

Community Advisory Board (CAB) Applicant

Full Name	Cinthia Sanchez Diaz
City of Residence	San Pablo
Zip Code	94806
City of Employment/School	Richmond
Zip Code	94806
Gender (Optional)	Woman
Ethnicity (Optional)	Latina
Please explain your interest in serving on the Community Advisory Board. Why does this work seem interesting, exciting, or important to you?	<p>I am interested in serving on the Community Advisory Board because I see it as an opportunity to continue my advocacy for justice at a systemic level. My professional experience has primarily focused on providing direct services to at-risk youth in an alternative high school and to justice-involved women. While I have found that work deeply meaningful, I have also come to understand that the barriers justice-involved individuals face are rooted in larger systemic inequities that extend beyond the scope of any one provider or program.</p> <p>Through my work, I have seen that successful reentry is not solely dependent on an individual's motivation or effort. It requires a community that is adequately resourced, coordinated, and responsive to people's lived realities. Programs must be intentionally designed to reflect the gender, language, cultural background, and self-identified needs of participants. When systems are built with clients at the forefront, individuals are more likely to engage with services, build stability, and reduce the likelihood of recidivism. Serving on the CAB would allow me to contribute to shaping policies and programs so they are not only available, but truly accessible and responsive.</p> <p>This work is especially important to me because I have witnessed</p>

	<p>firsthand the power of gender-responsive services in meeting the needs of justice-involved women. Although women comprise approximately 10% of the incarcerated population, their smaller numbers should not result in diminished attention. Justice-involved women often navigate complex trauma, caregiving responsibilities, and unique social stigmas that require gender and trauma-responsive approaches. As a CAB member, I would advocate for policies and engagement strategies for women that are safe and equitable.</p> <p>I also carry a responsibility to the women I work with. Supporting them means more than coordinating reentry resources; it means listening to their stories, recognizing their resilience, and acknowledging the systemic patterns that shape their experiences. As a service provider, I recognize the privilege of being able to enter decision-making spaces. I am committed to using that position to amplify community voices and help mitigate the cyclical inequities that continue to affect justice-involved individuals and their families.</p> <p>Serving on the Community Advisory Board would allow me to bridge direct service experience with systemic change, ensuring that policy decisions remain grounded in the lived experiences of those impacted.</p>
<p>Tell us about any skills, experiences, or resources you believe you would bring to the Community Advisory Board.</p>	<p>I would bring a combination of direct service experience, policy advocacy, cross-system collaboration, and strong community relationships to the Community Advisory Board.</p> <p>As a Continuing Care Coordinator with The Gemma Project, I provide a continuum of care that begins in custody and continues through reentry. Working closely with women during this transition has provided firsthand insight into the barriers they face, including</p>

housing instability, challenges with public benefits, family reunification, and the long-term impact of trauma. Because of these patterns, I am able to identify individual needs and also systemic gaps that require policy-level attention.

I am an advocate by nature. I have advocated for myself and my community throughout my life, and professionally I have worked to elevate the needs of system-impacted individuals in both educational and carceral settings. During college, I supported adult men pursuing their GED at San Quentin State Prison. That experience underscored the importance of accessible, in-custody programming as a pathway toward rehabilitation and connection. Many participants were Spanish speakers and their curriculum was outdated or not culturally responsive. From this experience, I bring a strong commitment to language accessibility and culturally responsive programming in in-custody, treatment programs, and reentry services.

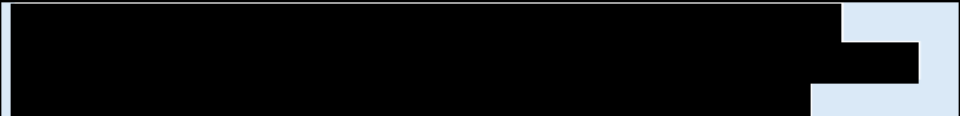
In addition to my direct service experience, I bring leadership and policy engagement skills. I co-facilitate The Gemma Project's Policy Advocacy Coalition, where we collaborate with community members to develop policy recommendations that expand access to services for justice-involved women. This role has strengthened my ability to translate lived experiences into concrete, actionable policy recommendations — a skill directly aligned with the CAB's advisory function.

Collaboration is another strength I would contribute. Currently, I work closely with in-custody departments such as Detention Health and the Office of Education, as well as community-based organizations to coordinate housing referrals, CalFresh access, and mental health services. I have maintained professional relationships with Contra Costa County Probation and the Sheriff's Office at West County Detention Facility. These relationships have

allowed me to build a strong professional network within Contra Costa County that I can draw upon when assessing service gaps, discussing implementation challenges, and ensuring alignment with the County's Reentry Strategic Plan.

My earlier work as a Resource Specialist at an alternative high school also informs the perspective I would bring. I advocated for students on probation through Alameda County Juvenile Court. Many of them were foster youth or had incarcerated parents. These experiences reinforced my understanding that incarceration destabilizes entire families and communities. Justice-involved women, in particular, often intersect with the child welfare system as former foster youth or as mothers navigating reunification. I have supported clients through these overlapping systems and would bring an intersectional, family-centered lens to Board discussions. Finally, I am bilingual, with Spanish as my first language. This has allowed me to build trust with Spanish-speaking clients and to recognize how language access can either expand or limit opportunity. My experience being bilingual and bicultural has also shaped my perspective on how different communities experience reentry. I believe it is important to have representation of this perspective on the CAB and I would advocate for policies and engagement strategies that ensure this perspective is recognized. Overall, I would bring frontline insight, policy advocacy experience, bicultural and linguistic competence, and a deep commitment to equity. I believe these combined skills position me to contribute thoughtful, informed recommendations that are grounded in lived realities and responsive to community needs.

Please include details below about anything you feel is relevant that is related to, your own or a family member's, experience with incarceration or as a victim of crime, and how



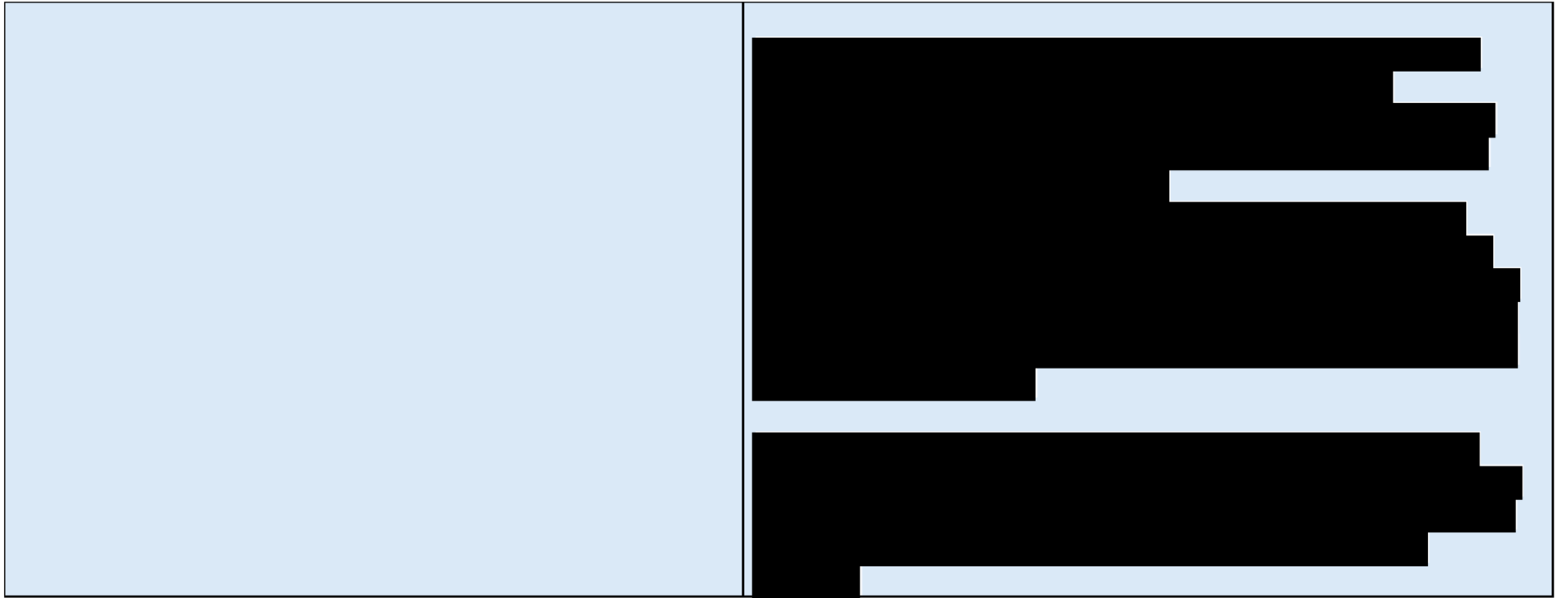
you believe this experience will inform your participation as a CAB Member.

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Community Advisory Board (CAB) Applicant

Full Name	Teodoro A. Harris
City of Residence	Antioch
Zip Code	94531
City of Employment/School	Retired
Zip Code	94531
Gender (Optional)	Man
Ethnicity (Optional)	Latino
Please explain your interest in serving on the Community Advisory Board. Why does this work seem interesting, exciting, or important to you?	I would like to volunteer my time in the Probation Dept. working with Juvenile offenders reducing repeat offenses. Avoid committees because it is becomes political.
Tell us about any skills, experiences, or resources you believe you would bring to the Community Advisory Board.	I'm bilingual with Spanish and English, and would like to help the Hispanic population, among others. Working directly with those with great need for rehabilitation. Reducing Crime rate in our Community.
Please include details below about anything you feel is relevant that is related to, your own or a family member's, experience with incarceration or as a victim of crime, and how you believe this experience will inform your participation as a CAB Member.	