

RESOLUTION NO. _____

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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**RESOLUTION AUTHORIZING AND DIRECTING THE COUNTY EXECUTIVE, OR
DESIGNEE, TO ENTER INTO A SECOND AMENDMENT TO THE AGREEMENT
WITH THE JUSTICE COLLECTIVE TO EXTEND THE TERM THROUGH JUNE 30,
2026 TO CONTINUE TO DELIVER FOUNDATIONAL EQUITY TRAINING TO
COUNTY EMPLOYEES, AND TO INCREASE THE COUNTY'S MAXIMUM FISCAL
OBLIGATION BY \$141,000 TO A TOTAL AMOUNT NOT TO EXCEED \$336,550**

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that

WHEREAS, this Board adopted a [Resolution to Advance San Mateo County's Racial Equity Efforts](#) on September 14, 2021 to codify its commitment to advancing equity to ensure that our staff and residents have opportunities to achieve their full potential; and

WHEREAS, to meet this commitment, all staff must have shared language and foundational understanding of equity that will help them identify ways to create and support the conditions that foster equity within all County operations; and

WHEREAS, on December 20, 2022, the County entered into an agreement with The Justice Collective to create, adapt and deliver a pilot Foundational Equity Training program to County employees (the "Agreement"); and

WHEREAS, during this pilot phase, The Justice Collective conducted nine training sessions and launched an asynchronous online version of the training that employees can take at their own pace; and

WHEREAS, to date, 600 employees have taken the Foundational Equity Training pilot in the different training formats, and the evaluations indicate the training has produced positive results in advancing the learning objectives; and

WHEREAS, on June 23, 2023, the County amended the Agreement to extend the term and make other associated amendments; and

WHEREAS, a second amendment to the Agreement (the “Second Amendment”) has been presented to this Board under which The Justice Collective will continue to deliver the Foundational Equity Training to County employees through June 30, 2026 in exchange for payment by the County in an increased amount of \$141,000 for a new total amount not to exceed \$336,550, with modifications to the services and payment exhibits to the Agreement; and

WHEREAS, this Board has been presented with the Second Amendment to the Agreement and has examined it and approved it as to both form and content and this Board desires for the County to enter into the Second Amendment to the Agreement.

NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that the County Executive, or designee, is authorized and directed to enter into the Second Amendment to the Agreement with The Justice Collective to extend the term through June 30, 2026 to continue to deliver the Foundational Equity Training to County

employees, and to increase the County's maximum fiscal obligation by \$141,000 to a total amount not to exceed \$336,550.

BE IT FURTHER RESOLVED that the County Executive, or designee, is authorized to execute amendments to the Agreement which modify the County's maximum fiscal obligation by no more than \$25,000 (in aggregate), and/or modify the contract term and/or services so long as the modified term or services is/are within the current or revised fiscal provisions.

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