



CONTRA COSTA COUNTY

AGENDA

Racial Justice Oversight Body

Thursday, August 13, 2026

1:00 PM

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

<https://cccouny-us.zoom.us/j/826722794>

71 | Call-In: 214 765 0478 Dial: 2188046

CEF subcommittee

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 for the July 9, 2026 meeting of the Racial Justice Oversight Body CEF Subcommittee, with any necessary corrections. [26-3515](#)

Attachments: [RJOB CEF Record of Action 07.09.26](#)

2. DISCUSS RJOB Ad hoc Committee Reports [26-3516](#)

Attachments: [2a. RJOB Community Engagement Report 2026](#)

[2b. Proposed RJOB Community Engagement Framework DRAFT](#)

3. DISCUSS Proposed Budget for the Racial Justice Oversight Body and Community Engagement and Funding Subcommittee [26-3517](#)

Attachments: [Racial Justice Oversight Body 2027 Budget Proposal Draft](#)

4. DISCUSS any general updates from subcommittee members or ORESJ staff [26-3518](#)

5. REVIEW and ASSIGN actions items from today's meeting [26-3519](#)

The next meeting is currently scheduled for September 10, 2026.

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 St., #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 #: 26-3515

Agenda Date: 8/13/2026

Agenda #: 1.

Advisory Board: Racial Justice Oversight Body, CEF Subcommittee

Date: August 13, 2026

Subject: Record of Action

Presenter: Peter Kim

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 July 9, 2026 meeting.

Recommendation(s)/Next Step(s):

Staff recommends approving the Record of Action for the July 9, 2026 meeting of the Racial Justice Oversight Body CEF Subcommittee, with any necessary corrections.

**Community Engagement and Funding (CEF) Subcommittee
Record of Action DRAFT
7.9.26**

Present:

Ronell Ellis (subcommittee chair)
Marcus Walton

Absent:

Stephanie Medley
Maileen Mamaradlo
Anthony Randolph
Dr. Talia Moore
Shantell Owens
Ayo Lewis

Staff:

Peter Kim (ORESJ)
Emaan Ahmed (ORESJ)

Meeting began at 1:30 PM.

Roll Call and Introductions

2 members present. Quorum was not achieved.

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

None.

- 1. RECEIVE and APPROVE the Record of Action for the June 11, 2026 meeting of the Racial Justice Oversight Body CEF Subcommittee, with any necessary corrections.**

Action was not taken due to lack of quorum. Item was moved to the next meeting.

- 2. DISCUSS RJOB Town Hall Adhoc Committee Progress.**

Staff presented the Community Engagement Framework summary document.

Discussion:

RJOB discussed clarifying its role, coordinating with other criminal legal system bodies, and using a quarterly engagement cycle to effectively receive, route, and follow up on community concerns. Members supported the Community Engagement Framework recommendations and

emphasized that meaningful engagement requires dedicated County funding rather than relying on CBO resources.

Public Comment:

None.

3. DISCUSS a Proposed Budget for the Racial Justice Oversight Body

Staff presented update from subcommittee chairs meeting and outlined a tentative budget proposal.

Discussion:

Suggestions that RJOB approach the Supervisors prior to presenting the ask to Equity Committee in Dec to socialize the budget proposal ask and get a sense of each of the 5 Supervisors' thoughts and reactions, esp given the difficult economic context. Also suggest that we find out if other CJ-related bodies have any allocated budget for comparison reasons.

Public Comment:

None.

4. DISCUSS any general updates from subcommittee members or ORESJ staff

Walton highlighted a recent student graduation and RJOB's role in supporting vulnerable youth, while staff announced ORESJ's open RFQ for a Lead Entity for the Federal Glover Community Wellness Network.

Public Comment:

No comment.

5. REVIEW and ASSIGN actions items from today's meeting

Public Comment:

No comment.

The next meeting is currently scheduled for July 9, 2026, 1:00PM, at 1026 Escobar Street, #238/239, Martinez, CA 94553.

Meeting adjourned 2:59 PM.



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-3516

Agenda Date: 8/13/2026

Agenda #: 2.

Advisory Board: Racial Justice Oversight Body, CEF Subcommittee

Date: August 13, 2026

Subject: DISCUSS RJOB Town Hall Ad hoc Committee Progress

Presenter: Peter Kim

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

Information:

The subcommittee will discuss any progress the ad hoc committees made during their recent meeting.

Referral History and Update:

The CEF Subcommittee established an ad hoc committee during the May 14, 2026 meeting to analyze the data from the 2026 RJOB Town Halls, as well as determine a strategy for future town halls.

Recommendation(s)/Next Step(s):

n/a

2026

Contra Costa County Racial Justice Oversight Body Community Engagement Report

Centering community voice to advance racial equity, accountability, and lasting systems change.



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Executive Summary

The Racial Justice Oversight Body (RJOB) convened a series of community town halls at the beginning 2026 to better understand how residents experience the criminal legal system in Contra Costa County and to identify priorities for advancing racial equity, transparency, diversion, and accountability. Through in-person and virtual engagement opportunities, community members shared their lived experiences, identified barriers to participation and access, and offered recommendations for improving both County systems and RJOB's ongoing work.

Across all engagement sessions, several consistent themes emerged. Participants emphasized the importance of creating meaningful opportunities for ongoing community participation, improving transparency and public access to information, expanding awareness of diversion and support services, and strengthening the collection and public sharing of justice system data. Community members also identified persistent barriers—including transportation, language access, limited communication, and challenges navigating County systems—that continue to prevent equitable participation.

The findings presented in this report reflect both the voices of community members and the ongoing work of RJOB's Community Engagement, Diversion, and Data Subcommittees. Together, these findings inform a series of recommendations intended to strengthen community partnerships, improve accountability, increase accessibility, and support RJOB's mission of advancing racial equity within Contra Costa County's criminal legal system.

Ultimately, the town halls reinforced that meaningful community engagement is not a one-time event but an ongoing process that requires sustained investment, transparent communication, and shared accountability between County agencies, community organizations, and residents.



Section 1: Why We Engaged

Purpose of the Town Halls

Community engagement is foundational to RJOB's mission of advancing racial equity and accountability within Contra Costa County's criminal legal system. Recognizing that those most impacted by the criminal legal system possess essential knowledge and expertise, RJOB hosted a series of community town halls to better understand residents' experiences, identify community priorities, and inform future recommendations. The town halls were designed to create accessible spaces where community members could openly discuss their interactions with the criminal legal system, identify barriers to equitable access, and offer recommendations for improving transparency, diversion opportunities, and public accountability. The information gathered through these conversations serves as a critical component of RJOB's ongoing efforts to ensure that policy recommendations are informed by community voice and lived experience.

Engagement Overview

Between January and February 2026, RJOB hosted three community engagement sessions consisting of two in-person town halls and one virtual forum.

Community Engagement Summary

- Total Participants: 55
- Locations: East County, West County, and Virtual
- Engagement Methods: Two facilitated in-person town halls and one virtual community session
- Approach: World Cafe style interactive listening sessions centered on community dialogue, lived experience, and collaborative discussion

Each session utilized facilitated small-group conversations designed to encourage participation, foster relationship-building, and create space for residents to share both challenges and opportunities for improving criminal legal system outcomes. Notes from each discussion were synthesized to identify recurring themes and recommendations across all engagement sessions.

Section 2: What We Heard

Across all three town halls, community members consistently identified five interconnected themes. While each community brought unique perspectives, the priorities raised were remarkably consistent and closely aligned with the work already underway through RJOB's Community Engagement Framework, Diversion, and Data Subcommittees.

Community Voice & Participation

Participants consistently expressed a desire for more meaningful opportunities to participate in RJOB's work beyond periodic public meetings. Community members emphasized that engagement should be continuous, collaborative, and centered on the voices of those most directly impacted by the criminal legal system. Residents highlighted the importance of creating stronger pathways for youth leadership, ensuring justice-impacted individuals have meaningful roles in decision-making, and building long-term relationships between County agencies and the communities they serve. Participants also emphasized that engagement should move beyond information sharing toward genuine partnership and shared decision-making.

Transparency & Trust

A recurring theme throughout every engagement session was the need to strengthen transparency and rebuild trust between County institutions and community members. Participants described challenges understanding how decisions are made, how funding is allocated, and how justice-related initiatives are evaluated. Community members emphasized that transparency requires more than making information publicly available—it requires clear communication, accessible language, regular updates, and visible accountability for commitments made through public engagement.

Access & Equity

Community members identified several practical barriers that continue to limit participation in County meetings and public engagement opportunities. Transportation challenges, language access needs, scheduling conflicts, and inconsistent communication were repeatedly identified as obstacles to meaningful participation. Participants also emphasized that information should be distributed through multiple channels and made accessible to communities with varying language, technology, and accessibility needs. Removing these barriers was viewed as essential to ensuring equitable participation across Contra Costa County.

Section 2: What We Heard

Diversion & System Navigation

Participants expressed broad support for diversion as an alternative to traditional criminal legal system involvement but noted that many residents remain unaware of available programs and services. Community members described inconsistent referral processes, limited information about eligibility, and difficulty navigating available resources. Many participants also emphasized the need for stronger navigation support, clearer pathways into services, and continued follow-up after initial referrals to improve long-term outcomes for individuals and families.

Data & Accountability

Community members expressed a strong desire for justice system data that is transparent, accessible, and meaningful. Participants emphasized that data should not only be publicly available but also presented in ways that are understandable and useful to community members.

Residents also raised questions about how data is collected, what outcomes are measured, and whether publicly reported information accurately reflects community experiences. Participants viewed transparent data as an essential tool for accountability and continuous improvement.

Section 3: What We Learned

The community town halls revealed several overarching findings that extend beyond individual comments or isolated concerns. While participants discussed a range of experiences and ideas, clear patterns emerged across all engagement sessions. These findings represent RJOB's analysis of the community input and identify the conditions that must be addressed to strengthen racial equity, community trust, and accountability within Contra Costa County's criminal legal system.

1. Community Engagement Must Become an Ongoing Practice Rather Than an Occasional Event

Across every town hall, participants expressed a desire for more consistent opportunities to engage with RJOB and County decision-makers. Rather than viewing engagement as a series of public meetings, community members envisioned a continuous relationship in which residents regularly contribute to decision-making, receive updates on progress, and understand how their feedback informs action.

This finding suggests that meaningful community engagement requires sustained infrastructure, consistent communication, and shared accountability—not simply additional public events. Building trust will require RJOB to establish ongoing mechanisms for dialogue, feedback, and partnership that extend beyond the town hall process.

2. Transparency Requires Accessible Communication, Not Just Public Information

Community members consistently linked trust in public institutions with the ability to understand how decisions are made, how resources are allocated, and how outcomes are measured. While information may exist, participants indicated that it is often difficult to locate, presented in technical language, or disconnected from community priorities.

The findings indicate that improving transparency is not solely about increasing the amount of information available but ensuring that information is timely, understandable, accessible, and responsive to community needs. Effective communication is essential to strengthening public trust and demonstrating accountability.

3. Access to Services Depends on Navigation as Much as Availability

Although participants supported diversion and community-based alternatives to traditional criminal legal system involvement, discussions revealed that many barriers occur before individuals ever reach available services. Participants described inconsistent referral pathways, limited awareness of existing programs, and challenges navigating multiple agencies and systems.

These findings suggest that expanding services alone will not improve equitable access. Strengthening outreach, simplifying referral processes, and providing navigation support are equally important strategies for ensuring individuals and families can successfully connect with available resources.

Section 3: What We Learned

4. Accountability Requires Data That Communities Can Understand and Use

Participants consistently emphasized that data plays an essential role in measuring progress and holding public systems accountable. However, community members also expressed concerns about whether publicly available information is sufficiently accessible, complete, or reflective of community experiences.

This finding reinforces that transparency and accountability depend not only on collecting data but also on presenting it in ways that are meaningful, understandable, and relevant to community members. Data should support informed public dialogue, continuous improvement, and shared accountability between County agencies, RJOB, and the communities they serve.

Section 4: RJOB Recommendations

Recommendation 1: Strengthen Community Engagement & Communication

Strengthen ongoing community engagement and communication by implementing the RJOB Community Engagement & Communications Framework, expanding opportunities for meaningful public participation, and establishing sustainable funding to support community engagement, public education, communications, and technical assistance.

Recommendation

We recommend strengthening ongoing communication between RJOB, County agencies, and Contra Costa County residents by implementing the RJOB Community Engagement & Communications Framework. Community members consistently expressed a desire for regular opportunities to engage with RJOB beyond scheduled meetings and annual town halls. Participants emphasized the importance of receiving consistent updates about RJOB's work, understanding how community feedback informs decision-making, and having multiple opportunities throughout the year to participate in conversations about racial justice.

Implementing the Community Engagement & Communications Framework would establish a more coordinated and sustainable approach to community engagement by creating regular feedback loops, expanding public education efforts, and developing a centralized, public-facing information hub where residents can access meeting information, updates, resources, and opportunities to participate. Together, these strategies would help strengthen transparency, improve public awareness, and foster ongoing relationships between RJOB and the communities it serves.

We have to engage the community so people can see themselves beyond their situation.

**RICHMOND TOWN HALL
PARTICIPANT**

Why It Matters

Community members consistently described the 2026 RJOB Town Halls as welcoming spaces where they felt heard, respected, and connected to one another. Participants valued the opportunity to engage directly with County representatives and community members serving on RJOB, ask questions about racial justice issues, and share their lived experiences in an environment that encouraged dialogue and trust. At the same time, participants identified barriers that continue to limit meaningful engagement. Many residents reported difficulty attending public meetings because they occur during traditional work hours or because transportation challenges make in-person participation difficult. Community members also discussed concerns related to language access and the fear experienced by some immigrant communities when engaging with government institutions.

Across all three town halls, participants expressed a desire for greater awareness of RJOB, more consistent communication about its work, and ongoing opportunities to engage outside of formal public meetings.

Section 4: RJOB Recommendations

Strengthening community engagement and communication will help build trust between County government and the communities it serves while ensuring that community voices continue to inform RJOB's work throughout the year—not only during scheduled public meetings.

Implementation

Implementation should be guided by the RJOB Community Engagement & Communications Framework, which outlines strategies for creating sustained, year-round engagement rather than relying solely on periodic public meetings. This includes maintaining a consistent communications presence through newsletters, social media, and other public education efforts that keep residents informed about RJOB's work, County initiatives, and opportunities for participation.

Implementation should also prioritize outreach where community members already gather, including schools, faith communities, neighborhood events, libraries, barbershops, and other trusted community spaces. Special attention should be given to youth-centered engagement opportunities that create safe and welcoming environments where young people can share their lived experiences and perspectives. Additional strategies may include maintaining a centralized community engagement calendar, developing a public-facing information hub, and creating ongoing feedback loops that demonstrate how community input informs RJOB's work and County decision-making.

Implementation Considerations

Successfully implementing this recommendation will require dedicated funding and long-term investment in community engagement infrastructure.

While the 2026 town halls were made possible through significant in-kind contributions from RJOB members and community partners—including donated meeting space, food,

and volunteer support—sustaining this work will require reliable resources beyond volunteer capacity.

Investment should include funding for communications and outreach materials, interpretation and translation services, childcare and accessibility supports, technical assistance, and evaluation. Although multilingual interpretation was available during the town halls, additional resources are needed to expand language access, provide American Sign Language (ASL) interpretation, and ensure engagement opportunities are accessible to all residents. Dedicated staff or technical assistance to coordinate communications, evaluate engagement efforts, and support implementation of the Community Engagement & Communications Framework will also be critical to sustaining this work over time.

Measures of Success

Success would be reflected in stronger relationships between RJOB and the communities it serves, increased public awareness of RJOB's work, and more meaningful opportunities for residents to participate in conversations about racial justice throughout the year. Community members would have multiple pathways to engage with RJOB, receive regular updates about County initiatives, and better understand how their input influences recommendations and decision-making.

Progress could be measured through increased participation at town halls and other engagement opportunities, greater representation of youth and justice-impacted community members, expanded partnerships with community-based organizations, increased engagement with RJOB communications and public education efforts, and higher levels of community awareness and trust as measured through surveys and evaluations. Ultimately, success would be reflected in a sustained culture of community engagement in which residents view RJOB as an accessible, trusted partner and have ongoing opportunities to shape policies and initiatives that advance racial equity in Contra Costa County.

Section 4: RJOB Recommendations

Recommendation 2: Improve Transparency & Public Access to Information

Improve transparency and public access to County information by making data, decision-making processes, and government communications more accessible, timely, and understandable for all residents. Create a centralized, one-stop location where community members can easily access County resources, information, and public data.

Recommendation

Residents should be able to easily find information about County services, policies, public meetings, budgets, and opportunities to participate in decision-making. Communications should be written in plain language, available in multiple languages, and delivered through a variety of formats that effectively reach diverse communities.

Why It Matters

Meaningful community engagement depends on residents having timely, understandable, and accessible information. Community members have shared that county processes can be difficult to navigate and that important information is often hard to find, overly technical, or not available in languages or formats that meet the needs of all residents. These barriers can limit participation, particularly for historically underserved communities.

Improving transparency helps build trust between the County and the communities it serves. When residents understand how decisions are made and know how to participate, they are better positioned to provide input, access services, and hold their government accountable. When residents cannot easily understand how decisions are made or how to participate, trust in public institutions erodes.

How do we know the data is valid if the same systems producing harm are the ones producing the data?

ANTIOCH TOWN HALL
PARTICIPANT

Transparent communication also demonstrates the County's commitment to openness and inclusion, as well as responsiveness.

Implementation

Implementation could include redesigning the County's website to make information easier to locate, publishing clear summaries of Board actions and major initiatives, expanding multilingual communications, and providing plain-language explanations of county programs, budgets, and policy decisions. The County could also strengthen outreach by using multiple communication channels, such as community meetings, social media, newsletters, partnerships with community-based organizations, and printed materials where appropriate. Public engagement efforts should be designed to reach residents who have historically faced barriers to participation and should include opportunities for two-way communication so that community feedback informs county decision-making.

Section 4: RJOB Recommendations

Recommendation 2: Improve Transparency & Public Access to Information

Implementation Considerations

This work would require investment in communications staff, translation and interpretation services, website improvements, and community outreach efforts. Staff across departments may benefit from training in plain-language communication, cultural responsiveness, and effective public engagement practices. Strong partnerships with community organizations, schools, libraries, and other trusted institutions can help extend the County's reach and ensure that information is shared through channels that residents already use. Sustained leadership commitment and cross-department coordination will also be essential for creating consistent communication practices.

Measures of Success

Success would be reflected in increased public access to timely, accurate, and comprehensible centralized county information. Residents would be better able to locate information about county programs, services, budgets, and outcomes, and would have greater access to participate in public decision-making if they know where to find information.

Progress could be measured through indicators such as the centralized location of public data portals, improved website accessibility, more frequent publication of reports and dashboards with accessible visuals and language, greater availability of aggregated demographic data, and higher levels of community participation and trust. Over time, transparent reporting should support more equitable policy decisions and demonstrate the County's ongoing commitment to accountability and racial equity.



Section 4: RJOB Recommendations

Recommendation 3: Improve Data Practices

Improve countywide data practices by establishing consistent standards for collecting, analyzing, managing, and using data to advance racial equity, inform decision-making, and improve accountability across all departments.

Recommendation

We recommend developing a countywide framework for equitable data practices that promotes consistent, accurate, and responsible collection, analysis, and reporting of data across county departments. The framework should prioritize collecting demographic information in a standardized manner, disaggregating data where appropriate, having a validation process in place, and using data to identify disparities, evaluate programs, and guide policy and budget decisions across agencies. Achieving this will require strong leadership support to build interagency trust and establish standardized processes for requesting, sharing, and governing data across departments. The County should also establish clear expectations for data quality, privacy, and sharing while ensuring that data are used ethically and in ways that benefit the communities they represent.

Why It Matters

Data are essential for understanding whether county programs and services are reaching all residents equitably. Without consistent data practices, it is difficult to identify disparities, evaluate outcomes, measure progress, or make informed decisions about where resources are most needed.

We need standardized data definitions and metrics across agencies.

**VIRTUAL TOWN HALL
PARTICIPANT**

Community members have expressed a desire for greater accountability and for decisions to be based on evidence rather than assumptions. Inconsistent demographic data, varying reporting practices across departments, and limited ability to analyze trends can make it difficult to understand who is being served and where inequities persist. Relatedly, poor data collection, storage, and sharing (to other agencies and the public) violates public trust in their governing bodies. Improving data practices enables County agencies to better evaluate programs while increasing transparency and accountability to the public.

Implementation

Implementation could include adopting countywide standards for demographic data collection, creating shared definitions, validation and reporting requirements, and establishing data governance policies that promote consistency across departments. Departments could routinely analyze and report data by race, ethnicity, age, gender, disability status, geography, and other relevant demographic characteristics while protecting individual privacy.

Section 4: RJOB Recommendations

Recommendation 3: Improve Data Practices

The County could develop shared dashboards and performance measures that allow departments to monitor progress toward equity goals and evaluate the effectiveness of programs over time. Staff could receive training on equitable data collection, data quality, cultural responsiveness, and responsible interpretation of findings.

Implementation should involve collaboration among county departments, information technology staff, program managers, analysts, legal and privacy staff, community-based organizations, and residents to ensure that data practices reflect both operational needs and community priorities.

Implementation Considerations

Efforts to improve data practices should begin with a working group that has key stakeholders from across the county present, starting with research managers and data analysts to identify facilitators and barriers to county-wide data standardization implementation, involving the insight of supervisorial staff, legal counsel, and other relevant stakeholders. Facilitation would include identifying what is already working and improving these processes, creating channels of clear communication and ethical standards and expectations for data sharing cooperation, and what funding is required for such an infrastructure.

Successful implementation will require turning the working group into a formalized Interagency committee. This committee can then identify modern data infrastructure that supports standardized collection, integration, and reporting of information specific to departments and applicable across all. This committee should establish clear policies for data governance, quality assurance, privacy, and ethical data sharing.

Ongoing staff training, cross-department collaboration, and leadership commitment will be necessary to build a culture in which data are consistently used to improve services and advance racial equity, among others.

Measures of Success

Success would be demonstrated by consistent, high-quality data being collected and used throughout the County to inform decisions, evaluate programs, and measure progress toward equity goals. Departments would have greater confidence in the accuracy and comparability of their data and would routinely use evidence to improve policies and services. The public would have access to clean and comprehensible data, strengthening public trust and accountability.

Progress could be measured through indicators such as adoption of countywide data standards, increased data collection and validation data, improvements in data quality, increased interagency data sharing agreements, regular publication of equity analyses, the use of data in planning and budget decisions, and less public complaint about the lack of transparency around how information is gatekept with taxpayer dollars. With reliable data, the County should be able to identify and reduce disparities in access, participation, and outcomes while demonstrating greater accountability to the communities it serves.

Section 4: RJOB Recommendations

Recommendation 4: Expand Access & Equity to Public Participation

Expand equitable access to RJOB and other County public meetings by removing barriers to participation through comprehensive outreach, language access, accessible communications, and transportation supports. These efforts should ensure that all Contra Costa County residents—particularly historically underserved communities—have meaningful opportunities to receive information, participate in decision-making, and engage with County government.

The people who are most impacted are missing from the table.

RICHMOND TOWN HALL PARTICIPANT

Recommendation

Community feedback gathered during the 2026 RJOB Town Hall meetings consistently identified significant barriers to participation. Residents reported difficulty attending meetings due to limited transportation options, concerns about language interpretation services, and inconsistent communication regarding meeting dates, locations, agendas, and available resources. These barriers disproportionately affect communities with the greatest need for County services and reduce equitable representation in public decision-making.

Ensuring that all residents have timely access to information and meaningful opportunities to participate is an equity issue and is essential to fostering transparency, trust, and inclusive community engagement.

Why It Matters

Meaningful community engagement depends on every resident having equitable access to information and opportunities to participate in public decision-making. Community feedback gathered during the 2026 RJOB Town Halls demonstrated

that transportation challenges, language access needs, and inconsistent communication continue to prevent many residents from participating in RJOB and other County meetings.

These barriers disproportionately impact historically underserved communities, limiting whose voices are represented in decisions that affect them.

We believe that expanding access is essential to advancing racial equity and strengthening public trust. When residents can easily learn about County meetings, understand the issues being discussed, and participate in ways that are accessible to them, they are better positioned to inform policy, access resources, and hold public institutions accountable. Removing barriers to participation is not simply a matter of convenience—it is a necessary investment in creating a more inclusive, transparent, and equitable system of community engagement.

Section 4: RJOB Recommendations

Recommendation 4: Expand Access & Equity to Public Participation

Implementation

Implementation could include expanding multilingual outreach through translated meeting notices, agendas, flyers, websites, social media, and community newsletters to ensure residents receive information in the languages and formats they use most. The County should provide professional interpretation services at all public meetings and community events while strengthening partnerships with trusted community-based organizations, faith-based organizations, schools, libraries, and neighborhood groups to broaden outreach and connect with historically underserved communities. Increasing accessibility through virtual and hybrid meeting options, recorded meetings, and flexible meeting times would help reduce participation barriers for many residents. Additional efforts could include developing transportation supports, such as transit vouchers, partnerships with local transit providers, rideshare assistance, or strategically locating meetings within underserved communities. Creating a centralized community engagement calendar that highlights RJOB meetings and other County engagement opportunities would further improve awareness and make it easier for residents to participate in County decision-making.

Implementation Considerations

Successful implementation will require sustained investment in translation and interpretation services, community outreach, and transportation supports that reduce barriers to participation. Dedicated staff or community engagement coordinators will be needed to lead outreach efforts, strengthen relationships with residents, and ensure consistent communication across County departments.

Strong partnerships with community-based organizations, local agencies, schools, libraries, and other trusted community institutions will be essential to extending the

County's reach and connecting with residents through existing networks.

The County should also invest in accessible technology and communication platforms that support multilingual, hybrid, and virtual engagement opportunities. Finally, establishing Countywide policies and standards for language access, accessibility, and community engagement will help ensure that public meetings and participation opportunities are consistent, equitable, and inclusive across departments.

Measures of Success

Success would be demonstrated by increased and more representative participation in RJOB and other County meetings, particularly among historically underserved communities. Residents would have greater awareness of County meetings, public engagement opportunities, and available resources, while experiencing fewer barriers related to transportation, language access, and communication. The County would also see increased use of interpretation services and higher levels of community satisfaction with the accessibility, inclusiveness, and effectiveness of its engagement efforts.

Progress could be measured through indicators such as increased attendance at RJOB and County meetings, greater participation from historically underserved communities, increased utilization of language interpretation services, improved awareness of County meetings and available resources as measured through community surveys, reduced transportation-related barriers reported by residents, and higher levels of satisfaction with County communication and public engagement practices. Ultimately, success would be reflected in more representative community participation and greater confidence that County engagement processes are accessible, inclusive, and equitable for all Contra Costa County residents.

Section 5: Implementation & Investment

Across all three town halls, community members consistently emphasized that lasting change requires accountability, sustained action, and the resources to move recommendations from ideas to implementation.

The recommendations presented in this report reflect the priorities and experiences shared by community members throughout the 2026 RJOB Town Hall process. Successfully implementing these recommendations will require sustained investment in the people, partnerships, and infrastructure that support meaningful community engagement and continuous improvement. The town halls demonstrated that effective engagement extends beyond hosting public meetings—it requires ongoing relationship-building, accessible communication, and systems that enable communities to participate consistently and meaningfully in public decision-making.

Implementing these recommendations will require coordinated action across County agencies, community-based organizations, and RJOB. Priority investments include strengthening community engagement infrastructure, expanding language access and interpretation services, improving accessibility through childcare and transportation supports, enhancing data systems and evaluation capacity, and increasing coordination among County partners. Together, these investments create the conditions necessary for transparent, inclusive, and equitable community participation.

Community members consistently emphasized that trust is built over time through welcoming and accessible spaces, regular opportunities for engagement, and clear communication about how community input informs decision-making. Sustaining this work will require continued investment in these foundational practices so that engagement becomes an ongoing partnership rather than a series of isolated events.

Technical Assistance & Capacity Building

Building and sustaining this work will also require dedicated technical assistance and capacity-building support. As RJOB continues to advance its recommendations, technical assistance can help ensure consistency, strengthen implementation, and support continuous learning and improvement across County agencies and community partners.

Priority areas for technical assistance include external facilitation for complex community engagement and collaborative decision-making processes, support for data analysis, reporting, and visualization, and the continued refinement of engagement tools, templates, and evaluation methods. Capacity-building opportunities for RJOB members, County staff, and community partners can further strengthen engagement practices, improve coordination, and support the effective implementation of recommendations over time. Investing in technical assistance and organizational capacity will help ensure that RJOB's work remains community-informed, data-driven, and responsive to evolving community needs. More importantly, it will establish the infrastructure necessary to sustain meaningful engagement, strengthen accountability, and advance racial equity well beyond the completion of this report.

Section 6: Looking Forward

The 2026 community town halls reinforced that advancing racial equity requires more than periodic engagement—it requires sustained partnership, shared accountability, and an ongoing commitment to listening, learning, and acting alongside the communities most impacted by the criminal legal system. Throughout the engagement process, community members emphasized that trust is built through transparency, accessibility, and meaningful opportunities to participate in decisions that affect their lives.

The recommendations presented in this report provide a roadmap for strengthening RJOB's work and deepening collaboration between County agencies, community-based organizations, and residents. Moving forward, RJOB will continue advancing its Community Engagement Framework, improving transparency and public access to information, strengthening partnerships, and refining its recommendations as community needs and priorities evolve.

This report represents an important milestone, but it is not the end of the process. Meaningful community engagement is an ongoing practice that requires continued investment, reflection, and accountability. RJOB remains committed to working alongside County partners and community members to ensure that lived experience continues to inform policy, guide implementation, and shape a more equitable and transparent criminal legal system for all Contra Costa County residents.



RJOB Community Engagement Framework (proposed)

Purpose

The RJOB Community Engagement Framework provides a sustainable, community-centered approach for how RJOB communicates, engages, listens, and remains accountable to the communities it serves. It establishes a shared framework to guide engagement efforts, strengthen transparency, build meaningful relationships, and ensure community voice informs RJOB's priorities and recommendations.

Guiding Principles

Community-Centered

Center the voices, experiences, and priorities of those most impacted by the justice system.

Transparent

Communicate openly about RJOB's work, decision-making, progress, and limitations.

Collaborative

Build authentic, two-way relationships with community through ongoing dialogue, partnerships, and shared learning.

Accountable

Demonstrate how community input informs RJOB's work and regularly report back on progress and outcomes.

Sustainable

Prioritize engagement strategies that are realistic, consistent, and maintainable over time to ensure long-term impact.

RJOB Community Engagement Framework (proposed)

Framework Pillar 1 - Communications Strategy

Proposed Definition

A Communications Infrastructure is the collection of communication tools and channels RJOB uses to consistently inform community members about its work, opportunities for engagement, recommendations, and progress.

Rather than relying solely on public meetings, RJOB should maintain multiple pathways for sharing information in accessible and consistent ways.

Recommended Primary Strategy

Develop a Consistent Digital Communications Strategy

Establish a coordinated communications approach that keeps the community informed through regular, accessible, and easy-to-understand content.

Examples:

- Social media
- Meeting highlights and key decisions
- Recommendation updates
- Educational content about RJOB and the criminal legal system
- Calls to action and engagement opportunities

Recommended Supporting Strategies

1.Public Dashboard / Website Landing Page - Maintain a Central Information Hub
(is this something the County's communication team can support with?)

Create a dedicated website landing page that serves as the primary source for RJOB information.

Examples:

- Meeting materials (currently exists)
- Reports and recommendations
- Upcoming engagement opportunities
- Frequently Asked Questions
- Resources and contact information

Provide Public Education & Civic Learning Opportunities (digital and print)

RJOB Community Engagement Framework (proposed)

Increase public understanding of RJOB's role, the criminal legal system, and opportunities for community participation through accessible educational content and learning opportunities.

Examples:

- "RJOB 101" materials
- Educational videos or infographics
- Plain-language summaries of recommendations
- Explainers on County decision-making and policy processes
- Workshops or webinars on topics related to RJOB's work
- County decision-making
- Policy development
- RJOB's role
- Implementation timelines
- Opportunities for advocacy

2. Provide Regular Community Updates

Develop a consistent cadence for sharing RJOB news through email and other digital communication channels.

Examples:

- Quarterly e-newsletters
- Progress updates
- Community announcements
- Highlights of recent work and upcoming priorities

Framework Pillar 2 - Community Feedback Infrastructure

Proposed Definition

The Community Feedback Infrastructure creates accessible, ongoing opportunities for people with lived experience, residents, and community organizations to share perspectives, identify emerging issues, and help inform RJOB's work. Feedback should be continuous, actionable, and integrated into decision-making—not limited to formal meetings or one-time engagement events.

Recommended Primary Strategy

RJOB Community Engagement Framework (proposed)

Establish and Maintain an Ongoing Community Feedback Portal

Create a centralized online tool where community members can submit feedback, recommendations, questions, and emerging issues at any time.

Examples:

- Recommendation submissions
- Community concerns
- Questions for RJOB
- Ideas for future priorities

Recommended Supporting Strategies

1. Conduct Regular Community Surveys and Feedback Campaigns

Use targeted surveys and digital outreach to gather feedback on specific initiatives, recommendations, and emerging community priorities.

Examples:

- Issue-specific surveys
- Polls
- Feedback requests following engagement activities
- Community needs assessments

2. Integrate Feedback Across RJOB Activities

Ensure community feedback is consistently reviewed, shared with RJOB members, and reflected in recommendations and public reporting.

Examples:

- Summarize themes from community feedback
- Include feedback updates in RJOB meetings
- Report back on how input informed decisions
- Identify emerging issues for future work
- Calls for input

Framework Pillar 3 - Community Engagement Strategies CEF should determine what this cadence actually looks like and make a recommendation to the full body

RJOB Community Engagement Framework (proposed)

Proposed Definition

Community engagement is the intentional process of building and sustaining relationships with community members through ongoing dialogue, partnerships, and shared learning. RJOB's engagement model should move beyond one-time events to create consistent opportunities for participation, trust-building, and collaboration throughout the year.

Recommended Primary Strategy

Establish a Year Round Community Engagement Cycle

Implement a year-round engagement model that creates regular opportunities to inform, listen, collaborate, and report back.

Example Annual Cycle

- **Quarter 1:** Community Listening & Relationship Building
- **Quarter 2:** Share Emerging Priorities & Gather Feedback
- **Quarter 3:** Community Validation & Refinement
- **Quarter 4:** Report Back & Accountability

Implementation Note: The Community Engagement Cycle is intended to provide a consistent rhythm for engagement—not a series of large-scale events. Engagement activities should be scaled based on RJOB's capacity and may include partner meetings, tabling at existing community events, virtual conversations, targeted listening sessions, surveys, or other low-resource opportunities. The goal is to create sustained, ongoing engagement rather than relying solely on periodic, resource-intensive town halls.

Recommended Supporting Strategies CEF should determine what this cadence actually looks like and make a recommendation to the full body

1. Host In-Person Community Gatherings

Create opportunities for face-to-face dialogue outside of publicly noticed RJOB meetings.

Examples:

- Community conversations
- Listening sessions
- Strategy sessions

RJOB Community Engagement Framework (proposed)

- Neighborhood gatherings
- Youth-focused discussions

Purpose: Build trust, deepen relationships, and create space for meaningful dialogue.

Public Education Series (this should be at least one of the in-person sessions)

Provide Public Education & Civic Learning Opportunities

Increase public understanding of RJOB's role, the criminal legal system, and opportunities for community participation through accessible educational content and learning opportunities.

Examples:

- "RJOB 101" in person
- Workshops or webinars on topics related to RJOB's work
- County decision-making
- Policy development
- RJOB's role
- Implementation timelines
- Opportunities for advocacy

2. Leverage Community Partnerships & Hybrid Engagement

Meet community where they already are through trusted partners and provide multiple ways to participate.

Examples:

- Attend CBO meetings
- Table at community events
- Partner with community organizations to co-host conversations
- Offer consistent virtual engagement opportunities for those unable to attend in person

Purpose: Expand RJOB's reach while reducing barriers to participation.

RJOB Community Engagement Framework (proposed)

Framework Pillar 4 - Accountability Infrastructure

Proposed Definition

The Accountability Infrastructure establishes how RJOB communicates the impact of its work and demonstrates how community input informs its priorities, recommendations, and actions. Accountability is achieved by consistently reporting back to the community on progress, challenges, outcomes, and opportunities for continued involvement.

Recommended Primary Strategy

Host Community Recommendation & Progress Updates (1–2 times annually)

Provide dedicated opportunities to report back to the community on RJOB's work, share progress on recommendations, discuss implementation efforts, and identify emerging priorities.

Examples:

- Annual or semi-annual community update sessions
- Progress presentations
- Recommendation implementation updates
- Community Q&A and discussion

Recommended Supporting Strategies

1. Public Dashboard / Website Landing Page

Provide a centralized location where community members can easily access RJOB information and track progress over time.

Examples:

- Status of recommendations
- Annual reports
- Meeting materials
- Progress updates
- Community engagement opportunities
- Frequently Asked Questions

RJOB Community Engagement Framework (proposed)

2. Demonstrate How Community Input Informed RJOB's Work

Regularly communicate how community feedback influenced RJOB priorities, recommendations, and future work.

Examples:

- "What We Heard" summaries
- "How Your Feedback Was Used" reports
- Feedback themes included in RJOB meetings
- Annual engagement and impact summary



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-3517

Agenda Date: 8/13/2026

Agenda #: 3.

Advisory Board: Racial Justice Oversight Body, CEF Subcommittee

Date: August 13, 2026

Subject: DISCUSS a Proposed Budget for the Racial Justice Oversight Body

Presenter: Peter Kim

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

Information:

The subcommittee will discuss their future goals and objectives, and any financial support they need to accomplish them.

Referral History and Update:

n/a

Recommendation(s)/Next Step(s):

n/a

**Racial Justice Oversight Body (RJOB)
2027 Budget Proposal (DRAFT)**

Subcommittee	Activity	Estimated Cost
Data	Update the 2018 RJTF report findings ○ Fund a research partner @75% FTE for 1 year (\$200K) Create a Resource Development Guide for police data dashboards ○ Consultant to do Design work of the development guide (\$15K) In-kind: CA Policy Lab to research impact of recent bail reform legislation (Humphrey, Kowalczyk, bail schedule change) on outcomes for pre-trial population.	\$215,000
CEF	Conduct 4 outreach/engagement “listening sessions” (2 in-person, 2 virtual) ○ Contractor to do events and coordinate: interpretation, advertising/outreach, food, childcare, slide deck design, summary report (\$40K) Building off of CEF framework for community engagement, further develop a communications and engagement strategy w/ implementation guide ○ Communications consultant to synthesize and draft (\$20K)	\$60,000
Diversion	Conduct an analysis of current progress, impact and outcomes of diversion programs and identify any racial disparities, if any ○ Consultant to research and synthesize into a living, updateable digital report (i.e. website) (\$20K) In-kind: UCB Policy Advocacy Clinic to research on: diversion resources, mental health diversion programming/outcomes, impacts of Kowalczyk on pre-trial populations, or cross-agency collaboration	\$20,000
TOTAL		\$295,000



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-3518

Agenda Date: 8/13/2026

Agenda #: 4.

Advisory Board: Racial Justice Oversight Body, CEF Subcommittee

Date: August 13, 2026

Subject: DISCUSS Action Items

Presenter: Ronell Ellis (Chair)

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

Information:

This is an opportunity for subcommittee members to share updates that may not be listed on the agenda.

Referral History and Update:

This is a standing discussion item.

Recommendation(s)/Next Step(s):

n/a



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 26-3519

Agenda Date: 8/13/2026

Agenda #: 5.

Advisory Board: Racial Justice Oversight Body, CEF Subcommittee
Date: August 13, 2026
Subject: REVIEW and ASSIGN actions items from today's meeting.
Presenter: Ronell Ellis (Chair)
Contact: Peter Kim, peter.kim@oresj.cccounty.us

Information:

Review all actions items that were assigned and discussed during today's meeting.

Referral History and Update:

This discussion item was added as a result of the new meeting logistics determine by subcommittee chairs during the RJOB Committee Chair Planning Meeting on July 1, 2025.

Recommendation(s)/Next Step(s):

n/a