

# ANNUAL IMPACT REPORT



**PREPARED BY**

The Department of Policy and Evaluation



San Francisco  
Pretrial Diversion Project

2022

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# A message from OUR CEO



## Dear SF Pretrial Supporters,

A large window in my office faces 8th Street in San Francisco's South of Market neighborhood. All of the diversity our city has to offer passes by on a daily basis. It reminds me—in ways both startling and uplifting—of how important and demanding our work truly is.

Our clients face significant challenges; in addition to being recently arrested, many are experiencing homelessness, dealing with behavioral health issues, and displaying other unique needs. It has been rewarding to see how skillfully our team rises to the occasion for people who otherwise may not have consistent sources of support in their lives. We seek out elusive housing placements and treatment beds, escort clients to appointments and court appearances and our staff recently administered lifesaving treatment to clients who were overdosing. Suffice to say that we work tirelessly to meet the needs of our clients and protect public safety.

While the government, non-profit and private sectors have struggled to hire, retain and diversify, our efforts have been rewarded. We are proud of our diverse agency and Board of Directors, who reflect both the backgrounds and experiences of our clients. We've expanded medical benefits, created an equitable pay scale, provided staff the option to work on a 4/10 schedule and increased our 403(b) and flexible spending contributions while creating space for training and fun. Meanwhile, over the past year our caseloads reached historically high levels, and the subsequent burden on our case managers has to be recognized and addressed.

We are extremely grateful to our government funders, and we also need your help through individual, foundation, and corporate donations. Many of the recent improvements we've made to the pay structure and employee benefits are the product of one introduction from Julie Traun, a valued partner through our collaboration with the Bar Association of San Francisco, with a huge assist from Alex Tourk and Ground Floor Public Affairs. She encouraged Chris Larsen to visit our agency. Halfway through the tour as we left the local courthouse, he turned to me in the crosswalk and offered a generous gift that transformed our agency. Through a contribution or connection to a potential donor, you can help create the best possible environment and compensation that recognizes the most critical element of our success – our amazing staff.

2022 was another exciting year of growth and opportunity as we navigated the challenges impacting San Francisco and our country. We're excited for you to read our report, which our Policy & Evaluation team wrote to highlight last year's major developments and achievements. It's an amazing testament to the life-changing work we do in San Francisco and our efforts to advance the practice and philosophy of pretrial justice throughout the country. So please, turn the page, enjoy our story and consider supporting another year of accomplishments with a donation.

**Take Care,  
David Mauroff**

# WHO WE ARE



Staff representing their favorite team on Warriors Day.

Established in 1976, San Francisco Pretrial Diversion Project (SF Pretrial) is a non-profit pretrial services organization. Our community-based programs reduce unnecessary incarceration, promote public safety, and center on clients' personal needs and goals.

The presumption of innocence is a foundational principle of our work; our clients have been recently arrested, but their case has yet to be resolved. While the final outcome of their case is pending, justice-involved people can be referred to one of our programs rather than remaining in jail or being subject to money bail. The multitude of harms resulting from both pretrial incarceration and money bail are well-documented. Research highlights the astounding degree to which jail populations in the United States are composed of people awaiting trial, and largely instructs us that jail is overused to the point of personal and community detriment. As cities and states across the country grapple with these facts and begin to form their own alternatives to pretrial incarceration, we are proud of the well-established role we hold in San Francisco's justice system: disinvesting in incarceration while keeping our communities safe.



Our Housing Case Manager Lex overseeing graffiti removal at our site.

Maintaining safe and effective alternatives to pretrial incarceration is our foremost priority and, as the needs of our communities and our local partners evolve, we broaden and develop our services in kind. In a recent example, we expanded the housing resources we make available to clients, which will play a critical role in providing the support and stability unhoused clients so desperately need. We hope that these new resources will improve how we help clients reach a path to recovery and success, while encouraging San Francisco's continuing disinvestment in incarceration.



Nora and J'veon from our diversion team dressed to match on Twin Day.

# By The Numbers

**4,613**

**NEW CLIENTS  
SERVED**

**2,132**

**SUCCESSFUL  
COMPLETIONS**

**611,648**

**6,478**

**LIVES  
IMPACTED**

**46**

**YEARS SERVING  
THE COMMUNITY**

**DAYS OF UNNECESSARY  
CONFINEMENT AVOIDED**

We facilitate alternatives to unnecessary incarceration through case management, client-centered programs, and community partnerships. Our outcomes show the impact and effectiveness of these alternatives. A breadth of research and personal testimony has informed our understanding of the detriments of jail incarceration. We know that it impacts families, undermines financial stability, and limits future job and housing prospects. Evidence also tells us that most arrested people can be safely released while their case is ongoing, and can benefit from services and resources in the community. Once a client begins work with us, we provide structure, support, and life skills in an attempt to reduce the likelihood of future arrests.



# Read a bit about Our Clients



[Click For Full Story](#)

*"These kinds of programs help you to try to stabilize yourself and try to see that the outside world is the best world to be in instead of being locked up. There are programs out there for us, you just gotta utilize them correctly."*

**- Malia, ACM**

[Click For Full Story](#)

*"I couldn't be any more fortunate than to have my daughter and everybody, and I'm actually being a dad and being there in her life. I want to stay on this path to be a good father."*

**- Ahmad, PCD**

The PCD program helped Ahmad avoid long term incarceration, allowing him to be physically present and supportive of his new baby and partner with multiple sclerosis.

[Click For Full Story](#)

*"At SF Pretrial they cared about me. They wanted to see me do well."*

**- O. ACM**

After almost 15 years of justice involvement and substances abuse, Oba has reclaimed his life with help of the ACM program. Today, O. has a sense of direction and autonomy. He remains sober, has employment, and is rebuilding his family. He fondly describes his Narcotics Anonymous (NA) group and the case manager who led it as his "saving grace."

[Click For Full Story](#)

*"SF Pretrial gave me everything I needed to succeed. They lifted me up. I am thankful for my case manager and her ability to see beyond my charges or jail time"*

**- D. ACM**

The ACM program helped Danilo turn a new leaf. He has new goals and aspiration and, even more importantly, he left behind the lifestyle that "would have either got [him] arrested again or killed" Though it took, as he says, "an orange jumpsuit and a reality check," the old D. would not recognize D. today.

[Click For Full Story](#)



Our client Victor smiling as he recounts on his success post-Pretrial !

***"SF Pretrial has been essential for consistency and being held accountable."***

Victor describes his lifestyle changes post-Pretrial as 'a night and day difference. With the help of SF Pretrial, Victor has gotten supportive housing, a job, and has transformed his perspective, sense of hope, and health. He is now focused on giving back to his community while working on himself.

**-Victor Smith ACM**

# Diversion Programs

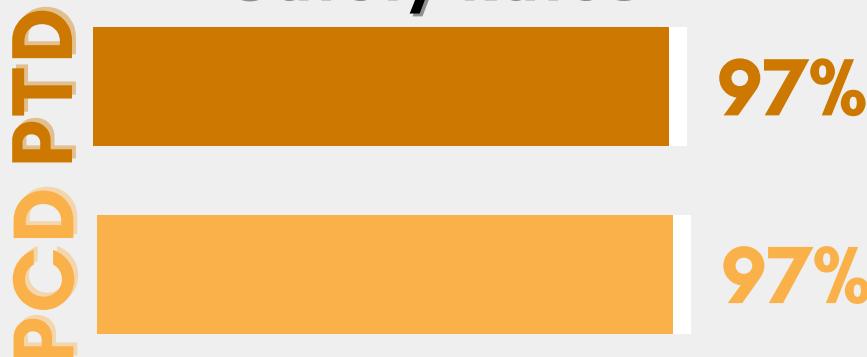


## New Clients

**PTD**  
**140**

**PCD**  
**121**

## Safety Rates



**Safety Rate:** The percentage of released defendants who are not charged (as opposed to booked) with a new criminal offense pending case disposition.

## Successful Completions

Pretrial Diversion	<b>557</b>	<i>Clients successfully diverted from prosecution.</i>
Primary Caregiver Diversion	<b>108</b>	<i>Clients successfully diverted from prosecution.</i>
Project 20	<b>120</b>	<i>Clients successfully provided alternatives to monetary fines.</i>
Neighborhood Court	<b>88</b>	<i>Clients successfully completed a restorative justice alternative to prosecution.</i>

*Note: Our outcomes are calculated based on National Institute of Corrections [Measuring What Matters \(2021\)](#) standards.*

## Program Overview

SF Pretrial's diversion programs are community-based alternatives to prosecution and fines, geared towards people with relatively little previous justice involvement. We connect newly arrested people with case managers who develop community supervision goals and guidelines, including treatment programs, community service projects, and therapeutic groups. Once the client completes the requirements of their case plan, their case is dismissed by the Court.

## Program Breakdown

### Pretrial Diversion (PTD)

- PTD is geared towards individuals arrested on misdemeanor charges. Clients are assigned to a case manager and treatment requirements which, once completed, results in a formal dismissal of the client's case.

### Primary Caregiver Diversion (PCD)

- PCD is tailored to reduce the harms many children experience when separated from their caregivers. The program may include job training, parenting classes, substance use treatment and other mental health services.

### Project 20 (P20)

- P20 provides alternatives to fines and fees. Clients are assigned to street beautification or other community services and upon completion, their fines are dismissed.

### Neighborhood Court (NCT)

- NCT is a voluntary and confidential restorative justice program in which first-time misdemeanor offenders work with community members to address the harm done to the community. Outcomes are determined by community members to reflect local impact and public safety. As mentioned in our Year in Review section, two new diversion programs will be available to our clients in 2023, and are also based in restorative justice practices.





# Release Programs

## Program Overview

SF Pretrial's release programs are alternatives to incarceration and money bail. Rather than putting up a financial guarantee or remaining in jail, clients can be referred to one of our programs and receive individualized treatments and services. Our release programs vary in their intensiveness and may include phone or in-person check-ins with case managers, participation in therapeutic groups, and referrals to external housing and healthcare resources. These programs support clients in their efforts to appear for all court dates, abstain from justice involvement, and build relationships with community treatment providers.

## Program Breakdown

- Own Recognizance (OR)**
  - OR includes two supervision levels the court may assign clients to: No Active Supervision (OR-NAS), which doesn't require client check-ins; and Minimum Supervision (OR-MS) which requires two phone check-ins a week. Both groups receive court date reminders.
- Assertive Case Management (ACM)**
  - ACM provides clients with intensive, structured supervision. Clients check in several times a week and participate in treatment plans such as substance use and anger management groups facilitated either by SF Pretrial or other community partners.
- In-Custody Referral (ICR)**
  - ICR offers a final point of prospective release for clients who weren't released earlier due to serious charges or a significant history of legal misconduct. The program arranges immediate placement in out-patient or in-patient treatment programs, which gives the court greater confidence that clients will receive treatment and stay compliant.

## New Clients



## Safety Rates



**Safety Rate:** The percentage of released defendants who are not charged (as opposed to booked) with a new criminal offense pending case disposition.

## Successful Completions

Own Recognizance	667	of our clients to our own recognizance program were successful
Assertive Case Management	653	of our clients released to our assertive case management program were successful
In-Custody Referrals	104	clients were successfully compliant in their treatment programs.

*Note: Our outcomes are calculated based on [National Institute of Corrections Measuring What Matters \(2021\) standards](#).*



San Francisco  
Pretrial Diversion Project

# In-Custody Programs

## Affordable Care Act Enrollments

**184**

interviews conducted



**84**

SF applications submitted



**53**

SF applications approved



## Discharge Planning

**107**

Reentry plans formulated



## Program Overview

Our in-custody programs provide placement and treatment programs for our in-custody clients, who are referred to us by the Courts.

- **Discharge Planning**

- Our discharge planning team works with people who are frequently arrested, and aims to break the cycle of their involvement in the justice system. Our case management team helps clients develop personalized reentry plans and determine which services will best promote improvement after release.

- **Affordable Care Act Enrollment**

- Our ACA enrollment assistant assesses healthcare status for our incarcerated clients. Case managers interview and assist clients who are soon to be released and are not yet enrolled with the enrollment process under the Act.



San Francisco  
Pretrial Diversion Project

# A YEAR IN REVIEW

*Our growth and achievements in the past year.*



## 1. Housing Initiative

For decades, we have helped our clients identify and access housing resources in San Francisco. Much of our success in recent years has been thanks to Tipping Point, a nonprofit that invests in community solutions. Their funding for SF Pretrial and our experience and insights gained by working together recently culminated in our selection as a Coordinated Entry Access Point by the Department of Homelessness and Supportive Housing (HSH). Our grant with HSH will allow for a much more robust and comprehensive set of housing resources we can offer to our clients and individuals in the criminal justice system. To prepare for the program, we have created a Housing Department, hired a housing director and housing specialist positions, and expanded our services. We are thrilled to bring this critical dimension of client support into our suite of services and contribute to San Francisco's ongoing efforts to fight homelessness.

## 2. SF Pretrial Welcomes Sandra Lee Fewer and Bobbie Stein as Board Members.

We currently have 9 members on our Board of Directors.

Sandra is a long-time San Francisco resident and former member of the SF Board of Supervisors from 2017-2021. While in office, Sandra created the Office of Racial Equity, closed County Jail #4, created the Immigrant Defense Unit in the Office of the Public Defender, and passed ballot measures to create affordable housing. Bobbie is a defense attorney and a former Professor of Law with extensive experience teaching and supervising criminal law programs. Bobbie is a visionary and hopes to expand programming that provides new, restorative opportunities for justice-involved people. We are appreciative of Sandra's and Bobbie's deep expertise and experience fighting for justice in San Francisco and we are thrilled to welcome them as members of our Board. We'd also like to recognize Kate Monica Klein and Betsy Wolkin who stepped down from our Board in 2022. Their years of service made an invaluable contribution.

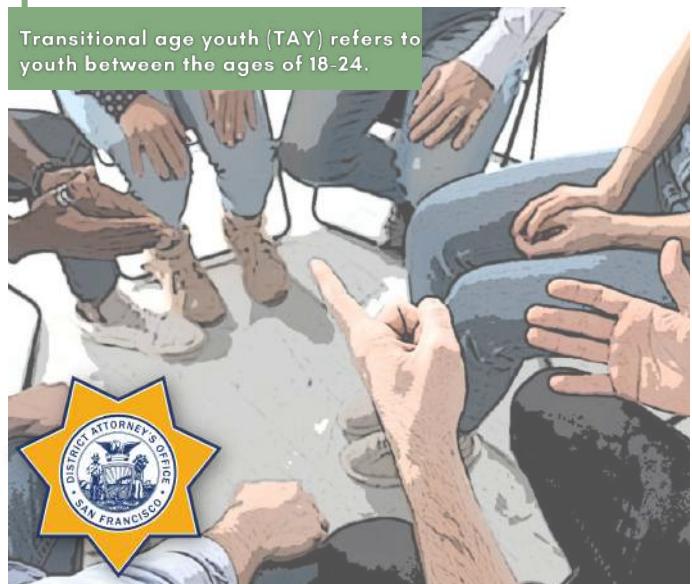
## 3. New Diversion Programs

SF Pretrial was awarded a new grant from the San Francisco District Attorney's Office, which will fund two new diversion services under the DA's Healing Justice Initiative (HJI).

SF Pretrial will partner with another local CBO, Community Boards, to pilot Restorative Community Conferencing, a restorative justice program in which recently justice-involved transition-age youth (TAY) engage in a mediated conversation with a harmed party as an alternative to prosecution. Community Boards will facilitate the restorative justice circles, while SF Pretrial will work with participants to meet the program requirements, including measures related to personal accountability, goal setting, and making amends for the harm caused. The second HJI program is Life Coaching, in which justice-involved TAY will engage in a transformative relationship with a Life Coach - a trained professional with similar past life experience. Each Life Coach is charged with supporting the participant's growth, self-reflection, life skills, personal wellbeing, and access to resources. Participants will receive a wellness plan and work closely with the Life Coach to meet the goals set forth in their case plan.

We are thrilled to engage in this new opportunity with SFDA and Community Boards, and believe that the initiative will create important opportunities to divert young adults from further justice involvement.

Transitional age youth (TAY) refers to youth between the ages of 18-24.



## 4. Joining NAPSA's Board of Directors

CEO David Mauroff was elected to the National Association of Pretrial Services Agencies (NAPSA) Board of Directors as the At-Large Director. NAPSA is the national professional association for pretrial release and diversion services. Our organization has worked with them many times before, and we're excited for this new avenue of collaboration and representation.



SF Pretrial has been NAPSA Accredited since April 2021.

## 5. Joining San Francisco's Re-Entry Council

San Francisco's **Reentry Council** is composed of representatives from the city's Board of Supervisors, Adult Probation Department, the Public Defender's Office and other justice system partners, with the purpose of coordinating efforts to support individuals upon their release from incarceration. SF Pretrial was asked to give a presentation in the Council's final quarterly meeting for 2022, and introduce our programs as well as our performance measures.

SF Pretrial's Director of Strategic Partnerships, Joanna Hernandez, was later appointed to the Council by the Board of Supervisors. Joanna has vast experience working in the city's criminal justice landscape. We are confident she will do an amazing job representing our organization and the interests of justice impacted individuals in this new space.



Council member Hernandez will hold Seat 2 during her time with the Re-Entry Council.

**Left:** Our CEO and our Director of Policy and Evaluation Presenting at NAPSA conference.  
**Right:** Director of Judicial Services Gerald W.



## 6. NAPSA + ASC Presentations

SF Pretrial participated in NAPSA's annual conference in Atlanta, GA. CEO David Mauroff and Director of Policy & Evaluation, Matt Miller, organized a panel of nonprofit pretrial agencies from Maine, New York, and Wisconsin. Their discussion included information about our portfolio of programs, performance measurements, the challenges of nonprofit work, and how community based organizations are suited to engender trust and strong relationships with pretrial clients. David and Matt returned to Atlanta in November to lead a similarly themed panel at the American Society of Criminology Conference, where they had a chance to share their views about community partnerships, recent bail reform initiatives, and promising developments in the pretrial field.

During the NAPSA conference, our Director of Judicial Services, Gerald White, received the 2022 NAPSA Bruce Beaudin Award. For over fifteen years with SF Pretrial, Gerald has garnered substantial expertise related to SF Pretrial's operations and the broader criminal legal system. Gerald and his team's ongoing efforts to form and sustain close relationships with local partners have been paramount to the strength of our organization.

## 7. SF Pretrial Staff Honored at The San Francisco Commission on the Status of Women



Shaelyn (left) and Maria (right) with Kimberley Ellis, Director of the Department on the Status of Women.

The **San Francisco Commission and Department on the Status of Women** promote equitable treatment and the advancement of women and girls through policies, legislation, and programs. We were incredibly proud to see our own Shaelyn Jones and Maria Lara honored by the commission, for their profound impact and commitment to helping and empowering incarcerated women. Shaelyn and Maria have exemplified the compassion, presence, and professionalism that we strive to embody as an organization.

## 8. Joining NCJA Board of Directors

Our CEO, David Mauroff, was elected to the National Criminal Justice Association Board of Directors. The decision followed David's term on NCJA's Advisory Committee and his election as a regional representative to the NCJA's Advisory Council. NCJA is a leader in shaping and implementing criminal justice policy, and we are excited to contribute and be represented on a national level.

CEO David M. will sit on this leadership board from 2022-2024.



## 9. Haircuts at the Jail Collaboration

In collaboration with our community partners Latino Task force, Five Keys, The Academy Barber College, and San Francisco Sheriff's Office, we held a Transformation Tuesday event. Volunteer student barbers, licensed barbers and braiders came out and provided fresh haircuts and braids to men and women incarcerated in San Francisco County Jail 2. Folks said it felt good to have their hair done professionally, and that they felt alive and couldn't wait to show their family on their next visit.



(Bottom Right) - Three of our staff Gabriella A., Monica P., and Joanna H. alongside other partners and volunteers.

Throughout the project, our staff has provided first hand input on development in an effort to improve our services and data gathering.



## 10. AJW Project Progress

Last year we announced the launch of our partnership with AJW, a local data systems company, in order to build a new client management system to support the work done by our staff. The project is now in advanced development stages: we are significantly improving our case management and data analysis features, and have completed a first round of user acceptance testing, in the hope of launching this new product in mid-2023. The new system will capture the innovation and community based expertise that drive our work, and reflect our commitment to client success, and to performance evaluation and evidence based practices through advanced data analysis and reporting mechanisms.

## 11. Presenting at Vera Institute of Justice's 'Nuts and Bolts' conference

Our CEO, David Mauroff, represented our organization and participated in a conference hosted by the Vera Institution titled The Nuts and Bolts of Effective Pretrial Services: A Conversation with Experts. David discussed how supportive pretrial services programs can assist in decarceration efforts and promote community safety. SF Pretrial is honored to engage with LA community partners as we work together to encourage a community-based pretrial response that supports their vision of pretrial fairness and equity.

The Nuts and Bolts of Effective Pretrial Services: A Conversation with Experts



CEO David M. participating in the Vera Institute's panel in Los Angeles, California.



# WE ARE PROUD OF OUR 2022 ACCOMPLISHMENTS

A look into recent

# PRETRIAL POLICY DEVELOPMENTS



## In Re Brown

The California Supreme Court's 2021 decision in *In Re Humphrey* requires lower courts to consider non monetary bail conditions and individuals' ability to pay when making pretrial release decisions. While the court's decision is an important step towards progressive bail reform, courts have narrowly interpreted it to allow unaffordable bail in serious felony cases due to public safety concerns.

Then came along ***In Re Brown***, in which the defendant was charged with sexual offenses towards minors. According to Humphrey, the court was to consider Brown's ability to pay. However, due to the severity of the alleged offenses, bail was set at 2.5 million dollars. The Court of Appeals reversed the lower court's decision and held that Humphrey always requires cash bail to be set at an amount the defendant can pay. Where affordable cash bail is insufficient to protect public safety or ensure a defendant's return to court, courts may make a detention decision. Put differently, courts now have two options: affordable bail, or constitutionally justified detention. Under no circumstances can unaffordable bail be set.



## Highlight

*"[I]f the court properly determines non-financial conditions are insufficient to protect the state's interests, but that imposing a money bail condition [...] would adequately protect the public and the victims and ensure the arrestee's presence in court, the court must consider the individual arrestee's ability to pay and set bail at a level the arrestee can reasonably afford. If money bail set at that level is not sufficient to protect the state's compelling interests, then the trial court's only option is to order pretrial detention."*

*(In Re Brown, p.17)*

## 'Coming Up Short': A Report on the outcomes of Humphrey

The Brown decision offers a progressive interpretation and expansion of Humphrey. At the same time, [\*\*a report by UCLA School of Law Bail Practicum and UC Berkeley Law Policy Advocacy Clinic\*\*](#) finds that judges across the state often ignore or procedurally misapply the requirements set forth in Humphrey. The report reviews California's 58 counties in the 18 months following the Humphrey decision, and finds no evidence of a decrease in jail population, bail amounts, or average length of pretrial detention in California.

While many counties in the state have yet to operationalize the Humphrey ruling, San Francisco stands as an exception. The report finds that while the pretrial population in San Francisco remained fairly stable, the percentage of people detained for the full pretrial period declined, and the median length of pretrial detention decreased by approximately one week following the 2018 Humphrey decision. Additionally, the San Francisco District Attorney's Office's bail policies were updated in January 2022 and explicitly reference Humphrey as a critical precedent to observe during bail hearings. San Francisco Pretrial's safety rates improved after the Humphrey decision in 2018 (85% or higher quarterly rates for all programs), and have remained high since, with this year's safety rates above 90% for all programs.

The report recommends the adoption of a statewide zero dollar bail schedule and to fund and develop pretrial services outside of law enforcement agencies.

## California Care First Coalition

SF Pretrial is a member of the California Care First Coalition, a group of California organizations dedicated to criminal justice reform and protecting public safety through community-based interventions. Care First has been instrumental in working with policymakers and advancing our agenda in the past. This year, we had the privilege of supporting developments in other jurisdictions where wealth-based bail systems were challenged. In Sacramento, the court in the [\*\*Welchen\*\*](#) case held that the county's bail schedule was unconstitutional, citing *Buffin v. San Francisco*, in which similar claims prevailed and resulted in a new progressive framework for non-monetary and speedy pretrial release. In L.A, [\*\*a class action lawsuit was filed\*\*](#), similarly challenging the legality of a policy that keeps people detained because they cannot afford to be released. The lawsuit cited both *Buffin* and *Welchen* as having found essentially identical bail schedule policies unconstitutional.



### Policy Highlight

**"Since California voters rejected SB 10, which would have required the use of risk assessments and for law enforcement to establish pretrial services agencies, legislators should take seriously the idea of alternatives like what already exists in San Francisco County."**

- Coming Up Short, p. 40

# Did you Know?

*More about the wonderful work our case managers do.*



We regularly find ways to support our clients based on their individual circumstances, preferences, and needs. In some instances, we have clients who lack access to typical modes of communication and, in order to work with them, we meet them where they stay in the community. This in-person contact prevents the loss of contact and proves important in supporting our clients' ability to meet important goals. These goals may relate to court-imposed conditions of release—such as attending all court appearances—or getting personal care at a behavioral health center.

Our outreach efforts prove critical to ensuring that our clients adhere to the court's expectations and engage consistently with rehabilitative services. Further, we make available at our office some of the most essential resources for our clients, like food, hygiene kits, sleeping bags, and raincoats. Case managers often support their clients through educational and professional growth, helping them prepare for interviews, and providing one-on-one support beyond supervision requirements ordered by the court.

In a recent example, two of our case managers exceeded expectations and helped our client Mehil fly to Los Angeles, which included securing a plane ticket, setting up transportation in Los Angeles, and coordinating with the Turkish Embassy so that our client could renew his passport. Through these exceptional efforts, our client will eventually be able to return home and reunite with their family.



Our Client Mehil in front of our offices.

*"I felt like I had been drowning in the deepest part of the sea and they picked me up. I'm doing so much better. I am looking forward to going back to Turkey and seeing my family. Maybe all case managers are like this, but Bessie and Tony were so amazing. Each of them, individually, are amazing in their personal lives and have diamond hearts."*

— Mehil ACM Client

# Learn a bit about Staff Development



## Staff Growth

In 2022, SF Pretrial experienced growth in the number of staff it welcomed and trained, with 34 new staff across 9 departments. In accordance with the National Association of Pretrial Services Agencies (NAPSA) accreditation criteria, staff received a minimum of 35 onboarding hours. Our onboarding program is robust and multifaceted, and includes presentations on agency programs and operations, personal introductions to department managers, and cross-departmental shadowing. In a survey distributed to new hires, SF Pretrial boasted a 92% satisfaction rate with our training materials and onboarding resources.

## Professional Development

Throughout the year, the Department of Policy and Evaluation (P&E) led a number of mission-critical trainings and initiatives to build our staff's level of professionalism, knowledge, and skills. From January 2022 to date, that department facilitated 13 different staff development trainings. P&E staff led training on procedural justice and crisis management, and we brought in subject matter experts to present topics related to workplace allyship, effective communication, trauma-informed approaches, implicit bias, and motivational interviewing. Staff also received training in first aid, CPR, and naloxone administration. Given that some of our clients may be at risk of an overdose, we established Narcan stations in our office to prepare for emergency situations.



*Our Staff at one of our annual staff bonding events.*

# Staff Recognition



SF Pretrial appreciates the considerable efforts of its staff to realize our goals as an agency, collaborate effectively with our local partners, and provide excellent service to our clients. Our yearly staff award winners are below, who were voted by their peers as standouts in the following categories:

## Staff Awards

### MVP – Derek Wong

Recognizes the individual who makes an all-around contribution and demonstrates excellence in the way they carry out their work.

### Rookie of the Year – Eric Chen

Honors a co-worker hired in 2022 who jumped in with both feet and immediately began making a contribution to their team.

### Standing Ovation – Luis Reyes Romo

Spirit award that celebrates that colleague who carries a smile and positive attitude wherever they go.

### People's Choice – Ryan Webb

This goes to the staff favorite and they make their presence felt by just being available, approachable and the heart and soul of SF Pretrial.

### Victor Lee Loyalty – Kenneth Walker

Victor embodied loyalty and dedication through his almost 45 years of service and this award will always be given in his honor.

### Integrity Award – Sharon Rose

Recognizes an individual who personifies the heart and soul of SF Pretrial and the work we do to uplift our clients and communities.

### Leadership Impact Award – Kai Washington

Recognizes a member of our Leadership Team who has demonstrated effective and exemplary leadership that advances our agency values and mission.

# A Special Thank You



## To Our Board



**David Amarathithada**  
**Acting Chair**  
SF Department of Public Health



**Carlos Serrano-Quan**  
Chair  
National Asian Pacific American Center on Aging/San Mateo County Planning Commissioner



**Doc Patel**  
Principal  
Nexus of IT/Psy.D.  
Clinical Counseling Candidate



**Geri Green**  
ADR Services, Inc., Attorney Mediator



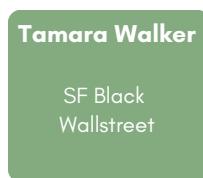
**Jimmy Loyce**  
SF Black Leadership Council/Retired, Deputy Director of Health, SFDPH



**Philip Jones**  
MSW Candidate/SFDPH Intern



**Sandra Fewer**  
Former Member, Board of Supervisors



**Tamara Walker**  
SF Black Wallstreet



**Bobbie Stein**  
Criminal Defense Attorney, National Lawyers Guild



## To Our Funders



**San Francisco Sheriff**



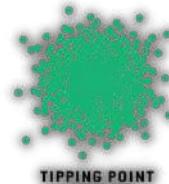
**The Chris Larsen Fund**



**California Community Reinvestment Grant/GO-Biz**



**San Francisco Superior Court**



**Tipping Point**



**San Francisco District Attorney**



**Dept. of Homelessness & Supportive Housing**



**San Francisco Foundation**



**SF Dept. of Children, Youth, & their Families**



**Metta Fund**



**Individual Corporations & Donors**



**Judicial Council**

# A Special Thank You



## To Our Partners

**TREATMENT** Positive Resource Center **CASC** JAIL HEALTH  
 Mission Neighborhood Health Centers *Bar Association of San Francisco* SERVICES/DPH  
**SUPPORT GROUPS** AA/NA Community Boards **Harbor Lights**  
 Ward 86 **MISSION** Horizon Unlimited **Harbor** **BOSS**  
**HER COUNCIL** HUCKLEBERRY HOUSE **Lights** **Glide**  
**HOUSE** **EMPLOYMENT** Minna Project *TGI Justice Project*  
**RESOURCES** CJCJ LATINO MEN'S MENTORING MOVEMENT  
 SF Marin Food Bank **TAP** Latino Task Force **S.A.L.T**  
 SAMOAN COMMUNITY **LA FAMILIA** YOUNG WOMEN'S  
 DEVELOPMENT CENTER **COMMISSION** TENDERLOIN LINKAGE CENTER  
 FREEDOM CENTER  
 HIV & INTEGRATED SERVICES NOVA Instituto Familiar de la Raza  
 Young Community Developers *Taxpayers for Roadmap to Peace*  
 Public Safety *Sunset Youth Services*  
 Mission Hiring Hall **Salvation Army** Billie Holiday  
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