

RACIAL JUSTICE OVERSIGHT BOARD QUARTERLY MEETING

FEBRUARY 5TH, 2026

Office of Racial Equity and Social Justice
Contra Costa County



RECORD OF ACTION

Receive and approve the Record of Action from the November 16th, 2025 meeting of the Racial Justice Oversight Body, with any necessary corrections.

RJOB WORK PLAN

Revisit and discuss the 2025-2027 RJOB Work Plan to remind ourselves of the overarching priorities and activities for the body and subcommittees.

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. Include 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.	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. RJOB members assess the data practices within their respective 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.	Outreach and invite system and CBO partners to share their models, what's working, what needs improvement, and what's still needed. Explore strategies for fostering relationships and meaningful engagement with community members that solicit their feedback and perspectives.	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. 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. Host community town halls sessions 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.	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. Start by analyzing what data can be collected regarding pretrial. Also 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. 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. Ask respective responsible depts to bring updates to RJOB.	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). 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.	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.

SUBCOMMITTEE UPDATES

Receive and discuss progress updates:

Diversion Subcommittee

Data Subcommittee

Community Engagement & Funding Subcommittee

RJOB QUARTERLY MEETING AGENDA FORECAST

Forecast and discuss the agendas for the 2026 quarterly meetings and align expectations for the year's goals for each meeting.

Racial Justice Oversight Body
Co-Chairs: Ellen McDonnell and Chala Bonner
Quarterly Full Body Meeting Schedule

Meeting Details	Agenda Items
Feb 5, 2026 1:00 - 3:00PM	Revist and Discuss 2025-2027 Work Plan
	Receive Subcommittee Updates
	Forecast and Discuss Quarterly RJOB Meeting Agenda
	Member and ORESJ Updates
May 7, 2026 1:00 - 3:00PM	Fill (1) seat for Lived Experience with Criminal or Juvenile Justice System
	Receive Subcommittee Updates
	Discuss a Proposed Budget for the 2027 Budget Cycle
	Member and ORESJ Updates
Aug 6, 2026 1:00 - 3:00PM	Receive Subcommittee Updates
	Discuss a Proposed Budget for the 2027 Budget Cycle
	Member and ORESJ Updates
Nov 5, 2026 1:00 - 3:00PM	Receive Subcommittee Updates
	Discuss and Vote on Budget Propsosal for 2027-28 Budget Cycle
	Discuss and Plan Annual Presentation to Equity Committee
	Member and ORESJ Updates
Equity Committee Dec 21, 2026 10:30AM - 12:00PM	Present Annual RJOB Progress Update Report
	Recommend Budget Request for 2027-28
	Recommend Changes to RJOB Priorities/Bylaws (if applicable)
Subcommittee	Meeting Cadence
Comm. Engagement	Second Thursday at 1:00PM (Monthly)
Diversion	Third Thursday at 3:00PM (Bi-Monthly, or as scheduled)
Data	Fourth Wednesday at 3:00PM (Monthly)

ADMINISTRATIVE UPDATES

Share administrative updates:

Re-appointment of Public Entity seats

Fill Seat Vacancies

2026 Updates to Virtual Attendance Rules (Brown Act)

Dónde hemos estado • Dónde estamos -
Hacia dónde vamos — Juntos

Contra Costa

Entidad de Supervisión de Justicia Racial Asambleas Comunitarias

COMPARTE TU VOZ

Le invitamos a unirse al Entidad de Supervisión de Justicia Racial para compartir tu opinión y participar con la comunidad mientras trabajamos juntos para construir un futuro más justo y equitativo para todos.

Asistir y compartir su voz ayudará directamente a guiar los próximos pasos del trabajo del RJOB para construir un futuro más equitativo para nuestra comunidad.

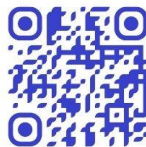
SE PROPORCIONARÁ UNA CENA LIGERA.



Se ofrecerán servicios de traducción virtual
en todas las asambleas.

Escanee el código QR o visite el
enlace para registrarse:

<http://bit.ly/49im8yj>



CONDADO ESTE

**Lunes
Enero 26, 2026**

@ 6-8 PM

Grace Bible Fellowship
Church
3415 Oakley Rd
Antioch, CA 94509

CONDADO DEL OESTE

**Jueves
Febrero 12, 2026**

@ 6-8 PM

RYSE Center
3939 Bissell Ave
Richmond CA, 94805

Sesión virtual

**Jueves
Febrero 19, 2026**

@ 6-8 PM

Confirme su asistencia para
recibir el enlace de la
reunión.

Copatrocinado por:
Oficina de Equidad Racial
y Justicia Social de Contra
Costa



Where We've Been • Where We Are
Where We're Going — Together

Contra Costa

Racial Justice Oversight Body Community Town Halls

SHARE YOUR VOICE

You're invited to join the Racial Justice Oversight Body to share your voice and engage with community as we work together to build a more fair and just future for all of us.

Showing up and sharing your voice will directly guide the next steps of RJOB's work in shaping an equitable future for our community.

LIGHT DINNER PROVIDED



Virtual translation services will be provided at
all town halls.

Scan QR code to register
or visit this link:

<http://bit.ly/49im8yj>



EAST COUNTY

**Monday
January 26, 2026**

@ 6-8 PM

Grace Bible Fellowship
Church
3415 Oakley Rd
Antioch, CA 94509

WEST COUNTY

**Thursday
February 12, 2026**

@ 6-8 PM

RYSE Center
3939 Bissell Ave
Richmond CA, 94805

VIRTUAL SESSION

**Thursday
February 19, 2026**

@ 6-8 PM

RSVP for meeting link

Co-sponsored by:
Contra Costa Office
of Racial Equity &
Social Justice

