ATTACHMENT D

Racial Justice Oversight Body Work Plan

RJOB

Goal: *Oversee the implementation of the recommendations made by the Racial Justice Task Force (RJTF).*

Objective	Activity	Lead & Team	Completion Date	Deliverable
Objective 1: Seek funding to implement improved procedural justice practices and implicit bias training	1. Identify and apply/ask for funding for procedural justice and implicit bias training – recommendations reported out to the RJOB and BOS 2. Identify trainers/agencies to deliver procedural justice and implicit bias training – recommendations reported out to the RJOB and BOS 3. Work with the Chief's Association to create a forum to share information and strengthen procedural justice and implicit bias practices 4. Provide procedural justice and implicit bias training to all staff	**RJOB, Office of Reentry and Justice (ORJ)**	*ORJ has identified funding and contractor (Fogbreak Justice) to provide Procedural Justice and Implicit Bias trainings for justice-related department staff and RJOB in FY 18-19, 19-20.*	**Required Deliverables 1:** Agenda item at RJOB and BOS meetings to discuss potential sources of funds (including the county itself); finalized applications as approved by the BOS for outside funding sources (grants, etc.); list of potential trainers and recommendation on which can deliver training in the most robust and impactful way within budget; create a planned/publicized forum on improving police practices; certification from all hired law enforcement staff that they completed the training(s)
Objective 2: Ensure inclusion of de-escalation and behavioral health intervention trainings into local enforcement regional academy and/or dept. orientations	1. Identify best de-escalation, behavioral health intervention training(s), and similar or related programs available within the area 2. Recommend the best training(s) from this list	**RJOB, ORJ**		**Required Deliverables 2:** List of possible trainings/trainers; recommendation selecting a trainer; contract to provide this training; agenda item/application for funding for training; contract with training organization.

	3. Ask/apply for necessary funds to hire training staff 4. Contract with training organizations to provide this training 5. Monitor police contacts for signs of effectiveness/improvement			
Objective 3: Provide resources to incentivize/provide schools with non-punitive discipline practices such as PBIS and RJ as well as behavioral health and early intervention services for youth	1. Identify funding to provide resources to schools which are implementing or expanding non-punitive discipline practices 2. Apply for identified funding sources as approved by the BOS 3. Identify and agree upon schools and programs to be funded	**Diversion Subcommittee, ORJ**		**Required Deliverables 3:** List of identified funding sources; completed funding applications; funds delivered/distributed to participating schools and programs which are highly publicized
Objective 4: County criminal justice agencies 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	1. Identification of program needs within the county, including location needs 2. Identification of community based organizations with the potential or capacity to fill the program needs 3. Identification of county justice system or enforcement agency requirements for each type of program listed in Objective 4 4. Formal recommendations about changes to agency requirements as well as trainings, funding, etc. necessary to support compliant program development by CBOs.	**CEF Subcommittee, Diversion Subcommittee**	*Partnerships are underway in ORJ, Probation, Public Defender, Sheriff's Office, and the District Attorney's Office.*	**Required Deliverables 4:** lists of identified and demonstrated needs; lists of identified CBOs/programs to fill the program needs; lists of criteria and requirements for programs to partner with county agencies; list of recommendations about current requirements for county partnership

Objective 5: The Public Defender's Office shall hire social workers who can assess clients' psychosocial needs and link them to services		**Public Defender's Office**	*Accomplished in 2019*	**Required Deliverable 5:** additional social workers were hired to assess clients' psychosocial needs and link them to services.
Objective 6: All CBOs 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	1. Support the data subcommittee's work to evaluate program effectiveness	**ORJ, CEF Subcommittee**	*The ORJ has undertaken program evaluation of reentry programs since 2014.*	**Required Deliverables 5:** data template for CBOs; training on data collection/capacity building; regularly collected data reports by race/ethnicity for CBOs
Objective 7: 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	1. Reach out to the BOS for funding to help endow/support the community capacity fund AND identify and apply for other funding sources (grants, RFPs, etc.) 2. Develop list of qualifications and application process for the fund. 3. Establish meeting structure to support CBOs and allocate funds as necessary	**CEF Subcommittee, ORJ**	*A Capacity Building project was launched by the ORJ in FY 18-19 with one-time funding of $125k.*	**Required Deliverable 6:** agenda item with BOS; list of other sources, completed applications for funds; list of qualifications for fund, formalized application process; calendared meetings to allocate funds
Objective 8: Encourage the Superior Court to return to the process of jury selection whereby jurors are called to	1. Review research material done on the issue by area students	**RJOB, ORJ**		**Required Deliverables 7:** Formal request for agreed upon changes based on research, potential meeting with Superior Court to further discuss

service to their local branch court for misdemeanor trials as well as general equitable jury pool selection/inclusion.	2. Determine/prioritize potential areas for impact, examples include: • Transportation • Funding • Childcare • Parking			the justifications for the proposed changes
Objective 9: The Public Defender's Office, either directly or through partnerships with community-based organizations, should offer civil legal representation to clients as well as immigration representation and services. For youth, this should focus on educational advocacy.	1. Exploring partnerships with community based organizations to these ends 2. Exploring new positions/staffing for education advocacy as well as immigration defense	**RJOB, Public Defender's Office**	*The Public Defender has secured grant funding to contract with a CBO to provide some civil legal services to a limited population. Stand Together Contra Costa provides immigration related services. Public Defender also has a fulltime attorney doing education advocacy for juvenile clients, paid for through the Juvenile Block Grant.*	**Required Deliverables 8:** Meetings with community based organizations to discuss partnerships, MOUs between partner organizations and the Public Defender's Office, relevant job postings
Objective 10: Expand eligibility for Pre-Trial Services and increase Pre-	1. Review current eligibility criteria for Pre-Trial Services with a racial equity lens	**RJOB**		**Required Deliverables 9:** Formal written recommendations for Pre-Trial Services eligibility criteria and for bail

Trial Services staffing, with a focus on reducing racial disparities and replacing the money bail system	2. Make recommendations for new eligibility criteria which reduce racial and ethnic disparities 3. Review bail policies in comparison to other jurisdictions with new approaches, make recommendations for new bail policy			policies/practices, potential meeting with Pre-Trial Services to present these recommendations and hear feedback
Objective 11: Ensure collection/reporting of accurate data in all criminal justice and law enforcement agencies countywide	1. Development of excel spreadsheet to be used as data template among all criminal justice and law enforcement agencies in the county 2. Development of memorandum of understanding (MOU) setting forth countywide data collection and reporting practices to be agreed upon by all relevant agencies 3. Supporting development of data capacity and recommending practice changes to ensure that all requested fields and categories of data are accurately recorded and reported by each agency after the template has been finalized (reported out to and approved/supported by the RJOB) 4. Addressing any and all privacy concerns and other issues raised by county agencies through	**Data Subcommittee, Burns Institute, ORJ**		**Required Deliverables 10:** Spreadsheet template with all relevant fields that will be required to be reported by each agency; finalized MOU document signed by agency executives for each relevant agency in the county; recommendations for improving data capacity as necessary; training materials to support improved data collection practices as necessary; data reports from countywide agencies in compliance with the MOU and data template

	training, recommendations and negotiations (if necessary) with county agencies (reported out to and approved/supported by the RJOB) 5. Collection/review and monitoring of data collected via the processes listed above and sharing of that data with the RJOB 6. Development of countywide training on ethnicity data collection best practices to improve the accuracy of data regarding the Latinx population			
Objective 12: Provide analysis of interventions implemented through the RJTF and RJOB to measure efficacy and assess impact on racial disparities	1. Assessment of current data capacity for relevant CBOs and other agencies to report relevant data showing impact of RJTF/RJOB alternatives and interventions 2. Support of the development of capacity in relevant agencies to collect/report relevant data showing impact of reforms 3. Regular review/monitoring of that data and the development of recommendations to improve programs and/or practices as necessary	**Data Subcommittee, Burns Institute, ORJ**		**Required Deliverable 11:** Regular reports by race/ethnicity measuring the effectiveness of programs and interventions; lists of recommendations from the RJOB to improve programs and practices as necessary

Objective 13: The County and/or RJOB shall collaborate with the Community Corrections Partnership-Executive Committee (CCP-EC) to consider increasing realignment funding for community services.		**CEF Subcommittee, ORJ**		
Objective 14: Expand the current pre-release pilot to serve all individuals in custody		**County Office of Education**	*Already accomplished in Sept 2019*	**Required Deliverable 14**: Pre-release planning programs available at all detention facilities in the County.