

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION COMMISSION



LONDON N. BREED, MAYOR
JUVENILE PROBATION COMMISSION

FULL COMMISSION REGULAR MEETING MINUTES
December 14, 2022

Commissioners:

Margaret Brodtkin, President
Linda Martley-Jordan
Johanna Laco
Toye Moses
James Spingola

Proceedings:

- 1. Roll Call:** President Brodtkin called the meeting to order at 5:33 p.m.
Present: Commissioners Brodtkin, Martley-Jordan, Laco, and Spingola
Others present: Katherine Miller, Chief Juvenile Probation Officer, and Department staff.
- 2. Resolution Making Findings to Allow Teleconferenced Meetings** Under California Government Code Section 54953(e) (ACTION ITEM)
No public comment.
Motion by Laco, Seconded.
Vote: AYES Brodtkin, Martley-Jordan, Laco, Spingola Motion passes.
- 3. Public Comment** – President Brodtkin mentions this is for public comment on items not on the agenda.
Alondra Esquivel Garcia, Youth Commission Director
Recently had some staffing changes which she felt left Youth Commission out of many of decision-making meetings. Now fully staffed; 17 youth commissioners; eager to work with JPD. States that she is working w the acting Commission Sec't to schedule a tour. States they would love to speak to the youth.

President Brodtkin asks Jana Clark, City Attorney if there are any issues allowing youth commissioners into the hall.
- 4. Review and Approval of the Full Commission Meeting Minutes of October 12, 2022.**
Motion to approve: Commissioner Spingola; Commissioner Martley-Jordan seconds.
No public comment
Vote held; Ayes: Brodtkin, Martley-Jordan, Laco, and Spingola. Motion passes; approved.

Meeting stopped due to audio problems for remote audience.

Item #2 Vote redone. No public comment.

Vote: AYES Brodtkin, Martley-Jordan, Laco, Spingola Motion passes.

- 5. Consent Calendar** – Submitted for a single vote without discussion unless a Commissioner so requests in which event the matter to be discussed shall be removed from the consent calendar and considered as a Separate item (ACTION ITEM):

- a) Submission of request to retroactively enter new contract with Treeline Security, Inc. for three months (Term: 12/1/22-2/28/23) with a not-to-exceed amount of \$99,999 for 24/7 security services at the Log Cabin Ranch site.

President Brodtkin polls the commissioners to see if any item to be taken off the calendar - None.

No Public Comment

Audio check again. Confirmed remote audio working.

Vote to accept: Ayes: Brodtkin, Martley-Jordan, Laco, and Spingola. Motion passes

Repeat Item 3. No public comment.

Repeat Item 4. No public comment.

Vote to accept October 12, 2022 Minutes: Ayes: Brodtkin, Martley-Jordan, Laco, and Spingola. Motion passes

6. Relationship between Community-based Organizations (CBOs) and JPD (DISCUSSION & POSSIBLE ACTION)

- a. Report from Juvenile Probation Department (JPD)
- b. Report from the Juvenile Justice Providers Association (JJPA)

President Brodtkin states that Item 6 has been continued from last mtg. relationship between CBOs and Department. Department will go first with Community-based organizations to follow.

(Please see attached presentations.)

Katherine Miller, Chief Probation Officer-Juvenile states she is glad for the opportunity to speak tonight. Starts by restating the Commission's preliminary goal that Commission adopted regarding community-based services to maximize utilization of services:

Maximize the utilization of community-based services that provide high quality care for all youth and their families throughout a young person's involvement in the juvenile justice system. Ensure that every youth has a strong connection to a community provides (adopted JPC May 11, 2022)

Chief Miller states that the vision what they want to do with the department really align with this goal Mentions meaningful connection to justice-specific programs, collaboration with CBOs, youth, and families, connecting youth with community resources, maximizing diversion whenever possible and shared leadership/mutual accountability. (See slide page 3)

States that some of this is happening; mentions that tonight they will hear about some of the work moving us towards this goal.

She will also address a handful of persistent barriers such as:

- 1) Practice: reliance on long-standing practices of being on a subset of programs, system-established models and programs that are court ordered. Includes what data is tracked, not tracked.
- 2) Information Sharing – States there is a “web” of rules surrounding confidentiality. Can we tell people that a young person is in the hall or not? Mentions other barrier, ex.: not being able to reach the parents. There is legality regarding when and what data we can provide to whom; this is something to figure out.
- 3) Capacity – As an agency, we have not done all we can, so they use the breadth of services. In terms of services in the city, we see gaps and redundancy. There is a very long list, but do we have what we need? Ex: no substance abuse programs. Mentions CJHWG and the comments made by families and young people that they wanted to see more intentional family support. Wants to make sure we have the right capacity for services.
- 4) Culture – “Culture eats strategy for breakfast.” She states if we don't have the right culture, we are not going to overcome this long-standing barrier. We see a lot of persistent and longstanding struggle. States

the this is an inherently an adversarial system, and we see a lot of inherent struggles. The nature of the system doesn't lend itself to collaboration.

Mentions people holding long time "elephant" memories of bad experiences which keep them from moving forward or which might keep someone from referring to some programs.

Also there is some culture clash. Talks about how some people decide to go into probation, some into the community. This inherently makes the other choice seeming adversarial.

States there is new optimism moving forward and mentions what we are doing to overcome these barriers.

Derek Hom, Acting Director of Probation Services:

(24:30 on recording)

Echoes Chief Miller's vision and optimism. States he has been with the Department since 1996; sees a current culture change and thinks we are going in the right direction; appreciates the collaborative partners who are here tonight.

- Goes over Probation Program Referral Process; see attached presentation Slide page 6. Programs can be court-ordered, or they can originate from risk/needs assessments, case plans, and Child & Family Team (CFT) meetings. States that most referrals take place at intake.
- Goes over the different ways to process youth in, and out, of custody (Slide 6, 25:30 on recording)

In-Custody	Out-of-Custody
After booking, the youth is interviewed by the JPD Community Development Specialist and Probation Officer to identify support systems, pre-existing program involvement, interests, risk, and needs.	If the youth is cited and released during CARC hours (M-F, 9am-9:15pm), they are transported to CARC.
Once needs are identified, a youth & family driven program referral is made.	At the first scheduled meeting, the youth is interviewed by Probation Officer to identify support systems, pre-existing program involvement, interests, risk, and needs.
A release of information (ROI) is signed by parent and or/guardian (or youth, if 18+) in order to connect youth to the referral program(s).	Once needs are identified, a youth & family driven program referral is made. A release of information (ROI) is signed by parent and/or guardian (or youth, if 18+) in order to connect youth to the referral program(s).

- Goes over Alternative Routes to Referrals (Slide 7, 27:02 on recording):
 - If the youth requires **mental health** program referrals, the DPO will connect them to Assess, Identify Needs, Integrate Information, and Match to Services (**AIIM Higher**), a partnership between JPD and the Department of Public Health (DPH). AIIM Higher will conduct a separate assessment, known as the Child and Adolescent Needs and Strengths (CANS) assessment to determine risk and needs.
 - In certain cases, community organizations may reach out to JPD to connect with a youth. Per policy and state confidentiality laws, the DPO is required to have the youth's parent/guardian sign a **Release of Information (ROI)** prior to sharing youth information with the community organization. Once the ROI is signed, the DPO will refer the youth to community-based services and programs.

Probation Program Referral & Data Entry Process

1. Once the referral is accepted by the CBO, data entry is completed by DPO or support staff in AutoMon, JPD's case management system.
2. Outcome data is received from stakeholders and entered in AutoMon to terminate the program
 - Each provider/program has their own criteria of what defines success

Commissioner Laco asks if **ROI** (Release of Information Form) is electronic or paper form:

Derek Hom answer: Hard copy but can be made into a digital pdf. One of our values is to discuss in-person with youth and family, that is why this is in paper form – done in-person.

7. Chief's Report

Monthly Statistics – Celina Cuevas, JPD Research

(29:50 on recording)

Will talk about our data looking at data as of the last day of September 2022.

Ms. Cuevas goes over presentation. (Please refer to attached Monthly Statistic presentation by page number.)

Page 9 - Shows how tracking of referrals has evolved since 2020, and that the reliability of data really starts in 2021 for full calendar year.

Page 11 - Mentions limitations of point-in-time snapshot analysis

President Brodtkin asks if this data is over one day, one week? Answer: Snapshot is for one day.

Ms. Cuevas continues:

Page 12 – Percentage of Active Caseload Active in Programs data shows how program tracking has improved since 2020 where very few youth had programs data being entered

Page 14 – However we still see large disparities in active programs by provider, with those with the most active programs being organizations with more formalized roles in the SF juvenile justice system

Page 16 – Goes over youth active in programs – 64% are in one active community program and 36% are in 2 or more

Page 17 – Active Community Programs by referral source and types of services

Page 18 – Youth not active in Community programs by case data by case details and residence details. Most youth are out of county or there is no status so it is unclear why they may not be connected to programs.

Page 19 & 20 – Profile of youth not active in community programs. The biggest difference from active caseload overall is they're more likely to be Latinx primarily Spanish speaking youth.

Page 21 – Outcome of reviewing actual case notes of youth where it was unclear why they were not connected to community programs. 36% of young people stopped engaging with JPD all together, whereabouts unknown, mostly all Spanish speaking youth arrested on drug charges. 31% were linked to a provider but data had not been entered by the time data was pulled. 13% it was unclear why they were not involved in programming.

Page 22 – Mentions the 40% not involved in community programs; goes over reasons such as out-of-county, warrant/FTA status, and detained or committed.

Page 24 - Juvenile Hall Programs – includes all 19 young people in custody last day of September; 12 were involved in programs. Youth on quarantine unit would not be involved in programming.

Page 25 - Ms. Cuevas mentions take-aways: Data tracking has gotten better, but there is still room for improvement; 60% of youth are connected to programs but there is still need for improvement in making sure all CBOs are utilized For those (youth) not connected to CBOs, most common reasons are being detained is being from out-of-county or having warrants/FTA status.

Chief Miller thanks Celina Cuevas for all her hard work on this analysis.

Chief Miller continues the presentation (please see Page 26).

Goes over current efforts that are happening in collaboration with CBOs now.

States objectives:

Ensuring kids get and stay connected to array of programs.

Bringing in case managers early in the process.

Filling service gaps for specific groups of young people (out of county, unaccompanied youth)

- Re: CARC – Mentions that eligibility has been extended, eliminates the long-standing exclusion of this being only for youth already on probation, which has been discussed at many other meetings. Goal is to maximize CARC

eligibility shortly after arrest. As of August, 2022, JPD has been sending young people who are not being detained, to CARC during open hours.

States they are grateful to be working with Court on a Court Order to connect youth to CARC in off-hours, to make it possible to notify others in timely way when CARC is closed.

- Starting November 2021, JPD's "Connector" has been meeting with youth in custody; Adrian Garcia meets with youth within one day of admission, completes a Community Connections Form after meeting with a youth to learn about their existing supports and needs, then uploads the information into our Case Management System *Automon* including translating youth interviews. He completes this form very conversationally. Also in the process modifying out Detention Report Template to include this information for the courts as well.
- Care Team Pilot – Grew out of the recommendations CJHWG process and the Third Sector workgroups from last summer. Chief Miller gives overview how probation, CBO, youth, and family develop Care Plan to support youth upon release. This has been developed in mtgs over the past months between Probation and members of the JJPA.

Probation will notify CARC of any youth being released or going to be released. CARC will serve as liaison to group of CBOs already meeting; what was the JJPA's "Weds. Meetings" is now called **Justice Referrals and Follow-up Meeting**. This is a group of CBOs who will identify what services they think are good matches and send information to JPD. Release of Information Form will get signed by parent, and the group will meet to know everyone has all information. If there is a current CBO engaged with that young person, they will likely remain the lead.

Care Team is in final planning stages, including meeting with young people for input. Next step is to meet with court and system partners to go over process. Hope to begin implementation in early 2023.

- Unaccompanied Minor support; mentions that a lot of the young people who are not receiving services are the unaccompanied minors. Wants to make sure we are doing something to fill this gap. Mentions that the data report stated that Spanish speaking youth are not engaging at front end. Working with Instituto and Huckleberry to provide culturally relevant support. Wherever possible we will not detain, and connect as soon as possible to services.

Explains how the Case Manager will connect with existing staff of IFR and will meet with cited youth at CARC or Huckleberry House (Page 30)

- Will be funded through DCYF and JPD.
- Case manager will be a 1.20 FTE case manager at Instituto.
- Finalizing scope of work and funding mechanism set to launch in January 2023
- Re Out-of-County issue – They have secured from neighboring county probation departments lists of programs they offer. Mentions that JJPA Dinky Enty and Huckleberry Denise Coleman have been reaching out to these programs for more information. Mentions that we are not tracking what programs these out-of-county youth are using.

Brings up clarifications around DCYF justice services and how to build these needs into next funding cycle.

Shares clarifications about issues raised by community at last meeting. DCYF provided a slide to share to provide encouragement and clarifications about misconceptions people had. Jasmine Dawson was available for any questions.

Commissioner Laco: Do we know if a parent doesn't sign an ROI? Answer: Yes, we do know. Usually when they cannot get in touch with the parent.

Commissioner Laco: Do we know if the parents are reached and refused, or if parents simply cannot be reached? Thinks this would be helpful to track.

Commissioner Lacoë: Also asks if “program status” is a field in the data base?

Question: Why is warrant status a reason for not being connected? Chief Miller states this is just an explanation but not a reason or condition for not being connected. There is a lot of overlap: out of county, warrant and bi-lingual youth – these youth may never make it back, so we have not had opportunity to work with the youth.

Commissioner Martley-Jordan asks if the one-day snapshot is one September 30th ? Yes.

Ms. Cuevas states percentages of youth tied to programs. Young people in this data may be in multiple programs, 30% ties to 2 or more.

Commissioner Martley-Jordan: Is this the norm?

Chief Miller states that this does reflect the programs we have; a good number of young people connected to 2 or more programs and a good number not connected.

Commissioner Martley-Jordan: Heard some of the solutions, but states her concern with the services for Latinx youth. Heard that 2 programs were mentioned; is that all?

Answer: No, those are just the *first contact case manager* working on nights and weekends to really be available when the young person is arrested. This is the immediate link we feel will help. There are number of groups who work with this group of young people. This is a very hard group to observe. Many live in East Bay; drug involved. States that we as a community have a hard time to connect with them. Significant issue.

Chief Miller: Also want to make one thing very clear, this is just the data we have in our system; mentions this data is imperfect but getting better.

Commission Martley-Jordan wanted to hear more about their educational connections; didn’t hear a deep dive into this topic. Chief Miller states this is another conversation, educational enrichment. Several programs fall into academic support and enrichment.

President Brodtkin states we can spend the next year going over this information. We will figure out a way to do this information justice. She thanks Chief Miller.

Asks how is this information is integrated in the department on how they do business?

President Brodtkin states that it seems to her that she is not hearing a systemic approach nor a way to make people accountable. Mentions the school district, that they have their own information. States this data is very JPD centric, one day only. Almost all the agencies being referred to by the court system, this fantasy about using this array of diverse resources. President Brodtkin continues and states that whether youth are - or aren’t - in a program doesn’t tell us the quality, scope, connection of the services. In terms of ideal situation, re Mr. Hom’s report - this only accounts for small percentage of young people, when our whole goal is to get the community involved. She states a lot of people are involved. Thinks Connector is wonderful, but should be a community person. Questions the accuracy of the data, has shown to others. Mentions out-of-county youth.

Wants to point out that DCYF is doing 5-year plan. Part of that is to figure out a better, more systemic way for young people to get where they need to be, to make a better process. Everyone should participate, wants Commission to be involved so together we can make a better process.

Chief Miller states that she wants to be very clear and transparent that this is the data reflected in our system only and doesn’t represent the entire picture. Therefore it will be different than other agencies, ex. DCYF data. We are only representing what we have. Additionally, the gaps do help us because it tells us areas where we need additional supports. Mentions this is our responsibility.

Chief Miller: Regarding how this addresses these persistent issues, when we get to the place where every cited young person is connected quickly to CARC and every young person being released is connected to a lead CBO, then she doesn't agree with President, then we have created a system at this early point, every young person is connected to services it will rely on bringing CBOs to the table. These are pilots but make no mistake, if this works, these are core shifts to that engagement.

Also, young people do come in with pre-existing services which should not be disrupted, and that is something the Connector is finding out. So many of these CBOs are already working with these same, at-risk young people and this relationship should not be disrupted.

Whether or not the Connector role can be a CBO staff, this gets right back to the systemic information sharing issues we are trying to resolve. What information can we give to CBO before a release is signed? We are trying to figure this out now within our legal framework.

Mentions that deciding what is success, etc., is not what they are discussing today. Hopeful that AIR assessment of DCYF funded agencies should yield some help. Wants to be clear that we are trying to show you what we know and how we know it. New collaborative models are huge shift.

President Brodtkin calls on the **Juvenile Justice Providers Association (JJPA) Report**

JJPA Denise Coleman:

States she is a founding member. They started meeting in gym of the Mission's Precita Center, i.e. very grassroots. Continues that the JJPA that you see today, has worked its way up to gain the consortium of agencies which exist now. (See JJPA Presentation Slides attached.)

Continues by explaining the commitment of JJPA agencies; founded in 2004, consortium of CBOs who meet regularly in San Francisco to discuss community needs, hold meetings with the probation department and other stakeholders, and work to provide a coordinated service delivery system. She states they play a strong role in local policy making and have a strong voice in the budgetary process and have a role in system change. Shows map of where the JJPA services are offered in San Francisco and how accessible they are to youth on probation.

Lists system-change advocacy. (See slides for entire list.)

1:24:44 on recording

Ms. Coleman states that the JJPA vision for an alternative CBO system to support justice-involved youth was presented to CJHWG, to Supervisors Walton, Ronen and Haney as well as to the JPC. Mentions CARC services having been expanded and that resource foster families are able to serve as alternatives to group home placements.

Michelle Alvarez-Campos continues presentation:

Asks what are the resources for justice-involved youth? JJPA has been around 20-years, believes the alternatives to detention are CBOs. Explains evidenced-based services.

What does work for youth? States "less is more" but youth need guidance. We want them released and sent home. What works? Allowing youth to stay in community with community-based services.

Explains what Community-Based supports look like. States CBOs are relentless with meeting clients and families where they are at; we work with them; we stay involved. Shows JJPA slide regarding reduction in referrals in the past 30-years.

Commissioner Spingola asks what they think causes populations to drop? We talk about what the numbers are, mentions kids and families being moved out of San Francisco and now living elsewhere.

Ms. Campos states that is one of the factors for decline in 1980's. Shows JPD caseload slide and mentions AB12 funding. States that our most vulnerable population being the TAY populations. Continues with comparing costs using CBOs and department. Mentions Spanish speakers. States that DCYF funds 32 agencies under their *Justice Funding* category and states that CBOs serve about 2400 young people. Wants San Francisco to connect youth to CBO within 24-hrs. Mentions "gate keeping" and thinks only a few probation officers make referrals. Conclusion that JJPA provides community-based support, and the San Francisco budget allocation are not aligned. States that CBOs anchored within a youth's community provide culturally correct supports which are easily reached.

Commission Spingola asks if there is a main objective to get young people at home with their families? Denise Coleman states, "Yes," but with accompanying support services, including getting back into school and making sure the bridge to services is there and available.

Commissioner Spingola states that they are finding more and more that the home is the problem. Talks about "body armor" – states that the only way to help kids is to get them away so they can take off their figurative protective body armor. Reality is that TAY youth is 30-years old!

It is mentioned that JJPA meeting are 8:00-10:00am every Wednesday morning. This has evolved into something larger to discuss which youth fits CBOs.

Commissioner Lcoe asks about the number of cases discussed, what is the volume, that this weekly coordination meeting covers, and is just for connecting to CBOs who are in the room only or those across the City? Denise Coleman answers that for now, just the justice-serving youth that are part of the DCYF contracts.

In terms of data, there had been 180,000 youth in school district, now 112,000. Denise Coleman states that kids are coming back into San Francisco because they feel comfortable here even though they live elsewhere.

Dawn Stueckle, JJPA: States she has participated in many of the JPD meetings, she is excited but still upset about the time it takes. Wants to continue to push for access.

They are already referring to outside the JJPA membership. Taking referrals from other services for kids in the adult system.

Public Comment

Mollie Brown: JJPA there is a real sense of urgency in terms of the arrests of young people in the City. Time to ask the hard questions about getting youth out of hall and referred to CARC. It is not enough to refer to CBOs to fulfill terms of probation, we need to respond to the reasons they are out there in the first place, we know now this will come from Wednesday group.

Dr. Angela Gallegos-Castillo, Director, Instituto de la Raza and JJPA: Thanks all for the work, it is multi-prong approach to get youth diverted. Thanks Chief Miller about her discussions with Instituto about how to get the youth diverted and connected to services as a community based diversion system.

Dinky Enty, CJCJ and JJPA: Partners in other agencies are still saying they are not getting information they need about youth; information being left out and being withheld.

One level of information being withheld is who is being detained so they can be offered services immediately. She states she understands that JPD and the courts are working to make this happen with a new court order. Wants this to happen soon. Lastly, she says that while we move forward with these reforms, we need to think about the costs. What costs if provided by city employee or CBO? Thinks nonprofit wages and benefits need better supports.

Edwin Arango, Road Map to Peace and JJPA: Wants to double-down on process of diversion. The time from when they are arrested and connected is crucial; in true nature of diverting, we want to keep youth from even entering the juvenile justice systems. Mentions substance abuse disorders and need for increased services.

Chief Miller – Thanks everyone. Wants to make one thing clear, that we should not just be responding to system requirements, but 100% referring to CARC, Huckleberry, and other lead CBOs. The intent is not just to satisfy court orders, we want to give the youth all the opportunities they want, hope for, etc. Not only about what the judge might order, but also creating voluntary, non-mandatory spaces for the youth to voice their needs.

President Brodtkin mentions that diversion is to keep youth from entering the system. Thinks we need a change of language, not “referring” to CARC but having them “handled” at CARC, without having a JPD referral.

Commissioner Martley-Jordan: Appreciates the presentations. Sounds like a multitude of work is going on. Totally appreciates the report, but what are your plans for scaling this up, so that young people from other counties coming into San Francisco, that they are able to be connected in their home towns’ services, and, what are your plans; says you can’t fix the village but you can talk to members in the village.

Asks how much money is this going to take for this to be scaled so there is staff and CBOs to meet Monday-Friday.

President Brodtkin: How do we get from A to B? We heard the Chief is committed to that. Thanks Commissioner Martley-Jordan for closing with this and mentions the need to systematize and bring to scale. Commissioner Martley-Jordan mentions differences in costs.

President Brodtkin states her belief that the monthly data report has huge amount of information and thinks data going in the wrong direction. Mentions increases in almost every category. Thinks the Program Committee is a place to start this conversation and mentions DCYF planning committee is another forum.

Executive Summary

Celina Cuevas goes over slides of referrals (60 referrals, 22% higher than YTD), admissions (30 admissions, 58% higher than YTD average), population (average daily was 19 youth), length of stay (median is 5-days, shorter than last year which was 6-days), Caseloads (317).

Mentions that 33% of pre-adjudicated cases were being handled through various types of diversion.

Programs (52% of youth in active case load were active in programs), Placements, Warrants (31 young people active warrants, 13 arrest, 10 backdoor, 15 bench).

Juvenile Hall snapshot: On 12/12/22, there were 12 youth in juvenile hall.

Goes over ethnicity of youth. States 50% are 18 and over; 31% reside outside of San Francisco.

President Brodtkin: States she has reviewed the data, thinks this reflects the wrong direction. If only staying 5-days, then why are they there at all? Mentions that there are some middle-schoolers being incarcerated. Asks about the warrant situation and how do we close that?

President Brodtkin continues and mentions the big increase of DRIs, increase in police referrals. Continues with comment that we have got to figure out what is going on with the Police? Appalled by no referrals to the *Make it Right* program.

Many more misdemeanors than referrals to CARC. Thinks the words “alternative placement” should be changed.

Ms. Cuevas states that she is open to any suggestions, it used to be just “out of home placement.”

Chief Miller says we can work on that.

Chief Miller answers: We are still working on what to do with youth who are arrested when CARC is closed. So sometimes when you see a misdemeanor, it is because CARC was closed. As we know, a lot of things happen when CARC is closed so important to close that gap. As we talked about at previous meeting, we are working on this with the Court to come up with a solution. The issue of young people being in the hall for a few days says that for overrides, there were only 2 Detention overrides (very complicated reasons). 10 cases had 11+ DRI scores (ex. Firearms).

Also, she continues to acknowledge that there was a big spike in backdoor warrants in October.

Chief Miller clarifies types of warrants “bench” and “back door.”

Bench warrant *is* when a judge issues a warrant on their own decision, ex.: not showing up in court.

Back door is where the Police go directly to the court and happens in serious situations.

These are increasing; Ms. Cuevas states we are seeing more of them.

President Brodtkin asks if this is a trend, what does this reflect and what can we do about it?

Chief Miller states there are a handful of trends.

(3:07:07 in the recording)

Mentions different situations, mentions codefendant situations where a number of kids are coming in for one incident; states there are a number of quite serious incoming. Mentions that there were a number of weeks where the number of young people (20+ kids – not always the same kids) was relatively high. Mentions that they still may recommend that the youth be released, but up to the judges. We want to be attentive to the decision makers, whether to arrest, divert, book but we need to be attest to the fact that we have some really hard decisions in situations including the younger people.

President Brodtkin expresses concerns over the data where everything has increased.

Chief Miller states this is not just in San Francisco but in other counties too. There is a lot of violence in the Community. This is what the Police are dealing with. They have reached out to community partners. Mentions the 13-years old; states the Department is aware of the situation and working on it.

Commissioner Brodtkin states that we have to figure this out.

Commissioner Spingola mentions “the Village” and that people know something is going on right now.

Commissioner Brodtkin asks what the city can do to promote a village response?

Public Comment

Sheryl Davis, Director of Human Rights Commission: She thanks Sheryl Cowan for all the reminders.

She talks about a mother asking her for help. Director Davis is frustrated about what is, and what is not, happening.

States that families, the Community, are asking for help. Not sure if folks know what is happening with middle and high school students and gun- related homicides. She doesn’t know what to do to get this going - regardless of whether a CBO or department helps. Today has been a rough day, a rough month. For her, she mentions one particular young man, not incarcerated and not receiving services, and now in trouble in another county. She makes statement that If even she can’t get services to help, then she asks how are other families who are trying to work through the system?

Dr. Castillo: Agrees with Director Davis. Knows that we need to do more for family support, families under-resourced. Mentions people losing their jobs. Mentions Root problems and policies around housing. Talks about lack of substance-abuse services, and housing, we really need to address this. We need to find ways for these leaders across the services and mentions that we have become “siloed” as city-systems. Yes, we need to support and work to change the village as we heal our young people by the services and resources we do have now. Mentions a bottle-neck of services and commends Chief Miller for her efforts to change. Must be a family-system approach. We need to address the violence, the way our communities are being impacted by the economy, and include CBOs at the tables while we are deciding what to do. States that she would be happy to be at these planning tables.

President Brodtkin thanks them for their comments, mentions the goals of the Commission retreat, and mentions that they need to spend some time to promote “cross-fertilization” between agencies/CBOs.

Chief’s Report – Chief Katherine Miller

Workforce: Chief Miller thanks staff who have left: Angelina Yau and Jamica Walker.

States that there is a new Director of Facilities, Shane Thomas. She did a great job in Alameda. She will be formally introduced to JPD staff on Friday, 12/16/22 and will start 12/28/22.

Juvenile Justice Transformation update was everything they just talked about.

8. President's Report – President Margaret Brodkin

States that a Commission mailing list is being updated/expanded. Invites commissioners to add names.

States that currently there is no Finance Committee. With budget season coming up, asks for commissioners to volunteer by contacting her.

Item 10 Taken out of order – Future Agenda Items

President Brodkin –

- January would like to have the Program Committee report.
- February, would like to talk about conditions of juvenile hall and what we mean by “co-leadership.”
- Lastly, would like to invite the new District Attorney to share her ideas on juvenile justice.

Chief Miller suggests AB12 youth in March.

Public Comment:

Dan Macallair, CJCI: Would like to talk about Log Cabin Ranch and Hidden Valley Ranch; are there any plans to move Conservation Corps out there, not sure where that idea went.

President Brodkin – States they have been discussing; would like that on a future agenda.

Mollie Brown: Talks about AB12; says that “we the public do not know how they are doing.” Thinks Commissioners should know how they are doing; it is your/our responsibility to know. Are their needs being met? Looks forward to a report in March.

9. Program Committee Report – Commissioner Joanna Laco

- Commission Laco states at the last meeting they talked about warrants, the idea of tier-warrants should be discussed in January. Where JPD has more discretion on when to book and when not to book.
- Says they talked about request for data on warrants, and that was shown today.
- Mentions CSEC youth.
- Had discussion about CARC and that it is not open all the time; they also discussed a mobile CARC. States there is need for how to link kids when CARC is closed, and this has to do with the work on the Court Order to make this happen.

Commissioner Laco asks for thoughts on what they should discuss.

- President Brodkin mentions the whole issue of having youth “handled” in CARC. (8:23pm)
- Chief Miller states that perhaps frontend police diversion is something to discuss, mentions Gabe Calvillo has been talking with Police Department.
- Commissioner Laco would like to discuss how to expand services to youth as they are released.
- Chief Miller wants to talk about CARC expansion. Mentions there are 35 or more groups providing services.
- Commission Martley-Jordan thinks that middle school students’ needs are different, so they need to make sure we are providing services.
- Commissioner Laco mentions the issue of how to set this up correctly, understands that a Care Team is being built.
- Chief Miller mentions talking about what supports do the agencies need to be the HUB? What is their protocol for making those referrals? As the City is moving forward with the next funding cycle, it is important to hear from organizations about what they need.
- Chief Miller mentions what does case management look like and what supports that?

Discussion of December Program Committee meeting date; President Brodkin cancels December meeting.

Public Comment:

Sheryl Davis: Asks that they move beyond CBOs and engage with families. Mentions talking to Jasmine Dawson at DCYF about how to get better services for families. There are a lot of people not happy and need support. Asks Commission to expand the circle.

President Brodtkin asks Commissioner Spingola to help; he agrees.

11. Human Resources Report – Preston Treichel, JPD Interim HR Director

They need to submit a request to fill Commission Secretary to DHR, submit job description, choose category, (8) exempt position, no posting required. Typically, a candidate in mind would be submitted to DHR. Once approved, they can process the appointment.

Jana Clark offered process advice. Commission voted to go into Closed Session; passed unanimously.

12. Public Comment on Items 13, 14 and 15 – None.

13. Vote to hold Item 14 in CLOSED SESSION.

No public comment. Commission votes unanimously to hold closed session.

14. Pursuant to Government Code Section 54957 and the San Francisco Administrative Code Section 67.10(b): PUBLIC EMPLOYEE APPOINTMENT/HIRING: Appointment of Commission Secretary. CLOSED SESSION

15. Reconvene in Open Session.

a. Vote to disclose any or all discussions on Item 14.

Motion made not to disclose; Second made. Vote: AYES: Brodtkin, Martley-Jordan, Laco, Spingola. Motion passes

b. Announce any action taken in closed session:

Commissioner Martley-Jordan states that it was decided to make recommendation to DHR for a commission secretary.

16. Meeting Adjourns. 9:15pm