



CONTRA COSTA COUNTY

AGENDA

Racial Justice Oversight Body

Thursday, June 12, 2025 3:00 PM 1026 Escobar Street, 238/239, Martinez, CA 94553 |
https://ccccounty-us.zoom.us/j/82561364505?
pwd=z9F1hCwY9UNTpHOclb6yNFmgN
sagCf.1&from=addon | 3415 Oakley
Road, Antioch, CA 94509 | Call in: 214
765 0478 Access code: 2188046

CEF Subcommittee

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 for the April 10th, 2025 meeting of the Racial Justice Oversight Body CEF Subcommittee, with any necessary corrections. [25-2148](#)
Attachments: [RJOB CEF Subcommittee Record of Action 4.10.25](#)
4. DISCUSS progress made in recent years of Racial Justice Oversight Body. [25-2149](#)
Attachments: [RJOB CEF Subcommittee 06.12.25](#)
5. DISCUSS the Racial Justice Oversight Body 2025-2027 Work Plan and FINALIZE Subcommittee assignments. [25-2150](#)
Attachments: [RJOB Work Plan draft 5-25-25](#)
6. SHARE and DISCUSS general updates and announcements from Racial Justice Oversight Body members. [25-2151](#)

The next meeting is currently scheduled for August 14th, 2025 at 1:00 PM.

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. 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)



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-2148

Agenda Date: 6/12/2025

Agenda #: 3.

Advisory Board: Racial Justice Oversight Body, CEF Subcommittee

Subject: Record of Action

Presenter: Peter Kim

Contact: Peter Kim, 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 April 10th, 2025 meeting.

Recommendation(s)/Next Step(s):

Staff recommends approving the Record of Action for the April 10th, 2025 meeting of the Racial Justice Oversight Body CEF Subcommittee, with any necessary corrections.

Racial Justice Oversight Board (RJOB)
Community Engagement and Funding Subcommittee Meeting
April 10, 2025

Record of Action

Attendance:

Subcommittee Members (in-person):

Ronell Ellis, Subcommittee Chair (Community Representative Seat)
Maileen Mamaradlo (Community Representative Seat-Alternate)
Stephanie Medley (Community Representative Seat)
Ricky Godfrey (Community Representative Seat)
Anthony Randolph (Community Representative Seat-Alternate)

Subcommittee Members (online):

Alana Mathews, Contra Costa County District Attorney's Office
Shantell Owens (Community Representative Seat)
Ayo Lewis (Community Representative Seat-Alternate)

Staff:

Kendra Carr, Contra Costa County Office of Racial Equity and Social Justice
Peter Kim, Contra Costa County Office of Racial Equity and Social Justice
Emaan Ahmed, Contra Costa County Office of Racial Equity and Social Justice
Jessica Travenia, Contra Costa County Office of Racial Equity and Social Justice

Guests (online):

Cheryl Sudduth (RJOB Committee member, Community Representative Seat)
Jill Ray, Contra Costa County District 2 Supervisor's Office

1. Roll Call and Introductions

- Convened at 3:33 PM

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

- No comment.

3. Confirm members for the Community Engagement and Funding Subcommittee, and nominate and select the member who will serve as chair(s) of the subcommittee.

Discussion:

- Confirmed members of the Subcommittee and introduced the new members: Maileen Mamaradlo, Anthony Randolph, Shantell Owens, and Ayo Lewis.
- Ronell Ellis will continue to serve as CEF subcommittee chair.

Public Comment:

- No comment.

4. Discuss and determine CEF subcommittee meeting logistics for the upcoming year

Discussion:

- Keep June 12, 2025 as the next meeting date.
- Send survey to assess availability for rotation of sites.
- At the next meeting, share the history of past work of RJOB and of CEF to help inform future goals and objectives.

Public Comment:

- Jill Ray, Candace Anderson's Office: Skip next month's meeting, re-agenda the cadence question for June, based on the full body.

5. Discuss and come to agreement on priorities for 2025/2026 based on RJOB survey results

Discussion:

- Revise priority to **"Seek resources"**, focusing on behavioral health and early intervention.
- **Form a workgroup** to pursue funding and non-financial support.
- **Refine all priorities** for clarity and impact.
- **Build CBO capacity** (e.g., grantwriting workshops).
- Provide **recommendations to BOS** within RJOB's scope (no authority over schools/contracts).
- Review contracts involving **community engagement** for effectiveness through a CBO/participant lens.
- Concerns raised about **CBO accountability and credibility**.
- Evaluate **both systems and CBOs** for equity and effectiveness.
- Improve **community awareness** of opportunities and services.
- Conduct **landscape analysis/audits** to identify progress, gaps, and needs.
- **Gather updates** from departments and do internal research.
- **Disseminate findings** to community, providers, system partners, and BOS.
- **Advise and recommend changes** to the Board.
- Invite key partners (e.g., Probation, PD/DA, WCUSD, CBOs, EHSD, CCH) to provide updates.

Public Comment:

- No comment.

The next meeting is currently scheduled for June 12, 2025.

- Confirmed.

Adjourn

- Meeting was adjourned at 5:32 PM.



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-2149

Agenda Date: 6/12/2025

Agenda #: 4.

Advisory Board: Racial Justice Oversight Body, CEF Subcommittee

Subject: RJOB Progress

Presenter: Peter Kim

Contact: Peter Kim, peter.kim@oresj.cccounty.us

Information:

In recent RJOB meetings, members shared their desire to review what progress has been made towards completing tasks, achieving work plan goals, and fulfilling RJOB priorities as a way to track progress, and to share updates to the public and to the Board of Supervisors.

Referral History and Update:

RJOB subcommittees will discuss in their respective meetings any progress made towards completing tasks, achieving work plan goals, and fulfilling RJOB priorities.

Recommendation(s)/Next Step(s):

Discuss the item and provide input to staff, as needed.

RACIAL JUSTICE OVERSIGHT BOARD CEF SUBCOMMITTEE MEETING

Office of Racial Equity and Social Justice
Contra Costa County

June 12th, 2025



PROGRESS UPDATE

2025-2027 WORK PLAN

UPDATES & ANNOUNCEMENTS

NEXT STEPS

- Data Subcommittee Meeting
 - June 26, 2025 at 3:00PM
 - ORESJ Conference Room (1026 Escobar Street, 2nd floor, Martinez, CA)
- RJOB Full Body Meeting
 - August 7, 2025 at 1:00PM
 - ORESJ Conference Room (1026 Escobar Street, 2nd floor, Martinez, CA)
- CEF Subcommittee Meeting
 - August 14th, 2025 at 1:00 PM
 - Location TBD
- Diversion Subcommittee meeting
 - August 21st, 2025 at 3:00PM
 - Location TBD



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-2150

Agenda Date: 6/12/2025

Agenda #: 5.

Advisory Board: Racial Justice Oversight Body, CEF Subcommittee

Subject: RJOB Work Plan and Subcommittee Assignments

Presenter: Peter Kim

Contact: Peter Kim, peter.kim@oresj.cccounty.us

Information:

At the April 1, 2025 RJOB full body meeting, members discussed and finalized their priority activities for the 2025-2027 Work Plan. Staff was tasked to synthesize the discussion and create a final draft of the work plan. Subcommittees will discuss the Work Plan and determine tasks per priority activity that are appropriate to and fall within the purview of their respective subcommittees.

Referral History and Update:

RJOB subcommittees will discuss in their respective meetings the RJOB 2025-2027 Work Plan and determine tasks per priority activity that are appropriate to and fall within the purview of their respective subcommittee.

Recommendation(s)/Next Step(s):

Discuss the Work Plan and determine subcommittee tasks.

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 (disaggregated 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 appropriate 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 appropriate subcommittee.
3	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;	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 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.	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 appropriate subcommittee. Invite RJOB partners to share updates on their trainings; catalogue current intervention trainings being offered.
5	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>	<i>Combined with above</i>

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.



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Staff Report

File #: 25-2151

Agenda Date: 6/12/2025

Agenda #: 6.

Advisory Board: Racial Justice Oversight Body, CEF Subcommittee

Subject: Updates and Announcements

Presenter: Ronell Ellis (Chair)

Contact: Peter Kim, peter.kim@oresj.cccounty.us

Information:

At each RJOB Subcommittee meeting, members and assigned staff are invited share any updates or announcements not discussed in prior agenda items.

Referral History and Update:

Subcommittee members and assigned staff can share any updates or announcements not discussed in prior agenda items.

Recommendation(s)/Next Step(s):

Share updates and provide input to staff, if needed.