



# CONTRA COSTA COUNTY

## AGENDA

### Racial Justice Oversight Body

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Thursday, November 6, 2025

1:00 PM

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

[https://cccouny-us.zoom.us/j/810818536  
28?](https://cccouny-us.zoom.us/j/81081853628?)

[pwd=g7JGzZJsr8WUfKjFPXa1lITUCR  
nDE6.1&from=addon](https://cccouny-us.zoom.us/j/81081853628?pwd=g7JGzZJsr8WUfKjFPXa1lITUCRnDE6.1&from=addon) | 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

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 from the August 7, 2025 meeting of the Racial Justice Oversight Body, with any necessary corrections. [25-4673](#)  
**Attachments:** [RJOB Record of Action 08.7.25 Full Body Meeting](#)
4. INTRODUCE New Racial Justice Oversight Body Member [25-4674](#)
5. RECEIVE and DISCUSS Subcommittee Updates [25-4675](#)  
**Attachments:** [RJOB Town Hall Logistics Roles Draft Budget-2026](#)  
[RJOB Town Hall Overview](#)
6. SHARE General Updates and Announcements, if any. [25-4676](#)

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

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 #:** 25-4673

**Agenda Date:** 11/6/2025

**Agenda #:** 3.

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Advisory Board: Racial Justice Oversight Body

Subject: Record of Action

Presenter: Ellen McDonnell (Chair)

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 August 7th, 2025 meeting.

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

Staff recommends approving the Record of Action for the August 7th, 2025 meeting of the Racial Justice Oversight Body Data Subcommittee, with any necessary corrections.

**Racial Justice Oversight Body**  
**Full Body Meeting**  
**August 7, 2025**  
**1:00 pm to 4:00 pm**

**Roll Call and Introductions**

**RJOB Membership:** Ellen McDonnell (C-Chair), Lynn Mackey, Diana Becton, Melvin Willis, Matt Malone, Dr. Marya Wright, Adalberto Garibay, Gilbert Salinas, Esa Ehman-Krause, Anthony Randolph, Maileen Mamaradlo, Sonja Shephard, Cheryl Sudduth, Gigi Crowder, Ronell Ellis, Stephanie Medley

**ORESJ Staff:** Peter Kim, Kendra Carr, Jessica Travenia, Emaan Ahmed

**Public Comment**

None

**Agenda Item #1:**

**Approve the Record of Action from 5/1/25 RJOB Full Body Meeting**

Motion: Chief Esa

2<sup>nd</sup>: Dr. Wright

Full Vote: Passed

**Agenda Item #2:**

**Review and Discuss the 2025-2027 RJOB Workplan**

Peter presented the two-year workplan and shared updates. Shared that subcommittees added and nuanced the language on the workplan to make it relevant to their subcommittees work.

Stephanie: appreciate the deep, robust conversations in the subcommittee

Peter: lot of intentional thought and conversation around what is truly actionable; how can we commit to things that can be done and are actionable? How do we provide real recommendations for BOS to make informed decisions

Ellen: this breakdown will relate to different action items that will be executed through subcommittees; hearing those reports will shed light on how we will achieve our goals

**Public Comment**

None

No vote needed; workplan has already been approved

**Racial Justice Oversight Body  
Full Body Meeting  
August 7, 2025  
1:00 pm to 4:00 pm**

**Agenda Item #3:**

**Receive Subcommittee Updates:**

**(1) Community Engagement and Funding (CEF); (2) Data; (3) Diversion**

***(1) CEF Subcommittee Update (Ronnell Ellis)***

- Funding part is obscure; community engagement part – we're ready to engage public
- Thinking through best approach to engage public
- Looking for expertise and support from staff, Peter
- Want to probe funding piece – what does that mean for CEF?
- Chris had suggestions about funding
- Stephanie: action steps for community engagement; ad hoc workgroup to create what that looks like; plan is to have a workgroup meeting before next subcommittee meeting; what community engagement looks (e.g. social media, events, etc.)
- Ronnell: challenged that there is nothing built yet; want to build something that is impactful and engaging
- Peter: also attention to expertise on this body – many events, efforts, programs that are happening across the county; invite people to give updates and invitations to their event; how to get word out to community to have people zoom in and join; how to build the profile and footprint of RJOB
- Anthony: we will create a strategy for engaging community as RJOB
- Ellen: using social media is great idea; talk with ORESJ and OCM; funding can look like tapping into existing bandwidth to roll this out.
- Stephanie: how do we let community know when funding opportunities are available

**Public Comment**

- Velma: equity and justice has so many different looks; we need to be boots on the ground; Lynn Mackey can offer access to school districts; utilize the PTAs within schools; put call to action out to them; bulk of our families are right there in our schools; Los Medanos College, Diablo Valley College and Contra Costa College – make sure every opportunity we can have a presence; offer stipends to young people to table and get out the word; community

## **Racial Justice Oversight Body**

### **Full Body Meeting**

**August 7, 2025**

**1:00 pm to 4:00 pm**

#### ***(2) Diversion Subcommittee (Stephanie Medley)***

- Have a focus on what's happening to Black males in system and other vulnerable youth
- Increase focus on different projects that we are working on; lot of overlap to subcommittees and bodies within the county; want to make sure we are not duplicating efforts and coordinating better with subcommittees (Measure X, AB109, Reimagine Youth Justice)
- Develop a map of everything that is pre-trial; some education needs to happen with the entire body; want to create space to learn more about what's happening
- Peter: renewed focus on the Sheriff's Quarterly Report
- Want to spend more time with the Sheriff's Quarterly Report; make sure we are reviewing them as a full body and think through what it means to engage with Board of Supervisors and/or Sheriff about the data that is generated
- Peter: RJOB instigated the report
- Ellen: BOS engages Sheriff with lots of questions about other areas of legal justice oversight, and good questions are asked from BOS; BOS suggests RJOB should look into those questions; one question: have we improved since we launched the RJOB? Has racial disparities in pre-trial population improved? Are we successfully arresting fewer people of color? Maybe we add to the full body

#### Public Comment

- Doug Leich: take issue with how Sheriff's Quarterly Report got started; RJOB in response to community asked BOS to establish an independent citizen's oversight body. Instead of citizen's oversight body, BOS said that RJOB can do it and the Sheriff can bring BOS a quarterly report. While they allow public comment, it is limited to 2 minutes per person and doesn't require a response. Not really what was originally called for.

#### Additional Comments:

- Ronnell: we did get the report that wasn't there before, but we do have this report now; hope that the new building that is being constructed is more transparent and has existing programs in the building; there was not programming on that side before, but now that they are providing services, we can get some answers; what is happening on the programming side of incarceration?

## **Racial Justice Oversight Body**

### **Full Body Meeting**

**August 7, 2025**

**1:00 pm to 4:00 pm**

- Peter: Sheriff has said that they are open to hearing feedback about the kinds of data they are presenting
- Lt Garibay: construction pushed back a little, looking to have folks there at the top of the year; programs should begin; at West County facility

### **(3) Data Subcommittee (Melvin Willis)**

- Started with a lot of conversation about what and the quality of data we desire
- How do we get more transparent data that is easily accessible and breaks down demographic data points?
- What are folks getting picked up for?
- In extreme cases, what do those interactions look like?
- Going back to implicit bias training and accountability measures
- Data (Sheriff, Courts). - complicated getting data; getting access to specific things can be difficult
- We are in building block phases and raising challenges (Ex. When someone gets charge with #50, it can mean any of 100 different things)
- Getting most up to date data from Courts from 2020-current and then working backwards
- We have discussed – what is the health of individuals when they get picked up? Are they getting timely access to health care? After interactions with dept, are they receiving bodily injuries
- Data dashboards would be helpful – Sheriff's Office and District Attorney looking to update their dashboards
- The initial data we collect can inform what we do next?
- Need to find interim chair, while Chala is on sabbatical
- Matt: Court data is limited in what we provide by law; working within those confines to produce specific data; there are legal prohibitions that bind the court on what can be released; we are looking to bring data that is useful; data is better now and we can produce data that we had not been able to produce before
- Esa: launched a public-facing dashboard on Probation's website; launched AB109 program dashboard
- Lt. Garibay: Sheriff's office is developing a business intelligence unit; looking to add analysts
- Jessica: met right after Truth Forum, discussion that came up from Truth Forum – some consensus around the fact that Sheriff said he was willing to engage folks in the community

## **Racial Justice Oversight Body**

### **Full Body Meeting**

**August 7, 2025**

**1:00 pm to 4:00 pm**

- Dr. Wright: connecting the three committees; we could share that information on the social media, especially if it's already produced and public; add a "questions drop box" to social media to collect questions for Sheriff, even if they are not able to attend the meeting

#### Public Comment

None

No vote needed

#### **Agenda Item #4:**

##### **Discuss Statement of Response to Federal Immigration Enforcement Actions**

- Peter: multiple subcommittees brought up the desire to make more assertive statements of support to immigrant communities; interest to make a statement as RJOB; learned some updated information
  - o RJOB is able to issue statements but they must be approved
  - o We would have to draft statement and take vote; move it to Equity Committee; if approved by Equity, it would move to Board of Supervisors
- Today, draft statement will be workshopped, synthesized in final draft, convene again for full body to take vote; need to call special meeting to take a full vote on the draft
- Peter read the draft to the group
- Discussion about how communities are actually experiencing immigration enforcement across the county
- Gigi: suggested that a statement be written out because of immigrants reaching out looking for resources and support; translate into the languages of those across county
- Anthony and Dr. Wright - make sure orgs know that we are sharing their websites; make sure we are clear about our audience; make sure RJOB's website is linked
- Dr. Wright: county should be here to protect
- Process: RJOB reviewed each paragraph and added edits
- Melvin: please email this out for

#### Public Comment

- Yehudit Lieberman: statement strong, tweaks will make it better; question about saying CCC is committed; I was at BOS meeting and the BOS pushed back on

## **Racial Justice Oversight Body**

### **Full Body Meeting**

**August 7, 2025**

**1:00 pm to 4:00 pm**

community's ask for non-cooperation with ICE; Sheriff made it clear he would not be bound by BOS direction, he's an elected official; Sheriff made it clear that he was not going to stop ICE; I'm concerned about what we can really do. Statement should be made, but it's not law; we need to keep working on getting the county to do something to not collaborate with ICE.

- Doug Leich: love the draft that was read; it had just the right tone. Appreciate the need to workshop and wordsmith. Want to appreciate RJOB who expressed the need to create a statement like this to make a public statement about what's going on with immigration enforcement. Share frustration if length; ICE in healthcare facilities: ICE is within legal authority to enter any public space without a warrant; if it is a private space, they cannot enter without a judicial warrant; SB891 (Senate Bill 81) would help clarify how healthcare facilities could designate private facilities within space to constrain ICE on where they can go; ICE first showed up on May 21, 2025 in Concord Immigration Court. There has been at least 11 detentions in Concord Immigration Court. Another bill about ICE access in schools (AB49 – School Sites Immigration Enforcement). Don't have BOS authority to make public comments; if you think you want to have that authority, will need to convince the BOS to expand your authority to make something like that happen.
- Devin: statement was good, but it has to match actions we are willing to take in order to protect our neighbors; people in power do not meet to collaborate with ICE; we can show up to meetings and make comments; Sheriff is using language that I hear on far right media – about rapists and pedophiles; cannot say Contra Costa County; who knows what will happen in next few months; appreciate bodies like this, must keep a civil tone and gotta be a little more aggressive in approach
- Next steps: Staff will send out draft to everyone; Please add comments/edits and send them back to staff; potentially Aug 18<sup>th</sup> at Equity Committee

No Formal Vote Taken

### **Agenda Item #5:**

#### **Discuss Updates related to Pretrial Efforts and Programming**

- Peter: update, Prob presented pretrial information to BOS on May 20<sup>th</sup>; BOS asked if other depts could share updates about pretrial in September 2025. RJOB was interested in hearing more about pretrial.
  - o Probation/Chief Esa: took cuts in funding for pretrial services

## **Racial Justice Oversight Body**

### **Full Body Meeting**

**August 7, 2025**

**1:00 pm to 4:00 pm**

- PD/Ellen: we're happy to present, but we are not one of the main holders of detention data or filing data; happy to attend and present what is needed from us; feels like an area that is really important to us, we know that the population is shifting after Prop 36 and there has been a spike in in-custody bookings. That is information that the Sheriff presents on. Looking at doing a deeper dive, such as DA filings, Courts data and what has caused that increase; seems like Prop 36 is the likely culprit and has disparate impact on Black and Brown communities; many are vulnerable, such as unhoused; we are looking at that; CAO staff has not reached out to request any info from me
- DA Becton: one update would be around RJ for TAY Youth – 18 to 25 year olds; had some hiccups getting that program up and running, working with Ryse; we are starting to refer young people to them; DA has not been asked to present to BOS about pretrial data in Sept 2025
- Sheriff's office: no updates; but quarterly report includes information about that
- Court/Matt: has not received request from BOS; what we are talking about is what sort of data the court can provide – and hope to have something soon about what data we can present
- What would be helpful as next steps?
  - Ellen: Sheriff's quarterly report is Aug 12<sup>th</sup> – if committee members are able to attend, there is often a lot of talk about RJOB.
  - Send out link for Tuesday's BOS meeting to everyone, so if folks are able to attend

### Public Comment

None

### **Full Body General Updates and Announcements**

- Melvin: need to reach out to Safe Return and RYSE as they are engaging folks who are caught up in the system; get some feedback about how community members are engaged
- Pastor Shantell: Empowering Families Cohort – 50 families join; have 65 families who are registered

**Racial Justice Oversight Body**

**Full Body Meeting**

**August 7, 2025**

**1:00 pm to 4:00 pm**

**NEXT STEPS**

- CEF meeting is scheduled for 8/14/25 at 1:00 PM
- Diversion meeting is scheduled for 8/21/25 at 3:00 PM
- Data meeting is scheduled for 8/27/25 at 3:00 PM
- Full RJOB meeting is scheduled for 11/6/25 at 1:00 PM

All meetings to be held at 1026 Escobar Street, Room 238 / Conference Room A, Martinez, CA 94553

Meeting adjourned at 3:20pm



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 25-4674

**Agenda Date:** 11/6/2025

**Agenda #:** 4.

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Advisory Board: Racial Justice Oversight Body

Subject: New RJOB Member

Presenter: Peter Kim

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

Information: Introduce Dr. Talia Moore who will be assuming a Community Member Alternate Seat.

Referral History and Update:

During the Equity Committee meeting on Monday, October 20<sup>th</sup>, interviews were held for the RJOB Community Member Alternate Seat. Dr. Talia Moore was selected by supervisors to assume the position.

Recommendation(s)/Next Step(s):

n/a



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 25-4675

**Agenda Date:** 11/6/2025

**Agenda #:** 5.

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Advisory Board: Racial Justice Oversight Body

Subject: RECEIVE and DISCUSS Updates from RJOB Subcommittees.

Presenter: Ellen McDonnell (Chair)

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

# EAST COUNTY TOWN HALL

**EAST COUNTY TOWN HALL- In Person**

Grace Bible Fellowship of Antioch  
 3415 Oakley Rd, Antioch, CA 94509

**Venue Point:** Anthony Randolph

Role	Description	RJOB Member
<p><b>Welcome &amp; RJOB Presentation</b></p>		<p>Community Stakeholder _____</p> <p>Systems Stakeholder _____</p>
<p><b>Introduce World Cafe Breakout Sessions</b></p>	<p>Information will be provided</p>	
<p><b>World Cafe Table Hosts</b></p>		<p><b><u>Diversification</u></b></p> <p>Community Stakeholder _____</p> <p>Systems Stakeholder _____</p> <p><b><u>Community Engagement</u></b></p> <p>Community Stakeholder _____</p> <p>Systems Stakeholder _____</p> <p><b><u>Data</u></b></p> <p>Community Stakeholder _____</p> <p>Systems Stakeholder _____</p>
<p><b>Harvest &amp; Close Out</b></p>		

# WEST COUNTY TOWN HALL

**WEST COUNTY TOWN HALL- In Person**  
 RYSE  
 3939 Bissell Ave  
 Richmond, CA 94805  
**Venue Point:** Stephanie Thibodeaux Medley

Role	Description	RJOB Member
<b>Welcome &amp; RJOB Presentation</b>		Community Stakeholder _____  Systems Stakeholder _____
<b>Introduce World Cafe Breakout Sessions</b>	<b>Information will be provided</b>	
<b>World Cafe Table Hosts</b>		<u><b>Diversion</b></u> Community Stakeholder _____ Systems Stakeholder _____  <u><b>Community Engagement</b></u> Community Stakeholder _____ Systems Stakeholder _____  <u><b>Data</b></u> Community Stakeholder _____ Systems Stakeholder _____
<b>Harvest &amp; Close Out</b>		

# VIRTUAL TOWN HALL

## VIRTUAL TOWN HALL

Role	Description	RJOB Member/County Support
Tech Support		
Welcome & RJOB Presentation		Community Stakeholder _____ Systems Stakeholder _____
Introduce World Cafe Breakout Sessions	Information will be provided	
World Cafe Table Hosts		<p><b><u>Diversions</u></b></p> <p>Community Stakeholder _____</p> <p>Systems Stakeholder _____</p> <p><b><u>Community Engagement</u></b></p> <p>Community Stakeholder _____</p> <p>Systems Stakeholder _____</p> <p><b><u>Data</u></b></p> <p>Community Stakeholder _____</p> <p>Systems Stakeholder _____</p>
Harvest & Close Out		

# Draft Budget

## RJOB Town Hall – Draft Budget- 120 Attendees (60 attendees X 2 In-Person Townhalls)

Item	Quantity / Notes	Estimated Cost
<b>Food &amp; Refreshments</b>	Meals and drinks for 100 participants + 20 staff/RJOB members (120 people total). Estimate \$7/person	\$840
<b>Interpretation / Translation</b>	Spanish Options: Wordly simultaneous interpretation (headsets) OR language-specific breakout rooms. Include printed materials in all languages. Estimate \$300 per session	\$600
<b>Materials &amp; Printing</b>	Agendas, breakout prompts, name tags, signage, markers, chart paper, sticky notes	\$300
<b>Incidentals / Contingency</b>	Extra supplies, minor unexpected costs (10% of total budget)	\$250
<b>Total Estimated Budget</b>		<b>\$1990</b>

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

**Racial Justice Oversight Body**  
**Town Halls 2026**

All events will be  
6-8 PM

# RJOB Town Halls 2026

Jan 26

Feb 12

Feb 19



## East County

In person at Grace Bible  
Fellowship in Antioch

## West County

In person at RYSE in  
Richmond

## Virtual

Provides a virtual option for  
people across the county  
that were not able to  
attend the inperson

Light refreshments provided (in person)  
Interpretation available (all events)

# Why We're Gathering?

01

Reintroduce RJOB and share updates on our work and progress

02

Build connection and community partnership



# Why We're Gathering?

03

Gather community input to guide our priorities

04

Imagine what justice and opportunity can look like across Contra Costa

05

These spaces are about listening, co-creating, and visioning together.



# Town Hall Flow

## Welcome & Reintroduction to RJOB

Where we are and what  
we've accomplished



## World Café Conversations

Small rotating group discussions on  
key questions

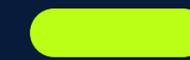
Notes captured to lift community  
voices



## Share Out & Close

Highlight emerging themes

Appreciation + next steps





# We Need You!

We're asking RJOB members to sign up for a role at one of the events.

## **Presenters**

Share about RJOB's work

## **Table Hosts**

Guide small-group discussions and capture themes and insights.

## **Setup & Logistics Support**

Materials, refreshments, tech help

## **Outreach Support**

Spread the word in your networks



# CONTRA COSTA COUNTY

1025 ESCOBAR STREET  
MARTINEZ, CA 94553

## Staff Report

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**File #:** 25-4676

**Agenda Date:** 11/6/2025

**Agenda #:** 6.

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Advisory Board: Racial Justice Oversight Body

Subject: SHARE General Updates and Announcements, if any.

Presenter: Ellen McDonnell (Chair)

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