

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

2012-2014 Three-Year DMC Strategic Compliance Plan

The Utah Three-Year DMC Strategic Compliance Plan follows OJJDP's DMC Reduction Model. The model consists five phases that include identification, assessment/diagnoses, intervention, evaluation, and monitoring. The plan will first discuss 3-year data trends and DMC focus areas. In addition, the plan will discuss: diversion assessment results and the current status of the DMC assessment. The assessment focuses on arrest and referral points of contact in specific jurisdictions rather than statewide. Utah has received a waiver to conduct a statewide assessment in this way due to low numbers of minority youth outside the Wasatch Front. Utah also received a twelve month extension on completing the assessment. The plan will also discuss intervention plan development including application of Community Strategic and Planning, work to evaluate and monitor those efforts, and 2012-2014 plan outlines.

Phase I: Identification Process

A. Updated DMC Identification Spreadsheets

- 1) Attachment #2:
 - a) Appendix A – FY10 RRI Analysis Tracking Sheets,
 - b) Appendix B – FY10 RRI Data spreadsheets,
 - c) Appendix C – Adjusted Asian and Pacific Islander Arrest RRI
 - d) Appendix D – Adjusted Referral RRI Rate
 - e) Appendix E – FY10 RRI Appendices.
 - f) FY11 Data spreadsheets and Appendices (without analysis)
- 2) Attachment #3: OJJDP Approved for Waiver to Conduct Statewide DMC Assessment
- 3) Attachment #4: OJJDP Approved DMC Assessment Extension

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. Currently active is 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 (AOC), who provide the raw data.

The most current data for RRI analysis is available roughly six months after the end of State fiscal year (June 30). The UCJC request the data from the OAC, 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 2012 DMC Strategic Compliance Plan Update is based on the FY10 data analysis, which was submitted to OJJDP along with the 2011 Update. FY10 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 FY2008-FY2010 trend showed consistent overrepresentation of minorities at these two points of contact. The DMC Assessment on these two points of contact is underway and will be discussed in detail at Assessment Phase section of this plan.

FY10 RRI data were collected from the CARE database (Court & Agencies' Record Exchange) for the period between July 1, 2009 and June 30, 2010. 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. Both arrest and CARE data are duplicate counts. Incidents are aggregated to episode on the date of occurrence. The volume of activity presented in the RRI is episode based.

Current data, FY11, 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 2012. The results of the DMC Annual Meeting, as well as the trends will be reported in 2013 DMC Compliance Plan Update.

2) RRI at Points of Contact

a) Population at Risk

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. 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. There was no published report for 2010 from the Committee.

The 2010 Census data showed that Utah population was estimated at 2,763,885. In 2000, it was estimated the Utah population at 2,246,553. In 10 years, the state population increased 23.0%. This data has the same problem as the Utah Population Estimate Committee data; it yields no data for youth ages 10-17.

It was realized early on that using the Census data for the population at risk was outdated. Using the Utah Population Estimate Committee was not suitable as well because it did not provide the necessary data. The Subcommittee looked at the various sources for updated information and has used data from the Utah State Office of Education (USOE)¹, School Enrollment since FY07. USOE data accounted 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

¹ Previous reporting used incorrect source name as Utah Department of Education (DOE). The correct version is the Utah State Office of Education (USOE).

accounted for in this total. However, they are counted in the CARE database if they have an encounter with the juvenile justice system. The data sources for population at risk mentioned above have different estimates. Thus, it should conclude that each data source has its benefits and limits. The DMC Subcommittee uses the best data available for DMC purposes.

A comparison of the 2009 USOE and 2010 USOE School Enrollment (population at risk) shows an increase in the minority population. At a statewide level, minorities increased 3.8%, from 67,059 in 2009 to 69,613 in 2010. The data shows an increase of 7.9% for Asian, 4.0% for Hispanic or Latino, 3.5% for Black or African American, and 2.9% for Native Hawaiian or Pacific Islander. Total numbers have increased by 463 for Asian, 1,889 youth for Hispanic, 162 for Black, and 144 for Pacific Islander. The American Indian or Alaska Native population decreased slightly by 2.2% or 104 youth. White youth, however, experienced a minimal decrease of .02% or a decrease of 523 white youth, from 262,163 in FY09 to 261,640 in FY10. White youth make up a dominant 78.4% of the total population at risk. Hispanic or Latino youth remains the largest minority youth population in the state at 14.6% of the total population. Figure 1 below shows the population at risk as well as the breakup of minority youth for 2010 USOE data.

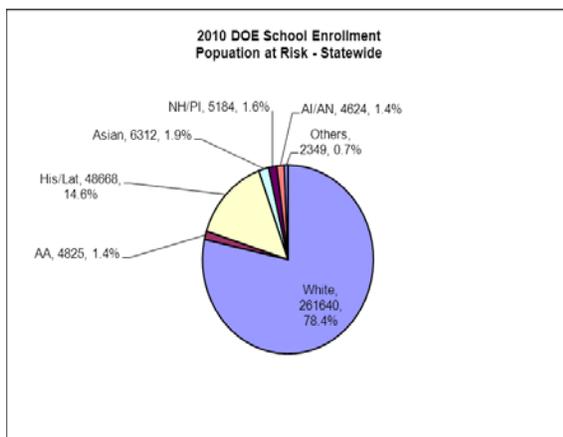


Figure 1: 2010 USOE School Enrollment - Statewide Population at Risk

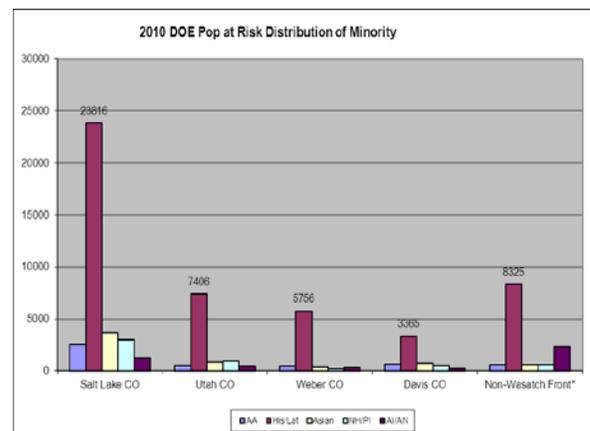


Figure 2: 2010 USOE School Enrollment - Minority Population at Risk; * Non-Wasatch Front are 25 counties other than Salt Lake, Utah, Weber, and Davis Counties

Figure 2 shows the minority make-up in the four counties along the Wasatch-Front. It is estimated that 75% of the total population at risk and 82% of all minority youth live along the Wasatch Front (Salt Lake, Weber, Utah, and Davis Counties). The remaining 25% youth live outside of the Wasatch Front and are distributed between 25 other counties throughout the State. These percentages have not changed much in the last three years.

Trends show that since the change of data sources from 2000 Census data to 2007 USOE estimates, the number of minority youth has consistently increased. Black or African American has the largest increase at 88.6%, followed by Native Hawaii or Pacific Islander at 82.1%, Hispanic or Latino increase 66.2%, and Asian at 55.7%. The average population change for minority youth has increased 21.5%. White youth and American Indian or Alaska Native, however, experienced a decrease at 2.0% and 13.3%, respectively. Figures 3 and 4 showed these changes over time. The Subcommittee is confident in their decision to change the data source as the data has showed consistency in the population at risk.

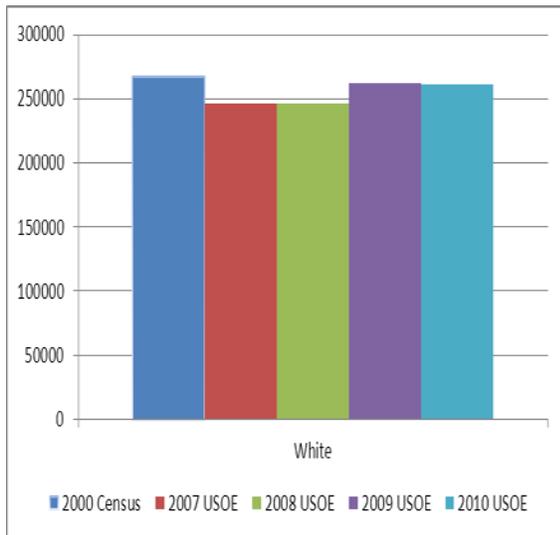


Figure 3: Statewide White Youth Population at Risk Trends

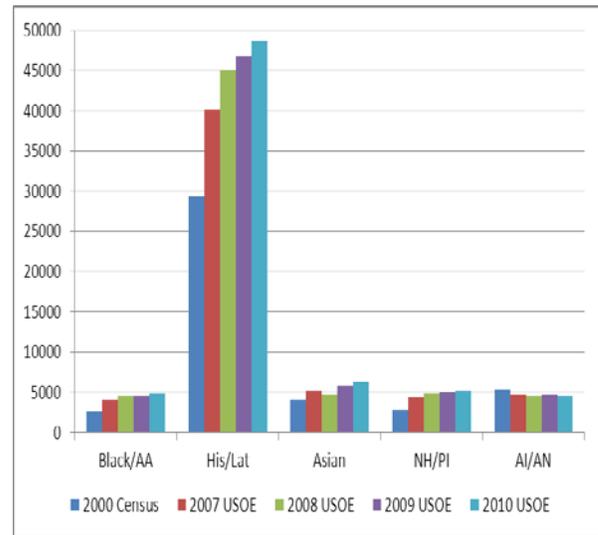


Figure 4: Statewide Minority Population at Risk Trends

b) Arrest Data

Arrest data is 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 FY10 data for juvenile arrest rates was based on the 2009 calendar year. Asian and Pacific Islander rates are combined in this dataset. Hispanic rates are 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 arrest data submitted from 16 law enforcement agencies out of 143 totals. The total population of these 16 agencies was 45,960 or 1.7% of the state’s total population. All law enforcement agencies in jurisdictions that are DMC focus submitted arrest data. The total youth arrested includes 0-9 year olds, which consists of 0.92% or 236 of the total youth population age 0-17.

FY10 Arrest RRI shows statistically significant and high magnitude for both Hispanic/Latino and Black or African American youth Statewide and in Salt Lake and Weber Counties. The Asian arrest RRI was not statistically significant. In some jurisdictions the Asian RRI value was below 1. As noted above, Asian and Pacific Islander arrest data are combined, therefore Pacific Islanders does not have an arrest RRI. (See Appendix C titled FY10 Adjusted Asian Arrest RRI for calculation method). The American Indian or Alaska Native arrest RRI was not statistically significant except in Non-Wasatch Counties, where the magnitude was more than 1.5 times that of white youth. Figure 5 below shows the FY10 arrest RRI. Figure 6 shows statewide RRI trends for FY08, FY09, and FY10. Similar graphs with local information have been used for presentations to local leaders about DMC.

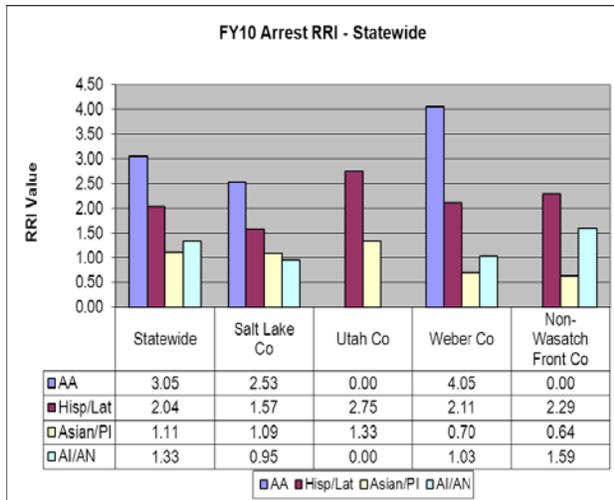


Figure 5: FY10 Arrest RRI; 0.00 showed insufficient numbers of cases for analysis.

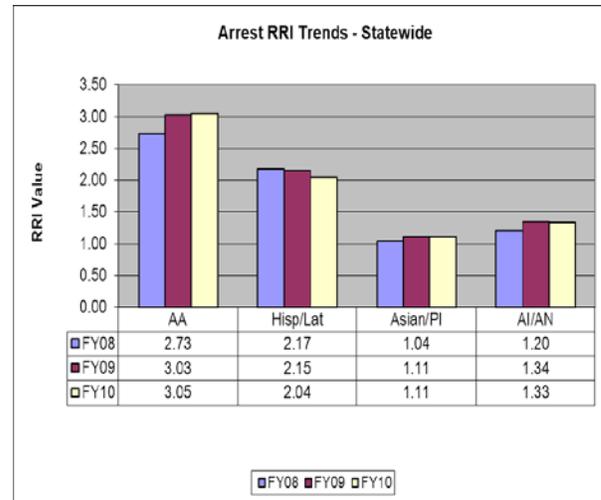


Figure 6: Arrest RRI Trends - Statewide

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. 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 way to identify how many arrests were being referred to the juvenile court. This is troublesome when calculating the 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 6,242 White youth were arrested in FY10 with 6,678 being referred to court. In the same period, 2,961 Hispanic or Latino youth were arrested with 4,595 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 7 below shows the difference in the referral RRI calculated to arrest vs. population at risk as an example Statewide.

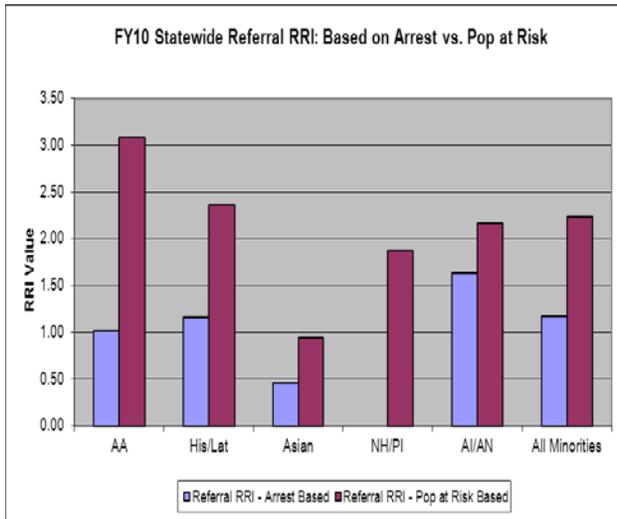


Figure 7: FY10 Referral RRI - Comparison Arrest vs. Pop at Risk

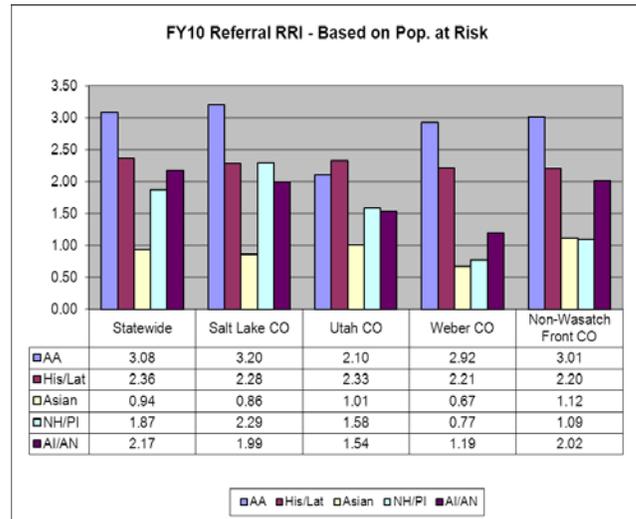


Figure 8: FY10 Referral RRI Based on Pop. at Risk

Figure 8 shows that the referral RRI is statistically significant and has high magnitude for Black, Hispanic, and American Indian in Salt Lake, Utah, Weber County, as well as Non-Wasatch Front Counties. The Pacific Islander referral RRI is high in Salt Lake and Utah counties, but was either close or below 1 in Weber County and Non-Wasatch Front. Asian youth seem to be an exception and tends to be under-represented across the counties being analyzed, except Non-Wasatch where arrest RRI was at 1.12. (See Appendix D titled FY10 Adjusted Referral RRI for calculation method.)

Based on the statistical significance, magnitude, and volume of activity analysis, the DMC Subcommittee has determined that an assessment is warranted at the arrest and referral points of contact. Furthermore, the consistent trends shown in Figure 6 above for arrest and figure 9 below for referral are evidenced that DMC Reduction activities should focus in these two areas. The assessment will point to possible contributing factors. The intervention plan will be based on the results of the assessment. These activities will be the major focus points for the three year plan. Further details of the assessment and timeline will be discussed in the Assessment Section of this report.

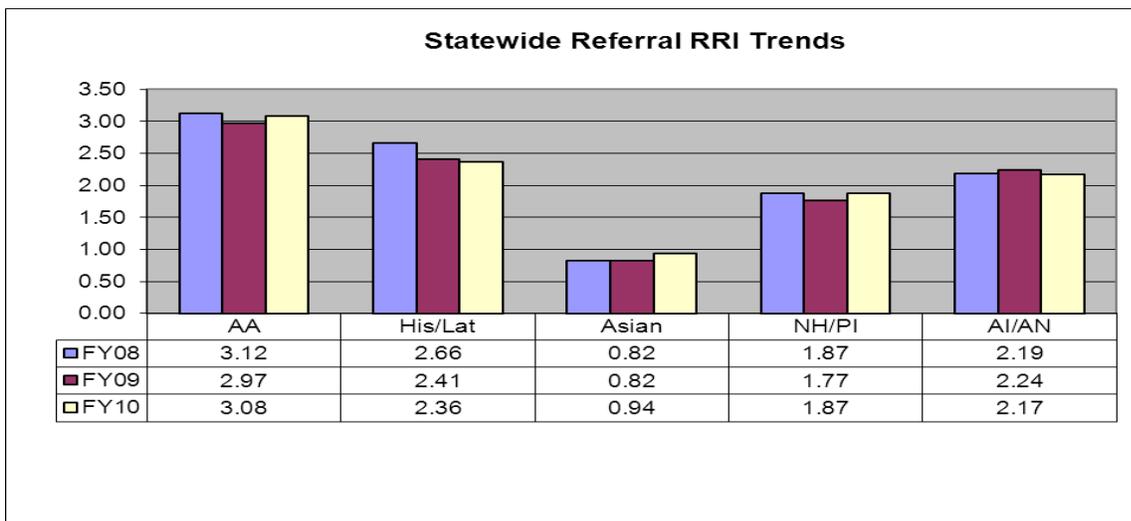


Figure 9: Statewide Referral RRI Trends

d) Diversion

As stated in the 2009-2011 DMC Three Year Plan, diversion was the focus point of contact of the first assessment. This was due to the underutilization of diversion for Hispanic/Latino in Utah County and for both Hispanic/Latino and white youth in Weber County. A Diversion Assessment was completed the spring 2011. The Subcommittee is currently reviewing the findings and discussing next steps. More details will be provided later in the Intervention Section.

The volume of diversion has significantly increased since discussions began three years ago. The most significant changes of RRI are in Utah County. The change is from an RRI of .53 in FY08 to .63 in F09, and .79 in FY10. Statewide, the trends seem to be heading in in the right direction from .82 in FY08 to .85 in FY10 for Hispanic/Latino youth. The volume of activity for diversion has almost doubled in the last five years. Statewide diversion totals increased from 5,802 in FY06 to its peaks in FY08 at 11,364. Since then it has fluctuated minimally. Table 1 below shows volume of diversion trends statewide. The increase is for all race/ethnicity. Figure 10 show the FY10 Statewide Diversion RRI.

Table 1: Diversion Trends

Diversion Trends FY06-FY2010										
Reporting Area	Year	Volume of Activity							RRI	
		Total	White	Black	Hisp	Asian	PI	AI/AN	Hisp	All Minority
Statewide	FY06	5,802	4,025	165	1,264	96	136	116	0.92	0.92
	FY07	8,268	5,734	199	1,908	111	185	131	0.88	0.86
	FY08	11,364	7,694	319	2,766	198	235	152	0.82	0.82
	FY09	10,934	7,359	305	2,676	194	252	148	0.84	0.84
	FY10	11,074	7,351	313	2,754	201	282	173	0.85	0.85
Salt Lake County	FY06	2,764	1,721	117	708	69	111	38	0.90	0.89
	FY07	3,880	2,434	137	1,051	75	137	46	0.84	0.81
	FY08	4,790	2,869	175	1,395	117	184	50	0.80	0.78
	FY09	4,655	2,701	187	1,420	116	190	41	0.82	0.81
	FY10	4,366	2,398	177	1,411	121	214	45	0.86	0.86
Utah County	FY06	1,072	852	11	186	7	12	4	0.85	0.84
	FY07	1,448	1,135	20	253	11	20	9	0.71	0.71
	FY08	1,468	1,183	9	243	15	11	7	0.53	0.53
	FY09	1,233	976	19	206	17	11	4	0.63	0.65
	FY10	1,436	1,113	11	263	14	22	13	0.79	0.78
Weber County	FY06	358	198	14	138	4	3	1	0.98	0.95
	FY07	623	399	14	202	2	3	3	0.85	0.79
	FY08	1,532	909	59	535	7	8	14	0.85	0.84
	FY09	1,367	844	32	460	15	7	9	0.85	0.81
	FY10	1,137	698	31	391	10	3	4	0.87	0.83

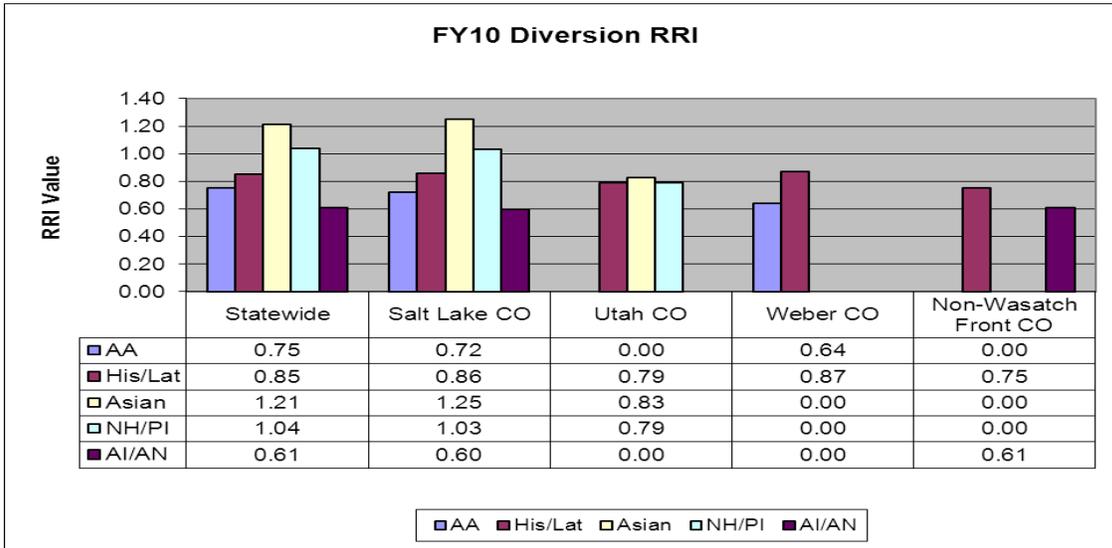


Figure 10: FY10 Diversion RRI

e) Detention to Transfer to Adult Court points of contact

The FY10 RRI for Detention, Petition, Delinquent Findings, and Probation Placement is close to proportionate to white youth. The RRI for all minorities in these four points of contacts are at or very close to 1. However, disproportionality begins again at the Confinement in Secure Facilities and Transfer to Adult Court points of contact for Black, Hispanic, and American Indian or Alaska Native. The Subcommittee came to a consensus agreement that addressing arrest, referral, and diversion will have a direct impact on those subsequent RRI. Thus, it seems reasonable to focus on the first three points of contact not only to pilot the strategy, but to also build political capital for future and ongoing DMC efforts. Figure 11 shows the FY10 statewide RRI for minorities.

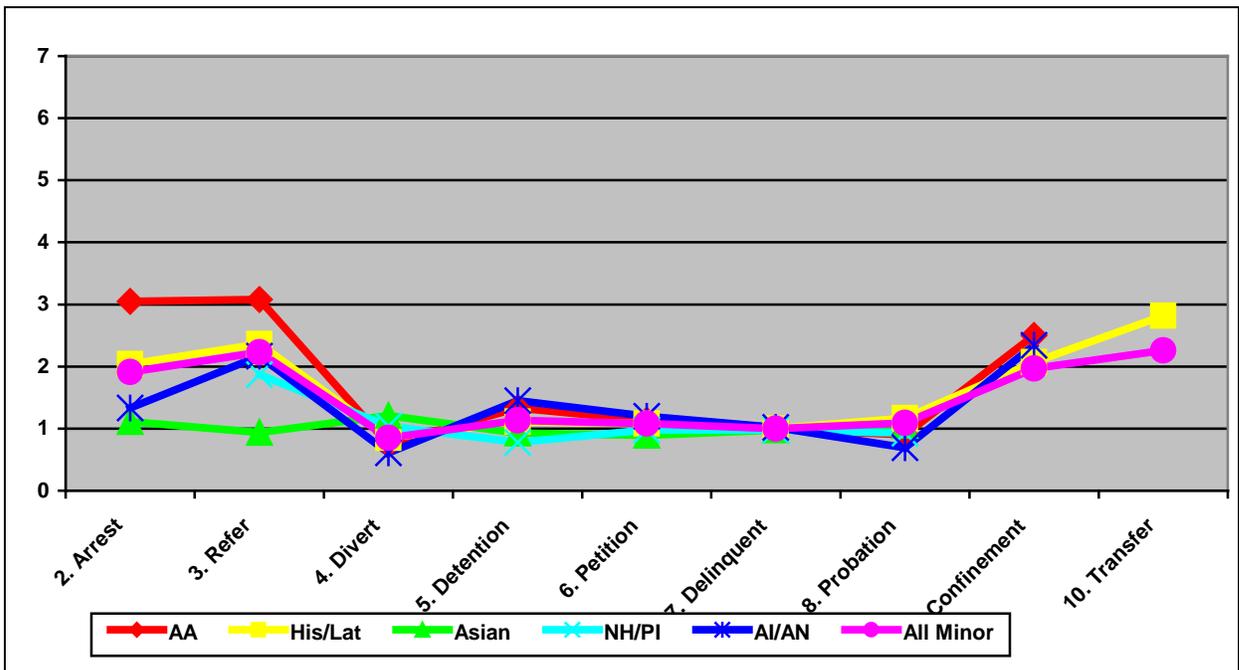


Figure 11: FY10 Statewide RRI

f) Data Trends

Trends have been discussed in various contexts as described at the section above. Below are statewide trends from FY08-FY10 for each minority group as an example of how RRI is used to present and start a conversation with local stakeholders. Depending on jurisdictions and audiences, the local RRI is used in a combination of bar and line graphs as well as tables to demonstrate the point. The idea is not to cast fault or who is responsible for the DMC phenomena, but rather asks how we can collaborate to address DMC. Trends clearly demonstrate that attention is warranted at arrest, referral, and diversion points of contact as its RRI magnitude and volume of activity are considerably higher or lower (in the case of diversion).

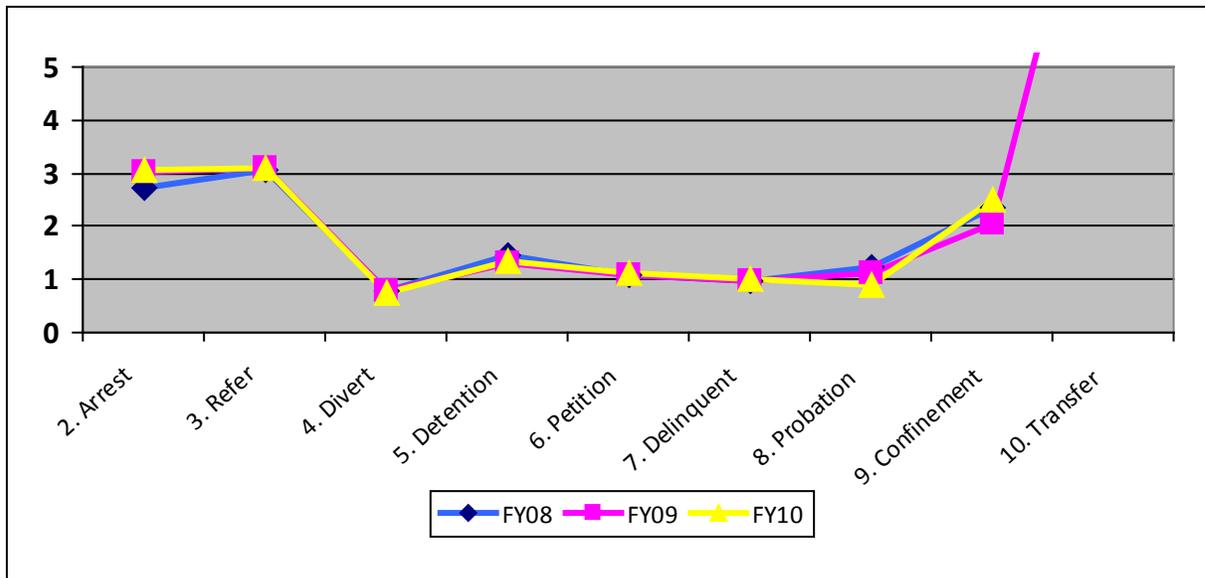


Figure 12: Statewide RRI for Black or Africa American

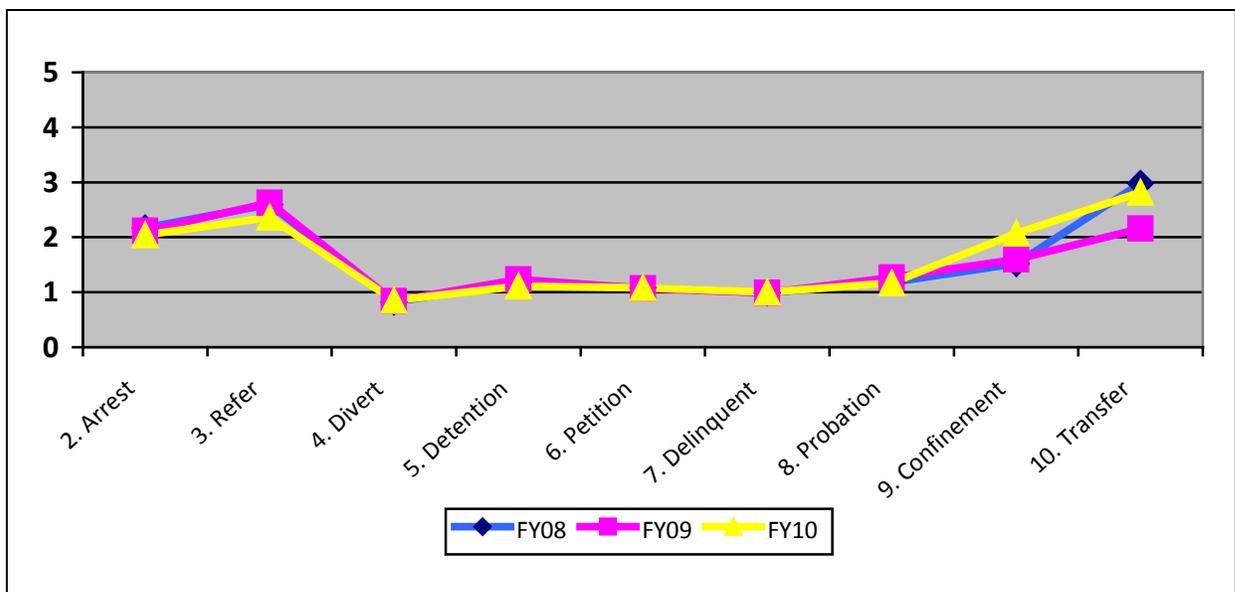


Figure 13: Statewide RRI for Hispanic or Latino

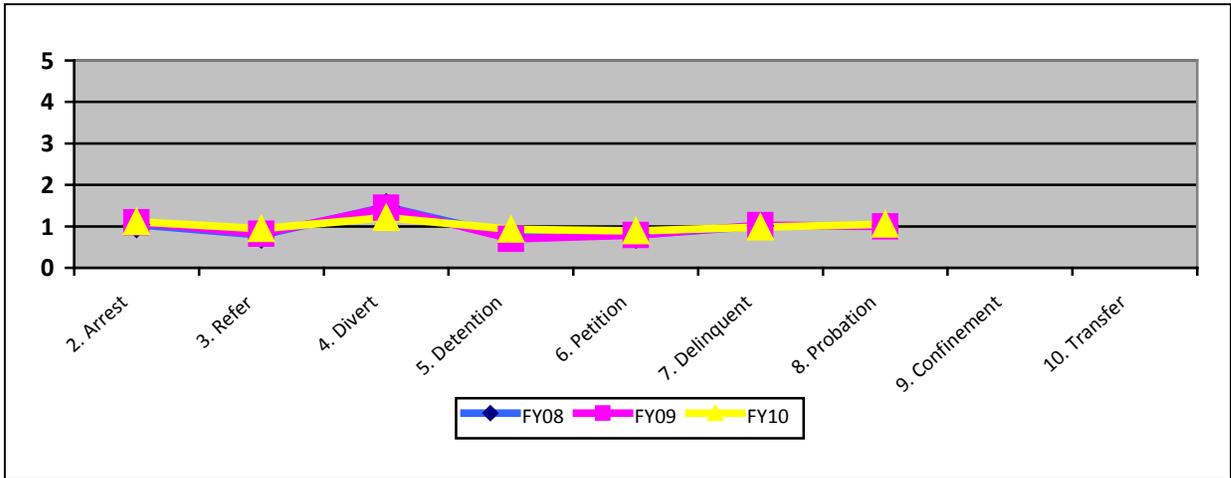


Figure 14: Statewide RRI for Asian

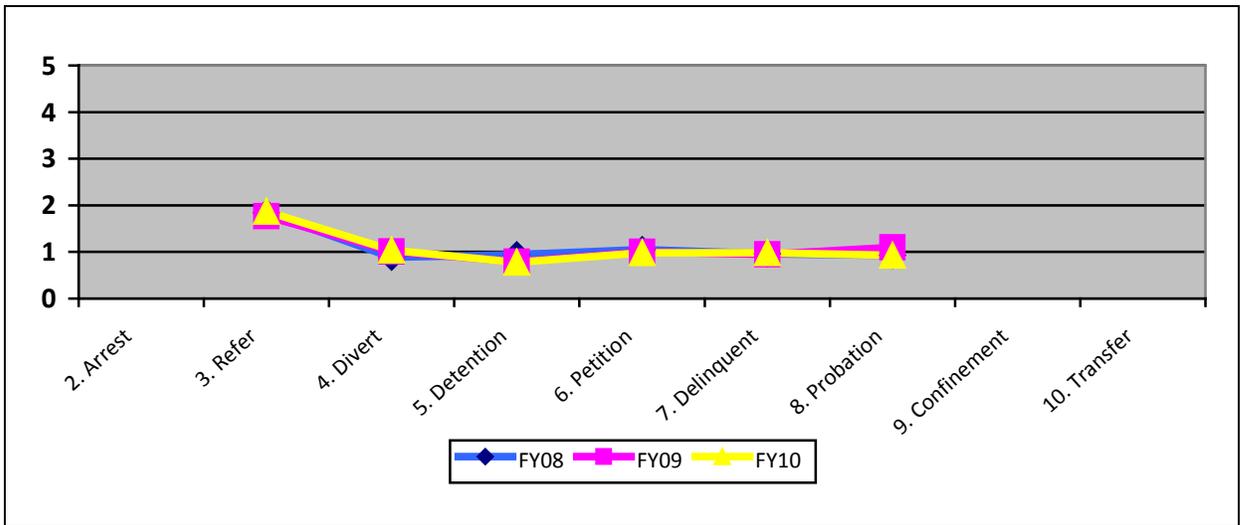


Figure 15: Statewide RRI for Native Hawaii or Pacific Islander

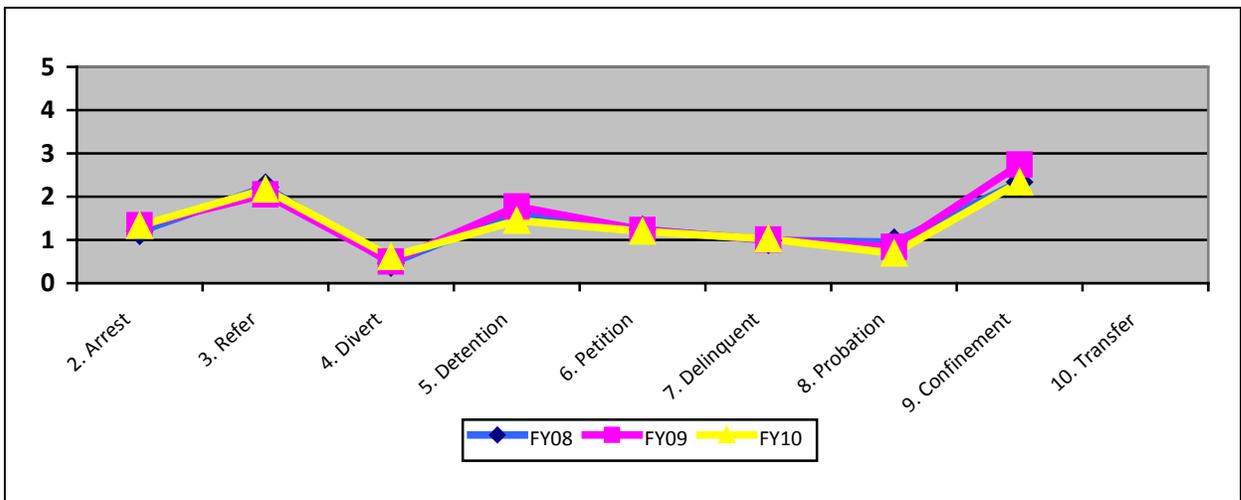


Figure 16: Statewide RRI for American Indian or Alaskan Native

3) RRI Tracking Sheet

Attached to this report are five tracking sheets (Appendix A) that follow the steps described in the DMC Manual to analyze and interpret data at each contact point. 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 points 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 (FY10) and national data that is two years older (2008) creates confusion and misdirection. In addition, there are concerns 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 jurisdiction the Subcommittee should invest their efforts. Population at risk is the first determiner. In FY10, 82% of minority and 73% of white youth live in Wasatch-Front Counties: Salt Lake, Utah, Weber, and Davis County. Of the minority population, nearly 50.0% live in Salt Lake County, 14.5% in Utah County, 10.0% in Weber County, and 8.0% in Davis County. In this context, local leaders were receptive when the Subcommittee came to their jurisdiction to discuss DMC. It was simply stated that because their jurisdiction has more minorities. Collaboration thus far has made many of the local DMC reduction activities possible.

Phase II: Assessment/Diagnosis

A. Statewide DMC Assessment from 2005 – 2011

The University of Utah Criminal Justice Center completed the Diversion Assessment in the spring of 2011. The assessment focused on the consistent underutilization of diversion with Hispanic/Latino in Utah County and for both Hispanic/Latino and white youth in Weber County. In addition, the assessment also showed Salt Lake County low in diversion for minority youth. The assessment attempted to understand the possible contributing factors that may have influenced the disproportionately lower rate of diversion for minority youth. The empirical analysis of agencies' practice, policies, and procedures answer the following questions:

- 1) What are diversion criteria?
- 2) How many episodes meet diversion criteria?
- 3) How many of diversion-qualified episodes are diverted by RRI categories? How many of diversion-qualified episodes are not diverted by RRI categories?
- 4) How do those that are not diverted differ from those that are?
 - a. By delinquency history

- b. By presenting offense severity & type
 - c. By risk (pending availability of PSRA & PRA on this group)
 - d. Stratified by age
- 5) What is the failure rate of diverted/not-diverted (but qualified) episodes by RRI categories?
- a. Failure rate = diverted cases turned to petitioned (pending availability of data)
 - b. Failure rate = any new referral within 12 months of diversion.

The Diversion Assessment concludes with five keys findings:

- 1) The use of detention with minorities for new offenses is significantly higher than for Non-Hispanic Whites
- 2) The cumulative impact of a more severe court history, not meeting diversion criteria, lower likelihood of receiving diversion, and greater likelihood of recidivism, disproportionately affects minority youth
- 3) Lower rate of diversion for minority youth with prior diversion
- 4) There is a negative relationship between open dispositions and the likelihood of diversion with more minorities having open dispositions
- 5) Variance in diversion and recidivism by race/ethnicity

B. Current Statewide DMC Assessment Activity

- Arrest and Referral to Juvenile Court Assessment

Dr. Thomas Harig facilitated a two-days training in September 15 and 16, 2010 analyzing data trends. The training laid a foundation for the DMC Assessment. 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 five 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 a grant has been awarded to conduct the assessment.

Utah has a unique geographical and demographic make-up. As discussed in the identification phase, more than 75% percent of total population and 82% of minority youth live along the Wasatch Front, which include four counties: Salt Lake, Utah, Weber, and Davis County. The remaining 25% live in the other 25 counties in the State. For this reason, the majority of the counties outside of the Wasatch Front do not have a minority population that meets the 1% threshold required to conduct DMC activities. In fact, more than 50% of the counties do not have the 1% threshold for minority youth. This presents a significant challenge for the State to conduct a Comprehensive Statewide DMC Assessment with limited financial resources. Utah has requested and received approval from OJJDP to be a waiver state to conduct Statewide DMC Assessment (See Attachment #3 Waiver Approval). The focus of the assessment is in the three jurisdictions with the largest population of minority youth: Salt Lake, Utah, and Weber County.

In addition, the assessment also includes the city of Logan in Cache County. The decision to include Logan City Police Department was easy. First, the Subcommittee was already considering including a city outside of the targeted area to add diverse view. Logan City

and St. George were the two considered. When we first brought the DMC issue to the attention of State Chief of Police Association Board of Directors about the assessment for their “buy-in,” the Logan City Police Department Chief approached and expressed interest in participating.

The DMC Assessment summary is as follows:

- a. **Background:** The arrest assessment will include two phases. Phase 1 will involve interviewing law enforcement agencies (LEAs) to gather ideas about issues that are potentially related to DMC at arrest/referral and to determine the availability of quantitative data to study those issues and prioritize the findings. Phase 2 will consist of data collection and analysis from each of the LEAs to confirm or refute the hypothesis developed in Phase 1. The following 8 LEAs have been identified to participate:
 - Cache County: Logan Police Department (LPD)
 - Weber County: Ogden Police Department (OPD)
 - Salt Lake County: Unified Police Department (UPD), Salt Lake City Police Department (SLCPD), West Jordan Police Department (WJPD), West Valley City Police Department (WVCPD)
 - Utah County: Provo Police Department (PPD) , Orem Department of Public Safety (ODPS)
- b. **Project Descriptions:** The project is both qualitative and quantitative and will consist of interviews and quantitative data collection from the LEAs. See “Programmatic Activities” for further detail.
- c. **Objectives:** The objective of the study is to conduct an assessment of local jurisdictions to identify potential explanations for why disproportionate minority contact (DMC) occurs among juveniles at the point of arrest and referral by law enforcement for follow-up data analyses and to explore possible solutions to address the disparity.
- d. **Programmatic Activities**
 - Prior to conducting LEA interviews, State DMC Coordinator will meet with 8 LEAs (Police Chief, commanding staffs, police officers, and crime/data analyst) to explain DMC/RRI, OJJDP requirements, and Utah’s DMC plan and to get “buy-in.”

Phase 1

- Contact Police Chiefs/Sheriffs at the 8 LEAs about conducting interviews and data collection.
- Conduct semi-structured interviews with Police Chief/Sheriff, Data Specialist, and two police officers at each location to determine suggested areas of focus, possible explanations, suggestions for addressing the issue, and availability of data. Concurrently, gather policy/procedure materials from agencies regarding potential explanations of DMC.
- Work with Data Specialists from each of the LEAs to determine the availability and feasibility of extracting data for quantitative analysis.
- Receive data queries from Data Specialists to further inform general understanding of DMC related issues at each jurisdictions and develop ideas/proposals for Phase 2
- Write up Preliminary Report of findings (including proposals for Phase 2 analyses) and present to the DMC Subcommittee for input on Phase 2.

- Work with the DMC Subcommittee to identify targeted areas/issues to study in Phase 2.

Phase 2

- Collect and analyze data in specific targeted areas/issues for 8 LEAs.
- Write up Final Report
- Present findings and recommendations

e. Deliverables

- Preliminary Report – November 2011, to include:
 - 1) Qualitative analysis of LEA interviews on suggested areas of focus, possible explanations, and suggestions for addressing DMC issues (5 LEAs: SLCPD, WVC PD, UPD, ODPS, OPD)
 - 2) Proposals of targeted areas/issues to study in Phase 2 (5 LEAs)
- Presentation of preliminary findings to DMC Subcommittee – November 2011
- Draft Final Report – March 15, 2012
 - 1) Results of targeted areas/issues studies (3 LEAs: SLCPD, UPD, OPD)
- Presentation of Draft Final Report findings
- Preliminary Report – April 2012, will include:
 - 1) Qualitative analysis of LEA interviews on suggested areas of focus, possible explanations, and suggestions for addressing DMC issues (3 LEAs: PPD, LPD, WJ PD)
 - 2) Proposals of targeted areas/issues to study in Phase 2 (3 LEAs)
- Presentation of preliminary findings to DMC Subcommittee – May 2012
- Final Report – September 30, 2012
 - 1) Results of targeted areas/issues studies (All 8 LEAs)
- Two Presentations of Final Report findings

DMC Assessment planning started in early 2010. With limited resources, the original proposal included 5 law enforcement agencies. Utah was ready to implement the DMC Assessment when an opportunity arrived in May 2011 with the announcement from OJJDP of the availability of the Community and Strategic Project Grant (CASP Grant). Utah submitted a proposal to use the CASP Grant to conduct DMC Assessment in local jurisdictions. The CASP Grant emphasized conducting DMC work locally and hiring local DMC coordinators. Utah proposed allowing the State DMC Coordinator to work locally and use the grant money for the DMC assessment and programming. Utah was awarded a CASP Grant and the assessment was enhanced to include 8 law enforcement agencies. Utah also requested and received approval from OJJDP to extend the Assessment deadline to March 31, 2013 (See Attachment #4). It is anticipated that the assessment will be complete by September, 2012.

Phase III: Intervention

A) Report on FY11 DMC-Reduction Plan and Progress:

FY11 Activity	Progress
1. Collect RRI Data and convert RRI data into narrative form	FY10 data was collected, analyzed, and converted to narrative form. The data was used for the 2011 DMC Annual meeting. FY10 data and trends since FY06 helped guide the 2012 – 2014 DMC Three Years Strategic Plan.

	<p>This effort will continue on a yearly basis as the new RRI become available. FY11 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 2012. It will be used for the 2012 DMC Annual Retreat and will guide 2013 DMC Reduction plan. The RRI is also utilized as a tool to monitor DMC reduction activities.</p>
<p>2. Conduct further research to identify causes of disproportionate minority representation in Utah’s juvenile justice system.</p>	<p>The Data Analysis Working Group was formed and has completed revision of data definitions, calculated RRI with new definitions and continued to monitor and study data sources for quality assurance. This is an on-going effort.</p> <p>In 2011, the Working Group looked at data and noticed several trends and issues. First, the volume of diversion has doubled since FY06. Second, RRI trends for the last five years have been used as talking points when presented to the communities. Third, it seemed apparent that population at risk was needed at the city level. When working with local law enforcement agencies, there was great interest about local RRI. In addition, the preliminary report of the DMC assessment suggested that some LEAs did not keep good record of race/ethnicity in their database. The two identified issues will be the focus of the Data Working group during the course of 2012 and beyond.</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. FY10 reported showed that Race/Ethnicity information was missing for 1.8% of statewide CARE data.</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. Continue to sponsor projects designed to reduce Utah’s disproportionate representation of minority</p>	<p>As reported in the 2011 Utah Board of Juvenile Justice Annual Report to the Governor and Legislature, the Title II Formula Grant supported three programs aimed at improving outcomes of minority offenders. One program</p>

<p>youth in the juvenile justice system.</p>	<p>provided parenting classes and after school program to teach life skills to Hispanic youth. A second project made efforts to provide early intervention services to Native American youth. These two programs served 373 minority youth with a completion and satisfaction rate of 86%. The programs provided 40,858 service hours. Only 1.8% of youth in these programs had a new offense while participating. It is important to note that these two programs are not within the DMC focus jurisdictions but serve specifically to minority youth.</p> <p>The third program involves the continued funding for a DMC Coordinator to ensure Utah’s compliance with the DMC Core Requirement of the JJDP.</p>
<p>6. Identify key players to address the low diversion rate for minority youth.</p>	<p>UCJC has completed the Diversion Assessment in Spring 2011. Summary of the assessment was provided in the Assessment section of this report. The DMC Subcommittee presented the findings to new Juvenile Court Administrators, Trial Court Executives, Juvenile Probation Chiefs, and Board of Juvenile Judges meetings. These are key stakeholders who have the greatest influence on their policy, regulations, and procedures. The Juvenile Court has determined to examine the key finding #3 of the Diversion Assessment where it found that a “Lower rate of diversion for minority youth with prior diversion.” More details will be discussed in the next section.</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, FY10 Data, Three Year Trends, Arrest Trends, as well as the Subcommittee’s strategy to address DMC in identified counties. The PowerPoint presentation complements the handout. In 2011, 10 organizations were presented with DMC information, reaching over 140 community members and professionals.</p> <p>For the first time, Utah has received two inquiries from two juvenile judges for DMC data. DMC materials were also presented to two classes at two different Universities.</p>
<p>8. Create Community Relations Training Curriculum for Utah’s Peace Officers and Standards Training (POST)</p>	<p>The Community Relations training has trained and presented to 287 individuals. Of those, 133 were new cadets, 40 corrections officers, and 114 youth service employees.</p>
<p>9. Integrate community relations training into other training modules.</p>	<p>As awareness of DMC issues are raised across “professional communities,” agencies are asked to collaborate in implementing the Community Relations</p>

	<p>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 communities they serve. The Community Relations training offer this positive attitude toward diversity training. This is on-going effort.</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>The Community Relations Training was made available and the SAG is 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. Encourage efforts to further diversify the juvenile justice workforce.</p>	<p>The Subcommittee has collaborated with the Salt Lake County Council on Diversity Affair (CODA) – an advisory board to the Salt Lake County Mayor on diversity and service delivery issues to the diverse community. The DMC Coordinator participates as a member and currently serves as CODA Chair, and Chair 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. Since the inception of this goal, the work has expanded to other LEAs in the County as they expressed interests to be involved. Activities include orientation on requirements and process, workshops to help potential candidates pass the NPOST examination, and train candidates on job interview skills. No recruitment was held in 2011 due to a hiring freeze. However, it is anticipated that 2012 will be active. An orientation has already been conducted in February 2012. One is planned for May and more will follow.</p> <p>The second goal is to develop a community forum</p>

	<p>discussing law enforcement topics with the diverse community. The objective is for diverse community members to better understand such topics as:</p> <ul style="list-style-type: none"> • 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? • What to do when a family member is in jail? <p>Activities in 2011 were not as active due to lack of follow-thru on some of the community. However, it is anticipated that 2012 will be an active year. A plan is in place to discuss “Information about US Law” to the Bhutanese Refugee Community in May 2012. Addition plans are in place for Pacific Islander and other refugee communities later in the year.</p> <p>The third goal was to reduce the disproportionate minority youth representation in the juvenile justice system for Salt Lake County. This will be a continuing process as the DMC Arrest and Referral Assessment is complete, the Subcommittee will play a major role in helping to coordinate and bring the right person to the table to discuss intervention plan.</p>
<p>14. 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>15. Update Utah’s DMC Strategic Compliance Plan.</p>	<p>The Subcommittee and Coordinator have completed Utah’s 2011 DMC Compliance Plan Update. The plan was completed and submitted to OJDJDP March 31, 2011. 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>16. Participate in the 2012 Legislative Review meetings</p>	<p>The Subcommittee formally participate in the 2012 Legislative Review for the first time. The mission is to analyze and share concerns on the legislations that may</p>

	<p>have impact on minority youth. Two DMC members alternate to attend meeting every Monday during the annual 45-day legislative session. Attendee review juvenile legislations with SAG members and take a consensus position to support, opposed, no position, priority for passage, beyond the score, or hold for further review. A SAG member is then submits the official position to the governance body. The Subcommittee plan to participate annually and will continue to focus on issues effecting minority.</p>
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B) DMC Reduction Plan for 2012

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 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 2012
2. Complete Relative Rate Index (RRI) analysis by June, 2012; determine trends and where disproportionate contact occurred in FY11.
3. Prepare report on RRI analysis for the November 2012 annual meeting

Measures/Benchmarks:

1. Obtain RRI Data by March 2012.
2. Complete RRI Analysis in written form by June 2012
3. RRI analysis report prepared by November 2012.

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

Objective 2: Evaluate Diversion Assessment Report and develop an intervention plan based on recommendations

Steps:

1. Present Diversion Assessment Report to Juvenile Court Administrators, Trial Court Executives, Juvenile Probation Chiefs, and Board of Juvenile Judges
2. Seek “buy-in” from stakeholders mentions
3. Work with juvenile court, monitor, and evaluate progress made on the intervention plan

4. Continue to pursue additional stakeholders to utilize the report and develop intervention plans

Measures/Benchmarks:

1. Complete presentations to stakeholders by April 2012
2. Achieve “buy-in” from the Juvenile Court by April 2012
3. Develop intervention plan by September 30, 2012

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

Objective 3: Complete DMC assessment plan to determine possible mechanisms contributing to overrepresentation of minority youth in the juvenile justice system at arrest and referral points of contact.

Steps:

1. Continue to monitor progress made by Utah Criminal Justice Center on the project
2. Review and select priority areas at each law enforcement agency (LEA)
3. Review final report on each LEA prior to publication

Measures/Benchmarks:

1. Review priority area as it becomes available
2. Review final report as it becomes available

Responsible member: Disproportionate Minority Contact Coordinator and DMC Subcommittee

Objective 4: Market Community Relations training to law enforcement agency leaders and expand its use to current, veteran, and field training officers

Steps:

1. Continue to 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 complete long-term evaluation tool to measure the effectiveness of the Curriculum.

Measures/Benchmarks:

1. Identify groups, organizations, and stakeholders - ongoing
2. Number of presentations made quarterly
3. Number of evaluations collected and analyzed on a bi-annual basis.
4. Long-term evaluation tool - ongoing

Responsible member: Disproportionate Minority Contact Coordinator and Data Working Group

Objective 5: Increase awareness of DMC issues among professional communities.
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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 2012
3. Make presentations to targeted audiences throughout the year

Measures/Benchmarks:

1. Update document for presentation June 2012
2. Number of presentation presented quarterly

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

Objective 6: Form local DMC Working Group in three Salt Lake, Utah, and Weber County to address DMC and be compliance with CASP Grant.

Steps:

1. Identify individual of groups, organizations, and
2. Invite them to meet and get trained on DMC 101
3. Invite to attend CASP training
4. Develop intervention plans in respective jurisdictions

Measures/Benchmarks:

1. Identify individuals in each jurisdiction by June 2012
2. Present DMC 101 to three identified group by September 2012
3. Complete TA request by June 2012
4. Conduct one day TA on November 1, 2012

Responsible member: Disproportionate Minority Contact Coordinator and partners

Objective 7: Participate in the 2013 Legislative Review meetings

Steps:

1. Identify two DMC members to attend Utah's SAG meeting
2. Review criminal and juvenile justice legislations every Monday with State SAG
3. Take position and provide feedback on half of DMC Subcommittee

Measures/Benchmarks:

1. Identify two individuals December 2012
2. Attend weekly meeting starting for eight weeks starting January 2013
3. Number of positions taken on reviewed legislations

Responsible member: Disproportionate Minority Contact Coordinator and DMC Members

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 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 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 Coordinator to carryout the DMC Strategic Compliance Plan.

DMC Reduction for FY2012 – 2014

A. Timeline

1. FY12 – Complete DMC Assessment at Arrest and Referral to Juvenile Court and implement CASP Project.
2. FY13 – Development and implement intervention plan based on assessment result
3. FY14 – Evaluate and Monitor DMC Intervention Plan; continue DMC reduction efforts

B. Funding and sources

1. FY2012 Budget Allocation:

Activity	Funding Sources	Amount
1. DMC Arrest and Referral Assessment	a. OJJDP CASP Grant b. Title II Funding	\$34,175.00 \$16,000.00
2. Revise Community Relations Training	OJJDP CASP Grant	\$10,043.00
3. Strengthening Refugee Family Program	Title II Funding	\$40,500.00
4. South Salt Lake K-6 Parenting and After School Program	Title II Funding	\$30,000.00
5. DMC Coordinator	Title II funding	\$75,400.00
Total		\$206,118.00

2. FY2013 and On-Going Budget

The Utah SAG has committed to on-going funding of the DMC Coordinator position. The general guideline for the Utah is to fund non-profit projects for up to four years. Such program as the Strengthening Refugee Family Program and the South Salt Lake After School Program fall under this general guideline and they are in their first year of the program.

In addition, the Utah SAG has set DMC as one of their top three funding priorities. As the Arrest and Referral Assessment comes to its completion by the end of September 2012, Utah's SAG will allocate funding to support those intervention plans as appropriate and taking into consideration availability of Title II funding.