



# CONTRA COSTA COUNTY

## AGENDA

### Racial Justice Oversight Body

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Thursday, February 5, 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

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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 November 16, 2025 meeting of the Racial Justice Oversight Body, with any necessary corrections. [26-471](#)

**Attachments:** [RJOB Full Body PPT 02.05.26](#)  
[RJOB Full Body Record of Action 11.16.25](#)

2. Discuss the 2025–2027 Work Plan. [26-472](#)

**Attachments:** [RJOB Full Body Work Plan 2025-2027](#)

3. RECEIVE and DISCUSS Subcommittee Updates. [26-473](#)

4. DISCUSS and CONSIDER 2026 Quarterly Meeting Agenda Forecasting. [26-474](#)

**Attachments:** [2026 RJOB Agenda Planning](#)

5. RECEIVE General Updates and Announcements, if any. [26-475](#)

The next meeting is currently scheduled for Thursday, May 7, 2026 at 1026 Escobar St., #238/239, Martinez, CA.

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](http://www.contracosta.ca.gov). If the Zoom connection malfunctions for any reason, the meeting may be paused while a fix is attempted. If the connection is not reestablished, the committee will continue the meeting in person without remote access. Public comment may be submitted via electronic mail on agenda items at least one full work day prior to the published meeting time.

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



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 26-471

**Agenda Date:** 2/5/2026

**Agenda #:** 1.

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Meeting Date: February 5, 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](mailto:peter.kim@oresj.cccounty.us)

### Information:

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

### Referral History and Update:

Attached for the Subcommittee's consideration is the draft Record of Action (Meeting Minutes) for the Committee's November 16, 2025 meeting.

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

Staff recommends approving the Record of Action for the November 16, 2025 meeting of the Racial Justice Oversight Body Data Subcommittee, with any necessary corrections.

# RACIAL JUSTICE OVERSIGHT BOARD QUARTERLY MEETING

FEBRUARY 5<sup>TH</sup>, 2026

Office of Racial Equity and Social Justice  
Contra Costa County





## RECORD OF ACTION

Receive and approve the Record of Action from the November 16th, 2025 meeting of the Racial Justice Oversight Body, with any necessary corrections.

## RJOB WORK PLAN

Revisit and discuss the 2025-2027 RJOB Work Plan to remind ourselves of the overarching priorities and activities for the body and subcommittees.

| 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. Include 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.  | 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. RJOB members assess the data practices within their respective 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.   | Outreach and invite system and CBO partners to share their models, what's working, what needs improvement, and what's still needed. Explore strategies for fostering relationships and meaningful engagement with community members that solicit their feedback and perspectives. | 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. 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. Host community town halls sessions 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. | 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. Start by analyzing what data can be collected regarding pretrial. Also include updates on statewide efforts around replacing money bail system.  | Identify how many people are being held on bail currently, gather data on what is happening on the ground (e.g. release on OR, EM, if bail was used or not and why), to determine scale and scope of people on Pre-Trial, outcomes, and any disparities of harm experienced. 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 <b>flow chart</b> of the different populations and categories that make up Pre-Trial clients/participants, including responsible agencies and roles. Ask respective responsible depts to bring updates to RJOB.  | Develop and implement a communication strategy to share information with community members, service providers, system partners.  | Invite Probation, DA, PD, Sheriff, Court to share update on efforts to support pretrial community. Align with their presentation to Board of Supervisors (fall 2025). 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.   | 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.  |

## SUBCOMMITTEE UPDATES

Receive and discuss progress updates:

*Diversion Subcommittee*

*Data Subcommittee*

*Community Engagement & Funding Subcommittee*

# RJOB QUARTERLY MEETING AGENDA FORECAST

Forecast and discuss the agendas for the 2026 quarterly meetings and align expectations for the year's goals for each meeting.

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

| Meeting Details  | Agenda Items  |
|--|---|
| <b>Feb 5, 2026</b><br><b>1:00 - 3:00PM</b>                                 | Revist and Discuss 2025-2027 Work Plan                                      |
|  | Receive Subcommittee Updates  |
|  | Forecast and Discuss Quarterly RJOB Meeting Agenda                          |
|  | Member and ORESJ Updates  |
| <b>May 7, 2026</b><br><b>1:00 - 3:00PM</b>                                 | 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  |
| <b>Aug 6, 2026</b><br><b>1:00 - 3:00PM</b>                                 | Receive Subcommittee Updates  |
|  | Discuss a Proposed Budget for the 2027 Budget Cycle                         |
|  | Member and ORESJ Updates  |
| <b>Nov 5, 2026</b><br><b>1:00 - 3:00PM</b>                                 | Receive Subcommittee Updates  |
|  | Discuss and Vote on Budget Propsosal for 2027-28 Budget Cycle               |
|  | Discuss and Plan Annual Presentation to Equity Committee                    |
|  | Member and ORESJ Updates  |
| <b>Equity Committee</b><br><b>Dec 21, 2026</b><br><b>10:30AM - 12:00PM</b> | Present Annual RJOB Progress Update Report                                  |
|  | Recommend Budget Request for 2027-28  |
|  | Recommend Changes to RJOB Priorities/Bylaws (if applicable)                 |
|  |   |
| <b>Subcommittee</b>  | <b>Meeting Cadence</b>  |
| Comm. Engagement   | Second Thursday at 1:00PM (Monthly)   |
| Diversion  | Third Thursday at 3:00PM (Bi-Monthly, or as scheduled)                      |
| Data   | Fourth Wednesday at 3:00PM (Monthly)  |

## ADMINISTRATIVE UPDATES

Share administrative updates:

*Re-appointment of Public Entity seats*

*Fill Seat Vacancies*

*2026 Updates to Virtual Attendance Rules (Brown Act)*

## MEMBER UPDATES

RJOB members share relevant updates or announcements, if any.

# ADJOURN

## Schedule of Upcoming Meetings:

*-Community Engagement & Funding: Feb 12, 1:00 PM (TBD)\**

*Also: RJOB Community Town Hall, Feb 12, 6:00 PM (RYSE Center, Richmond)*

*-Diversion: Feb 19, 3:00 PM (TBD)\**

*Also: RJOB Community Town Hall, Feb 19, 6:00 PM (virtual)*

*-Data: Feb 25, 3:00 PM*

*-RJOB full body: May 7 @ 1:00 PM*



Dónde hemos estado • Dónde estamos -  
Hacia dónde vamos — Juntos

Contra Costa

## Entidad de Supervisión de Justicia Racial Asambleas Comunitarias

### COMPARTE TU VOZ

Le invitamos a unirse al Entidad de Supervisión de Justicia Racial para compartir tu opinión y participar con la comunidad mientras trabajamos juntos para construir un futuro más justo y equitativo para todos.

Asistir y compartir su voz ayudará directamente a guiar los próximos pasos del trabajo del RJOB para construir un futuro más equitativo para nuestra comunidad.

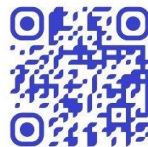
### SE PROPORCIONARÁ UNA CENA LIGERA.



Se ofrecerán servicios de traducción virtual en todas las asambleas.

Escanee el código QR o visite el enlace para registrarse:

<http://bit.ly/49im8yj>



CONDADO ESTE

**Lunes  
Enero 26, 2026**

**@ 6-8 PM**

Grace Bible Fellowship  
Church  
3415 Oakley Rd  
Antioch, CA 94509

CONDADO DEL OESTE

**Jueves  
Febrero 12, 2026**

**@ 6-8 PM**

RYSE Center  
3939 Bissell Ave  
Richmond CA, 94805

Sesión virtual

**Jueves  
Febrero 19, 2026**

**@ 6-8 PM**

Confirme su asistencia para recibir el enlace de la reunión.

Copatrocinado por:  
Oficina de Equidad Racial  
y Justicia Social de Contra  
Costa



Where We've Been • Where We Are  
Where We're Going — Together

Contra Costa

## Racial Justice Oversight Body Community Town Halls

### SHARE YOUR VOICE

You're invited to join the Racial Justice Oversight Body to share your voice and engage with community as we work together to build a more fair and just future for all of us.

Showing up and sharing your voice will directly guide the next steps of RJOB's work in shaping an equitable future for our community.

### LIGHT DINNER PROVIDED



Virtual translation services will be provided at all town halls.

Scan QR code to register  
or visit this link:

<http://bit.ly/49im8yj>



EAST COUNTY

**Monday  
January 26, 2026**

**@ 6-8 PM**

Grace Bible Fellowship  
Church  
3415 Oakley Rd  
Antioch, CA 94509

WEST COUNTY

**Thursday  
February 12, 2026**

**@ 6-8 PM**

RYSE Center  
3939 Bissell Ave  
Richmond CA, 94805

VIRTUAL SESSION

**Thursday  
February 19, 2026**

**@ 6-8 PM**

RSVP for meeting link

Co-sponsored by:  
Contra Costa Office  
of Racial Equity &  
Social Justice





## RJOB Full Body – Record of Action

Thursday, November 16, 2025

Convened at 1:05 PM

In attendance:

YES:

Dr. Marya Wright

Dr. Talia Moore

DA Diana Becton

Anthony Randolph

Matt Malone

Shannon Ortland (Proxy)

Ellen McDonnell (Chair)

Maileen Mamaradlo

Esa Ehman-Krause (leaves at 3:00)

Sonja Shepherd

Adalberto Garibay

Gigi Crowder

ZOOM:

Cheryl Sudduth (standing exemption)

Ronell Ellis

LaShante Smith

Patrice Guillory (proxy)

NO:

Ricky Godfrey

Chala Bonner (sabbatical)

Ayo Lewis

Shantell Owens

Stephanie Medley

Melvin Willis

Gilbert Salinas

Lynn Mackey

### 1. Roll Call and Attendance

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 from the August 7, 2025 meeting of the Racial Justice Oversight Body, with any necessary corrections.
4. INTRODUCE New Racial Justice Oversight Body Member
  - a. Dr. Talia Moore (Community Member Alternate Seat)
5. RECEIVE and DISCUSS Subcommittee Updates
  - a. Community Engagement and Funding
    - i. Anthony Randolph
    - ii. Town Halls in Jan-Feb; 2 in-person (Jan 26 in Antioch and Feb 12 in Richmond) and 1 virtual (Feb 19); all 6-8 PM
    - iii. In need of flexible funds for light refreshments and interpretation services
    - iv. Purpose: to re-introduce RJOB to community, share updates, build community partnerships and connection and encourage participation; gather input on what justice and opportunity looks like to community
    - v. Need RJOB member support:
      1. Budget for refreshments
      2. Budget for interpretation
      3. Speakers
        - a. Welcome
        - b. Purpose and goals
        - c. Successes and progress
        - d. Appreciation, next steps, close out
      4. Facilitators of break out “World Café” groups/tables
        - a. Notetakers
        - b. Share out of highlights
      5. Set up/break down
        - a. Tech help
      6. Outreach/Support
        - a. Design of a flyer (Maileen)
          - i. Contributing logos
        - b. Emails to networks
        - c. Craft of the message
    - vi. Next steps:
      1. Will send a sign-up sheet
      2. Each sub committee will provide info, questions to inform progress/updates and the World Café q’s
      3. Send budget and commitments to the group
    - vii. Suggestions:
      1. White Pony Express for food/snacks

2. Starbucks for coffee/refreshments
3. Probation just got their food exemption restricted significantly
4. NAMI has some capacity to provide food; but would want to add a central county (Concord) town hall dedicated to Spanish-speakers, and mental health has to be a part of the focus (as an area of focus for one of the World Café tables)
  - a. Would like to consider Saturdays after 3:00
    - i. Some have felt it a challenge for parents with athletes/sports
  - b. Garibay and Dr. Wright can contribute (interpretation support, Spanish-speaking therapists)
5. ORESJ can provide materials for printing, name tags, sticky parts
6. Extra supplies/incidentals: unexpected costs from the facilities, ask if they can absorb along with usage fees?
7. Interpretation costs (ask Probation and Public Defender offline)
  - a. 3 townhalls with Spanish interpretation; and now one held in Spanish (this would be a hybrid; clearly account for safety concerns for everyone, esp immigrant and undocumented community members)
    - i. Add disclaimers that information will not be shared or used by any CJ or County agency
    - ii. Don't ask for names, just emails.
    - iii. Statements from CJ agencies assuring safety and non-threatening presence
    - iv. Include logos of CBO partners from RJOB members
  - b. Ask BOS if they can offer the use of their Wordly account; confirm with Clerk of the Board for how it works and if we can request use of their account
  - c. ASL is also a possible need
  - d. Create a registration page that asks for the need of interpretation

b. Diversion

- i. Sonja Shephard
- ii. Mapping existing pretrial and diversion efforts across CJ agencies
- iii. Reviewed diversion eligibility and criteria for adults, needs updating
- iv. Focus on diversion eligibility and criteria for youth now

- v. Want to coordinate with Data Subcommittee
- c. Data
  - i. Patrice Guillory
  - ii. Sheriffs Quarterly Report
  - iii. Data capacity of each CJ agency
  - iv. Landscape analysis of available data from various sources, both County and non-County
  - v. Data walk – determine data categories to go deeper in; come up with questions to explore.
  - vi. Next steps: Data walk and determine categories; assess what’s available and then gaps and then capacity needs for a budget recommendation.
  - vii. Suggestions: to pay close attention to impact of disproportionate impact of disciplinary actions in County schools, particularly in East County; Office of Ed will have data available (DataQuest, another site too); Gigi Crowder can provide data she has access to; Dr Wright remarked the skewed nature of data entered by people with a racial bias or lens who determines whether behavior is acceptable or deserving of discipline; how do we identify the systemic impact of such racial bias? Speaks to the need for racial bias training, the expert facilitator/trainer, and who gets trained; how does this inform the recommendations that come from RJOB? Dr Wright can share reports on suspension rates of black males (Macheo Payne), and on her own work on child welfare outcomes for youth of color; Ellen raised the challenges in getting youth of color back into schools; LaShante mentioned RJOB worked with Impact Justice in 2019/2020 on a capstone project, started collecting data in West County, would like to collaborate with another school district to revive this work, she will re-share the presentation.
  - viii. Ellen reminded a previous RJTF report that offers some data from 2018 to use as a guidepost to compare and demonstrate progress. Will send her question with Jeff Landau to subcommittee.

## 6. SHARE General Updates and Announcements, if any

Anthony has shared the challenges that Grace Arms has experienced since the federal funding freeze.

Dr Wright has shared reports and contact info for Dr Macheo Payne; also announced an upcoming event.

Staff and Co-Chair

The next full RJOB meeting is scheduled for February 5 at 1:00PM.

In addition, the remaining subcommittee meetings for 2025 are:

- a. CEF Subcommittee (Nov. 13, 1:00 PM; Dec 11, 1:00PM)
- b. Data Subcommittee (Nov 19, 3:00PM; Dec. 17, 3:00PM)
- c. Diversion (Dec 18, 3:00 PM)

All meetings will be at 1026 Escobar Street, second floor, Martinez)

Adjourn



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 26-472

**Agenda Date:** 2/5/2026

**Agenda #:** 2.

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Meeting Date: February 5, 2026

Advisory Board: Racial Justice Oversight Body

Subject: Discuss the 2025-2027 Work Plan.

Presenter: Peter Kim (ORESJ)

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

The committee will review the 2025-2027 Work Plan.

Referral History and Update:

Each subcommittee has discussed in their respective May meetings their preferences for RJOB priorities and work plan goals.

Recommendation(s)/Next Step(s):

n/a

| RJTF Recommendation (2018)  | Work Plan Goals  | Data Subcommittee   | Diversion Subcommittee  | CEF Subcommittee  | Notes  |
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| 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. Include 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.  | 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. |
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| 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. 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. Host community town halls sessions 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.   |

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| 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. | 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. Start by analyzing what data can be collected regarding pretrial. Also include updates on statewide efforts around replacing money bail system.  | Identify how many people are being held on bail currently, gather data on what is happening on the ground (e.g. release on OR, EM, if bail was used or not and why), to determine scale and scope of people on Pre-Trial, outcomes, and any disparities of harm experienced. 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 <a href="#">flow chart</a> of the different populations and categories that make up Pre-Trial clients/participants, including responsible agencies and roles. Ask respective responsible depts to bring updates to RJOB.   | Develop and implement a communication strategy to share information with community members, service providers, system partners.  | Invite Probation, DA, PD, Sheriff, Court to share update on efforts to support pretrial community. Align with their presentation to Board of Supervisors (fall 2025). 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.   | 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

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**File #:** 26-473

**Agenda Date:** 2/5/2026

**Agenda #:** 3.

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Meeting Date: February 5, 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](mailto: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

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**File #:** 26-474

**Agenda Date:** 2/5/2026

**Agenda #:** 4.

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Meeting Date: February 5, 2026

Advisory Board: Racial Justice Oversight Body

Subject: DISCUSS and CONSIDER 2026 Quarterly Meeting Agenda Forecasting

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

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

### Information:

Members will review the proposed meeting schedule and agendas for 2026.

### Referral History and Update:

n/a

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

n/a

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

| Meeting Details  | Agenda Items  |
|--|---|
| <b>Feb 5, 2026</b><br><b>1:00 - 3:00PM</b>                                 | Revist and Discuss 2025-2027 Work Plan                                      |
|  | Receive Subcommittee Updates  |
|  | Forecast and Discuss Quarterly RJOB Meeting Agenda                          |
|  | Member and ORESJ Updates  |
|  |   |
| <b>May 7, 2026</b><br><b>1:00 - 3:00PM</b>                                 | 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  |
|  |   |
| <b>Aug 6, 2026</b><br><b>1:00 - 3:00PM</b>                                 | Receive Subcommittee Updates  |
|  | Discuss a Proposed Budget for the 2027 Budget Cycle                         |
|  | Member and ORESJ Updates  |
|  |   |
| <b>Nov 5, 2026</b><br><b>1:00 - 3:00PM</b>                                 | Receive Subcommittee Updates  |
|  | Discuss and Vote on Budget Propsosal for 2027-28 Budget Cycle               |
|  | Discuss and Plan Annual Presentation to Equity Committee                    |
|  | Member and ORESJ Updates  |
|  |   |
| <b>Equity Committee</b><br><b>Dec 21, 2026</b><br><b>10:30AM - 12:00PM</b> | 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)



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 26-475

**Agenda Date:** 2/5/2026

**Agenda #:** 5.

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Meeting Date: February 5, 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](mailto: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