

2016 DMC Strategic Compliance Plan Update

The Utah 2016 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 FY14 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, and the resultant School- Based Law Enforcement Training (SBLET) that developed as a result of this assessment. The update will discuss steps taken to implement the assessment results and progress made on the intervention plan development, which includes the 2014 Community and Strategic Planning Grant. 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 – FY14 RRI Analysis Tracking Sheets,
 - b) Appendix B – FY14 RRI Data spreadsheets,
 - c) Appendix C – Adjusted Asian and Pacific Islander Arrest RRI
 - d) Appendix D – Adjusted Referral RRI
 - e) Appendix E – FY14 RRI Data Definitions
 - f) FY15 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 State Office of Education Statistic Department, Utah Division of Juvenile Justice Services Research Office, Law Enforcement Agency, 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 2016 DMC Strategic Compliance Plan Update is based on the FY14 data analysis, which was submitted to OJJDP in the 2015 DMC Compliance Update. FY14 data was studied by the Data Working Group over the summer. FY14 RRI data were collected from the CARE database (Court & Agencies' Record Exchange) for the period of July 1, 2013 through June 30, 2014. 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 FY15 data 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 2016. The results of the DMC Annual Meeting, as well as the trends will be reported in 2017 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, 2015, the state population was estimated at 2,995,919, an increase of 1.7% in total population from the 2014 estimate. The trends show that Utah's population has increased from 1.5% to 6.06% since 2012. The 2013 estimate showed one of the highest percentage changes in that time period. However, these estimates failed to yield data for the 10-17 year old population.

The 2015 Census data estimated Utah's population at 2,995,919. In 2000, it estimated the Utah population at 2,246,553. In 15 years, the state population increased 25.1%. This data has the same barrier as the Utah Population Estimate Committee data; it yields no data for youth ages 10-17. During 2015, Utah's population of 10 to 17 year old youths numbered 390,607, a 2.0% increase over 2014. Continuing a trend that began in 2003, the group is expected to grow substantially over the next several years and exceed 433,000 by 2020.

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. FY15USOE data accounts for an estimated 95.7% of the total population at risk. The remaining 2.5% attend private school, 1.3% are home schooled, and 0.4% 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 2014 USOE and 2015 USOE School Enrollment (population at risk) shows an increase in the minority population. At a statewide level, minorities increased 4.5%, from 85,709 in 2014 to 89,561 in 2015. The data shows an increase for all minorities except Asians, American Indian or Alaska Native. The increases include 4.5% for Hispanic or Latino, 2.0% for Native Hawaiian or Pacific Islander, 4.4% for African American. Total numbers have increased by 2,573 for Hispanic, 109 for Native Hawaiian or Pacific Islander, and 211 for Black or African American. White youth have experienced an increase of 1.5% or 4,067 youth in this comparison, from 278,696 in FY13 to 282,763 in FY14. White youth make up a dominant 75.9% of the total population at risk in comparison to 76.4% in FY13. Hispanic or Latino youth remains the largest minority youth population in the state at 16.2% of the total population, up from 15.84% in FY13. 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 7,974 in 2015. As such, for the first time this category is included in the FY14 data analysis portion of this 2016 DMC plan. This represents a magnificent increase of 739%. This is being closely monitored and is now included in the RRI analysis. Figure 1 below shows the population at risk as well as the breakdown of minority youth using 2015 USOE data. Figure 2 shows White youth trends over the years.

Figure 3 shows the statewide minority make-up, which includes 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 2009, Hispanic or Latino youth has increased to 25.2%, followed by Native Hawaiian or Pacific Islander at 14.9%, Asian at 11.1% and 9.6 % for Black or African American. The overall increase for minority youth statewide is 33.7%, from 59,369 in 2007 to 89,561 in 2015. White youth has increased 12.9%, from 246,427 in 2007 to 282,763 in 2015 enrolment. . The Subcommittee is confident in their decision to change the data source as the data has showed consistency in the population at risk.

Figure 1: FY14 USOE Statewide Population at Risk Trends

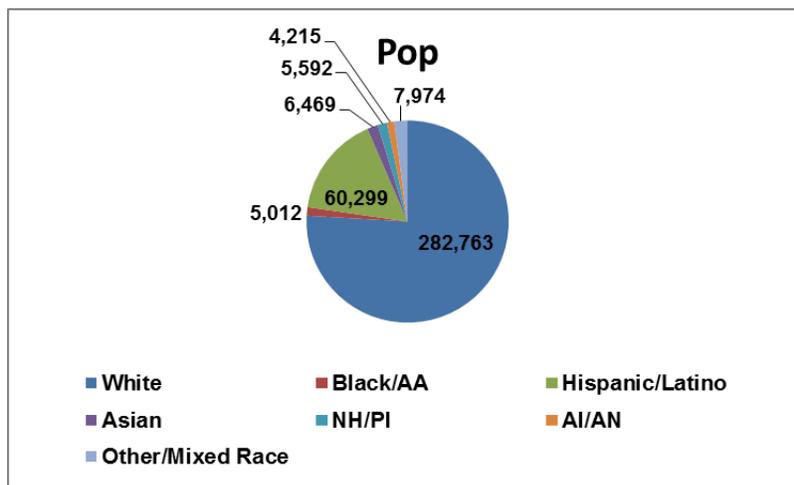


Figure 2: FY14 Statewide White Youth Population at Risk Trends

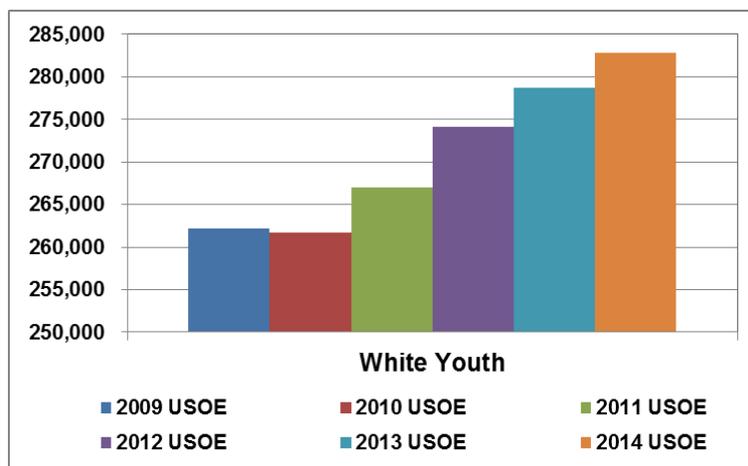
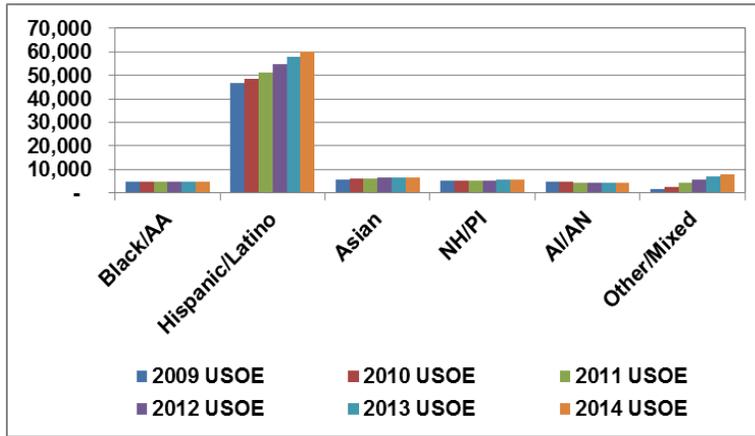


Figure 3: FY14 Statewide Minority Youth Population at Risk Trends

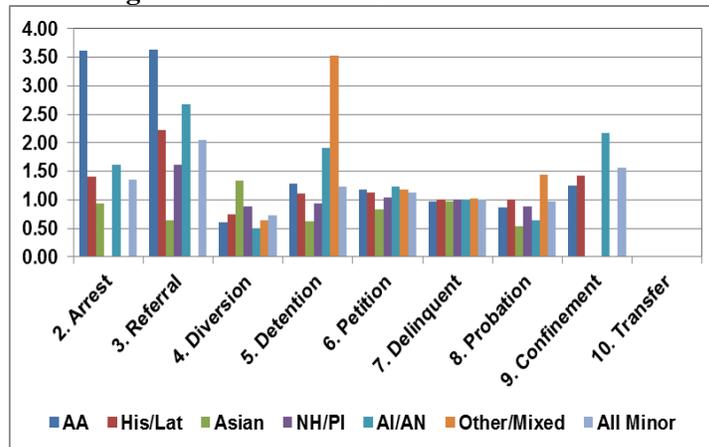


b) Arrest data

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 FY14 data for juvenile arrest rates is based on the 2013 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. Seven law enforcement agencies out of 144 total did not submit data to UCR. The total population of these agencies is 15,893 or 0.54% 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 2.39% or 435 of the total arrests.

The FY14 arrest RRI is the highest in statistically significant and magnitude, for Black or African American youth Statewide and in Weber Counties. The highest RRI is in Weber County at 4.71 and lowest is 3.03 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 Weber County at 2.24 and lowest in Salt Lake County at 1.14 with a statewide average of 1.41. The Asian/Pacific Islander arrest RRI is statistically significant at 1.75 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 FY14 Adjusted Asian Arrest RRI for calculation method.) The American Indian or Alaska Native arrest RRI is statistically significant Statewide at 1.62 and non-Wasatch Front at 1.48. Hispanic/Latino is only the other minority group that meet the one percent threshold for RRI analysis in the non-Wasatch Front counties.

Figure 4 below shows Statewide FY14 RRI



Figures 5 a-c show statewide RRI trends for FY09 – FY14. Here Black or African American shows a concerning trend as RRI has been on the increase for the last seven years. Similar trend are shown for American Indian or Alaska Native. Hispanic or Latino, however, shows an encouraging trend in that it has been on the decrease since FY09. 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: Asian RRI Trends

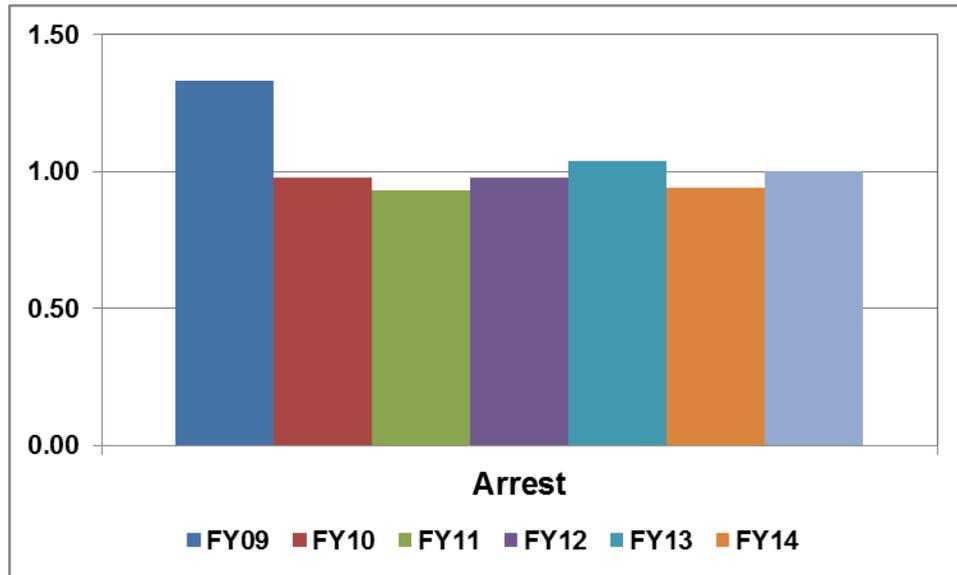


Figure 5(a): Statewide Arrest RRI Trends: Black/African American

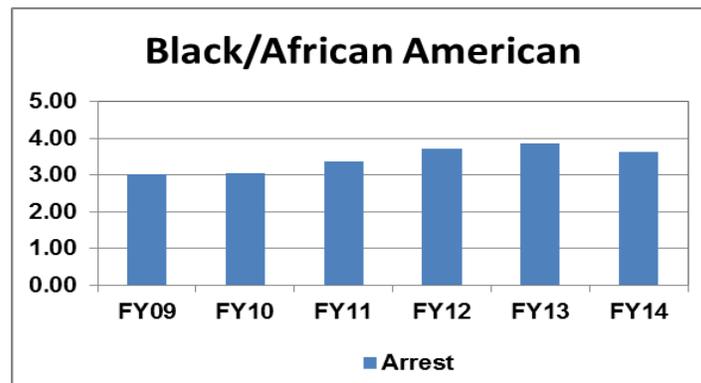


Figure 5(b): FY14 Statewide Arrest RRI Trends: American Indian/Alaska Native

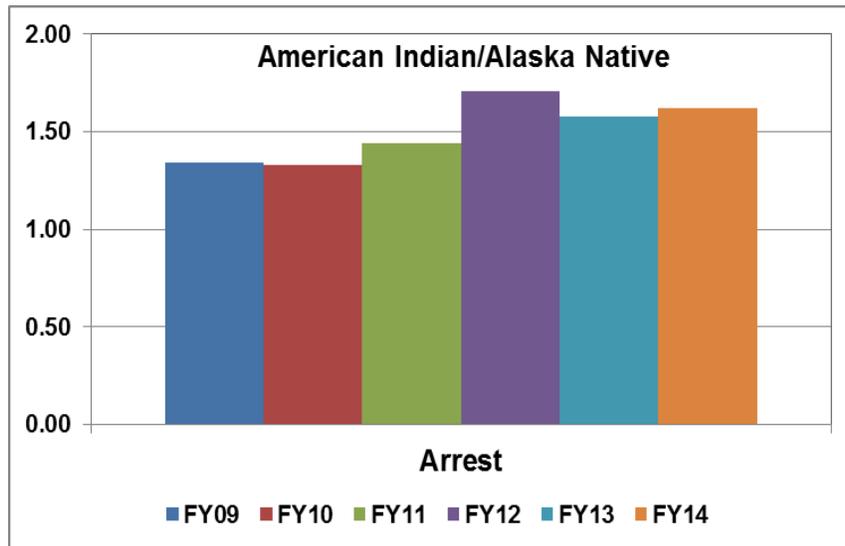
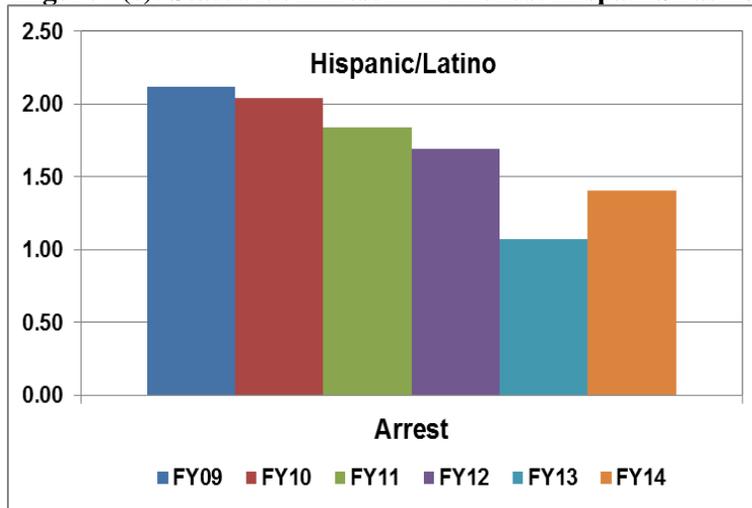


Figure 5(c): Statewide Arrest RRI Trends: Hispanic/Latino



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.”

The Courts & Agencies' Record Exchange (CARE) information system is Utah's juvenile justice database. 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 4,738 White youth were arrested in FY14 with 4,244 being referred to court. In the same period, 1,974 Hispanic or Latino youth were arrested with 3,491 referred to juvenile court. 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.

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 Figures 5 (a-c) above for arrest and Figures 6 (a-f) below for referral are evidence that DMC Reduction activities should focus on 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 6 (a) Statewide RRI Trends: Hispanic/Latino shows exponential increase from the previous year at the Referral Point of Contact

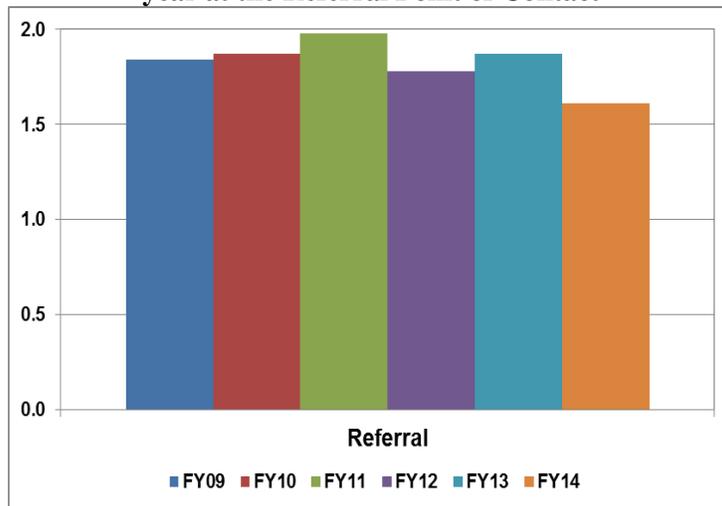


Figure 6 (b) Statewide RRI Trends: Asian shows much continued decrease at Referral point of Contact

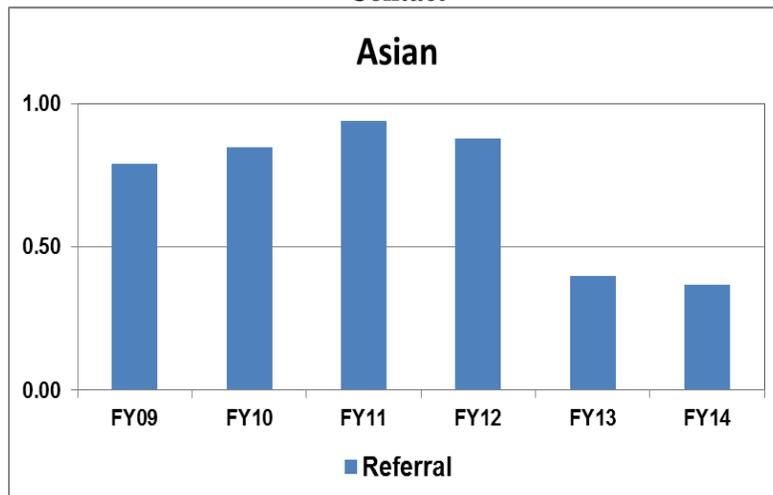
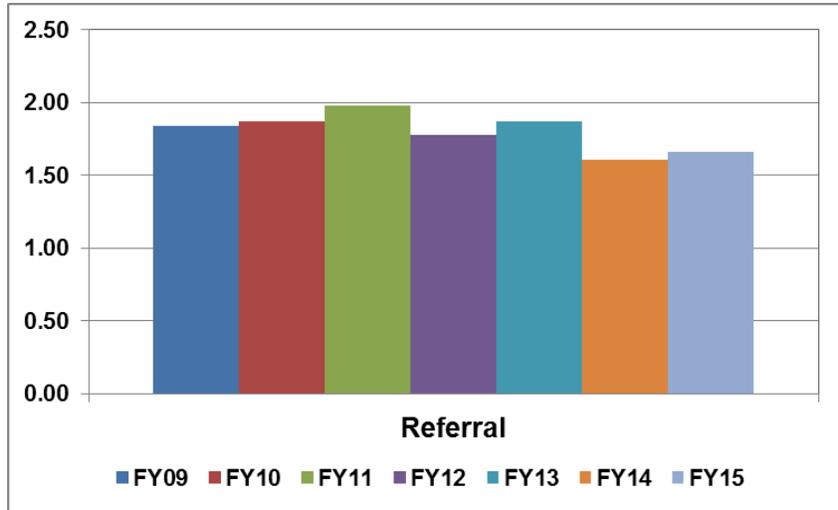


Figure 6 (c) Statewide RRI Trends: Native Hawaiian/Pacific Islander shows no increase at Referral Point of Contact



Statewide referral RRI trends show a slight decrease in the RRI for Hispanic/Latino, and Native Hawaiian or Pacific Islander youth; Asian RRI shows is below 1 Hispanic/Latino shows a consistent decrease from above 2.5 in FY09 to 2.23 in FY14. Asian has dropped from the highest RRI of 1.17 in FY06 to 0.35 in FY14. African American increased from 2.973 in FY09 to 3.63 in FY14 while AI/AN showed an increase from 2.24 to 2.67 in the same period. As noted earlier, volumes of activity for all minorities except Hispanic or Latino are significantly smaller.

Figure 6 (d) Statewide RRI Trends: Black/African American shows increase disparity at Referral Point of Contact

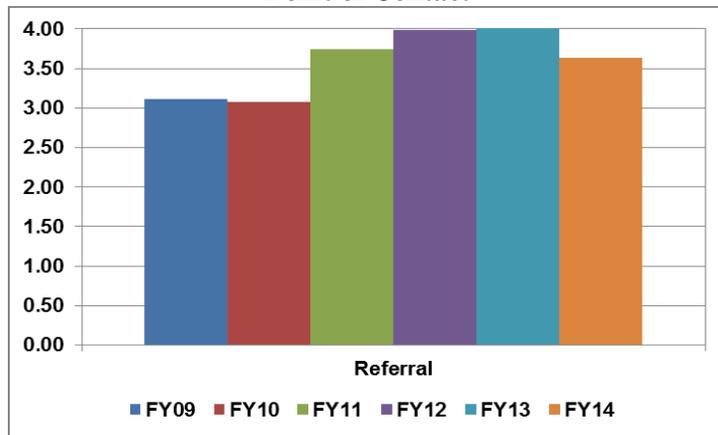
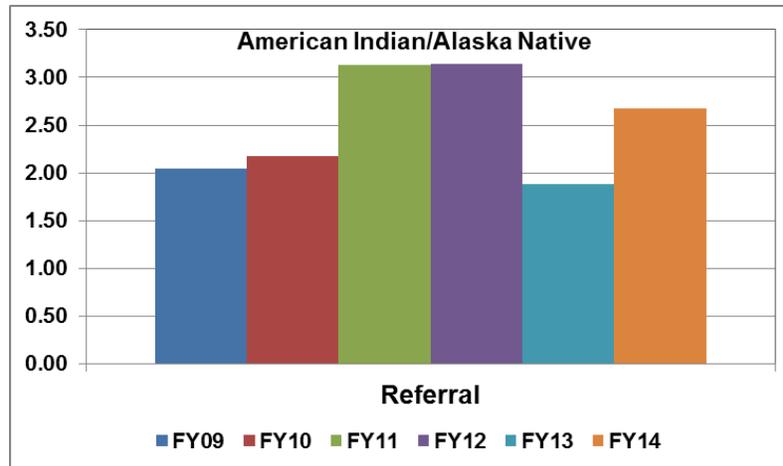


Figure 6 (e) FY14 Statewide RRI Trends: American Indian shows increase in RRI at Referral Point of Contact



c) Diversion

Diversion programs serve youths who have been adjudicated for a delinquent offense and ordered to participate in the program for up to 30 days as an alternative to serving an equivalent amount of time in locked detention. Diversion programs have the general objective of holding youths accountable for their delinquent behavior in a way that avoids the negative consequences of removing them from home, schools, and other community supports. They have proved to be cost effective and safe alternatives to locked detention. The volume of diversion has significantly increased since discussions began seven 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. In Weber County, Hispanic/Latino reached statistical parity in FY11 at 0.98, and continues to maintain parity at 0.96 in FY13, but decreased again to 0.85 in FY14. Statewide, Hispanic/Latino diversion disparity has shown a consistent increase from 0.82 in FY08 to 0.74 in FY14. In terms of volume of activity, there has been a decrease since FY08 data, from 2,766 in FY08 to 1,694. Table 1 below shows the volume of diversion trends. Figure 7 shows trends and changes in diversion RRI over the years for Hispanic/Latino. Figure 7 (a) shows FY14 diversion for Asian. Table 1: Diversion Trends

Diversion Trends FY06-FY2014										
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
	FY13	7,800	5,122	291	2,008	104	160	115	0.86	0.83
	FY14	7,059	4,786	187	1,694	93	136	97	0.74	0.73
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
	FY13	2,852	1,532	179	946	56	110	29	0.83	0.83
	FY14	2,448	1,331	109	807	58	102	16	0.74	0.74
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
	FY13	1,130	836	22	243	7	19	3	0.87	0.84
	FY14	1,147	911	14	191	10	12	8	0.70	0.71
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
	FY13	828	454	30	326	7	3	8	0.96	0.93
	FY14	733	424	27	259	3	2	8	0.85	0.86

Figure 7 (a): Statewide Diversion RRI Trends: Hispanic/Latino

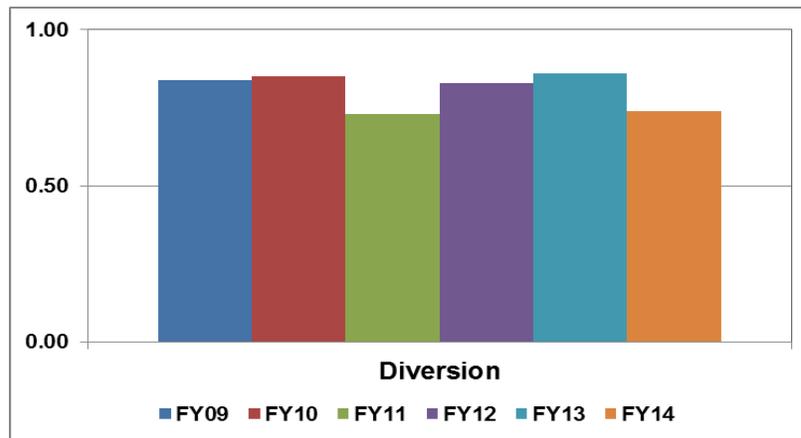
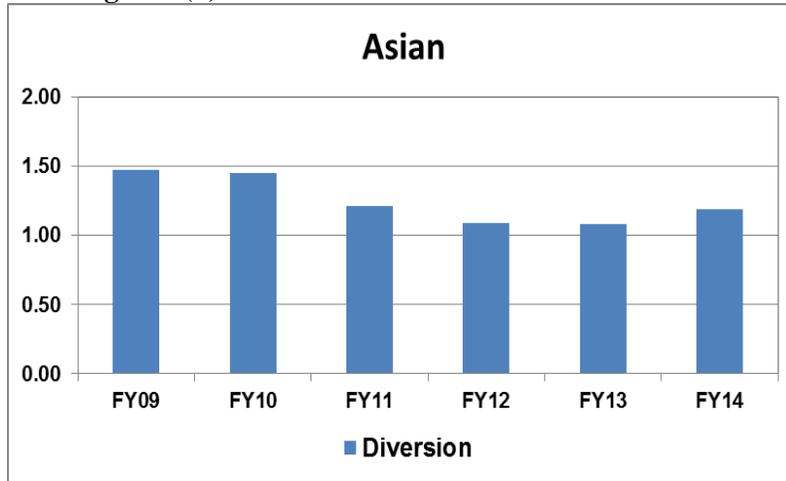


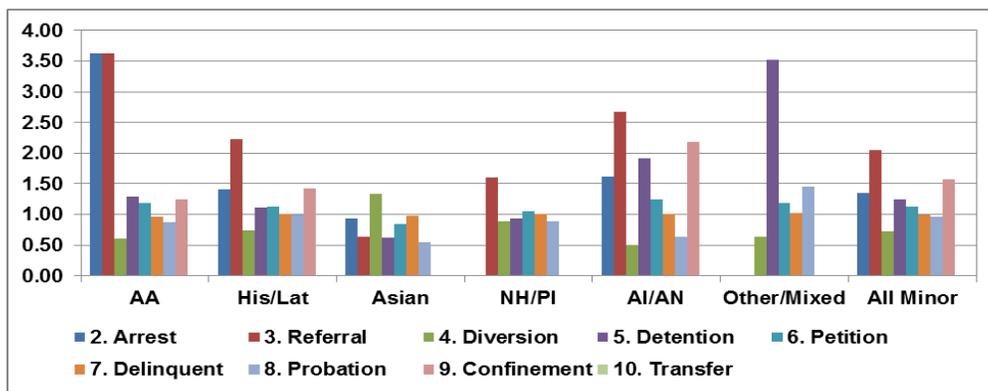
Figure 7(b): Statewide Diversion RRI Trends: Asian



d) Detention to Transfer to Adult Court points of contact

The FY14 RRI for Detention, Petition, Delinquent Findings, and Probation Placement are 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, especially Black/African American, which shows a 1.18 RRI at the Detention level and American Indian or Alaska Native shows 2.21 RRI at the Confinement level. This means that Black/African Americans are more than one time more likely to be held in detention than White youth, and American Indian/Alaska Native are almost two and a half times more likely to be held in confinement than White youth. 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 8 shows FY14 statewide data including RRI for minorities.

Figure 8: FY14 Statewide Data including All Minorities RRI



e) Data Trends

Trends have been discussed in various contexts as described in the section above. Below are statewide trends from FY07-FY14 for each minority group as an example of how the RRI is used to present and start a conversation with local stakeholders. This data speaks to the concerns of disproportionality without pointing fingers at any one person or group. Depending on jurisdictions and audiences, the local RRI is presented in bar graph format in order to make the data more comprehensive to

all audiences. The idea is not to cast blame or point fingers as mentioned above as to who is responsible for the DMC phenomena, but rather focus on how we can collaborate and work closely together in order 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). There is always a concern when the RRI is either above or below parity (1.00). Disproportionality is mirrored in both extreme cases.

Figure 9: Statewide RRI Trends for Black or African American

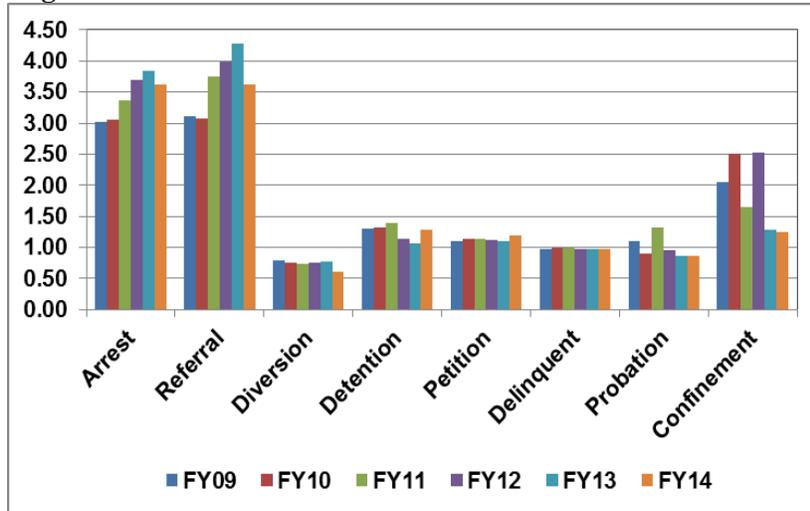


Figure 10: Statewide RRI Trends for Hispanic/Latino

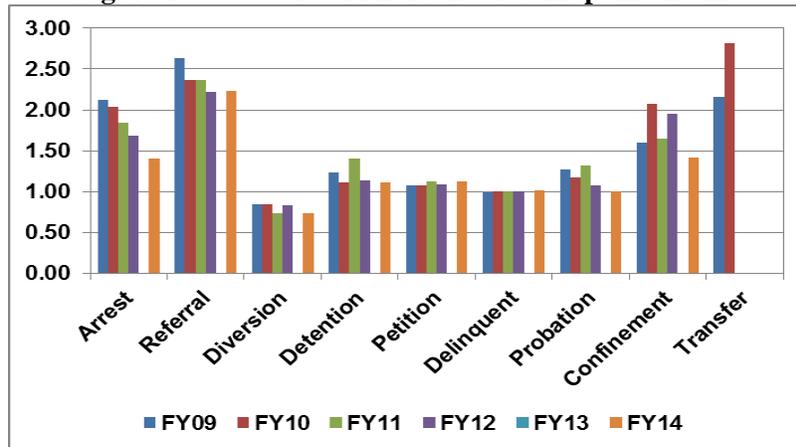


Figure 11: Statewide RRI Trends for Asian

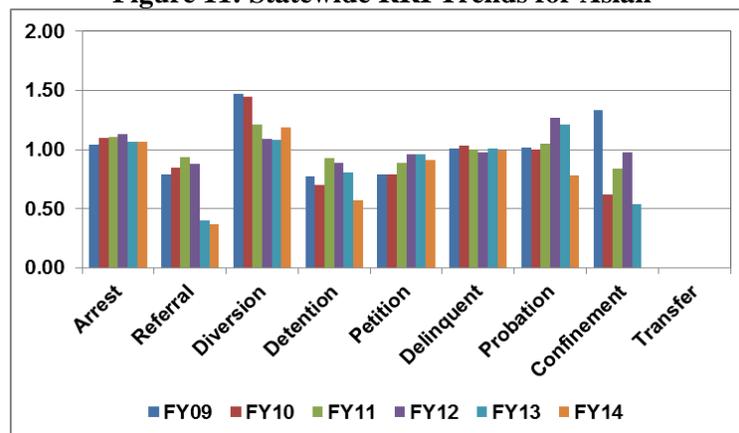


Figure 12: Statewide RRI for Native Hawaiian/Pacific Islander

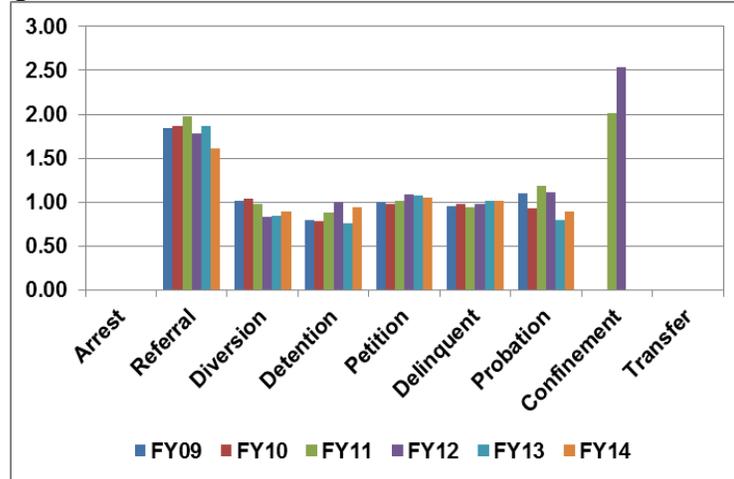
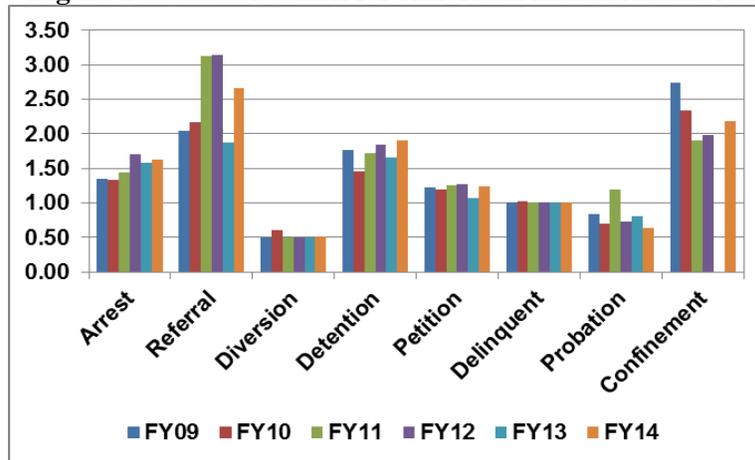


Figure 13: Statewide RRI for American Indian/Alaska Native



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 (FY14) and national data that is four years older (2009) 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. During FY2014, the majority of Utah's youths (74.8%) lived in four urban counties along the Wasatch Front (Weber, Davis, Salt Lake, and Utah). Another 10.7% lived in three of the state’s fastest

growing counties (Cache, Washington, and Iron). During 2014, the majority of Utah's youths were Caucasian (75.4%). Hispanics represented about 16.6% of the group; Blacks 1.4%; Native Americans 1.2%; Pacific Islanders 1.6%; and Asian Americans 1.6% (source: Utah State Office of Education, fall enrollment for the 2014 - 2015 school year). Through collaboration with many of the local DMC stakeholders reduction activities were possible. Many of these local stakeholders attend the DMC meetings held in their the local jurisdiction to discuss DMC.

Phase II: Assessment/Diagnosis

A. Statewide DMC Assessment from 2005 – 2014

Utah provided a detailed report and findings of the following Assessment:

- 1) 2011 Diversion Assessment reported in the 2012-2014 Three Year Plan.
- 2) 2012 Arrest and Referral Assessment reported in the 2013 Update
- 3) DMC Best Practices Intervention Initiative reported in the 2014 Update

Utah DMC Subcommittee provided a grant to conduct a large Arrest and Referral Assessment 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. Summary of the finding was reported in the 2013 DMC Plan Update.

To follow through with recommendations from the report, below is a summary of the key findings, which occurred in 2014 and continues in 2015. The DMC Best Practices Working Group was created to (mainly makeup of individual in the Salt Lake County Working Group) focuses on studying effective methods for interventions and carry out recommendations from the Arrest and Referral Report. The working group commissioned the *DMC Best Practices Intervention Initiative* Project. The purposes of the project is to lower disproportionate minority contact referral and arrest at the school level and identify standardized practices and develop protocols for school resource officers (SRO) and public school administrators. Objectives of the project include conduct literature review of evidence-based, best practices and promising program(s) that reduce the arrest and referrals at the school level, identify current practices at the school level, make recommendations. . A researcher was hired to carry-out the research project.

- ✓ Worked with local DMC Working Groups to develop and implement intervention plans:
 - Salt Lake County
 - Piloted School Based Law Enforcement Training Curriculum (SLSD, Jordan, and Granite)
 - Provided district-wide training to Jordan, Canyon, and Granite School District; SLSD is in process of scheduling this training
 - Presented to Chief of Police and school Superintendent in Murray City. Received “buy-in” from PD and waiting for decision from school district.
 - Developed strategy to find alternatives to the Juvenile Court
 - Utah County
 - Re-engaged the DMC Working Group in March 2015
 - Introduced School-based Law Enforcement Training Curriculum and identified key School Districts and PD to participate in May 2015
 - Received “buy in” from local LEAs, working to receive “buy-in” from community members and School Districts
 - Group has been meeting to discuss development of a strategic plan for its respective jurisdiction
 - Weber County
 - Re-engaged the DMC Working Group in July 2015
 - Conducted DMC 101 presentation in July 2015

- o Introduced School Based Law Enforcement Training Curriculum and identified key School Districts and PD to participate in September 2015
- o Received “buy in” from local LEAs, working to receive “buy-in” from community members and School Districts
- o Group has been meeting to discuss development of a strategic plan for its respective jurisdiction
- o Plan to present DMC information to stakeholders in November time frame

2016 Update

Moises Prospero (Researcher) and Steve Anjewierden, Chair of the DMC Best Practice Working Group (Chief of Police Services, Unified Police Department) gave a presentation on the Salt Lake County Arrest & Referral Implementation (*DMC Best Practices Intervention Initiative*) Project at the Annual DMC Retreat on December 4, 2014. They discussed the intent to lower disproportionate minority contact through this curriculum that will address the standardization and training of school resource officers (SRO) and public school administrators. Moises, as the consultant, provided the report and local practices among project participants as mentioned above. The logistics of the project/curriculum above were also summarized such as the design and development of joint trainings for SROs and administrators. This project was readily supported at the Retreat and the importance of measuring its outcomes as well as its potential expansion to other locales in Utah. This project is a model process for the use of DMC data to inform a DMC-sponsored activity that has been successful and measurable. Moises participated in the remainder of the meeting’s activities.

There was follow-up report from the Utah DMC Best Practice committee on the School Bases Law Enforcement (SBLET) curriculum. The report was already shared in the DMC 3 year Strategic Plan. At the end of 2014 curriculum was approved, pilot training began in 2015 between summer and fall of the same year. Provided training to 4 School Districts in Salt Lake County: Salt Lake School, Granite School District (Magna Area) Jordan, and Canyon School Districts. Plan to expand to two other DMC focus areas: Utah County and Weber County DMC Best Practice Working Group developed a plan to take the SBLET statewide to the remaining five judicial districts to reach communities outside the Wasatch Front. Expect to complete statewide School-Based Law Enforcement Training (SBLET) training by Fall 2016. Update on the finalized SBLET will be in the 2017 DMC Plan.

Since the development of the curriculum, there has been a lot of discussion on the need to find alternative options to the juvenile court. After much discussion with the DMC Best Practice Committee, a RFP was drafted to hire a researcher (between January 2016 -June 2016) in order to identify and evaluate evidence-based, best practices and promising program(s) for school resource officers and school officials that will serve as alternatives to juvenile court. The total proposal budget for the researcher should not exceed \$10,000, and the Best Practice Committee unanimously agreed to this amount.

Phase III: Intervention

A) Report on 2015 DMC-Reduction Plan and Progress:

2015 DMC Activity	Progress
1. Collect RRI Data and convert RRI data into narrative form	FY14 data was collected, analyzed, and converted to narrative form. The data was used for the 2014 DMC Annual meeting. FY14 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. FY15 data is typically made available in time for submission of the Title II

	<p>application with this report. However, the data has not yet been analyzed and converted to narrative form. This will occur later in the summer of 2016. It will be used for the 2016 DMC Annual Retreat and will guide 2017 DMC Reduction plan. The RRI is also used as a tool to monitor DMC reduction activities.</p> <p>Continued to identify trends and areas of disparity at nine contact points in Utah’s juvenile justice system. This data was presented to 7 stakeholders and 39 individuals reached. Audiences included: Law Enforcement Agencies, Administrative Office of the Court, and School Districts.</p> <p>Completed FY14 RRI analysis. Studied trends at arrest, referral, and diversion points of contact. Presented trends to stakeholders.</p>
<p>2. Conduct further research to identify causes of disproportionate minority representation in Utah’s juvenile justice system.</p>	<p>In addition to the continued assessment at the Arrest/Referral points of contact, there will be more focus on understanding disproportionality. Since the FY14 data suggest an increasingly high RRI at both the Detention and Confinement levels, then the Data Analysis Working Group suggested that this area should be another focus of the DMC Subcommittee.</p> <p>In 2015, 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. In addition, there has been great concern that the data provided by the Utah State Office of Education (USOE) for Native American youth on Population at Risk is not fully reflective of these youth’s experiences. This is because the information for youths on the reservation is not shared with the State. The data for Native Youth currently is only for those in urban areas. The approach has been to make connection with local leaders in order to address these reporting concerns, explain to them the importance of data, and what needs to be done in order to enhance partnership between DMC Subcommittee and their respective communities.</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>For CARE data there were 26,851 original episodes (i.e., unique case numbers on a specific date) provided for DMC analyses. However, 524 cases were removed because the county of offense was listed as being outside of Utah or was “Unknown.” In order to comply with OJJDP guidelines, cases were included only when the youth was age 10 or older, but also younger than 18 on the date of intake(s). After the non-Utah cases had already been removed, the</p>

	age restriction resulted in a reduction of 50 additional episodes under age 10 and 1,958 age 18 or older.
4. Gather data to determine the number of minority youth participating in Formula Grant projects.	UBJJ funded two programs in West Valley City and Salt Lake City. The West Valley City program is an afterschool program that serves elementary-age youth while the Salt Lake City program serves middle school-age refugee youth in Salt Lake City. Combined, the two projects served 63 youth in 2015.
5. Continue to sponsor projects designed to reduce Utah's disproportionate representation of minority youth in the juvenile justice system.	There were two projects that were sponsored in Salt Lake County in an effort to address DMC. These two projects in combination cost \$47,500. An amount of \$25,000 was allocated for the Project StepUP Community Education Partnership of West Valley City Salt Lake Co. In addition, \$22,500 was allocated for the Refugee Family & Academic Support Refugee & Immigrant Center, Asian Association of Utah.
6. Identify key players to address the low diversion rate for minority youth.	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 at the Utah Juvenile Court. The goal for diversion is to maintain areas that reached parity (2 nd District), continue the improvement trends (4 th District), and work toward parity (3 rd District).
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, FY14 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 2015, 7 stakeholders and 39 individuals reached. Audiences included: Law Enforcement Agencies, Administrative Office of the Court, and School Districts.
8. Create Community Relations Training Curriculum for Utah's Peace Officers and Standards Training (POST)	The Community Relations Curriculum for the Peace Officers Standards and Training (POST) was created to raise awareness of cultural diversity and teach cadets to work effectively with diverse communities. Peace Officer Standards Training(POST) conducted its Community Relations training; 619 Fire and Law enforcement Cadets received training through the Academy, and its respective satellite locations. Ogden Police Department (OPD) implemented the Connecticut's " <i>Effective Police Interaction with Youth</i> " course; 113 officers attended. Reached 7 stakeholders and 39 individuals to include Law Enforcement agencies, Administrative Office of the Court (AOC), and School districts.
9. Addressing DMC issues in Juvenile Justice Services(JJS)	At the Annual DMC Retreat on November 5, 2015, Director of JJS provided five main recommendations for addressing DMC issues in JJS: <ol style="list-style-type: none"> 1. Address DMC with Native American Youth 2. Evaluate the situation of Native Youth in secure care

	<p>facilities</p> <ol style="list-style-type: none"> 3. Promote the tribe 101 recruitment and retention of Native American mentors and volunteers, 4. collaborate to address the issues surrounding Native American youth, and 5. Require programs working with youths to be culturally-relevant and youth/family driven especially for Native American youth <p>The DMC Subcommittee plans to review and incorporate these recommendations where it deems appropriate including the SAG's Three Year plan.</p>
<p>10. Ensure that cultural competency training continues to be offered throughout the state.</p>	<p>Efforts to develop new cultural competency training for employees at Utah Division of Juvenile Justice Services and Juvenile Court have not materialized. Although there was an unprecedented amount of work and collaboration with respective agencies, the product did not meet the agencies' needs. As a result the plan has been aborted. This objective is a priority for the DMC Subcommittee and will be part of a continuous strategic initiative. DMC Coordinator attended the Community Relations training at POST, and have since been in dialogue with the Training Director about revamping the original curriculum, to include change of language, and updated scenarios.</p>
<p>11. Encourage all agencies providing services within the juvenile justice system provide services in a culturally competent manner.</p>	<p>All employees of Juvenile Justice Services, Juvenile Court, and their service providers include cultural competency training as part of their contract.</p>
<p>12. 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 to CODA Law-Enforcement Subcommittee. The Law-Enforcement Subcommittee sets four objectives:</p> <ul style="list-style-type: none"> • Objective One: 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 Law Enforcement Agencies (LEAs) in the County as they expressed interest to be involved in this process. Activities included orientation on requirements for jobs and the application process, workshops to help potential candidates pass the National Peace Officer Selection Test (NPOST) examination, and train candidates on job interview skills. ○ Achievements: Three recruitment events were held in 2015 reaching over 100 individuals attended; the first event which had close to 100 attendees; 70 youth and 30 adults showed up at the forum most were members of

	<p>this minority community. Presentations were made by Officer Kelly Shaft, Chief Steve Anjewierden (UPD) Officer Dennis McGowan (SLCPD), Officer Franco Libertini (WVCP) and Attorney Brandon Simmons.</p> <ul style="list-style-type: none"> • Objective Two: To help diverse communities better understand such topics as Drugs & DUI School Resource officers, Stopped for Traffic Violation, How to report a crime, Utah Criminal/Juvenile Justice System. <ul style="list-style-type: none"> ○ Achievement: a community forum was developed with the Somali Bantu to discuss law enforcement topics with this diverse community • Objective Three: To provide information to the diverse community who might consider law enforcement as a career. <ul style="list-style-type: none"> ○ Achievements: There were two events held to accomplish this goal: First there was the ‘Law Enforcement as a Career – Orientation’, 33 youth attended, Presenters were Officer Mark Olsen, Unified Police Department (UPD) a representative from Peace Officer Selection Test academy(POST), and Officer Dennis McGowan, Salt Lake City Police Department (SLCPD); and Second, there was a Burundi Community Law Enforcement Forum held where approximately 30 adults were in attendance • Objective Four: Another area of focus is to reduce the disproportionate minority youth representation in the juvenile justice system in Salt Lake County. <ul style="list-style-type: none"> ○ Achievement: Continuous partnership between the Mayor’s Committee on Diversity Affairs, and the DMC Subcommittee. The DMC Coordinator will continue to attend monthly CODA meetings, and report on DMC activities. The Coordinator will continue to seek ways to promote DMC awareness while on the Committee based on the varied nature of its membership, and stakeholders in attendance. This is a grass-roots opportunity where the DMC Coordinator effectively promotes DMC ideas that are already at the State level to the local level through this Committee. DMC Coordinator was instrumental in coordinating efforts with Granite School District’s Charlene Lui to put a plan in place to create a training for those who will tutor refugee youth as they take the NPOST exam.
<p>13. 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>

	During 2015, there were 10 DMC Subcommittee meetings, 1 DMC Data meetings and 4 DMC Best Practice meetings in Salt Lake County.
14. Update Utah’s DMC Strategic Compliance Plan.	The Subcommittee and Coordinator have completed Utah’s 2015 DMC Strategic Plan Update. The plan was completed and submitted to OJJDP May 31, 2015. 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.
15. Participate in the 2015 Legislative Review meetings	The Subcommittee participated in the 2015 Legislative Review. The mission was to analyze and provide input on legislation that may impact minority youth. Two DMC members alternated to attend meetings every Monday with SAG Executive members during the annual 45-day legislative session. Together, 146 bills were reviewed. The Subcommittee plans to participate annually and will continue to focus on issues impacting minority youth.
16. Implement the 2013 Community and Strategic Plan (CASP) Curriculum	<p>2013 CASP (Community and Strategic Planning Grant) Update:</p> <ul style="list-style-type: none"> • UBJJ hired a consultant in 2014 to develop a School-Based Law Enforcement Training Curriculum. Curriculum as created to provide evidence-based, best practices to 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 in the juvenile justice system. There has been successful implementation of the Curriculum in the piloted Districts (Salt Lake School District, Jordan School District, and Granite School District), so the State DMC Subcommittee plans to implement it statewide. The SAG has approved an addition \$12,150 from CASP to extend Dr. Prospero’s contract to conduct training statewide. Allocated \$4, 500 to enhance the Curriculum • Released Request for Information (RFI) to hire a researcher who will conduct literature review of evidence-based best practices and potential DMC programs, generate alternatives to juvenile court for arrest, referral, or school suspension, as well as review of currently available resources to both school resource officers and school officials including effectiveness and identification of resource and evidence gap or alternative to Juvenile Court (Completion anticipated by Spring 2016. Allocated \$10, 000 for this project/researcher. <p>At the end of 2014 curriculum was approved, pilot training began in 2015 between summer and fall of the same year. Provided training to 4 School Districts in Salt Lake County: Salt Lake School, Granite School District (Magna Area)</p>

	<p>Jordan, and Canyon School Districts. Plan to expand to two other DMC focus areas: Utah County and Weber County. DMC Best Practice Working Group developed a plan to take the SBLET statewide to the remaining five judicial districts to reach communities outside the Wasatch Front. Expected to complete statewide SBLET training by fall 2016. Update on the finalized School-Based Law Enforcement Training (SBLET) will be in the 2017 DMC Plan.</p>
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B) DMC Reduction Plan for 2016

The following goals and objectives are the result of the 2015 DMC Annual meeting which was held November, 2015. 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.

<p>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 in all counties</p>
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<p>Goal: Implement phase III (Intervention) of OJJDP’s DMC Reduction Plan (unchanged)</p>
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<p>Objective 1: Continue to obtain and evaluate data on disproportionate minority contact in the juvenile justice system</p>

Steps:

1. Obtain FY15 data at nine points of contact in the juvenile justice system by March 2016
2. Complete Relative Rate Index (RRI) analysis by June, 2016; determine trends and where disproportionate contact occurred in FY14 & FY15
3. Prepare report on RRI analysis for the November 2016 annual meeting
4. Improve arrest data collection at local level(based on race/ethnicity)

Measures/Benchmarks:

1. Obtain RRI Data by March 2016.
2. Complete RRI Analysis in written form by June 2016
3. RRI analysis report prepared by June 2016.
4. Work with LE on collecting information according to race/ethnicity

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

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

Steps:

1. Present annual diversion RRI update to Juvenile Court Administrators, Trial Court Executives, Juvenile Probation Chiefs, and Board of Juvenile Judges
2. Develop plans/programs to increase utilization of diversion or maintain diversion level for minority youth in Salt Lake, Utah, and Weber Counties, when appropriate
3. Work with juvenile court, monitor, and evaluate progress made on the intervention plan
4. Raise awareness and seek collaborations among professional communities on DMC issues
5. Reached verbal agreement with Juvenile Court for annual update
6. Continue to pursue additional stakeholders to utilize the report and develop intervention plans

Measures/Benchmarks:

1. Complete presentations to stakeholders by Fall 2016
2. Develop a diversion intervention plan by June 30, 2016 with 3rd District Juvenile Court

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

Objective 3: Expand the School-Based Law Enforcement Training (SBLET) for Law Enforcement Agencies (LEAs) and School Districts (SDs) statewide.

Steps:

1. Identify and present to stakeholders include school districts, law enforcement agencies, school resources officers, community organizations, and juvenile court in conjunction with the State Board of Education
2. Work with local working group to discuss, develop, revise, and implement DMC intervention plans as well as sustainability regarding the SBLET
3. Develop a DMC Strategic Plan to sustain SBLET, and also report update on research on alternatives to juvenile court for Salt Lake Best Practice Working

Measures/Benchmarks:

1. Number of stakeholders reached
2. Develop a DMC Strategic Plan for Utah Working Group by June 2016
3. Develop a DMC Strategic Plan for Weber Working Group by July 2016 (seeking ‘buy in’ from Weber School District)
4. Plan for sustainability developed by August 2016

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

Objective 4: Market Community Relations to law enforcement training 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:	Encourage juvenile justice organizations to use the Community Relations Curriculum offered by POST
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Steps:

1. Seek “buy-in” from Juvenile Court
2. Seek “buy-in” from Juvenile Justice Services
3. Re-engage stakeholders in order to revamp the content matter for the Community Relations curriculum in order to re-energize efforts to create an agreed upon curriculum
4. Develop and implement the curriculum

Measures/Benchmarks:

1. Set up meeting with two stakeholders for collaboration by February 2016
2. Set up Steering Committee and develop “scope” of the training by June 2016
3. Develop curriculum by August 2016
4. Seek approval and implementation of the curriculum by October 2016

Responsible member: Disproportionate Minority Contact Coordinator

Objective 6:	Increase awareness of DMC issues among professional communities and provide update to stakeholders
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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 2016
3. Make presentations to targeted audiences throughout the year
4. Continue to support the STPP as it complements DMC

Measures/Benchmarks:

1. Update document for presentation by June 2016
2. Number of presentation presented quarterly
3. Update documents for presentation by June 2016
4. Number of presentation presented quarterly
5. Engage more stakeholders especially on the county level to get ‘buy in’ from local elected officials.

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

Objective 7:	Work with local DMC Working Groups to develop and implement intervention plans
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Steps:

- Salt Lake County DMC Working Group
 - Complete DMC Alternatives to the Juvenile Court research by June 30, 2016
 - Steps will be drafted in accordance with the goals, and objectives of this “Alternatives to Juvenile Court” research. The strategy is for the DMC

Subcommittee to work together in order to implement recommendations from this research.

- Implement the last of the SBLET training that was initiated statewide before the training became mandatory as per schedule by Fall of 2016
 - Address specific community groups (Title 7 in School Districts)
- Utah County Working Group
 - Continue to identify groups, organizations, and stakeholders who have an stake in reducing DMC numbers
 - Update DMC information for handout by June 2016
 - Increase Public Awareness regarding DMC issues
 - Address specific community groups (Title 7 in School Districts)
 - Implement SRO and School Administrator Training
 - Promote positive relationships/involvement with Peer/Youth Courts
 - Partner with UVU & BYU Law and Education Workshops that has a DMC component
 - Continue to support the STPP as it complements DMC
 - Weber County Working Group
 - Get “buy in” from Weber School District
 - Conduct SBLET training at Ogden SD Fall 2016
 - Address specific community groups (Title 7 in School Districts)

Measures/Benchmarks:

1. Complete Alternatives to Juvenile Court research by June 2016
2. Implement SRO/Administrator Curriculum to Stakeholders in Utah and Weber County by fall 2016

Objective 8: Participate in the 2017 Legislative Review meetings
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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 2016
2. Attend weekly meetings starting January 2017
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.