Racial Justice Oversight Body (RJOB) Work Plan for 2025-2027 (DRAFT)

	RJTF Recommendation (2018)	Work Plan Goals	Data Subcommittee	Diversion Subcommittee	CEF Subcommittee	Notes
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.	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 (disagregated by race, gender, zip code, economic factors); assess where data lives, whats available, what gaps exist.	Collect information on best and promising practices and programs that offer alternatives to punitive discipline.	Develop and implement a communication strategy to share information with community members, school sites, service providers, system partners.	All RJOB members tap into their agencies and networks to collect information on potential resources and opportunities and share with appropropriate subcommittee.
2	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.	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.	All RJOB members tap into their agencies and networks to collect information on formal partnerships btwn agencies and CBOs and share with appropropriate subcommittee.
3	Evaulate 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 engagment; assess individual outcomes but also systemic impacts, disparities of CJ contact;	Review language and criteria of existing RFPs and contracts; develop recommendations around increased community engagement, participant feedback/satisfaction surveys, data collection, cost analysis component.	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.	Invite RJOB partners to share how they assess service delivery by both systems and CBO's; ask other agencies, as well.
4	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 opportunites 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.	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.	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.	All RJOB members tap into their agencies and networks to collect information on resources available and share with appropropriate subcommittee. Invite RJOB partners to share updates on their trainings; catalogue current intervention trainings being offered.
5	Ensure inclusion of de-escaltion and behavioral health intervention trainings into local law enforcement orientations.	*Combined with above*	*Combined with above*	*Combined with above*	*Combined with above*	*Combined with above*

Racial Justice Oversight Body (RJOB) Work Plan for 2025-2027 (DRAFT)

	RJTF Recommendation	Work Plan Goals	Data Subcommittee	Diversion Subcommittee	CEF Subcommittee	Notes
6	Expand eligibility for Pre-Trial Services Staffing with a focus on reducing racial disparities and replacing the money bail system.	Develop summary of County efforts in serving and supporting those during Pre-Trial period, with a focus on reducing disparities around detention, wait times, who is eligible for early release and/or supportive services, etc. Include updates on statewide efforts around replacing money bail system.	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.	Conduct scan and develop summary of the different populations and categories that make up Pre-Trial clients/participants, including responsible agencies and roles.	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).
7	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.