



THE W. HAYWOOD BURNS INSTITUTE
FOR JUVENILE JUSTICE FAIRNESS AND EQUITY



County Ideas
that Work

Reducing Racial and Ethnic Disparities (RED) in County Justice Systems

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NACo | VIRTUAL LEARNING
COMMUNITY

April 7, 2016

Webinar Recording and Evaluation Survey

- This webinar is being recorded and will be made available online to view later
 - Recording will also be available at www.naco.org/webinars
- After the webinar, you will receive a notice asking you to complete a webinar evaluation survey. Thank you in advance for completing the webinar evaluation survey. Your feedback is important to us.

Tips for viewing this webinar:

- The questions box and buttons are on the right side of the webinar window.
- This box can collapse so that you can better view the presentation. To unhide the box, click the arrows on the top left corner of the panel.
- If you are having technical difficulties, please send us a message via the questions box on your right. Our organizer will reply to you privately and help resolve the issue.

Poll Questions

Speaker: James Bell



James Bell, JD
Founder, Executive Director & Board President
The W. Haywood Burns Institute



THE W. HAYWOOD BURNS INSTITUTE
FOR JUVENILE JUSTICE FAIRNESS AND EQUITY

Speaker: Susan Mauriello



Susan Mauriello, JD
County Administrative Officer
Santa Cruz County, CA



REDUCING RACIAL AND ETHNIC DISPARITIES IN COUNTY JUSTICE SYSTEMS

NACO WEBINAR
APRIL, 2016



THE W. HAYWOOD BURNS INSTITUTE (BI)

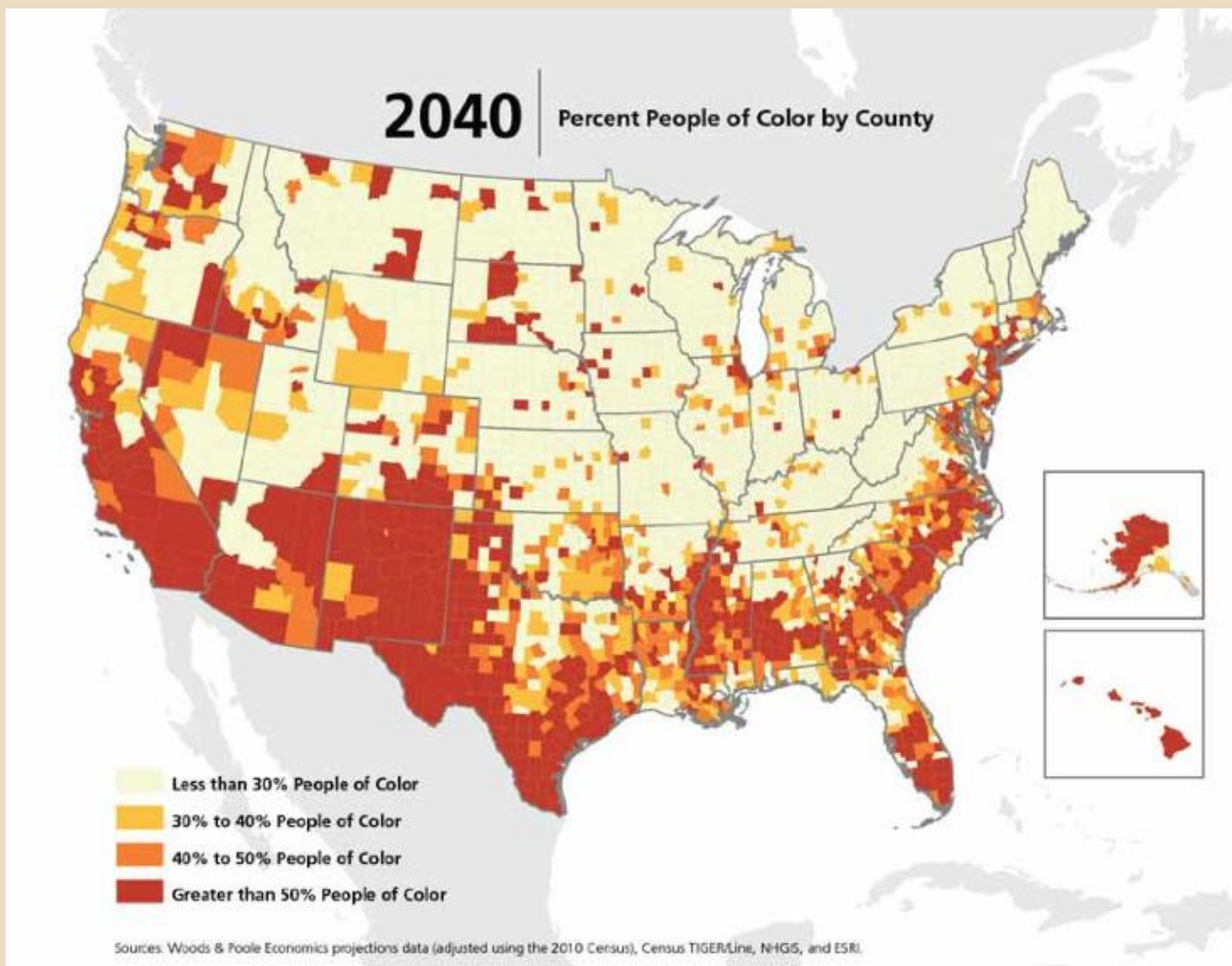
Our Mission

The Burns Institute works to eliminate racial and ethnic disparity in the justice system by building a community-centered response to public safety that is equitable and restorative.

Our Experience

- Facilitate community and system stakeholders through a data-driven process aimed at creating community-based alternatives to secure detention.
- Experience in consulting with over 140 jurisdictions in 40 states nationwide to reduce racial and ethnic disparities in the justice system.
- Trained over 10,000 judges, law enforcement, executive and probation personnel.

U.S. DEMOGRAPHICS



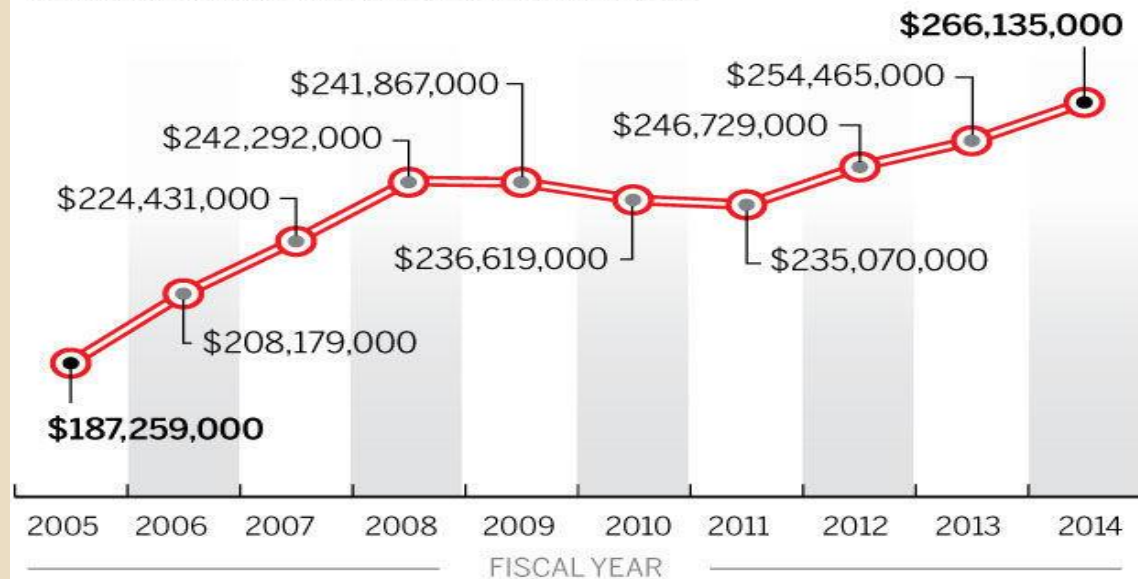
WHY COMMISSIONERS SHOULD CARE

- **Primary Governmental Function**
- **Expense**
- **Accountability**
- **Deprivation of Liberty**
- **No Locus of Authority Charge**
- **You Have Power of Purse**

TRACK YOUR JUSTICE COSTS

Criminal justice costs

Law enforcement and justice costs in Pima County have grown consistently over the years. The total amount includes spending for law enforcement, courts, county attorney, indigent defense, forensic science center and constables.

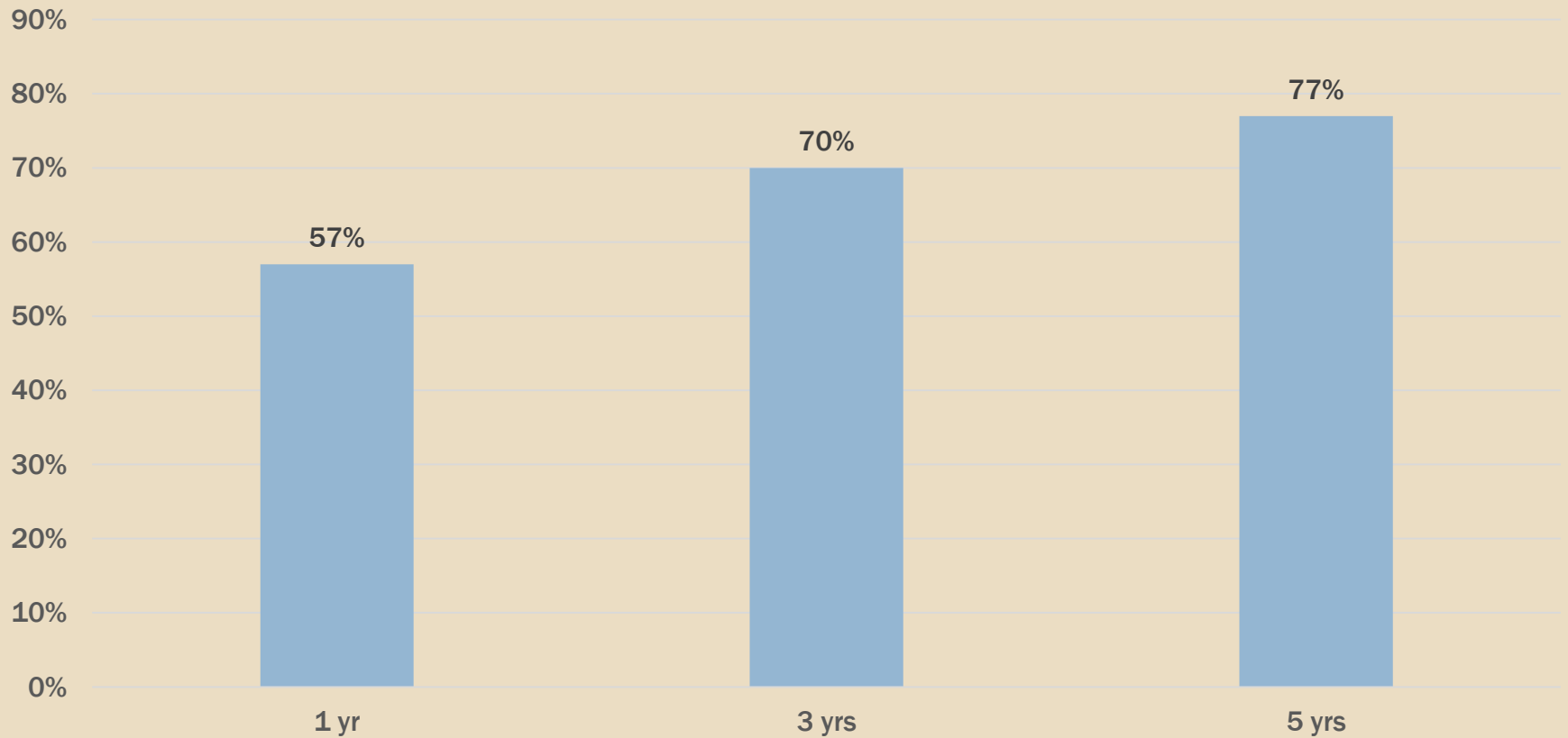


5/25/15 SOURCE: Pima County CAFR

ARIZONA DAILY STAR

NATIONAL RECIDIVISM

NIJ Rates

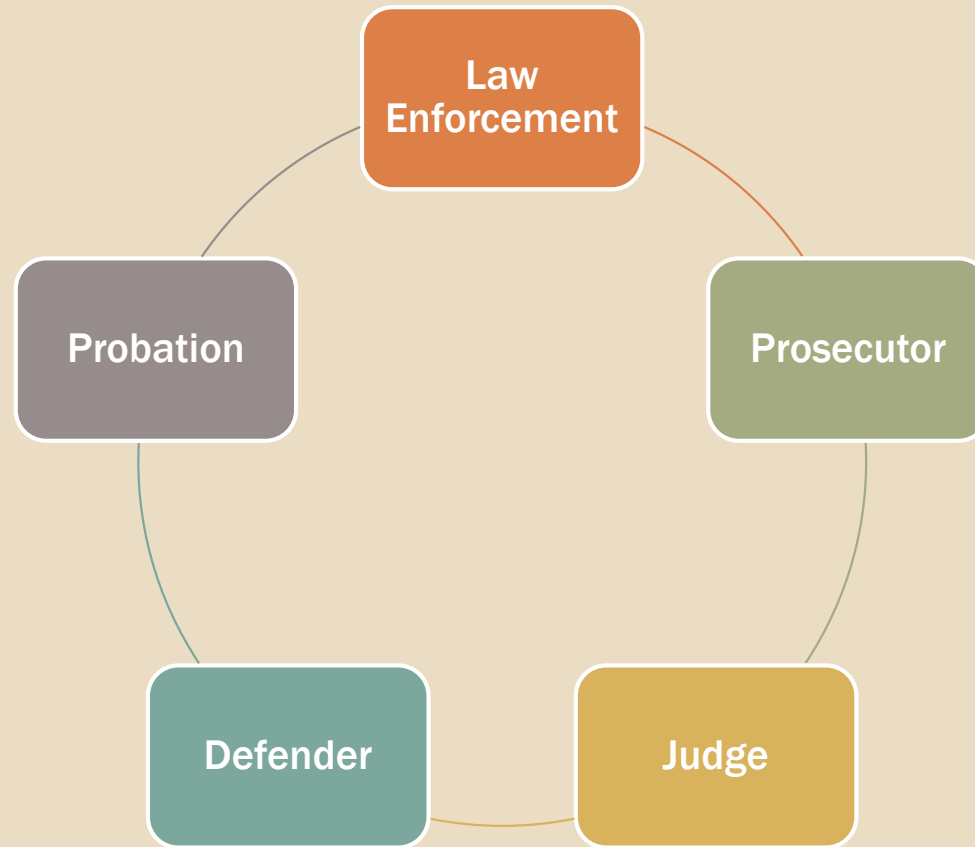


Overcrowding in the Delta County jail
BY RACHEL DROZE THURSDAY, MARCH
17TH 2016



Jail overcrowding impacting
multiple counties – Claremore, OK

NO LOCUS OF AUTHORITY



WHAT YOU SHOULD KNOW

- Budget Allocation
- Recidivism Rate
- Data
- Demographics
- Services

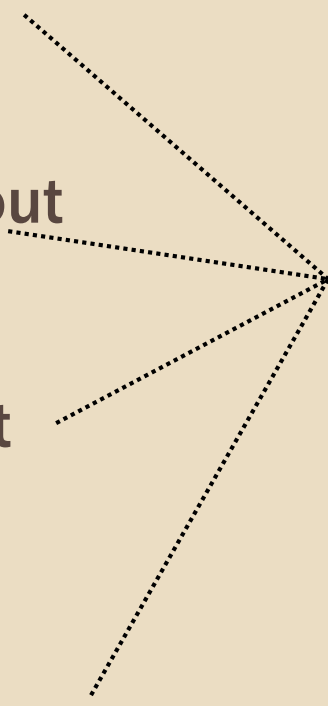
LOCAL SITE BACKGROUND DATA

- **Baseline number for equity within the jurisdiction**
- **County population**
- **Bed capacity**
- **Annual arrests by REGGO**
- **Annual referrals to detention**
- **Annual admissions to detention**
- **Probation Violations**
 - **Bed Days**
- **Average/Median length of stay**
- **Alternatives Available**

COMMON CHALLENGES TO JUSTICE REFORM WORK FOCUSED ON EQUITY

This is Brand
New

- “We don’t have a problem, **so**
- “We have trainings about race, **but...**
- “We collect data about racial/ethnicity, **but...**
- “We’ve established an equity work group, **but...**



We don’t
know what to
do next”

KEY COMPONENTS TO REDUCING RACIAL AND ETHNIC DISPARITIES

LEADERSHIP

- Leadership is critical
- Seek Accountability
- Establish County Justice Goals

COLLABORATIVE STRUCTURE

- Identify collaborative mission and purpose
- Identify appropriate stakeholders
 - Involvement of Supervisors/Line Staff
 - Community Involvement
- Ensure capacity to access and analyze data
- Ensure capacity and will to modify policy and practices based on data

STAKEHOLDERS



Community Voice
Elected Officials/Executive
Judges
Police
Prosecutor/Defense
Pretrial Services/Probation
Sheriff

COMMON CHALLENGES IN DATA COLLECTION AND ANALYSIS

- **Data Reports Are Extensive But Do Not Highlight Race/Ethnicity**
- **Data Rich/Analysis Poor**
- **Data Overload/Not Internalized by Decision-Makers**

USES FOR DATA

- ~~Grant applications~~
- ~~Reporting requirements (federal or state law)~~
- ~~Academic studies (testing a hypothesis)~~
- To Inform and Drive Department Policy
 - To understand your system
 - To define and refine the problem
 - To establish reform goals
 - To select effective strategies
 - To track progress

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

REDUCING RACIAL AND ETHNIC DISPARITIES IN COUNTY JUSTICE SYSTEMS

SANTA CRUZ COUNTY, CALIFORNIA

ADAPTING OUR CRIMINAL JUSTICE SYSTEM: A CONTINUOUS IMPROVEMENT STRATEGY

■ Goals:

- public safety,
- fair and equal treatment,
- restoring lives and
- saving money

■ Results:

- Reduced our jail population
- Cut our juvenile hall population by more than half
- Reduced minority arrests
- Embraced pretrial assessments
- Implemented custody alternatives
- Data driven

HOW WE GOT HERE

- **Establishing the Goal: First DMC Committee established in 1999**
- **Phase 1 Activities**
 - Comprehensive System Analysis
 - Improvements to Information System
 - Identification of Target Populations
 - Surveys
 - Staff Engagement and Training

HOW WE GOT HERE

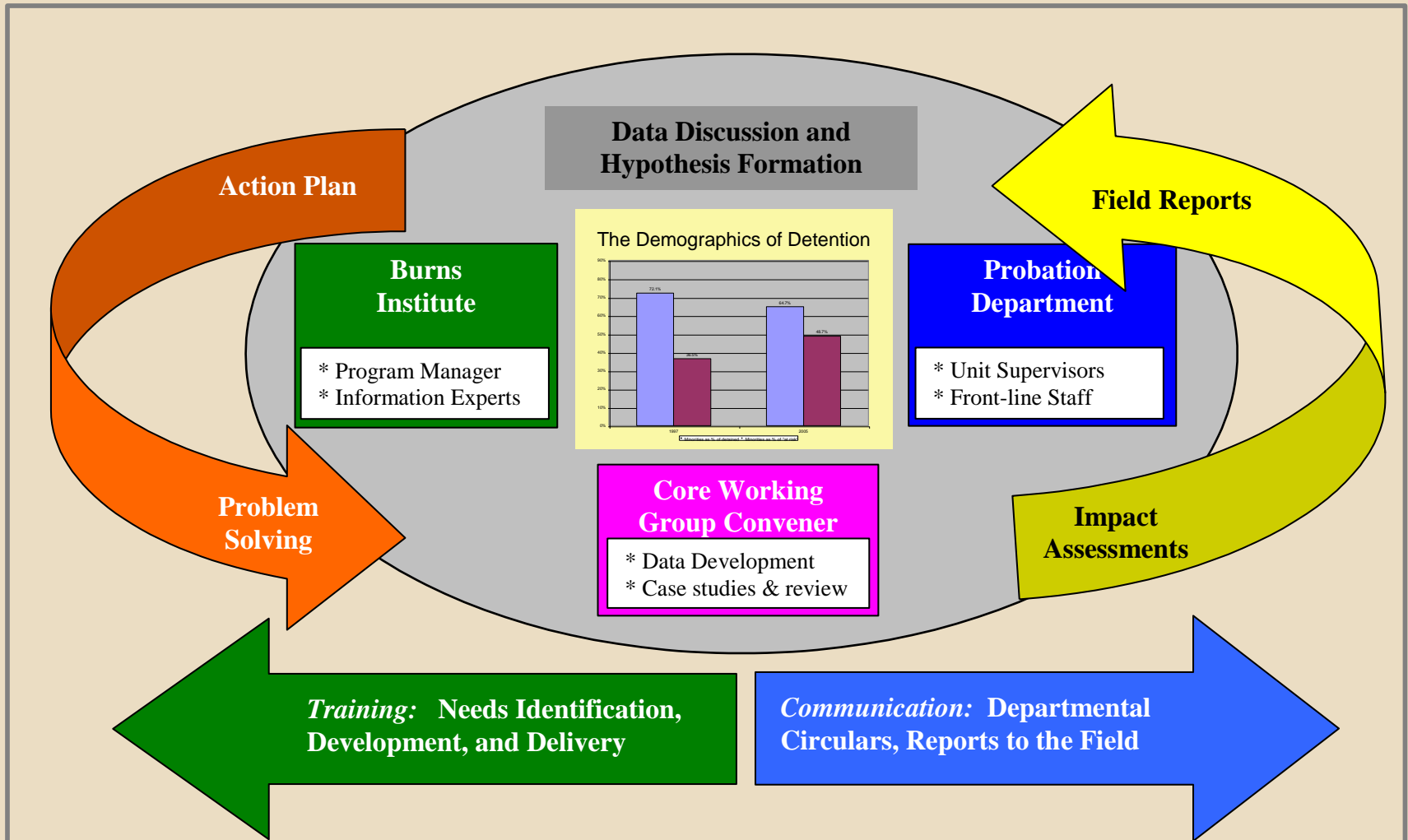
■ Phase 2 Activities

- Engaging Stakeholders
- Development of Probation Department Institutional Response to Using Data
- Continued Committee Work

■ Phase 3 Activities

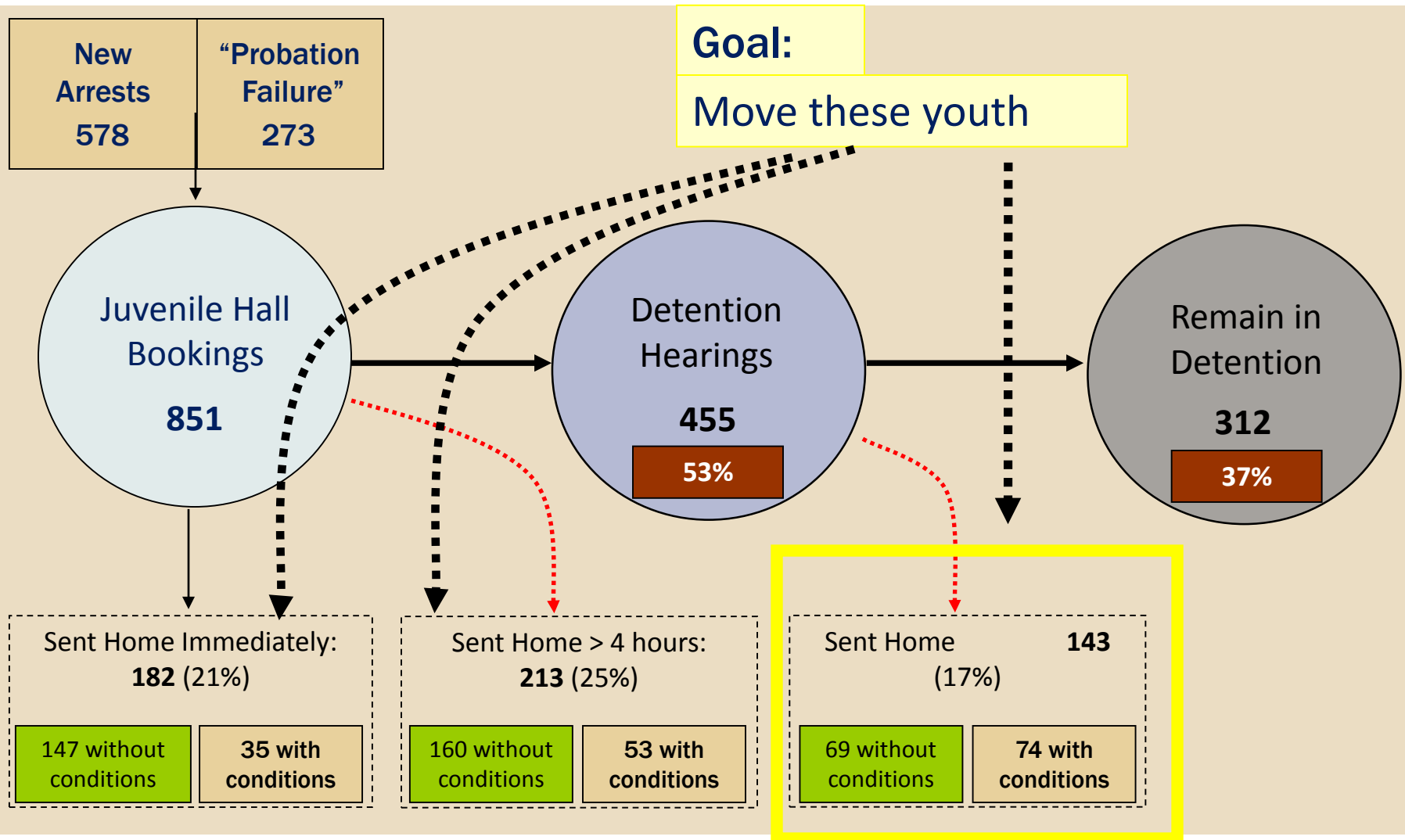
- Continued work on DMC indicators
- Ongoing work to ensure all DMC indicators are included in new Case Management System
- Probation Focus on Violations of Probation
- Work on Developing DMC Model Site Curriculum
- Training stakeholders regarding BI Methodology for reducing Disparities

ORGANIZING THE DMC WORK



IDENTIFY FACTORS CONTRIBUTING TO DMC

Juvenile Detention Paths & Processes

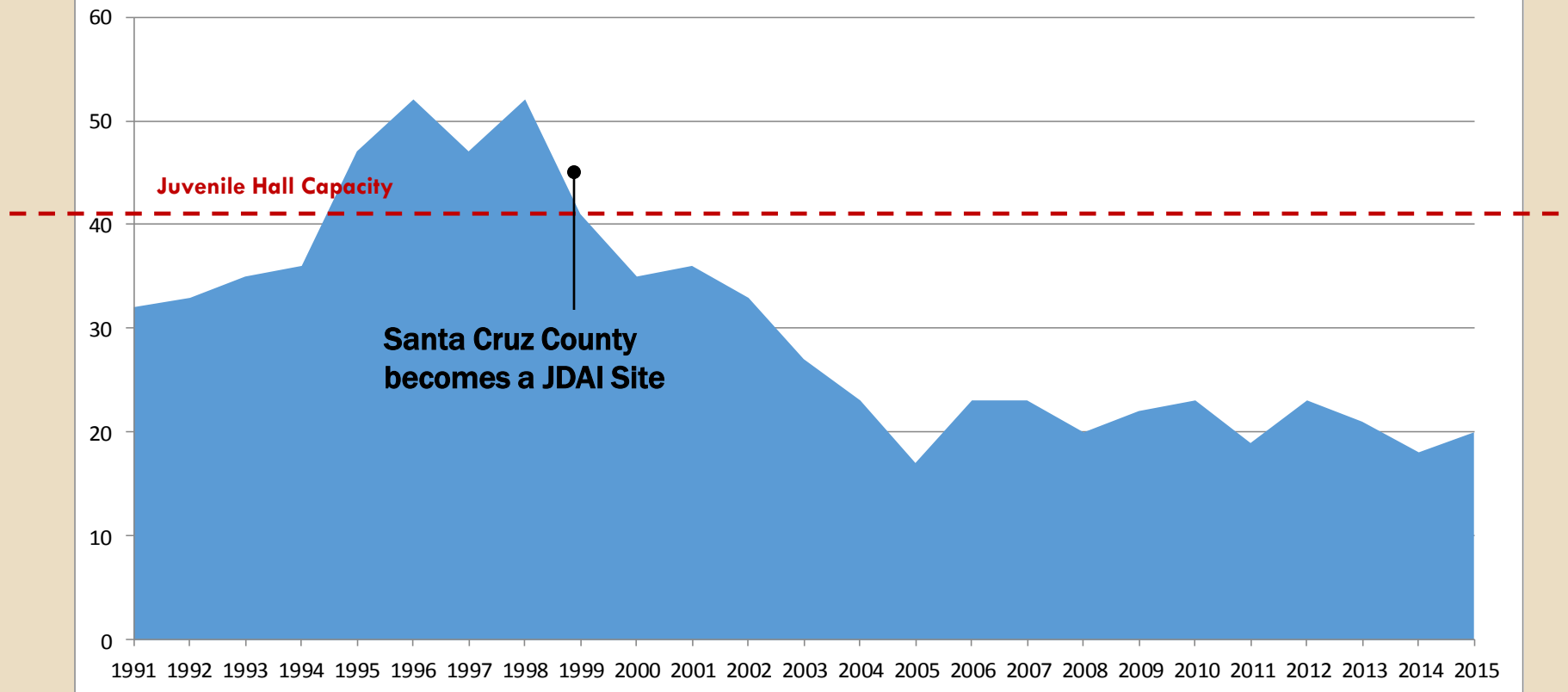


DISPARITY ISSUES

- Success... achieved great success in reducing detention utilization and disparities in detention
- But...
 - Disparities still exist in detention utilization
 - Continuous Improvement

SANTA CRUZ COUNTY AVERAGE DAILY POPULATION (1991-2015)

Average Daily Population (1991-2015)



WHAT HAVE WE LEARNED FROM DATA

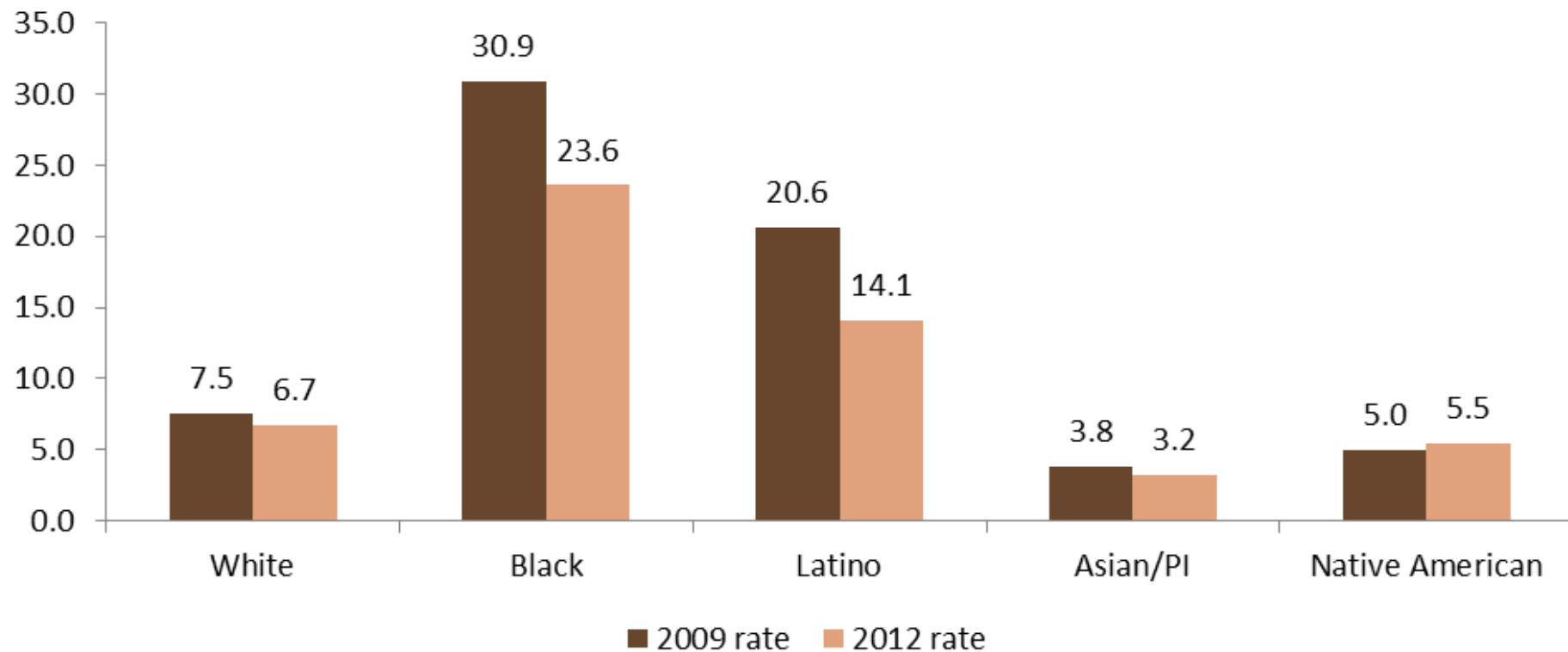
- **There was disproportionality at every decision making point reviewed**
 - **Response—work with police, target alternatives, educate community**
- **Low and Medium discretionary admissions to detention are substantial (86% of all discretionary holds)**
 - **Response—work on probation culture and monitor closely**
- **Length of stay in detention is higher for YOC than white youth.**
 - **Response—Work with tribes and establish alternatives**

VENTURA COUNTY

- Data Revealed Probation Violations
- Community Groups Helped Rework Probation Grid
- Opened Evening Reporting Center
- Instituted Drug Engagement Strategy w/community

VENTURA COUNTY

Rates of Detention (per 1,000 youth) have dropped since 2009



PRESENTERS



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Susan Mauriello, JD
County Administrative Officer
Santa Cruz County, CA



Questions?

Type your question into the questions box.

JOIN US!

WEBINAR

An Interactive Virtual Discussion on Reducing Racial and Ethnic Disparities (RED) in County Justice Systems

Apr. 22, 2016, 2:00 pm – 3:00 pm

Contact: Nastassia Walsh

☎ (202) 942-4289

✉ nwalsh@naco.org

REGISTER



Join us for the second of a two-part series on Reducing Racial and Ethnic Disparities in County Justice Systems. Racial and ethnic disparity (RED) refers to the unequal treatment of individuals of color in the criminal or juvenile justice systems, which is often represented in jail populations. This interactive virtual discussion will allow participants to ask questions of a national expert at the W. Haywood Burns Institute and county leaders to continue the dialogue on reducing racial and ethnic disparities. Before joining the online discussion, participants are encouraged to watch the webinar on April 7 at 2pm EDT that will outline how county elected officials can identify racial and ethnic disparities in their justice system and discuss how to use this information to inform policy and funding decisions. To register for the April 7 webinar, [click here](#).

www.naco.org/webinars

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