

Racial Justice Oversight Body

2025-2027 RJOB Work Plan

RJTF Recommendation (2018)	Work Plan Goals	Data Subcommittee	Diversion Subcommittee	CEF Subcommittee	Notes
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. Provide an initial self-assessment of capacity of respective departments in regard to data collection, and provide updates projects-in-process (e.g. Sheriff's dashboard, Probation/Health work w/ Familiar Faces, Behavioral Health DSH-IST working group).	Collect information on best and promising practices and programs that offer alternatives to punitive discipline. Be intentional in including a focus on outcomes for black males.	Develop and implement a communication strategy to share information with community members, school sites, service providers, system partners. Re-vamp website in order to have a better line of communication. - Can use the website to inform community of the resources available. - Could also post information regarding workshops/meetings/listening sessions that are useful for the community to attend.	All RJOB members tap into their agencies and networks to collect information on potential resources and opportunities and share with appropriate subcommittee. When collecting information and data on previous outcomes or efforts, work within parameters of January 2020 - December 2024.
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. Have the individuals that are currently involved in RJOB assess the data practices within their own departments and report back to the subcommittee.	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. Grant just went out from EHSD that didn't reach community...How to improve communication in such instances?	Outreach and invite system and CBO partners to share their models, what's working, what needs improvement, and what's still needed. Must determine a strategy for fostering a relationship because simply inviting folks to our RJOB meetings is not enough. - Develop a strategy on how to community can engage with criminal justice agencies in meaningful ways. - Different goals for community: What kind of relationship do we want to have with each other?	All RJOB members tap into their agencies and networks to collect information on formal partnerships btwn agencies and CBOs and share with appropriate subcommittee.
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; Lift up best practices of CBOs and county agencies. Consider promoting performance based contracting.	Review language and criteria of existing RFPs and contracts; develop recommendations around increased community engagement, participant feedback/satisfaction surveys, data collection, cost analysis component. Programs funded by MXCAB. Focus on RFPs that are put out by county departments that address pre-adjudication or incarceration, particularly processes that included co-design by impacted community members.	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. In order to get there RJOB needs to meet people where they are at - in the community. Commit to hosting a few town hall sessions a year (3?) in order to hear from community.	Invite RJOB partners to share how they assess service delivery by both systems and CBO's; ask other agencies, as well. When collecting information and data on previous outcomes or efforts, work within parameters of January 2020 - December 2024.

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. Include perspectives and feedback from people in-custody and formerly incarcerated via trauma-informed processes (include summary of AB109 survey that was conducted)	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. Focus on gathering and presenting information on best and promising practices that offer effective training opportunities..	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. Focus on capacity building of small organizations so they can qualify for funding opportunities. Look at past meetings to see how CEF addressed the funding component.	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. When collecting information and data on previous outcomes or efforts, work within parameters of January 2020 - December 2024.
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>
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. Start by analyzing what data can be collected regarding pretrial.	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. Include summary of statutory prohibitions in regard to what agencies can and cannot do in regard to bail and/or pre-trial.	Conduct scan and develop summary flow chart of the different populations and categories that make up Pre-Trial clients/participants, including responsible agencies and roles. See which direction to take as the pre-trial presentation to BOS shapes up. Ask respective depts to bring updates to RJOB on the presentation.	Develop and implement a communication strategy to share information with community members, service providers, system partners. Feels a bit much for CEF/RJOB to take on. Focus on other goals.	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). When collecting information and data on previous outcomes or efforts, work within parameters of January 2020 - December 2024.
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. Ask BOS to put pressure on county departments to share data - too much pushback when asked to collaborate.	Conduct a pilot data project focused on diversion programs, and on establishing improved data sharing protocols and practices across system and community partners. When collecting information and data on previous outcomes or efforts, work within parameters of January 2020 - December 2024.