

File No. 210424

Committee Item No. 8

Board Item No. 1

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Budget & Finance Committee

Date June 9, 2021

Board of Supervisors Meeting

Date June 22, 2021

Cmte Board

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| <input type="checkbox"/> | <input type="checkbox"/> | Motion |
| <input type="checkbox"/> | <input type="checkbox"/> | Resolution |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Ordinance |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Legislative Digest |
| <input type="checkbox"/> | <input type="checkbox"/> | Budget and Legislative Analyst Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Youth Commission Report |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Introduction Form |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Department/Agency Cover Letter and/or Report |
| <input type="checkbox"/> | <input type="checkbox"/> | MOU |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Grant Information Form |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Grant Budget |
| <input type="checkbox"/> | <input type="checkbox"/> | Subcontract Budget |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Contract/Agreement |
| <input type="checkbox"/> | <input type="checkbox"/> | Form 126 – Ethics Commission |
| <input type="checkbox"/> | <input type="checkbox"/> | Award Letter |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Application |
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Completed by: Linda Wong Date June 4, 2021

Completed by: Linda Wong Date June 10, 2021

1 [Accept and Expend Grant and Amend the Annual Salary Ordinance - Retroactive - Crankstart
2 Foundation - Healing Justice Initiative - \$6,000,000]

3 **Ordinance retroactively authorizing the Office of the District Attorney to accept and**
4 **expend a grant in the amount of \$6,000,000 from the Crankstart Foundation to support**
5 **the Healing Justice Initiative; and amending Ordinance No. 166-20 (Annual Salary**
6 **Ordinance File No. 200568 for Fiscal Years 2020-2021 and 2021-2022) to provide for the**
7 **addition of one grant funded Class 8177 Attorney position (FTE 1.0), one grant funded**
8 **Class 8135 Assistant Chief Victim/Witness Investigator position (FTE 1.0), and one**
9 **grant funded Class 1823 Senior Administrative Analyst position (FTE 1.0) at the Office**
10 **of the District Attorney, and one grant funded Class 8177 Attorney position (FTE 1.0) at**
11 **the Public Defender’s Office, for the period of January 1, 2021, through December 31,**
12 **2023.**

13 Note: Additions are *single-underline italics Times New Roman*;
14 deletions are *~~strikethrough italics Times New Roman~~*.
15 Board amendment additions are double underlined.
16 Board amendment deletions are ~~strikethrough normal~~.

17 Be it ordained by the People of the City and County of San Francisco:

18
19 **Section 1. Findings.**

20 (1) The Office of the District Attorney was awarded \$6,000,000 by the Crankstart
21 Foundation.

22 (a) The award period is from January 1, 2021 to December 31, 2023.

23 (b) The grant includes provision for indirect costs of \$75,000 calculated at 1.25% of
24 the total grant award.

1 **Section 2. Authorization to accept and expend grant funds.**

2 (a) The Board of Supervisors hereby authorizes the Office of the District Attorney to
3 accept and expend, on behalf of the City and County of San Francisco, Crankstart Foundation
4 grant funds in the amount of \$6,000,000 for the Healing Justice Initiative which aims to fully
5 integrate restorative practices to address crime and harm at every decision point – charging,
6 sentencing, and resentencing. The initiative will be designed and implemented over a 3-year
7 period in collaboration with partner organizations.

8 (b) The grant can only be directed toward new or expanding activities.

9 (c) Any interest earned on the grant funds must go to the funded activities.

10 (d) The grant is conditional upon full expenditure of each grant payment and
11 submission of a satisfactory progress report before the foundation will pay the next
12 scheduled payment. After receipt of a satisfactory report, subsequent payments will be paid
13 according to the following schedule:

Payment Number	Reporting Deadline to release payment	Scheduled Payment Date	Payment Amount
1		December 1, 2020	\$1,000,000
2	April 1, 2021 (expenditure overview – emailed)	May 1, 2021	\$1,000,000
3	October 1, 2021 (progress report via portal)	November 1, 2021	\$1,000,000
4	April 1, 2022 (expenditure overview – emailed)	May 1, 2022	\$1,000,000
5	October 1, 2022 (progress report via portal)	November 1, 2022	\$1,000,000
6	April 1, 2023 (expenditure overview – emailed)	May 1, 2023	\$1,000,000

		Total	\$6,000,000
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(d) The total personnel budget for the four (4) new positions (4.0 FTE) is \$2,235,142 of the total grant award of \$6,000,000 for the term January 1, 2021 to December 31, 2023. The balance of the grant award is allocated to pay for contractual services, telecommunication services and laptops.

Section 3. Grant funded positions: Amendment to Fiscal Years 2020-2021, 2021-2022 Annual Salary Ordinance.

The hereinafter designated sections and items of Ordinance No. 166-20 (Annual Salary Ordinance File No. 200568 for FYs 2020-2021 and 2021-2022) are hereby amended so that the same shall read as follows:

- Department: DAT (229313) District Attorney
- Program: Healing Justice Initiative
- Fund: 13730
- Project ID: 10037201

Amendment	No. of Positions	Class	Compensation Schedule	Department
Add in FY2020-2021	0.42 FTE	8177 Attorney (Civil/Criminal)	\$4,873 - \$8,536 Biweekly	DAT
Add in FY2021-2022	1.0 FTE	8177 Attorney (Civil Criminal)	\$4,873 - \$8,536 Biweekly	DAT
Add in FY2020-2021	0.42 FTE	8135 Assistant Chief	\$3,894 - \$4,735 Biweekly	DAT

1			Victim/Witness Investigator		
2					
3	Add in FY2021-2022	1.0 FTE	8135 Assistant Chief Victim/Witness Investigator	\$3,894 - \$4,735 Biweekly	DAT
4					
5					
6					
7	Add in FY2020-2021	0.42 FTE	1823 Senior Administrative Analyst	\$3,886 - \$4,723 Biweekly	DAT
8					
9					
10	Add in FY2021-2022	1.0 FTE	1823 Senior Administrative Analyst	\$3,886 - \$4,723 Biweekly	DAT
11					
12					

13

14 Department: PDR (232082) Public Defender

15 Program: Healing Justice Initiative

16 Fund: 13730

17

18	Amendment	No. of Positions	Class	Compensation Schedule	Department
19					
20	Add in FY2020-2021	0.42 FTE	8177 Attorney (Civil/Criminal)	\$4,873 - \$8,536 Biweekly	PDR
21					
22	Add in FY2021-2022	1.0 FTE	8177 Attorney (Civil/Criminal)	\$4,873 - \$8,536 Biweekly	PDR
23					

24

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1 APPROVED AS TO FORM:
2 DENNIS J. HERRERA, City Attorney

APPROVED AS TO CLASSIFICATION
DEPARTMENT OF HUMAN RESOURCES

3

4

5 By: /s/ _____

By: /s/ _____

6 Sarah Crowley

Carol Isen

7 Deputy City Attorney

Acting Human Resources Director

8

9 APPROVED: /s/ _____

10 London N. Breed

11 Mayor

12

13 APPROVED: /s/ _____

14 Ben Rosenfield

15 Controller

16

17 Recommended:

18

19 /s/ _____

20 Chesa Boudin

21 District Attorney

22

23

24

25

LEGISLATIVE DIGEST

[Accept and Expend Grant and Amend the Annual Salary Ordinance - Retroactive - Crankstart Foundation - Healing Justice Initiative - \$6,000,000]

Ordinance retroactively authorizing the Office of the District Attorney to accept and expend a grant in the amount of \$6,000,000 from the Crankstart Foundation to support the Healing Justice Initiative; and amending Ordinance No. 166-20 (Annual Salary Ordinance File No. 200568 for Fiscal Years 2020-2021 and 2021-2022) to provide for the addition of one grant funded Class 8177 Attorney position (FTE 1.0), one grant funded Class 8135 Assistant Chief Victim/Witness Investigator position (FTE 1.0), and one grant funded Class 1823 Senior Administrative Analyst position (FTE 1.0) at the Office of the District Attorney, and one grant funded Class 8177 Attorney position (FTE 1.0) at the Public Defender's Office, for the period of January 1, 2021, through December 31, 2023.

Background Information

The Healing Justice Initiative is a District Attorney-led program that aims to fully integrate restorative practices to address crime and harm at every decision point in the criminal justice process, including charging, sentencing, and resentencing. The initiative will be designed and implemented over a three-year period in collaboration with partner organizations, including the Public Defender.

Proposed Ordinance

The proposed ordinance retroactively authorizes the District Attorney to accept and expend a one-time \$6,000,000 grant from the Crankstart Foundation to support the Healing Justice Initiative over a three-year period. The grant term is January 1, 2021, through December 31, 2023. The grant includes a provision for indirect costs totaling \$75,000, or 1.25% of the total grant awarded amount. The balance of the grant funds will be used to pay for staff salaries in the offices of the District Attorney and Public Defender, and to pay for contractual services, telecommunication services and laptops.

Pursuant to Administrative Code §10.170-1(b), the ordinance also amends the Annual Salary Ordinances for FYs 2020-2021 and 2021-2022 to reflect the addition of one grant funded Class 8177 Attorney position (FTE 1.0), one grant funded Class 8135 Assistant Chief Victim/Witness Investigator position (FTE 1.0) and one grant funded Class 1823 Senior Administrative Analyst position (FTE 1.0) at the Office of the District Attorney, and one grant funded Class 8177 Attorney position (FTE 1.0) at the Public Defender's Office.

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File Number: _____
(Provided by Clerk of Board of Supervisors)

Grant Ordinance Information Form
(Effective July 2011)

Purpose: Accompanies proposed Board of Supervisors ordinances authorizing a Department to accept and expend grant funds.

The following describes the grant referred to in the accompanying resolution:

1. Grant Title: **Healing Justice Initiative**
2. Department: **Office of the District Attorney**
3. Contact Person: **Lorna Garrido** Telephone: **(628) 652-4035**
4. Grant Approval Status (check one):
 Approved by funding agency Not yet approved
5. Amount of Grant Funding Approved or Applied for: **\$6,000,000.00**
6. a. Matching Funds Required: **n/a**
b. Source(s) of matching funds (if applicable): **n/a**
7. a. Grant Source Agency: **Crankstart Foundation**
b. Grant Pass-Through Agency (if applicable): **n/a**
8. Proposed Grant Project Summary:
To support the Healing Justice Initiative which aims to fully integrate restorative practices as the primary intervention to address crime and harm at every decision point – charging, sentencing, and resentencing. The initiative will be designed and implemented over a 3-year period in collaboration with partner organizations.
9. Grant Project Schedule, as allowed in approval documents, or as proposed:
Start-Date: **January 1, 2021** End-Date: **December 31, 2023**
10. Number of new positions created and funded: **Four (4) new positions**
11. Explain the disposition of employees once the grant ends? **Positions shall be coded “G” for grant funded and only exist during the duration of this grant program.**
12. a. Amount budgeted for contractual services: **Restorative Justice (RJ) StoryCorps \$75,000, RJ Training \$275,000, Capacity Building/Evaluation \$150,000**
b. Will contractual services be put out to bid? **Yes and some existing prequalified lists in the City may also be used.**
c. If so, will contract services help to further the goals of the Department’s Local Business Enterprise (LBE) requirements? **Yes**
d. Is this likely to be a one-time or ongoing request for contracting out? **We will likely set for one year with the opportunity to extend for future years.**
13. a. Does the budget include indirect costs?
 Yes No
b. 1. If yes, how much? **\$75,000.00**
b. 2. How was the amount calculated? **1.25% of total grant award**

- c. 1. If no, why are indirect costs not included? **n/a**
 Not allowed by granting agency To maximize use of grant funds on direct services
 Other (please explain):
c. 2. If no indirect costs are included, what would have been the indirect costs? **n/a**

14. Any other significant grant requirements or comments:

****Disability Access Checklist****

15. This Grant is intended for activities at (check all that apply):

- | | | |
|--|---|---|
| <input checked="" type="checkbox"/> Existing Site(s) | <input type="checkbox"/> Existing Structure(s) | <input checked="" type="checkbox"/> Existing Program(s) or Service(s) |
| <input type="checkbox"/> Rehabilitated Site(s) | <input type="checkbox"/> Rehabilitated Structure(s) | <input type="checkbox"/> New Program(s) or Service(s) |
| <input type="checkbox"/> New Site(s) | <input type="checkbox"/> New Structure(s) | |

16. The Departmental ADA Coordinator or the Mayor's Office on Disability have reviewed the proposal and concluded that the project as proposed will be in compliance with the Americans with Disabilities Act and all other Federal, State and local access laws and regulations and will allow the full inclusion of persons with disabilities. These requirements include, but are not limited to:

1. Having staff trained in how to provide reasonable modifications in policies, practices and procedures;
2. Having auxiliary aids and services available in a timely manner in order to ensure communication access;
3. Ensuring that any service areas and related facilities open to the public are architecturally accessible and have been inspected and approved by the DPW Access Compliance Officer or the Mayor's Office on Disability Compliance Officers.

If such access would be technically infeasible, this is described in the comments section below:

Comments:

Departmental ADA Coordinator or Mayor's Office of Disability Reviewer:

Jessica Geiger
(Name)

Facilities Manager
(Title)

Date Reviewed: 01/17/2021

Jessica Geiger
Digitally signed by Jessica Geier
Date: 2021.01.17 11:46:31 -08'00'
(Signature Required)

Overall Department Head or Designee Approval:

Eugene Clendinen
(Name)

Chief Administrative & Financial Officer
(Title)

Date Reviewed: 01/15/2021

Eugene Clendinen
Digitally signed by Eugene Clendinen
Date: 2021.01.15 16:51:37 -08'00'
(Signature Required)

CRANKSTART

Invitational Grant Application

Organization	San Francisco District Attorney's Office (SFDA)
Request Amount	Project Budget: \$3 million/year (\$9 million total) Request Amount: \$2 million/year (\$6 million total)
Grant Purpose	Integrate restorative approaches across SFDA
Request Duration	3 years
Project Name (if applicable)	San Francisco Healing Justice Initiative
Fiscal Year Start - End	October 2020 – September 2023
Current Year Operating Budget (approx.)	\$73,590,411
Grant Geographic Service Area	City and County of San Francisco
Primary Contact Name	Tara Anderson
Title	Director of Policy
Phone Number	(617) 869-4539
Email Address	Tara.Anderson@sfgov.org
Web Address	https://sfdistrictattorney.org/

THE PITCH: A JUSTICE SYSTEM THAT HEALS

The criminal legal system is broken. Instead of justice, we have mass incarceration and staggering systemwide racial disparities. By focusing on punishment, our jails and prisons churn out people who are traumatized, less employable, and who often end up back in custody. This system fails to address the complex truth that people who engage in harm and those who are harmed often come from the same communities where structural racism and violence are pervasive. This cycle does not serve victim/survivors and increases the harm to our broader community. The system doesn't just need reform – it needs re-building. At the center of the system sits one of its most powerful decision-makers: the prosecutor's office.

The San Francisco District Attorney's Office (SFDA) believes it's time to radically change its own practices, rejecting the notion that to be free we must cage others. Investment from Crankstart will allow SFDA to integrate restorative practices throughout its operations, shifting Restorative Justice (RJ) from an "alternative program" to a primary intervention. We will demonstrate that restorative practices can replace the traditional criminal legal system at every decision point – from charging a case to sentencing and resentencing. The San Francisco Healing Justice Initiative (SF Healing Justice) will lead with racial justice and a victim/survivor-centered framework. SF Healing Justice is a partnership with local community leaders of color working to build a new system that values healing and accountability over retribution and punishment.

BACKGROUND

Organizational Background and Track Record of Success

A Call to Action: Over the past decade, there has been an essential and powerful awakening in the United States regarding criminal justice. Our criminal legal system has been called “a nearly perfect recidivism machine,” defined by terrible outcomes and enormous financial and social costs.ⁱ We know incarceration significantly increases a young person’s likelihood of committing future offenses, yet we continue to lock up children and our prisons are disproportionately filled with young adults.ⁱⁱ Many people in jail and prison are dealing with mental illness and substance use disorders, and their problems only worsen with incarceration.ⁱⁱⁱ Three times as many victim/survivors prefer holding people accountable through options beyond prison, but our system continues to emphasize carceral punishment.^{iv} Most victim/survivors do not receive support, and those who do tend to get help from friends and family rather than the system.^v The criminal legal system as we know it does not help people get better. Too often, it makes things worse.

People of color are dramatically overrepresented in prisons and jails – in San Francisco, Black men make up nearly 50% of the jail population despite representing less than 6% of San Francisco’s total population. There is enormous churn in and out of correctional facilities – 43% of those convicted of a felony or misdemeanor offense locally will be arrested on a new charge within three years.

Vision and Mission: After decades of ineffective and inhumane strategies, we are moving towards a more effective and compassionate paradigm that sees dignity in all people and values healing and accountability over retribution. SFDA has led the way in piloting programs and policies that focus on restoration rather than punishment. Under District Attorney Chesa Boudin, SFDA seeks to fundamentally change how the criminal legal system responds to harm, especially in communities of color, and ensure that individuals and communities have the tools they need to heal when harm is done.

SFDA’s mission is to serve the people of San Francisco by working to seek equitable justice, promote public safety, prevent crime, eliminate racial disparities, and disrupt the cycles of trauma, violence, and poverty. We believe that building trust in the criminal legal system furthers public safety. The ‘public’ includes all members of our communities, including those who have been historically marginalized – those who have borne the costs of mass incarceration and tough on crime policies of the past forty years: communities of color, immigrants, non-English speakers, those living in poverty, the LGBTQIA community, and the unhoused. In our pursuit of public safety, we do not seek to merely win cases. We seek a fair, proportionate, and restorative outcome for all individuals in the criminal legal system. We seek not only to hold people who commit crimes accountable but also to prevent future crimes. We seek not only to obtain justice for survivors of crime but also to empower and give them a voice. See Attachment A for a visual depiction of the envisioned restorative system.

Current Work and Accomplishments: In his inauguration speech, newly elected District Attorney Chesa Boudin invited the audience to:

“Join this movement. Join us in rejecting the notions: That to be free we must cage others; that to seek justice we must abandon forgiveness; that to empower our protectors requires tolerating excessive force; that to be safe we should put the mentally ill and addicted in cages; and that jails and prisons should be the primary response to all of our social problems.”

Since taking office, DA Boudin and SFDA have enacted a host of policies that reject these notions and seek to build a new, more humane, more effective vision of justice. Current work and recent accomplishments include:

- Ending the practice of requesting cash bail;
- Eliminating the routine use of racist, ineffective sentencing enhancements;
- Launching a culture, training, diversity and inclusion division;
- Creating a truth, justice, and reconciliation commission;
- Implementing a host of policies to hold police accountable; and
- Expanding victim services to victim/survivors and witnesses of police misconduct.

SFDA leads the collaborative citywide effort to safely reduce the local jail population and close the seismically unfit County Jail #4. This partnership led by SFDA laid a foundation for rapid response to COVID-19. In January 2020, prior to the onset of COVID-19 in San Francisco, the Average Daily jail Population (ADP) was 1,212 people. As of July, the ADP is 784 people, a 35% decrease in the jail population. After a decade of struggle to close County Jail #4, the jail is slated close on September 5, 2020, within DA Boudin’s first year in office.

History of Success: The proposed SF Healing Justice effort will build on many years of innovative and successful initiatives launched by SFDA.

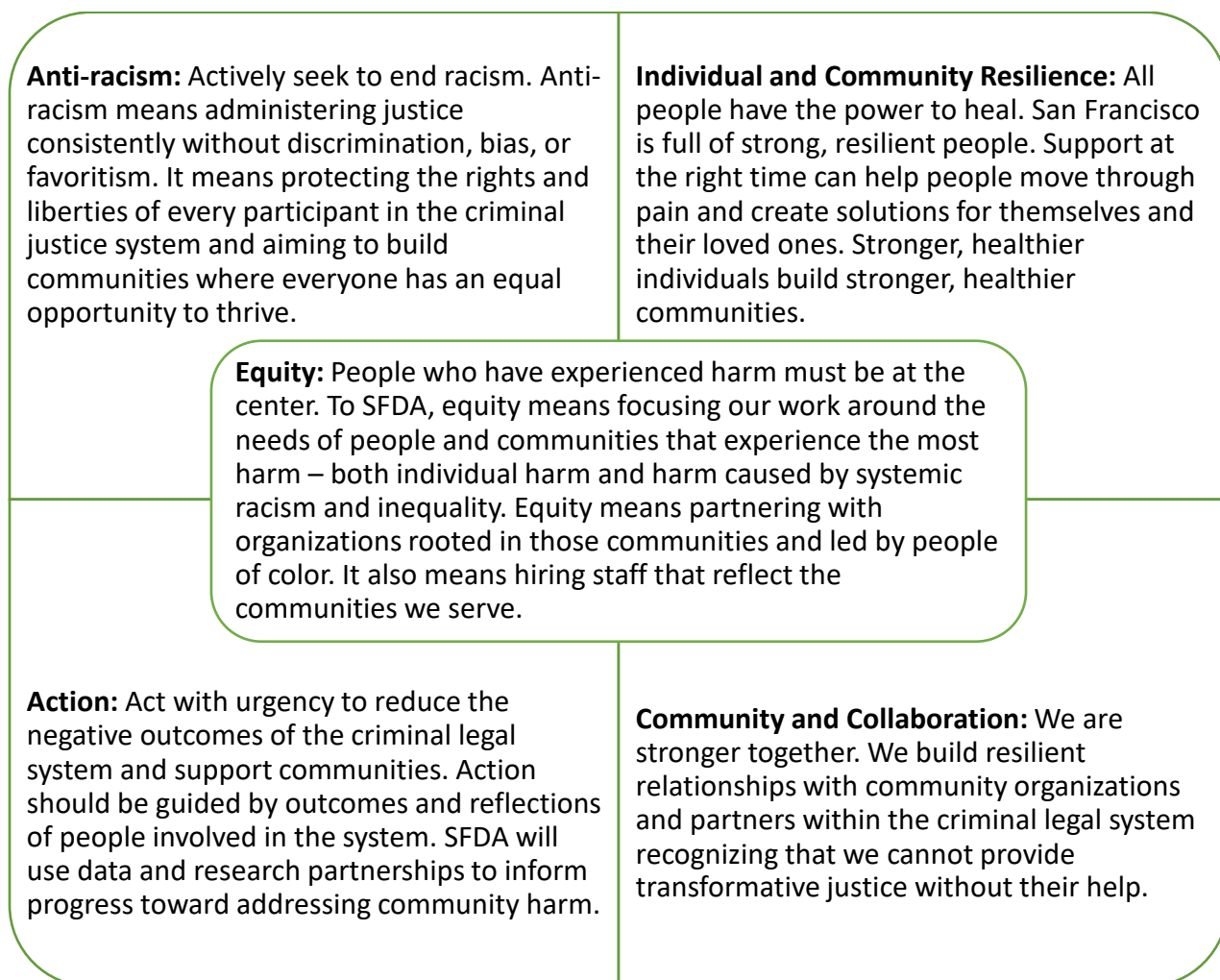
Initiative	Description	Outcomes
<p><i>Make it Right Since 2014</i></p> <p>The process occurs outside the traditional justice system and proceedings are confidential.</p>	<p>A RJ model for youths, aged 13-17, facing prosecution for felony charges. Young people are given the option, if the victim/survivor is open to RJ, to participate in restorative community conferencing before the case is charged. Youth come together with the person harmed and supporters for both parties in a community-based, facilitated dialogue to develop an agreement for the young person to repair harm, address root causes, and make amends. With support from a case manager, the young person has 6 months to complete their agreement. If successful, the case is not prosecuted.</p>	<p>175 youth have been referred to the program to-date. Those who completed the program have had strikingly better outcomes than similar youth who did not. These youth had a 24-month recidivism rate of just 13% while similar young people who experienced the traditional system had a rate of 53%. Based on this 40-percentage point recidivism reduction and on positive feedback from victim/survivors and youth, SFDA is expanding the program to young adults ages 18-25.</p>

<p>Neighborhood Courts Since 2012</p> <p>There are no lawyers or judges, and proceedings are confidential.</p>	<p>Neighborhood Courts divert adults facing prosecution for low-level offenses and centers the response in directly affected communities. Cases are heard by trained neighborhood volunteer adjudicators who speak with participants about the harm caused by their actions, and issue “directives” designed to repair that harm. Once the participant completes their directives, the case is discharged, and the participant is eligible to have their arrest record cleared. Cases that do not resolve are returned to SFDA for prosecution. Participants may be directed to pay “community restitution” to a fund distributed annually for community-based projects.</p>	<p>Over 4,000 cases have been heard since Neighborhood Court was created, and 95% of cases were successfully resolved. Neighborhood Courts was identified as a 2015 Innovation in Criminal Justice by the US Department of Justice, the Association of Prosecuting Attorneys and Center for Court Innovation. The model has been replicated in Los Angeles, Yolo County, Santa Cruz and Contra Costa. In 2019, the RAND Corporation launched a three-year evaluation funded by the National Institute of Justice.</p>
<p>Enhancing Victim Services and Parallel Justice Since 2014</p> <p>Advocates work in service to the victim/survivors recognizing that all people are more than the harm they have experienced.</p>	<p>The Victim Services Division (VSD) has worked with victims/survivors and witnesses of violent crime for more than 30 years. In 2014, VSD underwent a restructuring: advocates are now assigned to teams by crime type, work side by side with attorneys in service to victims/survivors. Advocates share expertise on specific cases, develop extensive knowledge of community services to best address needs and challenge victim/survivor and offender stereotypes. In 2015, VSD recognized a discrepancy: while crime was high in neighborhoods like the Bayview, victim/survivor engagement was low. Community conversations revealed that much of this discrepancy was based on historically marginalized communities’ distrust of law enforcement. VSD responded by hiring an advocate with deep relationships in the Bayview and stationing his office there.</p>	<p>VSD served 8,620 victims/survivors of crime in 2018, representing a dramatic 75% increase since 2010. VSD’s staff of 40 engaged in over 1900 hours of professional development and provided over 100 community trainings and presentations. VSD has expanded financial support for victims/survivors beyond what the CA’s Compensation Board subsidizes. Stationing an advocate in the Bayview resulted in many more clients working with VSD. Preliminary evaluation shows a 50% improvement in connection to VSD and a 66% improvement in awareness of VSD services.</p>

<p>Sentencing Planning Since 2012</p> <p>Social worker expertise informs the core functions of the prosecutor's office.</p>	<p>In 2012 SFDA launched the Sentencing Planning Program which focuses on the accused and their readiness for services and support. Using an evidence-based tool, Sentencing Planners develop a plan that builds on the person's strengths and challenges. Sentencing Planners employ their expertise in local resources to provide options for prosecutors to use in the disposition of the case. Plans may include vocational training, mental health services, and substance abuse treatment, among other options.</p>	<p>A 2014 UC Berkeley study of the Sentencing Planning program found compelling evidence that it reduces recidivism and prosecutor reliance on incarceration.^{vi} SF Healing Justice will expand the use of this resource, ensuring that prosecutors have social worker input when making the critical decision of whether to charge a case.</p>
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Values

SFDA seeks to fulfill its vision by embracing the following core values.



Leadership

SFDA Leadership: SF Healing Justice efforts will be guided and informed by the following leaders; full SFDA leadership bios are included in Attachment B.

Chesa Boudin is the recently elected District Attorney of San Francisco. Personally impacted by parental incarceration and the failings of the criminal legal system, DA Boudin was inspired to become a public defender, and now, decarceral prosecutor. He is focused on reforming the criminal legal system and making our communities safer by developing data-driven policies to expand alternatives to incarceration and treat the root causes of crime.

Simin Shamji is the Chief of Programs and Initiatives for SFDA. She worked as a Deputy Public Defender for over 20 years where she represented individuals in misdemeanor and felony cases from arraignment to trial. Simin has worked extensively on criminal justice issues including sentencing reform, racial disparities, and evidence-based alternatives to incarceration. Simin is bilingual and bicultural, born in Tanzania and raised in Southern CA.

Collaborative Partnerships: SFDA is committed to collaborating with local community organizations, particularly those led by and serving people of color with lived experience of violence and incarceration. On June 19, 2020, SFDA partnered with 14 local groups to launch the San Francisco RJ Collaborative, a new initiative to create cross-cultural healing and build capacity for RJ approaches in government, schools, and community. See Attachment B for the organizations that comprise the RJ Collaborative.

The RJ Collaborative will provide feedback and guidance to SFDA on the proposed SF Healing Justice efforts. Through this proposal, SFDA will fund the RJ Collaborative's efforts to repair the relationship between the Chinese American and African American communities in San Francisco using restorative practices. SFDA will also enhance partnerships with the following RJ Collaborative members, among other community partners:

Role	Pre-Charge Partners	Post-Charge Partners
RJ Training: Provide training to community practitioners on restorative practices.	<i>Impact Justice</i> is committed to fostering a more humane, responsive, and restorative system of justice in our nation. <i>Impact Justice</i> seeks to change hearts and minds, behaviors, and structures.	<i>Thousand Currents</i> has invested more than \$10 million in 1,000 community-led initiatives in the Global South over 35 years. Partners currently work with over 200 million women, small farmers, Indigenous Peoples, urban residents, sexual and ethnic minorities, and youth.
RJ Facilitation: Hold restorative circles with those who've caused and experienced harm.	<i>Community Works West</i> honor as expertise the lived experience of survivors, incarcerated people, and their communities. Programs are culturally responsive, trauma-informed, and rooted in RJ and the arts.	<i>The Ahimsa Collective</i> works in community with people who have committed an act of violence, survivors of violence, families affected by violent crime, and law enforcement. Core intervention principles include anti-oppression, racial justice, anti-sexual violence, and criminal justice reform.

Leadership bios for community partners are included in Attachment B. SFDA’s work is also guided by seven advisory boards made up of community representatives who provide guidance to SFDA on how the office can better engage with and serve different populations. The SF Healing Justice Initiative will benefit from the insight of the Victims Advisory Board and the Justice Involved Advisory Board members.

REQUEST

Goals and Strategies

Project Goal: The SF Healing Justice Initiative will fully integrate restorative practices and decision-making throughout SFDA, ensuring that individuals and communities have the tools they need to heal when harm is done. SFDA will begin to repair the harm that the criminal-legal system has done in communities of color.

Attachment A outlines the envisioned restorative system, starting when harm occurs and ending with an individual is reintegrated in community.

The Rationale for Restorative Justice: RJ offers an opportunity to hold individuals accountable for their actions in a manner that actually “makes it right” for those they have harmed. Put most simply, RJ is “a process to involve, to the extent possible, those who have a stake in a specific offense and to collectively identify and address harms, needs, and obligations, in order to heal and put things as right as possible.”^{vii} It offers accountability grounded in relationships and resolved through acts of repair. It puts the harmed party at the center of the process, and is designed to humanize, heal, and empower all parties.

Strategies: To fully integrate restorative practices, SFDA will use the following strategies:

1. Planning and Leadership Development

SFDA will work with the SF RJ Collaborative to plan the roll-out of new RJ programs, creating a training model and curriculum to ensure fidelity across organizations. Thousand Currents and Impact Justice will develop a learning community of organizations practicing RJ in San Francisco. The RJ Learning Community will include training, coaching, and technical assistance to enhance the skills and leadership of local organizations led by people of color around RJ. Organizations funded to offer restorative programming such as the Ahimsa Collective and Community Works West will be members of the RJ learning community; new community organizations will have the opportunity to join the RJ learning community through a simple application process led by the RJ Collaborative.

2. Early Identification and Referral

SFDA will add capacity to its Intake Unit to review and determine restorative options for cases presented to the office. Diversion Liaison(s) will review cases where a decision to file has been made. For those cases, Diversion Liaison(s) will determine whether RJ might be appropriate and whether a pre-charge option is possible based on the characteristics of the harm. For cases that have been flagged for RJ, the Diversion Liaison(s) will work with a new funded position in the Public Defender's Office to confirm that the responsible party accepts responsibility for the offense and is committed to enrolling in the program. After confirmation from the responsible party, the Diversion Liaison(s) will contact the crime victim/survivor and inform him/her/them about the option of resolution through RJ and inquire if the victim/survivor is open to being contacted by the RJ facilitator. If the victim/survivor is open to an RJ resolution, the case will then be referred to a local community partner for enrollment. Victim/survivors, particularly those living in poverty, will receive support from VSD including access to immediate financial resources through the proposed rapid restorative restitution fund, enhancing their ability to meet basic needs as they seek to heal from harm. Over the course of the three-year grant, SFDA intends to expand capacity to review all felony incidents, approximately 12,000, each year with a restorative lens.

3. Expand Pre-Charge Restorative Options

SFDA will expand pre-charge restorative options available through the Make It Right Program (for youth) and Neighborhood Courts (for adults). With support from SFDA, the CA Board of State and Community Corrections voted to award Community Works just under \$2 million from the Youth Reinvestment Grant Program. These funds will allow for the expansion of the Make It Right Program, expanding the program to young adults 18-25 and increasing capacity to 75-100 people each year. In addition to leveraging this investment, SFDA proposes using Crankstart funds to expand Neighborhood Courts to include additional types of eligible cases, with the goal of doubling diversion to this intervention to include 800 cases a year.

4. Launch Post-Charge Restorative Option

With Crankstart funds, SFDA will launch the first post-charge RJ program serving adults in San Francisco. The new program will serve adults 18 and up with violent/nonviolent charges. Local community partner the Ahimsa Collective and other black and brown led community-based organizations will develop and operate the program, working closely with victim/survivors and the new SFDA RJ Program Manager. This new program will focus explicitly on charges such as robberies, burglaries, and gun possession that contribute to the overrepresentation of young black men in custody. The build-out of this new program will be supported by the MacArthur-funded Safety and Justice Challenge (SJC) Fellowship. The SJC Fellowship supports individuals with lived experience of incarceration to train and offer guidance to local criminal justice agencies on effective strategies to reduce racial disparities and better serve young black men. The SJC Fellows will participate in the design and provide implementation support to the new program, in partnership with the RJ Collaborative. The new program will serve at least 100 adults each year and contribute to sustained reductions in the local jail population.

5. Support Successful Reentry

Successful RJ efforts must include support for people who have caused harm as they complete their restorative plans, make amends to victim/survivors and re-integrate in community. Direct support and connection to resources for crime victim/survivors are also provided by SFDA's VSD, as needed. With Crankstart support, SFDA will fund 1-3 community-based organizations to provide life coaching/reentry support to individuals who have caused harm. Life coaching is centered on transformative relationships between people involved in the justice system and trained peer professionals with similar life experiences. Life coaches provide advocacy, family engagement, and connection to resources such as housing, employment and mental health, and socio-emotional skill development. Financial incentives reinforce positive lifestyle changes. The life coaching model will be based on promising local efforts in Oakland shown to decrease arrests for violent crimes in the six months after enrollment.^{viii} Up to 100 people each year will have access to life coaching/reentry support. This strategy will also include re-sentencing support provided by a Resentencing Planner for up to 100 people eligible under new CA laws. Resentencing support is a critical step towards restoring the harms done by the justice system – new laws reducing sentences for certain offenses are meaningless without the infrastructure to ensure those laws are equitably applied. The Resentencing Planner will work closely with the RJ Program Manager and community-based organizations to develop such an infrastructure within SFDA.

6. Tell the Story

Understanding if and how RJ integration begins to reshape the criminal legal system in San Francisco demands innovative and culturally appropriate approaches. With the Crankstart investment, SFDA will build out capacity to tell the story of these changes using traditional research methods and through personal narrative. SFDA will work with research partners at Stanford's Computational Policy Lab and UC Berkeley's California Policy Lab to develop strong evaluation and monitoring of the proposed activities and individual outcomes across the system. In addition to this more traditional process and outcome evaluation, SFDA will work with Silicon Valley De-Bug and BAYCAT to develop a collection of restorative justice interviews based on the StoryCorps model. Sharing personal narratives can be an important part of healing for both victim/survivors and people who have caused harm and can play a critical role in both knowledge-generation and movement-building. Too often, however, people at the center of harm are invited to share their stories without pay and in settings that can verge on exploitative. SFDA and partners will instead develop a cohort of individuals –both survivors and those who have caused harm – who receive training on storytelling and a stipend to share their personal narrative in workshops, community spaces, and the like. The RJ storytelling cohort is an essential strategy of SF Healing Justice, building momentum around RJ in San Francisco and beyond.

Restoration and repair are possible when survivors of crime are involved in decisions about how we hold people who have caused harm accountable. SFDA believes we must continue to invest in community-based alternatives to the justice system. **Over 60% of the requested funds will be allocated to community-based organizations.**

Results

SFDA will use Crankstart funds to fundamentally change the criminal legal system and integrate restorative practices and decision-making throughout its operations, shifting RJ from an “alternative program” to a primary intervention. The proposed 36-month initiative will include a 3-month start up period. The SF Healing Justice logic model below outlines how the strategies and activities are tied to the anticipated short-term results and longer-term outcomes that will contribute to systemic change in San Francisco’s criminal legal system.

STRATEGIES	ACTIVITIES	OUTPUTS	OUTCOMES	ULTIMATE OUTCOME
1. Planning and Leadership Development	<ul style="list-style-type: none"> a. Develop training models/curriculum for RJ programs b. Provide training/capacity-building to RJ Learning Community c. Launch pilot program focused on cross-cultural healing 	Number of: <ul style="list-style-type: none"> • Trainings/curricula created/offered • People trained • CBOs in Learning Community • RJ facilitators trained in cross-cultural healing 	<ul style="list-style-type: none"> • Increased RJ skills and leadership among POC • Increased use of RJ best practices • Improved cross-cultural relations 	Individuals and communities that come into contact with SFDA have the tools they need to heal from harm. The criminal-legal system begins to repair the harm it has done in communities of color.
2. Early Identification and Referral	<ul style="list-style-type: none"> a. Assess incoming cases b. Contact people who caused harm c. Contact victim/survivors d. Refer cases to CBOs 	Number of: <ul style="list-style-type: none"> • Cases reviewed • People who caused harm, victim/survivors who agree to RJ • Cases referred 	<ul style="list-style-type: none"> • Stronger awareness of RJ-suitable cases • Increase in cases diverted to RJ 	
3. Expanded Pre-Charge Restorative Options	<ul style="list-style-type: none"> a. Expand Make It Right program to serve older youth 18-25 b. Expand Neighborhood Courts 	Number of: <ul style="list-style-type: none"> • People whose cases resolve • Victim/survivors reporting satisfaction with outcome 	<ul style="list-style-type: none"> • Reduction in charges filed • Reduced recidivism • Increased victim/survivor satisfaction 	
4. Launch Adult Post-Charge Restorative Option	<ul style="list-style-type: none"> a. Launch adult RJ program b. Focus on cases that contribute to overrepresentation of young black men in custody 	Number of: <ul style="list-style-type: none"> • Adults/young black men whose cases resolve through RJ • Victim/survivors reporting satisfaction with outcome 	<ul style="list-style-type: none"> • Reduced recidivism • Reduced racial disparities • Increased victim/survivor satisfaction 	
5. Support Successful Reentry	<ul style="list-style-type: none"> a. Provide life coaching to people who have caused harm b. Provide resentencing support 	<ul style="list-style-type: none"> • Number of: • People engaged in life coaching • Number/type of sentences reduced 	<ul style="list-style-type: none"> • Increased access to resources • Increase in positive life milestones 	
6. Tell the Story	<ul style="list-style-type: none"> c. Launch RJ StoryCorps d. Evaluate RJ programs 	Number of: <ul style="list-style-type: none"> • Storytelling members • Storytelling events • Process/outcome evaluations 	<ul style="list-style-type: none"> • Increased RJ awareness • Increased understanding of RJ best practices 	

SFDA has become one of the most renowned data-driven prosecutors' offices in the United States. The office currently has over 20 active research partnerships demonstrating a strong commitment to understanding how innovation in the criminal legal system improves outcomes. As noted above, SFDA will draw on partnerships with Stanford Computational Policy Lab and UC Berkeley's California Policy Lab to formally evaluate RJ integration efforts.

Sustainability

SFDA has a long track record of successful fundraising. Attachment C outlines the 10 most recent grants awarded to the Office. If awarded, the proposal will be supported by other current efforts focused in pursuit of SFDA's vision of a more effective, and restorative system. Funds leveraged from the following initiatives will support SF Healing Justice:

- **RJ Collaborative:** A group of community leaders convened by SFDA who seek to advance the practice of RJ in San Francisco, particularly among communities of color.
- **Restorative Rapid Restitution:** SFDA is working with Arnold Ventures on a proposal to supplement the rapid restitution fund to better serve victim/survivors as they heal.
- **Safety and Justice Challenge (SJC):** A \$2 million grant from the MacArthur Foundation focused on safely reducing the jail population. An SJC fellowship composed of individuals with lived experience of incarceration will offer guidance to local criminal justice agencies on effective strategies to reduce racial disparities and better service young black men.
- **Truth, Justice and Reconciliation Commission:** A space for SFDA to hear from victim/survivors of police and prosecutor misconduct, develop new pathways to justice, and re-examine what justice looks like for marginalized groups.
- **Reinvestment in San Francisco's Black Community:** San Francisco's proposed budget acknowledges structural inequities resulting from generations of disinvestment and reinvests \$120 million in funds over two years, predominately from the police and sheriff departments, towards efforts to repair the legacy of racially disparate policies.

As shown above, SFDA has a history of receiving grants to launch innovative programs. The goal for this project, is to move beyond short-term funding to secure ongoing local general fund support. The Crankstart investment and identified leverage funds will serve as a demonstration project to show City justice partners and leaders that a different way of working is possible. In these tight fiscal times, when local government budgets are shrinking dramatically, SFDA has an opportunity to show that restorative options are not only better for people, they are a cost-effective solution for advancing public safety. Positive outcomes for individuals at the center of harm can be used to drive justice reinvestment, diverting funds from punitive systems toward community-driven solutions. At the launch of the initiative SFDA will work with the Department of Children Youth and their Families, the largest local government grant-maker, to plan the inclusion of comprehensive RJ programming in the long-term funding portfolio. In year two, using the outcomes and stories from implementation and with a co-developed funding strategy, SFDA will submit a formal budget request to the Board of Supervisors and the Mayor to access additional local resources to support community-based programming.

ATTACHMENTS

A. Visual Overview of SF Healing Justice Initiative

Outlines the envisioned restorative system, starting when harm occurs and ending with an individual is reintegrated in community.

B. Leadership Bios for SFDA and Community Partners

Contains full bios for SFDA leadership and core community partner leadership.

C. List of 10 Largest Grants Received in Past Three Years

Includes awarding agency, purpose, amount, and grant duration.

D. Demographics for SFDA Staff and Individuals Served

Though SFDA does not have a Board of Directors, demographic information for staff and victim/survivors served is included. An overview of SF jail population demographics is also included to highlight the characteristics of those arrested for law violations locally.

E. Current Budget

Contains the current fiscal year (2019-2020) operating budget, as well as the anticipated budget for the next two fiscal years (2020-2022).

F. Audited Financials, Income statements and Balance Sheets

SFDA participates in the City's comprehensive annual financial report, though the Office is not always selected for individual audit. Recent reports are available [online](#).

ⁱ Kelly, William R. *From Retribution to Public Safety: Disruptive Innovation of American Criminal Justice*. Rowman & Littlefield Publishers (May 2017).

ⁱⁱ McCarthy P., Schiraldi V., and Shark, M. "The Future of Youth Justice: A Community-Based Alternative to the Youth Prison Model." National Institute of Justice and Harvard Kennedy School (October 2016). Available: <https://www.ncjrs.gov/pdffiles1/nij/250142.pdf>

ⁱⁱⁱ Ram Subramanian et al., *Incarceration's Front Door: The Misuse of Jail in America*, Vera Institute of Justice (2015). Available: <http://www.safetyandjusticechallenge.org/wp-content/uploads/2015/01/incarcerations-front-door-report.pdf>

^{iv} "Crime Survivors Speak: National Survey of Victims' Views on Safety and Justice." Alliance for Safety and Justice (April 2016). Available: <https://allianceforsafetyandjustice.org/wp-content/uploads/2019/04/Crime-Survivors-Speak-Report-1.pdf>

^v Ibid.

^{vi} Alexander, M., Liao, P., & Meresak, C. "An Evaluation of San Francisco's Alternative Sentencing Program." University of CA, Berkeley (2014).

^{vii} Zehr, Howard. *The Little Book of Restorative Justice*. Good Books (2002).

^{viii} Gonzalez, N., Dawson-Andoh, E., Nicolai, N., Laco, J., Yanez, A., & Crissey, S. "Evaluation of Oakland Unite: Year 1 Strategy Report." Mathematica Policy Research (2017). Available: <http://oaklandunite.org/wp-content/uploads/2017/11/Oakland-Unite-Strategy-Evaluation-Final-11172017.pdf>

ATTACHMENT A: SF HEALING JUSTICE INITIATIVE

Resources Supporting RJ Integration

- ▶ **Restorative Justice Collaborative:** A group of community leaders convened by the SFDA's Office who seek to advance the practice of restorative justice in San Francisco, particularly among communities of color.
- ▶ **Restorative Rapid Restitution:** This new fund will support victim/survivors living in poverty, so they can meet basic needs as they seek to heal from harm. *Expand with Crankstart funds.*
- ▶ **Safety and Justice Fellowship:** A fellowship supporting individuals with lived experience of incarceration to train and offer guidance to local criminal justice agencies on effective strategies to reduce racial disparities and better serve young black men.
- ▶ **Truth and Reconciliation Commission:** A space for SFDA to hear from victims of police and prosecutor misconduct, develop new pathways to justice, and re-examine what justice looks like for marginalized groups.

Harm is repaired for individuals and communities

Victim/survivors feel a sense of wholeness. People who have caused harm have opportunities to heal, without continued system contact. Communities create new, more equitable norms around justice. *Launch RJ Storytelling Cohort with Crankstart funds.*

SFDA reduces or dismisses charges

With successful completion of a restorative plan, case is reduced or dismissed based on seriousness of harm. SFDA offers resentencing and reentry support to previously convicted individuals. *Launch resentencing program and adult life coaching/reentry program with Crankstart funds.*

Restore SF: Serves adults 18 and up with violent/nonviolent charges, pre- or post-charge and post-conviction. Local partner the Ahimsa Collective operates in partnership with SFDA, with support from Thousand Currents. *This new program, supported by Crankstart funds, would be the first post-charge restorative justice program serving adults in San Francisco.*

SFDA charges the case

Based on the seriousness of the harm, case may be charged. Based on case characteristics and/or victim/survivor wishes, case referred to restorative option in coordination with the Public Defender.

Goal: Fully integrate restorative practices throughout the San Francisco District Attorney's Office.

Vision: Individuals and communities have the tools they need to heal when harm is done. The criminal-legal system begins to repair the harm it has done in communities of color.

Harm occurs in community

Case comes to SFDA

Diversion Liaison in the Intake Unit reviews cases for restorative options. Victim Services consults with victim/survivor, links to rapid restitution if needed. Based on case characteristics, case may be referred to restorative option, pre-charge. *Expand with Crankstart funds.*

Make it Right: Serves youth 13-25 facing felony charges. Local partner Community Works West operates in partnership with SFDA, with support from Impact Justice. *Expanding with leveraged funds.*

Neighborhood Courts: Serves adults facing nonviolent misdemeanor charges. Trained community members run 10 courts across SF. Current eligibility expansion to include felony charges. *Expanding with leveraged funds.*

VALUES:

- Equity:** People who have experienced harm must be at the center.
- Anti-racism:** We must name racism and actively seek to end it, in all its forms.
- Individual and Community Resilience:** All people have the power to heal.
- Community and Collaboration:** We are stronger together.
- Action:** Learn and do; repeat.

ATTACHMENT B: LEADERSHIP BIOS

The SF Healing Justice Initiative will be guided by the following leaders within the San Francisco District Attorney's Office and based at community organizations.

San Francisco District Attorney's Office Bios

Chesa Boudin is the recently elected District Attorney of San Francisco. Personally impacted by parental incarceration and the failings of the criminal justice system, DA Boudin was inspired to become a public defender, and now, decarceral prosecutor. He is focused on reforming the criminal legal system and making our communities safer by developing data-driven policies to expand alternatives to incarceration and treat the root causes of crime. In his first few months in office, DA Boudin ended the office's practice of asking for cash bail, eliminated status enhancements, implemented California's first diversion program for primary caregivers, and ended the prosecution of charges resulting from racist pre-textual traffic stops. He has also implemented numerous police reforms, started an innovative Economic Crimes Against Workers Unit to protect workers from exploitation, and has succeeded in reducing the jail population in San Francisco even as crime rates declined. He remains committed to additional reforms that promote justice and protect public safety.

Simin Shamji is the Chief of Programs and Initiatives for San Francisco District Attorney Chesa Boudin. After completing her undergraduate studies in Political Science at UCLA, she attended UC Hastings College of Law and graduated with a Juris Doctor in 1994. She worked as a Deputy Public Defender at the San Francisco Public Defender's office for over 20 years where she represented individuals in misdemeanor and felony cases from arraignment to trial. While at the SF Public Defender's office she obtained funding for innovative programs aimed at strengthening indigent defense practices and supporting vulnerable people in the criminal legal system. She managed policy and operations in the Reentry Unit which included the Clean Slate Program and Social Work Unit. She also helped establish and develop eligibility criteria and policies for Collaborative Courts in San Francisco Superior Court, including Drug Court, Behavioral Health Court, Community Justice Court, Veteran's Justice Court and Young Adult Court. Simin has worked extensively on criminal justice issues including sentencing reform, racial disparities, and evidence-based alternatives to incarceration. She served on the Board of Directors of the ACLU-NC from October 2012–September 2016. Simin is bilingual and bicultural, born in Tanzania and raised in Southern California. She currently lives in Berkeley, CA with her husband and three children.

Cristine Soto DeBerry is a policy strategist and attorney with over twenty years of experience focused on generating and implementing cutting edge criminal justice reforms. Drawing on her experiences as both a public defender and a prosecutor, Cristine strives to center connection and love in the reforms of our criminal legal system. As the two-term Chief of Staff for San Francisco District Attorney George Gascón, Cristine developed the policy and communications agenda for one of the nation's first reform administrations, including forging a pathway to expunge marijuana convictions, creating the nation's first "blind charging" tool, and drafting California's Proposition 47 (drug and theft reforms) and assisted with Propositions 34 (death

ATTACHMENT B: LEADERSHIP BIOS

penalty) and 36 (three strikes). She continues her service for District Attorney Chesa Boudin as his Chief of Staff. In the new administration, she has drafted and implemented policies including but not limited to ending monetary bail, eliminating sentence enhancements, eliminating gang enhancements and the gang unit, and reducing the jail population by 40% in response to the COVID-19 pandemic.

Gena Castro Rodriguez, Psy.D, LMFT is the Chief of Victim Services and Parallel Justice Programs for the Office San Francisco District Attorney Chesa Boudin. Dr. Castro Rodriguez holds a master's degree in Counseling Psychology from the University of San Francisco and a doctorate in Clinical Psychology for the California Institute for Integral Studies. She is a strategic public health leader with experience serving diverse, marginalized and vulnerable communities, working across public health, criminal justice, social welfare, public policy and clinical practice. She has worked with youth involved in the dependency and criminal legal system for thirty years including ten years as the founding Executive Director of the Youth Justice Institute, a non-profit organization providing mental health services, mentoring and advocacy for youth and young adults at risk for and involved in the juvenile and criminal legal system throughout California. Dr. Castro Rodriguez has also been an Adjunct Professor at the University of San Francisco graduate school of Counseling Psychology for eight years and has a clinical private practice in San Francisco serving those who have experienced trauma utilizing a relational framework. She has published in the areas of victimology, trauma, juvenile justice and gender responsivity including her dissertation on the relationship between sexual trauma and delinquency for girls of color. She presents locally, nationally and internationally on trauma and victims of crime including work with the U.S. State Department, the San Francisco Psychotherapy Research Group and the International Association for Cross Cultural Psychology.

Demarris Evans works as a Restorative Justice Assistant District Attorney in San Francisco. She is also a lecturer at San Francisco State University in the Department of Race and Resistance Studies. Her focus is on racial equity and restorative justice. Demarris worked as a trial attorney in Public Defense for over 20 years. She led the racial justice unit in the San Francisco Public Defenders Office and practiced in several different collaborative courts with a restorative justice lens. She has previously worked as an instructor in the Criminal Justice Department at the University of Phoenix. Demarris was a member of the San Francisco Bar Association's Criminal Justice Task Force where she chaired the Bias and Policing Subcommittee. Demarris also teaches mindfulness through the lens of equity, healing and human potential. She is a graduate of the Gerry Spence Trial Lawyers College, the Warrior One Mindfulness in Law Teacher Training Program and the Dedicated Practitioners Program at Spirit Rock Meditation Center. She is a co-facilitator for the Law and Social Change Jam and the Re-Storying Justice Jam offered by YES! And she is on the Board of Directors for the Mindfulness in Law Society where she heads the Equity and Inclusion Division. Demarris obtained her Juris Doctorate degree from Santa Clara University and her Bachelor of Arts degree in English from University of California, Berkeley.

ATTACHMENT B: LEADERSHIP BIOS

Arcelia Hurtado is the Managing Attorney of Training, Culture, Diversity, and Inclusion for District Attorney Chesa Boudin at the San Francisco District Attorney's Office. A 1997 graduate of Berkeley Law, she was born in Mexico and raised in South Texas, is bilingual and bicultural, and deeply committed to serving populations that would not otherwise have access to legal representation. She is the former Executive Director of Equal Rights Advocates, a national women's rights organization, and former Deputy Director and Immigration Policy Advisor at the National Center for Lesbian Rights, a national civil rights organization dedicated to achieving LGBT equality through litigation, legislation, policy, and public education. She has also served as a civil prosecutor and Assistant General Counsel at the Agricultural Labor Relations Board prosecuting labor law violations on behalf of California farmworkers. She has taught at various law schools; mentored students pursuing public interest legal careers; and served as a board member of various professional, legal services, philanthropic, and community-based organizations. Ms. Hurtado lives in San Francisco with her two sons, ages 12 and 14.

Tara Anderson is the Director of Policy for District Attorney Chesa Boudin at the San Francisco District Attorney's Office. She has over 18 years of experience working within and closely with local and state governments to provide services and improve outcomes for individuals and families impacted by criminal legal systems. She serves in a leadership role advancing policy on behalf of the office specializing in sentencing, pre-trial diversion, alternatives to traditional prosecution, victim services, and legislative reforms. In addition, she manages a portfolio of 25 federal, state and local grants. Tara transitioned to the District Attorney's Office after serving as the Senior Planner and Policy Analyst for the Violence Prevention and Intervention Unit at San Francisco's Department of Children Youth and Their Families. She previously served as the Children and Family Programs Manager for Centerforce, a NGO/CBO working with those incarcerated in state local and federal facilities, their families and people recently released from jails and prisons in Northern and Central California. Tara received her B.S. in Criminal Justice and minor in International Politics at Northeastern University and her M.P.P. at the Goldman School of Public Policy, UC Berkeley. Lastly, in her volunteer time Tara serves as an Oakland Police Commissioner.

ATTACHMENT B: LEADERSHIP BIOS

Community Partner Bios

The San Francisco RJ Collaborative will provide feedback and guidance to SFDA on the proposed RJ integration efforts. The RJ Collaborative is comprised of the following partners:

- The Ahimsa Collective
- Community Works West
- Chinese for Affirmative Action
- Chinese Progressive Association
- Communities As One
- Impact Justice
- J&J Resource Center
- New Breath Foundation
- SF Black Leadership Forum
- SF HRC Office of Racial Equity
- SF Pretrial Diversion
- SF Public Defender
- SF Rising
- SF Unified School District

The SF Healing Justice Initiative will be developed with leadership from the following organizations and individuals, among others.

The Ahimsa Collective

Sonya Shah serves as the Director of the Ahimsa Collective. Sonya Shah initiated the Ahimsa Collective in 2016. She is also an associate professor at the California Institute of Integral Studies. Sonya Shah has 20 years experience in social justice education. She has been an associate professor at the California Institute of Integral Studies for ten years, and a facilitator of restorative justice processes in her family, community, schools and prison settings for nine years. She has trained hundreds of facilitators in trauma healing and a restorative modality, and helped communities design their own group healing processes nationally. She has facilitated circles for survivors of sexual harm and people who have committed sexual harm in an inaugural cohort of grantees and fellows with Justice Beginnings Collaborative.

Thousand Currents

Sayra Pinto is an advocate for social justice and the former director of the VIA Project, a unique “street school” of Roca, Inc., a community-building organization in Chelsea, Massachusetts. Sayra’s childhood in Honduras and youth as an immigrant teenager in America helped to prepare her for her career. Sayra serves as a senior advisor for Thousand Currents on Restorative Justice and founded restorecircles.love. Sayra has brought her expertise and applied circle work to gangs, and gang involved youth and young adults; conducting anti-racist trainings with police, school, hospital, and city government personnel; conducting cross sector dialogues about intersectional oppression; and engaging domestic violence survivors in personal leadership and economic justice work. She is a graduate of Middlebury College and attended graduate school in Spanish language and literature.

ATTACHMENT B: LEADERSHIP BIOS

Community Works West

Ruth Morgan is the founder and Executive Director of Community Works. Since 1997, Community Works has partnered with disproportionately impacted individuals, families, and communities to disrupt and heal the harms of our failed justice systems through a combination of direct services and client-centered advocacy. Community Works honors as expertise the lived experience of survivors, incarcerated people, and their communities. Their continuum of services is designed to meet the needs of people at any stage of justice system involvement through culturally responsive, trauma-informed programming rooted in Restorative Justice and the Arts. Ruth is an accomplished photographer who has been using art as a tool for social change since the 1970's.

Impact Justice

Alex Busansky is the president and founder of Impact Justice, a national innovation and research center based in Oakland, CA and Washington, DC, which works to create a more humane and restorative system of justice in the United States.

Alex began his career as a prosecutor at the Manhattan District Attorney's Office, worked for the US Department of Justice in Washington, DC, where he became a trial attorney in the Criminal Section of the Civil Rights Division, and previously served as counsel to Senator Russ Feingold on the US Senate Judiciary Committee. Alex joined the Vera Institute of Justice as executive director of the [Commission on Safety and Abuse for America's Prisons](#) two years later, and was the founding director of the Vera Washington, DC office. Alex also served as an adjunct professor at American University School of Law, co-teaching the Prosecution Seminar. He joined the National Council on Crime & Delinquency as president in 2010. During his tenure, Alex led the organization to become a leader working at the forefront of criminal justice reform.

ATTACHMENT C: LIST OF 10 LARGEST GRANTS

Awarding Agency	Award Name	Purpose	Grant Amount	Duration (number of years)	Grant Start Date	Grant End Date
California Victim Compensation Board	Board of Control	To enter, verify, and adjudicate claims for the unreimbursed financial losses of victims of crime.	\$2,319,063	3.00	7/1/2018	6/30/2021
John D. and Catherine T. MacArthur Foundation	Safety and Justice Challenge	A Citywide initiative led by the District Attorney's Office to Safely Reduce the Jail Population	\$2,000,000	2.58	10/1/2018	4/30/2021
Cal OES	2020-2021 Victim Witness Assistance Program	to maintain Victim Witness Assistance Centers (Centers), in each of California's 58 counties, to provide comprehensive services to victims and witnesses of all types of violent crimes, pursuant to California Penal Code §13835.	\$1,626,893	1.00	10/1/2020	9/30/2021
Cal OES	2019-2020 Victim Witness Assistance Program	to maintain Victim Witness Assistance Centers (Centers), in each of California's 58 counties, to provide comprehensive services to victims and witnesses of all types of violent crimes, pursuant to California Penal Code §13835.	\$1,591,707	1.00	10/1/2019	9/30/2020
Cal OES	2018-2019 Victim Witness Assistance Program	to maintain Victim Witness Assistance Centers (Centers), in each of California's 58 counties, to provide comprehensive services to victims and witnesses of all types of violent crimes, pursuant to California Penal Code §13835.	\$1,549,288	1.00	10/1/2018	9/30/2019
Cal OES	2016-2019 County Victim Services Program	to provide federal Victims of Crime Act (VOCA) funding to counties across California, and to the City of Los Angeles, to help each fill victim service gaps/needs.	\$1,243,305	3.50	7/1/2016	12/31/2019

ATTACHMENT C: LIST OF 10 LARGEST GRANTS

California Department of Insurance	2020-2021 Workers' Compensation Insurance Fraud Program	To provide enhanced investigation and prosecution of workers' compensation insurance fraud cases, including the application process and subsequent reporting requirements as set forth in the California Insurance Code section 1872.83, California Code of Regulations, Title 10, Section 2698.55 et seq.	\$ 928,617	1.00	7/1/2020	6/30/2021
California Department of Insurance	2019-2020 Workers' Compensation Insurance Fraud Program	To provide enhanced investigation and prosecution of workers' compensation insurance fraud cases, including the application process and subsequent reporting requirements as set forth in the California Insurance Code section 1872.83, California Code of Regulations, Title 10, Section 2698.55 et seq.	\$ 856,147	1.00	7/1/2019	6/30/2020
California Department of Insurance	2018-2019 Workers' Compensation Insurance Fraud Program	To provide enhanced investigation and prosecution of workers' compensation insurance fraud cases, including the application process and subsequent reporting requirements as set forth in the California Insurance Code section 1872.83, California Code of Regulations, Title 10, Section 2698.55 et seq.	\$ 801,148	1.00	7/1/2018	6/30/2019
Cal OES	2016-2019 Elder Abuse Program	To enhance the safety of elder and dependent adult victims of crime by providing direct services to victims and bridging the gap between elder justice service providers and victim service providers.	\$ 678,068	3.50	7/1/2016	12/31/2019

ATTACHMENT C: LIST OF 10 LARGEST GRANTS

Cal OES	2016-2019 Unserved/Underserved Advocacy and Outreach Program	to continue to increase access to the culturally appropriate victim services for unserved/underserved victims of crime.	\$ 656,251	3.75	4/1/2016	12/31/2019
Cal OES	2019-2020 County Victim Services Program	to provide federal Victims of Crime Act (VOCA) funding to counties across California, and to the City of Los Angeles, to help each fill victim service gaps/needs.	\$ 451,544	1.00	1/1/2020	12/31/2020
Cal OES	2020-2021 County Victim Services Program	to provide federal Victims of Crime Act (VOCA) funding to counties across California, and to the City of Los Angeles, to help each fill victim service gaps/needs.	\$ 450,620	1.00	1/1/2021	12/31/2021
California Department of Insurance	2020-2021 Automobile Insurance Fraud Program	To provide enhanced investigation and prosecution of automobile insurance fraud cases, including the application process and subsequent reporting requirements as set forth in the California Insurance Code section 1872.8 California Code of Regulations, Title 10, Section 2698.60 et seq.	\$ 352,154	1.00	7/1/2020	6/30/2021
Cal OES	2018-2019 INNOVATIVE RESPONSE TO MARGINALIZED VICTIMS	To support innovative projects that serve marginalized victims of crime.	\$ 306,667	2.00	1/1/2018	12/31/2019
Cal OES	2019-2020 Violence Against Women Vertical Prosecution Program	to vertically prosecute violent crimes against women	\$ 303,817	1.50	7/1/2019	12/31/2020
California Department of Insurance	2018-2019 Automobile Insurance Fraud Program	To provide enhanced investigation and prosecution of automobile insurance fraud cases, including the application process and subsequent reporting requirements as set forth in the California Insurance Code section 1872.8 California Code of Regulations, Title 10, Section 2698.60 et seq.	\$ 298,336	1.00	7/1/2018	6/30/2019

ATTACHMENT C: LIST OF 10 LARGEST GRANTS

California Victim Compensation Board	2019-2021 Criminal Restitution Compact	To ensure that restitution fines and orders are properly administered	\$ 267,372	3.00	7/1/2019	6/30/2022
Cal OES	2020-2021 Elder Abuse Program	To enhance the safety of elder and dependent adult victims of crime by providing direct services to victims and bridging the gap between elder justice service providers and victim service providers.	\$ 206,000	1.00	1/1/2021	12/31/2021
Cal OES	2018-2019 Violence Against Women Vertical Prosecution Program	to vertically prosecute violent crimes against women	\$ 202,545	1.00	7/1/2018	6/30/2019
California Department of Insurance	2019-2020 Automobile Insurance Fraud Program	To provide enhanced investigation and prosecution of automobile insurance fraud cases, including the application process and subsequent reporting requirements as set forth in the California Insurance Code section 1872.8 California Code of Regulations, Title 10, Section 2698.60 et seq.	\$ 201,447	1.00	7/1/2019	6/30/2020
Cal OES	2019-2020 Elder Abuse Program	To enhance the safety of elder and dependent adult victims of crime by providing direct services to victims and bridging the gap between elder justice service providers and victim service providers.	\$ 200,000	1.00	1/1/2020	12/31/2020
Cal OES	2020-2021 Unserved/Underserved Advocacy and Outreach Program	to continue to increase access to the culturally appropriate victim services for unserved/underserved victims of crime.	\$ 182,442	1.00	1/1/2021	12/31/2021
California Victim Compensation Board	2017-2019 Criminal Restitution Compact	To ensure that restitution fines and orders are properly administered	\$ 178,248	2.00	7/1/2017	6/30/2019

ATTACHMENT C: LIST OF 10 LARGEST GRANTS

Cal OES	2019-2020 Unserved/Underserved Advocacy and Outreach Program	to continue to increase access to the culturally appropriate victim services for unserved/underserved victims of crime.	\$ 175,000	1.00	1/1/2020	12/31/2020
Cal OES	2019-2020 INNOVATIVE RESPONSE TO MARGINALIZED VICTIMS	To support innovative projects that serve marginalized victims of crime.	\$ 163,145	1.00	1/1/2020	12/31/2020
Cal OES	2020-2021 Human Trafficking Advocacy Program	to provide dedicated, specialized staff and support services to identify and provide comprehensive services to victims of human trafficking, including sex and labor trafficking.	\$ 154,500	1.00	1/1/2021	12/31/2021
Cal OES	2019-2020 Human Trafficking Advocacy Program	to provide dedicated, specialized staff and support services to identify and provide comprehensive services to victims of human trafficking, including sex and labor trafficking.	\$ 150,000	1.00	1/1/2019	12/31/2019
Cal OES	2019-2020 Human Trafficking Advocacy Program	to provide dedicated, specialized staff and support services to identify and provide comprehensive services to victims of human trafficking, including sex and labor trafficking.	\$ 150,000	1.00	1/1/2020	12/31/2020

ATTACHMENT D: DEMOGRAPHICS

SFDA serves all residents of San Francisco. Staff demographics are included below. While SFDA doesn't have direct clients, included below is demographic information for a sample of in-custody defendants, whose cases we prosecute, as well as victims serviced by our Victims Services Division. SFDA recognizes that these are not necessarily two discrete groups of people as many defendants have previously been victimized and vice versa. The demographics included represent only victims who have engaged in services and people who are incarcerated in the county jail; the population of people harmed by crime as well as those touched by the criminal justice system are far more expansive. These demographics, however, are representative of larger inequities and populations within the system.

Staff

Total number of employees (FTE or equivalent): **314**

Race/ethnicity of employees:

American Indian/Alaska Native	NA*
Asian	18%
Black/African American	15%
Hispanic/Latinx	19%
Native Hawaiian/Other Pacific Islander	NA*
White	39%
Mixed Race	2%
Other (Filipino)	6%
Unknown/NA (text box)	

*Category unavailable in City's personnel database.

Victim/Survivors Served

The following information was pulled from our Victims Services Division 2019 Annual Report.

Sex	# of clients	% of clients
Female	4676	54.68%
Male	3658	42.78%
Not Reported	194	2.27%
Unknown	22	0.26%
Decline to State	1	0.01%

ATTACHMENT D: DEMOGRAPHICS

Races/Ethnicities	# of clients	% of clients
Not Reported	2259	26.42%
Latino/Hispanic	2009	23.49%
White	1568	18.34%
African American/Black	1292	15.11%
Asian/Pacific Islander	1003	11.73%
Unknown	274	3.20%
Biracial	54	0.63%
Other	54	0.63%
Multi-Racial	20	0.23%
Middle Eastern	11	0.13%
Decline to state	4	0.05%
Native American/American Indian	3	0.04%

Language	# of clients	% of clients
English	7444	87.05%
Spanish	886	10.36%
Cantonese	155	1.81%
Mandarin	22	0.26%
Portuguese	9	0.11%
Mongolian	5	0.06%
Russian	5	0.06%
Tagalog	5	0.06%
Arabic	4	0.05%
Hindi	4	0.05%
Vietnamese	4	0.05%
Thai	3	0.04%
Korean	2	0.02%
American Sign Language	1	0.01%
Cambodian	1	0.01%
Urdu	1	0.01%

San Francisco County Jail Population

The demographics of the jail population are illustrative of the larger inequities and populations within the criminal legal system. Since COVID-19, San Francisco's jail population has decreased significantly. As of July 29, the in-custody population in San Francisco was **773**. Though this marked decrease is encouraging, we see the same inequities persist. Of the people in jail in jail at the end of July:

- The vast majority (724 people, 94%) are male;
- Almost half of the population is Black (365 people, 47%, 8.4x higher than the general population of San Francisco), followed by White (315 people, 41%, 1.02x higher than the general population);
- Over half the population is between the ages of 18-34 (427 people, 55%) and 109 people are 50+ years old (14% of the population); and
- Young Black men between the ages of 18-34 represent 24% of the population (183 people).

ATTACHMENT E: SFDA BUDGET

Department: DAT District Attorney

Fund Summary

Fund Title	2019-2020 Original Budget	2020-2021 Proposed Budget	2020-2021 Change From 2019-2020	2021-2022 Proposed Budget	2021-2022 Change From 2020-2021
General Fund	65,467,956	65,378,758	(89,198)	66,124,932	746,174
General Services Fund	340,000	310,000	(30,000)	310,000	
Public Protection Fund	7,782,455	8,011,083	228,628	7,841,278	(169,805)
Total Uses by Funds	73,590,411	73,699,841	109,430	74,276,210	576,369

Division Summary

DAT District Attorney	73,590,411	73,699,841	109,430	74,276,210	576,369
Total Uses by Division	73,590,411	73,699,841	109,430	74,276,210	576,369

Chart of Account Summary

Salaries	40,493,916	39,302,155	(1,191,761)	39,300,839	(1,316)
Mandatory Fringe Benefits	15,570,818	16,190,499	619,681	16,650,905	460,406
Non-Personnel Services	3,290,607	3,913,873	623,266	3,835,982	(77,891)
City Grant Program	1,679,236	1,143,707	(535,529)	1,143,707	
Materials & Supplies	465,012	359,557	(105,455)	228,205	(131,352)
Overhead and Allocations	(172,000)	(190,350)	(18,350)	(195,229)	(4,879)
Programmatic Projects	2,708,666	2,708,666		2,708,666	
Services Of Other Depts	9,554,156	10,271,734	717,578	10,603,135	331,401
Total Uses by Chart of Account	73,590,411	73,699,841	109,430	74,276,210	576,369

Sources of Funds Detail by Account

444931	Fed Grants Pass-Thru State-Oth	2,353,391	2,914,160	560,769	2,914,160	
444932	Fed-Narc Forfeitures & Seizure	25,000	25,000		25,000	
444939	Federal Direct Grant	160,492	175,000	14,508		(175,000)
444951	State-Narc Forfeitures&Seizure	80,000	80,000		80,000	
448411	Realignment Backfill		21,663	21,663		(21,663)
448918	DstrctAttrny-PublcDefndr-Ab109	383,000	329,000	(54,000)	270,000	(59,000)
448923	Peace Officer Training	30,000	30,000		30,000	
448999	Other State Grants & Subventns	3,155,511	2,823,123	(332,388)	2,823,123	
460108	Dispute Res Filing Fee	280,000	280,000		280,000	

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460114	Da Bad Check Diversion Fees	5,000	5,000		5,000	
460116	Recorder-Re Recordation Fee	245,380	245,380		245,380	
460199	Other General Government Chrge	80,000	80,000		80,000	
460618	Community Court Fees	35,000	35,000		35,000	
460676	First OffendrProstitutnProgFee	104,188	104,188		104,188	
486190	Exp Rec Fr Child;Youth&Fam AAO	125,000	125,000		125,000	
486500	Exp Rec Fr Police Comssn AAO	353,288	353,288		353,288	
486690	Exp Rec Fr Human Services AAO	317,600	328,872	11,272	328,872	
499999	Beg Fund Balance - Budget Only	1,853,873	1,809,612	(44,261)	1,814,807	5,195
General Fund Support		64,003,688	63,935,555	(68,133)	64,762,392	826,837
Total Sources by Fund		73,590,411	73,699,841	109,430	74,276,210	576,369

Uses of Funds Detail Appropriation

Operating

Fund Code	Fund Title	Code	Title	2019-2020 Original Budget	2020-2021 Proposed Budget	2020-2021 Change From 2019-2020	2021-2022 Proposed Budget	2021-2022 Change From 2020-2021
10000	GF Annual Account Ctrl		Salaries	33,239,854	32,343,323	(896,531)	32,355,991	12,668
			Mandatory Fringe Benefits	12,696,443	13,046,427	349,984	13,439,796	393,369
			Non-Personnel Services	1,454,360	1,086,120	(368,240)	1,086,120	
			City Grant Program	169,301	177,638	8,337	177,638	
			Materials & Supplies	137,480	137,480		137,480	
			Overhead and Allocations	(134,174)	(190,174)	(56,000)	(190,174)	
			Services Of Other Depts	9,441,184	10,171,377	730,193	10,498,983	327,606
10000 Total				57,004,448	56,772,191	(232,257)	57,505,834	733,643
Operating Total				57,004,448	56,772,191	(232,257)	57,505,834	733,643

Annual Projects - Authority Control

Fund Code	Fund Title	Code	Title	2019-2020 Original Budget	2020-2021 Proposed Budget	2020-2021 Change From 2019-2020	2021-2022 Proposed Budget	2021-2022 Change From 2020-2021
10010	GF Annual Authority Ctrl	17300	Ois Oversight	2,708,666	2,708,666		2,708,666	
10010 Total				2,708,666	2,708,666	0	2,708,666	0
Annual Projects - Authority Control Total				2,708,666	2,708,666	0	2,708,666	0

Continuing Projects - Authority Control

Fund Code	Fund Title	Code	Title	2019-2020	2020-2021	2020-2021	2021-2022	2021-2022
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				Original Budget	Proposed Budget	Change From 2019-2020	Proposed Budget	Change From 2020-2021
10020	GF Continuing Authority Ctrl	16969	DA Peace Officer Std & Testing	30,000	30,000		30,000	
		16970	DA Child Abduction	1,201,163	1,273,713	72,550	1,281,215	7,502
		16971	DA Career Criminal	1,270,569	1,313,524	42,955	1,321,750	8,226
		16973	DA Victim Services	2,220,918	2,248,899	27,981	2,268,446	19,547
		17406	AS Dist Atty 54% Alloc Real Es	236,304	263,885	27,581	263,867	(18)
10020 Total				4,958,954	5,130,021	171,067	5,165,278	35,257
12470	SR Court Dispute Resolution	10929	CS Community Court Dispute Res	60,000	30,000	(30,000)	30,000	
12470 Total				60,000	30,000	(30,000)	30,000	0
12510	SR Dispute Resolution Program	17225	MY Dispute Resolution	280,000	280,000		280,000	
12510 Total				280,000	280,000	0	280,000	0
13500	SR Da-Special Revenue	16975	DA First Offender Prostitution	104,188	104,188		104,188	
		16976	DA Civil Litigation Fund	80,000	80,000		80,000	
		16977	DA Da Consumer Protection Enfo	1,823,873	1,809,612	(14,261)	1,814,807	5,195
13500 Total				2,008,061	1,993,800	(14,261)	1,998,995	5,195
13510	SR DA-Narc Forf&Asset Seizure	16980	DA Narcotic Forfeiture & Asset	80,000	80,000		80,000	
		16981	DA Treasury Asset Forfeiture	25,000	25,000		25,000	
13510 Total				105,000	105,000	0	105,000	0
Continuing Projects - Authority Control Total				7,412,015	7,538,821	126,806	7,579,273	40,452

Grants Projects

Fund Code	Fund Title	Code	Title	2019-2020 Original Budget	2020-2021 Proposed Budget	2020-2021 Change From 2019-2020	2021-2022 Proposed Budget	2021-2022 Change From 2020-2021
13550	SR Public Protection-Grant	10032822	DA Human Trafficking FY18-19	39,724		(39,724)		
		10032937	CH FY19-20 BYRNE State Grant	234,209		(234,209)		
		10032939	CH FY19-20 Federal JAG Grant	160,492		(160,492)		
		10034249	DA Auto Ins Fraud FY19-20	298,336		(298,336)		
		10034250	DA Human Trafficking FY19-20	150,000		(150,000)		
		10034255	DA VV FY19-20 VAWV Prosecution	202,545		(202,545)		
		10034258	DA Workers' Comp Ins FY19-20	801,148		(801,148)		
		10034260	DA Criminal Restitution Compac	89,124		(89,124)		
		10034262	DA Board of Control FY19-20	721,338		(721,338)		
		10034263	DA High Tech Crimes FY19-20	50,000		(50,000)		
		10034268	DA VW Victim/Witness Assistanc	1,549,288		(1,549,288)		
		10034269	DA UV Un&Under Served FY19-20	342,536		(342,536)		
		10034496	CH FY20-21 Federal JAG Grant		137,528		137,528	
		10035607	DA HA Human Traffick FY20-21		150,000		150,000	
		10035608	DA VV VAWV Prosec Prog FY20-21		202,545		202,545	

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Fund Code	Fund Title	Code	Title	2019-2020 Original Budget	2020-2021 Proposed Budget	2020-2021 Change From 2019-2020	2021-2022 Proposed Budget	2021-2022 Change From 2020-2021
13550	SR Public Protection-Grant	10035609	DA VW Victim/Witness FY20-21		1,591,707	1,591,707	1,591,707	
		10035610	DA KI Innovative RTMV FY20-21		163,145	163,145	163,145	
		10035611	DA XC Mass Casualty FY20-21		451,544	451,544	451,544	
		10035612	DA UV Unserved/Underserve FY21		175,000	175,000	175,000	
		10035613	DA XE Elder Abuse FY20-21		200,000	200,000	200,000	
13550 Total				4,638,740	3,071,469	(1,567,271)	3,071,469	0
13551	SR Public Prot-COVID Stim-FED	10036442	CH CESF FY2020 Grant		175,000	175,000		(175,000)
13551 Total				0	175,000	175,000	0	(175,000)
13720	SR Public Protection-Grant Sta	10000075	CH FY 16-17 Sfcops Program	159,976		(159,976)		
		10029569	CH FY 17-18 Sfcops Program	161,961		(161,961)		
		10029570	CH FY 18-19 SFCOPS Program		172,904	172,904	172,904	
		10032945	CH FY 19-20 SFCOPS Program	708,717		(708,717)		
		10034594	CH FY 20-21 SFCOPS Program		475,674	475,674	475,674	
		10035602	DA Board of Control FY20-21		826,338	826,338	826,338	
		10035603	DA Criminal Restitut FY20-21		89,124	89,124	89,124	
		10035604	DA Auto FY20-21		201,447	201,447	201,447	
		10035605	DA Workers' Comp FY20-21		850,327	850,327	850,327	
		10035606	DA High Tech Crimes FY20-21		50,000	50,000	50,000	
13720 Total				1,030,654	2,665,814	1,635,160	2,665,814	0
Grants Projects Total				5,669,394	5,912,283	242,889	5,737,283	(175,000)

Work Orders/Overhead

Fund Code	Fund Title	Code	Title	2019-2020 Original Budget	2020-2021 Proposed Budget	2020-2021 Change From 2019-2020	2021-2022 Proposed Budget	2021-2022 Change From 2020-2021
10060	GF Work Order			795,888	767,880	(28,008)	745,154	(22,726)
10060 Total				795,888	767,880	(28,008)	745,154	(22,726)
Work Orders/Overhead Total				795,888	767,880	(28,008)	745,154	(22,726)
Total Uses of Funds				73,590,411	73,699,841	109,430	74,276,210	576,369

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CRANKSTART

GRANT AGREEMENT

I. ACCEPTANCE OF GRANT

The conditions set forth below are deemed to be agreed to by the grantee if the grantee accepts any payment. No payments will be released until a signed copy of the Agreement is returned to Crankstart and any special conditions are met.

Grantee

City & County of San Francisco, Office of the District Attorney

Contact Information

Tara Anderson
Director of Policy
628-652-4000
tara.anderson@sfgov.org

Grant Amounts:

\$6,000,000 over three years to be distributed on the schedule below.

Date Approved:

October 15, 2020

Grant Period:

January 1, 2021 – December 31, 2023

Grant Purpose:

For the Healing Justice Initiative which aims to fully integrate restorative practices as the primary intervention to address crime and harm at every decision point - charging, sentencing, and resentencing. This initiative will be designed and implemented over a 3-year period in collaboration with partner organizations. The grant can only be directed toward new or expanding activities.

Outcomes and Activities:

Below are the agreed upon outcomes and activities, designed to provide individuals and communities that come into contact with SFDA with the tools they need to heal from harm:

1. *Planning and Leadership Development:* SFDA will work with partners to develop shared curriculum and training, to increase the number of practitioners and to ensure fidelity across organizations as they implement restorative justice at a large scale.
2. *Early Identification and Referral:* SFDA will work with Diversion Liaisons to identify and refer participants.
3. *Expand Pre-Charge Restorative Options:* SFDA will expand pre-charge restorative options available through the Make It Right Program (for youth) and Neighborhood Courts (for adults).

CRANKSTART

4. *Expand Post-Charge Restorative Options:* With Crankstart funds, SFDA will launch the first post-charge RJ program serving adults and minors in San Francisco.
5. *Support Successful Re-entry:* SFDA will fund 1-3 community-based organizations to provide life coaching/reentry support to individuals who have caused harm.
6. *Tell the Story:* SFDA will work with research partners to develop strong evaluation and monitoring of the proposed activities and individual outcomes across the system as well as with two nonprofit media and storytelling organizations to develop a collection of restorative justice interviews.
7. Raise public and private dollars to fund the pilot and to ensure the continuation and expansion of the project beyond the grant period, including a minimum of \$3m in additional funding for the pilot.

II. SELECTION OF RECIPIENTS

The Grantee shall have the exclusive right to select the organizations to which grant funds shall be paid. This provision shall prevail over all other provisions of this Agreement. The Agreement may provide that the Grantee in the exercise of its right of selection shall observe certain criteria, such as the independence of project evaluators, educational or other qualifications of persons who will perform certain duties in connection with the grant, and characteristics of organizations which shall be relied upon to achieve the charitable purposes of the grant. In all cases, however, these criteria are intended to maximize the charitable benefits to be derived from this grant, shall be construed and applied to achieve that result, and are not intended to identify or cause the Grantee to select any particular individual or organization. The Trust disclaims participation in the above described selection process.

III. GRANT CONDITIONS (FINANCIAL ACCOUNTING TREATMENT ONLY)

While grant funds are intended for use for the purposes described in this Agreement, for financial accounting treatment, the grant funds shall not be deemed to be conditioned upon the accomplishment of any particular, measurable goal or metric, unless that condition is specifically identified in Special Conditions below.

IV. SPECIAL CONDITIONS

This grant is conditional upon full expenditure of each grant payment and submission of a satisfactory progress report before the foundation will pay the next scheduled payment.

V. REPORTING REQUIREMENTS AND PAYMENT SCHEDULE

Payments will be made on the schedule below **if** special conditions described above are met **and if** narrative and financial reports have been submitted on the dates requested. If you need to extend the grant period or request changes in the payment schedule or budget, please request the change in writing, briefly explaining the reason it is needed.

Progress Report Due Dates (if any):

Complete an annual progress report including accomplishments, challenges, lessons

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learned, and an update on progress towards securing funds for the continuation and expansion of the initiative. Progress reports will be completed through our online grants management portal: <https://pfs.smartsimple.us/welcome/crankstart> annually on October 1, 2021 and October 1, 2022.

In addition to the annual progress report, please submit a brief accounting overview of funds showing full expenditure of the grant funds in order to release the next payment. For the payments scheduled in May, please email the accounting detail to grants@crankstart.org.

Payment(s):

Following receipt of a satisfactory report, subsequent payments will be paid according to the following schedule:

Payment Number	Reporting Deadline to release payment	Scheduled Payment Date	Payment Amount
1	-	December 1, 2020	1,000,000
2	April 1, 2021 (expenditure overview – emailed)	May 1, 2021	1,000,000
3	October 1, 2021 (progress report via portal)	November 1, 2021	1,000,000
4	April 1, 2022 (expenditure overview – emailed)	May 1, 2022	1,000,000
5	October 1, 2022 (progress report via portal)	November 1, 2022	1,000,000
6	April 1, 2023 (expenditure overview – emailed)	May 1, 2023	1,000,000
Total			6,000,000

Final Report:

Complete a final report on our online grants management portal: <https://pfs.smartsimple.us/welcome/crankstart> on February 1, 2024.

VI. MARKETING AND COMMUNICATIONS

If you wish to acknowledge or reference this gift, please use the name, Crankstart.

VII. BUDGET AND USE OF FUNDS

Funds must be used by the grantee strictly in accordance with the approved grant proposal (see Attached). Any changes must be approved in advance by Crankstart. Any interest earned by the grantee on the grant funds must go to the funded activities.

The Grantee shall not transfer, assign or encumber any portion of the grant other than has been outlined in the corresponding grant proposal. Furthermore, the Grantee agrees that the grant funds will not be expended, transferred, or used for any purpose or in any fashion that

CRANKSTART

is prohibited by an applicable law of the United States or of any domestic or foreign jurisdiction, including without limitation, applicable laws proscribing the support of terrorism or terrorist organizations

VIII. REVERSION OF FUNDS

All funds not expended for the purposes agreed to by the grantee and Crankstart must be returned to Crankstart.

IX. AUDIT

Crankstart reserves the right to conduct an audit of any grantee if it appears appropriate and necessary.

X. MONITORING AND EVALUATION

In order to assess the effectiveness of our grants, Crankstart may monitor or conduct an evaluation of the program funded by this grant, which may include visits by representatives of Crankstart to observe the e grantee's program procedures and operations and to discuss the program with the grantee's personnel.

XI. HOLD HARMLESS

In accepting a grant from Crankstart, the grantee hereby irrevocably and unconditionally agrees, to the fullest extent permitted by law, to defend, indemnify and hold harmless Crankstart, its officers, directors, trustees, employees and agents, from and against any and all claims, liabilities, losses and expenses (including reasonable attorneys' fees) directly, indirectly, wholly or partially arising from or in connection with any act or omission of the grantee, its employees or agents, in applying or accepting such grant, in expending or applying the funds furnished pursuant to such grant or in carrying out the program or project to be funded or financed by such grant, except to the extent that such claims, liabilities, losses or expenses arise from or in connection with any act or omission of Crankstart, its officers, directors, trustees, employees or agents.

The Board and staff of Crankstart are pleased to be able to make this grant to your organization. Please sign and return one copy of this Agreement as evidence of your understanding of and agreement with the terms outlined. The person signing this agreement on behalf of the Grantee organization represents and warrants to the Crankstart that they are an officer of your organization and has requisite legal power and authority to execute this agreement on behalf of your organization and bind your organization to obligations herein.

Please keep a copy for your files and return completed document to: grants@crankstart.org.



11/12/2020

Jackie Downing, Executive Director
Crankstart

Date

CRANKSTART



Tara Anderson, Director of Policy
San Francisco District Attorney's Office

11/13/20

Date



Eugene Clendinen, Chief of Administration & Finance
San Francisco District Attorney's Office

11/13/20

Date

BUDGET: SF Healing Justice Initiative

		3-Year Budget			
Cost Category		Year 1	Year 2	Year 3	Budget Total
I. Personnel (RJ Unit/Team)		\$ 711,381	\$ 748,303	\$ 775,458	\$ 2,235,142
DAT	8177-Assistant District Attorney Diversion and Restorative Justice Intake Specialist (Step 2 start)	\$ 133,891	\$ 140,707	\$ 143,288	\$ 417,886
DAT	8177-Fringe & Benefits at 47%	\$ 62,929	\$ 66,132	\$ 67,345	\$ 196,406
DAT	8135-Project Program Manager-Victim Services RJ Liaison & Partnerships Manager (Step 3)	\$ 114,048	\$ 117,466	\$ 127,390	\$ 358,904
DAT	8135-Fringe & Benefits at 41%	\$ 46,760	\$ 48,161	\$ 52,230	\$ 147,151
DAT	1823-Project Evaluation & Grants Manager (Step 3)	\$ 112,095	\$ 120,713	\$ 124,694	\$ 357,502
DAT	1823-Fringe & Benefits at 40%	\$ 44,838	\$ 48,285	\$ 49,878	\$ 143,001
PDR	8177-Public Defender (Step 2 start)	\$ 133,891	\$ 140,707	\$ 143,288	\$ 417,886
PDR	8177-Fringe & Benefits at 47%	\$ 62,929	\$ 66,132	\$ 67,345	\$ 196,406
II. Grants & Professional Services		\$ 1,210,000	\$ 1,260,000	\$ 1,210,000	\$ 3,680,000
DAT	SF Healing Justice Initiative Grant Fund	\$ 1,060,000	\$ 1,060,000	\$ 1,060,000	\$ 3,180,000
DAT	RJ StoryCorps	\$ 25,000	\$ 25,000	\$ 25,000	\$ 75,000
DAT	RJ Training	\$ 125,000	\$ 100,000	\$ 50,000	\$ 275,000
DAT	Capacity Building /Evaluation Grant Fund	\$ -	\$ 75,000	\$ 75,000	\$ 150,000
IV. Equipment and Hardware		\$ 6,868	\$ 1,495	\$ 1,495	\$ 9,858
DAT	Phone Service	\$ 1,495	\$ 1,495	\$ 1,495	\$ 4,485
DAT	Dell XPS 9300 Laptop x 3	\$ 4,216	\$ -	\$ -	\$ 4,216
DAT	Dell Adapter x 3	\$ 257	\$ -	\$ -	\$ 257
DAT	Dell Thunderbolt Dock x 3	\$ 725	\$ -	\$ -	\$ 725
DAT	Dell Power C-adapter x 3	\$ 163	\$ -	\$ -	\$ 163
DAT	California Recycle Fee x3	\$ 12	\$ -	\$ -	\$ 12
IX. Indirect Costs (not-to-exceed 15%)		\$ 25,000	\$ 25,000	\$ 25,000	\$ 75,000
		\$ -	\$ -		\$ -
TOTAL		\$ 1,953,249	\$ 2,034,798	\$ 2,011,953	\$ 6,000,000

\$

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TO: Angela Calvillo, Clerk of the Board of Supervisors
FROM: Lorna Garrido
DATE: February 25, 2021
SUBJECT: Accept and Expend Ordinance for Subject Grant
GRANT TITLE: Healing Justice Initiative

Attached please find the original* and 1 copy of each of the following:

Proposed grant resolution; original* signed by Department, Mayor, Controller

Grant information form, including disability checklist

Grant budget

Grant application

Grant award letter from funding agency

Ethics Form 126 (if applicable)

Contracts, Leases/Agreements (if applicable)

Other (Explain): Legislative Digest prepared by the City Attorney

Special Timeline Requirements:

Please schedule at the earliest available date. Thank you.

Departmental representative to receive a copy of the adopted resolution:

Name: Lorna Garrido

Phone: (628) 652-4035

Interoffice Mail Address: 350 Rhode Island Street, North Building, Suite 400N,
San Francisco, CA 94103

Certified copy required Yes

No

(Note: certified copies have the seal of the City/County affixed and are occasionally required by funding agencies. In most cases ordinary copies without the seal are sufficient).

Introduction Form

By a Member of the Board of Supervisors or Mayor

Time stamp
or meeting date

I hereby submit the following item for introduction (select only one):

- 1. For reference to Committee. (An Ordinance, Resolution, Motion or Charter Amendment).
- 2. Request for next printed agenda Without Reference to Committee.
- 3. Request for hearing on a subject matter at Committee.
- 4. Request for letter beginning : "Supervisor inquiries"
- 5. City Attorney Request.
- 6. Call File No. from Committee.
- 7. Budget Analyst request (attached written motion).
- 8. Substitute Legislation File No.
- 9. Reactivate File No.
- 10. Topic submitted for Mayoral Appearance before the BOS on

Please check the appropriate boxes. The proposed legislation should be forwarded to the following:

- Small Business Commission
- Youth Commission
- Ethics Commission
- Planning Commission
- Building Inspection Commission

Note: For the Imperative Agenda (a resolution not on the printed agenda), use the Imperative Form.

Sponsor(s):

Walton

Subject:

Accept and Expend Grant – Retroactive - Healing Justice Initiative – Amendment to the Annual Salary Ordinance – FYs 2020-2021 and 2021-2022 - \$6,000,000

The text is listed:

Ordinance retroactively authorizing the Office of the District Attorney to accept and expend a grant in the amount of \$6,000,000 from the Crankstart Foundation to support the Healing Justice Initiative; and amending Ordinance No. 166-20 (Annual Salary Ordinance File No. 200568 for FYs 2020-2021 and 2021-2022) to provide for the addition of one grant funded Class 8177 Attorney position (FTE 1.0), one grant funded Class 8135 Assistant Chief Victim/Witness Investigator position (FTE 1.0) and one grant funded Class 1823 Senior Administrative Analyst position (FTE 1.0) at the Office of the District Attorney, and one grant funded Class 8177 Attorney position (FTE 1.0) at the Public Defender’s Office for the period January 1, 2021 through December 31, 2023.

Signature of Sponsoring Supervisor: /s/ Shamann Walton