



CONTRA COSTA COUNTY

AGENDA

Racial Justice Oversight Body

Thursday, August 6, 2026

1:00 PM

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

<https://cccouny-us.zoom.us/j/812464482>

02 | Call-In: 214 765 0478 Dial: 2188046

Full Body Meeting

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

Roll Call and Introductions

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

1. RECEIVE and APPROVE the Record of Action from the May 7, 2026 meeting of the Racial Justice Oversight Body, with any necessary corrections [26-3279](#)
Attachments: [RJOB Record of Action Full Body 05.7.26 DRAFT](#)
2. RECEIVE and DISCUSS Subcommittee Updates [26-3280](#)
Attachments: [2a. Data Walk Write Up - Full Body DRAFT](#)
[2b. Proposals for Inclusion in Quarterly Sheriff's Oversight Reports DRAFT](#)
[2c. RJOB Community Engagement Report 2026](#)
[2d. Proposed RJOB Community Engagement Framework DRAFT](#)
3. DISCUSS California Policy Lab Research Proposal [26-3281](#)
Attachments: [California Policy Lab RJOB Introduction](#)
4. DISCUSS a DRAFT Proposed Budget for the 2027 Budget Cycle [26-3282](#)
Attachments: [4a. Racial Justice Oversight Body 2027 Budget Proposal DRAFT](#)
[4b. 2026 RJOB Agenda Planning](#)
[4c. RJOB 2025-2027 Work Plan](#)
5. RECEIVE General Updates and Announcements, if any [26-3283](#)

6. REVIEW and ASSIGN actions items from today's meeting**[26-3284](#)**

The next meeting is currently scheduled for November 5, 2026.

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 St., #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. 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.



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-3279

Agenda Date: 8/6/2026

Agenda #: 1.

Meeting Date: August 6, 2026

Advisory Board: Racial Justice Oversight Body

Subject: Record of Action

Presenter: Ellen McDonnell, Chala Bonner (Co-Chairs)

Contact: Peter Kim, 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 May 7, 2026 meeting.

Recommendation(s)/Next Step(s):

Staff recommends approving the Record of Action for the May 7, 2026 meeting of the Racial Justice Oversight Body Data Subcommittee, with any necessary corrections.

Racial Justice Oversight Body Full Body Meeting
Record of Action DRAFT
May 7, 2026, 1pm - 4pm

Roll Call and Attendance

RJOB Members Attendance: Ellen McDonnell (Public Defender), Chala Bonner (Community Member), DA Diana Becton (District Attorney), Lt. Aldaberto Garibay (Sheriff), Patrice Guillory (Probation), LaShante Smith (School District), Stephanie Medley (CBO Seat), Ronnell Ellis (Community Seat), Dr. Talia Moore (Community Seat), Maileen Maimoradlo (Community Seat), Matt Malone (Courts), Dr. Marya Wright (Community Seat), Pastor Shantell Owens (Community Seat), Elder Gigi Crowder (Community Seat), Police Chief Klawhun (Police Chiefs Association), Melvin Willis (Community Seat), Sonja Shephard (Community Seat)

Introduction of new member, Police Chief Association representative, Chief Klawhun from city of Pinole

Two new members absent/unavailable: Sonia Sutherland (Contra Costa Health), Malachi Gary Scott (Community Member, Lived Experience)

Office of Racial Equity and Social Justice Staff: Peter, Emaan, Kendra, Jessica

Public Comment on any item under the jurisdiction of the committee and not on this agenda (speakers may be limited to two minutes).

No Public Comment

RECEIVE and APPROVE the Record of Action from the February 5th, 2026 meeting of the Racial Justice Oversight Body, with any necessary corrections.

Yes: All
Motion Passes

RECEIVE Subcommittee Updates

Community Engagement and Funding (Stephanie Medley, Ronell Ellis)

- Shared a recap summary of the Town Halls held in January and February 2026
- Key Themes shared:
 - o Transparency and value the opportunity to stay engaged and know what is going on
 - o Importance of having community members with lived experience engaged and a part of decision-making
 - o Barriers to access
- RJOB Discussion
 - o Encourage community-based orgs to bring community members they are in partnership with, instead of sending staff alone to RJOB events

- Encourage discussion with community members incarcerated or in courts; listening sessions can take place with them; Ronnell shared that it's possible
- Trust-building is critical work the body needs to center
- Could have drafted a stronger outreach plan as a body and target neighborhoods that are most impacted (example: door to door canvassing, etc.)
- Programming was strong and a great foundation to build from
- Families brought their kids, which was wonderful
- We had access to live interpretation, Wordly as a service available; must consider specific outreach to communities who prefer a language other than English
- Frequency of showing up in community is important; infrequency can create distrust; community members wonder about their ongoing engagement; suggestion to hold listening sessions twice a year
- Create videos to communicate the purpose and work of RJOB
- Appreciate community partners for stepping up with resources (facilities, food, tech) to ensure RJOB was able to fully engage
-

Data Subcommittee

- Shared the data and sources that the subcommittee has gathered, reviewed and analyzed
- Identifying gaps, what was missing and how reliable the sources were
- Jeff Landau shared the framing of the data walk activity; explained that the goal was to review data from 2017-2018 data report from the Racial Justice Taskforce and compared to the most recent data gathered; in analysis the subcommittee discovered that data disparities have either remained the same or increased since the last RJOB report
- Data walk was a strong, robust experience and also overwhelming; easy to get lost in the overwhelming amount of data
- Started with data that is already available from system partners and other adjacent systems
- Capacity is a challenge – staffing is not robust in individual departments to respond to all the data requests/needs
- Data infrastructure – incompatibility of individual system partner data systems with one another; they don't align and communicate well with one another
- RJOB Discussion
 - This is a huge lift for the RJOB body
 - Analyzing what is out there is a great first step, identifying gaps is the big question for RJOB
 - Origins of this body (2016), community was searching for answers to the unfairness in the report; RDA did a baseline report
 - Board of Supervisors and community ask – where are we now? Have things improved? - important to communicate that to the BOS; we may need support through a consultant or outside group to take the RDA findings from 2018 to update with data available today; that could be a budget ask (research capacity) to produce for this group
 - Helpful to find data/additional gaps to focus our work
 - Sheriff data portal is public and available; ease of use
 - District Attorney signed contract for a vendor to implement their data dashboard

- Ensure we consider the ways in which county services encourage community members to maintain their support services – housing, food assistance
- Data subcommittee submitted grant to Robert Wood Johnson Foundation for \$50,000 to support orgs/regions to address racial disparities and inequities; Ryse submitted on behalf of data subcommittee

Diversion Subcommittee

- Diversion shared subcommittee activities including their participation and facilitation of town hall meetings with CEF
- Plan to renew focus on youth diversion eligibility criteria and review past work on defining diversion programming, eligibility criteria and service landscape
- RJOB Discussion
 - Should look at the ways in which mental health diversion is available to community members

Public Comment:

- No Public Comment

Discuss Proposed Budget for the 2027 Budget Cycle

The committee began brainstorming and planning potential budget asks for the 2027 budget cycle.

- ORESJ staff described the need to make budget asks early in the budget cycle.
- Chairs of subcommittees are asked to return to August 2026 RJOB full body meeting with proposed scope of work/recommendations and accompanying budget
- Equity Committee will receive this in December 2026
- Early 2027, the Board of Supervisors can hear the budget request ahead of their 2027 budget hearings, discussions and decisions.
- RJOB Discussion
 - Would be helpful to have discussion around the budget asks
 - Could use a consultant to nail in on the data that we are talking about to provide needed context and recommendations
 - Can \$400k from the African American Holistic Wellness and Resource Hub be given to 40 Voices campaign to solve for the crisis facing Black males
 - How can we ensure funds for the African American Wellness hub / Glover Wellness Network funds are given directly to the community with the end of the \$1M grant fund
 - Want to talk about juveniles/youth who have been discussed over the years; how can we think about proactive budgets instead of reactive budgets; think about funding that is preventative in nature; ask for funding for workforce development to keep youth doing something productive; money can be used in a way to help reduce the gap, because as times get harder they might get more desperate but we can offer skills to deal with life; not enough conversation about trainings around training that youth need all around
 - Healing needs to be addressed for the group that is most harmed

- Already seeing criminal charges increase for Black community since October 2025 related to Prop 36; folks are going to lose healthcare and other services; losing services for Public Defenders, where they are barely hanging on
- Are Black youth numbers increasing in criminal legal system in East County? Public Defender said they need to look more closely at the data to confirm.
- Would like to ask for an update on the funding for Glover Wellness Network currently
- We could do a resource fair with the churches to share what we have in place

Public Comment:

- Pastor Ed Harris (Chair of the TCAB) - we are working through the process and come alongside and make suggestions that are positive; TCAB is not slowing things down because that is a fallacy; TCAB is working diligently to move things forward

SHARE General Member or ORESJ Updates

The Office of Racial Equity and Social Justice shared administrative updates regarding RJOB.

- New RJOB members have until the end of the month to complete trainings

RJOB Next Meeting: August 6, 2026 is the next meeting date.



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-3280

Agenda Date: 8/6/2026

Agenda #: 2.

Meeting Date: August 6, 2026

Advisory Board: Racial Justice Oversight Body

Subject: RECEIVE and DISCUSS Updates from RJOB Subcommittees.

Presenter: Ellen McDonnell, Chala Bonner (Co-Chairs)

Contact: Peter Kim, peter.kim@oresj.cccounty.us

Information:

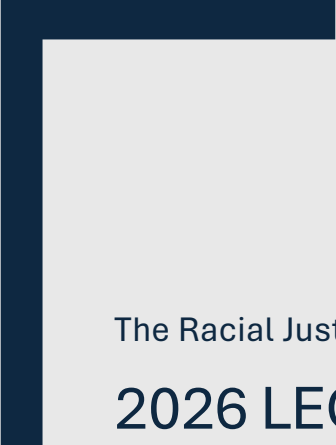
Each subcommittee chair will have the opportunity to share the progress their subcommittee has made since the last RJOB meeting.

Referral History and Update:

This will be a standing discussion item moving forward for the purpose of keeping the full body updated on subcommittee progress.

Recommendation(s)/Next Step(s):

n/a



The Racial Justice Oversight Body of Contra Costa County

2026 LEGAL SYSTEM ANALYSIS

August 2026



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Overview

How much has changed in Contra Costa County since its 2018 report on racial disparities?

To begin to answer this question, the Contra Costa County Racial Justice Oversight Body has compiled updated County-level system data into the following report.

History

In 2018, the Contra Costa County Racial Justice Task Force presented its Final Report and Recommendations to the County Board of Supervisors. Among its findings were higher rates of arrest, charging, and conviction for Black individuals across the County.¹

In 2023, the Vera Institute of Justice published the report, “Pushing Forward: Prosecution Reform and Racial Equity across Six Counties”. The report found a number of key findings that require further investigation. Key findings include:

Searches and seizures: Filed drug cases represented 29 percent of the 1,872 referred cases. However, the office dismissed 73 percent of drug cases. However, Black people were twice as likely as white people to be charged with drug possession. Additionally, Black people were 10 times as likely as white people to be charged with misdemeanor gun possession and 14 times as likely to have felony gun possession charges.

Transitional aged youth: From 2016 to 2021, the office prosecuted 513 felony cases for TA youth. Among referred felony cases in 2021, the office issued charges for 46 percent as felonies and 10 percent as misdemeanors, and did not charge the remainder. Felony cases filed on transitional aged youth dropped by 33 percent from 2016 to 2021. However, racial disparities in those filings increased.

Court referrals: Black individuals were 3.8 times more likely than white people to have a referred case and 5.8 times more likely to have a referred felony. Latino individuals were 1.4 times more likely than white people to have a referred case and 1.5 times more likely to have a referred felony.

In 2025, the Center for Policing Equity also made a set of recommendations to the Racial Justice Oversight Body for further analysis on the racial demographics of all police stops, search and discovery rate for contraband, and use of force.

¹ <https://ccc.docsonthecloud.com/WebLink/DocView.aspx?id=136407&dbid=0&repo=ClerkofBoard>

Arrests

2015-2024 Misdemeanor Arrest Rates: Contra Costa County

Data Sources and Definitions:

This data for Contra Costa County's Misdemeanor Arrest Rates was accessed through the Department of Justice's Open Justice tool. The data is reported on an annual basis by each law enforcement agency within Contra Costa County. Arrests are defined by the Department of Justice as follows:

"An arrest occurs when a person is taken into custody because a peace officer has reason to believe the person violated the law. Not all arrests result in persons being jailed. Arrestees may be released by the arresting agency, post bail, or be released on their own recognizance to appear in court at a later date. Some are issued citations, much like traffic tickets, which direct them to appear in court at a later date."

In order to analyze arrest trends more accurately over time, arrest counts were standardized using per capita rates. Per capita rates were calculated using the following formula:

$$\frac{\text{Number of Misdemeanor Arrests}}{\text{Population}} \times 100,000 = \text{Arrest Rate per 100,000 Residents}$$

Population estimates were obtained from the United States Census Bureau's American Community Survey (ACS) 1-year estimates. The population estimates are included in Appendix A.

Risk Ratios measure the relative likelihood of one group experiencing an outcome (in this case, arrests) compared to a reference group. In this analysis, White residents were used as the reference group, meaning a Risk Ratio greater than 1 indicates that a group experienced higher arrest rates than White residents, while a value below 1 indicates lower arrest rates.

The following formula was used to calculate the Risk Ratios:

$$\text{Risk Ratio} = \frac{\text{Arrest Rate of Racial Group}}{\text{White Arrest Rate}}$$

For example:

$$\frac{\text{Black Arrest Rate per 100,000}}{\text{White Arrest Rate per 100,000}}$$

and

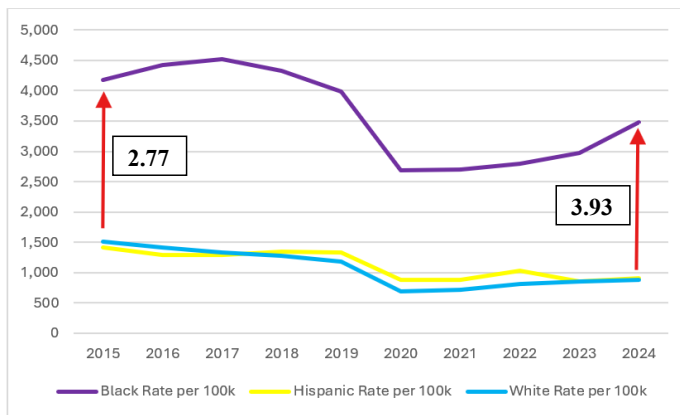
$$\frac{\text{Hispanic Arrest Rate per 100,000}}{\text{White Arrest Rate per 100,000}}$$

The outcomes of the misdemeanor arrest Risk Ratio analysis are available in Appendix B.

Updated Arrest Data:

These rates were then used to create a line chart illustrating changes in arrest rates and racial disparities over time:

Figure 1: Misdemeanor per capita arrest rates across all Contra Costa County law enforcement agencies, by race, from 2015-2024.



The initial analysis shows that misdemeanor arrest rates decreased overall for White, Black, and Hispanic individuals between 2015 and 2024. Misdemeanor arrest rates for Black individuals were substantially higher than those for White and Hispanic individuals across all years analyzed. While arrest rates declined sharply during the COVID-19 pandemic, rates for all groups began increasing again in recent years.

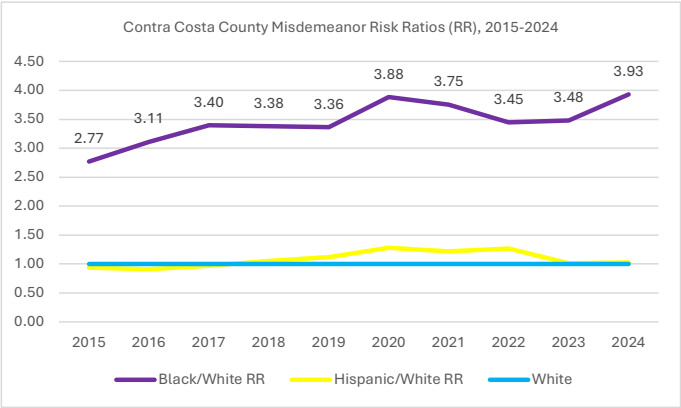
“Misdemeanor arrest rates for Black individuals were substantially higher than those for White and Hispanic individuals across all years analyzed.”

Further analysis was conducted to compare how misdemeanor arrest rates for Black and Hispanic people changed relative to White people over time. To examine these differences, Risk Ratios were calculated.

Below, a line chart is included in Figure 2 to analyze how Risk Ratios for Black and Hispanic residents changed over time. The chart illustrates that the disparity between Black and White

misdemeanor arrest rates increased between 2015 and 2024. In contrast, the disparity between Hispanic and White misdemeanor arrest rates remained more stable.

Figure 1: Misdemeanor arrest rate Risk Ratios across all Contra Costa County law enforcement agencies, by race, from 2015-2024.



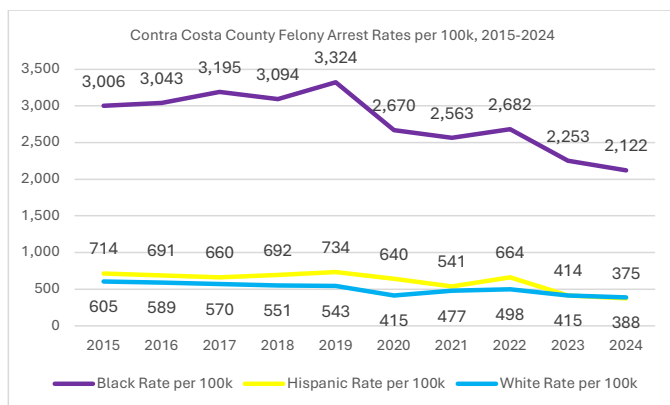
The Black-White misdemeanor arrest gap is increasing over time. We recommend further analysis to better understand the factors contributing to this trend, as the widening disparity is concerning.

“...the disparity between Black and White misdemeanor arrest rates increased between 2015 and 2024.”

2015-2024 Felony Arrest Rates: Contra Costa County

The same methodology used for misdemeanor arrest rates was also applied to felony arrest rates, including the calculation of per capita arrest rates and racial Risk Ratios using DOJ arrest data and ACS population estimates. The following chart illustrates changes in per capita felony arrest rates over time:

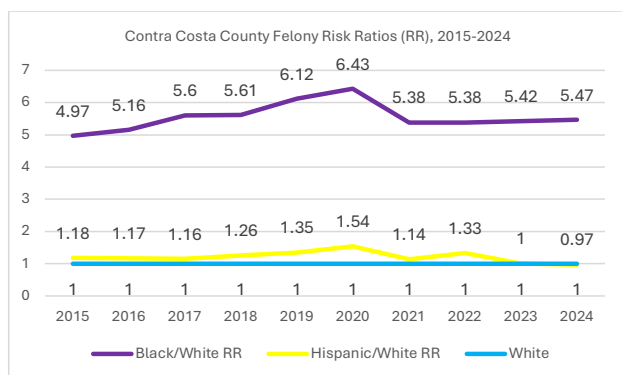
Figure 2: Felony per capita arrest rates across all Contra Costa County law enforcement agencies, by race, from 2015-2024.



Felony arrest rates declined across all racial groups between 2015 and 2024, though Black residents consistently experienced substantially higher rates than other groups. Further research is recommended to better understand why felony arrests are decreasing while misdemeanor arrests are increasing over the same period.

The following chart illustrates the Risk Ratios Black and Hispanic residents and how it changed over time.

Figure 3: Felony arrest rate Risk Ratios across all Contra Costa County law enforcement agencies, by race, from 2015-2024.



The Black-White felony arrest disparity remained consistently high throughout the study period. That gap hit its peak in 2020, when Black individuals were more than 6 times more likely to be arrested for a felony than White individuals. The disparity between Black and White felony arrest rates was higher in 2024 than it had been in 2015. Hispanic-White risk ratios, while increasing between 2015 and 2020 and decreasing after 2022, remained comparatively low and

relatively stable over time. Similar to the trends for misdemeanors, we recommend further research on the widening felony arrest disparity gap and the factors contributing to these patterns.

2024 Racial and Identity Profiling Advisory (RIPA) Board Stop Data

In 2015, The California legislature passed the Racial and Identity Profiling Act, also known as AB 953. AB 953 has numerous provisions aimed at promoting equitable policing practices. Among its requirements, the law prohibits racial and identity profiling by law enforcement, mandates the collection and submission of data on all vehicle and pedestrian stops, and requires the Racial and Identity Profiling Advisory Board to conduct an annual analysis of statewide stop data.

In 2026, the RIPA Board published a report on the 2024 Stop Data. Although the report does not analyze county-specific policing trends, the complete dataset is available on the Department of Justice’s website for the public to access.

Key Definitions and Considerations

“A reportable stop is any detention of a person by a peace officer or any interaction with a peace officer that results in a search. In their reporting, officers must include their perception of the stopped person’s race and identity demographics.”²

RIPA reports use “data collected by the United States Census Bureau to compare the racial and ethnic composition of residential populations with the composition of individuals stopped by law enforcement[,] a common method for monitoring enforcement patterns.”³

“Stop demographics for each police department, sheriff’s department, district attorney’s office, or coroner’s office were compared to their primary city or county of service, respectively.”⁴

Actions defined as a “use of force” include:

- Handcuffed
- Baton Drawn and/or Used
- Chemical Spray
- Electronic Control Device Pointed, Used in Drive-Stun Mode, and/or Used in Dart Mode
- Firearm Point and/or Discharge
- Impact Projectile Point and/or Discharge
- Canine Compliance and/or Canine Bite
- Removed from Vehicle by Physical Contact
- Physical Compliance, and

² <https://oag.ca.gov/system/files/media/ripa-quick-facts-2026.pdf>

³ <https://oag.ca.gov/system/files/media/ripa-appendix-2026.pdf>

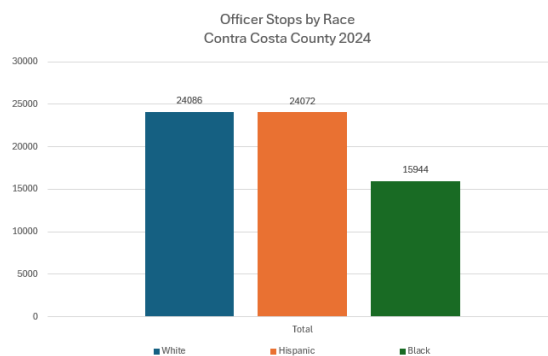
⁴ <https://oag.ca.gov/system/files/media/ripa-appendix-2026.pdf>

- Use of Vehicle in Apprehension of Person.⁵

Data Analysis

For this report, the subcommittee analyzed “Total Stops by Race” for the White, Black, and Hispanic population. The stops include any instances where a law enforcement agency conducts a stop within Contra Costa County.

Figure 4: Contra Costa County Total Police Stops, 2024



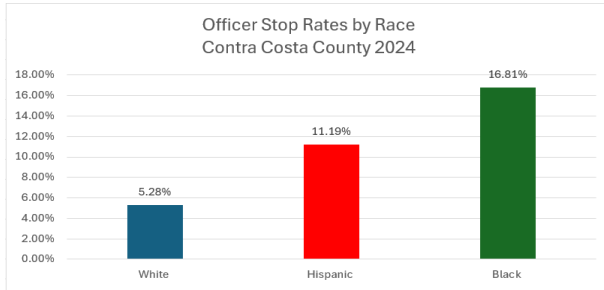
Next, the stop rate was calculated to compare stop patterns across races. The rate is calculated by dividing the total stops for each race by the total population within Contra Costa County for each race.

For example:

$$\frac{\text{Number of Stops for Whites}}{\text{White Population}} \times 100 = \text{Stop Rate}$$

⁵ Use of force actions are further categorized as: lethal force, less-lethal force, and limited force. “Lethal force” includes discharging a firearm. “Less lethal force” includes baton use, canine bites, use of a chemical spray, use of electronic control device, pointing a firearm, and impact discharge. “Limited force” includes handcuffing, other contact, and removal from a vehicle with physical contact. (Cal. Code Regs., tit. 11, § 999.226, subd. (a)(17); see Pen. Code, § 16780, subd. (a).)

Figure 5: Contra Costa County Total Police Stops, 2024



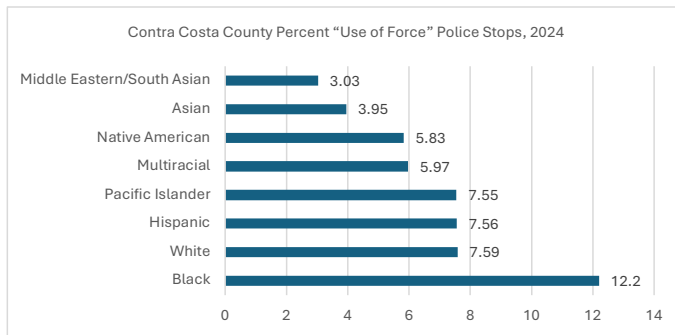
The data shows that

Next, rates of “Use of Force” per stop were analyzed by dividing the number of stops in which force was used by the total number of stops for each racial group. The result was then multiplied by 100 to express the rate as a percentage.

$$\text{Percent Use of Force} = \frac{\text{Number of Stops Involving Force for Race X}}{\text{Total Number of Stops for Race X}} \times 100$$

The following chart shows the percent “Use of Force” per stop for each race.

Figure 6: Use of Force Rates per Stop Across all Contra Costa County law enforcement agencies, by race, 2024



The results show that officers are more likely to use force during stops involving Black individuals. The disparity is significant, while officers use force in about 12.2% of stops involving Black individuals, force is used in about 7.6% of stops involving White and Latino individuals. Therefore, the rate of force used against Black individuals during stops is 1.6 times higher than the rates for White and Latino individuals. Middle Eastern/South Asian and Asian individuals had the lowest reported rates at 3% and 4% respectively. Further analysis is needed to better understand the factors contributing to these disparities, including differences in stop

Commented [JL1]: A table with the underlying data is needed

circumstances. Please review Appendix D for more data on “Use of Force” including a statewide comparison.

2022-2025 Contra Costa County Courts: Filing and Disposition Rates

Contra Costa County Courts reports statistics on the total number of felony and misdemeanor cases filed on an annual basis to the Judicial Council of California (JCC). The JCC then publishes the data in an annual report. They also publish the data on their online dashboards, located on their website.

This report reviews trends in felony and non-traffic misdemeanors filings and dispositions.

Filing refers to the initial act of officially submitting a document, application, or legal charge to a court. Filings are primarily done by the County’s District Attorney’s office.

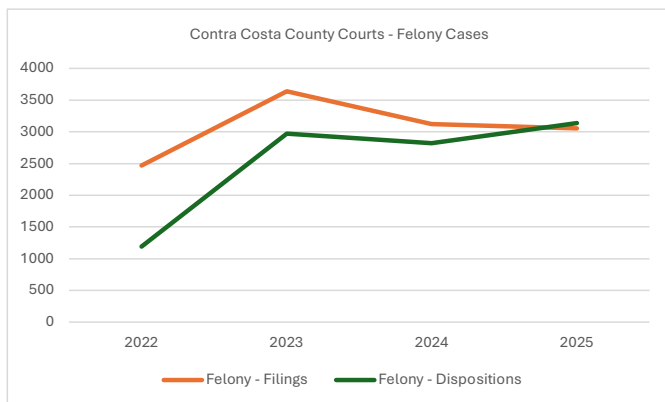
Disposition is the final outcome or status of a case. Potential outcomes include:

- **Dismissed:** The court or prosecutor drops the charges.
- **Acquitted:** The defendant is found not guilty at trial.
- **Convicted:** The defendant pleads guilty or is found guilty.
- **Diversion/Deferred:** The case is delayed pending the completion of court-ordered conditions.

It’s important to note that several years can elapse between when a case is filed and its disposition.

Felony Filings and Dispositions

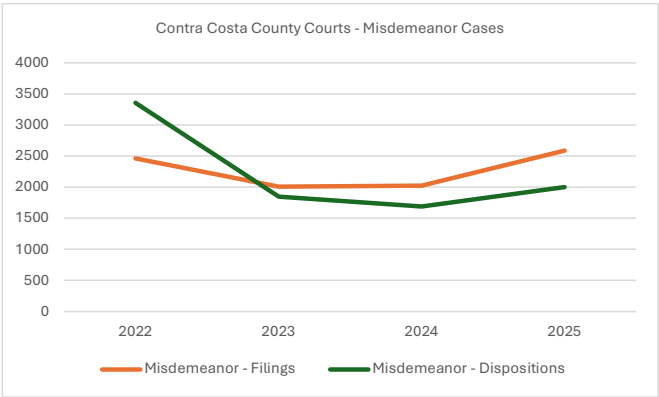
Figure 7: All Felony Filings and Dispositions with Contra Costa Courts, 2022-2025



The chart shows a decrease in felony filings from 2023 to 2025. In contrast, there is a minimal increase in felony dispositions from 2024 to 2025.

Misdemeanor Filings and Dispositions

Figure 8: All Misdemeanor Filings and Dispositions with Contra Costa Courts, 2022-2025



In contrast to felony filings, misdemeanor filings increased between 2024 and 2025. Misdemeanor dispositions are also increasing proportionately. Note that this trend is also reflected in arrest rates, as described earlier in the report. Filing and disposition rates are affected by multiple factors such as arrest rates, court staffing, district attorney staffing, and backlogs. More analysis is needed on rising misdemeanor filings, including defendant race demographics.

Criminal Case Processing Time, by County Superior Courts Fiscal Year 2024–25

In their annual “Statewide Caseload Trends” reports, JJC compares case processing times throughout the state. They present metrics over the course of a two-year period. The most recent report presented data from 2024 to 2025.

County	Felonies <12 Months	Felonies <30 Days	Felonies <45 Days	Felonies <90 Days	Misdemeanors <30 Days	Misdemeanors <90 Days	Misdemeanors <120 Days
California (Statewide)	70%	22%	29%	45%	33%	51%	59%
Contra Costa	35%	10%	17%	30%	8%	29%	42%
Alameda	62%	41%	46%	63%	64%	76%	80%
Los Angeles	74%	22%	27%	43%	36%	56%	63%
Orange	51%	36%	41%	51%	38%	56%	63%
Santa Clara	43%	10%	13%	26%	23%	38%	47%

The data indicate that Contra Costa County processed a smaller proportion of both felony and misdemeanor cases within established time benchmarks than the statewide average and most comparison counties. A notable difference was in felony cases resolved within 12 months, where Contra Costa reported 35% compared with the statewide average of 70%. Similar gaps were observed across misdemeanor processing benchmarks. For misdemeanor cases, where only 8% were resolved within 30 days, compared with 33% statewide.

Criminal case processing times are an important metric because they measure how long defendants wait for a resolution. Delays in case processing can have consequences for individuals who remain in custody while awaiting trial or disposition. This leads to uncertainty for victims, defendants, and their families. This is why timely case resolution is an important indicator of court performance and equity in the justice system.

Because these metrics cannot solely explain the underlying reasons for longer case processing times, such as court staffing levels, prosecutorial practices, or case complexity, we recommend further analysis to identify the factors contributing to these trends.

Conclusion

This report provides an overview of criminal justice trends in Contra Costa County, while highlighting several areas where racial disparities continue to persist. Although arrest rates have generally declined over the past decade, Black residents experience substantially higher misdemeanor and felony arrest rates than other racial groups. The analysis also found that the disparity between Black and White misdemeanor arrest rates has widened over time. In addition, the 2024 RIPA stop data indicates that Black individuals experienced the highest rates of force during police stops compared to other racial groups.

The report also identified system trends that warrant additional analysis. Misdemeanor filings and arrests have increased in recent years. At the same time, Contra Costa County processed a smaller proportion of criminal cases within statewide time benchmarks than California overall and many comparison counties. These findings highlight potential areas for further review.

While this report identifies important patterns, it does not explain why these disparities and trends exist. Arrest rates, police stops, charging decisions, court processing times, and case outcomes are influenced by numerous factors that cannot be evaluated through descriptive statistics alone. Additional research will be necessary to better understand the drivers of these outcomes.

Ultimately, this report is intended to serve as a foundation for future analysis rather than an assessment of equity within Contra Costa County's criminal legal system. Continued

collaboration among law enforcement agencies, community stakeholders, and the Racial Justice Oversight Body is essential in promoting equitable outcomes for all residents.

Recommendations

As a result of the findings of this report, the Racial Justice Oversight Body identified several trends and metrics that require further analysis. Below is a set of recommendations, that are not exhaustive:

1. An in-depth analysis on the increase in misdemeanor arrests.
2. A cause analysis on the increase in racial disparities in misdemeanor and felony arrests.
3. An additional report on legal system interactions and outcomes for youth.
4. An analysis on the racial breakdown of the pretrial population over time.
5. A county-wide, publicly accessible RIPA dashboard.
6. An analysis on the disproportionate use of force by race, including reason for stop, and if a charge was eventually made.
7. An analysis on the racial breakdown of all police stops in Contra Costa County, the reasons, and resulting action.
8. An analysis on who the District Attorney's office files on or not, including race.
9. An analysis on the time to disposition for Contra Costa County Courts that includes race.

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Appendix A: United States Census Bureau American Community Survey 1-Year Population Estimates for Contra Costa County

Race	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
White	505074	502828	500221	494370	489677	489135	462252	444489	432652	425412
Black	97762	93005	89378	98242	99615	94463	97612	96166	89726	87183
Latino	285026	288713	294584	297255	300420	295791	310805	311808	321243	331100

Appendix B: Contra Costa County Misdemeanor Arrest Statistics, 2015-2024

Year	Black Rate per 100k	Hispanic Rate per 100k	White Rate per 100k	Black/White Risk Ratio	Hispanic/White Risk Ratio
2015	4,179	1,422	1,511	2.77	0.94
2016	4,426	1,295	1,422	3.11	0.91
2017	4,517	1,295	1,330	3.4	0.97
2018	4,329	1,345	1,282	3.38	1.05
2019	3,988	1,331	1,187	3.36	1.12
2020	2,684	884	691	3.88	1.28
2021	2,696	876	719	3.75	1.22
2022	2,795	1,031	809	3.45	1.27
2023	2,968	857	852	3.48	1.01
2024	3,482	913	885	3.93	1.03

Appendix C: Contra Costa County Felony Arrest Statistics, 2015-2024

Year	Black Rate per 100k	Hispanic Rate per 100k	White Rate per 100k	Black/White Risk Ratio	Hispanic/White Risk Ratio
2015	3,006	714	605	4.97	1.18
2016	3,043	691	589	5.16	1.17
2017	3,195	660	570	5.6	1.16
2018	3,094	692	551	5.61	1.26
2019	3,324	734	543	6.12	1.35
2020	2,670	640	415	6.43	1.54
2021	2,563	541	477	5.38	1.14
2022	2,682	664	498	5.38	1.33
2023	2,253	414	415	5.42	1
2024	2,122	375	388	5.47	0.97

Appendix D: Contra Costa County Felony Arrest Statistics, 2015-2024

Race	Total Stops	Force Stops	Force Stops - CA	Percent Force	Percent Force - CA	Disparity vs White	Disparity vs White - CA
Black	15944	1942	101,749	12.2	16.62	1.6	1.9
White	24086	1827	138,779	7.59	8.76	1	1
Hispanic	24072	1821	236,951	7.56	10.8	1	1.23
Pacific Islander	980	74	2,445	7.55	9.14	0.99	1.04
Multiracial	1123	67	6,134	5.97	9.82	0.79	1.12
Native American	223	13	2,325	5.83	17.5	0.77	2
Asian	4988	197	11,969	3.95	4.03	0.52	0.46
Middle Eastern/South Asian	5311	161	8,794	3.03	3.2	0.4	0.37

Proposals for Inclusion in Quarterly Sheriff's Oversight Reports

1. Reporting on CCCSO Law Enforcement Involved Fatal Incidents:

- a. race of the deceased individuals
- b. findings of any investigations
- c. any disciplinary actions taken following investigation findings
- d. manner of death (e.g., use of force, suicide while in custody)

Data on “use of force incidents reported to State DOJ” in current sheriff’s oversight reports do not include Law Enforcement Involved Fatal Incidents.

2. CCCSO Use of Force Not Reported to DOJ:

- a. race of the individual subjected to force
- b. type of force (K9, 40mm, taser, baton/flashlight, “personal body weapons”)
- c. injuries sustained, if any, by the individual and/or officer
- d. findings of any investigations
- e. any disciplinary actions taken following investigation findings

3. Data for the Support Services Bureau’s “Total Number of Suicide Deaths” report:

- a. race of the deceased individuals
- b. location of death (e.g., in facility, in field)
- c. findings of any investigations
- d. actions taken following investigation findings, if any
- e. relevant criteria for inclusion in this report

4. Data for the Administration Services Bureau’s “Internal Affairs Investigations Initiated” report:

- a. for citizen complaints, race of complainant
- b. referral by type (e.g., citizen complaint, internal referral)
- c. complaint by type (e.g., use of force, dishonesty, racial bias)
- d. findings of investigations (sustained, non-sustained, exonerated, unfounded)
- e. actions disciplinary taken following investigation findings, if any
- f. citizen complaints received not resulting in initiation of IA investigation

5. Data for the Field Operations Bureau’s “Writ of Possession of Real Property with Tenant Removal” and “Tenant Removal with Use of Force” reports:

- a. race of tenants removed

- b. for tenants removed with use of force, the type of force used and whether the tenant sustained any injury
- 6. Data for the Custody Services Bureau's "In-Custody Deaths" report:
 - a. race of the deceased individuals
 - b. location of death (e.g., in facility, in field)
 - c. findings of any investigations
 - d. actions taken following investigation findings, if any
 - e. "in-custody" definition
- 7. Data for the Custody Services Bureau's "ICE I-247A Requests for Notification" report:
 - a. race of the individuals ICE requested from CCCSO for notification
 - b. race of the individuals CCCSO notified to ICE
- 8. CCCSO Booking Data:
 - a. Total number of bookings, average length of detention, and average bail amount by race for the top 5 offense types within the past 1 year

2026

Contra Costa County Racial Justice Oversight Body Community Engagement Report

Centering community voice to advance racial equity, accountability, and lasting systems change.



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Executive Summary

The Racial Justice Oversight Body (RJOB) convened a series of community town halls at the beginning 2026 to better understand how residents experience the criminal legal system in Contra Costa County and to identify priorities for advancing racial equity, transparency, diversion, and accountability. Through in-person and virtual engagement opportunities, community members shared their lived experiences, identified barriers to participation and access, and offered recommendations for improving both County systems and RJOB's ongoing work.

Across all engagement sessions, several consistent themes emerged. Participants emphasized the importance of creating meaningful opportunities for ongoing community participation, improving transparency and public access to information, expanding awareness of diversion and support services, and strengthening the collection and public sharing of justice system data. Community members also identified persistent barriers—including transportation, language access, limited communication, and challenges navigating County systems—that continue to prevent equitable participation.

The findings presented in this report reflect both the voices of community members and the ongoing work of RJOB's Community Engagement, Diversion, and Data Subcommittees. Together, these findings inform a series of recommendations intended to strengthen community partnerships, improve accountability, increase accessibility, and support RJOB's mission of advancing racial equity within Contra Costa County's criminal legal system.

Ultimately, the town halls reinforced that meaningful community engagement is not a one-time event but an ongoing process that requires sustained investment, transparent communication, and shared accountability between County agencies, community organizations, and residents.



Section 1: Why We Engaged

Purpose of the Town Halls

Community engagement is foundational to RJOB's mission of advancing racial equity and accountability within Contra Costa County's criminal legal system. Recognizing that those most impacted by the criminal legal system possess essential knowledge and expertise, RJOB hosted a series of community town halls to better understand residents' experiences, identify community priorities, and inform future recommendations. The town halls were designed to create accessible spaces where community members could openly discuss their interactions with the criminal legal system, identify barriers to equitable access, and offer recommendations for improving transparency, diversion opportunities, and public accountability. The information gathered through these conversations serves as a critical component of RJOB's ongoing efforts to ensure that policy recommendations are informed by community voice and lived experience.

Engagement Overview

Between January and February 2026, RJOB hosted three community engagement sessions consisting of two in-person town halls and one virtual forum.

Community Engagement Summary

- Total Participants: 55
- Locations: East County, West County, and Virtual
- Engagement Methods: Two facilitated in-person town halls and one virtual community session
- Approach: World Cafe style interactive listening sessions centered on community dialogue, lived experience, and collaborative discussion

Each session utilized facilitated small-group conversations designed to encourage participation, foster relationship-building, and create space for residents to share both challenges and opportunities for improving criminal legal system outcomes. Notes from each discussion were synthesized to identify recurring themes and recommendations across all engagement sessions.

Section 2: What We Heard

Across all three town halls, community members consistently identified five interconnected themes. While each community brought unique perspectives, the priorities raised were remarkably consistent and closely aligned with the work already underway through RJOB's Community Engagement Framework, Diversion, and Data Subcommittees.

Community Voice & Participation

Participants consistently expressed a desire for more meaningful opportunities to participate in RJOB's work beyond periodic public meetings. Community members emphasized that engagement should be continuous, collaborative, and centered on the voices of those most directly impacted by the criminal legal system. Residents highlighted the importance of creating stronger pathways for youth leadership, ensuring justice-impacted individuals have meaningful roles in decision-making, and building long-term relationships between County agencies and the communities they serve. Participants also emphasized that engagement should move beyond information sharing toward genuine partnership and shared decision-making.

Transparency & Trust

A recurring theme throughout every engagement session was the need to strengthen transparency and rebuild trust between County institutions and community members. Participants described challenges understanding how decisions are made, how funding is allocated, and how justice-related initiatives are evaluated. Community members emphasized that transparency requires more than making information publicly available—it requires clear communication, accessible language, regular updates, and visible accountability for commitments made through public engagement.

Access & Equity

Community members identified several practical barriers that continue to limit participation in County meetings and public engagement opportunities. Transportation challenges, language access needs, scheduling conflicts, and inconsistent communication were repeatedly identified as obstacles to meaningful participation. Participants also emphasized that information should be distributed through multiple channels and made accessible to communities with varying language, technology, and accessibility needs. Removing these barriers was viewed as essential to ensuring equitable participation across Contra Costa County.

Section 2: What We Heard

Diversion & System Navigation

Participants expressed broad support for diversion as an alternative to traditional criminal legal system involvement but noted that many residents remain unaware of available programs and services. Community members described inconsistent referral processes, limited information about eligibility, and difficulty navigating available resources. Many participants also emphasized the need for stronger navigation support, clearer pathways into services, and continued follow-up after initial referrals to improve long-term outcomes for individuals and families.

Data & Accountability

Community members expressed a strong desire for justice system data that is transparent, accessible, and meaningful. Participants emphasized that data should not only be publicly available but also presented in ways that are understandable and useful to community members.

Residents also raised questions about how data is collected, what outcomes are measured, and whether publicly reported information accurately reflects community experiences. Participants viewed transparent data as an essential tool for accountability and continuous improvement.

Section 3: What We Learned

The community town halls revealed several overarching findings that extend beyond individual comments or isolated concerns. While participants discussed a range of experiences and ideas, clear patterns emerged across all engagement sessions. These findings represent RJOB's analysis of the community input and identify the conditions that must be addressed to strengthen racial equity, community trust, and accountability within Contra Costa County's criminal legal system.

1. Community Engagement Must Become an Ongoing Practice Rather Than an Occasional Event

Across every town hall, participants expressed a desire for more consistent opportunities to engage with RJOB and County decision-makers. Rather than viewing engagement as a series of public meetings, community members envisioned a continuous relationship in which residents regularly contribute to decision-making, receive updates on progress, and understand how their feedback informs action.

This finding suggests that meaningful community engagement requires sustained infrastructure, consistent communication, and shared accountability—not simply additional public events. Building trust will require RJOB to establish ongoing mechanisms for dialogue, feedback, and partnership that extend beyond the town hall process.

2. Transparency Requires Accessible Communication, Not Just Public Information

Community members consistently linked trust in public institutions with the ability to understand how decisions are made, how resources are allocated, and how outcomes are measured. While information may exist, participants indicated that it is often difficult to locate, presented in technical language, or disconnected from community priorities.

The findings indicate that improving transparency is not solely about increasing the amount of information available but ensuring that information is timely, understandable, accessible, and responsive to community needs. Effective communication is essential to strengthening public trust and demonstrating accountability.

3. Access to Services Depends on Navigation as Much as Availability

Although participants supported diversion and community-based alternatives to traditional criminal legal system involvement, discussions revealed that many barriers occur before individuals ever reach available services. Participants described inconsistent referral pathways, limited awareness of existing programs, and challenges navigating multiple agencies and systems.

These findings suggest that expanding services alone will not improve equitable access. Strengthening outreach, simplifying referral processes, and providing navigation support are equally important strategies for ensuring individuals and families can successfully connect with available resources.

Section 3: What We Learned

4. Accountability Requires Data That Communities Can Understand and Use

Participants consistently emphasized that data plays an essential role in measuring progress and holding public systems accountable. However, community members also expressed concerns about whether publicly available information is sufficiently accessible, complete, or reflective of community experiences.

This finding reinforces that transparency and accountability depend not only on collecting data but also on presenting it in ways that are meaningful, understandable, and relevant to community members. Data should support informed public dialogue, continuous improvement, and shared accountability between County agencies, RJOB, and the communities they serve.

Section 4: RJOB Recommendations

Recommendation 1: Strengthen Community Engagement & Communication

Strengthen ongoing community engagement and communication by implementing the RJOB Community Engagement & Communications Framework, expanding opportunities for meaningful public participation, and establishing sustainable funding to support community engagement, public education, communications, and technical assistance.

Recommendation

We recommend strengthening ongoing communication between RJOB, County agencies, and Contra Costa County residents by implementing the RJOB Community Engagement & Communications Framework. Community members consistently expressed a desire for regular opportunities to engage with RJOB beyond scheduled meetings and annual town halls. Participants emphasized the importance of receiving consistent updates about RJOB's work, understanding how community feedback informs decision-making, and having multiple opportunities throughout the year to participate in conversations about racial justice.

Implementing the Community Engagement & Communications Framework would establish a more coordinated and sustainable approach to community engagement by creating regular feedback loops, expanding public education efforts, and developing a centralized, public-facing information hub where residents can access meeting information, updates, resources, and opportunities to participate. Together, these strategies would help strengthen transparency, improve public awareness, and foster ongoing relationships between RJOB and the communities it serves.

We have to engage the community so people can see themselves beyond their situation.

**RICHMOND TOWN HALL
PARTICIPANT**

Why It Matters

Community members consistently described the 2026 RJOB Town Halls as welcoming spaces where they felt heard, respected, and connected to one another. Participants valued the opportunity to engage directly with County representatives and community members serving on RJOB, ask questions about racial justice issues, and share their lived experiences in an environment that encouraged dialogue and trust. At the same time, participants identified barriers that continue to limit meaningful engagement. Many residents reported difficulty attending public meetings because they occur during traditional work hours or because transportation challenges make in-person participation difficult. Community members also discussed concerns related to language access and the fear experienced by some immigrant communities when engaging with government institutions.

Across all three town halls, participants expressed a desire for greater awareness of RJOB, more consistent communication about its work, and ongoing opportunities to engage outside of formal public meetings.

Section 4: RJOB Recommendations

Strengthening community engagement and communication will help build trust between County government and the communities it serves while ensuring that community voices continue to inform RJOB's work throughout the year—not only during scheduled public meetings.

Implementation

Implementation should be guided by the RJOB Community Engagement & Communications Framework, which outlines strategies for creating sustained, year-round engagement rather than relying solely on periodic public meetings. This includes maintaining a consistent communications presence through newsletters, social media, and other public education efforts that keep residents informed about RJOB's work, County initiatives, and opportunities for participation.

Implementation should also prioritize outreach where community members already gather, including schools, faith communities, neighborhood events, libraries, barbershops, and other trusted community spaces. Special attention should be given to youth-centered engagement opportunities that create safe and welcoming environments where young people can share their lived experiences and perspectives. Additional strategies may include maintaining a centralized community engagement calendar, developing a public-facing information hub, and creating ongoing feedback loops that demonstrate how community input informs RJOB's work and County decision-making.

Implementation Considerations

Successfully implementing this recommendation will require dedicated funding and long-term investment in community engagement infrastructure.

While the 2026 town halls were made possible through significant in-kind contributions from RJOB members and community partners—including donated meeting space, food,

and volunteer support—sustaining this work will require reliable resources beyond volunteer capacity.

Investment should include funding for communications and outreach materials, interpretation and translation services, childcare and accessibility supports, technical assistance, and evaluation. Although multilingual interpretation was available during the town halls, additional resources are needed to expand language access, provide American Sign Language (ASL) interpretation, and ensure engagement opportunities are accessible to all residents. Dedicated staff or technical assistance to coordinate communications, evaluate engagement efforts, and support implementation of the Community Engagement & Communications Framework will also be critical to sustaining this work over time.

Measures of Success

Success would be reflected in stronger relationships between RJOB and the communities it serves, increased public awareness of RJOB's work, and more meaningful opportunities for residents to participate in conversations about racial justice throughout the year. Community members would have multiple pathways to engage with RJOB, receive regular updates about County initiatives, and better understand how their input influences recommendations and decision-making.

Progress could be measured through increased participation at town halls and other engagement opportunities, greater representation of youth and justice-impacted community members, expanded partnerships with community-based organizations, increased engagement with RJOB communications and public education efforts, and higher levels of community awareness and trust as measured through surveys and evaluations. Ultimately, success would be reflected in a sustained culture of community engagement in which residents view RJOB as an accessible, trusted partner and have ongoing opportunities to shape policies and initiatives that advance racial equity in Contra Costa County.

Section 4: RJOB Recommendations

Recommendation 2: Improve Transparency & Public Access to Information

Improve transparency and public access to County information by making data, decision-making processes, and government communications more accessible, timely, and understandable for all residents. Create a centralized, one-stop location where community members can easily access County resources, information, and public data.

Recommendation

Residents should be able to easily find information about County services, policies, public meetings, budgets, and opportunities to participate in decision-making. Communications should be written in plain language, available in multiple languages, and delivered through a variety of formats that effectively reach diverse communities.

Why It Matters

Meaningful community engagement depends on residents having timely, understandable, and accessible information. Community members have shared that county processes can be difficult to navigate and that important information is often hard to find, overly technical, or not available in languages or formats that meet the needs of all residents. These barriers can limit participation, particularly for historically underserved communities. Improving transparency helps build trust between the County and the communities it serves. When residents understand how decisions are made and know how to participate, they are better positioned to provide input, access services, and hold their government accountable. When residents cannot easily understand how decisions are made or how to participate, trust in public institutions erodes.

How do we know the data is valid if the same systems producing harm are the ones producing the data?

ANTIOCH TOWN HALL PARTICIPANT

Transparent communication also demonstrates the County's commitment to openness and inclusion, as well as responsiveness.

Implementation

Implementation could include redesigning the County's website to make information easier to locate, publishing clear summaries of Board actions and major initiatives, expanding multilingual communications, and providing plain-language explanations of county programs, budgets, and policy decisions. The County could also strengthen outreach by using multiple communication channels, such as community meetings, social media, newsletters, partnerships with community-based organizations, and printed materials where appropriate. Public engagement efforts should be designed to reach residents who have historically faced barriers to participation and should include opportunities for two-way communication so that community feedback informs county decision-making.

Section 4: RJOB Recommendations

Recommendation 2: Improve Transparency & Public Access to Information

Implementation Considerations

This work would require investment in communications staff, translation and interpretation services, website improvements, and community outreach efforts. Staff across departments may benefit from training in plain-language communication, cultural responsiveness, and effective public engagement practices. Strong partnerships with community organizations, schools, libraries, and other trusted institutions can help extend the County's reach and ensure that information is shared through channels that residents already use. Sustained leadership commitment and cross-department coordination will also be essential for creating consistent communication practices.

Measures of Success

Success would be reflected in increased public access to timely, accurate, and comprehensible centralized county information. Residents would be better able to locate information about county programs, services, budgets, and outcomes, and would have greater access to participate in public decision-making if they know where to find information.

Progress could be measured through indicators such as the centralized location of public data portals, improved website accessibility, more frequent publication of reports and dashboards with accessible visuals and language, greater availability of aggregated demographic data, and higher levels of community participation and trust. Over time, transparent reporting should support more equitable policy decisions and demonstrate the County's ongoing commitment to accountability and racial equity.



Section 4: RJOB Recommendations

Recommendation 3: Improve Data Practices

Improve countywide data practices by establishing consistent standards for collecting, analyzing, managing, and using data to advance racial equity, inform decision-making, and improve accountability across all departments.

Recommendation

We recommend developing a countywide framework for equitable data practices that promotes consistent, accurate, and responsible collection, analysis, and reporting of data across county departments. The framework should prioritize collecting demographic information in a standardized manner, disaggregating data where appropriate, having a validation process in place, and using data to identify disparities, evaluate programs, and guide policy and budget decisions across agencies. Achieving this will require strong leadership support to build interagency trust and establish standardized processes for requesting, sharing, and governing data across departments. The County should also establish clear expectations for data quality, privacy, and sharing while ensuring that data are used ethically and in ways that benefit the communities they represent.

Why It Matters

Data are essential for understanding whether county programs and services are reaching all residents equitably. Without consistent data practices, it is difficult to identify disparities, evaluate outcomes, measure progress, or make informed decisions about where resources are most needed.

We need standardized data definitions and metrics across agencies.

VIRTUAL TOWN HALL PARTICIPANT

Community members have expressed a desire for greater accountability and for decisions to be based on evidence rather than assumptions. Inconsistent demographic data, varying reporting practices across departments, and limited ability to analyze trends can make it difficult to understand who is being served and where inequities persist. Relatedly, poor data collection, storage, and sharing (to other agencies and the public) violates public trust in their governing bodies. Improving data practices enables County agencies to better evaluate programs while increasing transparency and accountability to the public.

Implementation

Implementation could include adopting countywide standards for demographic data collection, creating shared definitions, validation and reporting requirements, and establishing data governance policies that promote consistency across departments. Departments could routinely analyze and report data by race, ethnicity, age, gender, disability status, geography, and other relevant demographic characteristics while protecting individual privacy.

Section 4: RJOB Recommendations

Recommendation 3: Improve Data Practices

The County could develop shared dashboards and performance measures that allow departments to monitor progress toward equity goals and evaluate the effectiveness of programs over time. Staff could receive training on equitable data collection, data quality, cultural responsiveness, and responsible interpretation of findings.

Implementation should involve collaboration among county departments, information technology staff, program managers, analysts, legal and privacy staff, community-based organizations, and residents to ensure that data practices reflect both operational needs and community priorities.

Implementation Considerations

Efforts to improve data practices should begin with a working group that has key stakeholders from across the county present, starting with research managers and data analysts to identify facilitators and barriers to county-wide data standardization implementation, involving the insight of supervisorial staff, legal counsel, and other relevant stakeholders. Facilitation would include identifying what is already working and improving these processes, creating channels of clear communication and ethical standards and expectations for data sharing cooperation, and what funding is required for such an infrastructure.

Successful implementation will require turning the working group into a formalized Interagency committee. This committee can then identify modern data infrastructure that supports standardized collection, integration, and reporting of information specific to departments and applicable across all. This committee should establish clear policies for data governance, quality assurance, privacy, and ethical data sharing.

Ongoing staff training, cross-department collaboration, and leadership commitment will be necessary to build a culture in which data are consistently used to improve services and advance racial equity, among others.

Measures of Success

Success would be demonstrated by consistent, high-quality data being collected and used throughout the County to inform decisions, evaluate programs, and measure progress toward equity goals. Departments would have greater confidence in the accuracy and comparability of their data and would routinely use evidence to improve policies and services. The public would have access to clean and comprehensible data, strengthening public trust and accountability.

Progress could be measured through indicators such as adoption of countywide data standards, increased data collection and validation data, improvements in data quality, increased interagency data sharing agreements, regular publication of equity analyses, the use of data in planning and budget decisions, and less public complaint about the lack of transparency around how information is gatekept with taxpayer dollars. With reliable data, the County should be able to identify and reduce disparities in access, participation, and outcomes while demonstrating greater accountability to the communities it serves.

Section 4: RJOB Recommendations

Recommendation 4: Expand Access & Equity to Public Participation

Expand equitable access to RJOB and other County public meetings by removing barriers to participation through comprehensive outreach, language access, accessible communications, and transportation supports. These efforts should ensure that all Contra Costa County residents—particularly historically underserved communities—have meaningful opportunities to receive information, participate in decision-making, and engage with County government.

Recommendation

Community feedback gathered during the 2026 RJOB Town Hall meetings consistently identified significant barriers to participation. Residents reported difficulty attending meetings due to limited transportation options, concerns about language interpretation services, and inconsistent communication regarding meeting dates, locations, agendas, and available resources. These barriers disproportionately affect communities with the greatest need for County services and reduce equitable representation in public decision-making.

Ensuring that all residents have timely access to information and meaningful opportunities to participate is an equity issue and is essential to fostering transparency, trust, and inclusive community engagement.

Why It Matters

Meaningful community engagement depends on every resident having equitable access to information and opportunities to participate in public decision-making. Community feedback gathered during the 2026 RJOB Town Halls demonstrated

The people who are most impacted are missing from the table.

**RICHMOND TOWN HALL
PARTICIPANT**

that transportation challenges, language access needs, and inconsistent communication continue to prevent many residents from participating in RJOB and other County meetings.

These barriers disproportionately impact historically underserved communities, limiting whose voices are represented in decisions that affect them.

We believe that expanding access is essential to advancing racial equity and strengthening public trust. When residents can easily learn about County meetings, understand the issues being discussed, and participate in ways that are accessible to them, they are better positioned to inform policy, access resources, and hold public institutions accountable. Removing barriers to participation is not simply a matter of convenience—it is a necessary investment in creating a more inclusive, transparent, and equitable system of community engagement.

Section 4: RJOB Recommendations

Recommendation 4: Expand Access & Equity to Public Participation

Implementation

Implementation could include expanding multilingual outreach through translated meeting notices, agendas, flyers, websites, social media, and community newsletters to ensure residents receive information in the languages and formats they use most. The County should provide professional interpretation services at all public meetings and community events while strengthening partnerships with trusted community-based organizations, faith-based organizations, schools, libraries, and neighborhood groups to broaden outreach and connect with historically underserved communities. Increasing accessibility through virtual and hybrid meeting options, recorded meetings, and flexible meeting times would help reduce participation barriers for many residents. Additional efforts could include developing transportation supports, such as transit vouchers, partnerships with local transit providers, rideshare assistance, or strategically locating meetings within underserved communities. Creating a centralized community engagement calendar that highlights RJOB meetings and other County engagement opportunities would further improve awareness and make it easier for residents to participate in County decision-making.

Implementation Considerations

Successful implementation will require sustained investment in translation and interpretation services, community outreach, and transportation supports that reduce barriers to participation. Dedicated staff or community engagement coordinators will be needed to lead outreach efforts, strengthen relationships with residents, and ensure consistent communication across County departments.

Strong partnerships with community-based organizations, local agencies, schools, libraries, and other trusted community institutions will be essential to extending the

County's reach and connecting with residents through existing networks.

The County should also invest in accessible technology and communication platforms that support multilingual, hybrid, and virtual engagement opportunities. Finally, establishing Countywide policies and standards for language access, accessibility, and community engagement will help ensure that public meetings and participation opportunities are consistent, equitable, and inclusive across departments.

Measures of Success

Success would be demonstrated by increased and more representative participation in RJOB and other County meetings, particularly among historically underserved communities. Residents would have greater awareness of County meetings, public engagement opportunities, and available resources, while experiencing fewer barriers related to transportation, language access, and communication. The County would also see increased use of interpretation services and higher levels of community satisfaction with the accessibility, inclusiveness, and effectiveness of its engagement efforts.

Progress could be measured through indicators such as increased attendance at RJOB and County meetings, greater participation from historically underserved communities, increased utilization of language interpretation services, improved awareness of County meetings and available resources as measured through community surveys, reduced transportation-related barriers reported by residents, and higher levels of satisfaction with County communication and public engagement practices. Ultimately, success would be reflected in more representative community participation and greater confidence that County engagement processes are accessible, inclusive, and equitable for all Contra Costa County residents.

Section 5: Implementation & Investment

Across all three town halls, community members consistently emphasized that lasting change requires accountability, sustained action, and the resources to move recommendations from ideas to implementation.

The recommendations presented in this report reflect the priorities and experiences shared by community members throughout the 2026 RJOB Town Hall process. Successfully implementing these recommendations will require sustained investment in the people, partnerships, and infrastructure that support meaningful community engagement and continuous improvement. The town halls demonstrated that effective engagement extends beyond hosting public meetings—it requires ongoing relationship-building, accessible communication, and systems that enable communities to participate consistently and meaningfully in public decision-making.

Implementing these recommendations will require coordinated action across County agencies, community-based organizations, and RJOB. Priority investments include strengthening community engagement infrastructure, expanding language access and interpretation services, improving accessibility through childcare and transportation supports, enhancing data systems and evaluation capacity, and increasing coordination among County partners. Together, these investments create the conditions necessary for transparent, inclusive, and equitable community participation.

Community members consistently emphasized that trust is built over time through welcoming and accessible spaces, regular opportunities for engagement, and clear communication about how community input informs decision-making. Sustaining this work will require continued investment in these foundational practices so that engagement becomes an ongoing partnership rather than a series of isolated events.

Technical Assistance & Capacity Building

Building and sustaining this work will also require dedicated technical assistance and capacity-building support. As RJOB continues to advance its recommendations, technical assistance can help ensure consistency, strengthen implementation, and support continuous learning and improvement across County agencies and community partners.

Priority areas for technical assistance include external facilitation for complex community engagement and collaborative decision-making processes, support for data analysis, reporting, and visualization, and the continued refinement of engagement tools, templates, and evaluation methods. Capacity-building opportunities for RJOB members, County staff, and community partners can further strengthen engagement practices, improve coordination, and support the effective implementation of recommendations over time. Investing in technical assistance and organizational capacity will help ensure that RJOB's work remains community-informed, data-driven, and responsive to evolving community needs. More importantly, it will establish the infrastructure necessary to sustain meaningful engagement, strengthen accountability, and advance racial equity well beyond the completion of this report.

Section 6: Looking Forward

The 2026 community town halls reinforced that advancing racial equity requires more than periodic engagement—it requires sustained partnership, shared accountability, and an ongoing commitment to listening, learning, and acting alongside the communities most impacted by the criminal legal system. Throughout the engagement process, community members emphasized that trust is built through transparency, accessibility, and meaningful opportunities to participate in decisions that affect their lives.

The recommendations presented in this report provide a roadmap for strengthening RJOB's work and deepening collaboration between County agencies, community-based organizations, and residents. Moving forward, RJOB will continue advancing its Community Engagement Framework, improving transparency and public access to information, strengthening partnerships, and refining its recommendations as community needs and priorities evolve.

This report represents an important milestone, but it is not the end of the process. Meaningful community engagement is an ongoing practice that requires continued investment, reflection, and accountability. RJOB remains committed to working alongside County partners and community members to ensure that lived experience continues to inform policy, guide implementation, and shape a more equitable and transparent criminal legal system for all Contra Costa County residents.



RJOB Community Engagement Framework (proposed)

Purpose

The RJOB Community Engagement Framework provides a sustainable, community-centered approach for how RJOB communicates, engages, listens, and remains accountable to the communities it serves. It establishes a shared framework to guide engagement efforts, strengthen transparency, build meaningful relationships, and ensure community voice informs RJOB's priorities and recommendations.

Guiding Principles

Community-Centered

Center the voices, experiences, and priorities of those most impacted by the justice system.

Transparent

Communicate openly about RJOB's work, decision-making, progress, and limitations.

Collaborative

Build authentic, two-way relationships with community through ongoing dialogue, partnerships, and shared learning.

Accountable

Demonstrate how community input informs RJOB's work and regularly report back on progress and outcomes.

Sustainable

Prioritize engagement strategies that are realistic, consistent, and maintainable over time to ensure long-term impact.

RJOB Community Engagement Framework (proposed)

Framework Pillar 1 - Communications Strategy

Proposed Definition

A Communications Infrastructure is the collection of communication tools and channels RJOB uses to consistently inform community members about its work, opportunities for engagement, recommendations, and progress.

Rather than relying solely on public meetings, RJOB should maintain multiple pathways for sharing information in accessible and consistent ways.

Recommended Primary Strategy

Develop a Consistent Digital Communications Strategy

Establish a coordinated communications approach that keeps the community informed through regular, accessible, and easy-to-understand content.

Examples:

- Social media
- Meeting highlights and key decisions
- Recommendation updates
- Educational content about RJOB and the criminal legal system
- Calls to action and engagement opportunities

Recommended Supporting Strategies

1.Public Dashboard / Website Landing Page - Maintain a Central Information Hub (is this something the County's communication team can support with?)

Create a dedicated website landing page that serves as the primary source for RJOB information.

Examples:

- Meeting materials (currently exists)
- Reports and recommendations
- Upcoming engagement opportunities
- Frequently Asked Questions
- Resources and contact information

Provide Public Education & Civic Learning Opportunities (digital and print)

RJOB Community Engagement Framework (proposed)

Increase public understanding of RJOB's role, the criminal legal system, and opportunities for community participation through accessible educational content and learning opportunities.

Examples:

- "RJOB 101" materials
- Educational videos or infographics
- Plain-language summaries of recommendations
- Explainers on County decision-making and policy processes
- Workshops or webinars on topics related to RJOB's work
- County decision-making
- Policy development
- RJOB's role
- Implementation timelines
- Opportunities for advocacy

2. Provide Regular Community Updates

Develop a consistent cadence for sharing RJOB news through email and other digital communication channels.

Examples:

- Quarterly e-newsletters
- Progress updates
- Community announcements
- Highlights of recent work and upcoming priorities

Framework Pillar 2 - Community Feedback Infrastructure

Proposed Definition

The Community Feedback Infrastructure creates accessible, ongoing opportunities for people with lived experience, residents, and community organizations to share perspectives, identify emerging issues, and help inform RJOB's work. Feedback should be continuous, actionable, and integrated into decision-making—not limited to formal meetings or one-time engagement events.

Recommended Primary Strategy

RJOB Community Engagement Framework (proposed)

Establish and Maintain an Ongoing Community Feedback Portal

Create a centralized online tool where community members can submit feedback, recommendations, questions, and emerging issues at any time.

Examples:

- Recommendation submissions
- Community concerns
- Questions for RJOB
- Ideas for future priorities

Recommended Supporting Strategies

1. Conduct Regular Community Surveys and Feedback Campaigns

Use targeted surveys and digital outreach to gather feedback on specific initiatives, recommendations, and emerging community priorities.

Examples:

- Issue-specific surveys
- Polls
- Feedback requests following engagement activities
- Community needs assessments

2. Integrate Feedback Across RJOB Activities

Ensure community feedback is consistently reviewed, shared with RJOB members, and reflected in recommendations and public reporting.

Examples:

- Summarize themes from community feedback
- Include feedback updates in RJOB meetings
- Report back on how input informed decisions
- Identify emerging issues for future work
- Calls for input

Framework Pillar 3 - Community Engagement Strategies CEF should determine what this cadence actually looks like and make a recommendation to the full body

RJOB Community Engagement Framework (proposed)

Proposed Definition

Community engagement is the intentional process of building and sustaining relationships with community members through ongoing dialogue, partnerships, and shared learning. RJOB's engagement model should move beyond one-time events to create consistent opportunities for participation, trust-building, and collaboration throughout the year.

Recommended Primary Strategy

Establish a Year Round Community Engagement Cycle

Implement a year-round engagement model that creates regular opportunities to inform, listen, collaborate, and report back.

Example Annual Cycle

- **Quarter 1:** Community Listening & Relationship Building
- **Quarter 2:** Share Emerging Priorities & Gather Feedback
- **Quarter 3:** Community Validation & Refinement
- **Quarter 4:** Report Back & Accountability

Implementation Note: The Community Engagement Cycle is intended to provide a consistent rhythm for engagement—not a series of large-scale events. Engagement activities should be scaled based on RJOB's capacity and may include partner meetings, tabling at existing community events, virtual conversations, targeted listening sessions, surveys, or other low-resource opportunities. The goal is to create sustained, ongoing engagement rather than relying solely on periodic, resource-intensive town halls.

Recommended Supporting Strategies CEF should determine what this cadence actually looks like and make a recommendation to the full body

1. Host In-Person Community Gatherings

Create opportunities for face-to-face dialogue outside of publicly noticed RJOB meetings.

Examples:

- Community conversations
- Listening sessions
- Strategy sessions

RJOB Community Engagement Framework (proposed)

- Neighborhood gatherings
- Youth-focused discussions

Purpose: Build trust, deepen relationships, and create space for meaningful dialogue.

Public Education Series (this should be at least one of the in-person sessions)

Provide Public Education & Civic Learning Opportunities

Increase public understanding of RJOB's role, the criminal legal system, and opportunities for community participation through accessible educational content and learning opportunities.

Examples:

- "RJOB 101" in person
- Workshops or webinars on topics related to RJOB's work
- County decision-making
- Policy development
- RJOB's role
- Implementation timelines
- Opportunities for advocacy

2. Leverage Community Partnerships & Hybrid Engagement

Meet community where they already are through trusted partners and provide multiple ways to participate.

Examples:

- Attend CBO meetings
- Table at community events
- Partner with community organizations to co-host conversations
- Offer consistent virtual engagement opportunities for those unable to attend in person

Purpose: Expand RJOB's reach while reducing barriers to participation.

RJOB Community Engagement Framework (proposed)

Framework Pillar 4 - Accountability Infrastructure

Proposed Definition

The Accountability Infrastructure establishes how RJOB communicates the impact of its work and demonstrates how community input informs its priorities, recommendations, and actions. Accountability is achieved by consistently reporting back to the community on progress, challenges, outcomes, and opportunities for continued involvement.

Recommended Primary Strategy

Host Community Recommendation & Progress Updates (1–2 times annually)

Provide dedicated opportunities to report back to the community on RJOB's work, share progress on recommendations, discuss implementation efforts, and identify emerging priorities.

Examples:

- Annual or semi-annual community update sessions
- Progress presentations
- Recommendation implementation updates
- Community Q&A and discussion

Recommended Supporting Strategies

1. Public Dashboard / Website Landing Page

Provide a centralized location where community members can easily access RJOB information and track progress over time.

Examples:

- Status of recommendations
- Annual reports
- Meeting materials
- Progress updates
- Community engagement opportunities
- Frequently Asked Questions

RJOB Community Engagement Framework (proposed)

2. Demonstrate How Community Input Informed RJOB's Work

Regularly communicate how community feedback influenced RJOB priorities, recommendations, and future work.

Examples:

- "What We Heard" summaries
- "How Your Feedback Was Used" reports
- Feedback themes included in RJOB meetings
- Annual engagement and impact summary



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-3281

Agenda Date: 8/6/2026

Agenda #: 3.

Meeting Date: August 6, 2026

Advisory Board: Racial Justice Oversight Body

Subject: DISCUSS California Policy Lab Research Proposal

Presenter: Peter Kim (ORESJ)

Contact: Peter Kim, peter.kim@oresj.cccounty.us

Info:

The California Policy Lab will be presenting a proposed research project in collaboration with the racial Justice Oversight Body.

Referral History and Update:

This agenda item was proposed by the Data Subcommittee on July 22, 2026.

Recommendation(s)/Next Step(s):

n/a



Using Data and Research to Inform Local Policy

Johanna Lacoe, Research Director

Contra Costa County Racial Justice Oversight Body (RJOB) Data Sub Committee Meeting
July 22, 2026

CPL Mission

The California Policy Lab generates research insights for government impact.

Through hands-on **partnerships with government agencies**, CPL performs rigorous research across issue silos and builds the data infrastructure necessary to improve programs and policies that millions of Californians rely on every day.



What we do

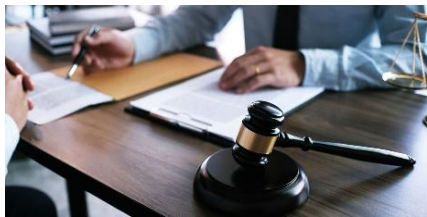
Cultivate partnerships with California government agencies, and...

- Conduct rigorous research for real world impact
- Connect silos across issue areas
- Clean, link, and analyze data
- Engage in long-term, collaborative learning
- Connect to other resources and partners
- Build long-term research infrastructure as a common good



Generate knowledge to improve programs and better serve Californians.

Our policy areas



Criminal justice



Homelessness



Social safety net



Education



Health

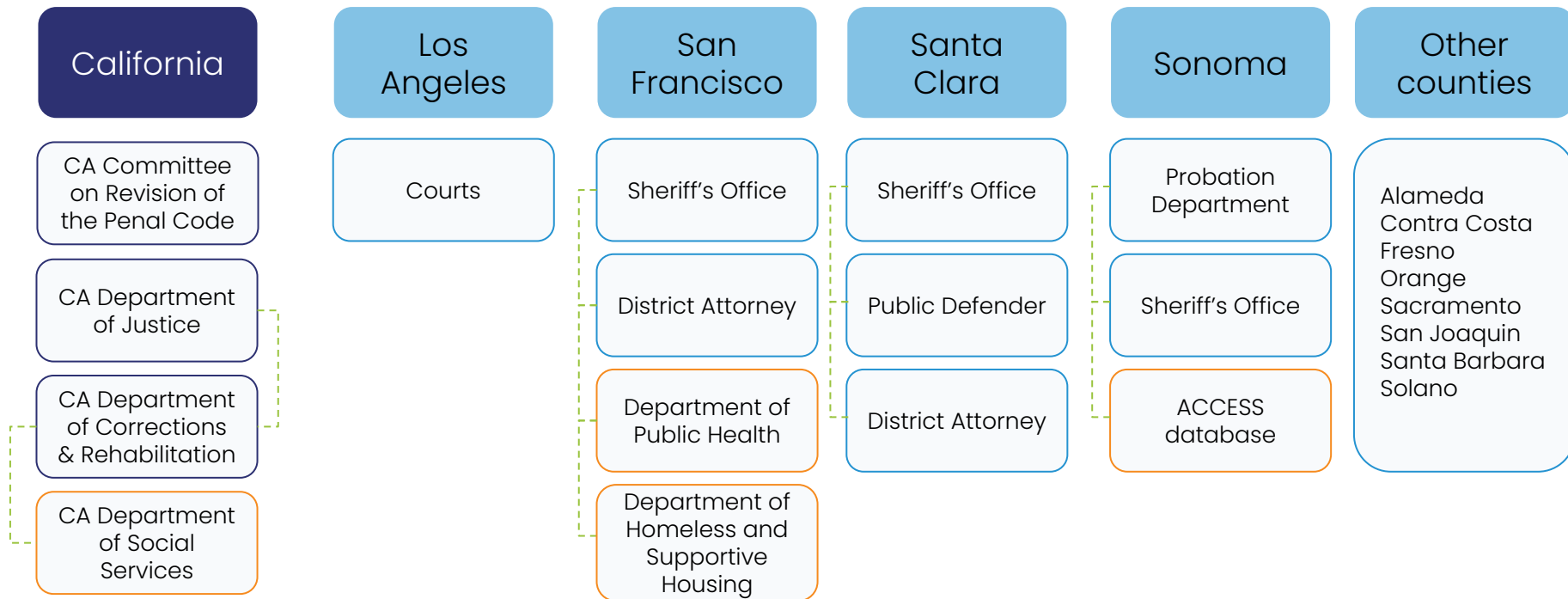


Labor and
employment

In focus

CPL's criminal justice portfolio

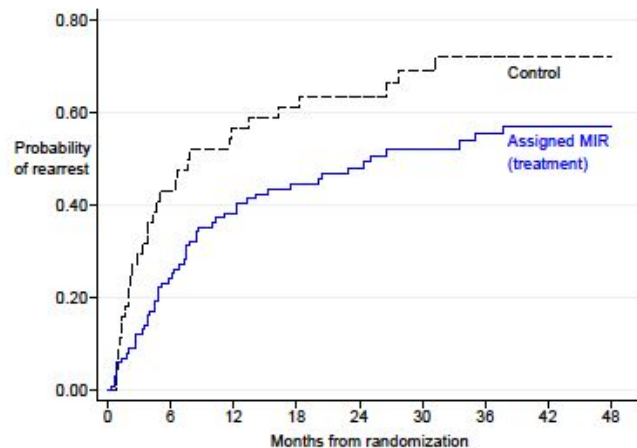
Criminal Justice System Partners & Linkages



San Francisco City + County

- Evaluation of Make-it-Right, juvenile restorative justice diversion program
- The impact of *In Re Humphrey* in SF
- The impact of felony diversion on criminal justice, health & housing outcomes
- Validation of the Public Safety Assessment
- Pretrial electronic monitoring
- The effect of redeploying to foot patrols on crime
- High utilization of criminal legal and urgent and emergent health services

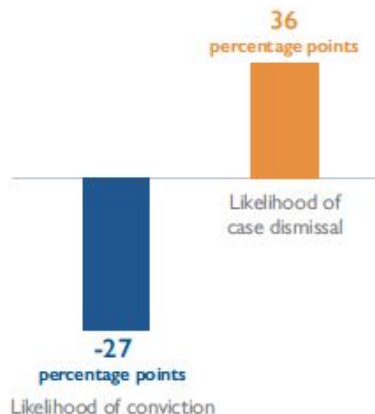
FIGURE 2. Probability of rearrest in the four years following the offer to participate in Make-it-Right



Santa Clara County

- Evaluation of the Narcotics Public Safety Plan
- Impact of the Santa Clara County Public Defender's Pre-Arrest Representation and Review (PARR) pilot

FIGURE 3. PARR Participants had a 27 percentage point lower likelihood of being convicted and a 36 percentage point higher likelihood of having their case dismissed



JUSTICE

California defendants are more likely to go free when they meet lawyers early

BY NIGEL DUARA
JUNE 9, 2023



Pretrial policy in California

- Current study analyzing county trends in pretrial detention before and after the *Humphrey* decision and the COVID-19 pandemic and implications for case processing
- The recent *Kowalczyk* decision might catalyze more change
 - Bail must generally be set at an amount that is "reasonably attainable" for the defendant.
 - Setting bail at an amount known to be insurmountable or objectively unachievable violates the defendant's constitutional right to release.
 - Even if a judge finds that no nonfinancial conditions are sufficient, they may only order detention if the defendant is charged with one of the specific crimes in Section 12 (such as violent felonies, sexual assault, or threats of great bodily harm)
- Counties continue to amend their bail schedules (recent changes in Los Angeles, Riverside, Contra Costa)

Learning from these policy changes gives us insight into whether and how counties can safely reduce jail populations and increase pretrial release rates.



Thank you!

Follow up questions?
johanna.lacoe@berkeley.edu

Join the California Policy Lab's email list:
capolicylab.org/newsletter-signup



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-3282

Agenda Date: 8/6/2026

Agenda #: 4.

Meeting Date: August 6, 2026

Advisory Board: Racial Justice Oversight Body

Subject: DISCUSS a DRAFT Proposed Budget for the 2027 Budget Cycle

Presenter: Peter Kim (ORESJ)

Contact: Peter Kim, peter.kim@oresj.cccounty.us

Info:

The committee will begin planning potential budget asks for the 2027 budget cycle.

Referral History and Update:

This agenda item was agreed upon during the February Racial Justice Oversight Body convening.

Recommendation(s)/Next Step(s):

n/a

**Racial Justice Oversight Body (RJOB)
2027 Budget Proposal (DRAFT)**

Subcommittee	Activity	Estimated Cost
Data	Update the 2018 RJTF report findings ○ Fund a research partner @75% FTE for 1 year (\$200K) Create a Resource Development Guide for police data dashboards ○ Consultant to do Design work of the development guide (\$15K) In-kind: CA Policy Lab to research impact of recent bail reform legislation (Humphrey, Kowalczyk, bail schedule change) on outcomes for pre-trial population.	\$215,000
CEF	Conduct 4 outreach/engagement “listening sessions” (2 in-person, 2 virtual) ○ Contractor to do events and coordinate: interpretation, advertising/outreach, food, childcare, slide deck design, summary report (\$40K) Building off of CEF framework for community engagement, further develop a communications and engagement strategy w/ implementation guide ○ Communications consultant to synthesize and draft (\$20K)	\$60,000
Diversion	Conduct an analysis of current progress, impact and outcomes of diversion programs and identify any racial disparities, if any ○ Consultant to research and synthesize into a living, updateable digital report (i.e. website) (\$20K) In-kind: UCB Policy Advocacy Clinic to research on: diversion resources, mental health diversion programming/outcomes, impacts of Kowalczyk on pre-trial populations, or cross-agency collaboration	\$20,000
TOTAL		\$295,000

Racial Justice Oversight Body
Co-Chairs: Ellen McDonnell and Chala Bonner
Quarterly Full Body Meeting Schedule

Meeting Details	Agenda Items
Feb 5, 2026 1:00 - 3:00PM	Revist and Discuss 2025-2027 Work Plan
	Receive Subcommittee Updates
	Forecast and Discuss Quarterly RJOB Meeting Agenda
	Member and ORESJ Updates
May 7, 2026 1:00 - 3:00PM	Fill (1) seat for Lived Experience with Criminal or Juvenile Justice System
	Receive Subcommittee Updates
	Discuss a Proposed Budget for the 2027 Budget Cycle
	Member and ORESJ Updates
Aug 6, 2026 1:00 - 3:00PM	Receive Subcommittee Updates
	Discuss a Proposed Budget for the 2027 Budget Cycle
	Member and ORESJ Updates
Nov 5, 2026 1:00 - 3:00PM	Receive Subcommittee Updates
	Discuss and Vote on Budget Propsoal for 2027-28 Budget Cycle
	Discuss and Plan Annual Presentation to Equity Committee
	Member and ORESJ Updates
Equity Committee Dec 21, 2026 10:30AM - 12:00PM	Present Annual RJOB Progress Update Report
	Recommend Budget Request for 2027-28
	Recommend Changes to RJOB Priorities/Bylaws (if applicable)

Subcommittee

Comm. Engagement
 Diversion
 Data

Meeting Cadence

Second Thursday at 1:00PM (Monthly)
 Third Thursday at 3:00PM (Bi-Monthly, or as scheduled)
 Fourth Wednesday at 3:00PM (Monthly)

Racial Justice Oversight Body

2025-2027 RJOB Work Plan

RJTF Recommendation (2018)	Work Plan Goals	Data Subcommittee	Diversion Subcommittee	CEF Subcommittee	Notes
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. Provide an initial self-assessment of capacity of respective departments in regard to data collection, and provide updates projects-in-process (e.g. Sheriff's dashboard, Probation/Health work w/ Familiar Faces, Behavioral Health DSH-IST working group).	Collect information on best and promising practices and programs that offer alternatives to punitive discipline. Be intentional in including a focus on outcomes for black males.	Develop and implement a communication strategy to share information with community members, school sites, service providers, system partners. Re-vamp website in order to have a better line of communication. - Can use the website to inform community of the resources available. - Could also post information regarding workshops/meetings/listening sessions that are useful for the community to attend.	All RJOB members tap into their agencies and networks to collect information on potential resources and opportunities and share with appropriate subcommittee. When collecting information and data on previous outcomes or efforts, work within parameters of January 2020 - December 2024.
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. Have the individuals that are currently involved in RJOB assess the data practices within their own departments and report back to the subcommittee.	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. Grant just went out from EHSD that didn't reach community...How to improve communication in such instances?	Outreach and invite system and CBO partners to share their models, what's working, what needs improvement, and what's still needed. Must determine a strategy for fostering a relationship because simply inviting folks to our RJOB meetings is not enough. - Develop a strategy on how to community can engage with criminal justice agencies in meaningful ways. - Different goals for community: What kind of relationship do we want to have with each other?	All RJOB members tap into their agencies and networks to collect information on formal partnerships btwn agencies and CBOs and share with appropriate subcommittee.
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; Lift up best practices of CBOs and county agencies. Consider promoting performance based contracting.	Review language and criteria of existing RFPs and contracts; develop recommendations around increased community engagement, participant feedback/satisfaction surveys, data collection, cost analysis component. Programs funded by MXCAB. Focus on RFPs that are put out by county departments that address pre-adjudication or incarceration, particularly processes that included co-design by impacted community members.	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. In order to get there RJOB needs to meet people where they are at - in the community. Commit to hosting a few town hall sessions a year (3?) in order to hear from community.	Invite RJOB partners to share how they assess service delivery by both systems and CBO's; ask other agencies, as well. When collecting information and data on previous outcomes or efforts, work within parameters of January 2020 - December 2024.

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. Include perspectives and feedback from people in-custody and formerly incarcerated via trauma-informed processes (include summary of AB109 survey that was conducted)	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. Focus on gathering and presenting information on best and promising practices that offer effective training opportunities..	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. Focus on capacity building of small organizations so they can qualify for funding opportunities. Look at past meetings to see how CEF addressed the funding component.	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. When collecting information and data on previous outcomes or efforts, work within parameters of January 2020 - December 2024.
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>
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. Start by analyzing what data can be collected regarding pretrial.	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. Include summary of statutory prohibitions in regard to what agencies can and cannot do in regard to bail and/or pre-trial.	Conduct scan and develop summary flow chart of the different populations and categories that make up Pre-Trial clients/participants, including responsible agencies and roles. See which direction to take as the pre-trial presentation to BOS shapes up. Ask respective depts to bring updates to RJOB on the presentation.	Develop and implement a communication strategy to share information with community members, service providers, system partners. Feels a bit much for CEF/RJOB to take on. Focus on other goals.	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). When collecting information and data on previous outcomes or efforts, work within parameters of January 2020 - December 2024.
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. Ask BOS to put pressure on county departments to share data - too much pushback when asked to collaborate.	Conduct a pilot data project focused on diversion programs, and on establishing improved data sharing protocols and practices across system and community partners. When collecting information and data on previous outcomes or efforts, work within parameters of January 2020 - December 2024.



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-3283

Agenda Date: 8/6/2026

Agenda #: 5.

Meeting Date: August 6, 2026

Advisory Board: Racial Justice Oversight Body

Subject: RECEIVE General Updates and Announcements, if any.

Presenter: Ellen McDonnell, Chala Bonner (Co-Chairs)

Contact: Peter Kim, peter.kim@oresj.cccounty.us

Information:

The Office of Racial Equity and Social Justice will share any administrative updates regarding RJOB. Members are invited to share any updates from their respective departments that may be of interest to the full body.

Referral History and Update:

This is a standing discussion item.

Recommendation(s)/Next Step(s):

n/a



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-3284

Agenda Date: 8/6/2026

Agenda #: 6.

Meeting Date: August 6, 2026

Advisory Board: Racial Justice Oversight Body, Data Subcommittee

Subject: REVIEW and ASSIGN actions items from today's meeting.

Presenter: Chala Bonner (Chair)

Contact: Peter Kim, peter.kim@oresj.cccounty.us

Information:

Review all actions items that were assigned and discussed during today's meeting.

Referral History and Update:

This discussion item was added as a result of the new meeting logistics determine by subcommittee chairs during the RJOB Committee Chair Planning Meeting on July 1, 2025.

Recommendation(s)/Next Step(s):

n/a