

Alternatives to Incarceration Working Group

Retreat Notes

April 26, 2019

8:00 am – 1:00 pm

California Endowment, Redwood Room

Welcome and Introductions

The meeting began with a welcome from Dr. Bob Ross who reviewed the process values, purpose and mission of the group. He spoke about his one-on-one meetings with voting members regarding the work being done in the Ad Hoc groups. He asked members whether we have an innovation or scaling problem in the work. He said when he hears about promising programs, most often he hears mention of MIST, FIST, Court Linkage, the Intercept Model, Bail Reform, Housing, ODR. He stated that we need to have compelling conviction. He quoted several group members he spoke with:

“Let’s build on the work of ODR...” Herbert Hatanaka

“Yes on Care First.” Melodie Larsen of County Counsel

“Let’s keep the legacy of structural racism in mind.”

He stated that we have obligations and expectations of doing two things that both need to be done. “What’s the mountain top we want this system to get to?” The destination is very clear. You do not scale the mountain all at once, it is done in stages. There are base camps where progress is assessed. The vision is that the 90-day report will describe the collective vision (system of care) to the best of our ability. We have to give the Board the roadmap that gets us to the next base camp. How do we expand capacity, scale what works, etc.

Dr. Ross introduced Rigo Rodriguez, Associate Professor at Cal State Long Beach of Latinx Public Policy, who would then introduce Julie Nelson, Senior Vice President of Programs at Race Forward. Julie Nelson welcomed the group. Each table launched into personal introductions.

Rigo explained the agenda schedule. He explained that at the end of each segment there would be space for public comment and explained that comment and discussion was intended to occur at tables as well.

Julie Nelson explained the operating norms to the room and group.

Dr. Ross returned to the front to introduce our first speaker, Dr. Kelly Lytle Hernandez. He also mentioned that Supervisor Sheila Kuehl might join the group for a talk later. He read through the bio of Professor Lytle Hernandez and then invited her to speak. She spoke about prioritizing racial equity in doing this work. Los Angeles has the largest jail population in the world. There are large African-American populations, homeless/houseless, Latinos, immigrants. There is youth detention, State, Federal, local jail. The work is important because every other place looks to us as leaders because of this breadth. She looked for records from the archives. She found an archive of documents that survived over time. She was able to tell the rise of LA in becoming a “City of Inmates”. “The Rebel Archive” told a policing story of locking up the local indigenous population. Almost 100% of people incarcerated used to be white men (“tramps” and “hobos” of the era). Prior to the 1890’s there was deportation and immigrant detention. There was also an immigration act which criminalized

undocumented entry into the US. They were trying to create a 'whites only' immigration population in the US. Then the rise of mass incarceration in black communities in LA, particularly South Central. It led to the Watts rebellion in 1965. There have been so many laws arising from these practices.

She instructed the group to look up the video "Invasion of America" on YouTube and watch as she spoke about the invasion of indigenous territories. The US is a settler state and we are a settler city within a settler state. What drove making the US was a form of settler colonization with a racially exclusive, sexually-reproductive, white society. So long as the land is occupied, the conquest continues. We are all living with this. What happens here is a campaign of genocide that is unmitigated. We are living on a land more soaked in blood than anywhere else in the country. Our local institution of jailing locks up and criminalizes people of the land. The largest lynching of Chinese immigrants happened here. To deport people we invented immigrant detention, not a legal imprisonment, no right to an attorney, no protection against cruel and unusual punishment. Jim Crow is alive and well in our immigration regime. We worked very hard to suppress the outbreak of the Mexican revolution. Ricardo Flores Magon helped to instigate the Mexican revolution from our County jail. In 1924, we passed essentially a "whites only" immigration law. Our government wanted total control of Mexican immigration into the US. The number one charge sending people to Federal prison today is "Unlawful Entry". The police are the only entity lawfully entitled to use the violence of the state. The edge of the knife has fallen most heavily in black communities. Through housing restrictions and segregation black people were limited to living in South Central. In 1965, more than 50 African-Americans were shot in the back which led to the Watts Riots. The War on Drugs led to the War on Crime campaign. There were moments of reform to answers hosts of social issues. Sentencing reform meant people spend longer times behind bars. Deinstitutionalization of our mental health population, Broken windows policing, focus on minor infractions, public order charges (public drunkenness, disorderly conduct, the low-hanging fruit of law enforcement). Big data or an algorithm has told us where to go and how to police. We can use the word "landless" in this city of inmates. We have an extraordinary opportunity here to eliminate this. She knows that one day years from now a historian will look at what we decided to do with this opportunity.

Small table discussion occurred, with facilitators at each table.

Next, Julie Nelson introduced Dr. John Kim of the Advancement Project. He stated that he is tired of talking about the "low hanging fruit". That part of the tree is all picked. We have an opportunity to make big changes. He discussed the data AP has been collecting, in coalition with community groups. He helped create "Healthycities.org." He showed the neighborhoods where there are high concentrations of people getting shot and then where the trauma centers are actually located – not concentrated in those neighborhoods. He also showed a map of liquor stores, heavily concentrated in those neighborhoods. The setup is the same up and down the state of California. There has been a massive dissonance created because we are not dealing with the history and why certain neighborhoods do not have the services they need.

There are 7 different issue areas or indicators that were pulled for academic review and after discussing with state-wide organizers. John then talked about a way to look at counties and determine their general well-being, using these indicators – focusing on overall performance and also on racial disparities. Marin County has the most racial disparity in California. The central valley and inland areas you see the lowest performing on all indicators. Everybody is struggling there which is not the path to racial equity. Some of the massive disparity in LA is masked. There are many disparities embedded in the county. We have a large level of need in terms of the number of people struggling. Racial inequity is not the same everywhere. Things working elsewhere may not work in LA. The data show the biggest

issues in LA are crime and justice and a healthy built environment (food injustice), and housing (quality), income after rent, average about low \$30's except in Marin, about \$50k after rent, black residents in LA County have about \$18k after rent. LA County is the 2nd worst in the state in terms of racial disparity. We over-rely on incarceration here. AP has been mapping many issues across the entire lifespan from birth as a child. We also do not provide good early education and then elementary schools are under-resourced and we penalize them after we do not give our children growing up what they need. We don't provide schools, early childhood education or support. There is a dramatic difference between the likelihood of an Asian Pacific Islander and a Black resident being incarcerated. In LAUSD, because of advocacy, discipline policies have changed – we are now not relying on suspensions and the racial disparities have changed dramatically.

The Advancement Project has been in partnership with many groups who support JENI development (Justice Equity Needs Index). An actual report is coming out in a month but a working draft was shown to our group. Criminal justice involvement, behavioral health, compounding risk indicators and demographics were detailed. The question is: are there a supply of services where there is the greatest need. The areas of real note, SPAs 1, 2, 3 and SPA 8 have the most needs. The JESI (Justice Equity Supply Index) assesses service capacity across L.A. County in spatial detail, using 211 service provider data. They then make a JENI/JESI comparison which shows that there are high need areas with high supply on the East side and there are some places with high needs and low services (the burnt orange areas). Santa Monica has low need and massive amounts of services. Employment and housing were top needs and the most unmet in polls of system-impacted people.

Next Steps: We should not be groping in the dark and going for the low-hanging fruit again.

Table Discussion 2

Rigo asked for Public Comment:

Once we make investment we need to be intentional about anti-gentrification policies and keeping the services in the communities where they are needed.

One person who went straight from prison to immigration detention mentioned that the laws were created to benefit free, white people primarily.

Women were not part of the original amendments either. How much of the data could be separated into men and women. Women may be most reachable, more can be done sooner, faster and easier.

Joe Mesa: 55 years ago a civil rights worker spoke to a white prisoner who attacked a black prisoner who said it will not mean anything to be white anymore, it's a culture of self-worth we are dealing with.

One of the take-aways, any organizations that do not know this important history will be doing a disservice to the community and communities of color.

We need to be intentional about the lens that we use, consider transgender and others too so nobody falls through the cracks.

Julie Nelson began introducing the Racial Equity Tool: The Government Alliance on Racial Equity (GARE) wants to transform government thinking about the historical role of government. It's a national network of cities, counties and a few states. They want to take concepts and put them into action to get to

different outcomes at the community level. Three big buckets of ideas: normalize conversations about race with a shared understanding and shared definitions, training and operationalizing racial equity tools and organizing. Data on its own does not change minds. People just discount what they do not agree with. Organizing and putting pressure on government. When done well it's in partnership with the community. We need people inside institutions leading from within.

“Normalize, Operationalize, Organize” but we have to have a vision. For us to get to change we need a vision of what justice will look like. Some key definitions will be shared the group. The ideas continue to shift and change. It's important that we understand our history. What we need is government by the people, and for the people. We need to look at the policy, procedures perpetuating racial inequity, class inequities, sexism. We lead with the topic of race and then discuss intersectionality. Racial anxiety is on the rise. Racial inequities are deep and pervasive. We use an institutional and structural approach to talk about racism. Specificity matters. We cannot talk about equity without talking about race-FACT! All the “isms” matter. We must be able to be specific. Race predicts how well you will do in everything. This is consistent across the country. Seattle believes they are extremely progressive yet racial inequity predicts success the same in Seattle like everywhere else. We need a definition of racial equity: Race does not predict one's success while also improving outcomes for all. By targeting strategies to focus improvements for those worse off and move beyond “services” and focus on changing policies, solutions and structures. Explicit and implicit bias are buzz words and most trainings are ineffective. The trick with implicit bias training is to piggy back them with institutional interventions. There are many people who think bias is explicit and is in an individual bubble. We look at all four quadrants: Individual, Institutional, Implicit and Explicit Bias. If you are to see explicit bias and discrimination a lawsuit or civil rights investigation could be done. Whites use drugs more than people of color and they also deal drugs more than people of color. There is disproportionality and more black and brown people are more incarcerated. Why? White people more often deal drugs in their homes and in professional settings (homes, doctors' offices). Police officers agreed with this. There are varying examples of all the types of bias. Data can help us understand if what it is that is playing out is actually racism. The three types are Individual, Institutional and Structural. We always want to focus on where people have the most direct sphere of influence.

Operationalizing: (There are worksheets on each table available to use)

What is a Racial Equity Tool? Is it magical? No. It's a methodology, a tool until it's used the way it is supposed to be. A way to insert race into decision-making processes. When we care about something, we do it proactively. We did it with the environment and the same is true for racial equity. We want to insert it into decision making processes. We work through a set of guiding questions on the worksheet. There are six steps: Desired Results, Analysis of data, Community Engagement, Strategies of racial equity, Implementation plan, Communications and Accountability.

There is racial disproportionality when it comes to wages. As well as small businesses. When we have simple solutions we are not looking at the complexities of problems. Look at unintended consequences that might need additional strategies. Instead of having a single strategy we need a collection of strategies through analyzing data and engaging communities. Accountability means we are accountable for doing what we said we would do and measuring the impact of what we did. If not, go back to the drawing board and retry.

Key measurement principles: We consider the impact at two levels: population level and organization level. The data measurement piece is critical because of our desire to change conditions. The success is whether we have impacted at the community level.

Development of strategies: we need to focus on root cause analysis and be data-informed. In root cause analysis repeatedly ask “Why” to get past the superficial information. We are more likely to get to the institutional and structural drivers by continuing to ask “Why”. Research shows that if people have more parks near them, they are much more likely to exercise. Where is healthy food accessible? It’s less safe to walk to school.

Communicating about race: Affirm (Explain why), Counter (Take on directly), Transform (Reframe winners and losers), end with a heart message and a solution.

We want restorative justice as opposed to punitive justice. We name racial inequities from an institutional and structural perspective. How we talk about something influences whether or not we are going to be successful.

Example: Wanted to increase number of young people showing up to their court dates to avoid warrants and worse trouble happening. Sent letters to home addresses. Made the racial inequity greater. Did not work for young people of color. Most letters in English, letter came from government. After conversations with the young people, made changes in types of communication and helping with transportation issues and other preferences.

Lunch

Supervisor Sheila Kuehl addressed the group regarding the motion and the mindset of the Board in creating the motion. She said we need to and will do something different. But we need to think about what takes the place of incarceration. What to do, what do people need to return to society... Do not put your own limits on this. Do not worry about how to pay for it. We repurpose and find money. What will really help people, we need to think about it. We need to take what we have been talking about all morning and it’s important to elevate the people who need to be seen and helped. She thanked the group and said this Board was unprecedented and can really help the communities. She begged the group not to draw lines or inhibit themselves.

The various Ad Hoc committee groups broke out into groups to practice using the Racial Equity Tool on a recommendation:

Large Workgroup Breakout Notes

COMMUNITY-BASED SYSTEM OF CARE AD HOC COMMITTEE

1) Interrupt the process of people becoming sicker-search and utilize the need

- System that looks at the impacted person and their family*, community, and environment
- Pre-case management and holistic* view of the culture
- Integrated model and spiritual connections
- Alternative solutions based on community needs
- *Impacted communities have the resources they need
 - Take pride in resources developed
- People have a place to call home-feel good about it and receive support
- Pull in local service providers not in the system yet
- Online database of available beds and services
- Services before people enter the system-front end services

- Culturally competent staffers
- Payment reform-move to outcomes based
 - Flexibility in contracting
- Place based service development
- Break barriers to contracting
 - Engage grassroots community
- SPA level contract evaluators
- Systematic collaboration with other service providers
 - Collective Impact Model
 - Funding Options
- More funding for creative housing solutions
- Roundtables with landlords

Provider Capacity

Step 1:

- 1). - Build capacity
 - Decentralized systems
 - Mom and Pop Orgs

- 2). – More people can be helped
 - People get a choice
 - Earlier contact with people
 - Less reliance on incarceration system
 - long term ability for services
 - Increased investment on those that need most
 - Extended follow-up management
 - Holistic family approaches

Step 2:

- 1). – Services and needs checked
 - Decentralized service approach

- Neighborhood incubation academies
- Need interagency communication
- Need to support folks based in race and gender

Data Gaps

- how effective are services
- list of current providers
- list of others that want to be providers
- Disaggregate data by race
- How many providers represent the community
- Stories and numbers
- How many agencies are fair chance employers

Step 3:

- The room today – impacted folks in here
- Stipends for community folks

- Clear that race plays a role in all of this

COMMUNITY ENGAGEMENT AD HOC COMMITTEE

NO LIMITS

Data Validated By Community

- Voice of lived experience – listening sessions
 - Prioritize community over quantitative or hard data
 - Compare Data – Don't rely on data alone
 - Use Data from ATI to include South Central L.A. (SPA6 & CD8)
 - Long term commitment in communities
- Survey incarcerated community for input
 - Utilize other programs WPC to collect feedback from I.C63.

Step 1:

- Actual ATI – to prevent incarceration
- Data validated and collected by/from community
- Community engagement learning and listening
- Identify resources in communities
- Identify gaps in resources
- Build resources to provide care

Step 2:

Lack of Resources

Use data from API to include So. Central

- Don't rely on data alone
- Focus on the education system
- How are we educating people based on generation/trauma need

Step 3:

Comprehensive community education on trauma and experience (i.e. SUD, DV, Community Violence)

Survey incarcerated communities

- Culturally competent programming from people that look like us not people from outside, the community that has lived experience
- faith based leadership

Utilize WPC to collect feedback from incarcerated community (Expand CHW Model)

- The arts
- Unifying and finding similarities across cultures and experiences

DATA & RESEARCH AD HOC COMMITTEE

1).

Practice

- Transparency
- Community Based
 - Shape metrics
 - Analyze the data
 - Interpret and use data

2).

Results/Outcome

- Community Capacity / Real time Info
 - MOUs / contracts require equity
- Dynamic – Accountability
 - *Data=storytelling*
 - Power dynamic
- Pushes system to collect better data (County office)
 - Impacted communities
 - Included in data creation analysis
 - No racial, spatial, or funding
 - Consulting not enough
 - Nipsey – build off model workforce development
 - Health system more helpful – justice system stonewall
 - Errors and & gaps
 - Systems do not speak to each other
 - Beware too much data

3).

Technologists – Pay \$ consultation

- System impacted and providers (engagement at multiple points)
- Avoid unintended consequences
- Asset mapping/strengths based
 - Privacy stigma burden weight on CBOS
 - Data is an incomplete story
 - Build capacity as early as LAUSD
 - Increase in community currently incarcerated
 - How people have navigated the system
 - Community action around decision making, resources, youth development, and family
 - Continue to look at data to ensure that we're reaching appropriate people
 - Services and resources should go first to people with most need
 - Community Driven!!!
 - Identifying needs versus stereotyping/pathologizing
 - Trauma informed care

JUSTICE SYSTEM REFORM AD HOC COMMITTEE

Less Jail!

- *Family and community-based care first*
- More off-ramping at all intercepts
- Desired Results:
- Outcomes
- Keeping people out of jail/away from justice
- Connection to robust services
- Alternatives to traditional 911
- Options (appropriate response addressing for need)
- Unmet behavioral health needs
- Arraignment intercept

- Fees associated with incarceration
- Equitable investments to appropriate parties
- Discharge planning from day 1
- MH/SUD people readily available
- Increased coordination of services

Impact:

- All categories

Data:

- 56% of population in jail has mental health diversion
- 70% MH/SUD co-occurring
- Average length of stay is longer for MH/SUD
- Million Dollar Hoods neighborhood map with who is involved, impact, community, etc.
- Where is jail population (MH/SUD)
- Racial breakdown needed

GAPS:

- Is off-ramping racially equitable?
- Recidivism rates per homeless, SUD, and MH, racial population
- AB109 – innovation fund is untouched from law enforcement to community
- Diversion ≠ electronic monitoring
- Gentrification data
 - Decriminalization of homelessness
- Screening/distrust

FUNDING AD HOC COMMITTEE

Q: Describe the desired outcome of the policy, program, practice or budget decision?

- Equity should drive funding decisions
- Public funding should support community-based organizations with deep roots in communities with highest need

Q: What are strategies to get to the desired outcome?

- Examine the county contracting process with special attention to transparency, timing, minimum qualifications; equity lens
- Reduce number of jail beds to create savings to re-distribute funding to support alternatives to incarceration; as long as the beds exist practices will change to ensure beds remain full & cannot reduce overhead cost of jails without reducing the number of beds
- Data and community engagement: listen to the community, in the community & make meetings accessible to communities
- Think beyond policing, what else adds to safety?
- Shift the narrative from a criminal justice issue to public health which will create more resources to support alternatives
- Strengthen and expand the network of community-based service providers
 - Expansion: increase training on obtaining & applying for funding
 - Look at barriers created by county contracting process for existing organizations
 - Look at what capacity already exists before assuming capacity building is the strategy
 - CBO's working together with foundations

- Incentivize larger agencies to partner with smaller agencies; incubation of smaller organizations with the goal of building capacity
- Proposal: One central hub in each community (non-service provider/service provider) that can work with community-based providers (reporting, accessing information about grant opportunities)

- Look at best practices in other jurisdictions
- Data warehouse tracking across systems and departments
- Increase transparency in public spending across departments

Next a group visioning activity was done where individuals each took turns adding to the following four Questions “If the Alternatives to Incarceration Work Group is successful, how would things be different for:

1. Communities most impacted by the carceral system in LA County:

- Latino/AA Justice involved individuals being serviced communities.
- Prevention, not punishment!!
- More Safe
- Lack a voice/seat at the table for policy decisions that impact their members most.
- Less people will be incarcerated. More children will grow up with 2 parents together. Less children will be in out-of-home placement through DCFS.
- More informal networks of support, no contact with the criminal legal system.
- They’ll be healthier and have a stronger economy because folks will become more employable.
- People will be healthier.
- Men with their families, reduced stigma, and communities.
- More access to the care and services people need, leading to more healthy lives and dignified treatment.
- Break the cycle of system involvement.
- Freedom to walk in my community without the fear, police brutality or harassment.
- Poor communities of color who often have substantial mental and physical health needs.
- Freedom from state sanctioned violence.
- Caging will no longer be our response to broader system failures. Justice will be aligned with opportunity.
- Children, families and adults can think in healthier, safer communities, contributes to a healthier, safer county.
- Will be proportional to surrounding communities (equity).
- Redirection
- Feeling supported, having the tools they need to thrive (not just survive), families staying together.

1. Communities most impacted by the carceral system in LA County:

- A better quality of life for those people who are affected with mental illness who are caught in the criminal justice system already, usually black.
- Are much better, present at the table regarding these decisions and discussions on alternative to incarceration. Are also connected to the services they need that really address their root issues.
- Help!!

- Unemployed people, homeless, mentally ill, substance abusers.
- More people at home, with their families, powerful, well-funded service provider organizing groups accountable and listening to justice-impacted residents.
- Lost income and homeless.
- More education, health care, parks, higher incomes, stable housing, and readiness for fines, fees etc.
- Will have someone, something and somewhere to fall back on.
- Less folks incarcerated families restored. Justice and equality for those most criminally marginalized.
- No “band aid”, shift from treatment and jail/probation to prevention first and treatment as a last resort. Uplifted, community-based care.
- Freedom from stigma.
- Violence down by 80% and High school completion 100%.
- Folks will have the services and support to lead healthy, productive and happy lives. Families will be unified.
- Move toward a system of healing and self-determined policies/practices/spending that meets their needs and desires.
- Thriving, health, healing, dignity, equity, freedom, self-determination, restoration.
- Resources will be available and accessible to all areas where needs are highest with community involvement to identify actual needs.
- Gainfully employed, thriving and inclusive economy. Healthy and vibrant lives with all holistic family needs met.

1. Communities most impacted by the carceral system in LA County:

- Would enjoy more of the riches in their people, richest now lost due to unserved human needs.
- Justice that is equitable. Opportunities that were not there before. No gaps in services. Safety and vibrant communities.
- We will leverage community health workers in each neighborhood to elevate the voices of community and leaders will go to those voices first.
- End school to prison pipeline. Keep families together. Healthier communities.
- Their community bonds will be seen as a strength and not as a threat.
- They will have community-based support.
- People will have a place to call home that they feel good about. People will receive intervention more upstream.
- Love
- They will feel heard, they will not be in jail, they will trust the system and work in partnership.
- Black people, brown, people poor people, LGBTQ, people with mental health needs. Substance use needs, and marginalized groups will no longer be targets of mass criminalization, have permanent housing – no barrier access to supportive services.
- Families kept together – perhaps fewer kids in DCFS system. Communities would have supports they need in their neighborhood.
- Families will not be ripped apart, but able to support each other and heal together.
- No disproportionate impact. Thriving communities with adequate social safety system. Race does not predict success.
- They will have opportunities in their lives that don’t exist right now. Jobs, housing, healthcare etc.

- Increased mental health services and use of them. Decreased family missing due to incarceration.
- Access to services and programs to thrive.

1. Communities most impacted by the carceral system in LA County:

- Fewer family members would end up in jail and more would be corrected to community programs and serve appropriate for their needs.
- They will be together and not separated by incarceration.
- Going from 😞 to 😊 plus no stigma for mental health. Jobs, less broken families, less crime, treatment for mental health.
- Equitable access to wrap around and focused community development.

2. People in LA County:

- Greater sense of involvement and care about each other's well-being, feeling that we're all in this together, expressed in practical ways.
- Belonging, not stigma!
- Social cohesion, racial equity, better public health, more resources towards making communities healthy and safe.
- Thriving communities, more knowledge/less stigma around mental health, families are strengthened.
- Adopt a restorative justice model of public safety.
- People would be connected to their families and children. People would feel whole, loved, safe and healthy.
- Everyone will be safer.
- Better educated about mental health and its effects. Less incarceration for all but with gap reduction for people of color.
- Communities will be safer, the economy will be stronger, more hope and success for the next generation.
- The entire county will be more safe as people get treatment but have alternatives in their lives.
- More people would have access to services/help. We'd be part of leading a transformative effort that would be a model for the country.
- More resources/services (e.g. jobs, resources, homes). Places for folks to address issues of those who lacked voice and support. More focus on education, not jails true prison reform.

2. People in LA County:

- All people will be treated fairly and no longer judged based on race or gender. Resources and services will also be provided equally.
- Health, wellness, connected, building good partnership, abundance/enough healing safety, spend money on health not harm.
- Less fear of 'crime', More public resources for social welfare/leisure/infrastructure. Increased geographic diversity. No homelessness. More political engagement.
- They will have reimagined safety. The true history of our age in incarceration will no longer be an academic thought, a shared common understanding. Opportunity will be shared.
- Down rage anxiety, Up respect for diversity, up health, well-being, Up income with living wage.
- More impactful direct services for employment and housing which leads to down in crime.

- Less crime, more mental health help community needs met in the communities hurt.
- More housing, employment, love, hospitals, trauma recovery programs, healing, smiles, safety.
- Less need to spend resources on incarceration. Services for all in all communities.
- Will not be identified based on race, economic, or gender instead accepted as human being.
- More employment, housing.
- All people feel safer. All communities welcome affordable housing to their neighborhoods.
- Better services in some area. Stigmatization in some areas. Learning to take advantage of services.
- Will need to re-orient notion of belonging. Will bring the costs of justice home to all and they will want to shift that equation toward a more just allocation.

2. People in LA County:

- More community, more transparency, and not invisible as disappeared groups. No stigma against so called “crime”, but recognize some as product of inequitable systems.
- Public safety is redefined by LA County residents as comprehensive community-based care and treatment, rather than more law enforcement, jails, prisons, etc.
- Providing help, they need before being criminalized.
- Cohesion: up public health. Less people incarcerated. Less people on probation. More children growing up with 2 parents together.
- Our county will be truly diverse - resource, ownership and responsibility will be shared regardless of connections to issues.
- From the community perspective people will be assisted at a timely manner instead of waiting a long time to be assisted.
- Mass – De-stigmatization of poverty, racial identify. Redefining public safety, including systems – impacted people in ‘public’.
- Up pride. Up understanding others down egocentrism. Up faith in the county’s ability to care for its citizens.
- Less cost/funding used for services that address systems of problems but more funding for services that allow people to thrive.
- There would be less concern of punishing citizens out of fear and desire for personal enrichment or “safety”.
- Living in a thriving and inclusive economy. Uplifting true diversity in region as our greatest strength.
- Would benefit from a more equitable justice system. Opportunities will increase to get a good education, home.
- Folks would imagine their loved ones cared vs envisioning their destruction with the current system.
- Public safety will impact opportunities for children of incarcerated parents will increase.
- There will be a community home in every neighborhood that will help community address its needs.

2. People in LA County:

- Know that everyone will be treated fairly by the justice system and humanely.

- Everyone will be safe and healthy. Greater sense of community engagement, support, trust, safety and belonging.
- Would be more hopeful in their outlook on the issue of homelessness.
- Would have a sense of ownership in the betterment in their community.
- More people able to live lives of dignity. Be a model for other counties/cities.
- Would feel supported. Would feel safe. Would not be sleeping on the street or under bridges. Criminalized for color of skin or where you live.
- Black or brown people, poor people, LGBTQ with little need will have a supported life.
- We will have more Black and Latin leaders, neighbors, and providers. Our community will be less likely or inclined to shy away from race part of the discussion.
- That elected officials will be held accountable – police chief and sheriff with bringing charges against rogue officers. Communities will be more together.
- They will feel safer. More connected. More able to get the help they need for themselves and their families. Feel and be more secure.
- Earlier ID of mentally ill. Less crime, healthier people, greater prosperity, better education, less emphasis on violence more focus on community prosperity.
- More access to services, resource, safer communities, less people in jail.
- Stronger confidence that community and government can work together to solve problems.
- More prosperous, healthier, safer society. More racially equitable attitudes outcomes.
- Everyone will have access to services and be healthy and safe.
- They will see more people thriving and fewer in jail, homeless, using emergency services, etc.
- 272 neighborhoods will be involved in a plan for equitable allocation of community access centers.

2. People in LA County:

- Focused on making the entire county bountiful, safe and beautiful.

3. Government institutions in LA County:

- Address systemic issues of white supremacy to root out causes of inequity and advance systemic expressions of love.
- Inclusive and trusted -not- Exclusive and distrusted.
- Less racial tension: More focus on dealing with implicit bias and creating programs focused on solutions to remedy these inequitable.
- Focused on long term quality of life out comes and held accountable.
- More accountable to responsive communities' system-impacted people. Better funding for prevention and intervention programs, less for incarceration. More collaboration.
- Contracting processes will be easier – more user friendly. Contracts will embrace payment reform and outcomes based contracting. Leadership will look like the people its servicing.
- Smaller LASD/Probation Department, bigger Education/Arts/Parks and Recreation. Racial and justice equality gaps removed.
- Greater infrastructural investment into systems of health, less investment into law enforcement and jails, better connectivity to CBO's, better communication across agencies.
- They will have less of a burden, people with lived experience being treated instead of being incarcerated and returned to the system.
- Will radically change how the government provides services, what services are provided, and what the criminal justice system is for.

- People would feel heard about in their government positions, people of color would be represented in the solution.
- Have completely shifted towards a public health model that is investing significant dollars and resources into community intervention and prevention programs.
- Less need of government services. Less need of government involvement to address needs of families.

3. Government institutions in LA County:

- Up Communities, up better place for employers to work and to serve its residence. Up faith and belief.
- Will work more cooperatively with each other. Will be more responsive to community needs and experiential solutions. Health on par with public safety.
- Improved intersectional collaboration. Don't have to call police for everything, more service options.
- They will have to really step back and listen to the community, check their biases, transfer funding and power to be community.
- County will reduce budget for LASD jails. County contracting process will be more aligned with needs of community-based providers.
- No longer would jails and probation be the solution for crisis but creative and measurable treatment-based institutions would be built.
- Flexibility, less red-tape to spend funding / tax payer money returned to community for programs.
- Trust and respect, better use of precious resources.
- Establish race and equity principles in all policies and procedures.
- Allocate funding and services in a more equitable manner.
- Hire more people to provide services for population. Become better educated about the needs of others.
- More education
- Less racial profiling
- Redistribute funding from police surveillance and imprisonment to community based system of care. Redefine public safety, decentralize responses to crime.
- A change of mindset of treatment of people of color. Education, housing, jobs, healthcare when needed.
- Will be for the people, of the people, and by the people.
- Racial equity, salary equity, more people with lived experience employed equivalent to those with a degree.

3. Government institutions in LA County:

- Respected, trust, part of solution. Work on behalf of poor and working communities.
- Folks working in these spaces will be trained and mentored by folks who have lived experience, government entities will hire more folks to meet demand.
- Not punitive, but empathy-driven and restorative. Needs to be said by individuals with lived-experience.
- Innovate: Servant of community sources of health not harm, nimble and productive resources, not restraints.

- Can focus on improving provision of health resources to communities that most need and want them, allow growth and creativity and expansion, not focus on violence and harm.
- Community representation and information provided will be heard and considered for implementation.
- Inclusive and trusted – not – exclusive and distrusted.
- They would lead efforts to transform cultural norms/conversations on what it means to be safe, stable, and prosperous.
- Change in policies, direction, funding to support individual needs rather than institutional requirements.
- Public health would deal with health issues not justice system.
- Less institutional racism to a more responsive and equitable government.
- If money is divested from jailing and probation and over policing, the county will have an incredible set of opportunities to invest in services, housing, infrastructure and more.
- They will all follow same processes and be led by community action teams.
- They will work with community more effective use of resources, off-ramps for mentally ill out of the jails. Government truly of the people, for the people, by the people.
- Work together and communicate more effectively.
- They are seen as a last (or no) resort for people suffering with mental illness. Deeper understanding of mental health resources.

3. Government institutions in LA County:

- Will function better. Will become of the people, by the people, and for the people.
- Government justification will have a collaborative, accountable link to communities.
- Much more collaboration, a better sense of impact and effectiveness, less alienation from public.
- Would have community and culture led decision-making.
- Systems change to provide programs for people. Sherriff/Police Department. Reform. Jail reform programs.
- Agencies would not get money for service provision.
- LA County jail system no longer largest mental health provider.
- Bigger more holistic DPH, DMH, DHS.
- Change business as usual. Begin to work jails out of a job.
- The B.O.S. will prioritize the connections are between county agencies to focus energy on equitable distribution of access throughout the county.
- DMH, DHS will be larger and serving a broader range of people, law enforcement will have less contact with the supervisors over people with behavioral health needs,
- Their policies and procedures reflect racial equity. Structural and institutional racism is talked about openly with onus on government (vs low income people) to fix.
- Early involvement and relationships with those they serve rather than reacting to a crisis.
- They will better reflect, support and fund the needs of the community.
- Services will be coordinated and best practices will be used throughout. There will be minimal waste – maximum effect.
- Dispensed funding to community based and owned organizations, less of government involvement.

4. The criminal justice system in LA County:

- It would seek to detain fewer people every year and service its clients holistically.
- Care first, jail last not jail first, care last.
- Less people incarcerated. More resources available that are alternatives to incarceration. More awareness of alternative resources.

Fewer people in jail. It will be able to be more rehabilitative, less punitive!

- Tons of resources – prevention, opps. for intervention and diversion. It looks more like the diversity of LA for those who are in jail.
- Would lead the nation in reform and transformation!
- Leadership will look like the people in the community. Will embrace dialogue about race and its implications. Will aim toward restorative justice.
- Will be smaller, will have more connectivity to outside systems, will have more health professionals working in it.
- It will be smaller and less impactful on the county's budget so that money can be allocated to communities.
- We will be on the road to eliminating the criminal justice system, which is what the criminal justice system should have been intended to do.
- Reduced in size, no incarcerating people at levels higher than China! Reduce/eliminate equality gaps.
- Would lack inmates present due to lack of access and histories of trauma.
- Will be Human and geared towards reintegration into community.
- Puts an end to itself as an institution for people suffering with mental health problems.
- Focus on restorative justice-repairing harm, shrink, shift resources to health and community and schools and parks, reparations and abolition.
- Less people under correctional control. Less unnecessary funding/resources. Will learn from community-based systems of care (new procedures).
- Much smaller footprint/budget. Is a last resort for social ills. Embraces change as a positive step in community relations.

4. The criminal justice system in LA County:

- Tolerance for solitary continuous. Will transform into an education system when we teach folks, life skills that will help them get a second chance at life.
- Juvenile detention. Restorative justice model and strategies. Least utilized system.
- Up racial equity, up public safety, down cost, down collateral consequences.
- Probation/parole reform services improved for incarcerated population pre/post release. Punishment will no longer be focused on petty offense and since these last offences stay on public records which employers review which then lead to unemployment which leads to more crime.
- Anti-racist: Respectful of the community and empathetic to individual experiences. Down recidivism.
- Restructuring
- Better assessment of mentally ill population. More open communication with family members.
- The criminal justice system would cease to exist and maybe room for community based services care, families, dignity.

- If the people are more educated there would be less crime.
- Transformed: abolished, restorative, gardens/trees/health.
- Balance between blacks, Latinos and whites who are incarcerated. Jails will close because of the lack of people in them and we can “repurpose” the money being lost!
- Jails and prisons will be reimaged into housing, healing centers, youth centers because we will not need them anymore.
- More alternatives vs. county jail/prison or juvenile facilities. Community-based evidence approach that works-implemented by our own people vs. outsiders.

4. The criminal justice system in LA County:

- Policing and incarceration not seen as the central way to ensure public safety. Visibility of race at all levels to detect and prevent disparities. Focused on core mission, with support from health experts in their areas.
- No prison, no jail. No detention centers. Not prescriptive but caging is not the answer.
- Improvement for people of color. Not being incarcerated because number one the color of your skin. Changing the laws.
- Down need for jail facilities, up appropriate use of jail facilities. Up communication/relationship between criminal justice and residents.
- We will be closer to abolition.
- Will only address serious crimes that impact the safety of the community.
- Will provide needed resources, services, and treatment and only incarcerate once all alternatives to avoid incarceration have been exhausted.
- Care First, Jail Last! - not – Jail First, Care Last.
- Would be focused less on punishment and more on rehabilitation.
- Would not be relied on as a system to catch all problems.
- A system that directs efforts at true criminal threats, not artificially created threats.
- Would be fair and value more alternatives to incarceration.
- Hopefully we will replace it with a public health and care-based system.
- The first encounter with an individual who is suspected of a non-violent offence will prioritize referral to local community access centers.
- Will be an example to others to look to community for help.
- Much smaller! Focused only on very small portion of people that are actually a safety risk.
- Removal doesn’t need to be punishment. No longer the biggest in the world.
- Will be clearly directed to well-being of all. Reduction in offenses, care for all victims. Be more into service.
- Is no longer needed, core is significantly reduced. Los Angeles will no longer use incarceration as an intervention to create safety.

4. The criminal justice system in LA County:

- Hopefully it will disappear.
- Jail populations are zero. Everyone is accessing the supportive services they need to thrive and live in the community. Law enforcement budget has decreased significantly.
- A justice system that is humanist and restorative not punitive and degraded by inhumanity.

- We would reduce the number of people incarcerated. The system would begin to downsize. People would learn new, creative ways of supporting others.
- The focus will be on rehabilitation and restorative justice no more caging.
- It will be reduced and move away from incarceration, surveillance and financial exploitation.
- Less people in the criminal justice system and more people in school or with jobs.
- Only those that are a threat to community safety are there. True rehabilitation options for those who are a threat to community safety.
- Massive reduction of incarceration. Increase use of psychiatric social workers and service providers. Reduced law enforcement role by way of numbers and scope of responsibilities.
- More releases, no risk assessment instructions/tools, more diversion, less convictions, shorter case process, equitable sentences.

The meeting was adjourned at 1:00 pm.