

ACTION TO ELIMINATE RACIAL AND ETHNIC DISPARITIES IN JUVENILE JUSTICE

Colorado 1st Judicial District

Definitions of three key terms

- Overrepresentation/Underrepresentation
- Disproportionate Minority Contact
- Racial and Ethnic Disparities

Data Reliability Issues

1. Population at risk is census data
2. Database/Forms do not have a field for ethnicity/Not mandatory
3. Race and ethnicity data is not self-report/Asked Consistently



Why Use “Bad” Data?

Ways DMC is Created



Systems/Agency Factors

Community Factors

Family Factors

Youth Factors

Underlying Factors that Contribute to Minority Over-Representation

Community

- Insufficient early intervention and/or diversion programs
- Barriers to parental advocacy
- Urban densities/high crime rates
- Few community support services
- Inadequate health and welfare resources

Underlying Factors that Contribute to Minority Over-Representation

Family

- Few job opportunities
- Low income jobs (poverty)
- Lack of education
- Lack of trust of systems
- Misunderstanding of systems
- Economic stress

Underlying Factors that Contribute to Minority Over-Representation

Education System

- Inadequate early childhood education
- Inadequate early prevention programs
- Inadequate education quality
- Lack of cultural education, cultural role models

Underlying Factors that Contribute to Minority Over-Representation

Systems/Agencies

- Unintentional racial/ethnic bias (Implicit Bias)
- Lack of cultural perspective
- Subjective decision-making
- System “labeling”
- Policies and Practices
- Poor child welfare/juvenile justice/community integration

Intervention Strategies

- ❑ Direct Services
- ❑ Training and Technical Assistance
- ❑ Systems Change

Strategic approaches for eliminating racial and ethnic disparities

Cross System Collaboration

- **Improve collaboration between juvenile justice and child-serving agencies**

Data Practices

- **Structure and process for regular use of data**

Policy and Practice

- **Objective and consistent decisions and case handling**

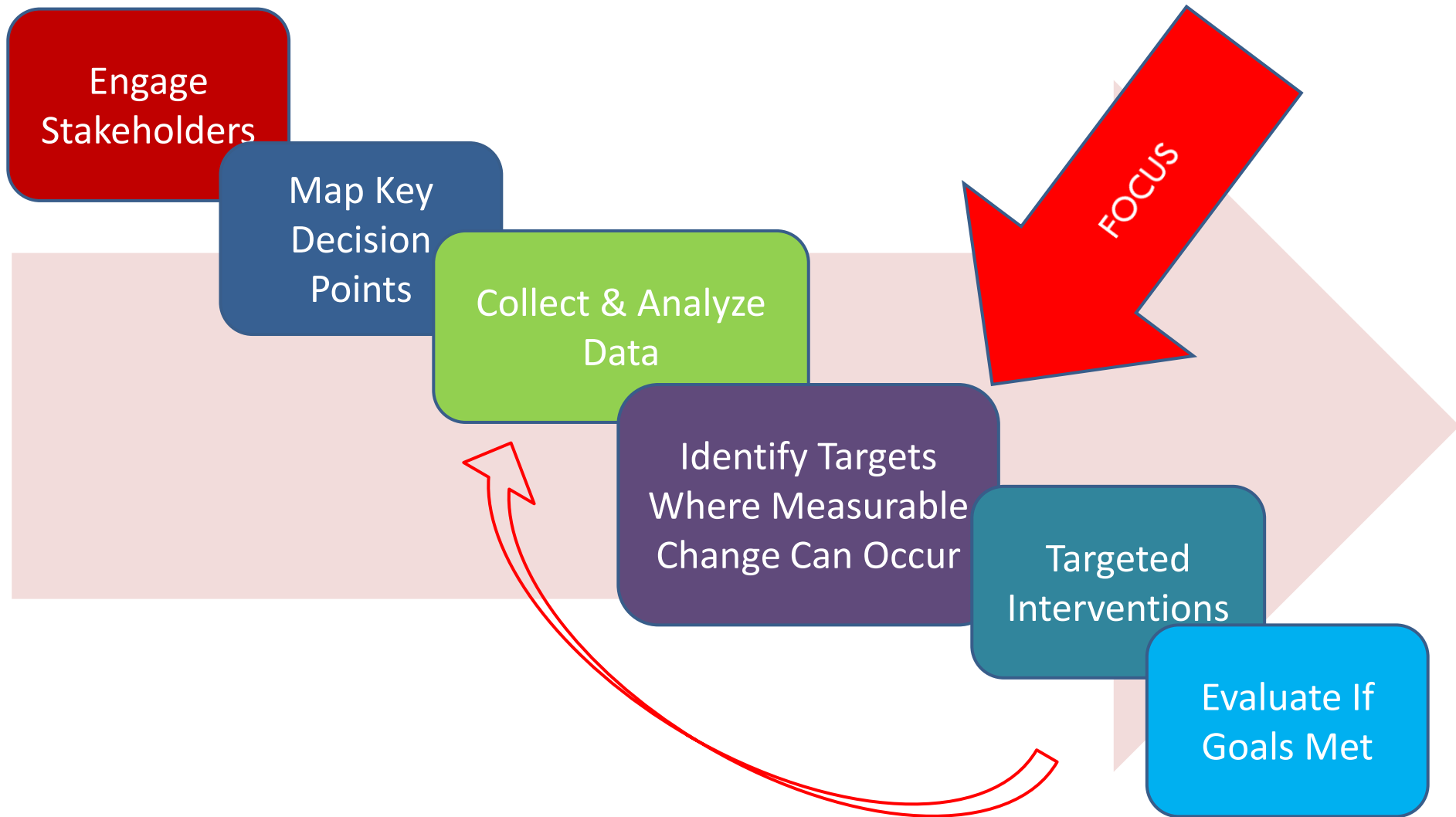
Cultural and Community Responsiveness

- **Ensure cultural responsiveness of policies, practices and programs**

Programs

- **Capacity and access to culturally relevant and effective alternative programs**

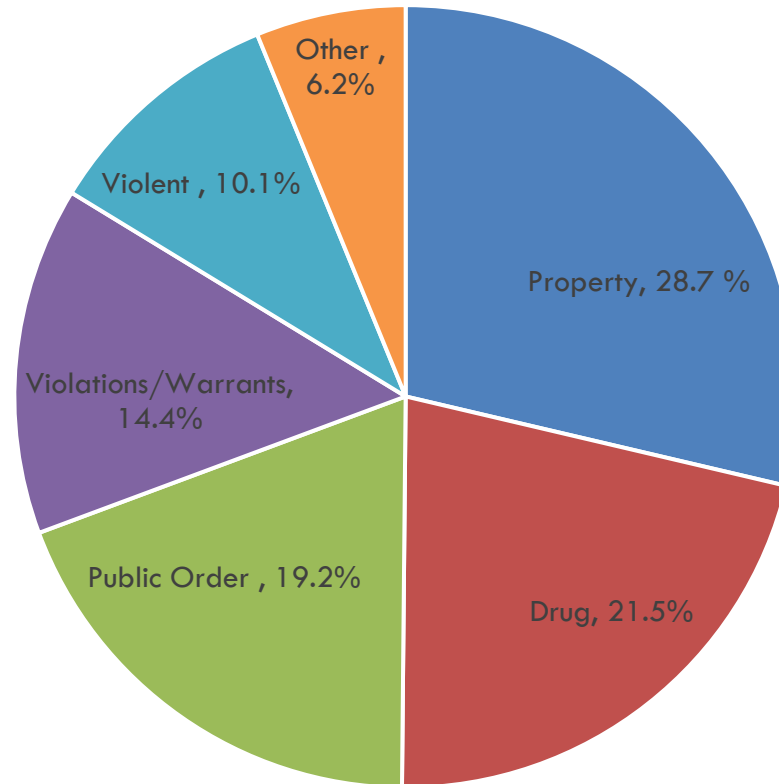
Model for addressing RED



1st JD:

Lakewood PD arrests by offense

Lakewood PD Juvenile Arrests



Key Findings

- Property offenses (28.7%) were the most frequently cited primary charge, followed closely by drug and public order offenses.
- Over 90% of the charges were misdemeanors.
- Over 60% of the sample were summons cases.
- Most juveniles arrested by LPD during this study period were released without a referral or detention.

Key Findings: School arrests



- Approximately 27% of arrests in the sample occurred in Lakewood schools.
- Subsector 8 had the greatest proportion of in-school arrests and accounts for over 10% of arrest in the overall sample.
- Drug Offenses and then Public Order offenses were most common school arrest offenses

Details N4

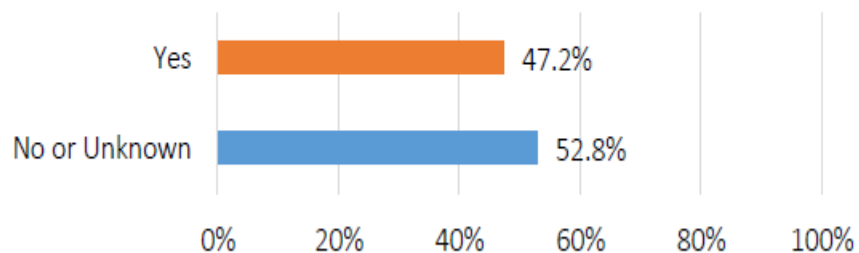
Over-representation:

Compared to demographics for all juvenile arrests in city of Lakewood, the N4 sub-sector has a greater proportion of arrests of Hispanic youth. Efforts may be targeted here to reduce overall arrest “hot spots” for youth of color.

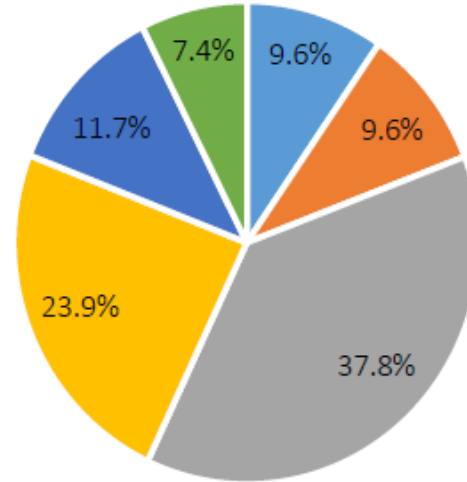
Total Arrests (2013-15):

The N1 sub-sector had **10.2%** of total juvenile arrests for the city of Lakewood.

Percent of Arrests Occuring on School Grounds



Arrest Type by Offense



- Violent
- Property
- Drug
- Public Order
- Violations/Warrants
- Other

Description:

- Colfax Corridor
- Primarily high density residential
- High amount of Section 8 Housing
- Light rail runs through this sub-sector

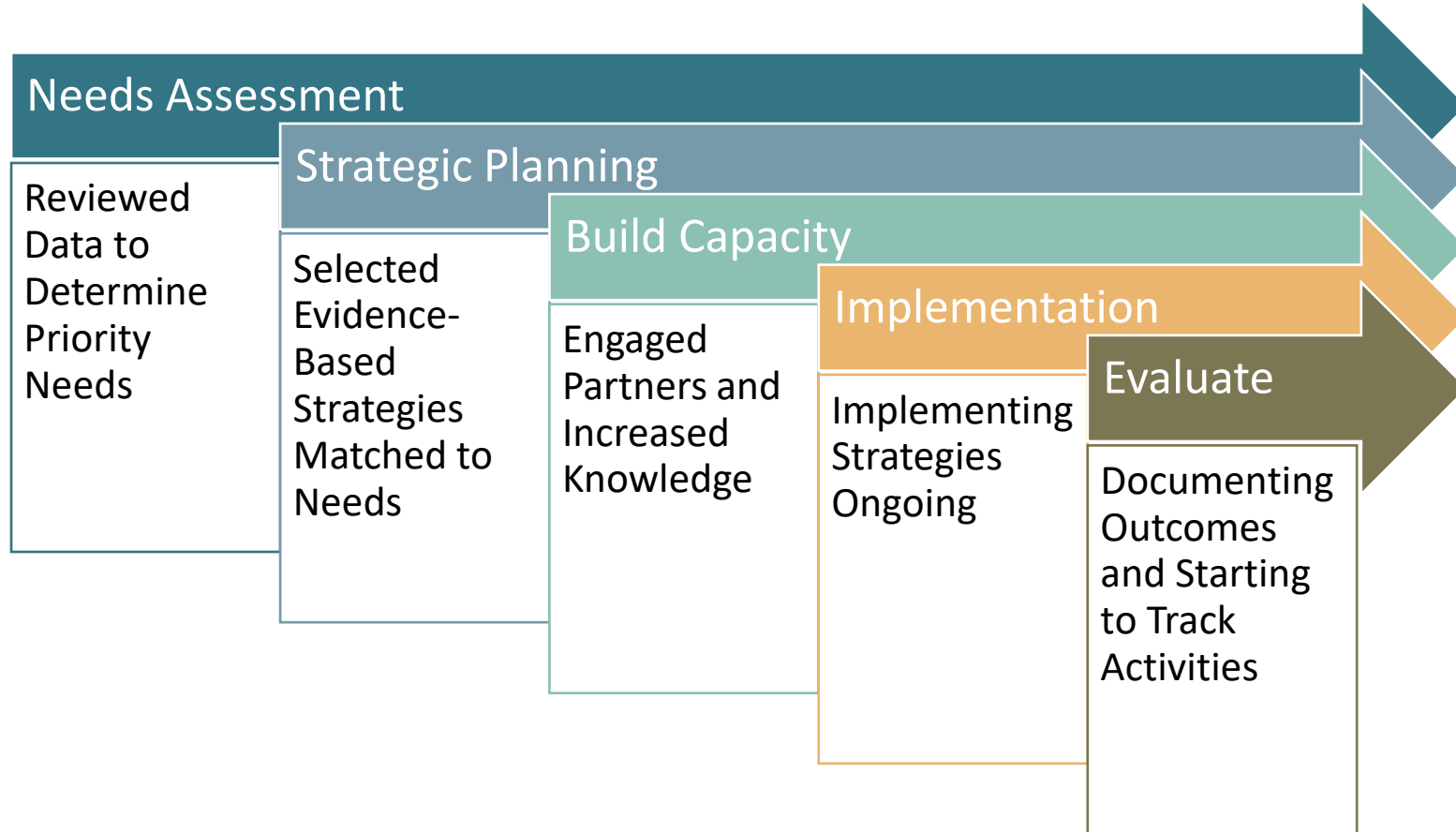
Area Schools:

Eiber Elementary School – (1385 Independence Street, Lakewood, CO 80215)

Lakewood High School - (9700 W. 8th Ave Lakewood, CO)

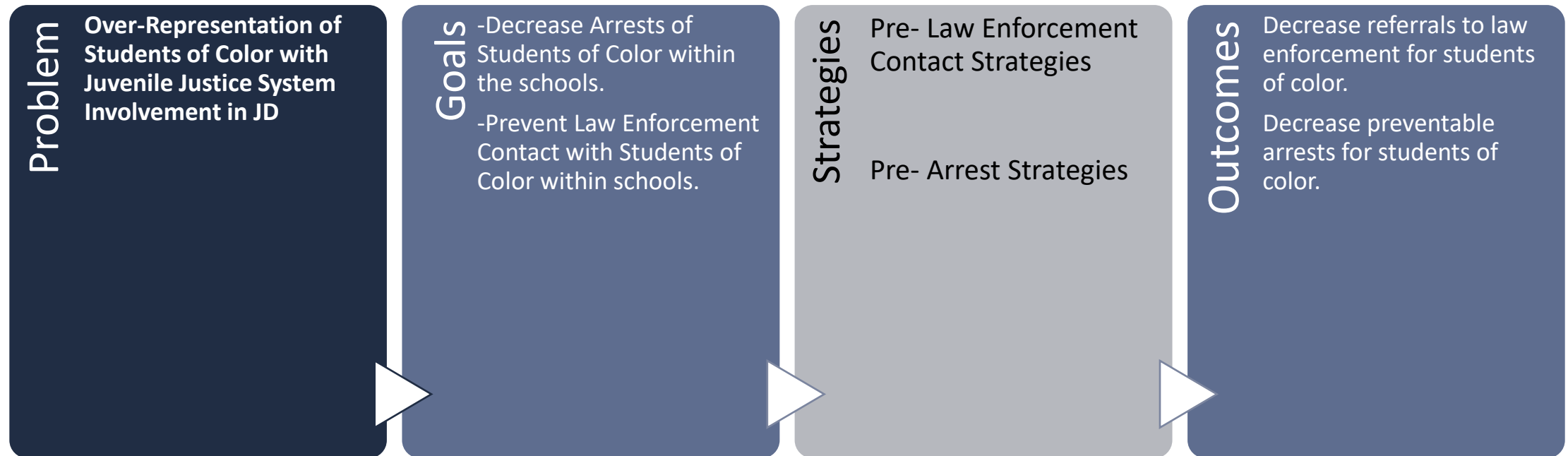
Evidenced-Based Planning Process

Data-Driven Decision making



Initial Theory of Change Components

Logic Model for Evaluation



Strategies and Initial Process Outcomes

Process Outcomes leading to Impact Outcomes

Pre-Law Enforcement Strategies

Restorative Justice Practices in schools

Connect JAC resources to school

Trauma-Informed Training for School Staff

Increase Spanish Speaking Mental Health Resources

Partnership with probation and principles to decrease
recidivism and youth involvement in juvenile justice
system

Initial Process Outcomes

Hired RJ Coordinator for Jeffco Schools and trained 120 staff and faculty in RJ practices to increase RJ practices in schools.

The JAC engaged Alameda and Lakewood school leaders and will be working on how to connect school community to resources of JAC without justice system involvement.

Potential for implementing Trauma-Informed Program, 'Handle with Care' in Lakewood High School and potential for partnership with Tennyson Center for in-home services to bilingual families.

Hired a Spanish-speaking therapist at Lakewood High School and potential for 2 more full-time clinicians to serve Alameda and Lakewood HS has increased Spanish-Speaking Resources available.

Lakewood Probation Officers visit 4 schools monthly educating principles/staff, which has helped decreased the need for law enforcement involvement in schools

Strategies and Initial Process Outcomes

Process Outcomes leading to Impact Outcomes

Pre-Arrest Strategies

Education patrol officers -
implicit bias

Education patrol officers -
how to interact with youth

Initial Process Outcomes

Engaged Education Patrol Officer
Training Unit and reached agreement
for starting implicit bias training.
Initial training now scheduled

Developed and implemented Roll Call
Training to support Education Patrol
Officers in having more positive
interactions with youth

Work Takes Time

- **Convened Jan 2016**
- Data Collected & Analyzed
- Results of Study Nov 2016
- TTA from OJJDP Mar 2017
- Develop Plan for Planning Sept 2017
- Began Work to Develop a Work Plan Based on Data Jan 2018
- Finalized Goals & Objectives April 2018
- Identified Strategies/Utilized Survey Monkey July 2018
- Engagement of Stakeholders & Implementation of Strategies Sept 2018-Oct 2019
- Process Eval & Fact Sheet Dec 2019
- **Jan 2020 Start Again**