

Racial Justice Oversight Board (RJOB)

Diversion Subcommittee Meeting

April 17, 2025

Record of Action

Attendance:

Subcommittee Members (in-person):

Stephanie Medley, Subcommittee Chair (Community Representative Seat)

Cheryl Sudduth (Community Representative Seat)

Gigi Crowder (Community Representative Seat)

Sonja Shepherd (Community Representative Seat-Alternate)

Ellen McDonnell (Public Defender's Office Seat)

Subcommittee Members (online):

Marya Wright (Community Representative Seat)

Ricky Godfrey (Community Representative Seat)

Diana Becton (District Attorney's Office Seat)

LaShante Smith (School District Seat)

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):

Jill Ray, Contra Costa County District 2 Supervisor's Office

1. Roll Call and Introductions

- Convened at 1:01 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 Diversion 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: Sonja Shepherd, Marya Wright, Ricky Godfrey.
- Confirmed Stephanie Medley will continue to serve as Subcommittee Chair.

Public Comment:

- No comment.

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

Discussion:

- Next meeting: Diversion is June 19 is Juneteenth, so Tues 6/12
- Keep the frequency at meeting every 2 months on 3rd Thursdays
- Aim to complete meetings within 90 minutes
- Location is TBD and will survey rotating locations to accommodate members driving long distances from different parts of County

Public Comment:

- No comment.

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

Discussion:

- Role of RJOB must be clear and address we have authority and/or capacity to do.
 - How do we leverage our collective professional and personal capacities, roles, expertise, networks, etc. to inform our collective thinking and guide our recommendations?
- Need to include the education of public and sharing of information/updates by researching and assessing existing efforts, opportunities, gaps, best practices, etc.
- Make informed recommendations that also include community insight and perspective
- Not changing the words of original Task Force objectives because those were approved by BOS; rather, create new goals that work toward those objectives as embodied in a new 2-year work plan to reflect progress made and work still to be done.

Goal #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”

- Focus on Black males
- Provide advocacy in systems
- Include improvement of school climate and culture

Goal #2 – “Establish formal relationships between County criminal justice agencies and community based organizations”

- Provide an update of progress made

Goal #3 – “Evaluate all CBO’s for efficacy and effectiveness of program goals and objectives to ensure population are appropriately served”

- Focus on both CBOs and systems

- Not just behaviors of people, but also on systemic impacts, disparities of CJ contact
- Attention to outcomes of CBOs and assess effectiveness, presence, intensity; meeting goals, engaging community; using participant feedback, using data
- Research performance metrics, informed by community/participant/impacted individuals' perspectives.
- Research evaluation tools that can be used.
- Cost analysis of staffing to participant funding (i.e. metrics of ED salaries ratio to programming costs)
- Report cards for local CBOs
- Conduct Town Halls listening to participants and families what's working

Goal #4: Seek funding to implement improved procedural justice practices and implicit bias

- Include trainings about the adultification of youth, esp youth of color, Black males
- provide the data around suspension and discipline actions, how it impacts youth development and mental health, impacts on parents' ability to intervene and support with school
- whole life context that inform decision-making and CJ outcomes
- co-present in community settings providing updates on different issues

Goal #5: Ensure inclusion of de-escalation and behavioral health intervention trainings into local law enforcement orientations

- Provide an update a progress update

Goal #6: Expand eligibility for Pre-Trial Services Staffing with a focus on reducing racial disparities and replacing the money bail system

- Provide updates and progress updates

Other updates to include:

- Mental health diversion efforts by PD's office last 18-24 months; 70+ cases, most felonies. Seeing more people benefitting from these efforts. PD will request for more social workers and support in upcoming budget hearings.
- Trainings that RJOB members/agencies have conducted in past.
- Pre-release support programs offered by Probation and DA.
- Diversion subcommittee's work on drafting Diversion definition and eligibility criteria

Summary of next steps:

- Clearly articulate the role of RJOB and Diversion subcommittee
- Refine the goals (not the Task Force objectives) and reflect in a new proposed Work Plan for 2025-2027
- Incorporate feedback, edits, and present at full body for further refining and for a formal vote to formally adopt work plan goals.
- Summarize the conversation and present that at full body

Public Comment:

- No comment.

Next meeting is currently scheduled for June 12, 2024.

- Confirmed for Thursday June 12, 2024 (rather than June 19, 2025 due to Juneteenth holiday).

Adjourn

- Meeting was adjourned at 2:37 PM.