



Contra Costa County Racial Justice Coalition  
Public Protection Committee Referral

Report to the Board of Supervisors

April 12, 2016



# History

- ▶ April 7, 2015: The Board of Supervisors received a letter from the Contra Costa County Racial Justice Coalition.
- ▶ April 21, 2015: The Board of Supervisors referred the letter to the Public Protection Committee for review.
- ▶ July 2015–February 2016: The Committee held five public meetings on this issue and received testimony from staff and public stakeholders.



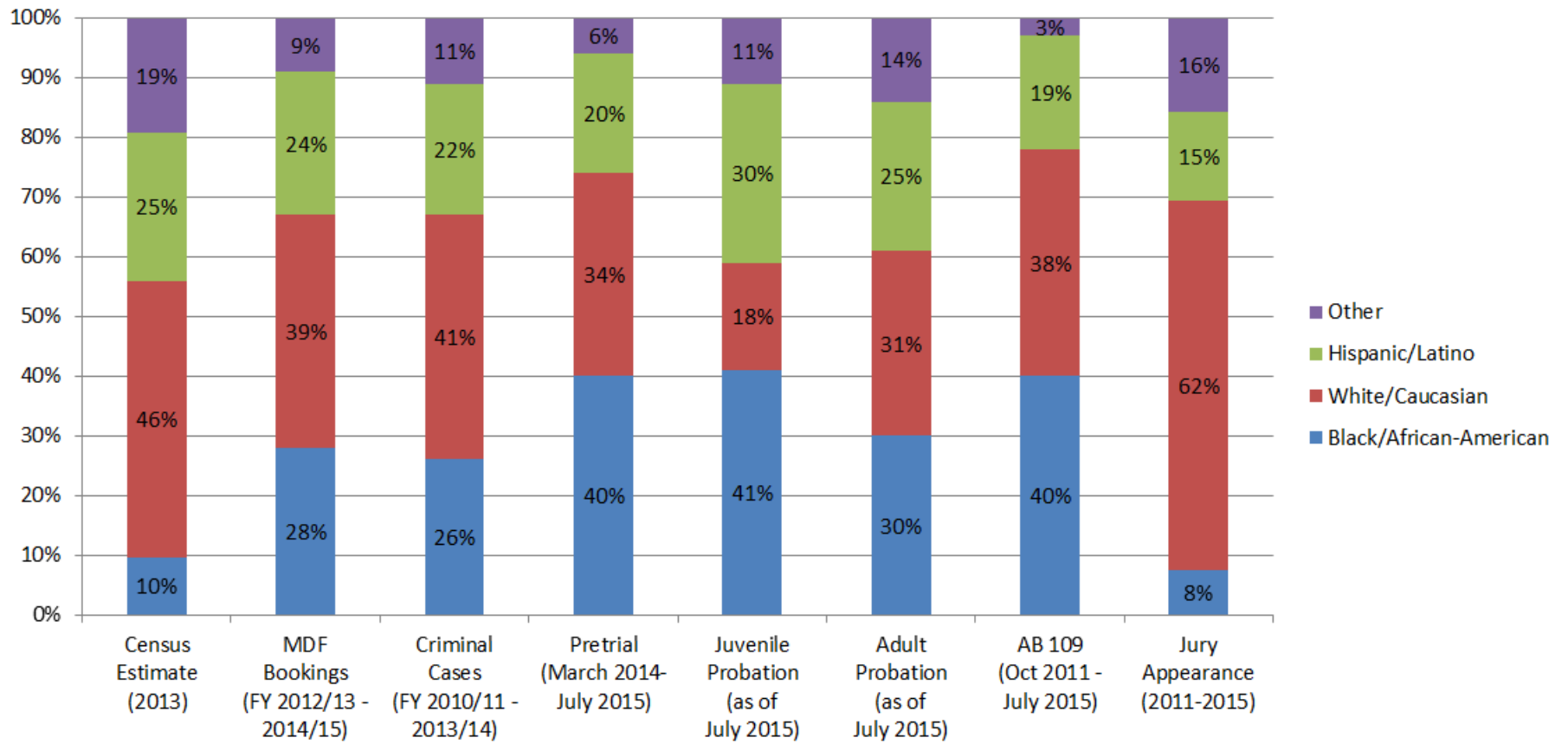
# Scope of Work

The Committee focused on two specific areas identified within the Coalition's letter:

- Statistical Data on Race within County Criminal Justice System:
  - Booking
  - Prosecution
  - Pre-trial
  - Probation (Adult & Juvenile)
  - AB109
  - Jury Composition
- Employee Training:
  - Implicit Bias
  - Workplace Diversity



# Current Statistical Data



Sources: U.S. Census, Sheriff's Office, Probation Department, Contra Costa Superior Court



# 2008 DMC Report Data

- Identifies juvenile Disproportionate Minority Contact (DMC)\* trends in selected communities within the County in 2005, including:
  - Richmond area (West County)
  - Monument Corridor (Central County)
  - Bay Point (East County)
  
- Makes short and long term recommendations for addressing DMC issues identified.

\*Disproportionate Minority Contact is a term of art originated by the U.S. Department of Justice in the 1970s during an effort to better understand over-representation of minority youth in the justice system



# 2005-08 DMC Workgroup Composition

Ms. Bianca Bloom, Contra Costa County Office of Education

Chief Lionel Chatman, Probation Department

Mr. David Coleman, Public Defender

Ms. Valerie Early, Employment and Human Services Department

Mr. John Gioia, Board of Supervisors

Mr. Federal Glover, Board of Supervisors

Hon. Lois Haight, Presiding Juvenile Court Judge

Mr. Robert Kochly, District Attorney, Chairperson of Decision Makers Workgroup

Chief David Livingston, Concord Police Department

Chief Chris Magnus, Richmond Police Department

Dr. William Walker, Contra Costa Health Services

Mr. Timothy Ewell, County Administrator's Office



## DMC Trends – Richmond (2005)

Race/Ethnicity	Arrests	Referrals to Probation
African American	2.8	2.6
Latino	1.0	1.1
White	1.0	1.0
Asian	0.2	0.3
Pacific Islander	--	--
American Indian	--	--
Unknown/Other	1.1	0.6

Source: Morris M.S., Monique. Disproportionate Minority Contact: Reducing Disparity in Contra Costa County. 2008.



## DMC Trends – Monument (2005)

Race/Ethnicity	Arrests	Referrals to Probation
African American	3.8	5.2
Latino	1.1	2.0
White	1.0	1.0
Asian	0.2	0.1
Pacific Islander	1.4	0.0
American Indian	0.0	0.0
Unknown/Other	1.3	0.2

Source: Morris M.S., Monique. Disproportionate Minority Contact: Reducing Disparity in Contra Costa County. 2008.





## DMC Trends – Bay Point (2005)

Race/Ethnicity	Arrests	Referrals to Probation
African American	5.7	2.7
Latino	1.7	1.2
White	1.0	1.0
Asian	0	0.1
Pacific Islander	0	3.8
American Indian	0	0
Unknown/Other	2.5	0.3

Source: Morris M.S., Monique. Disproportionate Minority Contact: Reducing Disparity in Contra Costa County. 2008.



# Observations

- Two data sets reporting different information with similar findings.
- DMC Report is neutral on causation and focuses on what local justice system can do once a juvenile enters the system.
- DMC Report provides a work-plan that could be re-considered by key stakeholders in the future.



# Training

- County policy requires Workplace Diversity Training for all new County employees
  - Training provided by Risk Management
  - Department Heads responsible for tracking
- Public Safety personnel receive state mandated racial bias training via:
  - Peace Officer Standards and Training (POST)
  - Standards for Training and Corrections (STC)
- Workplace Diversity training is not Racial Bias training and vice-versa



# Key Findings

- Disproportionate Minority Contact does exist in the local criminal justice system, but...
  - Jurisdictions across the country are dealing with the same issues and have been for decades
  - Several socio-economic factors contribute to this disparity
- Most Public Safety classifications in the County do receive Implicit Bias training
  - Current County training does not include an implicit bias component
  - The vast majority of law enforcement classifications in the County do receive Implicit Bias training mandated by the State
  - Some departments offer a department level training on Implicit Bias (e.g. District Attorney partners with the Goldman School)



# Recommendations

- ACCEPT today's report from the Public Protection Committee on the work completed to date related to the Racial Justice Coalition referral.
- APPROVE formation of a 15 member ad hoc DMC Task Force to review and update the 2008 DMC Report, for review and consideration by the PPC and BOS...
  - Chief Probation Officer
  - Public Defender
  - District Attorney
  - Sheriff-Coroner
  - Health Services Director
  - Superior Court representative
  - CCC Police Chiefs Association representative
  - (3) Representatives from Local School Districts (WCCUSD, MDUSD, AUSD)
  - (5) community based organization representatives



# Recommendations

- DIRECT the PPC to:
  - Initiate a recruitment process for the five community member seats on the DMC Task Force and return to the BOS with appointment recommendations.
  - Continue monitoring progress of staff participating in the Government Alliance on Racial Equity training cohort and report back to the BOS with any recommendations following conclusion of that process.



# Questions / Discussion