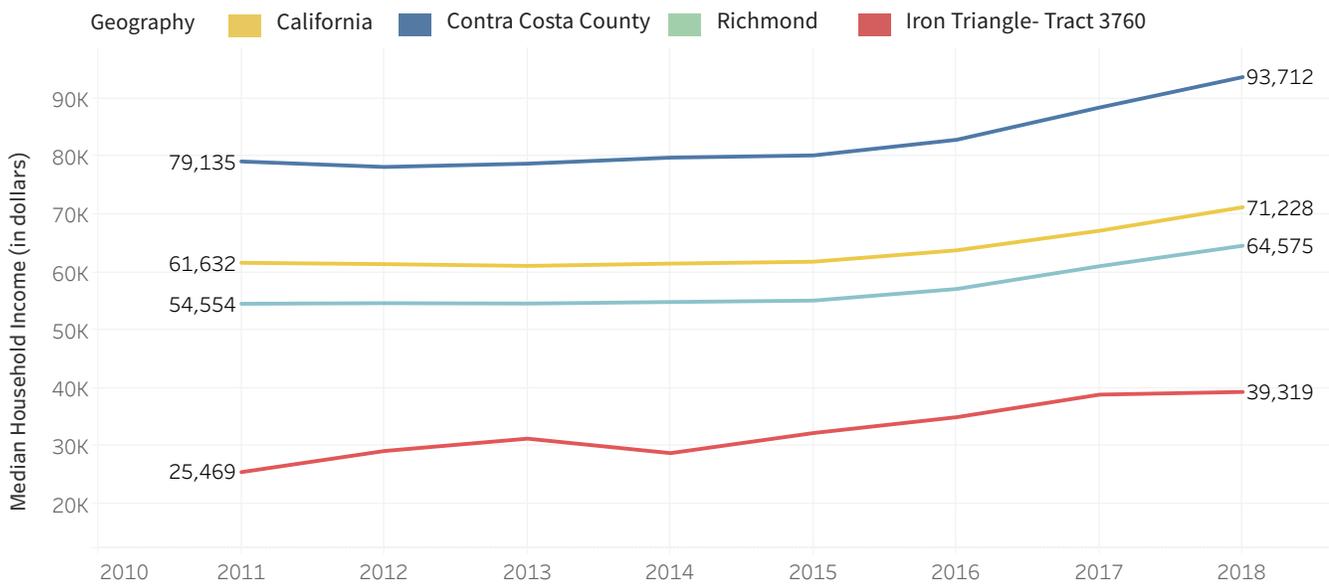
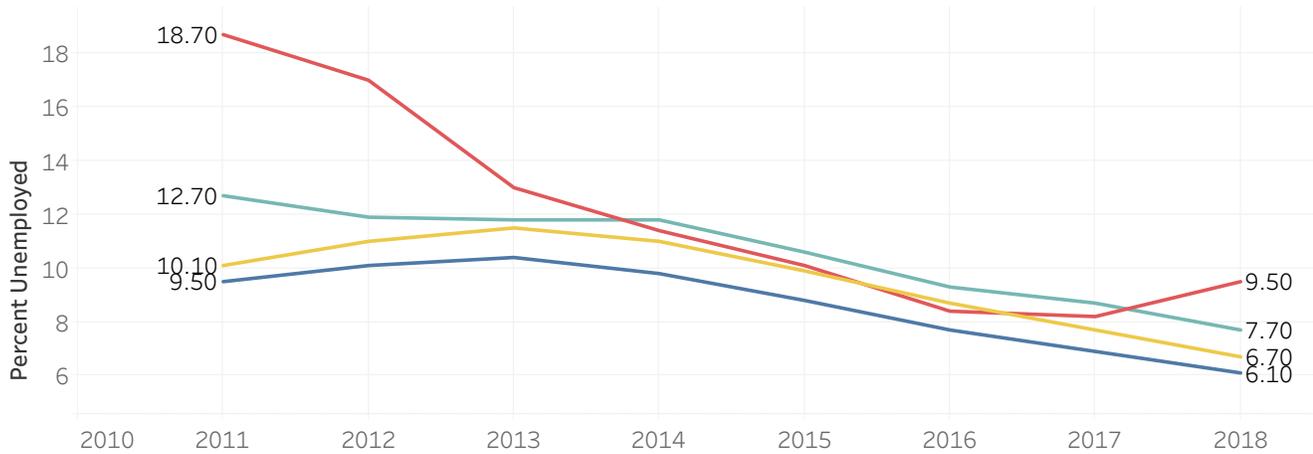


Figure 15. Median Household Income, 2011-2018

# RICHMOND PROMISE

richmondpromise.org

**“Besides covering costs I can’t afford to pay out of pocket, knowing that the Richmond Promise Team is there for me and will help me continually navigate through the strange world that is the college campus really makes all the difference.”<sup>5</sup>**

- Richmond Promise Scholar

## Progress Actions

Since 2016, 1,044 Richmond scholars have received over \$5 million in scholarships. Seventy percent of recipients are first generation college students and 65% come from low income households. Richmond Promise Scholars attend high school at 18 schools across the West Contra Costa Unified School District. 1,097 Richmond Promise Scholars attend 98 Colleges & Universities across the country. In 2017, Richmond Promise gave out \$1,476,329 in scholarships.

## Links to Health Equity

The Richmond Promise offers college-bound students resources to pay for higher education and a supportive network to help them succeed. Educational attainment can support health for first generation residents and their families through access to safe, well paying jobs. Higher education has shown to reduce the likelihood of early death.

## Background

Launched in January 2016, the Richmond Promise is a community-wide college success initiative in Richmond, California. Through a college scholarship, collaborative and effective partnerships, and intentional programmatic interventions, the Richmond Promise aims to ensure all students in Richmond excel from high school to higher education, attain a post secondary degree, thrive in the field of their choice, and become a leader of positive change in their community. The Richmond Promise is made possible by the Chevron Corporation’s Environmental

and Community Investment Agreement with the City of Richmond.

Richmond Promise Scholars receive up to \$1,500 each year for up to four years. The scholarship is available for any student who lives in Richmond and attends a not-for-profit 2-year or 4-year college, or Career Technical Education Program.

**“My biggest challenges in my first year in college was that I felt I went in blindfolded. I didn’t know anything about college because I don’t know anyone who has been to college. I couldn’t get advice from my parents or relatives... I felt lost.”**

- Richmond Promise Scholar

# RICHMOND BUILD

## Link to Health

The RichmondBUILD program offers educational training and a pathway to a well-paying job in the construction trade. Quality education and stable employment are known to reduce the likelihood of being forced to accept dangerous employment that can damage health and contribute to the economic resources that can buffer stress and secure access to quality health care.

## Interview

“Nothing stops a bullet like a career” says Fred Lucero, RichmondBUILD program manager, in describing the purpose of the RichmondBUILD program. In the midst of a high homicide rate and one of the highest unemployment rates in the state in 2007, RichmondBUILD was developed by the City’s Employment and Training Department to meet these challenges.

## Progress Actions

More than 1,000 Richmond residents have graduated from this program, nearly all people of color, with a third coming from low-income households. A third have history with law enforcement and many read and write at or below an 8th grade level. Sixty percent of trainees are Black, 25 percent are Hispanic and about 10 percent are Southeast Asian. Most of them are men; the agency averages about 15 percent female participation on the project.

## Background

The RichmondBUILD Pre-Apprenticeship Construction Skills & Solar Installation Training program started in 2007. It is a public/private partnership developed as a employment training & violence reduction strategy for the City of Richmond, California. The 17-week training involves multiple skill building, from basic math to construction to energy efficiency to human health and nutrition. According to founding Director Sal Vaca, the program is “focused on developing people with talent, to enhance their job skills, to be healthy and earn a high-wage in construction, renewable energy, and related fields.”

By providing green-jobs training to the community the program increases the supply of labor able

to contribute to green projects alongside increasing the access to green technologies within the community. The program delivers wrap-around supports to participants, including basic math and reading skills, computer literacy, resume building, job interview skills and others. The **Healthy RichmondBUILD Academy** educates participants about healthy lifestyles, health care and nutrition. Activities for participants have included exercise classes, cooking workshops, dental and vision exams and health screenings.<sup>6</sup>

3

# FULL SERVICE & SAFE COMMUNITIES

## Overview

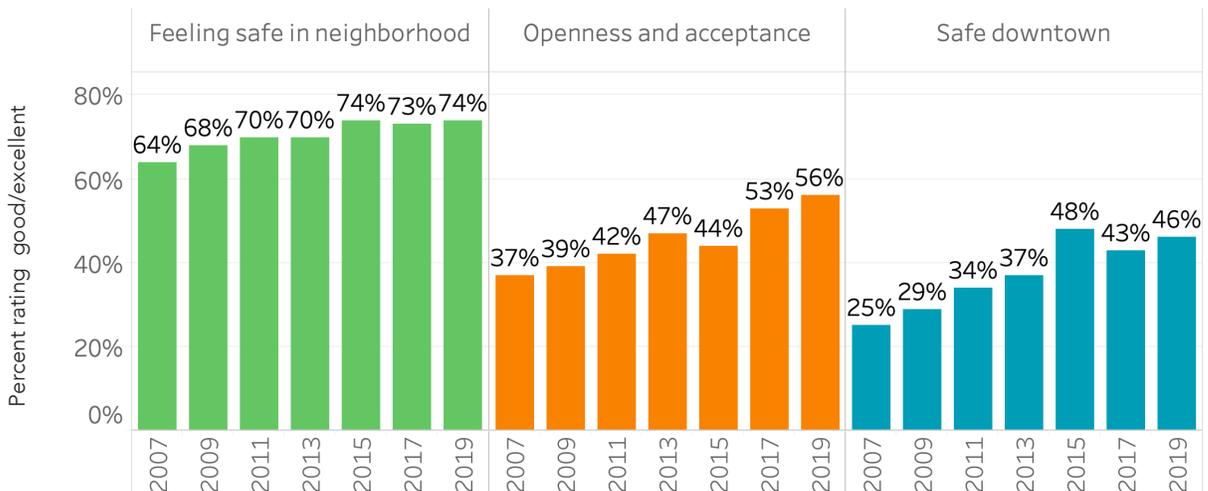
A Full Service and Safe Community includes a community free of crime and violence, with access to affordable and quality food, transportation, and open space, as well as other basic services, such as banking, libraries, the arts, etc. The location, quality, affordability, and accessibility of these facilities and services contribute to a healthy & full-service neighborhood.

The Richmond Community Survey suggests that between 2015-2019, residents were feeling safer in their neighborhoods and rating their neighbors as more open and accepting of people of diverse backgrounds, compared to previous years. Since 2015, 73% or more of respondents rated feelings of safety in their neighborhood as good or excellent, compared to 64% in 2007. In 2019, 56% of respondents rated Richmond’s openness and acceptance of people from diverse backgrounds as good or excellent, a 19% increase since 2007. (Fig. 16).

Overall feeling of safety continues to increase by all income groups in Richmond, with almost 30% in the lowest income group (<\$50K annual income) positively rating feelings of safety in 2019. This was the highest percentage for this income group since the survey began in 2007 (Fig. 17).

The perception of crime prevention has fluctuated, but 37% of Black residents and 33% of Latinx residents reported positive perceptions of crime prevention in 2019 (Fig. 18). Similarly, 52% of Black residents and 48% of Latinx residents reported positive perception of Richmond police in 2019 (Fig. 19). In 2019, Richmond had 15 gun homicides, all but one of the victims were men, 47% were Black, 30% were Latinx, and 59% occurred in the Iron Triangle/South Richmond area.<sup>7</sup>

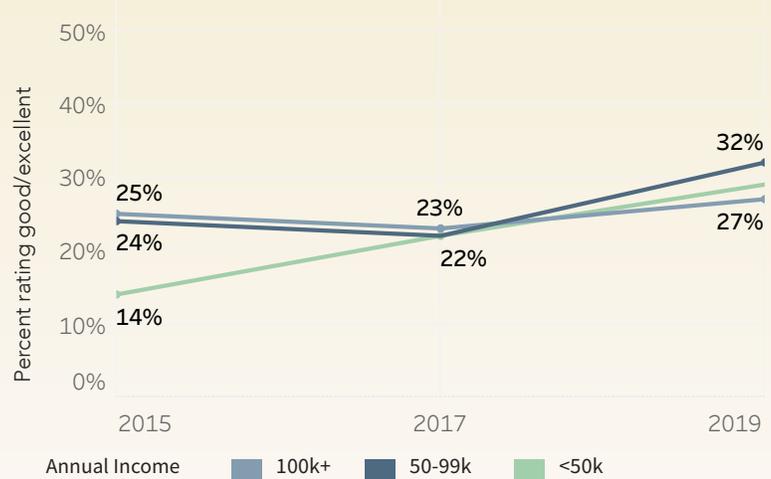
Figure 16. Full Service & Safe Communities RCS Indicators, All Respondents 2007-2019



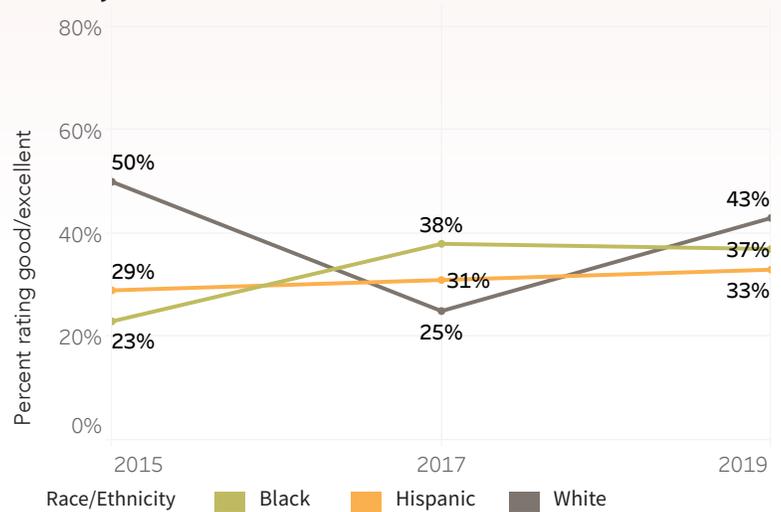
**Progress & Accomplishments that promote health equity:**

- **Office of Neighborhood Safety (ONS)** - a program within city government that interrupted 16 potential shootings and mediated 37 street-level conflicts in 2019. Since 2010, the ONS has mentored 127 Richmond residents as part of its Peacemaker Fellowship.
- **Department of Children and Youth** - community-led Kids First Initiative created the Department of Children and Youth, a new city agency focused on providing funding to youth-serving organizations, and a 15-member Oversight Board comprised of Richmond youth and adults.
- **Reentry Success Center and Safe Return** - supports people returning home from prison and jail and continues to play a crucial role helping reentry populations secure services, from housing to employment to other health-related needs.
- **Family Justice Center** - plays a critical role in supporting women and families with safe and supportive services. Over 1,000 families were served in 2018.
- **Stand Together Contra Costa** - partnership between the city and county that offers legal services and other supports for immigrant families in Contra Costa County.
- **Richmond Ferry** - was launched in 2019, and provides a direct link to downtown San Francisco.
- **Coordinated Outreach Referral Engagement program (CORE)** - a project of the Richmond Police Department that works to stabilize homeless individuals living outside through consistent outreach and helping them secure permanent housing.
- **Community Wi-Fi** - a city-sponsored program to provide free Wi-Fi to low-income residents. The implementation started in 2018 at three housing sites, Friendship Manor, Triangle Court & Nevin Plaza.

**Figure 17. RCS Positive Perception of Overall Feeling of Safety by Income Level**



**Figure 18. RCS Positive Perception of Crime Prevention by Race/Ethnicity**



**Figure 19. RCS Positive Perception of Police Services by Race/Ethnicity**

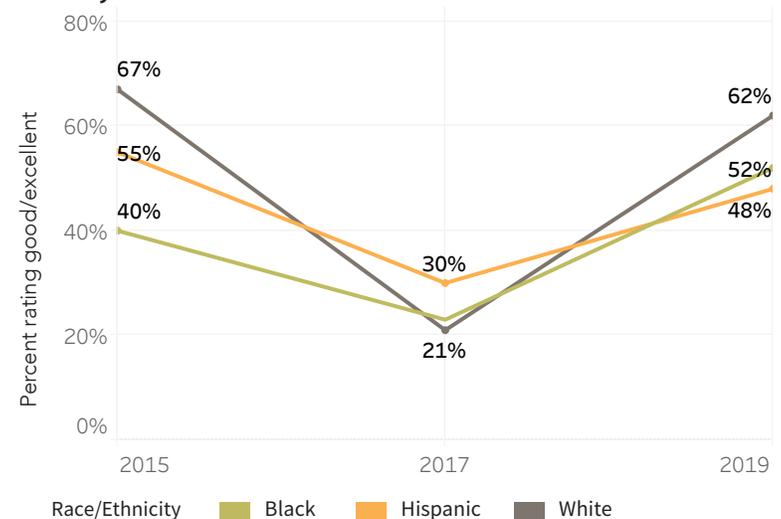
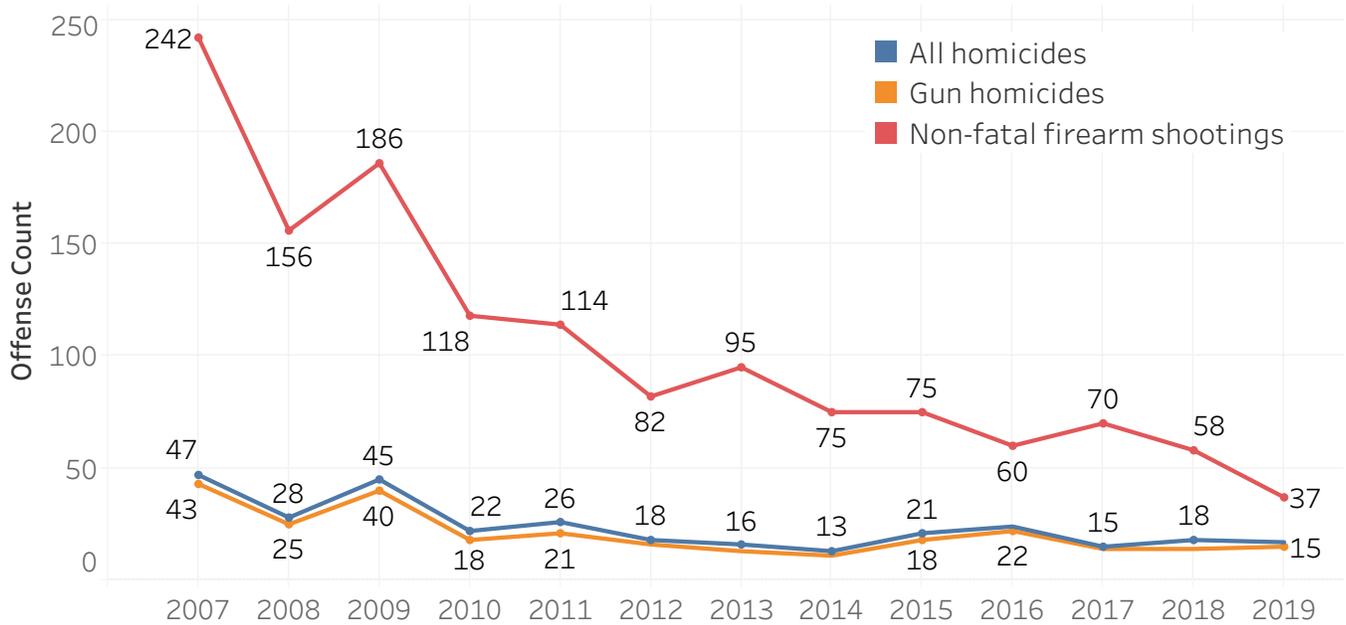


Figure 20. City of Richmond Crime, 2007 - 2019



Source: City of Richmond Police Department

## Office of Neighborhood Safety **Richmond 2019**

Firearm Incidents Causing Injury or Death Prevented

**16**  
Firearm Incidents Prevented

**\$5.8-14.8 M**  
Savings from gun violence interruptions

**\$1.2M**  
Annual city costs for ONS



\* Cost Estimates from The Public Policy Institute of CA

Gun Violence Reduction Work

- 147 Clients Served
- 6,140 Face to Face Engagements
- 10,275 Hours of engagement
- 728 Service referrals
- 37 Conflicts Mediated

# OFFICE OF NEIGHBORHOOD SAFETY

## Progress Actions

The ONS continues to contribute to gun violence reduction and healing from trauma for young people in Richmond. In 2017 & 2018, there were no youth ages 17 & under that fell victim to death by a firearm. According to the ONS 2018 Annual Report, the office served 158 individuals in Richmond, with 57 gun violence interruptions & 209 community conflicts mediated.

## Link to Health Equity

The ONS is critical to Richmond's health equity work since they are often the only organization that is willing to directly engage individuals who are most likely to either commit or suffer from gun violence. Reducing gun violence has saved the lives of countless young people, reduced trauma and stress for numerous families, and contributed to an increased sense of safety for residents of all neighborhoods, incomes and racial/ethnic groups in Richmond as compared to six years ago.

**"Treating gun violence as a public health issue means healing the traumas that young people experience that can cause a young person to turn to a gun when conflict arises"**

- Sam Vaughn, ONS Director

## Background

The Office of Neighborhood Safety (ONS) has made reducing gun homicides its top priority since its launch as a separate city program in 2009. The program has helped achieve a 73% reduction in gun violence in Richmond between 2007-2018. The ONS employs a team of highly skilled street-outreach workers – called Neighborhood Change Agents (NCAs) that are from Richmond. The NCAs perform daily street outreach to build trust with & mentor young people who are often at the center of community firearm hostilities. This daily engagement includes ensuring young people attend and are safe in school to accompanying young people to social services. Each young person is invited to enroll in the Peacemaker Fellowship, which provides 18-months of

personalized, high-touch support, mentorship & transformational opportunities. Since launching the Fellowship in 2009, there have been 5 cohorts of fellows, and 94% of participating young men are alive, 83% have had no gun injuries or hospitalizations and 77% have not been suspected in firearm activity. In addition, almost all fellows have utilized the program to transform their lives including remaining in school, finding internships, enrolling in college, and supporting their families.<sup>8</sup>

# RICHMOND AS A SANCTUARY CITY

**“I wasn’t sure coming to this country where it would be safe, but Richmond has welcomed my family and seen us as human-beings, not criminals”**

- Immigrant resident of Richmond

## Progress Actions

The City of Richmond supported activism that pressured Contra Costa Sheriff’s office to terminate its contract with ICE to detain undocumented immigrants in the West County Detention Facility in Richmond, eliminating the only Bay Area facility that housed undocumented people. Prior, Contra Costa County was making an average of \$3 million annually from undocumented detainees in Richmond. Contra Costa CARES program was also launched in 2014 as a pilot program that provides primary care for low-income undocumented adults.

## Link to Health Equity

Living with daily fear and threat of displacement due to immigration status can negatively impact the health of individuals and families. Immigrant families are particularly vulnerable and may experience barriers to accessing services such as health care, education and legal services. Toxic stress due to stigmatization and threat of deportation or separation is common amongst undocumented families and can be particularly detrimental to children.

## Background

In 2014, an estimated 15,000-60,000 low-income undocumented adults resided in Contra Costa County. The City of Richmond has been an advocate of immigrant rights and immigration reform, supporting local initiatives focused on providing resources for undocumented immigrants including the pilot primary healthcare ‘CARES’ program, and efforts to terminate the Contra Costa Sheriff’s office contract with ICE which until 2018 made the West County Detention Facility in Richmond the only Bay Area center housing undocumented detainees.<sup>9</sup>

In response to the presidential election in 2016, Richmond passed Resolution No. 106-16, “reaffirming its commitment

to support for our sanctuary policies; condemning violence, hate crimes and hate speech against all those targeted for their ethnicity, race, religion, disability, gender, sex and/or sexual orientation; and reemphasizing our commitment to combat climate change”.

The City of Richmond supports Stand Together Contra Costa, a county level program aimed at supporting undocumented residents. The program provides culturally competent, no-cost rapid response support, legal defense services, and immigrant rights education and training to support families impacted by anti-immigrant policies and practices affecting Contra Costa County residents. The City of Richmond also provides free legal services for undocumented immigrants on a first come first serve basis at the public library.

## Progress Actions

In 2016 RYSE launched a listening campaign to better understand the lived experience of trauma and violence from young people in the Richmond community, and to lift up their voices in decision making across the city.

RYSE is in the process of expanding its current center into a 37,000 square foot campus that will provide additional space for activities and programs including recreation, arts and media, counseling, a teaching kitchen, and an innovation and business center.

## Link to Health Equity

Youth are among those most impacted by violence in Richmond, yet are often overlooked in decision making processes and the shaping of services intended to benefit young people. Programming at RYSE is anchored in the belief that young people have the lived knowledge and expertise to identify, prioritize, and direct the programs, activities, and services necessary to benefit their well being.

**“We know we can’t run the city- it’s too complex- but our experience and our voices should count, especially because we’re the most affected.”<sup>10</sup>**

**-RYSE listening campaign participant**

## Background

RYSE Youth Center provides direct support and healing spaces for youth in Richmond, while lifting up young people’s voices and priorities in citywide decision making. The center currently offers programming in the areas of Education and Justice; Media, Arts and Culture; Community Health; and Youth Organizing. Services and programs include on-site counseling, case management, college access support, a youth policy institute, and professional development for video production, visual and performing arts, and music. RYSE supports the healthy development of young people through a holistic approach that engages participants in programs and services grounded in the principles of

youth leadership and social justice. The approach taken at RYSE is grounded in trauma informed care, and emphasizes the need for systems change rather than shifts in individual behavior. RYSE allows for multiple points of entry and engagement for young people in a manner that feels like “one program.” RYSE provides programming at their site and also meets youth where they are in schools, the community and even in the hospital. RYSE is a center, a home, a sanctuary and space to create, heal, celebrate, learn and lead. RYSE also builds beloved community and is a movement seeking justice, love and joy.

4

# RESIDENTIAL & BUILT ENVIRONMENT

## Overview

Where we live, the degree of racial residential segregation and the qualities of our built environments, together have a significant influence on our health and well-being.

Housing is one key driver of residential environmental health, since the cost, quality and location of housing can influence our wealth, exposure to toxins (such as mold and lead paint) and access to services such as public transportation, schools, food stores, green space and other amenities that can promote health.

The Bay Area regional housing crisis is influencing Richmond residents. The RCS suggests that between 2015-19, residents remained concerned about housing affordability and options (Fig. 21). The closing of Las Deltas public housing in North Richmond was a County decision that reduced affordable housing and is impacting affordable

housing in Richmond. The Las Deltas community is slated to receive 40 units of temporary housing with comprehensive services for homeless people/families.

The RCS suggests that residents' view of parks and recreation centers continues to increase. However, the overall perception of the built environment as positive is only 33% for Black residents, 28% for Latinx residents and 27% for white residents.

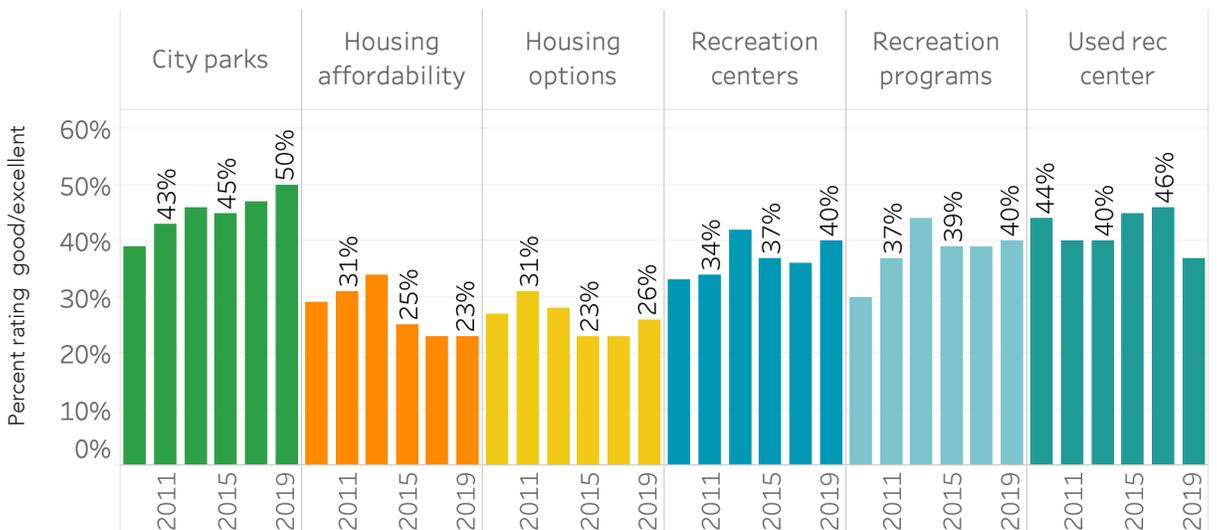
### Progress & Accomplishments that promote health equity:

- **Affordable housing** - In 2019, there were 289 units of new, affordable housing under construction in Richmond. Another 150 units were approved. The Richmond Housing Authority is currently repositioning its affordable housing portfolio which will redevelop



Richmond BART & Housing

Figure 21. Residential & Built Environment RCS Indicators, All Respondents 2009-2019

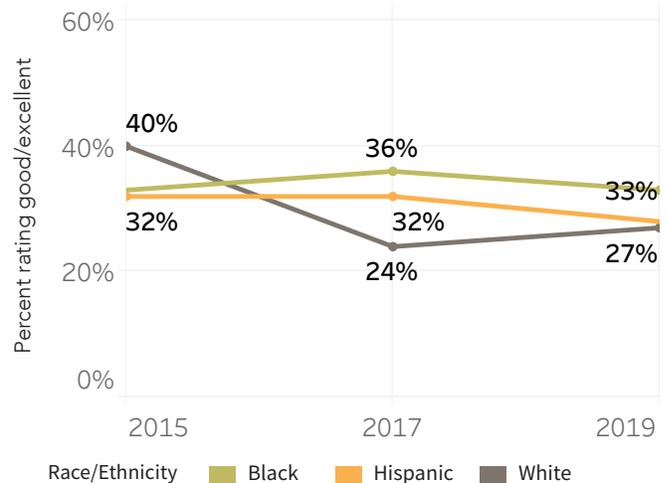


over 300 affordable housing units.

- **Fair Rent, Just Cause for Eviction, and Homeowner Protection Ordinance** - This Ordinance created the City’s Rent Program, which limits rent increases for most multi-family units. It also established a Rent Board to review standards for allowing individual rent increases.
- **Hacienda Housing** - It is anticipated that the site will be redeveloped as an affordable housing complex. Adding over 100 affordable units to Downtown Richmond.
- **Ferry to Bridge to Greenway Plan** - will link bicycling and walking to the new Richmond Ferry, the Richmond-San Rafael Bridge multi-use path, and the Richmond Greenway. The ferry to San Francisco opened and served over 200,000 passengers in 2019.<sup>11</sup> (see page 38).
- **The San Pablo Avenue Complete Streets Project** - a multi-modal access, safety and connection along San Pablo Avenue. The project includes safety projects, such as the installation of new traffic signals, sidewalks, bicycle facilities, crosswalks, and lighting improvements.
- **Dirt World bike park**— was established in Richmond and it the first such park in the East Bay.

- **Outdoor lighting restrictions** - Chapter 15.04.604 of the 2016 Richmond Zoning Code limits bright lighting that can adversely impact sleep, while ensuring adequate light for safety.
- **New bike lanes** - the city continues to invest in new bicycling lanes and a network that covers the entire city and connects to regional trails and the new bridge crossing. A bike lane over the Richmond San Rafael Bridge opened in November 2019 and had over 12,000 riders in the first 30 days.

Figure 22. RCS Positive Perception of Overall Built Environment by Race/Ethnicity



### Miraflores Apartments - Valuing Housing, Sustainability & Culture

The Miraflores development project opened in 2018 with 79 affordable, solar-powered senior housing units. Eventually, the project will also include 190 mostly market-rate condos. This was a collaboration between the families that owned the properties, the Community Housing Development Corporation, Eden Housing, the City and others. Mira Flores is an infill project constructed on a 14-acre brownfield site.

Importantly, the site is where the Oishi, Sakai and Maida families owned and operated a nursery and greenhouse for flower growing, a leading business for Japanese immigrants. However, during WWII racist laws incarcerated Japanese families, and many lost their land and livelihoods. The project honors

the contributions Japanese Americans made to Richmond and the specific site’s history by preserving some of the original structures. Workers from RichmondBUILD were hired to help disassemble the greenhouses.

The project is also health-promoting in a number of ways. First, it improved 5.4-acres of greenbelt that will connect to the Richmond Greenway and BART. The project will plant 230 new trees & daylight Baxter Creek. Miraflores is an important monument to Japanese-American history and the city’s commitment to green, inclusive, healthy housing and economic development.



*Bike lanes & road upgrading*

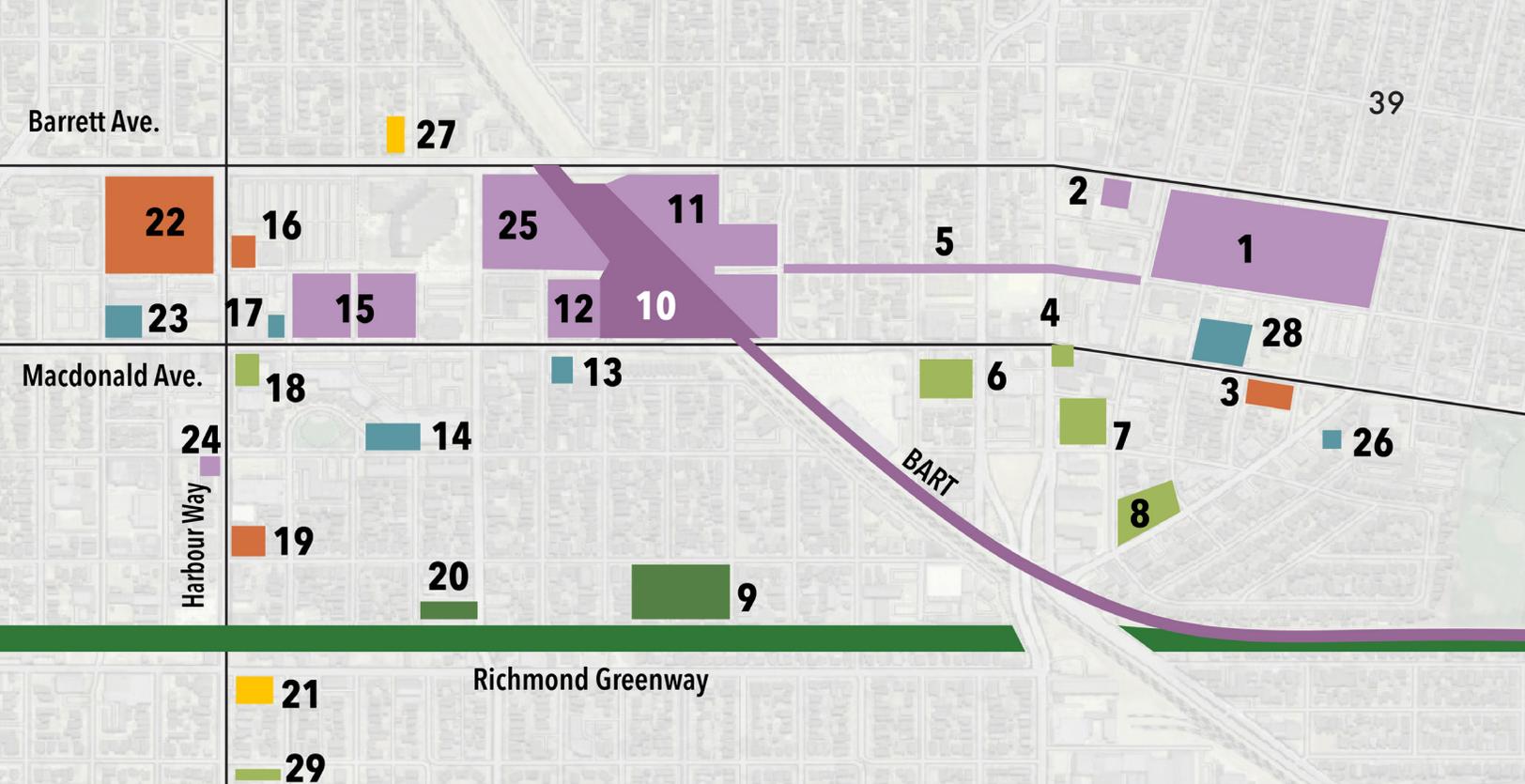


*Pogo Park Elm Playlot roundabout & pedestrian walkway*



*Pogo Park Elm Playlot roundabout*





Map 9. Neighborhood Asset Map - Central Richmond

- |   |  |   |  |
|---|--|---|--|
| <ul style="list-style-type: none"> <li><span style="color: purple;">■</span> City Amenities</li> <li>1. Richmond Civic Center</li> <li>5. Nevin Avenue Improvements</li> <li>11. Metro Walk Phase II Opportunity Site</li> <li>10. Richmond Multi Modal Transit Station</li> <li>12. Co-Biz BART Garage Retail Space</li> <li>15. 12th &amp; Macdonald Mixed-Use Development</li> <li>2. Farmer's Market</li> <li>24. St. Marks Church</li> <li>25. Metro Walk Phase I</li> </ul> | <ul style="list-style-type: none"> <li><span style="color: teal;">■</span> Arts, Education, &amp; Culture</li> <li>17. East Bay Center for the Performing Arts</li> <li>28. Richmond Public Library</li> <li>26. Girls Inc.</li> <li>14. West Contra Costa Unified School District</li> <li>23. Building Blocks for Kids (BBK)</li> <li>13. Rich-City Rides</li> </ul> | <ul style="list-style-type: none"> <li><span style="color: lightgreen;">■</span> Non Profit &amp; Social Services</li> <li>28. Library</li> <li>26. Girls Inc.</li> <li>14. West Contra Costa Unified School District</li> <li>23. Building Blocks for Kids (BBK)</li> <li>13. Rich-City Rides</li> </ul> | <ul style="list-style-type: none"> <li><span style="color: orange;">■</span> Health</li> <li>16. Lifelong Clinic</li> <li>19. Lifelong Clinic under construction</li> <li>22. Kaiser Permanente Richmond Medical Center</li> <li>3. Native American Health Center</li> </ul> |
| <ul style="list-style-type: none"> <li><span style="color: darkgreen;">■</span> Parks &amp; Greenspace</li> <li>9. Unity Park</li> <li>20. Harbour 8 Park</li> </ul>  | <ul style="list-style-type: none"> <li><span style="color: yellow;">■</span> Housing</li> <li>21. Senior Housing</li> <li>27. Hacienda Housing</li> </ul>  |   |  |

The Neighborhood Asset Map above (Map 9), provides one example of how Richmond is aiming to develop integrated, multi-service neighborhoods that can promote health equity. The area above is anchored by the BART station (#10) in the center, Richmond Civic Center to the east (#1), Kaiser Medical Center to the west (#22) and the Greenway with its linear parks (#20 & #9) to the south. A set of other important destinations include affordable and public housing, arts, education and

cultural spaces, other city amenities and non-profits and social service providers. While the HiAP Ordinance isn't responsible for these individual assets, HiAP acts as an overarching strategy to guide new development, to link existing assets to one another through safe corridors and other means, and to identify parcels and land uses that can fill-in gaps in this area to promote more healthy opportunities for all Richmond's residents.

# RICHMOND HOUSING RENOVATION & RENT PROGRAMS

**“These are folks that thought that home ownership was out of their reach. But today we are able to show that it is not.”<sup>12</sup>**

– Jim Becker, President & CEO, Richmond Community Foundation

## Progress Actions

Since 2015, the program has acquired, renovated, and sold 17 homes to first-time home buyers. Richmond Community Foundation (RCF) expects to be able to fulfill the terms of the bond and repay Mechanics Bank with the possibility of a small additional return. There is evidence that property values are slowly increasing in areas where Richmond Housing Rent Program (RHRP) has sold homes. Between 2016 and 2017, there were 1,046 single family units that enrolled to the rent program. There was a total of 2,675 enrolled landlords; meaning 1,629 were multi-unit developments making up 90% of enrolled individual units.<sup>14</sup>

## Link to Health Equity

Housing and neighborhood conditions are two key social determinants of health: they affect an individual and community’s physical environment, ability to manage their health, and access to economic and social opportunities. “Blighted areas are associated with various economic, social, and physical health disparities. Neighborhood blight is a predictor of premature mortality due to diabetes, homicide, and suicide.”

## Background

Through the Richmond Housing Renovation Program, the City of Richmond funds the Richmond Community Foundation to purchase, renovate, and sell houses to first-time, low-income home-buyers. RHRP has been successful in demonstrating both cost savings and revenue generation, making it an attractive model for social impact investing. In addition to revenue generation and cost savings, RCF tracks a number of metrics to gauge success, including local hiring and spending associated with home

renovations, property value trends over time in areas where homes are renovated by the program, and home improvement permit requests from neighborhoods where the program renovates homes.

The Rent Program was established in January 2017 following approval of the Richmond Fair Rent, Just Cause for Eviction, and Homeowner Protection Ordinance by a majority of Richmond voters in November 2016. The rent ordinance limits rent increases on all multifamily properties to the change in Consumer Price Index and protects renters from eviction without just cause. Since its inception, the Rent Program office has served a diverse group of residents and community members, including tenants, landlords, property managers, attorneys, realtors, and process servers.<sup>13</sup>

## Progress Actions

In 2015, Pogo Park provided staffing and play programming at Harbour-8 Park to serve children who live within walking distance of this park. Pogo Park also submitted a successful \$6.2 million grant to Caltrans to build the first leg of the “Yellow Brick Road” (a project to build safe streets in the Iron Triangle for children to walk and bike). As one of only 86 of 617 projects funded, the Yellow Brick Road will connect Elm Playlot directly to Harbour-8 Park, giving local children a safe, clean and green pathway to walk or bike to and from the two parks.

## Link to Health Equity

Parks and public space can transform neighborhoods and catalyze healthy community building. By creating safe spaces for community gathering, programming for all ages, and providing jobs for local residents, Pogo Park has sparked an effort to preserve and develop green spaces in Richmond, and to center community members in the planning, design, and management of public spaces.

**“Elm Playlot and Harbour 8 are safe, culturally relevant & always welcoming of all people and activities. They are true healing spaces.”**

**- Resident of Richmond**

## Background

Founded by a Richmond resident in 2007, Pogo Park is a community organization focused on transforming lives and opportunities by working side by side with neighborhood residents to create, program and operate public spaces. The organization got its initial start as one of the first projects that emerged from the City of Richmond’s Health Element of the General Plan. This project was the renovation of the Elm Playlot in Richmond’s Iron Triangle neighborhood. The park was a common location for drug dealing, was considered unsafe, and inaccessible to residents.

Through a set of mixed engagement strategies, including taking pictures, focus groups, and participatory design, residents came up with a new vision for Elm Playlot. The community vision was to transform the small park into an anchor public space in the middle of their neighborhood – the heart of the community – and support that space to drive broader community change efforts.

## 5

# ENVIRONMENTAL HEALTH & JUSTICE

## Overview

Environmental health & justice is the process of protecting communities from the harmful effects of contaminated air and water, noise and other toxic pollutants. Richmond's focus on Environmental Health and Justice also includes ensuring all people have access to the city's natural resources, like shoreline and green space.

About 40% of Richmond respondents in the RCS rated the overall quality of the natural environment and the preservation of natural areas as good or excellent, between 2015-2019. Yet, there has been little change in perception of air quality from 2011 through 2019, with 24-28% of respondents rating it positively (Fig. 23).

Only 36% of Richmond's Black population rates the natural environment positively compared to 46% of the white population. Between 2013 and 2015, the positive perception of quality of the natural environment increased by 17% and has remained relatively stable through 2019 (Fig. 24).

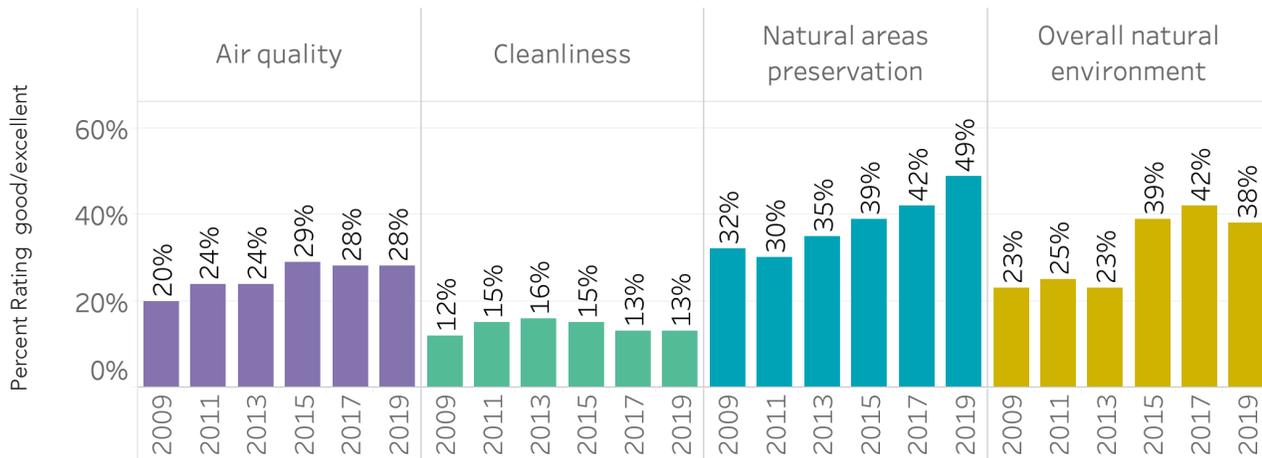
The City and partners have made **Environmental Health and Justice** a commitment, which is reflected in the following activities.

## Progress & Accomplishments that promote health equity:

- **2,254 Solar permits approved since 2012, 988 since 2017** – 354 were installations for low income homes at no cost.
- **Transformative Climate Communities (TCC)** grant of \$140K to prepare resiliency plan for Iron Triangle, Coronado, and Santa Fe neighborhoods.
- **Richmond's Climate Action Plan (CAP)** - adopted in 2016, with specific components aimed at environmental equity.
- **Equal Access Charging Hubs (with EVgo)** - Richmond is the first city in Bay Area to implement electric vehicle charging stations that will be established in disadvantaged neighborhoods.
- **Increased Community Air Monitoring** - support for State policies, such as Assembly Bills 1647, which enhanced fence-line and community-level air monitoring at and near refineries, and AB617, which established the Community Air Protection Program.
- **Inter-agency Refinery Task Force** - participation and leadership as part of city's broader efforts to improve the coordination of refinery safety and compliance efforts,



Figure 23. Environmental & Health Justice RCS Indicators



and improve emergency response.

- **Challenging the fossil fuel industry** - Richmond is party to a lawsuit seeking damages for the costs to adapt to climate change.
- **Food Census** - the Mayor’s office completed an evaluation of food availability and quality across Richmond in 2018. Data were collected on store interior and exterior; the acceptance of nutritional assistance programs such as WIC and SNAP; the quality, availability, and affordability of produce; and the availability of other healthy foods.
- **California Cap-and-Trade funds (SB 375)** - used

to develop affordable senior housing & Baxter Creek restoration as part of the Miraflores project.

- **Groundwork Richmond** - using a 2018 grant from the California Air Resources Board has deployed 50 air monitoring sensors throughout Richmond through its “Air Rangers” project. This project is part of the State of California AB617, Community Air Protection Program, and includes linking data to an emissions reduction plan.
- **Community solar project** - at the Port of Richmond automobile processing facility, which will provide energy cost savings to low-income families through community solar. The project

Figure 24. RCS Positive Perception of Overall Quality of the Natural Environment By Race/Ethnicity

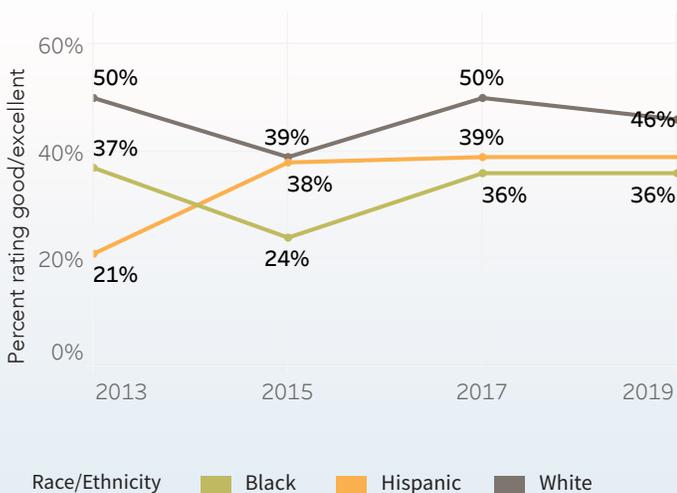


Figure 25. RCS Positive Perception of Overall Quality of the Natural Environment by Income Level

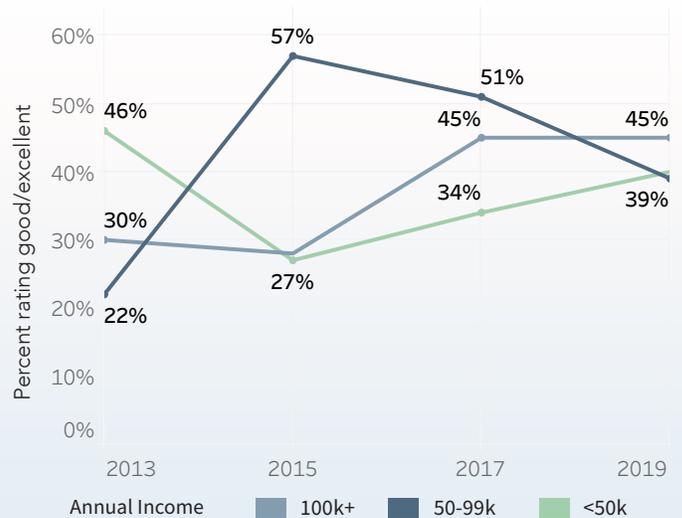
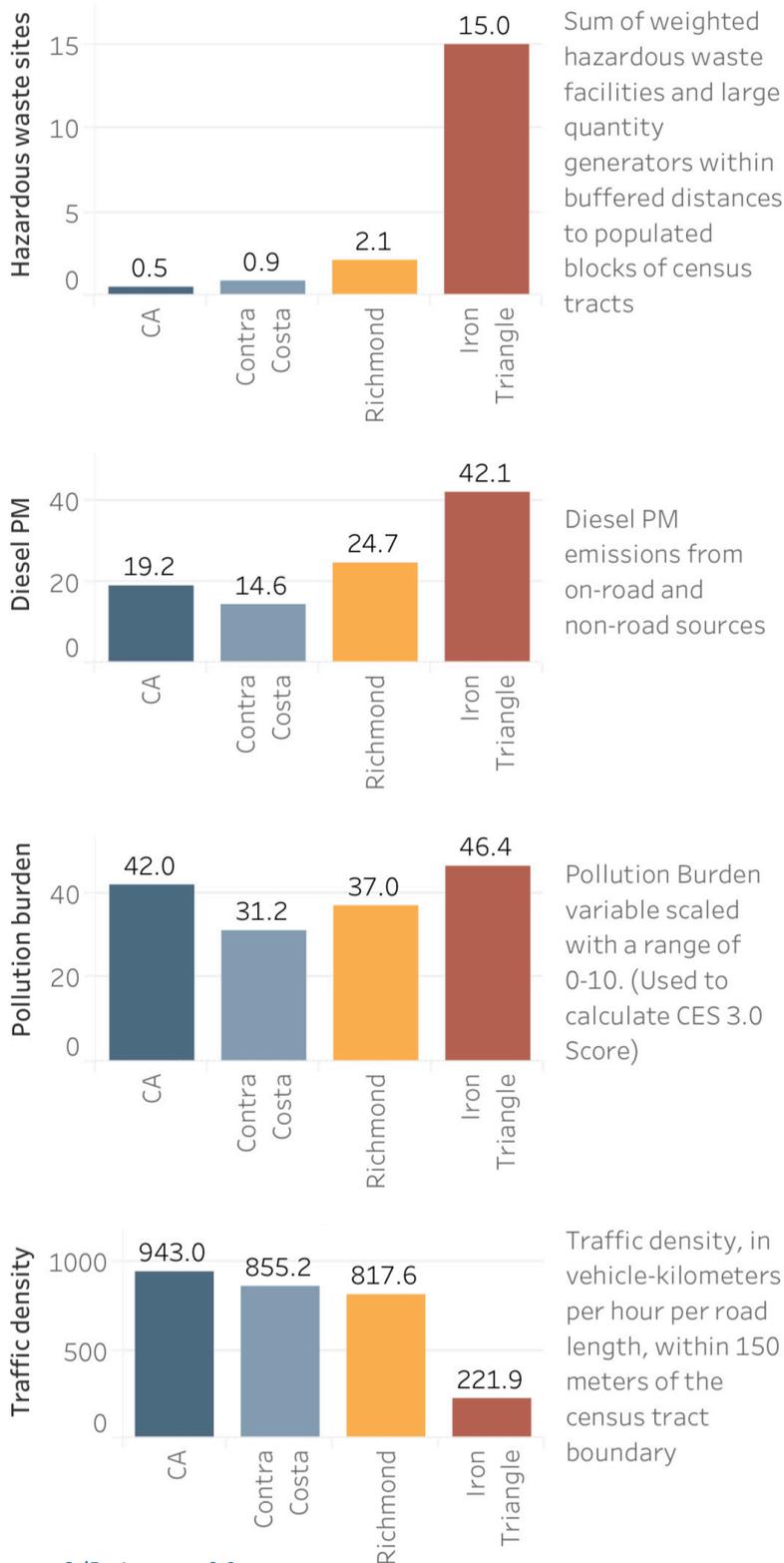


Figure 26. Select CalEnviroscreen Indicators: City, State, County, and Iron Triangle neighborhood

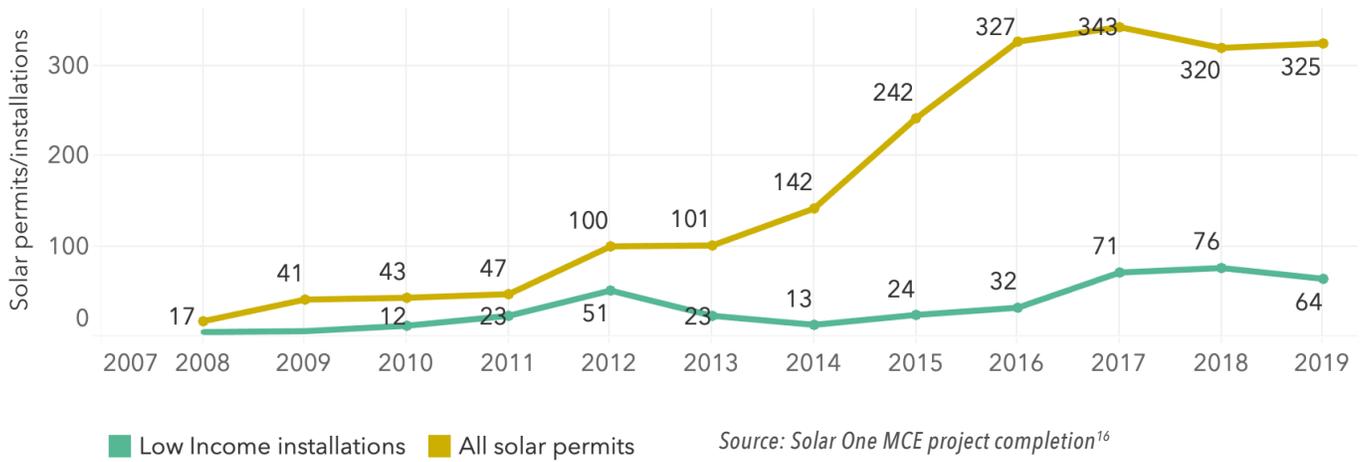


Source: [CalEnviroscreen 3.0](#)

is a collaboration between the City, GRID Alternatives, and MCE.

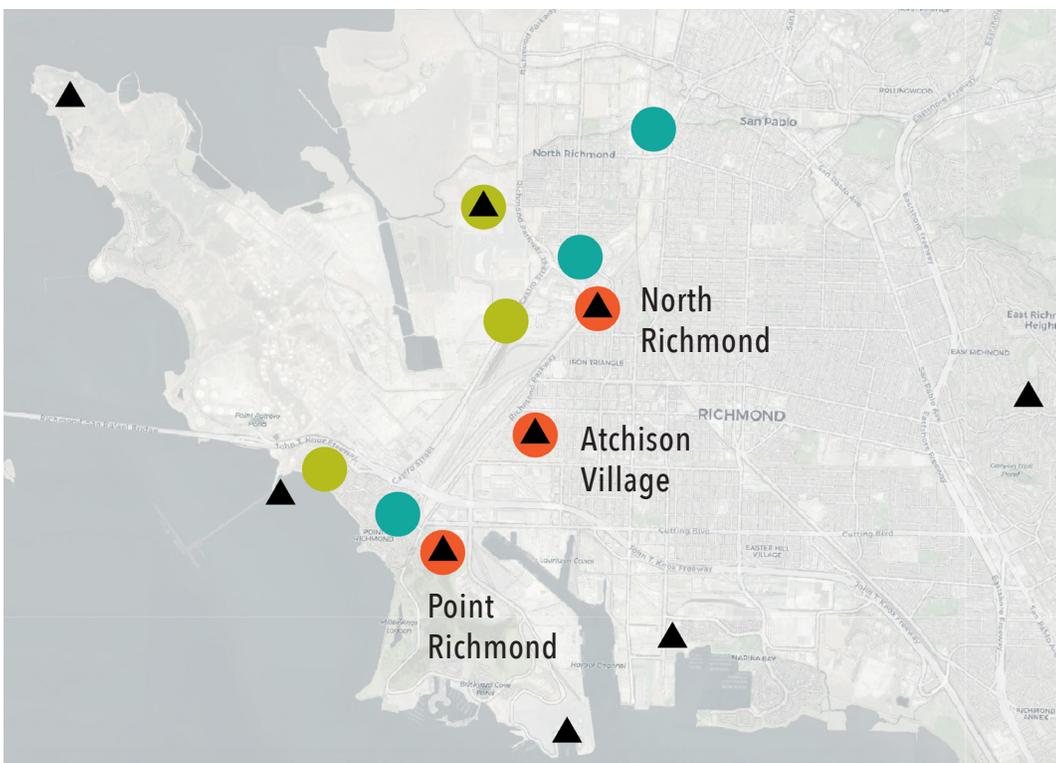
- Solar on Multifamily Affordable Housing (SOMAH) program** - provides solar energy for multifamily affordable housing in California. The City of Richmond is in partnership with GRID Alternatives Bay Area to bring this program to the city.
- Park Prescription Day** - coordinated by the Community Service Department, Contra Costa Health Services and the National Park Service. This is where healthcare providers, park agencies, community groups and other program leaders organize events and activities at JFK Park, encouraging participants to improve their health and well-being by embracing the health benefits of nature. Some activities include health screenings, yoga, Walk with the Doctor, bike rides/repairs, dance, instruction volleyball/soccer, and lunch.
- Solar One** - completed in December 2017, a Marin Clean Energy (MCE) solar power plant feeding 10.5 MW of renewable solar energy onto the grid. This project is now supplying enough electricity for over 3,400 homes. The pollution-free energy eliminated 3,234 metric tons of carbon dioxide in one year and takes more than 680 fossil fuel cars off the road annually. The solar farm was created as part of a community benefits agreement reached between the City of Richmond and Chevron. Chevron leased the former underutilized brown-field site to MCE for 25 years. To build the solar farm, MCE teamed with Richmond-BUILD, the career-training program that prepares local residents for construction and renewable energy industries. Graduates of the program were among the 341 jobs supported by the construction of MCE Solar One.

Figure 27. All vs. Low Income Solar Installations, 2007 - 2017



Map 10. Fenceline & Community Air Monitoring Sites<sup>15</sup> Source: [BAAQMD](#)

- Air District Station
- Community Monitoring Station
- Refinery Ground Level Monitor
- ▲ Meteorology



# CLIMATE ACTION PLAN

## Link to Health Equity

Climate change is expected to exacerbate health problems and cumulative stress by impacting heat, drought, fire and weather conditions as well as access to basic services, such as housing and health care. The city anticipates that the most vulnerable residents will be the most impacted. The CAP was developed to ensure the Richmond community is prepared to address & adapt to the impacts of climate change and continue to build health equity through the reduction of GHG emissions.

## Progress Actions

One component of the CAP is an Open Data Dashboard that monitors progress towards CAP goals, informs policy, and shares data with the community. The Open Data system is a way to increase transparency, track data in real time, and more efficiently maximize resources. The dashboard, like the CAP, was developed with input from stakeholders through community meetings and online feedback opportunities.<sup>17</sup>

**“The Climate Action Plan positions Richmond to secure grant funding for implementation strategies that maximize local benefits and build community resiliency. It shows that we’ve done our homework and that the City is prepared to make investments that achieve the most benefits.”**

**- Mayor Tom Butt**

## Background

Richmond’s Climate Action Plan (CAP) was adopted in October 2016. The objective of the CAP is to “serve as a road map for the city to reduce greenhouse gas emissions, create local jobs, and prepare for the impacts of climate change on public health, infrastructure, the economy, ecosystems, and public spaces in the community.” The CAP builds on the goals and policies defined in both the city’s general plan and the Health in All Policies (HiAP) strategy, particularly through its focus on health equity and climate justice. It also emphasizes a commitment to community engagement, outreach, and education.

The city hopes to achieve four overarching goals through their climate action planning efforts, including greenhouse gas (GHG) emissions reductions, a healthy and resilient community, a prosperous local economy, and engaged community and educated youth. To that end, the city has developed eight objectives that support these goals, as well as the policies and actions of the city’s general plan and HiAP strategy. The objectives are:

- Energy efficient buildings and facilities
- Increase use and generation of renewable energy
- Sustainable transportation and land use
- Zero waste
- Water conservation
- Green infrastructure
- Green business and industry
- Resiliency to climate change

# COMMUNITY AIR MONITORING

## Pollution Exposure

From January 2016-December 2017, the community monitoring stations detected chemicals at least 7 times more often than the nearest fence line monitor. In the case of hydrogen sulfide detections in North Richmond, community monitors detected the chemical 113 times more often. Between 2016-17, community monitoring stations detected at least one chemical in the air at a measurable level at least 90% of the time. In Atchison Village, one or more pollutants were present nearly 100% of the time.

## Link to Health Equity

On average, residents of Richmond breathe about three chemicals at a time. However, about 27% of the time, community monitors detected four or more chemicals in the air simultaneously—a toxic soup. The Atchison Village monitors consistently show greater detection of multiple pollutants and over a 2 year time period (2016-17) the community monitor detected at least four or more chemicals simultaneously more than 50% of the time. The Atchison Village community monitor most frequently detected black carbon, hydrogen sulfide, and PM2.5. However, this analysis does not mean the detected chemicals were at concentrations deemed harmful.

## Background

The Richmond Community Air Monitoring program was initiated in 2013 in part as a response to the Chevron fire. The program is co-sponsored by the City of Richmond, but an independent third party installed and operates 3 community monitors and 5 fence line monitors around the refinery. The equipment is state-of-the-art and there are no other air quality monitoring systems capturing this much real-time data that we have found anywhere else in California. The three community monitors in Point Richmond, Atchison Village and North Richmond sample a wider variety of chemicals than the fence line monitors. All the monitors, locations and pollutants they measure were selected during a year long consultation process with community based organizations, the US Environmental Protection Agency and the Bay Area Air Quality Management District (BAAQMD). The idea is to provide real-time, public access to air pollution

information that can inform emergency management and on-going air quality control. Sonoma Technologies, the contractor that operates the monitors, prepares monthly reports on the data. The air pollutants at the fence line monitors include: Benzene; Carbon Disulfide; Hydrogen Sulfide; Ozone; Sulfur Dioxide; Toluene, and Xylene. At the Community Monitors, additional chemicals being measured include: 2,2,4-Trimethylpentane; 3-Methylpentane; Ammonia; Black Carbon; Ethylbenzene; N-Heptane; N-Hexane; N-Octane; PM2.5; Trimethylbenzene. AB 617, which passed in 2017, mandates that the state improve air quality in disadvantaged communities like Richmond & includes grants for improving community-based monitoring and emissions reduction plans.

6

# QUALITY ACCESSIBLE HEALTH HOMES & SERVICES

## Overview

While most of the HiAP action areas focus on improving our living, working, play and education environments and the public decisions that influence these areas, the ordinance is also attentive to the urgent needs for many to receive quality and affordable health care & related services.

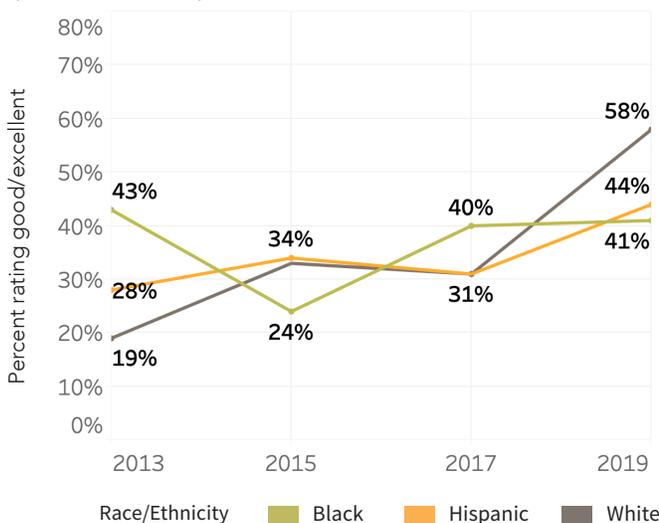
Richmond has one full service Hospital, Kaiser Richmond, which primarily serves Kaiser members. There are two County operated health centers serving Richmond; the North Richmond Center for Health and the West County Health Center in San Pablo. LifeLong Medical Care also has two locations in Richmond.

According to the State of California, Office of Statewide Health Planning & Development, Central and South Richmond are Medically Under-served Areas (MUA) & Primary Care Health Professional Shortage Areas (PCHPSAs) (Map 11) meaning residents are not adequately served by health care professionals and/or do not have

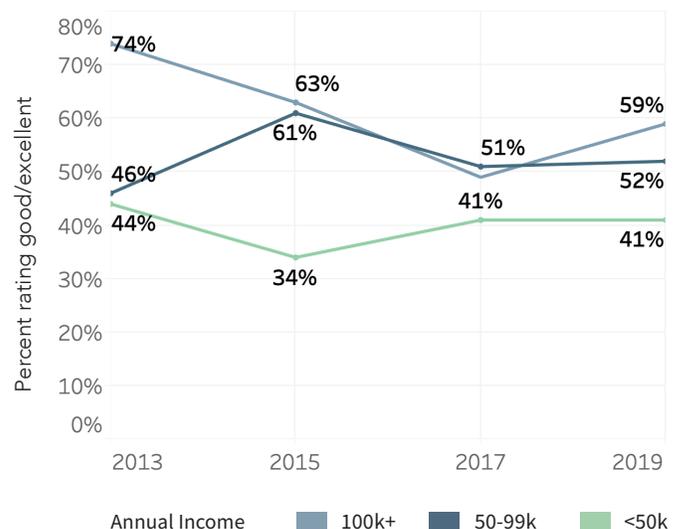
access to affordable care.<sup>18</sup> Richmond is also the only Dental Health Professional Shortage Area (DHPSA) in the County. Contra Costa Health Services recognizes Richmond as a Mental Health Professional Shortage Area (HPSA), meaning there are too few practitioners based on the community's needs for service.

We found that in 2019, 41% of Richmond's Black respondents to the RCS self-rated their health as good or excellent, while 44% of Latinx respondents and 58% of white respondents rated this positively during the same time period (Fig. 28). As we might expect, those with the highest incomes were more likely to self rate their health as positive (Fig. 29). For access to affordable food and health services, there were no consistent changes from 2007-2019, but during the same time period, health care rated positively increased by 11% and preventive health services increased by 12% (Fig. 30).

**Figure 28. RCS Positive Perception of Self-Rated Health by Race/Ethnicity**



**Figure 29. RCS Positive Perception of Self-Rated Health by Income Level**



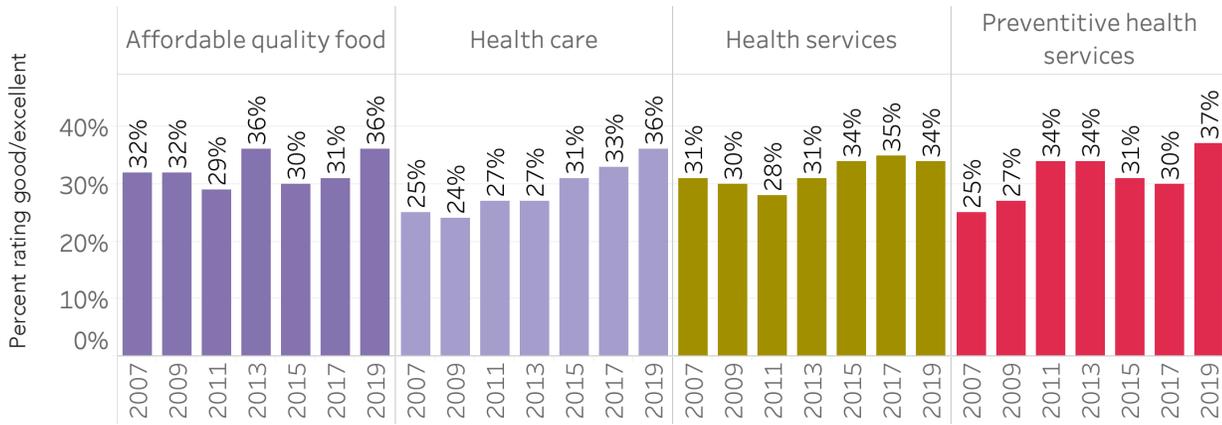
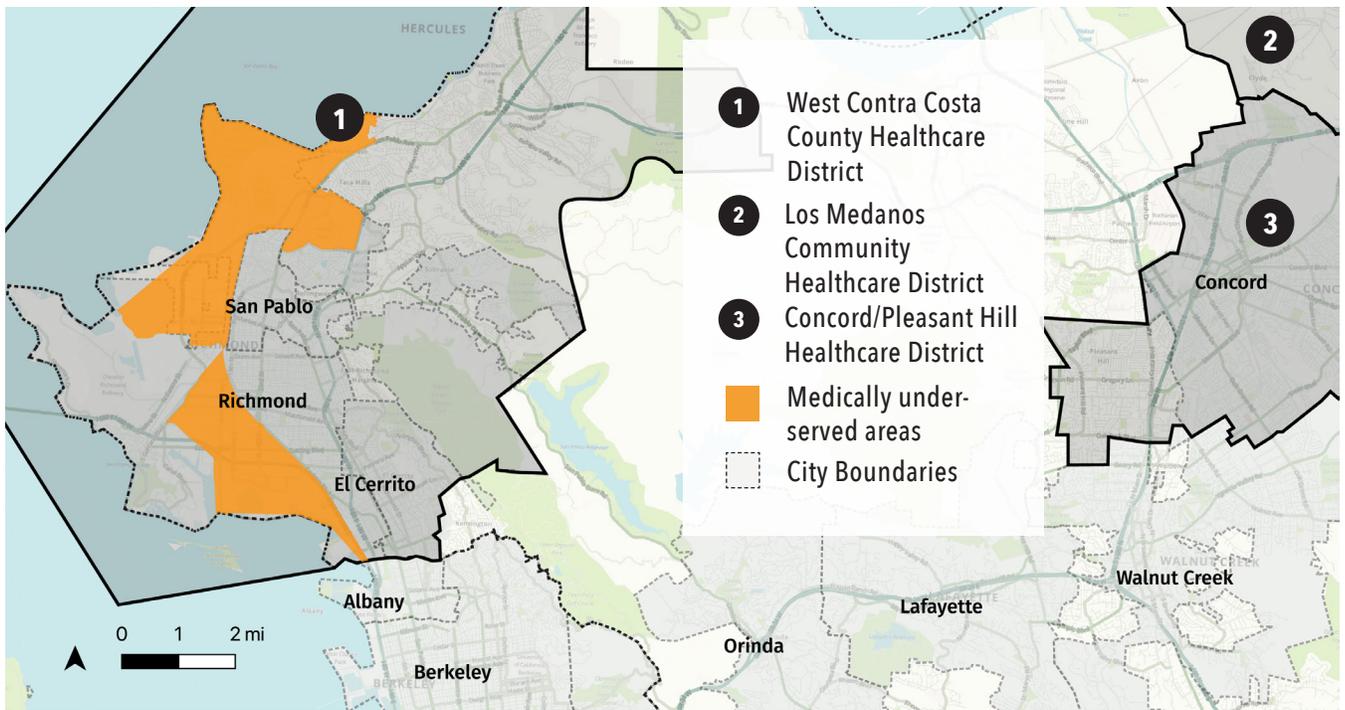


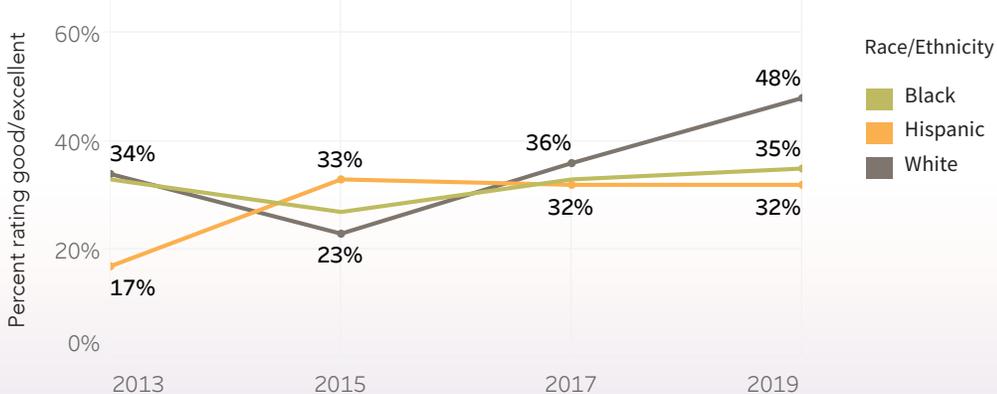
Figure 30. Quality Accessible Health, Homes, & Services RCS Indicators

Map 11. Medically Underserved Areas in Contra Costa County Healthcare Districts



Source: [Contra Costa LAFCO](#)

Figure 31. RCS Positive Perception of Availability of Affordable Quality Healthcare by Race/Ethnicity



# HEALTH CARE IN RICHMOND

**“Health care affordability and access is essential, but the stigma associated with mental health care is maybe our biggest challenge.”**

- Resident of Richmond

## Progress Actions

Richmond residents are concerned about the potential closure of Alta Bates Medical Center in Berkeley. The facility will discontinue hospital operations by 2030 due to seismic upgrade requirements mandated by the state, which Sutter Health, who owns Alta Bates, says are not economically feasible. Alta Bates is currently the closest hospital to Richmond and the only medical facility in the East Bay to offer a fully-functioning emergency room equipped to treat major injuries, hearts attacks, and strokes.

## Link to Health Equity

Compared to the rest of Contra Costa County, local residents, particularly low-income people of color, have higher child hospitalization rates due to asthma and are disproportionately impacted by cancer, heart disease, stroke, and diabetes-related death. These critical health risks make access to healthcare services essential for the health and well-being of Richmond residents.

## Background

Historically, Richmond was home to a variety of medical institutions, but over time critical facilities, including the only fully functioning emergency room in the area, have closed, leaving community clinics and hospitals with limited services, or that are further away, to fill the gaps. Historically, Richmond and surrounding residents were served by Doctor’s Medical Center (DMC) in San Pablo. DMC provided about 80 percent of inpatient hospital care and 60 percent of emergency-room capacity, as well as the only certified cardiac and stroke center, in its West Contra Costa service area of 250,000 people. In

2015, after over 60 years of operation, DMC closed its doors. The hospital struggled financially since 2005 and over the course of the next ten years received some financial support through the passing of a series of parcel tax measures.

Today, Kaiser Richmond is the only hospital in West Contra Costa County. Located in downtown Richmond, the facility is open 24 hours a day 7 days a week and provides full hospital services including urgent care, a small emergency department, and a pharmacy. Despite the presence of Kaiser and a variety of health clinics, gaps in healthcare service provision remain. Local hospitals and clinics are not designated to support heart attacks or strokes, forcing patients to go to Vallejo, Oakland, or Central Contra Costa County for those services

## Progress Actions

The City of Richmond mobilized to support its residents when the County issued its Shelter-in-Place order on March 16, 2020. The West Contra Costa COVID Community Care Coalition was created with over 90 cross-sector stakeholders including community partners and non-profits, the City, the West Contra Costa Unified School District, the County, local and regional coalitions, and funders.

## Link to Health Equity

The closing of schools and businesses had an immediate economic impact on Richmond's families. West Contra Costa Unified School District organized food distribution to families at Richmond High and other schools, and offered three meals a day to anyone under 18. The City issued an order on April 27th, prohibiting evictions and rent increases. The R3F fund (below) is focused on food, education, housing, homelessness, economic security, and healing.

**"R3F reflects a collective commitment to leading with love in times of immense crises and inequity. We are committed to ensuring those most impacted by COVID-19 are at the center of driving the strategies and direction of these resources."<sup>20</sup>**

-R3F Core Launch partner

## Background

As of June 15, 2020, Richmond had 470 positive cases, the third highest number of cases per 100,000 residents across Contra Costa County. All of Contra Costa County had 44 deaths attributed to COVID-19, as of June 15, 2020; 57% of deaths were people over age 81 years; 25% of total deaths were Latinx, 5% were Black & 67% were white. Contra Costa County did not release location data for those who have contracted or died from COVID-19, so it is not currently possible to tell if certain neighborhoods or areas in Richmond were disproportionately burdened. In Contra Costa County, 23 homeless people were confirmed with COVID-19 as of June 15, 2020, with no reported deaths.

The Richmond Rapid Response Fund (R3F) was established to meet the immediate and ongoing needs of the community during the COVID-19 pandemic and beyond. Key Partners include the City of Richmond, The RYSE Center, EdFund West, Richmond Promise, and Building Blocks for Kids. The fund will: 1. Provide direct financial disbursement to residents, 2. Expand financial assistance and support for business and community-based organizations & 3. Facilitate community needs assessment and ongoing infrastructure support.<sup>19</sup>

# RICHMOND HIAP: CONCLUSIONS & NEXT STEPS

This report has highlighted some of the progress toward Health Equity that Richmond's HiAP Ordinance and Strategy has helped support. We are not associating all progress or challenges to the HiAP, but rather emphasize that HiAP acts as an important and constant presence in city decision-making and partnership building. We found that HiAP is supporting progress toward health equity, that the city has only so much influence on population health (the county, region, state and federal governments, as well as private sector, also have a significant influence), and that the most influential projects and initiatives involve partnerships between the city, community organizations, residents and service providers. Also, many of the drivers of health inequities in Richmond have been in-place for decades or longer, and a policy such as HiAP implemented for six years is not going to entirely reverse deeply entrenched institutions and structures.

In order to continue progress toward health equity, improve community awareness and benefits from HiAP, and to expand the scope and depth of impacts on population health, we suggest that the city explore the following:

1. Staff and give budget support to Interdepartmental HiAP working group, incorporate GARE insights, and ensure regular communication to community on progress.
2. Enforce, resource & promote equity and inclusion ordinances and strategies to ensure people of color, immigrants, formerly incarcerated/justice impacted, LGBTQ+ and persons with disabilities benefit from existing and new initiatives.
3. Enhance Transparent Richmond data portal to include select RCS data, disaggregated by neighborhood, race/ethnicity and income level, as well as health outcome data.
4. Promote quality economic opportunities for people of color, including employment training, summer jobs, small business lending & city-hiring. Work to ensure Black residents are benefiting from employment training programs and opportunities.
5. Continue to invest in young people, including the Kids First and Richmond Promise programs, and work to guarantee free child care for all youth, 0-18 years old. Ensure Black residents are benefiting from pre-natal and early childcare programs.
6. Support the Department of Children & Youth by investing budget & decision-making power in youth.
7. Enhance community safety by increasing investment in trauma-informed, public health approaches to violence reduction and healing, such as the Office of Neighborhood Safety and partnerships with CBOs.
8. Continue to explore ways to improve blighted property, develop vacant parcels & permit more affordable housing, and commit to end homelessness.
9. Take a more aggressive stance on reducing air pollution, improving & connecting green spaces, & calming streets to make them safe for pedestrians and cyclists.
10. Develop equitable and inclusive emergency response plans to support the most vulnerable populations in the case of a fire, earthquake, disease outbreak or other crisis.

Figure 32. Future Actions for Furthering the Health Equity Goals of Richmond’s HiAP Ordinance

	Action	Description	Connection to health equity	Department/ Organization
GOVERNANCE	Develop ongoing training & practice guide for city staff and public outreach/ communication of HiAP & Health Equity work	<ul style="list-style-type: none"> <li>- Training program with all staff, including assessment &amp; -evaluation tools</li> <li>- schedule/plan for delivering training &amp; receiving feedback</li> <li>- Public communication &amp; engagement plan, including but not limited to web &amp; social media based</li> </ul>	Knowledge of the determinants of health including “Undoing Structural Racism,” and how to connect new knowledge to everyday action is crucial for making HiAP part of systematic change in the City. Engaging and communicating with the public, in numerous languages and forums, is essential for integrating local knowledge into HiAP goals and implementation.	City Manager’s Office. Inter-departmental HiAP Team
ED & ECON	Seek new partnerships with clinical training programs in San Francisco Bay Area	<ul style="list-style-type: none"> <li>- Partnership established</li> <li>- # of Richmond residents enrolled in training/mentorship program</li> </ul>	The goal is to recruit minority health care workers to clinics and care facilities in Richmond. These clinicians should also be part of a mentoring and youth training program that might be linked to school-based clinic in the WCCUSD.	Employment & training WCCUSD CCHS School site providers
FULL SERVICE & SAFE	Connect neighborhoods that lack healthy food outlets to areas with such stores.	<ul style="list-style-type: none"> <li>- Analysis of current transit options for food retailers</li> <li>- Develop a strategic plan for improvement</li> </ul>	Work with regional transit to provide access via improvements to public transit routes, bike routes, and pedestrian amenities.	Engineering Planning
FULL SERVICE & SAFE	Protect neighborhoods from gentrification that leads to displacement of residents.	<ul style="list-style-type: none"> <li>- Counseling Service Referrals for Foreclosures, Landlord-Tenant Disputes, Unlawful Evictions, and Housing Discrimination</li> </ul>	Involuntary displacement occurs when residents are pushed to move outside an area due to a sharp increase in housing or median rent prices in areas where household income declines or remains flat. Displacement indicates a lack of affordable housing or the increased use of deteriorated housing, which can have serious health implications	Housing & Community Development Department

	Action	Description	Connection to health equity	Department/ Organization
RES & BUILT ENV.	Analyze and re-designate truck routes away from areas with high asthma rates and sensitive land	Policy HW9.1 Air Quality (See also: CN4.1; ED1.4; EC5.3.); Action HW9.H Truck Routes Plan (See also: CR4.B); Action CR4.A Goods Movement Plan; Action HW9.F Sensitive Use Location Guidelines	Living near busy roadways on heavy industrial processing facilities and the incidence of respiratory disease symptoms, such as asthma. Diesel particulate matter has acute short-term impacts and a disproportionate effect on the elderly, children, people with illnesses or others who are sensitive to air pollutants.	Planning Engineering
EJ & HEALTH	Work with regional regulators to enforce regulations for mobile sources	Action CN4.A Bay Area Air Quality Management District Partnership; Action CN4.B Air Pollution Reduction Strategy Also see: HW9.B	(1) Emissions standards; (2) Cleaner-burning fuels (i.e. unleaded gasoline, low-sulfur diesel); (3) Inspection and repair programs (i.e. Smog Check)	Planning
HEALTH, HOMES, SERVICES	Commit to expanding the training and employment of lay health care workers, and community health workers (CHWs), in partnership between the City's employment training programs, health care providers, and non-profits currently working with CHWs.		Community health workers play an important role in promoting community-based health education and prevention in a manner that is culturally and linguistically appropriate, particularly in communities and for populations that have been historically underserved and uninsured.	City of Richmond, Kaiser, Contra Costa County Health Services, and Community Clinic Consortium

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