

Utah Board of Juvenile Justice
Advisory Committee on
Disproportionate Minority Contact

2010 Objectives and Progress Report

FY10 Activity	Progress
1. Collect RRI Data and convert RRI data into narrative form	FY09 data was collected, analyzed, and converted to narrative form. The data was used for the 2010 DMC T&TA September 15 and 16, 2010. FY09 data helped guide the 2011 DMC Reduction Plan. This effort will continue on a yearly basis when the new RRI becomes available. FY10 data was just made available in time for submission with this report. However, the data has not yet been analyzed and converted to narrative form. This will occur later in the spring of 2011. It will be used for the 2011 DMC Annual Retreat and will guide 2012 DMC Reduction plan.
2. Conduct further research to identify causes of disproportionate minority representation in Utah's juvenile justice system.	<p>The Data Analysis Working Group was formed and has completed revision of data definitions, calculated RRI with new definitions and continued to monitor and study data sources for quality assurance. This is an on-going effort.</p> <p>In 2010, the Working Group re-analyzed data from the previous three years, FY06, FY07, and FY08 to align with FY09. The newly analyzed data was used during the 2010 T&TA session. The trends identified arrest and referral to juvenile court as two points of contact to conduct for further assessment. This information was put into narrative form. The Subcommittee used this information to update a four page handout used in presentations to "professional communities." The four year trends data strengthened the Subcommittee's position to raise awareness about DMC.</p>
3. Monitor the entry of racial data in the CARE (Court Agencies' Records Exchange) system. The goal is to reach 90% reporting of racial data in the CARE system, reducing the number of "Cannot Determine" entries to less than 10%.	The goal has been met and the Subcommittee will continue to monitor to ensure continued high standard.
4. Gather data to determine the number of minority youth	All sub-grantees are required to report the ethnicity of participants in their program quarterly report. This report

<p>participating in Formula Grant projects.</p>	<p>consists of information regarding participant’s race and ethnicity, age, etc. In addition, UBJJ also funds an on-going project with UCJC to conduct an outcome evaluation on each program. The survey captures participants who complete the program. The report generated by this survey offers a more in-depth look at the content of the program as opposed to the generalized outputs.</p>
<p>5. Identify key players, stakeholders and form a DMC Working group in Utah County. Work with the Group to create a Diversion Plan for Utah County that will increase the utilization of diversion rate for Hispanic youth to 30 per 100 referrals.</p>	<p>There was no formal meeting with this group during 2010. However, the Trial Court Executive (TCE) of the 4th District, Diversion Supervisor, staff, and Probation Chief participated in the September 15 and 16, 2010 DMC T&TA. Individuals with authority agreed to support the diversion assessment, which is underway.</p> <p>In addition, as a result of prior meetings, representatives from Utah County have redrafted the non-judicial (diversion) letter sent to parents using plain-English, non-legal terms and have printed it in English and Spanish.</p>
<p>6. Identify key players, stakeholders and form a DMC Working group in Weber County. Work with the Group to create a Diversion Plan for Weber County that will increase the utilization of diversion for Hispanic and White youth to 30 per 100 referrals.</p>	<p>There was no formal meeting with this group during 2010. However, the Trial Court Executive of the 2nd District, Diversion Supervisor, staff members, and Probation Chief participated in the September 15 and 16, 2010 DMC T&TA. Individuals with authority agreed support the Diversion Assessment, which is underway.</p> <p>As result of the two day T&TA sessions, the consultant suggested to present the content to judicial conferences. Juvenile court personnel in attendance think it is important that juvenile judges be aware of the technicality of DMC and would support this effort.</p>
<p>7. Raise awareness of DMC issues among “professional communities”</p>	<p>Established DMC Message Working Group to identify groups, organizations, and stakeholders who are decision makers impacting DMC. The Working Group created a handout and updated with current data in PowerPoint format. The handout included JJDP Act, Organizational Chart, FY09 Data, Four Year Trends, Diversion Trends, as well as the Subcommittee’s strategy to address diversion in identified counties. The PowerPoint presentation complements the handout. In 2010, 14 organizations were presented with DMC information, reaching over 220 community members and professionals. Such communities include Council on Diversity Affairs, Law Enforcement (Salt Lake County Sheriff’s Office and Salt Lake Police Department Chief and Deputies Chiefs), Salt Lake County Mayor’s Office, as well as the Salt Lake Council of Governments which consists of 16 Salt Lake County city</p>

	mayors and their staff members. Future plans include presentations to law enforcement agencies and legislators.
8. Create Community Relations Training Curriculum for Utah's Peace Officers and Standards Training (POST)	The Subcommittee has submitted the newly developed "Community Relations" training for POST. It was approved by the POST Council and took effect on July 1, 2010, 4-months earlier than anticipated. The new curriculum will replace the Ethnic and Diversity training for new cadets. The curriculum will apply to all cadets, either through the main academy or their satellite sites. Evaluation is administered immediately after the training. The Subcommittee plans to follow these trainees for a long-term evaluation. Work is in progress to develop a long term evaluation tool.
9. Integrate community relations training into other training modules.	As awareness is raised of DMC issues across "professional communities," agencies are asked to collaborate in implementing the Community Relations Training. There are two goals in this strategy: 1) Agencies should take the lead in encouraging their staff to attend the training, by making the Community Relations training a priority or a mandate rather than optional. 2) Challenge the agency's culture on diversity issues, rather than seeing it as a deficit, it should motivate and encourage staff to celebrate the diverse communities they serve. The final product of the Community Relations training will offer this positive attitude toward diversity training.
10. Ensure that cultural competency training continues to be offered throughout the state.	In collaboration with Juvenile Justice Services and Juvenile Court Administration, efforts are in place to continue cultural competency training for new employees as well as continuing education for current employees. As the Community Relations Training was just made available, the Subcommittee wants to offer this training to the two entities mentioned. Salt Lake County Diversity Affair Office is also interested in exploring the curriculum. Representatives from agencies mentioned will observe the curriculum later in March 2011 and will determine if the training can be used for their employees. The Subcommittee and Utah's SAG are willing to invest additional funding to revise the curriculum so it would apply to appropriate audience.
11. Ensure that all subgrantees provide culturally competent services to youth.	A portion of the Request for Proposal (RFP), requires subgrantees to include a plan to address cultural competency. Points are given to those proposals with a specific, in-depth plan to address and increase awareness of cultural competency for their personnel.
12. Encourage all agencies	As part of the grant agreement, all employees of Juvenile

<p>providing services within the juvenile justice system provide services in a culturally competent manner.</p>	<p>Justice Services, Juvenile Court, and their services providers are required to include cultural competency training as part of their contract.</p>
<p>13. Continue to sponsor projects designed to reduce Utah's disproportionate representation of minority youth in the juvenile justice system.</p>	<p>As reported in the 2010 Utah Board of Juvenile Justice Annual Report to the Governor and Legislature, the Title II Formula Grant funded three projects aimed at improving outcomes of minority offenders. One program focused on minority girls in the Salt Lake area living in low income, high crime neighborhoods. Another project provided parenting classes and life skills to Hispanic youth in Summit County with one or two offenses. A third project made efforts to provide early intervention services to Native American youth in the Uintah Basin. These three projects served 321 minority youth. Only 4% of youth in these programs reported a new offense while participating. The fourth program involves the continued funding for a DMC Coordinator to ensure Utah's compliance with the DMC Core Requirement of the JJDP.</p>
<p>14. Encourage efforts to further diversify the juvenile justice workforce.</p>	<p>The Subcommittee has collaborated with the Salt Lake County Council on Diversity Affairs – an advisory board to the Salt Lake County Mayor on diversity and service delivery issues to the diverse community. The DMC Coordinator participates as a member and chairs of the Law-Enforcement Subcommittee. The Law-Enforcement Subcommittee set three goals. One was to diversify the workforce in the Salt Lake County Sheriff's Office to reflect the population served. The Law-Enforcement Subcommittee worked on various projects, such as conducting a recruitment and orientation for law enforcement jobs in the minority community, set up workshops to help potential candidates pass the POST examination, and train candidates on job interview skills. There have been two recruitments and orientations. Additional activities are planned for 2011.</p> <p>The second goal was to reduce the disproportionate minority youth representation in the juvenile justice system for Salt Lake County. In early 2010, in collaboration with CODA-Law Enforcement Subcommittee, a meeting occurred with Salt Lake City Police Department Chief and deputies chiefs. Various topics were discussed including: juvenile arrest data, RRI, and low utilization of the Juvenile Receiving Center (JRC). The JRC is a diversion facility that offers free individual and family counseling to all juveniles. As result, SLPD changed their juvenile policy of</p>

	<p>25 years to elevate the JRC among the choices for law enforcement officers rather than as the last resources. This would allow law enforcement to take youth directly to the JRC when they could not immediately contact the juvenile's family in a given period of time. The policy change took effect on January 1, 2011.</p> <p>The third goal, new for 2010 and 2011, is to develop a community forum discussing law enforcement topics with the diverse community. The objective is for diverse community members to better understand such topics as:</p> <ul style="list-style-type: none"> • Family violence • What to do when police stop you for a traffic violation • How to report a crime • Drugs and DUI • Disciplining children in the home • What to do when Police are at the door • Learn the difference between: City Police, Sheriff, Unified Police Department, Utah Highway Patrol, etc. • Utah Criminal and Juvenile Justice System – How do they work? • What to do when a family member is in jail <p>While this information might be basic, it is necessary for the minority community to understand. A plan is in place to reach the following communities during 2011:</p> <ul style="list-style-type: none"> • Kern's Community Learning Center (English as Second Language Class– April 26, 2011) • African American Community - June 2011 • Refugee Community - October 2011 • Hispanic Community – TBD • Pacific Islander –TBD
<p>15. The DMC Subcommittee will meet on a regular basis throughout the year.</p>	<p>The Subcommittee has been meeting on a monthly basis with the exception to July and December, and has scheduled meetings for the remainder of the year. The Working Groups meet as needed to work on the subcommittee's objectives and goals. In addition, the DMC Coordinator has made efforts to meet individually with DMC members to discuss their concerns, vision and objectives for DMC.</p>
<p>16. Update Utah's DMC Strategic Compliance Plan.</p>	<p>The Subcommittee and Coordinator have completed Utah's 2010 DMC Compliance Plan Update. The plan was completed and submitted to OJDJDP March 31, 2010. The Plan is revised based on new data. Working with the Subcommittee chair, The Coordinator will monitor,</p>

	<p>evaluate, and revise the plan in an on-going basis.</p>
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	<p>T&TA session on Assessment was conducted in September 2010 by Dr. Thomas Harig to develop an Assessment Plan for Utah. The development of the comprehensive assessment plan is underway.</p>
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