



Hon. Susan Etezadi
Presiding Juvenile
Court Judge, Superior
Court

Judith Holiber
Deputy County
Counsel

Commissioners

Antoinette Barrack
Co-Chair

Debora Telleria
Co-Chair

Rebecca Flores
Vice Chair,
Administration

Melissa Wilson
Vice Chair,
Membership

Paul Bocanegra

Rocsana Enriquez

Karin Huber-Levy

Monroe Labouisse

Victor Lecha III

Sathvik Nori

Johanna Rasmussen

Susan Swope

Austin Willis

Douglas Winter

Juvenile Justice and Delinquency Prevention Commission
August 31, 2021 | 5:15pm – 7:15pm
Remote Access Only – Public participation instructions attached

AGENDA

Public comment will be accommodated under Item II for items not on the agenda. The Commission requests that members of the public, who wish to comment on items on the agenda, submit a request to the Chair prior to the start of the meeting so that they may be recognized at the appropriate time.

I. Administrative Business (5:15-5:25)

- a. Call to Order
- b. Roll Call and Establish Quorum
- c. Welcome and Introductions
- d. Agenda Review and Approval
- e. Approval of Minutes of July 27, 2021
- f. Vote on Prospective Commissioner Armaan Arora

II. Oral Communications (5:25-5:30)

This item provides an opportunity for public comment on items not on the agenda (Time limit – two (2) minutes per person). There will be opportunity for public comment on agenda items as they are considered.

III. Updates (5:30-6:00)

- a. Court - Jakubowski
- b. Private Defender Program - Rayes
- c. District Attorney's Office - Cho
- d. Probation - Clark, Stauffer
- e. County Office of Education - Littrell
- f. Behavioral Health & Recovery Services - Pena
- g. HSA, Children and Family Services - Fong

IV. FLY - DJJ Focus Groups (6:00-6:10)
(Presented by Kate Heister, Director, FLY)

V. Inspection Update - Flores (6:10-6:15)

VI. Vote on JJJPC Social Media Policy - Telleria (6:15-6:30)

VII. Project Spotlight: Peer Court - Lecha III, Willis, Wilson (6:30-6:45)

VIII. Alameda County Juvenile Facility Tour - Labouisse (6:45-6:50)

IX. 2021 Project Plan Updates (6:50-7:00)

- a. Increase School Attendance - Enriquez, Lecha III, Swope
- b. San Mateo County Diversion Programs - Swope, Telleria, Willis



- c. Communicate with Elected Officials - Bocanegra, Labouisse
- d. Alternatives to Incarceration - Bocanegra, Labouisse
- e. Dashboard Project – Review Annual Data - Barrack, Lecha III, Telleria, Willis

X. Commission Report Outs (7:00-7:15)

- a. Youth Commission – Nori, Willis
- b. Legislation - Bocanegra, Huber-Levy
- c. Membership - Wilson
- d. Marketing - Rasmussen
- e. Police Liaison - Rasmussen
- f. Community Ambassadors

JJDPC Meeting, August 31, 2021 – Public Participation Instructions

Pursuant to the Shelter in Place Orders issued by the San Mateo County Health Officer and the Governor, and the CDC’s social distancing guidelines which discourage large public gatherings, the Juvenile Justice and Delinquency Commission’s meetings will be held remotely with public access available by videoconference.

Topic: JJDPC August Meeting

Passcode: 924414

Time: August 31, 2021, 5:15 PM Pacific Time
(US and Canada)

One tap mobile
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Join Zoom Meeting

<https://us02web.zoom.us/j/82128550387?pwd=a1RiR2w4ZkdTRkZZdzV5YlQwS2EyZz09>

Meeting ID: 821 2855 0387

Dial-in: +1 669 900 6833
Meeting ID: 821 2855 0387
Passcode: 924414

We highly recommend you use a computer or iPad type device and activate the camera feature vs. calling in only on audio. To call in via phone (preferably, but not necessarily with a camera), see instructions below.

Next Meeting: Tuesday, September 28, 2021, 5:15 – 7:15 p.m.
Location: Online via Zoom

MEETINGS ARE ACCESSIBLE TO PEOPLE WITH DISABILITIES. INDIVIDUALS WHO NEED SPECIAL ASSISTANCE OR A DISABILITY-RELATED MODIFICATION OR ACCOMMODATION (INCLUDING AUXILIARY AIDS OR SERVICES) TO PARTICIPATE IN THIS MEETING, OR WHO HAVE A DISABILITY AND WISH TO REQUEST AN ALTERNATIVE FORMAT FOR THE AGENDA, MEETING NOTICE, AGENDA PACKET OR OTHER WRITINGS THAT MAY BE DISTRIBUTED AT THE MEETING, SHOULD CONTACT SECRETARY TONY BURCHYNS (650) 312-8878 AT LEAST 72 HOURS BEFORE THE MEETING AS NOTIFICATION IN ADVANCE OF THE MEETING WILL ENABLE THE COUNTY TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY TO THIS MEETING AND THE MATERIALS RELATED TO IT. ATTENDEES TO THIS MEETING ARE REMINDED THAT OTHER ATTENDEES MAY BE SENSITIVE TO VARIOUS CHEMICAL BASED PRODUCTS.

If you wish to speak to the Committee, please fill out a speaker’s slip. If you have anything that you wish distributed to the Committee and included in the official record, please hand it to the County Manager who will distribute the information to the committee members.



COUNTY OF SAN MATEO
Juvenile Justice and Delinquency Prevention Commission
222 Paul Scannell Drive • San Mateo, CA 94402

Minutes of the Juvenile Justice & Delinquency Prevention Commission

July 27, 2021 | 5:15-7:15 pm
Remote Meeting

MINUTES

Commissioners Present: Toni Barrack, Co-Chair; Debora Telleria, Co-Chair; Rebecca Flores, Administrative Co-Chair; Melissa Wilson, Membership Vice Chair; Paul Bocanegra; Rocsana Enriquez; Karin Huber-Levy; Monroe Labouisse; Victor Lecha III; Sathvik Nori; Johanna Rasmussen; Susan Swope

Commissioners Absent: Douglas Winter, Austin Willis

Additional Attendees:

Judge Susan Etezadi – Juvenile Court
Jehan Clark – Probation
Melanie Stauffer - Probation
Ameya Nori – Youth Commission Liaison
Kate Hiester – Fresh Lifelines for Youth
Judith Gable – Acknowledge Alliance
Mary Lynn Fitton – Art of Yoga Project
JoAnne Bailey – Community Member
Zachary Kirk – Community Member

Sharon Cho – District Attorney’s Office
Aurora Pena – Behavioral Health & Recovery Services
Ligia Andrade Zúñiga– SMUHSD Board of Trustees
Karen Gnusti – San Mateo County of Education
Chelsea Bonini – Commission on Disabilities
Michael Lim – Mental Health & Substance Abuse Recovery Commission
Chris Rasmussen – Mental Health & Substance Abuse Recovery Commission

I. Administrative Business

- a. **Call to Order:** Co-Chair Telleria called meeting to order at 5:15 p.m.
- b. **Roll Call and Establish Quorum:** A quorum was established at 5:15 p.m.
- c. **Welcome and Introductions**
- d. **Agenda Review:** Approved as distributed
- e. **Approval of June 29, 2021 Minutes:** Approved as distributed with correction to rename project “Increasing School Attendance”.

II. Oral Communication: *None*

III. Updates

- a. **Juvenile Court** (Judge Etezadi)
 - Still wearing masks in the courtrooms and government buildings. Bulk of hearings are for 300 cases; not many 602 hearings. Some are still appearing in person and some via Zoom.
 - Judges are meeting with Probation in August to discuss Secure Track. DJJ stopped accepting youth June 30, 2021 and will close June 30, 2023.
- b. **Private Defender Program** (Telleria)
 - Training for attorneys on the Secure Track program has begun and Realignment will start soon.



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c. County Office of Education (Karen Gnusti)

- Just finished the extended school year. Working on the new community school model, which will focus on a mental health and trauma informed environment. Students will go to the community school for a period of time and then return to their home school district.
- Focused on prevention, they are collaborating with an agency to see what the classroom environment should look like in terms of social emotional health. Will start with 10 students in August/September with a maximum of 60 students by the end of the school year. There will be a therapist onsite at Gateway. The name of the school may or may not change.

d. Probation (Stauffer, Clark)

- There are 161 youth on supervised probation (six-month informal contracts, deferred entry of judgment cases and formal probation cases), 65% of cases are low risk out of the 161 cases, there are zero youth in placement.
- There are 10 youth receiving AB12 services (completed placement/ receiving extended foster care services); five youth in DJJ; 64 youth in Assessment Center being processed for diversion or referral to the DA's office; four on informal contract (do not go through the court system); 14 youth on electronic monitoring and 21 DPO's. 65% of youth are Hispanic Latino.
- Continue to do business as usual. All PO's are back in the office and are going out into the field and some families are coming into the office as well.
- Institutions: There are 16 youth in YSC, and six youth in the Girls Camp. Continue to do business as usual. Some service providers have not returned in person, but they do have a few in person. Youth will be on summer break until August. Girls camp just had their JJDCP inspection and the YSC inspection is scheduled for next month.

e. District Attorney Office (Cho)

- No Updates

f. Behavioral Health & Recovery Services (Pena)

- Staff continue to provide TeleHealth services in the hall and in the community.
- An inspector from the Title 15 audit recommended courtside services and would like to see mental health along with correctional health providing very brief assessments for youth and family needs. Courtside services are for youth that come in for their court hearings. We will triage to make sure youth get medical and/or mental health services and parents get resources too.

IV. Inspections (Flores)

- Camp Kemp inspection is complete, working on executive summary
- YSC to be scheduled in August
- Schools scheduled for August
- Canyon Oaks inspection completed for the facility may need to go back to interview residents



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V. Final Project Report: Lessons Learned from COVID-19 (Rasmussen, Wilson, Nori)

- Interviewed 26 people in the juvenile system, including: seven law enforcement agencies, juvenile court, probation, juvenile hall staff, and education partners.
- Key take away: Did not see an increase in juvenile crime or recidivism during COVID-19, and are waiting on actual statistics to confirm.
- Positive impacts of COVID 19: Bookings have significantly decreased, family visiting time was extended, and Zoom has made operations smoother and more efficient. Will keep Zoom for family connectivity. Created and implemented new therapeutic programs at YSC.
- Interviewed four youth in YSC who mentioned that they all felt safe at YSC and have a trusting adult they can talk to. Most take pride in their education and want to do better. They said the quality of food and portion size are not ample and they are still hungry afterward meals. Concerned with COVID vaccine and are not vaccinated because they do not trust it.
- Recommendations: 1) Create future booking policy that has limitations. 2) Return to prior food services system where it was a family style meal. 3) Provide youth with a robust COVID-19 educational campaign to inform them of vaccine choices. 4) Continue Zoom family visits. 5) Expand the use of education technology at YSC to continue educational programming. 6) Explore opportunities to contract with Seton Medical Center to provide YSC Booking Medical Screening and Clearance for northern San Mateo County. 7) JJDP meetings should continue to conduct meetings via Zoom to increase attendance and outreach.

VI. Final Project Report: Create Dashboard to Monitor Data (Barrack, Lecha III, Telleria, Willis)

- Tackling the project in two phases: monthly data and then annual data. The data is from BSCC and the Probation department.
- Monthly data includes eight charts, which will be publicly available on the JJDP website.

VII. Final Project Report: Analyze After School Programs (Barrack, Huber-Levy, Nori)

- Summarizing key findings and will provide written report in September. Also developing a plan to advocate for filling unmet needs.
- **Aspiration:** All elementary and middle school children in underserved neighborhoods in San Mateo County have convenient, affordable access to programs the engage and support them after school.
- **Purpose:** Understand the structure of the after-school programs; identify gaps, and advocate for unmet needs.
- **Process:** Reviewed websites of all stakeholders, researched structure of extended learning, conducted hours of expert interviews, attended meetings of key groups, created a catalogue of providers, and prepared an analysis of programs/providers by school district.
- **Catalogue:** Includes after school programs for youth in each school district, organized alphabetically.
- **Key Findings:** All districts have some form of after-school program in place. Programs varied in quantity and depth. There were also unmet needs in all areas, including: applications by lottery and waitlists; not enough staff or range of providers/CBO's; costly facilities; transportation issues and high program costs.



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VIII. 2021 Project Plan Updates

a. Increase School Attendance

- Scheduled to hear from David Kopperud on the State SARB and State requirements for following up on truant students on August 6, 2021.

b. SMC Diversion Programs

- Still interviewing police departments. There was a problem getting a hold of East Palo Alto. There is interest in the parent handbook.

c. Communicate with Elected Officials

- No new meetings with elected officials in the last month due to vacations or other business.

d. Alternatives to Incarceration

- There has been some communication with supervisors, but progress is slow.

e. Outreach to Underserved Youth/Families

- Meeting with regular groups, posting on social media, and sharing our reports.

f. Peer Court

- Making great progress. Met with Probation. Applying for foundation grants, but need something more sustainable.

IX. Commission Report Outs

a. Youth Commission: Have not started meetings yet.

b. Legislation

- Promise Act is not proceeding. Right of Appeal for Transfer to Adult Court will pass. AB503 extensions of probation is limited to six-month increments and will be proceeding. AB1127 sentence enhancements was ordered inactive. Senate Bill 81 has moved to assembly. It provides guidance on sentencing enhancements to improve fairness in sentencing.

c. Membership

- There are five commissioners who will be coming to the end of their term in December. The selection committee for 2022 officers will be assembled soon.

d. Marketing: Still marketing on social media and sharing reports.

e. Police Liaison: No update

f. Community Ambassadors: Commissioner Barrack attended a presentation by community member Tom Leung on vocational training opportunities for San Mateo Youth. He is continuing to research this area and will provide us with future updates.

X. Announcements: *None*

Meeting adjourned at 7:12 p.m.

Next Meeting: Tuesday, August 31, 2021



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APPLICATION FOR COMMISSION

Special Requirements: **APPLICATIONS WILL NOT BE CONSIDERED UNLESS APPLICANT:**

1. HAS ATTENDED TWO (2) MEETINGS OF THE COMMISSION

2. IS A RESIDENT OF SAN MATEO COUNTY

Information provided on this application is public information and may be made available to other applicants, members of the press, or to the general public.

WOULD YOU BE ABLE TO ATTEND COMMISSION MEETINGS, WHICH ARE SCHEDULED THE **LAST TUESDAY** OF THE MONTH FROM 5:15 P.M. TO 7:15 P.M.? YES NO

NAME: Armaan Khare-Arora EMAIL: [REDACTED] PHONE: [REDACTED]

STREET ADDRESS: [REDACTED]

ZIP CODE: [REDACTED] CITY: [REDACTED] NEIGHBORHOOD: [REDACTED]

LENGTH OF RESIDENCE IN SAN MATEO COUNTY: [REDACTED]

WHICH MEETINGS HAVE YOU ATTENDED? MARCH 30 & APRIL 27

HOW DID YOU BECOME AWARE OF THE OPENING? _____

WHY ARE YOU SEEKING THIS APPOINTMENT? -SEE ATTACHED PAGES FOR RESPONSES-

EDUCATIONAL BACKGROUND: _____

WHY ARE YOU SEEKING THIS APPOINTMENT?

I grew up in an unincorporated part of Menlo Park -- Menlo Oaks -- that retains a bucolic feel compared to the rest of hectic and bustling Silicon Valley. Our neighborhood bridges cities with a wide disparity in income and access to resources - the wealthiest city in America, Atherton on one side, to East Palo Alto and parts of Redwood City on the other side. Through attending a diverse high school, Menlo-Atherton, and extensive volunteer work in the community, I've learned to appreciate the vast range of human experience in my very own community - from rustic to urban, from the "1%" to people who struggle to be able to put food on the table - expanding my understanding of the importance of working towards creating a level playing field with equality of opportunity for all. A significant contributor to the structural harms that forces many young people, especially those from underserved communities, to get trapped in cycles of delinquency and incarceration is a justice system that prioritizes punitive measures instead of offering support and rehabilitation. A person's adolescence is the time where their developmental potential is greatest and they are at their most impressionable. Yet, in our country we often fail our youth, doling out punitive measures, and detentions, stripping them of opportunities to grow and develop - all in the name of "justice." I was first introduced to the concept of restorative justice when I was a young teen, when my middle school, Hillview, announced that it was completely reforming the way it administered punishments. As opposed to giving out suspensions and referrals the administration looked for ways to find solutions to the root cause of a student's behavior and provide the student the support and help he or she needed. While intuitively that might seem like an inadequate response, at our 8th grade graduation our principal remarked on how cheating, drug/alcohol use, and fighting were at all time lows. I hope to join the JJDPC to apply the knowledge and understanding I have attained and help support youth who have entered the system by promoting, supporting and implementing empathetic and impactful policies and programs

EDUCATIONAL BACKGROUND:

Junior/Rising Senior at Menlo-Atherton High School

PROFESSIONAL EXPERIENCE: N/A

EMPLOYER AND EMPLOYER'S ADDRESS: N/A

CIVIC ACTIVITIES (Please include present or past membership on boards, committees, and participation in the activities of community groups and organizations.):

1-1 Tutoring with children from underserved communities (December 2020-Present)
Regular Volunteer at BGCP EPA Meal Planning and Distribution (March 2020-Present)
Project Silver Lining Food Drive Organizer (Fall 2020)
Weekly Volunteer At Hoover Elementary (August 2019-February 2020)
4 Week Summer Intern at Boys and Girls Club (June 2019 - July 2019)
Curieus STEM BGCP Weekly Volunteer (Sept 2018- May 2019)

**WHAT STRENGTHS AND SKILLS WOULD YOU BRING TO THE COMMISSION?
(Include languages.)**

As an avid debater and policy blogger, I regularly research and analyze the many issues plaguing our country, state, and community. Through these pursuits I have developed strong analytical and communication skills and am able to understand complex topics and issues and articulate potential solutions. Through leading numerous group activities, food drives, and research projects, both in my school and in my extensive work as a volunteer in the community, I have learned how to plan, collaborate on and successfully execute impactful projects. I also have strong computer programming skills and knowledge of statistics that I have applied to better understand societal issues. One such project I recently designed is a web-based dashboard that utilized programming to analyze United States Senators' tweets and visualize them in different ways to help illustrate the increasing polarization in the country. Through my volunteer work including group and 1-1 tutoring, I also understand the value of mentoring and early interventions that can provide alternate trajectories in youths' lives.

HAVE YOU WORKED WITH OR ADVOCATED FOR YOUTH? (Please describe.)

Over the past three years, I've actively volunteered in different units of the Boys and Girls Club (BGCP) in my community. I began my experience in the spring semester of my freshman year volunteering weekly at the Menlo Park clubhouse through a program run by Curieus, a nonprofit aimed at fostering interest in STEM among underserved elementary school

students. The following summer, I spent four weeks interning at BGCP's academic enrichment program designed to further competency and interest in science, math, and reading through intensive tutoring and hands-on projects. The experience was incredibly rewarding and led me to be a regular tutor at their after-school program for lower-income students. Through my volunteer work, I have witnessed the immense potential and skill many of these students possess and the systemic failures that often result in them underachieving.

As the pandemic hit, many families and youths who relied on the BGCP for after-school enrichment were severely impacted by the economic turmoil that ensued. While group tutoring was no longer an option, starting spring of last year, I continued my involvement with the program by leading food drives and regularly volunteering in meal preparation and distribution efforts in East Palo Alto. During many of the volunteer sessions, I had a chance to work alongside Lena Potts, the East Palo Alto Unit Director for BGCP, and through our interactions, I began to understand that handling food and health insecurity are in many ways interconnected to impactful youth programs, and sound policy options need to consider the more complex web of circumstances that lead to structural barriers. In addition, during the pandemic, I took on voluntary 1-1 tutoring with a few children who were struggling with remote learning to help them reach grade level mastery in reading and math.

In addition to my work with BGCP, I've previously trained as a JCIT with the Decathlon Sports Club, and worked as an umpire for the Menlo Park Little League. Along with academic and tutoring programs, I appreciate the value that sports and recreation bring to improving the quality of youth experience in San Mateo.

DO YOU OR HAVE YOU HAD A PERSONAL CONNECTION WITH SOMEONE IN THE JUVENILE JUSTICE SYSTEM? (Please provide context):

While I don't have any close family or friends in the juvenile justice system, through my volunteer work, relations with the children I tutor, and interactions with team members in different travel sports teams, I have witnessed the detrimental impact of detentions and incarcerations in families. In talking with some teens who have committed infractions, it was clear that most of their actions were not driven by malintent, they were just looking for an outlet as they were constantly frustrated with the structural challenges and disadvantages they had to struggle against on a daily basis. These students did not need a juvenile home, where the

education can be subpar and interpersonal interactions limited, they needed better access to counseling, educational opportunities, and support.

OF OUR CURRENT PROJECTS, WHICH ARE MOST INTERESTING TO YOU AND WHY?

I am incredibly interested in supporting both the Dashboard and the Analyzing Afterschool Programs projects. I have experience creating data-based dashboards using HTML and presentation software, such as the aforementioned senators project; furthermore I am a strong advocate for using data driven visualization to shed light on issues and explore solutions. Using my research and data skills I believe I can be a significant asset in this project. My

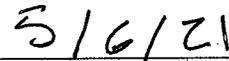
extensive volunteer experience with the Boys and Girls Club of the Peninsula has also given me the knowledge and background to support an in depth analysis of existing support and afterschool programs. Over the last few years, I had the opportunity to get to know and work with Lena Potts, the Unit Director of BGCP East Palo Alto, and I have had interactions with Remi Sobomehin, the Director of Volunteerism and Community Engagement at BGCP regarding designing new summer programs, and I would love to build on those relationships and new ones to find more opportunities to fulfill the needs of underserved San Mateo youth.

HOW MUCH TIME DO YOU HAVE TO DEVOTE TO COMMISSION WORK?

I will be able to devote 4-5 hours a week to the commission in addition to the mandatory meetings.



Signature



Date



Fresh Lifelines for Youth

Focus Group Report: Youth Voice on SB823/Secure Track

Summer 2021



A synthesis of findings
from focus groups
with youth detained in
DJJ facilities in June
2021

BACKGROUND

Youth Perspectives on SB823/Secure Track

FLY staff and youth have been participating in SB823/Secure Track Planning Subcommittees in the three counties where we operate: Alameda, San Mateo, and Santa Clara. Recognizing the need for more youth voice in these spaces, FLY worked to gain input from youth detained at DJJ facilities about their primary needs, concerns, and recommendations for reimagining services. A team of FLY staff and alumni conducted six focus groups over two weeks - two meetings with each of three units. We focused on units housing the most youth from the counties we serve: Amador, Butte, and Del Norte. To protect the identities of youth and create an open space of sharing, we did not record names or other individual identifiers. While the particular character of each unit varied, the themes were very consistent across all three units and over both weeks. FLY will be continuing to connect with these youth, including sharing the report back to them, to ensure their voices are being represented faithfully and fairly.

CORE LEARNINGS

The Value of Youth Voice

The young people we met in DJJ demonstrated the wisdom FLY is founded on: that the people closest to the problem have the best ideas for solving it. Throughout our time, we saw:

- a. These young people are self-aware and aware of the systems surrounding them.
- b. They are in pain and aware of how it affects their present and future choices.
- c. They know what they need to move forward and want to do so.

While we aim to make the key learnings easy to navigate, we *strongly* encourage reading the appendix of youth quotes in its entirety. The insight each young person offered is important and their voices should be central in efforts to reimagine juvenile justice.

Key Youth Quotes

"You've got to start healing, because that's what we need to be able to go forward. You're trying to change someone ... who's already seen things and has pain, you can't expect him (to get over it like this). They bypassed that. They are only focused on the crime."

"A lot of us want to become better people. We can't change the things we've done, but we want to become better people."

Youth Experiences Reflect the Flawed Approaches that SB823 Aims to Change

Youth shared a wide variety of challenges and experiences that underscore key problems with the existing juvenile justice system:

- a) They spoke about the overemphasis on individual mistakes and choices without reference to the systems or contexts in which they live.
- b) The young people pointed to the lack of representation within the system of people who have lived experiences like their own, and therefore can't or don't take those systems or contexts into account.
- c) Youth pointed to the hopelessness and anger generated by systems that take punitive approaches over restorative ones.

Key Youth Quotes

"We didn't really have the opportunity to have a good life. We go to Board to explain, but they don't understand. (They) just look at our mistakes."

"This place is built to destroy you and break you down."

"We've been easing our pain by smoking weed; it's not an excuse. I know it's not the right thing to do, but I don't have another method. The only thing they do is write us up and take things away... you take everything away, now I'm really hopeless so I'm gonna keep doing it."

"It's like we don't got nothing to do but get in trouble."

"You can do really well for a long time, and then one mistake drops you to zero, takes away a whole year of doing a good job."

Institutional Staff Have a Large Impact on Detained Youth

For youth who are incarcerated long-term, the attitudes and approaches of institutional staff are a major determining factor in how they experience their time. Youth pointed to the serious negative effects of biased, punitive, and disconnected staff on their sense of safety, motivation to do well, and hope for their futures. Youth frequently feel punished without feeling accountable.

Key Youth Quotes

"If you treat someone like an animal for long enough, they're going to act like that."

"We are supposed to be rehabilitated by people that won't even sit down and get to know us."

"They try to shut us down when we're speaking our hearts."

"We always go to the same person (about infractions) and we always get the same outcome. They say, "I'm going to sustain this." I say, "Did you read it (my statement)?" They say, "I don't need to."

"(I need) people who have been through what I've been through and have overcome it and found a better path."

Youth Want to Build the Assets They Need to Succeed

The young people identified the specific needs and concerns they have about getting released and reintegrating into their communities successfully. They pointed to:

- a) Social-emotional learning (SEL) skill development that will help them process their stories and experiences while navigating future challenges
- b) Opportunities that give them hope for a successful future, including job experience, vocational training, and education
- d) Clear, minimal supervision structures that hold them accountable, but primarily focus on their strengths and successes

Key Youth Quotes

"We need help to reintegrate into our community, we are institutionalized. (In here), people had some type of structure, then they recommit to get back in."

"Give us something we can actually work on, something to show for (our time)."

"We gotta go to school. They should check in on our number of hours, but be rehabilitating you, giving you job training. We're stuck in what we know."

"Let us tell our story; if we could explain it to kids and maybe it would help them, let them hear our voices - we are still living it."

"I grew up in a bs-neighborhood; I've never done a job application, resume, etc. I don't know how! I've only sold drugs and robbed people. It would be nice to have been given vocational opportunities; something to focus on."

INITIAL RECOMMENDATIONS

- **Representation:** JJCC Subcommittees should engage the voices and experiences of system-involved youth on a consistent basis while developing and reviewing SB823/Secure Track plans.
- **Asset-Based:** Plans should prioritize connections to family and community. Where long-term incarceration occurs, programs should be designed for the most constructive use of time for youth while detained. They should include predictable milestones and opportunities to build critical assets: social-emotional learning, educational attainment, work experience, and relationship-building with family & community.
- **Relevance:** Relevant, culturally-responsive, and trauma-informed individuals, programs, and CBOs and the youth's own natural supports should be central assets in plans to support healing and disrupting inequities that perpetuate justice system involvement.
- **Restorative:** Behavior management should be trauma-informed, use strength-based approaches, center on youth motivation, and support long-term success beyond the institution. Systems of accountability should not include youth losing access to programs or support for their healthy development.
- **Accountability:** If plans involve long-term incarceration in locked facilities, Probation staff (re)training and accountability for restorative and strengths-based approaches should be of great importance.

APPENDIX: YOUTH QUOTES BY THEME

FLY did not record these sessions to protect youth identities. Instead, notes were taken during focus groups, attempting to capture as much direct youth speech as possible. As such, this appendix should not be seen as a perfect reflection of all that was said. The above synthesis attempted to capture the general themes that arose from these conversations. Abbreviations, missed words, omissions and incomplete thoughts are a result of the note-taker's limitations.

Note: We heard that much of the language of DJJ Realignment, including "reimagining juvenile justice," is triggering for youth, who expressed deep suspicion of how much change they would actually see.

- **Relationships with Institutional Staff**

- Communication with the staff (is a problem)
- (They need to do more) taking the time to talk to us, get to know us, relationships
- They make us feel their authority, feel their power
- There is favoritism that prevents you from getting things (jobs at the facility, etc.)
- I feel safer around my peers than I do around the staff
- Staff can be mad at you, take it out on you
- Staff brought in Coronavirus, put us at risk, keep testing positive and keep putting us at risk, they tell us "oh, you're young"
- They should not bring their home problems to work; hold us to our actions
- Staff don't work with emotion
- We need more positive staff, care more about youth
- (Do the staff make you safe?) Not really
- I came from jail, this is different; we are treated like kids, they talk to me like a little boy, try to down-talk me
- Teach people how to have right communication, they try to shut us down when we're speaking our hearts
- They've been hard on us, we're getting the short end of the stick
- they use their authority to try to make that lesson stick; they are already going to give you (punishment?)
- *Staff: It bothers me that when they're done wrong (the youth), though there's a grievance process, they are labeled as a snitch by the staff*
- What people need to understand is that our life is a small bunk and a small box; we are supposed to be rehabilitated by people that won't even sit down and get to know us; do we have the statistics, people who were in DJJ going back to prison; people just
- Everybody hates [this unit], we're the worst of the worst, apparently; we're going to beat up staff, I'm not going to let them treat us this way

Equity & Representation in the System

- We need people that actually care, that have got your back
- We always go to the same person (about infractions) and we always get the same outcome. They say, "I'm going to sustain this." I say, "Did you read it (my statement)?" They say, "I don't need to."
- We need counselors, staff that understand us more; not coming from somewhere else; where they don't understand us, try to criticize us; more staff that relate to us
- We need more mentors, anything with people that could teach me stuff, people who have been through what I've been through and have overcome it and found a better path; life stories; some food
- We need more people that are open and communicate, and let us speak our mind; take it into consideration, we need voices
- We need mentors, positive energies, people that can help expand my mental
- Not "let's count to 10 backwards" it's BS, our pain is real; we need things that actually help
- Review Board is not connected - my story sounds a little wild to them
- They (the Review Board) expect you to go up there and talk about our story, but a lot of us need healing, and a lot of us don't want to talk about our crime. My mom's here. There's a lot of pain.
- When you do talk about it, they look at you different, then they look at you differently. They hear my vocabulary and then they look at me differently
- *Staff: they want them to be remorseful; some of the youth aren't there yet, they aren't ready for that yet; we have a mentor who's super-successful as a mentor, but he's not remorseful for his crime; there's no insight into their experiences about whether remorse is the right thing; it's black or white to them*
- (Who do you want or imagine you are speaking to in this process?) Someone who is not scared to speak out against something you'd think they'd speak for; speaking for a bigger purpose
- I'm the only one in the world who knows how I feel
- You gotta start healing, because that's what we need to be able to go forward; you're trying to change someone who's 18 who's already seen things and has pain, you can't expect him (to get over it like this); they bypassed that, they are only focused on the crime, no half-assing it. They need to understand that
- If we grow in poverty, give use enough money to let us get food and clothes;
- We didn't really have the opportunity to have a good life; we go to board to explain, but they don't understand; the board looks at our mistakes; the only thing we can do is to try to get a job, didn't go to school to pay the rent; have different board members, not people who grew up in a good neighborhood, people who are ex-cons, grew up in a bs-neighborhood; I've never done a job application, resume, etc. I don't know how! I've only sold drugs and robbed people. It would be nice to have been given vocational opportunities; something to focus on; we've been outside once in two weeks,

- what do they expect us to do? Only able to spend \$10 on overpriced hygiene products, money orders withheld; they expect us at Board - it's gotten worse for us; prison was different - they had TVs, phones, etc.
- the top dogs need to hear from us
 - "Put me on the stand" - no on the stage!
 - What we need is people who have had this experience, ex-cons, people who had done the time, teach that you don't have to do that, teach a vocation; journeyman, give them a chance to get a job; job in high schools (worried that this would just become an incentive system again, only for low-income people)
 - Not just always go based on black-and-white, on paperwork; go to someone who really knows us, they don't know where we're coming from, walk through these doors, come and speak to us; give us a chance to really show who we really are - give us a chance to show ourselves who we are; they can write a bunch of things about us, but you aren't really going to know who we are; none of us are snitches, so we're going to live with the consequences; try to give us the benefit of the doubt
 - send people who lived it or people who've been in it
- **Reward and Punishment Structures**
 - We want consequences based on our actions, not blown out of proportion
 - you can do really well for a long time, and then one mistake drops you to zero, takes away a whole year of doing a good job
 - We are over-punished; got a charge for a year and kept here 9 years
 - Confined in our dorms, not enough interaction
 - Everyone backs up
 - Better place than this
 - Closer to home (repeated by several youth)
 - Knowing the actual time you're getting out
 - Counseling 1:1
 - Held accountable for own actions (not others)
 - Keep us busy
 - Some people really don't care about hurting other people; some people are lost souls; not the majority of the community
 - Jail was not helpful, they aren't accommodating us, we need something more intense, we need outside supports, more intensive services, we need a second chance
 - It's like we don't got nothing to do but get in trouble
 - Basketball game is the highlight of the day
 - Nobody has showed me no type of sympathy; when I get out, I'm gonna survive and move on; I never got anything, (something about the cycle); it's not right; I've been in SMC and you get in a fight and they throw you in a room and leave you isolated; you are trying to help, but you gotta get them young, we're too old

- We got things taken away because of unworthy behavior; if you treat someone like an animal for long enough, they're going to act like that
- We make mistakes, but we shouldn't be held accountable for other people; they don't counsel us; all negative
- Grateful to be going home; I could be in a prison cell with everything (tv, microwave); but I'm going home, and that's worth it to me, I was looking at life in prison and I'm here
- We've been easing our pain by smoking weed; it's not an excuse. I know it's not the right thing to do, I don't have another method; the only thing they do is write us up and take things away; bring someone who we can learn from who have been here; you take everything away, now I'm really hopeless so I'm gonna keep doing it
- **Assets to Succeed**
 - **Managing Time Inside & Reentry**
 - This is not helping us be rehabilitated in the community
 - We need help to reintegrate into our community, we are institutionalized - people had some type of structure, then they recommit to get back in
 - Counselors, reintegration programs, that keeps us out
 - Counseling at JH, less people
 - Just to know that we're heard - we really appreciate that; we really look forward to things like this; we consider ourselves enemies in here, but we come from the same struggle, we still have the same experiences; if you're in a jungle, you're going to want to be the strongest one
 - give us better treatment, give us something we can actually work on, something to show for (our time); I'd get denied because I couldn't complete a program that wasn't given to me;
 - This place is built to destroy you and break you down. If you don't have anything to look forward to, it's going to break you. You gotta be mentally strong, how to not give up, how to strive for something better. A lot of us want to become better people, we can't change the things we've done, we want to become better people
 - Places like this where we are degraded every day and treated like we are absolutely f*cking nothing;
 - We gotta go to school. They should check in on our number of hours, but be rehabilitating you, giving you job training. We're stuck in what we know, getting out of one place into another place - expand your mental, put the kid in a better place
 - **Programs**
 - Stuff that teaches life skills and need job experience
 - Keeping count of us (when we're out), but do the *minimum* (tracking)
 - ARC program

- Job resources
- finance programs, budgeting
- IOW - writing program
- Anger management
- Recreational programs; gym
- College programs
- Things young adults will need to deal with in life
- Spent a lot of time, need things that connect, know how to do things, resume, job, taxes
- College, homework
- Job training, tutors
- Half the time we're just chillin'. Those programs are BS, we just dick around

- Predictability
 - Need solid dates, things don't keep dragging it out
 - Where we will be released, want more information on how this will affect us personally
 - Concerned about having canteen; want to be able to buy things (snacks, hygiene products, etc)

- Connection to Family & Community
 - We're in here doing good and our family are out there dying
 - We want to put our mom in a house, help out our families
 - (Many youth identified family as the top thing that keeps them going and motivated to be successful)
 - Let us tell our story; if we could explain it to kids and maybe it would help them, let them hear our voices - we are still living it. We know we're never going to win.
 - There should be programs for younger people; how to carry themselves



San Mateo County JJDPC Social Media Policy

Purpose

This policy establishes guidelines on the use of social media by the San Mateo County Juvenile Justice & Delinquency Prevention Commission (JJJPC), its commissioners and volunteers. It is designed to protect the integrity of content posted on its social media sites and to oversee what is communicated on behalf of the JJDPC. The policy is intended to help promote JJDPC's mission, projects and information related to juvenile justice and delinquency prevention while mitigating risks associated with the use of social media.

This policy applies to the JJDPC, its commissioners and volunteers who use social media sites and/or technology on behalf of the JJDPC. All questions relating to this policy should be directed to the JJDPC Chair(s).

Definitions

"Social media site" means any online platform for collaboration, interaction, and active participation, including social networking sites and streaming audio and video internet applications that allow users to construct a profile and create and share content with others.

"Social media page" means a page established or maintained by the JJDPC and over which it has control over all postings, except for advertisements or hyperlinks by the social media site's owners, vendors or partners.

"Post" or "Comment" means information, articles, pictures, videos, hyperlinks or any other form of content or communication posted on any JJDPC social media page.

General Policy

The JJDPC's official website at <https://probation.smcgov.org/juvenile-justice-delinquency-prevention-commission> will remain the JJDPC's primary source and means of internet communication. A link to the JJDPC's official website shall be included on any JJDPC social media page. Information posted by the JJDPC on social media pages will supplement and not replace required notices and standard methods of communication.

Not all forms of social media may be appropriate for use by the JJDPC and any social media site or page established on behalf of the JJDPC must be approved in advance by the Chair(s). Consideration shall be given to the overall nature, theme and suitability for JJDPC purposes.



As per the San Mateo County JJDPC Operating Policies, the Chair(s) are the official spokespersons for the Commission. The Chair(s) may designate a marketing coordinator to oversee the day-to-day management of the JJDPC social media sites and pages. The Chair(s) are responsible for ensuring that the messaging and branding of the JJDPC social media sites and pages are consistent with the JJDPC's mission and aspirations. Oversight of all communications, including social media, remains the responsibility of the Chair(s).

Commissioners and volunteers representing the JJDPC and posting content on behalf of the JJDPC on its social media pages must conduct themselves at all times as a representative of the JJDPC and in accordance with all JJDPC policies. They should keep personal and JJDPC-affiliated social media accounts separate. Individual views may not be posted on the JJDPC website, social media sites or pages, including likes or comments. All opinions expressed on JJDPC sites and pages must reflect the official position of the JJDPC.

Site Management and Content

The County of San Mateo has an established process and procedures for authorizing the creation and usage of social media accounts. This includes the creation, submission and approval of a Social Media Work Plan for each account. An updated copy of each social media work plan must remain on file in the County Manager's office and work plan modifications must be submitted in writing to County Communications for approval.

Social media sites currently approved for official use by the JJDPC include Twitter, Instagram and a YouTube channel on the County's YouTube site. The JJDPC's marketing coordinator shall administer and monitor these sites and associated pages, maintain all login and password information, and ensure that the Chair(s) have up-to-date login information for each JJDPC social media presence at all times. The marketing coordinator will ensure that the Commission's Twitter and Instagram accounts remain connected to Archive Social to comply with public records laws, regulations, and record-keeping initiatives. The social media coordinator shall adhere to requirements in the [San Mateo County Social Media Policy](#) and the current [San Mateo County JJDPC Social Media Work Plans](#). They shall also follow all local, state, and federal laws and social media platform and/or account provider(s) terms of service, usage, and rules and requirements.

The JJDPC's social media pages are to be used for informational purposes and all content must pertain to the JJDPC and/or JJDPC business, programs, services, meetings or content related to juvenile justice or delinquency prevention. Editorial content (i.e., expression of opinion or taking a position on an issue, etc.) is not permitted without the permission of the Chair(s) or a vote of the Commission at a public meeting. If there is a question regarding the appropriateness of content, it should be cleared with the Chair(s) before posting. Once a position has been approved, further editorial content supporting that position can be posted with permission from the Chair(s).



JJDPC social media pages shall be managed consistent with the Brown Act and Commissioners must ensure they are in compliance with the Brown Act whenever they are representing or interacting on behalf the JJDPC's on social media. Commissioners and volunteers shall not engage in serial meetings, discuss, deliberate, like or express an opinion on items falling under the direct purview of the commission. This includes the use of posts, blogs, responses to posts, likes, comments or publications on any JJDPC social media page. JJDPC social media sites and pages may not be used for any political purpose.

The JJDPC marketing coordinator will be responsible for posting content on the JJDPC's social media pages on behalf of the JJDPC, monitoring content, responding to comments where appropriate, and ensuring adherence to this policy. Whenever possible, links shall be used to direct users back to the primary source (e.g., website) of information. The marketing coordinator must review the JJDPC's social media pages on a daily basis to ensure compliance with this policy. The JJDPC marketing coordinator will follow the [San Mateo County Social Media Handbook](#), including recommendations on editing and removing published posts and content.

- Correct errors or inaccurate information in a timely fashion.
- Fix spelling or grammatical errors without making the change evident to users.
- When inaccurate information is posted, correct the post, make it clear the post has been modified, apologize for the error and do not remove or delete the incorrect content.
- Do not delete an erroneous social media post because viewers may notice and interpret the deletion as an attempt to hide something.

Notwithstanding the above guidelines, the Chair(s) reserves the right to limit or remove any content if it is deemed to be in violation of this policy, the San Mateo County Social Media Policy or any applicable federal, state or local law. Any such removed content must be retained consistent with the Public Records Act, where applicable, including the date, time and identity of the poster, when available.

Any commissioner or volunteer designated by the Chair(s) to post content on the JJDPC's social media pages shall not express his or her own personal views or promote their own personal causes or those of friends or family members. They shall not make posts and comments that present a personal conflict of interest or the appearance of conflict of interest. Posting of content by any authorized person shall only reflect the views of the JJDPC.

Comment and Response Policy

Many social media sites permit and invite posts and comments by site users. All comments and posts must comply with the JJDPC Social Media Policy, including the Terms of Use outlined below. Any commissioner or volunteer who posts or comments on JJDPC's social media pages shall use his or her best judgment in deciding whether or not to respond to a post or comment, and shall avoid engaging any user in an argumentative or offensive manner. Any post or response made on behalf of the JJDPC shall comply with all terms of this policy and shall not



specifically refer to any JJDPC commissioner, volunteer or JJDPC stakeholder without the approval of the Chair(s).

The JJDPC's Terms of Use, as set forth below, must be displayed on any JJDPC social media site or made available by hyperlink.

Terms of Use

The San Mateo County Juvenile Justice & Delinquency Prevention Commission (JJDPC) has decided to use this site/service for the purpose of providing, promoting and obtaining information related to juvenile justice and delinquency prevention. The JJDPC also intends to use this site to provide links to programs, services, and resources available to under-served youth and their families to reduce overall delinquency and improve outcomes for youth in San Mateo County. The creation of this JJDPC site is being done as deemed advisable by the JJDPC, which may decide to change or eliminate its use of this site.

Limitations on Use: It is the intent of the JJDPC to create a designated public forum with its use of this site/service. The purpose of this site is to provide, promote and obtain information related to juvenile justice and delinquency prevention. This JJDPC site/service is being offered as a designated public forum intended to serve as a mechanism for communication between the public and the JJDPC with respect to juvenile justice and delinquency prevention. Participation by other users is not limited to juvenile justice or delinquency prevention specific subject matters or topics.

However, with respect to such comments, the JJDPC reserves the right to remove inappropriate comments, including those that have obscene language or sexual content, involve ad hominem personal attacks on another user, threaten or defame any person or organization, violate the legal ownership interest of another party, promote illegal activity, or promote or solicit commercial services or products. The JJDPC believes these restrictions to be reasonably necessary to encourage public participation and foster discussion by maintaining a civil discourse and permitting all differing viewpoints.

The JJDPC will routinely monitor the comments posted by other users of this site/service, and any comments that are not in line with these restrictions will be removed. To the extent that any user believes the comments of another user are not in line with these purposes and restrictions, they are welcome to notify the JJDPC by email. The JJDPC will make a determination about the appropriateness of such comments based on its application of these purposes and restrictions, and that determination is final and not subject to outside review. The JJDPC intends its application of these purposes and restrictions to be made in a manner that is viewpoint neutral and is consistent over time. The JJDPC intends for this forum to become an open avenue for public discourse. Please note as well that any terms of service that this site/service places on user participation still apply to comments made by any user, and this site/service may enforce its own terms of service. To the extent that any user believes a comment has been made in violation of the terms of service



of this site/service, that person should contact the site/service rather than contacting the JJDPC, as the JJDPC has no obligation to enforce the terms of service of this site/service.

Statement Regarding Terms of Use and Privacy: Use of this site/service is subject to the terms of use of the site/service, including the privacy policies of the site/service, which can be found here: [Instagram Terms of Use](#) and [Twitter Terms of Service](#). Anyone posting comments or submitting information to the JJDPC on this site/service should keep this in mind. In addition, the poster of comments or information to this site/service agrees that his or her comments may be treated by the County of San Mateo as a public record subject to disclosure pursuant to Cal. Gov't Code Section 6250 et seq., regardless of whether such comments actually constitute a public record. Posters are urged to protect their privacy and should consider refraining from posting personally identifying information, including but not limited to: last name, address, age, and phone number. To the extent this site/service is open to the public, the public has access to its content and can access that content without the assistance of the JJDPC or the County of San Mateo.

Responsibility for Content: Except for information disseminated by the owner/manager of this site, any information posted or submitted by others expresses the views of the person submitting such information and not necessarily the views of the County or the JJDPC, and neither the County nor the JJDPC is responsible for the opinions and information shared by others.

Disclaimer of Notice: Communications made through this site/service shall in no way be deemed to constitute legal notice to the County of San Mateo or any of its agencies, officers, employees, agents, or representatives with respect to any existing or potential claim or cause of action against the County or any of its agencies, officers, employees, agents, or representatives where notice to the County is required by any federal, state or local law, rule or regulation.

Advertising: Users of this site/service should understand that contextual advertising as appears on this site/service is a byproduct of use of the site/service. The JJDPC does not control the platform and in no way does the use by the JJDPC of this site or service constitute any endorsement or support of any such advertisements. Reference in such advertisements or in any user-generated content herein to any specific commercial products, process, or service by trade name, trademark, manufacturer, or otherwise does not constitute or imply endorsement, recommendation, or favoring by the County of San Mateo and shall not be used for advertising or product endorsement purposes.

Contact Person: You may contact the JJDPC via email at sanmateojjdp@gmail.com.