

From: [Kristin Owyang Gage](#)
To: [Hurtado, Arcelia \(DAT\)](#)
Cc: [Halpern-Finnerty, Josie \(DAT\)](#); [Brightstar Ohlson](#); [Holly Joshi](#)
Subject: 5/6 Training Meeting
Date: Wednesday, May 5, 2021 6:33:37 PM
Attachments: [5.6.21 Training Meeting .pptx](#)
[CRJA Evaluation 4.29-4.30.21.docx](#)

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Hi Arcelia,

I hope you're having a good week! We're looking forward to our training meeting tomorrow afternoon. I've attached a PPT to guide our conversation, as well as the CRJA training evaluation summary for easy reference during our meeting. Let me know if you have any questions.

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

1211 Preservation Park Way Bartling House
Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: [Kristin Owyang Gage](#)
To: [Hurtado, Arcelia \(DAT\)](#); [Anderson, Tara \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#); [Holly Joshi](#); [Brightstar Ohlson](#); [Aaron Lowers](#); [Aminah Elster](#); [Mike Ngo](#); [Earl Simms](#); [Philip Jones](#)
Cc: [Alana Mathews](#); [REDACTED]
Subject: Breakout Group Facilitation- CRJA Training Day 1
Date: Thursday, April 29, 2021 9:14:57 AM
Attachments: [CRJA Facilitator's Agenda.docx](#)
[CRJA Breakout Group Facilitator Guide.docx](#)

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Hi Everyone,

Looking forward to seeing you all soon, for day 1 of the CRJA training! I've attached the facilitator's agenda and breakout group guide for easy reference this morning. There is one breakout group planned for today, from approximately 10:55-11:25. Breakout group facilitator pairings are listed below. If attendance is high, we may split facilitator pairs in order to form additional breakout groups. I will give you a heads up via text if this is the case.

- Group 1: Mike & Arcelia
- Group 2: Victoria & Holly
- Group 3: Earl & Tara
- Group 4: Aaron & Josie
- Group 5: Philip & Brightstar

Let me know if you have any questions, and see you all soon!

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

1211 Preservation Park Way Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: [Westbrook, Victoria \(ADP\)](#)
To: [Agnese, Tara \(ADP\)](#); [Anderson, Tara \(DAT\)](#); bohlson@brightresearchgroup.com; [Cox, Brian \(PDR\)](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Hillsman, Eugene \(ADM\)](#); holly@brightresearchgroup.com; [Hurtado, Arcelia \(DAT\)](#); [Jamison, Felicia \(SHF\)](#); [Jennings, Lucas \(SHF\)](#); [Kristin Owyang Gage](#); [Malone, Precious \(ADP\)](#); [Sutton, Tiffany \(POL\)](#); [Wearing, Trenia \(POL\)](#); [West, Allyson \(CRT\)](#)
Cc: [Kristin Owyang Gage](#); holly@brightresearchgroup.com; [Hurtado, Arcelia \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#); bohlson@brightresearchgroup.com
Subject: Ca Racial Justice Act Training
Date: Friday, April 9, 2021 5:51:11 PM
Attachments: [CRJA Training Registration 4.6.21 to client.xlsx](#)

Good Afternoon,

Thank you to those who have registered for the CA Racial Justice Act Training on April 29-30! Please take a look at the attached registration list to see who from your agency has registered. As mentioned, we would like 5-7 people from each agency to attend the training, including representatives from line staff, management, and executive staff. **Please send the [registration link](#) to those you'd like to recruit for the training.** Feel free to use the language below for your recruitment efforts.

In addition, **please complete [this brief survey](#)** about the work that we have planned together as the SF Criminal Justice Racial Equity Working Group. This will help inform the CA Racial Justice Act Training, and the work that we do together in the future.

-
CRJA Training Recruitment Email Language:

As a part of the Safety + Justice Challenge, the Criminal Justice Racial Equity Workgroup and Safety + Justice Challenge Fellows are hosting a two-part training on the California Racial Justice Act, which prohibits the use of race, ethnicity or national origin in sentencing and convictions and aims to create greater equity within the justice system.

The training will include staff from various SJC partner agencies and presents an opportunity for us to learn more about the legislation and how it may impact and enhance our work. We would like 5-7 people from our agency to attend including representatives from line staff, management, and executive staff. The training will take place on Thursday, April 29, from 10-12 PST and Friday, April 30, from 10-12 PST. You can learn more information and register [here](#).

If you have questions about the training, you can contact [Kristin](#) (kowyang@brightresearchgroup.com) or [Holly](#) (holly@brightresearchgroup.com), from Bright Research Group.

Thank you,

Victoria Westbrook

Interim Reentry Policy Planner/

Women's Gender Responsive Coordinator, [Reentry Division](#)

San Francisco Adult Probation Department

C: [REDACTED]

Pronouns: she/her/hers/they/them/theirs

CASC Reentry Center
sf-goso.org

From: [Westbrook, Victoria \(ADP\)](#)
To: [Agnese, Tara \(ADP\)](#); [Anderson, Tara \(DAT\)](#); bohlson@brightresearchgroup.com; [Cox, Brian \(PDR\)](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Hillsman, Eugene \(ADM\)](#); holly@brightresearchgroup.com; [Hurtado, Arcelia \(DAT\)](#); [Jamison, Felicia \(SHF\)](#); [Jennings, Lucas \(SHF\)](#); [Kristin Owyang Gage](#); [Malone, Precious \(ADP\)](#); [Sutton, Tiffany \(POL\)](#); [Wearing, Trenia \(POL\)](#); [Aminah Elster](#); [Earl Simms](#); [Aaron Lowers](#); [Philip Jones](#); [Mike Ngo](#); earl@timelistgroup.org; [West, Allyson \(CRT\)](#); [Allyson West](#); [Westbrook, Victoria \(ADP\)](#)
Subject: CJREW Meeting on Wednesday 3/17/2021 from 11:00am - 12:30pm
Date: Thursday, March 4, 2021 2:28:02 PM
Attachments: [CJREWG Agenda 3.17.2021.doc](#)

Good Afternoon,

The next CJREW meeting will be on Wednesday, 3/17/2021 from 11:00am – 12:30pm. The agenda is attached for your review and the zoom information is included at the bottom of this email. You should have also received a calendar invite with the zoom information and the agenda attached.

Please reach out with any questions you may have.

Join Zoom Meeting

<https://us02web.zoom.us/j/87384767673?pwd=UjRrd3RweURQUGoyWTZLNiFiN2hqQT09>

Meeting ID: 873 8476 7673

Passcode: 313446

One tap mobile

+16699006833,,87384767673#,,,,*313446# US (San Jose)

+14086380968,,87384767673#,,,,*313446# US (San Jose)

Dial by your location

+1 669 900 6833 US (San Jose)

+1 408 638 0968 US (San Jose)

+1 346 248 7799 US (Houston)

+1 253 215 8782 US (Tacoma)

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

+1 646 876 9923 US (New York)

Meeting ID: 873 8476 7673

Passcode: 313446

Find your local number: <https://us02web.zoom.us/u/kd4pHg7ceU>

Thank you,

Victoria Westbrook

Interim Reentry Policy Planner/

Women's Gender Responsive Coordinator, [Reentry Division](#)

San Francisco Adult Probation Department

C: [REDACTED]

Pronouns: she/her/hers/they/them/theirs

[CASC Reentry Center](#)
[sf-goso.org](#)

From: [Holly Joshi](#)
To: [Hurtado, Arcelia \(DAT\)](#)
Cc: [Halpern-Finnerty, Josie \(DAT\)](#); [Kristin Owyang Gage](#)
Subject: CJREW RJA Training
Date: Wednesday, April 14, 2021 4:04:34 PM
Attachments: [Copy of CRJA Training Registration 4.14.21 to client.xlsx](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hi Arcelia,

I hope this email finds you well. In continuing to plan for the Racial Justice Act training, we've been keeping our eye on registration (which is at 24) and survey participation. Last week Victoria sent an email to the CJREW members asking them to recruit attendees and participate in the survey, but we have not had any participation in the survey as of today. As a reminder, we were planning to use data from the survey to secure facilitators for the RJA break out groups and in planning for the visioning sessions with Marisa Arrona. We may need to switch up our outreach strategy.

Do you think we might gain training registration and survey participation with different messengers? You or Tara or someone else resending the email? Or do you think direct outreach would be more impactful at this point?

I've attached the registration list for your reference.

Thank you, Arcelia.

In partnership,

HJ

Holly Joshi – *Senior Consultant*
Bright Research Group
1211 Preservation Park Way
Oakland, CA 94612
holly@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: [Kristin Owyang Gage](#)
To: [Hurtado, Arcelia \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#)
Cc: [Holly Joshi](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Brightstar Ohlson](#)
Subject: CJREW Survey & RJA Training Recruitment
Date: Tuesday, April 6, 2021 5:06:28 PM
Attachments: [CRJA Training Registration 4.6.21 to client.xlsx](#)
[01_Shared Safety Primer December 2020.pdf](#)
[02_Some examples of Shared Safety in action in California.pdf](#)
[07_Illinois Coalition for Shared Safety Commitment to Principles January 2021.pdf](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hi Arcelia & Victoria,

Thank you for your feedback on the CJREW survey. We have edited the survey [here](#). Can you send it to the CJREW members, along with a request for them to do additional outreach for the CRJA training? Draft language for you to use is below, and the current registration list is attached. Of course, feel free to edit the email language as you see fit.

I've also attached example product documents from Marisa Arona, for your reference when thinking about the envisioning sessions.

Let me know if you have any questions about any of this.

Best,
Kristin

Colleagues,

Thank you to those who have registered for the CA Racial Justice Act Training on April 29-30! Please take a look at the attached registration list to see who from your agency has registered. As mentioned, we would like 5-7 people from each agency to attend the training, including representatives from line staff, management, and executive staff. **Please send the [registration link](#) to those you'd like to recruit for the training.** Feel free to use the language below for your recruitment efforts.

In addition, **please complete [this brief survey](#)** about the work that we have planned together as the SF Criminal Justice Racial Equity Working Group. This will help inform the CA Racial Justice Act Training, and the work that we do together in the future.

-

CRJA Training Recruitment Email Language:

As a part of the Safety + Justice Challenge, the Criminal Justice Racial Equity Workgroup and Safety + Justice Challenge Fellows are hosting a two-part training on the California Racial Justice Act, which prohibits the use of race, ethnicity or national origin in sentencing and convictions and aims to create greater equity within the justice system.

The training will include staff from various SJC partner agencies and presents an opportunity for us to learn more about the legislation and how it may impact and enhance our work. We would like 5-7 people from our agency to attend including representatives from line staff, management, and executive staff. The training will take place on Thursday, April 29, from 10-12 PST and Friday, April 30, from 10-12 PST. You can learn more information and register [here](#).

If you have questions about the training, you can contact [Kristin](#) or [Holly](#), from Bright Research Group.

Kristin Owyang Gage – Business & Training Manager

Bright Research Group

1211 Preservation Park Way Bartling House
Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: [Brightstar Ohlson](#)
To: [Hurtado, Arcelia \(DAT\)](#)
Cc: [Kristin Owyang Gage](#); [Holly Joshi](#); [Anderson, Tara \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#)
Subject: Criminal Justice Racial Equity Working Group Meeting
Date: Tuesday, January 19, 2021 5:14:04 PM
Attachments: [SFDA CJRE Cross System Partner Learning 1.12.21.pptx](#)

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Hi Arcelia,

Thanks for the great meeting today. Please find the updated agenda and powerpoint for the CJRE Working Group meeting on Thursday. Tara and Josie, were either of you planning on attending? If so, I was hoping you could speak a little bit about the SJC (Slide 3). If not, I can cover that slide.

Best,

Brightstar

Brightstar Ohlson – *Principal and CEO*

Bright Research Group

1211 Preservation Park Way Bartling House
Oakland, CA 94612

bohlon@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: 510.501.2987

From: [Kristin Owyang Gage](#)
To: [Hurtado, Arcelia \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#); [Anderson, Tara \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Brightstar Ohlson](#); [Holly Joshi](#); [Earl Simms](#); [Aminah Elster](#); [Aaron Lowers](#); [Mike Ngo](#); [Philip Jones](#)
Cc: [REDACTED]; [Alana Matthews](#)
Subject: CRJA Revised Day 2 Materials
Date: Thursday, April 29, 2021 4:56:02 PM
Attachments: [CRJA Breakout Group Facilitator Guide- Day 2 Revisions.docx](#)
[CRJA Facilitator's Agenda- Day 2 Revisions.docx](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hi Everyone,

Thanks to you all for making day 1 of the CRJA training a success! Please see a slightly revised facilitator's agenda and breakout group guide based on today's debrief. There are minor adjustments to timing, and there is additional framing provided for the final breakout group.

There are two breakout groups tomorrow. The first will be a mixed group, with the same breakout group facilitator pairings as today. The second will be divided by agency, with the following facilitators:

- Philip & Brightstar: Police Dept
- Earl & Holly: Public Defender
- Aminah: Re-Entry/Public Health/Pretrial
- Aaron: Sheriff's Office
- Mike: Superior Court (may be combined with another group if low turnout)
- Josie: SFDA
- Victoria: Probation

Let me know if you have any questions or concerns. Looking forward to seeing you all tomorrow!

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*
Bright Research Group

1211 Preservation Park Way Bartling House
Oakland, CA 94612
kowyang@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: [Kristin Owyang Gage](#)
To: [Hurtado, Arcelia \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#)
Cc: [Halpern-Finnerty, Josie \(DAT\)](#); [Holly Joshi](#); [Brightstar Ohlson](#)
Subject: CRJA Training & 4/6 Meeting
Date: Friday, April 2, 2021 8:43:22 AM
Attachments: [4.6.21 Training Meeting to client.pptx](#)
[CRJA Training Registration 4.1.21.xlsx](#)
[Draft CRJA Training Agenda -PAC and BRG.3.15.21.docx](#)

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Hi Arcelia & Victoria,

We're looking forward to our meeting next Tuesday! I've attached a few slides to help guide our discussion. Alana and Aminah will be joining us for the first portion to discuss the CRJA training series draft agenda. We have additional time afterward to discuss the CJREW visioning session & timing, as well as SFDA training coordination with Arcelia.

Holly previously mentioned sending a survey to CJREW members to see who is interested in facilitating a breakout group during the CRJA training & participating in a visioning session with Marisa Arona. We've drafted a survey [here](#), for your review. What do you think about sending it to CJREW members, along with a request for them to use the language that Victoria previously sent to help recruit line staff, management & executive staff from their agencies? (Language copied below). I've attached the current registration list for your reference; there are 16 people registered thus far, most from the DA's office.

Best,
Kristin

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CRJA Training Recruitment Email:

As a part of the Safety + Justice Challenge, the Criminal Justice Racial Equity Workgroup and Safety + Justice Challenge Fellows are hosting a two-part training on the California Racial Justice Act, which prohibits the use of race, ethnicity or national origin in sentencing and convictions and aims to create greater equity within the justice system.

The training will include staff from various SJC partner agencies and presents an opportunity for us to learn more about the legislation and how it may impact and enhance our work. We would like 5-7 people from our agency to attend including representatives from line staff, management, and executive staff. The training will take place on Thursday, April 29, from 10-12 PST and Friday, April 30, from 10-12 PST. You can learn more information and register [here](#).

If you have questions about the training, you can contact [Kristin](#) or [Holly](#), from Bright Research Group.

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

1211 Preservation Park Way Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: [Kristin Owyang Gage](#)
To: [Hurtado, Arcelia \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Anderson, Tara \(DAT\)](#)
Cc: [Holly Joshi](#); [Brightstar Ohlson](#)
Subject: CRJA Training Evaluation & Notes
Date: Wednesday, May 5, 2021 8:40:26 AM
Attachments: [CRJA MCLE Credits.xlsx](#)
[CRJA Evaluation 4.29-4.30.21.docx](#)
[CJRA BRG Notes and Reflections.docx.docx](#)

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Hi Everyone,

I hope you're having a good week! I have attached an evaluation survey from the CRJA training, as well as extended notes from the BRG team. Arcelia, I've also attached a spreadsheet of those who requested MCLE credits.

Please let me know if you have any questions about the documents.

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*
Bright Research Group
1211 Preservation Park Way Bartling House
Oakland, CA 94612
kowyang@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: [Kristin Owyang Gage](#)
To: [Halpern-Finnerty, Josie \(DAT\)](#); [Anderson, Tara \(DAT\)](#); [Hurtado, Arcelia \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#)
Cc: [Alana Mathews](#); [Holly Joshi](#); [Brightstar Ohlson](#); [Aminah Elster](#)
Subject: CRJA Training Materials
Date: Tuesday, April 27, 2021 2:20:43 PM
Attachments: [CRJA Facilitator's Agenda.docx](#)
[CRJA Training Registration 4.26.21 to client.xlsx](#)
[CRJA Breakout Group Facilitator Guide.docx](#)

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Hi Everyone,

I hope you're having a good week so far! We're looking forward to the CRJA training this Thursday and Friday. Please see the following materials attached:

- **Revised [training slides](#)** from Alana
- **Facilitator's agenda**- *Arcelia*, we added a few minutes for you to set the stage at the beginning of the training and introduce the trainers. We added some talking points to this section of the agenda; please let me know if this sounds okay to you.
- **Updated registration list**, with draft breakout group assignments & facilitators noted. The SJC Fellows will be the primary breakout group facilitators. We did not receive survey responses from any CJREW members, so we have not added them as breakout group facilitators. We have tentatively placed everyone in a breakout group with a fellow, so you can provide assistance with facilitation as needed. We anticipate that not all registered participants will attend the training, but if the group is large, we may split into additional breakout groups, and may ask you to facilitate a breakout group without a fellow. *(Note that the final breakout group on day 2 will be divided by agency. As noted in the spreadsheet, we have Victoria facilitating the probation group and Josie facilitating the SFDA group, with fellows facilitating the rest)*
- **Breakout Group Facilitator's Guide**- The facilitator's agenda has the primary breakout group questions listed within. The attached guide provides additional information, and has been provided to the SJC Fellows.
- **[Training evaluation survey](#)**, to be sent to participants after day 2

Let me know if you have any questions, concerns, or suggestions about any of the above. Alana is also cc'd here for any questions about the slides or training agenda.

Best,
Kristin

Kristin Owyang Gage – Business & Training Manager
Bright Research Group
1211 Preservation Park Way Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: 

From: [Kristin Owyang Gage](#)
To: [Halpern-Finnerty, Josie \(DAT\)](#)
Cc: [Holly Joshi](#)
Subject: CRJA Training Registration
Date: Tuesday, March 23, 2021 2:54:16 PM

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Hi Josie,

The Racial Justice Act training registration link and draft email language are below, for you to send to system allies and other SJC partners you'd like to invite. Feel free to edit the email language, and let me know if you need anything else!

Best,
Kristin

--

Colleagues,

As a part of the Safety + Justice Challenge, the Criminal Justice Racial Equity Workgroup and Safety + Justice Challenge Fellows are hosting a two-part training on the California Racial Justice Act, which prohibits the use of race, ethnicity or national origin in sentencing and convictions and aims to create greater equity within the justice system.

*The training will include staff from various SJC partner agencies and presents an opportunity for us to learn more about the legislation and how it may impact and enhance or work. **The training will take place on Thursday, April 29, from 10-12 PST and Friday, April 30, from 10-12 PST. You can learn more information and register [here](#).***

If you have questions about the training, you can contact [Kristin](#) or [Holly](#), from Bright Research Group.

Kristin Owyang Gage – Business & Training Manager
Bright Research Group

1211 Preservation Park Way Bartling House
Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: [Kristin Owyang Gage](#)
To: [Halpern-Finnerty, Josie \(DAT\)](#); [Hurtado, Arcelia \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#)
Cc: [Anderson, Tara \(DAT\)](#); [Holly Joshi](#); [Brightstar Ohlson](#)
Subject: CRJA Training Registration
Date: Monday, April 19, 2021 4:35:46 PM
Attachments: [CRJA Training Registration 4.19.21 to client.xlsx](#)

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Hi Everyone,

We have 29 people registered so far for next week's CA Racial Justice Act Training. The updated registration list is attached. Would you like to broaden the recruitment or open it up to more people from each partner agency?

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*
Bright Research Group

1211 Preservation Park Way Bartling House
Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: [Anderson, Tara \(DAT\)](#)
To: [Halpern-Finnerty, Josie \(DAT\)](#)
Subject: FW: Ca Racial Justice Act Training
Date: Tuesday, April 13, 2021 3:32:06 PM
Attachments: [CRJA Training Registration 4.6.21 to client.xlsx](#)

I get so many emails about this I honestly can't recall if I registered. Is there a sneaky way to confirm that I am?

Thank you!

Tara Regan Anderson, MPP
Director of Policy
San Francisco District Attorney's Office
Desk: (628) 652-4020
Tara.Anderson@sfgov.org

-

Please note that we moved on 9/23/19:

San Francisco District Attorney's Office
350 Rhode Island Street
North Building, Suite 400N
San Francisco, CA 94103
New Phone Number 628-652-4000
New Fax Number 628-652-4001

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From: Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Sent: Friday, April 9, 2021 5:51 PM
To: Agnese, Tara (ADP) <tara.agnese@sfgov.org>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>; bohlson@brightresearchgroup.com; Cox, Brian (PDR) <brian.cox@sfgov.org>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Hillsman, Eugene (ADM) <eugene.hillsman@sfgov.org>; holly@brightresearchgroup.com; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Jamison, Felicia (SHF) <felicia.jamison@sfgov.org>; Jennings, Lucas (SHF) <lucas.jennings@sfgov.org>; Kristin Owyang Gage <kowyang@brightresearchgroup.com>; Malone, Precious (ADP) <precious.malone@sfgov.org>; Sutton, Tiffany (POL) <tiffany.sutton@sfgov.org>; Wearing, Trenia (POL) <Trenia.Wearing@sfgov.org>; West, Allyson (CRT) <awest@sftc.org>
Cc: Kristin Owyang Gage <kowyang@brightresearchgroup.com>; holly@brightresearchgroup.com; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; bohlson@brightresearchgroup.com
Subject: Ca Racial Justice Act Training

Good Afternoon,

Thank you to those who have registered for the CA Racial Justice Act Training on April 29-30! Please take a look at the attached registration list to see who from your agency has registered. As mentioned, we would like 5-7 people from each agency to attend the training, including representatives from line staff, management, and executive staff. **Please send the [registration link](#) to those you'd like to recruit for the training.** Feel free to use the language below for your recruitment efforts.

In addition, **please complete [this brief survey](#)** about the work that we have planned together as the SF Criminal Justice Racial Equity Working Group. This will help inform the CA Racial Justice Act Training, and the work that we do together in the future.

-
CRJA Training Recruitment Email Language:

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If you have questions about the training, you can contact [Kristin](#) (kowyang@brightresearchgroup.com) or [Holly](#) (holly@brightresearchgroup.com), from Bright Research Group.

Thank you,

Victoria Westbrook

Interim Reentry Policy Planner/

Women's Gender Responsive Coordinator, [Reentry Division](#)

San Francisco Adult Probation Department

C: [REDACTED]

Pronouns: she/her/hers/they/them/theirs

[CASC Reentry Center](#)

sf-goso.org

From: [Hurtado, Arcelia \(DAT\)](#)
To: [Holly Joshi](#); [Kristin Owyang Gage](#); [Halpern-Finnerty, Josie \(DAT\)](#)
Subject: Fw: Racial Justice Act Training Series on April 29-30
Date: Wednesday, April 21, 2021 11:30:55 AM
Attachments: [CRJA Training Registration 4.19.21 to client.xlsx](#)

FYI

From: Hurtado, Arcelia (DAT)
Sent: Wednesday, April 21, 2021 11:29 AM
To: Toomer, Dennis (POL) <Dennis.Toomer@sfgov.org>
Subject: Racial Justice Act Training Series on April 29-30

Good morning Lt. Toomer,

I wanted to reach out to you and ask whether you could please disseminate the training registration link to anyone in your department that you feel would benefit from attending the RJA trainings next week. Below is the original email that we sent to all departments. Again, **we would like 5-7 people from each agency to attend, including representatives from line staff, management, and executive staff.** I am attaching the list of current registrants. Please let me know if there is anything that I can do to help with recruitment. Thank you!

Arcelia Hurtado
Managing Attorney
Training, Culture, Diversity & Inclusion
for San Francisco District Attorney Chesa Boudin

Email Invitation sent to all departments:

Thank you to those who have registered for the CA Racial Justice Act Training on April 29-30! Please take a look at the attached registration list to see who from your agency has registered. As mentioned, we would like 5-7 people from each agency to attend the training, including representatives from line staff, management, and executive staff. **Please send the [registration link](#) to those you'd like to recruit for the training.** Feel free to use the language below for your recruitment efforts.

In addition, **please complete [this brief survey](#)** about the work that we have planned together as the SF Criminal Justice Racial Equity Working Group. This will help inform the CA Racial Justice Act Training, and the work that we do together in the future.

CRJA Training Recruitment Email Language:

As a part of the Safety + Justice Challenge, the Criminal Justice Racial Equity Workgroup and Safety + Justice Challenge Fellows are hosting a two-part training on the California Racial Justice Act, which prohibits the use of race, ethnicity or national origin in sentencing and convictions and aims to create greater equity within the justice system.

The training will include staff from various SJC partner agencies and presents an opportunity for us to learn more about the legislation and how it may impact and enhance or work. We would like 5-7 people from each agency to attend including representatives from line staff, management, and executive staff. The training will take place on Thursday, April 29, from 10-12 PST and Friday, April 30, from 10-12 PST. You can learn more information and register [here](#).

If you have questions about the training, you can contact [Kristin](mailto:kowyang@brightresearchgroup.com) (kowyang@brightresearchgroup.com) or [Holly](mailto:holly@brightresearchgroup.com) (holly@brightresearchgroup.com), from Bright Research Group.

From: [Hurtado, Arcelia \(DAT\)](#)
To: [Holly Joshi](#); [Kristin Owyang Gage](#); [Halpern-Finnerty, Josie \(DAT\)](#)
Subject: Fw: RJA Trainings sponsored by CJREWG
Date: Wednesday, April 21, 2021 11:30:13 AM

FYI

From: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>
Sent: Wednesday, April 21, 2021 11:22 AM
To: Sutton, Tiffany (POL) <tiffany.sutton@sfgov.org>
Subject: Re: RJA Trainings sponsored by CJREWG

Thanks, Tiffany. I will reach out to him and let him know we are looking for additional participation from each department.

Here is the info to register from the original email sent:

Good Afternoon,

Thank you to those who have registered for the CA Racial Justice Act Training on April 29-30! Please take a look at the attached registration list to see who from your agency has registered. As mentioned, we would like 5-7 people from each agency to attend the training, including representatives from line staff, management, and executive staff. **Please send the [registration link](#) to those you'd like to recruit for the training.** Feel free to use the language below for your recruitment efforts.

In addition, **please complete [this brief survey](#)** about the work that we have planned together as the SF Criminal Justice Racial Equity Working Group. This will help inform the CA Racial Justice Act Training, and the work that we do together in the future.

CRJA Training Recruitment Email Language:

As a part of the Safety + Justice Challenge, the Criminal Justice Racial Equity Workgroup and Safety + Justice Challenge Fellows are hosting a two-part training on the California Racial Justice Act, which prohibits the use of race, ethnicity or national origin in sentencing and convictions and aims to create greater equity within the justice system.

The training will include staff from various SJC partner agencies and presents an opportunity for us to learn more about the legislation and how it may impact and enhance our work. We would like 5-7 people from our agency to attend including representatives from line staff, management, and executive staff. The training will take place on Thursday, April 29, from 10-12 PST and Friday, April 30, from 10-12 PST. You can learn more information and register [here](#).

If you have questions about the training, you can contact [Kristin](#) (kowyang@brightresearchgroup.com) or [Holly](#) (holly@brightresearchgroup.com),

from Bright Research Group.

From: Sutton, Tiffany (POL) <tiffany.sutton@sfgov.org>
Sent: Wednesday, April 21, 2021 11:21 AM
To: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>
Subject: RE: RJA Trainings sponsored by CJREWG

He probably should be the one to disseminate the invite to the Department. Does he know that its opened and that you are encouraging SFPD members to participate outside of himself. As for me, can you resend me the link, and I will register to attend as well.

-Tiffany

From: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>
Sent: Wednesday, April 21, 2021 11:16 AM
To: Sutton, Tiffany (POL) <tiffany.sutton@sfgov.org>
Subject: RJA Trainings sponsored by CJREWG

On another topic, I am trying to do more outreach to get greater SFPD participation in the CJREWG's Racial Justice Act series of trainings on April 29 and 30. Are there any particular individuals that I should reach out to with your department? So far, we only have Dennis Toomer registered.

Thanks for your help.

Arcelia

From: Sutton, Tiffany (POL) <tiffany.sutton@sfgov.org>
Sent: Wednesday, April 21, 2021 10:20 AM
To: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Gooch, Tanisha (DAT) <tanisha.gooch@sfgov.org>; Burris, Courtney (DAT) <courtney.burris@sfgov.org>
Subject: FW: 2020 Youth Career Academy

Good Morning:

Thank you all so much for the communication and coordination around the Youth Career Academy. Below is an email I sent to DA Boudin last year before the pandemic. The DA's office has participated with YCA since its inception, and last year both Courtney and Tanisha were extremely helpful with a modified virtual online program. This year we intend to resume with our in person format (with Covid 19 safety measures in place). Right now we are in the planning stages and working with all of our partnered agencies. Our next YCA meeting is **May 6, at 12:00 p.m. via TEAMS**. Once I create the TEAMS link and agenda, I will send it to all of you to join.

As for what's needed from the DA's office, yes both Tanisha and Courtney are correct. Usually, I

work with the DA's and Public Defender's Offices around the mock trial preparation and coordination. Someone from the DA's and PD's offices usually takes lead in working with their office and myself in the following manner:

1. planning a day to meet with the attorneys from each office;
2. on your designated day, providing lunch for the students (if feasible)
3. providing swag material to include in the students' bag; and
4. helping with the preparation and the actual mock trial which includes (a) developing a mock trial fact pattern, (b) evidence, (c) crime scene, (d) teaching and preparing students for the mock trial, and (e) arranging for the DA to say a few words to the students and their family members on the day of the mock trial.

We also have an end of the summer banquet where a Representative from each agency recognizes the students and we give out awards for the winning mock trial team.

If you have any questions prior to the next meeting, please do not hesitate to call me at 415-964-6146 or email. Thanks in advance.

-Tiffany

From: Boudin, Chesa (DAT) <chesa@sfgov.org>
Sent: Wednesday, February 5, 2020 5:06 PM
To: Sutton, Tiffany (POL) <tiffany.sutton@sfgov.org>
Subject: RE: 2020 Youth Career Academy

Hi Tiffany,

Great to hear from you. I'd be happy to continue our participation.

Thanks!

From: Sutton, Tiffany (POL) <tiffany.sutton@sfgov.org>
Sent: Wednesday, February 5, 2020 4:52 PM
To: Boudin, Chesa (DAT) <chesa@sfgov.org>
Subject: 2020 Youth Career Academy

Greetings DA Boudin:

How are you doing? Great, I hope. I wanted to inform you about the Youth Career Academy (YCA) and ask if District Attorney's Office can still participate as one of our key partners. In 2015, the San Francisco Police Department's Operation Genesis Inc., started the Youth Career Academy (YCA), with the assistance of the DA's office. YCA is designed to expose students from the Bayview District to a career path in the criminal justice profession (see attached YCA description).

Over the past six years, YCA has grown into a collaboration that includes: SFPD, SFDA, SF Public

Defenders Office, APD, JPD, SFSD, Superior Court, CHP, and reaches students City-wide. During the summer, the students spend several days with each agency learning about the roles, functions, and career paths in that particular field. During the last two weeks, the DA's and Public Defender's offices work with the students and prepare them for a mock trial, where the students perform in front of their families and community members. At the end of the eight weeks, Operation Genesis host an end of the summer banquet. The students are celebrated for their accomplishments. Each Department Head or Representative gives a few encouraging words to the students and their families. In addition, the students are paid for their summer participation through the Mayor's Opportunity for All Program.

In the past, Seth Steward, and Courtney Burris were the DA's Representatives. Kourtney Bell was also instrumental with the program and working with the students. We are in the process of planning this summer cohort and will start meeting for the upcoming summer with the agency's representatives. However, before I reach out to anyone on behalf of the DA's office, I wanted to email you to see if the DA's office will still be a part of this exciting program. If you have any questions, please do not hesitate to contact me or I am available to meet to further discuss if your schedule permits. I look forward to hearing from you soon.

Tiffany Sutton, Esq.
Director of Crime Strategies Division
850 Bryant Street, Room 535
San Francisco CA 94103
415-964-6146 (cell phone)
415-553-1514 (desk phone)

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From: [Hurtado, Arcelia \(DAT\)](#)
To: [Thompson, Tinnetta \(DPA\)](#); [Jamison, Felicia \(SHE\)](#); [Williams, Wilfred \(POL\)](#); [Sutton, Tiffany \(POL\)](#); [Toomer, Dennis \(POL\)](#); [Taylor, Cheryl \(JUV\)](#); [Hinton, Kenyetta \(JUV\)](#); [Ellis, Dorothy \(JUV\)](#); [Wheeler, Sheryon \(SHE\)](#); [Malone, Precious \(ADP\)](#); [Shumake, Sabrina \(ADP\)](#); [Malloy, Marguerite \(PDR\)](#); [Evans, Demarris \(DAT\)](#); [Shamji, Simin \(DAT\)](#); [Agnese, Tara \(ADP\)](#); [Tullock, Cristel \(ADP\)](#); [Thornton, Kaneem \(DPA\)](#); [Gamero, Vilma \(DPA\)](#)
Cc: [Holly Joshi](#); [Kristin Owyang Gage](#); [Westbrook, Victoria \(ADP\)](#); [Halpern-Finnerty, Josie \(DAT\)](#)
Subject: Invitation to attend RJA Training and participate in CJREWG meetings going forward
Date: Friday, April 16, 2021 9:59:40 AM
Attachments: [CRJA Training Registration 4.6.21 to client\(1\).xlsx](#)

Hello everyone,

It was good to see you all at Wednesday's meeting sponsored by the Office of Racial Equity.

As promised, below is the invitation email and link to register for the **CJREWG's Racial Justice Act training series**. I am also attaching a list of registered attendees from each agency, to date. Copied here are our colleagues at Brightstar Research Group (BRG is a consultant working with us through the SJC), as well as my CJREWG co-chair Victoria Westbrook.

Please let me know if you have any questions about the training or the CJREWG. If you would like to receive invitations to our regular CJREWG meetings (held every other month), please let me or Victoria know, and we will gladly add you to the email list.

Hope to see you at the trainings.

Best,

Arcelia Hurtado
Managing Attorney
Training, Culture, Diversity & Inclusion
for San Francisco District Attorney Chesa Boudin

INVITATION

As a part of the Safety + Justice Challenge, the [Criminal Justice Racial Equity Workgroup](#) and [Safety + Justice Challenge Fellows](#) are hosting a two-part training on the California Racial Justice Act, which prohibits the use of race, ethnicity or national origin in sentencing and convictions and aims to create greater equity within the justice system.

*The training will include staff from various SJC partner agencies, and presents an opportunity for us to learn more about the legislation and how it may impact and enhance our work. Staff from the Superior Court, Sheriff's Office, Adult Probation Department, Police Department, Public Defender's Office, Office of Cannabis, Office of Racial Equity, District Attorney's Office, and other SJC partners are invited to attend. The training will take place on Thursday, April 29, from 10-12 PST and Friday, April 30, from 10-12 PST. You can learn more information and **register [here](#)**.*

If you have questions about the training, you can contact [Kristin\(kristin@brightresearchgroup.com\)](mailto:kristin@brightresearchgroup.com) or [Holly \(holly@brightresearchgroup.com\)](mailto:holly@brightresearchgroup.com), from Bright Research Group.

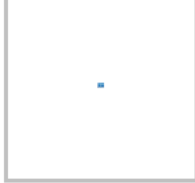
Joelle,
you've got tickets!



See the facts

CA Race of Justice Act Training Series

CA Race of Justice Act Training Series



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Joelle,
you've got tickets!

From: [Alana Mathews](#)
To: aminah@unapologeticallyhers.org; [Hurtado, Arcelia \(DAT\)](#); bohlon@brightresearchgroup.com; [Halpern-Finnerty, Josie \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#)
Subject: Racial Justice Act Training Agenda Review
Date: Tuesday, April 6, 2021 10:18:16 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Good Morning All,

My aunt passed away and I'm traveling to Michigan today. Although I successfully attended a zoom meeting on my first flight, there is a chance that my connecting flight WiFi may not be as good. In abundance of caution I'm wondering if my connection is not good, can we reschedule a backup/alternative meeting for tomorrow. I'm available anytime after noon.

Alana

--

Alana Mathews
Director of Membership
Prosecutors Alliance

[Prosecutors Alliance of California](#)
[Twitter](#)
[Facebook](#)
[Instagram](#)

From: [Bright Research Group Training](#)
Cc: [Holly Joshi](#); [Brightstar Ohlson](#); [Hurtado, Arcelia \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#); [Alana Mathews](#); [REDACTED]
Subject: Racial Justice Act Training: Zoom Link & Info
Date: Thursday, April 22, 2021 12:11:51 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

SJC Partners,

Thank you for registering for the CA Racial Justice Act Training Series, **next Thursday April 29 & Friday April 30, from 10 am- 12pm PST!**

The Zoom link for the training is copied below.

- Please check that your Zoom application is up to date to ensure the smoothest Zoom experience possible. You can check by clicking zoom.us on the app menu, and clicking “check for updates”
- When you enter the Zoom meeting, please change your display name to your first and last name, and agency. If you need help changing your display name, check out [this tutorial](#).
- If you encounter any **technical challenges**, please email training@brightresearchgroup.com. You may also contact Kristin at 916-719-0342.

Please let me know if you have any questions. We look forward to seeing you next Thursday and Friday!

Best,
Kristin

Join Zoom Meeting:

<https://us02web.zoom.us/j/83760084352?pwd=SEQrcVJ5K01jK2UxdzVRcjFMT2ZDUT09>

Meeting ID: 837 6008 4352

Passcode: 565187

One tap mobile

+16699006833,,83760084352#,,,,*565187# US (San Jose)

From: [Bright Research Group Training](#)
Cc: [Holly Joshi](#); [Brightstar Ohlson](#); [Hurtado, Arcelia \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Anderson, Tara \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#); [Alana Mathews](#) [REDACTED]; [Cristine Soto DeBerry](#); [Kristin Owyang Gage](#)
Subject: Racial Justice Act Training: Zoom Link & Info
Date: Tuesday, April 27, 2021 4:57:16 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

SJC Partners,

Thank you for registering for the CA Racial Justice Act Training Series, **this Thursday April 29 & Friday April 30, from 10 am- 12pm PST!**

The Zoom link for the training is copied below.

- This training will include interactive breakout groups. Please join the training on a laptop or desktop if possible, in order to participate fully.
- Check that your Zoom application is up to date to ensure the smoothest Zoom experience possible. You can check by clicking zoom.us on the app menu, and clicking “check for updates”
- When you enter the Zoom meeting, please change your display name to your first and last name, and agency. If you need help changing your display name, check out [this tutorial](#).
- If you encounter any **technical challenges**, please email training@brightresearchgroup.com. You may also contact Kristin at 916-719-0342.

Please let me know if you have any questions. We look forward to seeing you Thursday and Friday!

Best,
Kristin

Join Zoom Meeting:

<https://us02web.zoom.us/j/83760084352?pwd=SEQrcVJ5K01jK2UxdzVRcjFMT2ZDUT09>

Meeting ID: 837 6008 4352

Passcode: 565187

One tap mobile

+16699006833,,83760084352#,,,,*565187# US (San Jose)

From: [Hurtado, Arcelia \(DAT\)](#)
To: [Holly Joshi](#); [Westbrook, Victoria \(ADP\)](#)
Cc: [Halpern-Finnerty, Josie \(DAT\)](#); [Kristin Owyang Gage](#)
Subject: Re: CJREW Meeting Debrief
Date: Wednesday, March 24, 2021 11:26:57 AM

Thanks, Holly. No comments from me but if I think of anything, I will forward.

Thanks for sending the email to the group Victoria!

From: Holly Joshi <holly@brightresearchgroup.com>
Sent: Tuesday, March 23, 2021 2:24 PM
To: Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>
Cc: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Kristin Owyang Gage <kowyang@brightresearchgroup.com>
Subject: Re: CJREW Meeting Debrief

Good afternoon team,

Thank you for the feedback. I think we have a good plan. Yes, Victoria, please send the email and link to registration out.

In addition, Arcelia, Victoria, and Josie if you have any feedback or questions about the RJA agenda please provide it in an email to Kristin and I and we will summarize all feedback and send it to the trainers. I've attached the agenda again here for convenience.

Please let me know if you have questions.

In partnership,

HJ

Holly Joshi – Senior Consultant
Bright Research Group
1211 Preservation Park Way
Oakland, CA 94612
holly@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: "Westbrook, Victoria (ADP)" <victoria.westbrook@sfgov.org>
Date: Monday, March 22, 2021 at 2:38 PM
To: "Hurtado, Arcelia (DAT)" <arcelia.hurtado@sfgov.org>, Holly Joshi <holly@brightresearchgroup.com>
Cc: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>
Subject: RE: CJREW Meeting Debrief

Please find the membership list attached. I do not know everyone's titles, but it contains the names and email addresses for everyone.

Please let me know what you want me to do next. Send out the draft email that you sent?

Eugene Hillsman	ADM	eugene.hillsman@sfgov.org	Office of Cannabis
Victoria Westbrook	APD	victoria.westbrook@sfgov.org	Interim Reentry Policy Planner
Precious Malone	APD	precious.malone@sfgov.org	Supervising Probation Officer
Tara Agnese	APD	tara.agnese@sfgov.org	Director of Research
Cristel Tullock	APD	cristel.tullock@sfgov.org	Acting Deputy Chief
Arcelia Hurtado	DA	Arcelia.Hurtado@sfgov.org	

Tara Anderson	DA	tara.anderson@sfgov.org	Director of Policy
Josie Halpern-Finnerty	DA	josie.halpern-finnerty@sfgov.org	Project Director, Safety and Justice Challenge
Brian Cox	PDR	brian.cox@sfgov.org	Deputy Public Defender -- I think
Trenia Wearing	POL	trenia.wearing@sfgov.org	Captain, Investigations Bureau
Tiffany Sutton	POL	tiffany.sutton@sfgov.org	
Felicia Jamison	SHF	felicia.jamison@sfgov.org	

Thank you,

Victoria Westbrook

Interim Reentry Policy Planner/

Women's Gender Responsive Coordinator, [Reentry Division](#)

San Francisco Adult Probation Department

C: [REDACTED]

Pronouns: she/her/hers/they/them/theirs

[CASC Reentry Center](#)
sf-goso.org

From: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>

Sent: Saturday, March 20, 2021 9:56 AM

To: Holly Joshi <holly@brightresearchgroup.com>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>

Cc: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>

Subject: Re: CJREW Meeting Debrief

Hi Holly,

Thanks for the summary of your meeting. Yes, I think we need to figure out how to best engage the participants in this important work. A survey is a great idea and good first step. I like the tiered approach to inviting more agency representatives to attend. I would say maybe expand the frontline service folks that are invited. This is often the sticking point to reform because managers are sometimes not effective/are otherwise unable to trickle down key learnings, values and expectations. This way we directly address the key frontline audience that has daily impact on people's lives.

Finally, the draft recruitment email looks good.

Thanks for everything!

From: Holly Joshi <holly@brightresearchgroup.com>

Sent: Friday, March 19, 2021 7:17 PM

To: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>

Cc: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>

Subject: Re: CJREW Meeting Debrief

Hi Arcelia,

No problem. Thank you for your contributions to the meeting. I know you were having a busy day and had competing priorities. You are appreciated!

We had a few ideas and questions that I'd like to get your feedback on. We were talking with Victoria about the importance of identifying a core group of CJREW members to the success of the RJA training, visioning and goal setting processes with Marisa Arona, and overall success of the CJREW. We were naming the need to identify the 5-8 consistent and engaged members and be sure to prioritize their participation and uplift their leadership roles in the trainings. Victoria agreed to get us

a list of those core members and their titles/positions within their respective agencies. It may be helpful for us to send out a survey to the CJREW members to gage their interest in recruiting others to the RJA training, willingness to act as facilitators during the break-out sessions, and interest in participating in the visioning sessions with Marisa Arona. Does this sound useful?

On a related note, we thought it might be a good idea to ask committee members to invite at least one agency executive, one mid-level manager, and one frontline/direct service staffer from their agencies to the RJA training. Having representation and participation from each of these levels within an agency can present a powerful opportunity to build momentum within an organization. What are your thoughts about that model for agency engagement in the RJA training?

Lastly, we drafted this email language and link to the RJA registration for you and Victoria to send to CJREW members to support their recruitment efforts.

Please let me know if you have questions.

Colleagues,

As a part of the Safety + Justice Challenge, the Criminal Justice Racial Equity Workgroup and Safety + Justice Challenge Fellows are hosting a two-part training on the California Racial Justice Act, which prohibits the use of race, ethnicity or national origin in sentencing and convictions and aims to create greater equity within the justice system.

*The training will include staff from various SJC partner agencies and presents an opportunity for us to learn more about the legislation and how it may impact and enhance our work. We would like 5-7 people from our agency to attend including representatives from line staff, management, and executive staff. **The training will take place on Thursday, April 29, from 10-12 PST and Friday, April 30, from 10-12 PST. You can learn more information and register [here](#).***

If you have questions about the training, you can contact [Kristin](#) or [Holly](#), from Bright Research Group.

Thank you, Arcelia.

In partnership,

HJ

Holly Joshi – Senior Consultant
Bright Research Group
1211 Preservation Park Way
Oakland, CA 94612
holly@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: "Hurtado, Arcelia (DAT)" <arcelia.hurtado@sfgov.org>

Date: Wednesday, March 17, 2021 at 1:28 PM

To: Kristin Owyang Gage <kowyang@brightresearchgroup.com>, "Halpern-Finnerty, Josie (DAT)" <josie.halpern-

finnerty@sfgov.org>, "Westbrook, Victoria (ADP)" <victoria.westbrook@sfgov.org>, Brightstar Ohlson <bohlon@brightresearchgroup.com>, Holly Joshi <holly@brightresearchgroup.com>, Aminah Elster <aminah@unapologeticallyhers.org>

Subject: Re: CJREW Meeting Debrief

I'm so sorry I missed this! It fell off my radar somehow. Please let me know if there is any follow up I need to do.

From: Kristin Owyang Gage

Sent: Monday, March 15, 2021 5:44 PM

To: Kristin Owyang Gage <kowyang@brightresearchgroup.com>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>; Brightstar Ohlson <bohlon@brightresearchgroup.com>; Holly Joshi <holly@brightresearchgroup.com>; Aminah Elster <aminah@unapologeticallyhers.org>

Subject: CJREW Meeting Debrief

When: Wednesday, March 17, 2021 12:30 PM-12:45 PM.

Where: Zoom

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

When: Wednesday, March 17, 2021 12:30 PM-12:45 PM. (UTC-08:00) Pacific Time (US & Canada)

Where: Zoom

~~*~*~*~*~*~*~*~*

Hi Everyone,

For folks who are available, we thought we could stay on Zoom a few minutes after the CJREW meeting for a quick debrief.

Best,
Kristin

Join Zoom Meeting

<https://us02web.zoom.us/j/89937128534?pwd=TM8vVW8yNHpnbVc5ZkhNekd1bWdyUT09>

Meeting ID: 899 3712 8534

Passcode: 691950

One tap mobile

+16699006833,,89937128534# US (San Jose)

+12532158782,,89937128534# US (Tacoma)

Dial by your location

+1 669 900 6833 US (San Jose)

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Meeting ID: 899 3712 8534

Find your local number: <https://us02web.zoom.us/j/89937128534?pwd=TM8vVW8yNHpnbVc5ZkhNekd1bWdyUT09>

From: [Holly Joshi](#)
To: [Westbrook Victoria \(ADP\)](#); [Hurtado Arcelia \(DAT\)](#)
Cc: [Halpern-Finnerty Josie \(DAT\)](#); [Kristin Owyang Gage](#)
Subject: Re: CJREW Meeting Debrief
Date: Tuesday, March 23, 2021 2:25:34 PM
Attachments: [Draft CRJA Training Agenda -PAC and BRG.docx](#)

Good afternoon team,

Thank you for the feedback. I think we have a good plan. Yes, Victoria, please send the email and link to registration out.

In addition, Arcelia, Victoria, and Josie if you have any feedback or questions about the RJA agenda please provide it in an email to Kristin and I and we will summarize all feedback and send it to the trainers. I've attached the agenda again here for convenience.

Please let me know if you have questions.

In partnership,

HJ

Holly Joshi – Senior Consultant
Bright Research Group
1211 Preservation Park Way
Oakland, CA 94612
holly@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: "Westbrook, Victoria (ADP)" <victoria.westbrook@sfgov.org>
Date: Monday, March 22, 2021 at 2:38 PM
To: "Hurtado, Arcelia (DAT)" <arcelia.hurtado@sfgov.org>, Holly Joshi <holly@brightresearchgroup.com>
Cc: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>
Subject: RE: CJREW Meeting Debrief

Please find the membership list attached. I do not know everyone's titles, but it contains the names and email addresses for everyone.

Please let me know what you want me to do next. Send out the draft email that you sent?

Eugene Hillsman	ADM	eugene.hillsman@sfgov.org	Office of Cannibis
Victoria Westbrook	APD	victoria.westbrook@sfgov.org	Interim Reentry Policy Planner
Precious Malone	APD	precious.malone@sfgov.org	Supervising Probation Officer
Tara Agnese	APD	tara.agnese@sfgov.org	Director of Research
Cristel Tullock	APD	cristel.tullock@sfgov.org	Acting Deputy Chief
Arcelia Hurtado	DA	Arcelia.Hurtado@sfgov.org	
Tara Anderson	DA	tara.anderson@sfgov.org	Director of Policy
Josie Halpern-Finnerty	DA	josie.halpern-finnerty@sfgov.org	Project Director, Safety and Justice Challenge
Brian Cox	PDR	brian.cox@sfgov.org	Deputy Public Defender -- I think
Trenia Wearing	POL	trenia.wearing@sfgov.org	Captain, Investigations Bureau
Tiffany Sutton	POL	tiffany.sutton@sfgov.org	
Felicia Jamison	SHF	felicia.jamison@sfgov.org	

Thank you,

Victoria Westbrook

Interim Reentry Policy Planner/

Women's Gender Responsive Coordinator, [Reentry Division](#)

San Francisco Adult Probation Department

C: [REDACTED]

Pronouns: she/her/hers/they/them/theirs

[CASC Reentry Center](#)

[sf-goso.org](#)

From: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>

Sent: Saturday, March 20, 2021 9:56 AM

To: Holly Joshi <holly@brightresearchgroup.com>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>

Cc: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>

Subject: Re: CJREW Meeting Debrief

Hi Holly,

Thanks for the summary of your meeting. Yes, I think we need to figure out how to best engage the participants in this important work. A survey is a great idea and good first step. I like the tiered approach to inviting more agency representatives to attend. I would say maybe expand the frontline service folks that are invited. This is often the sticking point to reform because managers are sometimes not effective/are otherwise unable to trickle down key learnings, values and expectations. This way we directly address the key frontline audience that has daily impact on people's lives.

Finally, the draft recruitment email looks good.

Thanks for everything!

From: Holly Joshi <holly@brightresearchgroup.com>

Sent: Friday, March 19, 2021 7:17 PM

To: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>

Cc: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>

Subject: Re: CJREW Meeting Debrief

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Colleagues,

As a part of the Safety + Justice Challenge, the Criminal Justice Racial Equity Workgroup and Safety + Justice Challenge Fellows are hosting a two-part training on the California Racial Justice Act, which prohibits the use of race, ethnicity or national origin in sentencing and convictions and aims to create greater equity within the justice system.

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If you have questions about the training, you can contact [Kristin](#) or [Holly](#), from Bright Research Group.

Thank you, Arcelia.

In partnership,

HJ

Holly Joshi – Senior Consultant
Bright Research Group
1211 Preservation Park Way
Oakland, CA 94612
holly@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: "Hurtado, Arcelia (DAT)" <arcelia.hurtado@sfgov.org>

Date: Wednesday, March 17, 2021 at 1:28 PM

To: Kristin Owyang Gage <kowyang@brightresearchgroup.com>, "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>, "Westbrook, Victoria (ADP)" <victoria.westbrook@sfgov.org>, Brightstar Ohlson <bohlon@brightresearchgroup.com>, Holly Joshi <holly@brightresearchgroup.com>, Aminah Elster <aminah@unapologeticallyhers.org>

Subject: Re: CJREW Meeting Debrief

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From: Kristin Owyang Gage
Sent: Monday, March 15, 2021 5:44 PM
To: Kristin Owyang Gage <kowyang@brightresearchgroup.com>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>; Brightstar Ohlson <bohlson@brightresearchgroup.com>; Holly Joshi <holly@brightresearchgroup.com>; Aminah Elster <aminah@unapologeticallyhers.org>
Subject: CJREW Meeting Debrief
When: Wednesday, March 17, 2021 12:30 PM-12:45 PM.
Where: Zoom

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~~*~*~*~*~*~*~*~*

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Best,
Kristin

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From: [Hurtado, Arcelia \(DAT\)](#)
To: [Holly Joshi](#); [Westbrook, Victoria \(ADP\)](#)
Cc: [Halpern-Finnerty, Josie \(DAT\)](#)
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Date: Saturday, March 20, 2021 9:56:09 AM

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Thank you, Arcelia.

In partnership,

HJ

Holly Joshi – Senior Consultant
Bright Research Group

1211 Preservation Park Way
Oakland, CA 94612

holly@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: "Hurtado, Arcelia (DAT)" <arcelia.hurtado@sfgov.org>

Date: Wednesday, March 17, 2021 at 1:28 PM

To: Kristin Owyang Gage <kowyang@brightresearchgroup.com>, "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>, "Westbrook, Victoria (ADP)" <victoria.westbrook@sfgov.org>, Brightstar Ohlson <bohlson@brightresearchgroup.com>, Holly Joshi <holly@brightresearchgroup.com>, Aminah Elster <aminah@unapologeticallyhers.org>

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To: [Hurtado, Arcelia \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#)
Cc: [Halpern-Finnerty, Josie \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#)
Subject: Re: CJREW Meeting Debrief
Date: Friday, March 19, 2021 7:18:28 PM

Hi Arcelia,

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Thank you, Arcelia.

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Bright Research Group
1211 Preservation Park Way
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holly@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: "Hurtado, Arcelia (DAT)" <arcelia.hurtado@sfgov.org>
Date: Wednesday, March 17, 2021 at 1:28 PM
To: Kristin Owyang Gage <kowyang@brightresearchgroup.com>, "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>, "Westbrook, Victoria (ADP)" <victoria.westbrook@sfgov.org>, Brightstar Ohlson <bohlson@brightresearchgroup.com>, Holly Joshi <holly@brightresearchgroup.com>, Aminah Elster <aminah@unapologeticallyhers.org>
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Subject: CJREW Meeting Debrief

When: Wednesday, March 17, 2021 12:30 PM-12:45 PM.

Where: Zoom

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Cc: [Halpern-Finnerty Josie \(DAT\)](#); [Kristin Owyang Gage](#)
Subject: Re: CJREW Meeting Debrief
Date: Wednesday, March 24, 2021 1:00:50 PM

Thank you, Arcelia!

In partnership,

HJ

Holly Joshi – *Senior Consultant*
Bright Research Group
1211 Preservation Park Way
Oakland, CA 94612
holly@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: "Hurtado, Arcelia (DAT)" <arcelia.hurtado@sfgov.org>
Date: Wednesday, March 24, 2021 at 11:27 AM
To: Holly Joshi <holly@brightresearchgroup.com>, "Westbrook, Victoria (ADP)" <victoria.westbrook@sfgov.org>
Cc: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>, Kristin Owyang Gage <kowyang@brightresearchgroup.com>
Subject: Re: CJREW Meeting Debrief

Thanks, Holly. No comments from me but if I think of anything, I will forward.

Thanks for sending the email to the group Victoria!

From: Holly Joshi <holly@brightresearchgroup.com>
Sent: Tuesday, March 23, 2021 2:24 PM
To: Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>
Cc: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Kristin Owyang Gage <kowyang@brightresearchgroup.com>
Subject: Re: CJREW Meeting Debrief

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Subject: RE: CJREW Meeting Debrief

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Eugene Hillsman	ADM	eugene.hillsman@sfgov.org	Office of Cannabis
Victoria Westbrook	APD	victoria.westbrook@sfgov.org	Interim Reentry Policy Planner
Precious Malone	APD	precious.malone@sfgov.org	Supervising Probation Officer
Tara Agnese	APD	tara.agnese@sfgov.org	Director of Research
Cristel Tullock	APD	cristel.tullock@sfgov.org	Acting Deputy Chief
Arcelia Hurtado	DA	Arcelia.Hurtado@sfgov.org	
Tara Anderson	DA	tara.anderson@sfgov.org	Director of Policy
Josie Halpern-Finnerty	DA	josie.halpern-finnerty@sfgov.org	Project Director, Safety and Justice Challenge
Brian Cox	PDR	brian.cox@sfgov.org	Deputy Public Defender -- I think
Trenia Wearing	POL	trenia.wearing@sfgov.org	Captain, Investigations Bureau
Tiffany Sutton	POL	tiffany.sutton@sfgov.org	
Felicia Jamison	SHF	felicia.jamison@sfgov.org	

Thank you,

Victoria Westbrook

Interim Reentry Policy Planner/
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C: [REDACTED]
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No problem. Thank you for your contributions to the meeting. I know you were having a busy day and had competing priorities. You are appreciated!

We had a few ideas and questions that I'd like to get your feedback on. We were talking with Victoria about the importance of identifying a core group of CJREW members to the success of the RJA training, visioning and goal setting processes with Marisa Arona, and overall success of the CJREW. We were naming the need to identify the 5-8 consistent and engaged members and be sure to prioritize their participation and uplift their leadership roles in the trainings. Victoria agreed to get us a list of those core members and their titles/positions within their respective agencies. It may be helpful for us to send out a survey to the CJREW members to gauge their interest in recruiting others to the RJA training, willingness to act as facilitators during the break-out sessions, and interest in participating in the visioning sessions with Marisa Arona. Does this sound useful?

On a related note, we thought it might be a good idea to ask committee members to invite at least one agency executive, one mid-level manager, and one frontline/direct service staffer from their agencies to the RJA training. Having representation and participation from each of these levels within an agency can present a powerful opportunity to build momentum within an organization. What are your thoughts about that model for agency engagement in the RJA training?

Lastly, we drafted this email language and link to the RJA registration for you and Victoria to send to CJREW members to support their recruitment efforts.

Please let me know if you have questions.

Colleagues,

As a part of the Safety + Justice Challenge, the Criminal Justice Racial Equity Workgroup and Safety + Justice Challenge Fellows are hosting a two-part training on the California Racial Justice Act, which prohibits the use of race, ethnicity or national origin in sentencing and convictions and aims to create greater equity within the justice system.

*The training will include staff from various SJC partner agencies and presents an opportunity for us to learn more about the legislation and how it may impact and enhance or work. We would like 5-7 people from our agency to attend including representatives from line staff, management, and executive staff. **The training will take place on Thursday, April 29, from 10-12 PST and Friday, April 30, from 10-12 PST. You can learn more information and register [here](#).***

If you have questions about the training, you can contact [Kristin](#) or [Holly](#), from Bright Research Group.

Thank you, Arcelia.

In partnership,

HJ

Holly Joshi – Senior Consultant
Bright Research Group
1211 Preservation Park Way
Oakland, CA 94612
holly@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: "Hurtado, Arcelia (DAT)" <arcelia.hurtado@sfgov.org>
Date: Wednesday, March 17, 2021 at 1:28 PM
To: Kristin Owyang Gage <kowyang@brightresearchgroup.com>, "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>, "Westbrook, Victoria (ADP)" <victoria.westbrook@sfgov.org>, Brightstar Ohlson <bohlson@brightresearchgroup.com>, Holly Joshi <holly@brightresearchgroup.com>, Aminah Elster <aminah@unapologeticallyhers.org>
Subject: Re: CJREW Meeting Debrief

I'm so sorry I missed this! It fell off my radar somehow. Please let me know if there is any follow up I need to do.

From: Kristin Owyang Gage
Sent: Monday, March 15, 2021 5:44 PM
To: Kristin Owyang Gage <kowyang@brightresearchgroup.com>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>; Brightstar Ohlson <bohlson@brightresearchgroup.com>; Holly Joshi <holly@brightresearchgroup.com>; Aminah Elster <aminah@unapologeticallyhers.org>
Subject: CJREW Meeting Debrief
When: Wednesday, March 17, 2021 12:30 PM-12:45 PM.
Where: Zoom

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

When: Wednesday, March 17, 2021 12:30 PM-12:45 PM. (UTC-08:00) Pacific Time (US & Canada)
Where: Zoom

~~*~*~*~*~*~*~*~*

Hi Everyone,

For folks who are available, we thought we could stay on Zoom a few minutes after the CJREW meeting for a quick debrief.

Best,

Kristin

Join Zoom Meeting

<https://us02web.zoom.us/j/89937128534?pwd=Tm8vVW8yNHpnbVc5ZkhNekd1bWdyUT09>

Meeting ID: 899 3712 8534

Passcode: 691950

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+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Washington DC)

Meeting ID: 899 3712 8534

Find your local number: <https://us02web.zoom.us/j/kkggV3k58>

From: [Holly Joshi](#)
To: [Westbrook, Victoria \(ADP\)](#); [Anderson, Tara \(DAT\)](#); [Hurtado, Arcelia \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#)
Cc: [Kristin Owyang Gage](#); [Brightstar Ohlson](#); [Reyes, Estefany \(ADP - Contractor\)](#)
Subject: Re: CJREW Planning Mtg
Date: Wednesday, September 8, 2021 4:41:31 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Thank you for the documents and the generative meeting.

In partnership,

HJ

Holly Joshi – *Director of Racial Justice and Systems Change*
Bright Research Group
1211 Preservation Park Way
Oakland, CA 94612
holly@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: "Westbrook, Victoria (ADP)" <victoria.westbrook@sfgov.org>
Date: Wednesday, September 8, 2021 at 2:59 PM
To: "Anderson, Tara (DAT)" <tara.anderson@sfgov.org>, "Hurtado, Arcelia (DAT)" <arcelia.hurtado@sfgov.org>, "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>
Cc: Holly Joshi <holly@brightresearchgroup.com>, Kristin Owyang Gage <kristin@brightresearchgroup.com>, Brightstar Ohlson <bohlson@brightresearchgroup.com>, "Reyes, Estefany (ADP - Contractor)" <estefany.reyes@sfgov.org>
Subject: RE: CJREW Planning Mtg

Thanks everyone! So great seeing you all. Looking forward to the work we will do!!

Thank you,

Victoria Westbrook
Acting Reentry Policy Planner/
Women's Gender Responsive Coordinator, [Reentry Division](#)
San Francisco Adult Probation Department
C: [REDACTED]

Pronouns: she/her/hers/they/them/theirs

[CASC Reentry Center](#)
[sf-goso.org](#)

From: Anderson, Tara (DAT) <tara.anderson@sfgov.org>
Sent: Wednesday, September 8, 2021 1:05 PM
To: Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Cc: holly@brightresearchgroup.com; Kristin Owyang Gage <kristin@brightresearchgroup.com>; bohlson@brightresearchgroup.com; Reyes, Estefany (ADP - Contractor) <estefany.reyes@sfgov.org>
Subject: RE: CJREW Planning Mtg

Looking forward to joining this check in, I will be a little late. I have been in back to back meetings and need to run to grab a bite.

Best,
Tara

Tara Regan Anderson, MPP
Director of Policy
San Francisco District Attorney's Office
Tara.Anderson@sfgov.org
Pronouns: she, her, hers

San Francisco District Attorney's Office
350 Rhode Island Street
North Building, Suite 400N
San Francisco, CA 94103
New Phone Number 628-652-4000
New Fax Number 628-652-4001

The information contained in this electronic message may be confidential and may be subject to the attorney-client privilege and/or the attorney work product doctrine. It is intended only for the use of the individual or entity to whom it is addressed. If you are not the intended recipient, you are hereby notified that any use, dissemination or copying of this communication is strictly prohibited. If you have received this electronic message in error, please delete the original message from your e-mail system. Thank you.

-----Original Appointment-----

From: Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Sent: Tuesday, August 17, 2021 2:53 PM
To: Westbrook, Victoria (ADP); Hurtado, Arcelia (DAT); Halpern-Finnerty, Josie (DAT); Anderson, Tara (DAT)
Cc: holly@brightresearchgroup.com; Kristin Owyang Gage; bohlson@brightresearchgroup.com; Reyes, Estefany (ADP - Contractor)
Subject: CJREW Planning Mtg

When: Wednesday, September 8, 2021 1:00 PM-2:00 PM (UTC-08:00) Pacific Time (US & Canada).

Where: <https://us02web.zoom.us/j/82702481877?pwd=cWNBWU5YQjB6OHd6MnVMdGsyOVhndz09>

Victoria Westbrook (she/her/they/them) is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://us02web.zoom.us/j/82702481877?pwd=cWNBWU5YQjB6OHd6MnVMdGsyOVhndz09>

Meeting ID: 827 0248 1877

Passcode: 507904

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+1 301 715 8592 US (Washington DC)

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+1 646 876 9923 US (New York)

Meeting ID: 827 0248 1877

Passcode: 507904

Find your local number: <https://us02web.zoom.us/u/kbXfqUNl>

From: [Anderson, Tara \(DAT\)](#)
To: [Westbrook, Victoria \(ADP\)](#); [Hurtado, Arcelia \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#)
Cc: holly@brightresearchgroup.com; [Kristin Owyang Gage](#); bohlson@brightresearchgroup.com; [Reyes, Estefany \(ADP - Contractor\)](#)
Subject: RE: CJREW Planning Mtg
Date: Wednesday, September 8, 2021 1:56:30 PM
Attachments: [SF Race Equity Statement Action 12.06.18.pdf](#)
[CJREWG Agenda 5.21.19 Annotated.doc](#)

Hi Team,

This is the Equity Statement and Agenda for Action that I referenced. In addition an old annotated agenda is attached which attempted to drive toward measurable next steps. I am so excited about us revisiting the agenda for action and building meaningful project work together with our dream team.

Best,

Tara

Tara Regan Anderson, MPP
Director of Policy
San Francisco District Attorney's Office
Tara.Anderson@sfgov.org
Pronouns: she, her, hers

San Francisco District Attorney's Office
350 Rhode Island Street
North Building, Suite 400N
San Francisco, CA 94103
New Phone Number 628-652-4000
New Fax Number 628-652-4001

The information contained in this electronic message may be confidential and may be subject to the attorney-client privilege and/or the attorney work product doctrine. It is intended only for the use of the individual or entity to whom it is addressed. If you are not the intended recipient, you are hereby notified that any use, dissemination or copying of this communication is strictly prohibited. If you have received this electronic message in error, please delete the original message from your e-mail system. Thank you.

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Dial by your location

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+1 253 215 8782 US (Tacoma)

+1 301 715 8592 US (Washington DC)

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+1 646 876 9923 US (New York)

Meeting ID: 827 0248 1877

Passcode: 507904

Find your local number: <https://us02web.zoom.us/j/82702481877?pwd=cWNBWU5YQjB6OHd6MnVMdGsyOVhndz09>

From: [Kristin Owyang Gage](#)
To: [Holly Joshi](#); [Hurtado, Arcelia \(DAT\)](#)
Cc: [Halpern-Finnerty, Josie \(DAT\)](#)
Subject: Re: CJREW RJA Training
Date: Thursday, April 15, 2021 2:10:10 PM

Here it is just in case!

As a part of the Safety + Justice Challenge, the [Criminal Justice Racial Equity Workgroup](#) and [Safety + Justice Challenge Fellows](#) are hosting a two-part training on the California Racial Justice Act, which prohibits the use of race, ethnicity or national origin in sentencing and convictions and aims to create greater equity within the justice system.

*The training will include staff from various SJC partner agencies, and presents an opportunity for us to learn more about the legislation and how it may impact and enhance our work. Staff from the Superior Court, Sheriff's Office, Adult Probation Department, Police Department, Public Defender's Office, Office of Cannabis, Office of Racial Equity, District Attorney's Office, and other SJC partners are invited to attend. The training will take place on Thursday, April 29, from 10-12 PST and Friday, April 30, from 10-12 PST. You can learn more information and **register [here](#)**.*

If you have questions about the training, you can contact [Kristin\(kristin@brightresearchgroup.com\)](mailto:kristin@brightresearchgroup.com) or [Holly \(holly@brightresearchgroup.com\)](mailto:holly@brightresearchgroup.com), from Bright Research Group.

Kristin Owyang Gage – Business & Training Manager

Bright Research Group

1211 Preservation Park Way Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: Holly Joshi <holly@brightresearchgroup.com>

Date: Thursday, April 15, 2021 at 1:46 PM

To: "Hurtado, Arcelia (DAT)" <arcelia.hurtado@sfgov.org>

Cc: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>, Kristin Owyang Gage <kristin@brightresearchgroup.com>

Subject: Re: CJREW RJA Training

Thank you, Arcelia.

Do you need Kristin to reshare the email language?

In partnership,

HJ

Holly Joshi – Senior Consultant
Bright Research Group

1211 Preservation Park Way
Oakland, CA 94612

holly@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: "Hurtado, Arcelia (DAT)" <arcelia.hurtado@sfgov.org>

Date: Thursday, April 15, 2021 at 8:26 AM

To: Holly Joshi <holly@brightresearchgroup.com>

Cc: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>, Kristin Owyang Gage <kristin@brightresearchgroup.com>

Subject: Re: CJREW RJA Training

Let me forward to the group that was at a meeting yesterday of the Office of Racial Equity. The subgroup is made up of law enforcement partners, many of whom are part of the CJREWG, but different individual reps. I mentioned this training to them at our meeting yesterday and they expressed interest in participating. I will copy you on that email.

From: Holly Joshi <holly@brightresearchgroup.com>

Sent: Wednesday, April 14, 2021 3:57 PM

To: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>

Cc: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Kristin Owyang Gage <kristin@brightresearchgroup.com>

Subject: CJREW RJA Training

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hi Arcelia,

I hope this email finds you well. In continuing to plan for the Racial Justice Act training, we've been keeping our eye on registration (which is at 24) and survey participation. Last week Victoria sent an email to the CJREW members asking them to recruit attendees and participate in the survey, but we have not had any participation in the survey as of today. As a reminder, we were planning to use data from the survey to secure facilitators for the RJA break out groups and in planning for the visioning sessions with Marisa Arrona. We may need to switch up our outreach strategy.

Do you think we might gain training registration and survey participation with different messengers? You or Tara or someone else resending the email? Or do you think direct outreach would be more impactful at this point?

I've attached the registration list for your reference.

Thank you, Arcelia.

In partnership,

HJ

Holly Joshi – *Senior Consultant*

Bright Research Group

1211 Preservation Park Way

Oakland, CA 94612

holly@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: [Holly Joshi](#)
To: [Hurtado, Arcelia \(DAT\)](#)
Cc: [Halpern-Finnerty, Josie \(DAT\)](#); [Kristin Owyang Gage](#)
Subject: Re: CJREW RJA Training
Date: Thursday, April 15, 2021 1:56:29 PM

Thank you, Arcelia.

Do you need Kristin to reshare the email language?

In partnership,

HJ

Holly Joshi – *Senior Consultant*

Bright Research Group

1211 Preservation Park Way

Oakland, CA 94612

holly@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: "Hurtado, Arcelia (DAT)" <arcelia.hurtado@sfgov.org>
Date: Thursday, April 15, 2021 at 8:26 AM
To: Holly Joshi <holly@brightresearchgroup.com>
Cc: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>, Kristin Owyang Gage <kristin@brightresearchgroup.com>
Subject: Re: CJREW RJA Training

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Sent: Wednesday, April 14, 2021 3:57 PM
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Cc: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Kristin Owyang Gage <kristin@brightresearchgroup.com>
Subject: CJREW RJA Training

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Thank you, Arcelia.

In partnership,

HJ

Holly Joshi – *Senior Consultant*

Bright Research Group

1211 Preservation Park Way

Oakland, CA 94612

holly@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: [Hurtado, Arcelia \(DAT\)](#)
To: [Holly Joshi](#)
Cc: [Halpern-Finnerty, Josie \(DAT\)](#); [Kristin Owyang Gage](#)
Subject: Re: CJREW RJA Training
Date: Thursday, April 15, 2021 8:26:26 AM

Let me forward to the group that was at a meeting yesterday of the Office of Racial Equity. The subgroup is made up of law enforcement partners, many of whom are part of the CJREWG, but different individual reps. I mentioned this training to them at our meeting yesterday and they expressed interest in participating. I will copy you on that email.

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Sent: Wednesday, April 14, 2021 3:57 PM
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Cc: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Kristin Owyang Gage <kristin@brightresearchgroup.com>
Subject: CJREW RJA Training

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Thank you, Arcelia.

In partnership,

HJ

Holly Joshi – Senior Consultant
Bright Research Group

1211 Preservation Park Way
Oakland, CA 94612
holly@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: [Hurtado, Arcelia \(DAT\)](#)
To: [Kristin Owyang Gage](#); [Holly Joshi](#)
Cc: [Halpern-Finnerty, Josie \(DAT\)](#)
Subject: Re: CJREW RJA Training
Date: Friday, April 16, 2021 9:49:15 AM

thanks but I don't see the language re: survey in this version.

From: Kristin Owyang Gage <kristin@brightresearchgroup.com>
Sent: Thursday, April 15, 2021 2:09 PM
To: Holly Joshi <holly@brightresearchgroup.com>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>
Cc: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Subject: Re: CJREW RJA Training

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As a part of the Safety + Justice Challenge, the [Criminal Justice Racial Equity Workgroup](#) and [Safety + Justice Challenge Fellows](#) are hosting a two-part training on the California Racial Justice Act, which prohibits the use of race, ethnicity or national origin in sentencing and convictions and aims to create greater equity within the justice system.

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Kristin Owyang Gage – Business & Training Manager

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1211 Preservation Park Way Bartling House

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Work Phone: 510.238.9948

Cell: [REDACTED]

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<kristin@brightresearchgroup.com>

Subject: Re: CJREW RJA Training

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Holly Joshi – *Senior Consultant*

Bright Research Group

1211 Preservation Park Way

Oakland, CA 94612

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Work Phone: 510.238.9948

Cell: [REDACTED]

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To: Holly Joshi <holly@brightresearchgroup.com>

Cc: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>, Kristin Owyang Gage <kristin@brightresearchgroup.com>

Subject: Re: CJREW RJA Training

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Cc: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Kristin Owyang Gage <kristin@brightresearchgroup.com>

Subject: CJREW RJA Training

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Bright Research Group
1211 Preservation Park Way
Oakland, CA 94612
holly@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: [Kristin Owyang Gage](#)
To: [Hurtado, Arcelia \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#)
Cc: [Holly Joshi](#); [Halpern-Finnerty, Josie \(DAT\)](#)
Subject: Re: CJREW Survey & RJA Training Recruitment
Date: Wednesday, April 7, 2021 4:54:31 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hi Arcelia & Victoria,

Nice to see you both today! I made a minor edit to the language to send to CJREW members, asking them to complete the survey by the 16th. Let me know if you have any questions about anything below. It would be great to get the survey out to CJREW members as soon as possible, to identify folks who will facilitate the breakout sessions!

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

1211 Preservation Park Way Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: Kristin Owyang Gage <kowyang@brightresearchgroup.com>

Date: Tuesday, April 6, 2021 at 5:05 PM

To: "Hurtado, Arcelia (DAT)" <arcelia.hurtado@sfgov.org>, "Westbrook, Victoria (ADP)" <victoria.westbrook@sfgov.org>

Cc: Holly Joshi <holly@brightresearchgroup.com>, "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>, Brightstar Ohlson <bohlson@brightresearchgroup.com>

Subject: CJREW Survey & RJA Training Recruitment

Hi Arcelia & Victoria,

Thank you for your feedback on the CJREW survey. We have edited the survey [here](#). Can you send it to the CJREW members, along with a request for them to do additional outreach for the CRJA training? Draft language for you to use is below, and the current registration list is attached. Of course, feel free to edit the email language as you see fit.

I've also attached example product documents from Marisa Arona, for your reference when thinking about the envisioning sessions.

Let me know if you have any questions about any of this.

Best,
Kristin

Colleagues,

Thank you to those who have registered for the CA Racial Justice Act Training on April 29-30! Please take a look at the attached registration list to see who from your agency has registered. As mentioned, we would like 5-7 people from each agency to attend the training, including representatives from line staff, management, and executive staff. **Please send the [registration link](#) to those you'd like to recruit for the training.** Feel free to use the language below for your recruitment efforts.

In addition, **please complete [this brief survey](#) by Friday, April 16**, about the work that we have planned together as the SF Criminal Justice Racial Equity Working Group. This will help inform the CA Racial Justice Act Training, and the work that we do together in the future.

CRJA Training Recruitment Email Language:

As a part of the Safety + Justice Challenge, the Criminal Justice Racial Equity Workgroup and Safety + Justice Challenge Fellows are hosting a two-part training on the California Racial Justice Act, which prohibits the use of race, ethnicity or national origin in sentencing and convictions and aims to create greater equity within the justice system.

The training will include staff from various SJC partner agencies and presents an opportunity for us to learn more about the legislation and how it may impact and enhance our work. We would like 5-7 people from our agency to attend including representatives from line staff, management, and executive staff. The training will take place on Thursday, April 29, from 10-12 PST and Friday, April 30, from 10-12 PST. You can learn more information and register [here](#).

If you have questions about the training, you can contact [Kristin](#) or [Holly](#), from Bright Research Group.

Kristin Owyang Gage – Business & Training Manager

Bright Research Group

1211 Preservation Park Way Bartling House
Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: [Anderson, Tara \(DAT\)](#)
To: [Halpern-Finnerty, Josie \(DAT\)](#)
Subject: RE: CRJA Slides
Date: Friday, April 23, 2021 5:12:14 PM

Thank you. I agree. One framing suggestion I have is a focus on *who* in addition to the *what* at the beginning. They (participants) will enter the room with why does this matter to me in my job mentality. The hope is that they will embrace the spirit prior to even entering the training—once in they need to see it in their own work.

- 1) A judge, juror, expert witness, law enforcement officer, or attorney **exhibited bias or animus towards the defendant** because of the defendant's race, ethnicity, or national origin.
- 2) A judge, juror, expert witness, law enforcement officer, or attorney **used racially discriminatory language** in court, during trial.

When they cover the what they should call out law enforcement including; police officers, sheriff deputies, probation officers. Every professional in the courtroom with few exceptions is responsible and must not....

Best,
Tara

Tara Regan Anderson, MPP
Director of Policy
San Francisco District Attorney's Office
Desk: (628) 652-4020
Tara.Anderson@sfgov.org

-
Please note that we moved on 9/23/19:

San Francisco District Attorney's Office
350 Rhode Island Street
North Building, Suite 400N
San Francisco, CA 94103
New Phone Number 628-652-4000
New Fax Number 628-652-4001

privilege and/or the attorney work product doctrine. It is intended only for the use of the individual or entity to whom it is addressed. If you are not the intended recipient, you are hereby notified that any use, dissemination or copying of this communication is strictly prohibited. If you have received this electronic message in error, please delete the original message from your e-mail system. Thank you.

From: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Sent: Thursday, April 22, 2021 3:19 PM
To: Anderson, Tara (DAT) <tara.anderson@sfgov.org>
Subject: FW: CRJA Slides

Hi – attaching the slides for next week’s racial justice act training, and the current registration list. I’m concerned that these slides seem VERY geared toward prosecution/court (are there other implications for police? Probation?). I’ll give that feedback, but lmk if you have other thoughts.

Josie

Josie Halpern-Finnerty, M.P.P (she/her)
Project Director, Safety and Justice Challenge
San Francisco District Attorney’s Office
Josie.Halpern-Finnerty@sfgov.org

From: Kristin Owyang Gage <kristin@brightresearchgroup.com>
Sent: Thursday, April 22, 2021 1:33 PM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Cc: Holly Joshi <holly@brightresearchgroup.com>
Subject: CRJA Slides

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hi Josie,

We received the training slides from Alana [here](#). I think you said the PA branding is okay, but just wanted to confirm once more? Let me know what you think.

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*
Bright Research Group
1211 Preservation Park Way Bartling House
Oakland, CA 94612
kowyang@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: [Westbrook, Victoria \(ADP\)](#)
To: [Kristin Owyang Gage](#); [Hurtado, Arcelia \(DAT\)](#)
Cc: [Halpern-Finnerty, Josie \(DAT\)](#); [Holly Joshi](#); [Brightstar Ohlson](#)
Subject: RE: CRJA Training & 4/6 Meeting
Date: Friday, April 2, 2021 9:47:01 AM

Really looking forward to Tuesday's meeting!

I think the survey is good and should be sent out to CJREW members.

What do you think about adding an additional question, something like, "Are there other people that should be invited to participate in CJREW? If yes, please provide their name, organization, and email address."

Thank you,

Victoria Westbrook

Interim Reentry Policy Planner/
Women's Gender Responsive Coordinator, [Reentry Division](#)
San Francisco Adult Probation Department
C: [REDACTED]
Pronouns: she/her/hers/they/them/theirs

[CASC Reentry Center](#)
[sf-goso.org](#)

From: Kristin Owyang Gage <kowyang@brightresearchgroup.com>
Sent: Friday, April 2, 2021 8:43 AM
To: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Cc: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Holly Joshi <holly@brightresearchgroup.com>; Brightstar Ohlson <bohlson@brightresearchgroup.com>
Subject: CRJA Training & 4/6 Meeting

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hi Arcelia & Victoria,

We're looking forward to our meeting next Tuesday! I've attached a few slides to help guide our discussion. Alana and Aminah will be joining us for the first portion to discuss the CRJA training series draft agenda. We have additional time afterward to discuss the CJREW visioning session & timing, as well as SFDA training coordination with Arcelia.

Holly previously mentioned sending a survey to CJREW members to see who is interested in facilitating a breakout group during the CRJA training & participating in a visioning session with

Marisa Arona. We've drafted a survey [here](#), for your review. What do you think about sending it to CJREW members, along with a request for them to use the language that Victoria previously sent to help recruit line staff, management & executive staff from their agencies? (Language copied below). I've attached the current registration list for your reference; there are 16 people registered thus far, most from the DA's office.

Best,
Kristin

--

CRJA Training Recruitment Email:

As a part of the Safety + Justice Challenge, the Criminal Justice Racial Equity Workgroup and Safety + Justice Challenge Fellows are hosting a two-part training on the California Racial Justice Act, which prohibits the use of race, ethnicity or national origin in sentencing and convictions and aims to create greater equity within the justice system.

The training will include staff from various SJC partner agencies and presents an opportunity for us to learn more about the legislation and how it may impact and enhance our work. We would like 5-7 people from our agency to attend including representatives from line staff, management, and executive staff. The training will take place on Thursday, April 29, from 10-12 PST and Friday, April 30, from 10-12 PST. You can learn more information and register [here](#).

If you have questions about the training, you can contact [Kristin](#) or [Holly](#), from Bright Research Group.

Kristin Owyang Gage – Business & Training Manager

Bright Research Group

1211 Preservation Park Way Bartling House
Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: [Alana Mathews](#)
To: [Kristin Owyang Gage](#)
Cc: [Holly Joshi](#); [Halpern-Finnerty, Josie \(DAT\)](#)
Subject: Re: CRJA Training Follow-Up
Date: Monday, April 26, 2021 7:44:18 AM
Attachments: [Facilitation Guide2.0 .docx](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Good Morning Kristin,

I am not sure if I missed a calendar invite from you but I just sent a new invite this morning for 9:00 am to go over the revised slides and facilitation guide. Please see attached.

Alana



CRJA Training

On Fri, Apr 23, 2021 at 4:38 PM Kristin Owyang Gage <kristin@brightresearchgroup.com> wrote:

Hi Alana,

Nice to chat with you briefly just now. Thanks for incorporating more examples for participants from the Police Dept/Sheriff's Office/Probation. Looking forward to touching base on Monday!

Best,

Kristin

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

1211 Preservation Park Way Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: Alana Mathews <alana@prosecutorsalliance.org>
Date: Friday, April 23, 2021 at 4:00 PM
To: Kristin Owyang Gage <kristin@brightresearchgroup.com>
Cc: Holly Joshi <holly@brightresearchgroup.com>
Subject: Re: CRJA Training Follow-Up

Are you free to jump on a quick call now? I just want to get a firm understanding before I start working on this this weekend. We can still meet on Monday I just think I quick 10 min call would be helpful to me . I also need time to set up the zoom polls with staff. Thanks

916-897-0132

On Fri, Apr 23, 2021 at 3:54 PM Kristin Owyang Gage <kristin@brightresearchgroup.com> wrote:

Hi Alana,

Thank you for sending these documents. We have a few questions and concerns that we're hoping you can help address, written below. I think it would be helpful to meet once more early next week as well, to make sure we're aligned and clear on role designation on the training days. I am available on Monday morning or Tuesday 9-10. Would either of those work for you?

Our primary questions are:

- The audience will include staff from the Sheriff's Office, police department & probation (with a couple from SF Re-entry Council & Public Health Dept. as well). The slides feel somewhat geared toward lawyers & judges, and the third breakout group didn't include the Sheriff's office or police. Are you able to incorporate specific examples & considerations for these staff? Perhaps on slide 13/throughout?
- For the breakout group on day 1, will you review the case with the full group before going into breakouts? There were a lot of details in the facilitator's guide- can you confirm that breakout group facilitators will not need to introduce the case to their group participants?
- For the agenda on day 2, it looks like there are only 5-10 min of lecture and the majority of the time is reserved for breakout groups? Can you clarify how you envision this day flowing, and the content that will be covered outside of breakout groups?

- I don't think we need to use time during the training for the survey; we can send it to participants afterward. We can also incorporate the poll survey questions that Holly suggested mid-way through each day, if that sounds good to you.

Thanks Alana for your work on this training. Looking forward to hearing your thoughts on the questions above!

Best,

Kristin

Kristin Owyang Gage – Business & Training Manager

Bright Research Group

[1211 Preservation Park Way](#) Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: Alana Mathews <alana@prosecutorsalliance.org>
Date: Thursday, April 22, 2021 at 2:25 PM
To: Kristin Owyang Gage <kristin@brightresearchgroup.com>
Cc: Holly Joshi <holly@brightresearchgroup.com>
Subject: Re: CRJA Training Follow-Up

My apologies. This should be the correct document.

Alana

On Thu, Apr 22, 2021 at 2:22 PM Alana Mathews <alana@prosecutorsalliance.org> wrote:

On Thu, Apr 22, 2021 at 1:25 PM Kristin Owyang Gage
<kristin@brightresearchgroup.com> wrote:

Hi Alana,

Thank you for your email. It looks like both of the attachments are the agenda. Is there a separate facilitation guide for the breakout group facilitators?

Best,

Kristin

Kristin Owyang Gage – Business & Training Manager

Bright Research Group

[1211 Preservation Park Way](#) Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: Alana Mathews <alana@prosecutorsalliance.org>
Date: Thursday, April 22, 2021 at 12:45 PM
To: Kristin Owyang Gage <kristin@brightresearchgroup.com>
Subject: Re: CRJA Training Follow-Up

[Error! Filename not specified. CRJA Training](#)

Hi Kristin,

Please find the slides, revised agenda, and facilitation guides. I am happy to

schedule a call this weekend or early next week to go over the facilitation guides. I will also be working on the slides for part two to condense them down. I just included all of the slides so that the facilitators would have all of the content that will be covered.

Alana

916-897-0132

On Thu, Apr 22, 2021 at 11:30 AM Kristin Owyang Gage <kristin@brightresearchgroup.com> wrote:

Thanks Alana, we look forward to receiving the materials!

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

[1211 Preservation Park Way](#) Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: Alana Mathews <alana@prosecutorsalliance.org>
Date: Wednesday, April 21, 2021 at 9:17 PM
To: Kristin Owyang Gage <kristin@brightresearchgroup.com>
Subject: Re: CRJA Training Follow-Up

Hi Kristin

I will be sending this tonight or first thing in the morning. The verdict yesterday interrupted this work but Im finishing up tonight.

Alana

On Wed, Apr 21, 2021 at 3:17 PM Kristin Owyang Gage
<kristin@brightresearchgroup.com> wrote:

Hi Alana,

I hope you're well and having a good week! Just wanted to follow up to see if you have the materials that we discussed for next week's training. Are you able to send the following items today? We'd like to send the breakout group instructions to group facilitators tomorrow, so they have some time to prepare before next Thursday.

- Revised agenda
- Breakout group facilitator guide for parts 2 & 4 of the agenda
- Training slides
- Post-training survey if you have one you'd like to use (if not, please let us know and we will draft one)

I've attached an updated registration list for your reference. Please let me know if you have any questions or concerns!

Best,

Kristin

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

[1211 Preservation Park Way](#) Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: Alana Mathews <alana@prosecutorsalliance.org>

Date: Thursday, April 15, 2021 at 3:33 PM

To: Holly Joshi <holly@brightresearchgroup.com>
Cc: Kristin Owyang Gage <kristin@brightresearchgroup.com>
Subject: Re: CRJA Training Follow-Up

That works for me. Also your questions look fine to me.

Alana

On Thu, Apr 15, 2021 at 2:29 PM Holly Joshi
<holly@brightresearchgroup.com> wrote:

Hey KOG and Alana,

I hope your week is going well. I sent draft break-out questions yesterday and was thinking we could have a pop-up survey after each section of the agenda that simply asks how informative the content was. "How informative did was Part -very informative, somewhat informative, not informative". We've incorporated a similar pop-up during our other trainings and they are really helpful for real time feedback. Everyone also tends to participate so we get a good representative survey whereas less than half of attendees tend to fill out the after course surveys.

Let me know if this is something we'd like to include.

In partnership,

HJ

Holly Joshi – *Senior Consultant*

Bright Research Group

[1211 Preservation Park Way](#)

[Oakland, CA 94612](#)

holly@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: Kristin Owyang Gage <kowyang@brightresearchgroup.com>
Date: Wednesday, April 7, 2021 at 5:21 PM
To: 'Alana Mathews' <alana@prosecutorsalliance.org>
Cc: Holly Joshi <holly@brightresearchgroup.com>
Subject: CRJA Training Follow-Up

Hi Alana,

Thanks for meeting today! Here is the [registration link](#) you requested, as well as the current registration list. Holly is working on training survey questions and breakout group questions for part 3 of the agenda, and will be in touch when those are ready.

Thank you for working on the revised agenda and facilitator's guide for parts 2 & 4, and sending those to us by the 19th-21st. Would you be able to send us the training slides at that time as well?

Let me know if you need anything additional from us. Thanks again!

Best,

Kristin

Kristin Owyang Gage – Business & Training Manager

Bright Research Group

[1211 Preservation Park Way](#) Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

--

Alana Mathews

Director of Membership

Prosecutors Alliance

[Prosecutors Alliance of California](#)

[Twitter](#)

[Facebook](#)

[Instagram](#)

From: [Kristin Owyang Gage](#)
To: [Alana Mathews](#)
Cc: [Holly Joshi](#); [Halpern-Finnerty, Josie \(DAT\)](#)
Subject: Re: CRJA Training Follow-Up
Date: Friday, April 23, 2021 4:38:29 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hi Alana,

Nice to chat with you briefly just now. Thanks for incorporating more examples for participants from the Police Dept/Sheriff's Office/Probation. Looking forward to touching base on Monday!

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

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Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

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Cc: Holly Joshi <holly@brightresearchgroup.com>
Subject: Re: CRJA Training Follow-Up

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Thanks Alana for your work on this training. Looking forward to hearing your thoughts on the questions above!

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Bright Research Group

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Subject: Re: CRJA Training Follow-Up

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To: Holly Joshi <holly@brightresearchgroup.com>

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Subject: Re: CRJA Training Follow-Up

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HJ

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To: 'Alana Mathews' <alana@prosecutorsalliance.org>

Cc: Holly Joshi <holly@brightresearchgroup.com>

Subject: CRJA Training Follow-Up

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slides at that time as well?

Let me know if you need anything additional from us. Thanks again!

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*
Bright Research Group
[1211 Preservation Park Way](#) Bartling House
Oakland, CA 94612
kowyang@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

--

Alana Mathews
Director of Membership
Prosecutors Alliance

[Prosecutors Alliance of California](#)

[Twitter](#)

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From: [Kristin Owyang Gage](#)
To: [Halpern-Finnerty, Josie \(DAT\)](#); [Alana Mathews](#)
Cc: [Holly Joshi](#)
Subject: Re: CRJA Training Follow-Up
Date: Monday, April 26, 2021 8:39:24 AM

Hi Alana,

Thank you for sending the revised slides & facilitator guide. I look forward to chatting soon! Josie & Holly, I will provide an update after meeting with Alana this morning.

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

1211 Preservation Park Way Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>
Date: Monday, April 26, 2021 at 8:34 AM
To: Alana Mathews <alana@prosecutorsalliance.org>, Kristin Owyang Gage <kristin@brightresearchgroup.com>
Cc: Holly Joshi <holly@brightresearchgroup.com>
Subject: RE: CRJA Training Follow-Up

Hi all,

Really excited about this training – thank you all for the partnership and collaboration. We are expecting some additional representation from the Police Department and Sheriff's Office – so particularly appreciate your incorporating examples relevant to their work.

I have a conflict this morning, but please let me know if there's anything you need from me!

Josie

Josie Halpern-Finnerty, M.P.P (she/her)
Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: Alana Mathews <alana@prosecutorsalliance.org>
Sent: Monday, April 26, 2021 7:44 AM
To: Kristin Owyang Gage <kristin@brightresearchgroup.com>

Cc: Holly Joshi <holly@brightresearchgroup.com>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>

Subject: Re: CRJA Training Follow-Up

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Good Morning Kristin,

I am not sure if I missed a calendar invite from you but I just sent a new invite this morning for 9:00 am to go over the revised slides and facilitation guide. Please see attached.

Alana

 [CRJA Training](#)

On Fri, Apr 23, 2021 at 4:38 PM Kristin Owyang Gage <kristin@brightresearchgroup.com> wrote:

Hi Alana,

Nice to chat with you briefly just now. Thanks for incorporating more examples for participants from the Police Dept/Sheriff's Office/Probation. Looking forward to touching base on Monday!

Best,
Kristin

Kristin Owyang Gage – Business & Training Manager
Bright Research Group
1211 Preservation Park Way Bartling House
Oakland, CA 94612
kowyang@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: Alana Mathews <alana@prosecutorsalliance.org>

Date: Friday, April 23, 2021 at 4:00 PM

To: Kristin Owyang Gage <kristin@brightresearchgroup.com>

Cc: Holly Joshi <holly@brightresearchgroup.com>

Subject: Re: CRJA Training Follow-Up

Are you free to jump on a quick call now? I just want to get a firm understanding before I start working on this this weekend. We can still meet on Monday I just think I quick 10 min call would be helpful to me . I also need time to set up the zoom polls with staff. Thanks

916-897-0132

On Fri, Apr 23, 2021 at 3:54 PM Kristin Owyang Gage <kristin@brightresearchgroup.com> wrote:

Hi Alana,

Thank you for sending these documents. We have a few questions and concerns that we're hoping you can help address, written below. I think it would be helpful to meet once more early next week as well, to make sure we're aligned and clear on role designation on the training days. I am available on Monday morning or Tuesday 9-10. Would either of those work for you?

Our primary questions are:

- The audience will include staff from the Sheriff's Office, police department & probation (with a couple from SF Re-entry Council & Public Health Dept. as well). The slides feel somewhat geared toward lawyers & judges, and the third breakout group didn't include the Sheriff's office or police. Are you able to incorporate specific examples & considerations for these staff? Perhaps on slide 13/throughout?
- For the breakout group on day 1, will you review the case with the full group before going into breakouts? There were a lot of details in the facilitator's guide- can you confirm that breakout group facilitators will not need to introduce the case to their group participants?
- For the agenda on day 2, it looks like there are only 5-10 min of lecture and the majority of the time is reserved for breakout groups? Can you clarify how you envision this day flowing, and the content that will be covered outside of breakout groups?
- I don't think we need to use time during the training for the survey; we can send it to participants afterward. We can also incorporate the poll survey questions that Holly suggested mid-way through each day, if that sounds good to you.

Thanks Alana for your work on this training. Looking forward to hearing your thoughts on the questions above!

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

[1211 Preservation Park Way](#) Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: Alana Mathews <alana@prosecutorsalliance.org>

Date: Thursday, April 22, 2021 at 2:25 PM

To: Kristin Owyang Gage <kristin@brightresearchgroup.com>

Cc: Holly Joshi <holly@brightresearchgroup.com>

Subject: Re: CRJA Training Follow-Up

My apologies. This should be the correct document.

Alana

On Thu, Apr 22, 2021 at 2:22 PM Alana Mathews <alana@prosecutorsalliance.org> wrote:

On Thu, Apr 22, 2021 at 1:25 PM Kristin Owyang Gage <kristin@brightresearchgroup.com> wrote:

Hi Alana,

Thank you for your email. It looks like both of the attachments are the agenda. Is there a separate facilitation guide for the breakout group facilitators?

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

[1211 Preservation Park Way](#) Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: Alana Mathews <alana@prosecutorsalliance.org>

Date: Thursday, April 22, 2021 at 12:45 PM

To: Kristin Owyang Gage <kristin@brightresearchgroup.com>

Subject: Re: CRJA Training Follow-Up

[Error! Filename not specified. CRJA Training](#)

Hi Kristin,

Please find the slides, revised agenda, and facilitation guides. I am happy to schedule a call this weekend or early next week to go over the facilitation guides. I will also be working on the slides for part two to condense them down. I just included all of the slides so that the facilitators would have all of the content that will be covered.

Alana
916-897-0132

On Thu, Apr 22, 2021 at 11:30 AM Kristin Owyang Gage

<kristin@brightresearchgroup.com> wrote:

Thanks Alana, we look forward to receiving the materials!

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

[1211 Preservation Park Way](#) Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: Alana Mathews <alana@prosecutorsalliance.org>

Date: Wednesday, April 21, 2021 at 9:17 PM

To: Kristin Owyang Gage <kristin@brightresearchgroup.com>

Subject: Re: CRJA Training Follow-Up

Hi Kristin

I will be sending this tonight or first thing in the morning. The verdict yesterday interrupted this work but Im finishing up tonight.

Alana

On Wed, Apr 21, 2021 at 3:17 PM Kristin Owyang Gage

<kristin@brightresearchgroup.com> wrote:

Hi Alana,

I hope you're well and having a good week! Just wanted to follow up to see if you have the materials that we discussed for next week's training. Are you able to send the following items today? We'd like to send the breakout group instructions to group facilitators tomorrow, so they have some time to prepare before next Thursday.

- Revised agenda
- Breakout group facilitator guide for parts 2 & 4 of the agenda
- Training slides
- Post-training survey if you have one you'd like to use (if not, please let us know and we will draft one)

I've attached an updated registration list for your reference. Please let me know if you have any questions or concerns!

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

[1211 Preservation Park Way](#) Bartling House

Oakland, CA 94612
kowyang@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: Alana Mathews <alana@prosecutorsalliance.org>
Date: Thursday, April 15, 2021 at 3:33 PM
To: Holly Joshi <holly@brightresearchgroup.com>
Cc: Kristin Owyang Gage <kristin@brightresearchgroup.com>
Subject: Re: CRJA Training Follow-Up

That works for me. Also your questions look fine to me.

Alana

On Thu, Apr 15, 2021 at 2:29 PM Holly Joshi <holly@brightresearchgroup.com> wrote:

Hey KOG and Alana,

I hope your week is going well. I sent draft break-out questions yesterday and was thinking we could have a pop-up survey after each section of the agenda that simply asks how informative the content was. "How informative did was Part -very informative, somewhat informative, not informative". We've incorporated a similar pop-up during our other trainings and they are really helpful for real time feedback. Everyone also tends to participate so we get a good representative survey whereas less than half of attendees tend to fill out the after course surveys.

Let me know if this is something we'd like to include.

In partnership,

HJ

Holly Joshi – *Senior Consultant*
Bright Research Group
[1211 Preservation Park Way](#)
[Oakland, CA 94612](#)
holly@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: Kristin Owyang Gage <kowyang@brightresearchgroup.com>
Date: Wednesday, April 7, 2021 at 5:21 PM

To: 'Alana Mathews' <alana@prosecutorsalliance.org>

Cc: Holly Joshi <holly@brightresearchgroup.com>

Subject: CRJA Training Follow-Up

Hi Alana,

Thanks for meeting today! Here is the [registration link](#) you requested, as well as the current registration list. Holly is working on training survey questions and breakout group questions for part 3 of the agenda, and will be in touch when those are ready.

Thank you for working on the revised agenda and facilitator's guide for parts 2 & 4, and sending those to us by the 19th-21st. Would you be able to send us the training slides at that time as well?

Let me know if you need anything additional from us. Thanks again!

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

[1211 Preservation Park Way](#) Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

--

Alana Mathews

Director of Membership

Prosecutors Alliance

[Prosecutors Alliance of California](#)

[Twitter](#)

[Facebook](#)

[Instagram](#)

From: [Kristin Owyang Gage](#)
To: [Halpern-Finnerty, Josie \(DAT\)](#); [Holly Joshi](#)
Subject: Re: CRJA Training Materials
Date: Wednesday, April 28, 2021 9:19:48 AM

Yes, that sounds right to me as well. Thanks Holly for checking in with Aminah. I'm assuming she will coordinate directly with Alana after she makes her decision, but let me know if you think additional clarification with Alana would be helpful.

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*
Bright Research Group
1211 Preservation Park Way Bartling House
Oakland, CA 94612
kowyang@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>
Date: Tuesday, April 27, 2021 at 8:02 PM
To: Holly Joshi <holly@brightresearchgroup.com>
Cc: Kristin Owyang Gage <kristin@brightresearchgroup.com>
Subject: Re: CRJA Training Materials

Fully in agreement. Thank you both.

...

Please excuse typos -- sent from mobile device.

On Apr 27, 2021, at 7:41 PM, Holly Joshi <holly@brightresearchgroup.com> wrote:

Thank you for raising this with Alana, Kristin. I actually spoke with Aminah about it today and shared about the surprise reveal experience we had with OU and the Black Women's Blue Print a few years ago. She responded well and was happy I brought it up. We talked about the risks vs rewards and she said she would think on it and make a final decision tonight. I think the final decision is probably best left to Aminah (not Alana) since it's her story right?

What do you all think?

In partnership,

HJ

Holly Joshi – *Senior Consultant*
Bright Research Group

1211 Preservation Park Way
Oakland, CA 94612
holly@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: Kristin Owyang Gage <kristin@brightresearchgroup.com>

Date: Tuesday, April 27, 2021 at 4:55 PM

To: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>, Holly Joshi <holly@brightresearchgroup.com>

Subject: Re: CRJA Training Materials

Hi Josie,

I'm hopeful that Tara's comments will help, and after we met yesterday, I did see some additional minor changes that Alana made to the breakout group questions. I sent Alana an updated registration list again today. Holly, what do you think?

I meant to touch on your last point during our debrief yesterday- I mentioned this concern to Alana. She said she wanted to make sure participants would speak candidly in breakout groups so didn't want to disclose that it's Aminah's case in advance, but that she would preface the case study by saying that it's based on a real case in CA. She also thought that by having the fellows/breakout group facilitators report out, she could avoid having people feel like they were put on the spot before a "reveal." I'm not sure what you both think of this plan- do you think it should be further discussed with Alana?

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*
Bright Research Group

1211 Preservation Park Way Bartling House
Oakland, CA 94612
kowyang@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>

Date: Tuesday, April 27, 2021 at 4:28 PM

To: Holly Joshi <holly@brightresearchgroup.com>, Kristin Owyang Gage <kristin@brightresearchgroup.com>
Subject: RE: CRJA Training Materials

Hi Kristin and Holly –

Thank you for all your work on this. It's looking clearer (and of course your breakout guide is great). Hoping Tara's comments re Probation will help.

Do you think I need to chime in also, or we need to do more to underscore the diverse audiences?

Holly, do you know what Aminah and Alana decided regarding how the "reveal" that Jane Doe is her will be handled?

J

Josie Halpern-Finnerty, M.P.P (she/her)
Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: Anderson, Tara (DAT) <tara.anderson@sfgov.org>
Sent: Tuesday, April 27, 2021 4:19 PM
To: Kristin Owyang Gage <kristin@brightresearchgroup.com>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Cc: Alana Mathews <alana@prosecutorsalliance.org>; Holly Joshi <holly@brightresearchgroup.com>; Brightstar Ohlson <bohlson@brightresearchgroup.com>; Aminah Elster <aminah@unapologeticallyhers.org>
Subject: RE: CRJA Training Materials

Thank you so much. I am really looking forward to Thursday and Friday's sessions.

I just want to point out that Probation is included in the definition of law enforcement under several statutes. I saw a note for slide 12, "Probation and other stakeholders, participants in criminal legal system may not be expressly included in statute but are still included in the spirit of the law and necessary to end racial bias and discrimination in our criminal legal system." This statement is true for other stakeholders but Probation is included in the definition of law enforcement and law enforcement as a group is expressly named in AB 1542. Additionally, they along with service providers can serve as an expert witness before the magistrate informing the court on supervision status, program engagement etc.

Again thank you all!
Best,
Tara

Tara Regan Anderson, MPP
Director of Policy
San Francisco District Attorney's Office
Desk: (628) 652-4020
Tara.Anderson@sfgov.org

Please note that we moved on 9/23/19:

San Francisco District Attorney's Office
350 Rhode Island Street
North Building, Suite 400N
San Francisco, CA 94103
New Phone Number 628-652-4000
New Fax Number 628-652-4001

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From: Kristin Owyang Gage <kristin@brightresearchgroup.com>
Sent: Tuesday, April 27, 2021 2:20 PM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Cc: Alana Mathews <alana@prosecutorsalliance.org>; Holly Joshi <holly@brightresearchgroup.com>; Brightstar Ohlson <bohlson@brightresearchgroup.com>; Aminah Elster <aminah@unapologeticallyhers.org>
Subject: CRJA Training Materials

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Hi Everyone,

I hope you're having a good week so far! We're looking forward to the CRJA training

this Thursday and Friday. Please see the following materials attached:

- **Revised [training slides](#)** from Alana
- **Facilitator's agenda**- *Arcelia*, we added a few minutes for you to set the stage at the beginning of the training and introduce the trainers. We added some talking points to this section of the agenda; please let me know if this sounds okay to you.
- **Updated registration list**, with draft breakout group assignments & facilitators noted. The SJC Fellows will be the primary breakout group facilitators. We did not receive survey responses from any CJREW members, so we have not added them as breakout group facilitators. We have tentatively placed everyone in a breakout group with a fellow, so you can provide assistance with facilitation as needed. We anticipate that not all registered participants will attend the training, but if the group is large, we may split into additional breakout groups, and may ask you to facilitate a breakout group without a fellow. (*Note that the final breakout group on day 2 will be divided by agency. As noted in the spreadsheet, we have Victoria facilitating the probation group and Josie facilitating the SFDA group, with fellows facilitating the rest*)
- **Breakout Group Facilitator's Guide**- The facilitator's agenda has the primary breakout group questions listed within. The attached guide provides additional information, and has been provided to the SJC Fellows.
- **[Training evaluation survey](#)**, to be sent to participants after day 2

Let me know if you have any questions, concerns, or suggestions about any of the above. Alana is also cc'd here for any questions about the slides or training agenda.

Best,
Kristin

Kristin Owyang Gage – Business & Training Manager

Bright Research Group

1211 Preservation Park Way Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: [Holly Joshi](#)
To: [Kristin Owyang Gage](#); [Halpern-Finnerty, Josie \(DAT\)](#)
Subject: Re: CRJA Training Materials
Date: Tuesday, April 27, 2021 7:41:31 PM

Thank you for raising this with Alana, Kristin. I actually spoke with Aminah about it today and shared about the surprise reveal experience we had with OU and the Black Women's Blue Print a few years ago. She responded well and was happy I brought it up. We talked about the risks vs rewards and she said she would think on it and make a final decision tonight. I think the final decision is probably best left to Aminah (not Alana) since it's her story right?

What do you all think?

In partnership,

HJ

Holly Joshi – *Senior Consultant*
Bright Research Group
1211 Preservation Park Way
Oakland, CA 94612
holly@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: Kristin Owyang Gage <kristin@brightresearchgroup.com>
Date: Tuesday, April 27, 2021 at 4:55 PM
To: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>, Holly Joshi <holly@brightresearchgroup.com>
Subject: Re: CRJA Training Materials

Hi Josie,

I'm hopeful that Tara's comments will help, and after we met yesterday, I did see some additional minor changes that Alana made to the breakout group questions. I sent Alana an updated registration list again today. Holly, what do you think?

I meant to touch on your last point during our debrief yesterday- I mentioned this concern to Alana. She said she wanted to make sure participants would speak candidly in breakout groups so didn't want to disclose that it's Aminah's case in advance, but that she would preface the case study by saying that it's based on a real case in CA. She also thought that by having the fellows/breakout group facilitators report out, she could avoid having people feel like they were put on the spot before a "reveal." I'm not sure what you both think of this plan- do you think it should be further

discussed with Alana?

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

1211 Preservation Park Way Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>

Date: Tuesday, April 27, 2021 at 4:28 PM

To: Holly Joshi <holly@brightresearchgroup.com>, Kristin Owyang Gage <kristin@brightresearchgroup.com>

Subject: RE: CRJA Training Materials

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Do you think I need to chime in also, or we need to do more to underscore the diverse audiences?

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J

Josie Halpern-Finnerty, M.P.P (she/her)

Project Director, Safety and Justice Challenge

San Francisco District Attorney's Office

Josie.Halpern-Finnerty@sfgov.org

From: Anderson, Tara (DAT) <tara.anderson@sfgov.org>

Sent: Tuesday, April 27, 2021 4:19 PM

To: Kristin Owyang Gage <kristin@brightresearchgroup.com>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>

Cc: Alana Mathews <alana@prosecutorsalliance.org>; Holly Joshi <holly@brightresearchgroup.com>; Brightstar Ohlson <bohlson@brightresearchgroup.com>; Aminah Elster <aminah@unapologeticallyhers.org>

Subject: RE: CRJA Training Materials

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Again thank you all!

Best,

Tara

Tara Regan Anderson, MPP
Director of Policy
San Francisco District Attorney's Office
Desk: (628) 652-4020
Tara.Anderson@sfgov.org

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San Francisco District Attorney's Office
350 Rhode Island Street
North Building, Suite 400N
San Francisco, CA 94103
New Phone Number 628-652-4000
New Fax Number 628-652-4001

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From: Kristin Owyang Gage <kristin@brightresearchgroup.com>
Sent: Tuesday, April 27, 2021 2:20 PM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Cc: Alana Mathews <alana@prosecutorsalliance.org>; Holly Joshi <holly@brightresearchgroup.com>; Brightstar Ohlson <bohlson@brightresearchgroup.com>; Aminah Elster <aminah@unapologeticallyhers.org>
Subject: CRJA Training Materials

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Hi Everyone,

I hope you're having a good week so far! We're looking forward to the CRJA training this Thursday and Friday. Please see the following materials attached:

- **Revised [training slides](#)** from Alana
- **Facilitator's agenda**- *Arcelia*, we added a few minutes for you to set the stage at the beginning of the training and introduce the trainers. We added some talking points to this section of the agenda; please let me know if this sounds okay to you.
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- **[Training evaluation survey](#)**, to be sent to participants after day 2

Let me know if you have any questions, concerns, or suggestions about any of the above. Alana is also cc'd here for any questions about the slides or training agenda.

Best,
Kristin

Kristin Owyang Gage – Business & Training Manager

Bright Research Group

1211 Preservation Park Way Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: [Kristin Owyang Gage](#)
To: [Halpern-Finnerty, Josie \(DAT\)](#); [Holly Joshi](#)
Subject: Re: CRJA Training Materials
Date: Tuesday, April 27, 2021 4:56:15 PM

Hi Josie,

I'm hopeful that Tara's comments will help, and after we met yesterday, I did see some additional minor changes that Alana made to the breakout group questions. I sent Alana an updated registration list again today. Holly, what do you think?

I meant to touch on your last point during our debrief yesterday- I mentioned this concern to Alana. She said she wanted to make sure participants would speak candidly in breakout groups so didn't want to disclose that it's Aminah's case in advance, but that she would preface the case study by saying that it's based on a real case in CA. She also thought that by having the fellows/breakout group facilitators report out, she could avoid having people feel like they were put on the spot before a "reveal." I'm not sure what you both think of this plan- do you think it should be further discussed with Alana?

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*
Bright Research Group
1211 Preservation Park Way Bartling House
Oakland, CA 94612
kowyang@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>
Date: Tuesday, April 27, 2021 at 4:28 PM
To: Holly Joshi <holly@brightresearchgroup.com>, Kristin Owyang Gage <kristin@brightresearchgroup.com>
Subject: RE: CRJA Training Materials

Hi Kristin and Holly –

Thank you for all your work on this. It's looking clearer (and of course your breakout guide is great). Hoping Tara's comments re Probation will help.

Do you think I need to chime in also, or we need to do more to underscore the diverse audiences?

Holly, do you know what Aminah and Alana decided regarding how the "reveal" that Jane Doe is her will be handled?

J

Josie Halpern-Finnerty, M.P.P (she/her)
Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: Anderson, Tara (DAT) <tara.anderson@sfgov.org>
Sent: Tuesday, April 27, 2021 4:19 PM
To: Kristin Owyang Gage <kristin@brightresearchgroup.com>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Cc: Alana Mathews <alana@prosecutorsalliance.org>; Holly Joshi <holly@brightresearchgroup.com>; Brightstar Ohlson <bohlson@brightresearchgroup.com>; Aminah Elster <aminah@unapologeticallyhers.org>
Subject: RE: CRJA Training Materials

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Again thank you all!

Best,
Tara

Tara Regan Anderson, MPP
Director of Policy
San Francisco District Attorney's Office
Desk: (628) 652-4020
Tara.Anderson@sfgov.org

Please note that we moved on 9/23/19:

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San Francisco, CA 94103
New Phone Number 628-652-4000
New Fax Number 628-652-4001

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From: Kristin Owyang Gage <kristin@brightresearchgroup.com>
Sent: Tuesday, April 27, 2021 2:20 PM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Cc: Alana Mathews <alana@prosecutorsalliance.org>; Holly Joshi <holly@brightresearchgroup.com>; Brightstar Ohlson <bohlson@brightresearchgroup.com>; Aminah Elster <aminah@unapologeticallyhers.org>
Subject: CRJA Training Materials

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Hi Everyone,

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- **Revised [training slides](#)** from Alana
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- **[Training evaluation survey](#)**, to be sent to participants after day 2

Let me know if you have any questions, concerns, or suggestions about any of the above. Alana is also cc'd here for any questions about the slides or training agenda.

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

1211 Preservation Park Way Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: [Hurtado, Arcelia \(DAT\)](#)
To: [Anderson, Tara \(DAT\)](#); [Kristin Owyang Gage](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#)
Cc: [Alana Mathews](#); [Holly Joshi](#); [Brightstar Ohlson](#); [Aminah Elster](#)
Subject: Re: CRJA Training Materials
Date: Tuesday, April 27, 2021 4:40:29 PM

This looks great to me, thanks everyone. Looking forward to it.

From: Anderson, Tara (DAT) <tara.anderson@sfgov.org>
Sent: Tuesday, April 27, 2021 4:19 PM
To: Kristin Owyang Gage <kristin@brightresearchgroup.com>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Cc: Alana Mathews <alana@prosecutorsalliance.org>; Holly Joshi <holly@brightresearchgroup.com>; Brightstar Ohlson <bohlson@brightresearchgroup.com>; Aminah Elster <aminah@unapologeticallyhers.org>
Subject: RE: CRJA Training Materials

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Again thank you all!

Best,

Tara

Tara Regan Anderson, MPP
Director of Policy
San Francisco District Attorney's Office
Desk: (628) 652-4020
Tara.Anderson@sfgov.org

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From: Kristin Owyang Gage <kristin@brightresearchgroup.com>
Sent: Tuesday, April 27, 2021 2:20 PM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Cc: Alana Mathews <alana@prosecutorsalliance.org>; Holly Joshi <holly@brightresearchgroup.com>; Brightstar Ohlson <bohlson@brightresearchgroup.com>; Aminah Elster <aminah@unapologeticallyhers.org>
Subject: CRJA Training Materials

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- **[Training evaluation survey](#)**, to be sent to participants after day 2

Let me know if you have any questions, concerns, or suggestions about any of the above. Alana is also cc'd here for any questions about the slides or training agenda.

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*
Bright Research Group

1211 Preservation Park Way Bartling House
Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: [Holly Joshi](#)
To: [Kristin Owyang Gage](#); [Halpern-Finnerty, Josie \(DAT\)](#)
Subject: Re: CRJA Training Materials
Date: Wednesday, April 28, 2021 9:59:47 AM

Yes, she said she feels comfortable coordinating directly with Alana. If something feels off or Alana isn't responsive, she will reach out to me.

In partnership,

HJ

Holly Joshi – *Senior Consultant*
Bright Research Group
1211 Preservation Park Way
Oakland, CA 94612
holly@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: Kristin Owyang Gage <kristin@brightresearchgroup.com>
Date: Wednesday, April 28, 2021 at 9:18 AM
To: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>, Holly Joshi <holly@brightresearchgroup.com>
Subject: Re: CRJA Training Materials

Yes, that sounds right to me as well. Thanks Holly for checking in with Aminah. I'm assuming she will coordinate directly with Alana after she makes her decision, but let me know if you think additional clarification with Alana would be helpful.

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*
Bright Research Group
1211 Preservation Park Way Bartling House
Oakland, CA 94612
kowyang@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>
Date: Tuesday, April 27, 2021 at 8:02 PM
To: Holly Joshi <holly@brightresearchgroup.com>
Cc: Kristin Owyang Gage <kristin@brightresearchgroup.com>

Subject: Re: CRJA Training Materials

Fully in agreement. Thank you both.

...

Please excuse typos -- sent from mobile device.

On Apr 27, 2021, at 7:41 PM, Holly Joshi <holly@brightresearchgroup.com> wrote:

Thank you for raising this with Alana, Kristin. I actually spoke with Aminah about it today and shared about the surprise reveal experience we had with OU and the Black Women's Blue Print a few years ago. She responded well and was happy I brought it up. We talked about the risks vs rewards and she said she would think on it and make a final decision tonight. I think the final decision is probably best left to Aminah (not Alana) since its her story right?

What do you all think?

In partnership,

HJ

Holly Joshi – Senior Consultant

Bright Research Group

1211 Preservation Park Way

Oakland, CA 94612

holly@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: Kristin Owyang Gage <kristin@brightresearchgroup.com>

Date: Tuesday, April 27, 2021 at 4:55 PM

To: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>, Holly Joshi <holly@brightresearchgroup.com>

Subject: Re: CRJA Training Materials

Hi Josie,

I'm hopeful that Tara's comments will help, and after we met yesterday, I did see some

additional minor changes that Alana made to the breakout group questions. I sent Alana an updated registration list again today. Holly, what do you think?

I meant to touch on your last point during our debrief yesterday- I mentioned this concern to Alana. She said she wanted to make sure participants would speak candidly in breakout groups so didn't want to disclose that it's Aminah's case in advance, but that she would preface the case study by saying that it's based on a real case in CA. She also thought that by having the fellows/breakout group facilitators report out, she could avoid having people feel like they were put on the spot before a "reveal." I'm not sure what you both think of this plan- do you think it should be further discussed with Alana?

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

1211 Preservation Park Way Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>

Date: Tuesday, April 27, 2021 at 4:28 PM

To: Holly Joshi <holly@brightresearchgroup.com>, Kristin Owyang Gage <kristin@brightresearchgroup.com>

Subject: RE: CRJA Training Materials

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Do you think I need to chime in also, or we need to do more to underscore the diverse audiences?

Holly, do you know what Aminah and Alana decided regarding how the "reveal" that Jane Doe is her will be handled?

J

Josie Halpern-Finnerty, M.P.P (she/her)

Project Director, Safety and Justice Challenge

San Francisco District Attorney's Office

Josie.Halpern-Finnerty@sfgov.org

From: Anderson, Tara (DAT) <tara.anderson@sfgov.org>
Sent: Tuesday, April 27, 2021 4:19 PM
To: Kristin Owyang Gage <kristin@brightresearchgroup.com>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
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Director of Policy
San Francisco District Attorney's Office
Desk: (628) 652-4020
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From: Kristin Owyang Gage <kristin@brightresearchgroup.com>

Sent: Tuesday, April 27, 2021 2:20 PM

To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>

Cc: Alana Mathews <alana@prosecutorsalliance.org>; Holly Joshi <holly@brightresearchgroup.com>; Brightstar Ohlson <bohlson@brightresearchgroup.com>; Aminah Elster <aminah@unapologeticallyhers.org>

Subject: CRJA Training Materials

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Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

1211 Preservation Park Way Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: [Anderson, Tara \(DAT\)](#)
To: [Westbrook, Victoria \(ADP\)](#); [Hurtado, Arcelia \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Holly Joshi](#); [Kristin Owyang Gage](#)
Cc: [Brightstar Ohlson](#)
Subject: RE: CRJA Training Registration
Date: Friday, April 23, 2021 1:49:13 PM

Thank you everyone for the extra outreach. I just spoke to Victoria who received requests from two Reentry Council participants to attend next week's training. Together we thought this was great and made the decision to provide the link to them to register. Victoria is handling this follow up. In addition we thought it might be appropriate to send out a final first come first serve email pitch on Monday to Reentry Council Members and Subcommittee participants. We were thinking that we could limit it to 3 slots for the general outreach. **Would love folks thoughts on this, because not all Reentry Council participants are in CBOs or Departments, the main audience for the training.** Really looking forward to next week.

Best,
Tara

Tara Regan Anderson, MPP
Director of Policy
San Francisco District Attorney's Office
Desk: (628) 652-4020
Tara.Anderson@sfgov.org

-

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From: Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Sent: Wednesday, April 21, 2021 7:58 AM
To: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Holly Joshi <holly@brightresearchgroup.com>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Kristin Owyang Gage <kristin@brightresearchgroup.com>
Cc: Brightstar Ohlson <bohlson@brightresearchgroup.com>
Subject: Re: CRJA Training Registration

Thanks Arcelia!

Thank you,

Victoria Westbrook

Women's Gender Responsive Coordinator, Reentry Division

San Francisco Adult Probation Department

C: (510) 717-1733

Pronouns: she/her/hers/they/them/theirs

<https://sf-goso.org/>

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From: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>

Sent: Tuesday, April 20, 2021 9:26 PM

To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Holly Joshi <holly@brightresearchgroup.com>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Kristin Owyang Gage <kristin@brightresearchgroup.com>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>

Cc: Brightstar Ohlson <bohlson@brightresearchgroup.com>

Subject: Re: CRJA Training Registration

Same herw

Get [Outlook for iOS](#)

From: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Sent: Tuesday, April 20, 2021 7:33:11 PM
To: Holly Joshi <holly@brightresearchgroup.com>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Kristin Owyang Gage <kristin@brightresearchgroup.com>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Cc: Brightstar Ohlson <bohlson@brightresearchgroup.com>
Subject: RE: CRJA Training Registration

Hi all – I'll plan to do some targeted outreach to SFPD and Sheriff tomorrow to the folks I know.

J

Josie Halpern-Finnerty, M.P.P (she/her)
Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: Holly Joshi <holly@brightresearchgroup.com>
Sent: Monday, April 19, 2021 6:00 PM
To: Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Kristin Owyang Gage <kristin@brightresearchgroup.com>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Cc: Brightstar Ohlson <bohlson@brightresearchgroup.com>
Subject: Re: CRJA Training Registration

I think that sounds right, Tara. Please let us know if there is anything we can do to support.

In partnership,

HJ

Holly Joshi – *Senior Consultant*
Bright Research Group
1211 Preservation Park Way
Oakland, CA 94612
holly@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: "Anderson, Tara (DAT)" <tara.anderson@sfgov.org>
Date: Monday, April 19, 2021 at 5:19 PM
To: Kristin Owyang Gage <kristin@brightresearchgroup.com>, "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>, "Hurtado, Arcelia (DAT)" <arcelia.hurtado@sfgov.org>, "Westbrook, Victoria (ADP)" <victoria.westbrook@sfgov.org>
Cc: Holly Joshi <holly@brightresearchgroup.com>, Brightstar Ohlson <bohlson@brightresearchgroup.com>
Subject: RE: CRJA Training Registration

Thank you for the update. I would like to see more representation from SFPD and Sheriff. In addition to opening slots I think we should more target recruitment with those partners. Thoughts?

Best,
Tara

Tara Regan Anderson, MPP
Director of Policy
San Francisco District Attorney's Office
Desk: (628) 652-4020
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From: Kristin Owyang Gage <kristin@brightresearchgroup.com>
Sent: Monday, April 19, 2021 4:35 PM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Cc: Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Holly Joshi <holly@brightresearchgroup.com>; Brightstar Ohlson <bohlson@brightresearchgroup.com>

Subject: CRJA Training Registration

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Hi Everyone,

We have 29 people registered so far for next week's CA Racial Justice Act Training. The updated registration list is attached. Would you like to broaden the recruitment or open it up to more people from each partner agency?

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

1211 Preservation Park Way Bartling House
Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: [Westbrook, Victoria \(ADP\)](#)
To: [Halpern-Finnerty, Josie \(DAT\)](#); [Holly Joshi](#); [Anderson, Tara \(DAT\)](#); [Kristin Owyang Gage](#); [Hurtado, Arcelia \(DAT\)](#)
Cc: [Brightstar Ohlson](#)
Subject: RE: CRJA Training Registration
Date: Wednesday, April 21, 2021 7:38:59 AM

Thanks Josie!

Thank you,

Victoria Westbrook

Interim Reentry Policy Planner/
Women's Gender Responsive Coordinator, [Reentry Division](#)
San Francisco Adult Probation Department
C: [REDACTED]
Pronouns: she/her/hers/they/them/theirs

[CASC Reentry Center](#)
[sf-goso.org](#)

From: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Sent: Tuesday, April 20, 2021 7:33 PM
To: Holly Joshi <holly@brightresearchgroup.com>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Kristin Owyang Gage <kristin@brightresearchgroup.com>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Cc: Brightstar Ohlson <bohlson@brightresearchgroup.com>
Subject: RE: CRJA Training Registration

Hi all – I'll plan to do some targeted outreach to SFPD and Sheriff tomorrow to the folks I know.

J

Josie Halpern-Finnerty, M.P.P (she/her)
Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: Holly Joshi <holly@brightresearchgroup.com>
Sent: Monday, April 19, 2021 6:00 PM
To: Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Kristin Owyang Gage <kristin@brightresearchgroup.com>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Cc: Brightstar Ohlson <bohlson@brightresearchgroup.com>
Subject: Re: CRJA Training Registration

I think that sounds right, Tara. Please let us know if there is anything we can do to support.

In partnership,

HJ

Holly Joshi – *Senior Consultant*

Bright Research Group

1211 Preservation Park Way

Oakland, CA 94612

holly@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: "Anderson, Tara (DAT)" <tara.anderson@sfgov.org>

Date: Monday, April 19, 2021 at 5:19 PM

To: Kristin Owyang Gage <kristin@brightresearchgroup.com>, "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>, "Hurtado, Arcelia (DAT)" <arcelia.hurtado@sfgov.org>, "Westbrook, Victoria (ADP)" <victoria.westbrook@sfgov.org>

Cc: Holly Joshi <holly@brightresearchgroup.com>, Brightstar Ohlson <bohlson@brightresearchgroup.com>

Subject: RE: CRJA Training Registration

Thank you for the update. I would like to see more representation from SFPD and Sheriff. In addition to opening slots I think we should more target recruitment with those partners. Thoughts?

Best,

Tara

Tara Regan Anderson, MPP

Director of Policy

San Francisco District Attorney's Office

Desk: (628) 652-4020

Tara.Anderson@sfgov.org

Please note that we moved on 9/23/19:

San Francisco District Attorney's Office

350 Rhode Island Street

North Building, Suite 400N

San Francisco, CA 94103

New Phone Number 628-652-4000

New Fax Number 628-652-4001

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From: Kristin Owyang Gage <kristin@brightresearchgroup.com>
Sent: Monday, April 19, 2021 4:35 PM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Cc: Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Holly Joshi <holly@brightresearchgroup.com>; Brightstar Ohlson <bohlson@brightresearchgroup.com>
Subject: CRJA Training Registration

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Hi Everyone,

We have 29 people registered so far for next week's CA Racial Justice Act Training. The updated registration list is attached. Would you like to broaden the recruitment or open it up to more people from each partner agency?

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*
Bright Research Group

1211 Preservation Park Way Bartling House
Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: [Anderson, Tara \(DAT\)](#)
To: [Kristin Owyang Gage](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Hurtado, Arcelia \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#)
Cc: [Holly Joshi](#); [Brightstar Ohlson](#)
Subject: RE: CRJA Training Registration
Date: Monday, April 19, 2021 5:18:49 PM

Thank you for the update. I would like to see more representation from SFPD and Sheriff. In addition to opening slots I think we should more target recruitment with those partners. Thoughts?

Best,
Tara

Tara Regan Anderson, MPP
Director of Policy
San Francisco District Attorney's Office
Desk: (628) 652-4020
Tara.Anderson@sfgov.org

-

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Sent: Monday, April 19, 2021 4:35 PM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Cc: Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Holly Joshi <holly@brightresearchgroup.com>; Brightstar Ohlson <bohlson@brightresearchgroup.com>
Subject: CRJA Training Registration

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Kristin

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

1211 Preservation Park Way Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: [Anderson, Tara \(DAT\)](#)
To: [Halpern-Finnerty, Josie \(DAT\)](#)
Subject: RE: CRJA Training Registration
Date: Thursday, March 25, 2021 7:54:17 PM

I say keep Maria and Betsy because they are the only reps from their orgs even if they are not the ones likely to attend. I agree with removing all other contacts. Thank you!

Best,
Tara

Tara Regan Anderson, MPP
Director of Policy
San Francisco District Attorney's Office
Desk: (628) 652-4020
Tara.Anderson@sfgov.org

-

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From: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Sent: Thursday, March 25, 2021 6:45 PM
To: Anderson, Tara (DAT) <tara.anderson@sfgov.org>
Subject: FW: CRJA Training Registration

Hi Tara,

This is the group I'm thinking of inviting to the Racial Justice Act training from the SJC DL – we are trying to keep the training reasonably small and focused on system folks. Anyone you'd cut or add on this list? Folks in red I'm thinking of removing.

J

Name	Organization	Email
Adami, Steve	Adult Probation	steve.adami@sfgov.org
Agnese, Tara	Adult Probation	tara.agnese@sfgov.org
Fraser, John	Adult Probation	jay.fraser@sfgov.org
Pletsch, Destiny	Adult Probation	destiny.pletsch@sfgov.org
Tullock, Cristel	Adult Probation	cristel.tullock@sfgov.org
Westbrook, Victoria	Adult Probation	victoria.westbrook@sfgov.org
Wolkin, Betsy	Bar Association	bwolkin@sfbabar.org

Woo, Sharon (DAT)	Department of Police	sharon.woo@sfgov.org
Anderson, Tara	Accountability	tara.anderson@sfgov.org
Burke, Robyn	District Attorney's Office	robyn.burke@sfgov.org
Hurtado, Arcelia	District Attorney's Office	Arcelia.Hurtado@sfgov.org
Evans, Demarris	District Attorney's Office	demarris.evans@sfgov.org
Lacambra, Stephanie	District Attorney's Office	stephanie.lacambra@sfgov.org
Meisels, Seth	District Attorney's Office	seth.meisels@sfgov.org
Miranda, Armando	District Attorney's Office	armando.miranda@sfgov.org
Morales, Carolina	District Attorney's Office	caro.morales@sfgov.org
Rabinowitz, Mikaela	District Attorney's Office	mikaela.rabinowitz@sfgov.org
Roberts, Samantha	District Attorney's Office	samantha.roberts@sfgov.org
Ross, Ranon	District Attorney's Office	ranon.ross@sfgov.org
Shamji, Simin	District Attorney's Office	simin.shamji@sfgov.org
Kushnir, Melanie	DPH	melanie.kushnir@sfdph.org
Mera, Tanya	DPH	tanya.mera@sfdph.org
Pratt, Lisa	DPH	lisa.pratt@sfdph.org
Fuller, Joanne	JSP	joanne@justicesystempartners.org
Joplin, Lore	JSP	lore@justicesystempartners.org
Sansone, Christina	JSP	christina@justicesystempartners.org
McKee, Maria	Juvenile Probation	maria.mckee@sfgov.org
Camacho, Elizabeth	Public Defender's Office	Elizabeth.Camacho@sfgov.org
Goossen, Carolyn	Public Defender's Office	carolyn.goossen@sfgov.org
Harris, Danielle	Public Defender's Office	danielle.harris@sfgov.org
Raja, Aleem	Public Defender's Office	aleem.raja@sfgov.org
Razzaq, Hadi	Public Defender's Office	hadi.razzaq@sfgov.org
Rodarmel, Danica	Public Defender's Office	danica.rodarmel@sfgov.org
Welsh, Doug	Public Defender's Office	douglas.welch@sfgov.org
Young, Rebecca	Public Defender's Office	rebecca.young@sfgov.org
Palmer, William	Reentry Council Designee	williammpalmer2@gmail.com
Randolph, Freda	Reentry Council Designee	freda.randolph@sfgov.org
Roye, Karen	Reentry Council Designee	karen.roye@sfgov.org
Smith, Jasmine	Reentry Council Designee	jasmine.m.smith@sfgov.org
Barron, Cristina	SF Pretrial	cristinab@sfpreatrial.org
Mauroff, David	SF Pretrial	davidm@sfpreatrial.org
Miller, Matt	SF Pretrial	mattm@sfpreatrial.org
Corado-Vega, Ivan	SF Pretrial	ivanc@sfpreatrial.org
Urbina, Jeannette	SF Pretrial	jeannetteu@sfpreatrial.org
Basco, Bernice	SFPD	bernice.basco@sfgov.org
Lazar, David	SFPD	david.lazar@sfgov.org
Sutton, Tiffany	SFPD	tiffany.sutton@sfgov.org
Kropff, Christian	Sheriff's Department	christian.kropff@sfgov.org
Jennings, Lucas	Sheriff's Department	lucas.jennings@sfgov.org
Riker, Alissa (SHF)	Sheriff's Department	alissa.riker@sfgov.org
Caffese, Teresa	Superior Court	TCaffese@sftc.org
Culkins, Mark	Superior Court	mculkins@sftc.org
Panner Selvam, Karthik	Superior Court	kpannerselvam@sftc.org
West, Allyson	Superior Court	AWest@sftc.org
Lau, Michelle	Treasurers' Office	michelle.k.lau@sfgov.org
Stuhldreher, Anne	Treasurers' Office	anne.stuhldreher@sfgov.org
Truong, Austin	Youth Commission Staff	austin.truong@sfgov.org

Josie Halpern-Finnerty, M.P.P (she/her)
Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: Kristin Owyang Gage <kowyang@brightresearchgroup.com>
Sent: Tuesday, March 23, 2021 2:54 PM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Cc: Holly Joshi <holly@brightresearchgroup.com>
Subject: CRJA Training Registration

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hi Josie,

The Racial Justice Act training registration link and draft email language are below, for you to send to system allies and other SJC partners you'd like to invite. Feel free to edit the email language, and let me know if you need anything else!

Best,
Kristin

--

Colleagues,

As a part of the Safety + Justice Challenge, the Criminal Justice Racial Equity Workgroup and Safety + Justice Challenge Fellows are hosting a two-part training on the California Racial Justice Act, which prohibits the use of race, ethnicity or national origin in sentencing and convictions and aims to create greater equity within the justice system.

*The training will include staff from various SJC partner agencies and presents an opportunity for us to learn more about the legislation and how it may impact and enhance or work. **The training will take place on Thursday, April 29, from 10-12 PST and Friday, April 30, from 10-12 PST. You can learn more information and register [here](#).***

If you have questions about the training, you can contact [Kristin](#) or [Holly](#), from Bright Research Group.

Kristin Owyang Gage – Business & Training Manager
Bright Research Group
1211 Preservation Park Way Bartling House
Oakland, CA 94612
kowyang@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: [Hurtado, Arcelia \(DAT\)](#)
To: [Anderson, Tara \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Holly Joshi](#); [Kristin Owyang Gage](#)
Cc: [Brightstar Ohlson](#)
Subject: RE: CRJA Training Registration
Date: Friday, April 23, 2021 10:34:45 PM

That seems fine to me.

From: Anderson, Tara (DAT) <tara.anderson@sfgov.org>
Sent: Friday, April 23, 2021 1:49 PM
To: Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Holly Joshi <holly@brightresearchgroup.com>; Kristin Owyang Gage <kristin@brightresearchgroup.com>
Cc: Brightstar Ohlson <bohlson@brightresearchgroup.com>
Subject: RE: CRJA Training Registration

Thank you everyone for the extra outreach. I just spoke to Victoria who received requests from two Reentry Council participants to attend next week's training. Together we thought this was great and made the decision to provide the link to them to register. Victoria is handling this follow up. In addition we thought it might be appropriate to send out a final first come first serve email pitch on Monday to Reentry Council Members and Subcommittee participants. We were thinking that we could limit it to 3 slots for the general outreach. **Would love folks thoughts on this, because not all Reentry Council participants are in CBOs or Departments, the main audience for the training.** Really looking forward to next week.

Best,
Tara

Tara Regan Anderson, MPP
Director of Policy
San Francisco District Attorney's Office
Desk: (628) 652-4020
Tara.Anderson@sfgov.org

-
Please note that we moved on 9/23/19:

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From: Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Sent: Wednesday, April 21, 2021 7:58 AM
To: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Holly Joshi <holly@brightresearchgroup.com>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Kristin Owyang Gage <kristin@brightresearchgroup.com>
Cc: Brightstar Ohlson <bohlson@brightresearchgroup.com>
Subject: Re: CRJA Training Registration

Thanks Arcelia!

Thank you,

Victoria Westbrook

Women's Gender Responsive Coordinator, Reentry Division

San Francisco Adult Probation Department

C: (510) 717-1733

Pronouns: she/her/hers/they/them/theirs

<https://sf-goso.org/>

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From: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>
Sent: Tuesday, April 20, 2021 9:26 PM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Holly Joshi <holly@brightresearchgroup.com>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Kristin Owyang Gage <kristin@brightresearchgroup.com>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Cc: Brightstar Ohlson <bohlson@brightresearchgroup.com>
Subject: Re: CRJA Training Registration

Same herw

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From: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Sent: Tuesday, April 20, 2021 7:33:11 PM
To: Holly Joshi <holly@brightresearchgroup.com>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Kristin Owyang Gage <kristin@brightresearchgroup.com>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Cc: Brightstar Ohlson <bohlson@brightresearchgroup.com>
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Josie Halpern-Finnerty, M.P.P (she/her)
Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: Holly Joshi <holly@brightresearchgroup.com>
Sent: Monday, April 19, 2021 6:00 PM
To: Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Kristin Owyang Gage <kristin@brightresearchgroup.com>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
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1211 Preservation Park Way

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Cell: [REDACTED]

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Date: Monday, April 19, 2021 at 5:19 PM

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Cc: Holly Joshi <holly@brightresearchgroup.com>, Brightstar Ohlson <bohlson@brightresearchgroup.com>

Subject: RE: CRJA Training Registration

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Director of Policy

San Francisco District Attorney's Office

Desk: (628) 652-4020

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Cc: Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Holly Joshi <holly@brightresearchgroup.com>; Brightstar Ohlson <bohlson@brightresearchgroup.com>
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Kristin

Kristin Owyang Gage – *Business & Training Manager*
Bright Research Group
1211 Preservation Park Way Bartling House
Oakland, CA 94612
kowyang@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: [Hurtado, Arcelia \(DAT\)](#)
To: [Klement, Tal \(DAT\)](#)
Cc: [Marshall, Rachel \(DAT\)](#); [Evans, Demarris \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Shamji, Simin \(DAT\)](#); [Lee, Kasie \(DAT\)](#); [Anderson, Tara \(DAT\)](#)
Subject: Re: Racial Justice Act Implementation
Date: Thursday, December 10, 2020 9:02:14 AM

do we have a meeting zoom link?

From: Klement, Tal (DAT) <tal.klement@sfgov.org>
Sent: Thursday, December 10, 2020 6:52 AM
To: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>
Cc: Marshall, Rachel (DAT) <rachel.marshall@sfgov.org>; Evans, Demarris (DAT) <demarris.evans@sfgov.org>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Shamji, Simin (DAT) <simin.shamji@sfgov.org>; Lee, Kasie (DAT) <kasie.lee@sfgov.org>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>
Subject: Re: Racial Justice Act Implementation

Hello all:

Sorry to miss this. I have a court appearance this morning and then a meeting with the DA.

Best,
Tal

On Dec 9, 2020, at 8:54 PM, Hurtado, Arcelia (DAT)
<Arcelia.Hurtado@sfgov.org> wrote:

Here are two research memos re: the RJA. The first one was prepared by Loretta Johnson, our post bar clerk (her bio is attached, she is an attorney in NY but waiting for CA bar results), and the second one was prepared by Allison Macbeth. talk to you tomorrow.

From: Marshall, Rachel (DAT) <rachel.marshall@sfgov.org>
Sent: Wednesday, December 9, 2020 4:29 PM
To: Evans, Demarris (DAT) <demarris.evans@sfgov.org>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Shamji, Simin (DAT) <simin.shamji@sfgov.org>; Lee, Kasie (DAT) <kasie.lee@sfgov.org>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Klement, Tal (DAT) <tal.klement@sfgov.org>
Subject: Re: Racial Justice Act Implementation

Hi all, I've been off sick today and sure hope I'm better by tomorrow but wanted to give you a head's up. Hope to at least be on audio even if not camera-ready!

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From: Evans, Demarris (DAT) <demarris.evans@sfgov.org>
Sent: Wednesday, December 9, 2020 4:27:43 PM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Shamji, Simin (DAT) <simin.shamji@sfgov.org>; Lee, Kasie (DAT) <kasie.lee@sfgov.org>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Klement, Tal (DAT) <tal.klement@sfgov.org>; Marshall, Rachel (DAT) <rachel.marshall@sfgov.org>
Subject: Re: Racial Justice Act Implementation

Thanks so much Josie. If you have time to send me any relevant materials prior to the meeting so that I can get up to speed that would be great.

Demarris

From: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>
Date: Wednesday, December 9, 2020 at 4:21 PM
To: "Evans, Demarris (DAT)" <demarris.evans@sfgov.org>, "Shamji, Simin (DAT)" <simin.shamji@sfgov.org>, "Lee, Kasie (DAT)" <kasie.lee@sfgov.org>, "Anderson, Tara (DAT)" <tara.anderson@sfgov.org>, "Hurtado, Arcelia (DAT)" <arcelia.hurtado@sfgov.org>, "Klement, Tal (DAT)" <tal.klement@sfgov.org>, "Marshall, Rachel (DAT)" <rachel.marshall@sfgov.org>
Subject: RE: Racial Justice Act Implementation

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Josie.Halpern-Finnerty@sfgov.org

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Restorative Justice Unit
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Subject: Racial Justice Act Implementation
When: Monday, November 30, 2020 2:00 PM-3:00 PM (UTC-08:00) Pacific Time (US & Canada).
Where: <https://sfdistrictattorney.zoom.us/j/97118993604>

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<RJA Summary.docx>

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Subject: Re: Racial Justice Act Implementation
Date: Thursday, December 10, 2020 6:52:36 AM

Hello all:

Sorry to miss this. I have a court appearance this morning and then a meeting with the DA.

Best,
Tal

On Dec 9, 2020, at 8:54 PM, Hurtado, Arcelia (DAT)
<Arcelia.Hurtado@sfgov.org> wrote:

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Attachments: [RJA Summary.docx](#)
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-----Original Appointment-----

From: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>

Sent: Wednesday, November 18, 2020 2:24 PM

To: Halpern-Finnerty, Josie (DAT); Hurtado, Arcelia (DAT); Anderson, Tara (DAT); Klement, Tal (DAT); Marshall, Rachel (DAT)

Cc: Shamji, Simin (DAT); Lee, Kasie (DAT)

Subject: Racial Justice Act Implementation

When: Monday, November 30, 2020 2:00 PM-3:00 PM (UTC-08:00) Pacific Time (US & Canada).

Where: <https://sfdistrictattorney.zoom.us/j/97118993604>

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69.174.57.160 (Canada)

207.226.132.110 (Japan)

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From: [Marshall, Rachel \(DAT\)](#)
To: [Evans, Demarris \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Shamji, Simin \(DAT\)](#); [Lee, Kasie \(DAT\)](#); [Anderson, Tara \(DAT\)](#); [Hurtado, Arcelia \(DAT\)](#); [Klement, Tal \(DAT\)](#)
Subject: Re: Racial Justice Act Implementation
Date: Wednesday, December 9, 2020 4:29:24 PM

Hi all, I've been off sick today and sure hope I'm better by tomorrow but wanted to give you a head's up. Hope to at least be on audio even if not camera-ready!

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From: Evans, Demarris (DAT) <demarris.evans@sfgov.org>
Sent: Wednesday, December 9, 2020 4:27:43 PM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Shamji, Simin (DAT) <simin.shamji@sfgov.org>; Lee, Kasie (DAT) <kasie.lee@sfgov.org>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Klement, Tal (DAT) <tal.klement@sfgov.org>; Marshall, Rachel (DAT) <rachel.marshall@sfgov.org>
Subject: Re: Racial Justice Act Implementation

Thanks so much Josie. If you have time to send me any relevant materials prior to the meeting so that I can get up to speed that would be great.

Demarris

From: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>
Date: Wednesday, December 9, 2020 at 4:21 PM
To: "Evans, Demarris (DAT)" <demarris.evans@sfgov.org>, "Shamji, Simin (DAT)" <simin.shamji@sfgov.org>, "Lee, Kasie (DAT)" <kasie.lee@sfgov.org>, "Anderson, Tara (DAT)" <tara.anderson@sfgov.org>, "Hurtado, Arcelia (DAT)" <arcelia.hurtado@sfgov.org>, "Klement, Tal (DAT)" <tal.klement@sfgov.org>, "Marshall, Rachel (DAT)" <rachel.marshall@sfgov.org>
Subject: RE: Racial Justice Act Implementation

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Project Director, Safety and Justice Challenge
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Josie.Halpern-Finnerty@sfgov.org

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Subject: RE: Racial Justice Act Implementation

Greetings,

I can be available tomorrow morning.

Demarris R. Evans

Assistant District Attorney
Restorative Justice Unit
Office of District Attorney Chesa Boudin
350 Rhode Island Street, Suite 400N
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628.652.4145: office
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Subject: RE: Racial Justice Act Implementation

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From: Anderson, Tara (DAT) <tara.anderson@sfgov.org>

Sent: Monday, November 30, 2020 3:51 PM

To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Klement, Tal (DAT) <tal.klement@sfgov.org>; Marshall, Rachel (DAT) <rachel.marshall@sfgov.org>

Cc: Shamji, Simin (DAT) <simin.shamji@sfgov.org>; Lee, Kasie (DAT) <kasie.lee@sfgov.org>

Subject: RE: Racial Justice Act Implementation

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Best,
Tara

Tara Regan Anderson, MPP
Director of Policy
San Francisco District Attorney's Office
Desk: (628) 652-4020
Tara.Anderson@sfgov.org

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From: [Hurtado, Arcelia \(DAT\)](#)
To: [Evans, Demarris \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Shamji, Simin \(DAT\)](#); [Lee, Kasie \(DAT\)](#); [Anderson, Tara \(DAT\)](#); [Klement, Tal \(DAT\)](#); [Marshall, Rachel \(DAT\)](#)
Subject: Re: Racial Justice Act Implementation
Date: Wednesday, December 9, 2020 4:28:52 PM

I have two documents that I will send to the group this evening. 1) our post bar clerk Loretta Johnson's analysis of the RJA; and 2) Allison Macbeth's memo to our group re: implementation of the RJA.

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Sent: Monday, November 30, 2020 3:51 PM
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Cc: Shamji, Simin (DAT) <simin.shamji@sfgov.org>; Lee, Kasie (DAT) <kasie.lee@sfgov.org>
Subject: RE: Racial Justice Act Implementation

This is the Leg Summary detail that Arcelia referenced during our call. The most relevant to the group is the Implementation Tab.

Best,
Tara

Tara Regan Anderson, MPP
Director of Policy
San Francisco District Attorney's Office
Desk: (628) 652-4020
Tara.Anderson@sfgov.org

Please note that we moved on 9/23/19:

San Francisco District Attorney's Office
350 Rhode Island Street
North Building, Suite 400N
San Francisco, CA 94103
New Phone Number 628-652-4000

New Fax Number 628-652-4001

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-----Original Appointment-----

From: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>

Sent: Wednesday, November 18, 2020 2:24 PM

To: Halpern-Finnerty, Josie (DAT); Hurtado, Arcelia (DAT); Anderson, Tara (DAT); Klement, Tal (DAT); Marshall, Rachel (DAT)

Cc: Shamji, Simin (DAT); Lee, Kasie (DAT)

Subject: Racial Justice Act Implementation

When: Monday, November 30, 2020 2:00 PM-3:00 PM (UTC-08:00) Pacific Time (US & Canada).

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103.122.166.55 (Australia)
149.137.40.110 (Singapore)
64.211.144.160 (Brazil)
69.174.57.160 (Canada)
207.226.132.110 (Japan)
Meeting ID: 971 1899 3604

From: [Lee, Kasie \(DAT\)](#)
To: [Halpern-Finnerty, Josie \(DAT\)](#); [Hurtado, Arcelia \(DAT\)](#); [Klement, Tal \(DAT\)](#)
Cc: [Marshall, Rachel \(DAT\)](#); [Evans, Demarris \(DAT\)](#); [Shamji, Simin \(DAT\)](#); [Anderson, Tara \(DAT\)](#)
Subject: Re: Racial Justice Act Implementation
Date: Thursday, December 10, 2020 2:50:24 PM

I hope today's meeting went well. I heard back from the coordinator of the RJA working group for the juvenile defenders and was asked to join their group. They meet biweekly starting next week. I'm going to start attending and will report back.

Kasie W. Lee
Assistant District Attorney - Juvenile Division
375 Woodside Avenue
San Francisco, CA 94127
Tel: 415-753-7710
Cell: 415-371-9786

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From: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Sent: Thursday, December 10, 2020 9:03 AM
To: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Klement, Tal (DAT) <tal.klement@sfgov.org>
Cc: Marshall, Rachel (DAT) <rachel.marshall@sfgov.org>; Evans, Demarris (DAT) <demarris.evans@sfgov.org>; Shamji, Simin (DAT) <simin.shamji@sfgov.org>; Lee, Kasie (DAT) <kasie.lee@sfgov.org>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>
Subject: RE: Racial Justice Act Implementation

Just sent, not sure why you didn't have Arcelia -- apologies.

Josie

Josie Halpern-Finnerty, M.P.P (she/her)
Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>
Sent: Thursday, December 10, 2020 9:02 AM
To: Klement, Tal (DAT) <tal.klement@sfgov.org>
Cc: Marshall, Rachel (DAT) <rachel.marshall@sfgov.org>; Evans, Demarris (DAT) <demarris.evans@sfgov.org>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>;

Shamji, Simin (DAT) <simin.shamji@sfgov.org>; Lee, Kasie (DAT) <kasie.lee@sfgov.org>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>

Subject: Re: Racial Justice Act Implementation

do we have a meeting zoom link?

From: Klement, Tal (DAT) <tal.klement@sfgov.org>

Sent: Thursday, December 10, 2020 6:52 AM

To: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>

Cc: Marshall, Rachel (DAT) <rachel.marshall@sfgov.org>; Evans, Demarris (DAT) <demarris.evans@sfgov.org>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Shamji, Simin (DAT) <simin.shamji@sfgov.org>; Lee, Kasie (DAT) <kasie.lee@sfgov.org>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>

Subject: Re: Racial Justice Act Implementation

Hello all:

Sorry to miss this. I have a court appearance this morning and then a meeting with the DA.

Best,

Tal

On Dec 9, 2020, at 8:54 PM, Hurtado, Arcelia (DAT) <Arcelia.Hurtado@sfgov.org> wrote:

Here are two research memos re: the RJA. The first one was prepared by Loretta Johnson, our post bar clerk (her bio is attached, she is an attorney in NY but waiting for CA bar results), and the second one was prepared by Allison Macbeth. talk to you tomorrow.

From: Marshall, Rachel (DAT) <rachel.marshall@sfgov.org>

Sent: Wednesday, December 9, 2020 4:29 PM

To: Evans, Demarris (DAT) <demarris.evans@sfgov.org>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Shamji, Simin (DAT) <simin.shamji@sfgov.org>; Lee, Kasie (DAT) <kasie.lee@sfgov.org>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Klement, Tal (DAT) <tal.klement@sfgov.org>

Subject: Re: Racial Justice Act Implementation

Hi all, I've been off sick today and sure hope I'm better by tomorrow but wanted to give you a head's up. Hope to at least be on audio even if not camera-ready!

Get [Outlook for iOS](#)

From: Evans, Demarris (DAT) <demarris.evans@sfgov.org>
Sent: Wednesday, December 9, 2020 4:27:43 PM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Shamji, Simin (DAT) <simin.shamji@sfgov.org>; Lee, Kasie (DAT) <kasie.lee@sfgov.org>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Klement, Tal (DAT) <tal.klement@sfgov.org>; Marshall, Rachel (DAT) <rachel.marshall@sfgov.org>
Subject: Re: Racial Justice Act Implementation

Thanks so much Josie. If you have time to send me any relevant materials prior to the meeting so that I can get up to speed that would be great.

Demarris

From: "Halpern-Finnerty, Josie (DAT)" <josie.halpern-finnerty@sfgov.org>
Date: Wednesday, December 9, 2020 at 4:21 PM
To: "Evans, Demarris (DAT)" <demarris.evans@sfgov.org>, "Shamji, Simin (DAT)" <simin.shamji@sfgov.org>, "Lee, Kasie (DAT)" <kasie.lee@sfgov.org>, "Anderson, Tara (DAT)" <tara.anderson@sfgov.org>, "Hurtado, Arcelia (DAT)" <arcelia.hurtado@sfgov.org>, "Klement, Tal (DAT)" <tal.klement@sfgov.org>, "Marshall, Rachel (DAT)" <rachel.marshall@sfgov.org>
Subject: RE: Racial Justice Act Implementation

Demarris, just added you to tomorrow's appointment.

Looking forward to connecting with you all tomorrow --
Josie

Josie Halpern-Finnerty, M.P.P (she/her)
Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: Evans, Demarris (DAT) <demarris.evans@sfgov.org>
Sent: Wednesday, December 9, 2020 4:08 PM
To: Shamji, Simin (DAT) <simin.shamji@sfgov.org>; Lee, Kasie (DAT) <kasie.lee@sfgov.org>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Klement, Tal (DAT) <tal.klement@sfgov.org>; Marshall, Rachel (DAT) <rachel.marshall@sfgov.org>
Subject: RE: Racial Justice Act Implementation

Greetings,

I can be available tomorrow morning.

Demarris R. Evans

Assistant District Attorney
Restorative Justice Unit
Office of District Attorney Chesa Boudin
350 Rhode Island Street, Suite 400N
San Francisco, CA 94103
628.652.4145: office
demarris.evans@sfgov.org

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From: Shamji, Simin (DAT) <simin.shamji@sfgov.org>
Sent: Wednesday, December 9, 2020 3:55 PM
To: Lee, Kasie (DAT) <kasie.lee@sfgov.org>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Klement, Tal (DAT) <tal.klement@sfgov.org>; Marshall, Rachel (DAT) <rachel.marshall@sfgov.org>; Evans, Demarris (DAT) <demarris.evans@sfgov.org>
Subject: RE: Racial Justice Act Implementation

Hi All,

Unfortunately, I am not available either—looping in Demarris who will attend when she is available.

Please include her in future invites.

Best-
Simin

From: Lee, Kasie (DAT) <kasie.lee@sfgov.org>
Sent: Wednesday, December 9, 2020 3:17 PM
To: Anderson, Tara (DAT) <tara.anderson@sfgov.org>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Klement, Tal (DAT) <tal.klement@sfgov.org>; Marshall, Rachel (DAT) <rachel.marshall@sfgov.org>
Cc: Shamji, Simin (DAT) <simin.shamji@sfgov.org>

Subject: Re: Racial Justice Act Implementation

Hi everyone,

I have a mandatory training for new city employees tomorrow and won't be able to make our meeting. I've reached out to the Pacific Juvenile Defender Center to learn more about how the juvenile defender community is planning on implementing the Racial Justice Act. Erin Morgan of the San Joaquin PD is leading this committee on their end. I emailed her and am waiting to hear back. Sorry to miss the meeting - I'll share updates via email and will make the next one.

Thanks,

Kasie

Kasie W. Lee
Assistant District Attorney - Juvenile Division
375 Woodside Avenue
San Francisco, CA 94127
Tel: 415-753-7710
Cell: 415-371-9786

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From: Anderson, Tara (DAT) <tara.anderson@sfgov.org>
Sent: Monday, November 30, 2020 3:51 PM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Klement, Tal (DAT) <tal.klement@sfgov.org>; Marshall, Rachel (DAT) <rachel.marshall@sfgov.org>
Cc: Shamji, Simin (DAT) <simin.shamji@sfgov.org>; Lee, Kasie (DAT) <kasie.lee@sfgov.org>
Subject: RE: Racial Justice Act Implementation

This is the Leg Summary detail that Arcelia referenced during our call. The most relevant to the group is the Implementation Tab.

Best,
Tara

Tara Regan Anderson, MPP
Director of Policy

San Francisco District Attorney's Office
Desk: (628) 652-4020
Tara.Anderson@sfgov.org

Please note that we moved on 9/23/19:

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North Building, Suite 400N
San Francisco, CA 94103
New Phone Number 628-652-4000
New Fax Number 628-652-4001

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-----Original Appointment-----

From: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>

Sent: Wednesday, November 18, 2020 2:24 PM

To: Halpern-Finnerty, Josie (DAT); Hurtado, Arcelia (DAT); Anderson, Tara (DAT); Klement, Tal (DAT); Marshall, Rachel (DAT)

Cc: Shamji, Simin (DAT); Lee, Kasie (DAT)

Subject: Racial Justice Act Implementation

When: Monday, November 30, 2020 2:00 PM-3:00 PM (UTC-08:00) Pacific Time (US & Canada).

Where: <https://sfdistrictattorney.zoom.us/j/97118993604>

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Meeting ID: 971 1899 3604

<RJA Summary.docx>
<Loretta Johnson Bio.docx>
<Memorandum AB 2542 Racial Justice Act.docx>

From: [Alana Mathews](#)
To: [Brightstar Ohlson](#)
Cc: [Holly Joshi](#); [Kristin Owyang Gage](#); aminah@unapologeticallyhers.org; [Hurtado, Arcelia \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#)
Subject: Re: Racial Justice Act Training Agenda Review
Date: Tuesday, April 6, 2021 11:54:10 AM

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Thank you everyone for accommodating my schedule and thank Holly and Kristin for rescheduling. It looks like 3:30 is the best time for everyone.

Alana

On Tue, Apr 6, 2021 at 12:51 PM Brightstar Ohlson <bohlson@brightresearchgroup.com> wrote:

Good morning, Alana. I am so sorry to hear about your aunt and am keeping your family in my thoughts. I'm looping in Holly and Kristin so that they can work on rescheduling.

Best,
Brightstar

Brightstar Ohlson – *Principal and CEO*

Bright Research Group

[1211 Preservation Park Way](#) Bartling House

Oakland, CA 94612

bohlson@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: 510.501.2987

From: Alana Mathews <alana@prosecutorsalliance.org>
Date: Tuesday, April 6, 2021 at 10:17 AM
To: "aminah@unapologeticallyhers.org" <aminah@unapologeticallyhers.org>,

"arcelia.hurtado@sfgov.org" <arcelia.hurtado@sfgov.org>, Brightstar Ohlson
<bohlson@brightresearchgroup.com>, "josie.halpern-finnerty@sfgov.org" <josie.halpern-finnerty@sfgov.org>, "victoria.westbrook@sfgov.org" <victoria.westbrook@sfgov.org>
Subject: Racial Justice Act Training Agenda Review

Good Morning All,

My aunt passed away and I'm traveling to Michigan today. Although I successfully attended a zoom meeting on my first flight, there is a chance that my connecting flight WiFi may not be as good. In abundance of caution I'm wondering if my connection is not good, can we reschedule a backup/alternative meeting for tomorrow. I'm available anytime after noon.

Alana

--

Alana Mathews

Director of Membership

Prosecutors Alliance

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--

Alana Mathews

Director of Membership

Prosecutors Alliance

[Prosecutors Alliance of California](#)

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[Instagram](#)

From: [Brightstar Ohlson](#)
To: [Alana Mathews](#); aminah@unapologeticallyhers.org; [Hurtado, Arcelia \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#)
Cc: [Holly Joshi](#); [Kristin Owyang Gage](#)
Subject: Re: Racial Justice Act Training Agenda Review
Date: Tuesday, April 6, 2021 11:51:23 AM

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Good morning, Alana. I am so sorry to hear about your aunt and am keeping your family in my thoughts. I'm looping in Holly and Kristin so that they can work on rescheduling.

Best,
Brightstar

Brightstar Ohlson – *Principal and CEO*
Bright Research Group
1211 Preservation Park Way Bartling House
Oakland, CA 94612
bohlson@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: 510.501.2987

From: Alana Mathews <alana@prosecutorsalliance.org>
Date: Tuesday, April 6, 2021 at 10:17 AM
To: "aminah@unapologeticallyhers.org" <aminah@unapologeticallyhers.org>, "arcelia.hurtado@sfgov.org" <arcelia.hurtado@sfgov.org>, Brightstar Ohlson <bohlson@brightresearchgroup.com>, "josie.halpern-finnerty@sfgov.org" <josie.halpern-finnerty@sfgov.org>, "victoria.westbrook@sfgov.org" <victoria.westbrook@sfgov.org>
Subject: Racial Justice Act Training Agenda Review

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Alana

--

Alana Mathews
Director of Membership

Prosecutors Alliance

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From: [Westbrook, Victoria \(ADP\)](#)
To: [Hurtado, Arcelia \(DAT\)](#); [Aminah Elster](#); [Alana Mathews](#)
Cc: [Brightstar Ohlson](#); [Halpern-Finnerty, Josie \(DAT\)](#)
Subject: Re: Racial Justice Act Training Agenda Review
Date: Tuesday, April 6, 2021 11:06:04 AM

So sorry for your loss Alana. I can meet at 3:30pm up to 5pm.

Thank you,

Victoria Westbrook

Women's Gender Responsive Coordinator, Reentry Division
San Francisco Adult Probation Department
C: (510) 717-1733
Pronouns: she/her/hers/they/them/theirs
<https://sf-goso.org/>

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From: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>
Sent: Tuesday, April 6, 2021 10:39 AM
To: Aminah Elster <aminah@unapologeticallyhers.org>; Alana Mathews <alana@prosecutorsalliance.org>
Cc: Brightstar Ohlson <bohlson@brightresearchgroup.com>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Subject: RE: Racial Justice Act Training Agenda Review

I'm so sorry, Alana. I can make tomorrow at 3:00 p.m. or later (slightly better).

From: Aminah Elster <aminah@unapologeticallyhers.org>
Sent: Tuesday, April 6, 2021 10:24 AM
To: Alana Mathews <alana@prosecutorsalliance.org>
Cc: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Brightstar Ohlson <bohlson@brightresearchgroup.com>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>

finnerty@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>

Subject: Re: Racial Justice Act Training Agenda Review

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Thanks Alana for the heads up, and condolences to you and your family.

I am available at 3pm tomorrow if that works for others.

In Solidarity,

Aminah Elster (she, her)

Founder

Unapologetically H.E.R.S.

aminah@unapologeticallyhers.org

415-535-0286 (cell)

unapologeticallyhers.com

"If you don't like something, **change** it. If you can't **change** it, **change** your attitude."

Maya Angelou

On Tue, Apr 6, 2021 at 10:17 AM Alana Mathews <alana@prosecutorsalliance.org> wrote:

Good Morning All,

My aunt passed away and I'm traveling to Michigan today. Although I successfully attended a zoom meeting on my first flight, there is a chance that my connecting flight WiFi may not be as good. In abundance of caution I'm wondering if my connection is not good, can we reschedule a backup/alternative meeting for tomorrow. I'm available anytime after noon.

Alana

--

Alana Mathews

Director of Membership

Prosecutors Alliance

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From: [Aminah Elster](#)
To: [Alana Mathews](#)
Cc: [Hurtado, Arcelia \(DAT\)](#); [Brightstar Ohlson](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#)
Subject: Re: Racial Justice Act Training Agenda Review
Date: Tuesday, April 6, 2021 10:24:00 AM

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Thanks Alana for the heads up, and condolences to you and your family.

I am available at 3pm tomorrow if that works for others.

In Solidarity,

Aminah Elster (she, her)
Founder
Unapologetically H.E.R.S.
aminah@unapologeticallyhers.org
415-535-0286 (cell)
unapologeticallyhers.com

"If you don't like something, change it. If you can't change it, change your attitude."
Maya Angelou

On Tue, Apr 6, 2021 at 10:17 AM Alana Mathews <alana@prosecutorsalliance.org> wrote:
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Alana

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Alana Mathews
Director of Membership
Prosecutors Alliance
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From: [Kristin Owyang Gage](#)
To: [Alana Mathews](#); [Brightstar Ohlson](#)
Cc: [Holly Joshi](#); aminah@unapologeticallyhers.org; [Hurtado, Arcelia \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#)
Subject: Re: Racial Justice Act Training Agenda Review
Date: Tuesday, April 6, 2021 12:20:35 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hi Everyone,

Alana, I'm sorry to hear about your aunt and wishing you safe travels to Michigan today. I will move today's meeting to 3:30 tomorrow afternoon.

Best,
Kristin

Kristin Owyang Gage – *Business & Training Manager*

Bright Research Group

1211 Preservation Park Way Bartling House

Oakland, CA 94612

kowyang@brightresearchgroup.com

Work Phone: 510.238.9948

Cell: [REDACTED]

From: Alana Mathews <alana@prosecutorsalliance.org>
Date: Tuesday, April 6, 2021 at 11:53 AM
To: Brightstar Ohlson <bohlson@brightresearchgroup.com>
Cc: Holly Joshi <holly@brightresearchgroup.com>, Kristin Owyang Gage <kowyang@brightresearchgroup.com>, "aminah@unapologeticallyhers.org" <aminah@unapologeticallyhers.org>, "arcelia.hurtado@sfgov.org" <arcelia.hurtado@sfgov.org>, "josie.halpern-finnerty@sfgov.org" <josie.halpern-finnerty@sfgov.org>, "victoria.westbrook@sfgov.org" <victoria.westbrook@sfgov.org>
Subject: Re: Racial Justice Act Training Agenda Review

Thank you everyone for accommodating my schedule and thank Holly and Kristin for rescheduling. It looks like 3:30 is the best time for everyone.

Alana

On Tue, Apr 6, 2021 at 12:51 PM Brightstar Ohlson <bohlson@brightresearchgroup.com> wrote:

Good morning, Alana. I am so sorry to hear about your aunt and am keeping your family in my thoughts. I'm looping in Holly and Kristin so that they can work on rescheduling.

Best,
Brightstar

Brightstar Ohlson – *Principal and CEO*
Bright Research Group
[1211 Preservation Park Way](#) Bartling House
Oakland, CA 94612
bohlson@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: 510.501.2987

From: Alana Mathews <alana@prosecutorsalliance.org>
Date: Tuesday, April 6, 2021 at 10:17 AM
To: "aminah@unapologeticallyhers.org" <aminah@unapologeticallyhers.org>, "arcelia.hurtado@sfgov.org" <arcelia.hurtado@sfgov.org>, Brightstar Ohlson <bohlson@brightresearchgroup.com>, "josie.halpern-finnerty@sfgov.org" <josie.halpern-finnerty@sfgov.org>, "victoria.westbrook@sfgov.org" <victoria.westbrook@sfgov.org>
Subject: Racial Justice Act Training Agenda Review

Good Morning All,

My aunt passed away and I'm traveling to Michigan today. Although I successfully attended a zoom meeting on my first flight, there is a chance that my connecting flight WiFi may not be as good. In abundance of caution I'm wondering if my connection is not good, can we reschedule a backup/alternative meeting for tomorrow. I'm available anytime after noon.

Alana

--

Alana Mathews
Director of Membership
Prosecutors Alliance

[Prosecutors Alliance of California](#)
[Twitter](#)
[Facebook](#)
[Instagram](#)

--

Alana Mathews
Director of Membership
Prosecutors Alliance

[Prosecutors Alliance of California](#)
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From: [McKee, Maria \(JUV\)](#)
To: [Halpern-Finnerty, Josie \(DAT\)](#)
Subject: Re: Register Now: CA Racial Justice Act Training
Date: Tuesday, May 4, 2021 4:19:37 PM

That sounds perfect!

Maria McKee, MPP *she/her/hers*
Director of Research & Planning
Juvenile Probation Department
City & County of San Francisco
375 Woodside Avenue
San Francisco, CA 94127
Work Cell: (415) 635 - 6979
maria.mckee@sfgov.org

From: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Sent: Tuesday, May 4, 2021 4:18 PM
To: McKee, Maria (JUV) <maria.mckee@sfgov.org>
Subject: RE: Register Now: CA Racial Justice Act Training

Hi Maria,

I'm so glad Cheryl found it useful – and I'd love to talk about background/next steps – and would love any thoughts you have on how to align with ORE

Your calendar looks pretty packed this week – how about next Wednesday 5/12 at 9am?

Josie

Josie Halpern-Finnerty, M.P.P (she/her)
Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: McKee, Maria (JUV) <maria.mckee@sfgov.org>
Sent: Friday, April 30, 2021 3:41 PM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Subject: Re: Register Now: CA Racial Justice Act Training

Hi Josie,

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background/ info about next steps.

I'm also curious if/how this effort can dovetail with the Office of Racial Equity's work and specifically the Criminal Justice Cohort of Racial Equity Leaders.

Thanks!

Maria

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Subject: RE: Register Now: CA Racial Justice Act Training

Bummer! Sorry you won't be able to join. Hope your training is great

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Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: McKee, Maria (JUV) <maria.mckee@sfgov.org>
Sent: Friday, April 2, 2021 2:42 PM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Subject: Re: Register Now: CA Racial Justice Act Training

Hi Josie,

Thank you so much for including me! Unfortunately, I think these dates conflict with our Department's Implicit Bias training

Maria

Maria McKee, MPP
Director of Research & Planning

Juvenile Probation Department
City & County of San Francisco
375 Woodside Avenue
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maria.mckee@sfgov.org

From: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Sent: Monday, March 29, 2021 10:00 AM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Cc: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>; holly@brightresearchgroup.com <holly@brightresearchgroup.com>; Kristin Owyang Gage <kowyang@brightresearchgroup.com>
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All best,
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Date: Friday, April 30, 2021 3:41:17 PM

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Josie.Halpern-Finnerty@sfgov.org

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Cc: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>; holly@brightresearchgroup.com <holly@brightresearchgroup.com>; Kristin Owyang Gage <kowyang@brightresearchgroup.com>
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All best,
Josie

Josie Halpern-Finnerty, M.P.P (she/her)
Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: [Jennings, Lucas \(SHF\)](#)
To: [Halpern-Finnerty, Josie \(DAT\)](#); [Riker, Alissa \(SHF\)](#)
Subject: RE: Register Now: CA Racial Justice Act Training
Date: Friday, April 23, 2021 8:22:04 AM

Good Morning Josie,

Oh, I thought you were targeting higher level decision makers at the SFSO than myself. Knowing that there was limited space, I did not want to take a seat that someone else might use. Happy to attend if seats are available.

-Lucas

From: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Sent: Thursday, April 22, 2021 7:15 PM
To: Riker, Alissa (SHF) <alissa.riker@sfgov.org>; Jennings, Lucas (SHF) <lucas.jennings@sfgov.org>
Subject: FW: Register Now: CA Racial Justice Act Training

Hi Ali and Lucas,

Was just looking at the current list of registrants for this upcoming Racial Justice Act training (attached) and didn't see either of you – totally get it if you are busy but thought you might be interested so re-sending.

We are ideally hoping for 5-7 people from each agency to attend, including representatives from line staff, management, and executive staff.

Let me know if you have any questions!

Josie

Josie Halpern-Finnerty, M.P.P (she/her)
Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Sent: Monday, March 29, 2021 10:01 AM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Cc: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>; holly@brightresearchgroup.com; Kristin Owyang Gage <kowyang@brightresearchgroup.com>
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
All best,
Josie

Josie Halpern-Finnerty, M.P.P (she/her)
Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: [Allyson West](#)
To: [Halpern-Finnerty, Josie \(DAT\)](#)
Subject: RE: Register Now: CA Racial Justice Act Training
Date: Thursday, April 1, 2021 1:56:06 PM

I will invite them all! Thanks, Allyson

From: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Sent: Thursday, April 1, 2021 1:50 PM
To: Allyson West <AWest@sftc.org>
Subject: RE: Register Now: CA Racial Justice Act Training

 **WARNING:** This email was generated from an external source. You should only open files from a trustworthy source.

Apologies for the slow reply! Yes, judges are welcome. Tara suggested the training team might find relevant as well –not sure I’ve met those folks?


Josie

Josie Halpern-Finnerty, M.P.P (she/her)
Project Director, Safety and Justice Challenge
San Francisco District Attorney’s Office
Josie.Halpern-Finnerty@sfgov.org

From: Allyson West <AWest@sftc.org>
Sent: Monday, March 29, 2021 11:38 AM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Subject: RE: Register Now: CA Racial Justice Act Training

Are judges welcome?

From: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Sent: Monday, March 29, 2021 10:01 AM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Cc: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>; holly@brightresearchgroup.com; Kristin Owyang Gage <kowyang@brightresearchgroup.com>
Subject: Register Now: CA Racial Justice Act Training

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All best,
Josie

Josie Halpern-Finnerty, M.P.P (she/her)
Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: [Anderson, Tara \(DAT\)](#)
To: [Halpern-Finnerty, Josie \(DAT\)](#)
Subject: RE: Register Now: CA Racial Justice Act Training
Date: Monday, March 29, 2021 1:27:11 PM

Yes. Will want to share heads up with the training team too.

Best,
Tara

Tara Regan Anderson, MPP
Director of Policy
San Francisco District Attorney's Office
Desk: (628) 652-4020
Tara.Anderson@sfgov.org

-

Please note that we moved on 9/23/19:

San Francisco District Attorney's Office
350 Rhode Island Street
North Building, Suite 400N
San Francisco, CA 94103
New Phone Number 628-652-4000
New Fax Number 628-652-4001

The information contained in this electronic message may be confidential and may be subject to the attorney-client privilege and/or the attorney work product doctrine. It is intended only for the use of the individual or entity to whom it is addressed. If you are not the intended recipient, you are hereby notified that any use, dissemination or copying of this communication is strictly prohibited. If you have received this electronic message in error, please delete the original message from your e-mail system. Thank you.

From: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Sent: Monday, March 29, 2021 1:17 PM
To: Anderson, Tara (DAT) <tara.anderson@sfgov.org>
Subject: FW: Register Now: CA Racial Justice Act Training

Good question from Allyson – include judges in this training?

Yes, I imagine?


Josie Halpern-Finnerty, M.P.P (she/her)
Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: Allyson West <AWest@sftc.org>

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All best,
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Josie.Halpern-Finnerty@sfgov.org

From: [Allyson West](#)
To: [Halpern-Finnerty, Josie \(DAT\)](#)
Subject: RE: Register Now: CA Racial Justice Act Training
Date: Monday, March 29, 2021 11:38:33 AM

Are judges welcome?

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From: [McKee, Maria \(JUV\)](#)
To: [Halpern-Finnerty, Josie \(DAT\)](#)
Subject: Re: Register Now: CA Racial Justice Act Training
Date: Tuesday, May 4, 2021 4:24:46 PM

Maria McKee, MPP *she/her/hers*
Director of Research & Planning
Juvenile Probation Department
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Work Cell: (415) 635 - 6979
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From: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Sent: Tuesday, May 4, 2021 4:21 PM
To: McKee, Maria (JUV) <maria.mckee@sfgov.org>
Subject: RE: Register Now: CA Racial Justice Act Training

Fantastic. I gave us 45 min because I imagine we will want to do at least a little catching up

J

Josie Halpern-Finnerty, M.P.P (she/her)
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San Francisco District Attorney's Office
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From: McKee, Maria (JUV) <maria.mckee@sfgov.org>
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Project Director, Safety and Justice Challenge

San Francisco District Attorney's Office

Josie.Halpern-Finnerty@sfgov.org

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To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>

Cc: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Westbrook, Victoria (ADP)

<victoria.westbrook@sfgov.org>; holly@brightresearchgroup.com

<holly@brightresearchgroup.com>; Kristin Owyang Gage <kowyang@brightresearchgroup.com>

Subject: Register Now: CA Racial Justice Act Training

Good morning colleagues,

As discussed at the last Safety + Justice Challenge meeting, the Criminal Justice Racial Equity Workgroup and SJC Fellows are hosting a two-part training on the California Racial Justice Act, which prohibits the use of race, ethnicity or national origin in sentencing and convictions and aims to create greater equity within the justice system.

The training is open to staff from SJC partner agencies and presents an opportunity for us to learn more about the legislation and how it may impact and enhance our work. **The training will take place on Thursday, April 29, from 10-12 PST and Friday, April 30, from 10-12 PST. You can learn more information and register [here](#).**

If you have questions about the training, you can contact [Kristin](#) or [Holly](#), from Bright Research Group.

Many thanks to Arcelia, Victoria, Bright Research Group, and the SJC Fellows for organizing this opportunity!

All best,
Josie

Josie Halpern-Finnerty, M.P.P (she/her)
Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: [Hurtado, Arcelia \(DAT\)](#)
To: [Johnson, Loretta \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#)
Cc: [Anderson, Tara \(DAT\)](#)
Subject: Re: Request: Racial Justice Act Summary
Date: Friday, December 4, 2020 5:46:47 PM

Thanks so much, Loretta. I look forward to reading it!

From: Johnson, Loretta (DAT) <loretta.a.johnson@sfgov.org>
Sent: Friday, December 4, 2020 11:49 AM
To: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Cc: Anderson, Tara (DAT) <tara.anderson@sfgov.org>
Subject: Re: Request: Racial Justice Act Summary

Happy Friday all!

Attached please find my Summary of RJA. I believe I have addressed all issues requested in the document. However, just to more clearly answer Arcelia's questions: from my analysis of RJA, I believe RJA would replace a Batson claim, as it extends protections to defendants and makes it easier to prevail on appeal. RJA seeks to address the concern of racially unrepresentative jury pools in California. I was surprised at how direct the legislature is in their language of intent to actively eradicate racial injustice in the criminal justice system. It's an exciting and much needed law! It also appears to create a lot of new responsibilities for the DA re data collection/disclosure. Please let me know if anything is unclear or needs to be edited.

Also attached is my bio. I hope you all enjoy the weekend.

Best,
Loretta

From: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>
Sent: Tuesday, December 1, 2020 1:35 PM
To: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>; Johnson, Loretta (DAT) <loretta.a.johnson@sfgov.org>
Cc: Anderson, Tara (DAT) <tara.anderson@sfgov.org>
Subject: Re: Request: Racial Justice Act Summary

I would just add to this request that you please include an analysis of the types of errors/claims that a defendant could raise under the RJA. For e.g., is a Batson claim a race-based error falling within the RJA? What about the issue of racially unrepresentative jury pools in SF?

From: Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
Sent: Tuesday, December 1, 2020 10:24 AM

To: Johnson, Loretta (DAT) <loretta.a.johnson@sfgov.org>

Cc: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>

Subject: Request: Racial Justice Act Summary

Good morning Loretta,

Hope you had a lovely holiday weekend!

We have a request for you this week – there will be additional roles/requests coming soon around the intensive case resolution process, but we thought this separate project would be a great use of your skills this week.

Here's the request: Our office is doing some planning related to implementation of the [CA Racial Justice Act](#). The team felt a plain-language summary of the Act would be useful in that effort, and we're hoping you can pull that together.

I'm attaching an example from a similar project in which I summarized the recent [Buffin settlement](#). You could use this format to summarize the CA Racial Justice Act.

As you go along, it would be great if you'd also pull out some bullet points on your main takeaways about the responsibilities for the DA's Office relative to the Act.

If you are able to complete this by COB Friday, that would be wonderful.

Let me know if you have any questions, and thank you!
Josie

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Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: [Johnson, Loretta \(DAT\)](#)
To: [Hurtado, Arcelia \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#)
Cc: [Anderson, Tara \(DAT\)](#)
Subject: Re: Request: Racial Justice Act Summary
Date: Friday, December 4, 2020 11:49:53 AM
Attachments: [RJA Summary.docx](#)
[Loretta Johnson Bio.docx](#)

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Attached please find my Summary of RJA. I believe I have addressed all issues requested in the document. However, just to more clearly answer Arcelia's questions: from my analysis of RJA, I believe RJA would replace a Batson claim, as it extends protections to defendants and makes it easier to prevail on appeal. RJA seeks to address the concern of racially unrepresentative jury pools in California. I was surprised at how direct the legislature is in their language of intent to actively eradicate racial injustice in the criminal justice system. It's an exciting and much needed law! It also appears to create a lot of new responsibilities for the DA re data collection/disclosure. Please let me know if anything is unclear or needs to be edited.

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Josie.Halpern-Finnerty@sfgov.org

From: [Hurtado, Arcelia \(DAT\)](#)
To: [Johnson, Loretta \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#)
Cc: [Anderson, Tara \(DAT\)](#)
Subject: Re: Request: Racial Justice Act Summary
Date: Wednesday, December 9, 2020 5:54:42 PM

Loretta,

I read the document and think it will be helpful to share with our Racial Justice Act implementation work group that is meeting tomorrow at 9am. Will keep you posted on our progress. Thank you.

From: Johnson, Loretta (DAT) <loretta.a.johnson@sfgov.org>
Sent: Friday, December 4, 2020 11:49 AM
To: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Halpern-Finnerty, Josie (DAT) <josie.halpern-finnerty@sfgov.org>
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Subject: Re: Request: Racial Justice Act Summary

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Cc: Hurtado, Arcelia (DAT) <arcelia.hurtado@sfgov.org>; Anderson, Tara (DAT) <tara.anderson@sfgov.org>

Subject: Request: Racial Justice Act Summary

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Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: [Halpern-Finnerty, Josie \(DAT\)](#)
To: [Halpern-Finnerty, Josie \(DAT\)](#)
Cc: [Hurtado, Arcelia \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#); holly@brightresearchgroup.com; [Kristin Owyang Gage](#)
Subject: Register Now: CA Racial Justice Act Training
Date: Monday, March 29, 2021 10:01:00 AM

Good morning colleagues,

As discussed at the last Safety + Justice Challenge meeting, the Criminal Justice Racial Equity Workgroup and SJC Fellows are hosting a two-part training on the California Racial Justice Act, which prohibits the use of race, ethnicity or national origin in sentencing and convictions and aims to create greater equity within the justice system.

The training is open to staff from SJC partner agencies and presents an opportunity for us to learn more about the legislation and how it may impact and enhance our work. **The training will take place on Thursday, April 29, from 10-12 PST and Friday, April 30, from 10-12 PST. You can learn more information and register [here](#).**

If you have questions about the training, you can contact [Kristin](#) or [Holly](#), from Bright Research Group.

Many thanks to Arcelia, Victoria, Bright Research Group, and the SJC Fellows for organizing this opportunity!

All best,
Josie

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Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: [Halpern-Finnerty, Josie \(DAT\)](#)
To: [Halpern-Finnerty, Josie \(DAT\)](#)
Cc: [Hurtado, Arcelia \(DAT\)](#); [Westbrook, Victoria \(ADP\)](#); holly@brightresearchgroup.com; [Kristin Owyang Gage](#)
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Date: Monday, March 29, 2021 10:01:00 AM

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Project Director, Safety and Justice Challenge
San Francisco District Attorney's Office
Josie.Halpern-Finnerty@sfgov.org

From: [Holly Joshi](#)
To: [Alana Mathews](#)
Cc: [Hurtado, Arcelia \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Kristin Owyang Gage](#); [Westbrook, Victoria \(ADP\)](#)
Subject: SFDA CJREW-Racial Justice Act Training
Date: Wednesday, April 14, 2021 4:34:31 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hi Alana,

Thank you for the generative meeting last week. We appreciate the collaboration and are looking forward to the upcoming training. On the call we discussed us sending you our ideas for one of the break-out room discussions. What do you think of the following guiding questions for a break-out room discussion?

1. Please share your initial reflections on the Racial Justice Act? What's coming up for you?
2. What do you see as the biggest challenges to implementing practices that support racial justice as outlined in the RJA in your agency?
3. Where are the opportunities to build partnerships in San Francisco that support movement forward and center an equity agenda? What are our ideas for creating a culture of collaboration across sectors?

Thank you.

In partnership,

HJ

Holly Joshi – *Senior Consultant*
Bright Research Group
1211 Preservation Park Way
Oakland, CA 94612
holly@brightresearchgroup.com
Work Phone: 510.238.9948
Cell: [REDACTED]

From: [Bright Research Group Training](#)
Cc: [Westbrook, Victoria \(ADP\)](#); [Hurtado, Arcelia \(DAT\)](#); [Anderson, Tara \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Holly Joshi](#); [Brightstar Ohlson](#)
Subject: Thank You!
Date: Friday, April 30, 2021 2:52:07 PM
Attachments: [CRJA Training Slides 4.28.21-4.29.21.pdf](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

SJC Partners,

Thank you for attending the CA Racial Justice Act Training Series! We thoroughly enjoyed learning with you, and are energized by your thoughtful ideas around eliminating racial disparities in the criminal justice system in San Francisco. We hope this is only the start of a conversation about strengthening the teeth of the CRJA at a local level, through additional trainings, policy changes, and cross-sector collaborations.

Please take a few minutes to [fill out this brief evaluation survey](#). We value your feedback and will use your input to shape future trainings.

A PDF of the training slides is attached, for future reference. A recording of a community training on the CRJA is available [here](#), and a brief FAQ to share with others is available [here](#).

If you are interested in continuing this conversation about the implementation of the CRJA, you may email [Victoria Westbrook](#) or [Arcelia Hurtado](#) to join the [Criminal Justice Racial Equity Workgroup](#). The next meeting will be held Thursday May 20, from 11:00-12:00.

Please let me know if you have any questions or need any additional information. Have a great weekend!

Best,
Kristin

From: [Westbrook, Victoria \(ADP\)](#)
To: [Hillsman, Eugene \(ADM\)](#); [Westbrook, Victoria \(ADP\)](#); [Malone, Precious \(ADP\)](#); [Agnese, Tara \(ADP\)](#); [Tullock, Cristel \(ADP\)](#); [Hurtado, Arcelia \(DAT\)](#); [Anderson, Tara \(DAT\)](#); [Halpern-Finnerty, Josie \(DAT\)](#); [Cox, Brian \(PDR\)](#); [Wearing, Trenia \(POL\)](#); [Sutton, Tiffany \(POL\)](#); [Jamison, Felicia \(SHE\)](#); [Carter, Tanzanika \(SHE\)](#)
Cc: [Kristin Owyang Gage](#); [Holly Joshi](#)
Subject: Upcoming California Racial Justice Act Training Series
Date: Wednesday, March 24, 2021 12:03:42 PM
Importance: High

Colleagues,

As a part of the Safety + Justice Challenge, the Criminal Justice Racial Equity Workgroup and Safety + Justice Challenge Fellows are hosting a two-part training on the California Racial Justice Act, which prohibits the use of race, ethnicity or national origin in sentencing and convictions and aims to create greater equity within the justice system.

The training will include staff from various SJC partner agencies and presents an opportunity for us to learn more about the legislation and how it may impact and enhance our work. We would like 5-7 people from our agency to attend including representatives from line staff, management, and executive staff. The training will take place on Thursday, April 29, from 10-12 PST and Friday, April 30, from 10-12 PST. You can learn more information and register [here](#).

If you have questions about the training, you can contact [Kristin](#) or [Holly](#), from Bright Research Group.

Thank you,

Victoria Westbrook

Interim Reentry Policy Planner/

Women's Gender Responsive Coordinator, [Reentry Division](#)

San Francisco Adult Probation Department

C: [REDACTED]

Pronouns: she/her/hers/they/them/theirs

[CASC Reentry Center](#)

sf-goso.org