

RACIAL & ETHNIC DISPARITIES ACTION PLAN

Office of Junvenile Justice and Delinquent Prevention Fiscal Year 2019 Title II



Washington State Department of
CHILDREN, YOUTH & FAMILIES



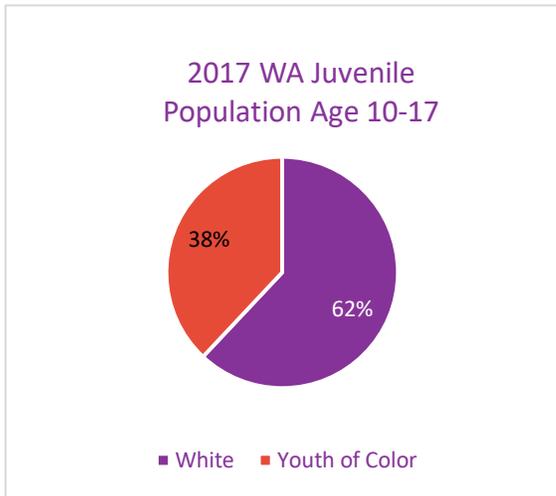
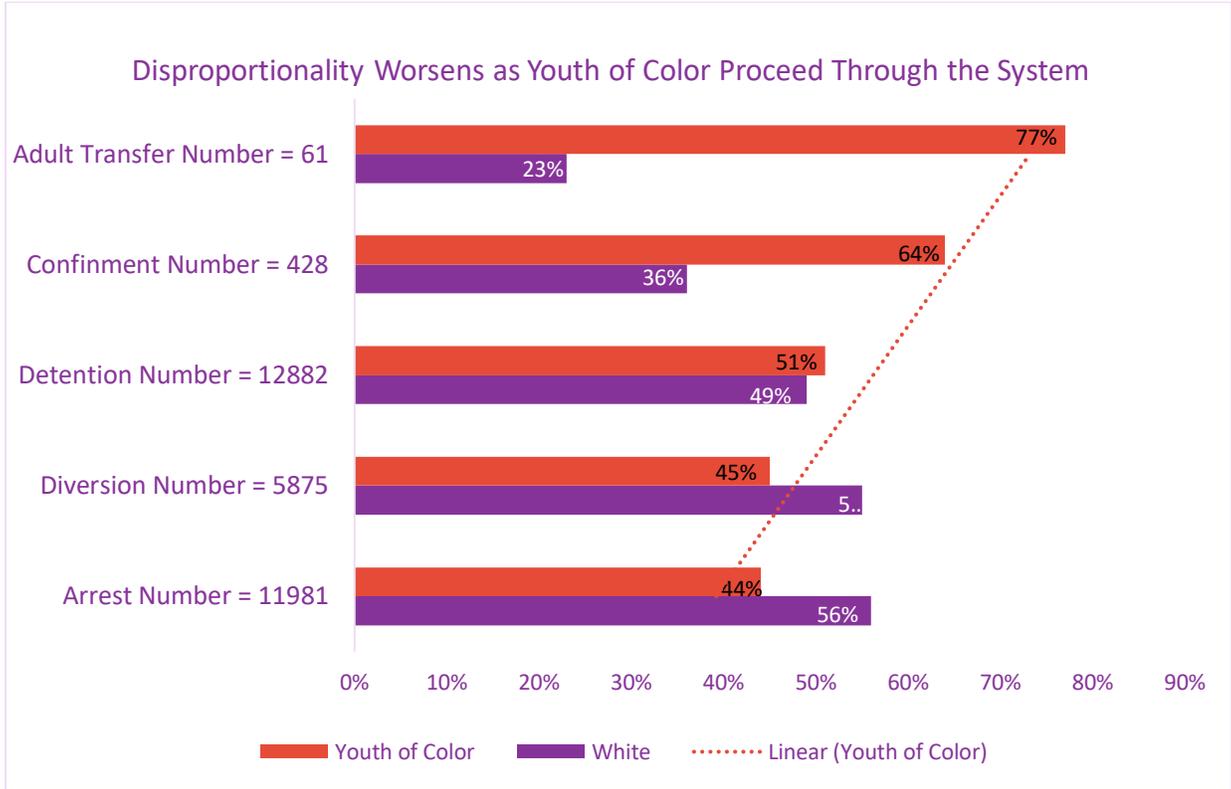
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Problem Statement

Cumulative disproportionality increases throughout the stages of justice system involvement with the highest levels of disproportionality concentrated in the most serious decision points. However, incremental disproportionality (occurring between specific decision points) are highest at the front end of the system and at arrest.



The Washington State Partnership Council on Juvenile Justice's Racial and Ethnic Disparities Committee identified arrest and referral as the primary decision points to focus on for its three-year action plan.

The Racial and Ethnic Disparities Reduction Plan spotlights specific action on assessment, intervention, and education because:

1. Jurisdictions vary widely in their level of knowledge and sophistication about racial and ethnic disparities data analysis and identified causes of disparity (Washington State Disproportionate Minority Contact Assessment Report, 2013).
2. Schools across the state reported an increase of 16% (i.e., 24,778 to 28,841 in a single year) in disciplinary incidents involving violence, weapons possession, bullying, or harassment. The trend in the most recently completed school year (2017-18) continued upward with increases of 8% (Office of the Superintendent of Public Instruction's School Safety and Mental Health Report, 2019).
3. Discussions oriented around race/ethnicity and crime are among the most contentious of all. Despite a research and policy focus on this matter, remarkably little progress has been made in reaching consensus on the root source of disparities and in addressing the problem (Reforming Juvenile Justice: A Developmental Approach, 2013).

Action Plan Development

Youth entering into the juvenile justice system occurs at the arrest and referral points. Reducing entry at these decision points will result in reductions throughout the juvenile justice continuum, and a significant reduction in racial and ethnic disparities.

Goal 1

Continue the Law Enforcement Data Analysis (LEDA) project by developing jurisdiction-special analysis of National Incident-Based Reporting System (NIBRS) data on youth and arrests.

The goal for analysis of law enforcement data is to help communities self-assess over the long term and to better respond to disparities in the juvenile justice system. Washington State Center for Court Research (WSCCR) will lead the research and analysis work with demographic geocoding and additional NIBRS analyses. The LEDA project compiles jurisdiction-level data on arrests and conducts a deeper dive into finding the rate at which reported incidents are connected to arrests, on how the incident characteristics (such as age, gender, race, ethnicity of victims and offenders as well as property loss, extent of injury, etc.) relate to whether and what type of charges are filed. The LEDA project serves as a diagnostic tool that analyzes crime data from a wide range of variables and strategizes on responses that balance positive youth outcomes and public safety. Responsive strategies include expanding promising initiatives that keep kids in schools and out of the juvenile justice system.

Responsible Parties

Washington State Center for Court Research, Washington State Partnership Council on Juvenile Justice, and the Study and Advancement of Justice Effectiveness.

Who Else To Involve

Washington Association of Sheriffs and Police Chiefs, local law enforcement agencies, and juvenile courts.

Time Frame

Year One: April 15, 2019 – Sept. 30, 2019

Annual: Oct. 1, 2019 – Sept. 30, 2020

Support and Resources Needed

Year One: \$15,000

Annual: \$30,000

Indicators/Outcome Measure

- (a) Annual report and study will include the following:
 - (i) Arrest rates by city.
 - (ii) Arrest rates by race/ethnicity.
 - (iii) Linking of incident characteristics with filed charges.
 - (iv) Identification of disparities.
 - (v) Recommendations for policy and practice changes based on data findings.
- (b) Disseminate annual report to city officials and state stakeholders.
- (c) Improve communication and engagement efforts to drive local racial and ethnic disparities reduction plans. Provide technical assistance as needed.
- (d) Leverage annual reports to measure progress made on racial and ethnic disparities reduction results.

Goal 2

Support school-based diversion to keep kids in schools and out of the juvenile justice system. Schools, law enforcement, and system and community partnerships are essential to promoting school completion as a central goal of school safety, discipline, and truancy policies.

Keeping young people in school is good for youth, families, and safe and healthy communities. The Choose 180 School-Based Diversion Program is a pilot program that transforms approaches to student discipline, youth development, and restorative justice. The Choose 180 program relies on fostering supportive relationships with school staff and teachers through professional development workshops, working collaboratively with school administrators to integrate diversion alternatives into school’s existing disciplinary practices and protocols, designing a positive youth development curriculum, and providing intensive aftercare in support of student success. The pilot program will take place within the Highline School District in South King County. It is a highly diverse district with 78% students of color and 68% of students qualified for free/reduced-price meals.

Responsible Parties

Choose 180 Program, Washington State Partnership Council on Juvenile Justice, and Highline School District.

Who Else To Involve

School resource officers/law enforcement district representatives, local juvenile court, and youth and family members most impacted.

Time Frame

Year One: April 15, 2019 – Sept. 30, 2019

Year Two: Oct. 1, 2019 – Sept. 30, 2020

Support and Resources Needed

Year One: \$100,000

Year Two: \$215,000

Indicators/Outcome Measure

- (a) Sustainable partnerships with schools, law enforcement, and communities most impacted.
- (b) 80% of student participants will complete the program.
- (c) Highline School District fully integrates school-based diversion programs.
- (d) Choose 180 school-based diversion program is replicable at other school districts.
- (e) Data shows impact on racial and ethnic disparities on referrals and arrests.

Goal 3

Increasing understanding of disparities and building capacity to effectively address disparity are important steps that translate concerns about racial and ethnic disparities into action and results.

A racial and ethnic disparities reduction plan is more than gathering data to demonstrate the problem. It is about changing policies and practices to ensure fair and equitable treatment across the juvenile justice system. It also takes into account public attitudes about crime and race. The LEDA project is a platform for engaging local justice components (law enforcement, prosecutors, defenders, and courts) and community-level residents, organizations, and advocacy groups on strategic dialogue around crime, race, and youth development. Preparing for this level of engagement requires education on implicit bias awareness, adolescent brain development, trauma-informed practices, and equity and inclusion training.

Responsible Parties

Washington State Partnership Council on Juvenile Justice and the Office of Juvenile Justice.

Who Else To Involve

Schools, law enforcement, juvenile courts, youth, families, and communities.

Time Frame

Year One: April 15, 2019 – Sept. 30, 2019

Year Two: Oct. 1, 2019 – Sept. 30, 2020

Support and Resources Needed

Year One: \$50,000

Year Two: \$50,000

Indicators/Outcome Measure

Increase awareness on the impact of racial and ethnic disparities through education and training (at least four training programs per year with each program including a pre- and post-test measure).

Provide technical assistance to introduce and integrate a Racial Equity Impact Assessment Tool, especially at arrest and referral decision points.