Diversion Subcommittee Work Plan

Goal: *Improve racial and ethnic equity in Contra Costa County youth and adult justice systems by developing more diversion opportunities and monitoring race/ethnicity data for all current and future diversion programs*

Objective	Activity	Lead & Team	Completion Date	Deliverable
Objective 1: Form a committee to make diversion recommendations countywide	1. Agree upon and formalize membership of committee 2. Set future committee meeting dates, frequency, meeting locations, etc. 3. Develop standing agenda item for report out to RJOB	**RJOB Full Body**		**Required Deliverable 1:** A committee with members, designated meeting frequency, location, and other relevant details
Objective 2: Develop separate recommendations for adult and youth populations	1. Review of all existing county diversion programs/policies for youth and adults 2. Review of best practices and successful examples of programs and policies in other jurisdictions which may be followed 3. Development/finalization of recommendations for countywide changes to diversion	**Diversion Subcommittee, Burns Institute, ORJ**		**Required Deliverables 2:** Separate countywide recommendations for adult and youth diversion programs and the policies which govern them
Objective 3: Strive to ensure the broadest possible pool of eligible participants in diversion	1. Formal request for data from all county agencies, including law enforcement, which administer diversion programs 2. Regular review of race/ethnicity data in diversion programs to ensure equity	**Diversion Subcommittee, Burns Institute**		**Required Deliverable 3:** Recommendations for policy changes to ensure broadest possible pool

	3. Development of recommendations for policy changes to ensure broadest possible pool of participants			
Objective 4: Strive to ensure that prior criminal justice involvement does not bar a person's eligibility for diversion	1. Development of formal recommendation that prior involvement does not make a person ineligible 2. Development and delivery of a presentation/training on eligibility criteria for diversion	**Diversion Subcommittee, Burns Institute**		**Required Deliverable 4:** Recommendations for policy changes to ensure prior involvement does not bar a person's eligibility for diversion
Objective 5: 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. Define "resources" and "incentivize" as stated in the objective 2. Identification of training and grant funding resources for schools	**Diversion Subcommittee, Burns Institute**		**Deliverable Required 5:** Recommendations for trainings, grants and other forms of resources and incentives to be provided to schools for them to adopt non-punitive discipline practices such as PBIS and RJ as well as behavioral health and early intervention services for youth
Objective 6: County criminal justice agencies shall establish formal partnerships with community-based organizations to provide greater capacity for diversion	1. Compile a list of community-based organizations which provide programming in one of the listed areas OR which have the potential to do so with greater capacity 2. Explore what partnerships will look like between the justice agencies and CBOs.	**Diversion Subcommittee, Burns Institute, ORJ**		**Deliverable Required 6:** Recommendations for the establishment of formal partnerships between County criminal justice agencies and community-based organizations to provide greater capacity for diversion