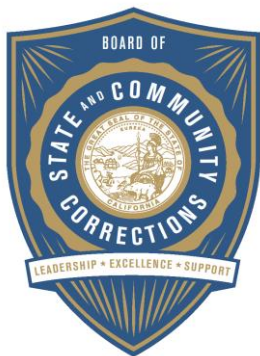


# CALIFORNIA REDUCING RACIAL AND ETHNIC DISPARITY-

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## TITLE II 2015 PLAN

July 2015



### **BOARD OF STATE AND COMMUNITY CORRECTIONS**

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# PLAN FOR COMPLIANCE WITH THE REDUCING RACIAL AND ETHNIC DISPARITY (R.E.D.) CORE PROTECTION

## Phase I: Identification

### 1. Updated R.E.D.<sup>1</sup> Identification Spreadsheets

At the direction of Congress and with guidance from the federal OJJDP, the Board of State and Community Corrections (BSCC) has made substantial progress in its R.E.D. reduction efforts.

The BSCC has included the Relative Rate Indices (RRI) for California (statewide) as well as for one of four counties with focused R.E.D. efforts: Mono, San Joaquin, Santa Barbara and Stanislaus (the other three will be uploaded into the web based DMC data entry system).

### 2. R.E.D. Data Discussions

As one of the largest states in the U.S., California is divided into 58 counties. In local California counties, there are 120 juvenile detention facilities including 58 camps, 58 juvenile halls and four special purpose juvenile halls (small facilities designed for short periods of detention). Fifty-three (53) counties have at least one juvenile hall. Thirty-three counties have at least one camp. Los Angeles County, which is the largest in California in terms of general population, has three juvenile halls and 19 camps. On a typical day across California, nearly 4,300 juveniles are housed in local juvenile detention facilities. Another 2,800 juveniles are “detained” (i.e., receiving custody credits) in home detention or another form of alternative confinement (e.g., work programs, day schools and special purpose juvenile halls).

A). This past year, Assembly Bill 1468 (Ch. 26, Stats. 2014) established the Juvenile Justice Data Working Group (JJDWG) within the Board of State and Community Corrections (BSCC) and states: “[t]he purpose of the working group is to recommend options for coordinating and modernizing the juvenile justice data systems and reports that are developed and maintained by state and county agencies.” To that end, our State DMC/R.E.D. Committee made a formal recommendation (adopted by the JJDWG) to collect demographic information as a matter of course. This includes race, ethnicity and gender. The hope is to enhance the state’s ability to provide uniformity and objectivity in evaluating outcome data as it relates to youth of color in the justice system.

Also, all four of the current county probation departments receiving support from BSCC to undertake the reduction of disparity and disproportionality are working collaboratively with the W. Haywood Burns Institute to tackle this issue by means of a data-driven process. As a result, each of these jurisdictions is at varied levels of implementation of a standardized data template that routinely facilitates the review of R.E.D. data at each decision point.

B). While the Relative Rate Index (RRI) is collected through collaborative efforts with California Department of Justice (DOJ), both at the state and local level, the BSCC’s philosophy is to provide an environment in which local jurisdictions have the ability to access and evaluate their RRI in relation to their community. Because R.E.D. efforts are an intensely local matter, and the most successful R.E.D. efforts appear to derive from local leadership rather than state prescribed efforts, we allow for the RRI to inform local decision-makers, and the state responds accordingly by continued guidance, monitoring, and evaluation.

Moreover, the effort to identify the extent to which R.E.D. exists via the RRI has primarily focused on the working relationship and collaboration between the BSCC and the California DOJ. California’s DOJ Juvenile Court and Probation Statistical System (JCPSS) collects a variety of juvenile statistical data, including information regarding R.E.D. from 56 county probation departments on a yearly basis. Each year, there is a difference between the number of referrals to probation via the JCPSS and the number of juvenile arrests reported by law enforcement agencies as “referred to juvenile court and probation” via the

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<sup>1</sup> The State of California refers to DMC as R.E.D. – Reducing Racial and Ethnic Disparities

Monthly Arrest and Citation Register (MACR). The differences are due, in part, to the different programs and definitions used by law enforcement agencies and probation departments for submitting data to the California DOJ. However, there are two primary reasons for the difference:

- Probation departments report caseload information while law enforcement agencies report information on individual arrests.
- The JCPSS counts only those juveniles who have a final disposition reported to the California DOJ. Many probation departments divert juveniles out of the system into other “community based” programs. As a result, many juveniles who are diverted after being referred by law enforcement agencies are not reported on JCPSS.

For the past several years, the BSCC has indicated to OJJDP the challenges these significant differences in reporting systems create for consistent and reliable data, particularly as it relates to race and ethnicity, to say nothing to the political culture. Awareness of these issues has required continued and on-going collaboration with the California DOJ; however the hope is that the JJDWG (referenced above) will develop an approach that will minimize these challenges statewide but it does take time.

The intent of the R.E.D. Core Requirement is to ensure a fair and equitable system; to that end, the RRI (within the context of its noted limitations, along with the guidance from the State R.E.D. Committee Members), the R.E.D. Coordinator is tracking of progress within the four R.E.D. local sites and staying abreast of the evolving national trends and best practices to shape the R.E.D. Compliance Plan for California. As a result, the focus over this year - and likely future years - in response to complex correctional systems/agencies, including but not limited to local law enforcement with topic specific trainings that intersect with the disparity and disproportionality of kids of color coming into contact with the justice system:

- Quality assurance when addressing R.E.D.;
- Gender/race intersection;
- Changes needed within corrections that include addressing both structural manifestations of inequality and the implicit biases that inform decision makers who develop policies and those practitioners along the Juvenile Justice continuum;
- Evidence-Based Practices (EBP) specifically for race, gender, and culture;
- First justice decision-point, i.e., Law Enforcement; and
- Data protocols aligned with California and the federal requirements (including the minority/majority and Asian/Pacific Islander (API) issue).

In alignment with this focus and at the direction of OJJDP, California continues to collect the RRI. The RRI comparisons, when reviewing and interpreting the results, require several caveats or limitations (as stated above) that need to be taken into account. The decision points differ by definition and the sources of data differ in the analysis. In addition, the data are based on an “event” within the juvenile system so counts along the continuum at each decision point can not be interpreted as a count of the number of youth as a single youth may have multiple events during the reporting periods. Therefore, the RRI values provided cannot be directly compared to those reported by other government agencies nor can they be relied upon to shape California’s R.E.D. Compliance Plan in totality.

**California: Statewide Relative Rate Index  
2014 / 2011 Comparison  
Analysis and Tracking Sheet**

The comparison data indicated there is a trend that is not unlike the national trend of an increase for African American youth across nearly all decision-points. African Americans are nearly four times the rate of white youth at both arrests and referrals. Slightly less so but still significant are the rates of Native Americans and Pacific Islanders. The R.E.D. Committee understands the implications of such data and have prioritized the critical support and education for our law enforcement partners.

Race/ Ethnicity	African-American		Hispanic/ Latino		Asian		Native Hawaiian/ Pacific Islander		American Indian/ Alaska Native		Other/ Mixed		All Minorities	
	2014	2011	2014	2011	2014	2011	2014	2011	2014	2011	2014	2011	2014	2011
1. Population at Risk (10-17)	230K 5.7%	265K 6.0%	2.1mil 50.9%	2.1mil 50.4%	437K 10.8%	430K 10%	14.7K .4%	16K .4%	16.8K .4%	26K .6%	168K 4.1%	---	2.9mil 72.3%	2.9mil 67.6%
2. Juvenile Arrests	3.98 S=Yes M=18% V=16K	3.81 S=Yes M=16% V=25K	1.36 S=Yes M=55% V=50K	1.54 S=Yes M=54.8% V=85K	.27 S=Yes M=2.3% V=2.1K	.38 S=Yes M=2.6% V=4140	1.93 S=Yes M=6% V=505	1.72 S=Yes M=.5% V=708	1.29 S=Yes M=4% V=384	.86 S=Yes M=.4% V=576	---	S= - M=2.6% V= -	1.37 S=Yes M=78% V=71K	1.62 S=Yes M=77% V=120K
3. Referrals to Juvenile Court	4.4 S=Yes M=19% V=17K	3.85 S=Yes M=17% V=23K	1.37 S=Yes M=55% V=48K	1.46 S=Yes M=53.9% V=71K	.21 S=Yes M=1.8% V=1.6K	0.31 S=Yes M=2.3% V=3,015	1.50 S=Yes M=4% V=375	1.53 S=Yes M=4% V=557	2.13 S=Yes M=7% V=605	1.32 S=Yes M=6% V=779	---	S= - M=1.7% V=2,248	1.39 S=Yes M=78% V=69K	1.54 S=Yes M=76% V=101K
4. Cases Diverted	.61 S=Yes M=16% V=1.5K	.72 S=Yes M=16% V=2.0K	.70 S=Yes M=51% V=4.7K	.72 S=Yes M=49% V=6,320	.77 S=Yes M=1.8% V=166	1.06 S=No M=3% V=391	.61 S=Yes M=3% V=32	.45 S=Yes M=.2% V=31	.47 S=Yes M=4% V=40	.53 S=Yes M=.4% V=51	---	S= - M=2.1% V=280	.69 S=Yes M=71% V=6.7K	.73 S=Yes M=70% V=9,089
5. Cases Involving Secure Detention	1.59 S=Yes M=25% V=5.3K	1.71 S=Yes M=23% V=6.8K	1.24 S=Yes M=54% V=12K	1.31 S=Yes M=55% V=16K	.98 S=No M=1.4% V=295	.92 S=No M=1.6% V=481	1.59 S=Yes M=8% V=116	1.55 S=Yes M=5% V=149	1.55 S=Yes M=8% V=182	1.84 S=Yes M=8% V=248	---	S= - M=1.2% V= -	1.32 S=Yes M=83% V=18K	1.39 S=Yes M=82% V=24K
6. Cases Petitioned (Charge Filed)	1.36 S=Yes M=22% V=9.6K	1.34 S=Yes M=20% V=13K	1.19 S=Yes M=55% V=49K	1.19 S=Yes M=55% V=35K	1.05 S=No M=1.6% V=678	1.02 S=No M=10% V=1,269	1.35 S=Yes M=5% V=211	1.40 S=Yes M=.5% V=322	1.07 S=No M=6% V=269	1.34 S=Yes M=.7% V=432	---	S= - M=1.4% V= -	1.22 S=Yes M=82% V=35K	1.22 S=Yes M=80% V=51K
7. Cases Resulting in Delinquent Findings	1.06 S=Yes M=22% V=7.6K	1.03 S=Yes M=20% V=9.9K	1.09 S=Yes M=57% V=19K	1.07 S=Yes M=56% V=29K	.93 S=Yes M=1.4% V=469	.93 S=Yes M=1.8% V=892	1.05 S=No M=5% V=167	1.08 S=Yes M=.5% V=262	1.08 S=Yes M=6% V=216	1.13 S=Yes M=.7% V=370	---	S= - M=1.3% V= -	1.08 S=Yes M=83% V=28K	1.06 S=Yes M=81% V=41K
8. Cases Resulting in Probation Placement	1.18 S=Yes M=26% V=5.0K	1.16 S=Yes M=22% V=6.3K	.97 S=Yes M=54% V=10K	1.02 S=No M=55% V=16K	.91 S=Yes M=1.2% V=237	.94 S=No M=1.6% V=457	1.20 S=Yes M=6% V=109	1.36 S=Yes M=.7% V=194	1.14 S=Yes M=7% V=136	1.07 S=No M=.8% V=216	---	S= - M=1.3% V= -	1.03 S=Yes M=83% V=16K	1.05 S=Yes M=81% V=23K
9. Cases Resulting in Confinement in Secure Juvenile Correctional Facilities	1.16 S=Yes M=19% V=1.7K	1.10 S=Yes M=17% V=2.3K	1.55 S=Yes M=65% V=5.8K	1.41 S=Yes M=63% V=8.5K	1.05 S=No M=1.1% V=95	1.21 S=Yes M=1.7% V=229	.73 S=No M=3% V=23	.69 S=Yes M=3% V=38	.86 S=No M=4% V=36	1.35 S=Yes M=.8% V=106	---	S= - M=.8% V= -	1.42 S=Yes M=87% V=7.7K	1.32 S=Yes M=85% V=11K
10. Cases Transferred to Adult Court	2.49 S=Yes M=28% V=139	3.55 S=Yes M=29% V=226	2.14 S=Yes M=59% V=294	2.59 S=Yes M=56% V=456	2.80 S=Yes M=2.2% V=11	5.51 S=Yes M=4.4% V=35	3.27 S=Yes M=8% V=4	.62 S=No M=.1% V=1	1.28 S=No M=4% V=2	.46 S=No M=.1% V=1	---	S= - M=6% V= -	2.22 S=Yes M=91% V=453	2.85 S=Yes M=92% V=727

**2014 Statewide Relative Rate Index (RRI) Areas of Concern**

Area of Concern	Decision Stages or Contact Points					
	African-American	Hispanic/Latino	Asian	Native HI/PI	Native American	All Minorities
More than 1.00	2. Juvenile Arrests 3. Court Referrals 5. Secure Det. 6. Cases Petitioned 7. Find Delinquent 8. Placement 9. Secure Confine 10. Adult Court	2. Juvenile Arrests 3. Court Referrals 5. Secure Det. 6. Cases Petitioned 7. Find Delinquent 9. Secure Confine 10. Adult Court	6. Cases Petitioned 9. Secure Confine 10. Adult Court	2. Juvenile Arrests 3. Court Referrals 5. Secure Det. 6. Cases Petitioned 7. Find Delinquent 8. Placement 10. Adult Court	2. Juvenile Arrests 3. Court Referrals 5. Secure Det. 6. Cases Petitioned 7. Find Delinquent 8. Placement	2. Juvenile Arrests 3. Court Referrals 5. Secure Det. 6. Cases Petitioned 7. Find Delinquent 8. Placement 9. Secure Confine 10. Adult Court
Less than 1.00	4. Cases Diverted	4. Cases Diverted 8. Placement	2. Juvenile Arrests 3. Court Referrals 4. Cases Diverted 5. Secure Det. 7. Find Delinquent 8. Placement	4. Cases Diverted 6. Cases Petitioned 9. Secure Confine	4. Cases Diverted 9. Secure Confine	4. Cases Diverted

**California: San Joaquin County Relative Rate Index (RRI)  
2014 Comparison to Statewide  
Analysis and Tracking Sheet**

San Joaquin County Probation Department: Given both the volume and magnitude, San Joaquin County is correctly prioritizing the arrest decision-point in their first year of the R.E.D. grant for exploration of causal factors. African American youth are disproportionately high rate of the juvenile justice population. Further, there appears to be disturbing upward trend in arrests amongst the Pacific Islander youth. Moreover, the referrals to juvenile court for African Americans is another area for further exploration as it involves a significant number of youth and the magnitude is more than four times the rate for white youth in terms of referrals. This is also in alignment with San Joaquin's stated approach in their first year of reducing racial and ethnic disparities in that that their departments is undergoing an assessment in determining the extent to which their staff understands this issue.

Race/ Ethnicity	African-American		Hispanic/ Latino		Asian		Native Hawaiian/ Pacific Islander		American Indian/ Alaska Native		Other/ Mixed		All Minorities	
	SJ	CA	SJ	CA	SJ	CA	SJ	CA	SJ	CA	SJ	CA	SJ	CA
1. Population at Risk (10-17)	6,452 7.2%	265K 6.0%	45,013 50.5%	2.1mil 50.9%	11,903 13.3%	437K 10.8%	412 .5%	14.7K .4%	359 .4%	16.8K .4%	4,218 4.7%	168K 4.1%	68,357 76.6%	2.9mil 72.3%
2. Juvenile Arrests	3.13 S=Yes M=28% V=786	3.81 S=Yes M=16% V=25K	.54 S=Yes M=34% V=941	1.36 S=Yes M=55% V=50K	.22 S=Yes M=3.6% V=101	.27 S=Yes M=2.3% V=2.1K	5.30 S=Yes M=3.1% V=85	1.93 S=Yes M=6% V=505	.72 S=No M=.4% V=10	1.29 S=Yes M=.4% V=384	---	---	.74 S=Yes M=71% V=1,974	1.37 S=Yes M=78% V=71K
3. Referrals to Juvenile Court	4.70 S=Yes M=28% V=1,070	3.85 S=Yes M=17% V=23K	1.12 S=Yes M=46% V=1,782	1.37 S=Yes M=55% V=48K	0.46 S=Yes M=5.0% V=194	.21 S=Yes M=1.8% V=1.6K	1.17 S=No M=.4% V=17	1.50 S=Yes M=.4% V=375	2.68 S=Yes M=.9% V=34	2.13 S=Yes M=.7% V=605	---	---	1.31 S=Yes M=81% V=3,155	1.39 S=Yes M=78% V=69K
4. Cases Diverted	.69 S=No M=21% V=16	.72 S=Yes M=16% V=2.0K	.90 S=No M=46% V=35	.70 S=Yes M=51% V=4.7K	2.13 S=No M=12% V=9	.77 S=Yes M=1.8% V=166	---	.61 S=Yes M=.3% V=32	---	.47 S=Yes M=.4% V=40	---	---	.89 S=No M=79% V=61	.69 S=Yes M=71% V=6.7K
5. Cases Involving Secure Detention	.99 S=No M=31% V=158	1.71 S=Yes M=23% V=6.8K	.82 S=No M=43% V=220	1.24 S=Yes M=54% V=12K	.83 S=No M=4.6% V=24	.98 S=No M=1.4% V=295	.39 S=No M=.2% V=1	1.59 S=Yes M=.5% V=116	---	1.55 S=Yes M=.8% V=182	---	---	.86 S=No M=79% V=408	1.32 S=Yes M=83% V=18K
6. Cases Petitioned (Charge Filed)	1.17 S=Yes M=31% V=364	1.34 S=Yes M=20% V=13K	1.05 S=No M=46% V=547	1.19 S=Yes M=55% V=49K	.87 S=No M=4.1% V=49	1.05 S=No M=1.6% V=678	.61 S=No M=.3% V=3	1.35 S=Yes M=.5% V=211	.20 S=Yes M=.2% V=2	1.07 S=No M=.6% V=269	---	---	1.07 S=No M=82% V=979	1.22 S=Yes M=82% V=35K
7. Cases Resulting in Delinquent Findings	1.19 S=Yes M=33% V=221	1.03 S=Yes M=20% V=9.9K	1.15 S=No M=47% V=320	1.09 S=Yes M=57% V=19K	.88 S=No M=3.2% V=22	.93 S=Yes M=1.4% V=469	1.31 S=No M=.3% V=2	1.05 S=No M=.5% V=167	.98 S=No M=.1% V=1	1.08 S=Yes M=.6% V=216	---	---	1.15 S=Yes M=84% V=572	1.08 S=Yes M=83% V=28K
8. Cases Resulting in Probation Placement	1.10 S=No M=37% V=56	1.16 S=Yes M=22% V=6.3K	.78 S=No M=38% V=57	.97 S=Yes M=54% V=10K	2.18 S=Yes M=7.3% V=11	.91 S=Yes M=1.2% V=237	---	1.20 S=Yes M=.6% V=109	4.36 S=No M=.7% V=1	1.14 S=Yes M=.7% V=136	---	---	.95 S=No M=83% V=125	1.03 S=Yes M=83% V=16K
9. Cases Resulting in Confinement in Secure Juvenile Correctional Facilities	1.15 S=No M=34% V=133	1.10 S=Yes M=17% V=2.3K	1.17 S=No M=49% V=196	1.55 S=Yes M=65% V=5.8K	.52 S=Yes M=1.5% V=6	1.05 S=No M=1.1% V=95	.96 S=No M=.3% V=1	.73 S=No M=.3% V=23	---	.86 S=No M=.4% V=36	---	---	1.14 S=No M=86% V=340	1.42 S=Yes M=87% V=7.7K
10. Cases Transferred to Adult Court	1.62 S=No M=31% V=11	3.55 S=Yes M=29% V=226	1.86 S=No M=53% V=19	2.14 S=Yes M=59% V=294	2.18 S=No M=5.6% V=2	2.80 S=Yes M=2.2% V=11	---	3.27 S=Yes M=.8% V=4	---	1.28 S=No M=.4% V=2	---	---	1.75 S=No M=89% V=32	2.22 S=Yes M=91% V=453

**2014 San Joaquin County Relative Rate Index (RRI) Areas of Concern**

Area of Concern	Decision Stages or Contact Points					
	African-American	Hispanic/Latino	Asian	Native HI/PI	Native American	All Minorities
More than 1.00	2. Juvenile Arrests 3. Court Referrals 6. Cases Petitioned 7. Find Delinquent 8. Placement 9. Secure Confine 10. Adult Court	3. Court Referrals 6. Cases Petitioned 7. Find Delinquent 9. Secure Confine 10. Adult Court	4. Cases Diverted 8. Placement 10. Adult Court	2. Juvenile Arrests 3. Court Referrals 6. Cases Petitioned 7. Find Delinquent	3. Court Referrals 5. Secure Det. 8. Placement	3. Court Referrals 6. Cases Petitioned 7. Find Delinquent 9. Secure Confine 10. Adult Court

Less than 1.00	4. Cases Diverted 5. Secure Det.	2. Juvenile Arrests 4. Cases Diverted 5. Secure Det. 8. Placement	2. Juvenile Arrests 3. Court Referrals 5. Secure Det. 6. Cases Petitioned 7. Find Delinquent 9. Secure Confine	5. Secure Det. 6. Cases Petitioned 9. Secure Confine	2. Juvenile Arrests 6. Cases Petitioned 7. Find Delinquent	2. Juvenile Arrests 4. Cases Diverted 5. Secure Det. 8. Placement
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## Phase II: Assessment

The BSCC assessment of 2013 complements California’s current approach by providing context to the extent which R.E.D. exists within local jurisdictions. Moreover, the assessment provided a foundation for the state DMC/R.E.D. Committee to prioritize race/gender issues for the current three-year plan. The findings of the report illustrated that California’s past DMC Counties have been able to, at various points, reduce both the number of Youth of Color in contact with the justice system and, at various points, reduce the disproportionate rates at which specific racial and ethnic groups come in contact with the justice system. Data limitations obviously challenge the development of overarching observations regarding progress and opportunity for improvement statewide; however, the findings of this report show where specific jurisdictions have been able to make important and measurable strides toward reducing the representation of Youth of Color in contact with the justice system and reducing their contact rates relative to their White counterparts. The Assessment also provided some invaluable recommendations in which the BSCC has attempted and continues to strive to meet in the 2015 R.E.D. plan including:

- California must continue to work toward the implementation of the best practices with respect to uniform data collection and reporting such that the local jurisdictions produce information in a manner that can be reliably analyzed along with data from other jurisdictions.
- The conversation about race and ethnicity and the efforts to reduce racial disparity must include an intersectional lens where data collection and disparity reduction strategies apply a gender equity lens that accounts for males and females, their different pathways into and out of the justice system, and how efforts to address racial disparities might need to be tailored to address the specific needs of boys and girls who are uniquely positioned at and impacted by contact with various points along the justice continuum.
- The BSCC must strive to apply a racial lens where pertinent in an effort to bolster the leadership for law enforcement and correctional partners locally.

## Phase III: Intervention

### Progress Made in FY 2014

#### *Activities Implemented*

The BSCC has long recognized the significance of disproportionality data and the implications to California’s youth and families. To that end and through the leadership of the State Advisory Committee on Juvenile Justice and Delinquency Prevention (SACJJDP) we have been prominent in our efforts to transform juvenile justice toward reducing racial and ethnic disparity across the justice system with the ultimate goal of a fair and equitable system.

BSCC uses a multi-faceted approach, with system-reform as the framework. The 2014 R.E.D. activities are fluid and consist of a three-track initiative: direct service through grants aimed at reducing racial and

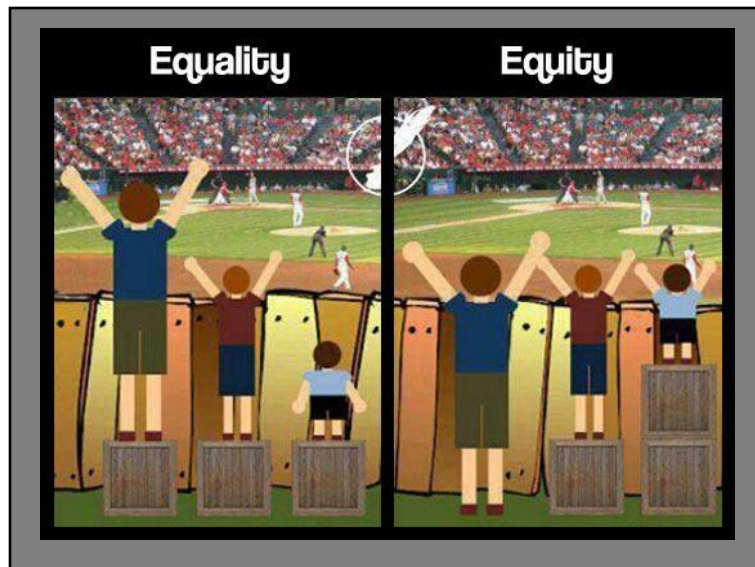
ethnic disparity; education/awareness through our implementation of educational mandates for grantees and stakeholders; and support through both resources and advocacy.

As a point of interest, BSCC's R.E.D. Initiative does not focus solely on males, as we know from the data, the disparity occurs for both genders.

### **Track 1. Direct Service:**

- Currently, there are 17 county probation departments invested in (or have been in the past 6 years) an effort to reduce the disparity within their juvenile justice system. BSCC has bolstered the funding allocation from \$0 to almost \$2 million dollars annually in less than 7 years with the sole purpose of ensuring the prioritization of reducing youth of color coming into contact with the justice system.\* Dollar amount fluctuates based on the federal Title II allocation.
- BSCC implemented a pioneering approach focused on reducing those youth detained but who do not pose a public safety risk. This was a strategic pilot project based on statewide data which indicates many jurisdictions regularly detain youth (in particular youth of color) as a result of failure to appear(s) (FTAs) and bench warrants but that do not necessarily pose a public safety risk.

On our Direct Service component, James Bell, from the W. Haywood Burns Institute said, "California is one model for change, for example, as a state that has taken leadership of disparities reduction and provided the funds necessary to make such efforts attainable. This is a forward-thinking formula: Focus dollars in amounts that will provide support for change; delineate expectation for reductions; and provide intense technical assistance to jurisdictions aimed at measurable results."



### **Track 2: Education**

The second component of the multi-faceted approach is identified as the **educational component**. Widespread education across youth-serving systems is a necessary step in shifting youth-serving systems toward improved outcomes for youth of color. California opted to commence this education in a strategic format targeting the educational system as the first step.

- **2008 Georgetown Project for Shalinee Hunter** – the BSCC was well ahead of the rest of the Country when we first started tackling the School to Prison Pipeline. **In 2009** we worked with the national expert, Dr. Cameron Wedding, on a 2-year grant whereby we supported the necessary expertise and training initiative that helped to identify and develop strategies to reduce racial and ethnic disproportionality and disparity observed in school suspensions, expulsions, and academic underachievement. Often the pathways for youth of color entering the juvenile justice system. The trainings targeted School Attendance Review Boards and other disciplinary bodies associated with suspension/expulsion practices throughout the State.

- In response to a growing need/demand for educational resources that help build the knowledge and skills necessary to develop and sustain effective racial and ethnic disparity reduction efforts BSCC, in collaboration with the University of California Berkeley, developed a curriculum to meet this need. The overarching goal of the curriculum was to build capacity at the local level by educating justice and social service professionals on racial and ethnic disparity history, causal factors and best-practice approaches to reducing the disparity and disproportionality within their professional universe.
- BSCC also provides annual training opportunities whereby project directors and other local criminal justice stakeholders may receive training that includes a complex discussion of implicit bias and racial and ethnic disparity.
- Lastly, as part of the State Interagency team, BSCC staff has worked across disciplines in hopes of implementing racial impact statements/tools. Specifically, we have coordinated a pilot with California Department of Social Services (CDSS) using this tool to help normalize the race conversation(s) and facilitate objective decision-making (outcome data to be collected and shared by December 2015).

### **Track 3: Advocacy and Support**

The third component to reducing racial and ethnic disparity is advocacy/Support. These efforts are comprised of advocacy activities primarily at the State and National level.

### **R.E.D.-Reduction Plan for FY 2015**

#### *Activities*

As the mission for the R.E.D. Subcommittee is to *ensure intentional, collaborative, and multi-faceted approaches to eliminate bias and reduce the overrepresentation of youth of color coming into contact with the juvenile justice system*, the activities in 2015 will primarily focus on continued state-level leadership with a highly focused effort toward policy development (while maintaining current activities associated with Direct Service). This will include the development and implementation of the following:

- R.E.D. Probation Grants (4 County Probation Departments: Mono, San Joaquin, Stanislaus and Santa Barbara).
  - Extend the length of the grant from three to four years;
  - commence with a “readiness assessment;”
  - blend implicit bias training into the ‘system change’ approach;
- Implement R.E.D. ‘201’ trainings for pertinent grantees (State and Federal);
- BSCC R.E.D. Georgetown Certificate Program Participation/Capstone Project: Undertake an inventory within the BSCC that looks across divisions at possible practices and tasks that may impact communities of color. This opportunity allows BSCC to better understand the implications of race on the day to day efforts of the organization and the implications to the field in developing best practices and initiatives in alignment with reducing R.E.D.

Example Tasks that may impact communities of color (not exhaustive):

- Legislation Review
- Determining data requirements
- Subject Matter Expertise Appointments
- Grant making opportunities
- Technical Assistance and Identifying Training priorities

The commitment of BSCC, SACJJDP, and the R.E.D. committee is unwavering in ensuring justice for all youth and families across California.



**Performance Measures: Reducing Racial and Ethnic Disparities (R.E.D.)**

State Program Designator: 10

Standard Program Area: 10

Disproportionate representation of youth of color coming into contact with the juvenile justice system in California is alarming and costly – California’s minority youth are disproportionately represented as they progress through the juvenile justice system and the differences between minority and non-minority juveniles’ representation becomes amplified at each successive decision point - from contact through commitment.

Goal: Reduce the number of youth of color coming into contact with the juvenile justice system.

*Objectives:*

1. Continued support for County Probation Departments that have a data driven, long-term R.E.D. initiative under way within 13 counties;
2. Four newly funded R.E.D. Initiatives via county probation departments, based on a competitive process RFP process; and
3. Provide statewide R.E.D. education strategically and through the development of collaborative partnerships at the state level.
4. Increase agency-wide knowledge by supporting a team (comprised of management and lead staff) to participate in the Georgetown R.E.D. Certification Program and Capstone Project.

*Activities:*

- The R.E.D. grants include three incremental phases (resulting in a four-year grant cycle). Grants are entering their 2<sup>nd</sup> year via an application process (8/2015).
- Through the leveraging of state and federal funds, continue providing education and awareness.

**Performance Measures (Optional Outputs and Outcomes to be determined):**

- The amount of federal funds in whole dollars that are allocated to address R.E.D. during the reporting period;
- The number of staff trained on R.E.D. within each R.E.D. grant initiative; and
- The number of staff trained on R.E.D. within the agency; and
- Any policy changes within the BSCC as a result of participating in the Georgetown Capstone Project

*Number of Subgrants:* 4

*Budget:* Formula Grant Fund

\$1,000,000

*SMART:* N/A

**Phase IV and V: Monitoring**

*Evaluation and Monitoring*

Evaluation: A formal process evaluation was conducted in 2009; in effect indicating that the phased approach, focused on enhancing local leadership and technical assistance is critical to successfully reducing disparity and disproportionality.

Monitoring: The BSCC takes pride in the level of service and support provided to subgrantees, and works closely with Chiefs, project managers and evaluators to help projects achieve programmatic objectives. This year, the BSCC has taken another step toward increased collaboration and understanding of the complex issues related to DMC/R.E.D. by reorganizing the staff assigned to better comport with

the intent of the JJDP Act. The Compliance Monitor is now overlaying the R.E.D lens to the first three core requirements where pertinent. This approach requires the cross pollination of staff understanding between grant making and inspecting juvenile halls. This strategy is in its infancy stage but requires an intentional approach to the monitoring of both DMC/R.E.D. and Compliance monitoring efforts hand in hand.

Moreover, the trends are tracked by the DMC/R.E.D. Coordinator reviewing the RRI (within the context of its limitations) along with the county data submitted quarterly. Additionally, the BSCC tracks changes in R.E.D. trends by way of conducting annual onsite visits by the R.E.D. Coordinator/BSCC Staff to observe program operations, review financial records, and monitor data collection efforts. Moreover, BSCC staff provides technical assistance on program implementation, operation, and evaluation issues. Staff also receives quarterly progress reports from subgrantees that provide specific updates on administrative and operational issues as well as data collection and analysis efforts. These reports help to identify issues that may warrant technical assistance, which staff provides on an ongoing basis, in carrying out their project monitoring and support responsibilities.

***Time Line***

The table below indicates the timeline and funding amount (where applicable) for the proposed activities that continue to ensure R.E.D. is a priority within California.

<b>Activity</b>	<b>Time Frame</b>	<b>Funding</b>
R.E.D. Trainings	Ongoing	\$30,000
R.E.D. Grants	Ongoing (annually)	Approximately \$600,000
R.E.D. Support	10/2015- 9/2016	Approximately \$300,000
R.E.D. Technical Assistance/Education	Ongoing	N/A