

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
<p>Objective 1: Seek funding to implement improved procedural justice practices and implicit bias training</p>	<ol style="list-style-type: none"> 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 	<p>RJOB, Office of Reentry and Justice (ORJ)</p>	<p><i>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.</i></p>	<p>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)</p>
<p>Objective 2: Ensure inclusion of de-escalation and behavioral health intervention trainings into local enforcement regional academy and/or dept. orientations</p>	<ol style="list-style-type: none"> 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 	<p>RJOB, ORJ</p>		<p>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.</p>

<p>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</p> <p>Objective 4: County criminal justice agencies shall establish formal partnerships with community-based organizations to provide greater capacity for</p> <p>i. diversion ii. reentry programs iii. alternatives to detention iv. pretrial services v. in-custody programming</p>	<ol style="list-style-type: none"> 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 <ol style="list-style-type: none"> 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 <ol style="list-style-type: none"> 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. 	<p>Diversion Subcommittee, ORJ</p> <p>CEF Subcommittee, Diversion Subcommittee</p>	<p><i>Partnerships are underway in ORJ, Probation, Public Defender, Sheriff's Office, and the District Attorney's Office.</i></p>	<p>Required Deliverables 3: List of identified funding sources; completed funding applications; funds delivered/distributed to participating schools and programs which are highly publicized</p> <p>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</p>
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<p>Objective 5: The Public Defender’s Office shall hire social workers who can assess clients’ psychosocial needs and link them to services</p> <p>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</p> <p>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</p> <p>Objective 8: Encourage the Superior Court to return to the process of jury selection whereby jurors are called to</p>	<ol style="list-style-type: none"> 1. Support the data subcommittee’s work to evaluate program effectiveness 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 1. Review research material done on the issue by area students 	<p>Public Defender’s Office</p> <p>ORJ, CEF Subcommittee</p> <p>CEF Subcommittee, ORJ</p> <p>RJOB, ORJ</p>	<p><i>Accomplished in 2019</i></p> <p><i>The ORJ has undertaken program evaluation of reentry programs since 2014.</i></p> <p><i>A Capacity Building project was launched by the ORJ in FY 18-19 with one-time funding of \$125k.</i></p>	<p>Required Deliverable 5: additional social workers were hired to assess clients’ psychosocial needs and link them to services.</p> <p>Required Deliverables 5: data template for CBOs; training on data collection/capacity building; regularly collected data reports by race/ethnicity for CBOs</p> <p>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</p> <p>Required Deliverables 7: Formal request for agreed upon changes based on research, potential meeting with Superior Court to further discuss</p>
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<p>Trial Services staffing, with a focus on reducing racial disparities and replacing the money bail system</p> <p>Objective 11: Ensure collection/reporting of accurate data in all criminal justice and law enforcement agencies countywide</p>	<ol style="list-style-type: none"> 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 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 	<p>Data Subcommittee, Burns Institute, ORJ</p>		<p>policies/practices, potential meeting with Pre-Trial Services to present these recommendations and hear feedback</p> <p>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</p>
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<p>Objective 12: Provide analysis of interventions implemented through the RJTF and RJOB to measure efficacy and assess impact on racial disparities</p>	<p>training, recommendations and negotiations (if necessary) with county agencies (reported out to and approved/supported by the RJOB)</p> <ol style="list-style-type: none"> 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 <ol style="list-style-type: none"> 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 	<p>Data Subcommittee, Burns Institute, ORJ</p>		<p>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</p>
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<p>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.</p> <p>Objective 14: Expand the current pre-release pilot to serve all individuals in custody</p>		<p>CEF Subcommittee, ORJ</p> <p>County Office of Education</p>	<p><i>Already accomplished in Sept 2019</i></p>	<p>Required Deliverable 14: Pre-release planning programs available at all detention facilities in the County.</p>
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