



# CONTRA COSTA COUNTY

## AGENDA

### Equity Committee

Supervisor Ken Carlson, Chair  
Supervisor Shanelle Scales-Preston, Vice Chair

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**Monday, December 15, 2025**                      **10:30 AM**    **1026 Escobar Street, 238/239, Martinez |**  
**Zoom:**  
**[https://cccouny-us.zoom.us/j/826591075](https://cccouny-us.zoom.us/j/82659107572)**  
**72 |**  
**Call in: 1-888-278-0254 Access code:**  
**544753**

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**The public may attend this meeting in person at the above location. The public may also attend this meeting remotely via Zoom or call-in.**

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

Introductions

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

1. RECEIVE and APPROVE the Record of Action from the November 17, 2025 meeting of the Equity Committee, with any necessary corrections. [25-5241](#)  
**Attachments:** [11.17.25 Equity Committee Record of Action](#)
2. RECEIVE updates and PROVIDE direction on the implementation for the African American Holistic Wellness and Resource Hub. [25-5242](#)  
**Attachments:** [AAHWRH Updates 12.15.25](#)
3. RECEIVE and DISCUSS the annual update from the Racial Justice Oversight Body on data collection efforts, community engagement, diversion program updates and general progress. [25-5243](#)  
**Attachments:** [Annual RJOB Update Equity Committee Memo 12.15.25](#)  
[Annual RJOB Update Equity Committee Slides 12.15.25](#)

4. RECEIVE updates from the Co-Directors of the Office of Racial Equity and Social Justice. [25-5244](#)

**Attachments:** [ORESJ updates\\_12.15.25](#)

The next meeting is currently scheduled for TBD in January 2026.

Adjourn

General Information

This meeting provides reasonable accommodations for persons with disabilities planning to attend a the 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., 2nd Floor, Martinez, during normal business hours. Staff reports related to items on the agenda are also accessible on line at [www.co.contra-costa.ca.us](http://www.co.contra-costa.ca.us).

#### HOW TO PROVIDE PUBLIC COMMENT:

Persons who wish to address the Committee during public comment on matters within the jurisdiction of the Committee that are not on the agenda, or who wish to comment with respect to an item on the agenda, may comment in person, via Zoom, or via call-in. Those participating in person should offer comments when invited by the Committee Chair. Those participating via Zoom should indicate they wish to speak by using the “raise your hand” feature in the Zoom app. Those calling in should indicate they wish to speak by pushing \*9 on their phones.

Public comments generally will be limited to two (2) minutes per speaker. In the interest of facilitating the business of the Board Committee, the total amount of time that a member of the public may use in addressing the Board Committee on all agenda items is 10 minutes. Your patience is appreciated.

Public comments may also be submitted to Committee staff before the meeting by email or by voicemail. Comments submitted by email or voicemail will be included in the record of the meeting but will not be read or played aloud during the meeting.

For Additional Information Contact:

Kendra Carr, [kendra.carr@oresj.cccounty.us](mailto:kendra.carr@oresj.cccounty.us)

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



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 25-5241

**Agenda Date:** 12/15/2025

**Agenda #:** 1.

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**RECEIVE and APPROVE the Record of Action from the November 17, 2025 meeting of the Equity Committee, with any necessary corrections.**

Meeting Date: December 15, 2025

Subject: Record of Action

Submitted For: Equity Committee

Department: Office of Racial Equity and Social Justice

Referral No:

Referral Name: Record of Action

Presenter: Peter Kim

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

**Referral History:**

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 Update:**

Attached for the Committee's consideration is the draft Record of Action for its November 17, 2025 meeting.

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

REVIEW and APPROVE the Record of Action.

**Fiscal Impact (if any):**

N/A

## November 17, 2025: Equity Committee Meeting Agenda

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

### Intros

Meeting called to order at 10:31 AM

### Roll Call

- Equity Committee Chair, District IV Supervisor Ken Carlson
- Equity Committee Vice Chair, District V Supervisor Shanelle Scales-Preston

### AGENDA ITEMS

- 1. RECEIVE and APPROVE the Record of Action from the October 20, 2025 Equity Committee meeting, with any necessary corrections.**

Motion to approve: Scales

Second: Carlson

Approved by unanimous consent

### Public comment

Tomas Espinoza: Gave comments in Spanish about item #4 stating support for the proposed ordinance. Another zoom participant offered to provide translation at the appropriate time in the agenda.

- 2. RECEIVE updates and PROVIDE direction on the implementation of the African American Holistic Wellness and Resource Hub.**

### Discussion of potential future name for AAHWR

Discussion ensued. Supervisor Scales-Preston sought clarification for name. Is the proposed name for the network or a building? Supervisor expressed interest in naming an eventual building for Supervisor Federal Glover. Director Kim stated that the proposed name is for the 501(c)3 that will develop from the network. He stated that there is a county process to name physical buildings that will require Board of Supervisors action and will come later at the appropriate juncture. Supervisor Scales-Preston asked if "African American" should be in the name so that people know what it is. Supervisor Carlson stated that he wants the name to make clear that it is for African Americans.

Director Carr noted that during TCAB public comment it was suggested to include "Umoja" which is Swahili for "Unity" as part of the name. She also noted that prior conversations about naming showed concern for outright identification that calls out African Americans. Supervisor Carlson stated that there might be confusion among the public with the name Federal as some might confuse it to be the federal government. Supervisor Scales-Preston suggested replacing "Community" with "African American"

calling it the African American Wellness Network instead. Director Carr suggested that the name process go through a workshop process.

Discussion of AAHWR Rapid Response projects

Director Carr noted that the target date of 1/13/26 to bring the following items to BOS for review and approval: (1) Name of wellness network; (2) Request for Proposals (RFP) for rapid response; (3) Request for Qualifications (RFQ) lead entity.

Director Kim stated that the AAHWR thirteen (13) projects have submitted mid-year reports. He stated that two (2) projects need technical assistance to produce more robust reports and two (2) other projects are contending with community access issues resulting from city bureaucracy and lost funding for schools.

Supervisor Scales-Preston inquired about community outreach and offered to share information on her BOS social media to help spread awareness. Supervisor Carlson concurred. Director Kim stated that the Miles Hall Foundation assists with AAHWR marketing.

Public comment

Public commenter: Suggestion to drop Federal from the name and just use Glover. Also suggests that the name hint at underground railroad.

**3. ACCEPT the Small Business Enterprise Program Report, reflecting departmental program data for the period: January 1 through June 30, 2025**

Contra Costa County Procurement Manager, Cindy Shehorn made presentation about Small Business Enterprise (SBE) data for prior period.

Supervisor Carlson requested future presentations to include a comparison column for the prior year so that the county can gauge improvements year over year. He specifically requested that slide #3 include the same data from the prior year. Supervisor Scales-Preston requested receipt of appropriate material that they may share with the public via BOS social media, especially to minority-owned businesses. District 5 has diverse demographics and she would like to share opportunities with the community. Supervisor Carlson requested link for the CCTV Public Service Announcement (PSA) video that would be good to share on BOS social media.

Public comment

None

**4. DISCUSS the draft immigration policy/ordinance and PROVIDE direction to staff.**

Supervisor Carlson shared draft document and provided overview. At the direction of the BOS, the Equity committee is pursuing this potential ordinance or policy. County Counsel review will ensue upon the Equity committee finalizing the draft.

Supervisor Carlson noted two (2) sections for further discussion and review, *Section 5. Confidentiality and Protection of County Data* and *Section 6. Contractor Compliance*.

*Section 5. Confidentiality and Protection of County Data*. Stated concern that data that County has about clients fall under this section. Supervisor feels this is subjective and needs more definition. Supervisor suggests removing subparagraphs a. and b. from this section. There needs to be clarity about what information can be shared and what cannot be shared to provide direction to county staff.

*Section 6. Contractor Compliance*. Supervisor stated that given the variety of contracts in Contra Costa County this may be difficult to work with. Supervisor suggests requested compliance without enforceable provision.

Supervisor Carlson stated that the document was put together with input from the Immigrant Rights Alliance (Alliance). The Alliance offered to help clean up, clarify issues and reduce language redundancy. Input prior to document submission to BOS.

County Counsel representative suggests Equity committee should determine if the document is intended to be a county ordinance or county policy for further consideration.

#### **Public comment**

Gabi Juntos: (provided summary of Tomasa Espinoza's comments offered earlier). I am the chair of Rising Juntos about health justice. I support non-cooperation ordinance. Immigrant families are targeted. Going to see a doctor feels like taking a risk. No work or school out of fear. We need you to protect our immigrant community.

Roxanne Carrillo Garza: Representing Healthy Contra Costa. Thank you for staying committed to non-compliance ordinance. Don't kick down the road too much. Local government must maintain access to services for immigrant families. County contracts have many requirements; do not water it down by saying "encourage" rather than enforce.

Yehudit Lieberman: I am in support of what Roxanne said. Do not water down the contracting requirement. Creates huge a loophole. Thank you for moving ahead with this.

Douglas Leich: Thank you for supporting this proposed ordinance. I represent a multi-faith action coalition. High value on inherent human dignity of all people. We support this ordinance.

Doug Yoshida: I am a local physician. My father was taken from his home in WWII Japanese internment. Not allowing family members access to doctors. ICE agents in room while patients are being evaluated. Authoritarian regimes. We need a strong countywide ordinance.

Johana Gurdian: Thank you for continued commitment. This is about ensuring care giving system remains safe. This policy is urgent. CCC must take a stand rooted in care. Access care without fear.

Danny Espinoza: Thank you for your work and thank community. Lift up Contra Costa. Give full support. Important to have teeth – include contract piece.

Jane Courant: I am a Richmond resident. Agree wholeheartedly that we need strong ordinance including Contractors. Disappointed that we have nothing on record opposing what our sheriff is doing. Other counties have very strict rules about who can be detained when leaving jail. (Alameda)

Devin: I echo support and uplift colleague Danny who spoke. Immigrants do make our county great and deserve same rights. Worried that sheriff will not stand with us. Loophole free ordinance.

Public commenter: Walnut Creek resident. In support of loophole free ordinance. Undocumented workers risk their lives we cannot do anything without them. They are law abiding for the most part. Cannot get health care. Plenty of American born criminals more worthy of deportation. Commanded to love our neighbor, feed/clothe render assistance. Children should not be terrorized and made to suffer. Prisoners are provided with better care than those in ICE facilities.

Public commenter: Innocent people are in jail with no phone call. People die in these concentration camps. We must hold on to the rule of law as guiding light. Savagery is the point with this administration. Answer is not to cower. Do not water down ordinance.

Linda: I am a Martinez resident. Urgency. This should have been done a long time ago. I volunteer in courts to help people with their asylum applications. ICE is here. I don't need to go over all of the atrocities. This will come to the rest of us. We've been doing this since August. This is too long. That Sheriff needs to know what his limits are. He was in defiance. This needs to happen quickly. Do your part.

Maria: I am a Richmond resident. Indivisible East Bay in support of loophole free ordinance. Uplift urgency. Federal invasion can happen any day. This is essential. Do not make Contractor loophole. Suggest identifying senior staffer to document exceptions and waivers. They should seek high level approval.

Maher: I am a Rodeo resident. I want to reference what happened in Chicago with the preschool teacher. I am concerned about schools and daycare protection.

Public commenter: I am part of the OG Indivisible Resisters Contra Costa that has 7,000 members. We have just had our 40<sup>th</sup> weekly pro-democracy protest. Strong loophole free ordinance. Convey support for immigrants.

Public commenter: I am a twenty (20) year Contra Costa County resident and immigrant. I came here at age fourteen (14) years. People are getting kidnapped at court. Urgency needs to happen now. People are really scared; kids are traumatized. Children go and hide under their beds when there is a knock on door. They do not play outside.

Public commenter: I am a resident of Alamo and a retired physician. I concur with everything said and want to point out economic impact of what is happening. All of us are paying for higher cost of untreated illnesses.

Public commenter: I am a resident of Concord. Thank you, Equity committee. Strongly request moving this forward faster. Myriad way that ICE is infiltrating our community. Report of resident being held for hours and then released in a different town; suspect it was just a couple of guys having fun.

Public commenter: I want to express gratitude. Thank you for working with us. I also thank community members for support.

Greg Colley: I am a member of the multi-faith action coalition. I support a strong ordinance. Many people of faith cannot ignore suffering of immigrant families. Children are scarred by what is happening. Local government should not be complicit. Called to be beacons of light. Policy is a moral declaration. Choose humanity and strong ordinance.

Public commenter: Healthy Contra Costa and lifelong CCC resident. Daughter of immigrants. Entering spaces that were once safe. Protect integrity of care giving institutions.

Jan Warren: I am a Walnut Creek resident. No loopholes. Sanctuary means a lot to us; doesn't mean anything to these thugs. Need strong voice for our community. We need to protect neighborhoods.

Sara Gurdian: I want to uplift staff for helping to put this ordinance together. Urge you to make right decision. Listen to public comment; urgency.

Public commenter: The working environment is important too.

Public commenter: State bills passed AB 49, AB 627. Some are about identifying ICE, prevent wearing masks so why can't we go one step further and expect local enforcement of these laws. Sheriff should demand these agents show their ID and remove their masks. Make them adhere to state legislation. Sheriff could be doing that.

Supervisor Carlson stated that as BOS we have made decisions to support our immigrant community. We do not have an agreement with ICE to do enforcement. See how the social services department responded to SNAP elimination. We know the county work ethic. We want to protect county front-line workers who are at the counter when ICE comes in, we want to protect them. Front line workers will ask questions and defend clients. Feds don't care how we respond. Will they one-up us? We want to be very protective of staff. I commit my due diligence to get us there as soon as possible. Sheriff is a countywide elected position to which the BOS has limited oversight.

Supervisor Scales-Preston stated regarding Section 6. Contractor Compliance that we should keep as much as possible. This can simply be new rules and regulations for contracts – it is just another sheet in their contract. We should look at the option of having contract enforcement go to a senior staff person in the county. I have been supportive of immigrant community throughout tenure. I want everyone to

feel safe. There is a large immigrant population in District 5. This administration is scary from my perspective of working for twenty-four (24) years in a federal staff capacity. This administration is different. They don't listen. For them to allow people to go hungry shows that they don't care about the dignity, respect or rights of anyone. We need the community to stay vigilant. We all must work together and keep eyes on them and keep them safe.

Supervisor Carlson stated he will set a meeting with Alliance to move forward on ordinance language. Director Carr thanked the public for their diligence.

## **5. RECEIVE updates from the Co-Directors of the Office of Racial Equity and Social Justice.**

Director Carr stated that language justice is important. ORESJ put in a request for Language Justice position in the FY 26-27 budget. The department is called upon to provide language access and equity but we do not currently have language expertise on staff. ORESJ asks for the Equity committee support. The position of Language Justice Coordinator is greatly needed as shown by today's example during the public comments. We appreciate your support.

Supervisor Scales-Preston stated importance of understanding what is being communicated by everyone. Supervisor Carlson stated that committee needs to have translation services ready when this ordinance comes back to the Equity committee.

Directors Carr and Kim provided recap of ORESJ activities:

- (1) *CC Together*. There will be a convening in December to discuss how to bridge communities with ORESJ.
- (2) *Civic Engagement Workshops*. There will be a series of civic engagement workshops in March 2026 for residents to learn how to engage with the County and other official processes. It will provide elementary information to residents to de-mystify how government works.
- (3) *Budget Equity Training*. Training will be provided for six (6) county departments that enrolled in the seven (7) months' workshop series that will kick off in December.
- (4) *Racial Justice Oversight Body (RJOB) Community Listening Sessions*. The Community Engagement and Funding (CEF) subcommittee will hold three (3) listening sessions to obtain feedback from the community about how to better engage with them about criminal justice matters. RJOB is comprised of leaders from criminal justice related county departments that convene to address racial disparities in criminal justice.
  - a. *East County. 1/26/26, 6 pm to 8 pm, Grace Bible Fellowship Church in Antioch.*
  - b. *West County. Thursday, 2/12/26, 5 pm to 8:30 pm at RYSE Center in Richmond.*
  - c. *Virtual. Thursday, 2/19/26, 6 pm to 8 pm. This listening session will lean towards Spanish language residents for safety reasons.*

Supervisor Scales-Preston stated that the civic engagement workshops will be helpful for residents to understand the different levels of government from federal to state to county to city.

### **Public comment**

Public commenter: I would like to plus 1000 the need for a Language Justice Coordinator. There is a need to make sure that spaces are safe and inclusive.

Meeting adjourned at 12:09 PM. Next meeting will be on 12/15/25 at 10:30 AM, 1026 Escobar Street, #238/239, Martinez, CA 94553.



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 25-5242

**Agenda Date:** 12/15/2025

**Agenda #:** 2.

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**RECEIVE updates and PROVIDE direction on the implementation for the African American Holistic Wellness and Resource Hub.**

Meeting Date: December 15, 2025

Subject: African American Holistic Wellness and Resource Hub Feasibility Study

Submitted For: Equity Committee

Department: Office of Racial Equity and Social Justice

Referral No:

Referral Name: African American Holistic Wellness and Resource Hub Implementation

Presenter: Kendra Carr

Contact: [kendra.carr@oresj.cccounty.us](mailto:kendra.carr@oresj.cccounty.us) <<mailto:kendra.carr@oresj.cccounty.us>>

**Referral History:**

On August 12, 2025, the Board of Supervisors approved the final implementation plan for the African American Holistic Wellness and Resource Hub (AAHWRH).

**Referral Update:**

ORESJ will share updates related to the Transitional Community Advisory Board and next steps related to solicitations to secure an Implementation Lead Entity and rapid response service providers, that align with the Board of Supervisors' approved AAHWRH implementation plan and timeline.

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

RECEIVE updates and PROVIDE direction on the African American Holistic Wellness and Resource Hub

**Fiscal Impact (if any):**

N/A

# Equity Committee

**RECEIVE** updates and **PROVIDE** direction on implementation of the African American Holistic Wellness and Resource Hub.

# What's Happening Now:

13 Black-led organizations running 14 projects

## Equity for Black Women and Girls



Grace Bible Fellowship of Antioch



# Transitional Community Advisory Body (T-CAB) 12/8/25 Meeting Recap

- Selected Chair and Vice Chair
- Reviewed the solicitations and scope of work of the Implementation Lead Entity
- Discussed recommendation to honor Federal Glover and name the network:

## **The Federal Glover Community Wellness Network**

# What's Happening Next

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<p><b>January 12, 2026</b></p>	<p>TCAB Meeting</p> <ul style="list-style-type: none"> <li>Finalize and incorporate feedback for the solicitation for Implementation Lead Entity</li> <li>Priority service locations</li> <li>County services / county department agreements</li> </ul> <p>Submit final RFQ draft to Equity Committee</p>
<p><b>January 17, 2025</b></p>	<p>Equity Committee</p> <ul style="list-style-type: none"> <li>Receive final draft of RFQ and recommend final approval from BOS</li> <li>Interview TCAB applicants (1 open seat, 3 alternate seats) and recommend appointments to BOS</li> </ul> <p>Final BOS approval at their 2/3/26 Meeting</p>
<p><b>February 2026</b></p>	<p>ORESJ</p> <ul style="list-style-type: none"> <li>Announce and release solicitation for Implementation Lead Entity</li> </ul> <p>T-CAB Meeting</p> <ul style="list-style-type: none"> <li>Finalize and incorporate feedback for the solicitation for rapid response service providers</li> <li>Priority service locations</li> <li>County services / county department agreements</li> </ul>
<p><b>February – March 2026</b></p>	<p>Equity Committee</p> <ul style="list-style-type: none"> <li>Receive final draft of RFP and recommend final approval from BOS</li> </ul> <p>Final BOS approval at their 3/3/26 Meeting</p> <p>ORESJ</p> <ul style="list-style-type: none"> <li>Announce and release solicitation for Rapid Response Service Providers</li> </ul>



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 25-5243

**Agenda Date:** 12/15/2025

**Agenda #:** 3.

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**RECEIVE and DISCUSS the annual update from the Racial Justice Oversight Body on data collection efforts, community engagement, diversion program updates and general progress.**

Meeting Date: December 15, 2025

Subject: Racial Justice Oversight Body Update

Submitted For: Equity Committee

Department: Office of Racial Equity and Social Justice

Referral No:

Referral Name: Racial Justice Oversight Body Update

Presenter: Ellen McDonnell, County Public Defender

Contact: [Ellen.McDonnell@pd.cccounty.us](mailto:Ellen.McDonnell@pd.cccounty.us) <<mailto:Ellen.McDonnell@pd.cccounty.us>>

**Referral History:**

Across 2025, the Board of Supervisors requested updates from the Racial Justice Oversight Body (RJOB) during several Board meetings, namely during the Sheriff's Quarterly Reports and the Truth Act Forum. RJOB will present an annual update to the Equity Committee on its data collection efforts, community engagement, diversion program updates and general progress.

**Referral Update:**

RJOB will present an annual update to the Equity Committee on its data collection efforts, community engagement, diversion program updates and general progress.

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

RECEIVE and DISCUSS update from the Racial Justice Oversight Body on data collection efforts, community engagement, diversion program updates and general progress.

**Fiscal Impact:**

N/A

**To:** **Equity Committee**  
Supervisor Ken Carlson, District V, Chair  
Supervisor Shanelle Scales-Preston, District IV, Vice Chair

**From:** **Racial Justice Oversight Body (RJOB)**  
Public Defender Ellen McDonnell, RJOB (Co-Chair)

**Subject:** **Racial Justice Oversight Body (RJOB) Annual Progress Update**

**Date:** **December 15, 2025**

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### **Activities and Accomplishments**

The full body held an extended full body retreat in February to revisit its purpose, priorities, and goals while onboarding new members, and in August approved a new two-year work plan for 2025–2027, extending the previous one-year planning period and refining its focus by prioritizing seven goals and activities from the prior year’s work plan. In 2025, the full body also filled three (3) vacant Community-based Representative seats, and incorporated new members into the four (4) Alternate Community Representative seats.

Within the Community Engagement and Funding (CEF) subcommittee, the group discussed and prioritized the development of a communication strategy for RJOB, emphasizing increased community engagement and raising public awareness of the body, as well as exploring potential funding opportunities to support equity within the county. The CEF subcommittee is in the process of organizing a series of three community town hall events, planned as a full RJOB collaboration, to take place in January and February 2026.

In the Data subcommittee, members reviewed existing databases from county partners and other public sources, began planning a data walk to formally review all data sources and prepare a summary report for the full body, and reviewed initial Racial Justice Task Force recommendations and the data analysis that shaped RJOB’s priorities and goals. The subcommittee generated momentum in assessing available data across the County’s criminal legal system and worked toward greater alignment around processes for more comprehensive data collection and increased transparency. It also created an initial draft of recommendations for the Sheriff’s Office to consider in enhancing its Quarterly Report.

The Diversion subcommittee initiated planning for a landscape analysis and eligibility criteria for youth diversion programs and catalyzed discussions within RJOB regarding illegal immigration actions taken by the federal government. The subcommittee created two ad-hoc committees to assess the current landscape of youth diversion programming and opportunities available in Contra Costa County, as well as to develop or update eligibility criteria.

### **Attendance/Representation**

Currently, 18 of the 19 regular seats are filled, with the one (1) vacancy being the ex-officio seat for a local law enforcement representative (nominated by the CC County Police Chiefs Association).

- In addition, the four (4) Alternate Community-based Representative seats are filled.

- This brings the total current membership to 22 active members.

Four (4) new members joined in January:

- Dr. Marya Wright (Community-based/Private Licensed/Certified Behavioral Health Clinician/Practitioner)
- Ricky Godfrey (Lived Experience with the Criminal or Juvenile Justice System)
- Anthony Randolph (Community-based Organization Serving Justice-Involved Community)
- Naomi Mauricio-Lewis (Alternate: Community-based Organization Serving Youth)
  - Resigned in June

Three (3) new members joined in February:

- Ayo Lewis (Alternate: Community-based Organization Serving Justice-Involved Youth)
- Maileen Mamaradlo (Alternate: Community-based Organization Serving Youth)
- Sonja Shephard (Alternate: Community-based Organization Serving Justice-Involved Community)

One (1) new member joined in November:

- Dr. Talia Moore (Alternate: Community-based Organization Serving Justice-Involved Community)

The **RJOB full body** held four (4) meetings during the year, all of which achieved quorum.

The **Community Engagement and Funding (CEF) subcommittee** shifted to a monthly meeting schedule beginning in September and held seven meetings overall, three of which proceeded without quorum but were not canceled.

The **Data subcommittee** meets bi-monthly with additional meetings as needed, and held eight meetings, with five occurring without quorum but still proceeding.

- Subcommittee Chair Chala Bonner (Racial Justice Coalition) took a sabbatical from September 2025 through January 2026, during which Patrice Guillory (Probation designee) served as Interim Subcommittee Chair.

The **Diversion subcommittee** meets bi-monthly and held five meetings, all of which achieved quorum.

### **Work Plan Objectives for 2026**

The RJOB full body will develop a proposed budget based on recommendations from each subcommittee and prepare it for submission to the Board of Supervisors as part of the 2027 budget process.

The CEF subcommittee will develop and implement a communication strategy to share information with community members, school sites, service providers, and system partners, and will conduct community town halls, listening sessions, and surveys to understand what is working, what needs improvement, and what is still needed to increase community awareness of and engagement with RJOB.

The Data subcommittee will complete its review of existing county data sets, identify gaps, and propose a plan to improve data collection, data sharing, and overall transparency. It will also assess both individual outcomes and broader systemic impacts, particularly focusing on racial disparities within criminal justice contact.

The Diversion subcommittee will continue socializing its previously recommended definition of diversion to ensure alignment in understanding and application and to guide efforts to expand diversion opportunities. Additionally, it will complete its review of diversion efforts across the county for both youth and adults, identify gaps, and propose plans to strengthen diversion initiatives.

# 2025 RACIAL JUSTICE OVERSIGHT BOARD ANNUAL UPDATE

RJOB Co-Chairs:  
Ellen McDonnell, Public Defender  
Chala Bonner





# RJTF FINDINGS PRESENTED TO BOS (JULY 2018)

1. Higher arrest rates for Black youth and adults drive disparities in County juvenile and criminal justice processes in 2014
2. Black and Latino youth were more likely than White youth to be placed in custody, both pre- and post-adjudication.
3. Differences in the rate of disparity across cities indicated that different local contexts drive these disparities.
4. A higher proportion of Black and Latino defendants have sentence enhancements, due to characteristics of charges and/or defendants
5. Black adults in Contra Costa County were more likely than Latino or White adults to be detained pre-trial
6. In 2014, Black youth were sent to secure confinement at a higher rate than all other races; relative to being a ward of the Court, Hispanic youth were securely confined at a higher rate.
7. Changes to County jury selection processes have increased disparities in who services on juries in Contra Costa County.

# RJTF RECOMMENDATIONS APPROVED BY BOS (JULY 2018)

**Based on RJTF's findings and analysis, a set of 18 recommendations were developed and adopted by the County's Board of Supervisors. They encompass the following domains:**

- Oversight and Accountability (formation of the Racial Justice Oversight Body)
- Diversion Practices and Related Services
- Data Collection and Analysis, with particular attention to racial disparities
- County Support for and Engagement with Local Agencies
- Community Engagement
- Practices Related to Trial & Adjudication Processes
- Confinement Practices



# RJOB ACTIONS TO DATE

**April 2021**

Approved diversion definition and guidelines developed by the Diversion Subcommittee.

**June 2021**

CEF Subcommittee requested initial funding from BOS for technical assistance with development of a proposal for a two-phase, hybrid cohort community capacity fund.

**May 2022**

RJOB urges BOS to create a Sheriff Oversight Board pursuant to government code section 25303.7 and refer back to RJOB for recommendations regarding its charge and composition.

**August 2024**

Requested BOS approve bylaw changes, which include the addition of 4 Alternate Community Representative seats

Approved joint statement on racial equity in light of COVID-19 and its impact on people who are incarcerated.

**June 2020**

On behalf of CEF Subcommittee, to strongly recommend BOS endorse the creation of the Miles Hall Non-Police Response Unit and AB 988 (The Miles Hall Lifeline Act).

**June 2021**

On behalf of Data Subcommittee, requested a commendation to Probation at the BOS for their engagement in the subcommittee and their willingness to share data and promote transparency.

**June 2021**

Approved statement in response to racist text message scandal involving Antioch Police Department.

**June 2023**

Approved extending RJOB Work Plan from 1-year to 2-years, and refining focus priority areas.

**August 2025**

## 2025–2027 WORK PLAN OBJECTIVES

1. Provide resources, advocacy, and support to schools, youth, and families that promote non-punitive discipline practices, as well as behavioral health and early intervention services for youth.
2. Establish formal relationships between County criminal justice agencies and community-based organizations.
3. Evaluate all CBOs for the efficacy and effectiveness of program goals and objectives to ensure populations are appropriately served.
4. Seek funding to implement improved procedural justice practices and racial equity training.
5. Ensure inclusion of de-escalation and behavioral health intervention trainings in local law enforcement orientations.
6. RJTF Recommendation: Expand eligibility for Pre-Trial Services with a focus on reducing racial disparities and replacing the money bail system.
7. Ensure collection and reporting of accurate data in all criminal justice and law enforcement agencies countywide and improve data sharing and dissemination.

# SUBCOMMITTEE ACTIVITIES AND ACCOMPLISHMENTS

Full Body	Diversion	Data	Community Engagement & Funding
<ul style="list-style-type: none"> <li>Developed and approved a two-year work plan.</li> <li>Incorporated 5 new members Alternate Community Representative Seats</li> <li>Held a retreat (extended meeting) to revisit purpose, priorities, and goals, as well as to onboard new members</li> </ul>	<ul style="list-style-type: none"> <li>Began planning development of landscape analysis and eligibility criteria of diversion programs for youth</li> <li>Catalyzed discussions within RJOB regarding illegal immigration actions by the Federal Government.</li> <li>Created two ad-hoc committees to assess the current landscape of Youth Diversion programming and opportunities available in Contra Costa, and to develop/update eligibility criteria.</li> </ul>	<ul style="list-style-type: none"> <li>Began the planning data walk to formally review all data sources and provide a report to the full body.</li> <li>Reviewed initial Racial Justice Task Force (RJT) recommendations and data analysis that informed the priorities and goals of RJOB.</li> <li>Created an initial draft of recommendations for the Sherriff's Office to consider applying towards the enhancement of their Quarterly Report.</li> </ul>	<ul style="list-style-type: none"> <li>Discussed and prioritized the development of a communication strategy for RJOB, including increased engagement with community and growing their awareness of the body.</li> <li>Discussed possible funding opportunities for equity within the county.</li> <li>In the process of organizing a series of three community town hall events, as a full RJOB collaboration, to take place in January/February 2026.</li> </ul>

# SUBCOMMITTEE OBJECTIVES

Full Body	Diversion	Data	Community Engagement & Funding
<ul style="list-style-type: none"> <li>Develop a proposed budget based on the recommendations from each subcommittee and prepare to submit to Board of Supervisors for 2027 budget process</li> </ul>	<ul style="list-style-type: none"> <li>Develop and implement a communication strategy to share information with community members, school sites, service providers, system partners.</li> <li>Conduct Community Town Halls, Listening Sessions, and/or surveys to learn what’s working, what needs improvement, and what's still needed in regard to increasing community awareness of and engagement with RJOB.</li> </ul>	<ul style="list-style-type: none"> <li>Complete review current data sets on the county, assess where gaps lie, and propose plan to improve data collection, sharing and transparency.</li> <li>Assess individual outcomes but also systemic impacts, particularly in regard to racial disparities of CJ contact.</li> </ul>	<ul style="list-style-type: none"> <li>Socialize the subcommittee’s prior recommended definition of diversion in order to align understanding and application, and help guide efforts to expand diversion opportunities.</li> <li>Complete review of diversion efforts within the county for both youth and adults, assess where gaps lie, and propose plan to improve efforts.</li> </ul>



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 25-5244

**Agenda Date:** 12/15/2025

**Agenda #:** 4.

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**RECEIVE updates from the Co-Directors of the Office of Racial Equity and Social Justice.**

Meeting Date: December 15, 2025

Subject: Office of Racial Equity and Social Justice Updates

Submitted For: Equity Committee

Department: Office of Racial Equity and Social Justice

Referral No:

Referral Name: Office of Racial Equity and Social Justice Updates

Presenter: Kendra Carr

Contact: [kendra.carr@oresj.cccounty.us](mailto:kendra.carr@oresj.cccounty.us) <<mailto:kendra.carr@oresj.cccounty.us>>

### **Referral History:**

Since the office launched in October 2023, the ORESJ Co-Directors provide regular updates regarding the office priorities, work plan, challenges and progress. Subsequently, the ORESJ Co-Directors have presented monthly updates to the Equity Committee on various initiatives.

### **Referral Update:**

The Co-Directors will provide updates on current initiatives.

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

RECEIVE updates from the Co-Directors of the Office of Racial Equity and Social Justice

### **Fiscal Impact:**

N/A

# Equity Committee

RECEIVE updates from the Office of  
Racial Equity and Social Justice

# ORESJ Current Projects

Leadership Lab with Urban Habitat

Budget Equity Training for County Staff

Civic Engagement Workshops for Residents

Implicit Bias/Racial Equity online training for advisory bodies

SAFE Center progress update

Contra Costa Together progress update

# ORESJ Current Projects

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Implicit Bias/Racial Equity online training for advisory bodies

SAFE Center progress update

Contra Costa Together progress update

# THANK YOU!

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