REDUCING RACIAL AND ETHNIC DISPARITIES

W. Haywood Burns Institute

May 8, 2017

SAFETY+JUSTICE CHALLENGE

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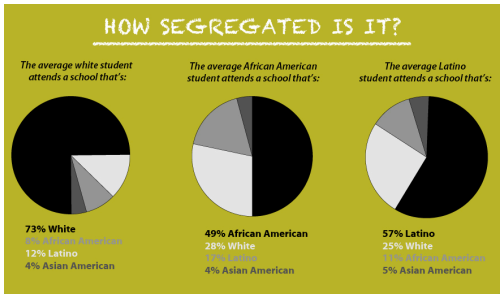
ROCK RIDGE PARK

Absolutely the Most Desirable Place For a Permanent Home in Northern California

LAYMANCE REAL ESTATE CO.
1214-1216 Broadway, Oakland

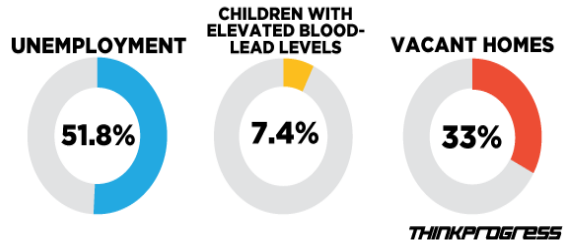
- No negroes, no Chinese, no Japanese can build or lease in Rock Ridge Park



Alice P. Griffith Homes

The economic reality of Sandtown-Winchester:

Freddie Gray's Neighborhood



THINKPROGRESS

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'The only victim in this case is dead': *Mourning for 5-year-old Eric*

CRIME

'Superpredators' Arrive

Should we cage the new breed of vicious kids?

By Peter Annin

On Oct. 13, 1994, 5-year-old Eric Morse and his 8-year-old brother, Derrick, ran into two of the toughest bullies their South Side Chicago neighborhood had to offer. The intimidating boys lured the brothers to a vacant

where is the state supposed to put these two killers? A judge is scheduled to rule in the case next week. Around the country, other states are watching. They have their own predators to worry about.

It wouldn't be a problem if Illinois's special 30-bed "kiddie prison" weren't still un

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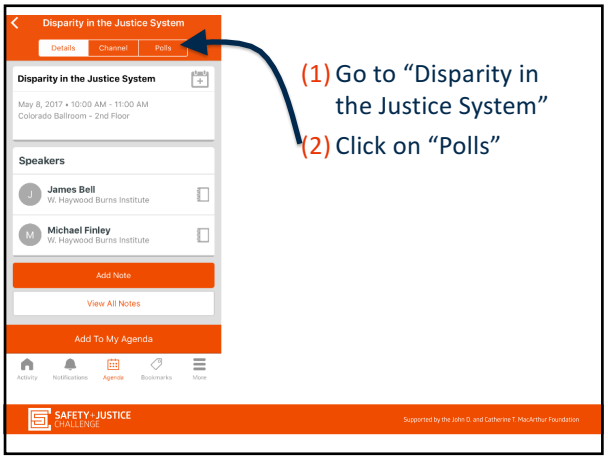

Poll Question Test

- Dream Vacation
  1. Hawaii
  2. Galapagos Islands
  3. Vietnam
  4. Kenya
  5. Denver, Colorado. Right here. Right now.

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The W. Haywood Burns Institute (BI)

Our Mission

- The Burns Institute works to eliminate racial and ethnic disparity in the justice system by building a community-centered response to reducing justice system involvement for people of color.

Our Expertise

- Facilitate community and system stakeholders through a data-driven process aimed at creating community-based alternatives to secure detention.
- Experience in consulting with over 75 jurisdictions nationwide to reduce racial and ethnic disparities in the justice system.

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BI Strategy for Reducing Racial and Ethnic Disparities

Ongoing process

1. **Identify Disparities**
   - Identify whether and to what extent racial and ethnic disparities exist
2. **Identify, Analyze and Strategize around a "Target Population"**
   - Identify target population to focus the work.
   - "Dig deeper" into target population to learn more about policy, practice, and/or procedure and other factors contributing to disparities.
   - Strategize around how policy, practice, and/or procedure change might result in reductions in disparities.
   - Pilot or adopt policy change
3. **Measure Progress**
   - Monitor Effectiveness of Policy Change
   - Document changes in disparities

Step 1: Identify Disparities

Three Key Components to Identifying Racial and Ethnic Disparities

1. Accurate data on system involvement at key decision making points.
   - Accurate identification and recording of race and ethnicity at key criminal justice decision making points.
     - Is there a practice of asking adults to self identify?
     - Do you have a strategy to count Hispanic/Latinos accurately?
     - Do you consider local context (such as national origin or tribal affiliation) when creating racial and ethnic categories?
     - Do departments and agencies across the system use the same protocol?
2. Accurate data on changing demographics of adult population.

Poll Question on Using Data #1

- **Ability to review data on the top jail admission reasons for people of color**
  1. None: Our information system cannot pull this
  2. Poor: Our system records that information… somewhere…
  3. Moderate: I saw a report on this once.
  4. Excellent: I know the top 5 reasons POC are detained

Poll Question on Using Data #2

- Ability to review data on residence Zip Code of jailed people of color
  1. None: Our information system cannot pull this
  2. Poor: Our system records that information… somewhere…
  3. Moderate: I saw a report on this once.
  4. Excellent: I know the top 5 residence zip codes for jailed POC

Defining the Problem:
Whether disparities exist vs. why disparities exist.

1. *Whether Disparities exist:*
   - ***Over-representation of people of color in the justice system***
2. *Why Disparities exist:*
   - ***The unnecessary and inappropriate entry and deeper "advancement" of People of Color into the justice system***
   - ***Disparate Treatment of People of Color***

Step 2: Target Populations

What is a "target population"?

- ☐ Pretrial detention for lower level offenses and technical violations; overrides for which alternatives exist or can be developed
- ☐ Once identified, the stakeholder group must determine what alternatives or services will protect community safety and achieve better outcomes
- ☐ Way to focus your efforts

Examples of Target Population:

- ☐ People of Color in Jail who:
  - Were assessed as "low" or "moderate" risk on a pretrial risk tool.
  - May have scored high on a risk tool but are detained for low level offenses or "quality of life citations."
  - Were unable to post money bail.

Poll Question on Governance Structure #1

- Do you have a subcommittee dedicated to Racial and Ethnic Disparities?
  1. Yes
  2. No

Poll Question on Governance Structure #2

- Describe your jurisdiction's comfort level discussing race:
  1. Very comfortable: I'll talk about race right now!
  2. Somewhat comfortable: We discuss race but…
  3. Uncomfortable, tense, and AWKWARD
  4. I feel uncomfortable answering this question.

Governance Structure

- **Authority**
  - Collaborative must have the sufficient authority to implement the policy/practice/programmatic changes
- **Composition**
  - Involvement of Supervisors/Line Staff
  - Community Involvement (including on decision-making bodies)
- **Structure**
  - Ensure oversight and direction
  - Institute a process for decision-making
  - Clear communication strategy between sub-committees
- **Leadership and Coordination**
  - Good leadership (political will & ownership vs. box checking)
  - Effective management (coordination)

Poll Questions on Community Engagement #1

- Do you feel comfortable having community at the table?
  1. Yes
  2. We're almost there
  3. We're comfortable but not ready
  4. No

Poll Questions on Community Engagement #2

- Feel confident identifying what community stakeholders to bring to the table?
  1. Yes: already found him/her/them
  2. We know we need new and different voices but not sure who
  3. We go with who we already know
  4. Not at all

Poll Questions on Community Engagement #3

- Community stakeholders as decision makers within SJC committees?
  1. Yes: at least 1 in every committee
  2. We're almost there
  3. We are open but not sure how to do so effectively
  4. No

Community Engagement

- How to ID who is "Community?"
- Tip on How to Engage Community Stakeholders
  - "Coach Ups"
  - Targeted Outreach, Asks and Collaborative Work
  - Meetings: Time/Location Considerations
  - Articles, Forums, Speaking Engagements
  - Ambassadors
- Power Sharing
- Transparency
- Solutions

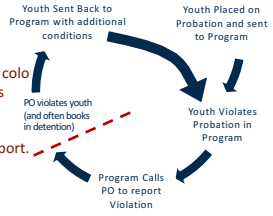
Community Coaches *(Monmouth County, NJ)*

Using Data to Identify and Strategize

Identify Problem Using Data:

Quantitative Data:
- VOPs #2 Reason for Detention
- Vast Majority of VOPS were youth of colo
- 2/3 of VOPs were program violations

Qualitative Data:
- Probation Officers needed more support.
- Few formal community partnerships existed
- Lack of Trust



Community Coaches *(Monmouth County, NJ)*

Real Community Partnerships

Strategy: Partner with community organizations that can bring to support youth on probation

- Issues to Resolve:
  - **Funding** → Local Juvenile Justice Commission
  - **Right Program** → Developing the RFP
  - **Right Partnerships** → Outreach to Community
  - **Trust** → Relationship Building and Training between Non-profit and Probation by Community Connections for Youth
- **Community Coaches Developed:**
  - Coaches are paid employees of a non-profit
  - Coaches are willing to be available 24/7
  - Coaches facilitate communication between PO and youth
  - Coaches support compliance by engaging youth in pro-social activities

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