

## **4. Plan for Compliance with the Disproportionate Minority Contact (DMC) Core Requirement**

### **2010 DMC Strategic Compliance Plan**

To comply with the DMC core requirement, the Utah DMC Subcommittee will follow the 2010 Title II Solicitation – DMC Compliance Outlined by the OJJDP State Representative and the OJJDP’s DMC Reduction Model. The model consists the following five phases: identification, assessment/diagnoses, intervention, evaluation, and monitoring.

#### **Phase I: Identification Process**

##### **A. Updated DMC Identification Spreadsheets**

- 1) Attachment of the FY08 RRI Data spreadsheets, Adjusted Referral RRI Rate, Appendices, and RRI Analysis Tracking Sheets
- 2) Attachment of the FY09 Data spreadsheets and Appendices (without analysis)

##### **B. Data Discussion**

- 1) Background of Data Collecting 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 of the Subcommittee have been formed and assigned specific tasks. The working groups consist of: the DMC Message Working Group, POST Curriculum Development Working Group, and the Data Working Group. The Data Working Group meets about quarterly to analyze and interpret RRI data and advises the Subcommittee on data/research issues. The Data Working Group consists of DMC subcommittee members, Utah Criminal Justice Centers (UCUC) staff members, Utah Commission on Criminal and Juvenile Justice (CCJJ) research staff, as well as representatives from the Court, who provide the raw data.

The most current data for RRI analysis is available roughly nine months after the end of State fiscal year which runs July 1 to June 30 of the next year. Data is not available until about six months after the close of the fiscal year. The Utah Criminal Justice Center (UCJC) at the University of Utah contracts with CCJJ to collect and tabulate the RRI. They request the data from the State Juvenile Court Administrator. Data are then validated and tabulated for the RRI. The most current data are being submitted to OJJDP along with Utah’s Title II Application without analysis or interpretation. The plan, however, is based on careful analysis and interpretation of the previous year’s data.

The 2010 DMC Reduction Plan Update is based on the FY2008 data analysis, which was submitted to OJJDP March 2009 with Utah’s Three Year Plan. It has been studied during the course of the summer and discussed at the DMC Subcommittee Annual Meeting in November 2009. Data are collected from the CARE database (Court & Agencies’ Record Exchange) during the period between July 1, 2007 and June 30, 2008. The CARE database allows state and local agencies access to youth records. 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 formulated spreadsheet.

Current data for FY09 will be submitted with this update; however, it is not discussed, analyzed, 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 2010. The results of the DMC Annual Meeting will be reported in 2011 DMC Reduction Plan. Details of the data collection process, including timeline, benchmarks, and responsible parties are described in the Intervention Section Part B of this plan, objective 1, step 1-3.

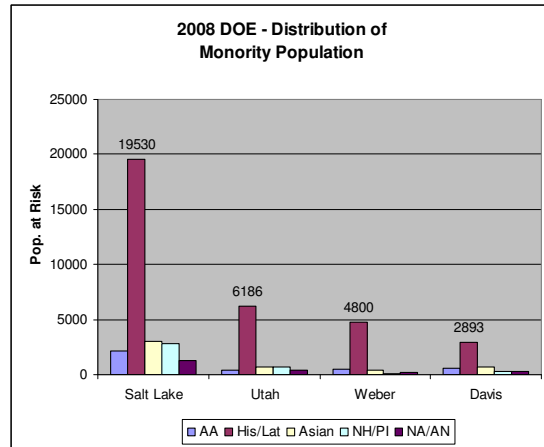
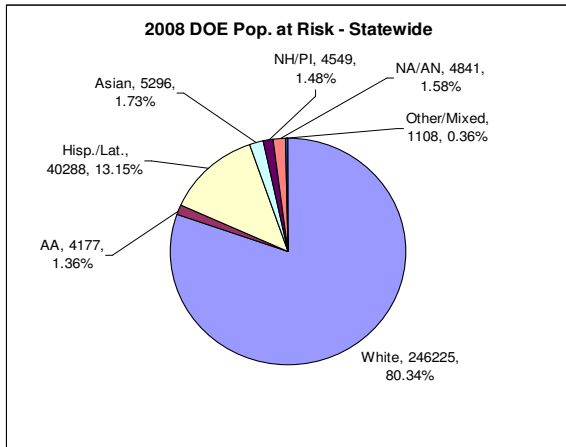
## 2) RRI at Point of Contacts

### a) Population at Risk

It was realized early on that using the 2000 Census data for the population at risk was outdated. The Subcommittee looked at different sources for the updated information. 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. As of July 1, 2009, the state population was estimated at 2,800,089, an increase of 1.5% in total population from the 2008 estimate. In 2000, the Census estimated the Utah population at 2,246,553. In 9 years, the state population increased 19.7%. The trends show that Utah's population has increased between 1.5% to 3.2% annually since 2000. However, these estimates failed to yield data for the 10-17 year old population.

The subcommittee chose a different approach and gathered data from the Utah Department of Education (DOE), 2008 School Enrollment, which accounts for 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.

The 2007 DOE and 2008 DOE School Enrollment (population at risk) shows a small increase in the minority population. At a statewide level, minorities increased .4%, from 58,897 in 2007 to 59,151 in 2008. The data showed an increase of 1.5% for African Americans, .3% for Hispanic or Latino, 0.7% for Native Hawaiian or Pacific Islander, and 1.1% for American Indian or Alaska Native. The Asian population remained unchanged. White youth, however, experienced a slight decrease of 0.1%. The total decreased was 202 youth from 246,427 to 246,225. Still, White youth share a large population at risk at 80.34%. The Hispanic or Latino remained the largest minority population in the state, which consists 13.15% of the total population. The Subcommittee has used DOE data since FY07 data. The graphs below show the population at risk as well as the breakup of minority youth for 2008 DOE data.

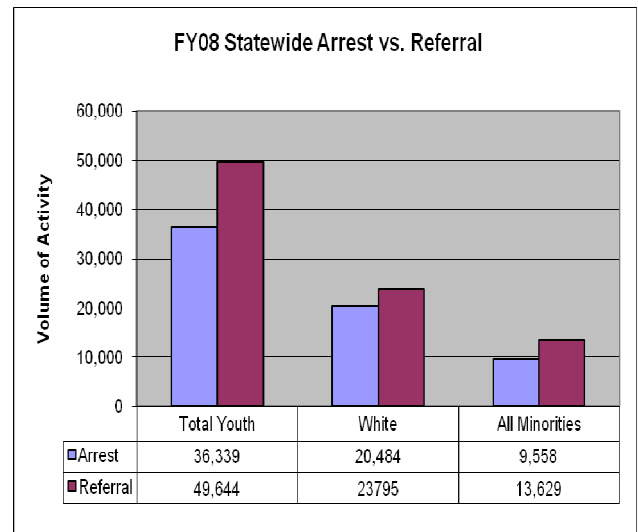
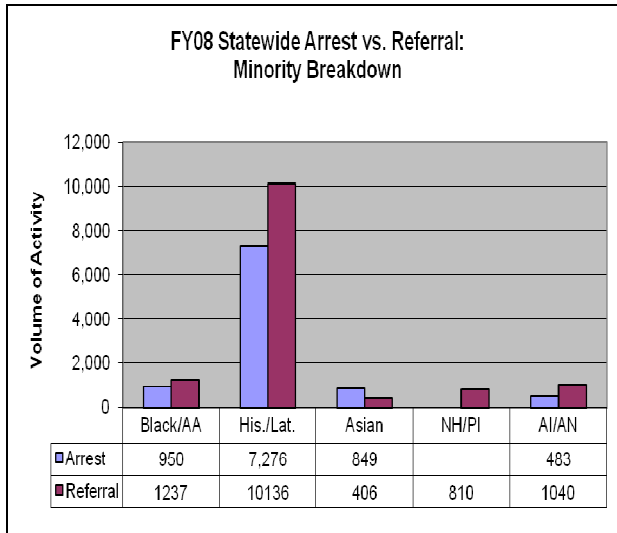


It is estimated that 75% of the population at risk and 81% of minority youth live along the Wasatch Front (Salt Lake, Weber, Utah, and Davis Counties). The rest are non-Wasatch, which means they live throughout 25 other counties in the State.

### b) Arrest Data

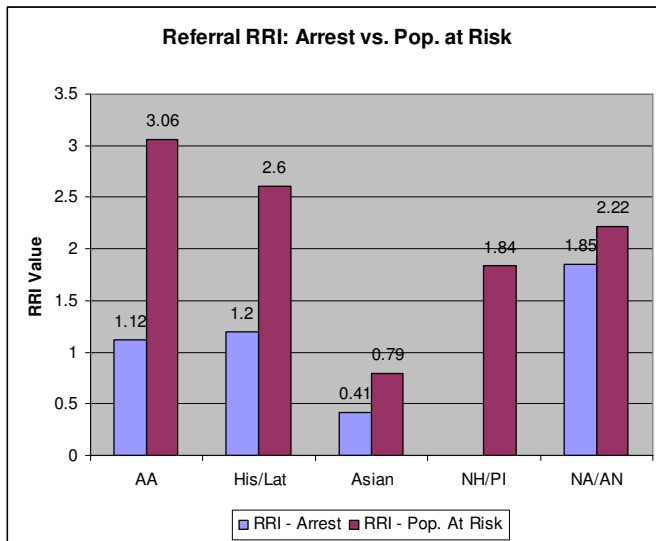
Arrest data was collected from the Utah Bureau of Criminal Identification (BCI). The Bureau functions under the Utah Department of Public Safety. The Bureau collects data from state and local law enforcement agencies. These agencies use the Uniform Crime Reports (UCR) Program. Reporting to the Bureau is voluntary; a few agencies choose not to submit data. The FY08 data for juvenile arrest rates was calendar year 2007 BCI data. Asian and Pacific Islander rates are combined in this dataset. Hispanic rates were 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 report of arrest data for Garfield, Daggett, and Piute County. The total youth arrested includes 0-9 year olds, which consists of 1.18% of the total youth population age 0-17.

It is important to note that the volume of referrals to juvenile court for minorities was considerably higher than that of arrest, except for White and Asian youth. For example, Salt Lake County showed that 7,166 White youth were arrested in FY08 with 7,437 being referred to court. In the same period, 2,922 Hispanic or Latino youth were arrested with 4,351 referred to juvenile court. Trends are similar both statewide and in the three largest counties: Salt Lake, Utah, and Weber. This is troublesome because the DMC Reduction model assumes that the volume of referrals is a subset of arrest. The current data collection system does not connect CARE and UCR data. The two graphs bellow demonstrate the difference in arrest and referral volume of activities.



c) Referral to Juvenile Court

The subcommittee revised the OJJDP definition of referral to accurately describe the data captured in this category for the FY07 data set. It continues to use the revised definition for FY08 which 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.” For reasons explained above regarding arrest and referral volumes, Dr. William Feyerherm, OJJDP Trainer and the Data Working Group have recommended using a different method to calculate RRI at the referral. It is based on population at risk instead of volume of arrest. As a result, the RRI showed a significant increase at the point of referral. The graph below showed the difference in referral RRI calculated to arrest vs. population at risk.



d) Diversion

As stated in the 2009-2011 DMC Three Year Plan, one goal was to address the diversion point of contact. The aim was to increase utilization of diversion for Hispanic/Latino in Utah

County and to increase use for Hispanic/Latino and White youth in Weber County. This was based on FY07 data. FY08 data supported the targeted point of contact, population, and geographic area, however, the goal changed slightly. The goal was revised to read “increase the utilization of diversion for Hispanic youth in Utah County and Weber County.” While the goal of increasing use of diversion in Weber County for Hispanic/Latino and White youth was achieved, the disparity between Hispanic/Latino and White youth increased over the last three years. Thus, diversion for White youth was eliminated from the goal. The table below compares the three year trends for Hispanic/Latino and White Youth at diversion.

Area Reporting	Year	White (per 100 ref.)	His./Lat. (per 100 ref.)	Diff. (per 100 ref.)	RRI
State	FY06	28.7	25.7	3.0	.89
	FY07	30.0	26.4	3.6	.88
	FY08	33.8	27.1	6.7	.80
Salt Lake Co	FY06	33.8	30.5	3.3	.90
	FY07	39.2	33.5	5.7	.86
	FY08	38.9	31.4	7.5	.81
Utah Co	FY06	38.4	36.2	2.2	.94
	FY07	36.2	26.4	9.8	.73
	FY08	35.4	19.1	16.3	.54
Weber Co	FY06	16.9	16.5	0.4	.97
	FY07	17.8	15.6	2.2	.88
	FY08	36.0	30.7	5.3	.85

Key: Statistically Significant results: **Bold Font**

Given the new information and trends indicating that diversion utilization in Weber County has doubled for both Hispanic and White youth from the previous year, the disparity between them has increased from 2.2 to 5.3 per 100 referrals. Thus, the Subcommittee is no longer looking at increasing diversion for white youth, but to equalize use for Hispanic youth.

Projected Increase of Diversion for Next Three Years based on FY07 data

	Year 1: 30/100 Referral*		Year 2: 33.5/100 Referral**		Year 3: 36.2/100 Referral***	
	White	His./Lat.	White	His./Lat.	White	His./Lat.
Utah County	0	40	0	36	0	34
Weber County	324	223	93	55	71	42

\*Statewide rate for White Youth

\*\*Salt Lake County Rate for Hispanic Youth (Highest among all counties)

\*\*\*Utah County rate for White youth

e) Other points of contact

The RRI for the remainder points of contact: Detention, Petition, Delinquent Findings, Probation Placement, Confinement in Secure Facilities, and Transferred to Adult Court showed some statistical significance. However, the magnitude and volume of activities were low compared to diversion. The Subcommittee did not set these points as an immediate priority. The Subcommittee came to a consensus that addressing arrest, referral, and diversion will have a direct effect on those subsequent RRI. Thus, it seemed reasonable to focus on the first three points of contact not only to pilot the strategy, but to also to build political capital for future and ongoing DMC efforts.

3) RRI Tracking Sheet

Attached to this report are four tracking sheets that follow the steps described in the manual to analyze and interpret data at each point of contact. The four tracking sheets cover Salt Lake, Utah, Weber, and Statewide analysis. The tracking sheets include each of the following steps to identify:

- a) S = Statistically Significant
- b) M = Magnitude
- c) V = Volume of Activity
- d) C = Comparing RRI to national data.

Comparing Utah's RRI to national data is not applicable. Steps a-c was applied to each point of contact for each racial ethnic group in four geographic areas: statewide and three counties. They were relatively easy to identify. However, comparing Utah's RRI to national values is not useful because Utah data are of FY08 and national data are that of 2005. Making comparisons between Utah's current data and national data that is three years older only creates confusion and misdirection.

- e) RRI in local context: when broken down, the population at risk in Salt Lake, Utah, and Weber Counties accounted for 62% of the total population. Salt Lake has the highest percentage at 34.7%, Utah at 19.3%, and Weber with 8.2%. In building political capital and demonstrating changes, the Subcommittee deemed it appropriate to start with the two relatively smaller counties. Any changes or actions taken will be easier to measure. In this context, it will be easier to address the problem in Salt Lake County at a later stage.

## **Phase II: Assessment/Diagnosis**

### **A. Summary of Statewide DMC Assessment and Contributing Factors**

The Subcommittee identified the following areas of focus and plan assessment/diagnosis in each of those areas. These are on-going efforts and a revolving process for the next three years, and beyond. Plan revisions and updates will occur at least annually to reflect data trends and contributing factors.

- Continue improvement of data collection  
As noted above, arrest data were collected from Bureau of Criminal Identification (BCI)

and the accuracy and reliability were questioned. The Subcommittee created the DMC Data Working Group to further assess the scope of these issues and to identify ways to assure the quality of this data. The Working Group was assigned to continue collecting data both from CARE and BCI to study trends and submit for RRI calculation. They were also asked to study and, if necessary, implement the following recommendations:

1. Remove arrest data from referral RRI calculation
2. Calculate arrest RRI separately from the rest of the points of contact
3. Engage law enforcement agencies at State and local level to identify, understand, and improve recording of arrest information
4. Identify sources, classifications, and clarifications for referral data

The Working Group has been providing the annual RRI tabulation. They will meet quarterly, or as needed, when new data are available for analysis. This will be an on-going assessment task for the Data Working Group.

- **Diversion**

As suggested in the Data Discussion Section, the FY08 RRI revealed that the Hispanic/Latino population required attention in diversion for both Weber and Utah County. The Subcommittee set two goals. The first was to increase the utilization of diversion for Hispanic/Latino in Utah County so it will be equal to the rate of 30/100 referral. The second goal is revised to improve the utilization of diversion program in Weber County for Latino to the rate of 30/100 referral. The reference to 30/100 diversion per referral was set to be equal to that of the statewide average rate for White youth. They also set goals for the subsequent 2 years with projected results.

To address these issues, the Subcommittee realized that, given the political environment and practicality, they will need to rely heavily on local leaders and experts. The Subcommittee formed both Utah County and Weber County Working Groups, consisting of representatives from the DMC Subcommittee and respective local leaders. These working groups are charged with conducting assessment/diagnosis, and increasing diversion usage in their respective communities. Objectives and timelines are detailed in the Intervention Phase of this plan. The ultimate goal is to meet the Subcommittee's mission of eliminating the disproportionate representation of minority youth in the diversion phase in the juvenile justice system.

In addition, the Subcommittee has requested the UCJC to submit a proposal for Diversion study. The proposal will include in-depth study of the practice of diversion in local jurisdictions, analyzing data to see who qualified for diversion, how many received diversion based on qualification and who did not. The proposal will also analyze how those that were not diverted differ from those that were, based on delinquency history, severity and type of offences, risk factors, and age. The purpose is to identify why disproportionality exists at the diversion point of contact.

- **Collaboration and Community Outreach**

Another area the Subcommittee looked at was collaboration with other state, profit and non-profit agencies. The Subcommittee formed a DMC Message Development Working Group to develop a concrete DMC Message to share with various professional communities. The

message will include, but not be limited to, general information about the Juvenile Justice and Delinquency Prevention Act (JJDP), Utah’s DMC Compliance Plan, Organization Chart, FY08 Data, Three Year Trends, Current Findings, as well as the strategy to address diversion in identified counties and suggest on how to get involve. The Working Group will identify professional communities as well as approaches to deliver the message.

**B) Current Statewide DMC Assessment Activity**

Besides the pending Diversion Study proposal, the Working Group has realized that assessment plans for each point of contact may not be the most effective way to move forward. The current plan is to request technical assistance from OJJDP to help create a comprehensive assessment plan. This would give the Subcommittee great in-depth information on how to move forward in identifying contributing factors to DMC. This would give the Subcommittee valuable information for a future request for proposal within the targeted area of focus. It is the subcommittee’s hope to have the assessment meeting with the TA provider sometime during Summer of 2010. The plan is to complete and carry out the assessment plan by mid-year 2011.

**Phase III: Intervention**

**A) Report on FY09 DMC-Reduction Plan and it Progress:**

FY09 Activity	Progress
1. Collect RRI Data and convert RRI data into narrative form	FY08 data was collected, analyzed, and converted in narrative form. The data was used for the 2009 DMC Annual Retreat on November 12, 2009. FY08 data helped guide the 2010 DMC Reduction Plan. This effort will continue on a yearly basis when the new RRI becomes available. FY09 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 2010. It will be used for the 2010 DMC Annual Retreat and will guide 2011 DMC Reduction plan.
2. Conduct further research to identify causes of disproportionate minority representation in Utah’s Juvenile Justice System.	The Data Analysis Working Group was formed and has completed revision of data definitions, calculation of RRI with new definitions, and continues to monitor and study data sources for quality assurance. This is on-going effort.  In 2009, the Working Group re-analyzed data from the previous two years, FY06 and FY07, to align with FY08 data, which gave the Subcommittee the three year trends. This information was put into narrative form. The Subcommittee used this information to create a four page handout used in presentation to “professional communities.” The three year trends data strengthened the



	Subcommittee's position to raise awareness about DMC.
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%.	The Data Analysis Working Group was formed and has been working closely with the Administrative Office of the Courts to improve this data. The CARE system requires input of race and ethnicity. Procedures are in place to train front-line workers. It is anticipated that the "Cannot Determine" count will decrease to less than 10%. FY08 reported 6.9% missing the racial/ethnicity information. The Court generates quarterly reports with individual reporting and each district's percentage. The Court will work with those who have higher percentages of not reporting race/ethnicity to improve collection of this data. The Working Group will receive the general report on the quarterly basis.
4. Gather data to determine the number of minority youth participating in Formula Grant projects.	All sub-grantees are required to report the ethnicity of participants in their program quarterly. This report consists of information regarding participant's race and ethnicity, age, etc. In addition, UBJJ also funds an on-going project with the University of Utah Criminal Justice Center to conduct an outcome evaluation of each program. The survey captures participants who complete the program. The report generated by this survey offers a more in-depth look the content of the program as opposed to the generalized outputs.
5. Identify key players, stakeholders and form a DMC Working group in Utah County. Work with the Group to create a Diversion Plan for Utah County that will increase the utilization of diversion rate for Hispanic youth to 30 per 100 referrals.	<p>A total of three meetings were conduct in Utah County up to January 2010. The Trial Court Executive of the 4<sup>th</sup> District, Diversion Supervisor and Staff, and Probation Chief attended a presentation of the DMC information (<i>the handout created by the DMC Message Working Group; information included JJDP Act, Organizational Chart, FY08 Data, Three Year Trends, as well as the Subcommittee's strategy to address diversion in identified counties</i>). The Subcommittee also partnered with Susan Burke, Assistant Juvenile Court Administrator, to detail the non-judicial process in Utah County. Discussion included mapping of the non-judicial process, diversion classes and measurement of its effectiveness, communication with parents, policy practice, staffing, and language barriers.</p> <p>As a result of this meeting, representatives from Utah County agreed to re-draft the non-judicial letter to parents with non-legal terms, print it in English and Spanish, discuss a possible policy change to gang related charges, and measure the effectiveness of Spanish speaking staff members as rather than teaching diversion classes in</p>

	Spanish. The DMC Subcommittee will conduct diversion assessment study and update DMC data when appropriate.
<p>6. Identify key players, stakeholders and form a DMC Working group in Weber County. Work with the Group to create a Diversion Plan for Weber County that will increase the utilization of diversion for Hispanic and White youth to 30 per 100 referrals.</p>	<p>A total of three meetings were conducted in Weber County through October 2009. The Trial Court Executive of the 2<sup>nd</sup> District, Diversion Supervisor and Staff members, and Probation Chief attended a presentation of the DMC information. The Subcommittee also partnered with Susan Burke, Assistant Juvenile Court Administrator, to detail the non-judicial process in Weber County. Discussion included mapping of the non-judicial process, diversion classes and measurement of its effectiveness, communication with parents, and policy practice.</p> <p>As result of the meeting, representatives from Weber County agreed to work with 4<sup>th</sup> District for possible use of the re-drafted non-judicial letter to parents with non-legal terms, in English and Spanish. The DMC Subcommittee, will conduct a diversion assessment study and update DMC data when appropriate. It was suggested that a diversion study look at how undocumented youth effect the court, policy practice of status offenders (truancy policy), peer court, and how the State’s detentions facility impact diversion decisions in their jurisdiction. The Subcommittee will come back with assessment study suggestion as well as updated RRI.</p> <p>Possible collaborative work between the two districts to draft the non-judicial letter that will be proposed for use statewide by their Chief Probation Officers.</p>
<p>7. Raise awareness of DMC issues among “professional communities”</p>	<p>Established DMC Message Working Group to identify groups, organizations, and stakeholders who are decision makers that impact DMC. The Working Group created a handout and PowerPoint presentation. The handout included JJDP Act, Organizational Chart, FY08 Data, Three Year Trends, Diversion Trends, as well as the Subcommittee’s strategy to address diversion in identified counties. The PowerPoint presentation complements the handout. Presentations have been made to Juvenile Judges Meeting (2<sup>nd</sup> and 3<sup>rd</sup> district), Probation Chiefs, Trial Court Executives, Diversion Staffs and Supervisors (2<sup>nd</sup>, and 4<sup>th</sup> district), Probation Chief Meeting (statewide), Council on Diversity Affairs, Law Enforcements (SL County Sheriff’s Office and Salt Lake PD Chiefs and Deputies Chiefs), Salt Lake County Mayor’s Office, as well as Council of Governments which consists of 16 Salt Lake County City Mayors and their staff members. Future plans include</p>

	presentations to law enforcement agencies and legislators.
8. Create Community Relations Training Curriculum for Utah's Peace Officers and Standards Training (POST)	<p>In an unexpected turn, when the Subcommittee decided to conduct a meeting at Police Officers Standards and Training (POST). The DMC Chair invited POST Directors to update minority youth scenarios which the Subcommittee submitted at the end of 2008. The discussion led to a request from POST's Director to update their Cultural Diversity Training. Since April 2009, a Working Group was formed to develop a more effective cultural diversity training for POST. An assessment process that included an online survey to minority community leaders (27 participants), youth focus groups targeting youth who had been through the juvenile justice system (3 groups with 25 participants), and Law Enforcement Focus Groups (3 groups with 21 participants representing 9 agencies). The Working Group had developed goals and objectives for the class. It was proposed to contract with the University of Utah's Center for Public and Policy and Administration (CPPA) for consultation and writing the curriculum. In a collaborative effort, a \$12,000 contract with CPPA was split between two entities; UBJJ Board (Utah's SAG) appropriated 2/3 and POST shared 1/3 of the funding.</p> <p>Additional assessments were conducted by CPPA, findings and recommendations were completed in March of 2010 and presented to OJJDP's State Representative, Elizabeth Wolfe, during her site visit to the State March 15-18, 2010. CPPA has drafted the curriculum structure and the Working Group will develop additional scenarios to be included in the training.</p> <p>It is anticipated that the Curriculum will be complete in April to be piloted with POST's spring training, which starts April 5, 2010. The pilot program will be evaluated for final adjustment and present to POST Council for approval to be used permanently. The Working Group, POST, and CPPA will work closely through the process for final product and implementation.</p> <p>Once the curriculum is approved, it will apply to other satellite sites, and the Subcommittee will strategize to implement the training with current law enforcement officers.</p>
9. Integrate community relations training into other training	As awareness is raised of DMC issues across "professional communities," agencies are asked to collaborate in

modules.	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 community they serve. The final product of the Community Relations training will offer this positive attitude toward diversity training.
10. Ensure that cultural competency training continues to be offered throughout the state.	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.
11. Ensure that all subgrantees provide culturally competent services to youth.	A portion of the Request for Proposal (RFP), requires subgrantees to include a plan to address cultural competency. Points are given to those proposals with a specific, in-depth plan to address and increase awareness of cultural competency for their personnel.
12. Encourage all agencies providing services within the juvenile justice system provide services in a culturally competent manner.	As part of the grant agreement, all employees of Juvenile Justice Services, Juvenile Court, and their services providers are required to include cultural competency training as part of their contract.
13. Continue to sponsor projects designed to reduce Utah's disproportionate representation of minority youth in the juvenile justice system.	As reported in the 2009 UBJJ Annual Report to the Governor and State Legislature, the FY09 Funding supported four DMC projects aimed at improving competencies of minority offenders. Two programs target minority girls in the Salt Lake and Ogden areas who are living in low income, high crime neighborhoods. These girls are at high risk on most factors. (The two projects are also classified as gender specific programming.) A third project provides parenting classes and life skills to Hispanic youth in Summit County with 1 or 2 offences. These three projects served 80 youth. Only 9% of participating youth in these programs reported a new offense. The fourth program involves the continued hiring of a DMC Coordinator to ensure Utah's compliance with the DMC Core Requirement of the JJDP.
14. Encourage efforts to further diversify the juvenile justice workforce.	Several steps have been taken in this regard. The Subcommittee has collaborated with the Salt Lake County Council on Diversity Affairs – an advisory board to the Salt Lake County Mayor on diversity and services delivery issues to the minority community. The DMC Coordinator participates as a member and chairs of the Law-

	<p>Enforcement Subcommittee. The Law-Enforcement Subcommittee set two goals. One was to diversify the workforce in the Salt Lake County Sheriff's Office to reflect the population served. The Law-Enforcement Subcommittee worked on various projects, such as conducting a recruitment and orientation for law enforcement jobs in the minority community, set up workshops to help potential candidates pass the POST Exam, and train candidates on job interview skills. The second goal was to reduce the disproportionate minority youth representation in the juvenile justice system for Salt Lake County. The DMC Coordinator brings DMC issues directly to this group for discussion and solutions. It's a hope that this approach, as a pilot project (recruitment and orientation), will be successful and can be recreated in other jurisdictions in the future. This is an on-going project.</p>
<p>15. The DMC Subcommittee will meet on a regular basis throughout the year.</p>	<p>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.</p>
<p>16. Update Utah's DMC Strategic Plan.</p>	<p>The Subcommittee and Coordinator have completed the Utah's FY2009-2011 DMC Compliance Plan. The plan was completed and submitted to OJDJDP March 31, 2009. It was determined eligible by OJJDP on August 24, 2009 for which Utah will receive 20% of the FY2010 Formula Grant. Data are collected and analyzed annually. Plan is revised based on new data. The Coordinator, in coordination with Subcommittee chair, will monitor, evaluate, and revise the plan on the on-going basis.</p>

B) DMC Reduction Plan for 2010

<p><b>Goal:</b> Reduce the disproportionate representation of minority youth at decision points within the juvenile justice system, from arrest through transfer &amp; waiver to the adult system</p>
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<p><b>Objective 1:</b> Obtain and evaluate data on disproportionate minority contact in the juvenile justice system.</p>
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Steps:

1. Obtain data on nine points of contact in juvenile justice system, March 2010
2. Complete Relative Rate Index (RRI) analysis by June, 2010; determine trends and whether disproportionate contact occurred in FY'09.
3. Prepare report on RRI analysis for November 2010 annual meeting

Measures/Benchmarks:

1. Obtain RRI Data by March 2010.
2. Complete RRI Analysis in written form by June 2010
3. RRI analysis report prepared by November 2010.

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

**Objective 2:** Increase the diversion rate for Hispanic youth in Utah County and Weber County.

Steps:

1. Create an assessment plan/study for diversion by April, 2010
2. Identify possible contributing factors for diversion disparity by September 2010
3. Meet with respective counties' leaders to discuss assessment plan results October, 2010
4. Meet with respective counties' leaders to discuss possible intervention plan, November 2010

Measures/Benchmarks:

1. Complete assessment plan/study by April 2010
2. Identify contributing factors by September 2010
3. Meeting schedule with Utah and Weber County leaders by October 2010

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

**Objective 3:** Develop a community relations curriculum for POST to raise awareness of cultural diversity and teach new cadets how to effectively deal with diverse communities they serve

Steps:

1. Continue to implement the plan set forward in 2009
2. Keep close contact with the principal contractor, CPPA, regarding the curriculum development on the monthly bases
3. Follow up with the development until completion (anticipate completion by October 2010)

Measures/Benchmarks:

1. Monthly update from CPPA
2. Completion of the Community Relations Training Curriculum by October 2010

Responsible member: Disproportionate Minority Contact Coordinator and POST Curriculum Development Working Group

**Objective 4:** Increase awareness of DMC issues among professional communities.

Steps:

1. Continue to identify groups, organizations, and stakeholders whose activities may be contributing to DMC numbers
2. Update DMC Information for handout by June 2010
3. Make presentations to targeted audiences throughout the year

Measures/Benchmarks:

1. Update document for presentation June 2010
2. Number of presentation presented quarterly

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

C) Funding Plan

While there is no specified amount of funding set aside for the activities planned, the administration portion is supported by DMC Coordinator. The UBJJ, however, has identified DMC as one of the top four program areas for funding. Allocation for new funding will be awarded to programs with strong emphasis on identified DMC concerns.

**Phase IV: Evaluation**

UBJJ has set aside funding for an on-going effort with the University of Utah Criminal Justice Center (UCJC) to perform Outcome Evaluations of funded projects. The UCJC conducts this evaluation on all programs that receive Title II and Title V money, including DMC supported programs. UCJC staffs participate in all levels of UBJJ and DMC meetings. They also collect for and calculate the RRI. They also act as an 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 statewide data collection and tabulates 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 the progress via RRI changes as well as site visits to sub-grantees. Additional evaluations are in place to measure effectiveness of specific programming. This will be an on-going effort to study trends and effectiveness of the activities that sub-grantees have outlined and performed. Recommendations will follow on discovered areas for improvement. The SAG committed to funding a full-time DMC Coordinators to carryout DMC plan.