

Racial Justice Oversight Body – Diversion Subcommittee
Record of Action October 16th, 2025

Present:

Stephanie Medley
Ellen McDonnell
Sonja Shepherd
Cheryl Sudduth

Online:

Diana Becton
Gigi Crowder

Staff:

Peter Kim
Kendra Carr
Ehman Ahmed

Absent:

Marya Wright
LaShante Smith

Started on 3:03 PM.

Public Comment:

None

Receive and Approve Record of Action:

Cannot vote due to lack of quorum

Progress Updates on Adhoc Committees:

Diversion Efforts Landscape Map:

Ellen:

Met for first time this week.

- Mapping existing pretrial efforts – Identify which agencies and programs are responsible for different aspects of pretrial work (e.g., release under probation, ankle monitoring under the sheriff, other diversion efforts).

This first piece is very broad and should include info from CCSO, Probation, the Courts, the DA's Office, and potentially local LEAs.

We would like to have any information already collected regarding existing pretrial efforts so that we can review it and determine what additional informational requests we should

be making, on behalf of RJOB, of these various stakeholders. We will need to analyze the information for adults and youth separately.

We definitely don't want to reinvent the wheel if this information has previously been collected and/or analyzed by this group or others. We should also be coordinating this conversation with the RJOB Data Subcommittee.

ORESJ shared the work done previously by Diversion subcommittee. Focused on adults and dated. Needs updating.

This subcommittee does not have enough capacity to map what exists on its own. We will need to narrow our scope.

Stephanie:

Can we reach out to JJCC for their assessment and mapping of youth diversion services. RDA continues to consult with that group.

Diversion Criteria Adhoc:

Already created a criteria list for adults; will revisit and potentially update.

New focus on creating a criteria for youth. Simon will put together a list of programs for 17 years and under.

Goal is for next meeting, will determine what might be missing from the list. Starting a convo on gaps in access to resources when incidents occur in schools.

LaShante Smith is on that adhoc and will bring back what's happening in WCCUSD. Need to know what's happening in East County schools. We can tap other RJOB members who may be providing services there. **Lynn Mackey** is an immediate person. Ask LaShante for her contacts. Also reach out to **other community partners** who may be open to providing short updates.

Gigi: Many parents in East County have had kids expelled due to Title IX expulsions (sexual behaviors/incidents, a fast way to expel from a school and leverage a Title IX violation in order to get family to agree to not fight the case). Can we address that? Feels like a new license that teachers have to target youth of color. A **new superintendent** of schools in Antioch who may be able to provide insight.

Sonja: Are there any school psychologists that may have insights?

Gigi: My experience is that most school psychologists are white and not well suited to respond to, support, and/or advocate for black youth. Other advocate groups that may have insight: **NAACP East, 40 Voices, Dr. Carrie Frasier** has a parent/family group,

Public Comment:

None.

CEF Community Town Halls update:

- January 26 from 6-8 PM at Grace Bible Church in Antioch
- February 12 from 6-8 PM at RYSE in Richmond.
- Virtual will be February 19 from 6-8 PM

World Café table discussion prompts:

Walked through the proposed structure and approach of World Café table discussions. Shared CEF's tool to invite Diversion to come up with prompts for Diversion-themed discussion.

Help frame the conversation:

(From 2020 Subcommittee recs: Diversion, defined)

Diversion is defined as an array of formal and informal practices that results in an individual who has been accused of a crime being directed to supportive services, education, restorative justice programs or other data driven or innovative methods of rehabilitation as an alternative to prosecution and/or incarceration.

Sonja: who is the target audience?

Staff: general public, with goal to reintroduce and reorient public to

Gigi: we need concentrated outreach to those most impacted by CJ system. And can we have childcare provided?

Chair: CEF decided against it in an effort to work within a limited budget and not knowing for sure what the extent of the need might be. However, there will be an opportunity to include childcare costs (and transportation, translation, food) in a future budget ask to the BOS.

Staff: we can possibly survey attendees on the barriers to provide justification for budget requests.

Sonja: ask folks are the priority areas/issues they want to focus on, in relation to diversion.

Ellen: ask people of experiences in the programs/efforts that have been successful, that have not, and what is missing (in terms of unmet needs, preventative efforts, etc)

Cheryl: to steer away from a complaint session, frame conversation as an opportunity to effect a positive change and engage as an active participant in shaping RJOB's perspectives and actions by providing feedback. A dreaming and scheming session.

Frame our sphere of influence as well beyond this body's partners and the County's agencies; we can advise and inspire community to tap into their power and expertise and agency to come up with solutions and efforts that are community- and family-led (Ask Cheryl to introduce these themes at the sessions)

Sonja: will extend an invite to **Valerie Bell** on SARB for Pittsburgh School District

Stephanie: ask RJOB to pool connections and contacts and suggested invitees; will ask Marcus on adhoc to lead on outreach.

Jill: can incorporate Navigators that County funds in schools

Brainstorm:

- Who else do you think should be at this table? What other systems? City councils, schools, advocates?
- Will need to be intentional in who we invite; not just the executive leaders, but those on the ground who have most insights into what the challenges are; special education instructors, black administrators, counselors, teachers, specialists
- Make the questions are strength-based and solution-oriented
- What do we already know works in diverting people away from further entrenchment within the CJ systems? Mom sitting in the classroom, uncle volunteering in afterschool programs
- Solicit lived experiences, storytelling, testimonies that illustrate the kinds of information we are hoping to glean

Action Items:

- Stephanie will take all this feedback and synthesize into 3 different prompts.

For full RJOB on Nov 6:

- Forecast their involvement and participation, ask their suggestions; ask folks to sign up that day specific asks for roles, budget, outreach, etc.; say will come back to them in Nov with follow up asks; deadline for all final commitments is Dec 1.
- Come up with roles and responsibilities and budget and other asks for the RJOB to sign up for before Oct 28 for upload on Oct 29
- Ask RJOB members to come up with names/emails to invite; provide them with the email language to send out themselves, or else we send a single invite to a shared master email list.
- Send out invites and save the dates by Dec 1? Dec 8?

Public Comment:

None.

General Updates:

- CEF update
- Data update
- A second D5 Grantwriting Workshop Tues Oct 28 in Crockett
- Nov 18 BOS – grants announcements, presentation on Fed cuts; and FYI Carlson has already approved his awards and allocations for Oct 21
- RJOB interviews at Mon 10/20 Equity Committee

Next Diversion meeting is Nov 18. Full body is Nov 6.

Adjourn at 4:43 PM.