

REDUCING RACIAL AND ETHNIC DISPARITIES: BEING DATA-INFORMED

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Agenda

- Introduction and context
- Being data-informed in disparities work
 1. Using data to inform strategies
 2. Using data to set goals and targets
 3. Using data to monitor strategies after implementation
- Safety and Justice Challenge (SJC) resources and supports

INTRODUCTION AND CONTEXT

Pillars of the initiative



Reducing racial and ethnic disparities in SJC sites

- Guiding document released in May 2019
- 5 steps for developing disparity reduction strategies and goals
- Heavy emphasis on data – quantitative and qualitative

5-step process



BEING DATA-INFORMED IN DISPARITIES WORK

Using data to inform strategies (Step 2)

- ✓ Analyze data across SJC decision points to identify whether and to what extent racial and ethnic disparities exist.
- ✓ Examine drivers of disparities.
- ✓ Supplement quantitative data with qualitative data gathered from community members.
- ✓ Use information gathered to identify target populations.

BI Strategy for Reducing Racial and Ethnic Disparities

Ongoing process

1. Identify Disparities

- Identify whether and to what extent racial and ethnic disparities exist

2. Identify, Analyze and Strategize around a “Target Population”

- Identify target population to focus the work.
- “Dig deeper” into target population to learn more about policy, practice, and/or procedure and other factors contributing to disparities.
- Strategize around how policy, practice, and/or procedure change might result in reductions in disparities.
- Pilot or adopt policy change

3. Measure Progress

- Monitor Effectiveness of Policy Change
- Document changes in disparities

Identifying Disparities

Accurate data collection practices

- **Accurate data on system involvement at key decision making points**
 - Accurate identification and recording of race and ethnicity at key criminal justice decision making points
 - Is there a practice of asking adults to self identify?
 - Do you have a strategy to count Hispanic/ Latinos accurately (whether it is a combined race/ethnicity question or separate questions on race and ethnicity)?
 - Do you consider local context (such as changes in demographics or tribal affiliation) when creating racial and ethnic categories?
 - Do departments and agencies across the system use the same protocol?
- **Accurate data on changing demographics of adult population**

Use multiple metrics to identify disparities and to measure progress

- 1. Volume/counts:** look for high volume of people of color who are system-involved
- 2. Proportions:** look for greatest disproportion of people of color compared to population
- 3. Rates:** look for highest rates
 - **Per Capita** – will tell you likelihood of system involvement compared to the population
 - **Per prior decision making point:** will tell you likelihood of penetrating more deeply into the justice system compared to the prior point.
- 4. Disparity Gap :** Look for greatest Disparity Gap
 - **Per Capita:** will tell you how much more likely people of color (per capita) are to be impacted by the system compared to White people (per capita).
 - **prior decision making point:** will tell you how much more likely people are to penetrate system more deeply

More resources on multiple metrics

Tools

BI has developed several tools to help SJC sites conceptualize how to reduce racial and ethnic disparities and how to use data to be strategic in these efforts. Below is a list of tools and resources BI has shared at various SJC functions, as well as webinars.

- [WHBI - NON-COMPREHENSIVE Racial and Ethnic Disparities Checklist](#): Understanding both the historical and local context for R.E.D. is critical for reform that promotes equity in the justice system. In developing an adequate infrastructure for equity reform, jurisdictions should consider the list of non-comprehensive racial and ethnic disparities factors and examine where they are in the process of implementing each one.
- [WHBI - Using Multiple Metrics](#): When identifying whether and to what extent racial and ethnic disparities exist and in measuring progress, it is important to use multiple metrics. This is true in measuring progress at the macro level or at the micro level. For any one of these measures, a site may identify progress using one measure, but note that "the problem of disparities is getting worse" using another measure. This document explains how these metrics interact.
- [WHBI - Racial and Ethnic Disparities Data Grid Handout](#): This grid is useful in thinking through "target populations" and the data needed to reduce racial and ethnic disparities in the criminal justice system.
- [WHBI - CE Grid Handout](#): This grid is useful in thinking through which community members to engage and how to best do so when working on reducing racial and ethnic disparities in the criminal justice system.

BI did not develop the following tool, but recommends it as a resource for users to explore data on jail and prison incarceration rates at the county and state level nationwide.

- Vera Institute's [Incarceration Trends Data Map](#) allows users to disaggregate data by race/ethnicity or gender, as well as total jail population versus pretrial jail population only. The Incarceration Trends dataset was assembled using information collected by the U.S. Department of Justice Bureau of Justice Statistics (BJS), supplemented with data from state departments of correction when federal data were not available.

LINKS TO OTHER RACIAL AND ETHNIC DISPARITIES PAGES

[RACIAL & ETHNIC DISPARITIES HOME](#)

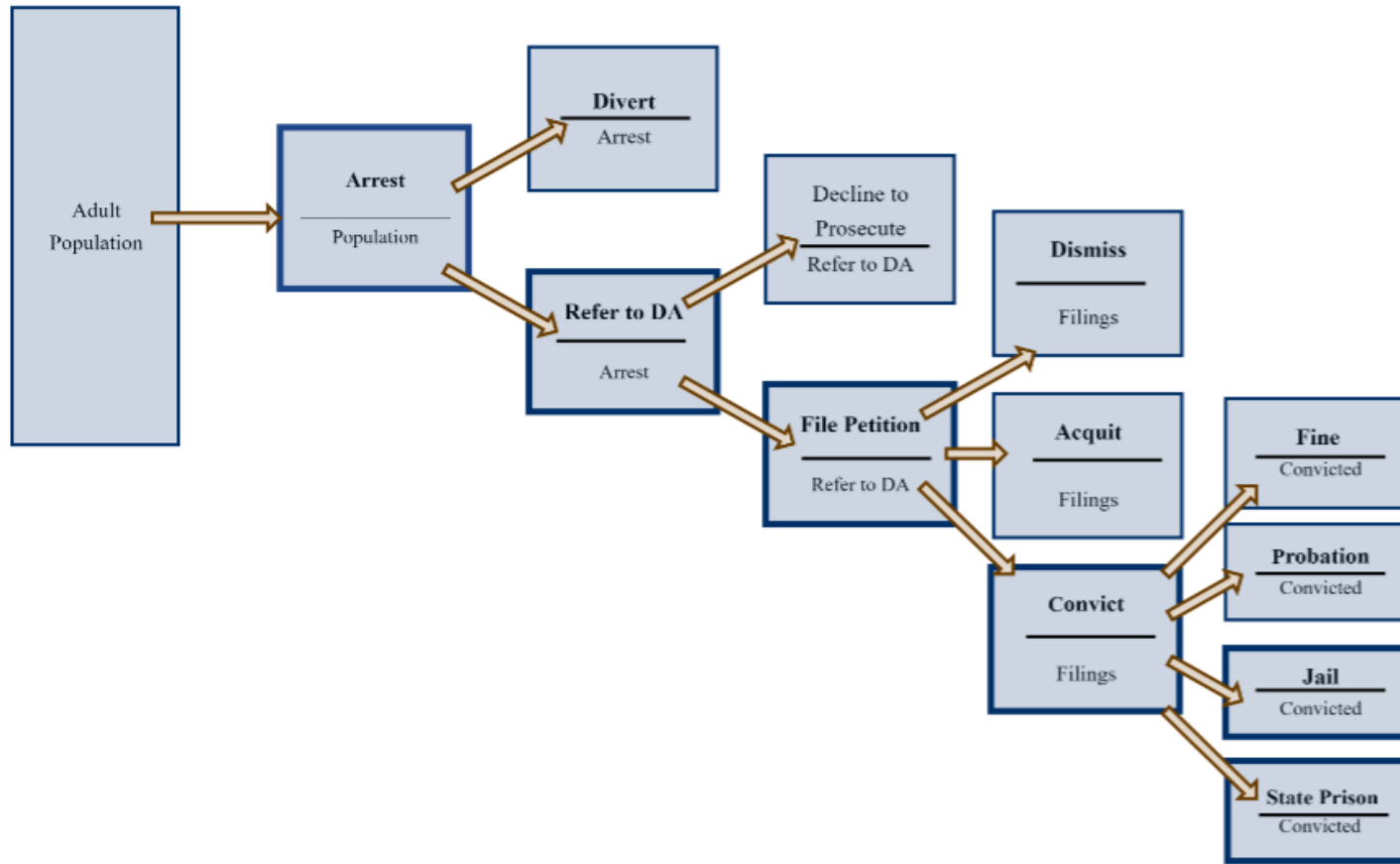
[STRUCTURAL RACISM](#)

[HISTORY](#)

[RESOURCES ESPECIALLY FOR
JUSTICE SYSTEM STAKEHOLDERS](#)

[IMPLICIT BIAS](#)

Identify Disparities at Key Decision Points

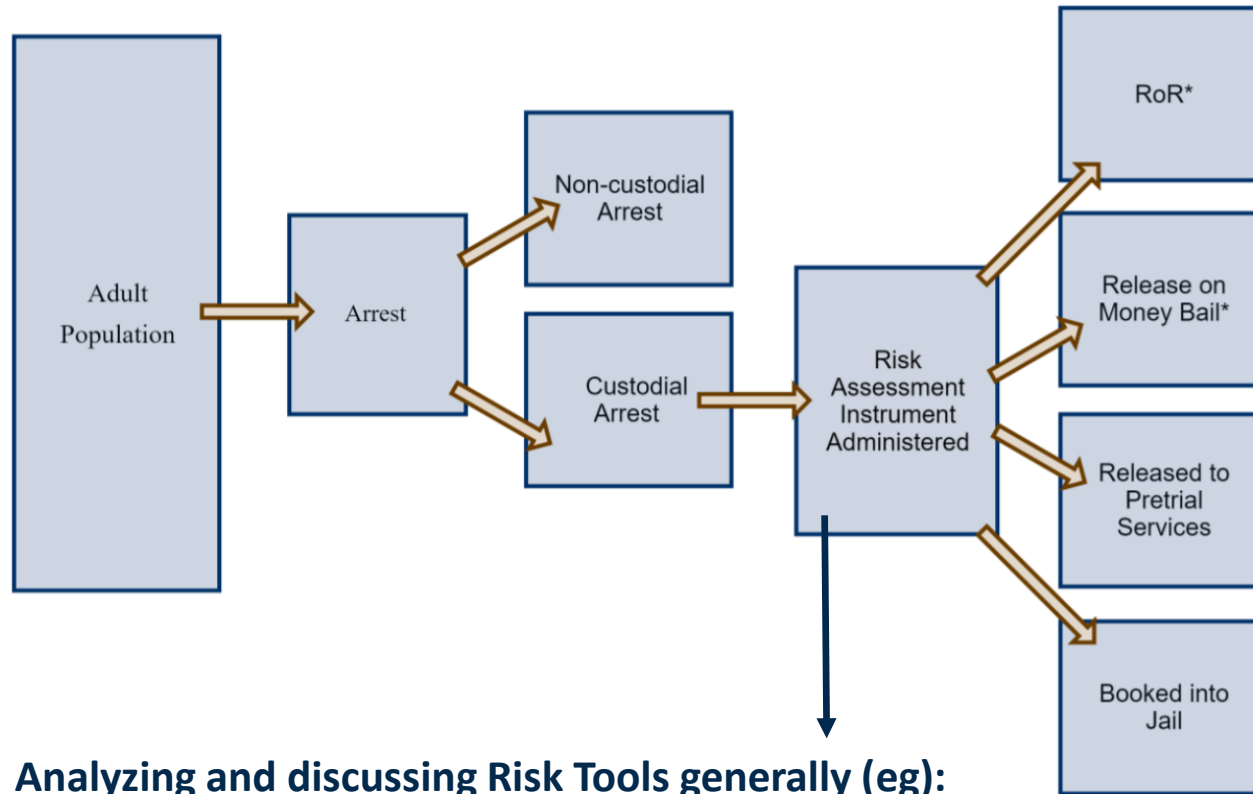


And Note: The analysis only provides information on the extent of the problem. You will need to “dig deeper” to understand why the disparities exist.

- **Step One:** Determine rates of system involvement at each stage of Criminal Justice Process for each racial/ethnic group.
- **Step Two:** Compare involvement of People of Color to White involvement at each decision making point. If the resulting quotient is *MORE than 1*, People of Color are involved at a higher rate. If the quotient is *LESS* than 1, People of color are involved at a lower rate.

To review the cumulative disparity, BI recommends conducting additional analysis with adult population as consistent denominator to ensure disparities are not obscured at key decision points.

Identify Disparities in Decisions Leading to Pretrial Jail



Reminder: The analysis only provides information on the extent of the problem. You will need to “dig deeper” to understand why the disparities exist.

Analyzing and discussing Risk Tools generally (eg):

1. Are there conversations about structural racism, acknowledging that a “race neutral” tool administered in a system in which systemic and structural racism persist, will likely not mitigate disparity but simply reproduce inequity.
2. Are People of Color more likely to receive a high score than White adults?

Analyzing how Risk Tool impacts pretrial decision making (eg):

1. How often are recommendations based on the tool followed? Are People of Color with low or moderate scores more likely to be held than White people with low or moderate scores?

Develop strategy to disaggregate data by race and ethnicity in all reports used to share decision point analysis

	White	Black	Latino	Asian	Pacific Islander	Native American	Other	Total
Adult Population								
Arrests								
Diversion								

Create a template and share it across all criminal justice agencies outlining how data is to be collected and displayed. The goal is to have accurate data, simply laid out, that everyone can access and understand.

Selecting a Target Population: *Decision Point Mapping*

		Decision Point Analysis Example			
		Arrest	Pretrial Jail Screen	Detention Hearing	Filing Decision
Data To Consider	Decision Makers	Law Enforcement Probation Sheriff			
	Decision-making Options	Divert Arrest: Cite and Release Arrest: Transport to Custody			
	Policy	All first time, non-person misdemeanors be diverted.			
	Practice	Not all eligible arrestees are diverted.			
	Statistics	<p>What proportion of arrested adults are eligible for diversion?</p> <ul style="list-style-type: none">54% of arrested White adults were eligible for diversion33% of arrested Black adults were eligible for diversion51% of arrested Latino adults were eligible for diversion <p>What proportion of adults eligible for diversion were diverted?</p> <ul style="list-style-type: none">76% of eligible White adults were diverted42% of eligible Black adults were diverted59% of eligible Latino adults were diverted			

Digging Deeper with goal of increasing eligibility for Black Adults:

- What makes Black adults less likely to be eligible for diversion?
- What does an analysis of arrested offenses reveal? Are Black adults more likely to be arrested for felony offenses?
- Is there a higher proportion of prior justice system involvement? How long ago? What was the resolution?
- What else?

Digging Deeper with goal of increasing the proportion of eligible adults diverted.

- Do certain neighborhoods have a lower rate of diverting eligible people arrested?
- Do certain officers/precincts have a lower rate of diverting eligible people arrested?
- What else?

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Using data to set goals and targets (Step 4)

✓ Goals should be:

- Realistic
- Based on information gathered in steps 2 and 3

✓ May be general or include numeric targets.

✓ New Appendix A provides more detailed guidance.

Setting goals and targets: 3 options

1. Setting qualitative process and outcome goals for racial and ethnic disparities work (required)
2. Setting a numerical target for reducing justice system involvement and/or improving outcomes for people of color
3. Setting a numerical target for reducing the relative likelihood of justice system involvement for people of color compared to White adults.

Option 1: Qualitative goals

- Required for each disparity reduction strategy
- Process and outcome goals
- Reflect progress without naming specific targets

Option 1: Process benchmarks

Investment in work

- Increase # of stakeholders at key decision points who have expressed a commitment to reducing disparities and undergoing a data-driven process to do so

Engagement of key groups

- Increase # of people with lived justice system experience who participate in decision-making in the SJC Steering Committee

Use of data in the reform process

- Increase # of regularly produced justice system reports disaggregated by race/ethnicity

Option 1: Outcome goals



Option 1: Outcome goals (example)

Goal: Increase RoR rates at bond hearing for Black non-violent felony defendants

System point/strategy	Outcome	Target population	Progress defined
<ul style="list-style-type: none">• Pretrial release/bond hearing	<ul style="list-style-type: none">• RoR rates	<ul style="list-style-type: none">• Black nonviolent felony defendants	<ul style="list-style-type: none">• An increase in the RoR rate

Why? Decision point analysis revealed that disparities were particularly high for this group—7.5% RoR rate for Black people relative to 19% RoR rate for White people.

Option 2: Numerical targets for reducing system involvement

- Goes beyond Option 1 by quantifying the improvement the site wants to achieve for people of color
- **Example:** *Increase the RoR rate at bond hearing by 56% for Black non-violent felony defendants*
- 5-step process for calculating projected impacts

Option 3: Numerical targets for reducing relative rates of involvement

- Builds off Option 2 by factoring in how outcomes for people of color are changing *relative to White people*
 - More complicated target to set
- **Example:** *Reduce disparity in RoR rates at bond hearing between Black and White non-violent felony defendants by 32%*
- 5-step process for calculating projected impacts

Using data to monitor strategies and impacts (Step 5)

- ✓ Three types of performance measures SJC sites should look at:

1) Process Measures

2) Outcomes

3) Trends

1) Process Measures:

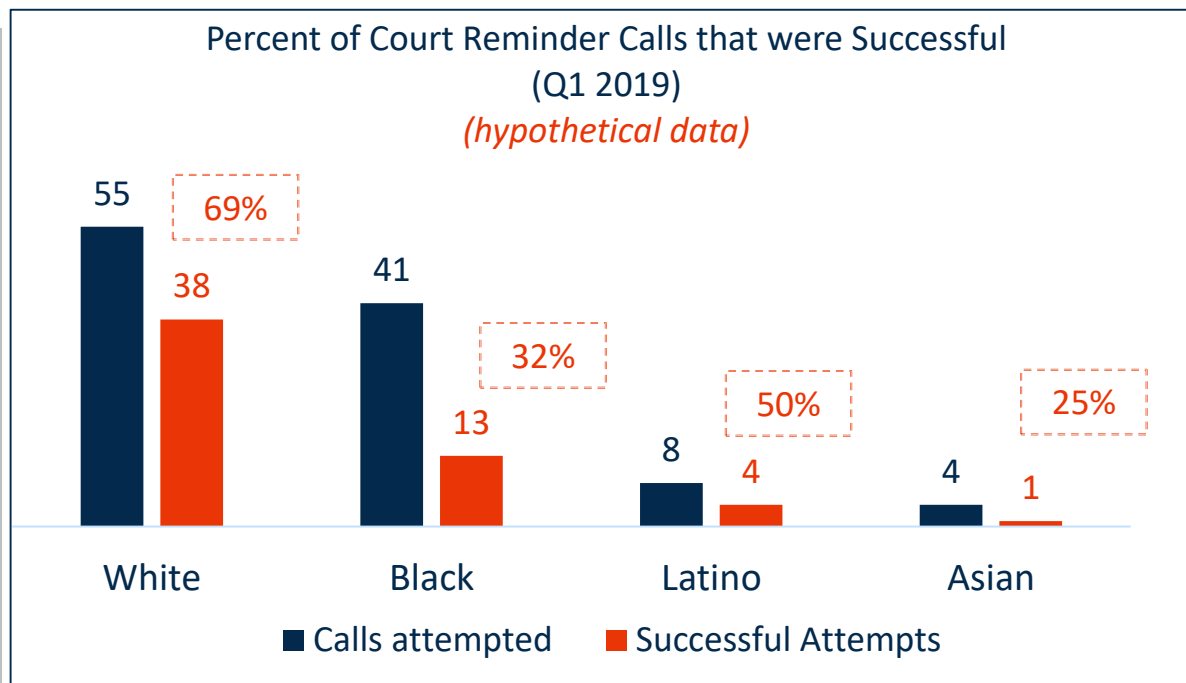
1) Process Measures:

Steps in a process that lead — either positively or negatively — to a particular outcome metric.

Example: If outcome is increasing court appearance rates for people of color and reducing FTA warrant jail admissions, a process step may be reminding people to come to court.

2) Outcomes

3) Trends



	White	Black	Latino	API	Native American	Total
Calls Attempted	55	41	8	4	2	110
Successful Attempts	38	13	4	1	1	57
% Successful	69%	32%	50%	25%	50%	52%

2) Outcomes

1) Process Measures

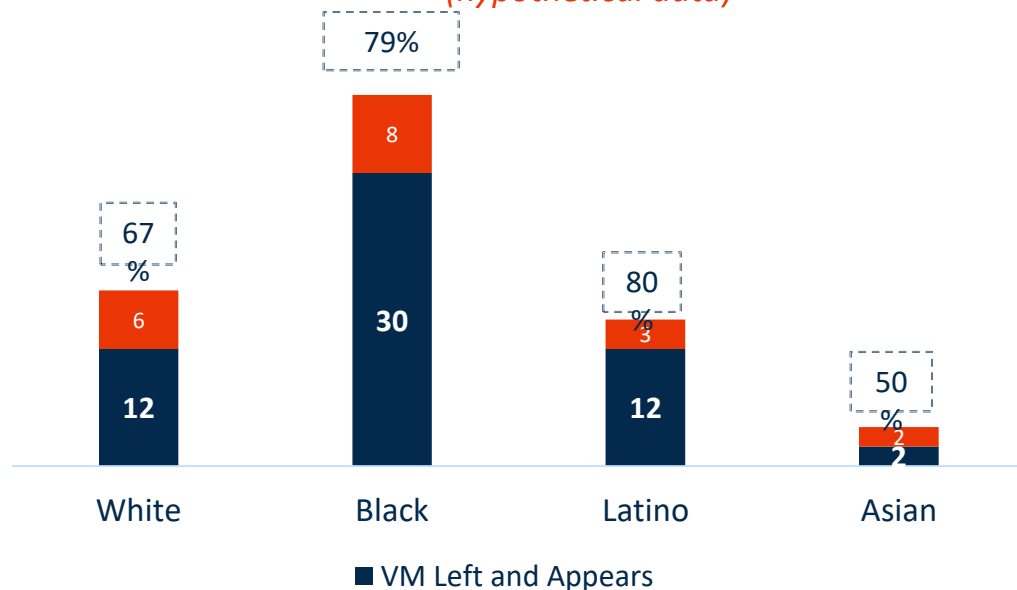
2) Outcomes

Represent the actual change (or lack thereof) in the target.

Example: If improving court appearance for people of color is the target, did the implementation of a voicemail affect the appearance?

3) Trends

Impact of Voicemail on Court Appearance Rates
(hypothetical data)



	White	Black	Latino	API	Native American	Total
VM Left and Appears	12	30	12	2	12	56
VM left and FTAs	6	8	3	2	6	19
Total with Voicemail	18	38	15	4	18	75
% of VM who Appear	67%	79%	80%	50%	67%	75%

3) Trends:

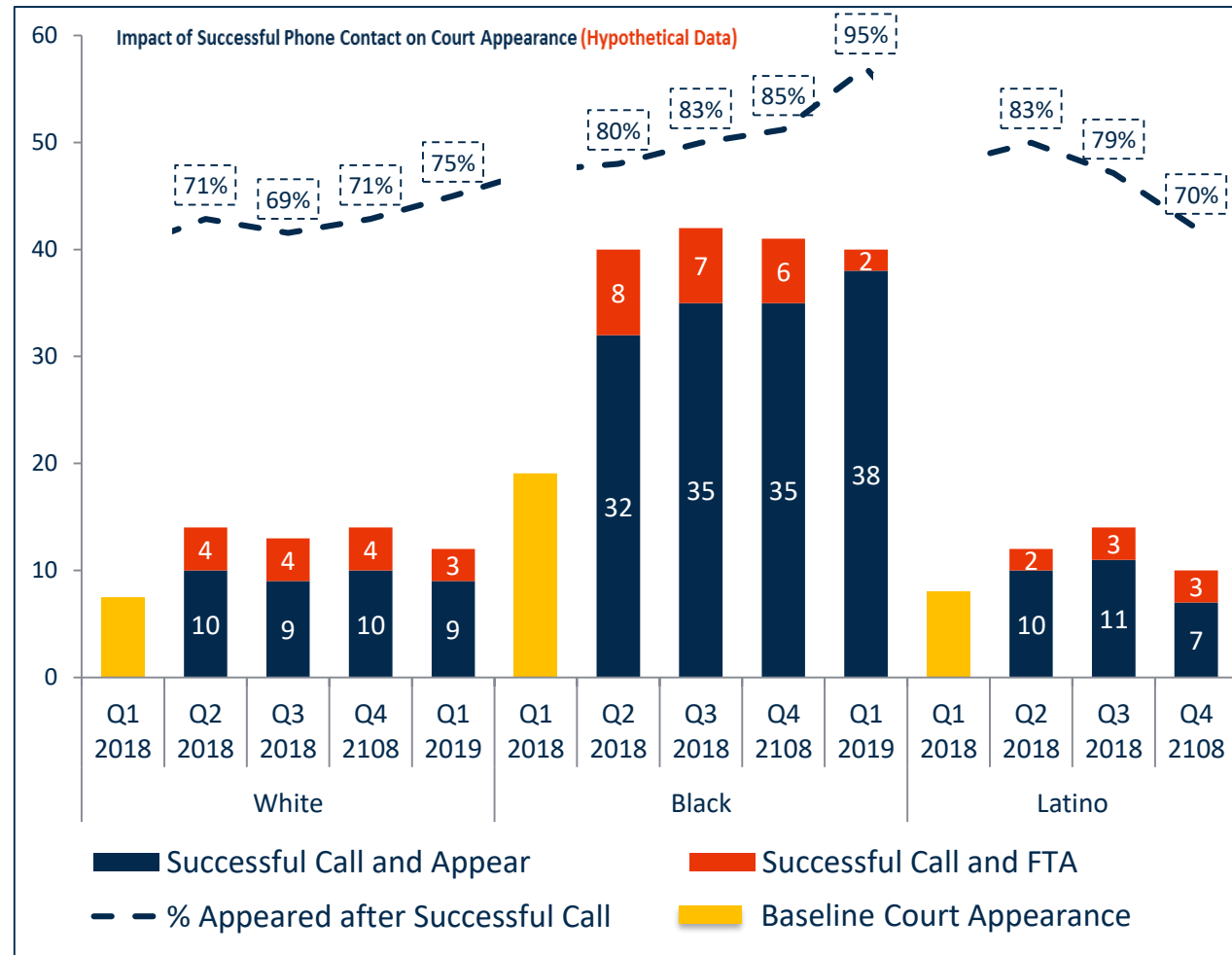
1) Process Measures

2) Outcomes

3) Trends

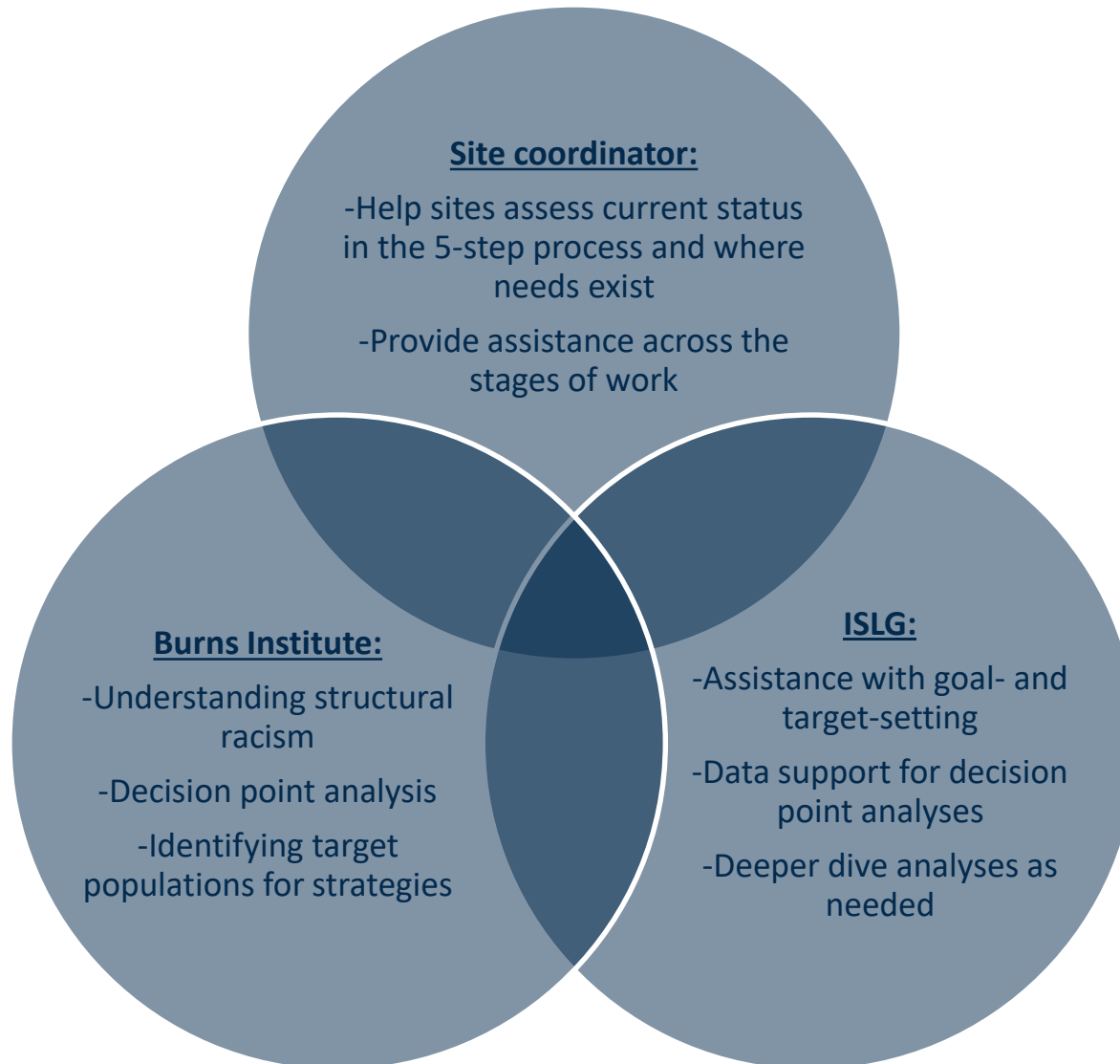
Monitors impact of process measures or outcome measures over time.

Example: Are successful calls having an impact on court appearance rates over time.



RESOURCES AND SUPPORTS

Technical assistance



Disparities Resource Page on SJCX



SJC EXCHANGE

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[RESOURCES](#) / [TOPICS](#) / RACIAL & ETHNIC DISPARITIES


Racial & Ethnic Disparities


A foundational step in doing effective work to promote racial and ethnic equity is to develop a correct analysis of the root causes and interlocking societal failures which work together to produce the persistent inequities we see both within and outside of the justice apparatus. Stakeholders must develop a shared understanding of racism and the factors that continue to produce inequitable outcomes. They also must adopt shared language and goals for change.


To assist Safety and Justice Challenge sites in establishing this shared knowledge base, we have compiled a multi-media bibliography. Everyone has different styles of learning, so our curated page includes articles, research papers, blogs, books, podcasts, and videos.


We hope these resources help to promote insight into the contemporary context and challenges of working for equity. This includes connecting the dots between history, current policies and practices, and present day racial and ethnic disparities. We encourage you to use these resources to stimulate critical and analytical thinking to push beyond your comfort zones and foster a shared understanding of the problems and potential solutions. It is in this critical context that all of the tools and resources provided through the SJC network must be utilized.

**Tools**

**Structural Racism**

**History**

**Stakeholder Resources**

**Implicit Bias**

SJCX Resource Page

Questions?



SafetyAndJusticeChallenge.org