

**Contra Costa County****Racial Justice Task Force – Final Recommendations**

Recommendations

Oversight and Accountability

- 1) The Racial Justice Task Force recommends that the Board of Supervisors appoint a Racial Justice Oversight Body (RJOB) to oversee the implementation of the recommendations made by the Task Force, as specified by the Board of Supervisors. The RJOB would meet on a quarterly basis and report to the Board on an annual basis. The RJOB shall be made up of the following members:
 1. A representative from the Superior Court, as a non-voting member
 2. The Sheriff or his designee
 3. The Chief Probation Officer or his designee
 4. The Public Defender or her designee
 5. The District Attorney or her designee
 6. A representative from a local law enforcement agency, nominated by the Contra Costa County Police Chiefs' Assn.
 7. A representative from the Contra Costa County Board of Education
 8. A representative from Contra Costa County Health Services
 9. Eight community-based representatives, that include at a minimum:
 - a. Two members of the Racial Justice Coalition,
 - b. Two individuals with prior personal criminal or juvenile justice system involvement,
 - c. Three representatives from community-based organizations that work with individuals in the justice system, including at least one person who works directly with youth
 - d. One representative from a faith-based organization

Any individual may meet more than one of these qualifications.

The RJTF further recommends that the work of this body be staffed by the County Office of Reentry and Justice, and that funds for facilitation be allocated through an RFP process.

- 1) a. The RJOB should or a subcommittee thereof should review local criminal and juvenile justice data in order to identify and report on racial disparities. This will include a review of use-of-force data, as available from the California Department of Justice's Open Justice data.

Diversion

- 2) With the goal of reducing racial disparities in the Contra Costa County criminal justice system, form a committee to recommend countywide criteria and protocols for formal and informal diversion. The recommendations shall be evidence-based and follow established best practices. In considering what criteria and protocols to recommend, the committee shall
 1. Develop separate recommendations for adult and juvenile populations.



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2. Strive to ensure the broadest possible pool of eligible participants.
3. Strive to ensure that prior criminal justice involvement does not bar a person's eligibility for diversion.
4. Ensure that the inability to pay for the costs of diversion will not prohibit participation.
5. Recommend, as appropriate, partnerships between law enforcement agencies and community-based organizations to provide diversion services and oversight.

This committee may be a subgroup of the Racial Justice Oversight Body (RJOB) and will report to the RJOB.

- 3) Expand the use of crisis intervention teams, mobile crisis teams, and behavioral health assessment teams so they are available across the County.
- 4) Local law enforcement agencies shall issue citations and establish non-enforcement diversion programs as an alternative to arrests.

Data

- 5) All Contra Costa County justice partners and local law enforcement agencies shall collect individual-level data on all individual encounters with criminal and juvenile justice systems and processes. In so doing, they should consult best practices to balance data needs with confidentiality regulations.
 - a. Office of Reentry and Justice (ORJ) should publish race-specific data (diversion, arrest, and outcomes on calls for service) online to create greater transparency and accountability of the County justice partners and LEAs.
 - b. All Contra Costa County justice partners and local law enforcement agencies should improve capacity for data collection and analysis including expanding staff with data analysis capabilities.
 - i. Probation Department, in partnership with County justice partners should assess tools regularly to ensure a decrease in racial disparities.
 - c. Office of Reentry and Justice (ORJ) should support analysis of interventions implemented through the RJTF to measure efficacy and assess impact on racial disparities.

County Support for Local Agencies

- 6) The County shall work with local enforcement agencies to seek funds that support the integration of de-escalation and behavioral health intervention trainings into local enforcement agency regional academy and/or department orientations.
 - a. The County shall work with local enforcement agencies to seek funds to implement improved procedural justice practices and implicit bias training.
 - i. Identify funding for procedural justice training utilizing the train the trainer model.

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- ii. Work with the Chief's Association to create a forum to share information and strengthen promising practices around procedural justice and implicit bias trainings.
- 7) In addition, local enforcement agencies in CCC should:
 - i. Ensure inclusion of de-escalation and behavioral health intervention trainings into local enforcement agency regional academy and/or department orientations
 - ii. Provide procedural justice and implicit bias training to all staff
- 8) The County Office of Education shall provide resources to incentivize school districts to explore, evaluate, implement or expand existing non-punitive discipline practices, such as Positive Behavioral Interventions Support (PBIS) and Restorative Justice (RJ) practices.
 - i. Identify funding for continuous training and technical assistance to all schools in the County to support implementation of PBIS and Restorative Justice, as well as data collection to assess implementation and impact.
- 9) The County Office of Education shall work with school districts to provide behavioral health services such as counseling, peer support, and early intervention services for youth presenting signs of emotional, mental, and/or behavioral distress.

Community Engagement and Services

- 10) County justice partners shall establish formal partnerships with community-based organizations to provide greater capacity for
 - i. diversion,
 - ii. reentry programs,
 - iii. alternatives to detention
 - iv. pretrial services
 - v. in custody programming

All community-based organizations receiving funding from the County shall be evaluated for efficacy and effectiveness of program goals and objectives to ensure populations are appropriately served. Community input shall be an integral part of this process.

- 11) Establish a community capacity fund to build the capacity of community-based organizations – especially those staffed by formerly incarcerated individuals – to contract with the County and provide services to reentry clients.
- 12) The County and/or oversight body shall collaborate with the Community Corrections Partnership- Executive Committee (CCP-EC) to consider increasing realignment funding for community services.

Practices Related to Trial and Adjudication Processes

- 13) Encourage the Superior Court to return to the process of jury selection whereby jurors are called to service to their local branch court for misdemeanor trials.

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- 14) The Public Defender's Office shall hire social workers who can assess clients' psychosocial needs and link them to services.
- 15) The Public Defender's Office, either directly or through partnerships with community-based organizations, should offer civil legal representation to clients. For youth, this should focus on educational advocacy.

Confinement

- 16) Expand eligibility for pre-trial services and increase pre-trial services staffing, with a focus on reducing racial disparities and replacing the money bail system.
- 17) Expand the current pre-release pilot to serve all individuals in custody.
- 18) Establish an independent grievance process for individuals in custody in the County adult detention facilities to report concerns related to conditions of confinement based on gender, race, religion, and national origin. This process shall not operate via the Sheriff's Office or require any review by Sheriff's Office staff.
- 19) Establish an independent monitoring body to oversee conditions of confinement in County adult detention facilities based on gender, race, religion, and national origin and report back to the Board of Supervisors.

Other

- 20) All County staff shall participate in and complete implicit bias training.