



Agenda

RACIAL JUSTICE OVERSIGHT BODY

Data Subcommittee Meeting

July 23, 2020

3:30 p.m. to 5:00 p.m.

Join from PC, Mac, Linux, iOS or Android:

<https://cccouny-us.zoom.us/j/92706118569?pwd=VW8xR282eUILNE5CVS9EWk45eTV3dz09>

Password: 606195

Join by Phone:

Dial: (669) 900-6833

Meeting ID: 927 0611 8569

Subcommittee Meeting

1. **Welcome and Announcement**
2. **Public Comment** on any item under the jurisdiction of RJOB Data Subcommittee and not on this agenda.
3. **Approval of Record of Actions** – from June 25, 2020 meeting (Attachment 1) [VOTE]
4. **Update on the Proposal for the Creation of a Contra Costa Office of Racial Equity and Social Justice** (Attachment 2)
5. **Update on Progress to Secure Adult and Juvenile Data from the Superior Court**
6. **Update on Data Regarding Juvenile Status Offenses in 2018**
7. **Discuss request for review of monthly data from each program/agency**
8. **Next Steps**
9. **Adjourn to Next Subcommittee Meeting** – August 27, 2020, 3:00 p.m. – 5:00 p.m.

☺ *The Office of Reentry & Justice will provide reasonable accommodations for persons with disabilities planning to attend Racial Justice Oversight Body meetings. Contact the person listed below at least 72 hours before the meeting.*

📁 *Any disclosable public records related to an item on a regular meeting agenda and distributed by the County to a majority of members of the Racial Justice Oversight Body less than 96 hours prior to that meeting are available for public inspection at 50 Douglas Drive, Suite 202, Martinez during normal business hours.*

✉ *Public comment may be submitted via electronic mail on agenda items at least one full workday prior to the published meeting time.*

For Additional Information Contact:

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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		



Agenda

RACIAL JUSTICE OVERSIGHT BODY

Data Subcommittee Meeting

*****Record of Actions*****

June 25, 2020

3:00 p.m. to 5:00 p.m.

Join from PC, Mac, Linux, iOS or Android:

<https://zoom.us/j/92706118569?pwd=VW8xR282eUILNE5CVS9EWk45eTV3dz09>

Password: 606195

Join by Phone:

Dial: (669) 900-6833

Meeting ID: 927 0611 8569

Subcommittee Meeting

Data Subcommittee Members Present: Debra Mason, Mt. Diablo Unified School District
James Paulsen, Director of Family Law and Probate
John Lowden, Assistant Sheriff
Rebecca Vichiquis on behalf of Lynn Mackey, Superintendent of Schools
William Walker, Health Services Department representative

Data Subcommittee Members Absent: Chala Bonner, CBO Representative, Seat 3

Other RJOB Members Present: Cheryl Sudduth, CBO Representative, Seat 6

BOS Members Present: John Gioia, Board of Supervisors, District I
Federal Glover, Board of Supervisors, District V

Staff Present: Lara DeLaney, Senior Deputy County Administrator
Donte Blue, Deputy Director, Office of Reentry and Justice
Denise Zabkiewicz, Research & Evaluation Manager, Office of Reentry and Justice
Monica Carlisle, Senior Management Analyst, Office of Reentry and Justice
Jill Ray, Field Representative, Supervisor Candace Andersen's Office
Alicia Nuchols, District Representative, Supervisor Diane Burgis' Office

Consultant Present: Christopher James, The W. Haywood Burns Institute

1. **Welcome and Announcement**
Convene 3:00 p.m.
2. **Public Comment** on any item under the jurisdiction of RJOB Data Subcommittee and not on this agenda.
No public comment was received.
3. **Approval of Record of Actions** – from May 28, 2020 meeting (Attachment 1) [VOTE]
Motion made by Jim Paulsen to approve the Record of Actions, second by John Lowden
Aye: Debra Mason, William Walker, James Paulsen, John Lowden, and Rebecca Vichiquis on behalf of Lynn

Mackey
Passed

4. **Discuss a Proposal for the Creation of a Contra Costa Office of Racial Equity and Social Justice** (Attachment 2 & 3)
Supervisors John Gioia and Federal Glover presented their draft proposal for the creation of an Office of Racial Equity and Social Justice. We must have a community process where the community weighs in and provides their voice to guide us through the process that is unique to Contra Costa County. The County will work with foundations to help fund the community process. Once the BOS approves the proposal, the community process can start right away. L;This office will work across departments and support the equity and social justice work that is already being done in the County. This office can be the centralized place to collect and analyze data and make the data available to the public online.
5. **Discuss Progress to Secure Juvenile Data from the Superior Court**
Juvenile data information can be shared between the Court and Probation Department by statute. Since ORJ transitioned to Probation, Denise is a Probation staff member now. She will submit another request to the Court to access the juvenile data as a Probation employee.
6. **Discuss any Local Activities that Have Been Attempted to Address Disproportionality in Juvenile Status Offense Since 2018**
Donte checked in with DA, PD and Probation to find out if any local activities have been attempted to address the disparity. No information on specific activities was available. It is possible that the data in JCPSS system were juvenile violations rather than status offenses. Need to clarify what those cases truly were, and find out if we could break that information down into categories of violations by race.
7. **Discuss Establishing a Partnership with the Health Services Social Needs Task Force** (Attachment 4)
Health Services Department has plenty of data, but there are HIPPA related issues surrounding data sharing. Lack of data systems has been an ongoing issue with Sheriff's, Law enforcement agencies and Probation. Need to solicit community input on what data they want to know.
8. **Next Steps**
Update on the proposed Office of Racial Equity and Social Justice
Update from Denise on her requests regarding adult and juvenile data
Update on the data regarding juvenile status offense in 2018
Discuss periodic review of certain data that each program/agency can pull from their data systems.
9. **Adjourn to Next Subcommittee Meeting** – July 23, 2020, 3:30 p.m. – 5:00 p.m.
Adjourned at 5 p.m.

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For Additional Information Contact:

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Concept Proposal by Supervisors John Gioia and Federal Glover
for a
Contra Costa Office of Racial Equity and Social Justice
(Working Draft – 06/18/20)

Mission/Goals

- To make a transformational shift **within County government** to eliminate inequity, harmful treatment and dehumanization, discrimination, and bias (implicit and explicit) based on race, ethnicity, gender, sexual orientation, language, immigration status, socio-economic status, and disability status by focusing County efforts on understanding what it takes to achieve equity with a priority focus on racial equity.
- Acknowledge and eliminate inequities, disparities and harm **that exist in Contra Costa County**, including inequities and disparities in health outcomes, resource and service allocation, land use decisions (environmental justice), and law enforcement and criminal justice system practices
- Create a sense of urgency for change so that we cultivate and sustain a County ecosystem rooted in belonging, mutuality, equity, and justice. The need for change is urgent; and the opportunity for change is now.

Values and Principles:

- We center the priorities and lived experiences of residents and families most vulnerable to systems harm and inequity.
- We disrupt racism and injustice that exists in our institutions and systems.
- We center healing, justice and equity.
- We engage in healthy struggle so that we are accountable, innovative and creative.
- We learn and adapt through ongoing inquiry and reflection.
- We advocate for resources through an equitable, humanizing and transparent process.
- We celebrate and appreciate.

Function: The Office of Racial Equity and Social Justice would be established in a separate Division in the County Administrator’s Office with direct accountability to the Board of Supervisors. Its function is to: (1) better coordinate, strengthen and expand the County’s existing work on equity and inclusion, (2) create new opportunities to deepen the work, and (3) partner with the community in prioritizing and implementing this work. The goal of this work is to promote equity and eliminate disparities in Contra Costa County with the initial priority to eliminate structural racism.

Community Partnership: The community's voice is a necessary and vital part of determining how the Office of Racial Equity and Social Justice is structured and operated. It is essential to work with community partners already doing the work of racial and social justice and to look to them to provide stewardship, consultation and partnership in this effort. An inclusive community planning process will be conducted that will include a listening campaign of Contra Costa residents centering the experiences of our County's Black communities and communities of color. This process will inform the following actions:

- Develop the final structure, roles and responsibilities of the Office
- Develop a plan reflecting the community's priorities for the work of the Office
- Develop a plan for how the Office is transparently accountable to the public

The County has a history of equity and social justice initiatives and has laid the foundation for establishing an Office of Racial Equity and Social Justice

- The County's Government Alliance on Race and Equity (GARE) Cohort **developed a proposal for an "Office of Human Rights & Equity"** in 2017, and developed a comprehensive Racial Equity Action Plan in **2019 which also recommended establishing an "Office of Equity & Immigrant Inclusion"**.
- The Board of Supervisors established a Racial Justice Task Force which produced recommendations to reduce racial disparities in the Justice system (2018)
- The Board of Supervisors established a Racial Justice Oversight Body to recommend and implement policies to reduce racial disparities in the Justice system.
- County General Plan Update to incorporate Environmental Justice principles in land use policies
- Board of Supervisors created Environmental Justice seats on the County Sustainability Commission and County Hazardous Materials Commission
- County has developed and implemented Implicit Bias and Procedural Justice training programs
- Health Services has numerous equity initiatives to reduce health disparities based on race, ethnicity, language, socio-economic status, gender, and sexual orientation.
- Employment and Human Services Department has several initiatives to promote equity focusing on socio-economic status and immigrant inclusion.
- Impact Justice Diversion Program in the District Attorney's Office
- Board of Supervisors established "Stand Together Contra Costa" to provide rapid response services to immigrants at risk of deportation
- Board of Supervisors established "Contra Costa Cares" to provide medical care to families regardless of immigration status
- Board of Supervisors worked with community partners to establish Re-Entry Centers to assist formerly incarcerated individuals transition into community
- Board of Supervisors supported the application for the "Gateways for Growth Challenge" planning process to develop a coordinated approach to supporting immigrant inclusion and equity.

- There have been many efforts led by community partners in Contra Costa who have been engaged in racial and social justice work for years, decades and generations through advocacy organizing, direct service, and coalition building.

Proposed Roles and Responsibilities of the Office of Racial Equity and Social Justice (subject to modification by the community planning process)

- Coordinate, strengthen and expand the existing equity and social justice work currently being done across Departments, and create opportunities to deepen the existing work, bring innovations and emerging strategies to address systemic and structural inequities.
- Increase education and resources and develop policies to address structural and institutional racism and systemic violence against African American and Black residents.
- Foster an organizational culture in County government that promotes equity and social justice in all decision making and practices.
- Ensure that County investments are aligned with equity and social justice principles and address the root causes of inequities in Contra Costa.
- Assist County Departments (through policies, education and technical assistance) in applying equity and social justice principles and practices to county actions (including law enforcement and the justice system, location and delivery of services, land use decisions, resource allocation, policy development and decision making, and community engagement) and integrate these practices, on a countywide basis, in order to achieve equitable opportunities for all people and to eliminate disparities.
- Develop policies and practices so that equity and social justice impacts are considered in all County decision-making to achieve equity, fairness and opportunity for all residents.
- Build capacity in County government to engage all communities in a manner that promotes trust and belonging among people across race, ethnic, gender, language, immigration status, and sexual orientation lines.
- Expand the utilization of community driven frameworks and methods of data to address inequities, and publicly report the progress towards advancing equity and social justice.
- Partner with the community (organizations and individuals) to promote equity and inclusion within Contra Costa to eliminate harm and disparities.
- Establish an inter-departmental team (utilizing staff across Departments) to work with the Office to facilitate accountability and coordination by Departments in their implementation of equity and social justice principles, policies and practices.
- Develop and conduct equity assessments of all County departments and their practices including law enforcement and the justice system, land use decisions/environmental justice, resource and service allocation, health disparities, and social service needs.
- Work with the community to create mechanisms for community oversight of County departments to achieve equity and eliminate disparities and harmful treatment.
- Provide support and staffing for the Racial Justice Oversight Committee and the Government Alliance for Racial Equity (GARE) Cohort work, and work with Public Health Advocates and Trauma Transformed.