

e. Plan for Compliance with the Disproportionate Minority Contact (DMC) Core Requirement

2013 DMC Strategic Compliance Plan Update

The Utah 2013 DMC Strategic Compliance Plan follows OJJDP's DMC Reduction Model. The model consists five phases that include identification, assessment/diagnoses, intervention, evaluation, and monitoring. The plan will first discuss FY11 data trends, the most recently data available, and DMC focus areas. Second, the plan will discuss the arrest and referral assessment results. The update will discuss steps taken to implement the assessment results and progress made on intervention plan development with application of Community Strategic and Planning. Finally, the work to evaluate and monitor those efforts will be discussed.

Phase I: Identification Process

A. Updated DMC Identification Spreadsheets

- 1) Attachment #2:
 - a) Appendix A – FY11 RRI Analysis Tracking Sheets,
 - b) Appendix B – FY11 RRI Data spreadsheets,
 - c) Appendix C – Adjusted Asian and Pacific Islander Arrest RRI
 - d) Appendix D – Adjusted Referral RRI
 - e) Appendix E – FY11 RRI Appendices.
 - f) FY12 Data spreadsheets and Appendices (without analysis)

B. Data Discussion

- 1) Background of Data Collection Process and Timeline

Utah's DMC Subcommittee of the Utah Board of Juvenile Justice (UBJJ), Utah's SAG, has been actively identifying and addressing DMC issues. Various working groups have been formed and assigned specific tasks. The Data Working Group meets about quarterly to analyze and interpret RRI data and advise the DMC Subcommittee on data/research issues. The Data Working Group consists of DMC subcommittee members, University of Utah Criminal Justice Centers (UCJC) staff members, Utah Commission on Criminal and Juvenile Justice (CCJJ) research staff, as well as representatives from the Administrative Office of the Court (AOC), who provide the raw data.

The most current data for RRI analysis is available roughly six months after the end of State fiscal year (June 30). The UCJC request the data from the AOC, usually at the beginning of the calendar year. Data are then validated and tabulated for the RRI. This process takes approximately 3 months to complete. By the time the RRI is ready, it is also the due date for the Title II application. Thus, the most current data are being submitted with the Title II application to OJJDP without analysis or interpretation. The plan, however, is based on careful analysis and interpretation of the previous year's data.

The 2013 DMC Strategic Compliance Plan Update is based on the FY11 data analysis, which was submitted to OJJDP in the 2012 Three Year Plan. FY11 data was studied by the Data Working Group over the summer. FY11 RRI data were collected from the CARE database (Court & Agencies' Record Exchange) for the period of July 1, 2010 through June 30, 2011. The CARE database collects data for eight points of contact in the juvenile justice system, from Referral to Juvenile Court to Transferred to Adult Court. Arrest data is collected from the Utah Bureau of Criminal Identification (BCI) using the Uniform Crime Report (UCR). This system combines Pacific Islanders and Asians in the arrest category. As a result, Native Hawaiian or Pacific Islander (NH/PI) does not have an arrest RRI or referral RRI due to the formulated spreadsheet. Both arrest and CARE data are duplicate counts. Incidents are aggregated to episode on the date of occurrence. The volume of activity presented in the RRI is episode based.

Current data, FY12, will be submitted with this update; however, it is not discussed, analyzed or interpreted until later in the year. It will be carefully studied, verified, and used as a baseline for the DMC Annual Meeting, which is scheduled for November 2013. The results of the DMC Annual Meeting, as well as the trends will be reported in 2014 DMC Compliance Plan Update.

2) RRI at Points of Contact

a) Population at Risk

The Utah Population Estimate Committee, which is a function of the Utah Governor's Office of Planning and Budget, issues an annual estimate of state population. The latest available data are as of July 1, 2011, the state population was estimated at 2,813,923, an increase of 1.4% in total population from the 2010 estimate. The trends show that Utah's population has increased from 1.4% to 3.2% annually since 2000. 2011 estimate showed the lowest percentage change in that time period. However, these estimates failed to yield data for the 10-17 year old population.

The 2010 Census data showed that Utah's population was estimated at 2,763,885. In 2000, it was estimated the Utah population at 2,246,553. In 10 years, the state population increased 23.0%. This data has the same barrier as the Utah Population Estimate Committee data; it yields no data for youth ages 10-17.

It was realized early on that using the Census data for the population at risk was outdated. Using the Utah Population Estimate Committee was not suitable as well because it did not provide the necessary data. The Subcommittee looked at the various sources for updated information and has used data from the Utah State Office of Education (USOE), School Enrollment since FY07. USOE data accounted an estimated 96% of the total population at risk. The remaining 4% attended private school (3%) or home school (1%) and were not included in the count. It is also important to note that undocumented youth who do not attend school are not accounted for in this total. However, they are counted in the CARE database if they have an encounter with the juvenile justice system. The data sources for the population at risk mentioned above have different estimates. Thus, each data source has its benefits and limitations. The DMC Subcommittee uses the best data available for DMC purposes.

A comparison of the 2010 USOE and 2011 USOE School Enrollment (population at risk) shows an increase in the minority population. At a statewide level, minorities increased 2.9%, from 69,613 in 2010 to 71,659 in 2011. The data shows an increase of 5.0% for Hispanic or Latino and .7% for Asian. A decrease of 5.2% for American Indian or Alaska Native, 3.6% for Black or African American, and .3% for Native Hawaiian or Pacific Islander. Total numbers have increased by 2,433 Hispanic and 45 Asian youth. Numbers show a decrease of 241 American Indian or Alaska Native, 176 for Black or African American, and 15 Native Hawaiian or other Pacific Islanders. White youth have experienced an increase of 2.1% or 5,406 youth in this comparison, from 261,640 in FY10 to 267,046 in FY11. White youth make up a dominant 77.9% of the total population at risk. Hispanic or Latino youth remains the largest minority youth population in the state at 14.9% of the total population. Changes described in this paragraph do not include the total of "other/mixed" category.

Since the change of data source to USOE in 2007, there has been significant change in the "Other/Mixed" category. There is almost a 300% increase between 2007 and the latest data; 1,078 in 2007 to 4,290 in 2011 data. This category is being monitored but not included in the RRI analysis. Figure 1 below shows the population at risk as well as the breakdown of minority youth using 2011 USOE data.

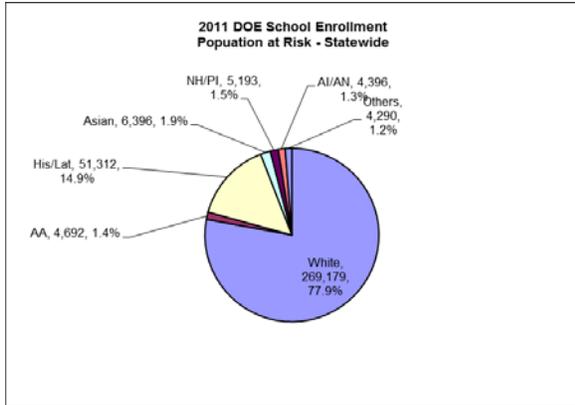


Figure 1: 2011 USOE School Enrollment - Statewide Population at Risk

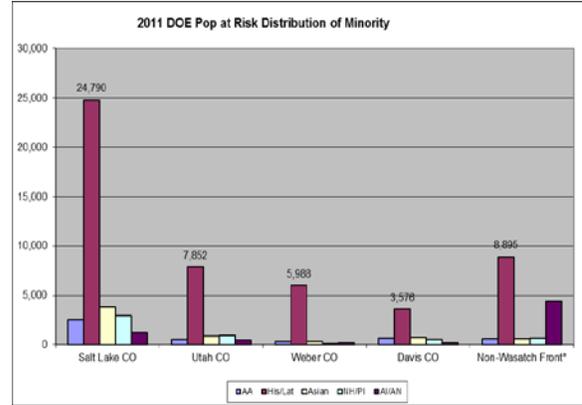


Figure 2: 2011 USOE School Enrollment - Minority Population at Risk; * Non-Wasatch Front are 25 counties other than Salt Lake, Utah, Weber, and Davis Counties

Figure 2 shows the minority make-up in the four counties along the Wasatch-Front. It is estimated that 75% of the total population at risk and 82% of all minority youth live along the Wasatch Front (Salt Lake, Weber, Utah, and Davis Counties). The remaining 25% youth live outside of the Wasatch Front and are distributed between 25 other counties throughout the State. These percentages have not changed much in the last three years.

Trends show that since the change of data sources from 2000 Census data to 2007 USOE estimates, the number of minority youth has consistently increased. Black or African American has the largest increase at 88.6%, followed by Native Hawaiian or Pacific Islander at 82.1%, Hispanic or Latino increased 66.2%, and Asian to 55.7%. The population of minority youth has increased 21.5%. White and American Indian or Alaska Native youth, however, have decreased 2.0% and 13.3%, respectively. Figures 3 and 4 show these changes. The Subcommittee is confident in their decision to change the data source as the data has showed consistency in the population at risk.

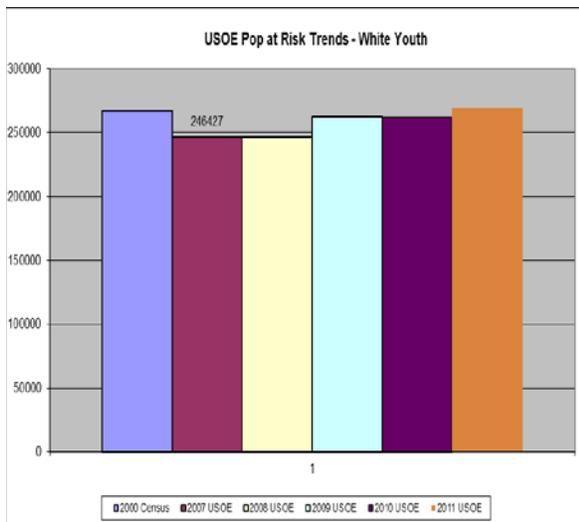


Figure 3: Trends - Statewide White Youth Population at Risk

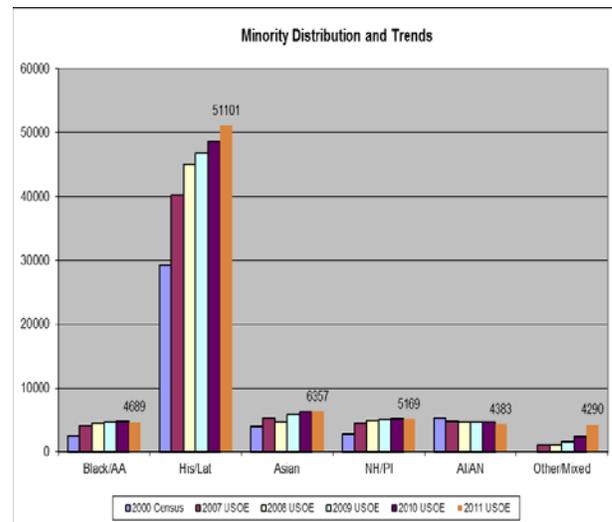


Figure 4: Trends - Statewide Minority Population at Risk

b) Arrest Data

Arrest data is collected from the Utah Bureau of Criminal Identification (BCI). The Bureau functions under the Utah Department of Public Safety. The Bureau collects data from state and local law enforcement agencies. These agencies use the Uniform Crime Reports (UCR) program. Reporting to the Bureau is voluntary; a few small agencies choose not to submit data. The FY11 data for juvenile arrest rates was based on the 2010 calendar year. Asian and Pacific Islander rates are combined in this dataset. Hispanic rates are subtracted from the White racial category. This assumes all those of Hispanic origin noted their race as White. No “Other/Mixed” Race category was tracked. There was no arrest data submitted from 17 law enforcement agencies out of 143 totals. The total population of these 17 agencies was 40,286 or 1.43% of the state’s total population. All law enforcement agencies in jurisdictions where the minority population is highest submitted arrest data. The total youth arrested includes 0-9 year olds, which is 0.76% or 182 of the total youth population age 0-17.

FY11 Arrest RRI is the highest, both statistically significant and in magnitude, for Black or African American youth Statewide and in Salt Lake and Weber Counties. The highest RRI in Weber County is 3.27 and lowest is 3.08 in Salt Lake County. The Hispanic/Latino Arrest RRI is statistically significant and high in magnitude but varied by jurisdiction. The highest RRI is in Utah County at 2.24 and lowest in Salt Lake County at 1.49 with a statewide average of 1.84. The Asian/Pacific Islander arrest RRI is statistically significant for the first time at 1.13 statewide although the magnitude is low. Its RRI ranges from .62 in Non-Wasatch Front to a high in Utah County of 1.35. As noted above, Asian and Pacific Islander arrest data are combined, therefore Pacific Islanders do not have an arrest RRI. (See Appendix C titled FY11 Adjusted Asian Arrest RRI for calculation method). The American Indian or Alaska Native arrest RRI is statistically significant in both Salt Lake and Non-Wasatch Front Counties at 1.34 and 1.54, respectively. Asian/Pacific Islander and Hispanic/Latino are the two minority groups that have RRI in all jurisdictions being analyzed. Figure 5 below shows Statewide FY11 arrest RRI. Figure 6 shows statewide RRI trends for FY08, FY09, FY10, and FY11. Similar graphs with local information have been used in presentations to local leaders about DMC.

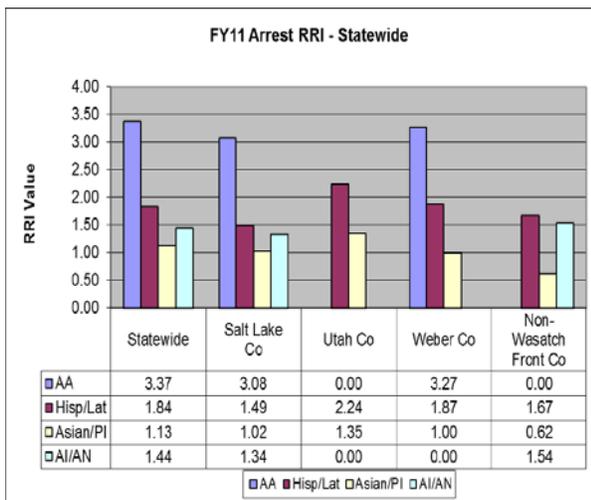


Figure 5: FY11 Arrest RRI; 0.00 showed insufficient numbers of cases for analysis.

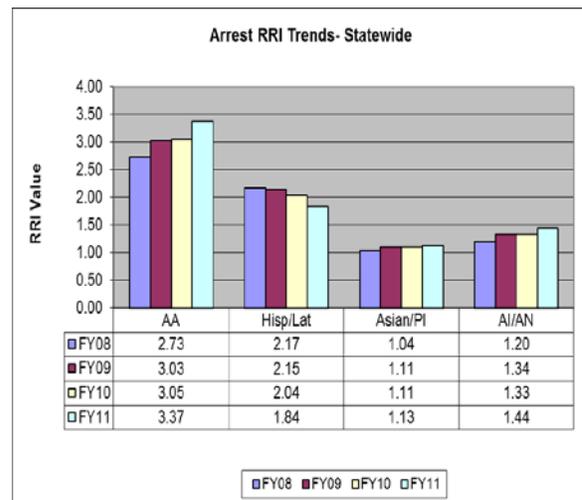


Figure 6: Arrest RRI Trends - Statewide

c) Referral to Juvenile Court

The Subcommittee revised the OJJDP definition of referral to juvenile court to accurately describe the Utah Juvenile Justice System since FY07. The revised definition reads, “Referral is when a

potentially delinquent youth is sent forward for legal processing and received by a juvenile court either as a result of law enforcement action or upon a complaint by a citizen, school, or government entity.”

Referral data was collected from the CARE database. As referral data was collected from a different source than arrest data, there was no way to identify how many arrests were being referred to the juvenile court. This is troublesome when calculating the referral RRI because the DMC Reduction model assumes that the volume of referrals is a subset of arrest. The volume of referrals to juvenile court for minorities has consistently been considerably higher than that of arrest, except for White and Asian youth. For example, Salt Lake County shows 6,089 White youth were arrested in FY11 with 5,871 being referred to court. In the same period, 2,874 Hispanic or Latino youth were arrested with 4,359 referred to juvenile court. Trends are similar both statewide and in the three largest counties: Salt Lake, Utah, and Weber. For this reason, Dr. William Feyerherm, OJJDP Trainer, and the Data Working Group have recommended using a different method to calculate the RRI at the referral. The RRI for referrals is now based on population at risk instead of the volume of arrests. As a result, the RRI showed a significant increase at the point of referral. Figure 7 below shows the difference in the referral RRI calculated to arrest vs. population at risk as an example Statewide.

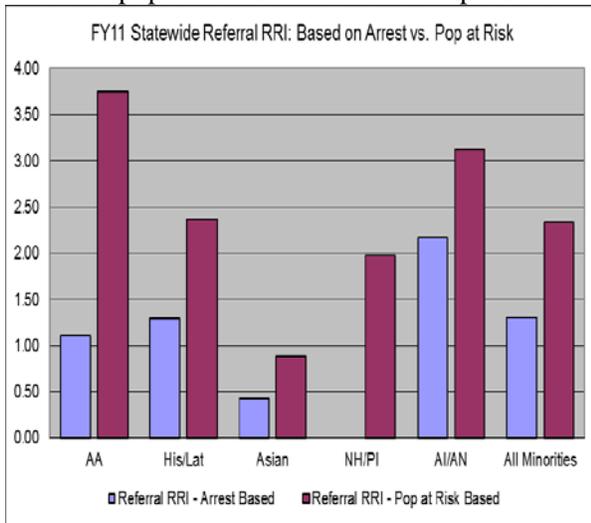


Figure 7: FY11 Referral RRI - Comparison Arrest vs. Pop at Risk

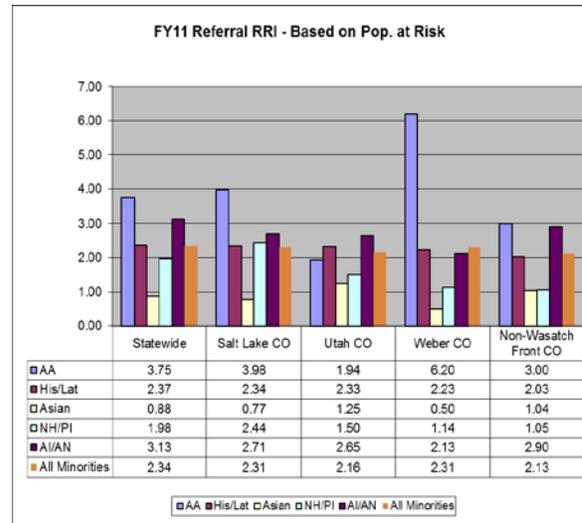


Figure 8: FY11 Referral RRI Based on Pop. at Risk

Figure 8 shows that the referral RRI is statistically significant and has high magnitude for Black, Hispanic, and American Indian in Salt Lake, Utah, Weber County, as well as Non-Wasatch Front Counties. The Pacific Islander referral RRI is high in Salt Lake and Utah County, but was close to 1 in Weber County and Non-Wasatch Front. Asian youth seem to be an exception and tends to be under-represented across the counties being analyzed, except Utah County where arrest RRI was at 1.25. (See Appendix D titled FY11 Adjusted Referral RRI for calculation method.)

Based on the statistical significance, magnitude, and volume of activity analysis, the DMC Subcommittee has determined that an assessment is warranted at the arrest and referral points of contact. Furthermore, the consistent trends shown in Figure 6 above for arrest and Figure 9 below for referral are evidence that DMC Reduction activities should focus in these two areas. Details of the assessment and timeline will be discussed in the Assessment Section.

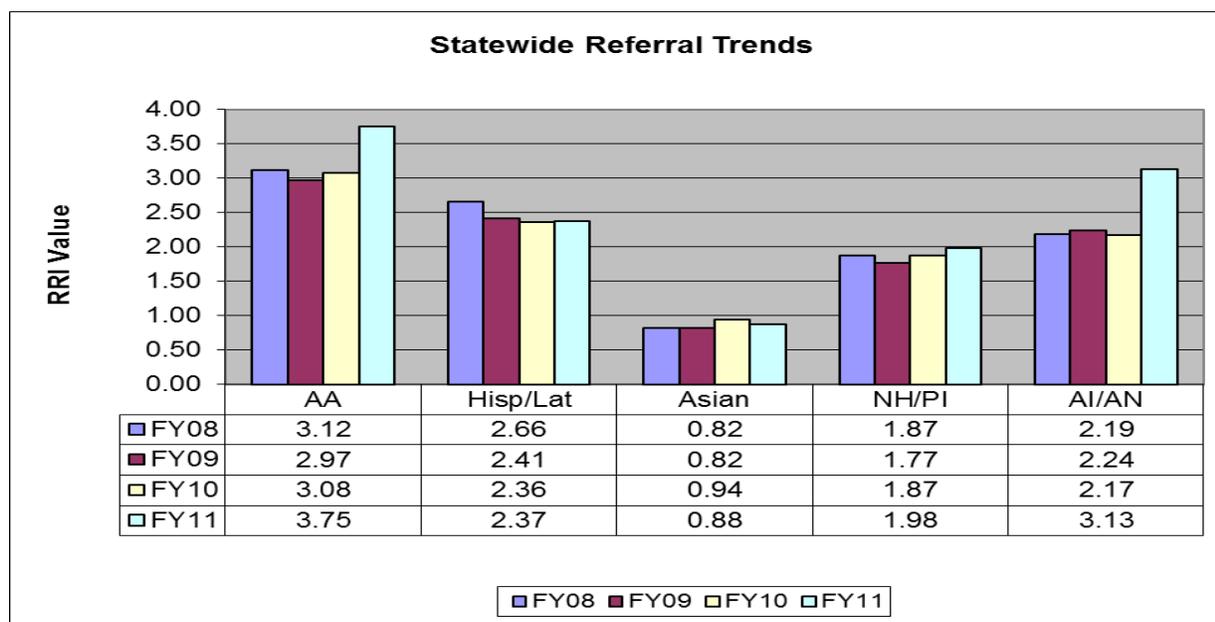


Figure 9: Statewide Referral RRI Trends

d) Diversion

As stated in the 2009-2011 DMC Three Year Plan, diversion was the focus point of contact of the first assessment. This was due to the underutilization of diversion for Hispanic/Latino in Utah County and for both Hispanic/Latino and white youth in Weber County. A Diversion Assessment was completed the spring 2011. Some actions have been taken at the local level and improved the diversion RRI.

The volume of diversion has significantly increased since discussions began four years ago. The most significant changes of RRI are in Utah County. The change is from an RRI of .53 in FY08 to .63 in F09, and .79 in FY10. The latest RRI is at .87. Statewide, the trends seem to be heading in the right direction from .82 in FY08 to .84 in FY11 for Hispanic/Latino youth. The volume of activity for diversion has almost doubled in the last five years. Statewide diversion totals increased from 5,802 in FY06 to its peak in FY08 at 11,364. FY11 State provided 9,649 diversions. Since then it has fluctuated minimally. Table 1 below shows the volume of diversion trends statewide. Figure 10 shows trends and changes in division over the year for Hispanic/Latino since it is the largest minority population in the state and in the three jurisdictions being analyzed. Figure 11 show the FY11 Statewide Diversion RRI.

Table 1: Diversion Trends

Diversion Trends FY06-FY2011										
Reporting Area	Year	Volume of Activity							RRI	
		Total	White	Black	Hisp	Asian	PI	AI/AN	Hisp	All Minority
Statewide	FY06	5,802	4,025	165	1,264	96	136	116	0.92	0.92
	FY07	8,268	5,734	199	1,908	111	185	131	0.88	0.86
	FY08	11,364	7,694	319	2,766	198	235	152	0.82	0.82
	FY09	10,934	7,359	305	2,676	194	252	148	0.84	0.84
	FY10	11,074	7,351	313	2,754	201	282	173	0.85	0.85
	FY11	9,649	6,373	306	2,420	145	240	165	0.84	0.82
Salt Lake County	FY06	2,764	1,721	117	708	69	111	38	0.90	0.89
	FY07	3,880	2,434	137	1,051	75	137	46	0.84	0.81
	FY08	4,790	2,869	175	1,395	117	184	50	0.80	0.78
	FY09	4,655	2,701	187	1,420	116	190	41	0.82	0.81
	FY10	4,366	2,398	177	1,411	121	214	45	0.86	0.86

	FY11	3,697	1,995	189	1,212	87	172	42	0.82	0.82
Utah County	FY06	1,072	852	11	186	7	12	4	0.85	0.84
	FY07	1,448	1,135	20	253	11	20	9	0.71	0.71
	FY08	1,468	1,183	9	243	15	11	7	0.53	0.53
	FY09	1,233	976	19	206	17	11	4	0.63	0.65
	FY10	1,436	1,113	11	263	14	22	13	0.79	0.78
	FY11	1483	1111	19	293	20	27	13	0.87	0.88
Weber County	FY06	358	198	14	138	4	3	1	0.98	0.95
	FY07	623	399	14	202	2	3	3	0.85	0.79
	FY08	1,532	909	59	535	7	8	14	0.85	0.84
	FY09	1,367	844	32	460	15	7	9	0.85	0.81
	FY10	1,137	698	31	391	10	3	4	0.87	0.83
	FY11	972	561	30	365	3	4	9	0.98	0.92

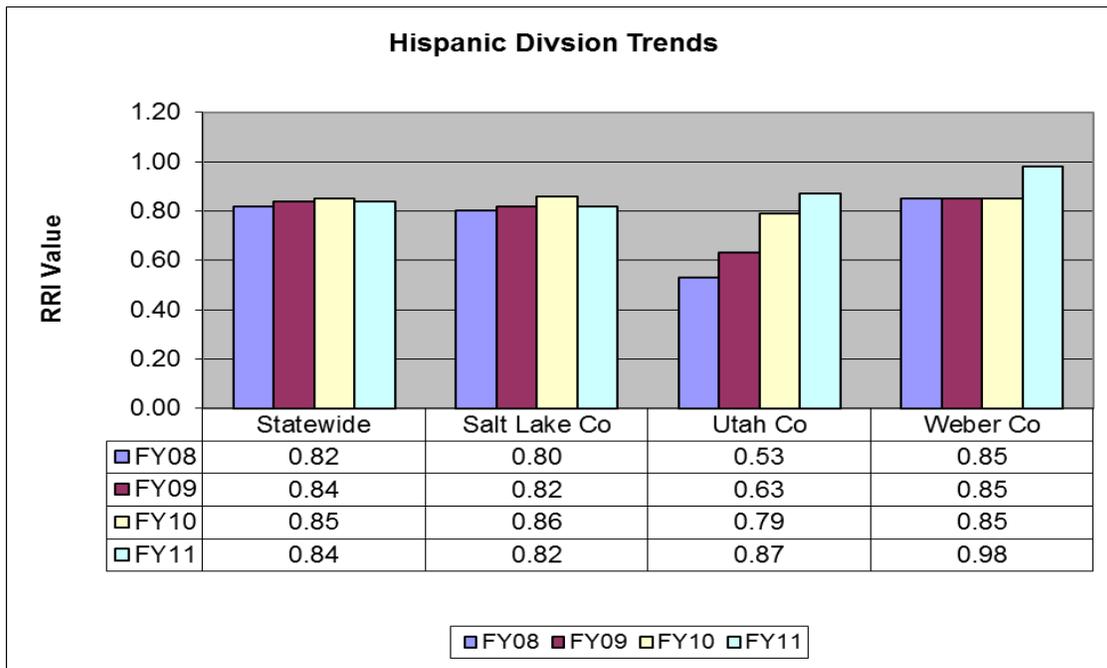


Figure 10: Hispanic Diversion Trends

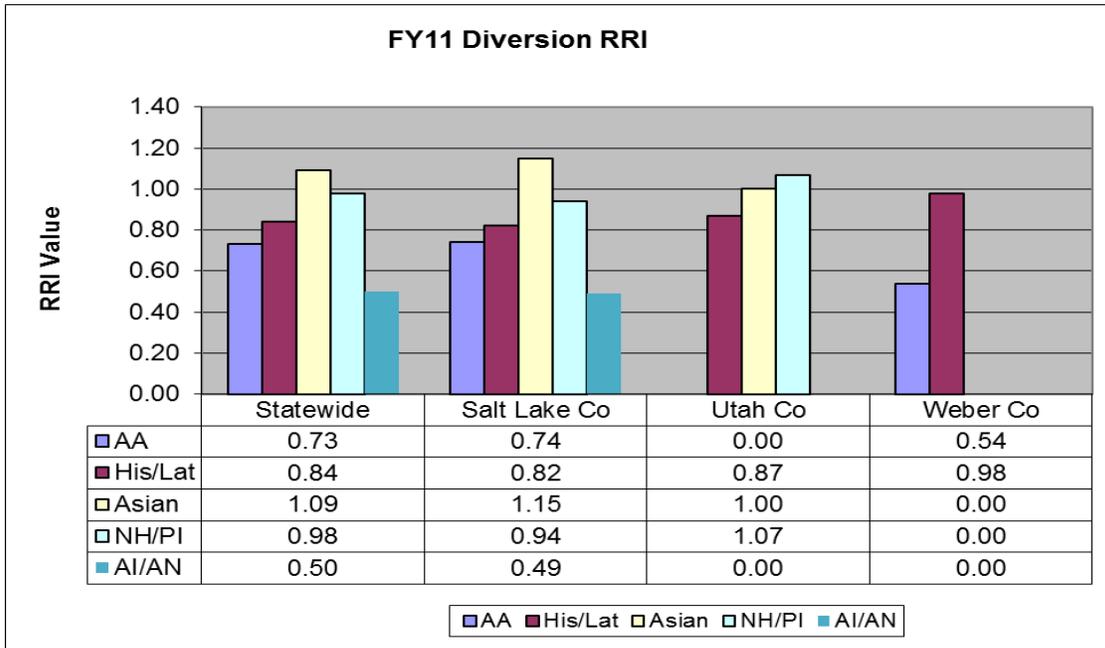


Figure 11: FY11 Diversion RRI

e) Detention to Transfer to Adult Court points of contact

The FY11 RRI for Detention, Petition, Delinquent Findings, and Probation Placement is close to proportionate with white youth. The RRI for all minorities at these four points of contact are at or very close to 1. However, disproportionality begins again at the Confinement in Secure Facilities for all minorities. Transfer to adult court, however, does not have sufficient numbers for analysis. The Subcommittee came to a consensus agreement that addressing arrest, referral, and diversion will have a direct impact on those subsequent RRI. Thus, it seems reasonable to focus on the first three points of contact not only to pilot the strategy, but to also build political capital for future and ongoing DMC efforts. Figure 11 shows the FY11 statewide RRI for minorities.

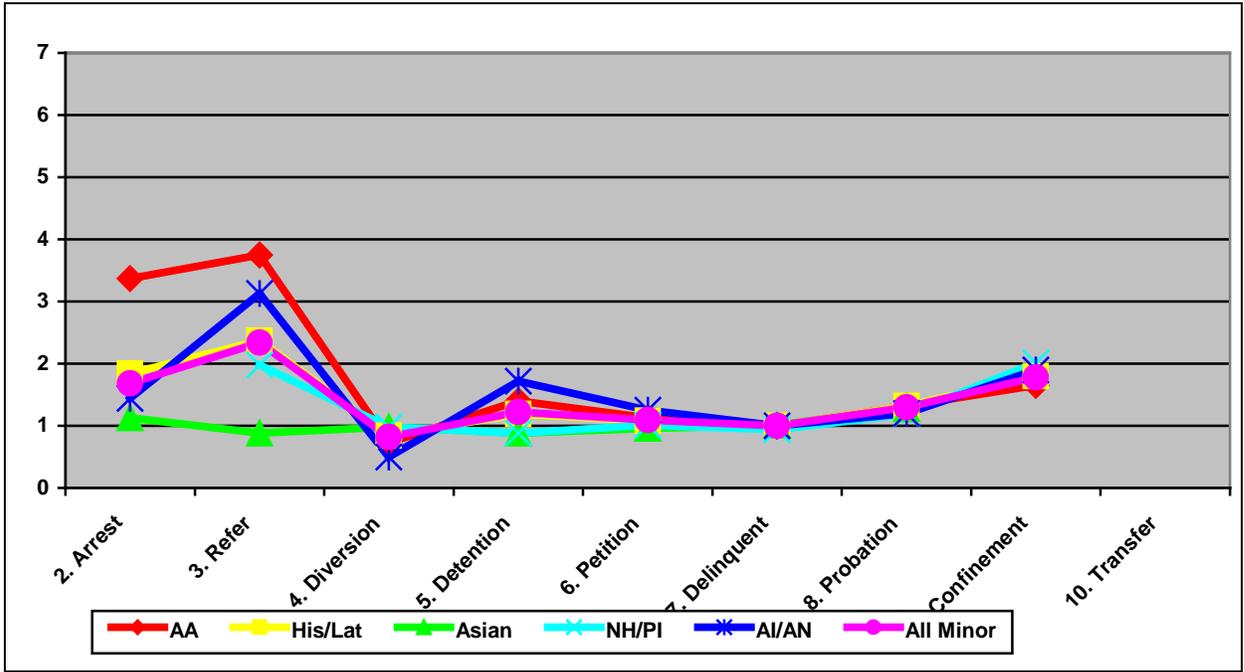


Figure 12: FY11 Statewide RRI

f) Data Trends

Trends have been discussed in various contexts as described in the section above. Below are statewide trends from FY08-FY11 for each minority group as an example of how the RRI is used to present and start a conversation with local stakeholders. Depending on jurisdictions and audiences, the local RRI is used in a combination of bar and line graphs as well as tables to demonstrate the point. The idea is not to cast fault or who is responsible for the DMC phenomena, but rather asks how we can collaborate to address DMC. Trends clearly demonstrate that attention is warranted at arrest, referral, and diversion points of contact as its RRI magnitude and volume of activity are considerably higher or lower (in the case of diversion).

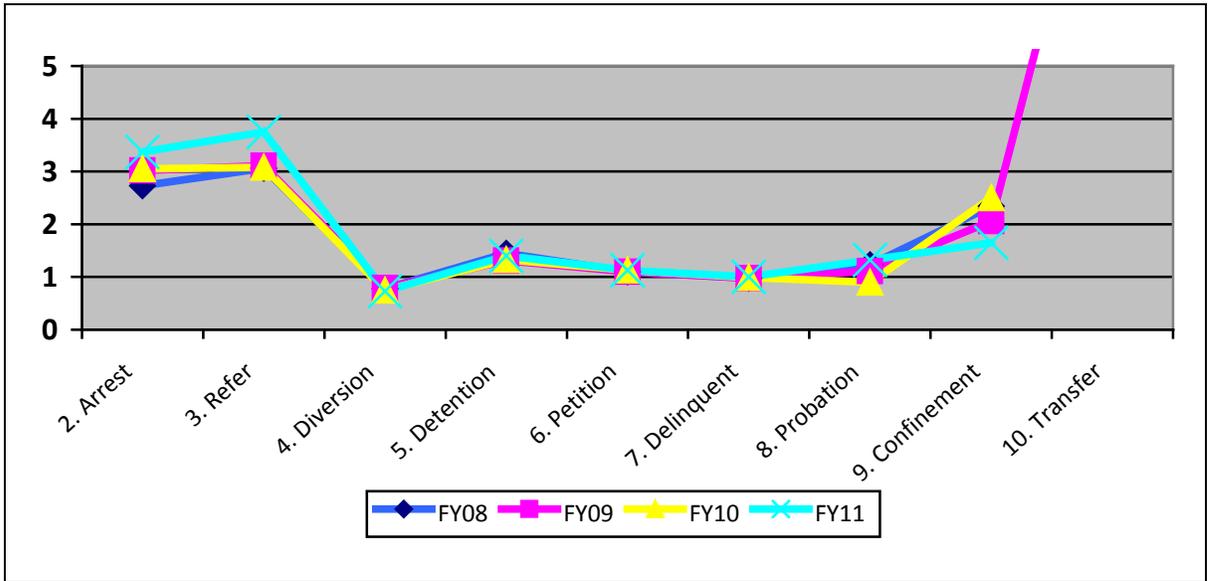


Figure 13: Statewide RRI for Black or Africa American

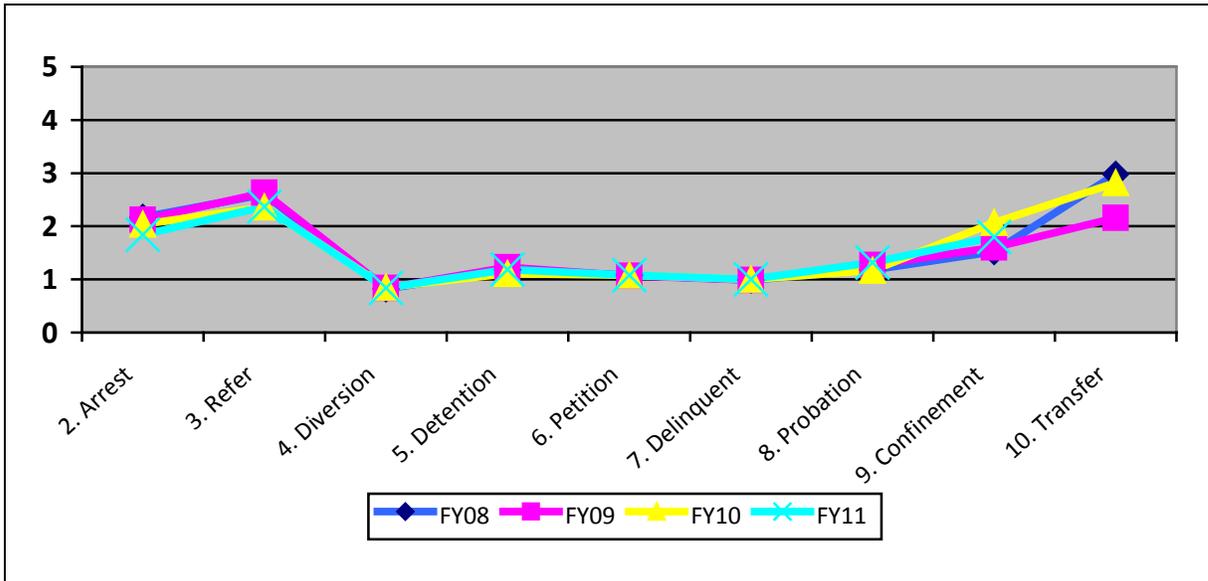


Figure 14: Statewide RRI for Hispanic or Latino

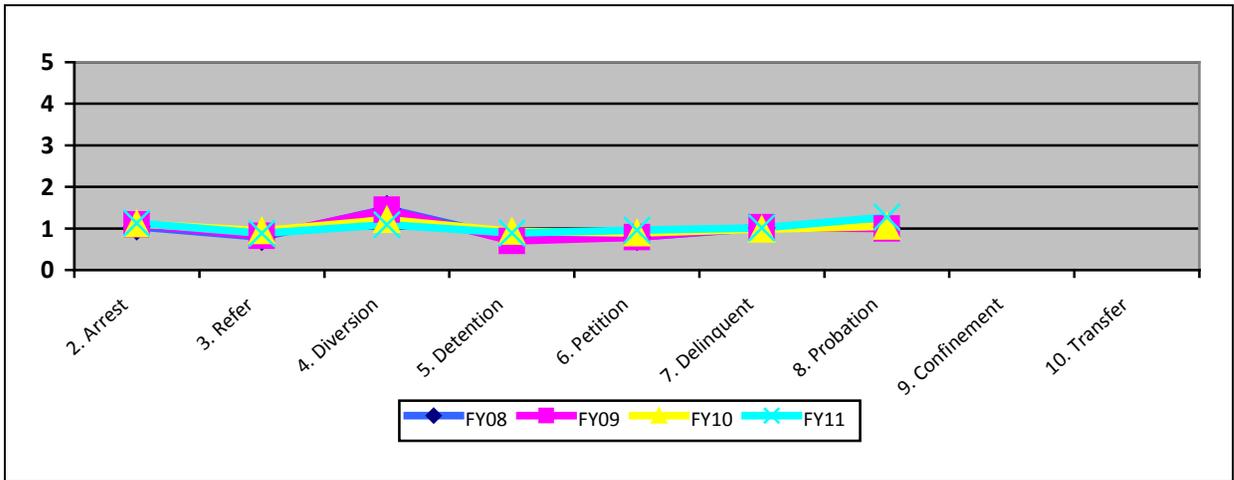


Figure 15: Statewide RRI for Asian

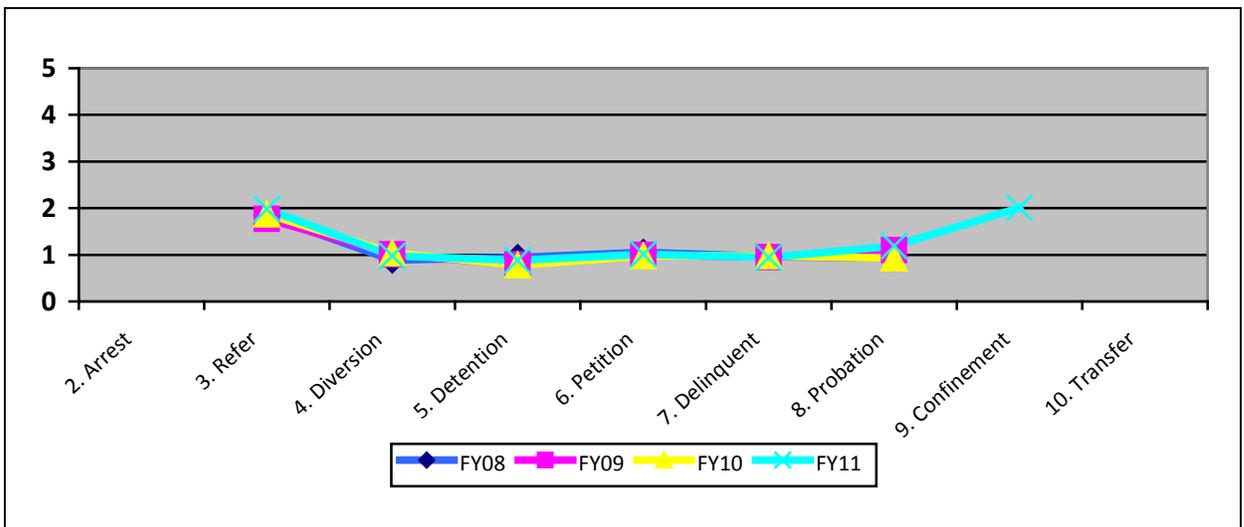


Figure 16: Statewide RRI for Native Hawaii or Pacific Islander

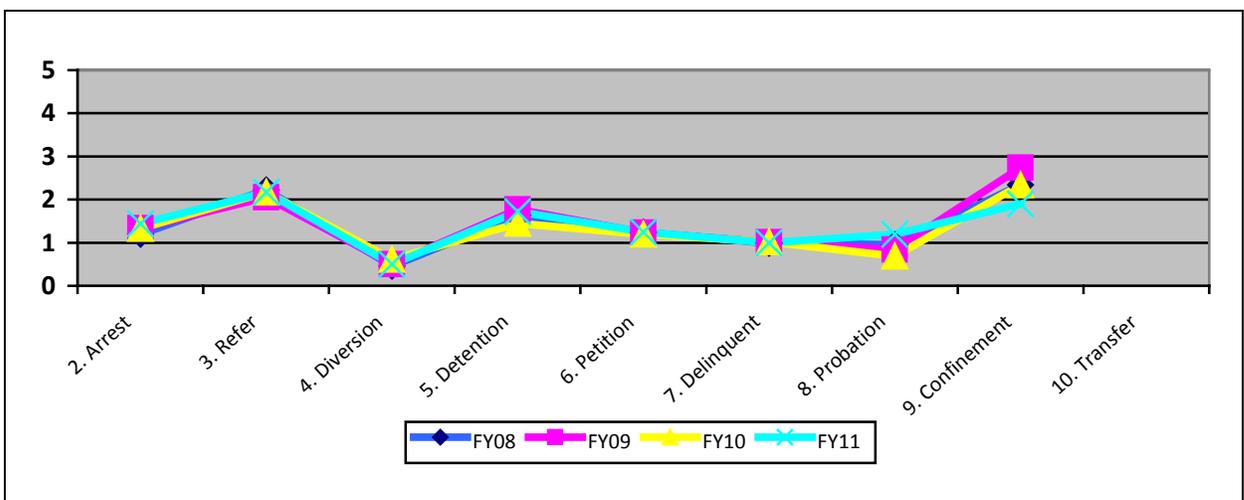


Figure 17: Statewide RRI for American Indian or Alaskan Native

3) RRI Tracking Sheet

Attached to this report are five tracking sheets (Appendix A) that follow the steps described in the DMC Manual to analyze and interpret data at each contact point. The five tracking sheets cover Statewide, Salt Lake, Utah, Weber County and non-Wasatch Front Counties analysis. The tracking sheets include each of the following steps and ground rules to identify:

- a) S = Statistically Significant; identified by **red bold font** in the RRI Summary Sheet
- b) M = Magnitude; defined by 1.5 RRI or higher for all points of contact except diversion (4) or probation placement (8) where M is given when RRI is at or below .85.
- c) V = Volume of Activity; use discretionary measure of population at risk as well as total volume of activity in each point of contact.
- d) C = Comparing RRI to national data.
Comparing Utah's RRI to national data is not applicable. The Data Working Group suggested that making comparisons between Utah's current data (FY11) and national data that is two years older (2008) creates confusion and misdirection. In addition, there are concerns regarding alignment of the data definition for Utah and the national definitions.
- e) RRI in the local context: as suggested earlier, data drives decision-making regarding which jurisdiction the Subcommittee should invest efforts. Population at risk is the first determiner. In FY11, 82% of minority and 72% of white youth live in Wasatch Front Counties: Salt Lake, Utah, Weber, and Davis. Of the minority population, nearly 50.0% live in Salt Lake County, 15.0% in Utah County, 10.0% in Weber County, and 8.0% in Davis County. In this context, local leaders were receptive when the Subcommittee came to their jurisdiction to discuss DMC. It was simply stated that because their jurisdiction has more minorities. Collaboration thus far has made many of the local DMC reduction activities possible.

Phase II: Assessment/Diagnosis

A. Statewide DMC Assessment from 2005 – 2013

Utah provided a detail report and findings of the Diversion Assessment in the 2012-2014 Three Year Plan. The comprehensive Arrest and Referral Assessment conducted by the University of Utah Criminal Justice Center was completed in September 2012. The majority of the Assessment Report was paid for with the 2011 Community and Strategic Planning Grant. Structure of the Assessment Plan was reported in 2012 Update. The following is a summary of the keys findings of the Arrest and Referral Assessment.

• Purpose

The purpose of the assessment is to work with local jurisdictions to identify potential explanations for why disproportionate minority contact occurs among juveniles at the point of arrest and referral by law enforcement and to explore possible solutions to address the disparity. The study was conducted in two phases: 1) interviews with local Law Enforcement Agencies to identify potential explanations for why DMC occurs and identify potential data sources to confirm or disprove those hypotheses, 2) collection of de-identified data from each of the LEAs to examine DMC issues/explanations proposed in phase 1.

• Method

The methodology of this assessment followed four stages recommended in the DMC Technical Assistance Manual (OJJDP, 2009):

- Stage 1: Generate possible explanations
- Stage 2: Identify the types of data and the patterns of results needed
- Stage 3: Obtain the data
- Stage 4: Analyze the data and identify the most likely mechanism(s) creating DMC in this jurisdiction.

- **Summary of Key Findings**

The assessment focused on seven law enforcement agencies (LEAs) with a high volume of minority arrests in four jurisdictions. There was no single factor or hypothesis that applied across the board. Each LEA was analyzed individually based on input and recommendations from the Chief of Police, DMC Subcommittee, and data availability. For example, the Salt Lake City Police Department report focused on “Gang analysis” while Unified Police Department report focused on “school offending.” Each report has its own findings and recommendations. However, there were some common issues identified in the Assessment:

- 1) All reporting showed some high schools and junior highs in certain school districts had higher offender per pupil when there was higher minority enrollment.
- 2) Further explore school data and policies/practices:
 - a) Do school records show DMC between misconduct & cases that result in charges?
 - b) Do school policies differ on involving SRO/LE that may explain higher person offending at some schools?
- 3) Prevention/intervention options for most common juvenile/Minority issues:
 - a) Truancy
 - b) Low-level school-based offending (e.g., tobacco)
 - c) Fighting/person offenses
- 4) Data availability varied from agency to agency, school to school. The report recommended working with schools and LEAs to improve data collection for future study.
- 5) Evaluate and monitor efforts
- 6) A full report is attached to this update for details.

B. Current Statewide DMC Assessment Activity

There is no current planned activity to conduct assessment except to monitor the RRI.

Phase III: Intervention

A) Report on FY12 DMC-Reduction Plan and Progress:

FY12 Activity	Progress
<p>1. Collect RRI Data and convert RRI data into narrative form</p>	<p>FY11 data was collected, analyzed, and converted to narrative form. The data was used for the 2012 DMC Annual meeting. FY11 data and trends since FY06 helped guide the 2012 – 2014 DMC Three Years Strategic Plan and provide updates to the 2013 DMC Plan. This effort will continue on a yearly basis as the new RRI become available. FY12 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 2013. It will be used for the 2013 DMC Annual Retreat and will guide 2014 DMC Reduction plan. The RRI is also used as a tool to monitor DMC reduction activities.</p>
<p>2. Conduct further research to identify causes of disproportionate minority representation in Utah’s juvenile justice system.</p>	<p>The Data Analysis Working Group was formed and has completed a 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 2012, the Working Group explored other data sources to analyze the RRI at the local level. Specifically, the Working Group is looking for cities’ population at risk. This presents a challenge as some cities used school enrollment data, other used census data to provide estimates. The Working Groups continue to explore what other state agencies are using and possible collaborations to share those data sources.</p>
<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%.</p>	<p>The goal has been met and the Subcommittee will continue to monitor to ensure continued high standard. FY11 reported showed that Race/Ethnicity information was missing for 1.6% of statewide CARE data.</p>
<p>4. Gather data to determine the number of minority youth participating in Formula Grant projects.</p>	<p>All sub-grantees are required to report the ethnicity of participants in their program quarterly reports. This report 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. 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 2012 Utah Board of Juvenile Justice Annual Report to the Governor and Legislature, the Title II Formula Grant supported three programs aimed at improving outcomes of minority offenders. One program provided parenting classes and after school program to teach life skills to Hispanic youth. However, this project was discontinued early due to mismanagement by the subgrantee. A second project served 65</p>

	<p>refugee youth in the Salt Lake with 62% completion rate and 68% reported improved family relationships. 4% reported new offense while participating. The third program involves the continued funding for a DMC Coordinator to ensure Utah's compliance with the DMC Core Requirement of the JJDP.</p>
6. Identify key players to address the low diversion rate for minority youth.	<p>Continue annual updates to Juvenile Court Administrators, Trial Court Executives, Juvenile Probation Chiefs, and Board of Juvenile Judges. These are key stakeholders who have the greatest influence on policy, regulations, and procedures. The goal at this point for diversion is to maintain in areas that reach parity (2nd District), continue the improvement trends (4th District), and work to improve parity (3rd District).</p>
7. Raise awareness of DMC issues among "professional communities"	<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 data in PowerPoint format. The handout included JJDP Act, Organizational Chart, FY11 Data, Three Year Trends, Arrest Trends, as well as the Subcommittee's strategy to address DMC in identified counties. The PowerPoint presentation complements the handout. In 2012, 21 organizations were presented with DMC information, reaching over 360 community members and professionals.</p> <p>For the first time, DMC materials were presented to the Utah Prosecution Council as part of their ethic training. Utah's DMC Coordinator partner with a SAG member to present and discuss the DMC issues city and county prosecutors should consider. The discussion was tense with some rejection and some acceptance from the audience. Most, however, were attentive to the topic presented. As a result, one city prosecutor is actively involved with a local DMC working group.</p>
8. Create Community Relations Training Curriculum for Utah's Peace Officers and Standards Training (POST)	<p>The Community Relations training was presented to 306 cadets in the 2012 calendar year.</p>
9. Integrate community relations training into other training modules.	<p>As awareness of DMC issues are raised 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 Community Relations training offers this positive attitude toward diversity training. This is on-going effort.</p>
10. Ensure that cultural competency training continues to be offered throughout the state.	<p>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.</p> <p>The Community Relations Training was made available and the</p>

	<p>SAG is willing to invest additional funding to revise the curriculum so it could apply to other audiences. An agreement was made to start this process with Utah Juvenile Court and Utah Division of Juvenile Justice Services to discuss the scope, goals and objectives of the curriculum. It is anticipated that the curriculum will be completed in the fall of 2013. Part of the CASP Grant is funding this project.</p>
11. Ensure that all subgrantees provide culturally competent services to youth.	<p>Utah Title II, Title V and JABG grants require sub-grantees to include a cultural competency plan. Points are given to those proposals with a specific, in-depth plan to address and increase awareness of cultural competency for their personnel.</p>
12. Encourage all agencies providing services within the juvenile justice system provide services in a culturally competent manner.	<p>All employees of Juvenile Justice Services, Juvenile Court, and their service providers include cultural competency training as part of their contracts.</p>
13. Encourage efforts to further diversify the juvenile justice workforce.	<p>The Subcommittee has collaborated with the Salt Lake County Council on Diversity Affair (CODA) – 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 currently serves as CODA Chair, and Chair 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. Since the inception of this goal, the work has expanded to other LEAs in the County as they expressed interests to be involved. Activities include orientation on requirements and process, workshops to help potential candidates pass the NPOST examination, and train candidates on job interview skills. Two recruitment events were held in 2012 reaching over 50 individuals, most were members of the minority community. A small success was measured at the end of 2012 when the Committee realized three who attended the orientation were trained by POST’s satellite site as SFO.</p> <p>The second goal 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>There were over 75 attendees from the Bhutanese Refugee</p>

	<p>Community in May 2012 to discuss “Information about US Law.” Plans are in place for Pacific Islander and other refugee communities later in the year.</p> <p>The third goal was to reduce the disproportionate minority youth representation in the juvenile justice system for Salt Lake County. This will be a continuing process as the DMC Arrest and Referral Assessment is complete, the Subcommittee will play a major role in helping to coordinate and bring the right person to the table to discuss intervention plan. This is an on-going effort.</p>
14. The DMC Subcommittee will meet on a regular basis throughout the year.	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.
15. Update Utah’s DMC Strategic Compliance Plan.	The Subcommittee and Coordinator have completed 2012-2014 Utah’s Three Year DMC Strategic Plan. The plan was completed and submitted to OJDJDP March 31, 2012. The Plan is revised based on new data and trends. Working with the Subcommittee chair, the Coordinator will monitor, evaluate, and revise the plan in an on-going basis.
16. Participate in the 2012 Legislative Review meetings	The Subcommittee formally participated in the 2012 Legislative Review for the first time. The mission is to analyze and share concerns on legislation that may have an impact on minority youth. Two DMC members alternated attending meetings every Monday during the annual 45-day legislative session. They reviewed juvenile legislation with SAG members and provide feedback on the potential impacts. The Subcommittee plans to participate annually and will continue to focus on issues impacting minority youth.
17. Implement the Community and Strategic Plan (CASP) Curriculum	<p>Utah received the CASP Grant October 1, 2011. Utah proposed using the grant to conduct assessments at the local level while the State DMC Coordinator takes on the dual responsibility at the State and local level. CASP was a one year grant but due to the assessment timeline, OJJDP granted an extension to complete work by September 30, 2013.</p> <p>Since the grant inception, the following activities took place:</p> <ul style="list-style-type: none"> • Two staff and a DMC Subcommittee members attended CASP Training in Washington DC on March 12-13, 2012 • The DMC Coordinator participated in the monthly CASP meeting until September, 2012. • Formed three local working groups chair by Chief Juvenile Probation Officers in each jurisdictions. • Dr. Lisa Hutchinson from OJJDP evaluated the program on a two days visit to Utah September 20-21, 2012. Dr. Hutchinson’s visit included: attending the SAG’s regular meeting, DMC Subcommittee meeting, visiting with the research team at the University of Utah Criminal Justice

	<p>Center, Utah Juvenile Court Administrator, and Salt Lake County DMC Chair. Among the recommendations from Dr. Hutchinson was to request a TTA for DMC Strategic Planning for the Salt Lake Working Group, and Leadership Training for Local DMC Chairs.</p> <ul style="list-style-type: none"> • Randy Thomas from OJJDP provided a day of training to Utah DMC Subcommittee members and local DMC members on November 1, 2012. A total of 42 individuals representing juvenile court, Juvenile Justice Services, school administrators, law enforcement, and community members attended the training.
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B) DMC Reduction Plan for 2013

The following goal and objectives are the result of the DMC Annual meeting which was held on the first Thursday of November. The list is discussed and approved by the Subcommittee with “buy-in” from the SAG. The State SAG has an annual meeting in October and has been accustomed to defer the DMC priorities to the DMC Subcommittee. The followings are results of those processes.

<p>Mission: Reduce the disproportionate representation of minority youth at decision points within the juvenile justice system, from arrest through transfer & waiver to the adult system</p>
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<p>Goal: Implement phase III (Intervention) of OJJDP’s DMC Reduction Plan</p>
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<p>Objective 1: Continue to obtain and evaluate data on disproportionate minority contact in the juvenile justice system.</p>
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Steps:

1. Obtain FY12 data at nine points of contact in the juvenile justice system by March 2013
2. Complete Relative Rate Index (RRI) analysis by June, 2013; determine trends and where disproportionate contact occurred in FY12
3. Prepare report on RRI analysis for the November 2013 annual meeting

Measures/Benchmarks:

1. Obtain RRI Data by March 2013.
2. Complete RRI Analysis in written form by June 2013
3. RRI analysis report prepared by October 2012.

Responsible Member: Disproportionate Minority Contact Coordinator & DMC Data Analysis Working Group

<p>Objective 2: Evaluate the Diversion Assessment Report and develop an intervention plan based on recommendations. Maintain diversion RRI in jurisdiction(s) where it reaches parity.</p>

Steps:

1. Present annual diversion RRI update to Juvenile Court Administrators, Trial Court Executives, Juvenile Probation Chiefs, and Board of Juvenile Judges
2. Seek “buy-in” from stakeholders
3. Work with juvenile court, monitor, and evaluate progress made on the intervention plan
4. Continue to pursue additional stakeholders to utilize the report and develop intervention plans

Measures/Benchmarks:

1. Complete presentations to stakeholders by fall 2013
2. Develop a diversion intervention plan by June 30, 2013 with 3rd District Juvenile Court

Responsible member: Disproportionate Minority Contact Coordinator and Respective DMC Diversion Working Group

Objective 3: Evaluate 2012 DMC Arrest and Referral Assessment Report and provide technical assistance to develop intervention plans at local jurisdictions based on recommendations.

Steps:

1. Present to stakeholders include school districts, law enforcement agencies, school resources officers, community organizations, and juvenile court to seek “buy-in”
2. Work with local working group to discuss, develop, revise, and implement DMC intervention plans

Measures/Benchmarks:

1. Number of individuals joining local working groups
2. Set up DMC Leadership training for Local DMC Chairs by February 2013
3. Set up DMC Strategic Meeting for Salt Lake DMC Working Group by February 2013
4. Develop a DMC Strategic Plan for Salt Lake Working Group by March 2013
5. Develop a DMC Strategic Plan for Utah Working Group by June 2013
6. Develop a DMC Strategic Plan for Weber Working Group by June 2013

Responsible member: Disproportionate Minority Contact Coordinator, Local DMC Chairs, and members of DMC Subcommittee in respective working group.

Objective 4: Market Community Relations training to law enforcement agency leaders and expand its use to current, veteran, and field training officers

Steps:

1. Continue to identify groups, organizations, and stakeholders who would benefit from the Community Relations training
2. Make presentations to identified audiences and promote the Community Relations curriculum.
3. Collect and analyze evaluation forms after the training
4. Develop and complete long-term evaluation tool to measure the effectiveness of the Curriculum.

Measures/Benchmarks:

1. Identify groups, organizations, and stakeholders - ongoing
2. Number of presentations made quarterly
3. Number of evaluations collected and analyzed on a bi-annual basis.
4. Long-term evaluation tool - ongoing

Responsible member: Disproportionate Minority Contact Coordinator and Data Working Group

Objective 5: Encourage juvenile justice organizations to use the Community Relations Curriculum offered by POST
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Steps:

1. Seek “buy-in” from Juvenile Court

2. Seek “buy-in” from Juvenile Justice Services
3. Identify needs and develop “scope” of for the training from each of the two stakeholders
4. Develop and implement the curriculum

Measures/Benchmarks:

1. Set up meeting with two stakeholders for collaboration by February 2013
2. Set up Steering Committee and develop “scope” of the training by June 2013
3. Develop curriculum by August 2013
4. Seek approval and implementation of the curriculum by October 2013

Responsible member: Disproportionate Minority Contact Coordinator

Objective 6: Increase awareness of DMC issues among professional communities and provide updates to stakeholders

Steps:

1. Continue to identify groups, organizations, and stakeholders who have an stake in reducing DMC numbers
2. Update DMC information for handout by June 2013
3. Make presentations to targeted audiences throughout the year

Measures/Benchmarks:

1. Update document for presentation by June 2013
2. Number of presentation presented quarterly

Responsible member: Disproportionate Minority Contact Coordinator & DMC Message Working Group

Objective 7: Work with local DMC Working Groups to develop and implement intervention plans.

Steps:

1. Continue to identify individual of groups, organizations, and stakeholders
2. Invite individuals to DMC 101 training
3. Develop intervention plans in respective jurisdictions
4. Participate and conduct activities as stated in objective #3

Measures/Benchmarks:

1. Identify organizations (continuous efforts)
2. Present DMC 101
3. Invite to join local DMC working Group

Responsible member: Disproportionate Minority Contact Coordinator and partners

Objective 8: Participate in the 2014 Legislative Review meetings

Steps:

1. Identify two DMC members to attend Utah’s SAG legislative review meetings
2. Review criminal and juvenile justice legislation with State SAG
3. Provide feedback on behalf of DMC Subcommittee

Measures/Benchmarks:

1. Identify two individuals by December 2013
2. Attend weekly meeting starting January 2014

3. Number of bills reviewed with feedback

Responsible member: Disproportionate Minority Contact Coordinator and DMC Members

Phase IV: Evaluation

UBJJ has set aside funding for an on-going effort with UCJC to perform Outcome Evaluations of funded projects. The UCJC conducts evaluations on all programs providing direct services that receive Title II and Title V money, including DMC supported programs. UCJC staff members participate in all levels of UBJJ and DMC meetings. They also collect and calculate the RRI. They provide assurance for quality of data as discussed in the identification phase. They provide advice on grant applications. The DMC Coordinator will work closely with UCJC staff, as well as maintain constant contact with OJJDP State Representatives to ensure Utah maintains compliance with the DMC Core Requirement.

Phase V: Monitoring

Utah has a statewide data collection system and tabulates the RRI on an annual basis. Any changes will be closely monitored in the targeted jurisdictions. In addition, the Subcommittee will work with UCJC staff to monitor progress, via RRI changes, as well as site visits to sub-grantees. Additional evaluations are in place to measure effectiveness of specific programs. This will be an on-going effort to study trends and effectiveness of the activities that sub-grantees have outlined and performed. The SAG committed to funding a full-time DMC Coordinator to carry out the DMC Strategic Compliance Plan.