

RJOB Full Body – Record of Action

Thursday, November 16, 2025

Convened at 1:05 PM

In attendance:

YES:

Dr. Marya Wright
Dr. Talia Moore
DA Diana Becton
Anthony Randolph
Matt Malone
Shannon Ortland (Proxy)
Ellen McDonnell (Chair)
Maileen Mamaradlo
Esa Ehman-Krause (leaves at 3:00)
Sonja Shepherd
Adalberto Garibay
Gigi Crowder

ZOOM:

Cheryl Sudduth (standing exemption)
Ronell Ellis
LaShante Smith
Patrice Guillory (proxy)

NO:

Ricky Godfrey
Chala Bonner (sabbatical)
Ayo Lewis
Shantell Owens
Stephanie Medley
Melvin Willis
Gilbert Salinas
Lynn Mackey

1. Roll Call and Attendance

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

3. RECEIVE and APPROVE the Record of Action from the August 7, 2025 meeting of the Racial Justice Oversight Body, with any necessary corrections.
4. INTRODUCE New Racial Justice Oversight Body Member
 - a. Dr. Talia Moore (Community Member Alternate Seat)
5. RECEIVE and DISCUSS Subcommittee Updates
 - a. Community Engagement and Funding
 - i. Anthony Randolph
 - ii. Town Halls in Jan-Feb; 2 in-person (Jan 26 in Antioch and Feb 12 in Richmond) and 1 virtual (Feb 19); all 6-8 PM
 - iii. In need of flexible funds for light refreshments and interpretation services
 - iv. Purpose: to re-introduce RJOB to community, share updates, build community partnerships and connection and encourage participation; gather input on what justice and opportunity looks like to community
 - v. Need RJOB member support:
 1. Budget for refreshments
 2. Budget for interpretation
 3. Speakers
 - a. Welcome
 - b. Purpose and goals
 - c. Successes and progress
 - d. Appreciation, next steps, close out
 4. Facilitators of break out “World Café” groups/tables
 - a. Notetakers
 - b. Share out of highlights
 5. Set up/break down
 - a. Tech help
 6. Outreach/Support
 - a. Design of a flyer (Maileen)
 - i. Contributing logos
 - b. Emails to networks
 - c. Craft of the message
 - vi. Next steps:
 1. Will send a sign-up sheet
 2. Each sub committee will provide info, questions to inform progress/updates and the World Café q's
 3. Send budget and commitments to the group
 - vii. Suggestions:
 1. White Pony Express for food/snacks

2. Starbucks for coffee/refreshments
3. Probation just got their food exemption restricted significantly
4. NAMI has some capacity to provide food; but would want to add a central county (Concord) town hall dedicated to Spanish-speakers, and mental health has to be a part of the focus (as an area of focus for one of the World Café tables)
 - a. Would like to consider Saturdays after 3:00
 - i. Some have felt it a challenge for parents with athletes/sports
 - b. Garibay and Dr. Wright can contribute (interpretation support, Spanish-speaking therapists)
5. ORESJ can provide materials for printing, name tags, sticky parts
6. Extra supplies/incidentals: unexpected costs from the facilities, ask if they can absorb along with usage fees?
7. Interpretation costs (ask Probation and Public Defender offline)
 - a. 3 townhalls with Spanish interpretation; and now one held in Spanish (this would be a hybrid; clearly account for safety concerns for everyone, esp immigrant and undocumented community members)
 - i. Add disclaimers that information will not be shared or used by any CJ or County agency
 - ii. Don't ask for names, just emails.
 - iii. Statements from CJ agencies assuring safety and non-threatening presence
 - iv. Include logos of CBO partners from RJOB members
 - b. Ask BOS if they can offer the use of their Wordly account; confirm with Clerk of the Board for how it works and if we can request use of their account
 - c. ASL is also a possible need
 - d. Create a registration page that asks for the need of interpretation

b. Diversion

- i. Sonja Shephard
- ii. Mapping existing pretrial and diversion efforts across CJ agencies
- iii. Reviewed diversion eligibility and criteria for adults, needs updating
- iv. Focus on diversion eligibility and criteria for youth now

- v. Want to coordinate with Data Subcommittee
- c. Data
 - i. Patrice Guillory
 - ii. Sheriffs Quarterly Report
 - iii. Data capacity of each CJ agency
 - iv. Landscape analysis of available data from various sources, both County and non-County
 - v. Data walk – determine data categories to go deeper in; come up with questions to explore.
 - vi. Next steps: Data walk and determine categories; assess what's available and then gaps and then capacity needs for a budget recommendation.
 - vii. Suggestions: to pay close attention to impact of disproportionate impact of disciplinary actions in County schools, particularly in East County; Office of Ed will have data available (DataQuest, another site too); Gigi Crowder can provide data she has access to; Dr Wright remarked the skewed nature of data entered by people with a racial bias or lens who determines whether behavior is acceptable or deserving of discipline; how do we identify the systemic impact of such racial bias? Speaks to the need for racial bias training, the expert facilitator/trainer, and who gets trained; how does this inform the recommendations that come from RJOB? Dr Wright can share reports on suspension rates of black males (Macheo Payne), and on her own work on child welfare outcomes for youth of color; Ellen raised the challenges in getting youth of color back into schools; LaShante mentioned RJOB worked with Impact Justice in 2019/2020 on a capstone project, started collecting data in West County, would like to collaborate with another school district to revive this work, she will re-share the presentation.
 - viii. Ellen reminded a previous RJTF report that offers some data from 2018 to use as a guidepost to compare and demonstrate progress. Will send her question with Jeff Landau to subcommittee.

6. SHARE General Updates and Announcements, if any

Anthony has shared the challenges that Grace Arms has experienced since the federal funding freeze.

Dr Wright has shared reports and contact info for Dr Macheo Payne; also announced an upcoming event.

Staff and Co-Chair

The next full RJOB meeting is scheduled for February 5 at 1:00PM.

In addition, the remaining subcommittee meetings for 2025 are:

- a. CEF Subcommittee (Nov. 13, 1:00 PM; Dec 11, 1:00PM)
- b. Data Subcommittee (Nov 19, 3:00PM; Dec. 17, 3:00PM)
- c. Diversion (Dec 18, 3:00 PM)

All meetings will be at 1026 Escobar Street, second floor, Martinez)

Adjourn