

**From:** [California District Attorneys Association](#)  
**To:** [Venus D. Johnson](#)  
**Subject:** AB 2542 Racial Justice Act Digest for Wednesday February 10, 2021  
**Date:** Thursday, February 11, 2021 3:12:44 AM

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## **AB 2542 Racial Justice Act**

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started 13 days ago, [Anne Masterson](#) (5 replies)

#### **Sonoma Co Update and Request for Input**



1. [Good morning - It sounds like we who have...](#) [Anne Masterson](#)

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Feb 10, 2021 12:12 PM

[Anne Masterson](#)

Good morning -

It sounds like we who have posted so far are all on similar tracks, which is reassuring. I'll try to bring you up to speed on what is happening here, and would appreciate any feedback or input you may have to offer. Apologies for the long post here, but maybe someone will find it helpful.

1. Data. We met with an outside consultant a few weeks ago who we liked and are still in discussions with, and are meeting with another today. I'm interested to hear your thoughts on the purpose and scope of such an expert: we are thinking that we would use the outside expert to put independent eyes on our data, which has been compiled through PBK by our internal data analyst, who is a wiz. The outside expert would be able to review our data alongside the demographic statistics of the broader Sonoma County community, and perhaps even alongside that of other similar counties. We'd want them to render an opinion regarding whether our data fairly reflects the demographics of the community. Of course the problem is, we don't generate our own business. We get what we get from the LEA's. So if our

demographics don't reflect the community at large, that is very important to know, but little we can do about it I think, other than ensure we are not making matters worse due to unconscious biases (see my next bullet point. . .). Happy to share the contact info for the outside consultants we end up with (but you can't have our internal data analyst!)

2. Training. We are fortunate to have high quality training available to us through our county's HR department; we have assigned everyone in the office, not just attorneys, to complete a short series of classes on Unconscious Bias in the Workplace. We are then following it up with an office-wide, mandatory live (Zoom) training, facilitated by an outside expert in this area, from a Bay Area organization called Personnel Perspectives. The expert we've retained is Dr. Erika Powell and I'm very impressed with her so far. Our training will be interactive in nature and will involve multiple breakout rooms for small group exercises and discussion. Not a passive training at all. We gave her PC745 and asked her to think about how the training might relate to the spirit of the law and help us identify our "blind spots" as we do our work. We intend to have further training to build on what we've learned, not just regurgitate it. For instance, we'll likely do a future session on "microaggressions" using the same agency if we like them.

3. Litigation prep. We are hoping to collect examples of motions that may have been filed in other counties; so far, I'm hearing Mendo and Co Co. Any others? Please send them my way if so! We had not yet had discussions with the other justice partners regarding the process; thank you for reminding me that this will also be important.

I'll keep an eye on things and send any updates along that I think might be of benefit to us all.

Thankful for this community!

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Anne Masterson  
Chief Deputy District Attorney  
Sonoma County District Attorney's Office  
Santa Rosa CA  
(707) 565-2311  
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Original Message:  
Sent: 02-05-2021 13:06  
From: Sheryl Wolcott  
Subject: Sonoma Co Update and Request for Input

Thank you all for this collaboration! In San Luis Obispo, we are also aiming to put

together a working group. I'd love to hear from other counties how your office is approaching the task, and also to have any briefs shared.

So far, what I've come up with working group tasks:

1. Study the law and have some designated attorney subject matter experts
2. Determine our data collection resources/capacity, and approach/practices
  1. Including: Determine our date interpretation resources (experts/academics- we have a college in town)
3. Communicate with the Justice Partners Group (court, defense, prosecution) to talk about what process should be followed to litigate these motions (including, what if it is the court's conduct which is questioned.)
4. Look at best practices to remove implied bias moving forward (e.g. Yolo DA has a way to remove references to race in the cases they review for filing.)

Thanks!  
-Sheryl

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Sheryl Wolcott  
Chief Deputy District Attorney  
San Luis Obispo County District Attorney's Office  
San Luis Obispo CA  
(805) 781-5800

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