

# 2014 DMC Strategic Compliance Plan Update

The Utah 2014 DMC Strategic Compliance Plan follows OJJDP's Enhanced DMC Reduction Model. The model consists five phases: identification, assessment/diagnoses, intervention, evaluation, and monitoring. The plan will first discuss FY12 data trends, the most recent data available, and DMC focus areas. Second, the plan will discuss intervention strategies following the 2012 arrest and referral assessment recommendations. The update will discuss steps taken to implement the assessment results and progress made on the intervention plan development, which includes the 2011 and 2013 Community and Strategic Planning. Finally, the work to evaluate and monitor those efforts will be discussed.

## Phase I: Identification Process

### A. Updated DMC Identification Spreadsheets

- 1) Attachment #2:
  - a) Appendix A – FY12 RRI Analysis Tracking Sheets,
  - b) Appendix B – FY12 RRI Data spreadsheets,
  - c) Appendix C – Adjusted Asian and Pacific Islander Arrest RRI
  - d) Appendix D – Adjusted Referral RRI
  - e) Appendix E – FY12 RRI Data Definitions
  - f) FY13 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 have been formed and assigned specific tasks. The Data Working Group meets about quarterly to analyze and interpret RRI data and advise the DMC 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 requests the data from the AOC 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 2014 DMC Strategic Compliance Plan Update is based on the FY12 data analysis, which was submitted to OJJDP in the 2013 DMC Compliance Update. It also acts as a status report of the FY2012-2014 DMC reduction plan. FY12 data was studied by the Data Working Group over the summer. FY12 RRI data were collected from the CARE database (Court & Agencies' Record Exchange) for the period of July 1, 2011 through June 30, 2012. 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, FY13, 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 2014. The results of the DMC Annual Meeting, as well as the trends will be reported in 2015 DMC Compliance Plan Update.

2) RRI at Points of Contact

a) Population at Risk

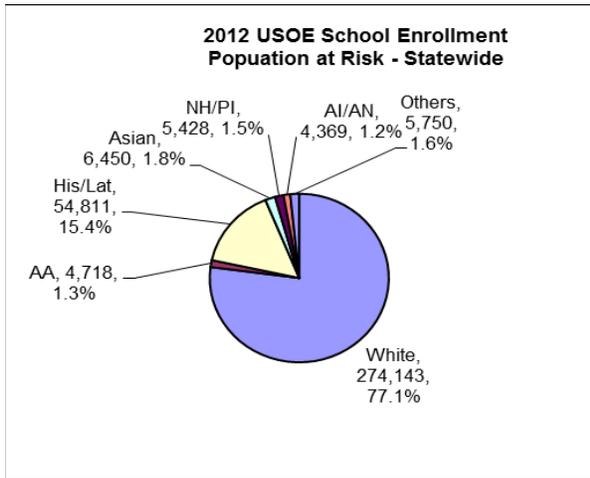
The Utah Population Estimate Committee, which is a function of the Utah Governor's Office of Management and Budget, issues an annual estimate of state population. The latest available data are as of July 1, 2011, the state population was estimated at 2,813,923, an increase of 1.4% in total population from the 2010 estimate. The trends show that Utah's population has increased from 1.4% to 3.2% annually since 2000. The 2011 estimate showed the lowest percentage change in that time period. However, these estimates failed to yield data for the 10-17 year old population.

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

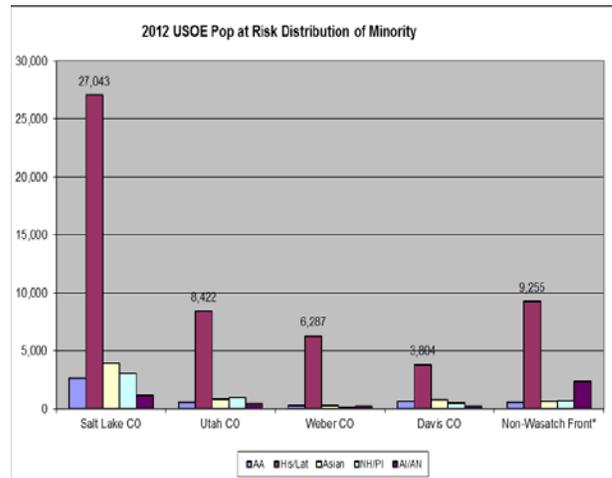
It was realized early on that using the Census data for the population at risk was outdated. Using the Utah Population Estimate Committee was not suitable as well because it did not provide the necessary data. The Subcommittee looked at the various sources for updated information and has used data from the Utah State Office of Education (USOE), School Enrollment since FY07. USOE data accounts for an estimated 96% of the total population at risk. The remaining 4% attend private school (3%) or home school (1%) and are 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. The data sources for the population at risk mentioned above have different estimates. Thus, each data source has its benefits and limitations. The DMC Subcommittee uses the best data available for DMC purposes.

A comparison of the 2011 USOE and 2012 USOE School Enrollment (population at risk) shows an increase in the minority population. At a statewide level, minorities increased 5.7%, from 71,659 in 2011 to 75,776 in 2012. The data shows an increase for all minorities except American Indian or Alaska Native. The increases include 7.3% for Hispanic or Latino, 5.0% for Native Hawaiian or Pacific Islander, 1.5% for African American, and 1.5% for Asian. There is a minimal decrease of 0.3% or 14 youth for American Indian or Alaska Native. Total numbers have increased by 3,710 for Hispanic, 259 for Native Hawaiian or Pacific Islander, 69 for Black or African American, and 93 for Asian youth. White youth have experienced an increase of 2.7% or 7,097 youth in this comparison, from 267,046 in FY11 to 274,143 in FY12. White youth make up a dominant 77.1% of the total population at risk. Hispanic or Latino youth remains the largest minority youth population in the state at 15.4% of the total population. Changes described in this paragraph do not include the total of "other/mixed" category.

Since the change of data source to USOE in 2007, there has been significant change in the "Other/Mixed" category. There has been a constant increase between 2007 to the latest data, from 1,078 in 2007 to 5,750 in 2012. This represents a magnificent increase of 433%. This is being closely monitored but not included in the RRI analysis. Figure 1 below shows the population at risk as well as the breakdown of minority youth using 2012 USOE data.



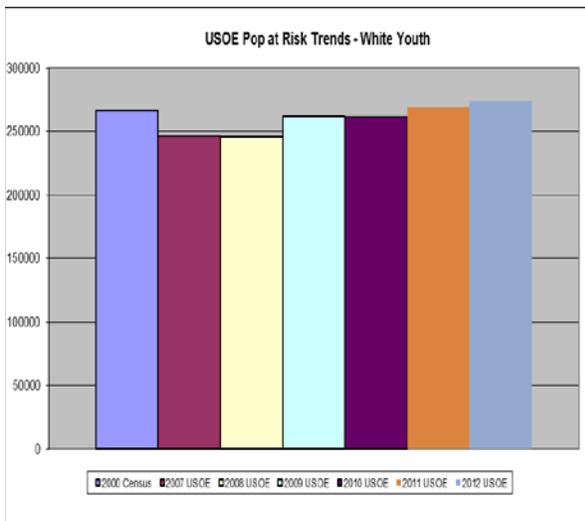
**Figure 1: 2012 USOE School Enrollment - Statewide Population at Risk**



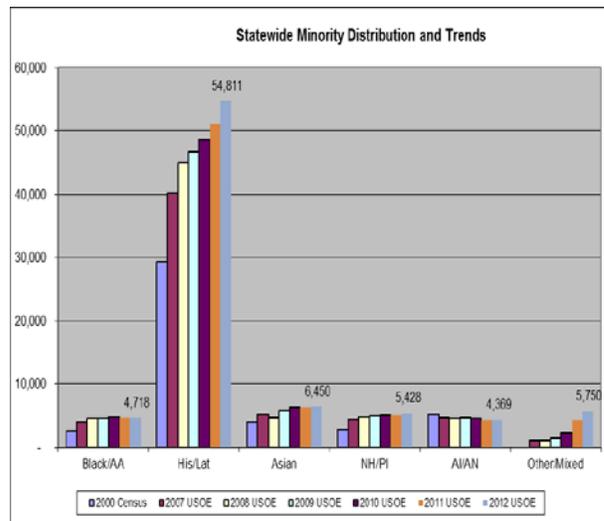
**Figure 2: 2012 USOE School Enrollment - Minority Population at Risk; \* Non-Wasatch Front are 25 counties other than Salt Lake, Utah, Weber, and Davis Counties**

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% of youth live outside the Wasatch Front and are distributed between 25 other counties throughout the State. These percentages have not changed much in the last three years.

Since changing the data sources to USOE School Enrollment, the number of minority youth has consistently increased. Since 2007, Hispanic or Latino youth has increased to 36.4%, followed by Asian at 21.8%, Native Hawaiian or Pacific Islander at 20.2%, and Black or African American to 14.6%. The overall increase for minority youth is 28.7%, from 58,897 in 2007 to 75,776 in 2012. White youth has increased 11.2%, from 246,427 in 2007 to 274,143 in 2012 enrolment. The only decrease is seen with American Indian or Alaska Native at 8.8%, a decrease from 4,790 in 2007 to 4,369 in 2012. Figures 3 and 4 show these changes. 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: Trends - Statewide White Youth Population at Risk**



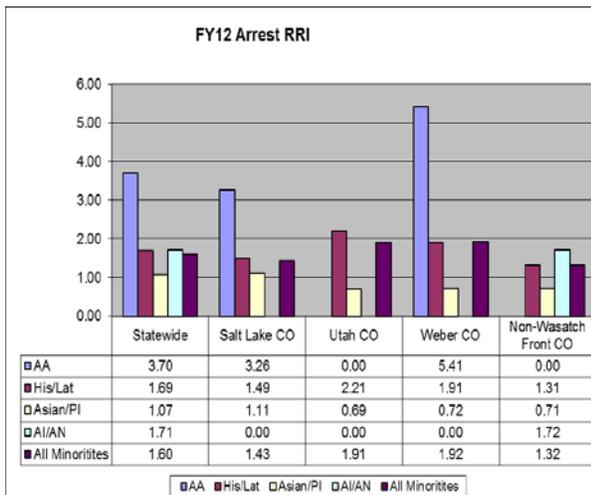
**Figure 4: Trends - Statewide Minority Population at Risk**

b) Arrest Data

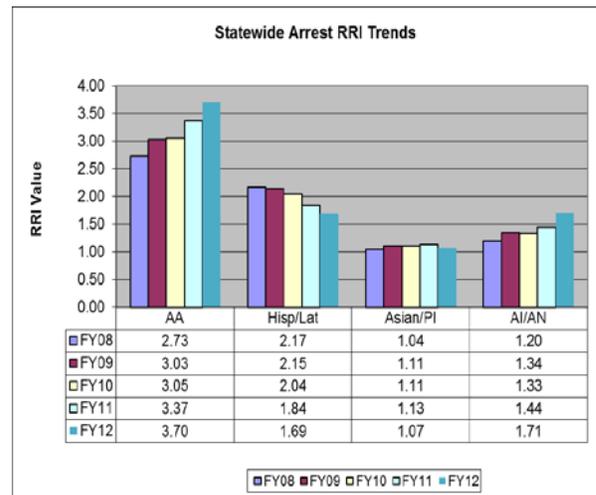
Arrest data is collected from the Utah Bureau of Criminal Identification (BCI). The Bureau functions under the Utah Department of Public Safety. The Bureau collects data from state and local law enforcement agencies. These agencies use the Uniform Crime Reports (UCR) program. Reporting to the Bureau is voluntary; a few small agencies choose not to submit data. The FY12 data for juvenile arrest rates is based on the 2011 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 is tracked. Seventeen law enforcement agencies out of 144 totals did not submit data to UCR. The total population of these seventeen agencies is 41,467 or 1.47% of the state’s total population. All law enforcement agencies in jurisdictions where the minority population is highest submitted arrest data. Arrest data included youth ages 0-9 year olds, which accounted for 0.56% or 122 of the total arrests.

The FY12 arrest RRI is the highest in statistically significant and magnitude, for Black or African American youth Statewide and in Salt Lake and Weber Counties. The highest RRI is in Weber County at 5.41 and lowest is 3.26 in Salt Lake County. However, the volume of activity is relatively small. The Hispanic/Latino arrest RRI is statistically significant and high in magnitude but varied by jurisdiction. The highest RRI is in Utah County at 2.21 and lowest in Salt Lake County at 1.49 with a statewide average of 1.69. The Asian/Pacific Islander arrest RRI is not statistically significant at 1.07 statewide. As noted above, Asian and Pacific Islander arrest data are combined, therefore Pacific Islanders do not have an arrest RRI. (See Appendix C titled FY12 Adjusted Asian Arrest RRI for calculation method.) The American Indian or Alaska Native arrest RRI is statistically significant in both Salt Lake and Non-Wasatch Front Counties at 1.34 and 1.54, respectively. Asian/Pacific Islander and Hispanic/Latino are the two minority groups that have RRI in all jurisdictions being analyzed. Figure 5 below shows Statewide FY12 arrest RRI.

Figure 6 shows statewide RRI trends for FY08 – FY12. Black or African American show a concerning trend as RRI has been on the increase for the last five year. Similar trend is showed for American Indian or Alaska Native. Hispanic or Latino, however, shows an encouraging trend in that it has been on the decrease since FY08. As they are the largest minority youth and greatest volume of activities, trends for Hispanic or Latino is also the trend for all minorities in all jurisdictions. Similar graphs with local information have been used in presentations to local leaders.



**Figure 5: FY12 Arrest RRI; 0.00 showed insufficient numbers of cases for analysis.**

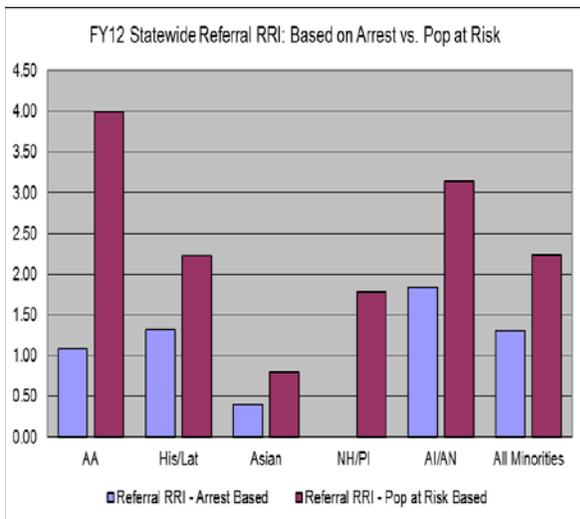


**Figure 6: Arrest RRI Trends - Statewide**

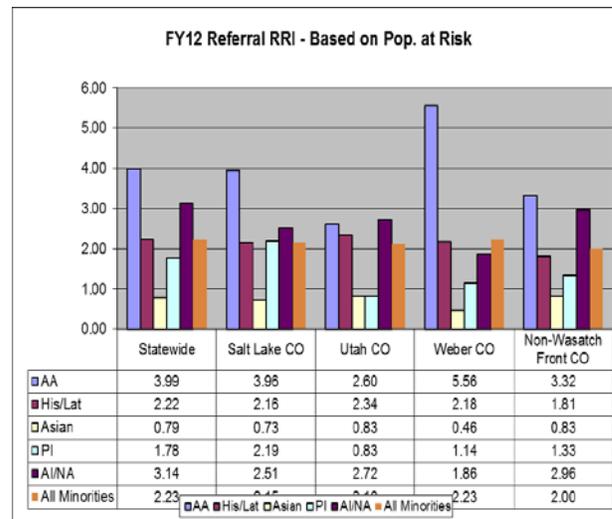
c) Referral to Juvenile Court

Since FY07, the Subcommittee revised the OJJDP definition of referral to juvenile court to accurately describe the Utah Juvenile Justice System. 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 is collected from the CARE database. Referral data is collected from a different source than arrest data and there is no way to identify how many arrests are 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 shows 5,131 White youth were arrested in FY12 with 5,497 being referred to court. In the same period, 2,599 Hispanic or Latino youth were arrested with 4,053 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 recommended using a different method to calculate the RRI at referral. The RRI for referrals is now based on the 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: FY12 Referral RRI - Comparison Arrest vs. Pop at Risk**



**Figure 8: FY12 Referral RRI Based on Pop. at Risk**

Figure 8 shows 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 but is close to 1 in Weber County and under 1 in Utah County. Asian youth seem to be an exception and tends to be under-represented across the counties being analyzed. (See Appendix D titled FY12 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, consistent trends shown in Figure 6 above for arrest and Figure 9 below for referral are evidence that DMC Reduction activities should focus in these two areas. Details of the assessment and

timeline will be discussed in the Assessment Section. Plan to implement recommendations from the assessment report will come at the intervention section of the report.

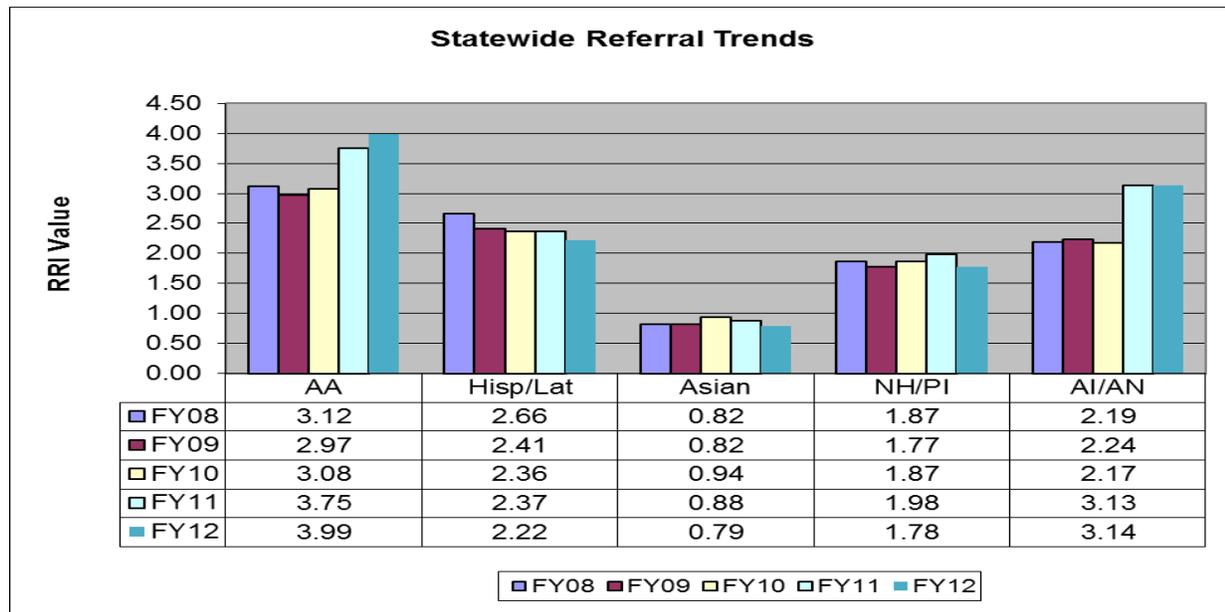


Figure 9: Statewide Referral RRI Trends

Statewide referral RRI trends show a decrease in the RRI for Hispanic/Latino, Asian, and Native Hawaiian or Pacific Islander youth. Hispanic/Latino shows a consistent decrease from 2.66 in FY08 to 2.22 in FY12. Asian has dropped from the highest RRI of 0.94 in FY10 to 0.79 in FY12. African American and American Indian or Alaska Native, on the other hand, have shown consistent increase. AA increased from 3.12 in FY08 to 3.99 in FY12 while AI/AN increased from 2.19 to 3.14 in the same period. As noted earlier, volumes of activity for all minorities except Hispanic or Latino are significantly smaller.

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 youth in Utah County and for both Hispanic/Latino and white youth in Weber County. A Diversion Assessment was completed the spring 2011. Some actions have been taken at the local level that improved the diversion RRI.

The volume of diversion has significantly increased since discussions began five years ago. The most significant changes of RRI are in Utah County. The change is from an RRI of 0.53 in FY08 and peak at 0.87 in FY11. However, FY12 showed a decreased to FY09 level of 0.65. In Weber County, Hispanic/Latino reached statistical parity in FY11 at 0.98; however it has dropped to 0.89 in FY12. Statewide, Hispanic/Latino has shown little movement; from 0.82 in FY08 to 0.80 in FY12.

In terms of volume of activity, it has doubled since FY06, reaching its peak in FY08 at 11,364 from 5,802 in FY06. However, since then the volume has started decrease steadily, but is still significantly higher than FY06. FY12 Statewide data shows 9,165 diversions. Table 1 below shows the volume of diversion trends. Figure 10 shows trends and changes in division RRI over the years for Hispanic/Latino. Figure 11 shows FY12 diversion for all minorities in each jurisdiction.

Table 1: Diversion Trends

Diversion Trends FY06-FY2012										
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
	FY11	9,649	6,373	306	2,420	145	240	165	0.84	0.82
	FY12	9,165	6,126	320	2,268	123	179	149	0.83	0.80
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
	FY11	3,697	1,995	189	1,212	87	172	42	0.82	0.82
	FY12	3,664	2,017	190	1,203	66	139	49	0.81	0.80
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
	FY11	1,483	1,111	19	293	20	27	13	0.87	0.88
	FY12	1,150	916	22	187	12	3	10	0.65	0.67
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
	FY11	972	561	30	365	3	4	9	0.98	0.92
	FY12	910	540	29	324	3	3	11	0.89	0.86

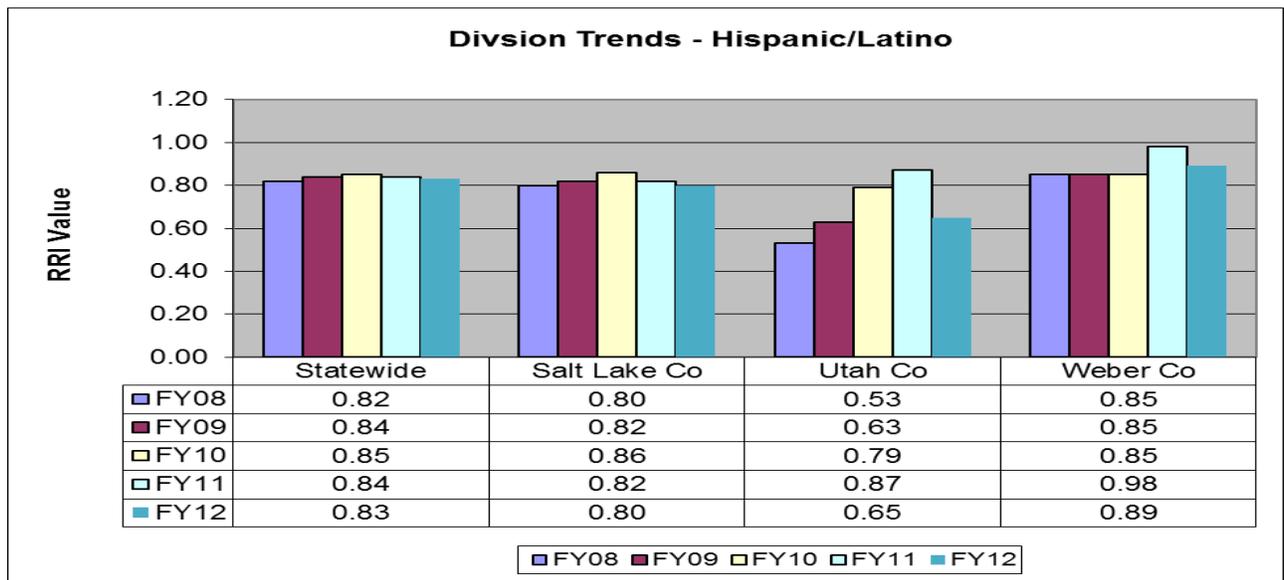
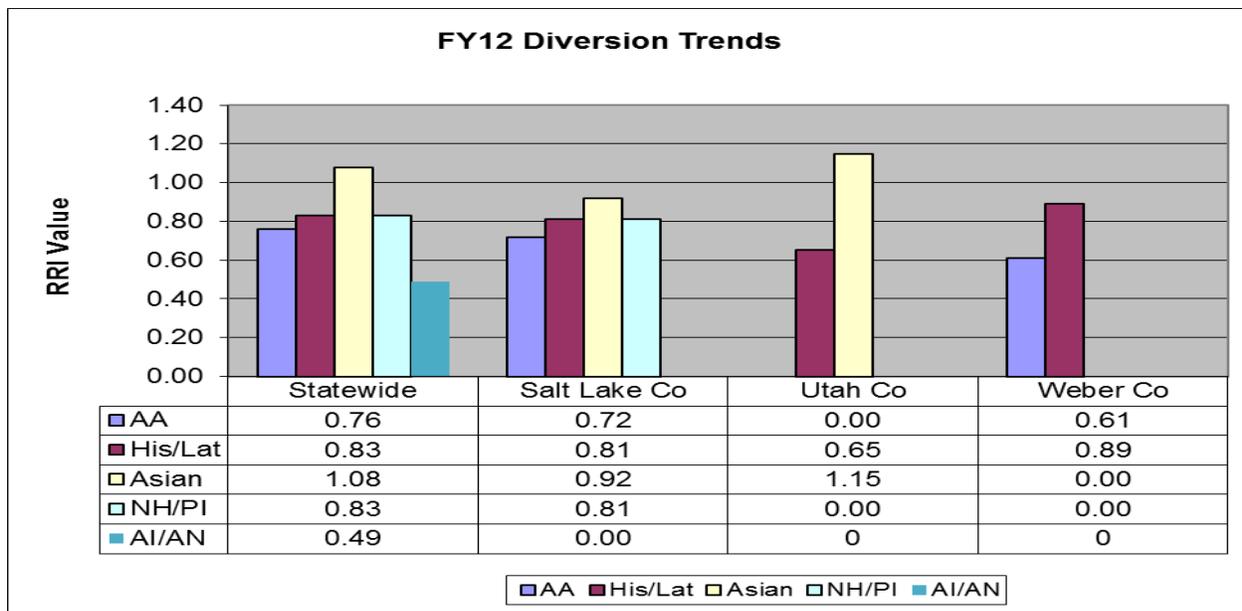


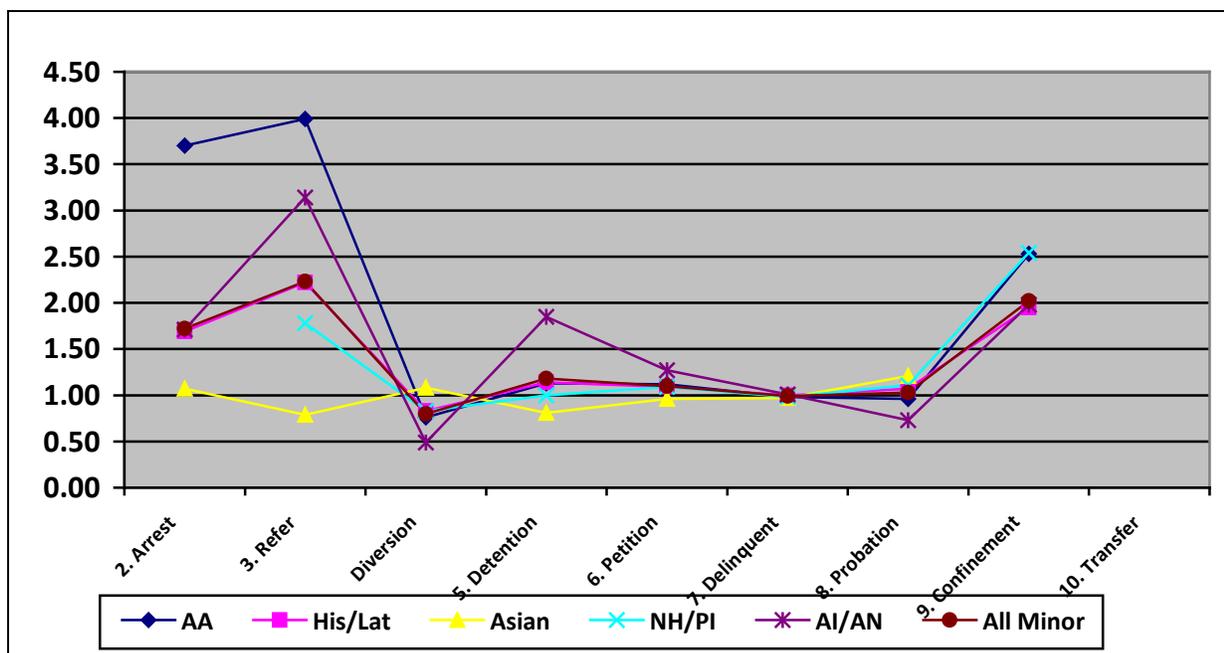
Figure 10: Hispanic Diversion Trends



**Figure 11: FY12 Diversion RRI**

e) Detention to Transfer to Adult Court points of contact

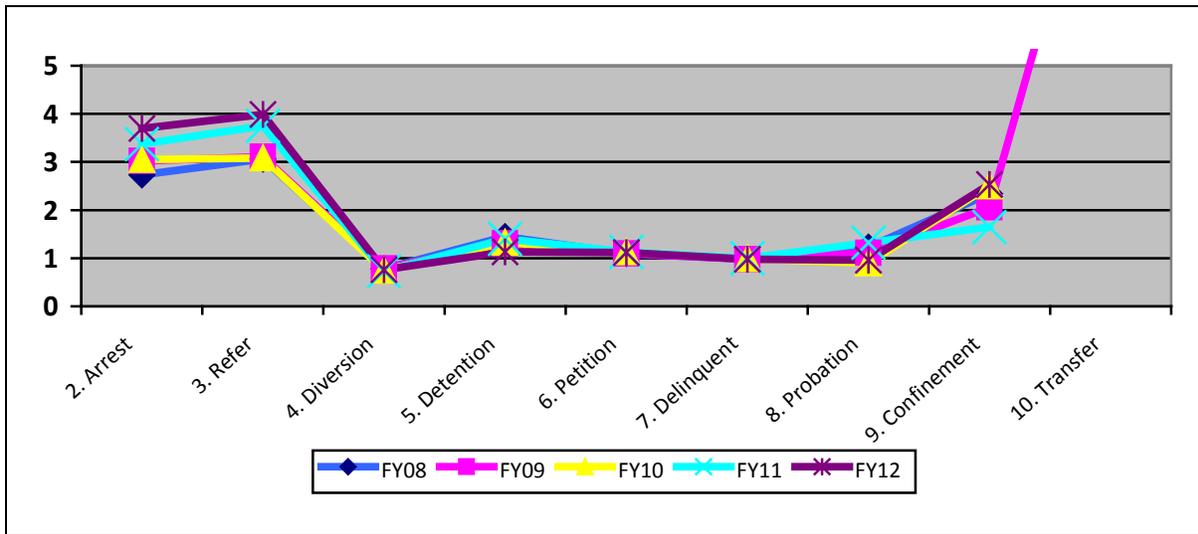
The FY12 RRI for Detention, Petition, Delinquent Findings, and Probation Placement is close to proportionate. The RRI for all minorities at these four points of contact are at or very close to 1.00. However, disproportionality begins again at the Confinement in Secure Facilities for all minorities. Transfer to adult court, however, does not have sufficient numbers for analysis. 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 12 shows FY12 statewide RRI for minorities.



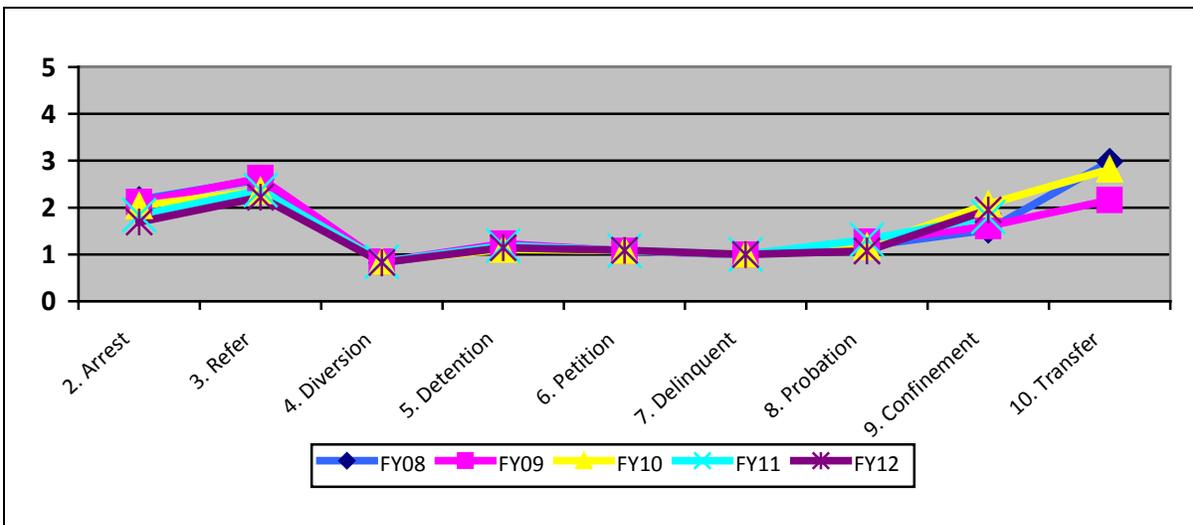
**Figure 12: FY12 Statewide RRI**

f) Data Trends

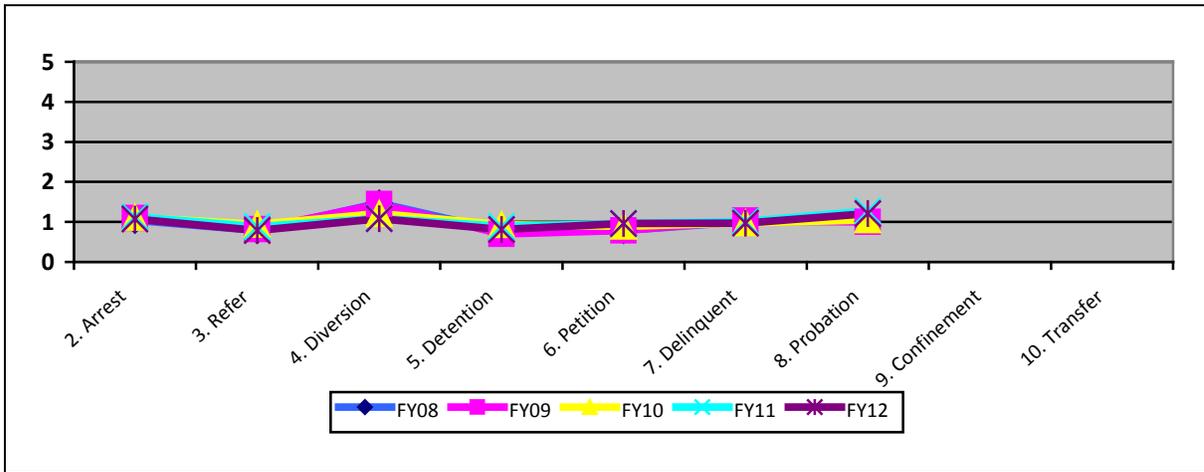
Trends have been discussed in various contexts as described in the section above. Below are statewide trends from FY08-FY12 for each minority group as an example of how the RRI is used to present and start a conversation with local stakeholders. Depending on jurisdictions and audiences, the local RRI 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).



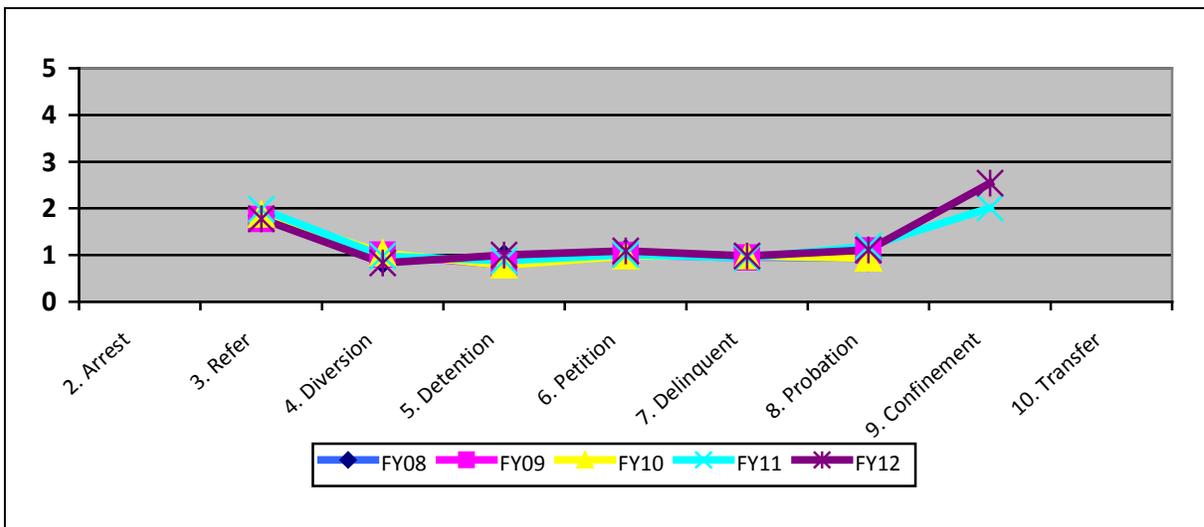
**Figure 13: Statewide RRI Trends for Black or Africa American**



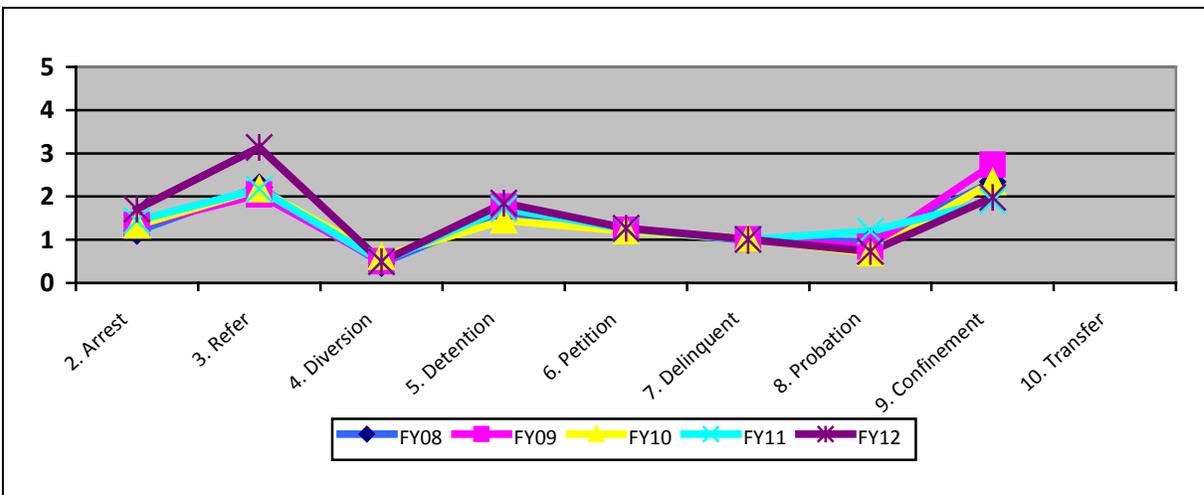
**Figure 14: Statewide RRI Trends for Hispanic/Latino**



**Figure 15: Statewide RRI Trends for Asian**



**Figure 16: Statewide RRI Trends for Native Hawaii or Pacific Islander**



**Figure 17: 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 0.85.
- 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 suggests that making comparisons between Utah's current data (FY12) and national data that is four 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 efforts. Population at risk is the first determiner. In FY12, 82% of minority and 75% of white youth live in Wasatch Front Counties: Salt Lake, Utah, Weber, and Davis. Nearly 50.0% of total minority population live in Salt Lake County, 15.0% in Utah County, 10.0% in Weber County, and 8.0% in Davis County. In this context, local leaders are receptive when the Subcommittee comes to their jurisdiction to discuss DMC. It is 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 – 2013

There are no assessment activities for the year 2013. Utah provided a detail report and findings of the 2011 Diversion Assessment in the 2012-2014 Three Year Plan. The comprehensive Arrest and Referral Assessment conducted by the University of Utah Criminal Justice Center completed in September 2012. The majority of the Assessment Report was paid for with the 2011 Community and Strategic Planning Grant. Structure of the Assessment Plan was reported in the 2012 Update. The following is a summary of the keys findings of the Arrest and Referral Assessment.

- **Purpose**

The purpose of the assessment is to work with local jurisdictions to identify potential explanations for why disproportionate minority contact occurs among juveniles at the point of arrest and referral by law enforcement and to explore possible solutions to address the disparity. The study was conducted in two phases: 1) interviews with local Law Enforcement Agencies to identify potential explanations for why DMC occurs and identify potential data sources to confirm or disprove those hypotheses, 2) collection of de-identified data from each of the LEAs to examine DMC issues/explanations proposed in phase 1.

- **Method**

The methodology of this assessment followed four stages recommended in the DMC Technical Assistance Manual (OJJDP, 2009):

Stage 1: Generate possible explanations

Stage 2: Identify the types of data and the patterns of results needed

Stage 3: Obtain the data

Stage 4: Analyze the data and identify the most likely mechanism(s) creating DMC in this jurisdiction.

• **Summary of Key Findings**

The assessment focused on seven law enforcement agencies (LEAs) with a high volume of minority arrests in four jurisdictions. There was no single factor or hypothesis that applied across the board. Each LEA was analyzed individually based on input and recommendations from the Chief of Police, DMC Subcommittee, and data availability. For example, the Salt Lake City Police Department report focused on “Gang analysis” while the Unified Police Department report focused on “school offending.” Each report has its own findings and recommendations. However, there were some common issues identified in the Assessment:

1. All reporting showed some high schools and junior highs in certain school districts had higher offender per pupil when there was higher minority enrollment.
2. Further explore school data and policies/practices:
  - a) Do school records show DMC between misconduct & cases that result in charges?
  - b) Do school policies differ on involving SRO/LE that may explain higher person offending at some schools?
3. Prevention/intervention options for most common juvenile/Minority issues:
  - a) Truancy
  - b) Low-level school-based offending (e.g., tobacco)
  - c) Fighting/person offenses
4. Data availability varied from agency to agency, school to school. The report recommended working with schools and LEAs to improve data collection for future study.
5. Evaluate and monitor efforts
6. A full report was previously submitted in 2013 DMC Compliance Plan

**B. Current Statewide DMC Assessment Activity**

Utah plans to conduct 2<sup>nd</sup> arrest and referral assessments with three local law enforcement agencies as the previous study did not yield definitive explanations for the cause of DMC. The DMC Subcommittee secured a funding source to pay for the 2<sup>nd</sup> assessment. The UCJC will conduct the assessment as it did the first one. The anticipated start date is on July 1, 2014, with an estimated cost of up to \$20,000 for three local law enforcement agencies: Ogden Police Department in Weber County (2<sup>nd</sup> assessment), Orem Department of Public Safety in Utah County (2<sup>nd</sup> assessment), and Provo Police Department in Utah County (1<sup>st</sup> assessment). Similar to the first assessment, a considerable amount of time will be spent to secure “buy-in” from these law enforcement agencies. Timeline, objectives, and benchmarks are details in the DMC Reduction Plan for 2014 section.

**Phase III: Intervention**

**A) Report on 2013 DMC-Reduction Plan and Progress:**

2013 DMC Activity	Progress
1. Collect RRI Data and convert RRI data into narrative form	FY12 data was collected, analyzed, and converted to narrative form. The data was used for the 2013 DMC Annual meeting. FY12 data and trends since FY06 helped guide and develop Utah’s DMC Compliance Plan. This effort will continue annually as the new RRI become available. FY13 data is 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 summer of 2014. It will be used

	for the 2014 DMC Annual Retreat and will guide 2015 DMC Reduction plan. The RRI is also used as a tool to monitor DMC reduction activities.
2. Conduct further research to identify causes of disproportionate minority representation in Utah's juvenile justice system.	<p>The Data Analysis Working Group was formed and has revised the 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 2012, the Working Group explored other data sources to analyze the RRI at the local level. Specifically, the Working Group is looking for cities' population at risk. This presents a challenge as some cities used school enrollment data, other used census data to provide estimates. The Working Groups continue to explore what other state agencies are using and possible collaborations to share those data sources.</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%.	The goal has been met and the Subcommittee will continue to monitor to ensure continued high standard. FY12 reported that Race/Ethnicity information was missing for 1.7% of statewide CARE data.
4. Gather data to determine the number of minority youth participating in Formula Grant projects.	All sub-grantees are required to report the ethnicity of participants in their program quarterly reports. 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 an in-depth look at the content of the program as opposed to the generalized outputs.
5. Continue to sponsor projects designed to reduce Utah's disproportionate representation of minority youth in the juvenile justice system.	As reported in the 2013 Utah Board of Juvenile Justice Annual Report to the Governor and Legislature, the Title II Formula Grant supported two programs aimed at improving outcomes of minority youth. The Refugee Family Services Prevention Program served 57 refugee youths in the Salt Lake with an 83% completion rate and 26% reported improved school attendance. Twelve percent reported a new offense while participating. The second program involves the continued funding for a DMC Coordinator to ensure Utah's compliance with the DMC Core Requirement of the JJDPA. DMC remains one of the top priorities in Title II programing area.
6. Identify key players to address the low diversion rate for minority youth.	<p>Continue annual updates to Juvenile Court Administrators, Trial Court Executives, Juvenile Probation Chiefs, and Board of Juvenile Judges. These are key stakeholders who have the greatest influence on policy, regulations, and procedures. The goal for diversion is to maintain areas that reached parity (2<sup>nd</sup> District), continue the improvement trends (4<sup>th</sup> District), and work to toward parity (3<sup>rd</sup> District).</p> <p>The DMC Coordinator and Utah JJ Specialist met and presented DMC 101 to the new Utah Juvenile Court Administrator. The</p>

	new administrator expressed interest to continue the collaborative efforts underway to address DMC and will explore new opportunity for collaboration.
7. Raise awareness of DMC issues among “professional communities”	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 data in PowerPoint format. The handout included JJDP Act, Organizational Chart, FY12 Data, Four Year Trends, Arrest Trends, as well as the Subcommittee’s strategy to address DMC in identified counties. The PowerPoint presentation complements the handout. In 2013, 17 organizations were presented with DMC information, reaching over 288 community members and professionals.
8. Create Community Relations Training Curriculum for Utah’s Peace Officers and Standards Training (POST)	The Community Relations training was presented to over 600 individuals in the 2013 calendar year.
9. Integrate community relations training into other training modules for current and veterans law enforcement officers	As awareness of DMC issues are raised 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; it should motivate and encourage staff to celebrate the diverse communities they serve. The Community Relations training offers this positive attitude toward diversity training. This is on-going effort.
10. Ensure that cultural competency training continues to be offered throughout the state.	<p>In collaboration with Juvenile Justice Services and Juvenile Court, efforts are in place to continue cultural competency training for new employees as well as continuing education for current employees.</p> <p>Both entities have agreed to develop new cultural competency training for employees. A contract with the University of Utah Center for Public Policy Administration was established to develop a curriculum with input from both stakeholders. The curriculum was completed in draft form and piloted on September 30, 2013 with representatives from both stakeholders. The one day training took place with common ground discussion on cultures and the importance of cultural competency training. Participants then broke into groups of three where participants took turns to present their “case challenge”, which participants developed prior to attending class. Group members then had the opportunity to ask questions, discuss fact of the case, identify issues in the case, and discuss solutions. The training concluded with debriefing and discussion on application of the training. The training concept is based on experiential learning.</p> <p>There were both positive and negative feedbacks on the first pilot program. The working group continue to meet and make revisions to the curriculum before present to stakeholders for</p>

	possible implementation. It is anticipated the curriculum will be completed by Summer 2014. Funding for the curriculum is from 2011 DMC CASP Grant.
11. Ensure that all subgrantees provide culturally competent services to youth.	Utah Title II, Title V and JABG grants require sub-grantees to include a cultural competency plan. Points are given to those proposals with a specific, in-depth plan to address and increase awareness of cultural competency for their personnel.
12. Encourage all agencies providing services within the juvenile justice system provide services in a culturally competent manner.	All employees of Juvenile Justice Services, Juvenile Court, and their service providers include cultural competency training as part of their contracts.
13. Encourage efforts to further diversify the juvenile justice workforce.	<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 completed two one-year terms as CODA Chair, and Chair of the Law-Enforcement Subcommittee. The Law-Enforcement Subcommittee set three goals. One is 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 interest 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. Two recruitment events were held in 2013 reaching over 40 individuals, most were members of the minority community.</p> <p>The second goal 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:</p> <ul style="list-style-type: none"> <li>• Family violence</li> <li>• What to do when police stop you for a traffic violation</li> <li>• How to report a crime</li> <li>• Drugs and DUI</li> <li>• Disciplining children in the home</li> <li>• What to do when Police are at the door</li> <li>• Learn the difference between: City Police, Sheriff, Unified Police Department, Utah Highway Patrol, etc.</li> <li>• Utah Criminal and Juvenile Justice System – How do they work?</li> <li>• What to do when a family member is in jail?</li> </ul> <p>An event was held in 2013 with the Deaf and Hard of Hearing Community with small, but interactive group of individuals. Plans are in place for continue outreach to the diverse community.</p> <p>The third goal is to reduce the disproportionate minority youth representation in the juvenile justice system for Salt Lake</p>

	<p>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. This is an on-going effort.</p> <p>Both JJ Specialist and DMC Coordinator recently have been invited to join the School to Prison Pipeline Committee lead by Salt Lake County. This Committee is looking at ways to reduce youth arrests and referrals at the school level.</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 2013 DMC Strategic Plan. The plan was completed and submitted to OJDJDP March 31, 2013. The Plan was revised based on new data and trends. 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 2013 Legislative Review meetings</p>	<p>The Subcommittee participated in the 2013 Legislative Review. The mission is to analyze and provide input on legislation that may impact minority youth. Two DMC members alternated to attend meetings every Monday during the annual 45-day legislative session. They reviewed juvenile legislation with SAG members and provided feedback on the potential impacts. The Subcommittee plans to participate annually and will continue to focus on issues impacting minority youth.</p>
<p>17. Implement the 2011 Community and Strategic Plan (CASP) Curriculum</p>	<p>Utah received the CASP Grant October 1, 2011. Utah proposed using the grant to conduct arrest and referral assessments at the local level while the State DMC Coordinator takes on the dual responsibility at the State and local level. CASP was a one year grant but due to the assessment timeline, OJJDP granted an extension to complete work by September 30, 2013.</p> <p>Since the grant inception, the following activities took place in 2012:</p> <ul style="list-style-type: none"> <li>• Two staff members and a DMC Subcommittee member attended CASP Training in Washington DC on March 12-13, 2012</li> <li>• The DMC Coordinator participated in the monthly CASP meeting until September, 2012.</li> <li>• Formed three local working groups chair by Chief Juvenile Probation Officers in each jurisdiction.</li> <li>• Dr. Lisa Hutchinson from OJJDP evaluated the program on a two days visit to Utah September 20-21, 2012. Dr. Hutchinson's visit included: attending the SAG's regular meeting, DMC Subcommittee meeting, visiting with the research team at the University of Utah Criminal Justice Center, Utah Juvenile Court Administrator, and Salt Lake</li> </ul>

	<p>County DMC Chair. Among the recommendations from Dr. Hutchinson was to request a TTA for DMC Strategic Planning for the Salt Lake Working Group, and Leadership Training for Local DMC Chairs.</p> <ul style="list-style-type: none"> <li>• Randy Thomas from OJJDP provided a day of training to Utah DMC Subcommittee members and local DMC members on November 1, 2012. A total of 42 individuals representing juvenile court, Juvenile Justice Services, school administrators, law enforcement, and community members attended the training.</li> </ul> <p>2013 activities include the following:</p> <ul style="list-style-type: none"> <li>• Implemented Dr. Hutchinson’s process evaluation report and recommendations. Utah requested a TTA DMC Strategic Planning for the Salt Lake Working Group and Leadership training to local DMC Chairs. The event took place on February 5<sup>th</sup> and 6<sup>th</sup>, 2013. Franklin Cruz, Coalition for Juvenile Justice Leadership and Training Director provided the training. Mr. Cruz provided 4 hours leadership training to three local DMC chairs, JJ specialist, DMC Subcommittee Chair and coordinator.</li> <li>• The 2<sup>nd</sup> day of training focused on the development of a DMC Strategic Action Plan for SL County working group. The 5 hour training include representatives from three school districts, four law enforcement agencies, juvenile court, community representatives, and DMC members. Overall, there were 25 in attendance. The strategic training ended with recommendations to seek “buy-in” from stakeholders with special emphasis on collaboration, and develop intervention plans based on the 2012 arrest and referral assessment results within the school district and law enforcement agency boundaries.</li> <li>• There was \$8,000 remaining in the CASP Grant that was used to contract with the University of Utah Center for Public Policy Administration to develop Cultural Competency Curriculum for Juvenile Justice Services and Juvenile Court. The draft form was completed in August 2013 and piloted on September 30, 2013. Structure and content of the training is detailed on item #10 in this portion of the report.</li> <li>• In collaboration with the Weber DMC Working Group and the Northern Utah Gang Conference, a TTA request was submitted to OJJDP to bring in Connecticut’s Cultural Competency training. Two tracks: “Effective Police Interaction with Youth” and “Effective School Staff Interactions with Students and Police” were provided to over 400 attendees. The training took place on September 4, 2013 with mixed evaluation results but awareness of DMC was raised with these attendees.</li> </ul>
<p>18. Implement the 2013 Community and Strategic Plan (CASP) Curriculum</p>	<p>Utah received 2013 Community and Strategic Plan grant starting Oct. 1, 2013 – Sept. 30, 2014. The grant proposal is to initiate a DMC Best Practices Initiative focused on providing alternative practices to reduce referrals and arrests at the school level.</p>

	<p>Timeline and performance measures will be included in the DMC Reduction Plan for 2014 section. The proposal includes the following elements:</p> <ul style="list-style-type: none"> <li>• Goal: Identify and evaluate evidence-based, best practices and promising program(s) for school resource officers and school officials that will lead to reduction of the over-representation of minority youth at the arrest and referral points of contact</li> <li>• Objectives: <ol style="list-style-type: none"> <li>1. Conduct literature review</li> <li>2. Identify current law enforcement agencies' and school districts' policies, regulations, procedures, and current practices</li> <li>3. Provide a written report of specific findings, recommendations, and guidelines</li> <li>4. Create an evaluation method to measure the effectiveness</li> </ol> </li> </ul>
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B) DMC Reduction Plan for 2014

The following goals and objectives are the result of the 2013 DMC Annual meeting which was held November 7, 2013. The list was discussed and approved by the Subcommittee with “buy-in” from the SAG. The State SAG has an annual meeting in October and has been accustomed to defer the DMC priorities to the DMC Subcommittee. The followings are results of the process.

<b>Mission:</b>	Reduce the disproportionate representation of minority youth at decision points within the juvenile justice system, from arrest through transfer & waiver to the adult system
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<b>Goal:</b>	Implement phase III (Intervention) of OJJDP’s DMC Reduction Plan (unchanged)
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<b>Objective 1:</b>	Continue to obtain and evaluate data on disproportionate minority contact in the juvenile justice system.
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Steps:

1. Obtain FY13 data at nine points of contact in the juvenile justice system by March 2014
2. Complete Relative Rate Index (RRI) analysis by June, 2014; determine trends and where disproportionate contact occurred in FY13
3. Prepare report on RRI analysis for the November 2014 annual meeting

Measures/Benchmarks:

1. Obtain RRI Data by March 2014.
2. Complete RRI Analysis in written form by June 2014
3. RRI analysis report prepared by October 2014.

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

<b>Objective 2:</b>	Evaluate the Diversion Assessment Report and develop an intervention plan based on recommendations. Maintain diversion RRI in jurisdiction(s) where it reaches parity.
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Steps:

1. Present annual diversion RRI update to Juvenile Court Administrators, Trial Court Executives, Juvenile Probation Chiefs, and Board of Juvenile Judges
2. Seek “buy-in” from stakeholders
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 fall 2014
2. Receive report from Juvenile Court Representative relating to diversion on a quarterly basis

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

<b>Objective 3:</b> Evaluate 2012 DMC Arrest and Referral Assessment Report and provide technical assistance to develop intervention plans at local jurisdictions based on recommendations.
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Steps:

1. Present to stakeholders including school districts, law enforcement agencies, school resource officers, community organizations, and juvenile court to seek “buy-in”
2. Work with local working groups to discuss, develop, revise and implement DMC intervention plans

Measures/Benchmarks:

1. Number of individuals joining local working groups
2. Number of recommendations being implemented
3. Develop a DMC Strategic Plan for Utah County Working Group by December 2014
4. Develop a DMC Strategic Plan for Weber County Working Group by December 2014

Responsible member: Disproportionate Minority Contact Coordinator, Local DMC Chairs, and members of DMC Subcommittee in respective working groups.

<b>Objective 4:</b> Collaborate with Local DMC Working Groups to implement 2013 DMC CASP Grant
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Steps:

1. Complete DMC Best Practice Initiative for Salt Lake County DMC working group
  - a. Complete literature review
  - b. Identify current law enforcement agencies’ and school districts’ policies, regulations, procedures, and current practices
  - c. Provide final report with recommendations to SLCO DMC Working Group
  - d. Develop evaluation method
  - e. Implement recommendations

Measures/Benchmarks:

1. Literature review report by April 30, 2014
2. Policy review report by June 30, 2014
3. Reach consensus agreement on recommendations and findings; start pilot program for 2014-2015 school year
4. Complete evaluation method by August 31, 2014

2. Conduct 2<sup>nd</sup> arrest and referral assessment and replicate DMC Best Practice Initiative in Utah County
  - a. Present DMC 101, assessment method, and seek “buy-in” from stakeholders
  - b. Conduct interview with police chief, law enforcement officers, and data analysts for possible mechanisms contributing to DMC
  - c. Review DMC Best Practices process and discuss replication for Utah County

Measures/Benchmarks:

1. Present DMC 101 to Provo Police Department and Orem Department of Public Safety by June 30, 2014
  2. Present DMC 101 to Superintendent and staff members at Alpine, Nebo, and Provo School District by June 30, 2014
  3. Reach agreement with LEAs to provide data as well as a representative to the local DMC working group by June 30, 2014
  4. Reach agreement with school districts to participate in best practice initiative December 30, 2014
  5. Start DMC Best Practice initiative for Utah County by January 1, 2015
3. Conduct 2<sup>nd</sup> arrest and referral assessment and replicate DMC Best Practice Initiative in Weber County
    - a. Present DMC 101, assessment method, and seek “buy-in” from stakeholders
    - b. Conduct interview with police chief, law enforcement officers, and data analysts for possible mechanisms contributing to DMC
    - c. Review DMC Best Practices process and discuss replication for Weber County

Measures/Benchmarks:

1. Present DMC 101 to Ogden Police Department by June 30, 2014
  2. Present DMC 101 to Ogden School District’s Superintendent and staffs by June 30, 2014
  3. Reach agreement with LEAs to provide data as well as representative to local DMC working group by June 30, 2014
  4. Reach agreement with school districts to participate in the Best Practice initiative by December 30, 2014
  5. Start DMC Best Practice initiative for Weber County by January 1, 2015
4. Conduct CASP Curriculum training for Salt Lake, Utah, and Weber County DMC working groups
    - a. Meet with local working groups to plan and request TTA training
    - b. Set up dates, times, and goals for respective groups
    - c. Conduct training

Measures/Benchmarks:

1. Conduct one meeting with each of the working groups between June 1, 2014 – July 31, 2014
2. Set date for CASP Training July 31, 2014
3. Request TTA by August 2014
4. Conduct CASP Training by October 31, 2014

Responsible member: Disproportionate Minority Contact Coordinator, Local DMC Chairs, and members of DMC Subcommittee in respective working group.

**Objective 5:** 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 6:** Encourage juvenile justice organizations to use the Community Relations Curriculum offered by POST

Steps:

1. Complete the curriculum developed in draft form
2. Identify needs and develop “scope” of the training from each of the two stakeholders
3. Develop and implement the curriculum

Measures/Benchmarks:

1. Complete the curriculum by May 30, 2014
2. Complete pilot program for evaluation and revision by June 2014
3. Complete curriculum by August 2014
4. Seek approval and implementation of the curriculum by September 2014

Responsible member: Disproportionate Minority Contact Coordinator

**Objective 7:** Increase awareness of DMC issues among professional communities and provide updates to stakeholders

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 2014
3. Make presentations to targeted audiences throughout the year

Measures/Benchmarks:

1. Update documents for presentation by June 2014
2. Number of presentation presented quarterly

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

**Objective 8:** Participate in the 2014 Legislative Review meetings

Steps:

1. Identify two DMC members to attend Utah’s SAG legislative review meetings
2. Review criminal and juvenile justice legislation with State SAG
3. Provide feedback on behalf of DMC Subcommittee

Measures/Benchmarks:

1. Identify two individuals by December 2014
2. Attend weekly meeting starting January 2015
3. Number of bills reviewed with feedback

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 grant 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 provide 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.

Performance Measures: the following are mandatory performance measures for DMC at State level

- Output Performance Measures
  1. Number and percent of program staff trained (#3)
  2. Number of hours of program staff training provided (4)
  3. Number of program youth served (#8)
  4. Number of planning activities conducted (#11)
  5. Number of assessment studies conducted (#12)
  6. Number of data improvement projects implemented (#13)
  7. Number of objective decision-making tools developed (#14)
  8. Number and percent of program youth who offend during the reporting period (short term, #16)
  9. Number and percent of program youth who offend during the reporting period (long term, #17)
  10. Number and percent of program youth who re-offend (short term, #18)
  11. Number and percent of program youth who re-offend (long term, #19)
- Outcome Performance Measures
  1. Substance use (short term, #25A)
  2. Substance use (long term, #25B)
  3. School attendance (long term, #25B)
  4. Family relationships (short term, #25C)
  5. Family relationships (long term, #25C)
  6. Antisocial behavior (short term, #25D)
  7. Antisocial behavior (long term, #25D)

**Phase V: Monitoring**

Utah has a 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 programs. This will be an on-going effort to study trends and effectiveness of the activities that sub-grantees have outlined and performed. The SAG committed to funding a full-time DMC Coordinator to carry out the DMC Strategic Compliance Plan.