



LEAD SF

Policy Committee Action Minutes

Date: Monday, April 22, 2019

In attendance:

(Listed in alphabetical order by last name)

Co-Chairs	Bill Scott (Chief of Police), George Gascón (District Attorney), Naveena Bobba (Deputy Director)
Committee Members	Angela Coleman (Reentry Council), Karen Fletcher (Adult Probation Department), Theshia Naidoo (Sentencing Commission), Simin Shamji (Public Defender's Office), Laura Thomas (Drug Policy Alliance), Lance Haight (BART Police), Curtis Penn (Felton Institute), Kenneth Kim (Glide Foundation), Jennifer Kiss (Tenderloin Health Improvement Partnership)
Attendees	Daniel Perea (Commander, SFPD), Sergeant Davin Cole (SFPD), Tara Anderson (SFDA), Jeannie Gonzalez (SFDA), Everett Hewlett (Public Defender's Office), Kayla Maye (Felton Institute), Jason Norelli (Glide Foundation), Nikesh Patel (SFDA), Sercan Ersoy (Public Defender's Office)
LEAD SF Project Team	Angelica Almeida (DPH), Jessica Lee-Burleigh (HTA), Robin Candler (DPH), Jennifer Herrera (Harder+Company Community Research), Michelle Magee (Harder+Company Community Research), Danielle Toussaint (HTA)

Agenda Topic	Discussion, Agreements, Key Learnings	Action and Follow-up Items
Welcome, Opening Remarks & Introductions	<ul style="list-style-type: none"> Michelle Magee welcomed the committee and guests, and provided an overview of the agenda. Co-Chairs gave opening remarks and new attendees were given the opportunity to introduce themselves. 	
Recognition & Moment of Silence for Jeff Adachi	<ul style="list-style-type: none"> Angelica Almeida led a moment of silence in recognition of Public Defender Jeff Adachi and committee members highlighted his notable contributions to San Francisco. 	
Quarterly Communication Updates	<ul style="list-style-type: none"> Angelica Almeida provided a quarterly update, reviewing past and upcoming trainings. Information regarding the Operational Workgroup meetings and other developments can be found in the Quarterly Updates to the Policy Committee and Monthly Demographic Reports. 	<ul style="list-style-type: none"> Refer to LEAD SF website for the presentation (references specific trainings); Materials to be posted to website
Program Implementation	<ul style="list-style-type: none"> Robin Candler presented an overview on program progress, including a review of data on pre-booking/social contact referrals, referrals by agency, service connections, and demographics of clients. The following considerations were highlighted: <ol style="list-style-type: none"> LEAD SF has met the social contact referral target and will continue to work towards increasing pre-booking referrals. As outlined in the grant, the goal for pre-booking referrals is 200 individuals. DPH has notified the Board of Community Corrections (BCC) that while LEAD SF will continue to work with the partners to meet the pre booking target, the intended target may not be met. Referrals predominately come from SFPD (76%). SFSD has been consistently increasing referrals - SFSD (3%). The racial composition of LEAD SF referrals continues to be a concern. Committee members discussed the need to increase the number of African-American and Latinx clients. Committee members and attendees raised additional questions/comments and engaged in 	<ul style="list-style-type: none"> Refer to the LEAD SF website for the presentation (references recent demographics); Materials to be posted to website The partners at both Policy and Operations meetings will continue to discuss barriers and develop solutions to referring eligible individuals based on ongoing data review and case



LEAD SF

Policy Committee Action Minutes

Agenda Topic	Discussion, Agreements, Key Learnings	Action and Follow-up Items
	<p>discussion.</p> <ol style="list-style-type: none"> 1. Question: Among the active participants, what is the referral agency breakdown? <ul style="list-style-type: none"> o Response: Of the 155 active clients, 132 came from SFPD referrals, 20 from Bart referrals, and the 3 from SFSD referrals. 2. Question: The official end of the grant is June 30th. While the program will continue through the end of 2019, the pre-booking referral target will not be met by the end of the grant. What is the plan for meeting the target? <ul style="list-style-type: none"> o Response: The Board of State and Community Corrections is aware of this and will work with us on fulfilling grant requirements. o Comment: Often, law enforcement refers those that are committing crimes as social contacts, not pre-booking, which partially accounts for the pre-booking referrals being lower. o Comment: There are still significant numbers of individuals booked into county jail. The program should consider how to expand the pre-booking referrals. How can we make a shift to achieve the end goal which is to refer more individuals to community behavioral health services and not into jails? 3. Comment: It is commendable that officers are committed to LEAD success and continue to increase the number of referrals. Simultaneously, we need to continue to examine the racial make-up of those referred to LEAD SF program. Committee members would like to better understand how referral decisions are made in our effort to better understand why the portion of Whites being referred to LEAD SF continues to be greater than African-Americans and Latinos. <ul style="list-style-type: none"> o Comment: During last Operational Workgroup meeting, it was discussed how we should examine the cases that are going to CJC that should maybe be going to LEAD. o Comment: To better understand the demographics of CJC, need to look at the charges that are going to CJC and see if they are eligible. o Comment: DPH currently tracks demographic info for active clients. We would need to get more information from the Sherrif's Department to analyze all individuals referred. <ul style="list-style-type: none"> ■ Nikesh Patel and Everett Hewlett presented a District Attorney and Public Defender analysis of LEAD SF referrals, arrests, and bookings from January 28th through April 22nd 2019. Highlights from the discussion included: <ol style="list-style-type: none"> 1. In comparison to the last quarter (October 1, 2018 through January 28, 2019), there was a 12% decrease in total number of referrals. The previous quarter reported 91 referrals 	<p>examples.</p> <ul style="list-style-type: none"> ■ The LEAD Policy Committee will continue to have discussions based on data from the program in order to inform any changes/considerations for ongoing programmatic operation. ■ DPH will provide additional detail on the racial demographic information of active participants; Materials to be posted on the upcoming presentation in July 22nd



LEAD SF

Policy Committee Action Minutes

Agenda Topic	Discussion, Agreements, Key Learnings	Action and Follow-up Items
	<p>whereas in this quarter there were 80. There has been a reduction in felony pre-booking referrals. Steps will be taken to clarify the felony referral protocol to ensure consistency.</p> <ol style="list-style-type: none"> 2. Social contact referrals were predominantly made for White clients. This data continues to raise concerns about the racial disparities for social contacts. While there were only 11 pre-booking referrals, the racial breakdown was more evenly distributed for referrals in this category. 3. Several strategies were shared to engage clients that may be dissuaded after learning LEAD SF is a voluntary program. Examples include strengthening initial point of contact and SFPD is currently discussing this point further with the Seattle site as they offer several resources for this approach. <ul style="list-style-type: none"> ■ Committee members and attendees raised additional questions/comments and engaged in discussion. <ol style="list-style-type: none"> 1. Comment: Helpful to keep in mind that this is a quarter with a smaller sample. The jail population is different than the LEAD SF population. 2. Comment: There are limited number of people who know about LEAD SF and work should be done to further promote and increase awareness of LEAD SF. 3. Comment: We need to consider the historical relationships with law enforcement and not every client engages with law enforcement in the same way. ■ Sergeant Davin Cole shared perspectives from working with LEAD SF and called the program a “paradigm shift” for it has made strides in harm reduction approaches. ■ Angelica Almeida provided an update about the no-cost grant extension and noted the unexpended funds will fund program services through at least December 2019. Departments have made individual requests to the Mayor to continue program services. 	
Evaluation Update	<ul style="list-style-type: none"> ■ Danielle Toussaint (HTA) presented the interim analyses from November 2, 2017- December 31, 2018. Data were presented on referrals, enrollment numbers, service usage, behavioral health needs, provider referrals, and self-sufficiency measures. She shared the following findings: <ol style="list-style-type: none"> 1. The total number of referrals surpassed the target number of referrals. 2. The total number of enrollments exceeded the expected number of total enrollments. 3. 90% of clients were connected to housing resources and 96% of clients that stated they wanted to be connected to employment services received them. We do not have final outcomes yet but want to share that clients are being connected. 4. The evaluation used a self-sufficiency tool and averaged the score for all the domains. The 	<ul style="list-style-type: none"> ■ Refer to the LEAD SF website for the presentation; Materials to be posted to website ■ The Operational Workgroup and Policy Committee will continue to consider ways around the additional layer of the DPH intake process.



LEAD SF

Policy Committee Action Minutes

Agenda Topic	Discussion, Agreements, Key Learnings	Action and Follow-up Items
	<p>analysis shows that it can take 6 months to start seeing substantive change. LEAD SF clients made strides across most domains.</p> <ul style="list-style-type: none"> ■ Angelica Almeida reviewed the upcoming reporting timeline. ■ Committee members and attendees raised additional questions/comments and engaged in discussion. <ol style="list-style-type: none"> 1. Question: What is the enrollment rate? <ul style="list-style-type: none"> ○ Answer: There are 348 referrals and 204 individuals have completed assessments, making the enrollment rate 59%. This is higher than initially anticipated in the grant. The grant projected 40% enrollment rate. 2. Question: How is enrollment being defined? <ul style="list-style-type: none"> ○ Answer: Clients that have completed the initial assessment. 3. Comment: In order to get buy-in from police officers, the officers want to know that the referrals are effective. The more police officers know their work is having a positive result, the more they will stay engaged, which will reinforce the practice of warm-hand offs on the street. 4. Comment: One concern expressed is that the quality of referrals need to be consistent. Can the program define quality of referral? <ul style="list-style-type: none"> ○ Answer: Program coordinator at Glide ran the percentage of engagement, found 76% pre-HSIP, and 34% post-HSIP. 5. Comment: More training for law enforcement is needed to reinforce the importance of warm-hand offs at initial point of contact. 6. Question: Can case managers work extended hours instead of the 8-5 pm? <ul style="list-style-type: none"> ○ Comment: Most agencies are closed after hours, so after the initial engagement with case management, there are few options for where clients can go. There needs to be a center open after hours. ○ Comment: The conversation around opening centers after hours is currently underway with adult probation. 	<ul style="list-style-type: none"> ■ Refer to the LEAD SF website for this article; Materials to be posted to website



LEAD SF

Policy Committee Action Minutes

Agenda Topic	Discussion, Agreements, Key Learnings	Action and Follow-up Items
	<p>7. Question: As for being connected with housing resources, what does that mean? What are the barriers and lack of capacity in the continuum of services?</p> <ul style="list-style-type: none">o Comment: For being a short-term pilot, this was the right measure to start tracking – connection to services. However we do not have tracking data on the types of services.o Comment: Would like to know how the services are going rather than a short term referral and if they end up back on the street. <p>8. Comment: Collective work might be needed to receive funding to further LEAD SF. We will continue to speak loudly about this program.</p> <ul style="list-style-type: none">o Comment: Need to make sure that community advocates know about this program.	

NEXT POLICY COMMITTEE MEETING: Monday, July 22nd 1:00-2:30 pm