



Agenda

PUBLIC PROTECTION COMMITTEE

June 27, 2022
10:30 A.M.

To slow the spread of COVID-19, in lieu of a public gathering, the meeting will be accessible via Zoom to all members of the public as permitted by Government Code section 54953(e).

Join from PC, Mac, Linux, iOS or Android: <https://cccouny-us.zoom.us/j/81035171320>

Or Telephone: (214)765-0478 or (888)278-0254

Conference code: 507994

Meeting ID: 810 3517 1320

Supervisor Federal D. Glover, Chair
Supervisor Candace Andersen, Vice Chair

Agenda Items:

Items may be taken out of order based on the business of the day and preference of the Committee

1. Introductions
2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to three minutes).
3. APPROVE Record of Action from the May 23, 2022 meeting. **(Page 4)**
4. CONSIDER the applicant for one (1) At-Large Youth Representative (ages 14-25) on the Juvenile Justice Coordinating Council. **(Esa Ehmen-Krause, County Probation Officer) (Page 7)**
5. CONSIDER applicants for the two (2) vacant Community-based Representative Seats 8 and 9 on the Racial Justice Oversight Body. **(Denise Zabkiewicz, Office of Reentry and Justice) (Page 21)**
6. ACCEPT AB 109 Evidence-based Reentry Housing Program RFP Update & Award Recommendation. **(Denise Zabkiewicz, Office of Reentry and Justice) (Page 141)**
7. ACCEPT an update on the Holistic Intervention Partnership from the Public Defender's Office. **(Ellen McDonnell, Public Defender) (Page 225)**
8. The next meeting is currently scheduled for July 25, 2022.
9. Adjourn

The Public Protection Committee will provide reasonable accommodations for persons with disabilities planning to attend Public Protection Committee meetings. Contact the staff person listed below at least 72 hours before the meeting.

Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the County to a majority of members of the Public Protection Committee less than 96 hours prior to that meeting are available for public inspection at 1025 Escobar St., 4th Floor, Martinez, during normal business hours.

Public comment may be submitted via electronic mail on agenda items at least one full work day prior to the published meeting

time.

For Additional Information Contact:

Paul Reyes, Committee Staff
Phone (925) 655-2049, Fax (925) 655-2066
paul.reyes@cao.cccounty.us

Glossary of Acronyms, Abbreviations, and other Terms (in alphabetical order):

Contra Costa County has a policy of making limited use of acronyms, abbreviations, and industry-specific language in its Board of Supervisors meetings and written materials. Following is a list of commonly used language that may appear in oral presentations and written materials associated with Board meetings:

AB	Assembly Bill	HIV	Human Immunodeficiency Syndrome
ABAG	Association of Bay Area Governments	HOV	High Occupancy Vehicle
ACA	Assembly Constitutional Amendment	HR	Human Resources
ADA	Americans with Disabilities Act of 1990	HUD	United States Department of Housing and Urban Development
AFSCME	American Federation of State County and Municipal Employees	Inc.	Incorporated
AICP	American Institute of Certified Planners	IOC	Internal Operations Committee
AIDS	Acquired Immunodeficiency Syndrome	ISO	Industrial Safety Ordinance
ALUC	Airport Land Use Commission	JPA	Joint (exercise of) Powers Authority or Agreement
AOD	Alcohol and Other Drugs	Lamorinda	Lafayette-Moraga-Orinda Area
ARRA	American Recovery and Reinvestment Act	LAFCo	Local Agency Formation Commission
BAAQMD	Bay Area Air Quality Management District	LLC	Limited Liability Company
BART	Bay Area Rapid Transit District	LLP	Limited Liability Partnership
BCDC	Bay Conservation & Development Commission	Local 1	Public Employees Union Local 1
BGO	Better Government Ordinance	LVN	Licensed Vocational Nurse
BOS	Board of Supervisors	MAC	Municipal Advisory Council
CALTRANS	California Department of Transportation	MBE	Minority Business Enterprise
CalWIN	California Works Information Network	M.D.	Medical Doctor
CalWORKS	California Work Opportunity and Responsibility to Kids	M.F.T.	Marriage and Family Therapist
CAER	Community Awareness Emergency Response	MIS	Management Information System
CAO	County Administrative Officer or Office	MOE	Maintenance of Effort
CCHP	Contra Costa Health Plan	MOU	Memorandum of Understanding
CCTA	Contra Costa Transportation Authority	MTC	Metropolitan Transportation Commission
CCP	Community Corrections Partnership	NACo	National Association of Counties
CDBG	Community Development Block Grant	OB-GYN	Obstetrics and Gynecology
CEQA	California Environmental Quality Act	O.D.	Doctor of Optometry
CIO	Chief Information Officer	OES-EOC	Office of Emergency Services-Emergency Operations Center
COLA	Cost of living adjustment	ORJ	Office of Reentry & Justice
ConFire	Contra Costa Consolidated Fire District	OSHA	Occupational Safety and Health Administration
CPA	Certified Public Accountant	Psy.D.	Doctor of Psychology
CPI	Consumer Price Index	RDA	Redevelopment Agency
CSA	County Service Area	RJOB	Racial Justice Oversight Body
CSAC	California State Association of Counties	RJTF	Racial Justice Task Force
CTC	California Transportation Commission	RFI	Request For Information
dba	doing business as	RFP	Request For Proposal
EBMUD	East Bay Municipal Utility District	RFQ	Request For Qualifications
EIR	Environmental Impact Report	RN	Registered Nurse
EIS	Environmental Impact Statement	SB	Senate Bill
EMCC	Emergency Medical Care Committee	SBE	Small Business Enterprise
EMS	Emergency Medical Services	SWAT	Southwest Area Transportation Committee
EPSDT	State Early Periodic Screening, Diagnosis and treatment Program (Mental Health)	TRANSPAC	Transportation Partnership & Cooperation (Central)
et al.	et ali (and others)	TRANSPLAN	Transportation Planning Committee (East County)
FAA	Federal Aviation Administration	TRE or TTE	Trustee
FEMA	Federal Emergency Management Agency	TWIC	Transportation, Water and Infrastructure Committee
F&HS	Family and Human Services Committee	UCC	Urban Counties Caucus
First 5	First Five Children and Families Commission (Proposition 10)	VA	Department of Veterans Affairs
FTE	Full Time Equivalent	vs.	versus (against)
FY	Fiscal Year	WAN	Wide Area Network
GHAD	Geologic Hazard Abatement District	WBE	Women Business Enterprise
GIS	Geographic Information System	WCCTAC	West Contra Costa Transportation Advisory Committee
HCD	(State Dept of) Housing & Community Development		
HHS	Department of Health and Human Services		
HIPAA	Health Insurance Portability and Accountability Act		



Contra Costa County Board of Supervisors

Subcommittee Report

PUBLIC PROTECTION COMMITTEE

3.

Meeting Date: 06/27/2022
Subject: RECORD OF ACTION - May 23, 2022
Department: County Administrator
Referral No.: N/A
Referral Name: RECORD OF ACTION - May 23, 2022
Presenter: Paul Reyes, Committee Staff **Contact:** Paul Reyes, (925) 655-2049

Referral History:

County Ordinance requires that each County body keep a record of its meetings. Though the record need not be verbatim, it must accurately reflect the agenda and the decisions made in the meeting.

Referral Update:

Attached for the Committee's consideration is the Record of Action for the Committee's May 23, 2022 meeting.

Recommendation(s)/Next Step(s):

APPROVE Record of Action from the May 23, 2022 meeting.

Fiscal Impact (if any):

No fiscal impact. This item is informational only.

Attachments

Record of Action - May 23, 2022



PUBLIC PROTECTION COMMITTEE

RECORD OF ACTION FOR
May 23, 2022

Supervisor Federal D. Glover, Chair
Supervisor Candace Andersen, Vice Chair

Present: Federal D. Glover, Chair
Candace Andersen, Vice Chair

Staff Present: Paul Reyes, Senior Deputy County Administrator; Monica Nino, County Administrator

1. Introductions

Convene-10:30 am

2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to three minutes).

No public comment.

3. APPROVE Record of Action from the April 25, 2022 meeting.

4. RECEIVE an update on regular operational reporting by the Sheriff's Office, and on the actions of other counties to establish Sheriff oversight and PROVIDE direction to staff as needed.

Committee staff provided an update, Sheriff presented on the proposed reporting elements. The Committee requested the the proposed data elements included data on immigration, evictions, and racial demographics. The Committee further directed staff to forward the proposed reporting structure to the full Board of Supervisors, including other options for Sheriff oversight.

Public comment received from: Phone Caller, Gigi Crowder, Doug Leich, Jane Courant, Stephanie Taddao

AYE: Chair Federal D. Glover
Vice Chair Candace Andersen

5. 1. CONSIDER interviewing RJOB nominated applicants for Community-based Representative Seats #8 and #9 on the Racial Justice Oversight Body.

2. RECOMMEND candidates for the vacant seats identified above to the Board of Supervisors for appointment consideration at their June 7, 2022 meeting.

Continued to next month's PPC meeting.

6. RECEIVE an update on the Racial Justice Oversight Body's data collection and analysis needs and PROVIDE direction to staff.

Update was presented by County Administrator staff, this item is being referred to the Internal Operations Committee for consideration.

AYE: Chair Federal D. Glover
Vice Chair Candace Andersen

7. The next meeting is currently scheduled for June 27, 2022.
8. Adjourn

Adjourned - 11:42 am

For Additional Information Contact:

Paul Reyes, Committee Staff
Phone (925) 335-1096, Fax (925) 646-1353
paul.reyes@cao.cccounty.us

Application Form

Profile

Mica _____ Herrera _____
 First Name Middle Initial Last Name

_____ Suite or Apt _____
 Home Address

_____ State _____ Postal Code _____
 City

_____ Primary Phone

_____ Email Address

[District Locator Tool](#)

Resident of Supervisorial District:

None Selected

_____ Job Title _____
 Employer

Length of Employment

2

Do you work in Contra Costa County?

Yes No

If Yes, in which District do you work?

How long have you lived or worked in Contra Costa County?

lived here all my life and have been working for 2 years

Are you a veteran of the U.S. Armed Forces?

Yes No

Board and Interest

Which Boards would you like to apply for?

Juvenile Justice Coordinating Council: Submitted

Seat Name

Have you ever attended a meeting of the advisory board for which you are applying?

Yes No

If Yes, how many meetings have you attended?

5

Education

Select the option that applies to your high school education *

High School Diploma

College/ University A

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

College/ University B

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

College/ University C

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

Other Trainings & Occupational Licenses

Other Training A

Certificate Awarded for Training?

Yes No

Other Training B

Certificate Awarded for Training?

Yes No

Occupational Licenses Completed:

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

I would like to be apart the JJCC and CCC Women & Young Girls because I am a formerly incarcerated community organizer. I completed the Girls In Motion program Feb. 2018-October 2018. I feel I qualify because I have more then enough personal experience inside our counties juvenile hall, I've had many different interactions with staff and also experienced how it is to live at our counties juvenile hall. finally, i work closely with the community and our youth so I have an idea of exactly what our community is missing and what's needed

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

- working with Safe Return Project for 2 years. I completed the Richard Boyd, Fellowship 2019-2020 and I have been working closely with the community - completed Girls in Motion program 2018

Upload a Resume

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

Yes No

Do you have any obligations that might affect your attendance at scheduled meetings?

Yes No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Yes No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

Conflict of Interest and Certification

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?

Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.

I Agree

Important Information

1. This application and any attachments you provide to it is a public document and is subject to the California Public Records Act (CA Government Code §6250-6270).
2. All members of appointed bodies are required to take the advisory body training provided by Contra Costa County.
3. Members of certain boards, commissions, and committees may be required to: (1) file a Statement of Economic Interest Form also known as a Form 700, and (2) complete the State Ethics Training Course as required by AB 1234.
4. Meetings may be held in various locations and some locations may not be accessible by public transportation.
5. Meeting dates and times are subject to change and may occur up to two (2) days per month.
6. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.
7. As indicated in Board Resolution 2021/234, a person will not be eligible for appointment if he/she is related to a Board of Supervisors' member in any of the following relationships:
 - (1) Mother, father, son, and daughter;
 - (2) Brother, sister, grandmother, grandfather, grandson, and granddaughter;
 - (3) Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
 - (4) Registered domestic partner, pursuant to California Family Code section 297;
 - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

Application Form

Profile

Aria _____ Capelli _____
 First Name Middle Initial Last Name

_____ Suite or Apt _____
 Home Address

_____ State _____ Postal Code _____
 City

_____ Primary Phone

_____ Email Address

[District Locator Tool](#)

Resident of Supervisorial District:

District 2

_____ Job Title _____
 Employer

Length of Employment

NA

Do you work in Contra Costa County?

Yes No

If Yes, in which District do you work?

How long have you lived or worked in Contra Costa County?

16 Years

Are you a veteran of the U.S. Armed Forces?

Yes No

Board and Interest

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Seat Name

School Age Representative

Have you ever attended a meeting of the advisory board for which you are applying?

Yes No

If Yes, how many meetings have you attended?

Education

Select the option that applies to your high school education *

None of the above

College/ University A

Name of College Attended

NA

Degree Type / Course of Study / Major

NA

Degree Awarded?

Yes No

College/ University B

Name of College Attended

NA

Degree Type / Course of Study / Major

NA

Degree Awarded?

Yes No

College/ University C

Name of College Attended

NA

Degree Type / Course of Study / Major

NA

Degree Awarded?

Yes No

Other Trainings & Occupational Licenses

Other Training A

NA

Certificate Awarded for Training?

Yes No

Other Training B

NA

Certificate Awarded for Training?

Yes No

Occupational Licenses Completed:

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

I believe in equity and in working to eradicate disparities within and between communities, and for that reason, I would like to be part of Contra Costa County's Racial Justice Oversight Body. When the pandemic grabbed hold of the pre-existing fissures and injustices in education and ripped them into canyons (and as I, too, frankly, found myself searching for something more purposeful to do than pre-canned Zoom school or a Netflix watch party), I co-founded the nonprofit Meaningful Teens to teach literacy skills to students falling even farther behind without individualized, in-person instruction. Education is supposed to be the route to equal opportunity, the yellow brick road to the American Dream, so if we can't provide that equitably, we compromise our ability to create a society that operates fairly in any other way. Although we successfully snagged donated tablets and headphones, I soon realized our challenges reaching our students ran much deeper than the glib technological veneer. Many of my students were caught in a net, different structures and systems knit together and weaved through their daily experiences and their family histories. My eyes opened for the first time to the larger reality my students inhabited. I felt like I'd suddenly seen a corner of "The Matrix", a few pixels that actually showed just how vast and tangled and hard to comprehend the whole system was. As a multi-cultural, multi-ethnic, multi-multiple person myself, I'd never been ignorant of the fact that our society carves different paths for different kinds of people, or of the impact that a person's background can have on their life course or opportunities. But the pandemic brought these issues into even greater relief, laying them at my doorstep (or at least my desktop). Our little organization blossomed and spread, eventually recruiting thousands of volunteers and hundreds of students and combining forces with other organizations. We partnered with Serve Square to provide students within the foster care system mentorship experience as MT volunteers and worked with the Compass Family Services to help homeless and at-risk families in the San Francisco Bay Area. I was proud of what we did. I knew what I was doing mattered, even if just to the students I was able to help. But I also saw how little it was. Volunteering and philanthropy, without changes to policy, can only go so far. The larger structures that really need to change require community action, political action. Teenagers (especially those of us who can't even vote yet) rarely have the opportunity to participate in our communities at that level. We're often the first initiates into the justice system, and yet we're too often viewed as a problem to be managed rather than critical stakeholders. I'd like to join the Racial Justice Oversight Body so that I can literally and figuratively take a seat at the table and help to build a more inclusive, just, and healthy future for everyone.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

Sometimes I feel like a bag of hyphens. I am multi-racial, pan-theist, bi-cultural, and first-generation American. I am the granddaughter of immigrants, juggling Spanish, Mandarin, and English at family events. My life has been filled with people, cultures, and customs from all over the world, and my multicultural upbringing has taught me to adapt, to try on different shoes (always taken off when people arrive, as grandma insists), and to connect and engage with people from different backgrounds. As spike proteins tear holes in our social fabric, racial confrontations have skyrocketed, compelling me to take action to combat these actions in my own life. I joined the Diversity, Equity, Inclusion, and Social (DEIS) justice club at my school, working with fellow members to advocate an inclusive academic community that reflects a wide range of identities, lived experiences, and perspectives and to promote a positive school culture and ensure all members of the our community feel seen and heard. The conversations we have centered around respect, rights for all, diversity, and the dignity of others, though sometimes uncomfortable, force us and enable us to grow and learn from one another in profound and impactful ways. As a young person, I'm also acutely aware of the ways in which justice in schools affects students' present and future selves. I'm lucky to attend an institution which values justice and seeks to treat students with justice and respect, but when the tendrils of social media reach all of us, none of us can close our eyes to the videos of black teenagers no older than I am pinned to the ground for a minor infraction, to "safety officers" who seem to think they're in a warzone, to the neon disparities in suspensions and expulsions. As someone who does not just "check" one box, I am uniquely qualified for a position which seeks to break down the barriers between our communities and guarantee justice for all. I enjoy putting in the work to not only get to know people, but to gain their trust and build bonds with them. I value relationships and communication and have proven that I can make a difference with those I come across. I have an ability to connect with others, learning from them and bringing out their best. I've also worked collaboratively to found a non-profit organization seeking to bridge the literacy divide that the pandemic ripped into a canyon by teaching reading over Zoom. As part of that organization, Meaningful Teens, I partnered with a range of people and companies to funnel skills and donations towards our efforts. I would love the opportunity to bring my skills collaborating, communicating, and organizing to the County's Racial Justice Task Force.

Upload a Resume

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

Yes No

Do you have any obligations that might affect your attendance at scheduled meetings?

Yes No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Yes No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

1. Meaningful Teens- Founder- Created an educational nonprofit that provides online literacy and English learning programs for refugees, immigrants, and low-income youth. Trained 1000+ volunteers and improved literacy rates by 45% and procured sponsorships from Fortune-500 companies like Chevron. Delineated a high school to college pathway with college advisors on hand for students in the program to obtain a BA/BS degree. Initiated the Be A Teacher program which encourages our students to become teachers and instills the importance of having teachers of color in the classroom. 2. Meaningful Gardens- Founder- Founded nonprofit to teach students in low-income areas about the benefits of gardening to end the cycle of food injustice. Funded and created gardens using seed sprouting and hydroponic gardening for classrooms and affordable housing communities with the ultimate goal of creating community gardens in these areas. 3. Smart Recycling Now (SRN)- Founder- Founder of SRN which builds owl boxes from recycled polypropylene face masks to help endangered owl populations. Supervises volunteers and recycling logistics in 27 schools in NY, CA, and MD. Facilitated the building of over 21 owl houses to date. 4. Diversity, Equity, Inclusion, and Social Justice Club- Ambassador- Joined a selective group of high school students to advocate civil discourse and conflict mediation to promote a positive American future. This work ensures students in The Athenian High School are not discriminated against due to religion, gender, sexual orientation, race, ethnicity, and/or socioeconomic status. 5. Student Council- Leader- Elected as liaison between students and administration to facilitate student initiatives and fundraisers for socials. Lead Friday morning school meeting to discuss grade-wide activities and programs. 6. Peer counselor-Work with peers to address a broad range of topics by providing one-on-one, confidential support. Establish an encouraging atmosphere where students can talk honestly about personal challenges. 7. Nibbi Brothers Construction- Intern- Interning for an environmentally-conscious contracting team. Hands-on learning of affordable housing funding, tax benefits, sourcing of material, government approval, and community involvement.

Conflict of Interest and Certification

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Yes No

If Yes, please identify the nature of the relationship:

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Yes No

If Yes, please identify the nature of the relationship:

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 - (4) Registered domestic partner, pursuant to California Family Code section 297;
 - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

Aria Capelli

EDUCATION

- 08/2021 - Present • GPA 4.0 (Unweighted)
- Fluent in Chinese and Spanish

ATHLETICS

- 02/2018 - Present • Futures Swim Cuts
- Swim breaststroke and IM, consistently placing in the top 30 in Western United States.

ACTIVITIES

Meaningful Teens, *Founder* • 03/2020 - Present

- Founded a virtual nonprofit with 1000 volunteers to teach English literacy to underserved students.
- Procured sponsorships from corporations including BNY Mellon Bank and Chevron.
- Created high school to college plan to advise path to obtaining BA/BS degree.
- Initiated Be A Teacher program to encourage students of colors to be teachers across the US.

Meaningful Gardens, *Founder* • 09/2021 - Present

- Founded a nonprofit to educate youth about different forms of gardening.
- Funded school gardens and indoor gardens to ten classrooms & affordable housing communities.

Smart Recycling Now (SRN), *Founder* • 10/2021 - Present

- Founded nonprofit recycling face masks to build owl boxes for natural rodent control.
- Built 21 owl boxes to date; Coordinating SRN at 27 high schools.

Diversity, Equity, Inclusion and Social Justice Club, *Ambassador* • 09/2021 - Present

- Selected as an advocate for civil discourse and conflict mediation while embracing differences of race, ethnicity, physical ability, religion, sexual orientation and socioeconomic status.

HumOn App, *Creator and Designer* • 10/2021 - Present

- Designing an app to engage users in authentic connections to eradicate unconscious bias.
- Inspired by Cooper Hewitt Smithsonian Contest.

Student Council, *Leader* • 08/2021 - Present

- Elected by peers as liaison between students and administration to facilitate student initiatives
- Lead Friday morning school meeting to discuss grade-wide activities and programs.

Peer Counselor • 08/2021 - Present

- Provide one-on-one confidential support for peers on a broad range of topics.

Nibbi Brothers Construction Intern • 03/2021

- Organized and filed union contracts, reviewed blueprints for low income housing construction, brainstormed community engagement opportunities, researched zoning and tax laws.

AWARDS AND HONORS

- President's Volunteer Service Gold Award • 2020 and 2021



Contra Costa County Board of Supervisors

Subcommittee Report

PUBLIC PROTECTION COMMITTEE

5.

Meeting Date: 06/27/2022

Subject: Appointments for Racial Justice Oversight Body to fill Community-based Representative Seats 8 and 9

Submitted For: Esa Ehmen-Krause, County Probation Officer

Department: Probation

Referral No.: N/A

Referral Name: Referral on Racial Justice Oversight Body

Presenter: Denise Zabkiewicz, ORJ

Contact: Nicole Popczuk, (925) 313-4139

Referral History:

On February 28, 2022, the Public Protection Committee (PPC) approved a 3-week application process to immediately fill two (2) vacant Community-based Representative Seats (#8 and #9) on the Racial Justice Oversight Body (RJOB), as well as a subsequent 3-week application process for Fall 2022 to fill all nine (9) Community-based Representative seats with terms expiring on December 31st, 2022.

PPC also requested feedback from the RJOB on its recommendations for applicants to serve in the Community-based Representative Seat 8, which is reserved for a representative from a faith-based organization; and the Community-based Representative Seat 9, which is reserved for a representative that is either a school aged youth or from a community-based organization providing services to school aged youth.

Referral Update:

On April 7th and 12th, 2022, the Office of Reentry and Justice (ORJ) at the Probation Department issued a press release and e-newsletter alert to announce the recruitment of two (2) vacant Community-based Representative Seats #8 and #9. The ORJ received a total of 16 applications prior to the April 28th, 2022 deadline with one (1) application received by ORJ from the Clerk of the Board following the May 5, 2022 RJOB Quarterly Meeting.

Fifteen (15) out of the sixteen (16) applicants were invited to attend the May 5th, 2022 RJOB Quarterly Meeting as members discussed and reviewed applicant qualifications. Approximately 12 applicants were present at the meeting to answer questions. During the May 5th meeting, RJOB members nominated the following candidates with the voting outcomes highlighted below:

- **Community-based Representative Seat 8: Gigi Crowder**
 - **Aye:** Ellen McDonnell, Esa Ehmen-Krause, Diana Becton, Lynn Mackey, Tamisha Walker, Jeff Landau, Chala Bonner, Stephanie Medley, Ronell Ellis, Cheryl Sudduth
 - **No:** Melissa Klawuhn
 - **Absent:** Louie Tirona, LaShante Smith, Gilbert Salinas, Michael Pierson

- **Community-based Representative Seat 9: Carlos Fernandez**
 - **Aye:** Ellen McDonnell, Diana Becton, Lynn Mackey, Tamisha Walker, Jeff Landau, Chala Bonner, Stephanie Medley, Ronell Ellis, Cheryl Sudduth
 - **No:** Melissa Klawuhn, Esa Ehmen-Krause
 - **Absent:** Louie Tirona, LaShante Smith, Gilbert Salinas, Michael Pierson

All sixteen (16) applicants have been invited to the public interviews scheduled for the Public Protection Committee meeting on June 27, 2022.

Recommendation(s)/Next Step(s):

CONSIDER interviewing RJOB nominated applicants and all remaining interested applicants for Community-based Representative Seats #8 and #9 on the Racial Justice Oversight Body.

RECOMMEND candidates for the vacant seats identified above to the Board of Supervisors for appointment consideration at their July 12, 2022 meeting.

Attachments

Attachment A - Member Roster

Attachment B - Press Release

Attachment C - e-Newsletter Alert

Attachment D - All RJOB Applications

Attachment E - Applicant Summary

2021-22 Racial Justice Oversight Body

Seat

The Sheriff or designee
The Chief Probation Officer or designee
The Public Defender or designee
The District Attorney or designee
Superior Court representative (*Non-Voting*)
Local Law Enforcement representative (*Nominated by CCC PCA*)
Contra Costa County Office of Education representative
Local School District representative (*Mt. Diablo/West Contra Costa/Antioch*)
Health Services Department representative
Community-based Representative, Seat 1 (*Nominated by Racial Justice Coalition*)
Community-based Representative, Seat 2 (*Nominated by Racial Justice Coalition*)
Community-based Representative, Seat 3 (*Prior personal criminal justice involvement*)
Community-based Representative, Seat 4 (*Prior personal criminal justice involvement*)
Community-based Representative, Seat 5 (*CBO work w/ justice involved youth*)
Community-based Representative, Seat 6 (*CBO work w/ justice involved of any age*)
Community-based Representative, Seat 7 (*CBO work w/ justice involved of any age*)
Community-based Representative, Seat 8 (*Faith-based organization*)
Community-based Representative, Seat 9 (*School age youth or CBO of youth services*)

Appointee

Melissa Klawuhn
Esa Ehmen-Krause
Ellen McDonnell (Co-Chair)
Diana Becton
Matthew Malone
Bisa French
Lynn Mackey
LaShante Smith
Gilbert Salinas
Tamisha Walker (Co-Chair)
Jeff Landau
Michael Pierson
Chala Bonner
Stephanie Medley
Ronell Ellis
Cheryl Sudduth
Vacant
Vacant

Term Expiration

ex-officio
ex-officio
ex-officio
ex-officio
other appointed
December 31, 2022
other appointed
December 31, 2022
other appointed
December 31, 2022
December 31, 2022
December 31, 2022
December 31, 2022
December 31, 2022
December 31, 2022
December 31, 2022
December 31, 2022
December 31, 2022



Contra Costa County

County Administrator's Office • 1025 Escobar St., 4th Floor • Martinez, CA 94553 • www.contracosta.ca.gov

IMMEDIATE RELEASE

April 12, 2022

Contact: Patrice Guillory, Director

Office of Reentry & Justice

Patrice.guillory@orj.cccounty.us

Contra Costa County Seeks Applicants for (2) VACANT Racial Justice Oversight Body Community Representative Seats

(Martinez, CA) - The Contra Costa County Board of Supervisors is seeking applicants who are interested in serving on its 18-member Racial Justice Oversight Body (RJOB). The Racial Justice Oversight Body has two (2) vacancies for Community-based Representatives to serve in seats #8 and #9.

The RJOB is a multi-agency advisory body established by the Contra Costa County Board of Supervisors to oversee the implementation of the recommendations made by the Racial Justice Task Force and accepted by the Board of Supervisors to reduce racial disparities in the criminal and juvenile justice systems. The RJOB also reviews local criminal and juvenile justice data in an ongoing fashion to identify and address any racial disparities that may persist.

The Racial Justice Oversight Body is composed of the following 18 members:

- *Four (4) Ex-Officio Members:*
 - ✓ The Sheriff or his designee;
 - ✓ The Chief Probation Officer or her designee;
 - ✓ The Public Defender or her designee;
 - ✓ The District Attorney or her designee;

- *Five (5) Other Appointed Members:*
 - ✓ A representative from the Superior Court, as a non-voting member;
 - ✓ A representative from a local law enforcement agency, nominated by the Contra Costa County Police Chiefs' Association;
 - ✓ A representative from the Contra Costa County Office of Education;
 - ✓ A representative from a Local School District;
 - ✓ A representative from Contra Costa County Health Services Department;

- *Nine (9) community-based representatives selected and appointed by the Board of Supervisors:*
 - ✓ Two (2) members of the Contra Costa Racial Justice Coalition;
 - ✓ Two (2) individuals with prior personal criminal or juvenile justice system involvement;

- ✓ Two (2) representatives from community-based organizations that work with justice-involved populations, any age;
- ✓ One (1) representative from a community-based organization that works with justice-involved youth
- ✓ One (1) representative from a faith-based organization;
- ✓ One (1) representative that is either a school age young person, or from a community-based organization who provides services to school age youth.

The Board of Supervisors is seeking applications for the following two (2) VACANT seats on the RJOB:

- **Community-based Representative Seat #8:** One (1) representative from a faith-based organization
- **Community-based Representative Seat #9:** One (1) representative that is either a school age young person, or from a community-based organization who provides services to school age youth

Appointments to the Racial Justice Oversight Body will be for the completion of the existing term of two years ending December 31, 2022. The RJOB meets on a quarterly basis and its members also serve on its three subcommittees that each currently meet on a monthly basis. All members serve on the RJOB and its subcommittees without compensation, stipends, or reimbursement of expenses, and the selection of the community-based representatives are intended to reflect the geographic, ethnic, and racial diversity of Contra Costa County.

Applications will be due by 5 p.m. on April 28, 2022, and all timely applicants will be invited to attend the Racial Justice Oversight Body’s Quarterly Meeting, scheduled for May 5, 2022 at 1 p.m. as members deliberate recommendations. Applicants are also invited to the public interview process conducted by the Board of Supervisors’ Public Protection Committee: Supervisors Candace Andersen, District II, and Federal Glover, District V. This committee will then recommend a selection of applicants for Board of Supervisors to appoint to the Racial Justice Oversight Body.

Below is a complete timeline of this recruitment process to fill the two (2) vacant RJOB seats:

- April 28: Final Day of the Application Period, due by 5:00 p.m.
- May 5: Racial Justice Oversight Body Quarterly Meeting: Application Review and Q&A
- May 23: Public Protection Committee Meeting: Interviews
- June 7: Board of Supervisors Appointments

Application forms can be obtained from the Clerk of the Board of Supervisors by calling (925) 655-2000 or by visiting the County webpage for Boards and Commissions at <https://www.contracosta.ca.gov/3418/>. Completed applications should be emailed to ClerkoftheBoard@cob.cccounty.us. Applications can also be mailed to the Clerk of the Board of Supervisors Office at 1025 Escobar Street, 1st Floor, Martinez, CA 94553.

###

Racial Justice Oversight Body (RJOB)

Seeking Applications for (2) Vacant Community-based Representative Seats



Applications Due, Thursday, April 28th, 2022 by 5:00PM.

The RJOB is a multi-agency advisory body established by the Contra Costa County Board of Supervisors to oversee the implementation of the recommendations made by the Racial Justice Task Force and accepted by the Board of Supervisors to reduce racial disparities in the criminal and juvenile justice systems. The RJOB also reviews local criminal and juvenile justice data in an ongoing fashion to identify and address any racial disparities that may persist.

The Board of Supervisors is seeking applications for the following two (2) VACANT seats on the RJOB:

- **Community-based Representative Seat #8:** One (1) representative

from a faith-based organization

- **Community-based Representative Seat #9:** One (1) representative that is either a school age young person, or from a community-based organization who provides services to school age youth

Below is a complete timeline of this recruitment process to fill the two (2) vacant RJOB seats:

- **April 28:** Final Day of the Application Period, due by 5:00 p.m.
- **May 5:** Racial Justice Oversight Body Quarterly Meeting: Application Review and Q&A
- **May 23:** Public Protection Committee Meeting: Interviews
- **June 7:** Board of Supervisors Appointments

For more information on RJOB membership duties and activities, please visit their website - [here](#)

HOW TO APPLY

Application forms can be obtained from the Clerk of the Board of Supervisors by calling (925) 655-2000 or by clicking the buttons below.

Completed applications should be emailed to

ClerkoftheBoard@cob.cccounty.us. Applications can also be mailed to the Clerk of the Board of Supervisors Office at 1025 Escobar Street, 1st Floor, Martinez, CA 94553.

NOTE: Select "Racial Justice Oversight Body" from the drop-down menu and enter "Community-based Representative Seat #8 or #9" as the Seat Name you are applying for.

Online Application

Downloadable and Fillable PDF

For additional information contact:



Patrice Guillory
Director | Office of Reentry & Justice
Contra Costa County
50 Douglas Drive, Suite 202
Martinez, CA 94553
(925) 313-4087 | Office
Patrice.Guillory@orj.cccounty.us

[Unsubscribe nicole.popczuk@orj.cccounty.us](#)

[Update Profile](#) | [Constant Contact Data Notice](#)

Sent by nicole.popczuk@orj.cccounty.us in collaboration
with



Try email marketing for free today!

Application Form

Profile

Carlos _____ j _____ Fernandez _____
First Name Middle Initial Last Name

_____ Suite or Apt _____
Home Address

Richmond _____ CA _____ 94801 _____
City State Postal Code

Primary Phone

Email Address

[District Locator Tool](#)

Resident of Supervisorial District:

District 1

safe return project _____ organizer _____
Employer Job Title

Length of Employment

3 years

Do you work in Contra Costa County?

Yes No

If Yes, in which District do you work?

1

How long have you lived or worked in Contra Costa County?

lived 20+ years worked 5 years

Are you a veteran of the U.S. Armed Forces?

Yes No

Board and Interest

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Seat Name

youth seat

Have you ever attended a meeting of the advisory board for which you are applying?

Yes No

If Yes, how many meetings have you attended?

2

Education

Select the option that applies to your high school education *

High School Diploma

College/ University A

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

College/ University B

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

College/ University C

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

Other Trainings & Occupational Licenses

Other Training A

Certificate Awarded for Training?

Yes No

Other Training B

Certificate Awarded for Training?

Yes No

Occupational Licenses Completed:

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

I hear there was a youth seat. I am a youth who is formerly incarcerated and today I mentor at-risk youth in Richmond

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

I feel that I have the experience that qualifies me and makes me an expert on what's best for youth in our communities

[Upload a Resume](#)

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

Yes No

Do you have any obligations that might affect your attendance at scheduled meetings?

Yes No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Yes No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

jjcc

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

jjcc

List any volunteer or community experience, including any advisory boards on which you have served.

mentor and organizer in west county

Conflict of Interest and Certification

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?

Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.

I Agree

Important Information

1. This application and any attachments you provide to it is a public document and is subject to the California Public Records Act (CA Government Code §6250-6270).
2. All members of appointed bodies are required to take the advisory body training provided by Contra Costa County.
3. Members of certain boards, commissions, and committees may be required to: (1) file a Statement of Economic Interest Form also known as a Form 700, and (2) complete the State Ethics Training Course as required by AB 1234.
4. Meetings may be held in various locations and some locations may not be accessible by public transportation.
5. Meeting dates and times are subject to change and may occur up to two (2) days per month.
6. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.
7. As indicated in Board Resolution 2021/234, a person will not be eligible for appointment if he/she is related to a Board of Supervisors' member in any of the following relationships:
 - (1) Mother, father, son, and daughter;
 - (2) Brother, sister, grandmother, grandfather, grandson, and granddaughter;
 - (3) Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
 - (4) Registered domestic partner, pursuant to California Family Code section 297;
 - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

Application Form

Profile

Tavane M Payne
 First Name Middle Initial Last Name

Home Address Suite or Apt
 concord CA 94521
 City State Postal Code

Primary Phone

Email Address

[District Locator Tool](#)

Resident of Supervisorial District:

District 4

Medically Retired-Contra Costa County Juvenile Correctional Officer III
 Employer Job Title

Length of Employment

8 years

Do you work in Contra Costa County?

Yes No

If Yes, in which District do you work?

How long have you lived or worked in Contra Costa County?

Since 1964

Are you a veteran of the U.S. Armed Forces?

Yes No

Board and Interest

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Seat Name

Have you ever attended a meeting of the advisory board for which you are applying?

Yes No

If Yes, how many meetings have you attended?

Education

Select the option that applies to your high school education *

High School Diploma

College/ University A

Name of College Attended

Kaplan University

Degree Type / Course of Study / Major

BS Criminal Justice/Forensic Psych

Degree Awarded?

Yes No

College/ University B

Name of College Attended

Gurnick Academy of Medical Academy

Degree Type / Course of Study / Major

Limited X-ray Technologist/MA

Degree Awarded?

Yes No

College/ University C

Name of College Attended

Heald Business College

Degree Type / Course of Study / Major

Junior accountant/Data entry

Degree Awarded?

Yes No

Other Trainings & Occupational Licenses

Other Training A

Level 1 Reserve Police Officer

Certificate Awarded for Training?

Yes No

Other Training B

Juvenile Correction Core

Certificate Awarded for Training?

Yes No

Occupational Licenses Completed:

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

I have been in the law enforcement and juvenile justice for 20 years. I have worked with juveniles age 3-21 as a helper, supporter, assistant to the primary instructor for their educate. I have managed house home for young women who have been rescued from sex trafficking predator's ages 21`+. President of Parents' Club at Garin Elementary and Edna Hill Middle/JR high. Edna Hill's School Site Council member. I have always been involved in some way in helping our future adults through their life long learning process.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

I have been involved with juveniles and juvenile justice for most of my life. I believe I have caring and experience in working to improve their choices in life. I would like to help in refining our juvenile justice system.

[Upload a Resume](#)

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

Yes No

Do you have any obligations that might affect your attendance at scheduled meetings?

Yes No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Yes No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

Parents' Club, School Site Council, worked with DARE, Brentwood Police department volunteer program.

Conflict of Interest and Certification

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?

Yes No

If Yes, please identify the nature of the relationship:

Retired from contra costa county probation, still have a portion of workmen's comp to complete

Please Agree with the Following Statement

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.

I Agree

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 - (3) Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
 - (4) Registered domestic partner, pursuant to California Family Code section 297;
 - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.



EXPERIENCE

PEGGY BACA, RIO VISTA, CA

CAREGIVER- 11/2020-CURRENT

- Monitor Vitals- Blood Pressure, O2, Pulse, Temperature
- Testing sugar levels, preparing meals.
- Administer medications

LOVE NEVER FAILS US, HAYWARD, CA

HOUSE MANAGER-11/2006-9/2016

- Oversight of Residential home for survivors of Human Trafficking and abuse

- Scheduling of

TAVANE PAYNE RADIOLOGY TECHNOLOGIST

OBJECTIVE

To be accepted into the A.S. Radiology Technologist Program at Gurnick Academy. Graduate, promote, and succeed as a Radiology Technology

SKILLS & ABILITIES

Conducted a thorough inspection of the procedure room(s) state of readiness prior to admission of the patient

Conducted frequent inspections of imaging and radiology equipment to ensure proper functioning

Performed basic X-ray procedures

Identified and reports possible risk factors to a physician or Head Radiologist in a timely manner

Maintained a safe and clean environment for patients and personnel by following procedures for radiation protection, personal protective equipment, infection control, and disposal of hazardous waste and sharps

Implements correct procedures to ensure radiation doses are within ALARA limits

VITALS

Concord, CA 94521

TAVANE PAYNE

RADIOLOGY TECHNOLOGIST

transportation for clients to and from medical appointments

- Facilitate counseling sessions on life skills (Social skills, budgets, communication, Anger Management)

CONTRA COSTA PROBATION, MARTINEZ, CA

JUVENILE CORRECTIONS OFFICER 3/2005-4/2013

- Responsible for daily safety & security, health procedures and welfare of Juvenile Hall residents
- Processing Intake, counseling juveniles, case management

BELLA CREEK PROPERTIES

REAL ESTATE ASSISTANT 10/2004-3/2005

- Logging all applications, photos, and flyers
- Submit all information of properties for sale into MLS

GURNICK ACADEMY OF MEDICAL ARTS, MA/LIMITED X-RAY

SEPT 2021-CURRENT

KAPLAN UNIVERSITY- BS CRIMINAL JUSTICE/FORENSIC PSYCHOLOGY

GRADUATED 2013

MARTINEZ/LOS MEDANOS COLLEGE-RESERVE MODULES A, B AND C

GRADUATED 1997

HEALD BUSINESS COLLEGE- MEDICAL ASSISTANT/EKG TECH

GRADUATED 1984

CERTIFICATIONS

First Aid, Basic Life Support, CPR and AED

REFERENCES

Tennisha Thomas CCMA, Urgent Care + Telehealth

Vanessa Russell, Founder of Love Never Fails

Donna Mendez, Daughter of Peggy Baca

Application Form

Profile

Alex _____ J _____ Laughridge _____
 First Name Middle Initial Last Name

Home Address _____ Suite or Apt _____
 Discovery Bay _____ CA _____ 94505 _____
 City State Postal Code

Primary Phone _____

Email Address _____

[District Locator Tool](#)

Resident of Supervisorial District:

District 3

Employer _____ Job Title _____

Length of Employment

Do you work in Contra Costa County?

Yes No

If Yes, in which District do you work?

How long have you lived or worked in Contra Costa County?

14 years

Are you a veteran of the U.S. Armed Forces?

Yes No

Board and Interest

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Seat Name

Community-based Representative Seat 9

Have you ever attended a meeting of the advisory board for which you are applying?

Yes No

If Yes, how many meetings have you attended?

Education

Select the option that applies to your high school education *

None of the above

College/ University A

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

College/ University B

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

College/ University C

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

Other Trainings & Occupational Licenses

Other Training A

Certificate Awarded for Training?

Yes No

Other Training B

Certificate Awarded for Training?

Yes No

Occupational Licenses Completed:

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

America's justice system is one of the most important assets in this country. I as a young citizen of Contra Costa County wish to be apart of identifying the racial disparities so that this very system is fair for every citizen. I have always done my best to be informed and I wish to bring my input to the Racial Justice Oversight Body.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

I am a 14 year old boy who is qualified to be a representative for the young people of this county. I am in my freshman year of high school and I have worked extremely hard and have received amazing grades as a result. I am extremely intelligent and I believe I can bring a lot to the Racial Justice Oversight Body.

Upload a Resume

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

Yes No

Do you have any obligations that might affect your attendance at scheduled meetings?

Yes No

If Yes, please explain:

I am currently enrolled at Liberty High School and I am required to attend school throughout the year during Monday through Friday from 8:15 am to 3:05 pm.

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Yes No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

Conflict of Interest and Certification

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?

Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.

I Agree

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 - (3) Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
 - (4) Registered domestic partner, pursuant to California Family Code section 297;
 - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

Application Form

Profile

Deborah _____ L _____ Hoffman-Wade _____
 First Name Middle Initial Last Name

Home Address _____ Suite or Apt _____
 Richmond _____ CA _____ 94806 _____
 City State Postal Code

Primary Phone _____

Email Address _____

[District Locator Tool](#)

Resident of Supervisorial District:

District 1

Retired _____ Social Worker _____
 Employer Job Title

Length of Employment

60 years

Do you work in Contra Costa County?

Yes No

If Yes, in which District do you work?

How long have you lived or worked in Contra Costa County?

5 years

Are you a veteran of the U.S. Armed Forces?

Yes No

Board and Interest

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Seat Name

Deborah Hoffman-Wade

Have you ever attended a meeting of the advisory board for which you are applying?

Yes No

If Yes, how many meetings have you attended?

None, but I have read all the minutes of the board and it's sub-committees.

Education

Select the option that applies to your high school education *

High School Diploma

College/ University A

Name of College Attended

College of St Benedict

Degree Type / Course of Study / Major

Theology/Education

Degree Awarded?

Yes No

College/ University B

Name of College Attended

WTI

Degree Type / Course of Study / Major

MSW

Degree Awarded?

Yes No

College/ University C

Name of College Attended

Deborah Hoffman-Wade

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

Other Trainings & Occupational Licenses

Other Training A

Certified Sexual Assault Victims Counselor

Certificate Awarded for Training?

Yes No

Other Training B

Certified Domestic Violence Victims Counselor

Certificate Awarded for Training?

Yes No

Occupational Licenses Completed:

Retired Social Workers License from the State of Minnesota.

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

I have a unique perspective as a lesbian mother with a son who is a police officer (San Francisco County Deputy Sheriff) and I am in a quad-racial, bi-religious relationship for almost 40 years. I am bi-racial Edot HaMizrach/White and my spouse is bi-racial African-American/Native American. I want to be useful with my long years of civil rights involvement while bringing a balanced view of all conduct. I worked many years as a social worker aware of my white privilege while working for the NA community with migrant families in Northern Minnesota and on the Red Lake Indian Reservation in the 70's.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

I have many years of experience working to end anti-semitism and racism. I am bright, thoughtful, kind, compassionate, determined, and aging with as much grace as possible. I have a unique perspective with skills (organizational, leadership, determination, tenacity, and a sense of humor) and great capacity to keep learning and participating in ending racial injustice.

[Upload a Resume](#)

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

Yes No

Do you have any obligations that might affect your attendance at scheduled meetings?

Yes No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Yes No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

2018-Present Temple of Beth Abraham Board of Directors, Oakland, California 2007-2008 Native American Aids Project Board of Directors, San Francisco, California 2006-2007 Steering Committee: Femme Collective, San Francisco, California 2005- 2006 Bay Area American Indian Two Spirit – Bookkeeper, San Francisco, California 2005 Housing Commissioner HRA Housing Faribault, Minnesota 1998-2005 Advisory Council, WTI. Ordination Council, Re-formed Congregation 2001-2002 True Spirit Trans Conference- Presenter on Body Image and Sexuality. 2002 planning committee for largest trans conference in Washington D.C. 1992-2002 Minnesota Coalition for Battered Women and Minnesota Coalition Against Sexual Assault Advisory Board to the Commissioner of Public Safety 1999 US Presidential Community Service Award Medal for my work with Innovative Rural Homeless, Domestic Violence Prevention, Sexual Assault Survivors and Families Living in Poverty. 1993-1998 Certified Social Work Field Instructor, Mankato State University 1994-2005 Advisory Council, Philanthropy Chair, Re-formed Congregation/Minnesota 1992-1998 Southern Minnesota Rural Housing Initiative Advisory Board. 1992-1998 Elected Representative of Community Workers, Community Action Legislative Rules Committee 1997 Granting Committee, Minnesota Women’s Fund 1993-1998 Elected Chair, Legislative Resolutions Committee, Minnesota Community Action Legislative Rules Committee 1985-1995 State of Minnesota Department of Corrections Domestic Violence and Sexual Assault Program Advisory Board. Appointed by Governor Carlson. 1985-2004 Member Minnesota Social Service Association

Conflict of Interest and Certification

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?

Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.

I Agree

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6. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.
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 - (2) Brother, sister, grandmother, grandfather, grandson, and granddaughter;
 - (3) Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
 - (4) Registered domestic partner, pursuant to California Family Code section 297;
 - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

**Deborah Hoffman-Wade, Ms. Div.
Oakland, CA 94619**

Career Experience

2012

Retired

2011-2012

Director of Development: Buenas Vidas Youth Ranch, Inc.- Responsible for grant writing, staff, board, and employee development. Worked with diversity of clients: sexual orientations/cultures and races. Helped ED develop programs, train staff and Board of Directors, developed yearly budget, start donor base, and funding programs. (Part-time)

2006-2011

Administrative Assistant: Han's Construction-All office coordinator. Responsible for client contact, insurance company contact, professional contractor assignments, office and staff calendar and all other office administration. (Full-time)

February 2002-2005

Director of Social Work, Waterville Good Samaritan Center, Waterville, MN.

Completed all federal and state forms for elder care. Worked with cognitive, social and family issues related to SNF. (Part-time.)

June 1998 -2002

Instructor, South Central College, Faribault, MN.

Teach college courses through the Child Development/Guidance and Education Department: Professional Relationships in Early Childhood, Professional Leadership in Early Childhood and Family and Community Relations, Human Relationships and Diversity. (Part-time, evening classes.)

1999 – March 2000

Development Coordinator, WomanSafe Center, Faribault, MN. Develop relationships with private foundations and government funders. Provide marketing and public relations for organization. Write grants for all programs, as needed, related to battered women, sexual assault, and child abuse included diversity project for Spanish speaking women. Prepare budgets, set goals, administrate grants and complete grant reports. (Part-time.)

1987- June 1998

Resource Development Director, Three Rivers Community Action, Zumbrota, MN.

Develop relationships with private foundations and government funders. Marketing and public relations work. Write grants for all programs, as needed related to social services programs (homeless, energy assistance, Head Start, housing programs, shelter, case management, etc). Last two grants funded: \$400,000 McKnight Grant to build the Northfield Community Center

and \$400,000 Rural Homeless Prevention Grant. Over 6 million dollars in grant writing dollars raised. Execute annual membership drive. Coordinate all fundraising activities for the agency. Co-Author *Partners in Change: Building Collaboration* Published by SMART, Mankato MN.

Grant Reviewer, Minnesota Women's Fund.

Review all aspects of grants submitted to the Minnesota Women's Fund. Decide funding priorities, critique budgets, and analysis goals of programs with emphasis on women and girl's issues.

Manager, Three Rivers Community Action, Zumbrota, MN.

Supervise, staff and maintain office with 15 employees in Rice County. Largest office outside the administrative office serving approximately 7-10,000 individuals/families per year. Programs included: Fuel Assistance, Domestic Violence/Sexual Assault Programs, Homeless Prevention Program, Head Start, Crisis Help, Elder Services, and Meals on Wheels.

Social Work Counselor, Three Rivers Community Action, Zumbrota, MN.

Provide crisis and ongoing counseling to families and individuals seeking assistance with financial and personal issues. Teaching basic living skills to families and children (pre-school to high school), such as healthy living, socialization skills, communication skills, hygiene skills, stress management, time management, conflict management, child development, values clarification, relaxation skills, balancing life skills and burn out.

Board Member and Grant Reviewer, Department of Corrections, Victims Division, St. Paul, MN.

Set priorities for Battered Women's and Sexual Assault Programs for the State of Minnesota. Review all grants, including financial and goals review, for programs applying for battered women's program funding, sexual assault program funding.

1985-1987

Head Start Teacher/Parent Education Coordinator, Three Rivers Community Action, Zumbrota, MN.

Teach pre-school children and parents in a home-based program. Coordinate parent education activities for three county Head Start Programs.

1983-1985

School Age Day Care Director, YMCA, Faribault, MN.

Coordinate and teach school age day care.

1982-1983

Nursery School Teacher, A Child's Delight, Faribault, MN.

Teach pre-school children.

1980-1982

Director of Religious Elementary Education, Blessed Sacrament Catholic Church, Grand Island, NE.

Coordinate, train staff and operate 3,000 student, 50 teacher religious education program.

1977-1980

Director of Religious Education, Secondary, Religious Education Center, Faribault, MN
Coordinate, train staff and operate the secondary religious education program.

Boards and Professional Organizations

- 2007-2008 Native American Aids Project Board of Directors, San Francisco, California
- 2006-2007 Steering Committee: Femme Collective, San Francisco, California
- 2005- 2006 Bay Area American Indian Two Spirit – Bookkeeper, San Francisco, California
- 2005 Housing Commissioner HRA Housing Faribault, Minnesota
- 1998-2005 Advisory Council, WTI. Ordination Council, Re-formed Congregation
- 2001-2002 True Spirit Trans Conference- Presenter on Body Image and Sexuality. 2002
planning committee for largest trans conference in Washington D.C.
- 1992-2002 Minnesota Coalition for Battered Women and Minnesota Coalition Against
Sexual Assault Advisory Board to the Commissioner of Public Safety
- 1999 US Presidential Community Service Award Medal for my work with Innovative
Rural Homeless, Domestic Violence Prevention, Sexual Assault Survivors and
Families Living in Poverty.
- 1993-1998 Certified Social Work Field Instructor, Mankato State University
- 1994-2005 Advisory Council, Philanthropy Chair, Re-formed Congregation/Minnesota
- 1992-1998 Southern Minnesota Rural Housing Initiative Advisory Board.
- 1992-1998 Elected Representative of Community Workers, Community Action
Legislative Rules Committee
- 1997 Granting Committee, Minnesota Women’s Fund
- 1993.1998 Elected Chair, Legislative Resolutions Committee, Minnesota Community Action
Legislative Rules Committee
- 1985.1995 State of Minnesota Department of Corrections Domestic Violence and Sexual
Assault Program Advisory Board. Appointed by Governor Carlson.
- 1985.2004 Member Minnesota Social Service Association

Education

- Anti-Racism Training Anti-Racism Training for White Women- African American Studies
Dept. University of Texas Austin 1999
- MSW Mankato State University 1997 – Courses for MSW
- Certificate University of Indiana Fund Raising School, 1994
- Certificate Minnesota Community Action Association Marketing & PR Training
- MSW WTI
- BA College of St. Benedict-Theology/Pastoral Ministry and Education, 1977

Minnesota Social Work License (Retired) # 06278

References Upon Request

Application Form

Profile

Yenny _____ Garcia _____
First Name Middle Initial Last Name

_____ Suite or Apt _____
Home Address

Richmond _____ CA _____ 94805 _____
City State Postal Code

Primary Phone

Email Address

[District Locator Tool](#)

Resident of Supervisorial District:

District 1

Contra Costa Youth Services _____
 Bureau _____ Administrative Assistant _____
Employer Job Title

Length of Employment

Do you work in Contra Costa County?

Yes No

If Yes, in which District do you work?

1

How long have you lived or worked in Contra Costa County?

33 years

Are you a veteran of the U.S. Armed Forces?

Yes No

Board and Interest

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Seat Name

Have you ever attended a meeting of the advisory board for which you are applying?

Yes No

If Yes, how many meetings have you attended?

Education

Select the option that applies to your high school education *

High School Diploma

College/ University A

Name of College Attended

Berkeley City College

Degree Type / Course of Study / Major

AA Psychology

Degree Awarded?

Yes No

College/ University B

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

College/ University C

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

Other Trainings & Occupational Licenses

Other Training A

Social Work and Human Services Paraprofessional Certificate of Achievement

Certificate Awarded for Training?

Yes No

Other Training B

Certificate Awarded for Training?

Yes No

Occupational Licenses Completed:

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

I am the Chair of the Community Police Review Commission-City of Richmond and have oversight experience. Promoting positive relations between community/police.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

Board Member of Bay Area Girls Club Member of Richmond Rotary Former Board Member Urban Tilth Former Board Member The Latina Center Former Executive Director Assistant at The Latina Center Executive Committee Member for the International Women's Day Celebration City of Richmond Deep ties in West County

Upload a Resume

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

Yes No

Do you have any obligations that might affect your attendance at scheduled meetings?

Yes No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Yes No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

Conflict of Interest and Certification

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?

Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.

I Agree

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 - (3) Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
 - (4) Registered domestic partner, pursuant to California Family Code section 297;
 - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

Yenny Garcia



Experience

June 2021 to Current

Executive Assistant Director • The Latina Center

April 2014 to June 2021

General Manager • Lotus Hotels

February 2012 to March 2014

Assistant General Manager • Ridgemont Hospitality

Executive Director Assistant: Responsible for conducting research on foundation and other funding sources to support the long-term sustainability of The Latina Center's programs and services. Assist with writing program reports to funders, manage and prepare organizational communications (brochures, flyers, other publicity materials), maintain and update the organization's online media (Facebook, website), and general employee supervision and evaluation.

Hotel General Manager: Responsible for the smooth running of the day-to-day operations of the hotel and managed the ongoing profitability. Duties included marketing and promoting the hotel, managing work schedules, and providing service delivery that exceeded guests' expectations. Setting revenue and guest satisfaction targets and ensuring that they were met. Managed budgets and finances and controlling expenditure. Recruiting, training, and managing hotel's employees. Carrying out regular inspections of the property and amenities and organizing necessary maintenance. Ensuring compliance with health and safety legislation and licensing laws and ensuring that the necessary security is in place. Monitored employee performance and offered regular evaluation meetings designed to improve service.

Education

Berkeley City College, Berkeley, Ca- AA/BA Degree in Progress

References

Available upon request.

Richmond, Ca 94805



Application Form

Profile

Gigi _____ R _____ Crowder _____
 First Name Middle Initial Last Name

Home Address _____ Suite or Apt _____
 Antioch _____ CA _____ 94531 _____
 City State Postal Code

Primary Phone _____

Email Address _____

[District Locator Tool](#)

Resident of Supervisorial District:

District 3

NAMI Contra Costa _____ Executive Director _____
 Employer Job Title

Length of Employment

4 years

Do you work in Contra Costa County?

Yes No

If Yes, in which District do you work?

All

How long have you lived or worked in Contra Costa County?

20 years

Are you a veteran of the U.S. Armed Forces?

Yes No

Board and Interest

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Seat Name

Gigi Crowder

Have you ever attended a meeting of the advisory board for which you are applying?

Yes No

If Yes, how many meetings have you attended?

3

Education

Select the option that applies to your high school education *

High School Diploma

College/ University A

Name of College Attended

University of California, Berkeley

Degree Type / Course of Study / Major

BA Psychology

Degree Awarded?

Yes No

College/ University B

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

College/ University C

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

Other Trainings & Occupational Licenses

Other Training A

Certificate Awarded for Training?

Yes No

Other Training B

Certificate Awarded for Training?

Yes No

Occupational Licenses Completed:

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

I have been a home owner and tax payer in Contra Costa County since May 2002 and have a vested interest in ensuring the funds raised from this sales tax are allocated in a manner consistent with reimagining public safety and improving health outcomes for all. I have a keen understanding of how appropriately utilizing these new financial resources, through cost effective methods with community input can result in a better quality of life that could allow for more economic opportunities for all residents. I understand that when services and programs are not made available where they are most needed it results in greater cost down the line for all. I think we have an obligation to wisely use these additional dollars to address long standing inequities that put a drain on our system. I want to work with individuals who love this county as much as I do to create a county that meets the needs of all by prioritizing and redefining safety while promoting community and belonging for all citizens. I want to share my ideas around key resources and community defined practices we can use to promote and utilize to promote equity and reduce the glaring disparities we see in the criminal justice system. My over 30 years in the mental health field equips me with the skills and knowledge needed to approach challenges using an appreciative inquiry, strength based, and solutions focused application. I am great at looking at root causes and applying compassionate approaches that allow for positive outcomes.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

I have over 30 years in social services, specifically mental health managerial positions. I am therefore well informed about the fact too often individuals living with mental illnesses are criminalized and incarcerated when they have unaddressed trauma and live with untreated mental health diagnosis. I served as the Ethnic Services Manager for Alameda County Behavioral Health Services and worked alongside Nationally Recognized Subject Matter Experts exploring racial biases that lead to disparities and misdiagnosis etc for those most harmed due to systemic racism. I'm hopeful my background as a Champion for Change as an Advocate can be used to improve outcomes as it has across the State by serving in a Clergy, Family member and Professional role utilizing my lived experience to train others and promote community defined strategies that produce promising outcomes.

Upload a Resume

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

Yes No

Do you have any obligations that might affect your attendance at scheduled meetings?

Yes No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Yes No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

Measure X CAB

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

I served as the Chair of the Social Justice Advisory Committee for the California Behavioral Health Directors of California for 4 years. 2012 to 2016 I have several volunteering obligations that I have committed to in an effort to improve safety in this county. I volunteer and utilize my own resources by supporting work lifesaving work in faith based and non profits campaigns to end homelessness and support those living with mental illness. I volunteer more than 8 hours a week feeding those who are living with a mental illness and unsheltered in Antioch. I am the current Chair of the Statewide Mental Health and Spirituality Initiative. 2014- present I was the Founding Chair of the Alameda County African American Health and Wellness Committee that manages 2 million dollars annually to reduce behavioral health disparities in Alameda County. 2013 -2016. Co- Chair of the Contra Costa County Behavioral Health Care Partnership. I have served on numerous non profit boards as Treasurer, Secretary and President. I am currently supporting the Miles Hall Foundation based in Walnut Creek as a Volunteer Consultant. I train Prison Chaplains and other Faith and Spiritual Leaders about mental illness and the importance of understanding how they can best support and advocate for those impacted.

Conflict of Interest and Certification

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?

Yes No

If Yes, please identify the nature of the relationship:

I am the Executive Director of NAMI Contra Costa County and responsible for administering deliverables through a contract with the Behavioral Health Department. I have no personal contract with the county.

Please Agree with the Following Statement

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and undersand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.

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 - (3) Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
 - (4) Registered domestic partner, pursuant to California Family Code section 297;
 - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

Gigi R. Crowder, L. E.
Antioch, CA 94531

CAREER OBJECTIVE:

My desire is to continue to serve as a highly qualified Executive Director using my vast leadership skills to offer development support, technical assistance, strategic planning and capacity building to a non-profit agency, or other grass root entities that promote culturally responsive community identified practices to improve outcomes for those impacted by mental illness. I hope to use my skills and knowledge to embrace wellness and recovery models to transform systems and support the empowerment of all people seeking to improve the quality of their lives.

EDUCATION:

June 1985 University of California, Berkeley, B.A., Psychology

September 1990 American College of Sports Medicine, Certification, Personal Fitness Training

EMPLOYMENT HISTORY:

January 2017- Present

Executive Director - National Alliance of Mental Illness Contra Costa, NAMI CC Pleasant Hill CA. Lead Executive managing day to day operations with a core of Volunteers and Board Members. Duties include managing the budget, fund development and representing NAMI CC as its primary leader.

September 2015 – March 2017

Fund Developer/ Grant Writer – National Alliance of Mental Illness Contra Costa, NAMI CC Pleasant Hill CA. Responsible for identifying private and public funding opportunities and developing successful proposals to receive funds for a non- profit advocacy agency committed to reduce mental health and reentry stigma and supporting those the live with mental health challenges and their families.

January 2010 – Present

Master Trainer and Co- Creator of Mental Health Friendly Communities a comprehensive faith-based stigma reduction curriculum designed for advancing efforts to address and eliminate health disparities for all ethnic and cultural communities. Successfully implemented in eight California counties to

specifically improve outcomes in the African American Community through a contract with CalMHSA's Each Mind Matters Campaign.

July 2009 - Present

Principle- GRC Consulting, Antioch, CA

Offering support and technical assistance to non-profit agencies, faith centers and other grass roots organizations. Work with Leadership to build their infrastructure and capacity to work with governmental agencies while carrying forward their identified vision and values needed to achieve their mission and goals. Organizational development coaching to support the building of effective, proactive boards, design and creation of strategic plans. Fund development support to position entities to respond successfully to public, private and governmental procurement processes and funding opportunities.

May 2007- September 2016

Ethnic Services Manager – Alameda County Behavioral Health Care Services, Oakland CA.

Responsible for insuring services delivery is culturally effective and responsive. Work includes working collaboratively with historically unserved /underserved communities, inappropriately served communities, families, and consumers to promote inclusion and reduce disparities. Core responsibility is focusing on reducing health disparities for unserved, underserved and inappropriately served communities by identifying community defined approaches that best meets their needs.

January 2003 - 2007

Program Specialist - Alameda County Behavioral Health Care Services, Oakland CA. Responsible for monitoring contracts with both mental health and alcohol and other drugs service providers, in the role of a liaison, provide support to management for special projects, provide ancillary resources for SACPA providers, provide supervision and support to Medicare Part D resource staff, provide technical assistance to consumer operated programs.

September 1999 - December 2002

Founding Director of Employment Program – Bay Area Community Services, Oakland CA.

Supervised a staff of 12; which included Job Developers and Job Coaches for an employment program that provided employment supports to individuals with severe psychiatric disabilities throughout Alameda County. Responsibilities included monitoring a contract with the State Dept. of Rehabilitation, hiring staff, training staff, facilitating employment groups working with other CBOs, benefits counseling, fund development, managing the program's budget, preparing program for CARF accreditation.

June 1992 – September 1999

Transitional Employment Program Coordinator – Bay Area Community Services, Oakland CA.

Provided employment and other daily living skills services to adults with severe psychiatric disabilities in a full day psycho-social rehabilitation program. Duties included development of meaningful work in the community for program participants, assisting consumers with removing barriers to employment,

working with employers to develop supportive work environments, job coaching, facilitating of job seeking groups, providing vocational training in food service, clerical, janitorial and landscaping. Responsibilities included Medi-Cal charting and billing. Participated in utilization reviews and other requirements of Alameda County BHCS.

August 1990 – June 1992

Job Developer / Volunteer Coordinator – Catholic Charities of San Francisco, San Francisco CA. Served in the role of an employment counselor and volunteer coordinator for a transitional residential program for homeless youth. Responsibilities included identifying and removing barriers to employment, assisting with development of appropriate employment opportunities. Provided support to individuals and groups of volunteers who connected with the residents to help them reach their goals.

May 1988 – February 1990

Job Developer – Rubicon Programs Inc., Richmond CA. Primarily responsible for development of employment opportunities for adults with various barriers to employment for a rehabilitative program. Facilitated weekly job readiness classes, identified, and removed barriers to employment, worked closely with State Department of Rehabilitation Counselors, provided benefit counseling, served as a consumer and family member advocate.

ADDITIONAL EXPERIENCE

Certified as a foster parent in Alameda and Contra Costa Counties.

Coordinator of a faith based mentoring program for adolescent at risk girls.

Service on the Board of Director for several non-profit agencies.

Served as lead researcher and coordinator for a utilization study addressing the mental health disparity that exist for the African American Community in Alameda County.

Cultural Competency Trainer/CBMCS and other tools.

Honors/Positions

Inducted into the Alameda County Women Hall of Fame, 2002

Recipient of the 2016 NAMI CA Cultural Competency Community Leader Award

Current Chair of the California Mental Health and Spirituality Initiative.

References provided upon request.

Application Form

Profile

Jackie

First Name

Ejuwa

Last Name

Middle Initial

Home Address

San Ramon

City

Suite or Apt

CA

State

94583

Postal Code

Primary Phone

Email Address

[District Locator Tool](#)

Resident of Supervisorial District:

District 2

Blue Shield of California

Employer

Vice President, Health Transformation

Job Title

Length of Employment

17 years

Do you work in Contra Costa County?

Yes No

If Yes, in which District do you work?

How long have you lived or worked in Contra Costa County?

17 years

Are you a veteran of the U.S. Armed Forces?

Yes No

Board and Interest

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Seat Name

Have you ever attended a meeting of the advisory board for which you are applying?

Yes No

If Yes, how many meetings have you attended?

Education

Select the option that applies to your high school education *

None of the above

College/ University A

Name of College Attended

Brown University

Degree Type / Course of Study / Major

Masters in Healthcare Leadership

Degree Awarded?

Yes No

College/ University B

Name of College Attended

University of Florida

Degree Type / Course of Study / Major

Doctorate in Pharmacy

Degree Awarded?

Yes No

College/ University C

Name of College Attended

University of Ibadan

Degree Type / Course of Study / Major

Bachelor of Pharmacy

Degree Awarded?

Yes No

Other Trainings & Occupational Licenses

Other Training A

Certificate Awarded for Training?

Yes No

Other Training B

Certificate Awarded for Training?

Yes No

Occupational Licenses Completed:

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

I have been in the San Ramon community for the past 17 years and I am a member of Church of the Valley also in San Ramon. The events of the past 2 years, especially highlighted by the killing of George Floyd and Armand Arbery, the statistics that show traffic stops and prison sentences disproportionately impacting people of color, as well as my own personal experience and that of other people of color have me convinced that we have to do more to correct structural systems that were historically set up to perpetuate racism.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

I have always been an advocate for diversity, equity and inclusion (DEI). At my place of employment, I serve as one of only 14 leaders on our DEI leadership Council. In addition, I was appointed to Brown University's inaugural Advisory Council to Eliminate Anti-Black Racism. This Council recently completed a 28-page report on how Brown University could work to eliminate racism across 5 pillars.

[Upload a Resume](#)

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

Yes No

Do you have any obligations that might affect your attendance at scheduled meetings?

Yes No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Yes No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

I serve as a board member for a non-profit called Elder Care Alliance. I also serve on Brown University's Advisory Council to eliminate Anti-Black Racism

Conflict of Interest and Certification

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?

Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.

I Agree

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 - (1) Mother, father, son, and daughter;
 - (2) Brother, sister, grandmother, grandfather, grandson, and granddaughter;
 - (3) Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
 - (4) Registered domestic partner, pursuant to California Family Code section 297;
 - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

JACQUELINE EJUWA, PHARM.D, MHL

HEALTH CARE FUTURIST | CREATIVE PROBLEM SOLVER | EXECUTIVE | HEALTH EQUITY CHAMPION | DIVERSITY, EQUITY & INCLUSION LEADER

Ivy-league educated, results-oriented and outcomes-driven executive. Offering **30+** years of deep operational and strategy experience in payor and provider sectors of the healthcare industry. Known as an expert in delivering innovative, high-quality and cost-effective solutions and projects across multiple large organizations. Executive sponsor of employee resource group addressing diversity, equity and inclusion. Accountable and consistent with a proven progressive career reflecting strong management experience that builds and leads highly motivated and high performing teams. Dynamic speaker, highly praised for work ethic, communication skills and successful delivery of work. **PROFESSIONAL EXPERIENCE**

BLUE SHIELD OF CALIFORNIA

2004 - Present

A CA based 4million+ member health plan which provides health insurance coverage for California's commercial, individual, Medicare and Medicaid populations

Vice President, Health Transformation Acceleration, Apr 2020 to Present

- Expanded leadership over multiple innovations team focused on accelerating healthcare transformation.
- Accountable for piloting new initiatives, determining pilot success and scaling successful programs.
- Revamped a health data strategy team of **9** employees and successfully ran multiple use case pilots to inform a data acquisition roadmap that will enable development of meaningful use of patient electronic health records data for various stakeholders.
- Scaled a new primary care value-based payment models across **> 115** physician practices over a **6-month** period, on target to scale to **500** independent physicians by end of 2021.
- Successfully co-designing and implementing **> 6** initiatives across payor, management service & provider organizations to improve health care outcomes, quality, and physician satisfaction while also reducing cost of health care and improving health equity.
- Oversight over a portfolio management office that successfully implements **> 10** strategic and priority initiatives every year.
- Accountable for **70+** employees/contractors with a combined labor, non-labor and portfolio management office budget of **> \$85** million.

Senior Director, Mandates Implementation, August 2015 - April 2020

- Led and managed significant change while providing enterprise-wide leadership and oversight for the implementation of new state and federal laws which on average resulted in changes to **200** processes, **30** systems and **10** digital portals yearly.
- Successfully work cross-functionally across **2** organizations providing oversight and leadership for the scoping and implementation of compliant solutions for **> 700** new laws and regulations.
- Developed from the ground up a diverse team of **19** including attorney, certified public accountant and compliance professionals across large geographic territory spanning southern and northern California with total budget of **\$2M+**.
- Consistently achieved **≥ 99%** compliance for more than **170+** new/revised laws yearly and ensured operational areas executed on corrective action plans for any noncompliant laws.

Driver, Community Health Advocate Program, March to October 2019

- Led end-to-end development of a Community Health Worker (Advocate) program from strategy through tactical execution with multiple cohorts of up to **20** Community Health Advocates completing training and being deployed to multiple physician practices.
- Program has saved an average of **\$200K** per enrolled member by connecting patients to community resources to address social determinants of health, reduce health care disparities, improve health equity and total wellness.
- Drove Community Health Advocate Program while maintaining full time employment in the Law Department as a Senior Director.

Senior Director, Pharmacy Benefits & Claims Operations, July 2009 to July 2015

- Led **150+** full time employees and **\$23M** budget with responsibility for strategy, operations, compliance, vendor management and pharmacy product.
- Led creative implementation of select Affordable Care Act preventive service requirements, reducing labor and healthcare costs by **\$750K+**.

- Developed and implemented drug prior authorization process improvements utilizing Lean Six Sigma, reducing labor costs by **\$250K** and improving response time by **15%**.
- Managed **\$11M** annual pharmacy claims vendor contract and **\$12M** per year operations budget.
- Oversaw pharmacy authorization call center team responsible for saving **\$424M per year** in healthcare costs.
- Collaborated with team to deliver **20+** excellent audit results for operational and clinical regulatory, employer group, and internal audits.

Senior Pharmacist Manager - Pharmacy Clinical Operations, July 2004 - July 2009

- Led team of **55** clinical pharmacists, pharmacy technicians, and call center operational teams to administer drug utilization management for outpatient prescription drug benefit and office-administered drugs.
- Implemented Medicare Part D systems, operational processes and medication coverage policies for coverage.

CONVETIT

2018 - 2020

A CA based company, Convetit brings together professionals in virtual Advisory Boards for intense dialogues in online moderated engagements that provide a view into where markets and solutions are headed

Advisory Board Member | Healthcare Futurist

- Key opinion leader on an Advisory Board panel of 20+ health care experts on *Disruptions Impacting the Future of Health Plans*.
- Ranked in the **Top 3** Advisory Board panel of **20+** health care experts on *Amazon-Berkshire-JPMorgan Health Ventures: Impact on the Future of Employee Benefits*".
- Ranked **#1** key opinion leader for **2** themes and in the **Top 3** of all 10 themes spanning 8 months.
- Thought leader on Advisory Board opining on *The Evolution of Fee for Service Healthcare* and *Designing the Healthcare Facility of the Future*

OPTUM RX

2002 - 2004

A CA based pharmacy care services company that goes beyond traditional pharmacy benefit management, connecting billions of data points, empowering doctors to make informed decisions, tackling trends and pinpointing solutions for its 13 million members

Consulting Pharmacist Supervisor

- Managed clinical call center and operational team of **16** pharmacists providing clinical counseling for **2M+** members.
- Directed development and implementation of enhanced workflow processes between customer service and pharmacist teams, increasing employee engagement and decreasing pharmacist voluntary attrition by **25%**.

PHARMERICA

1994 - 2002

A CA based provider of long-term pharmacy services to more than 15% of senior living communities, public health organizations and post-acute care facilities across the United States.

Clinical Consulting Pharmacist

- **1** of only **5** pharmacists in the Western Region of more than **30** pharmacists with an approved collaborative agreement to order laboratory results and write orders for drug therapy changes based upon laboratory results.
- Worked directly with the Director of Nursing and Facility Medical Directors to ensure quality of drug treatment for each resident and compliance with state and federal laws.

ADDITIONAL EXPERIENCE

BROWN UNIVERSITY, PROVIDENCE, RHODE ISLAND

2017 - 2020

Faculty, Master of Science in Healthcare Leadership

- Developed learning objectives, educational content, lecture and provide teaching support for the regulatory course to **25+** executives.

EDUCATION

McKinsey Black Executive Leadership Program

2022

Board Governance - Women On Boards Executive Education

2021

Yale School of Management, New Haven, Connecticut

MASTER of SCIENCE in HEALTHCARE LEADERSHIP

2017

Brown University, Providence, Rhode Island

DOCTOR OF PHARMACY, University of Florida, Gainesville, Florida

BACHELOR OF PHARMACY, University of Ibadan, Oyo State, Nigeria

VOLUNTEERING

Non-Profit Board Member

2020 -

Present

Elder Care Alliance - Senior Care Living Communities providing housing for 650+ seniors across independent, assisted living, skilled nursing, and memory care facilities

**Advisory Council to Eliminate Anti-Black Racism
Present**

Brown University, Rhode Island - Inaugural Advisory Council appointed by the Dean of the School of Professional Studies

CERTIFICATIONS/AWARDS

- More than 12 internal/external honors and awards for being a leader, mentor and delivering on key organizational initiatives
- Lean Six Sigma Yellow Belt Certification
- Board Certified Geriatric Pharmacist (1999 - 2018)
- Professional, Academy of Healthcare Management

Application Form

Profile

Kerie
First Name

Middle Initial

Dietz Roberts
Last Name

Home Address

Apt 1
Suite or Apt

Walnut Creek
City

CA
State

94596
Postal Code

Primary Phone

Email Address

[District Locator Tool](#)

Resident of Supervisorial District:

District 4

Employer

Job Title

Length of Employment

Do you work in Contra Costa County?

Yes No

If Yes, in which District do you work?

How long have you lived or worked in Contra Costa County?

Are you a veteran of the U.S. Armed Forces?

Yes No

Board and Interest

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Seat Name

Have you ever attended a meeting of the advisory board for which you are applying?

Yes No

If Yes, how many meetings have you attended?

Education

Select the option that applies to your high school education *

High School Diploma

College/ University A

Name of College Attended

University of Illinois at Chicago

Degree Type / Course of Study / Major

bachelors anthropology

Degree Awarded?

Yes No

College/ University B

Name of College Attended

Rush University

Degree Type / Course of Study / Major

masters nursing

Degree Awarded?

Yes No

College/ University C

Name of College Attended

Rush University

Degree Type / Course of Study / Major

DNP psych nurse practitioner

Degree Awarded?

Yes No

Other Trainings & Occupational Licenses

Other Training A

Certificate Awarded for Training?

Yes No

Other Training B

Certificate Awarded for Training?

Yes No

Occupational Licenses Completed:

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

I am currently pursuing a doctorate from Rush University to become a nurse practitioner in psychiatric and mental health. I currently work as a nurse for a therapeutic day school and an associated group home for foster boys. The combination of this experience and these passions is why I would love the opportunity to serve on these boards.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

I believe the previous section describes my qualifications well.

[Upload a Resume](#)

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

Yes No

Do you have any obligations that might affect your attendance at scheduled meetings?

Yes No

If Yes, please explain:

I work full time and have kids.

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Yes No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

Conflict of Interest and Certification

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Yes No

If Yes, please identify the nature of the relationship:

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Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

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I Agree

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 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

Application Form

Profile

Magret _____ A _____ Nunes _____
First Name Middle Initial Last Name

_____ Suite or Apt _____
Home Address

Danville _____ CA _____ 94526 _____
City State Postal Code

Primary Phone

Email Address

[District Locator Tool](#)

Resident of Supervisorial District:

District 2

John Swett Unified School _____ Teacher _____
District Employer Job Title

Length of Employment

26 years in this districe

Do you work in Contra Costa County?

Yes No

If Yes, in which District do you work?

District 5 - Federal Glover

How long have you lived or worked in Contra Costa County?

50 years

Are you a veteran of the U.S. Armed Forces?

Yes No

Board and Interest

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Seat Name

#9

Have you ever attended a meeting of the advisory board for which you are applying?

Yes No

If Yes, how many meetings have you attended?

Education

Select the option that applies to your high school education *

High School Diploma

College/ University A

Name of College Attended

San Francisco State

Degree Type / Course of Study / Major

MA Secondary Education

Degree Awarded?

Yes No

College/ University B

Name of College Attended

San Francisco State

Degree Type / Course of Study / Major

BS International Business Management

Degree Awarded?

Yes No

College/ University C

Name of College Attended

San Francisco State

Degree Type / Course of Study / Major

BA German

Degree Awarded?

Yes No

Other Trainings & Occupational Licenses

Other Training A

Administrative, Business, Multiple Subject Credentials

Certificate Awarded for Training?

Yes No

Other Training B

ongoing racial justice trainings

Certificate Awarded for Training?

Yes No

Occupational Licenses Completed:

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

I work with a diverse student population in a school district where over 70% qualify for free/reduced lunch. I am part of the movement to shift the mindset of punitive disciplinary action to restorative practices to better serve our youth. This position would provide the opportunity for me to support students and dismantle the school to prison pipeline.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

Winner of the 2022 California Teachers Association (CTA) member Human Rights Award; Co-Chair Racial Justice Committee of Central Contra Costa Labor Council 2021-present; Equity Team member for CTA AlCosta Service Center 2015 - present. Indivisible East Bay Criminal Justice Committee - 2022; Public School Teacher 1990 - present: John Kennedy High-Richmond, San Leandro High, Del Mar High-Campbell, John Swett High-Crockett; Created Social Justice Activists (representative group of JSUSD school community) 2021; wrote and was awarded \$30,000 in social justice-oriented grants over the last year. Have participated in County's effort to form ORESJ over the past year. I, as well as my children, attended Contra Costa public schools K-12. I also serve on the Board of the non-profit "Close the Gap", which is committed to closing the opportunity gap for low-income students. I would be honored to serve.

Upload a Resume

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

Yes No

Do you have any obligations that might affect your attendance at scheduled meetings?

Yes No

If Yes, please explain:

I am a full-time teacher; however, my work assignment is flexible - I am able to attend meetings, but need advance notice.

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Yes No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

I am a member of Girl Scouts of Northern California and have volunteered for decades. I am currently a delegate of their Council. I was a Girl Scout while growing up here in Contra Costa. I currently organize book reads centered on Social Justice titles. Other experience has been stated above.

Conflict of Interest and Certification

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?

Yes No

If Yes, please identify the nature of the relationship:

I am the TUPE Site Coordinator for my school. This job, as well as my public school job, are paid by Contra Costa County.

Please Agree with the Following Statement

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Application Form

Profile

pablo _____ G _____ Martinez _____
 First Name Middle Initial Last Name

Home Address _____ Suite or Apt _____
 Walnut Creek _____ CA _____ 94597 _____
 City State Postal Code

Primary Phone _____

Email Address _____

[District Locator Tool](#)

Resident of Supervisorial District:

District 4

Pueblos Del Sol _____ Lead Counselor _____
 Employer Job Title

Length of Employment

2 years

Do you work in Contra Costa County?

Yes No

If Yes, in which District do you work?

4

How long have you lived or worked in Contra Costa County?

28 years

Are you a veteran of the U.S. Armed Forces?

Yes No

Board and Interest

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Seat Name

Have you ever attended a meeting of the advisory board for which you are applying?

Yes No

If Yes, how many meetings have you attended?

Education

Select the option that applies to your high school education *

G.E.D. Certificate

College/ University A

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

College/ University B

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

College/ University C

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

Other Trainings & Occupational Licenses

Other Training A

Certificate Awarded for Training?

Yes No

Other Training B

Certificate Awarded for Training?

Yes No

Occupational Licenses Completed:

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

I served in the Martinez Main Street Board of Directors for 9 years and two years on the Shell (CAP) Community Advisory Panel. and I am currently on the board of directors of Support\$Recovery which provides housing for people in substance abuse treatment.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

I currently coordinate services for the Hispanic community in needs of substance abuse treatment Concord which is the only Spanish speaking treatment facility in Contra Costa County. Pueblos Del Sol

[Upload a Resume](#)

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

Yes No

Do you have any obligations that might affect your attendance at scheduled meetings?

Yes No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Yes No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

Conflict of Interest and Certification

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

Yes No

If Yes, please identify the nature of the relationship:

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Yes No

If Yes, please identify the nature of the relationship:

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 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

Application Form

Profile

Denise _____ R _____ Wilhite Thomas _____
 First Name Middle Initial Last Name

Home Address _____ Suite or Apt _____
 San Ramon _____ CA _____ 94582 _____
 City State Postal Code

Primary Phone _____

Email Address _____

[District Locator Tool](#)

Resident of Supervisorial District:

None Selected

Operation Reach 1 inc _____ CEO _____
 Employer Job Title

Length of Employment

14

Do you work in Contra Costa County?

Yes No

If Yes, in which District do you work?

East Contra Costa

How long have you lived or worked in Contra Costa County?

20

Are you a veteran of the U.S. Armed Forces?

Yes No

Board and Interest

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Seat Name

Racial Oversight

Have you ever attended a meeting of the advisory board for which you are applying?

Yes No

If Yes, how many meetings have you attended?

Education

Select the option that applies to your high school education *

High School Diploma

College/ University A

Name of College Attended

Santa Monica

Degree Type / Course of Study / Major

AA

Degree Awarded?

Yes No

College/ University B

Name of College Attended

UCLA

Degree Type / Course of Study / Major

Business/Economics

Degree Awarded?

Yes No

College/ University C

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

Other Trainings & Occupational Licenses

Other Training A

American Banking Inst

Certificate Awarded for Training?

Yes No

Other Training B

Underwriting/Secondary Markets

Certificate Awarded for Training?

Yes No

Occupational Licenses Completed:

California Department of Real Estate (hold license)

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

My company Operation Reach 1 has served the community for over 14 years promoting fair housing and fighting against wrongful foreclosures. For our efforts, we have received (3) Three Congressional awards. I am a recognized expert witness, testifying in court and depositions for the past (10) Ten years working with Thomson Reuters and written up in local newspapers. I have another company recently started 2 years ago, Black Prosperity Matters, where we promote small minority businesses and disseminate current information which benefits the community at large. Out of Black Prosperity Matters, they're 2 (two) divisions, BpMNow a recruitment firm, and Our Media Matters which promotes small businesses to invest in websites and E-commerce.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

My work for the community has provided a wide span, which has allowed me to advocate for all manner of persons. My beginnings were structured with a strong financial and business foundation. However, that wasn't enough and as I saw the injustices all around me I decided to pack up my skills and expand my purpose.

Upload a Resume

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

Yes No

Do you have any obligations that might affect your attendance at scheduled meetings?

Yes No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Yes No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

Housing, Homeless, feeding. All volunteer at local churches and shelters.

Conflict of Interest and Certification

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?

Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.

I Agree

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 - (2) Brother, sister, grandmother, grandfather, grandson, and granddaughter;
 - (3) Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
 - (4) Registered domestic partner, pursuant to California Family Code section 297;
 - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

Denise Wilhite Thomas

Housing Advocate - Community Liaison
Legal Services Professional: Licensed Realtor (California)
Subject Matter Expert Real Estate and Lending

Housing Advocacy

Founder and Managing Director of Operation Reach I Incorporated. Housing advocates and has a passion to assist homeowners with rescission wrongful foreclosures and struggling borrowers become whole again. Extending assistance with homeowners with difficult loan modifications working the lenders including Mega-Servicers such as Wells Fargo, Bank of America, Chase, Ocwen and others. Volunteer work with housing Non-Profits, SF Police Association, County and City Municipalities and throughout the Community as a "Robin Hood of Housing" if you will, to help Struggling Homeowners save their home and retain or achieve homeownership. There numerous public record Testimonials where successful in saving or returning clients legal ownership to them post-foreclosure, while working closely with Attorneys, Lenders.

Operation Reach 1 inc has received Patent Pending software application that assists struggling homeowners, and has 3 Congressional Awards with recognition in the Hispanic Community. Operation Reach is member and in good standing with Better Business Bureau (BBB) and holds A rating.

Community Housing

Background and longevity in Real Estate, Housing, Lending and Legal fields affords the opportunity to transfer skill-sets and utilizes experience and extensive knowledge in related fields will enhance any company or endeavors which pursues. My leadership, management and training skills will also display these attributes and add value to any firm.

Legal Professional - Expert Witness

I have provided Testimony and performed legal work for numerous Attorneys and contracts for organization in the Legal field. Thomas Reuters. Given this industry cannot mention Names of Attorney and or cases yet some of her work and success or on Public Record even instrumental in having worked she performed for the legal industry case results published to be used as precedent for future cases. Record of court cases can be accessed through google under my name.

EXPERIENCE

Lending

While my background and experience encompasses all facets of mortgage banking from Loan Origination to Secondary marketing my level of expertise is that of a subject matter expert and Expert Witness in Loan Servicing, drawing from my Skill-Sets while in the area or in a cross functional capacity in Loan Servicing, which afforded me experience and familiarity in but not limited to areas such as:

Credit Review

- Vice President, Regional Mortgage Underwriter (Northern and Southern California)
- Secondary Marketing – Familiar with FNMA/FHLMC Guidelines
- Investor compliance -Familiar with Non-Conforming loan Products
- Forensic review –Detailed and ability to see areas that are not on the surface
- Fraud Review

Compliance

- Ensuring loan compliance with HUD, federal state and local regulations
- Compliance with HUD, RESPA FNMA, FHMC and Investor's Servicing requirements
- Annual escrow analysis to ensure adequate reserves for taxes and insurance
- Compliance with Miranda Rights and Collection calling and call reports
- Adjustable Rate Mortgage change date-look back period & proper notification requirement
- Adjustable Rate Loan Disclosures - Transfer Servicing Disclosures

Default Servicing

- Collections, Eminent Default
- Modification, Forbearance Plans, Work outs , Short Sales
- Asset Management - Real Estate Owned (REO) Disposition

Investor / Reporting / Administration

- Pool Service Agreement (PSA)- Master Service Agreements (MSA)
- Loan Servicing Reports provided to investor at the agreed monthly cycle
- New Loans Reporting -Loan balance, rate and payments for mortgage loans added
- Final Maturity Due Reporting
- Loan Maturing Reporting
- Shortage/Surplus Summary Reporting
- Summary of Processed Activity Reporting
- Transferred Loans Report cycle

Application Form

Profile

Yvette _____ Varise _____
 First Name Middle Initial Last Name

Home Address _____ Suite or Apt _____
 Danville _____ CA _____ 94526 _____
 City State Postal Code

Primary Phone _____

Email Address _____

[District Locator Tool](#)

Resident of Supervisorial District:

District 2

loanDepot _____ Mortgage Loan Officer _____
 Employer Job Title

Length of Employment

8

Do you work in Contra Costa County?

Yes No

If Yes, in which District do you work?

2

How long have you lived or worked in Contra Costa County?

41 years

Are you a veteran of the U.S. Armed Forces?

Yes No

Board and Interest

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Seat Name

Have you ever attended a meeting of the advisory board for which you are applying?

Yes No

If Yes, how many meetings have you attended?

Education

Select the option that applies to your high school education *

High School Diploma

College/ University A

Name of College Attended

Heals College, School of Business

Degree Type / Course of Study / Major

Computer Business Software

Degree Awarded?

Yes No

College/ University B

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

College/ University C

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

Other Trainings & Occupational Licenses

Other Training A

Certificate Awarded for Training?

Yes No

Other Training B

Certificate Awarded for Training?

Yes No

Occupational Licenses Completed:

NMLS License #849520

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

I currently serve on the board for the youth based organization, San Ramon Valley Thunderbirds Football and Cheer, a licensed loan officer and feel the systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all is essential for our community and youth.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

-Licensed Loan Officer of 22 years, with loanDepot for the past 8 years. -Treasurer, Executive Board of Directors for the San Ramon Valley Thunderbirds Football and Cheer -Director of Finance, Board of Directors for San Ramon Valley Thunderbirds Football and Cheer -CFO and managing partner for Lion's Pride Strength & Fitness -Bilingual English/Spanish

Upload a Resume

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

Yes No

Do you have any obligations that might affect your attendance at scheduled meetings?

Yes No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Yes No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

Conflict of Interest and Certification

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?

Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

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Application Form

Profile

Bessie _____ Scoggins _____
 First Name Middle Initial Last Name

Home Address _____ Suite or Apt _____
 Antioch _____ CA _____ 94531 _____
 City State Postal Code

Primary Phone _____

Email Address _____

[District Locator Tool](#)

Resident of Supervisorial District:

None Selected

Pacific Gas and Electric _____ Senior Paralegal _____
 Employer Job Title

Length of Employment

2 years

Do you work in Contra Costa County?

Yes No

If Yes, in which District do you work?

How long have you lived or worked in Contra Costa County?

8 years

Are you a veteran of the U.S. Armed Forces?

Yes No

Board and Interest

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Seat Name

Community-based Representative Seat #8

Have you ever attended a meeting of the advisory board for which you are applying?

Yes No

If Yes, how many meetings have you attended?

Education

Select the option that applies to your high school education *

High School Diploma

College/ University A

Name of College Attended

University of Phoenix

Degree Type / Course of Study / Major

Bachelors/ Paralegal Studies

Degree Awarded?

Yes No

College/ University B

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

College/ University C

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

Other Trainings & Occupational Licenses

Other Training A

Certificate Awarded for Training?

Yes No

Other Training B

Certificate Awarded for Training?

Yes No

Occupational Licenses Completed:

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

As leader of a Faith based organization in Contra Costa County, it affords me the opportunity to see, hear and experience different people from all walks of life and diverse backgrounds. It also allows me to connect with people in our community and make it a better place. I believe one of the greatest benefits of being a community leader is giving and helping someone through words, creating action plans that bring about solutions, and seeking people from different walks and paths to help enhance their understanding, resources, and overall well-being. Supporting RJOB would be an honor. This is a great way to have a voice in the community and work with leaders to develop and implement strategies to help reduce racial disparities within our community and education system. We could explore community partnerships and engage in encouraging dialogue and critical conversations, that would promote growth, healing and advancement in our communities. As well as construct a long-term plan to develop and build an anti-racist community by developing a diversity, equity, and inclusion committee; encouraging other community leaders and businesses, identifying biases; and continuing open dialogue regarding reducing and eliminating systemic biases in our communities.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

For the past 20 years I have worked in the legal field as a paralegal support attorney with facts and evidence. I feel like I would be a great candid for this vacancy because of my background.

Upload a Resume

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

Yes No

Do you have any obligations that might affect your attendance at scheduled meetings?

Yes No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Yes No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

Conflict of Interest and Certification

**Do you have a familial or financial relationship with a member of the Board of Supervisors?
(Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)**

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?

Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

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I Agree

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 - (4) Registered domestic partner, pursuant to California Family Code section 297;
 - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
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Application Form

Profile

Aria _____ Capelli _____
 First Name Middle Initial Last Name

Home Address _____ Suite or Apt _____
 Diablo CA 94528
 City State Postal Code

Primary Phone _____

Email Address _____

[District Locator Tool](#)

Resident of Supervisorial District:

District 2

The Athenian School _____ High School Student _____
 Employer Job Title

Length of Employment

NA

Do you work in Contra Costa County?

Yes No

If Yes, in which District do you work?

How long have you lived or worked in Contra Costa County?

16 Years

Are you a veteran of the U.S. Armed Forces?

Yes No

Board and Interest

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Seat Name

School Age Representative

Have you ever attended a meeting of the advisory board for which you are applying?

Yes No

If Yes, how many meetings have you attended?

Education

Select the option that applies to your high school education *

None of the above

College/ University A

Name of College Attended

NA

Degree Type / Course of Study / Major

NA

Degree Awarded?

Yes No

College/ University B

Name of College Attended

NA

Degree Type / Course of Study / Major

NA

Degree Awarded?

Yes No

College/ University C

Name of College Attended

NA

Degree Type / Course of Study / Major

NA

Degree Awarded?

Yes No

Other Trainings & Occupational Licenses

Other Training A

NA

Certificate Awarded for Training?

Yes No

Other Training B

NA

Certificate Awarded for Training?

Yes No

Occupational Licenses Completed:

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

I believe in equity and in working to eradicate disparities within and between communities, and for that reason, I would like to be part of Contra Costa County's Racial Justice Oversight Body. When the pandemic grabbed hold of the pre-existing fissures and injustices in education and ripped them into canyons (and as I, too, frankly, found myself searching for something more purposeful to do than pre-canned Zoom school or a Netflix watch party), I co-founded the nonprofit Meaningful Teens to teach literacy skills to students falling even farther behind without individualized, in-person instruction. Education is supposed to be the route to equal opportunity, the yellow brick road to the American Dream, so if we can't provide that equitably, we compromise our ability to create a society that operates fairly in any other way. Although we successfully snagged donated tablets and headphones, I soon realized our challenges reaching our students ran much deeper than the glib technological veneer. Many of my students were caught in a net, different structures and systems knit together and weaved through their daily experiences and their family histories. My eyes opened for the first time to the larger reality my students inhabited. I felt like I'd suddenly seen a corner of "The Matrix", a few pixels that actually showed just how vast and tangled and hard to comprehend the whole system was. As a multi-cultural, multi-ethnic, multi-multiple person myself, I'd never been ignorant of the fact that our society carves different paths for different kinds of people, or of the impact that a person's background can have on their life course or opportunities. But the pandemic brought these issues into even greater relief, laying them at my doorstep (or at least my desktop). Our little organization blossomed and spread, eventually recruiting thousands of volunteers and hundreds of students and combining forces with other organizations. We partnered with Serve Square to provide students within the foster care system mentorship experience as MT volunteers and worked with the Compass Family Services to help homeless and at-risk families in the San Francisco Bay Area. I was proud of what we did. I knew what I was doing mattered, even if just to the students I was able to help. But I also saw how little it was. Volunteering and philanthropy, without changes to policy, can only go so far. The larger structures that really need to change require community action, political action. Teenagers (especially those of us who can't even vote yet) rarely have the opportunity to participate in our communities at that level. We're often the first initiates into the justice system, and yet we're too often viewed as a problem to be managed rather than critical stakeholders. I'd like to join the Racial Justice Oversight Body so that I can literally and figuratively take a seat at the table and help to build a more inclusive, just, and healthy future for everyone.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

Sometimes I feel like a bag of hyphens. I am multi-racial, pan-theist, bi-cultural, and first-generation American. I am the granddaughter of immigrants, juggling Spanish, Mandarin, and English at family events. My life has been filled with people, cultures, and customs from all over the world, and my multicultural upbringing has taught me to adapt, to try on different shoes (always taken off when people arrive, as grandma insists), and to connect and engage with people from different backgrounds. As spike proteins tear holes in our social fabric, racial confrontations have skyrocketed, compelling me to take action to combat these actions in my own life. I joined the Diversity, Equity, Inclusion, and Social (DEIS) justice club at my school, working with fellow members to advocate an inclusive academic community that reflects a wide range of identities, lived experiences, and perspectives and to promote a positive school culture and ensure all members of the our community feel seen and heard. The conversations we have centered around respect, rights for all, diversity, and the dignity of others, though sometimes uncomfortable, force us and enable us to grow and learn from one another in profound and impactful ways. As a young person, I'm also acutely aware of the ways in which justice in schools affects students' present and future selves. I'm lucky to attend an institution which values justice and seeks to treat students with justice and respect, but when the tendrils of social media reach all of us, none of us can close our eyes to the videos of black teenagers no older than I am pinned to the ground for a minor infraction, to "safety officers" who seem to think they're in a warzone, to the neon disparities in suspensions and expulsions. As someone who does not just "check" one box, I am uniquely qualified for a position which seeks to break down the barriers between our communities and guarantee justice for all. I enjoy putting in the work to not only get to know people, but to gain their trust and build bonds with them. I value relationships and communication and have proven that I can make a difference with those I come across. I have an ability to connect with others, learning from them and bringing out their best. I've also worked collaboratively to found a non-profit organization seeking to bridge the literacy divide that the pandemic ripped into a canyon by teaching reading over Zoom. As part of that organization, Meaningful Teens, I partnered with a range of people and companies to funnel skills and donations towards our efforts. I would love the opportunity to bring my skills collaborating, communicating, and organizing to the County's Racial Justice Task Force.

Upload a Resume

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

Yes No

Do you have any obligations that might affect your attendance at scheduled meetings?

Yes No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Yes No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

1. Meaningful Teens- Founder- Created an educational nonprofit that provides online literacy and English learning programs for refugees, immigrants, and low-income youth. Trained 1000+ volunteers and improved literacy rates by 45% and procured sponsorships from Fortune-500 companies like Chevron. Delineated a high school to college pathway with college advisors on hand for students in the program to obtain a BA/BS degree. Initiated the Be A Teacher program which encourages our students to become teachers and instills the importance of having teachers of color in the classroom. 2. Meaningful Gardens- Founder- Founded nonprofit to teach students in low-income areas about the benefits of gardening to end the cycle of food injustice. Funded and created gardens using seed sprouting and hydroponic gardening for classrooms and affordable housing communities with the ultimate goal of creating community gardens in these areas. 3. Smart Recycling Now (SRN)- Founder- Founder of SRN which builds owl boxes from recycled polypropylene face masks to help endangered owl populations. Supervises volunteers and recycling logistics in 27 schools in NY, CA, and MD. Facilitated the building of over 21 owl houses to date. 4. Diversity, Equity, Inclusion, and Social Justice Club- Ambassador- Joined a selective group of high school students to advocate civil discourse and conflict mediation to promote a positive American future. This work ensures students in The Athenian High School are not discriminated against due to religion, gender, sexual orientation, race, ethnicity, and/or socioeconomic status. 5. Student Council- Leader- Elected as liaison between students and administration to facilitate student initiatives and fundraisers for socials. Lead Friday morning school meeting to discuss grade-wide activities and programs. 6. Peer counselor-Work with peers to address a broad range of topics by providing one-on-one, confidential support. Establish an encouraging atmosphere where students can talk honestly about personal challenges. 7. Nibbi Brothers Construction- Intern- Interning for an environmentally-conscious contracting team. Hands-on learning of affordable housing funding, tax benefits, sourcing of material, government approval, and community involvement.

Conflict of Interest and Certification

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

Yes No

If Yes, please identify the nature of the relationship:

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Yes No

If Yes, please identify the nature of the relationship:

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 - (4) Registered domestic partner, pursuant to California Family Code section 297;
 - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

Aria Capelli

- Diablo, Diablo, CA 94528

EDUCATION

The Athenian School, Danville, CA 08/2021 - Present • GPA 4.0 (Unweighted)

- Fluent in Chinese and Spanish

ATHLETICS

Crow Canyon Sharks 02/2018 - Present • Futures Swim Cuts

- Swim breaststroke and IM, consistently placing in the top 30 in Western United States.

ACTIVITIES

Meaningful Teens, Founder • 03/2020 - Present

- Founded a virtual nonprofit with 1000 volunteers to teach English literacy to underserved students.
- Procured sponsorships from corporations including BNY Mellon Bank and Chevron.
- Created high school to college plan to advise path to obtaining BA/BS degree.
- Initiated Be A Teacher program to encourage students of colors to be teachers across the US.

Meaningful Gardens, Founder • 09/2021 - Present

- Founded a nonprofit to educate youth about different forms of gardening.
- Funded school gardens and indoor gardens to ten classrooms & affordable housing communities.

Smart Recycling Now (SRN), Founder • 10/2021 - Present

- Founded nonprofit recycling face masks to build owl boxes for natural rodent control.
- Built 21 owl boxes to date; Coordinating SRN at 27 high schools.

Diversity, Equity, Inclusion and Social Justice Club, Ambassador • 09/2021 - Present

- Selected as an advocate for civil discourse and conflict mediation while embracing differences of race, ethnicity, physical ability, religion, sexual orientation and socioeconomic status.

HumOn App, Creator and Designer • 10/2021 - Present

- Designing an app to engage users in authentic connections to eradicate unconscious bias.
- Inspired by Cooper Hewitt Smithsonian Contest.

Student Council, Leader • 08/2021 - Present

- Elected by peers as liaison between students and administration to facilitate student initiatives
- Lead Friday morning school meeting to discuss grade-wide activities and programs.

Peer Counselor • 08/2021 - Present

- Provide one-on-one confidential support for peers on a broad range of topics.

Nibbi Brothers Construction Intern • 03/2021

- Organized and filed union contracts, reviewed blueprints for low income housing construction, brainstormed community engagement opportunities, researched zoning and tax laws.

AWARDS AND HONORS

- **President's Volunteer Service Gold Award** • 2020 and 2021

Application Form

Profile

Talia _____ Moore _____
 First Name Middle Initial Last Name

Home Address _____ Suite or Apt _____
 El Sobrante _____ CA _____ 94803
 City State Postal Code

Primary Phone _____

Email Address _____

[District Locator Tool](#)

Resident of Supervisorial District:

District 1

Holy Names University _____ College Professor _____
 Employer Job Title

Length of Employment

4.8 years

Do you work in Contra Costa County?

Yes No

If Yes, in which District do you work?

How long have you lived or worked in Contra Costa County?

22 years

Are you a veteran of the U.S. Armed Forces?

Yes No

Board and Interest

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Seat Name

District 1- Member at large

Have you ever attended a meeting of the advisory board for which you are applying?

Yes No

If Yes, how many meetings have you attended?

40

Education

Select the option that applies to your high school education *

High School Diploma

College/ University A

Name of College Attended

University of California, Berkeley

Degree Type / Course of Study / Major

Social Welfare, Psychology, African-American Studies

Degree Awarded?

Yes No

College/ University B

Name of College Attended

Golden Gate University

Degree Type / Course of Study / Major

Psychology

Degree Awarded?

Yes No

College/ University C

Name of College Attended

Argosy University

Degree Type / Course of Study / Major

Counseling Psychology and Forensics

Degree Awarded?

Yes No

Other Trainings & Occupational Licenses

Other Training A

Certificate Awarded for Training?

Yes No

Other Training B

Certificate Awarded for Training?

Yes No

Occupational Licenses Completed:

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

I currently serve on the Alcohol and Other Drugs Advisory Board. I have been on this board for five years. My term is nearing expiration, and I would like to remain in my position. I would like to renew/ continue my AOD Board position. I would like to serve on the Racial Justice Oversight Body. At this time, there is a national call to action to ensure equal treatment across the races and within law enforcement. As a Black woman, a former Deputy Probation Officer and now as a college professor and criminologist, I believe my skill set, life experiences, formal education and employment background, provide a wealth of knowledge to help inform the process of ensuring racial justice. I feel compelled to give back to my community and work towards a cause I support.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

Please review Curriculum Vitae/ Resume Attached

Upload a Resume

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

Yes No

Do you have any obligations that might affect your attendance at scheduled meetings?

Yes No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Yes No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

Alcohol and Other Drug Advisory Board

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

Juvenile Justice Commission

List any volunteer or community experience, including any advisory boards on which you have served.

Alcohol and Other Drugs Board Member Juvenile Justice Commissioner

Conflict of Interest and Certification

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?

Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.

I Agree

Important Information

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2. All members of appointed bodies are required to take the advisory body training provided by Contra Costa County.
3. Members of certain boards, commissions, and committees may be required to: (1) file a Statement of Economic Interest Form also known as a Form 700, and (2) complete the State Ethics Training Course as required by AB 1234.
4. Meetings may be held in various locations and some locations may not be accessible by public transportation.
5. Meeting dates and times are subject to change and may occur up to two (2) days per month.
6. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.
7. As indicated in Board Resolution 2021/234, a person will not be eligible for appointment if he/she is related to a Board of Supervisors' member in any of the following relationships:
 - (1) Mother, father, son, and daughter;
 - (2) Brother, sister, grandmother, grandfather, grandson, and granddaughter;
 - (3) Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
 - (4) Registered domestic partner, pursuant to California Family Code section 297;
 - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

Talia Moore, Ed.D.

Education **Argosy University American School of Professional Psychology,
San Francisco Bay Area
Alameda, CA**

Educational Doctorate in Counseling Psychology
Forensic Psychology concentration
Completion Date: July 2013

**Golden Gate University
San Francisco, CA**
Master of Arts in Psychology
Marriage, Family and Children Counseling concentration
Completion Date: May 2005

**University of California at Berkeley
Berkeley, CA**
Bachelor of Arts in Social Welfare emphasis in Psychology
Minor: African-American Studies
Completion Date: December 2003

Teaching Experience

08/20- Present **Graduate Program Advisor, Holy Names University Counseling and
Forensic Psychology Graduate Program**
Provide students with academic information and assist with the details of each student's plan of study in the CPSY Program. Aid in the interview process of perspective students, critically assess and respond to program and student need.

08/18-Present **Assistant Professor and Undergraduate Criminology Program
Coordinator, Holy Names University**
Provide undergraduate and graduate students with pertinent information regarding the juvenile and criminal justice system. Research variance among those engaged in criminal activities, identify criminogenic factors, impart academic and career knowledge regarding supervising, interacting and being a part of the justice system. Create course material, lectures and test that promote learning, ensure rigor and develop students' understanding and overall learning experience.

- 06/17-Present** **Psychology Adjunct Instructor, Chabot Community College**
 Introduce students to basic concepts and principles within the field of psychology. Engage with and instruct traditional and non-traditional student learners. Develop course curriculum, tests materials, utilize online learning modalities and facilitate in-class discussions to cultivate a greater working knowledge of psychology. Create a safe environment that encourages student participation and fosters learning.
- 03/14- 06/17** **Adjunct Professor, John F. Kennedy- Criminal Justice Leadership College of Undergraduate Studies**
 Provide traditional and non-traditional student learners information regarding various components of the criminal justice system to include problem focused enforcement, community policing and community courts and corrections. Utilize an e-learning format. Keep students connected and engaged in the work. Demonstrate the importance of ethics, cultural sensitivity, social justice and service to the community.
- 08/13- Present** **Administration of Justice Adjunct Professor, Chabot Community College**
 Provide traditional and non-traditional student learners with pertinent criminal justice information. Develop course curriculum, tests materials and facilitate in-class discussions to cultivate a greater working knowledge of criminal justice for those interested in pursuing a degree in the field. Facilitate learning in a safe environment and encourage student participation. Incorporate on-line learning into class curriculum.
- 08/12- 09/16** **Associate Faculty, University of Phoenix**
 Teach students from various educational and life backgrounds pertinent information relating to law enforcement, psychology, social welfare and behavioral science. Develop course curriculum, tests materials and facilitate in-class discussions to cultivate a greater working knowledge for those interested in pursuing careers in various mental health, law enforcement and social welfare disciplines. Utilize online learning materials and references.
- 9/10- 2/11** **Adjunct Criminal Justice Instructor, Heald College**
 Facilitate learning to students. Provide real-world knowledge of the criminal justice field. Develop lesson plans, test materials and grade submitted work.
- 06/05-02/06** **Parent Project Program Facilitator, San Mateo County Probation Department**
 Provide structured parental support to aid in the rearing of strong-willed,

adjudged minors. Facilitate activity based sessions. Monitored and maintain group cohesion and progress.

08/03-05/04

Parent Education Program Facilitator, San Mateo County Probation Department

Devised curriculum geared towards educating parents of adjudged minors. Researched relevant topics applicable to adolescent culture. Maintain client case log and notify probation officers of progress.

Administrative Experience

03/15- 09/16

Lead Faculty Area Chair, Securities and Criminal Justice College, University of Phoenix, Bay Area Campus

Conduct faculty reviews and assessments, provide mentoring and coaching to develop effective teaching methods. Perform faculty consultation, certification and training. Report to periodic, monthly and weekly trainings and meetings. Provide support to adjunct faculty and ensure that teaching practices adhere to institutional standards and compliance requirements.

03/14- 09/16

Campus Faculty Assessment Liaison, University of Phoenix- Bay Area Campus

Provide leadership and support in the implementation of student learning outcome assessment initiatives. Inform faculty of assessment process, data collection measures, outcomes and aid in the facilitation and generation of ideas to benefit student learning and achievement.

Research Experience

06/14- 09/16

Research Fellow, University of Phoenix- Center for Workplace Diversity

Under the supervision of a principal investigator, independently research criminal justice issues, disparities in education and access to determine the correlation between these social deficits and recidivism. Research various models of probation utilized nationwide to determine a best-practices approach for specific populations within the criminal justice system.

Supervised Clinical Experience

09/04- 08/05

Youth and Family Enrichment Services, Therapist Trainee

Provide therapeutic psycho-educational counseling to adolescents with drug and alcohol abuse issues. Administer ASI assessment and other substance abuse test batteries to determine level of client risk factors and prevalent treatment concerns. Administer urine analysis and submit client case summaries and status reports to the court to report on client progress and program participation. Attend mandatory trainings and weekly individual and group supervision meetings. Provide individual, group and cognitive-behavioral counseling to women dealing with drug and alcohol addictions. Lead group activities. Maintain updated client case notes. Work with probation officer in developing treatment plan and client support.

**Professional
Experience**

09/16- Present

Want Moore, Owner and Operator

Want Moore is a space to create and facilitate transformative learning in criminal justice, education and within the community, by providing a competent, informed and culturally aware media platform to host progressive discussions, challenge ideals and move forward an agenda that promotes fair, equal and protective services for ALL within the justice system.

9/04- 5/13

**Deputy Probation Officer, San Mateo County
Probation Department**

Ensure that adjudicated and convicted law violators released on probation adhere to orders of the court. Issue probation violations, bench warrants and impose client sanctions. Protect the interest of the community by monitoring out of custody probationers. Utilize department supported assessment tools to determine need and appropriate level of supervision. Supervise juvenile and adult populations inclusive of the severely mentally ill; convicted drug offenders mandated to complete counseling; juveniles removed and returned to the home; and first-time offenders on local high school campuses. Coordinate and facilitate meetings, work with different community agencies and incorporate a wrap-around treatment modality. Respond to crisis situations, attend emergency family meetings and provide case management.

11/01-09/04

Group Supervisor, San Mateo County Juvenile Probation Department

Provide temporary detention care of youth under the jurisdiction of the juvenile court. Develop and offer therapeutic programming. Maintain client case log. Ensure safety and security of detained minors.

- 08/02-05/04** **Home Supervision Officer, San Mateo County Probation Department**
Supervise minors released from juvenile hall on probation. Make visits to minors' home and school and check their academic progress and attendance. Administer urine analysis.
- 08/03-02/04** **Early Academic Outreach Program, Outreach Coordinator**
Provide academic support to minority and underrepresented high school students and prepare these students academically to meet State Universities and University of California admission requirements.
- 08/01-05/02** **"I Have a Dream" Mentoring Program, Program Coordinator**
Coordinate an after-school, structured tutorial program for 7th and 8th grade underprivileged, middle school students. Supervise ten mentors. Facilitate monthly meetings and obtain student assessment reports from teachers and mentors. Establish strong working relationships with teachers, parents and mentors.

Presentations

- March 2011** **Spoken Word Event**
Argosy University
- December 2013** **Faculty Scholarship Showcase**
University of Phoenix
Specialized Treatment Courts: Are they more successful than traditional courts for juvenile female probationers?
- June 2014** **Bay Area Authors Speak Out:
The World as Seen Through the Eyes of Black Authors**
San Francisco Alumnae Chapter Delta Sigma Theta Sorority, Inc.
Discussion and Presentation of Poetry Book and Work
- November 2014** **Community Conversation on Law Enforcement – Know Your Rights Forum**
Berkeley Bay Area Alumnae Chapter Delta Sigma Theta Sorority, Inc.
- February 2015** **Faculty Scholarship Showcase**
University of Phoenix
Transitional Age Youth to Opportunity Youth: Probation Best Practice Methods.
- February 2015** **Know Your Rights Panel: Black History Month Panel and Community Discussion**
Chabot Community College

May 2016

Police Week Law Enforcement Symposium Panel Moderator
University of Phoenix, Bay Area Campus

Honors and Awards

2019 CPSY Annual Teaching Award, Holy Names University- Graduate
Psychology Counseling and Forensic Program

2015 Distinguished Faculty of the Year, University of Phoenix- Bay Area Campus,
Securities and Criminal Justice
Incentive Award Scholar, University of California, Berkeley

Affiliations

Contra Costa County Juvenile Justice Commission
Contra Costa County Alcohol and Other Drugs Advisory Board Member
Golden Gate University Alumni Association Board Member
University of California Alumni Association
University of California, Berkeley Incentive Award Alumni Association
Delta Sigma Theta Sorority, Incorporated
Girl Scouts of Northern California
Parent Teacher Association

Publications

Doctoral Dissertation: Specialized Treatment Courts: Are they more
successful than traditional courts for juvenile female probationers?

Dawn of My Next Decade, 2011, Self-Published

References

References and letters of recommendation available upon request.

Application Form

Profile

Esmeralda

First Name

Noyola

Last Name

Middle Initial

Home Address

Suite or Apt

Antioch

City

CA

State

94509

Postal Code

Primary Phone

Email Address

[District Locator Tool](#)

Resident of Supervisorial District:

None Selected

Employer

Job Title

Length of Employment

Do you work in Contra Costa County?

Yes No

If Yes, in which District do you work?

How long have you lived or worked in Contra Costa County?

Are you a veteran of the U.S. Armed Forces?

Yes No

Board and Interest

Which Boards would you like to apply for?

Racial Justice Oversight Body: Submitted

Seat Name

Community-based Representative Seat #9

Have you ever attended a meeting of the advisory board for which you are applying?

Yes No

If Yes, how many meetings have you attended?

Education

Select the option that applies to your high school education *

None of the above

College/ University A

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

College/ University B

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

College/ University C

Name of College Attended

Degree Type / Course of Study / Major

Degree Awarded?

Yes No

Other Trainings & Occupational Licenses

Other Training A

Certificate Awarded for Training?

Yes No

Other Training B

Certificate Awarded for Training?

Yes No

Occupational Licenses Completed:

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

I have always been a strong advocate for racial equality. Achieving racial equality is critically important for the benefit of everyone and I have always made an effort to deliver that message to the community. I am apart of a diverse community where I directly see the impact of racial inequality at school and in various public settings. I have always dreamed of being apart of any team who will work directly to reduce these racial justice disparities, but I never knew where to start. The opportunity of being a community-based representative is a perfect way for me to begin my journey of assisting in molding a new future for us all.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

I am a high school student who will be graduating in approximately a month.

[Upload a Resume](#)

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

Yes No

Do you have any obligations that might affect your attendance at scheduled meetings?

Yes No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Yes No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

I don't have experience with any advisory meetings. My volunteer experience is with local organizations. I volunteered at Holy Rosary Parish for a couple years where I handled paperwork, facilitated events, and waitressed. They had events where they would bring homeless children and I would read to them, play with them, and help them with homework. I have also volunteered as a poll worker for some elections. In addition, I was a student intern at a local elementary school where I planned lessons, graded work, read to them, etc. Currently, I have been working as a youth ambassador for CCHS where I spread awareness on everything regarding covid. I have assisted in planning and working at multiple vaccination events. I also had the honor of presenting our work at one of the Antioch city council meetings last fall. Finally, I recently was apart of a youth leadership team where we planned and executed a successful conference for other youth which took place at UC Berkeley.

Conflict of Interest and Certification

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?

Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and undersand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.

I Agree

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 - (2) Brother, sister, grandmother, grandfather, grandson, and granddaughter;
 - (3) Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
 - (4) Registered domestic partner, pursuant to California Family Code section 297;
 - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

Esmeralda Noyola

Summary

Motivated honor roll high school student with proven leadership skills and a history of volunteer involvement, seeking work experience and professional development opportunities.

EXPERIENCE

Contra Costa Health Services, Antioch, CA - *Covid-19 Youth Ambassador*

April 2021 - PRESENT

- Raise awareness on the risks and staying safe regarding COVID-19.
- Speak with local city leaders.
- Volunteer and organize vaccination events.

AUSD, John Muir Elementary School, Antioch, CA - *Student Intern*

February 2021 - May 2021

- Worked with students to enhance their Spanish speaking skills.
- Planned and conducted lesson plans for the class.

Holy Rosary Parish, Antioch, CA - *Youth Volunteer*

September 2018 - March 2020

- Assisted with activities for homeless children of all ages.
- Waitressed at Knights Of Columbus events.
- Operated concession stands at events that were hosted.

EDUCATION

Deer Valley High School- *Anticipated Diploma 2022*

AWARDS/CERTIFICATIONS

- Mandated Reporter Training- Completed 2021
- Outstanding English Achievement- 2019

SKILLS

- Advocacy
- Event planning
- Collaboration

Racial Justice Oversight Body - Applicant Summary for Community Representative Seat #8 & #9

*Recommended Applicants by RJOB on 5/5/2022 Quarterly Meeting

**Withdrawn Applications

<u>First</u>	<u>Last</u>	<u>District</u>	<u>Residence City</u>	<u>Work Location</u>	<u>Member Seats</u>	<u>Current Employer</u>	<u>Recent Volunteer Activity/Affiliation</u>	<u>Experience/Interest</u>
*Carlos	Fernandez	1	Richmond	Richmond	9	Safe Return Project	Current Member of JJCC (Youth Seat); Mentor and organizer in west county;	Lived 20+ years and worked 5 years in Contra Costa County. Is a youth who is formerly incarcerated and currently serves as a mentor for at-risk youth in Richmond.
*Gigi	Crowder	3	Antioch	All Districts	8	NAMI Contra Costa, Executive Director	Member of Measure X CAB; homeless services volunteer; current Chair of the Statewide Mental Health and Spirituality Initiative; Founding Chair of the Alameda County African American Health and Wellness Committee; Volunteer Consultant to the Miles Hall Foundation in Walnut Creek.	Interested in ensuring Measure X funds are allocated in a manner consistent with reimagining public safety and improving health outcomes for all. Interested in prioritizing and redefining safety while promoting community and belonging for all residents, and sharing ideas around key resources and community defined practices that promote equity and reduce the glaring disparities we see in the criminal justice system.
Tavane	Payne	4	Concord	N/A	Didn't Self Report	Retired Juvenile Correctional Officer III, Contra Costa County	Parents' Club, School Site Council, worked with DARE, Brentwood Police Department Volunteer Program;	Retired law enforcement officer in juvenile justice system for 20 years. Worked with juveniles age 3-21 as an assistant to the primary instructor for their education. Managed house home for young women who have been rescued from sex trafficking predator's ages 21+. President of Parents' Club at Garin Elementary and Edna Hill Middle/JR high. Edna Hill's School Site Council member.
Deborah	Hoffman-Wade	1	Richmond	N/A	8	Retired Social Worker	2018-Present: Temple of Beth Abraham Board of Directors, Oakland, California	Mother of law enforcement officer; is a bi-racial Edot HaMizrach/White, and living in a multi-racial, multi-cultural, multi-religious household. Interest in bringing experience in civil rights involvement, social work, and lived experience to end racial injustice.

Magret	Nunes	2	Danville	Rodeo	9	John Swett Unified School District, Teacher	Member, Girl Scouts of Northern California; Winner of the 2022 California Teachers Association (CTA) member Human Rights Award; Co-Chair Racial Justice Committee of Central Contra Costa Labor Council 2021-present; Equity Team member for CTA AlCosta Service Center 2015 - present; Indivisible East Bay Criminal Justice Committee - 2022; Public School Teacher 1990 - present: John Kennedy High-Richmond, San Leandro High, Del Mar High-Campbell, John Swett High-Crockett; Created Social Justice Activists (representative group of JSUSD school community) 2021	Interested in shifting punitive disciplinary action in schools to restorative practices to better serve youth, and dismantle the school to prison pipeline. Have been in active participant in the County's effort to form ORESJ over the past year. Is a board member for an organization called, Close the Gap, and is committed to closing the opportunity gap for low-income students.
Pablo	Martinez	4	Walnut Creek	Concord	9	Pueblos Del Sol, Lead Counselor	Martinez Main Street Board of Directors; Shell (CAP) Community Advisory Panel; Board of Directors of Support4Recovery;	Served on the Martinez Main Street Board of Directors for 9 years and two years on the Shell (CAP) Community Advisory Panel. Currently on the Board of Directors of Support4Recovery which provides housing for people in substance abuse treatment. Coordinates services for the Hispanic community regarding substance abuse treatment in Concord, the only Spanish speaking treatment facility in Contra Costa County, Pueblos Del Sol.
Yvette	Varise	2	Danville	District 2	Didn't Self Report	LoanDepot, Mortgage Loan Officer	Board of San Ramon Valley Thunderbirds Football & Cheer	Currently serves on the board for the youth based organization, San Ramon Valley Thunderbirds Football and Cheer, a licensed loan officer and feel the systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all is essential for our community and youth.

Aria	Capelli	2	Diablo	N/A	9	N/A	Meaningful Teens, Founder; Meaningful Gardens, Founder; Smart Recycling Now (SRN), Founder; Diversity, Equity, Inclusion, and Social Justice Club, Ambassador; Student Council, Leader Elected; Peer Counselor; Nibbi Brothers Construction, Intern; Crow Canyon Sharks Swim Team;	A youth who believes in equity and in working to eradicate disparities within and between communities. Interested in building a more inclusive, just, and healthy future for everyone. Is seeking to break down barriers between communities and guarantee justice for all.
Esmeralda	Noyola	3	Antioch	N/A	9	N/A	Volunteer for Holy Rosary Parish on events supporting homeless children; Poll worker for local elections; youth ambassador for CCHS; planning vaccination events; member, Youth leadership team at UC Berkeley	Covid-19 Youth Ambassador through Contra Costa Health Services.
**Alex	Laughridge	3	Discovery Bay	N/A	9	N/A	N/A	A school aged youth and resident of Contra Costa County who wishes to be a part of a body seeking to identify racial disparities so that the justice system is fair for every citizen. He is a freshman in high school and has worked extremely hard to achieve academically. Mr. Laughridge believes he can bring a lot to the Racial Justice Oversight Body.
**Yenny	Garcia	1	Richmond	Richmond	9	Contra Costa Youth Services Bureau/The Latina Center, Administrative Assistant	Chair of Community Police Review Commission, City of Richmond	Board Member of Bay Area Girls Club Member of Richmond, Rotary Former Board Member, Urban Tilth Former Board Member, The Latina Center Former Executive Director Assistant at The Latina Center, Executive Committee Member for the International Women's Day Celebration City of Richmond, Deep ties in West County

**Jackie	Ejuwa	2	San Ramon		Didn't Self Report	Blue Shield of California, Vice President, Health Transformation	Member of Church of the Valley, San Ramon; Advisory Council to Eliminate Anti-Black Racism; Elder Care Alliance;	<p>An advocate for diversity, equity and inclusion (DEI), and currently serves as one of only 14 leaders on the DEI Leadership Council for employer. Appointed to Brown University's inaugural Advisory Council to Eliminate Anti-Black Racism. This Council recently completed a 28-page report on how Brown University could work to eliminate racism across 5 pillars.</p> <p>Also, actively involved in the San Ramon community for the past 17 years and is a member of Church of the Valley also in San Ramon. Interested in finding ways to correct structural racism given the recent events of the past 2 years, particularly highlighted by the killing of George Floyd and Armand Arbery, the statistics that show traffic stops and prison sentences disproportionately impacting people of color, as well as her own personal experience and that of other people of color.</p>
**Kerie	Dietz Roberts	4	Walnut Creek	Outside of CCC	Didn't Self Report	Therapeutic Day School/Group Home for Foster Boys, Nurse	N/A	<p>A Doctoral Student from Rush University in nursing with a specialization in psychiatric and mental health. Currently works as a nurse for a therapeutic day school and an associated group home for foster youth. The combination of this experience and these passions is what interests her in participating in this board.</p>

**Denise	Wilhite Thomas	2	San Ramon	East CCC	Didn't Self Report	Operation Reach 1 Inc, CEO	Volunteer at local churches and shelters.	Serving the community for the last 14 years as owner of Operation Reach 1 which promotes fair housing and fights against wrongful foreclosures. Have received (3) Three Congressional awards and is a recognized expert witness for court and depositions for the past (10) Ten years working with Thomson Reuters. Is also the owner of Black Prosperity Matters, promoting small minority businesses, talent recruitment, and e-commerce. Interested in utilizing skills and experiences to address social/racial injustices.
**Bessie	Scoggins	3	Antioch	Outside of CCC	8	Pacific Gas & Electric, Senior Paralegal		A leader of a Faith based organization in Contra Costa County and has worked in the legal field for the past 20 years as a paralegal. Interested in working with community leaders to develop and implement strategies to help reduce racial disparities within the community and education system. Would like to explore community partnerships and engage in encouraging dialogue and critical conversations, that would promote growth, healing and advancement in Contra Costa communities. Hopes to construct a long-term plan to develop and build an anti-racist community by developing a diversity, equity, and inclusion committee; encouraging other community leaders and businesses in identifying biases; and continuing open dialogue regarding reducing and eliminating systemic biases.

**Talia	Moore	1	El Sobrante	Oakland	Didn't Self Report	Holy Names University, College Professor	Alcohol & Other Drugs Advisory Board; Contra Costa County Juvenile Justice Commission;	A self-identified Black woman, a former Deputy Probation Officer and a college professor and criminologist, currently serving on the Alcohol and Other Drugs Advisory Board for the last five years. Interested in ensuring equal treatment across the races and within law enforcement and utilizing knowledge/skill set to help inform the process of ensuring racial justice and give back to the community.
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Contra Costa County Board of Supervisors

Subcommittee Report

PUBLIC PROTECTION COMMITTEE

6.

Meeting Date: 06/27/2022
Subject: Update on RFP Process for AB109 Evidence-based Reentry Housing Programs
Submitted For: Esa Ehmen-Krause, County Probation Officer
Department: Probation
Referral No.: N/A
Referral Name: Referral on AB 109 Community Programs
Presenter: Denise Zabkiewicz, ORJ **Contact:** Nicole Popczuk, (925) 313-4139

Referral History:

On February 28, 2022, the Public Protection Committee (PPC) approved the Community Corrections Partnership (CCP) Executive Committee's recommended FY 2022-23 AB 109 Public Safety Realignment Budget. The Recommended Budget included the following allocations for Community Programs:

- Family Reunification Services - \$299,261
- Peer Mentoring Services for West County - \$118,450
- Civil Legal Aid Services - \$161,710
- Management of a Network of System of Services for Central and East County - \$1,008,370
- Evidence-Based Employment Services - \$2,351,490
- Evidence-Based Housing Services – \$1,310,160

Based on the approved funding allocations for the AB 109 Community Programs, the Office Reentry and Justice sought to solicit proposals from qualified organizations to provide the abovementioned services for a duration of a three-year contract cycle.

Referral Update:

The Office of Reentry & Justice (ORJ) of the Probation Department administers the contracts for AB 109 Community Programs and conducts the procurement process in collaboration with the Purchasing Department to utilize the county's online procurement portal known as Bidsync. Throughout the RFP development process and in accordance with the Probation Department's initiative to formalize performance-based contracting standards, ORJ received technical assistance and consultation from the California State Association of Counties (CSAC) to implement changes to the procurement process. These changes included requiring respondents to apply a data-driven approach to service delivery; develop a process for program planning through logic models; and support evidence-based programming in the core service areas of housing and employment for the justice-involved populations.

In preparation of these changes, ORJ hosted and invited county and community-based service providers to three webinar trainings focused on evidence-based programming in the reentry field, practical steps for adopting a data-driven approach to service delivery and logic model development. These trainings were held in advance of the RFP release on the following dates: October 19, 2021; November 9, 2021 and November 30, 2021. ORJ also scheduled a subsequent "office hours" meeting on December 7, 2021 to address any remaining questions or concerns following the trainings series.

RFP Timeline

The following timeline established a process that from date of RFP issuance to notification of award recommendations lasts approximately three months. Sufficient time was given to account for significant changes to the RFP process. With strict adherence to the timeline, the Board of Supervisors authorized contracts for services, with the exception of AB 109 Evidence-based Reentry Housing Program, at the June 7th, 2022.

RFP released	Thursday, December 9, 2021
Written Questions Due	12:00 p.m., Thursday, December, 23, 2021
Addendum Issued	Friday, January 7, 2022
Mandatory Bidders' Conferences	12:00 p.m., Wednesday, January 12, 2022 – <i>Evidence-Based Housing & Employment Services</i> 12:00 p.m., Thursday, January 13, 2022 – <i>remaining AB 109 Community Programs</i>
Response Submission Deadline	12:00 p.m., Thursday, January 28, 2022
Response Withdrawal	12:00 p.m., Tuesday, February 8, 2022
Response Review Process	Week of February 22, 2022
Notification of Recommendations	Tuesday, March 15, 2022

The RFP was posted on BidSync, a procurement web-based portal the County utilizes for contracting opportunities, and distributed directly via email to contacts developed by the Office of Reentry & Justice.

RFP Responses & Proposal Review

The ORJ received 12 proposals in total in response to three RFPs. Three proposals were submitted for Evidence-Based Employment Services; four proposals for Evidence-Based Reentry Housing Services; one proposal each for Peer Mentoring, Civil Legal Aid, and Family Reunification Services; and two proposals for Management of Network System of Services for Central and East County. Of the 12, ten proposals met the requirements for technical review and were referred for panel review and scoring.

Four distinct RFP Review Panels were convened to evaluate and score each proposal. The RFP Review Panels were facilitated by the ORJ and included subject matter experts, representatives of organizations working directly with justice-involved populations within and outside of Contra Costa County, and individuals with lived experience of justice-system impact.

Panel sessions were conducted utilizing a “Consensus Scoring Methodology” for proposal evaluation, and all panel members submitted required Impartiality Statements and Conflict of Interest forms prior to receipt of proposals for review and scoring. Panel sessions were convened multiple dates between February 22nd – February 25th, 2022, and March 1st, 2022. Each panel made an independent determination of whether to invite any proposers for an interview prior to making its final recommendation.

Following the review process, each Review Panel recommended the following contract award nominations:

- a. Evidence-Based Reentry Employment Program
 - i. **Rubicon Programs** – Award amount of \$2,351,490 for FY 22-23 and projected 3YR amount of \$7,268,220
- b. Family Reunification Services
 - i. **Centerforce** – Award amount of \$96,820 for FY 22-23 and projected 3YR amount of \$299,261
- c. Peer Mentoring Services (West County)
 - i. **Men and Women of Purpose** – Award amount of \$118,450 for FY 22-23 and projected 3 YR amount of \$366,117.
- d. Civil Legal Aid Services
 - i. **Bay Area Legal Aid** – Award amount of \$161,710 for FY 22-23 and projected 3YR amount \$499,829.
- e. Management of Networked System of Services (Central/East County)
 - i. **HealthRight 360** – Award amount of \$1,008,370 for FY 22-23 and projected 3YR amount of \$3,116,771.

The notifications of award recommendations by the Review Panels were prepared and distributed.

Re-Issuance of Evidence-Based Reentry Housing RFP# 2204-561

Throughout the duration of the RFP process, the Probation Department and ORJ received an appeal request highlighting the technical challenges in utilizing the Bidsync portal that ultimately affected timely submission and further engagement in the

procurement process. After careful review and assessment of the overall solicitation process for procuring housing services, the ORJ in collaboration with County Counsel and the Purchasing Department concluded that in the best interest of the community and all applicants, awards would not be issued under RFP #2111-522 for AB 109 Evidence-Based Reentry Housing Program.

All applicants and Review Panelists were notified of this decision on April 1st, 2022 following the conclusion of the appeal process. ORJ issued a new solicitation process under RFP #2204-561 for AB 109 Evidence-Based Reentry Housing Programs on April 27th, 2022. All applicants were invited to resubmit their modified applications for consideration.

Updated RFP Timeline

The following timeline establishes a process that from date of RFP issuance to notification of award recommendations lasts approximately one month.

RFP Timeline

1. <u>RFP released</u>	<u>Wednesday, April 27th, 2022</u>
2. <u>Mandatory Bidders' Conference</u>	<u>10:00 A.M., Wednesday, May 4th, 2022</u>
3. <u>Written Questions Due</u>	<u>4:00 P.M., Friday, May 6th, 2022</u>
4. <u>Addendum Issued</u>	<u>Wednesday, May 11, 2022</u>
5. <u>Response Submission Deadline</u>	<u>3:00 P.M., Wednesday, May 18, 2022</u>
6. <u>Response Withdrawal</u>	<u>12:00 P.M., Wednesday, May 25, 2022</u>
7. <u>Response Review Process</u>	<u>Week of May 30, 2022</u>
8. <u>Notification of Recommendations</u>	<u>Early June 2022</u>

Given the condensed timeline from the date of RFP issuance to notification of award recommendations, CCP members during the April 29th, 2022 meeting recommended immediate referral to the Public Protections Committee and/or the Board of Supervisors for approval and authorization to award contracts, and in doing so, CCP would forego its review of the Housing Services RFP process and authorize the ORJ to provide an update to CCP at its September 2022 meeting.

RFP Responses & Proposal Review

The ORJ received a total of three (3) proposals in response to RFP# 2204-561. All three proposals met the requirements for technical review and were referred for panel review and scoring. Panel sessions were convened on June 9th, 2022, and June 17th, 2022. In addition to the evaluation of each proposal, panel members also requested follow-up responses from all applicants to be considered for final recommendation.

The Review Panel for the Evidence-Based Reentry Housing Programs RFP responses consisted of the following members:

- Blanca Hernandez, Deputy Public Defender, Contra Costa County Office of the Public Defender
- Denise Zabkiewicz, Research & Evaluation Manager, Office of Reentry & Justice, Probation Department
- Doug Leich, Multi-Faith Action Coalition

The RFP Review Panel recommended a full contract award to Lao Family Community Development to implement its evidence-based reentry housing program model countywide with an annual allocation of \$1,310,160 and projected amount of \$4,049,574 for a period of three (3) years beginning July 1, 2022 and ending June 30, 2025. ORJ will seek board authorization of the contract award nomination at the next scheduled July 12th 2022 Board of Supervisors meeting.

Recommendation(s)/Next Step(s):

1. ACCEPT Update on AB 109 Evidence-based Reentry Housing Program RFP Process.
2. ACCEPT Review Panel award recommendation for AB 109 Evidence-Based Reentry Housing Program to be considered for Board Approval on July 12, 2022 meeting.

Fiscal Impact (if any):

The awarded contract will have an aggregate cost of \$4,049,574 during FY 2022-2025 and will be funded 100% with AB 109 Public Safety Realignment revenue.

Attachments

Attachment A - RFP# 2204-561 AB 109 Evidence-based Reentry Housing Program

Attachment B - Notification of Award Recommendation

Applicant 1 - Panel Scoring Sheet

Applicant 2 - Panel Scoring Sheet

Applicant 3 - Panel Scoring Sheet

Applicant 1 - Follow Up Responses

Applicant 2 - Follow Up Responses

Applicant 3 - Follow Up Responses



REQUEST FOR PROPOSALS (RFP) #2204-561

AB 109 Evidence-Based Reentry Housing Programs

The Office of Reentry & Justice (ORJ) of the Contra Costa County Probation Department is pleased to announce, on behalf of the Board of Supervisors, this Request for Proposals (RFP #2204-561) from qualified organizations to provide data-driven services that employ **evidence-based programming** (EBP) in housing for residents returning to communities in the County after incarceration.

Following the conclusion of this RFP, the ORJ will issue contracts with awardees, pursuant to approval of the Board of Supervisors, which will include performance outcomes aligned with the objectives identified in the awardees' proposal. This approach known as **performance-based contracting**, necessitates the use of data and research to drive decision-making in the development and implementation of high-quality service provision.

Please read this entire packet carefully before creating or submitting any response.

Final responses will be due via BidSync by

3:00 P.M. on Wednesday, May 18, 2022.

MANDATORY BIDDERS' CONFERENCE

10:00 A.M. on Wednesday, May 4th, 2022

Please register in advance for the Bidders' Conference at:

https://us06web.zoom.us/webinar/register/WN_SFCgdmnfSB-4jF7ssd-QDg

Written questions about the RFP must be submitted by

4:00 P.M. on Friday, May 6th, 2022.

Thank you in advance for your efforts in preparing your response.

No response shall be binding upon the County until after the Agreement is signed by duly authorized representatives of both the Contractor and the County. The term of any agreement awarded as a result of this Request for Proposals will be for 3 (three) years, from July 1, 2022 through June 30, 2025. All responses must be complete and conform to the directions provided in this document. Incomplete or non-conforming responses may be excluded from consideration

at the sole discretion of the ORJ. Applicants who are awarded funding will be granted first-year funds and will be required to demonstrate project impact and/or implementation progress from year one in order to be considered for renewal in the second and third years of funding.

As of the issuance of this RFP, Vendors are specifically directed not to contact ORJ personnel for meetings, conferences or technical discussions related to this RFP. Failure to adhere to this policy may result in disqualification from this solicitation process. Any questions should be directed to Des Gebre in the County's Purchasing Division at: Desbele.gebre@pw.cccounty.us.

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SECTION 1. INTRODUCTION

The ORJ will fund one or more organizations to deliver evidence-based reentry services that will address criminogenic needs of justice-involved individuals as well as other risk factors associated with recidivism, achieve measurable outcomes, and contribute to the expansion of critical services for the AB 109 and justice-system involved target population. This RFP also solicits proposals that are aligned with the goals and objectives of the County’s Reentry Strategic Plan (2018-2023).¹ The Strategic Plan serves as the guiding document for reentry programs and services, including but not limited to, AB 109 funded services. Funded programs will aim to: increase public safety through transformative opportunities that respect victims; reduce recidivism; and, be in support of the reentry services throughout the County.

RFP Timeline

1.	RFP released	Wednesday, April 27th, 2022
2.	Mandatory Bidders’ Conference	10:00 A.M., Wednesday, May 4th, 2022
3.	Written Questions Due	4:00 P.M., Friday, May 6th, 2022
4.	Addendum Issued	Wednesday, May 11, 2022
5.	Response Submission Deadline	3:00 P.M., Wednesday, May 18, 2022
6.	Response Withdrawal	12:00 P.M., Wednesday, May 25, 2022
<i>No response will be accepted after this date and time. Postmarked, facsimiled, or e-mailed submissions will not be accepted.</i>		
7.	Response Review Process	Week of May 30, 2022
8.	Notification of Recommendations	Early June 2022*
* Board of Supervisors approval and authorization to award contracts is tentatively scheduled for the June 2022 Board of Supervisors’ meeting agenda.		

Synonymous Terms

As used throughout this RFP, the following terms are synonymous:

- A. Supplier, Vendor, Contractor, Successful Responder
- B. Purchase Order, Contract, Agreement
- C. Services, Work, Scope, Project, and Program
- D. Proposer, Responder, Respondent, Bidder, Organization, Agency
- E. Statement, Response, Proposal, Submission
- F. “The County” refers to the County of Contra Costa, California.

Minimum Organizational Requirements

The County seeks to partner with qualified Agencies with expertise in providing evidence-based reentry services in the area of housing to a diverse justice involved population, with a focus on

1. Most recent 2018-2023 Reentry Strategic Plan can be retrieved here:
<https://www.contracosta.ca.gov/DocumentCenter/View/56655>.

targeting supports for individuals with moderate to high risk levels of recidivism. Respondents must demonstrate understanding of the demographics, population characteristics, and criminogenic needs of the AB 109 and justice-involved population and detailed experience of providing and/or using evidence-based principles, practices and interventions. Successful responders will demonstrate their qualifications by addressing the following requirements:

A. Previous Experience

1. *Service History*: A documented history of similar or equivalent service delivery to criminal justice involved populations for at least three years, including successful completion of contract deliverables.
2. *Justice System Collaboration*: A history of prior successful collaboration with Probation, corrections, local law enforcement or other traditional justice system stakeholders. Knowledge of and participation in “jail to community” service delivery models is preferred, including a demonstrated history of working effectively within a correctional setting and maintaining staff with clearance to work inside of detention facilities.
3. *Interagency Collaboration*: Demonstrated interest and intent to collaborate with local public agencies and non-profit service providers utilizing a multi-disciplinary approach to service delivery. A documented history of successful collaboration including shared case management and blended funding preferred. Respondents must dedicate staff to attend regular coordination meetings and commit to working cooperatively with all AB 109 funded partner agencies.

B. Understanding of Evidence Based Practices

At a minimum, Respondents must demonstrate their understanding of evidence-based practices and their capacity and experience with incorporating them into their program design and delivery of services.

In alignment with the ORJ’s objective to support the expansion of evidence-based programming, the ORJ has adopted the Risk-Needs-Responsivity (RNR) model. For this RFP, Respondents must demonstrate their understanding of the RNR model and describe the agency’s application of this framework within the management and operation of their program.

(See Appendix A: PRINCIPLES OF EVIDENCE-BASED SERVICES & Appendix B: GLOSSARY OF TERMS for more details and definitions.)

1. *Evidence-Based Practices (EBP)*: Demonstrated knowledge of and commitment to implementing evidence-based practices related to successful client engagement and recidivism reduction *with individuals at increased risk of returning to custody*.
2. *Risk-Needs-Responsivity (RNR)*: Demonstrated understanding of criminogenic needs and the recidivism reduction strategies that rely on effectively responding to these needs. This must include a description of the role dynamic and static risk factors play in

identification of appropriate interventions and should also include respondent's understanding of proper intervention dosage and duration levels.

3. Trauma-Informed Principles and Practices: Demonstrated knowledge of and commitment to utilize trauma-informed principles and practices in service delivery to ensure a focus on personal safety while helping clients develop effective coping skills, build healthy relationships that foster growth, and develop strong, positive interpersonal support networks.

C. Staffing Proficiencies

The following are staffing requirements respondents must detail in their proposal.

Staff Training: Staff must be qualified and adequately trained to provide effective reentry services and maintain confidentiality of program participants history of justice involvement. Vendor must commit staff to full participation in trainings provided through or identified by the County. The County has the discretion to approve or disapprove the qualifications/training level of Bidder's proposed staff and job descriptions. Specific proficiencies required of staff include:

1. Principles of EBP, as described above.
2. Cultural Competency and Gender Responsiveness: Demonstrated understanding and capacity to deliver services that are gender responsive and provided in appropriate languages, at appropriate educational and literacy levels, and within the context of an individual's cultural identity. To do this requires a demonstrated awareness, respect, and dynamic appreciation of the beliefs, practices, traditions, religions, personal history, and criminal justice involvement of individuals who reside in the diverse local communities of Contra Costa County.
3. Cognitive Behavioral Therapy Interventions: Demonstrated knowledge of and a commitment to the delivery of services that emphasize personal accountability, help clients make better behavioral choices by understanding the way they think, and teach new strategies that support pro-social behavior.
4. Restorative Practices: Demonstrated knowledge of and a commitment to utilizing processes and approaches that foster a compassionate, relationship-centered culture that proactively builds healthy relationships and a sense of community to prevent and address conflict and wrongdoing while respecting the dignity and equality of each person.
5. Motivational Interviewing: Demonstrated knowledge of and a commitment to client-centered methods designed to enhance motivation for behavioral change.
6. Harm Reduction Principles: Demonstrated knowledge of and a commitment to a spectrum of practical strategies that aim to reduce the negative social and physical

consequences associated with drug use, including meeting people where they're at.

D. Data Driven Program Design

Respondents of this RFP must demonstrate their ability to use data and research to implement evidence-based programming, track and monitor the program's progress toward performance outcomes and demonstrate their commitment to assure fidelity and ongoing service improvements.

1. *Data Collection and Reporting*: Demonstrated capacity and commitment to collecting and reporting all required data including service delivery statistics (number served, units of service, dosage by client, etc.), and program-related fidelity, activities and outcome measures. Must be committed to participate in an outcomes evaluation to measure program success.
2. *Continuous Quality Improvement*: A commitment to identify and implement program changes and improvements by using information gathered while tracking progress toward outcomes.

E. Administrative Requirements

The following are the administrative requirements respondents must address in their proposal:

1. *Matching Resources*: Current or potential sources of matching resources to supplement direct funding including leveraged staffing, services, and volunteer hours. Since the available funding is not adequate to meet the anticipated level of need, qualified organizations that demonstrate the capacity to access additional resources will be prioritized with preferential points at scoring.
2. *Licensing/Certification Requirements*: Successful bidders must have and maintain all appropriate licenses, permits, and certifications as required by the laws of the United States, State of California, Contra Costa County, and all other appropriate governmental agencies.

SECTION 2. BACKGROUND

2.1 AB 109 – Public Safety Realignment Act

Largely a response to prison overcrowding in California, the Public Safety Realignment (PSR) Act (Assembly Bill 109, AB 109) took effect on October 1, 2011. AB 109 transferred the responsibility of supervising individuals convicted of specific lower-level felonies, and detention for parole violations, from the state’s California Department of Corrections and Rehabilitation to counties.

In addition to transferring certain housing and supervision responsibilities to the County, AB 109 also enables the County to use AB 109 funding towards the development of alternative interventions through partnerships with local health and social service agencies and community-based organizations. The County has leveraged these partnerships to provide supportive services that facilitate the successful reentry and reintegration of individuals into the community and reduce their likelihood of being involved in future criminal activity.

After the enactment of AB 109, the Executive Committee of Contra Costa County’s Community Corrections Partnership (CCP) developed an *AB 109 Public Safety Realignment Implementation Plan* approved by the County’s Board of Supervisors. During the first two years of AB 109, the County examined the impacts of AB 109 across departments and drew on the resulting data to inform decision-making surrounding how to best prepare for housing and supervision of the AB 109 population. During this time, the County worked towards developing a coordinated reentry infrastructure, emphasizing the use of evidence-based practices for serving the AB 109 reentry population.

A Community Advisory Board (CAB) was established by the CCP in December 2012 to provide input on community needs, assess implementation of the realignment plan, review data on realignment outcomes, advise the CCP on community engagement strategies, offer recommendations for ongoing realignment planning, advise County agencies regarding programs for implementation in the County, and encourage outcomes that are consistent with the County’s Reentry Strategic Plan. Since 2011 the CAB has made annual recommendations to the CCP Executive Committee on appropriate funding levels for a variety of community programs that support the County’s effort to reduce recidivism and improve reentry outcomes for the population “realigned” through AB 109.

The CAB has also made numerous policy recommendations that are intended to improve access to, and delivery of, reentry services provided to the “realigned” population by both County and contracted agencies. Among CAB’s recommendations was its recommendation in May 2016 for the creation of an Office of Reentry and Justice (ORJ) to better align and coordinate the County’s complex array of current and future reentry and justice related initiatives. The County subsequently began an ORJ pilot program in the County Administrator’s Office, and the ORJ, now a unit of the Probation Department, provides both management and oversight of contracts for services that are funded through AB 109. Among these are the AB 109 Community Programs which are designed to supplement services provided by County departments to help facilitate

the successful reintegration of residents into the County communities they return to from incarceration.

The overarching approach to AB 109 implementation has largely centered on the development of formalized partnerships between different law enforcement agencies, as well as partnerships between law enforcement agencies and health or social service agencies, such as Behavioral Health Services (BHS) and AB 109-contracted community-based organizations (CBOs). In general, through partnerships with local health and social service agencies, individuals supervised by the Probation Department as part of PSR are provided with access to evidence-based supportive services that help facilitate their reentry and reintegration into the community when released from custody. For instance, the Sheriff's Department and Probation have increased coordination with each other so that Deputy Probation Officers (DPOs) have greater access to County jails than they did prior to AB 109. In addition, Probation has increased communication and collaboration with BHS and AB 109-contracted CBOs. These cooperative efforts have resulted in a greater number of referrals to supportive reentry services established to facilitate a person's successful reintegration into the community.

2.2 AB 109 Target Population

The AB 109 target population consists of two distinct supervision populations:

- Individuals returning to the community from prison after serving a sentence for a specified non-violent, non-serious, and non-sex offense are supervised under a program called Post-Release Community Supervision ("PRCS").
- Individuals returning to the community after serving their sentence for lower-level felonies (specified non-violent, non-serious, non-sex offenders) in the local county facility under PC 1170(h) rather than prison.

Population Characteristics

During the 2020-21 fiscal year, Contra Costa County averaged approximately 778 AB 109 cases, with a distribution of approximately 70% under PRCS and 30% under 1170(h). Approximately 46% of Probation's AB 109 clients were assessed at high risk for continued criminal behavior, 37% were moderate risk, and 16% were low risk. While the vast majority of the AB 109 population is male (86%), it is important to note that females represent 14% of the service group. Location of residence is generally split between the 3 regions of the County: East, Central and West County.

Of the AB 109 individuals assessed for service needs, the majority of individuals were referred to four service domains: Alcohol and Other Drugs Services (AODS), mental health, housing and employment services. While 19% received referrals for employment services, the most common needs are for behavioral and mental health services (42%) as well as housing services (39%).

While many individuals complete the terms of their probation successfully, many continue to engage in criminal behavior. During FY 2020-21, the department recorded 198 new convictions and 303 violations of probation.

In addition to the AB 109 population, 227 pretrial individuals were under supervision by the department in the 2020-21 fiscal year.

Services under this request for proposals will serve the broader population of individuals under general probation supervision and other tiered populations (See Appendix B: Glossary of Terms).

2.3 Background on the Contra Costa County Reentry System

Since the passage of AB 109, Contra Costa County has made considerable strides to close systemic gaps within the local justice system. By investing in community-based reentry services and facilitating collaborative partnerships between public agencies and community, the County has been able to establish ongoing interagency coordination as a function of service provision. The County’s Strategic Plan was developed with this in mind. Grounded in a comprehensive and coordinated reentry framework, the reentry process for justice-involved populations begins at the point of arrest and continues through successful reintegration in the community. The mission of the county’s reentry system is to serve as a collaborative partnership that aids individuals, families, and their support system, in achieving successful community reintegration by providing access to a continuum of quality services and improving system practices. The key values that underlie the desired state of the reentry system are presented below, alphabetically.

Key Value Statements	
Culturally Respectful and Responsive	Diverse perspectives that reflect the wide array of cultures, beliefs, and attitudes within our community should be reflected in the design and implementation of reentry system approaches.
Evidence-Based	Better reentry outcomes require a commitment to employing evidence-based practices and continuous quality improvement, while also leaving room for innovative approaches that will produce promising results.
Fairness and Equity	Procedural justice is important and must respect the dignity and experience of all justice-involved people, as well as demonstrate concern for communities experiencing criminal justice disparities that have been persistent and historical.
Holistic	Community reintegration is most easily achieved by continuous, appropriate delivery of quality services that are tailored to the holistic needs of individuals and families most impacted by incarceration.
Inclusive	Effective reentry strategies are best created through an inclusive approach that utilizes input from justice system

	professionals at all levels of government and in community and faith-based organizations, those with histories of justice system involvement, and other interested stakeholders to develop appropriate interventions that encourage community reintegration and recidivism reduction.
Justice Reinvestment	Reinvesting in the communities most impacted by the criminal justice system supports public safety by addressing the root causes of crime and empowering communities.
Partnership	Collaboration, coordination, information and resource sharing, and communication are essential elements of productive partnerships and critical components of a high-functioning reentry system.
Public Safety	Effective implementation of reentry solutions will reduce recidivism, ensure victims’ rights are protected, and ultimately result in an environment where all members of the community feel safe and secure.
Rehabilitation, Restoration, and Healing	To create a safe and healthy community, rehabilitation, restoration, and healing must inform the decisions, policies, and practices of all stakeholders in a reentry system that is client-centered, trauma-informed, and culturally sensitive.

These statements are meant to be long lasting and to inform the enhancement of both the criminal justice and reentry systems, wherein all system partners and stakeholders share a mutual responsibility for achieving its mission and goals.

And, finally, the Strategic Plan aims to draw on data driven decision making to inform which programs are funded and the quality of program implementation. This objective requires a long-term strategy in the use and coordination of data that includes the evaluation and tracking of program performance that can be measured on a periodic basis. The model of performance-based contracting, introduced with this RFP, will allow for continuous monitoring of performance outcomes and fidelity to evidence-based programs and practices as well as development of local knowledge and evidence on what is working for our County’s returning residents.

Reentry Service Hub Model

The service delivery model developed by the CCP, and adopted by the Board of Supervisors, involves multiple organizations--community-based and County departments--working in collaboration to provide services to address the specific criminogenic needs of the AB 109 population and other formerly incarcerated people. In an effort to further develop reentry support systems in each region of the County, the County commissioned the creation of the West County Reentry Success Center and the Central & East County Reentry Network, implementing “no wrong door” and one-stop approaches to reentry services. Thus, the Reentry Success Center in West County and the Central-East Reentry Network System of Services were created. Both

agencies function as initial points of contact for individuals and family members engaged in the reentry process where individuals are provided with a client-centered approach to service access to support their reintegration back into the community.

Reentry Network and Reentry Resource Center

To design the reentry service hubs, the County released an RFP in 2013 for the planning of “One-Stop Centers” that would serve each region of the County, acting as an entry point into the County’s broader reentry system, assisting with multi-disciplinary service coordination, and encouraging collaborative case management. This process resulted in the selection of Emerald HPC International, LLC to lead planning efforts for Central and East County and Further the Work to lead similar efforts in West County. Both contractors facilitated planning activities that ran concurrently for over half a year and that collectively engaged over 130 stakeholders across all sectors and regions of the County. In responding to the unique characteristics of each region, these independent planning projects led to a pair of distinctly different plans to fulfil the purpose and functions of a localized reentry hub. Specifically, a dynamic and decentralized hub was conceptualized in the plan for an *East & Central Networked System of Services*, while the *West County Reentry Resource Center* plan centralized its operations in a place that would include co-located supportive services. After accepting each plan, the County then took steps to bring each vision to life.

The plan for a *Networked System of Services* has been implemented as the Reentry Network (Network) and is available to returning residents in East and Central County. The Network’s strategically located “No Wrong Door” sites extend access to the system’s services in a strategic manner through the East and Central regions of the County. In addition to its functions as a reentry hub, the Network provides access to additional core housing and employment services while also ensuring some services and resources are dedicated to the local jails to better support people in their transition from custody to the community.

Since 2015, the *West County Reentry Resource Center* has been operated by Rubicon Programs, Inc. as the “Reentry Success Center” in the city of Richmond. The Reentry Success Center has existed as a centralized, site-based gathering place for learning, capacity-development, and connection to reentry services. Gathering resources into one accessible and welcoming hub of integrated services, members of the Reentry Success Center, and their families, can connect with service providers in the Reentry Success Center’s restorative environment. The Reentry Success Center is co-governed through a formal partnership between Rubicon Programs and a multi-sector Steering Committee consisting of 13 members. As with the Network, the Reentry Success Center serves as its region’s main entry point to the County’s array of reentry related services.

It is worth noting that in negotiating contracts for evidence-based program services selected through this RFP, the ORJ will maintain a priority on equitable service access for the target population of AB 109 probationers across each region of the County.

Public Agency Reentry Service Provision

As part of the County's collaborative reentry system, various county departments play a vital role in developing a continuum of reentry services by providing targeted resources to the AB 109 population and expanding access to critical public resources for the overall justice-involved population. Below is a brief description of AB 109 funded public agencies and their reentry services.

Contra Costa County Office of the Sheriff

The Office of the Sheriff is responsible for operating the County's local jails. The County's three jails are Marsh Creek Detention Facility (MCDF), Martinez Detention Facility (MDF), and West County Detention Facility (WCDF). The Sheriff contracts with various agencies and partners with volunteer organizations to provide in-custody programming at each facility. This includes a contract with the Contra Costa County Office of Education (CCCOE) to provide educational classes in group settings at both MCDF and WCDF and through independent studies for those housed at MDF. In 2020, CCCOE launched its Game Plan for Success program which allows individuals to meet with a transition specialist prior to their release from custody in order to develop a transition plan. The transition plan is intended to help identify needed services and contacts in the community to assist individuals in their connections to needed community-based resources upon their release.

Through AB 109, men and women incarcerated in local jails also have access to a weekly support group to help prepare them for their release from custody and successfully access services in the community.

Contra Costa County Probation Department

A dedicated unit of AB 109 Probation Officers provide client supervision and facilitate access to services offered by County and community-based partner organizations. Generally, thirty to sixty days prior to a person's release from county jail to Mandatory Supervision, or to Post-Release Community Supervision (PRCS) from nearby prisons, a Deputy Probation Officer is able to make initial contact with a client and introduce them to the reentry programs and services available to them through the County's system including referrals to the client's nearest reentry service hub. During this initial visitation and interview, the Deputy Probation Officer administers the Ohio Risk Assessment System (ORAS), a validated risk assessment tool that identifies dynamic factors related to an individual's risk of re-offending. This information is utilized to inform case planning activities, programmatic services and interventions, and supports the Probation Officer's supervision strategies. Through this process, areas of criminogenic need are identified and prioritized while an individualized case plan for the client is developed that addresses specific goals and needed services. The individual is then referred to service providers to help meet their needs and to obtain the goals that have been identified and agreed upon. AB 109 Probation Officers also work closely with the County's Behavioral Health Division's Forensic Team to coordinate enrollment in appropriate health related services.

Contra Costa Health Services

The cities of San Ramon, Richmond, and Pittsburg each receive AB 109 funding to support a police officer that partners with a Forensic Mental Health Clinician to form a Mental Health Evaluation Team (MHET). These teams of officers and clinicians seek to reduce the number of negative interactions between law enforcement and mentally ill residents by jointly responding to calls and resolving issues with situation appropriate actions or clinical services.

The Behavioral Health Division's Forensic Team Unit of the County's Health Services Department (HSD) addresses the needs of criminal justice-involved individuals with mental illness, especially those with co-occurring substance use disorders. In custody medication assisted treatment and residential and outpatient substance abuse treatment services are provided by the Alcohol & Other Drugs Services (AODS) Unit. In addition, clients receive assistance with enrollment in state and federal public benefit programs for access to free health care and income supports. The Health, Housing, and Homeless Services (H3) Division of HSD not only provides access to shelter beds for Forensic Team clients, but also for AB 109 individuals who are not diagnosed with co-occurring disorders. Through the Continuum of Care managed by H3, homeless individuals can gain access to an array of supportive services that include daytime CARE Centers and afterhours Warming Centers throughout the county. Coordinated Outreach Referral Engagement (CORE) Teams are available throughout the County to connect the most vulnerable homeless individuals to services and emergency shelter. CORE Teams also engage people while they are in custody to help expedite their navigation of needed housing resources upon the person's release from custody.

Contra Costa County Employment and Human Services Department (EHSD)

The Employment and Human Services Department (EHSD) receives AB 109 funding for a Benefits Enrollment Specialist and to support some activities of its Workforce Development Board (WDB), each supporting the department's goals of promoting self-sufficiency and reducing poverty in the County. The Benefits Enrollment Specialist works to improve access to public benefit programs managed by the department and enhance the department's understanding of, and response to, the unique challenges faced by formerly incarcerated residents. The WDB uses its AB 109 funding to coordinate with County and community providers, better leverage existing services and develop new employment opportunities for the AB 109 population in designated high growth sectors.

Contra Costa County District Attorney's Office & Office of the Public Defender

In addition to the coordinated care system described above, the County has also allocated a portion of its AB 109 funding to the Public Defender and District Attorney (DA) for an Arraignment Court Early Representation (ACER) program to ensure representation at arraignment for indigent clients; staff support in the Public Defender's Office for a Clean Slate program to aid County residents seeking expungement and related criminal record remedy services; funding in the Public Defender's Office for the development of a "Failure to Appear" warrant reduction program. In addition, a Pre-trial Services program has been implemented in the County, as a partnership between the DA, Sheriff's Office, Public Defender's Office and Probation Department

to provide the local Court with evidence-based recommendations on who is the most able to be safely released from custody pending a trial on the criminal charges that have been filed against them.

SECTION 3. DATA-DRIVEN INTERVENTIONS AND EVIDENCE-BASED PROGRAMS

At the conclusion of this RFP, selected AB 109 service providers will be expected to implement evidence-based programs, while also incorporating evidence-based principles and practices to achieve the greatest possible impact on recidivism reduction. For this RFP, evidence-based housing services ***should be selected from those that have been proven effective for the target population by multiple national research studies and must be implemented with fidelity to the research.*** Applicants are encouraged to consult with the Pew Charitable Trust’s Results First Clearinghouse Database, found online at:

<https://www.pewtrusts.org/en/research-and-analysis/data-visualizations/2015/results-first-clearinghouse-database>

This online resource includes information on over 3,000 programs that have been rigorously evaluated by one or more of nine clearinghouses. Programs not found in the clearinghouses may fit the criteria of promising or innovative depending on the level of evidence available.

<u>Level of Evidence</u>	<u>Criteria</u>
Model	Model programs have the highest level of scientific evidence demonstrating that they are effective. For programs to be considered Model, they must be listed in a credible EBP Clearinghouse at that level; or, in the Results First Clearinghouse Database as Highest rated.
Promising	Promising programs have valid scientific evidence demonstrating effectiveness. Often these programs can be listed in an EBP clearinghouse as the second-highest level of evidence. They must be supported by at least one evaluation by an independent researcher using experimental or quasi-experimental research methods showing a statistically significant positive impact.
Innovative	Innovative programs allow for local innovation and provide some evidence that the intervention is effective. These practices must have demonstrated positive outcomes through previously collected data.

Fidelity. The provision of evidence-based services requires the evaluation of the delivery of those services to ensure fidelity to the EBP. When programs operate with integrity, they will directly impact the success of desired outcomes. In response to this RFP, applicants must describe what adaptations, if any, will be made to the evidence-based program they propose. Examples of potentially low risk adaptations include changing language translation or modification; replacing images to reflect the target audience; or, adding culturally relevant examples. High risk adaptations would include omitting key content; reducing the number or length of sessions; eliminating key messages or skill areas; or, using staff who are not adequately trained or qualified. In addition to any proposed adaptations to the EBP, applicants must describe how they will monitor fidelity and Risk-Need-Responsivity principles as described below.

Performance Measures & Deliverables. This RFP's *performance-based contracting* approach necessitates the use of performance measures, or data indicators, that are aligned with the program's logic model. These performance measures focus on whether participants are better off as a result of the services provided and also refer to specific program activities and how well they were implemented. All data indicators identified in your program's logic model will need to be collected by your agency in order to measure program process, activities, outputs and outcomes. Program implementation will also be assessed drawing on these measures and a willingness to reconfigure services to enhance program outcomes is expected.

Risk-Need-Responsivity Model. Evidence-based principles for effective intervention for justice-involved individuals include the Risk-Needs-Responsivity (RNR) model. This model states that an individual's level of risk of recidivism and criminogenic needs should determine the appropriate intervention(s) pre- and post-release from custody. The RNR model is based on the following 3 principles:

1. Risk principle: Match the level of service to the individual's risk of reoffending. Higher risk individuals should receive more intensive service interventions. Intensive intervention for low-risk individuals can increase recidivism.
2. Need principle: Assess criminogenic needs and target them in service provision. High-risk individuals should receive intensive services, while low-risk individuals should receive minimal or no interventions.
3. Responsivity principle: Maximize the individual's ability to learn from a rehabilitative intervention by providing cognitive behavioral treatment and tailoring the intervention to the learning style, motivation, abilities, and strengths of the individual.

In order to best facilitate incorporation of the RNR principles, the ORJ has contracted with George Mason University to provide access to their web-based RNR assessment tool for all contracted service providers. This tool assists service providers with prioritization of client needs and identifies client strengths that can be leveraged, suggests interventions best suited to address criminogenic needs, and recommends dosage level of services. Awarded agencies under this RFP will have access to this web-based tool and will be expected to utilize the assessment's results to inform program dosage. Trainings will be provided by the County at no cost to the contracted agency.

This tool is not intended to serve as a replacement of other assessment tools that may be more applicable to specific services but is considered complementary to other effective assessments

The Contra Costa County reentry system seeks to deliver a variety of research-informed and evidence-based program services in both pre- and post-release settings, designed to ensure that the person's transition from prison or jail to the community is both safe and successful. Without the assistance needed to foster successful community reintegration, individuals are more likely to prolong justice-system involvement.

Under this RFP, proposals should implement evidenced-based reentry housing services that address criminogenic needs of the target population as described below in Section 4. Specific services should: utilize a program model that is informed by research; coordinate with the regional reentry service hubs and its services; leverage and integrate the agency's existing supportive services into its program design, as feasible; and, align the program's success with measurable outcomes directly related to the benefits of the program as defined by the EBP Clearinghouse Database.

NOTE ON IN-CUSTODY AND/OR PRE-RELEASE SERVICES:

Respondents may seek to implement a pre-release component to their proposed service. In this case, all in-custody access must be negotiated with the Contra Costa County Sheriff's Office directly.

Selected awardees under this RFP will have to comply with the Sheriff's Office jail clearance application process. The ORJ will coordinate with the Sheriff's Office and program staff to address any foreseeable challenges to program implementation resulting from denied jail clearances.

SECTION 4. AB 109 FUNDING AND REENTRY HOUSING PROGRAM DESCRIPTION

4.1 Funding Amounts for FY2022-25

The total amount of funding available and the projected amount of funding for this housing program service area is a projection based on current realignment funding provided to Contra Costa County based on the State formula. No guarantee of the total funding amount is made or implied by this request for proposals. The actual funding amount will not be known until the State FY 2022-23 budget is approved.

All funding decisions made on the basis of this RFP are subject to continued availability of State Realignment funding. Contracts developed based on this RFP will be for one year, renewable by the Board of Supervisors for up to two additional years without a new solicitation on a year-by-year basis at the recommendation of the Probation Department's Office of Reentry & Justice, contingent on achievement of program outcomes, service utilization, and State funding availability.

4.2 Reentry Housing Program Description

Based on research and an analysis of local data, stable housing targeted for an adult reentry population has been identified as a key component to reducing recidivism.

Service providers will be expected to utilize the *Risk-Needs-Responsivity* framework as the basis for identifying appropriate evidence-based interventions that will address clients' criminogenic needs.

The County intends to fund evidence-based reentry housing programs. The funding allocation will be distributed across the three regions of the County (West, Central and East regions).

Applicants will be asked to describe their housing program model and its components along with specific information about the research base, operational and fidelity measures, dosage and unit cost, and ability to partner with local criminal justice agencies for coordinated service delivery.

As discussed previously, providers are highly encouraged to consult with **the Pew Charitable Trust's Results First Clearinghouse Database**, found online at:

<http://www.pewtrusts.org/en/multimedia/data-visualizations/2015/results-first-clearinghouse-database>.

This resource identifies hundreds of programs that have been rigorously evaluated by one or more of eight national clearinghouses. ***Proposals must demonstrate model or promising effectiveness of the housing program selected for the target population and ensure program implementation to fidelity.*** Please note that innovative programs will not be considered at this time.

Applicants proposing to implement evidence-based reentry housing programs should consider the following:

- **Suggested program components, but not limited to:** Housing paired with supportive services to address underlying behavioral health needs based on levels of need.
- **Funding:** \$1,310,160 is available to fund services in this area for FY 22-23 with a projected total amount of \$4,049,574 over three years.
- **Target Population:** 50 participants per year
- **Criminogenic Need/Responsivity Factor:** Responsivity factors include residential stability, physical safety, service access, behavioral health services, and employability
- **Performance Measures:** Physical safety, ability to participate in behavioral health services and other wraparound services; development of on-going support for stable housing and employability.

SECTION 5. RFP MANDATORY REQUIREMENTS

The responder requirements in this section are mandatory. Contra Costa County reserves the right to waive any nonmaterial variation or departure from these requirements.

1. All Responders shall submit one (1) electronic response via BidSync (<https://www.periscopeholdings.com/s2g>) no later than **3:00 P.M., Wednesday, May 18, 2022**. Any response received after the deadline will be rejected. **Postmarked, faxed and e-mailed submissions are not acceptable.**
2. The electronic response must be a single file, scanned image of the original hard copy with all appropriate signatures.
3. The ORJ will review all received responses to make sure they are technically compliant with formatting and submission guidelines as per this RFP. Responses that are non-compliant with any technical requirement will not move forward to the Review Panel for evaluation.
4. All costs incurred in the preparation of a response will be the responsibility of the responder and will not be reimbursed by the County.
5. A response may be withdrawn via BidSync prior to **12:00 P.M. on Wednesday, May 25, 2022**. Any timely withdrawn response will not receive any further consideration by the County.
6. All Respondents are required to attend the Bidders' Conference Webinar scheduled for **10:00 A.M. on Wednesday, May 4th, 2022**. Please register in advance for the Bidders' Conference at: https://us06web.zoom.us/webinar/register/WN_SFCgdmnfSB-4jF7ssd-QDg
7. Any questions regarding this RFP should be submitted via BidSync before **4:00 P.M. on Friday, May 6th, 2022**.
8. The ORJ may amend this RFP, if needed, to make changes or corrections to specifications or provide additional information. The ORJ may extend the RFP submission date, if necessary, to allow responders adequate time to consider amendments and submit required information.
9. The RFP process may be canceled in writing by the County prior to any awards being made by the Contra Costa County Board of Supervisors if the County determines that cancellation is in the County's best interest.
10. With respect to this RFP, the County reserves the right to reject any, some, or all responses. The County reserves the right to negotiate separately in any manner to serve the best interests of the County.
11. Responses will be judged on overall quality of content and responsiveness to the purpose and specifications of this RFP. Responses should be without expensive artwork, unusual printing, or other materials not essential to the utility and clarity of the response.

12. All responses will be reviewed by the ORJ for compliance. A Review Panel will evaluate all compliant responses submitted. Responders will be notified of the Review Panel's recommendation in writing. Award of a Contract by the Board of Supervisors will constitute acceptance of a response. The acceptance of a response will officially begin the Contract development and negotiation process for the RFP.
13. Only Responders submitting a response in accordance with RFP #2204-561 may appeal the RFP process. Appeals must be submitted in writing and should be addressed to Esa Ehmen-Krause, Chief Probation Officer, and received at 50 Douglas Dr., Martinez, CA 94553, no later than **5:00 P.M. on Wednesday, May 25th, 2022**. An intent to appeal must be emailed four (4) days prior to submission to deborah.caldwell@prob.cccounty.us.

Notification of a final decision on the appeal shall be made in writing to the Responder within ten (10) days of the County receiving an appeal, not counting the day the appeal was submitted, and this time for notification shall be extended to the next business day if the last day for such notification falls on a weekend or County holiday. The decision of the Chief Probation Officer shall be final and not subject to further review. When submitting any appeal, an appellant must clearly state the action appealed, the harm to the appellant, and the remedy sought. Appeals shall be limited to the following grounds:

- Failure of the County to follow the selection procedures and adhere to requirements specified in this RFP or any of its addenda or amendments.
 - There has been a violation of any conflict of interest provisions provided by California Government Code Section 87100 et seq.
 - A violation of State or Federal law.
14. Successful responders will be expected to promptly enter into contract negotiation with the ORJ upon acceptance of their response. This may result in mutually agreed upon changes in plans or activities identified in their response. As a result of this negotiation process, actual contract(s) may include other agreements and clarifications of activities, consistent with the intent of the County in releasing this RFP. Contractors will be eligible to bill for services provided on and after the effective date of an executed Contract according to a mutually agreed upon start-up schedule. The County is not liable for any cost incurred by the contractor prior to the effective date of an executed Contract.
 15. Once the Contract has been executed, the Contractor will be expected to make services provided under the Contract available to Clients within 60 days of the effective date of the Contract.
 16. Once in contract, the Contractor will be expected to comply with all applicable fair chance employment hiring practices and procedures established by California's Fair Chance Act and

codified in Government Code section 12952.

17. The ORJ will actively monitor service implementation and delivery and monitor Contract performance on behalf of the County. Any material breach of Contract terms or obligations will constitute grounds for terminating the Contract.
18. All responses to this RFP become property of the County at the moment they are submitted and without obligation to any Responder. Each response will be a public record that will be subject to disclosure under the California Public Records Act (Government Code, § 6250, et seq.) and the County's Better Government Ordinance (County Ordinance Code, Title 2, Division 25), once a contract is awarded by the County's Board of Supervisors, or this RFP process is canceled. The County has discretion to publicly disclose the contents of any response prior to the conclusion of this RFP process.

SECTION 6. RESPONSE INSTRUCTIONS

1. Responses shall consist of a single packet containing all required documents and any allowable supporting information. Each responder must submit one (1) original response via BidSync (<https://www.periscopeholdings.com/s2g>).
2. The project narrative shall be typed double-spaced and printed on 8 1/2" x 11" paper with no less than 1" margins on all sides, using an easy to read 12-point font. **Total project narrative shall not exceed 15 pages collectively, excluding cover sheet and required attachments.**
3. All pages in each submitted response packet must be numbered consecutively beginning with the Cover Sheet as page 1 and ending on the final page of the response packet.
4. All information in each response packet must be presented in the following sequence:

RESPONSE OUTLINE

SECTION I — COVER SHEET AND TABLE OF CONTENTS

A. Cover Sheet (Form #1)

The Response Cover Sheet with original signatures, **in blue ink**, of the bidder's Board of Directors' President and Executive Director (*or equivalent titles*) must be the top document to the response packet and precede both the Table of Contents and the response narrative.

*Please note that in order to maintain original blue signatures in the electronic response, applicants should sign the original document in blue ink, then scan and download the document(s) to BidSync. Please **DO NOT** utilize DocuSign for signatures as it is unclear whether DocuSign will maintain the blue ink.*

B. Table of Contents

SECTION II — PROJECT NARRATIVE

(Maximum 15 pages, double-spaced, 1-inch margins, 12-point font. The program logic model will not count toward the page limit for this section.)

Please submit a brief response stating your interest in providing the services listed in this solicitation.

Include the following information in your response. Please number your responses to match the following items in order to allow the review panel to better assess your

proposal. (Narrative responses must be consistent with the information provided throughout the response package to avoid loss of points.)

1. Description of Reentry Housing Program Design (20 points)

- A. Describe the **housing program model and relevant wraparound supports** your organization is interested in providing, including program location(s), key interventions and expected client outcomes. All service providers are encouraged to include proven cognitive/behavioral interventions specific to the criminal justice population.
 - a. Estimate the number of clients to be served during the twelve-month period from July 1, 2022 through June 30, 2023.
 - b. Identify the service intensity (direct service hours per week), the projected length of service (average number of weeks for completion of service), the total dosage of service (total direct hours of evidence-based services), and the unit cost (cost per hour of service and/or cost per participant for completed service). (See Appendix B for more on term definitions, as needed.)
- B. Describe how your agency will account for RNR factors. (See Appendices A and B for details on risk, need, and responsivity factors.)
- C. Describe **specific strategies for maintaining client engagement** and retention as related to **responsivity factors**. (See Appendices A and B for details surrounding responsivity factors.)
- D. Describe the data collection infrastructure, tools, systems and/or processes that will be utilized to support collecting and monitoring your program's **implementation and outcome data**. These data points and measures should be aligned with the Program's Logic Model, see below. Applicants selected for funding will meet with the ORJ to refine these measures for inclusion in service contracts to be approved by the Board of Supervisors.
- E. Provide a program logic model that graphically represents the linkages among the program targeted population, resources, activities, outputs, and initial, intermediate- and long-term outcomes related to a specific problem or situation. The logic model should synthesize the main program elements into a picture of how the program is supposed to work and make explicit the sequence of events that are presumed to bring about change. Please see the attached examples and template for your reference. (The program logic model will not count toward the page limit for this section.)

2. Evidence-Based Program (20 points)

The ORJ is committed to implementing strategies and services identified by a consensus of research as constituting an evidence-based program within the criminal justice system, effective at reducing the risk of recidivism among the target population. Each organization submitting a response must clearly demonstrate that the proposed program matches at

least one identified as being effective with the adult criminal justice population. Responses should reference the Results First Clearinghouse Database, described above, and should provide a summary that addresses the following information:

- A. Identify the level of evidence (model or promising) and the research base that confirms the effectiveness of the proposed services in reducing recidivism with moderate to high-risk populations similar to AB 109 participants.
- B. Describe the process for ensuring fidelity to program implementation as characterized in the Clearinghouse Database evidence surrounding the program. Please also describe in detail any adaptations to fidelity. (Adaptations to fidelity may only be low risk adaptations.) If no published curriculum is to be used, please describe your plan for ensuring program quality, integrity and consistency.
- C. Describe the current level of staff capacity for implementation of the evidence-based program, training and certification.
- D. Identify training and technical assistance needed to increase the integration of evidence-based practices in your organization's delivery of services to the target population.
- E. Please complete the Results First Clearinghouse Evidence-Based Program Rating & Summary Table. This form is intended to summarize details of the research literature surrounding the EBP found in the Results First Clearinghouse into a 1-2 page brief. A template can be found in this packet. This form will *not* count toward the page limit for this section.

3. Performance Measures & Deliverables (25 points)

- A. Describe how your organization plans to manage, track, and collect data related to monitoring progress toward process and program outcomes as detailed in your proposed logic model.
- B. Describe your organization's technical capacity to collect and report all required data including service delivery statistics (number served, units of service, dosage by client, etc.), and program implementation and outcome measures.
- C. Describe how your organization plans to identify and implement program changes and improvements using data and information gathered while tracking progress toward outcomes.
- D. Please identify and document any potential obstacles for tracking and reporting of performance measures and deliverables. Please describe how those obstacles will be addressed and mitigated.
- E. Please complete the Acknowledgement of Program Performance Evaluation. This form will not count toward the page limit for this section.

4. Project Timeline

Provide a Gantt chart or similar structure to outline the project's activities, phases, and milestones. For each identified action and task, the chart should show responsibilities

(persons, organizations, agencies), dependencies (actions and tasks which must be completed before subsequent actions and tasks may be initiated or completed), and milestones (significant dates in the implementation process). *Attached timeline will not count towards any page limit.*

5. Multi-Disciplinary Collaboration (10 points)

Please describe the connection(s) between your organization's proposed services and the overall AB 109 service delivery model, including strategies for information sharing, multi-disciplinary service delivery, interagency communication and coordination, and shared responses to participant behavior.

6. Statement of Organizational Qualifications (20 points)

Provide details indicating factors that uniquely qualify your organization as the best provider for these services. Resumes and/or biographies of staff, including those who will provide direct services and those who will supervise and/or guide the work included under the services may be included as attachments.

- A. *Service History.* Identify the services your organization has provided to high-risk individuals in the criminal justice population similar to AB 109 participants. Please provide details of the number served, the setting, the number of years the service was provided, and evidence of successful completion of contract deliverables and outcome evaluation(s).
- B. *Justice System Collaboration.* Describe your organization's history of prior successful collaboration with probation, corrections, or other justice system stakeholders. Indicate whether your staff currently have jail or state prison system clearance and/or your history of working effectively within any correctional setting.
- C. *Responsivity.* Describe your organization's understanding of the responsivity factors associated with your reentry service and your history of addressing these. (See Appendix B: Glossary of Terms for definition and description of responsivity principle.)
- D. *Interagency Collaboration.* Summarize your organization's history of successful collaboration with local human service providers in other domains, including multi-disciplinary service delivery, shared funding, strategic planning, and policy development.
- E. *Staff Training.* Describe your organization's staff training plan and your commitment to participate in additional trainings through AB 109 funding regarding effective, evidence-based interventions and services to the target population.
- F. *Data Collection and Reporting, and Continuous Service Improvement.* Describe your organization's experience in collecting and reporting service delivery statistics, measures of fidelity to evidence-based service delivery, and program-related impact and outcome measures. Describe your organization's commitment to continuous

program improvement to enhance effective coordination throughout the AB 109 service provider network.

Section III — BUDGET NARRATIVE (10 points)

(Narrative length should be up to 6 double-spaced pages.)

1. Fiscal Management Information

- i.* Provide a brief description of the lead agency's accounting system and internal controls. Include the following *as appropriate*:
 - a. Overall system (accrual, double-entry, automated or manual)
 - b. Timekeeping system
 - c. Inventory system
 - d. Payroll system
 - e. Cost allocation plan and methodology
 - f. Ledger system for receivables, payables, expenses, disbursements, petty cash
- ii.* Explain how your fiscal system is administered and by whom. Include responsibilities of Board of Directors, Executive Director and fiscal staff in fiscal management. Describe experience and qualifications of fiscal staff.
- iii.* Describe fiscal procedures and policies or attach a manual of fiscal procedures and policies.

2. Budget Narrative

Please include a draft budget covering the time period from July 1, 2022 through June 30, 2025. Include estimated costs for staffing and operations, as well as matching resources available to expand services to the target population. This draft budget may be revised based on input from the review panel and discussion with the ORJ and the CCP Executive Committee.

Each budget cost item must be detailed in the narrative section and should reflect the basis for the computations used. The inclusion of matching resources should be easily identifiable on the line-item budget, and the cost basis for this clearly described in the budget narrative. Every item below must be completed, if applicable, and include the minimal narrative requirements described.

- i.* **Administration and Support Staff**

Include supervisors, directors, clerical support staff, and administrative staff with no service delivery responsibilities. Divide the salaries of staff between both "Service Delivery" and "Administration" responsibilities in proportion to the time allotted for each activity. List such staff in both categories, and the

included narrative for each entry should indicate title, rate of pay or full salary, and time allotted to this project as a full-time equivalent position (FTE).

ii. Payroll Fringe Benefits

Report estimated costs of benefits, vacations, sick leave and training days on the line-item budget. Narrative shall list staff by title, FTEs, pay rate and amount of time allocated. Include for each staff title by type (FICA, SUI, FUTA, Worker's Compensation, leave and health and other insurance), applicable rates or basis.

iii. Operations

• *Occupancy*

Describe all applicable factors (e.g. rent/leases) and basis for allocating cost to program.

• *Utilities*

Describe all applicable factors and basis for allocating cost to program.

• *Telephone, Postage, Insurance, Equipment*

List by type, justification of cost and basis for allocating cost to program.

• *Printing/Photocopying*

List cost by type and describe justification for cost and basis for allocating costs to program.

• *Materials*

List by type and describe justification of cost.

• *Travel*

Describe type, justification, and basis of cost. Include service delivery, administration mileage and transportation costs for clients.

• *Other Costs*

Indicate kinds of anticipated miscellaneous costs, such as childcare for clients while receiving services. Each item over \$100 should be explained individually.

iv. Indirect/Profit Rates

A Responder may include an indirect rate or a rate of profit, or both, such that the aggregate amount of these expenses does not exceed 15% of the total award being sought.

B. Line-Item Budget

(Please see Attachment A for Budget Template.)

- i. Complete a line-item budget for the project that would show annual costs required **for all 3 (three) years**. This includes all costs, including those not provided by the County, and the source of funding that will be used to cover

each cost. The budget shall also include a breakdown of all costs that demonstrate computations for each budget category (i.e., Personnel, Benefits, Supplies, Local Travel, etc.). Proposed budget is expected to be complete, reasonable, cost effective, and necessary for the activities proposed.

- ii. Budget should clearly indicate the availability of matching resources and their source. Matching resources, for the purposes of scoring proposals, are external funding sources, or other resources with a distinct dollar amount, that are clearly identified in a proposal's budget and are proposed as leverage for the funding sought through this RFP. The total amount of matching resources must be reasonable and amount to a recommended minimum of 10% of the total cost of the proposed project to receive preferential scoring. Other AB 109 funding awarded by Contra Costa County may be included in total program costs but may not be counted as a matching resource. If the value of volunteer labor is included as a match, this value should be calculated using a volunteer rate of no more than \$15 per hour. A preferential score for matching resources, of up to 5% of the applicant's total score, will be added to the applicant's final score.²
- iii. The line-item budget will not count towards any page limit.

Section IV — ORGANIZATIONAL CHART

Attach a current organizational chart to the response after the Statement of Interest. *The organizational chart will not count towards any page limit.*

Section V — CV/RÉSUMÉS

Attach, after the organizational chart, a current resume or CV for each staff member expected to work on this project, and the executive management of the organization. Clearly indicate any positions you expect that you will need to hire and include a job description for this role. *Any attached resume, job description, or CV will not count towards any page limit.*

Section VI — ADDITIONAL SUPPORTING DOCUMENTATION

Provide any additional supporting documentation including leases, MOUs, letters of support, etc. such that the total number of additional supporting documents included under this section does not exceed five (5) additional supporting documents.

² Please note that the amount of matching resources required is a percentage of the total project cost and not a percentage of the amount of funding requested for the project. For instance, a project with a total cost of \$1,000,000 from all sources (including any match) would mean that you would be required to show at least \$100,000 in match funding for this project and could request a maximum award of \$900,000. However, 10% of a \$900,000 award request would only be \$90,000 and therefore matching resources of this amount would not meet the minimum match requirement of 10% of the total project cost (\$100,000).

Section VII — FISCAL ATTACHMENTS

Non-profit proposers must provide a copy of:

- A. A recent audit (within 12 months) or audited financial statement attached to the original copy of the response. *If the organization has never had such an audit, please submit the most recent unaudited financial statements, a brief statement of reasons for not ever having conducted an independent audit, and a certification from the Chair of the Board of Directors, Executive Director, and the agency accountant that the information accurately reflects the agency's current financial status. Also submit:*
- i. Current agency-wide Budget
 - ii. Balance Sheet
 - iii. Profit and Loss Statement
 - iv. Manual of Fiscal Procedures and Policies, *if available*
 - v. Current Board of Directors' Bylaws
 - vi. Roster of the organization's Board of Directors including the directors' names, titles, phone numbers, and email addresses.
 - vii. 501(c) 3 Letter.

For profit proposers must provide a copy of:

- A. A recent audit (within 12 months) or audited financial statement attached to the original copy of the response. *If the company has never had such an audit, please submit the most recent unaudited financial statements, a brief statement of reasons for not ever having conducted an independent audit, and a certification from the Chair of the Board of Directors, C.E.O., and the company accountant that the information accurately reflects the company's current financial status. Also submit:*
- i. Most recent company Annual Report
 - ii. Current company Budget
 - iii. Balance Sheet
 - iv. Profit and Loss Statement
 - v. Manual of fiscal procedures and policies, *if available*
 - vi. Current Board of Directors' Bylaws

SECTION 7. SCORING CRITERIA

Reviewers will assess the merits of each completed proposal, assigning up to 105 points for the individual elements of the proposal as described below, including the possible 5 points for preferential matching resources.

RFP CRITERIA AND SCORING	
Review Criteria	Points
<p>Reentry Housing Program Description: The extent to which the program services description aligns to the logic model and describes the measurable: inputs, services and activities; process and performance measures and outputs; and short, medium and long-term outcomes.</p> <ul style="list-style-type: none"> • Are services and activities quantified and clearly described? (4) • Are the proposed services responsive to the target population? (4) • Are the program implementation and performance outcome measures appropriate to determine the impact of the program? (4) • Are specific strategies for obtaining and maintaining client engagement clearly described? (4) • Does the service description discuss how RNR factors will be addressed? (4) 	20
<p>Evidence-Based Program: Demonstration of Evidence</p> <ul style="list-style-type: none"> • To what extent does the research base confirm the effectiveness of the proposed services? (7) • Is assessment of program implementation to fidelity clearly documented? (7) • Are any adaptations to the research evidence clearly described and limited to low-risk adaptations? (6) 	20
<p>Performance Measures & Deliverables</p> <ul style="list-style-type: none"> • To what extent does the applicant detail existing data collection infrastructure, systems and processes to support the program? (5) • To what extent does the applicant describe its plan for program performance evaluation and continual quality improvement? (5) • How well does the program logic model convey the relationship between program requirements (inputs), the proposed activities (outputs), and the end results of the project (outcomes)? (5) • How well does the applicant identify potential obstacles for tracking and reporting of performance measures and deliverables, and how those obstacles will be addressed and mitigated? (5) • To what extent does the organization have the <u>technical</u> capacity to collect, track, analyze and report on outputs and outcome(s)? (5) 	25
<p>Multi-Disciplinary Collaboration: Articulation between your organization’s proposed services and the overall Reentry Services delivery model.</p>	10

<ul style="list-style-type: none"> • To what extent do the proposed service(s) align and integrate with the County’s Reentry Services delivery model? (5) • Are strategies for interagency communications and coordination clearly described? (5) 	
<p>Statement of Organizational Qualifications: The extent to which the applicant demonstrates capacity to deliver services.</p> <ul style="list-style-type: none"> • Does the applicant clearly describe a history of successful service delivery to high-risk individuals in the criminal justice population? (4) • Does the applicant have a history of successful interagency collaboration with criminal justice and other social service providers? (4) • Does the applicant indicate a history of local detention facility clearance? (4) • What is the extent to which staff are qualified and adequately trained to provide effective reentry services as identified by staffing proficiencies? (4) • Does organizational leadership clearly demonstrate a commitment to and have a history of service delivery with the program scope of work? (4) 	20
<p>Budget: The budget request and total budget is reasonable and is sufficient to achieve the proposed outcomes. (5)</p>	5
Total Points	100
<p>Preferential Points for Matching Resources: Existing or potential resources are provided to supplement funding. Points equaling up to 5% of the applicants total score will be added to the applicant’s total score. The addition of these preferential points will make up the applicant’s final score.</p> <ul style="list-style-type: none"> • To what extent are matching resources identified that will expand capacity or continue services without duplicating existing efforts? (up to 5%) 	

APPENDIX A: PRINCIPLES OF EVIDENCE-BASED SERVICES

The Risk Principle (WHO) is the prioritization of supervision and treatment services for individuals at higher risk of re-offending. Shifting resources to these individuals results in much greater gains in public safety, while targeting those with lower risk factors can actually increase their likelihood of recidivism. By focusing on individuals with high risk factors, programs are able to address multiple criminogenic areas with greater intensity, thus resulting in greater impact on behavior.

The Need Principle (WHAT) directs intervention resources to address primarily those areas which are directly linked to criminal behavior. While individuals have a variety of needs, not all have an equal impact on their risk to reoffend. Primary criminogenic needs include: a history of antisocial behavior; anti-social personality pattern; antisocial/pro-criminal attitudes, values, and thinking; and pro-criminal associates. Secondary criminogenic needs include family dysfunction; low levels of educational and vocational achievement; low levels of prosocial activities; and abuse of alcohol and/or drugs. All services should target primary criminogenic needs as well as any other areas addressed.

The Dosage Principle (HOW MUCH) directs programs to provide direct client services at a minimum of 100-150 hours for moderate risk and 200+ hours for high risk (across multiple criminogenic need areas) in order to achieve measurable reduction in recidivism. Dosage under one hundred hours produces relatively small effects for this population. High intensity programs should be provided and should occupy 40% to 70% of participants free time in order to be effective.

The Responsivity Principle (HOW) requires that service delivery match specific characteristics of individuals in order for them to benefit. Independent of the type of service being delivered, evidence shows that the criminal justice population most benefits from services that are cognitive and behavioral in nature. That is, services should identify and address anti-social thinking and build pro-social skills through extensive behavioral practice. Responsivity also includes the consideration of culture, gender, motivational stages, and learning styles, and logistical considerations and community functioning, such as transportation, housing, food, or behavioral and physical health. While these factors are not themselves criminogenic, they should be addressed to the extent that they create barriers to an individual's ability to receive services.

The criminal justice population includes many individuals still at a pre-contemplative stage with regard to treatment and change. Responsivity requires that service providers develop competency in meeting clients at any stage of readiness for change, enhancing intrinsic motivation and raising awareness of and capacity for change. Service providers are expected to show the willingness and ability to respond immediately to client-determined needs and

goals, to work flexibly under the service hub framework to provide coordinated services across providers, and to provide field-based services in the community as needed to reduce barriers to service engagement.

The Fidelity Principle (HOW WELL) is the extent to which a practice is implemented in a way that adheres to the protocol of the evaluated practice. Practices that are implemented with fidelity demonstrate that critical elements including the type, amount, and quality of the services are provided. Fidelity applies to practices or programs at each level in the framework: Model, Promising and Innovative. Model and Promising EBP often have guidance provided on what adaptations are considered low risk. Innovative EBP may also implement the program "to fidelity" by implementing the established program as evaluated. In all programs, adaptations to the services may be made; however, it is strongly encouraged that adaptations be considered low risk adaptations. Low risk adaptations do not change how critical program elements are provided.

APPENDIX B: GLOSSARY OF TERMS

Cognitive Behavioral Therapy Interventions: Cognitive behavioral therapy interventions are a class of therapeutic interventions based on a common theory about the connection between our thoughts, attitudes and beliefs — cognitions — and our behavior. The core premise of cognitive behavioral therapy is that the way we think about situations shapes our choices, behavior and actions. If flawed or maladaptive thoughts, attitudes and beliefs lead to inappropriate and even destructive behavior, then changing those thoughts, attitudes and beliefs can lead to more appropriate, pro-social behavior.

Cultural Competence: Cultural competence³ is a set of congruent behaviors, attitudes, and policies that come together in a system, agency or among professionals and enable that system, agency or those professions to work effectively in cross-cultural situations. Cultural competency requires a demonstrated respect, awareness, and dynamic appreciate of the beliefs, practices, traditions, religion, history, languages, and criminal histories of diverse individuals and communities.

The word **culture** is used because it implies the integrated pattern of human behavior that includes thoughts, communications, actions, customs, beliefs, values and institutions of a racial, ethnic, religious or social group. The word **competence** is used because it implies having the capacity to function effectively. Five essential elements contribute to a system's institution's, or agency's ability to become more culturally competent which include:

1. Valuing diversity
2. Having the capacity for cultural self-assessment
3. Being conscious of the dynamics inherent when cultures interact
4. Having institutionalized culture knowledge
5. Having developed adaptations to service delivery reflecting an understanding of cultural diversity

These five elements should be manifested at every level of an organization including policy making, administrative, and practice. Further these elements should be reflected in the attitudes, structures, policies and services of the organization.

Dosage Principle: The Dosage Principle speaks to the number of programmatic services hours necessary to achieve a measurable reduction in recidivism based upon the individuals risk level. This principle directs programs to provide direct client services at a minimum of 100-150 hours for moderate risk and 200+ hours for high risk (across multiple criminogenic need areas) in order to achieve a measurable reduction in recidivism. Dosage under one hundred hours produces relatively small effects for this population. High intensity programs should be provided and

3 Cross, T., Bazron, B., Dennis, K., & Isaacs, M., (1989). *Towards A Culturally Competent System of Care, Volume I*. Washington, DC: Georgetown University Child Development Center, CASSP Technical Assistance Center.

should occupy 40% to 70% of participants free time in order to be effective. Please also see Appendix A.

Evaluation:

Project Evaluation

A project evaluation is a comprehensive written evaluation plan that includes activities for both process and outcome measures. Distinguishing between process and outcome evaluations can be similar to considering the stage of development of your program against your program logic model. In general, process evaluation focuses on the first three boxes of the logic model: inputs, activities, and outputs (CDC, 2008).

Process Evaluation⁴

A process evaluation enables you to describe and assess your program's activities and to link your progress to outcomes. This is important because the link between outputs and short-term outcomes remains an empirical question. The purpose of a process evaluation is to assess how program activities are being carried out in accordance with goals and objectives. Process measures are designed to answer the question: "What is the program actually doing and is this what we planned it to do?" "Were the expected resources available?" "Did those resources produce the planned activities?" Examples of process measures could include:

- Project staff have been recruited, hired and trained according to the proposal.
- Activities/strategies have been implemented on time according to the proposal.
- Number of interagency agreements entered into by the program compared to the number planned.
- Number of trainings conducted.
- Number of neighborhood meetings conducted.

Outcome Evaluation⁵

Outcome evaluation, as the term implies, focuses on the last three outcome boxes of the logic model: short-term, intermediate, and long-term outcomes. Outcome evaluation allows researchers to document health and behavioral outcomes and identify linkages between an intervention and quantifiable effects.

The purpose of an outcome evaluation is to identify whether the program "worked" in terms of achieving its goals and objectives. Outcome measures are designed to answer the question: "What results did the program produce?" "Did the resources and activities produce the anticipated outputs?" "Did those outputs lead to the intended outcomes?" Examples of outcome measures include:

⁴Justice Research and Statistics Association, Juvenile Justice Evaluation Center. (2003, June). *Juvenile Justice Program Evaluation: An overview (Second Edition)* p. 7. Retrieved from <http://www.jrsa.org/nijec/publications/program-evaluation.pdf>.

⁵ *Id* at pp. 7-8.

- Results of pre/post surveys (e.g., changes in the reported confidence/trust in law enforcement among community members).
- Implementation of regular, ongoing community forums where law enforcement/community dialogue takes place.
- Changes in policies at the Lead Agency level to reflect procedural justice principles.

In an evidence-based practice approach, outcome evaluations must include not only the measures but also analysis of the extent to which the measured results can be attributed to the program rather than to coincidence or alternative explanations.

Evidence-Based Practice: The National Institute of Corrections (2009) describes evidence-based practice as follows:

“Evidence-based practice is the objective, balanced and responsible use of current research and the best available data to guide policy and practice decisions, such that outcomes for consumers are improved. In the case of corrections, consumers include offenders, victims and survivors, communities, and other key stakeholders. Used originally in the health care and social science fields, evidence-based practice focuses on approaches demonstrated to be effective through empirical research rather than through anecdote or professional experience alone.

An evidence-based approach involves an ongoing, critical review of research literature to determine what information is credible, and what policies and practices would be most effective given the best available evidence. It also involves rigorous quality assurance and evaluation to ensure that evidence-based practices are replicated with fidelity, and that new practices are evaluated to determine their effectiveness.”

Fidelity Principle: The Fidelity Principle is the extent to which a practice, program or intervention is implemented as designed; that is, in a way that adheres to the protocol of the evaluated practice or as the program was intended. Practices that are implemented with fidelity demonstrate that critical elements including the type, amount, and quality of the services are provided. Fidelity applies to practices or programs at each level in the evidence framework: Model, Promising and Innovative. Model and Promising EBP often have guidance provided on what adaptations are considered low risk. Innovative EBP may also implement the program "to fidelity" by implementing the established program as evaluated. In all programs, adaptations to the services may be made; however, it is strongly encouraged that adaptations be considered low risk adaptations. Low risk adaptations do not change how critical program elements are provided.

Gender Responsiveness: Gender responsiveness speaks to services designed with an understanding of the unique etiology of criminal behavior among women and men. Gender-responsive programming is designed to account for the unique challenges faced by females

reentering the community from custody while capitalizing on some of the characteristics that make women more amenable to programmatic success. In particular, programming that includes mental health components, supplementary services addressing female-specific topics, treatment for trauma, aftercare, childcare, and parenting classes have been linked to reductions in relapse and increases in treatment retention following release from custody.

Goals and Objectives: Goals and objectives are terms in common use; and, sometimes used interchangeably because both refer to the intended results of program activities. Goals are longer-term than objectives, more broadly stated and govern the specific objectives to which program activities are directed.

In proposals, goals are defined by broad statements of what the program intends to accomplish, representing the long-term intended outcome of the program⁶.

Examples of goal statements⁷:

- To reduce the number of serious and chronic juvenile offenders.
- To divert nonviolent juvenile offenders from state juvenile correctional institutions.
- To restore the losses suffered by the victims of crimes.

Objectives are defined by statements of specific, measurable aims of program activities⁸. Objectives detail the tasks that must be completed to achieve goals⁹. Descriptions of objectives in the proposals should include three elements¹⁰:

- 1) Direction – the expected change or accomplishment (e.g., improve, maintain);
- 2) Timeframe – when the objective will be achieved; and
- 3) Target Population– who is affected by the objective.

Examples of program objectives¹¹:

- By the end of the program, young, drug-addicted juveniles will recognize the long-term consequences of drug use.

6 Justice Research and Statistics Association, Juvenile Justice Evaluation Center. (2003, June). *Juvenile Justice Program Evaluation: An overview (Second Edition)*. Retrieved from <http://www.jrsa.org/nijec/publications/program-evaluation.pdf>. See also New York State Division of Criminal Justice Services. *A Guide to Developing Goals and Objectives for Your Program*. Retrieved from <http://www.criminaljustice.ny.gov/ofpa/goalwrite.htm>.

7 *Id.* at p. 4.

8 National Center for Justice Planning. Overview of Strategic Planning. *Where Do We Want to Be? Goals and Objectives*. Retrieved from <http://ncjp.org/strategic-planning/overview/where-do-we-want-be/goals-objectives>.

9 *Id.*; see *supra* fn 1.

10 Justice Research and Statistics Association, Juvenile Justice Evaluation Center. (2003, June). *Juvenile Justice Program Evaluation: An overview (Second Edition)* p. 5. Retrieved from <http://www.jrsa.org/nijec/publications/program-evaluation.pdf>.

11 *Id.*

- To place eligible juveniles in an intensive supervision program within two weeks of adjudication to ensure offender accountability and community safety.
- To ensure that juvenile offenders carry out all of the terms of the mediation agreements they have worked out with their victims by program completion.

Harm Reduction: Harm reduction is a set of practical strategies aimed at reducing the negative consequences associated with drug use. It is also a movement for social justice built on a belief in, and respect for, the right of people who use drugs.

Housing Models:

1. Housing First

Housing First is an approach that centers on providing homeless people with housing quickly and then providing services as needed. What differentiates a Housing First approach from other strategies is that there is an immediate and primary focus on helping individuals and families quickly access and sustain permanent housing. This approach has the benefit of being consistent with what most people experiencing homelessness want and seek help to achieve. Housing First programs share critical elements:

- There is a focus on helping individuals and families access and sustain rental housing *as quickly as possible and the housing is not time-limited*;
- A variety of services are delivered primarily following a housing placement to promote housing stability and individual well-being;
- Such services are time-limited or long-term depending upon individual need; and
- Housing is not contingent on compliance with services – instead, participants must comply with a standard lease agreement and are provided with the services and supports that are necessary to help them do so successfully.

(Source: National Alliance to End Homelessness.)

2. Permanent Supportive Housing

Supportive housing is an evidence-based housing intervention that combines non-time-limited affordable housing assistance with wrap-around supportive services for people experiencing homelessness, as well as other people with disabilities. Research has proven that supportive housing is a cost-effective solution to homelessness, particularly for people experiencing chronic homelessness. Study after study has shown that supportive housing not only resolves homelessness and increases housing stability, but also improves health and lowers public costs by reducing the use of publicly funded crisis services, including shelters, hospitals, psychiatric centers, jails, and prisons.

(Source: U.S. Interagency Council on Homelessness.)

3. Rapid Rehousing

Rapid re-housing is an intervention designed to help individuals and families quickly exit homelessness and return to permanent housing. Rapid re-housing assistance is offered without preconditions — like employment, income, absence of criminal record, or

sobriety — and the resources and services provided are tailored to the unique needs of the household.

Rapid re-housing has the following core components:

a. Housing Identification

- Recruit landlords to provide housing opportunities for individuals and families experiencing homelessness.
- Address potential barriers to landlord participation such as concern about short term nature of rental assistance and tenant qualifications.
- Assist households to find and secure appropriate rental housing.

b. Rent and Move-In Assistance

- Provide assistance to cover move-in costs, deposits, and the rental and/or utility assistance (typically six months or less) necessary to allow individuals and families to move immediately out of homelessness and to stabilize in permanent housing.

c. Rapid Re-Housing Case Management and Services

- Help individuals and families experiencing homelessness identify and select among various permanent housing options based on their unique needs, preferences, and financial resources.
- Help individuals and families experiencing homelessness address issues that may impede access to housing (such as credit history, arrears, and legal issues).
- Help individuals and families negotiate manageable and appropriate lease agreements with landlords.
- Make appropriate and time-limited services and supports available to families and individuals to allow them to stabilize quickly in permanent housing.
- Monitor participants' housing stability and be available to resolve crises, at a minimum during the time rapid re-housing assistance is provided.
- Provide or assist the household with connections to resources that help them improve their safety and well-being and achieve their long-term goals. This includes providing or ensuring that the household has access to resources related to benefits, employment, and community-based services (if needed and appropriate), so that they can sustain rent payments independently when rental assistance ends.
- Ensure that services provided are client-directed, respectful of individuals' right to self-determination, and voluntary. Unless basic program-related case management is required by statute or regulation, participation in services should not be required to receive rapid re-housing assistance.

(Source: U.S. Interagency Council on Homelessness.)

4. Transitional Housing

Transitional Housing: a project that is designed to provide housing and appropriate supportive services to homeless persons to facilitate movement to independent living.

The housing is short-term, typically less than 24 months. In addition to providing safe housing for those in need, other services are available to help participants become self-sufficient. (Source: U.S. Department of Housing and Urban Development.)

5. Sober Living Homes

A supportive alcohol and drug free living environment for individuals attempting to maintain abstinence from alcohol or drugs in their life. Such programs do not mandate treatment but strongly encourage participation in 12-step support groups. These group living environments offer transitional space for people living incarceration, formal addiction treatment centers or other residential placement. They typically employ house rules which may include curfews, house chores or duties and other rules related to conduct. The participant is generally responsible for their rent and encouraged to work and engage in all other normal life functions from within a peer-supported environment.

Length of Service: Length of service refers to the average number of weeks that an individual would need to participate in the program for completion of the service. This should be based on the risk and need levels of the participant to be served and the activities that will be administered throughout the duration of the program. Please also see Service Intensity and Service Dosage below.

Logic Model: A logic model is a graphic representation of the theory of change that illustrates the linkages among program resources, activities, outputs, audiences and short-, intermediate- and long-term outcomes related to a specific problem or situation. A logic model synthesizes the main program elements into a picture of how the program is supposed to work. It makes explicit the sequence of events that are presumed to bring about change. Often this logic is displayed in a flow-chart, map, or table to portray the sequence of steps leading to program results.

Creating a logic model allows stakeholders to improve and focus program direction. It reveals assumptions about conditions for program effectiveness and provides a frame of reference for one or more evaluations of the program. A detailed logic model can also be a basis for estimating the program's effect on endpoints that are not directly measured. For example, it may be possible to estimate the rate of reduction in disease from a known number of persons experiencing the intervention if there is prior knowledge about its effectiveness.

Logic model elements include:

- **Target Population:** Who the program is seeking to serve
- **Inputs:** Resources necessary for program implementation
- **Activities:** The actual interventions that the program implements to achieve health outcomes
- **Outputs:** Direct products obtained as a result of program activities
- **Outcomes (initial, intermediate, long-term):** The changes, impacts, or results of program implementation (activities and outputs). It is *theories of change* that allow researchers/evaluators to hypothesize that a program's intermediate and long-term outcomes are a result of short-term outcomes, which are a result of the activities implemented.

Matching Resources: A resource match is defined as a “cost sharing” or “investment” in a project. Matching resources are typically stated as a percentage of the total project costs for an award. For example, a 20 percent match on a \$100,000 project would be \$20,000, where \$80,000 is provided by the funding agency and \$20,000 is provided by the recipient. It is worth noting that Federal grant awards cannot be utilized as matching resources (except where specifically allowed under the award). Further, volunteer services are allowed and must be documented and claimed in the same classification as employees.

Motivational Interviewing: Motivational interviewing is a client-centered, directive method designed to enhance client motivation for behavior change. MI focuses on exploring and resolving ambivalence by increasing intrinsic motivation to change and can be used by itself or in combination with other interventions.

Needs Principle: The Needs Principle directs intervention resources to address primarily those areas which are directly linked to criminal behavior. While individuals have a variety of needs, not all have an equal impact on their risk to reoffend. Primary criminogenic needs include: a history of antisocial behavior; anti-social personality pattern; antisocial/pro-criminal attitudes, values, and thinking; and pro-criminal associates. Secondary criminogenic needs include family dysfunction; low levels of educational and vocational achievement; low levels of prosocial activities; and abuse of alcohol and/or drugs. All services should target primary criminogenic needs as well as any other areas addressed.

Population Tiers: The following tiers have been established among the justice involved population to identify the circumstances that best reflect the individual’s more recent interaction with the criminal justice system. Nine tiers have been established and include:

1. Currently on AB109 Probation in Contra Costa County
2. Currently on felony Probation in Contra Costa County
3. Has spent at least 30 days in any jail/prison and was released in the last 3 years
4. Has criminal charges pending and is currently awaiting trial
5. Currently on informal/court probation
6. Has been convicted of felonies and is in a special (drug, behavioral, domestic violence) court program
7. Currently on parole
8. Currently in jail or prison
9. None of the above.

Recidivism: Recidivism is defined as conviction of a new felony or misdemeanor committed within three years of release from custody or committed within three years of placement on supervision for a previous criminal conviction.¹²

¹² Cal. Penal Code § 6046.2(d)). “Committed” refers to the date of offense, not the date of conviction.

Responsivity Principle: The Responsivity Principle requires that service delivery match specific characteristics of individuals in order for them to benefit. Independent of the type of service being delivered, evidence shows that the criminal justice population most benefits from services that are cognitive and behavioral in nature. That is, services should identify and address anti-social thinking and build pro-social skills through extensive behavioral practice. Responsivity also includes the consideration of culture, gender, motivational stages, and learning styles, and logistical considerations and community functioning, such as transportation, housing, food, or behavioral and physical health. While these factors are not themselves criminogenic, they should be addressed to the extent that they create barriers to an individual's ability to receive services.

The criminal justice population includes many individuals still at a pre-contemplative stage with regard to treatment and change. Responsivity requires that service providers develop competency in meeting clients at any stage of readiness for change, enhancing intrinsic motivation and raising awareness of and capacity for change. Service providers are expected to show the willingness and ability to respond immediately to client-determined needs and goals, to work flexibly under the service hub framework to provide coordinated services across providers, and to provide field-based services in the community as needed to reduce barriers to service engagement.

Restorative Practices: Restorative practices are processes that proactively build healthy relationships and a sense of community to prevent and address conflict and wrongdoing while respecting the dignity and equality of each person. Restorative practices build understanding and promote social harmony through healing; provide an opportunity for participants to obtain reparation and feel safer; allow those who have committed wrongdoing to gain insight into the causes and effects of their behavior and to take responsibility in a meaningful way; and, enable communities to understand the underlying causes of wrongdoing, to promote community well-being and to prevent crime.

Risk Principle: The Risk Principle is the prioritization of supervision and treatment services for individuals at higher risk of re-offending. Shifting resources to these individuals results in much greater gains in public safety, while targeting those with lower risk factors can actually increase their likelihood of recidivism. By focusing on individuals with high risk factors, programs are able to address multiple criminogenic areas with greater intensity, thus resulting in greater impact on behavior.

Service Dosage: Similar to service intensity, determining dosage of service should be based on the risk and need levels of the participant to be served and the activities that will be administered throughout the duration of the program. For example, if the program's activities require participation by clients on an individual basis and a participant is determined to be of moderate risk and high need that your program is structured to meet, then the dosage will account for the overall total number of hours per client throughout the duration of the client's participation in the program. Please also see Service Intensity below.

Service Intensity: Determining service intensity should be based on the risk and need levels of the participant to be served and the activities that will be administered throughout the duration of the program. For example, if the program’s activities require participation by clients on an individual basis and the participant is determined to be of moderate risk and high level of need that your proposed program is structured to meet, then service intensity will account for the number of service hours per week per client to adequately address the participant’s need level. Please also see Length of Service above.

Theory of Change: A theory of change, as it relates to a logic model, is a narrative that describes the rationale for the expected links between program strategies, resources, activities, and outcomes. It explains how and why activities are expected to lead to outcomes in the particular order depicted.

Trauma-Informed Care:¹³ Trauma-informed care incorporates a broad array of practices that avoid re-triggering of traumatic responses, as well as a systematic ability to appropriately distinguish trauma responses from program non-compliance. According to the Substance Abuse and Mental Health Services Administration, “A program, organization, or system that is trauma-informed:

- Realizes the widespread impact of trauma and understands potential paths for recovery;
- Recognizes the signs and symptoms of trauma in clients, families, staff, and others involved with the system;
- Responds by fully integrating knowledge about trauma into policies, procedures, and practices; and
- Seeks to actively resist re-traumatization

The Substance Abuse and Mental Health Services Administration’s (SAMHSA’s) concept of trauma-informed care is guided by six key principles:

- Safety
- Trustworthiness and transparency
- Peer support
- Collaboration and mutuality
- Empowerment, voice and choice
- Cultural, historical, and gender issues.

13 Substance Abuse and Mental Health Services Administration, U.S. Department of Health and Human Services. *Trauma-informed Approach and Trauma-Specific Interventions*. Retrieved July 22, 2016, from <http://www.samhsa.gov/nctic/trauma-interventions>

Respondent Checklist

Each respondent must submit a response with documents as described (unless otherwise noted) in the order listed here from top to bottom. Duplicate enclosed forms as necessary.

- A. Response Cover Statement (Form #1)** attached as cover sheet to response.
- B. Table of Contents**
- C. Program Narrative**
- D. Program Logic Model**
- E. Results First Clearinghouse Evidence-Based Program Rating & Summary**
- F. Acknowledgement of Program Performance Evaluation**
- G. Project Timeline**
- H. Budget Narrative**
- I. List of Agency Board of Directors (Form #2)**
- J. Agency Organizational Chart** indicating how proposed project relates with other agency projects and programs.
- K. Job Descriptions and Resumes** of Executive Director and key program staff
- L. Additional Supporting Documentation**
- M. Bidder's Statement of Qualifications (Form #3)**, completed and signed by Agency Executive Director and President of Agency Board of Directors. *(Form #3 with original signatures must accompany original response.)*
- N. Bidder's Contracts and Grants (Form #4)**, completed and signed by the Agency Executive Director and the President of the Board of Directors. *(Form #4 with original signatures must accompany original response.)*
- O. Fiscal Attachments**

Acknowledgement of Program Performance Evaluation

To be selected by the County to provide reentry services, the Successful Responder must show an ability to begin the provision of the services, as described, within 60 days of the effective date of the resulting contract. In addition, the Successful Responder must participate in the following activities:

(1) Data Collection and Management

Contractor shall utilize the data system provided by the County to track and report information on program operations, share client information with partners, and coordinate the delivery of services to Clients. In collaboration with the ORJ, the Contractor shall develop a data collection and evaluation plan to measure programmatic and process outcomes, and assess fidelity and program performance. Contractor shall be responsible for complying with all laws related to gathering and sharing of personal information and ensure clients' privacy rights are protected.

(2) Reporting

Contractor shall prepare and submit to the County reports on Contractor's performance and process outcomes at intervals to be determined by the County. These reports will at least provide updates on progress against Contract objectives, data related to service delivery, information concerning partnership development as well as local data to better understand program performance and fidelity to the proposed evidence-based program within the County. Each report must be submitted on the last day of the month that follows the end of a reporting period.

(3) Contract Monitoring and Evaluation

The ORJ will actively monitor all services provided as a part of any Contract that results from this RFP process. Contractor shall participate in regular monitoring visits, conducted by the ORJ, to the sites where services are provided. The purpose of these visits is not only to build relationships but to assess progress towards performance goals, identify issues, and solve problems early on.

At a minimum, contractors will be expected to:

- a. Perform all services without material deviation from an agreed-upon Service Plan.
- b. Complete progress report in a form required by the County.
- c. Maintain adequate records of service provision to document compliance with Service Plan.
- d. Cooperate with the collection of other fiscal/administrative/service data as requested by the County.

The ORJ will:

- a. Have discretion to be part of the monitoring of any subcontracts written by and entered into by the Contractor that utilizes funds awarded through this solicitation.
- b. Provide information to contractors concerning additional State or County data requirements not provided here or in the resulting contract.
- c. Provide the Contractor with any forms or further direction needed to comply with the terms of an agreed upon Service Plan.

Name: _____

Date: _____

Signature: _____

Executive Director

Name: _____

Signature: _____

Board President

Date: _____

Results First Clearinghouse Evidence-Based Program Rating & Summary

This form is intended to provide a brief summary of the evidence surrounding the program proposed and should not exceed 2 pages.

<u>PROGRAM SPECIFIC DETAILS:</u> Please draw from the Results First Clearinghouse database page(s) for the proposed EBP to complete this section of the form.		
EBP Program Name:		
Specific Clearinghouse:		
Clearinghouse rating: Please select ONLY one rating level	<input type="checkbox"/> Model <input type="checkbox"/> Promising	<i>Please see Section 3, page 15, for definitions surrounding level of evidence criteria.</i>
<u>Settings:</u>		
<u>Ages:</u>		
<u>Target populations:</u>		
<u>Expected outcome measures:</u>		
<u>AGENCY DETAILS:</u> In light of the above program evidence, please <i>briefly</i> address the below questions.		
How will you evaluate whether the outcome measures expected are achieved?	(Please limit your response to 150 words)	
How will you ensure that the program has been implemented to fidelity?	(Please limit your response to 150 words)	
What adaptations from the Clearinghouse programmatic description on implementation, population, and staff, do you plan to include in your proposed service delivery?	(Please limit your response to 150 words)	

Example Logic Model: County Intimate Partner Violence (IPV) Pilot Project

Situation: Reduce recidivism among persons convicted of IPV charges. By using risk-based decision making to determine the dosage of DV treatment, county is developing more cost-effective solutions that should increase client success, reduce IPV and show difference in low-risk client outcomes compared to previous dosage, as well as to higher risk IPV clients. This approach is designed to be risk-need responsive in that those deemed low risk receive lower dosage batterer intervention program (BIP) as well as lower dosage supervision.

<u>Target Population</u>	<u>Inputs/Resources</u> →	<u>Activities</u>	<u>Outputs</u> →	<u>Outcomes</u>
<ul style="list-style-type: none"> • Those convicted of 1203.098 charges • Low static Risk LS-CMI/ ODARA Clients • Medium/HR IPV Clients 	<p>---- County----</p> <ul style="list-style-type: none"> • Investigating Officers to assess and write reports • Probation officer’s supervision of offender post-disposition • Victim services and engagement by supervising DPOs • Funding for provider training on curriculum • Probation Staff certification and BIP oversight <p>---Providers----</p> <ul style="list-style-type: none"> • Open Group with trained facilitators • Standardized curriculum used 	<ul style="list-style-type: none"> • # of probationers assessed using LS-CMI (by score) by INV officer • # of probationers assessed using ODARA (by score) • # of pre-sentence/pre-plea reports • # of probationers ordered to 26-week program • # of victims contacted for feedback via victim survey • # of program reviews completed with IPV stakeholders • # of referrals to other programs as determined by criminogenic need • # of probationers referred to BIP • # of probationers who complete a post-program evaluation 	<ul style="list-style-type: none"> • # of probationers attending orientation within 14 days of referral • # of Probationers attending Intake Assessment [including pre-test & Readiness to Change] with Provider • # of Probationers successfully completing IPV program in allocated timeframe • # of victims reporting improvement in sense of peacefulness • # of program reviews completed with a passing grade for credential • # of ancillary program completions for criminogenic needs 	<p>-- SAFETY --</p> <ul style="list-style-type: none"> • New conviction, any charge AND new IPV charge, at end of BIP program regardless of program outcome • New conviction, any charge AND new IPV charge, year from end of BIP program • Restraining Order violations per a new Probation violation filed during program • Restraining Order violations per a new Probation violation filed within 1 year of program completion <p>-- HEALTH AND WELLNESS --</p> <ul style="list-style-type: none"> • Reduction in criminogenic needs around drug or substance abuse • Completion of referred substance abuse program

LOGIC MODEL TEMPLATE

Instructions: Please provide a program logic model describing the linkages between the program targeted population, resources, activities, outputs, and initial, intermediate- and long-term outcomes related to the proposed service’s overall goals/objectives. This logic model should detail how the program will operate and make explicit the sequence of events that are presumed to bring about change associated with the program’s outcomes. (This logic model template will not count toward page limit for the Project Narrative Section.)

Program/Initiative/Project Name: _____

Target Population	Inputs or Resources	Activities	Outputs	Outcomes
(who the program is for)	(what is invested)	(program events or strategies, what is done)	(products of activities, results of the activities)	(these can be short, intermediate and long term)

FORM #1

RESPONSE COVER SHEET

Applicant
Organization: _____

Business
Address: _____

Phone: _____ Email: _____ Year Organization Founded _____

Contact Person & Title _____

501(c)3 yes Exemption Expiration Date
 no Other (explain): _____

Federal Employer Number:

List Collaborative Partners, if applicable:

We submit the attached response and attachments in response to Contra Costa County’s Request for Proposals #2204-561, and declare that:

If the Board of Supervisors of Contra Costa County accepts this response, we will enter into a standard contract with Contra Costa County to provide all work specified herein as proposed or in accordance with modifications required by Contra Costa County. Funds obtained through this contract will not be used for other programs operated by the bidder/contractor unless stipulated within the response and accepted by the County.

Authorized representatives: (two signatures required)

Name: _____ Date: _____

Signature: _____
Executive Director

Name: _____

Signature: _____ Date: _____
Board President

This form must accompany the response package when submitted. Only one copy with original signatures is required.

FORM #2

CURRENT BOARD OF DIRECTORS

1. Number of Board members required by agency's bylaws: _____
2. Number of members on current Board: _____
3. When and how often does the Board meet: _____
4. List current Board members below (or attach Board List in this format):

<u>Name of Member</u>	<u>City of Residence</u>	<u>Occupation/Affiliation</u>	<u>Board Position</u>
-----------------------	--------------------------	-------------------------------	-----------------------

5. Describe key roles and responsibilities of the Board:

FORM #3

BIDDER'S STATEMENT OF PROPOSALS

1. List any licenses or certifications held by the agency, with expiration dates.

2 (a) Who administers your agency's fiscal system?

Name: _____

Phone: _____

Title: _____

Work Schedule: _____

(b) What CPA firm maintains or reviews the agency's financial records and annual audit, if applicable?

Name: _____

Phone: _____ Address: _____

3. Number of years bidder operated under the present business name. _____

List related prior business names, if any, and timeframe for each.

4. Number of years bidder has provided the services described in this response or related services.

5. Has bidder failed or refused to complete any contract? Yes No

If yes, briefly explain:

6. Is there any past, present, or pending litigation in connection with contracts for services involving the bidder or any principal officer of the agency? Yes No

If yes, briefly explain.

FORM #3, Cont.

7. Does bidder have a controlling interest in any other firm(s)? Yes No
If yes, please list below.

8. Does bidder have commitments or potential commitments that may impact assets, lines of credit or otherwise affect agency's ability to fulfill this RFP? Yes No
If yes, specify below.

Bidder attests, under penalty of perjury, that all information provided herein is complete and accurate. Bidder agrees to provide to County other information the County may request as necessary for an accurate determination of bidder's qualifications to perform proposed services.

Name and Title
(Executive Director) _____
Date

Name and Title
(Board President) _____
Date

Note: When more than one agency will collaborate in providing services(s), each agency involved must complete this form.

FORM #4

CONTRACTS AND GRANTS

1. List current contracts and subcontracts including government contracts and/or grants:

<u>Contact Name/Phone # of Contractor/Grantor</u>	<u>Services Provided Under Contract</u>	<u>Contract Dates</u>
---	---	---------------------------

2. List key contracts/grants completed in the last five years, including government contracts/grants:

3. Bidder agrees to allow County to contact contractors for information relative to bidder's performance. **(Sign below)**

Name and Title
(Executive Director) _____ Date

Name and Title
(Board President) _____ Date

Note: When more than one agency will collaborate in providing services(s), each agency involved must complete this form.

GENERAL CONDITIONS
(Purchase of Services - Long Form)

1. **Compliance with Law.** Contractor is subject to and must comply with all applicable federal, state, and local laws and regulations with respect to its performance under this Contract, including but not limited to, licensing, employment, and purchasing practices; and wages, hours, and conditions of employment, including nondiscrimination.
2. **Inspection.** Contractor's performance, place of business, and records pertaining to this Contract are subject to monitoring, inspection, review and audit by authorized representatives of the County, the State of California, and the United States Government.
3. **Records.** Contractor must keep and make available for inspection and copying by authorized representatives of the County, the State of California, and the United States Government, the Contractor's regular business records and such additional records pertaining to this Contract as may be required by the County.
 - a. **Retention of Records.** Contractor must retain all documents pertaining to this Contract for five years from the date of submission of Contractor's final payment demand or final Cost Report; for any further period that is required by law; and until all federal/state audits are complete and exceptions resolved for this Contract's funding period. Upon request, Contractor must make these records available to authorized representatives of the County, the State of California, and the United States Government.
 - b. **Access to Books and Records of Contractor, Subcontractor.** Pursuant to Section 1861(v)(1) of the Social Security Act, and any regulations promulgated thereunder, Contractor must, upon written request and until the expiration of five years after the furnishing of services pursuant to this Contract, make available to the County, the Secretary of Health and Human Services, or the Comptroller General, or any of their duly authorized representatives, this Contract and books, documents, and records of Contractor necessary to certify the nature and extent of all costs and charges hereunder.

Further, if Contractor carries out any of the duties of this Contract through a subcontract with a value or cost of \$10,000 or more over a twelve-month period, such subcontract must contain a clause to the effect that upon written request and until the expiration of five years after the furnishing of services pursuant to such subcontract, the subcontractor must make available to the County, the Secretary, the Comptroller General, or any of their duly authorized representatives,

the subcontract and books, documents, and records of the subcontractor necessary to verify the nature and extent of all costs and charges thereunder.

This provision is in addition to any and all other terms regarding the maintenance or retention of records under this Contract and is binding on the heirs, successors, assigns and representatives of Contractor.

4. **Reporting Requirements**. Pursuant to Government Code Section 7550, Contractor must include in all documents and written reports completed and submitted to County in accordance with this Contract, a separate section listing the numbers and dollar amounts of all contracts and subcontracts relating to the preparation of each such document or written report. This section applies only if the Payment Limit of this Contract exceeds \$5,000.

5. **Termination and Cancellation**.
 - a. **Written Notice**. This Contract may be terminated by either party, in its sole discretion, upon thirty-day advance written notice thereof to the other, and may be cancelled immediately by written mutual consent.

 - b. **Failure to Perform**. County, upon written notice to Contractor, may immediately terminate this Contract should Contractor fail to perform properly any of its obligations hereunder. In the event of such termination, County may proceed with the work in any reasonable manner it chooses. The cost to County of completing Contractor's performance will be deducted from any sum due Contractor under this Contract, without prejudice to County's rights to recover damages.

 - c. **Cessation of Funding**. Notwithstanding any contrary language in Paragraphs 5 and 11, in the event that federal, state, or other non-County funding for this Contract ceases, this Contract is terminated without notice.

6. **Entire Agreement**. This Contract contains all the terms and conditions agreed upon by the parties. Except as expressly provided herein, no other understanding, oral or otherwise, regarding the subject matter of this Contract will be deemed to exist or to bind any of the parties hereto.

7. **Further Specifications for Operating Procedures**. Detailed specifications of operating procedures and budgets required by this Contract, including but not limited to, monitoring, evaluating, auditing, billing, or regulatory changes, may be clarified in a written letter signed by Contractor and the department head, or designee, of the county department on whose behalf this Contract is made. No

written clarification prepared pursuant to this Section will operate as an amendment to, or be considered to be a part of, this Contract.

8. **Modifications and Amendments.**

- a. **General Amendments.** In the event that the total Payment Limit of this Contract is less than \$100,000 and this Contract was executed by the County's Purchasing Agent, this Contract may be modified or amended by a written document executed by Contractor and the County's Purchasing Agent or the Contra Costa County Board of Supervisors, subject to any required state or federal approval. In the event that the total Payment Limit of this Contract exceeds \$100,000 or this Contract was initially approved by the Board of Supervisors, this Contract may be modified or amended only by a written document executed by Contractor and the Contra Costa County Board of Supervisors or, after Board approval, by its designee, subject to any required state or federal approval.
- b. **Minor Amendments.** The Payment Provisions and the Service Plan may be amended by a written administrative amendment executed by Contractor and the County Administrator (or designee), subject to any required state or federal approval, provided that such administrative amendment may not increase the Payment Limit of this Contract or reduce the services Contractor is obligated to provide pursuant to this Contract.

9. **Disputes.** Disagreements between County and Contractor concerning the meaning, requirements, or performance of this Contract shall be subject to final written determination by the head of the county department for which this Contract is made, or his designee, or in accordance with the applicable procedures (if any) required by the state or federal government.

10. **Choice of Law and Personal Jurisdiction.**

- a. This Contract is made in Contra Costa County and is governed by, and must be construed in accordance with, the laws of the State of California.
- b. Any action relating to this Contract must be instituted and prosecuted in the courts of Contra Costa County, State of California.

11. **Conformance with Federal and State Regulations and Laws.** Should federal or state regulations or laws touching upon the subject of this Contract be adopted or revised during the term hereof, this Contract will be deemed amended to assure conformance with such federal or state requirements.

12. **No Waiver by County.** Subject to Paragraph 9. (Disputes) of these General Conditions, inspections or approvals, or statements by any officer, agent or employee of County indicating Contractor's performance or any part thereof complies with the requirements of this Contract, or acceptance of the whole or any part of said performance, or payments therefor, or any combination of these acts, do not relieve Contractor's obligation to fulfill this Contract as prescribed; nor is the County thereby prevented from bringing any action for damages or enforcement arising from any failure to comply with any of the terms and conditions of this Contract.

13. **Subcontract and Assignment.** This Contract binds the heirs, successors, assigns and representatives of Contractor. Prior written consent of the County Administrator or his designee, subject to any required state or federal approval, is required before the Contractor may enter into subcontracts for any work contemplated under this Contract, or before the Contractor may assign this Contract or monies due or to become due, by operation of law or otherwise.

14. **Independent Contractor Status.** The parties intend that Contractor, in performing the services specified herein, is acting as an independent contractor and that Contractor will control the work and the manner in which it is performed. This Contract is not to be construed to create the relationship between the parties, or between County and any Contractor employee, of agent, servant, employee, partnership, joint venture, or association. Neither Contractor, nor any of its employees, is a County employee. This Contract does not give Contractor, or any of its employees, any right to participate in any pension plan, workers' compensation plan, insurance, bonus, or similar benefits County provides to its employees. In the event that County exercises its right to terminate this Contract, Contractor expressly agrees that it will have no recourse or right of appeal under any rules, regulations, ordinances, or laws applicable to employees.

15. **Conflicts of Interest.** Contractor covenants that it presently has no interest and that it will not acquire any interest, direct or indirect, that represents a financial conflict of interest under state law or that would otherwise conflict in any manner or degree with the performance of its services hereunder. Contractor further covenants that in the performance of this Contract, no person having any such interests will be employed by Contractor. If requested to do so by County, Contractor will complete a "Statement of Economic Interest" form and file it with County and will require any other person doing work under this Contract to complete a "Statement of Economic Interest" form and file it with County. Contractor covenants that Contractor, its employees and officials, are not now employed by County and have not been so employed by County within twelve months immediately preceding this Contract; or, if so employed, did not then and do not now occupy a position that would create a conflict of interest under Government Code section 1090. In addition to any indemnity provided by Contractor in this Contract, Contractor will indemnify, defend, and hold the County harmless from any and all claims, investigations, liabilities, or damages resulting from or related to any and all alleged conflicts

of interest. Contractor warrants that it has not provided, attempted to provide, or offered to provide any money, gift, gratuity, thing of value, or compensation of any kind to obtain this Contract.

16. **Confidentiality**. To the extent allowed under the California Public Records Act, Contractor agrees to comply and to require its officers, partners, associates, agents and employees to comply with all applicable state or federal statutes or regulations respecting confidentiality, including but not limited to, the identity of persons served under this Contract, their records, or services provided them, and assures that no person will publish or disclose or permit or cause to be published or disclosed, any list of persons receiving services, except as may be required in the administration of such service. Contractor agrees to inform all employees, agents and partners of the above provisions, and that any person knowingly and intentionally disclosing such information other than as authorized by law may be guilty of a misdemeanor.

17. **Nondiscriminatory Services**. Contractor agrees that all goods and services under this Contract will be available to all qualified persons regardless of age, gender, race, religion, color, national origin, ethnic background, disability, or sexual orientation, and that none will be used, in whole or in part, for religious worship.

18. **Indemnification**. Contractor will defend, indemnify, save, and hold harmless County and its officers and employees from any and all claims, demands, losses, costs, expenses, and liabilities for any damages, fines, sickness, death, or injury to person(s) or property, including any and all administrative fines, penalties or costs imposed as a result of an administrative or quasi-judicial proceeding, arising directly or indirectly from or connected with the services provided hereunder that are caused, or claimed or alleged to be caused, in whole or in part, by the negligence or willful misconduct of Contractor, its officers, employees, agents, contractors, subcontractors, or any persons under its direction or control. If requested by County, Contractor will defend any such suits at its sole cost and expense. If County elects to provide its own defense, Contractor will reimburse County for any expenditures, including reasonable attorney's fees and costs. Contractor's obligations under this section exist regardless of concurrent negligence or willful misconduct on the part of the County or any other person; provided, however, that Contractor is not required to indemnify County for the proportion of liability a court determines is attributable to the sole negligence or willful misconduct of the County, its officers and employees. This provision will survive the expiration or termination of this Contract.

19. **Insurance**. During the entire term of this Contract and any extension or modification thereof, Contractor shall keep in effect insurance policies meeting the following insurance requirements unless otherwise expressed in the Special Conditions:

- a. **Commercial General Liability Insurance.** For all contracts where the total payment limit of the contract is \$500,000 or less, Contractor will provide commercial general liability insurance, including coverage for business losses and for owned and non-owned automobiles, with a minimum combined single limit coverage of \$500,000 for all damages, including consequential damages, due to bodily injury, sickness or disease, or death to any person or damage to or destruction of property, including the loss of use thereof, arising from each occurrence. Such insurance must be endorsed to include County and its officers and employees as additional insureds as to all services performed by Contractor under this Contract. Said policies must constitute primary insurance as to County, the state and federal governments, and their officers, agents, and employees, so that other insurance policies held by them or their self-insurance program(s) will not be required to contribute to any loss covered under Contractor's insurance policy or policies. Contractor must provide County with a copy of the endorsement making the County an additional insured on all commercial general liability policies as required herein no later than the effective date of this Contract. For all contracts where the total payment limit is greater than \$500,000, the aforementioned insurance coverage to be provided by Contractor must have a minimum combined single limit coverage of \$1,000,000.
- b. **Workers' Compensation.** Contractor must provide workers' compensation insurance coverage for its employees.
- c. **Certificate of Insurance.** The Contractor must provide County with (a) certificate(s) of insurance evidencing liability and worker's compensation insurance as required herein no later than the effective date of this Contract. If Contractor should renew the insurance policy(ies) or acquire either a new insurance policy(ies) or amend the coverage afforded through an endorsement to the policy at any time during the term of this Contract, then Contractor must provide (a) current certificate(s) of insurance.
- d. **Additional Insurance Provisions.** No later than five days after Contractor's receipt of: (i) a notice of cancellation, a notice of an intention to cancel, or a notice of a lapse in any of Contractor's insurance coverage required by this Contract; or (ii) a notice of a material change to Contractor's insurance coverage required by this Contract, Contractor will provide Department a copy of such notice of cancellation, notice of intention to cancel, notice of lapse of coverage, or notice of material change. Contractor's failure to provide Department the notice as required by the preceding sentence is a default under this Contract.

20. **Notices.** All notices provided for by this Contract must be in writing and may be delivered by deposit in the United States mail, postage prepaid. Notices to County must be addressed to the head of the county department for which this Contract is made. Notices to Contractor must be addressed to the Contractor's address designated herein. The effective date of notice is the date of deposit in the mails

or of other delivery, except that the effective date of notice to County is the date of receipt by the head of the county department for which this Contract is made.

21. **Primacy of General Conditions.** In the event of a conflict between the General Conditions and the Special Conditions, the General Conditions govern unless the Special Conditions or Service Plan expressly provide otherwise.
22. **Nonrenewal.** Contractor understands and agrees that there is no representation, implication, or understanding that the services provided by Contractor under this Contract will be purchased by County under a new contract following expiration or termination of this Contract, and Contractor waives all rights or claims to notice or hearing respecting any failure to continue purchasing all or any such services from Contractor.
23. **Possessory Interest.** If this Contract results in Contractor having possession of, claim or right to the possession of land or improvements, but does not vest ownership of the land or improvements in the same person, or if this Contract results in the placement of taxable improvements on tax exempt land (Revenue & Taxation Code Section 107), such interest or improvements may represent a possessory interest subject to property tax, and Contractor may be subject to the payment of property taxes levied on such interest. Contractor agrees that this provision complies with the notice requirements of Revenue & Taxation Code Section 107.6, and waives all rights to further notice or to damages under that or any comparable statute.
24. **No Third-Party Beneficiaries.** Nothing in this Contract may be construed to create, and the parties do not intend to create, any rights in third parties.
25. **Copyrights, Rights in Data, and Works Made for Hire.** Contractor will not publish or transfer any materials produced or resulting from activities supported by this Contract without the express written consent of the County Administrator. All reports, original drawings, graphics, plans, studies and other data and documents, in whatever form or format, assembled or prepared by Contractor or Contractor's subcontractors, consultants, and other agents in connection with this Contract are "works made for hire" (as defined in the Copyright Act, 17 U.S.C. Section 101 et seq., as amended) for County, and Contractor unconditionally and irrevocably transfers and assigns to Agency all right, title, and interest, including all copyrights and other intellectual property rights, in or to the works made for hire. Unless required by law, Contractor shall not publish, transfer, discuss, or disclose any of the above-described works made for hire or any information gathered, discovered, or generated in any way through this Agreement, without County's prior express written consent. If any of the works made for hire is subject to copyright protection, County reserves the right to copyright such works and Contractor agrees not to copyright such works. If any works made for hire are copyrighted, County reserves a

royalty-free, irrevocable license to reproduce, publish, and use the works made for hire, in whole or in part, without restriction or limitation, and to authorize others to do so.

26. **Endorsements.** In its capacity as a contractor with Contra Costa County, Contractor will not publicly endorse or oppose the use of any particular brand name or commercial product without the prior written approval of the Board of Supervisors. In its County-contractor capacity, Contractor will not publicly attribute qualities or lack of qualities to a particular brand name or commercial product in the absence of a well-established and widely accepted scientific basis for such claims or without the prior written approval of the Board of Supervisors. In its County-contractor capacity, Contractor will not participate or appear in any commercially produced advertisements designed to promote a particular brand name or commercial product, even if Contractor is not publicly endorsing a product, as long as the Contractor's presence in the advertisement can reasonably be interpreted as an endorsement of the product by or on behalf of Contra Costa County. Notwithstanding the foregoing, Contractor may express its views on products to other contractors, the Board of Supervisors, County officers, or others who may be authorized by the Board of Supervisors or by law to receive such views.

27. **Required Audit.**

- a. If Contractor expends \$750,000 or more in federal grant funds in any fiscal year from any source, Contractor must provide to County, at Contractor's expense, an audit conforming to the requirements set forth in the most current version of Code of Federal Regulations, Title 2, Part 200, Subpart F.
- b. If Contractor expends less than \$750,000 in federal grant funds in any fiscal year from any source, but the grant imposes specific audit requirements, Contractor must provide County with an audit conforming to those requirements.
- c. If Contractor expends less than \$750,000 in federal grant funds in any fiscal year from any source, Contractor is exempt from federal audit requirements for that year except as required by Code of Federal Regulations, Title 2, Part 200, Subpart F. Contractor shall make its records available for, and an audit may be required by, appropriate officials of the federal awarding agency, the General Accounting Office, the pass-through entity and/or the County. If an audit is required, Contractor must provide County with the audit.
- d. With respect to the audits specified in sections (a), (b) and (c) above, Contractor is solely responsible for arranging for the conduct of the audit, and for its cost. County may withhold the estimated cost of the audit or 10 percent of the contract amount, whichever is greater, or the final payment, from Contractor until County receives the audit from Contractor.

28. **Authorization**. Contractor, or the representative(s) signing this Contract on behalf of Contractor, represents and warrants that it has full power and authority to enter into this Contract and to perform the obligations set forth herein.

29. **No Implied Waiver**. The waiver by County of any breach of any term or provision of this Contract will not be deemed to be a waiver of such term or provision or of any subsequent breach of the same or any other term or provision contained herein.



June 20, 2022

RFP #2204 – 561 Lao Family Community Development for the AB 109 Evidence-Based Reentry Housing Program
Review Panel Contract Award Recommendation

Upon completion of the RFP response evaluation process, the Review Panel recommends the Board of Supervisors award a contract for up to \$1,310,160 for fiscal year 2022-2023 to Lao Family Community Development for the implementation of an evidence-based reentry housing program with a projected total amount of \$4,049,574 for three (3) years beginning July 1, 2022.

The Review Panel consisted of three individuals who are stakeholders and community representatives in housing and homeless services as well as reentry and justice fields, and were drawn from the following organizations:

- Contra Costa County Office of the Public Defender
- Probation Department's Office of Reentry & Justice
- The Multi-Faith ACTION Coalition of Contra Costa County

All members of the panel provided signed Impartiality Statements and Conflict of Interest forms verifying that they have no conflicts of interest with regard to the applicants being reviewed.

A final recommendation and approval on the contract award by the Board of Supervisors will be scheduled for future meeting in June – July, 2022.

The Office of Reentry & Justice recognizes and appreciates the service of the Review Panel members, and thanks all responders for their interest in contracting with Contra Costa County.

Sincerely,

A handwritten signature in black ink, appearing to read "Patrice Guillory".

Patrice Guillory
Director, Office of Reentry and Justice
CCC Probation Department

cc: Board of Supervisors
Monica Nino, County Administrator
Esa Ehmen-Krause, Chief Probation Officer
Community Corrections Partnership, Executive Committee
Karl Sung, Deputy County Counsel

AB 109 Evidence-Based Reentry Housing Program, RFP #2204-561

APPLICANT

Name: Allen Temple

Program elements (maximum score of 100)				PANEL
I. Response Cover Statement (Form #1) & Table of Contents (required but not weighted)	N/A	N/A	N/A	
Reentry Housing Program Description: The extent to which the program services description aligns to the logic model and describes the measurable: inputs, services and activities; process and performance measures and outputs; and short, medium and long-term outcomes. (0-20)				14.5
1. Are services and activities quantified and clearly described? (4)	3	3	3	3
2. Are the proposed services responsive to the target population? (4)	4	4	4	4
3. Are the program implementation and performance outcome measures appropriate to determine the impact of the program? (4)	2.5	2.5	2.5	2.5
4. Are specific strategies for obtaining and maintaining client engagement clearly described? (4)	2	2	2	2
5. Does the service description discuss how RNR factors will be addressed? (4)	3	3	3	3
Evidence-Based Program: Demonstration of Evidence (0-20)				8.3
1. To what extent does the research base confirm the effectiveness of the proposed services? (7)	3	2	1	2
2. Is assessment of program implementation to fidelity clearly documented? (7)	3	4	3	3.3
3. Are any adaptations to the research evidence clearly described and limited to low-risk adaptations? (6)	3	3	3	3
Performance Measures & Deliverables (0-25)				14.7
1. To what extent does the applicant detail existing data collection infrastructure, systems and processes to support the program? (5)	2	2	2	2
2. To what extent does the applicant describe its plan for program performance evaluation and continual quality improvement? (5)	3	3	3	3
3. How well does the program logic model convey the relationship between program requirements (inputs), the proposed activities (outputs), and the end results of the project (outcomes)? (5)	3	3	3	3
4. How well does the applicant identify potential obstacles for tracking and reporting of performance measures and deliverables, and how those obstacles will be addressed and mitigated? (5)	4	4	4	4
5. To what extent does the organization have the <u>technical</u> capacity to collect, track, analyze and report on outputs and outcome(s)? (5)	3	2	3	2.7
Multi-Disciplinary Collaboration: Articulation between your organization's proposed services and the overall Reentry Services delivery model. (0-10)				7.5
1. To what extent do the proposed service(s) align and integrate with the County's Reentry Services delivery model? (5)	4	4	4	4
2. Are strategies for interagency communications and coordination clearly described? (5)	3.5	3.5	3.5	3.5
Statement of Organizational Qualifications: The extent to which the applicant demonstrates capacity to deliver services. (0-20)				13.8
1. Does the applicant clearly describe a history of successful service delivery to high-risk individuals in the criminal justice population? (4)	3	3	3	3
2. Does the applicant have a history of successful interagency collaboration with criminal justice and other social service providers? (4)	3	3	3	3
3. Does the applicant indicate a history of local detention facility clearance? (4)	2	2	2	2
4. What is the extent to which staff are qualified and adequately trained to provide effective reentry services as identified by staffing proficiencies? (4)	3	3	3	3
5. Does organizational leadership clearly demonstrate a commitment to and have a history of service deliver with the program scope of work? (4)	2.5	3	3	2.8
Budget (0-5)				
1. The budget request and total budget is reasonable and is sufficient to achieve the proposed outcomes. (5)	4	4	4	4
OVERALL PROPOSAL SCORE		0	0	62.8

<p>Preferential Points for Matching Resources: Existing or potential resources are provided to supplement funding. Points equaling up to 5% of the applicants total score will be added to the applicant's total score. The addition of these preferential points will make up the applicant's final score.</p> <ul style="list-style-type: none"> To what extent are matching resources identified that will expand capacity or continue services without duplicating existing efforts? (up to 5%) 	2	2	2	2
IV. Organizational Chart (required but not weighted)	N/A	N/A	N/A	N/A
V. Résumés (required but not weighted)	N/A	N/A	N/A	N/A
VI. Timeline (required but not weighted)	N/A	N/A	N/A	N/A
VII. Additional Supporting Documentation (required but not weighted)	N/A	N/A	N/A	N/A

64.8

REVIEWER COMMENTS: Please identify any strengths and weaknesses in the application as well as any outstanding questions you may have relating to the content of the proposal that may impact your scoring. Reviewer comments are required for final submission of rating.

AB 109 Evidence-Based Reentry Housing Program, RFP #2204-561

APPLICANT

Name: Lao Family Community Development

Program elements (maximum score of 100)				PANEL
I. Response Cover Statement (Form #1) & Table of Contents (required but not weighted)	N/A	N/A	N/A	
Reentry Housing Program Description: The extent to which the program services description aligns to the logic model and describes the measurable: inputs, services and activities; process and performance measures and outputs; and short, medium and long-term outcomes. (0-20)				19.1
1. Are services and activities quantified and clearly described? (4)	4	3.5	4	3.8
2. Are the proposed services responsive to the target population? (4)	4	4	4	4
3. Are the program implementation and performance outcome measures appropriate to determine the impact of the program? (4)	4	4	4	4
4. Are specific strategies for obtaining and maintaining client engagement clearly described? (4)	4	3.5	4	3.8
5. Does the service description discuss how RNR factors will be addressed? (4)	4	3.5	3	3.5
Evidence-Based Program: Demonstration of Evidence (0-20)				15
1. To what extent does the research base confirm the effectiveness of the proposed services? (7)	5	5	5	5
2. Is assessment of program implementation to fidelity clearly documented? (7)	5	5.5	6	5.5
3. Are any adaptations to the research evidence clearly described and limited to low-risk adaptations? (6)	4	5	4.5	4.5
Performance Measures & Deliverables (0-25)				19.7
1. To what extent does the applicant detail existing data collection infrastructure, systems and processes to support the program? (5)	5	4	5	4.6
2. To what extent does the applicant describe its plan for program performance evaluation and continual quality improvement? (5)	5	4.5	5	4.8
3. How well does the program logic model convey the relationship between program requirements (inputs), the proposed activities (outputs), and the end results of the project (outcomes)? (5)	4	4	3.5	3.8
4. How well does the applicant identify potential obstacles for tracking and reporting of performance measures and deliverables, and how those obstacles will be addressed and mitigated? (5)	2	2	2	2
5. To what extent does the organization have the <u>technical</u> capacity to collect, track, analyze and report on outputs and outcome(s)? (5)	4.5	4.5	4.5	4.5
Multi-Disciplinary Collaboration: Articulation between your organization's proposed services and the overall Reentry Services delivery model. (0-10)				7.2
1. To what extent do the proposed service(s) align and integrate with the County's Reentry Services delivery model? (5)	4	4	4.5	4.2
2. Are strategies for interagency communications and coordination clearly described? (5)	3	3	3	3
Statement of Organizational Qualifications: The extent to which the applicant demonstrates capacity to deliver services. (0-20)				18
1. Does the applicant clearly describe a history of successful service delivery to high-risk individuals in the criminal justice population? (4)	4	4	4	4
2. Does the applicant have a history of successful interagency collaboration with criminal justice and other social service providers? (4)	3	3	3	3
3. Does the applicant indicate a history of local detention facility clearance? (4)	4	2	3	3
4. What is the extent to which staff are qualified and adequately trained to provide effective reentry services as identified by staffing proficiencies? (4)	4	4	4	4
5. Does organizational leadership clearly demonstrate a commitment to and have a history of service deliver with the program scope of work? (4)	4	4	4	4
Budget (0-5)				
1. The budget request and total budget is reasonable and is sufficient to achieve the proposed outcomes. (5)	5	4.5	5	4.8
OVERALL PROPOSAL SCORE				

83.8

<p>Preferential Points for Matching Resources: Existing or potential resources are provided to supplement funding. Points equaling up to 5% of the applicants total score will be added to the applicant's total score. The addition of these preferential points will make up the applicant's final score.</p> <ul style="list-style-type: none"> To what extent are matching resources identified that will expand capacity or continue services without duplicating existing efforts? (up to 5%) 	4	4	4	4
IV. Organizational Chart (required but not weighted)	N/A	N/A	N/A	N/A
V. Résumés (required but not weighted)	N/A	N/A	N/A	N/A
VI. Timeline (required but not weighted)	N/A	N/A	N/A	N/A
VII. Additional Supporting Documentation (required but not weighted)	N/A	N/A	N/A	N/A

87.8

REVIEWER COMMENTS: Please identify any strengths and weaknesses in the application as well as any outstanding questions you may have relating to the content of the proposal that may impact your scoring. Reviewer comments are required for final submission of rating.

AB 109 Evidence-Based Reentry Housing Program, RFP #2204-561

APPLICANT

Name: Shelter Inc.

Program elements (maximum score of 100)				PANEL
I. Response Cover Statement (Form #1) & Table of Contents (required but not weighted)	N/A	N/A	N/A	
Reentry Housing Program Description: The extent to which the program services description aligns to the logic model and describes the measurable: inputs, services and activities; process and performance measures and outputs; and short, medium and long-term outcomes. (0-20)				11.4
1. Are services and activities quantified and clearly described? (4)	3	3	2	2.7
2. Are the proposed services responsive to the target population? (4)	2	2	2	2
3. Are the program implementation and performance outcome measures appropriate to determine the impact of the program? (4)	3	3	2	2.7
4. Are specific strategies for obtaining and maintaining client engagement clearly described? (4)	2	2	2	2
5. Does the service description discuss how RNR factors will be addressed? (4)	2	2	2	2
Evidence-Based Program: Demonstration of Evidence (0-20)				9.1
1. To what extent does the research base confirm the effectiveness of the proposed services? (7)	4	4	3	3.7
2. Is assessment of program implementation to fidelity clearly documented? (7)	3	3	2	2.7
3. Are any adaptations to the research evidence clearly described and limited to low-risk adaptations? (6)	2.5	3	2.5	2.7
Performance Measures & Deliverables (0-25)				15.9
1. To what extent does the applicant detail existing data collection infrastructure, systems and processes to support the program? (5)	2	3	3	2.7
2. To what extent does the applicant describe its plan for program performance evaluation and continual quality improvement? (5)	3	3.5	3	3.2
3. How well does the program logic model convey the relationship between program requirements (inputs), the proposed activities (outputs), and the end results of the project (outcomes)? (5)	3.5	3.5	2	3
4. How well does the applicant identify potential obstacles for tracking and reporting of performance measures and deliverables, and how those obstacles will be addressed and mitigated? (5)	3	3	3	3
5. To what extent does the organization have the <u>technical</u> capacity to collect, track, analyze and report on outputs and outcome(s)? (5)	4	4	4	4
Multi-Disciplinary Collaboration: Articulation between your organization’s proposed services and the overall Reentry Services delivery model. (0-10)				9.8
1. To what extent do the proposed service(s) align and integrate with the County’s Reentry Services delivery model? (5)	5	5	5	5
2. Are strategies for interagency communications and coordination clearly described? (5)	4.5	5	5	4.8
Statement of Organizational Qualifications: The extent to which the applicant demonstrates capacity to deliver services. (0-20)				12.5
1. Does the applicant clearly describe a history of successful service delivery to high-risk individuals in the criminal justice population? (4)	3	3	3	3
2. Does the applicant have a history of successful interagency collaboration with criminal justice and other social service providers? (4)	4	4	4	4
3. Does the applicant indicate a history of local detention facility clearance? (4)	0	0	0	0
4. What is the extent to which staff are qualified and adequately trained to provide effective reentry services as identified by staffing proficiencies? (4)	3	2.5	2	2.5
5. Does organizational leadership clearly demonstrate a commitment to and have a history of service deliver with the program scope of work? (4)	3	3	3	3
Budget (0-5)				
1. The budget request and total budget is reasonable and is sufficient to achieve the proposed outcomes. (5)	3	3	3	3
OVERALL PROPOSAL SCORE				61.7

61.7

<p>Preferential Points for Matching Resources: Existing or potential resources are provided to supplement funding. Points equaling up to 5% of the applicants total score will be added to the applicant's total score. The addition of these preferential points will make up the applicant's final score.</p> <ul style="list-style-type: none"> • To what extent are matching resources identified that will expand capacity or continue services without duplicating existing efforts? (up to 5%) 	0	0	0	0
IV. Organizational Chart (required but not weighted)	N/A	N/A	N/A	N/A
V. Résumés (required but not weighted)	N/A	N/A	N/A	N/A
VI. Timeline (required but not weighted)	N/A	N/A	N/A	N/A
VII. Additional Supporting Documentation (required but not weighted)	N/A	N/A	N/A	N/A

REVIEWER COMMENTS: Please identify any strengths and weaknesses in the application as well as any outstanding questions you may have relating to the content of the proposal that may impact your scoring. *Reviewer comments are required for final submission of rating.*

1. Please describe the types of housing services your agency currently provides for individuals returning to east Contra Costa County.

Allen Community Development Corporation (Allen CDC) Anvil House, and California Portsmouth Square Association (CPSA) do not currently operate any housing facilities in east Contra Costa County. The two transitional housing facilities are located in Richmond.

While our residential programs are not located in east Contra Costa County, we would be open and available to serve individuals who are homeless and returning to east Contra Costa County. Allen CDC Anvil House and CPSA will work closely with CCC Probation and the Continuum of Care agencies and other referral partners to identify individuals returning to east Contra Costa County and connect them with our transitional housing programs, where needed, and where appropriate, to meet the needs of the individual. We recognize that there is a significant lack of housing options for returning citizens throughout Contra Costa County, including in east Contra Costa County, and will work collaboratively with the County, Probation, and other service provider partners to connect individuals returning to east Contra Costa County to the vital open beds we are able to provide.

2. If your agency does not currently provide services within the region, what plan would you put in place to service this area? And what would be your estimated timeline for service start-up?

To enhance our ability to provide services for individuals returning to east Contra Costa County, Allen CDC's Anvil House and CPSA will work with CCC Probation and Continuum of Care agencies to identify those returning to east Contra Costa County in need of housing and connect them to the available beds we are able to provide.

We will work within the strategic plan of East County to facilitate appropriate referrals with a variety of governmental and nonprofits partners. This will include close coordination with Central-East County Reentry Network lead HealthRIGHT360, Housing lead Shelter, Inc., and Hope Solutions, with whom we will coordinate to serve clients in need of housing in East County. Allen CDC's Anvil House and CPSA will work together with HealthRIGHT360, Shelter, Inc., and Hope Solutions to facilitate referrals, including providing transportation to our housing programs in Richmond where needed.

We also have established relationships with Rubicon (Reentry Success Centers, Employment Services), Men & Women of Purpose (mentoring), LAO (housing), and other non-profit organizations to facilitate referrals of the individuals who are homeless that we serve (including returning citizens) to supportive services as needed based on the participant's case plan. We also maintain partnerships with nonprofit organizations to support document retrieval (SSI, GA, etc.), substance abuse counseling, and other supportive services to ensure clients have access to the services they need while reducing duplication of services.

We will support and partner with all East County Network Agencies to make and accept the appropriate referrals as necessary. Part of our intake processes includes determining if an individual is already connected to wrap-around services, and providing assessments and ongoing

case management/wrap-around services for those who are not connected to such resources. Our ultimate goal – like those of the other East County Network agencies – is to facilitate successful re-entry for the individuals we serve, including connecting them to stable housing and additional resources, such as employment supports, to help them secure and sustain permanent housing and avoid recidivism. The Anvil House has an onsite computer lab set up for virtual training, interviews, and general use to further aid clients in moving forward with stabilizing themselves.

To further support collaboration, Allen CDC and CPSA will invite all East County providers to the Anvil House collaboration meeting we will hold with public and non-profit partners, including employers, nonprofits, and training programs, to discuss the housing and employment needs of the re-entry population.

Lastly, Allen CDC and CPSA will work with East County Network service providers, as well as providers throughout the County, to connect participants to vocational training and set-up opportunities for on-the-job training (OJT) to support employment opportunities, will pursue enclaves and other wraparound modalities, and support efforts for family reunification, all as part of the continuum of services that is needed to support re-entry participants and reduce recidivism in areas with high crime and arrest rates, that include cities like, Antioch, Pittsburg, and Brentwood.

All of the above services and collaborative opportunities would be available immediately. General information: The Anvil House has 2 homes on one property. Below you will see some photos of parts of the facility that includes 2 kitchens, 4 bathrooms, 7 bedrooms, computer stations, and many other amenities.









1. Please describe the types of housing services your agency currently provides for individuals returning to east Contra Costa County.

Lao Family Community Development, Inc. (LFCD) has many years of providing housing services in east Contra Costa County. We currently place individuals in permanent housing and temporary transitional housing. On average, we receive 15 housing inquiries per week from walk-in clients in our San Pablo office. Approximately 45% of these clients are assisted with housing placement in east Contra Costa County.

Our current AB109 program participants were assisted with obtaining and maintaining housing with private landlords in east Contra Costa County – 5 participants in Antioch, 5 participants Brentwood, and 2 participants in Pittsburg.

In addition, we have helped over 25 households per year for the last 10 years in east and central Contra Costa County through our Prevention and Early Intervention (PEI) funding through Contra Costa County. In 2021, this program assisted 40 participants with their housing needs. In general, our experience has showed us that approximately 30% to 40% of the participants suffer from housing and job instability contributing to mental health issues which includes a lot stress due to job loss and landlords who could not accept their housing vouchers.

Although originally centered on populations in West Contra Costa County, by the third year the program expanded to include families in Pittsburg, Antioch, Bay Point, and Brentwood. By the fourth year of the program, LFCD partnered with the San Ramon Interfaith Council and members of the Interfaith Council of Contra Costa to provide outreach and presentations at churches in Pleasant Hill, San Ramon, and Danville to help find housing in these communities by searching for individuals with an extra room, guest house, apartment over the garage, roommate opportunity, etc.

Through CSBG, CARES Act, and the Asian Pacific Fund; LFCD has assisted Contra Costa County residents with securing housing in Pittsburg, Bay Point, Oakley, Pacheco, Concord, Walnut Creek and Lafayette during the Covid crisis by providing urgent housing stability and utility bill assistance.

In the last two years, LFCD formed a relationship with the Cambridge Management Company which is a management rental company with 300 units of their 3,500 units of housing in Walnut Creek and Lafayette. LFCD has

introduced this company to other nonprofit organizations in the area to assist with providing housing needs for vulnerable populations.

LFCD has long standing partnerships with Monument Impact in Concord, Jewish Family Services in Walnut Creek, SparkPoint in Bay Point, Putnam House in Concord, etc. LFCD has sponsored outreach events, peer support and strengthening family workshops at Contra Costa County hotels (through our relationship with the Asian American Hotel Owners Association (AAHOA)) Las Montanas markets, local parks, etc. Through our relationship with AAHOA, we have been able to provide emergency housing for individuals and families with mental health issues in Contra Costa County at independently, local hotels for the last 8 years. LFCD has leveraged our relationships with many AAHOA members who have apartment complexes to help find housing for our customers in east and central Contra Costa County.

2. If your agency does not currently provide services within the region, what plan would you put in place to service this area? And what would be your estimated timeline for service start-up?

Since we already provide services in the area, we are ready to provide service within the first quarter of the grant period.

1. Please describe the types of housing services your agency currently provides for individuals returning to east Contra Costa County.

SHELTER, Inc. has provided housing services in Contra Costa County since our founding in 1986. Services currently offered by SHELTER, Inc. to individuals returning to all areas of Contra Costa County – including those returning to East Contra Costa – include:

- Tenant-Based Rental Assistance (TBRA): Financial rental assistance provided in a step-down assistance model. The term of the subsidy is generally six to twelve months, tapering off as participants become more self-sufficient. This step-down model allows participants to quickly move into housing while also saving money to help maintain housing in the long term.
- Sober Living Environments (SLE): SHELTER, Inc. partners with SLE's in Contra Costa County to help participants struggling with substance use disorders find a stable place to recover and thrive after returning from incarceration. Financial assistance for SLE participants is also provided in a step-down model, wherein SHELTER, Inc. pays a decreasing portion of a participant's SLE fees each month.
- Hotels: SHELTER, Inc. provides short-term hotel stays for some reentry participants in order to quickly move them into a safe environment while they work with our housing navigation team to find permanent housing. These temporary hotel stays involve a more intense level of case management (at least one meeting per week) while a participant progresses in their housing search.
- Family Reunification: Whenever possible, we seek to help participants reunify with their families or similar support systems upon their return from incarceration. In these cases, SHELTER, Inc. contributes to household bills and rent while the participant is working with his/her case manager and housing navigator to find a more permanent living situation.
- Intensive Housing-Focused Case Management: SHELTER, Inc. provides client-centered, evidence-based case management to help participants returning to Contra Costa County progress toward self-sufficiency and build the skills that will allow them to maintain permanent housing into the future.

2. If your agency does not currently provide services within the region, what plan would you put in place to service this area? And what would be your estimated timeline for service start-up?

N/A - SHELTER, Inc. currently provides housing and case management services in all parts of Contra Costa County.



Contra Costa County Board of Supervisors

Subcommittee Report

PUBLIC PROTECTION COMMITTEE

7.

Meeting Date: 06/27/2022
Subject: Public Defender's Holistic Intervention Partnership
Submitted For: Ellen McDonnell, Public Defender
Department: Public Defender
Referral No.: n/a
Referral Name: N/A
Presenter: Robin McDonnell **Contact:** Susan Woodhouse, 925-335-8031

Referral History:

In April 2019, the Board of Supervisors approved and authorized the application and acceptance of the Edward Byrne Memorial Justice Assistance Grant (JAG) from the Board of State and Community Corrections (BSCC) for the Public Defender's Holistic Intervention Partnership (HIP). In November 2019, the Public Defender accepted a three-year \$3 million JAG grant award for HIP. Contra Costa is one of only two Public Defenders Office in the state to receive a JAG grant as part of a total \$16.2 million in JAG funding awarded by BSCC. HIP established an innovative holistic defense system that focuses on early intervention at the time of police contact in misdemeanor cases. Through a public-private partnership between the Contra Costa County Office of the Public Defender, multiple County agencies, and community-based partners, HIP provides interdisciplinary case management and navigation services to indigent individuals to ensure timely and coordinated access to a client-centered array of housing, behavioral health, transportation and legal services at the critical time of initial law enforcement contact.

Referral Update:

See attached report and presentation from the Office of the Public Defender.

Recommendation(s)/Next Step(s):

ACCEPT an update on the Holistic Intervention Partnership from the Public Defender's Office.

Attachments

Public Defender - HIP Report

Public Defender - HIP Presentation



**CONTRA COSTA COUNTY
PUBLIC DEFENDER**

Ellen McDonnell
Public Defender

MEMORANDUM

DATE: JUNE 27, 2022

TO: PUBLIC PROTECTION COMMITTEE
SUPERVISOR FEDERAL D. GLOVER, CHAIR
SUPERVISOR CANDACE ANDERSEN, VICE CHAIR

FROM: ELLEN MCDONNELL, PUBLIC DEFENDER

SUBJECT: HOLISTIC INTERVENTION PARTNERSHIP (HIP) PROGRAMMATIC
UPDATE

The purpose of this memorandum is to update the Public Protection Committee regarding the Office of the Public Defender's innovative programming for misdemeanor cases in Contra Costa County. Year after year, the vast majority of criminal cases prosecuted locally in Contra Costa County are misdemeanors and the volume of these cases heavily impacts the criminal legal system. The great majority of individuals facing misdemeanors in Contra Costa are represented by the Public Defender's Office, and much of this population experiences acute needs related to housing, behavioral health, and other reentry services.

The Public Defender's Office is committed to the practice of "holistic defense," which combines vigorous legal advocacy inside of the courtroom with the provision of intensive client-centered supportive services to address the root causes of an individual's system involvement. In recent years, the Public Defender's Office has launched several innovative programs designed to meet the acute needs of misdemeanor clients. In 2016, the Public Defender launched the Early Representation Program (EarlyRep) to help provide legal representation from the moment of law enforcement contact in misdemeanor cases. The EarlyRep program has expanded countywide over the last few years, and now serves approximately 10,000 individuals each year. Expanding early access to legal representation has proved to be incredibly successful in lowering the Failure to Appear (FTA) rate¹ and reducing bench warrants for missed court dates, saving the county

¹ After the launch of the Early Representation Program, the FTA rate at arraignment in misdemeanor cases decreased from 57% in East County (2015) and 39% in West County (2016) to as low as 18% countywide (2020).

\$847 per FTA avoided,² as well as providing assistance related to the critical needs of those served by the Public Defender's Office. The Early Representation Program was awarded the "Defender Program of the Year" by the California Public Defender Association (2019).

In May 2020, at the height of the COVID pandemic, we launched Contra Costa County's Holistic Intervention Partnership (HIP), a public-private partnership led by the Public Defender's Office, which seeks to identify and address the underlying needs of indigent individuals immediately after arrest. HIP builds on the Early Representation Program by focusing on a smaller subset of high-needs clients.

HIP provides substantial holistic support, including funding for housing and reentry resources, for those who have had recent police contact for misdemeanor offenses. The goal is to utilize a holistic philosophy to seamlessly provide valuable services, leverage existing local services, and reduce future criminal legal system involvement. HIP's goals are to reduce the financial and human resource burdens of misdemeanor cases on law enforcement, the criminal legal system, and the community; to reduce recidivism among program participants; and to establish early coordination, collaboration, and linkages across system partners to better serve those most involved in the criminal legal system.

HIP is funded through March of 2023 by an Edward Byrne Memorial Justice Assistance Grant (JAG) totaling \$3.1MM over 3.5 years, and HIP knits together a tightly integrated, multidisciplinary team of public agencies and community-based organizations. Contra Costa is one of only two public defender offices in the state to receive JAG funding. In less than two years since its start, and despite the concurrent emergence of the Covid-19 pandemic, HIP has served 334 unduplicated clients (134% of the project's total, three-year goal), who engage with HIP for an average of 145 days. HIP dedicates 25% of the grant's funding to housing and, nearly 110 participants have either received permanent housing or been diverted from homelessness using HIP funding. HIP serves as a highly effective tool to safely divert clients with mental illness who are facing misdemeanors out of our local jails and connect them with local resources.

In providing HIP services, the Public Defender's Office partners with Contra Costa County Health, Housing and Homeless Services; Behavioral Health Services; Employment and Human Services; California Highway Patrol; and the Antioch, Martinez, and Richmond Police Departments. HIP's community-based partners include Rubicon Programs, the Reentry Success Center in Richmond, and Uptrust, a technology company that enabled text communication services for individuals navigating the criminal legal system. Additionally, researchers from

² *Reducing Failure to Appear at Criminal Court Arraignment: Evaluation of Contra Costa County, California "Innovative Solutions in Public Defense" - the Early Representation Program*, The Justice Management Institute (Sept. 2019).

California State University Long Beach are collaborating with the HIP partners as the grant's evaluators. HIP is guided by a diverse Steering Committee, which includes representatives from county agencies, local organizations and service providers, and individuals with lived experience in the criminal legal system.

HIP's capacity to meaningfully shift not just personal circumstance but judicial outcomes is clear: to date, the court FTA rate for HIP clients is only 12.33% and an initial process evaluation of HIP affirmed the value of this approach, which has enhanced interagency capacity and leveraged existing resources to improve outcomes for its clients. In May 2022, Contra Costa County submitted a proposal to the BSCC for a \$6 million Proposition 47 grant award over three years, with the Public Defender's Office and Health, Housing and Homeless Services applying as co-lead agencies. This new proposal aims to grow access to HIP services, with a focus on housing and recidivism reduction for individuals arrested for low-level offenses. If awarded, Contra Costa proposes to serve 900 people over three years, triple the current HIP designed capacity. This new proposal would augment housing resources for HIP participants to meet the need shown by the current HIP program. The BSCC will be announcing awards in July of 2022. Our innovative HIP and EarlyRep programs have expanded access to counsel, reduced incarceration due solely to missed court dates, and addressed the unmet housing, mental health, and other reentry needs of many indigent community members countywide. This holistic model is seen as a best practice among indigent defense providers and reflects a collaborative model that allows county- and community-based partners to work together to address unmet needs.

HOLISTIC INTERVENTION PARTNERSHIP (HIP)

**PRESENTATION TO THE
PUBLIC PROTECTION COMMITTEE
JUNE 27, 2022**



CONTRA COSTA PUBLIC DEFENDER'S OFFICE

Ellen McDonnell, Public Defender


Blanca Hernandez, Deputy Public Defender

**PUBLIC DEFENDER
INNOVATIVE
PROGRAMS
REDUCING BURDENS
ON THE COUNTY
AND COMMUNITY**

- **Need**

- Misdemeanors/Low Level Offenses
- Cycle of Failure to Appear in Court
- Dire Housing, Behavioral Health and Employment Needs

- **Award–Winning Innovations Shifting Outcomes**

- Early Representation Program launched 2016
 - Holistic Intervention Partnership (HIP) launched 2020
 - Sustaining HIP 2022 onwards
- 

MISDEMEANOR CASES IN CONTRA COSTA

The **vast majority** of criminal cases filed in Contra Costa are misdemeanors

Acute needs for misdemeanor clients include:

- Housing, mental health and substance use disorder (SUD) treatment, and other social service needs
- Traditionally, there has been no access to counsel until arraignment

Result: a cycle of further justice system involvement including repeated arrests on low level cases and bench warrants

MISDEMEANOR CASES IN OUR LOCAL COURTS

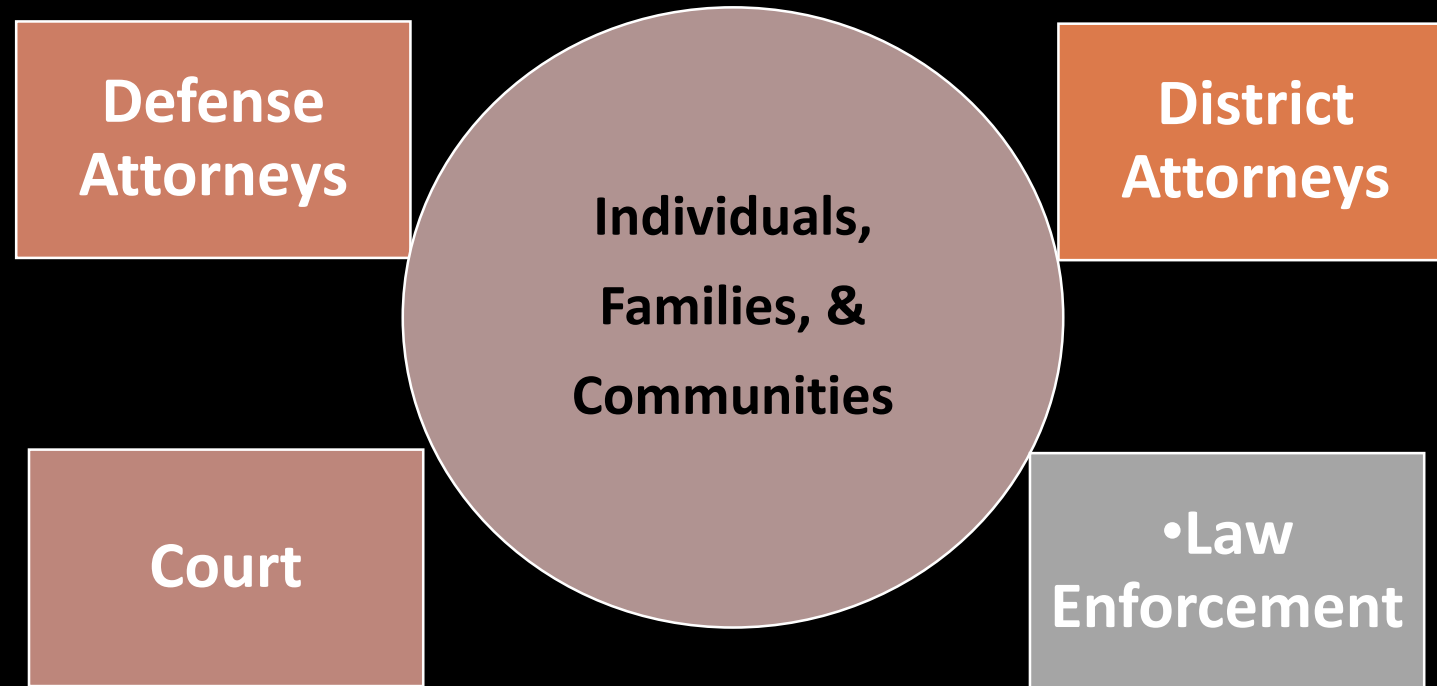
The Failure to Appear (FTA) Problem

98.5% of misdemeanor cases have not been filed by the court date written on the police citation.

- West County: **6.5-month** delay between incident & arraignment
- Central County: **8-month** delay between incident & arraignment
- East County: **11-month** delay between incident & arraignment

FTAs IMPACT ALL LEGAL SYSTEM PARTNERS

Each FTA costs a minimum of **\$847**



THE PUBLIC DEFENDER'S OFFICE LAUNCHED THE EARLY REPRESENTATION PROGRAM IN 2016

Law Enforcement Partnerships:

Antioch Police Dept., since 2016

Richmond Police Dept., since 2017

California Highway Patrol, since 2018

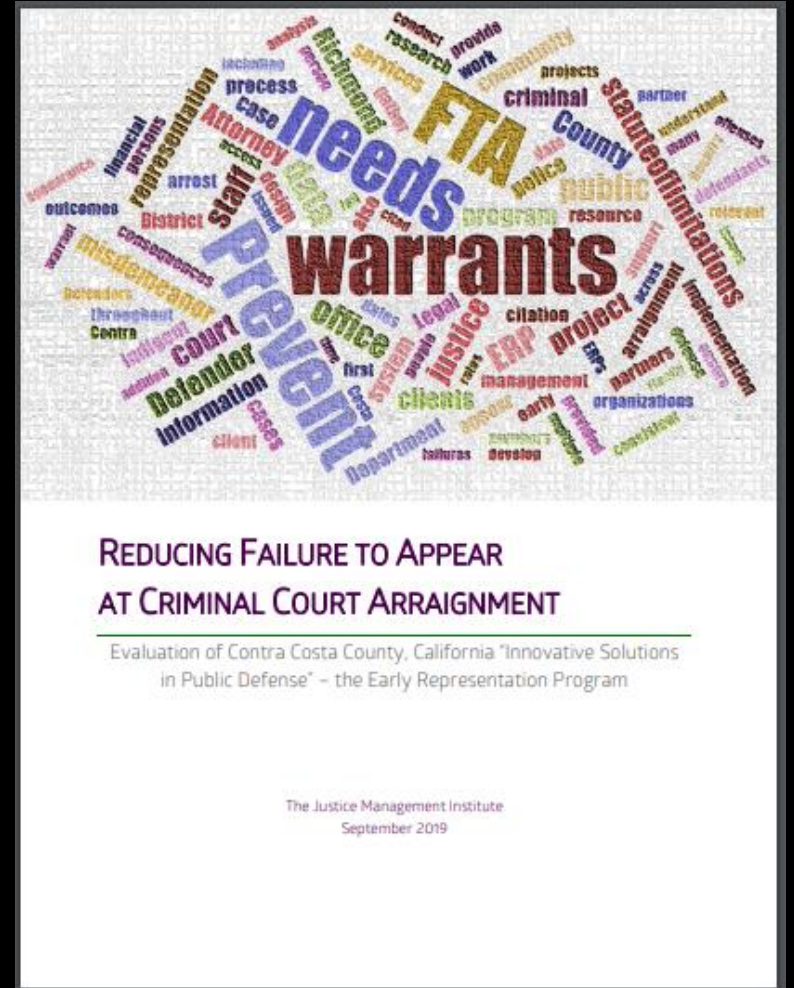
Martinez Police Dept., since 2018

Contra Costa Sheriff's Dept., since 2020

El Cerrito Police Dept., since 2020

Bureau of Justice Assistance, U.S. Department of Justice grant funding

Research: The Justice Management Institute, *Reducing Failure to Appear at Criminal Court Arraignment: Evaluation of Contra Costa County, California "Innovative Solutions in Public Defense" — the Early Representation Program (Sept. 2019)*



HOW DOES EARLYREP WORK?

Starting right after the arrest...

- Gather available **contact** information
- **Explain** legal processes & procedures
- Monitor court records for filing & keep clients **informed**
- Assist clients with court appearance plans & **prepare** for arraignments
- Represent clients at **arraignment**
- Assist with **warrant recall** if FTA occurs

EARLYREP PROGRAM LAW ENFORCEMENT OUTREACH CARD

RECENTLY HAD POLICE CONTACT?

Contact the Contra Costa Public Defender's Office



Call or Text
(510) 422-0080
EarlyRep@pd.cccounty.us



Get information and prepare yourself early for court.
Avoid an arrest and jail time. Get help now.

The Public Defender is an independent office within Contra Costa County that provides free criminal defense attorneys to those who qualify and operates entirely separately from all police and immigration agencies.

¿HA TENIDO CONTACTO RECIENTE CON LA POLICÍA?

Contacte a la Oficina del Defensor Público



Llamar o Texto
(510) 422-0080
EarlyRep@pd.cccounty.us



Obtenga información y prepárese temprano para la corte.
Evite un arresto y tiempo en la cárcel. Obtenga ayuda ahora.

El Defensor Público es una oficina independiente dentro del Condado de Contra Costa que provee abogados de defensa criminal gratis a los que califiquen y opera enteramente separada de todas agencias de policía e inmigración.

WHAT HAS THE EARLY REPRESENTATION PROGRAM ACHIEVED?

- ❑ Work with approx. **10,000 clients** each year
- ❑ Decreased FTA rate from **57%** in East County (2015) and **39%** in West County (2016) to **18%** countywide (2020)
- ❑ **90%** court appearance rate for individuals successfully contacted
- ❑ More cases resolved or diverted at or before arraignment

**Awarded “Defender Program of the Year”
California Public Defender Association 2019**

HOLISTIC INTERVENTION PARTNERSHIP (HIP)

LAUNCHED MAY 2020

FUNDED BY:

CALIFORNIA BOARD OF STATE & COMMUNITY CORRECTIONS (BSCC)

JUSTICE ASSISTANCE GRANT (JAG)

HOLISTIC ADDITIONS TO EARLY REPRESENTATION OF MISDEMEANOR CLIENTS

- HIP allows engagement with our clients' **holistic needs** at the earliest point of representation
- We provide individualized client **navigation**, linkages, and follow-up based on legal and social needs
- Our team collaborates with **partners** to leverage existing community-based services
- Work with clients to **address** housing, behavioral health, & other critical needs

HIP PARTNERS

- CCC Health, Housing and Homeless Services (H3)
- CCC Behavioral Health Services
- CCC Employment & Human Services Department
- Antioch, Martinez, & Richmond Police Departments
- CCC Sheriff's Department
- Hume
- Rubicon Programs
- Reentry Success Center – West, Central, & East County
- California State University Long Beach (CSULB)
- Office of Reentry & Justice

HIP STEERING COMMITTEE

Public Agencies

- Antioch Police Department
- Employment and Human Services
- Health, Housing, & Homeless Services
- Martinez Police Department
- Office of the District Attorney
- Office of Education
- Office of the Public Defender
- Office of Reentry & Justice
- Office of the Sheriff

Private Agencies

- HealthRight 360
- Rubicon Programs
- Safe Return Project

Community

- Community Advisory Board
- Community Member
- Racial Justice Coalition

DASHBOARD AND RESULTS

Holistic Intervention Partnership	Total to Date
Total Served	334 134% of Project Goal
Housing Services	110
Civil Legal Aid	155
Reentry Success Center	127

HIP OUTREACH CARD



CONTRA COSTA PUBLIC DEFENDER



If you have had recent police contact, we may be able to connect you with free resources that will help you get back on the right track:

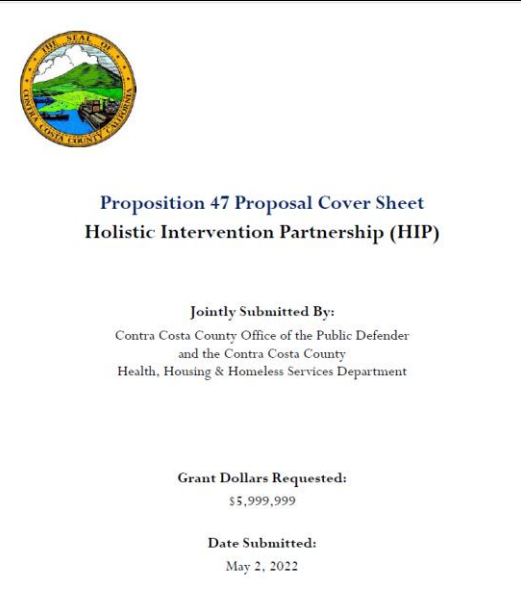
- ✓ Employment assistance
- ✓ ID and document retrieval
- ✓ Fight an eviction
- ✓ Substance abuse treatment
- ✓ Counseling
- ✓ Reinstate/apply for benefits
- ✓ Family court matters
- ✓ Debt collection issues
- ✓ Housing navigation
- ✓ Mental health services

Call, text, or email: **(925) 378-0058** / help@pd.cccourty.us

WHAT'S NEXT?

Prop 47 HIP Proposal

\$6 million requested in state funding to sustain and grow access to HIP services and meet the immense need with a focus on **housing** & **recidivism** reduction



THANK YOU!

HIP CLIENT REFERRALS:

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(925) 378-0058 (p)

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CONTACT INFORMATION:

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ellen.mcdonnell@pd.cccounty.us

Blanca Hernandez, Deputy Public Defender

(925) 444-0780 (p)

blanca.hernandez@pd.cccounty.us