



CONTRA COSTA COUNTY

AGENDA

Racial Justice Oversight Body

Thursday, August 7, 2025

1:00 PM

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

[https://ccccounty-us.zoom.us/j/856877751
24?](https://ccccounty-us.zoom.us/j/85687775124?pwd=Rb1ovn8HcN6fvF17oQd2AhqqhJhV3L1&from=addon)

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V3L.1&from=addon](https://ccccounty-us.zoom.us/j/85687775124?pwd=Rb1ovn8HcN6fvF17oQd2AhqqhJhV3L1&from=addon) | Call-In: 214 765
0478 Dial: 2188046

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

1. Roll Call and Introductions
2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to two minutes).
3. RECEIVE and APPROVE the Record of Action for the May 1st, 2025 meeting of the Racial Justice Oversight Body, with any necessary corrections. [25-3182](#)
Attachments: [RJOB Record of Action 05.01.2025](#)
4. REVIEW and DISCUSS the 2025-2027 RJOB Work Plan. [25-3183](#)
Attachments: [Work Plan with Feedback](#)
[RJOB Full Body 08.07.25](#)
5. RECEIVE and DISCUSS Updates from RJOB Subcommittees. [25-3184](#)
6. REVIEW, DISCUSS and VOTE on Recommending a Statement of Response to Recent Federal Immigration Enforcement Actions [25-3185](#)
7. RECEIVE and DISCUSS updates on Pretrial Efforts and Programming. [25-3186](#)
8. SHARE General Updates and Announcements, if any. [25-3187](#)

The next meeting is currently scheduled for November 6th, 2025.

Adjourn

The Committee will provide reasonable accommodations for persons with disabilities planning to attend the Committee meetings. Contact the staff person listed below at least 72 hours before the meeting. Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the County to a majority of members of the Committee less than 96 hours prior to that meeting are available for public inspection at 1026 Escobar Street, 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@oresj.cccounty.us



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-3182

Agenda Date: 8/7/2025

Agenda #: 3.

Advisory Board: Racial Justice Oversight Body

Subject: Record of Action

Presenter: Chala Bonner and Ellen McDonnell (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 1st, 2025 meeting.

Recommendation(s)/Next Step(s):

Staff recommends approving the Record of Action for the May 1st, 2025 meeting of the Racial Justice Oversight Body Data Subcommittee, with any necessary corrections.

Racial Justice Oversight Body - Full Body

Record of Action for May 1, 2025

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

Attendance

Members Present:

- Lt. Adalberto Garibay (Sheriff's Office)
- Chief Esa Ehmen-Krause (Probation, Proxy: Patrice Guillory)
- Jeff Landau (Public Defender, Proxy)
- Ellen McDonnell (Public Defender)
- Matthew Malone (Superior Court)
- Shannon Ortland (Office of Education, Proxy)
- Gilbert Salinas (Health Services)
- Melvin Willis (Racial Justice Coalition)
- Ronell Ellis (Lived Experience, Virtual)
- Anthony Randolph (Justice-Involved CBO)
- Shantell Owens (Justice-Involved CBO)
- Cheryl Sudduth (Justice-Involved Youth CBO, Virtual)
- Stephanie Medley (School-Aged Youth CBO)
- Gigi Crowder (Faith-Based Org)
- Sonja Shephard (Alternate)
- Maileen Mamaradlo (Alternate)

Members Absent:

- Diana Becton (District Attorney)
- LaShante Smith (Local School District)
- Rickey Godfrey (Lived Experience)

- Chala Bonner (RJC)
- Marya Wright
- Naomi Lewis-Mauricio
- Ayo Lewis

Staff Present:

- Peter Kim, Office of Racial Equity and Social Justice (ORESJ)
- Other ORESJ staff

1. Welcome and Introductions

Chair called the meeting to order at 1:00 PM. Roll call was completed.

2. Public Comment on Items Not on the Agenda

No public comment was received.

3. RECEIVE and APPROVE the Record of Action from February 27, 2025 Meeting

Motion: Gigi Crowder

Second: Melvin Willis

Vote: Yes - 9, Abstain - 2 (Esa, Maileen)

Motion Passed.

4. Review and Determine Priorities and Work Plan Goals for 2025-2027

Discussion Highlights:

- Peter Kim reviewed the survey process and shared results from members' top six priorities.
- Full body discussed and affirmed the following six RJOB priorities:

Priority 1: Support schools in adopting non-punitive discipline and behavioral health services.

Priority 2: Build formal relationships between justice agencies and community-based organizations.

Priority 3: Evaluate efficacy of CBOs and County agencies.

Priority 4: Secure funding for procedural justice practices and anti-racism training.

Priority 5: Embed de-escalation and behavioral health trainings in law enforcement onboarding.

Priority 6: Expand access to Pre-Trial Services and reduce racial disparities in detention.

Motion to Approve Priorities as the Basis for Work Plan:

Motion: Melvin Willis

Second: Gigi Crowder

Vote: Yes - 13

Motion Passed.

5. Discuss RJOB Meeting Logistics

- Members supported keeping a quarterly schedule.
- Agreement on continued Thursday meetings at 1 PM.
- Next meeting scheduled for Thursday, August 7, 2025 at 1:00 PM.

6. Adjourn

Meeting adjourned at approximately 4:00 PM.



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-3183

Agenda Date: 8/7/2025

Agenda #: 4.

Advisory Board: Racial Justice Oversight Body

Subject: REVIEW and DISCUSS the 2025-2027 RJOB Work Plan.

Presenter: Peter Kim

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

Information:

Discuss the RJOB Work Plan adjustments made by each subcommittee.

Referral History and Update:

Staff created an RJOB Work Plan based on survey responses from members regarding what they believe RJOB's priorities should be. Each subcommittee then refined the objectives during May and June meetings.

Recommendation(s)/Next Step(s):

n/a

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

RACIAL JUSTICE OVERSIGHT BOARD FULL BODY MEETING

Office of Racial Equity and Social Justice
Contra Costa County

August 7th, 2025



AGENDA

- 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)
- APPROVE Record of Action from May 1st, 2025
- REVIEW and DISCUSS the 2025-2027 RJOB Workplan
- RECEIVE and DISCUSS Updates from RJOB Subcommittees
- REVIEW, DISCUSS and VOTE on Recommending a Statement of Response to Recent Federal Immigration Enforcement Actions
- RECEIVE and DISCUSS updates on Pretrial Efforts and Programming
- SHARE General Updates and Announcements, if any

RECORD OF ACTION

RJOB WORK PLAN

SUBCOMMITTEE UPDATES

STATEMENT ON FEDERAL IMMIGRATION ACTIONS

PRETRIAL PRESENTATION

MEMBER UPDATES

NEXT STEPS

- CEF meeting is scheduled for August 14th, 2025 at 1:00PM
- Diversion meeting is scheduled for August 21th, 2025 at 3:00PM
- Data meeting is scheduled for August 27th, 2025 at 3:00 PM
- The next Full RJOB meeting is scheduled for November 6th, 2025 at 1:00 PM

Meetings will be held at 1026 Escobar Street, 2nd floor, Martinez, CA



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-3184

Agenda Date: 8/7/2025

Agenda #: 5.

Advisory Board: Racial Justice Oversight Body

Subject: RECEIVE and DISCUSS Updates from RJOB Subcommittees.

Presenter: Chala Bonner and Ellen McDonnell (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



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-3185

Agenda Date: 8/7/2025

Agenda #: 6.

Advisory Board: Racial Justice Oversight Body

Subject: REVIEW, DISCUSS and VOTE on Recommending a Statement of Response to Recent Federal Immigration Enforcement Actions

Presenter: Chala Bonner, Ellen McDonnell (Chairs)

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

Information:

Discuss and consider the Diversion subcommittee's request to present a statement to Board of Supervisors on the recent Federal immigration enforcement actions.

Referral History and Update:

During the most recent Diversion subcommittee meeting on June 12th, 2025, members discussed the need to draft a statement regarding federal immigrations policies/action.

Recommendation(s)/Next Step(s):

Vote on presenting a statement on the Federal immigration actions.



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-3186

Agenda Date: 8/7/2025

Agenda #: 7.

Advisory Board: Racial Justice Oversight Body

Subject: RECEIVE and DISCUSS updates on Pretrial Efforts and Programming

Presenter: Peter Kim

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

Information:

Members can discuss their respective department's involvement or progress towards producing a presentation to the Board of Supervisors on Pretrial Efforts.

Referral History and Update:

The Board of Supervisors requested a presentation on Pretrial during the May 20th, 2025 meeting.

Recommendation(s)/Next Step(s):

n/a



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-3187

Agenda Date: 8/7/2025

Agenda #: 8.

Advisory Board: Racial Justice Oversight Body

Subject: SHARE General Updates and Announcements, if any.

Presenter: Chala Bonner and Ellen McDonnell (Chairs)

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

Information:

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