



# CONTRA COSTA COUNTY

## AGENDA

### Racial Justice Oversight Body

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Thursday, June 12, 2025

1:00 PM

Location: 1026 Escobar Street, 238/239,  
Martinez, CA 94553 |

[https://cccouny-us.zoom.us/j/83102104190?](https://cccouny-us.zoom.us/j/83102104190?pwd=ytOO0JquxMe4DxxMaGIZdLvuHRmw3Z.1&from=addon)

[pwd=ytOO0JquxMe4DxxMaGIZdLvuH](https://cccouny-us.zoom.us/j/83102104190?pwd=ytOO0JquxMe4DxxMaGIZdLvuHRmw3Z.1&from=addon)

[Rmw3Z.1&from=addon](https://cccouny-us.zoom.us/j/83102104190?pwd=ytOO0JquxMe4DxxMaGIZdLvuHRmw3Z.1&from=addon)

| Call in: 214 765 0478 Access code:  
2188046

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#### Diversion Subcommittee

Agenda Items: Items may be taken out of order based on the business of the day and preference of the Committee

1. Roll Call and Introductions
2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to two minutes).

RECEIVE and APPROVE the Record of Action for the April 17th, 2025 meeting of the Racial Justice Oversight Body Diversion Subcommittee, with any necessary corrections. [25-2339](#)

**Attachments:** [RJOB Diversion Subcommittee Record of Action 4.17.25](#)

DISCUSS progress made in recent years of Racial Justice Oversight Body. [25-2340](#)

**Attachments:** [RJOB Diversion Subcommittee 06.12.25-2](#)

DISCUSS the Racial Justice Oversight Body 2025-2027 Work Plan and FINALIZE Subcommittee assignments. [25-2341](#)

**Attachments:** [RJOB Work Plan draft-5.25.25](#)

SHARE and DISCUSS general updates and announcements from Racial Justice Oversight Body members. [25-2342](#)

The next meeting is currently scheduled for August 21, 2025 at 3:00PM.

**Adjourn**

The Committee will provide reasonable accommodations for persons with disabilities planning to attend the Committee meetings. Contact the staff person listed below at least 72 hours before the meeting. Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the County to a majority of members of the Committee less than 96 hours prior to that meeting are available for public inspection at 1026 Escobar Street, Suite 2B, Martinez, CA 94553, during normal business hours. Staff reports related to items on the agenda are also accessible online at [www.contracosta.ca.gov](http://www.contracosta.ca.gov). If the Zoom connection malfunctions for any reason, the meeting may be paused while a fix is attempted. If the connection is not reestablished, the committee will continue the meeting in person without remote access. Public comment may be submitted via electronic mail on agenda items at least one full work day prior to the published meeting time.

For Additional Information Contact: Peter Kim ([peter.kim@oresj.cccounty.us](mailto:peter.kim@oresj.cccounty.us))



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 25-2339

**Agenda Date:** 6/12/2025

**Agenda #:**

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Advisory Board: Racial Justice Oversight Body, Diversion Subcommittee

Subject: Record of Action

Presenter: Peter Kim

Contact: Peter Kim, [peter.kim@oresj.cccounty.us](mailto:peter.kim@oresj.cccounty.us)

### Information:

County Ordinance requires that each County body keep a record of its meetings. Though the record need not be verbatim, it must accurately reflect the agenda and the decisions made in the meetings.

### Referral History and Update:

Attached for the Subcommittee's consideration is the draft Record of Action (Meeting Minutes) for the Committee's April 17, 2025 meeting.

### Recommendation(s)/Next Step(s):

Staff recommends approving the Record of Action for the April 17, 2025 meeting of the Racial Justice Oversight Body Diversion Subcommittee, with any necessary corrections.

## Racial Justice Oversight Board (RJOB)

### Diversion Subcommittee Meeting

April 17, 2025

#### Record of Action

##### **Attendance:**

Subcommittee Members (in-person):

Stephanie Medley, Subcommittee Chair (Community Representative Seat)  
Cheryl Sudduth (Community Representative Seat)  
Gigi Crowder (Community Representative Seat)  
Sonja Shepherd (Community Representative Seat-Alternate)  
Ellen McDonnell (Public Defender's Office Seat)

Subcommittee Members (online):

Marya Wright (Community Representative Seat)  
Ricky Godfrey (Community Representative Seat)  
Diana Becton (District Attorney's Office Seat)  
LaShante Smith (School District Seat)

Staff:

Kendra Carr, Contra Costa County Office of Racial Equity and Social Justice  
Peter Kim, Contra Costa County Office of Racial Equity and Social Justice  
Emaan Ahmed, Contra Costa County Office of Racial Equity and Social Justice  
Jessica Travenia, Contra Costa County Office of Racial Equity and Social Justice

Guests (online):

Jill Ray, Contra Costa County District 2 Supervisor's Office

#### ***1. Roll Call and Introductions***

- Convened at 1:01 PM

#### ***2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to two minutes).***

- No comment.

#### ***3. Confirm members for the Diversion Subcommittee, and nominate and select the member who will serve as chair(s) of the subcommittee.***

Discussion:

- Confirmed members of the Subcommittee and introduced the new members: Sonja Shepherd, Marya Wright, Ricky Godfrey.
- Confirmed Stephanie Medley will continue to serve as Subcommittee Chair.

Public Comment:

- No comment.

#### ***4. Discuss and determine Diversion subcommittee meeting logistics for the upcoming year***

Discussion:

- Next meeting: Diversion is June 19 is Juneteenth, so Tues 6/12
- Keep the frequency at meeting every 2 months on 3<sup>rd</sup> Thursdays
- Aim to complete meetings within 90 minutes
- Location is TBD and will survey rotating locations to accommodate members driving long distances from different parts of County

Public Comment:

- No comment.

#### ***5. Discuss and come to agreement on priorities for 2025/2026 based on RJOB survey results***

Discussion:

- Role of RJOB must be clear and address we have authority and/or capacity to do.
  - How do we leverage our collective professional and personal capacities, roles, expertise, networks, etc. to inform our collective thinking and guide our recommendations?
- Need to include the education of public and sharing of information/updates by researching and assessing existing efforts, opportunities, gaps, best practices, etc.
- Make informed recommendations that also include community insight and perspective
- Not changing the words of original Task Force objectives because those were approved by BOS; rather, create new goals that work toward those objectives as embodied in a new 2-year work plan to reflect progress made and work still to be done.

Goal #1 – “Provide ~~resources~~ advocacy and support to ~~schools~~ youth and families that promote non-punitive discipline practices as well as behavioral health and early intervention services for youth”

- Focus on Black males
- Provide advocacy in systems
- Include improvement of school climate and culture

Goal #2 – “Establish formal relationships between County criminal justice agencies and community based organizations”

- Provide an update of progress made

Goal #3 – “Evaluate all CBO’s for efficacy and effectiveness of program goals and objectives to ensure population are appropriately served”

- Focus on both CBOs and systems

- Not just behaviors of people, but also on systemic impacts, disparities of CJ contact
- Attention to outcomes of CBOs and assess effectiveness, presence, intensity; meeting goals, engaging community; using participant feedback, using data
- Research performance metrics, informed by community/participant/impacted individuals' perspectives.
- Research evaluation tools that can be used.
  - Cost analysis of staffing to participant funding (i.e. metrics of ED salaries ratio to programming costs)
  - Report cards for local CBOs
- Conduct Town Halls listening to participants and families what's working

Goal #4: Seek funding to implement improved procedural justice practices and implicit bias

- Include trainings about the adultification of youth, esp youth of color, Black males
- provide the data around suspension and discipline actions, how it impacts youth development and mental health, impacts on parents' ability to intervene and support with school
- whole life context that inform decision-making and CJ outcomes
- co-present in community settings providing updates on different issues

Goal #5: Ensure inclusion of de-escalation and behavioral health intervention trainings into local law enforcement orientations

- Provide an update a progress update

Goal #6: Expand eligibility for Pre-Trial Services Staffing with a focus on reducing racial disparities and replacing the money bail system

- Provide updates and progress updates

Other updates to include:

- Mental health diversion efforts by PD's office last 18-24 months; 70+ cases, most felonies. Seeing more people benefitting from these efforts. PD will request for more social workers and support in upcoming budget hearings.
- Trainings that RJOB members/agencies have conducted in past.
- Pre-release support programs offered by Probation and DA.
- Diversion subcommittee's work on drafting Diversion definition and eligibility criteria

Summary of next steps:

- Clearly articulate the role of RJOB and Diversion subcommittee
- Refine the goals (not the Task Force objectives) and reflect in a new proposed Work Plan for 2025-2027
- Incorporate feedback, edits, and present at full body for further refining and for a formal vote to formally adopt work plan goals.
- Summarize the conversation and present that at full body

Public Comment:

- No comment.

Next meeting is currently scheduled for June 12, 2024.

- Confirmed for Thursday June 12, 2024 (rather than June 19, 2025 due to Juneteenth holiday).

Adjourn

- Meeting was adjourned at 2:37 PM.



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 25-2340

**Agenda Date:** 6/12/2025

**Agenda #:**

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Advisory Board: Racial Justice Oversight Body, Diversion Subcommittee

Subject: RJOB Progress

Presenter: Peter Kim

Contact: Peter Kim, [peter.kim@oresj.cccounty.us](mailto:peter.kim@oresj.cccounty.us)

### Information:

In recent RJOB meetings, members shared their desire to review what progress has been made towards completing tasks, achieving work plan goals, and fulfilling RJOB priorities as a way to track progress, and to share updates to the public and to the Board of Supervisors.

### Referral History and Update:

RJOB subcommittees will discuss in their respective meetings any progress made towards completing tasks, achieving work plan goals, and fulfilling RJOB priorities.

### Recommendation(s)/Next Step(s):

Discuss the item and provide input to staff, as needed.



# RACIAL JUSTICE OVERSIGHT BOARD DIVERSION SUBCOMMITTEE MEETING

Office of Racial Equity and Social Justice  
Contra Costa County

June 12th, 2025





# PROGRESS UPDATE

# 2025-2027 WORK PLAN

# UPDATES & ANNOUNCEMENTS

# NEXT STEPS

- Data Subcommittee Meeting
  - June 26, 2025 at 3:00PM
  - ORESJ Conference Room (1026 Escobar Street, 2<sup>nd</sup> floor, Martinez, CA)
- RJOB Full Body Meeting
  - August 7, 2025 at 1:00PM
  - ORESJ Conference Room (1026 Escobar Street, 2<sup>nd</sup> floor, Martinez, CA)
- CEF Subcommittee Meeting
  - August 14<sup>th</sup>, 2025 at 1:00 PM
  - Location TBD
- Diversion Subcommittee meeting
  - August 21<sup>st</sup>, 2025 at 3:00PM
  - Location TBD



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 25-2341

**Agenda Date:** 6/12/2025

**Agenda #:**

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Advisory Board: Racial Justice Oversight Body, Diversion Subcommittee

Subject: RJOB Work Plan and Subcommittee Assignments

Presenter: Peter Kim

Contact: Peter Kim, [peter.kim@oresj.cccounty.us](mailto:peter.kim@oresj.cccounty.us)

### Information:

At the April 1, 2025 RJOB full body meeting, members discussed and finalized their priority activities for the 2025-2027 Work Plan. Staff was tasked to synthesize the discussion and create a final draft of the work plan. Subcommittees will discuss the Work Plan and determine tasks per priority activity that are appropriate to and fall within the purview of their respective subcommittees.

### Referral History and Update:

RJOB subcommittees will discuss in their respective meetings the RJOB 2025-2027 Work Plan and determine tasks per priority activity that are appropriate to and fall within the purview of their respective subcommittee.

### Recommendation(s)/Next Step(s):

Discuss the Work Plan and determine subcommittee tasks.

## Racial Justice Oversight Body (RJOB) Work Plan for 2025-2027 (DRAFT)

	RJTF Recommendation (2018)	Work Plan Goals	Data Subcommittee	Diversion Subcommittee	CEF Subcommittee	Notes
1	Provide resources advocacy and support to schools youth and families that promote non-punitive discipline practices as well as behavioral health and early intervention services for youth.	Conduct a landscape scan of current resources available (funding opportunities, trainings, workshops, programs, services, etc). Focus on behavioral health, prevention/early intervention, school climate, impacted/vulnerable youth (esp Black males) and their families.	Collect/review data on current discipline practices and outcomes (disaggregated by race, gender, zip code, economic factors); assess where data lives, whats available, what gaps exist.	Collect information on best and promising practices and programs that offer alternatives to punitive discipline.	Develop and implement a communication strategy to share information with community members, school sites, service providers, system partners.	All RJOB members tap into their agencies and networks to collect information on potential resources and opportunities and share with appropriate subcommittee.
2	Establish formal relationships between County criminal justice agencies and community based organizations.	Complete a scan across County criminal justice departments and CBOs with formal relationships that are in place, develop a summary and recommendations on best practices around relationship and partnership building.	Collect/review data on how these partnerships have translated in improved outreach, engagement, service delivery and outcomes; assess where data lives, whats available, what gaps exist.	Develop summary of lessons learned and best practices around nurturing effective partnerships, communication practices, and shared decision making processes; include how to build trust btwn systems, CBOs, and community.	Outreach and invite system and CBO partners to share their models, what's working, what needs improvement, and what's still needed.	All RJOB members tap into their agencies and networks to collect information on formal partnerships btwn agencies and CBOs and share with appropriate subcommittee.
3	Evaluate all CBO's for efficacy and effectiveness of program goals and objectives to ensure population are appropriately served.	Develop recommendation for an outcomes and impact evaluation framework for CBO's and public agencies that deliver services to system-involved youth and young adults.	Recommend outcome metrics; efficacy and success measured through lens of providers and participants; attn to intensity and frequency of outreach and engagement; assess individual outcomes but also systemic impacts, disparities of CJ contact;	Review language and criteria of existing RFPs and contracts; develop recommendations around increased community engagement, participant feedback/satisfaction surveys, data collection, cost analysis component.	Conduct Listening Sessions and/or surveys w/ participants and families to learn what's working, what needs improvement, and what's still needed; coordinate presentations.	Invite RJOB partners to share how they assess service delivery by both systems and CBO's; ask other agencies, as well.
4	Seek funding to implement improved procedural justice practices and implicit bias.	Conduct a landscape scan of current resources available (funding opportunities, trainings, workshops, programs, services, etc). Focus on resources and opportunities to expand awareness on racial bias, procedural justice, de-escalation techniques, and behavioral health intervention, youth development/brain science (esp for youth of color), for LE agencies and schools.	Recommend outcome metrics that assess impacts on both individual participant outcomes and system improvement as measured through lens of community, participants and direct service staff.	Recommend outcome metrics that illustrate efficacy and success of trainings towards implementation, accountability, staff performance, as measured through lens of community, participants and direct service staff.	Develop and implement a communication strategy to share information/resources with community members, school sites, service providers, system partners; solicit participation of local CBO and system partners to serve as content experts and trainers in these areas.	All RJOB members tap into their agencies and networks to collect information on resources available and share with appropriate subcommittee. Invite RJOB partners to share updates on their trainings; catalogue current intervention trainings being offered.
5	Ensure inclusion of de-escalation and behavioral health intervention trainings into local law enforcement orientations.	<i>Combined with above</i>	<i>Combined with above</i>	<i>Combined with above</i>	<i>Combined with above</i>	<i>Combined with above</i>



## Racial Justice Oversight Body (RJOB) Work Plan for 2025-2027 (DRAFT)

	RJTF Recommendation	Work Plan Goals	Data Subcommittee	Diversion Subcommittee	CEF Subcommittee	Notes
6	Expand eligibility for Pre-Trial Services Staffing with a focus on reducing racial disparities and replacing the money bail system.	Develop summary of County efforts in serving and supporting those during Pre-Trial period, with a focus on reducing disparities around detention, wait times, who is eligible for early release and/or supportive services, etc. Include updates on statewide efforts around replacing money bail system.	Identify how many people are being held on bail currently, gather data on what is happening on the ground (e.g. release on OR, EM, if bail was used or not and why), to determine scale and scope of people on Pre-Trial, outcomes, and any disparities of harm experienced.	Conduct scan and develop summary of the different populations and categories that make up Pre-Trial clients/participants, including responsible agencies and roles.	Develop and implement a communication strategy to share information with community members, service providers, system partners.	Invite Probation, DA, PD, Sheriff, Court to share update on efforts to support pretrial community. Align with their presentation to Board of Supervisors (fall 2025).
7	Ensure collection/reporting of accurate data in all criminal justice and law enforcement agencies countywide	Incorporate focus on improving accurate, consistent and comprehensive data collection practices with an eye toward increased collaboration and sharing across agencies and transparent dissemination with the public.	In all efforts above, provide summary of lessons and insights learned in regard to data collection, analysis, sharing, and dissemination processes and practices, with an eye toward reducing disparities.	In all efforts above, provide summary of lessons and insights learned in regard to data collection, analysis, sharing, and dissemination processes and practices, with an eye toward reducing disparities.	In all efforts above, provide summary of lessons and insights learned in regard to data collection, analysis, sharing, and dissemination processes and practices, with an eye toward reducing disparities.	Conduct a pilot data project focused on diversion programs, and on establishing improved data sharing protocols and practices across system and community partners.



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 25-2342

**Agenda Date:** 6/12/2025

**Agenda #:**

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Advisory Board: Racial Justice Oversight Body, Diversion Subcommittee

Subject: Updates and Announcements

Presenter: Stephanie Medley (Chair)

Contact: Peter Kim, [peter.kim@oresj.cccounty.us](mailto:peter.kim@oresj.cccounty.us)

### Information:

At each RJOB Subcommittee meeting, members and assigned staff are invited share any updates or announcements not discussed in prior agenda items.

### Referral History and Update:

Subcommittee members and assigned staff can share any updates or announcements not discussed in prior agenda items.

### Recommendation(s)/Next Step(s):

Share updates and provide input to staff, if needed.