

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

2011 DMC Strategic Compliance Plan

Utah's DMC Strategic Compliance Plan follows OJJDP's DMC Reduction Model. The model consists the following five phases: identification, assessment/diagnoses, intervention, evaluation, and monitoring.

The 2011 Plan includes report of the 2010 T&TA facilitated by Dr. Thomas Harig of OJJDP, discusses progress of the diversion assessment, the assessment plan beyond diversion point of contact, and DMC progress made in 2010.

Phase I: Identification Process

A. Updated DMC Identification Spreadsheets

- 1) Attached, please find the Appendix A - RRI Analysis Tracking Sheets, Appendix B - FY09 RRI Data spreadsheets, Appendix C - Adjusted Referral RRI Rate, Appendix D - Adjusted Asian and Pacific Islander Arrest Rate, and Appendix E - FY09 RRI Appendices.
- 2) Also attached are the FY10 Data spreadsheets and Appendices (without analysis)

B. Data Discussion

- 1) Background of Data Collection 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, University of Utah Criminal Justice Centers (UCJC) staff members, Utah Commission on Criminal and Juvenile Justice (CCJJ) research staff, as well as representatives from the Administrative Office of the Court, who provide the raw data.

The most current data for RRI analysis is available roughly six months after the end of State fiscal year which ends on June 30. The UCJC request the data from the State Administrative Office of the Court, usually at the beginning of the calendar year. Data are then validated and tabulated for the RRI. This process takes approximately 3 months to complete. By the time the RRI is ready, it is also the due date for the Title II application. Thus, the most current data are being submitted with the Title II application to OJJDP without analysis or interpretation. The plan, however, is based on careful analysis and interpretation of the previous year's data.

The 2011 DMC Strategic Compliance Plan Update is based on the FY09 data analysis, which was submitted to OJJDP along with the 2010 Update. FY09 data has been studied by the Data Working Group during the course of the summer. The data suggested that there is significant disparity at the arrest and referral to juvenile court points of contact. The four-year

trend showed consistent overrepresentation of minorities at these two points of contact. An assessment is required to understand the contributing factors and the Subcommittee saw the need to request a T&TA. In early April 2010, Utah submitted a T&TA request. NTTAC coordinated Utah's request for Dr. Thomas Harig to facilitate a two-day training on September 15 and 16, 2010. The purpose was to develop a comprehensive DMC assessment plan, which will be discussed in detail below.

FY09 RRI data are collected from the CARE database (Court & Agencies' Record Exchange) for the period between July 1, 2008 and June 30, 2009. 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 the formulated spreadsheet.

Current data, FY10, will be submitted with this update; however, it is not discussed, analyzed or 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 2011. The results of the DMC Annual Meeting, as well as the trends will be reported in 2012 DMC Three Year Strategic Plan.

- 2) RRI at Points of Contact
 - 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. The latest available data are 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. There was no published report for 2010 from the Committee. 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), School Enrollment since FY07. Accordingly, using DOE data would account 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. However, they are counted in the CARE database if they have an encounter with the juvenile justice system.

A comparison of the 2008 DOE and 2009 DOE School Enrollment (population at risk) shows an increase in the minority population. At a statewide level, minorities increased 13.4%, from 59,151 in 2008 to 67,059 in 2009. The data showed an increase of 16.1% for Hispanic or Latino, 11.6% for Black or African American, 10.8% for Native Hawaiian or Pacific Islander, and 10.4% for Asian. While the percentage may show a large increase, the total numbers are relatively small. Total numbers have increased by 6,491 youth for Hispanic, 486 for Black, 491 for Pacific Islander, and 553 for Asian. The American Indian or Alaska Native population decreased slightly by 2.3% or 113 youth. White youth, however, experienced a moderate

increase of 6.5%; an increase of 15,938 white youth, from 246,225 in FY08 to 262,163 in FY09. White youth make up a dominant 79.63% of the total population at risk. Hispanic or Latino youth remained the largest minority youth population in the state at 14.21% of the total population. Figure 1 below shows the population at risk as well as the breakup of minority youth for 2009 DOE data.

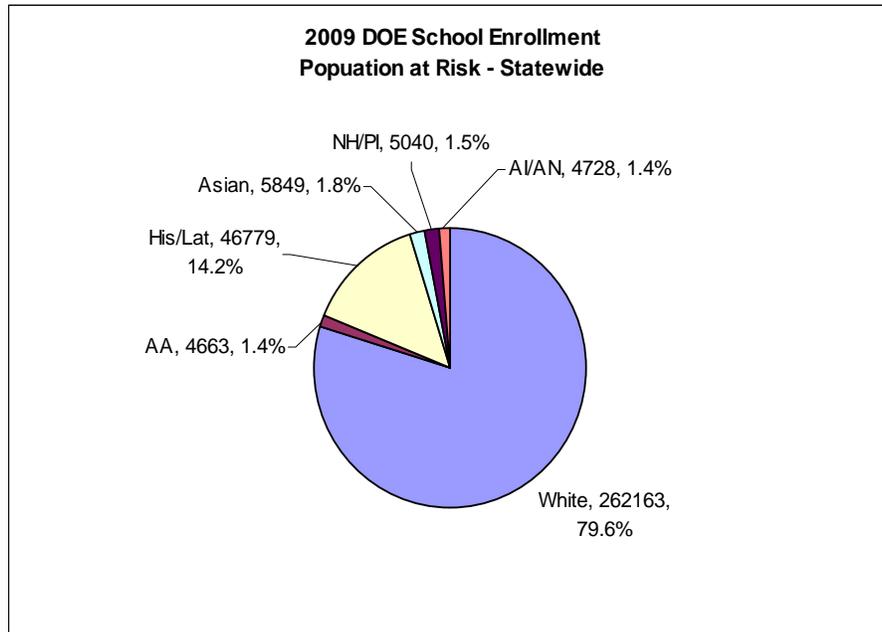


Figure 1: 2009 DOE School Enrollment, Statewide Population at Risk

It is estimated that 75% of the population at risk and 82% of all minority youth live along the Wasatch Front (Salt Lake, Weber, Utah, and Davis Counties). The remaining 18% live off the Wasatch Front and are distributed between 25 other counties throughout the State.

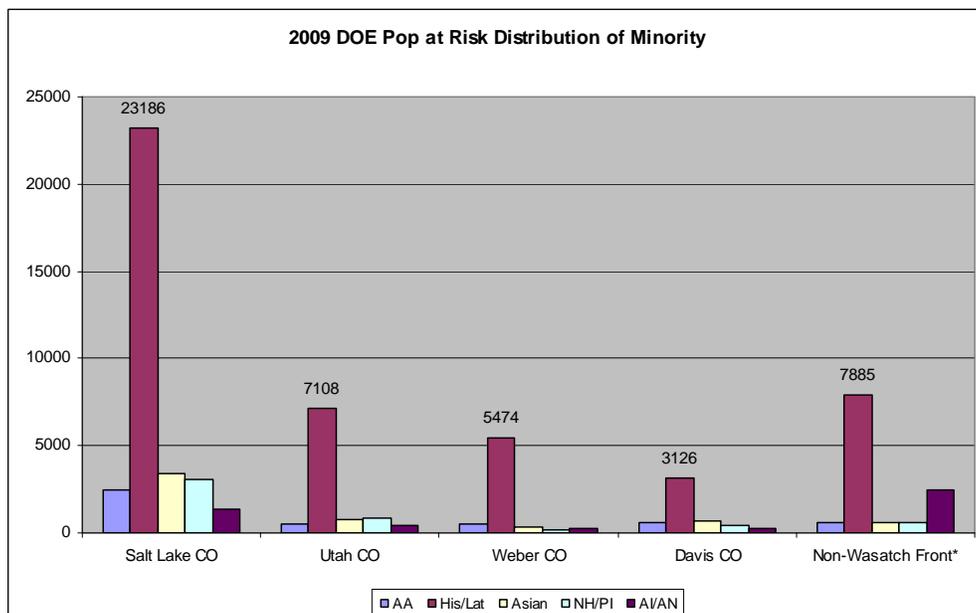


Figure 2: 2009 DOE School Enrollment, Minority;

*Non-Wasatch Front are 25 counties other than Salt Lake, Utah, Weber, and Davis Counties

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 small agencies choose not to submit data. The FY09 data for juvenile arrest rates was 2008 calendar year. 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 or Piute County. Total populations at risk for these two counties were 775 youth or .24% of the total population. The total youth arrested includes 0-9 year olds, which consists of 1.06% of the total youth population age 0-17.

FY09 Arrest RRI showed statistically significant and high magnitude for both Hispanic/Latino and Black or African American youth Statewide and in Salt Lake and Weber Counties. Asian arrest RRI was not statistically significant in all counties being analyzed. In some jurisdictions the RRI value was below 1. As noted above, Asian and Pacific Islander arrest data are combined, therefore Pacific Islanders does not have an RRI. (See Appendix C titled FY09 Adjusted Asian Arrest RRI for calculation method). American Indian or Alaska Native was not statistically significant except in Non-Wasatch Counties, where the magnitude was more than 1.5 times compared to white youth. Non-Wasatch Counties are the 25 counties other than Salt Lake, Utah, Weber, and Davis Counties. Figure 3 below shows the FY09 arrest RRI.

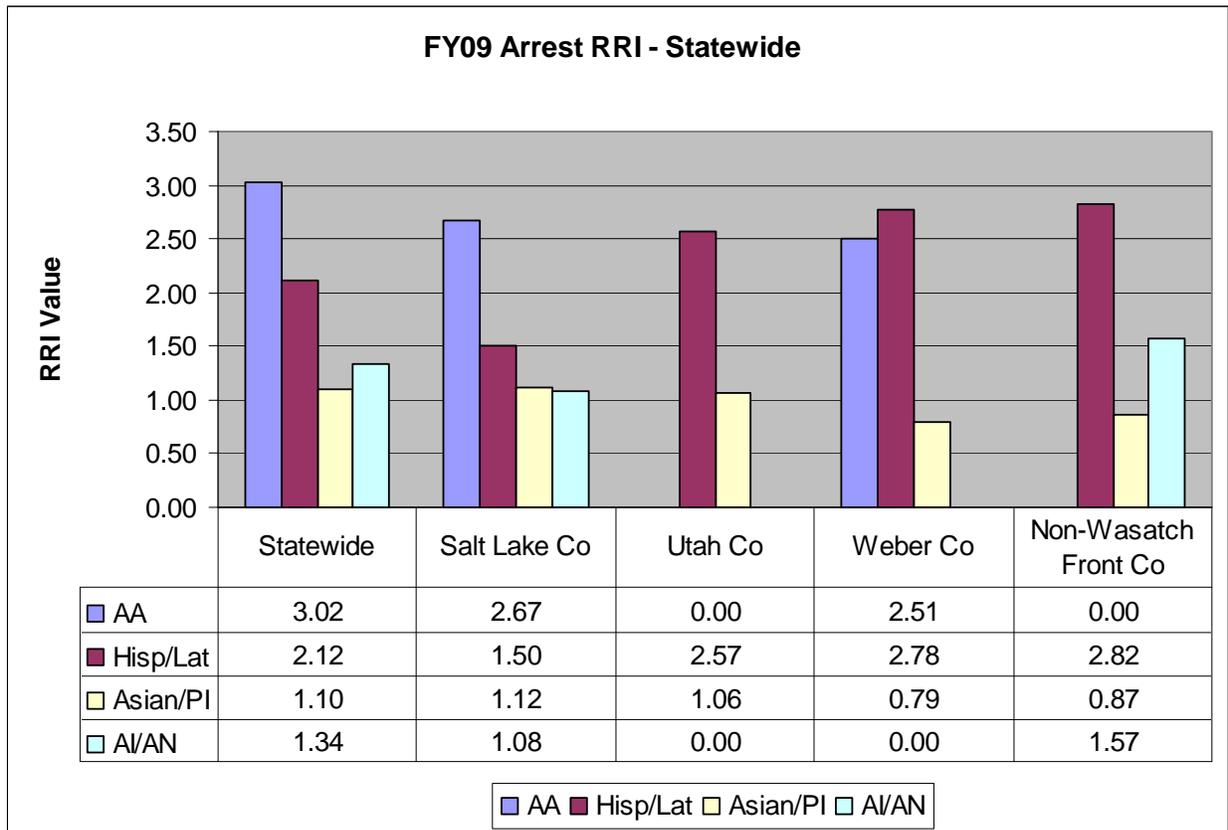


Figure 3: FY09 Arrest RRI
0.00 showed insufficient number of cases for analysis

c) Referral to Juvenile Court

The Subcommittee revised the OJJDP definition of referral to juvenile court to accurately describe the Utah Juvenile Justice System since FY07 data set. The revised definition 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.”*

Referral data was collected from the CARE database. As referral data was collected from a different source than arrest data, there was no mechanism in place to identify how many arrested were being referred to the juvenile court. This might be troublesome in calculating referral RRI because the DMC Reduction model assumes that the volume of referrals is a subset of arrest. The volume of referrals to juvenile court for minorities has consistently been considerably higher than that of arrest, except for White and Asian youth. For example, Salt Lake County showed 6,918 White youth were arrested in FY09 with 6,935 being referred to court. In the same period, 2,944 Hispanic or Latino youth were arrested with 4,441 referred to juvenile court. Trends are similar both statewide and in the three largest counties: Salt Lake, Utah, and Weber. For this reason, Dr. William Feyerherm, OJJDP Trainer, and the Data Working Group have recommended using a different method to calculate the RRI at the referral. The RRI for referrals is now based on population at risk instead of the volume of arrests. As a result, the RRI showed a significant increase at the point of referral. Figure 4 below shows the difference in the referral RRI calculated to arrest vs. population at risk as an example at Statewide.

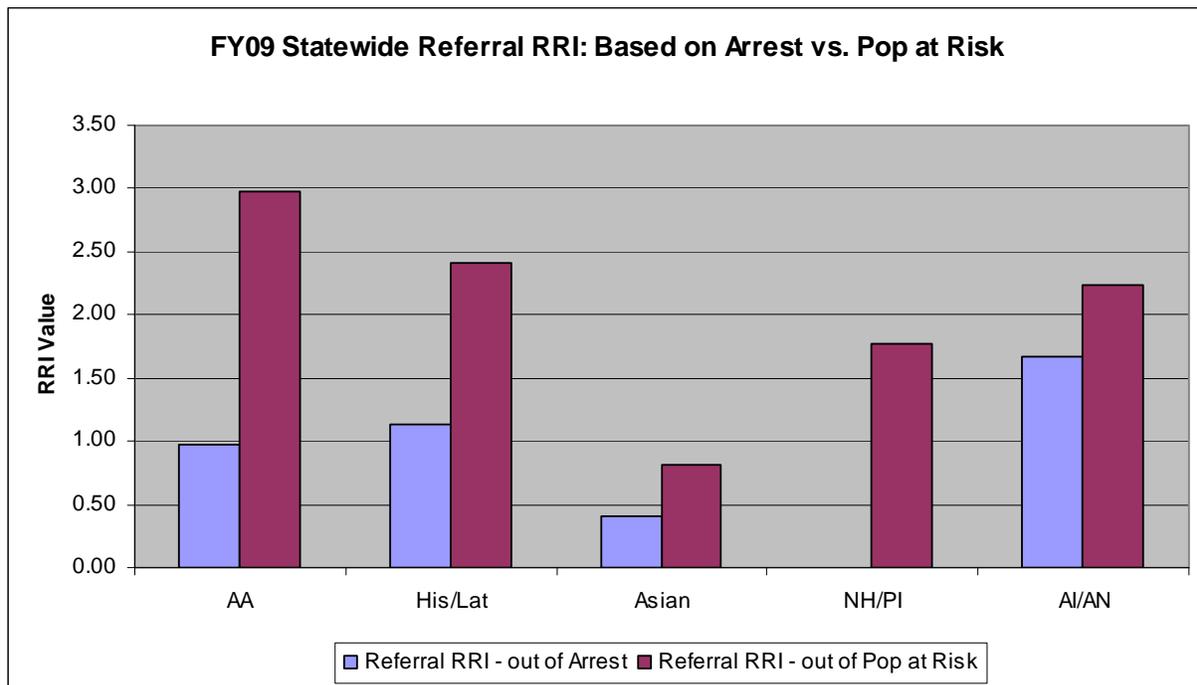


Figure 4: FY09 Referral RRI: Compare RRI calculated to Arrest vs. Pop at Risk

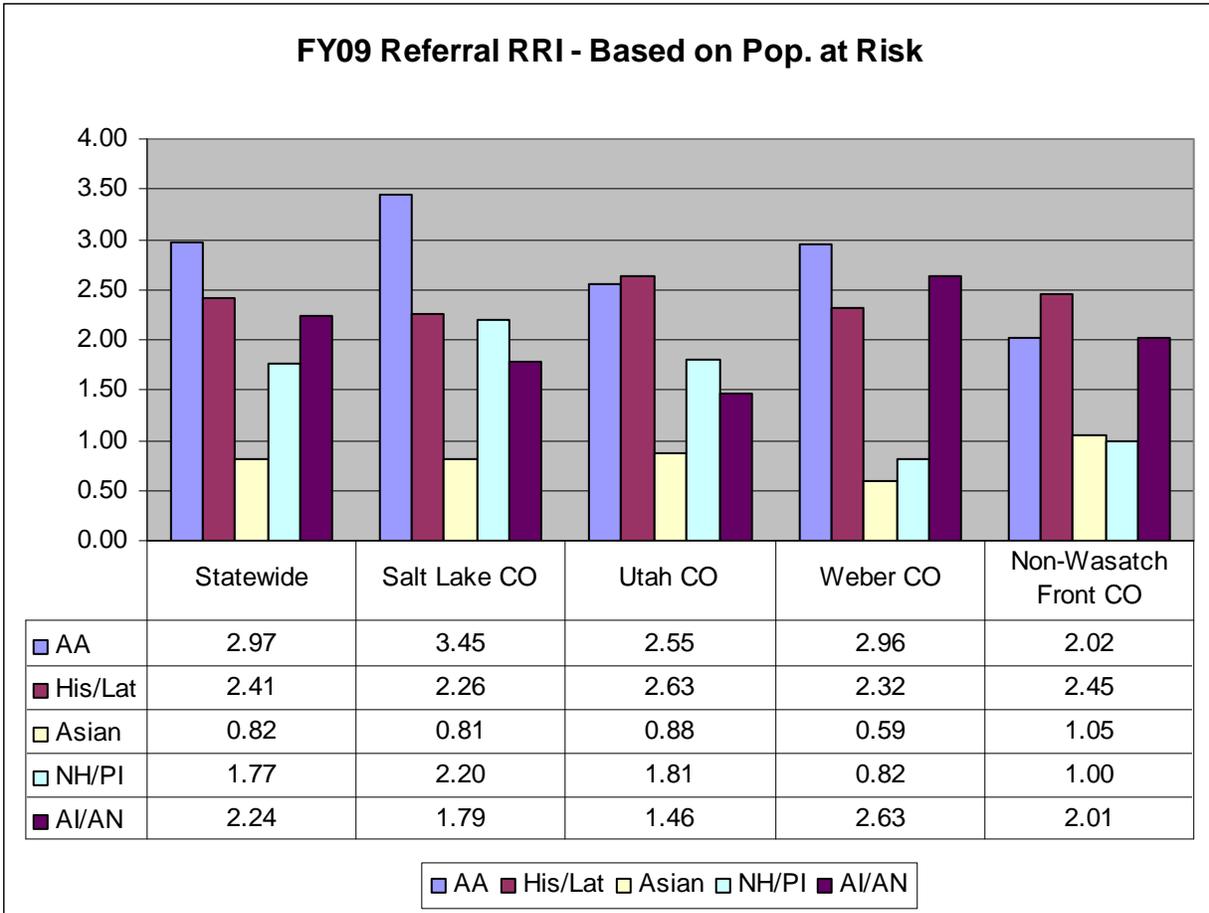


Figure 5: FY09 Referral RRI Based on Pop. at Risk

Figure 5 shows that the referral RRI is statistically significant and has high magnitudes for Black, Hispanic, and American Indian in Salt Lake, Utah, Weber County, as well as Non-Wasatch Front Counties. The Pacific Islander RRI was high in Salt Lake and Utah counties, but was either at or below 1 in Weber County and Non-Wasatch Front. Asian seemed to be an exception and tends to be under-represented across the counties being analyzed, except Non-Wasatch where arrest RRI was at 1.05. (See Appendix D titled FY09 Adjusted Referral RRI for calculation method.)

d) Diversion

As stated in the 2009-2011 DMC Three Year Plan, diversion was the focal point of contact to conduct the first assessment. This was due to the underutilization of Hispanic/Latino in Utah County and for both Hispanic/Latino and white youth in Weber County. FY06 and FY07 RRI trends supported this need. FY08, however, suggested a slightly difference picture. In Weber County, the data indicated that there has been an increased utilization of diversion for Hispanic/Latino and white youth, however, the disparity between them also increased. Thus, the increased use of diversion for white youth was eliminated from the goal.

A Diversion Assessment is currently being conducted by the Utah Criminal Justice Center to determine possible factors that contributed to the underutilization of diversion for Hispanic Youth. The study targets three counties that have the highest concentration of minority youth: Salt Lake, Utah, and Weber Counties. The study started in October of 2010 and it is anticipated to be completed by spring 2011. The proposed study will analyze the following areas using RRI data from FY09 and FY10:

- 1) Diversion Qualified and Non-Diversion Qualified criteria using episode factors and historical factors
- 2) Incident-level analysis within FY09 episodes
- 3) Analyze additional situational factors
- 4) Multivariate analysis
- 5) Review findings and refine further analysis with Administrative of the Court and probation staff
- 6) Final report by Spring 2011

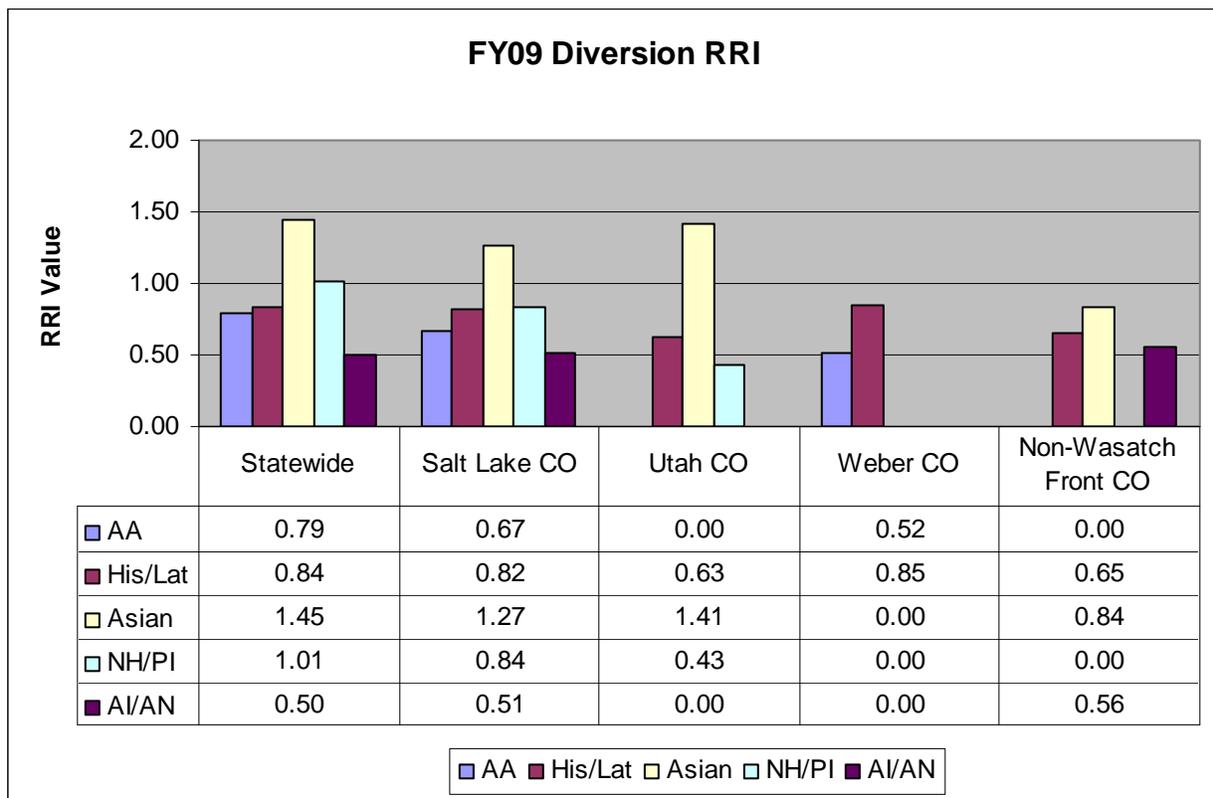


Figure 6: FY09 Diversion RRI

Figure 6 shows the diversion RRI in jurisdictions where the Diversion Study will focus. Again, the total minority population was a leading indicator as to where to focus the DMC reduction efforts. FY09 showed that all minorities, except Asian, were underutilizing the diversion point of contact. Trends for the last four years have indicated little changes on the diversion rate for minorities. It showed that an assessment is necessary and the Subcommittee anticipated that the assessment will yield important information as to the causes and will initiate

an intervention discussion based on the study results. The Subcommittee is optimistic and has full support from the SAG for this activity.

e) Detention to Transfer to Adult Court points of contact

The FY09 RRI for Detention, Petition, Delinquent Findings, Probation Placement, Confinement in Secure Facilities, and Transferred to Adult Court showed some statistically significance, but the magnitude were relatively low compare to arrest or referral to juvenile court. The Subcommittee did not set these points as immediate priority. The Subcommittee came to a consensus agreement 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.

f) Data Trends

As discussed above, the RRI has directed the DMC Subcommittee in its efforts. The FY07 data set directed the Subcommittee to request a Technical and Training Assistance from OJJDP. In November of 2008, Dr. William Feyerherm facilitated a one day training with the DMC Subcommittee on how to identify and advance DMC using the RRI. As a result of the T&TA session, the Subcommittee revised the data definitions, focused on diversion, studied its trends and contracted with the UCJC to conduct a diversion assessment based on the data. In addition, the DMC Coordinator was able to present to local jurisdictions about DMC in general and focused on the underutilization of diversion for Hispanic youth. Discussion with local leaders led to participation and cooperation on the diversion study where they will provide policy and procedure practice, case file data, and personnel to help with the diversion assessment.

FY08 and FY09 data showed trends for all points of contact. The trends helped identify which jurisdictions and what point of contact to focus. When data trends were analyzed in 2010, the Subcommittee submitted another T&TA request to OJJDP. This time was to develop a comprehensive assessment for the State. As a result, Dr. Thomas Harig came to Utah in September, 2010 to conduct a two-day training. The training was not limited to just the DMC Subcommittee. Participants included SAG members, leaders from the three targeted jurisdictions, UCJC researchers, and representatives from the Administrative Office of the Courts. As a result, in addition to diversion, the Subcommittee has chosen to conduct assessments on arrest and referral to juvenile court. The arrest and referral to juvenile court RRI showed statistical significance and high magnitude over the last four years. Elements of what constitutes a successful DMC assessment have been presented to UCJC and are currently under review to write a proposal. The Subcommittee is optimistic that the final report of a comprehensive DMC Assessment will be completed in-time for the 2012 three year plan.

Presenting DMC information to professional and diverse communities using RRI data has produced an engaged audience and lively discussion. It was not about finger-pointing and assessing fault to law enforcement, juvenile judges, probations officers, prosecutor office, etc. Rather, the conversation was on the data, which suggested that DMC exists at certain points of contact in the juvenile justices system and requires attention to address the cause.

3) RRI Tracking Sheet

Attached to this report are five tracking sheets (Appendix A) that follow the steps described in the manual to analyze and interpret data at each point of contact. The five tracking sheets cover Statewide, Salt Lake, Utah, Weber County and non-Wasatch Front Counties analysis. The tracking sheets include each of the following steps and ground rules to identify:

- a) S = Statistically Significant; identified by red bold font in the RRI Summary Sheet
- b) M = Magnitude; defined by 1.5 RRI or higher for all point of contact except diversion (4) or probation placement (8) where M is given when RRI is at or below .80.
- c) V = Volume of Activity; use discretionary measure of population at risk as well as total volume of activity in each point of contact.
- d) C = Comparing RRI to national data.

Comparing Utah's RRI to national data is not applicable. The Data Working Group suggested that making comparisons between Utah's current data (FY09) and national data that is two years older (2007) creates confusion and misdirection. In addition, there are concern regarding alignment of the data definition for Utah and the national definitions.

- e) RRI in the local context: as suggested earlier, data drives decision-making regarding which jurisdictions the Subcommittee should invest their efforts. Population at risk is the first determiner. In FY09, 82% of minority and 73% of white youth live along the Wasatch-Front Counties: Salt Lake, Utah, Weber, and Davis County. Of the minority population, nearly 50% live in Salt Lake County, 14.5% in Utah County, 10% in Weber County, and 7.5% in Davis County. In this context, local leaders were receptive as why the Subcommittee came to their jurisdiction to discuss DMC. It was simply stated that because their jurisdiction has more minorities and issues, the Subcommittee chose to focus its efforts. Collaboration thus far has made many of the local DMC Reduction activities possible.

Phase II: Assessment/Diagnosis

A. Statewide DMC Assessment from 2005 – 2009

There has been no DMC Assessment conducted by the DMC Subcommittee during the period from 2005-2009. However, there are activities that the Subcommittee identified as critical in preparation for the assessment/diagnosis phase. These are on-going efforts and a revolving process. 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 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. These will be on-going assessment tasks for the Data Working Group.

B) Current Statewide DMC Assessment Activity

As stated in the 2010 DMC Update, diversion was the first point of contact to conduct an assessment. It acted as pilot project to understand the mechanism required to conduct a successful assessment plan. A comprehensive plan required additional T&TA from OJJDP. T&TA was provided during the summer of 2010. Dr. Thomas Harig came to Utah September 15 & 16, 2010 and carried out a two-day DMC assessment training. Attendees included DMC Subcommittee members, SAG members, leaders from three targeted jurisdictions, UCJC researchers, and representatives from the Administrative Office of the Court. The training was to help Utah develop a comprehensive assessment plan.

- Update on Diversion Assessment

The diversion assessment is underway. UCJC is the lead agency conducting the assessment. The assessment proposal was submitted to the Subcommittee in Spring of 2010. During the course the summer, the assessment was updated and revised to assess the current diversion practice rather than the past. Data will be analyzed for FY09 and FY10 rather than FY06-FY09 as originally planned. The Subcommittee has approved the revision and the assessment is well underway. The assessment will study in-depth diversion practices in local jurisdictions, analyze who qualified for diversion, how many received diversion based on qualification criteria and who did not. It will also analyze how those 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 and create recommendations on solution.

- Arrest and Referral to Juvenile Court Assessment

Dr. Thomas Harig facilitated a two-days training analyzing data trends. As a result, the Subcommittee identified arrest and referral to juvenile court as two points of contact to conduct the assessment. The arrest and referral to juvenile court RRI showed as statistically significant and high in magnitude over the last four years. (Please refer to Identification section of this report for details of the arrest and referral to juvenile court RRI discussion.) Elements of what constitute a successful DMC assessment have been presented to UCJC and are currently under review to develop a proposal. It is anticipated that the Comprehensive Assessment Plan will be completed according to the following timeline:

1. Complete written narrative of the Plan by the end of April, 2010
2. Present arrest/referral RRI to stakeholders for input and advice; April-June, 2011
3. Complete the revised Plan, with budget detail, approval from UBJJ, and enter contract by June 30, 2011

4. Preliminary report by December 31, 2011
5. Complete Assessment Plan by March 31, 2012.

The Subcommittee is optimistic that the final report from the Comprehensive DMC Assessment will be completed prior to submission of the 2012-2015 three year plan.

- **Collaboration and Community Outreach**

Collaboration and Community Outreach is one of the goals the Subcommittee has set as critical framework for future DMC reduction efforts, including the assessment. By informing state, profit and non-profit agencies, community organizations, and “professional communities,” the Subcommittee collaborative relationships are developed and suggestions gathered to better strategize the DMC reduction efforts. In 2009, the Subcommittee formed a DMC Message Development Working Group to advance a concrete DMC Message to share with various professional communities. The message includes, but is not be limited to, general information about the Juvenile Justice and Delinquency Prevention Act (JJDP), Utah’s DMC Compliance Plan, Organization Chart, FY09 Data, Trends, Current Findings, as well as the strategy to address diversion in identified counties and suggestions on how to get involved. The Working Group also identifies professional communities as well as approaches to deliver the message. In 2010, the DMC message has reached to more than 220 individual of various entities.

As an example of how collaboration works, DMC Working Groups were formed in both Utah County and Weber County, consisting of representatives from the DMC Subcommittee and respective local leaders. These leaders included juvenile justice workers, diversion program supervisors, intake personnel, Chiefs of Probation Officers and Trial Court Executives. The working groups pledged to provide support, personnel, access to case files, and qualitative interviews. They will help implement recommendations on findings and increase diversion utilization in their respective communities. They agreed to help provide support to researchers for this project now and in the future.

Phase III: Intervention

A) Report on FY10 DMC-Reduction Plan and it Progress:

FY10 Activity	Progress
1. Collect RRI Data and convert RRI data into narrative form	FY09 data was collected, analyzed, and converted to narrative form. The data was used for the 2010 DMC T&TA September 15 and 16, 2010. FY09 data helped guide the 2011 DMC Reduction Plan. This effort will continue on a yearly basis when the new RRI becomes available. FY10 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 2011. It will be used for the 2011 DMC Annual Retreat and will guide 2012 DMC Reduction plan.
2. Conduct further research to identify causes of	The Data Analysis Working Group was formed and has completed revision of data definitions, calculated RRI with

	<p>new definitions and continued to monitor and study data sources for quality assurance. This is an on-going effort.</p> <p>In 2010, the Working Group re-analyzed data from the previous three years, FY06, FY07, and FY08 to align with FY09. The newly analyzed data was used during the 2010 T&TA session. The trends identified arrest and referral to juvenile court as two points of contact to conduct for further assessment. This information was put into narrative form. The Subcommittee used this information to update a four page handout used in presentations to “professional communities.” The four year trends data strengthened the Subcommittee’s position to raise awareness about DMC.</p>
<p>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%.</p>	<p>The goal has been met and the Subcommittee will continue to monitor to ensure continued high standard.</p>
<p>4. Gather data to determine the number of minority youth participating in Formula Grant projects.</p>	<p>All sub-grantees are required to report the ethnicity of participants in their program quarterly report. This report consists of information regarding participant’s race and ethnicity, age, etc. In addition, UBJJ also funds an on-going project with UCJC to conduct an outcome evaluation on each program. The survey captures participants who complete the program. The report generated by this survey offers a more in-depth look at the content of the program as opposed to the generalized outputs.</p>
<p>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>	<p>There was no formal meeting with this group during 2010. However, the Trial Court Executive (TCE) of the 4th District, Diversion Supervisor, staff, and Probation Chief participated in the September 15 and 16, 2010 DMC T&TA. Individuals with authority agreed to support the diversion assessment, which is underway.</p> <p>In addition, as a result of prior meetings, representatives from Utah County have redrafted the non-judicial (diversion) letter sent to parents using plain-English, non-legal terms and have printed it in English and Spanish.</p>
<p>6. Identify key players, stakeholders and form a DMC Working group in Weber</p>	<p>There was no formal meeting with this group during 2010. However, the Trial Court Executive of the 2nd District, Diversion Supervisor, staff members, and Probation Chief</p>

	<p>participated in the September 15 and 16, 2010 DMC T&TA. Individuals with authority agreed support the Diversion Assessment, which is underway.</p> <p>As result of the two day T&TA sessions, the consultant suggested to present the content to judicial conferences. Juvenile court personnel in attendance think it is important that juvenile judges be aware of the technicality of DMC and would support this effort.</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 impacting DMC. The Working Group created a handout and updated with current data in PowerPoint format. The handout included JJDP Act, Organizational Chart, FY09 Data, Four Year Trends, Diversion Trends, as well as the Subcommittee’s strategy to address diversion in identified counties. The PowerPoint presentation complements the handout. In 2010, 14 organizations were presented with DMC information, reaching over 220 community members and professionals. Such communities include Council on Diversity Affairs, Law Enforcement (Salt Lake County Sheriff’s Office and Salt Lake Police Department Chief and Deputies Chiefs), Salt Lake County Mayor’s Office, as well as the Salt Lake Council of Governments which consists of 16 Salt Lake County city mayors and their staff members. Future plans include presentations to law enforcement agencies and legislators.</p>
<p>8. Create Community Relations Training Curriculum for Utah’s Peace Officers and Standards Training (POST)</p>	<p>The Subcommittee has submitted the newly developed “Community Relations” training for POST. It was approved by the POST Council and took effect on July 1, 2010, 4-months earlier than anticipated. The new curriculum will replace the Ethnic and Diversity training for new cadets. The curriculum will apply to all cadets, either through the main academy or their satellite sites. Evaluation is administered immediately after the training. The Subcommittee plans to follow these trainees for a long-term evaluation. Work is in progress to develop a long term evaluation tool.</p>
<p>9. Integrate community relations training into other training modules.</p>	<p>As awareness is raised of DMC issues across “professional communities,” agencies are asked to collaborate in 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,</p>

	<p>it should motivate and encourage staff to celebrate the diverse communities they serve. The final product of the Community Relations training will offer this positive attitude toward diversity training.</p>
<p>10. Ensure that cultural competency training continues to be offered throughout the state.</p>	<p>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.</p> <p>As the Community Relations Training was just made available, the Subcommittee wants to offer this training to the two entities mentioned. Salt Lake County Diversity Affair Office is also interested in exploring the curriculum. Representatives from agencies mentioned will observe the curriculum later in March 2011 and will determine if the training can be used for their employees. The Subcommittee and Utah's SAG are willing to invest additional funding to revise the curriculum so it would apply to appropriate audience.</p>
<p>11. Ensure that all subgrantees provide culturally competent services to youth.</p>	<p>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.</p>
<p>12. Encourage all agencies providing services within the juvenile justice system provide services in a culturally competent manner.</p>	<p>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.</p>
<p>13. Continue to sponsor projects designed to reduce Utah's disproportionate representation of minority youth in the juvenile justice system.</p>	<p>As reported in the 2010 Utah Board of Juvenile Justice Annual Report to the Governor and Legislature, the Title II Formula Grant funded three projects aimed at improving outcomes of minority offenders. One program focused on minority girls in the Salt Lake area living in low income, high crime neighborhoods. Another project provided parenting classes and life skills to Hispanic youth in Summit County with one or two offenses. A third project made efforts to provide early intervention services to Native American youth in the Uintah Basin. These three projects served 321 minority youth. Only 4% of youth in these programs reported a new offense while participating. The fourth program involves the continued funding for a DMC Coordinator to ensure Utah's compliance with the DMC Core Requirement of the JJDP.</p>
<p>14. Encourage efforts to further diversify the juvenile justice</p>	<p>The Subcommittee has collaborated with the Salt Lake County Council on Diversity Affair – an advisory board to</p>

the Salt Lake County Mayor on diversity and service delivery issues to the diverse community. The DMC Coordinator participates as a member and chairs of the Law-Enforcement Subcommittee. The Law-Enforcement Subcommittee set three 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 examination, and train candidates on job interview skills. There have been two recruitments and orientations. Additional activities are planned for 2011.

The second goal was to reduce the disproportionate minority youth representation in the juvenile justice system for Salt Lake County. In early 2010, in collaboration with CODA-Law Enforcement Subcommittee, a meeting occurred with Salt Lake City Police Department Chief and deputies chiefs. Various topics were discussed including: juvenile arrest data, RRI, and low utilization of the Juvenile Receiving Center (JRC). The JRC is a diversion facility that offers free individual and family counseling to all juveniles. As result, SLPD changed their juvenile policy of 25 years to elevate the JRC among the choices for law enforcement officers rather than as the last resources. This would allow law enforcement to take youth directly to the JRC when they could not immediately contact the juvenile's family in a given period of time. The policy change took effect on January 1, 2011.

The third goal, new for 2010 and 2011, is to develop a community forum discussing law enforcement topics with the diverse community. The objective is for diverse community members to better understand such topics as:

- Family violence
- What to do when police stop you for a traffic violation
- How to report a crime
- Drugs and DUI
- Disciplining children in the home
- What to do when Police are at the door
- Learn the difference between: City Police, Sheriff, Unified Police Department, Utah Highway Patrol, etc.
- Utah Criminal and Juvenile Justice System – How do they work?

	<ul style="list-style-type: none"> • What to do when a family member is in jail <p>While this information might be basic, it is necessary for the minority community to understand. A plan is in place to reach the following communities during 2011:</p> <ul style="list-style-type: none"> • Kern’s Community Learning Center (English as Second Language Class– April 26, 2011) • African American Community - June 2011 • Refugee Community - October 2011 • Hispanic Community – TBD • Pacific Islander –TBD
<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. In addition, the DMC Coordinator has made efforts to meet individually with DMC members to discuss their concerns, vision and objectives for DMC.</p>
<p>16. Update Utah’s DMC Strategic Compliance Plan.</p>	<p>The Subcommittee and Coordinator have completed Utah’s 2010 DMC Compliance Plan Update. The plan was completed and submitted to OJDJDP March 31, 2010. The Plan is revised based on new data. Working with the Subcommittee chair, The Coordinator will monitor, evaluate, and revise the plan in an on-going basis.</p> <p>T&TA session on Assessment was conducted in September 2010 by Dr. Thomas Harig to develop an Assessment Plan for Utah. The development of the comprehensive assessment plan is underway.</p>

B) DMC Reduction Plan for 2011

Mission: Reduce the disproportionate representation of minority youth at decision points within the juvenile justice system, from arrest through transfer & waiver to the adult system

Goal: Implement Phase I and II (Identification and Assessment of the OJJDP’s DMC Reduction Plan

Objective 1: Obtain and evaluate data on disproportionate minority contact in the juvenile justice system.

Steps:

1. Obtain data on nine points of contact in juvenile justice system by March 2011
2. Complete Relative Rate Index (RRI) analysis by June, 2011; determine trends and where disproportionate contact occurred in FY10.
3. Prepare report on RRI analysis for November 2011 annual meeting

Measures/Benchmarks:

1. Obtain RRI Data by March 2011.
2. Complete RRI Analysis in written form by June 2011
3. RRI analysis report prepared by November 2011.

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

<p>Objective 2: Complete diversion assessment to determine possible mechanisms contributing to underutilization of diversion for Hispanic youth in Salt Lake, Utah, and Weber Counties</p>

Steps:

1. Complete diversion assessment study by April 2011
2. Identify possible contributing factors for diversion disparity by April 2011
3. Meet with respective county leaders to discuss assessment plan results in June, 2011
4. Meet with respective county leaders to discuss possible intervention plan, August 2010

Measures/Benchmarks:

1. Complete the assessment by April 30, 2011
2. Identify contributing factors by April 30, 2011
3. Schedule meeting with Utah and Weber County leaders by June 2011
4. Schedule meeting with Utah and Weber County leaders by August 2011

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

<p>Objective 3: Develop assessment plan to determine possible mechanisms contributing to overrepresentation of minority youth in the juvenile justice system at arrest and referral points of contact.</p>

Steps:

1. Complete written narrative of the Plan by April 30, 2010
2. Present arrest/referral RRI to stakeholders for input and advice; April-June of 2011
3. Complete the revised Plan, with budget detail and approval from UBJJ, and enter contract by June 30, 2011
4. Preliminary report completed by December 31, 2011
5. Final report completed by March 31, 2012

Measures/Benchmarks:

1. Completion of the Plan in narrative form by April 30, 2010

2. Schedule and present to local law enforcement agencies, juvenile court, and local municipalities by April - June 30, 2011
3. Enter Assessment Plan contract by June 30, 2011
4. Complete preliminary report by December 31, 2011
5. Complete final report by March 31, 2011

Responsible member: Disproportionate Minority Contact Coordinator and DMC Subcommittee

Objective 4: Encourage all law enforcement agencies to offer the Community Relations curriculum as “in-services training” to current and veteran law enforcement officers.

Steps:

1. Identify groups, organizations, and stakeholders who would benefit from the Community Relations training
2. Make presentations to identified audiences and promote the Community Relations curriculum.
3. Collect and analyze evaluation forms after the training
4. Develop and compete long-term evaluation tool to measure the effectiveness of the Curriculum.

Measures/Benchmarks:

1. Groups, organizations, and stakeholders identified by March 31, 2011
2. Number of presentations made quarterly
3. Number of evaluations collected and analyzed on a bi-annual basis.
4. Long-term evaluation tool completed by April 30, 2011

Responsible member: Disproportionate Minority Contact Coordinator and Data Working Group

Objective 5: Increase awareness of DMC issues among professional communities.

Steps:

1. Continue to identify groups, organizations, and stakeholders who have an stake in reducing DMC numbers
2. Update DMC information for handout by June 2011
3. Make presentations to targeted audiences throughout the year

Measures/Benchmarks:

1. Update document for presentation June 2011
2. Number of presentation presented quarterly

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

C) Funding Plan

The UBJJ appropriated \$8,000 to develop the Community Relation Curriculum for POST and \$6,842 to contract with UCJC for diversion assessment in 2010. The Board has also authorized up to \$30,000 to conduct a comprehensive assessment at the arrest and referral to juvenile court contact points. An on-going funding for the DMC Coordinator also comes from the Title II Formula funding. In addition, the Board 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 UCJC to perform Outcome Evaluations of funded projects. The UCJC conducts evaluations on all programs providing direct services that receive Title II and Title V money, including DMC supported programs. UCJC staff members participate in all levels of UBJJ and DMC meetings. They also collect and calculate the RRI. They also act as an assurance for quality of data as discussed in the identification phase. They also 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 system and tabulates the 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 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 the DMC Strategic Compliance Plan.