

# Meeting of the Community Corrections Partnership (CCP) and its Executive Committee (CCPEC)

## AGENDA

Thursday, August 16, 2018  
10am- 11am  
State of California  
Milton Marks Conference Center  
455 Golden Gate Avenue, San Diego Room  
San Francisco, CA 94102

Note: *Each member of the public may be allotted no more than 3 minutes to speak on each item.*

1. Call to Order and Introductions.
2. Public Comment on Any Item Listed Below as for "Discussion Only."
3. Review and Adoption of Meeting Minutes of October 12, 2017 (discussion and action).
4. Staff Report Updated Rosters, Meeting Schedule, Racial Equity Work through GARE, Women's Gender Responsive Work, and Faith Based Initiatives, and PPIC (discussion only).
5. Status of Local Innovation Fund (discussion only)
6. Women's Gender Responsive Initiative and Faith Based Reentry Services (discussion only).
7. CCP Vacant Seats (discussion only).
8. LEAD and Proposition 47 Grant Updates (discussion only).
9. Criminal Justice System Fees and Penalties: Update and Outreach (discussion only).
10. Roundtable Updates on the Implementation of Public Safety Realignment (AB109) and other comments, questions, and requests for future agenda items (discussion only).
11. Public comment on any item listed above, as well as items not listed on the Agenda.
12. Adjournment.

SUBMITTING WRITTEN PUBLIC COMMENT TO THE COMMUNITY CORRECTIONS PARTNERSHIP

Persons who are unable to attend the public meeting may submit to the Community Corrections Partnership, by the time the proceedings begin, written comments regarding the subject of the meeting. These comments will be made a part of the official public record, and brought to the attention of the Community Corrections Partnership. Written comments should be submitted to: Geoffrea Morris, Adult Probation Department, 880 Bryant Street, Room 200, San Francisco, CA 94102, or via email: [geoffrea.morris@sfgov.org](mailto:geoffrea.morris@sfgov.org)

MEETING MATERIALS

Copies of agendas, minutes, and explanatory documents are available through the Community Corrections Partnership's website at <http://sfgov.org/adultprobation> or by calling Geoffrea Morris at (415) 241-4241 during normal business hours. The material can be FAXed or mailed to you upon request.

ACCOMMODATIONS

To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact Geoffrea Morris at [geoffrea.morris@sfgov.org](mailto:geoffrea.morris@sfgov.org) or (415) 241-4241 at least two business days before the meeting.

TRANSLATION

Interpreters for languages other than English are available on request. Sign language interpreters are also available on request. For either accommodation, please contact Geoffrea Morris at [geoffrea.morris@sfgov.org](mailto:geoffrea.morris@sfgov.org) or (415) 241-4241 at least two business days before the meeting.

CHEMICAL SENSITIVITIES

To assist the City in its efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City accommodate these individuals.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE (Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library, and on the City's web site at: [www.sfgov.org/sunshine](http://www.sfgov.org/sunshine).

FOR MORE INFORMATION ON YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE OR TO REPORT A VIOLATION OF THE ORDINANCE, CONTACT THE SUNSHINE ORDINANCE TASK FORCE:

Administrator  
Sunshine Ordinance Task Force  
1 Dr. Carlton B. Goodlett Place,  
San Francisco, CA 94102-4683.  
Telephone: (415) 554-7724  
E-Mail: [sotf@sfgov.org](mailto:sotf@sfgov.org)

CELL PHONES

The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Co-Chairs may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by San Francisco Lobbyist Ordinance (SF Campaign and Governmental Conduct Code sections 2.100-2.160) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco CA 94102, telephone (415) 581-2300, FAX (415) 581-2317, and web site <http://www.sfgov.org/ethics/>

# Meeting of the Community Corrections Partnership (CCP) and its Executive Committee (CCPEC)

## Draft Minutes

Thursday, October 12, 2017  
10 am-12 noon  
San Francisco Civic Center Courthouse  
400 McAllister Street, Room 617  
San Francisco, CA 94102

**Members Present:** Lauren Bell for Chief Adult Probation Officer Karen Fletcher (Chair), Angelica Almeida for Department of Public Health Director Barbara Garcia, Cristine DeBerry for District Attorney George Gascón, Jerel McCrary for Domestic Violence Consortium Executive Director Beverly Upton, Paul Miyamoto for Sheriff Vicki Hennessy, Diana Oliva-Aroche for Mayor Ed Lee, Sunny Schwartz for Five Keys Charter School Executive Director Steve Good, Simin Shamji for Public Defender Jeff Adachi

**Members Absent:** Jeffrey Mori, Chief William Scott, Noelle Simmons

1. **Call to Order and Introductions.**

Lauren Bell called the meeting to order at 10:09am. She stated that she is sitting in place of Chairperson Karen Fletcher in her absence. She asked the other members to introduce themselves.

2. **Public Comment on Any Item Listed Below as for "Discussion Only."**

Lauren Bell asked for public comment there was none.

3. **Review and Adoption of Meeting Minutes of February 16, 2017 (discussion and action).**

After members reviewed the minutes, Sunny Schwartz moved to adopt the minutes of the February 26, 2017 meeting, Simin Shamji seconded. There was no public comment and the motion passed.

4. **Staff Report (discussion only): Updated rosters, Meeting schedule, Update on translation services, CASC update, Introduction of Geoffrea Morris, Adult Probation's Women's Gender Responsive Services Coordinator (discussion only)**

Karen Shain informed members that the nonprofit seat of the Committee is vacant. That seat is designated for a nonprofit organization serving formerly incarcerated individuals. Interested agencies are encouraged to apply.

Karen Shain announced that the Community Correction Partnership meetings will now only take place once a year, instead of twice a year as they have been.

The need for interpretation services had been discussed February 16<sup>th</sup>, 2017 meeting. Karen Shain provided the members an update of her investigation of what interpretation services were available to the justice system and affiliated city agencies, but stated that she had hit a wall. Lifeline remains the City's interpretation service provider, and Karen has not encountered a solid solution. Lauren Bell stated that technology may assist. Cristine DeBerry expressed the need for department wide translation services and the need for dedicated translator classification. Cristine DeBerry suggested

that the Community Corrections Partnership support the creation of a new classification for interpretation services. Diana Oliva-Aroche suggested that data be collected to substantiate the need to begin that process.

Geoffrea Morris introduced herself as the Women's Gender Responsive Services Coordinator.

**5. Report from Public Policy Institute of California (PPIC) (discussion only) PPIC presented their preliminary findings on San Francisco and statewide county study (Multi-County Study)**

Mia Bird presented preliminary data from PPIC's Multi-County Study with a focus on San Francisco justice data. She reminded members that that the multi-county study was done in conjunction with the Board of State and Community Corrections and covered twelve California counties. The goal of the study was to assess the effects of AB109 and Prop 47 on correctional populations and recidivism. As a result of the data received from the twelve counties, PPIC has been able to complete five research projects that are available on their website. She gave members a preliminary set of data regarding San Francisco and said that PPIC is working on a dashboard that will allow the CCP full access to San Francisco's data. The dashboard is not yet completed, and PPIC would like to return to San Francisco when it is ready.

Members thanked Mia and her colleagues for their presentation and stated that they are anxious to see all of the data and the dashboard when they are completed.

**6. Expenditure of Local Innovation Fund (discussion and possible action)**

At its last meeting, the CCP decided that it would seek approval for the CCPEC to oversee local criminal justice innovation fund expenditures. The Board of Supervisors must approve the CCPEC as Local Innovation Funds Oversight Committee. Christine DeBerry moved. Simin seconded. Motion passed. Karen Shain was directed to bring the resolution to the Board of Supervisors for approval.

**7. LEAD and Proposition 47 Grant Updates (discussion only)**

Angelica Almeida of DPH to give an update on LEAD (Law Enforcement Assisted Diversion). She summarized the program's objective and stated that the launch will focus on the areas around Civic Center and 16<sup>th</sup> and Mission Bart stations. She stated that a San Francisco contingent went to Seattle to observe and learn from the founding programs operations. She said the goal for LEAD is to serve up to 215 individuals with co-occurring offenses. Robin Handler was introduced as the LEAD Program Manager. Angelica stated that the present the focus has been on training law enforcement and that the tentative start date for the LEAD program is October 23.

Angelica Almeida then answered questions from the partnership members, and stated that a person with active warrant will be booked and may not enter the LEAD Program and that the LEAD program will also have dedicated full time District Attorney and Public Defender. She also clarified that people under the influence are not precluded from the program.

A Prop 47 Grant Update was given by Angelica Almeida. She stated that the funds will be used to increase capacity of treatment beds at Salvation Army, Harbor House. There will be curriculum specific to the TAY population. The launch date will be later in October or early November, as operations continue to be finalized.

**8. Roundtable Updates on the Implementation of Public Safety Realignment (AB109) and other comments, questions, and requests for future agenda items (discussion only).**

Lauren Bell asked if there were any updates by members and there were none.

**9. Public comment on any item listed above, as well as items not listed on the Agenda**

Lauren Bell asked for public comment and there was none.

**10. Adjournment.**

The next meeting s set tentatively for August 16, 2018. There was a motion to adjourn by Cristine DeBerry, seconded by Diana Oliva-Aroche. Meeting adjourned at 11:33am.

# Community Corrections Partnership and its Executive Committee City and County of San Francisco

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## *Roster of Members*

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6417

# Community Corrections Partnership and its Executive Committee City and County of San Francisco

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**VACANT-** Expertise in providing  
rehabilitative services to justice involved  
individuals

**VACANT-** Expertise in substance abuse  
treatment

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**Beverly Upton**  
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**Superior Court Judge\***  
Vacant

**CCP Staff**  
**Geoffrea Morris**  
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(415) 241-4241

*Alternates or other designees of department heads may represent the department.*

*\*Denotes member of the Community Correction Partnership Executive Committee*

*<sup>1</sup> This member meets the CCP membership requirements of California Penal Code §1230(2)(H) and (J)*

# City and County of San Francisco Community Corrections Partnership

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## 2018 CCP Meeting Calendar

### Community Corrections Partnership Executive Committee

- September 2018 date to be announced

## 2019 CCP Meeting Calendar

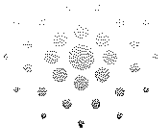
### Community Corrections Partnership Annual Meeting

- August 15, 2019- 10:00am to 12:00pm Location to be announced

### Community Corrections Partnership Executive Committee

- September 2019 date to be announced





LOCAL AND REGIONAL  
GOVERNMENT ALLIANCE ON  
RACE & EQUITY



## Government Alliance on Race and Equity (GARE)

GARE is a national network of government agencies working to achieve racial equity and advance opportunities for all.

In 2016, San Francisco launched the Engineering for Equity program to ensure city services and resources are leveraged to achieve more equitable outcomes for all. The program has two objectives:

1. Advise City departments on how to eliminate disparities in public service.
2. Ensure community involvement in the full range of government decisions.

### Why Engineering for Equity?

Engineers design, construct and maintain structures, materials and systems while considering the limitations imposed by impracticality, regulation, safety and cost. Under the leadership of Human Rights Commission (HRC) Executive Director Sheryl Davis, the Engineering for Equity program invites city departments to create and uphold transformational systems and approach actual and perceived limitations with innovation. They believe that city government has the tools to create resilient communities and lay foundations that lift up all. Specifically, the HRC provides city departments with specific tools and strategies to utilize when making public policy decisions, strengthening public programs or expending city resources in service to San Francisco's communities. Moreover, the HRC helps departments create equity plans that value community expertise and partnership.

San Francisco is proud to be a strong participant in the Northern California GARE cohort. Representatives from a broad range of city departments including the San Francisco Municipal Transit Authority, Department of Public Health, Arts Commission, Department of Environment, Adult Probation, Planning, Public Utilities Commission, Recreation and Parks Department and the Office of Economic, Department of Homelessness and Supportive Housing and the Office of Economic and Workforce Development have participated in and are working collaboratively to make San Francisco more equitable for all.

Participating Departments in the 2018 GARE cohort will receive:

- A racial equity training curriculum, with cohort participants who are equipped to implement the training with other employees,
- A Racial Equity Tool to be used in policy, practice, program and budget decisions,
- A capacity building plan and organizational structure to institutionalize equity within their own jurisdiction,
- Example policies and practices that help advance racial equity, and

- Support on developing a Racial Equity Action Plan for their Department.

**Current GARE Criminal Justice Agencies:**

Adult Probation Department

District Attorney's Office

Department of Police Accountability

For additional information about San Francisco's involvement in Northern California GARE initiative contact San Francisco Cohort Director Ariana Flores.

**Human Right Commission Contact:**

Sheryl Davis

Executive Director

San Francisco Human Rights Commission

25 Van Ness Avenue, Suite 800

San Francisco, CA 94102

415.252.2516

**GARE in Criminal Justice Proposal:**

On June 6, 2018 the members of the San Francisco Sentencing Commission unanimously approved Sentencing Commission staff to work with the staff from the San Francisco Reentry Council and Community Correction Partnership to create a justice system race and equity statement. The draft statement will subsequently be placed on each policy advisory body's agenda over the next three months for discussion and possible action.

**Draft Criminal Justice Policy Racial Equity Statement**

The San Francisco Community Corrections Partnership, Reentry Council and Sentencing Commission prioritize racial equity so that all people may thrive. San Francisco's criminal justice policy bodies collectively acknowledge that communities of color have borne the burdens of inequitable social, environmental, economic and criminal justice policies, practices and investments. The legacy of these government actions has caused deep racial disparities in San Francisco's criminal justice system. We further recognize that racial equity is realized when race can no longer be used to predict life outcomes. We commit to the elimination of racial disparities in the criminal justice system.

1 [Authorizing the Community Corrections Partnership Executive Committee to Spend Local  
2 Innovation Subaccount Funds]

3 **Resolution authorizing the Community Corrections Partnership Executive Committee**  
4 **to develop funding recommendations for Local Innovation Subaccount Funds for pre-**  
5 **trial services and/or transitional reentry housing for justice-involved people between**  
6 **the ages of 18 to 35.**

7  
8 WHEREAS, The State of California created the Local Revenue Fund 2011 in the State  
9 Treasury; and

10 WHEREAS, Government Code, Section 30025 requires that each county treasurer, city  
11 and county treasurer, or other appropriate official create a County Local Revenue Fund 2011  
12 for the county or city and county; and

13 WHEREAS, On June 30, 2011, the City Controller created the Local Revenue Fund  
14 2011, ("AB 109 Realignment Fund" or "AB 109 Funds"), for the City and County of San  
15 Francisco ("City"); and

16 WHEREAS, Government Code, Section 30025 requires that each county treasurer, city  
17 and county treasurer, or other appropriate official create a Local Innovation Subaccount within  
18 the Law Enforcement Services Account for each respective county or city and county; and

19 WHEREAS, On July 1, 2017, the City Controller created a project account for  
20 Innovation Subaccount funds within the Local Revenue Fund 2011; and

21 WHEREAS, Government Code, Section 30025 authorizes the Board of Supervisors of  
22 a county or city and county to spend money deposited in the Local Innovation Subaccount  
23 consistent with Government Code, Section 30025(f)(15); and

1           WHEREAS, Penal Code, Section 17.5 states that each county's Community  
2 Corrections Partnership shall play a critical role in developing programs and ensuring  
3 appropriate outcomes for low-level offenders; and

4           WHEREAS, Penal Code, Section 1230 requires that the local community corrections  
5 program be developed and implemented by Adult Probation and advised by the local  
6 Community Corrections Partnership, chaired by the Chief Probation Officer; and

7           WHEREAS, Penal Code, Section 1230.1 defines the Executive Committee of each  
8 county's Community Corrections Partnership to include the Chief Probation Officer of the  
9 county as chair, a Chief of Police, the Sheriff, the District Attorney, the Public Defender, the  
10 presiding judge of the Superior Court, or his or her designee, and one department  
11 representative, as designated by the county Board of Supervisors; now, therefore, be it

12           RESOLVED, That the Community Corrections Partnership Executive Committee  
13 ("CCPEC") shall develop spending recommendations for the money deposited in the Local  
14 Innovation Subaccount, to be approved by the Board of Supervisors; and, be it

15           FURTHER RESOLVED, That the budgeted funds shall be spent to fund pre-trial  
16 services and/or transitional reentry housing for justice-involved people between the ages of 18  
17 and 35; and, be it

18           FURTHER RESOLVED, That the Chair of the CCPEC shall report annually to the Board  
19 of Supervisors the impact of the previous year's allocations on criminal justice and reentry  
20 services in San Francisco.



City and County of San Francisco

Tails  
Resolution

City Hall  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102-4689

File Number: 171164

Date Passed: February 27, 2018

Resolution authorizing the Community Corrections Partnership Executive Committee to develop funding recommendations for Local Innovation Subaccount Funds for pre-trial services and/or transitional reentry housing for justice-involved people between the ages of 18 to 35.

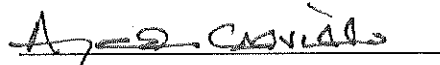
February 15, 2018 Budget and Finance Committee - RECOMMENDED

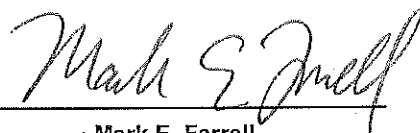
February 27, 2018 Board of Supervisors - ADOPTED

Ayes: 10 - Breed, Cohen, Fewer, Kim, Peskin, Ronen, Safai, Sheehy, Stefani and Yee  
Excused: 1 - Tang

File No. 171164

I hereby certify that the foregoing Resolution was ADOPTED on 2/27/2018 by the Board of Supervisors of the City and County of San Francisco.

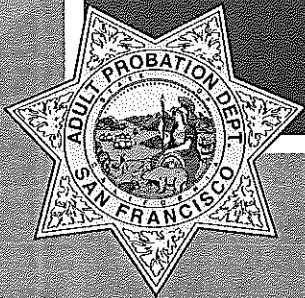
  
Angela Calvillo  
Clerk of the Board

  
Mark E. Farrell  
Mayor

  
Date Approved

# SAN FRANCISCO WOMEN'S JUSTICE REFORM INITIATIVE

**June, 2018**



An action focused initiative that amplifies the unique needs of justice involved women, mobilizes new SFAPD engagement approaches, and advances faith based and community, criminal justice reform efforts.

San Francisco Adult Probation Department (SFAPD)  
City and County of San Francisco

## San Francisco Women's Justice Reform Initiative

**About the Women’s Gender Responsive Coordinator**

In September 2017, the San Francisco Adult Probation Department hired Geoffrea Morris as its first Women’s Gender Responsive Coordinator. Geoffrea is a native of San Francisco’s Bayview Hunter’s Point community and a graduate of Phillip and Sala Burton High School. She has a Bachelor’s degree in Child and Adolescent Development from San Francisco State University; a Master’s degree in Social Work from California State East Bay; and a Juris Doctorate from Golden Gate University.

For nearly twenty years, Geoffrea has been involved in improving the lives of children, families, and individuals throughout San Francisco’s most disenfranchised communities. Geoffrea’s journey into social service and community building started in her teen years when she became an integral member and program pioneer at the Bayview Hunter’s Point YMCA. Her passion for children and families continued as she became a site support substitute for the San Francisco Unified School District to then becoming a county social worker for the CalWORKs Program and later a child protective service worker. During her tenure in the Human Services Agency, Geoffrea successfully assisted countless individuals and families in navigating their way through cumbersome government systems in order to achieve success, self-sufficiency, and healthy outcomes.

With this wealth of experience, Geoffrea was given the task of implementing and advancing a clear and actionable women gender responsive pathway for justice involved cis and trans women and non-binary individuals.

With the support of San Francisco Adult Probation Department’s Reentry Division Director, Lauren Bell, and the guidance of Chief Adult Probation Officer, Karen Fletcher, and extensive partner and community input, Geoffrea created San Francisco’s first Women’s Justice Reform Initiative (WJRI).



## Stakeholders

To produce the San Francisco Women's Justice Reform Initiative (WJRI), Ms. Morris coordinated a multitude of meetings, and workshops, met with countless stakeholders, and completed a literature review. WJRI was strengthened through input from the following:

- 2017 Bay Area Summit on Children of Incarcerated Parents
- 2017 17<sup>th</sup> Bi-Annual Association for Justice Involved Females and Organizations in Santa Clara County, California
- 2017 Breaking the Cycle: Improving Outcomes for California's High Need, High Cost Population
- Alex Weil, MFT and Director- UCSF/ Citywide Forensics Probation Team/ CASC
- Alison Riker, Director of Programs, San Francisco Sheriff's Department
- Andrea Shorter, Commissioner on Department on the Status of Women
- Andy Dulay, Rehabilitation Services Coordinator, San Francisco Sheriff's Department
- Aria Sa'id, LGBT Policy Advisor for San Francisco Human Rights Commission
- Community Corrections Partnership Meeting
- San Francisco Adult Probation Officers and support staff
- Destiny Pletsch, Reentry Coordinator
- Diamond, CASC participant
- District Attorney's Pre-Sentence Planners
- Donna Guillory, Family Court Manager
- Dr. Emily Murase, Executive Director of the Department on the Status of Women
- Emily Cohen, Department of Homelessness
- Erin Glassman, Department of Public Health Clinician
- Freda Randolph, San Francisco Child Support Department Manager
- Felicia Houston, Program Director, Community Awareness and Treatment Services, Inc.
- Ian Harriman, Checkr's Account Executive
- Ida McCray, Women's Resource Center Director, San Francisco Sheriff's Department
- Imo Momoh, Director, Mental Health Services Act Director for Public Health
- Jacqueline Gordon, Five Keys Charter case manager for women
- Jana Taylor, Chief Deputy of Adult Probation
- Jessica Li, Former Safe House Executive Director
- Jessica Nolan, Executive Director of Women's Freedom Center
- Julio Escobar, Restorative Justice Director of San Francisco Archdiocese
- Karen Fletcher, Chief Adult Probation Officer
- Karen Shain, Former Reentry Policy Coordinator and Community Activist
- Kate Monico Klein, Community Activist
- Kathy Garcia, T.R.N.S Project Outreach Specialist
- Lauren Bell, Reentry Director

- Legal Services for Prisoners with Children
- Leslie Levitas, Retired Sheriff's Department Program Analyst
- Lynette Schwindt, Program Coordinator of Sisters Program in SF County Jail
- Magali Rivera-Davis, Community West Transitional Aged Youth Case Manager
- Marcella Espino, Sheriff's Department Program Director of Sisters Pod
- Marilyn Jones, Executive Director, Because Black is Still Beautiful
- Mary Penn, Department of Public Health Clinician
- Mary "Phoebe" Vanderhorst, Director of Waypass at City College
- Nikki Camas, TransThrive Program Director
- Pastor Ronnie Muniz, Executive Director, Saved by Grace Re-Entry
- Rachel Kinnon, San Francisco Public Library's Jails & Reentry Services Librarian
- Reentry Council of the City and County of San Francisco
- Reentry Council Direct Services Subcommittee
- Reentry Council Policy Subcommittee
- Reverend Glenda Hope, Founder of SF SafeHouse
- Roma Guy, Community Advocate and former Commissioner, SF Department of Public Health
- San Francisco County Jail A-Pod Transgender, Gender Variant and Intersexual Focus group (November 14, 2017)
- San Francisco County Jail B-Pod Women's Focus Group
- San Francisco Inter-Faith Council Meeting
- San Francisco Public Defender Social Worker Focus group
- Shannon Wise, Solutions for Women
- Shelly Wynne, Program Director, Women's Hope
- Shirley Lamar, Retired Executive Director of Cameo House a program with the Center on Juvenile and Criminal Justice
- Sonia Crites, Director, FOTEP, HealthRight 360
- Steve Adami, APD Reentry Services Manager
- Stephanie Garcia, First Lady of City View Church and Faith Based Reentry Advocate
- Suzanne Adams, PhD, Clinical Program Coordinator for A Woman's Place
- TGI Justice Project
- Traci Watson, Founder, Sisters Circle
- Toni Erby, SF Safe House and Community Activist for Victims of Sex Trafficking
- UCSF- Center of Excellence for Transgender Health Center
- Victoria Westbrook, a member of Reentry Council's Direct Service Subcommittee
- Women of B-Pod Intake Focus group (November 14, 2017)
- Work Group to Re-envision the Jail Replacement Project – Final Report
- Yolanda Robinson, Program Director, Sheriff's Department Religious Services
- Zach Whelan, Executive Director, Project Avary

## Executive Summary

### *Past Efforts*

In 2012, the City and County of San Francisco's Adult Probation and Sheriff's Departments launched a gender responsive initiative to assess needs, gap[s], and strategies to meet [the] needs of women and transgender people in San Francisco's criminal justice system. With support from the Zellerbach Family Foundation and Van Loben Sels/RembeRock Foundation<sup>1</sup> San Francisco County brought together acclaimed social scientists Barbara Bloom, PhD and Barbara Owen, PhD along with city agencies and community partners to work on developing a comprehensive gender-responsive plan that would more effectively address the needs of women in San Francisco's criminal justice system.

In a 2003 report, *Gender –Responsive Strategies: Research, Practice and Guiding Principles for Women Offenders*; "gender-responsive" was defined as follows:

Creating an environment through site selection, staff selection, program development, content, and material that reflects an understanding of the realities of women's lives and addresses the issues of the participants. Gender-responsive approaches are multidimensional and are based on theoretical perspectives that acknowledge women's pathways into the criminal justice system. These approaches address social (e.g., poverty, race, and class and gender inequality) and cultural factors, as well as therapeutic interventions. These interventions address issues such as abuse, violence, family relationships, substance abuse and co-occurring disorders. They provide a strength-based approach to treatment and skill building [with an] emphasis on self-efficacy.<sup>2</sup>

Informed by this body of work, and guided by Drs. Bloom and Owen, San Francisco County published the *Women's Community Justice Reform Blueprint* (herein, the Blueprint) in April of 2013.<sup>3</sup>

The Blueprint was created to more deeply integrate gender-responsive, and family-focused strategies into local criminal and community justice systems. The Blueprint offered several recommendations and strategies that aligned with San Francisco's policy of "locally self-reliant incarceration"<sup>4</sup> and indicated that the majority of female offenders could be more "effectively managed in community settings that provided women-centered and gender responsive services and programs."<sup>5</sup> In addition, the Blueprint further qualified the geography and demographics of San Francisco's "justice-involved woman." The researchers found that women were disproportionately African American and under the age of forty residing in the Western Addition, South of Market, Tenderloin and Bayview Hunter's Point communities.<sup>6</sup>

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<sup>1</sup> San Francisco Adult Probation Department: Strategic Plan 2012-2017 (page 15).

<sup>2</sup> *Id.*

<sup>3</sup> *Id.* at 3.

<sup>4</sup> *Id.* at 11.

<sup>5</sup> *Id.* at 5.

<sup>6</sup> *Id.* at 15, 18.

While creating the Blueprint, the authors incorporated six guiding principles (known in San Francisco County as the GERSSC Principles), gender, environment, relationships, services and supervision, socioeconomic status, and community into their work.<sup>7</sup>

As well, Dr. Bloom and Dr. Owens outlined five strategies that they believed could accelerate San Francisco towards the goals of further decreasing reliance on the criminal justice system while reinvesting in communities and breaking intergenerational cycles of incarceration, reducing system costs and improving criminal justice system outcomes with women.<sup>8</sup> The five Blueprint strategies were as follows:

1. Integrating criminal justice and community services and programs through a collaborative leadership structure that plans, coordinates and oversees the development of an evolving women-centered multi-agency system. This process should be jointly led by Adult Probation and Sheriff's Departments, and overseen by the Community Corrections Partnership (CCP).
2. Developing sentencing and pretrial alternatives by expanding non-custodial and community alternatives including mother-child alternative sentencing programs.
3. Creating an intensive and coordinated case management system that follows women through every phase of the criminal justice process and into the community.
4. Expanding and enhancing programming that creates a continuum across custodial, residential, and non-residential settings that combine criminal justice and community services and programs that support women during and after successful discharge from criminal justice supervision.
5. Designing an integrated data collection, evaluation, and oversight process to monitor and improve system wide supervision and interventions.<sup>9</sup>

*New Effort – Women's Justice Reform Initiative (WJRI)*

The WJRI will mobilize collaborative action in the following three Blueprint recommended areas:

1. Integrating criminal justice and community services and programs through a collaborative leadership structure that plans, coordinates and oversees the development of an evolving women-centered multi-agency system. This process should be jointly led by the Adult Probation and Sheriff Departments and overseen by the Community Corrections Partnership (CCP).
  - a. *The WJRI acknowledges a long history of women's gender responsive work in San Francisco, honors the commitment and expertise of front lines and City*

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<sup>7</sup> *Id.* at 20

<sup>8</sup> *Id.* at 8.

<sup>9</sup> *Id.* at 9.

*stakeholders, and seeks to be a part of an even more focused momentum to streamline services connecting points for the benefit of women.*

2. Creating an intensive and coordinated case management system that follows women through every phase of the criminal justice process and into the community.
3. Expanding and enhancing programming that creates a continuum across custodial, residential and non-residential settings that combines criminal justice and community services and programs that support women during and after successful discharge from criminal justice supervision.

The WJRI embraces an inclusive definition of women meaning that approaches, services and efforts, while tailored to unique needs, are intended to improve the outcomes for justice-involved cis,<sup>10</sup> and trans women,<sup>11</sup> and non-binary individuals.<sup>12</sup>

The WJRI seeks to achieve implementation goals during the period of January 1, 2018 to January 1, 2021.

#### **Why Are Women's Gender Responsive Services needed in San Francisco County?**

San Francisco has always had a history of providing funds and services to vulnerable populations including those members of the community who were formerly incarcerated. However, San Francisco's plethora of reentry services has been both a springboard and unfulfilled promise to formerly incarcerated women. In April 2013, the Blueprint found that:

"While San Francisco is a service-rich locale where many effective programs and services are available to women involved in the San Francisco criminal justice system, [the researchers'] analysis found that disconnections and lack of integration between programs and services create and sustain a fragmented system for women. [The researchers] found evidence of excellent programs and models, but the continuum itself [was] incomplete [and the] fragmentation impede[d] the development of a comprehensive and integrated system of services for women from arrest and pre-trial through re-entry and community supervision. Although a commitment to this goal exists throughout the City and County of San Francisco, [the researchers] observed a critical need for coordinated leadership, collaboration and service delivery that integrates standalone programs, services and agencies."<sup>13</sup>

The Blueprint found services duplication and fragmentation had an impact on how women accessed reentry services. The Blueprint recommended that APD and the SFSD formally collaborate in their oversight of women's services in San Francisco.<sup>14</sup> The Blueprint recognized that the two departments had excellent working relationships; however, the departments needed

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<sup>10</sup> Cis is abbreviation for cisgender which is a term for people whose gender identity matches the sex that they were assigned at birth.

<sup>11</sup> Transgender describes a person whose sense of personal identity does not correspond with their birth sex.

<sup>12</sup> Non-binary gender describes any gender identity which does not fit the male and female binary.

<sup>13</sup> *Blueprint* at 26.

<sup>14</sup> *Blueprint* at 26.

to create a “clearly defined mission and comprehensive approach to the development and oversight of women’s services in San Francisco”<sup>15</sup> County.

This recommendation for collaboration was also echoed in the final report of the Work Group to Re-envision the Jail Replacement Project which called for consolidation of reentry and social services and resources for at-risk, justice-involved populations.

In the Spring 2012 during the beginning stages of the Blueprint analysis, nearly 1000 women were under APD probation supervision.<sup>16</sup> Most of these women probationers were residing in the “Tenderloin, South of Market, Western Addition and Bayview Hunter’s Point areas”<sup>17</sup> of San Francisco. Currently, there are more than 700 women on probation. While there has been a shift in the number of women probationers since the Blueprint was published, geographically women generally reside in the same neighborhoods with data showing more women probationers residing in the Outer Mission/Excelsior neighborhood.<sup>18</sup>

In addition to the Blueprint findings in 2016, the W. Haywood Burns Institute for Justice Fairness and Equity published the San Francisco Justice Reinvestment Initiative: Racial and Ethnic Disparities Analysis for the Reentry Council of the City and County of San Francisco. In this analysis, the Burns Institute found, “Black adults in San Francisco [were] 11 times as likely as White adults to be booked into County Jail. This disparity [was] true for both Black men (11.4 times as likely) and Black Women (10.9 times as likely).”<sup>19</sup> They also found Latino adults were 1.5 times as likely to be booked as White adults. The Burns Institute also found “the top three residence zip codes of Black adults booked into County Jail were: 94102 (includes the Tenderloin), 94124 (Bayview Hunters Point) and 94103 (South of Market) while the study found the top three residence zip codes for Latino adults booked in county jail were: 94110 (Inner Mission/ Bernal Heights), 94102 (includes the Tenderloin), and 94112” (Ingleside-Excelsior/ Crocker Amazon).<sup>20</sup>

Despite “data indicating that San Francisco’s demographic make-up is changing; and that between 1994 and 2013, the number of Black adults decreased by 21 percent [while] at the same time, the number of Latino adults increased by 31 percent,”<sup>21</sup> African American women offenders over-representation in San Francisco’s criminal justice system remains unchanged.

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<sup>15</sup> Id

<sup>16</sup> *Blueprint* at 11.

<sup>17</sup> Id. at 18.

<sup>18</sup> Internal APD Stats that list a women’s zip code at the time of arrest.

<sup>19</sup> Beatty, Julia (1/26/2016) San Francisco Justice Reinvestment initiative: Racial and Ethnic Disparities Analysis for the Reentry Council, Summary of Key Findings

<https://www.burnsinstitute.org/publications/san-francisco-justice-reinvestment-initiative-racial-and-ethnic-disparities-analysis-for-the-re-entry-council/> visited on October 17, 2017.

<sup>20</sup> Id.

<sup>21</sup> Beatty, Julia (1/26/2016) San Francisco Justice Reinvestment initiative: Racial and Ethnic Disparities Analysis for the Reentry Council, Summary of Key Findings

<https://www.burnsinstitute.org/publications/san-francisco-justice-reinvestment-initiative-racial-and-ethnic-disparities-analysis-for-the-re-entry-council/> visited on October 17, 2017.

Beyond race and geography, the Blueprint researchers identified eleven additional characteristics shared by justice involved women in San Francisco:

1. Disproportionally women of color
2. Women who were in their early to mid-thirties
3. Women who were most likely to have been convicted of a property or drug offense
4. Women who came from fragmented family histories with other family members in the criminal justice system
5. Women who were survivors of physical and/ or sexual abuse
6. Women who had significant substance abuse histories
7. Women with multiple physical and mental health problems
8. Single mothers of minor children
9. High school degree/ GED
10. Limited vocational training
11. Low income and sporadic work histories.<sup>22</sup>

The Blueprint concluded that a typical justice involved woman was disproportionately African American and that she was likely in the earlier stages of her criminal justice career with her earlier criminal offenses being in the areas of drug and/or property crime.<sup>23</sup>

In the five years since the Blueprint was created, the characteristics of a justice involved women are similar - African American women under the age of 46 still remain the largest group of women on adult probation<sup>24</sup> with the largest subset of that population being women between the ages of 26-35.<sup>25</sup> More broadly, African Americans are disproportionately represented in-custody and equaled nearly half of the jail's population during an August 2016 snapshot.<sup>26</sup>

To achieve the goals of the WJRI, APD looks forward to collaborating with the SFSD, and other city agencies like the Department of Public Health, Human Services Agency, Department of Child Support Services, Department of Children, Youth and Their Families, Department of Homelessness and Supportive Housing, and the San Francisco Superior Court to better streamline services for women as they attempt to navigate complex governmental systems on their journey towards personal transformation and a permanent exit from the criminal justice system.

In the next sections, APD will outline WJRI implementation and strategies collaborations.

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<sup>22</sup> *Blueprint* at 18.

<sup>23</sup> *Blueprint* at 15

<sup>24</sup> APD internal stats conducted on 10/31/2017

<sup>25</sup> *Id.*

<sup>26</sup> Work Group to Re-Envision the Jail Replacement Project, final Report page 6

### APD's 2018- 2019 Gender Responsive Implementation Strategies

The WJRI seeks to make systematic and service improvements across several points on the criminal justice spectrum:

#### **Probation Supervision Services**

- Re-evaluate and establish Women's Gender Responsive Caseloads
  - Continued training in best practices
- Multi-System Checklist
  - This checklist will capture women involved in multiple systems
  - Update intakes with comprehensive gender categories
  - Implement gender identity forms for clients to complete
- Gender Responsive Cognitive Behavioral Therapy Course
  - In April 2018, Sister's Circle Women Support Network
  - In September 2018, APD will be launching a Women's Empowerment course that will be led by Deputy Probation Officers

#### **Post Release Reentry Services (For probationers and all released women)**

- Launch a Faith Based Initiative (Soft launch, this past March 2018)
  - Create a Faith Based Reentry Portal that catalogues community faith based services for the benefit of justice involved people
  - Create a Faith Based Reentry Advisory Collaborative to support individuals getting out of custody
- Strengthen impact of Women's Gender Responsive Approach across City Departments
- Strengthen **Community Partnerships**
- Comprehensive **Case Management** improvements
  - Collaborate with SFSD in-custody and community programs with a specific focus on strengthening collaborative efforts with the Discharge Planner at CJ2
  - Work with CASC/UCSF Citywide to expand women's gender responsive caseload
  - Create connections to medical clinics
  - Implement financial recovery, asset building and education services
- Fund Women's **Gender Responsive and Faith Based Services**
  - To support successful exits of cis and trans women and non-binary individuals
  - Dedicate funding for women's gender responsive and faith based services through a competitive bid process.

In January, 2019 APD will assess implementation goals, and challenges to date, and present a report that summarizes accomplishments and outstanding efforts.



### **Past and Present Collaborations**

- In February 2018, APD and the SFSD Religious Services collaborated in an SFSD sponsored Evening Dialog regarding Faith-Based Reentry Services
- In March 2018, APD reached out to Santa Clara County’s Adult Probation Department for consultation on how to expand a Faith-Based Reentry Initiative in San Francisco
  - In June 2018, APD met with Santa Clara County’s Faith Based Collaborative
- Monthly Cis and Trans Gender Responsive Meetings with the SFSD, and community partners
  - Led by the Young Women’s Freedom Center in partnership with APD, SFSD, and community partners, this meeting addresses issues of justice involved women
- In April 2018, APD and the Human Rights Commission collaborated to sponsor “A Tea Time Workshop Series” centered on Transgender Reentry Services.
  - Led by APD’s Women’s Gender Responsive Coordinator, Geoffrea Morris and Human Rights Commission’s LGBT Policy Advisor, Aria Sa’id

**For more information or to learn about partnership opportunities, please contact Ms. Geoffrea Morris at [Geoffrea.Morris@sfgov.org](mailto:Geoffrea.Morris@sfgov.org) or by phone at 415-241-4241.**