

## **2018-2020 Statewide DMC Strategic Plan**

The Utah 2018 DMC Strategic Compliance Plan follows OJJDP's Enhanced DMC Reduction Model which encompasses the five phases of: identification, assessment/diagnoses, intervention, evaluation, and monitoring. Accordingly, the plan will be outlined to match the sequence of the five phases wherein a discussion of the FY16 data trends, data availability, and DMC focus areas will be presented.

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

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

- 1) Attachment:
  - a) Appendix A – FY16 RRI Analysis Tracking Sheets,
  - b) Appendix B – FY16 RRI Data spreadsheets,
  - c) Appendix C – Adjusted Asian and Native Hawaiian/Pacific Islander Arrest RRI
  - d) Appendix D – Adjusted Referral RRI
  - e) Appendix E – FY16 RRI Data Definitions
  - f) FY17 Data spreadsheets and Appendices (without analysis)

#### **B. Background of Data Collection Process and Timeline**

The DMC Subcommittee operating under the Utah Board of Juvenile Justice (UBJJ), Utah's State Advisory Group (SAG) has been actively identifying and addressing DMC issues. Various working groups have been formed and assigned specific tasks, one of which includes the Data Working Group. This group is tasked with providing the raw data for RRI tabulations as well as meeting quarterly to analyze, interpret, and advise the DMC Subcommittee on RRI data and potential research issues. The Data Working Group consists of DMC Subcommittee members, University of Utah Criminal Justice Centers (UCJC) staff members, Utah State Board of Education (USBE) Statistic Department, Utah Division of Juvenile Justice Services (JJS) Research Office, Law Enforcement Agencies (LEAs), Utah Commission on Criminal and Juvenile Justice (CCJJ) research staff, as well as representatives from the Administrative Office of the Court (AOC).

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 three 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 (FY17) are being submitted with the Title II application to OJJDP without analysis or interpretation. The strategic compliance plan, however, is based on careful analysis and interpretation of the previous year's data (FY16).

The 2018 DMC Strategic Compliance Plan Update is based on the FY16 data analysis, which was submitted to OJJDP in the 2017 DMC Compliance Update. FY16 data was studied by the Data Working Group over the summer. FY16 RRI data were collected from the CARE database (Court & Agencies' Record Exchange) for the period of October 1, 2015 through September 30, 2016. 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 Native Hawaiian/Pacific Islanders and Asians in the arrest category. As a result, Native Hawaiian/Pacific Islander 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 FY17 data will be submitted with this update; however, it will not be discussed, analyzed, or interpreted until later in the year. Following verification, FY17 data, will be used as a baseline for the DMC Annual Meeting, which is scheduled for November 2018. The results of the DMC Annual Meeting, as well as the trends will be reported in 2019 DMC Compliance Plan Update.

### C. RRI at Point of Contact: 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, 2017, the state population was estimated at 3,054,806, an increase of 1.9% in total population from the 2015 estimate. However, these estimates failed to yield data for the 10-17 year old population.

The 2016 Census data estimated Utah's population at 3,051,217. In 2010, it estimated the Utah population at 2,763,888. In six years, the state population increased 10.4%. 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 Board of Education -USB E (formerly the Utah State Office of Education -USOE), School Enrollment since FY07. FY16 USB E data, accounts for an estimated 95.2% of the school age population (ages 5-17). USB E data include charter schools. The remaining percentage for those who attend private school, home school, and dropout populations 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 encountered 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.

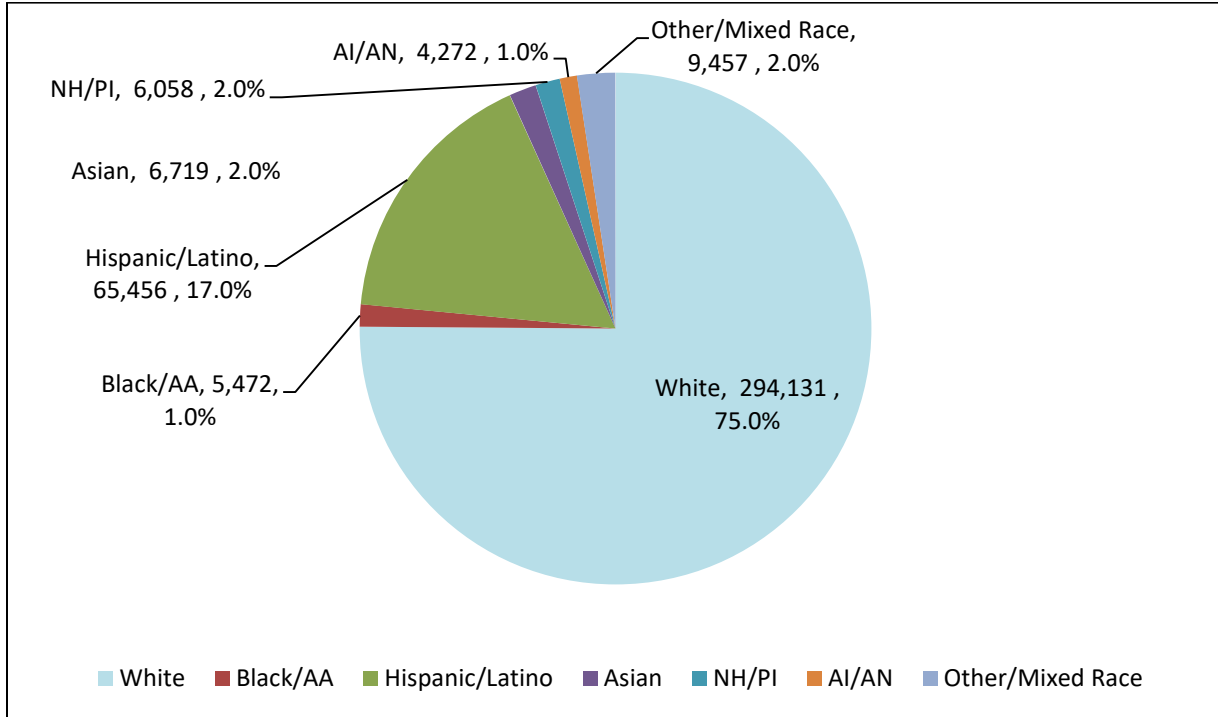
A comparison of FY15 and FY16 USB E School Enrollment for youth age 10-17 (population at risk) shows a 4.6% increase statewide in the minority population. Overall, the population for minorities increased from 93,159 in FY15 to 97,434 in FY16. There was a rise in population for all minority groups except American Indian/Alaska Native. There was a 6.1% growth (313 youth) for Black/African American; 4.1% (2,903 youth) for Hispanic/Latino; 2.2% (142 youth)

for Asian; and 2.3% (138 youth) for Native Hawaiian/Pacific Islanders. Similarly, White youth increased by 2.4% (6,838 youth). White youth represent 75.1% of the total population at risk, a steady decrease from 75.9% in FY 14 and 75.5% in FY15. Hispanic/Latino youth remains the largest minority youth population where they make up 16.7% of the total state population at risk, a steady increase from 16.2% in FY14 and 16.4% in FY15.

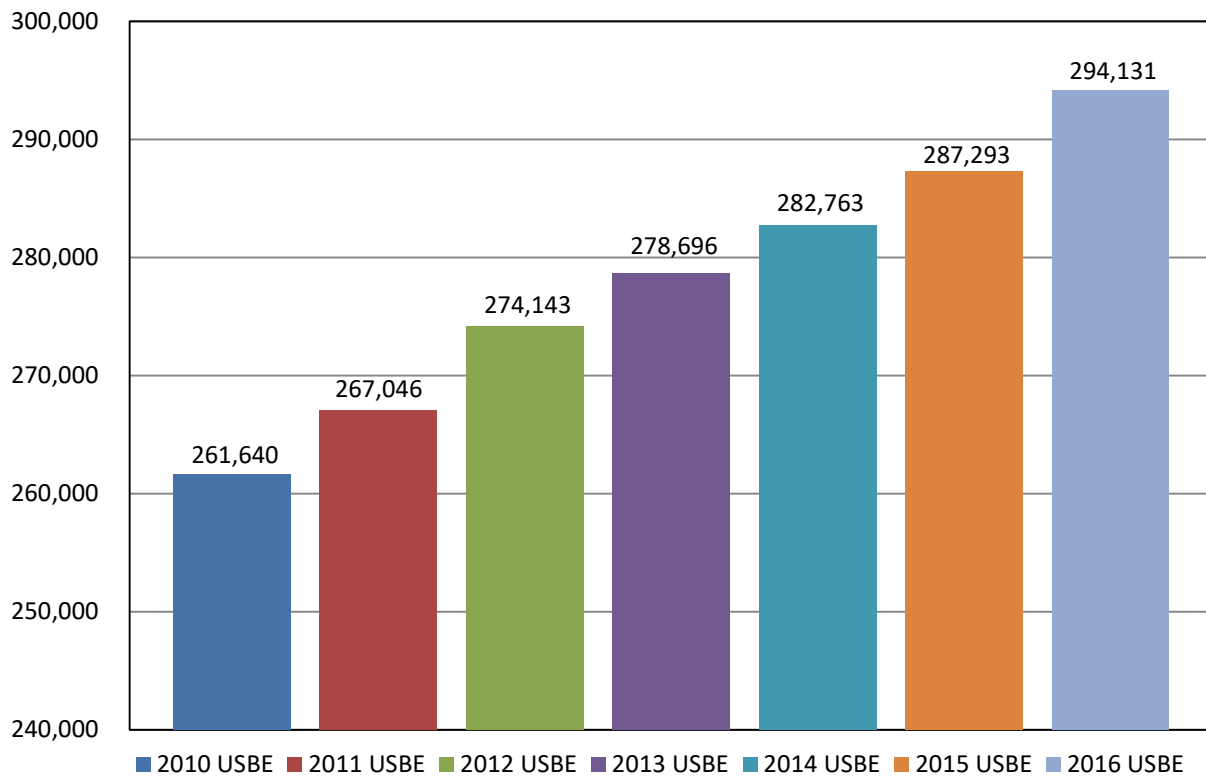
Since the change of data source to USBE, there has been a constant increase in the “Other/Mixed” category and in the minority youth population as a whole. While mention of the “Other/Mixed” category only started to appear in the FY14 data analysis portion of the 2016 DMC plan, it is important to note that this group has experienced a surge from 1,078 in FY07 to the latest data, 9,457 in FY16, which represents a magnificent increase of 777.0%. This is being closely monitored and is now included in the RRI analysis. Along the same lines, the number of minority youth has consistently increased. Since FY07, Hispanic/Latino youth has increased by 62.9%, Native Hawaiian/Pacific Islander by 34.1%, Black/African American by 32.9 % and Asian by 26.8%. The overall increase for minority youth statewide is 52.9%, from 59,369 in FY07 to 97,434 in FY16. White youth has increased by 19.4%, from 246,427 in FY07 to 294,131 in FY16 enrollment. 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 below shows the population at risk as well as the breakdown of minority youth using FY16 USBE 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, Salt Lake, Weber, Utah, and Davis. It is estimated that 75.0% of the total population at risk and 82.0% of all minority youth live along the Wasatch Front. The remaining 25.0% of youth live outside the Wasatch Front (Non-Wasatch Front) and are distributed between 25 other counties throughout the State. These percentages have not changed much in the last three years.

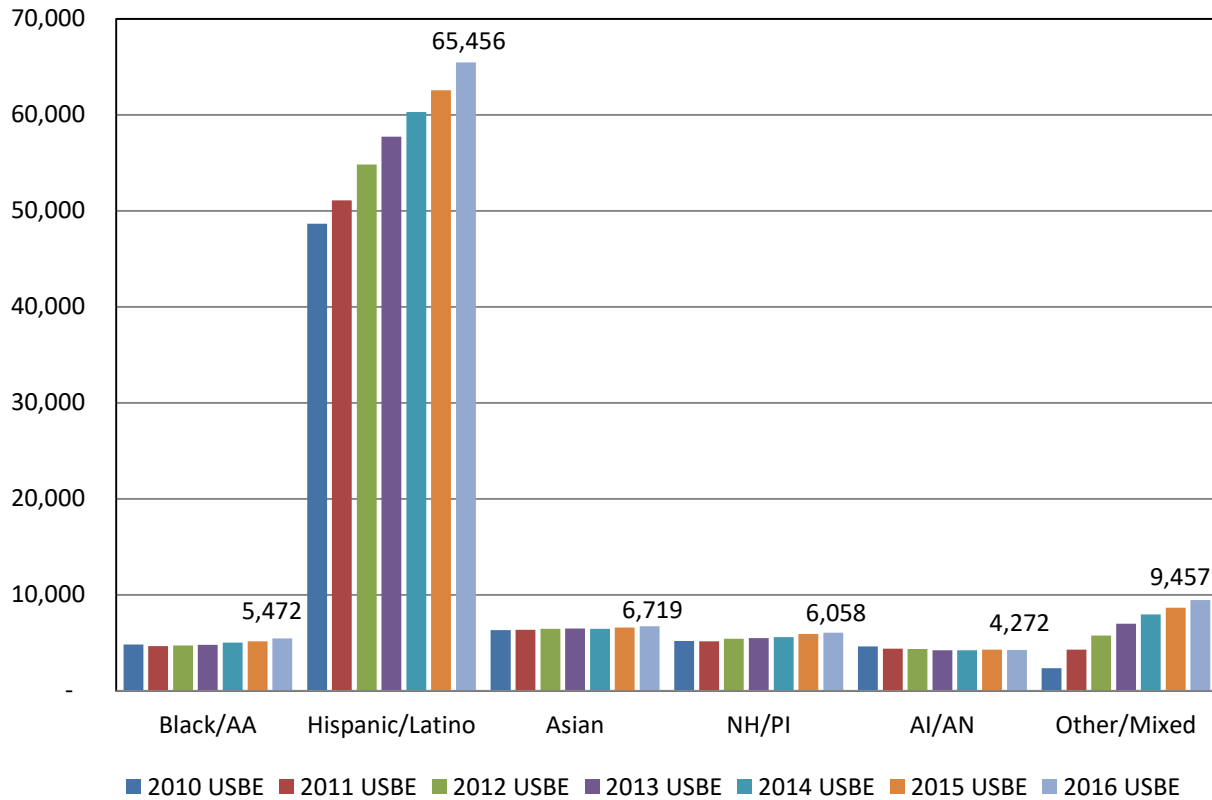
**Figure 1: FY16 USBE Statewide Population at Risk**



**Figure 2: Statewide White Youth Population at Risk Trends**



**Figure 3: Statewide Minority Youth Population at Risk Trends**



**D. RRI at Point of Contact: Arrest**

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 LEAs. These agencies use the Uniform Crime Reports (UCR) program. Reporting to the Bureau is voluntary; a few small agencies choose not to submit data which includes agencies from five counties (Beaver, Daggett, Garfield, Morgan, and Wayne). FY16 data for juvenile arrest rates is based on the 2015 calendar year. The population from the agencies that chose not to submit their information for the 2015 calendar year makes up less than 1.0% of the state’s total population. All law enforcement agencies in jurisdictions, where the minority population is highest, submitted arrest data. Asian and Native Hawaiian/Pacific Islander rates are combined in the arrest data. Hispanic/Latino rates are subtracted from the White racial category. This assumes all those of Hispanic/Latino origin noted their race as White. Arrest data included youth ages 0-9 year olds, which accounted for 2.65% or 385 of the total arrests.

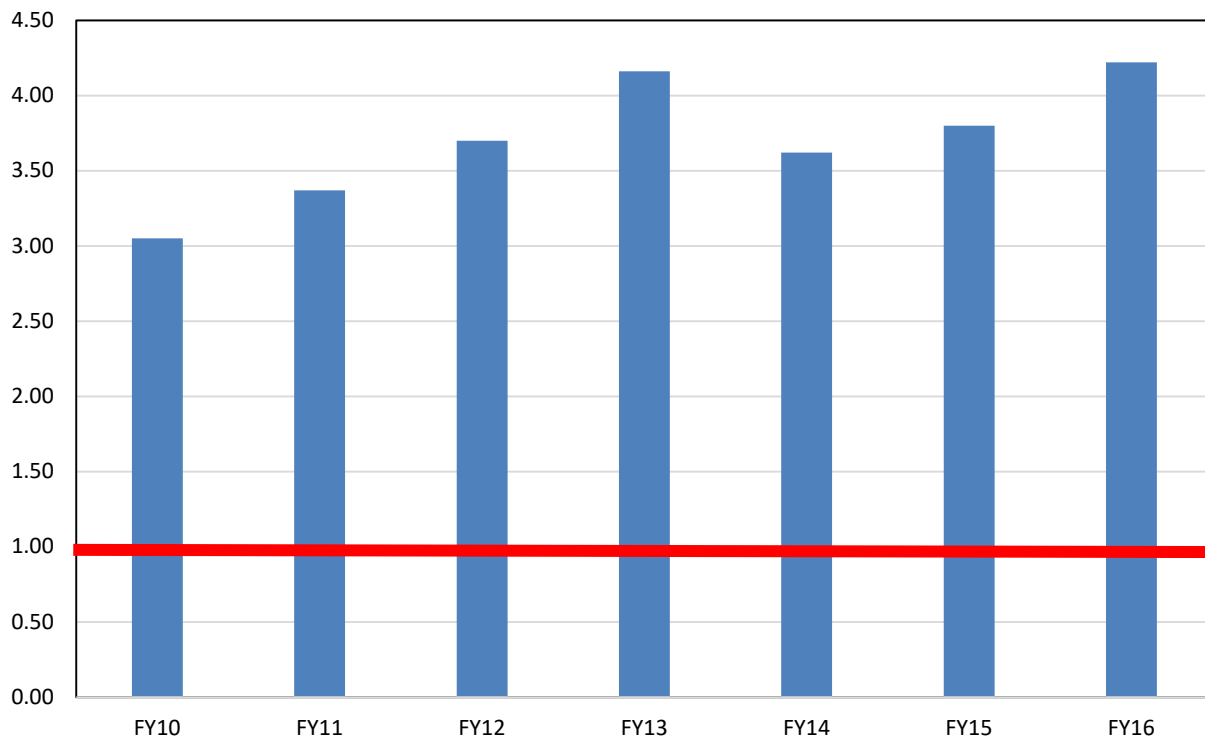
FY16 data indicates for Black/African American youth, the arrest RRI is statistically significant, high in magnitude and high in volume statewide at 4.22 and in Salt Lake County at 4.03. In Weber County, the arrest RRI is statistically significant and high in magnitude at 5.28; but the volume of activity is relatively small.

For Hispanic/Latino youth, the arrest RRI is statistically significant Statewide at 1.32, Salt Lake County at 1.27, Utah County at 1.30, and the Non-Wasatch Front at 1.11. The highest statistical significant arrest RRI is in Weber County at 2.34 with a high volume of activity.

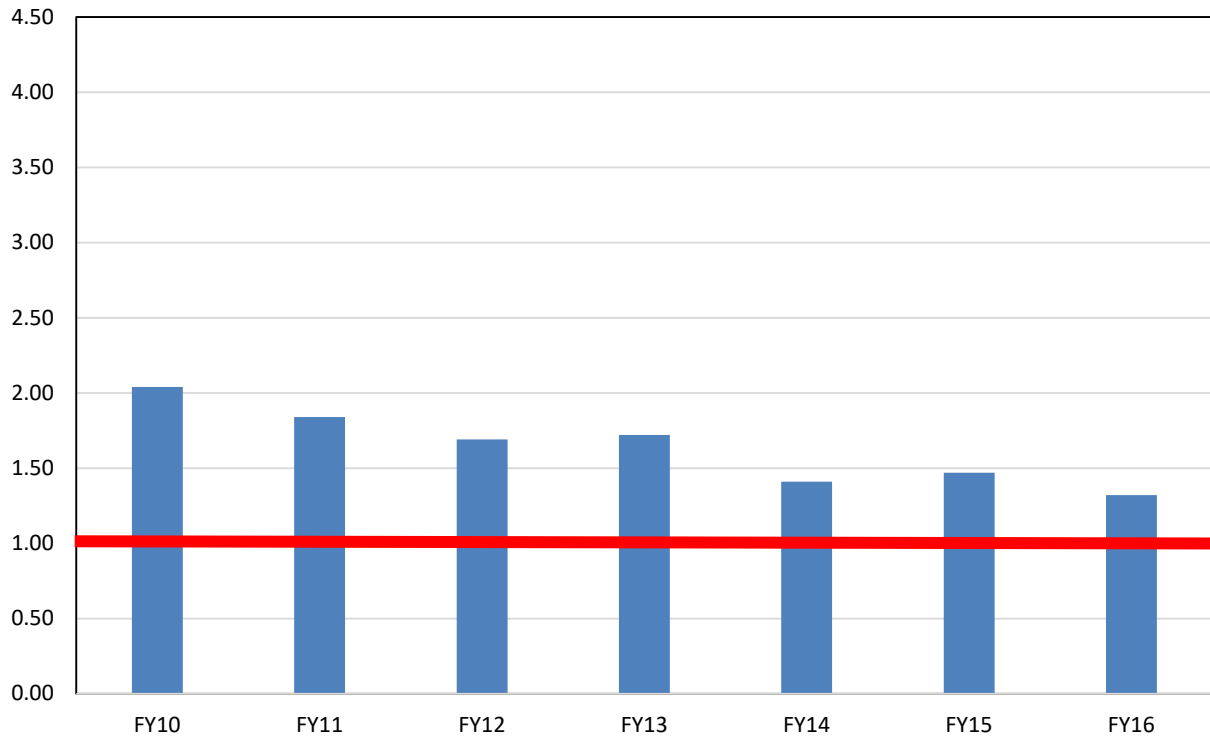
Arrest RRI for American Indian/Alaska Native youth arrest is statistically significant Statewide at 1.77 and Non-Wasatch Front at 1.34. As noted above, Asian and Native Hawaiian/Pacific Islander arrest data are combined, therefore Native Hawaiian/Pacific Islanders do not have an arrest RRI (See Appendix C titled FY16 Adjusted Asian Arrest RRI for calculation method). Figure 4c below shows Asian arrest RRI hover around 1.0, which is an ideal trend as it reaches parity magnitude.

Figure 4a displays a general upward trend in RRI for Black/African American youth from 3.05 in FY10 to 4.16 in FY13, experienced a drop to 3.62 in FY14 and trends upward since to 4.22 in FY16. On the other hand, there is a downward trend for Hispanic/Latino youth since FY10 as shown in figure 4b. Figure 4d shows for American Indian/Alaska Native youth, there was a slight increase from 1.62 in FY14, to 1.77 in FY15 but back down to 1.61 in FY16. Due to the fact that the Hispanic/Latino group is the largest minority group and have the greatest volume of activities in Utah, trends for this group reflect trends for all minorities in all jurisdictions.

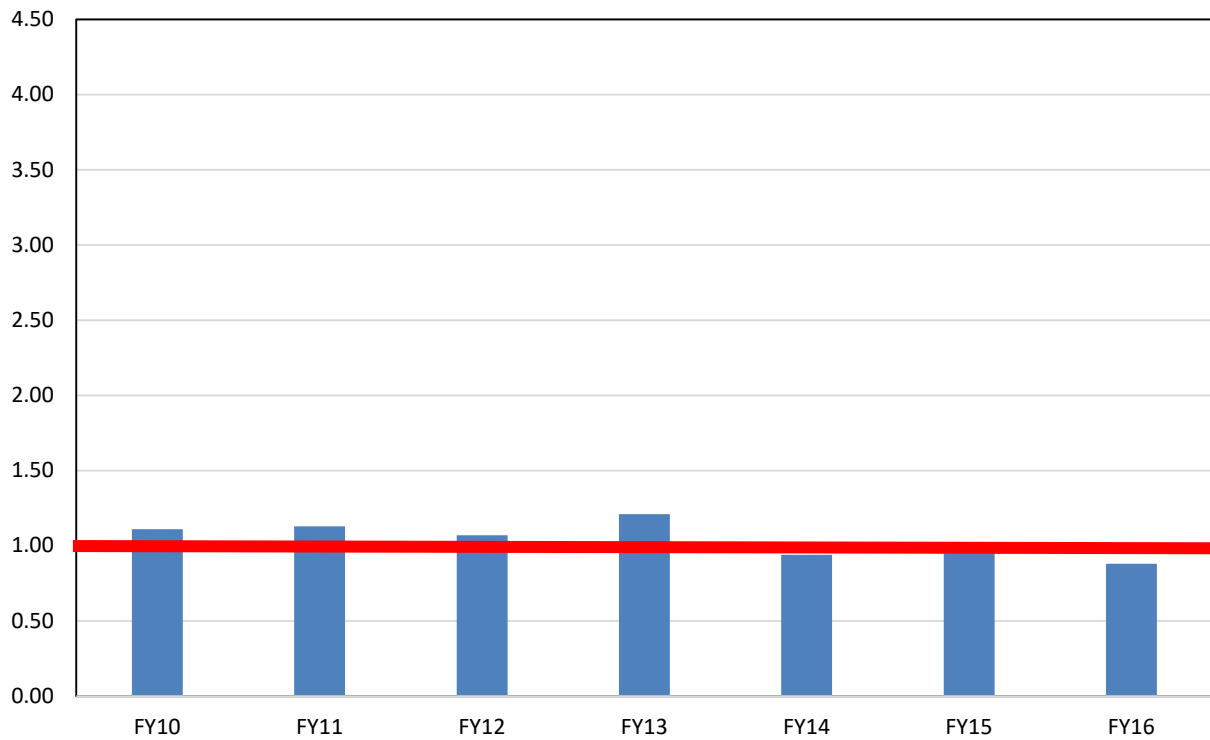
**Figure 4a: Statewide Arrest RRI Trends: Black/African American**



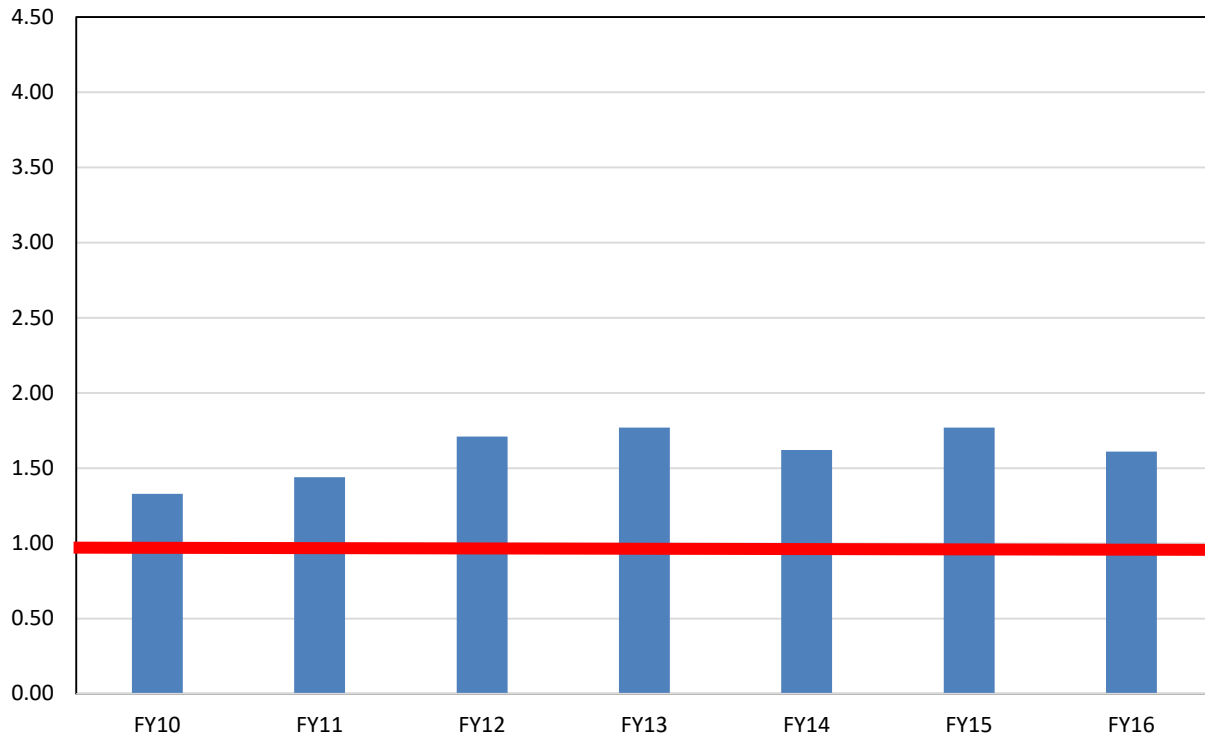
**Figure 4b: Statewide Arrest RRI Trends: Hispanic/Latino**



**Figure 4c: Statewide Arrest RRI Trends: Asian**



**Figure 4d: Statewide Arrest RRI Trends: American Indian/Alaska Native**



**E. RRI at Point of Contact: Referral**

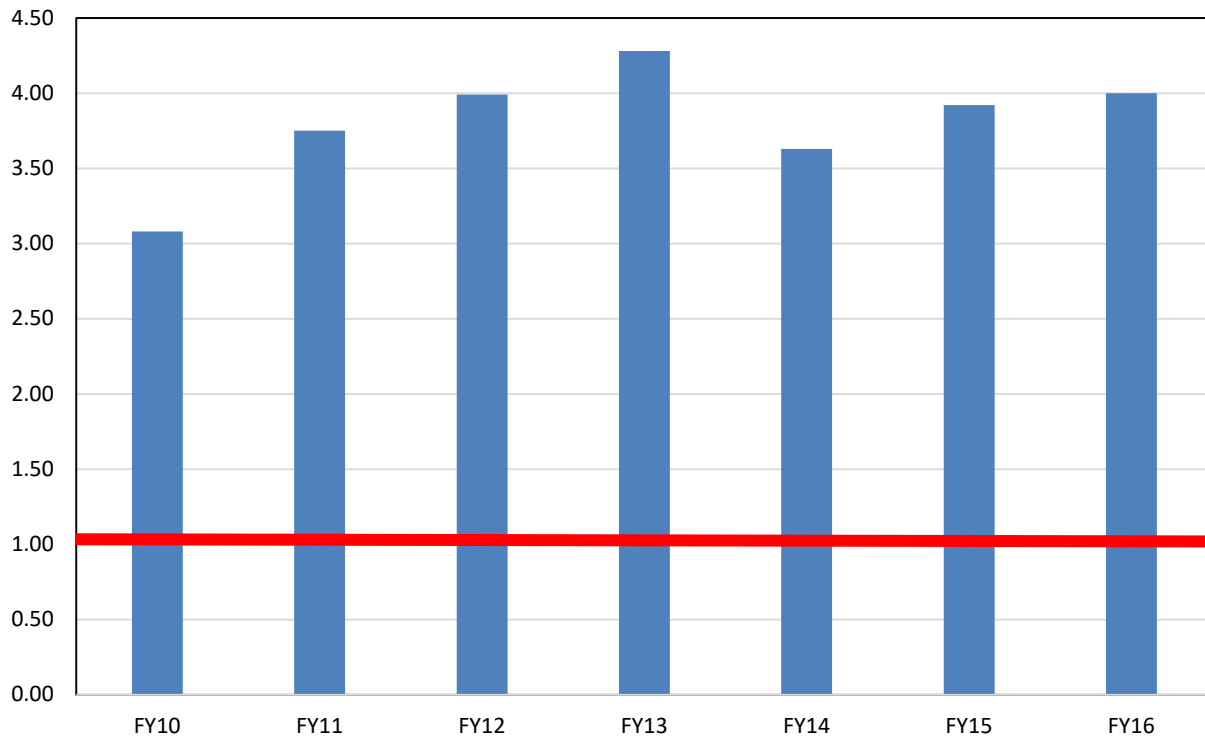
Since FY07, the Subcommittee revised the OJJDP definition of referral to juvenile court to accurately describe the Utah Juvenile Justice System. The revised definition reads, “*Referral is when a potentially delinquent youth is sent forward for legal processing and received by a juvenile court either 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/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.

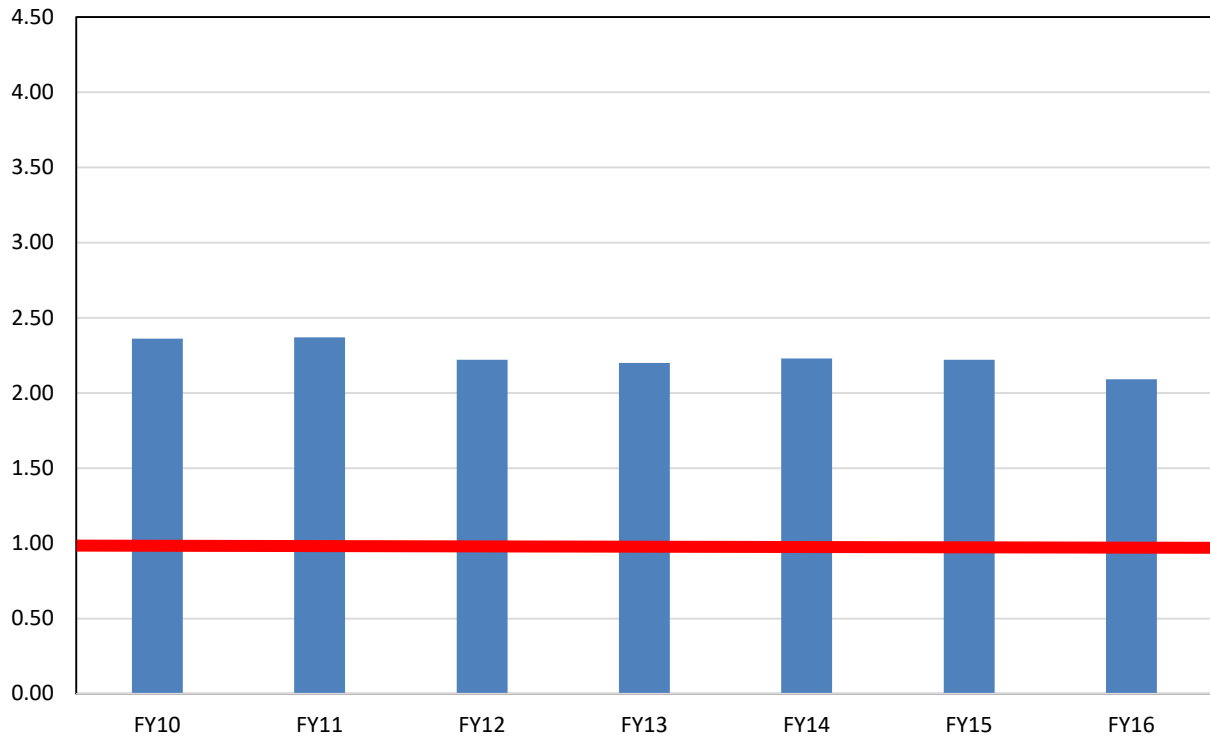


Statewide referral RRI trends for African American youth in figure 5a shows a decrease from 4.28 in FY13 to 3.63 in FY14 but since then, a slow increase can be observed through FY15 of 3.92 and FY16 of 4.00. For Hispanic/Latino youth in figure 5b, referral RRI trends show a slight decrease since FY14 from 2.23 to 2.09 in FY16. Similarly, figure 5d shows there is a consistent decline for Native Hawaiian/Pacific Islander youth since FY13 while the RRI trend for Asian youth continuously shows an RRI below 1.00 from the highest RRI of .94 in FY13 to 0.63 in FY16. A steady decrease can be observed for American Indian/Alaska Native youth in figure 5e with an RRI of 3.14 in FY12 to 2.5 in FY16. As noted earlier, volumes of activity for all minorities except Hispanic/Latino are significantly smaller.

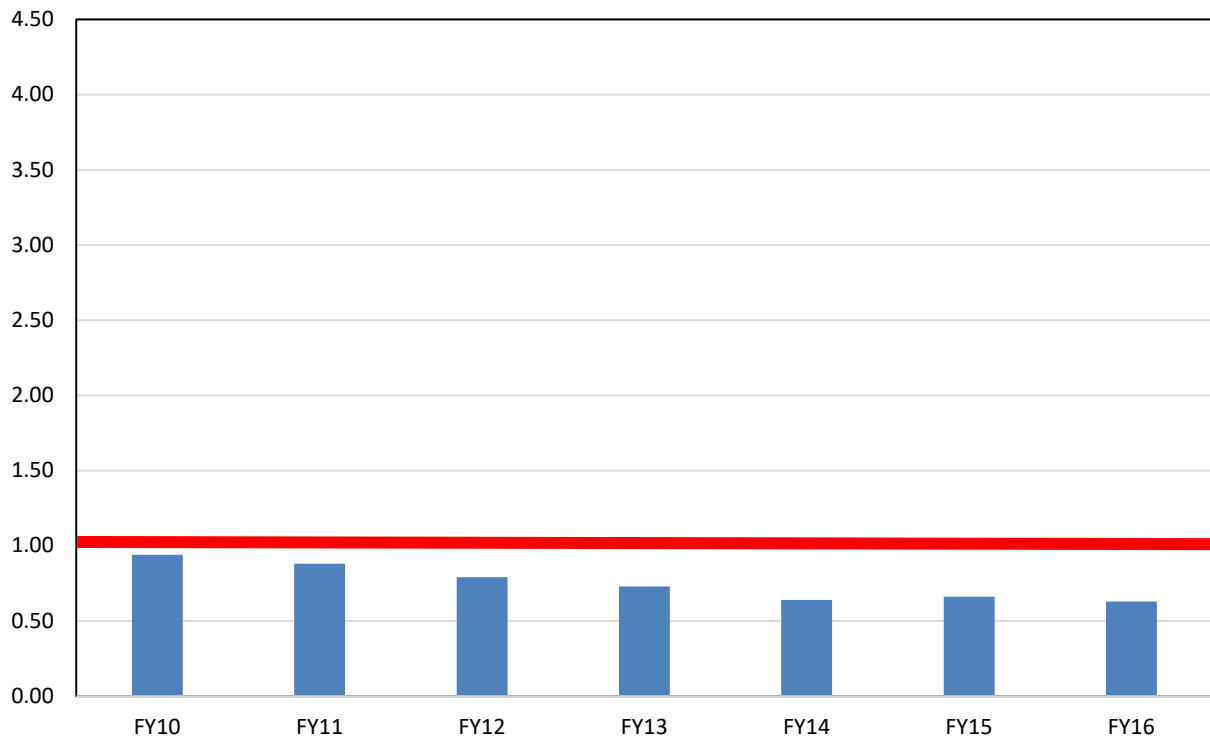
**Figure 5a: Statewide Referral RRI Trends: Black/African American**



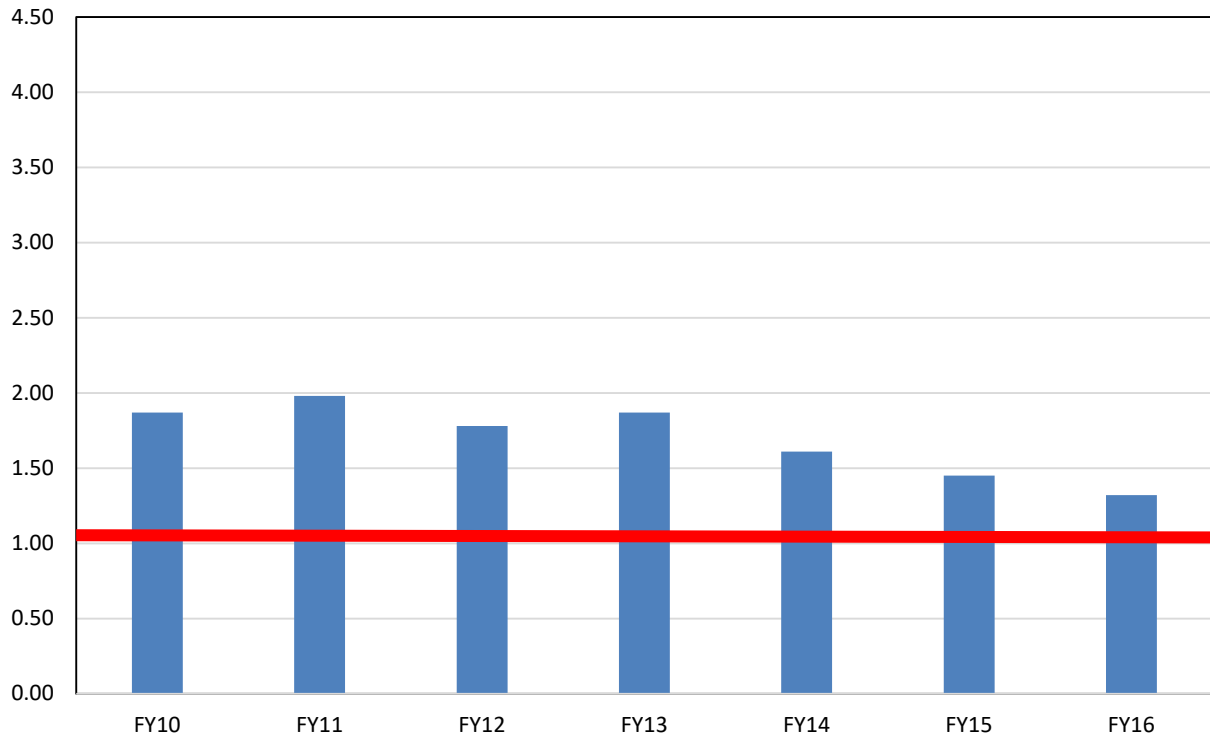
**Figure 5b: Statewide Referral RRI Trends: Hispanic/Latino**



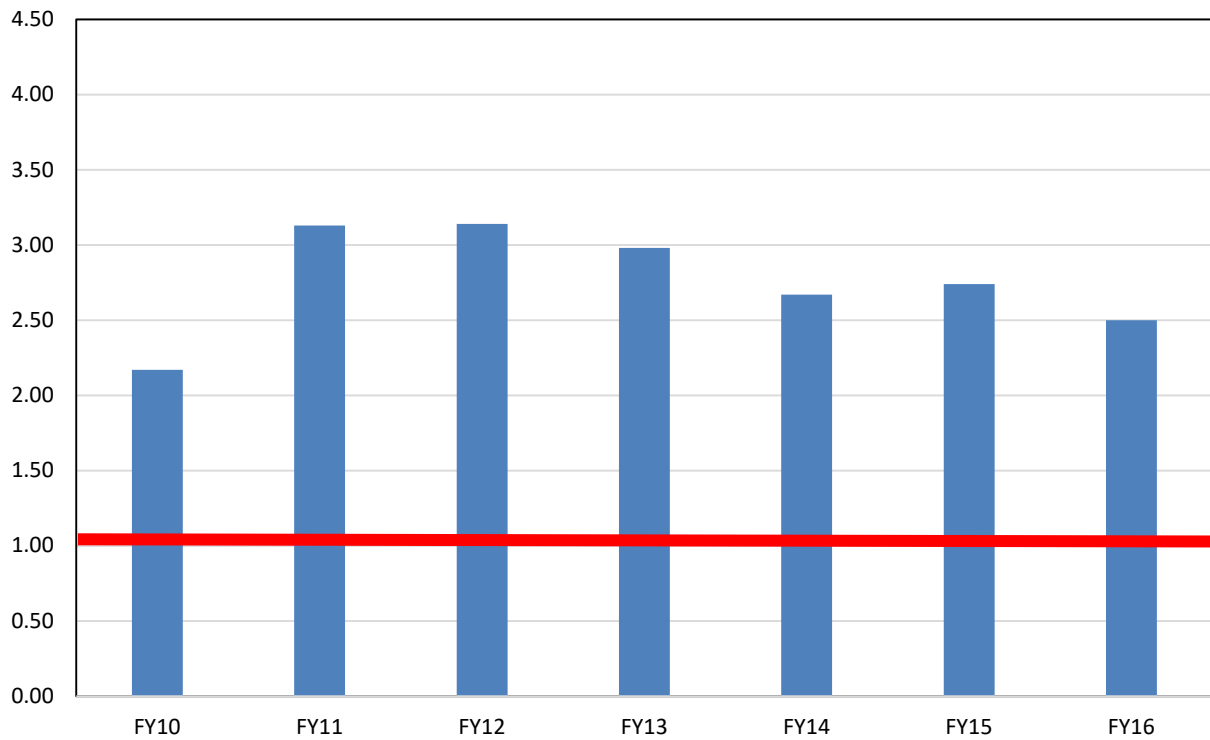
**Figure 5c: Statewide Referral RRI Trends: Asian**



**Figure 5d: Statewide Referral RRI Trends: Native Hawaiian/Pacific Islander**



**Figure 5e: Statewide Referral RRI Trends: American Indian/Alaska Native**



F. RRI at Point of Contact: Diversion

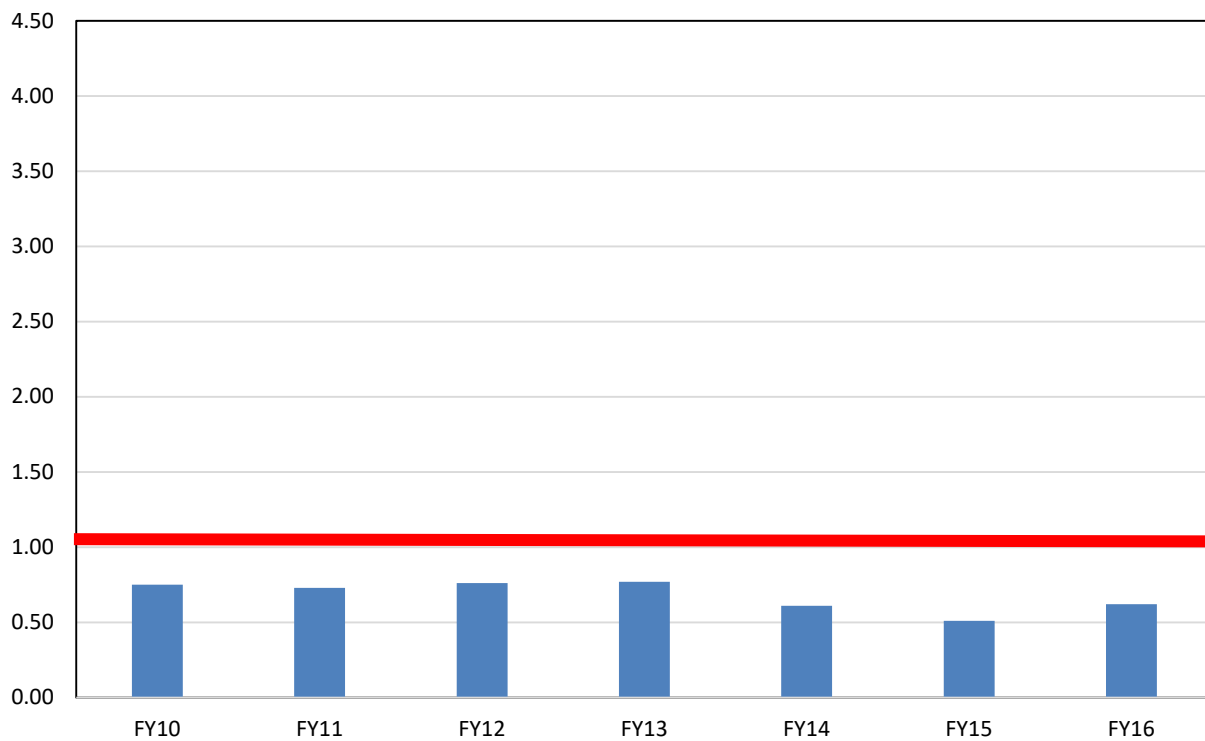
**Table 1: Diversion Trends**

Diversion Trends FY06-FY16											
Reporting	Year	Volume of Activity								RRI	
		Total	White	Black	Hisp	Asian	PI	AI/AN	Mixed	Hisp	All
Statewide	FY06	5,802	4,025	165	1,264	96	136	116	N/A	0.92	0.92
	FY07	8,268	5,734	199	1,908	111	185	131	N/A	0.88	0.86
	FY08	11,364	7,694	319	2,766	198	235	152	N/A	0.82	0.82
	FY09	10,934	7,359	305	2,676	194	252	148	N/A	0.84	0.84
	FY10	11,074	7,351	313	2,754	201	282	173	N/A	0.85	0.85
	FY11	9,649	6,373	306	2,420	145	240	165	N/A	0.84	0.82
	FY12	9,165	6,126	320	2,268	123	179	149	N/A	0.83	0.80
	FY13	7,800	5,122	291	2,008	104	160	115	N/A	0.86	0.83
	FY14	7,059	4,786	187	1,694	93	136	97	311	0.74	0.73
	FY15	6,494	4,413	157	1,531	95	126	99	73	0.72	0.71
FY16	4,742	3,253	151	1,067	72	77	59	63	0.70	0.71	
Salt Lake Co.	FY06	2,764	1,721	117	708	69	111	38	N/A	0.90	0.89
	FY07	3,880	2,434	137	1,051	75	137	46	N/A	0.84	0.81
	FY08	4,790	2,869	175	1,395	117	184	50	N/A	0.80	0.78
	FY09	4,655	2,701	187	1,420	116	190	41	N/A	0.82	0.81
	FY10	4,366	2,398	177	1,411	121	214	45	N/A	0.86	0.86
	FY11	3,697	1,995	189	1,212	87	172	42	N/A	0.82	0.82
	FY12	3,664	2,017	190	1,203	66	139	49	N/A	0.81	0.80
	FY13	2,852	1,532	179	946	56	110	29	N/A	0.83	0.83
	FY14	2,448	1,331	109	807	58	102	16	25	0.74	0.74
	FY15	1,986	1,061	102	635	55	83	17	33	0.72	0.76
FY16	1,417	779	75	435	43	47	10	28	0.68	0.71	
Utah Co.	FY06	1,072	852	11	186	7	12	4	N/A	0.85	0.84
	FY07	1,448	1,135	20	253	11	20	9	N/A	0.71	0.71
	FY08	1,468	1,183	9	243	15	11	7	N/A	0.53	0.53
	FY09	1,233	976	19	206	17	11	4	N/A	0.63	0.65
	FY10	1,436	1,113	11	263	14	22	13	N/A	0.79	0.78
	FY11	1,483	1,111	19	293	20	27	13	N/A	0.87	0.88
	FY12	1,150	916	22	187	12	3	10	N/A	0.65	0.67
	FY13	1,130	836	22	243	7	19	3	N/A	0.87	0.84
	FY14	1,147	911	14	191	10	12	8	1	0.70	0.71
	FY15	1,040	785	8	216	8	16	4	3	0.75	0.73
FY16	768	575	17	154	2	10	3	7	0.65	0.68	
Weber Co.	FY06	358	198	14	138	4	3	1	N/A	0.98	0.95
	FY07	623	399	14	202	2	3	3	N/A	0.85	0.79
	FY08	1,532	909	59	535	7	8	14	N/A	0.85	0.84
	FY09	1,367	844	32	460	15	7	9	N/A	0.85	0.81
	FY10	1,137	698	31	391	10	3	4	N/A	0.87	0.83
	FY11	972	561	30	365	3	4	9	N/A	0.98	0.92
	FY12	910	540	29	324	3	3	11	N/A	0.89	0.86
	FY13	828	454	30	326	7	3	8	N/A	0.96	0.93
	FY14	733	424	27	259	3	2	8	10	0.85	0.86
	FY15	681	436	9	208	3	4	8	13	0.68	0.66
FY16	431	255	8	148	2	2	4	12	0.83	0.82	

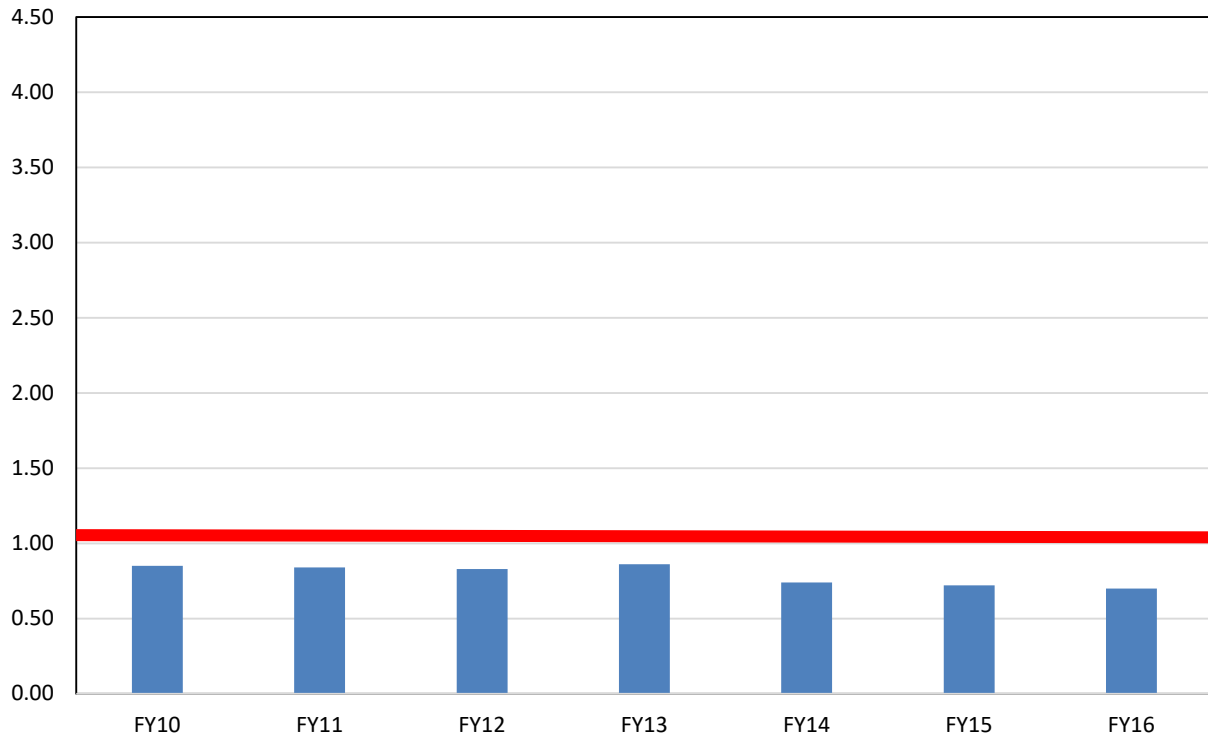
Diversion programs serve youth who have been referred to juvenile court for delinquent acts are screened by the intake department. Intake may decide to dismiss the case for lack of legal

sufficiency, to resolve the matter informally (without the filing of charges), or formally (with the filing of charges). The diversion population includes all youth referred for legal processing but handled without the filing of formal charges. The volume of diversion has significantly increased since discussions began seven years ago. In Weber County, diversion RRI for Hispanic/Latino youth reached statistical parity in FY11 at 0.98, and continues to maintain parity at 0.96 in FY13, but decreased again to 0.68 in FY15; however for FY16 there is a slight increase with an RRI of 0.83. Statewide, Hispanic/Latino diversion disparity has shown a consistent increase from 0.85 in FY10 to 0.70 in FY16. In terms of volume of activity, there has been a decrease since FY08 data, from 2,766 in FY08 to 1,067 in FY16. Figures 6a-e show diversion trends for each minority group from FY10- FY16.

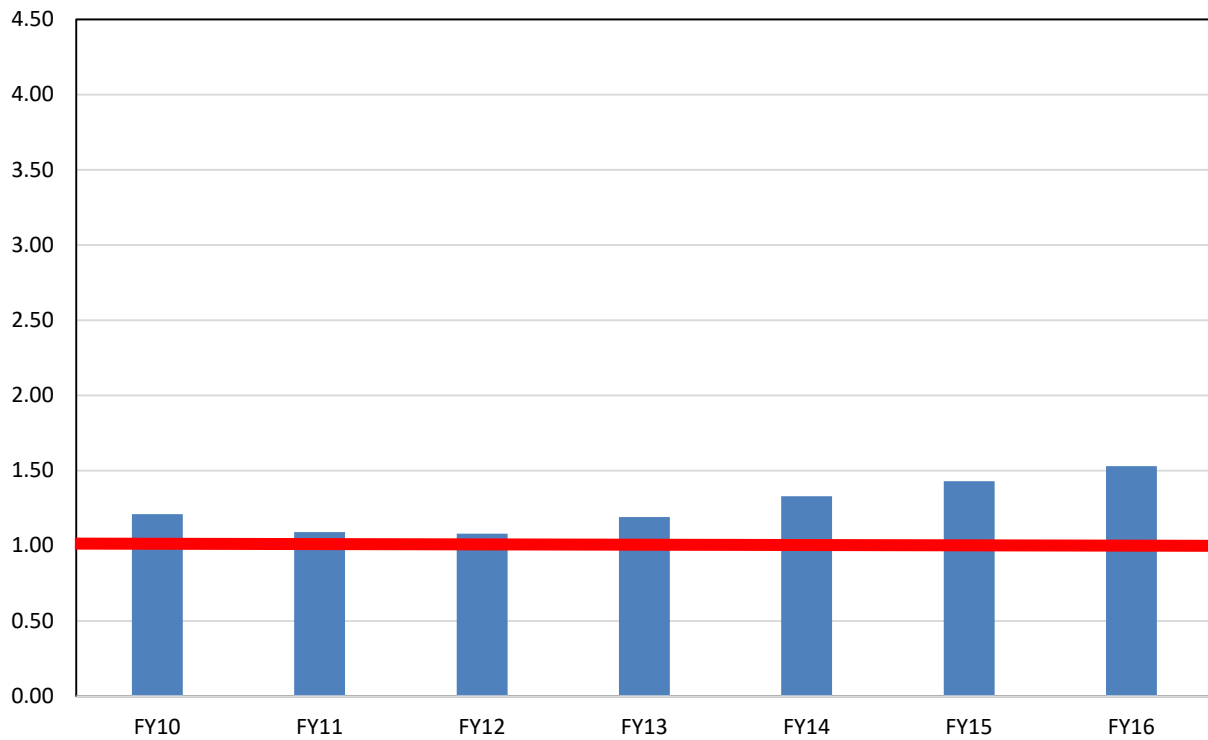
**Figure 6a: Statewide Diversion RRI Trends: Black/African American**



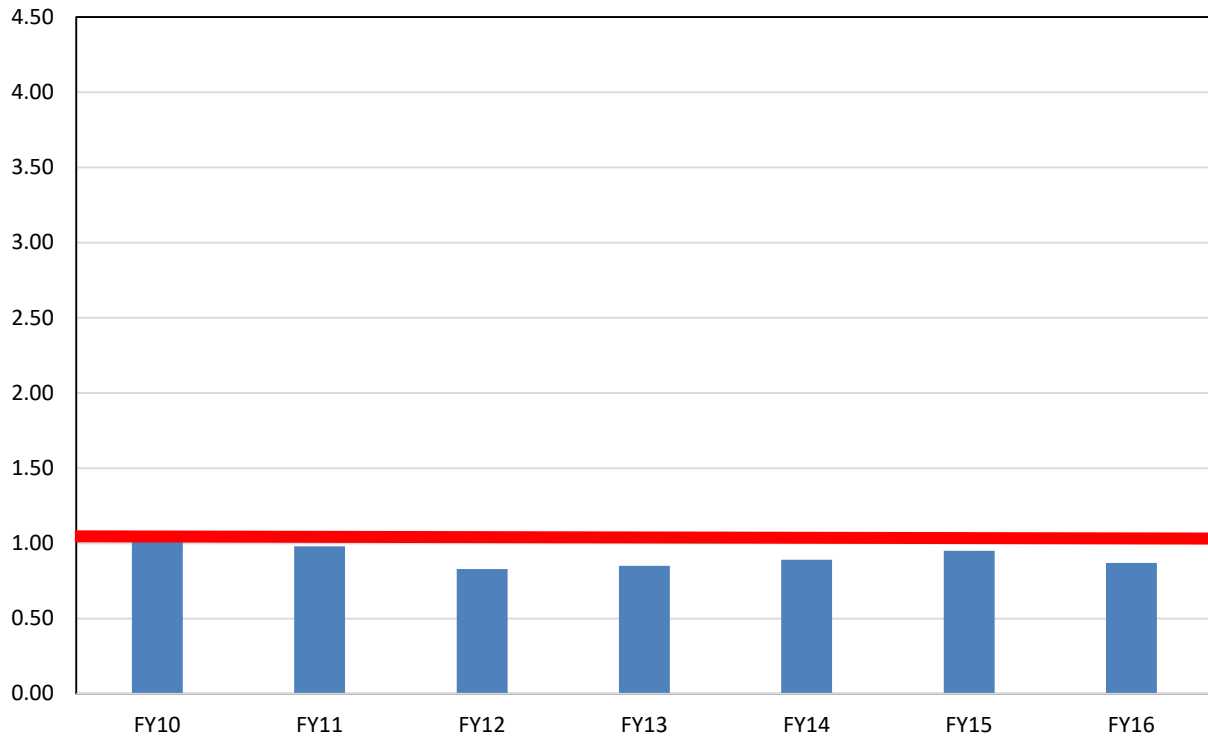
**Figure 6b: Statewide Diversion RRI Trends: Hispanic/Latino**



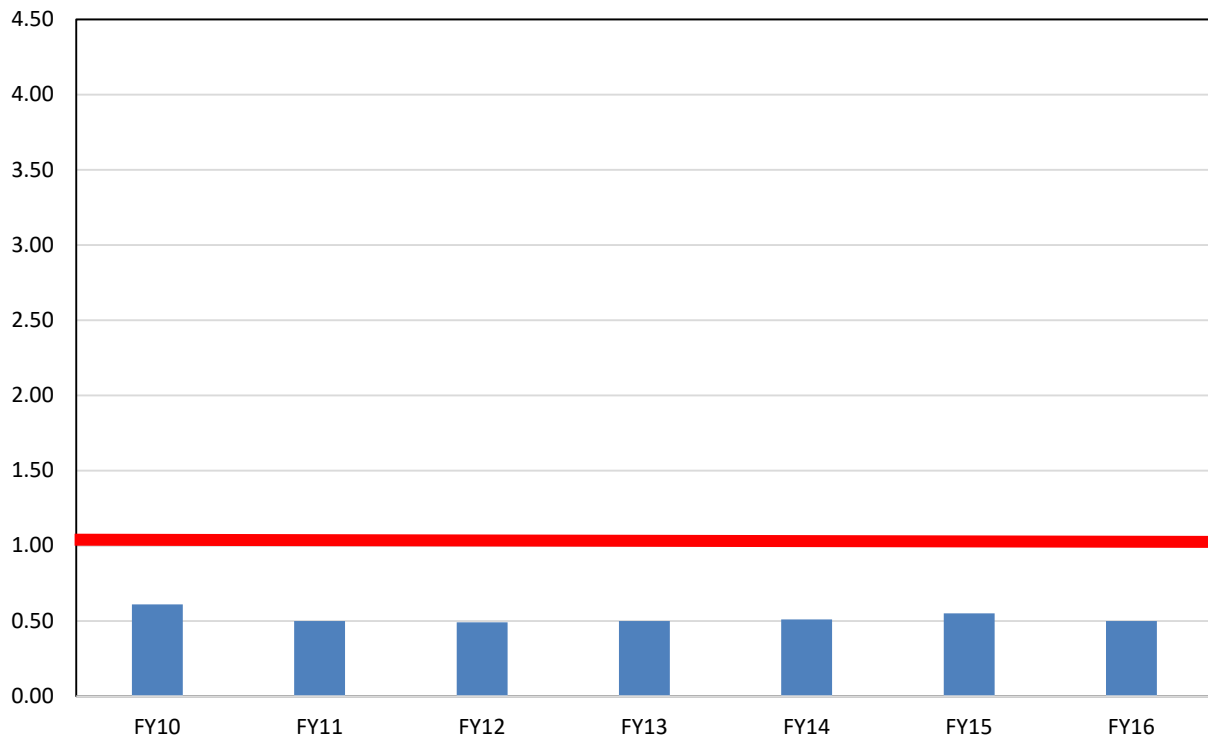
**Figure 6c: Statewide Diversion RRI Trends: Asian**



**Figure 6d: Statewide Diversion RRI Trends: Native Hawaiian/Pacific Islander**



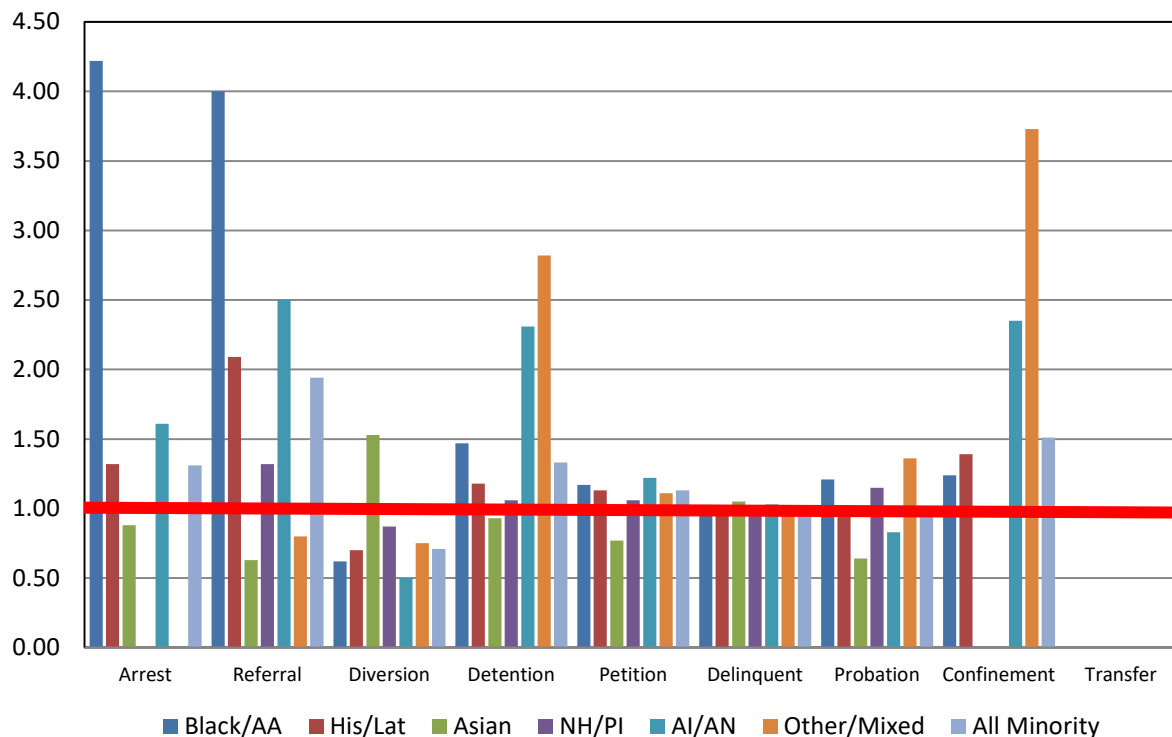
**Figure 6e: Statewide Diversion RRI Trends: American Indian/Alaska Native**



## G. RRI at Point of Contact: Detention to Transfer to Adult Court

Figure 7 shows statewide FY16 RRI at all nine points of contact for all minority groups. FY16 RRI for petition, delinquent findings, and probation placement are close to parity. That is, the RRI for all minorities at these three points of contact are at or very close to 1.00; with the exception of the Other/Mixed and American Indian/Alaska Native group. At the point of detention, youth in the Other/Mixed group had a RRI of 2.82 while youth in the American Indian/Alaska Native group had an RRI of 2.31. At the point of confinement, the data show disproportionality for Black/African American at an RRI of 1.24, Hispanic/Latino at 1.39, American Indian/Alaska Native at 2.35 and Other/Mixed at 3.73. This means that Black/African American youth were 1.24 times being held in detention than White youth, and American Indian/Alaska Native were almost two and a half times being held in confinement than White youth. Transfer to adult court, however, does not have sufficient numbers for analysis.

**Figure 7: Statewide RRI: All Minority Groups**



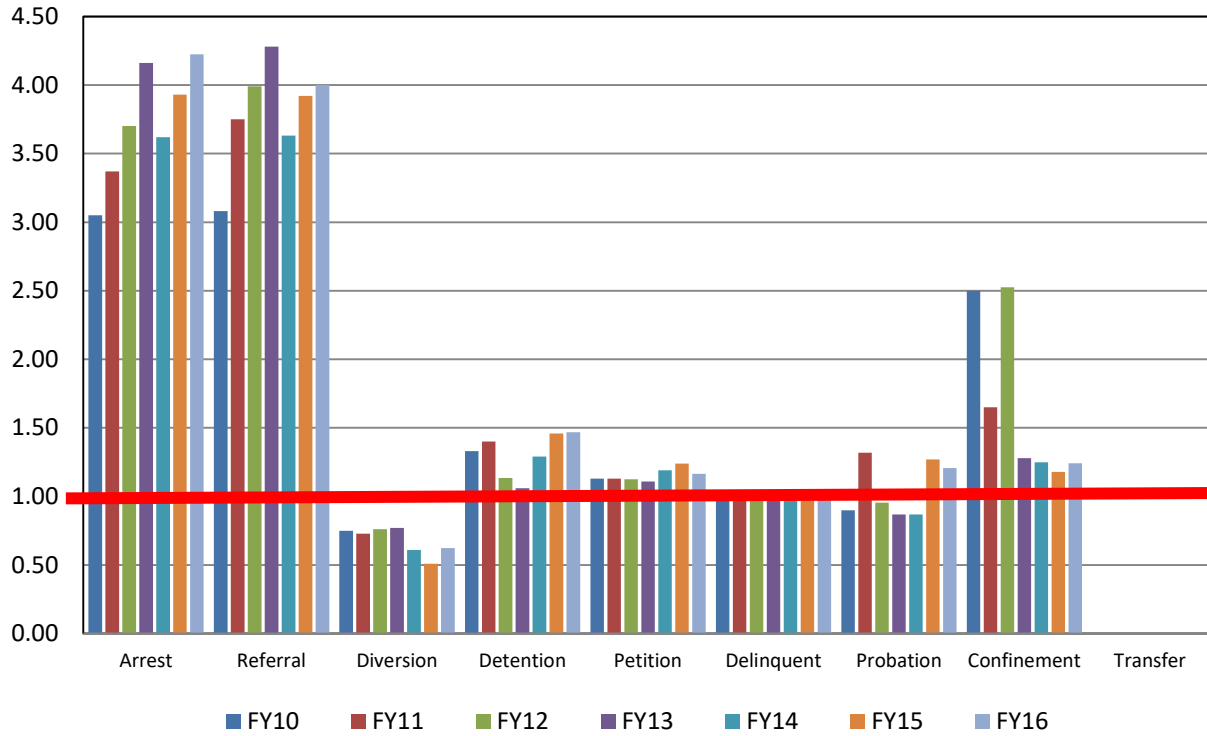
## H. Data Trends

Trends have been discussed in various contexts as described in the section above. Figures 8a-e show statewide RRI trends at all points of contact for all minority groups for FY10 – FY16 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 emphasis is not to cast blame as to who is responsible for the DMC phenomena; rather, the focus is on collaboration to address DMC. Trends clearly demonstrate that attention is warranted at arrest, referral, and

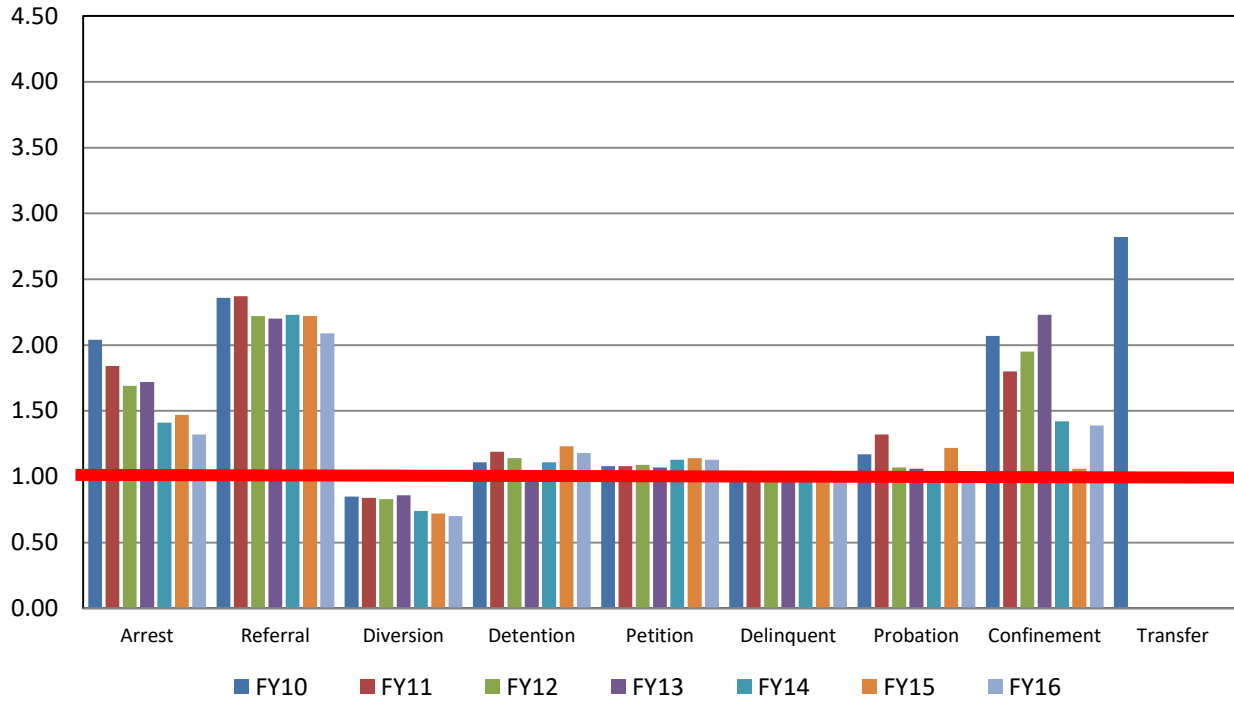


diversion points of contact as its RRI magnitude and volume of activity are considerably higher or lower (in the case of diversion). There is always a concern when the RRI is either above or below parity (1.00). Disproportionality is mirrored in both extreme cases.

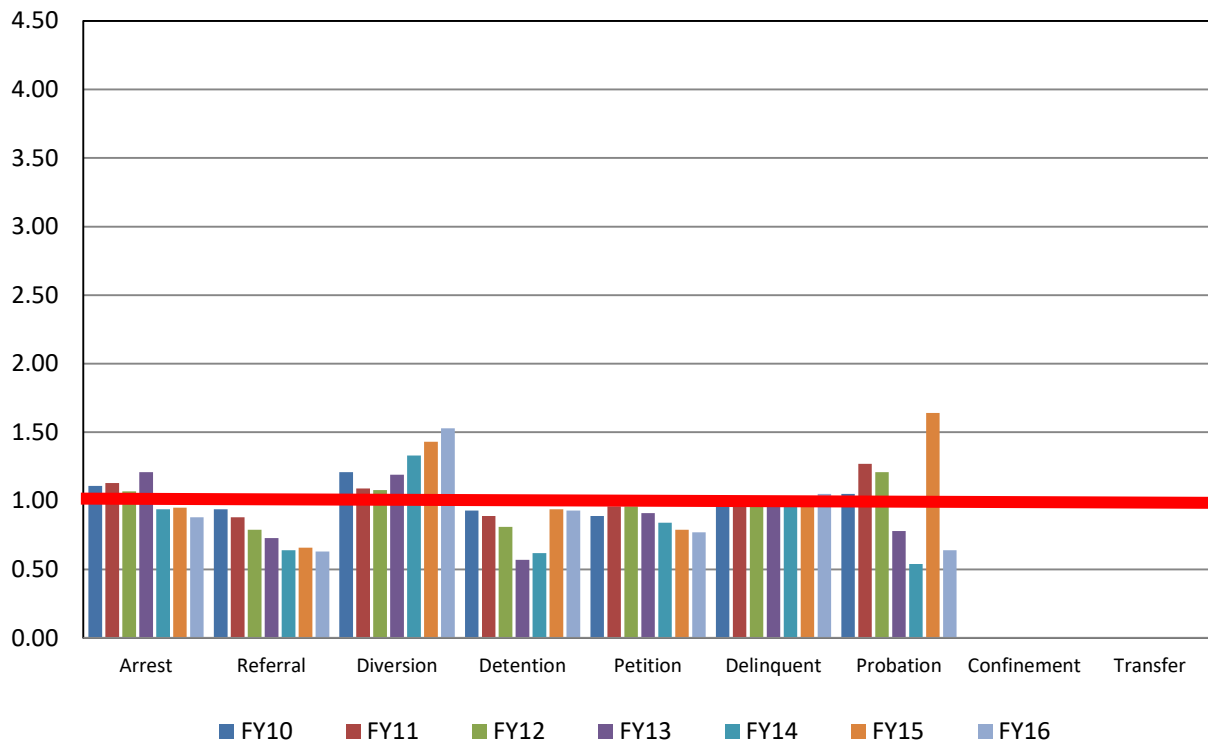
**Figure 8a: Statewide RRI Trends: Black/African American**



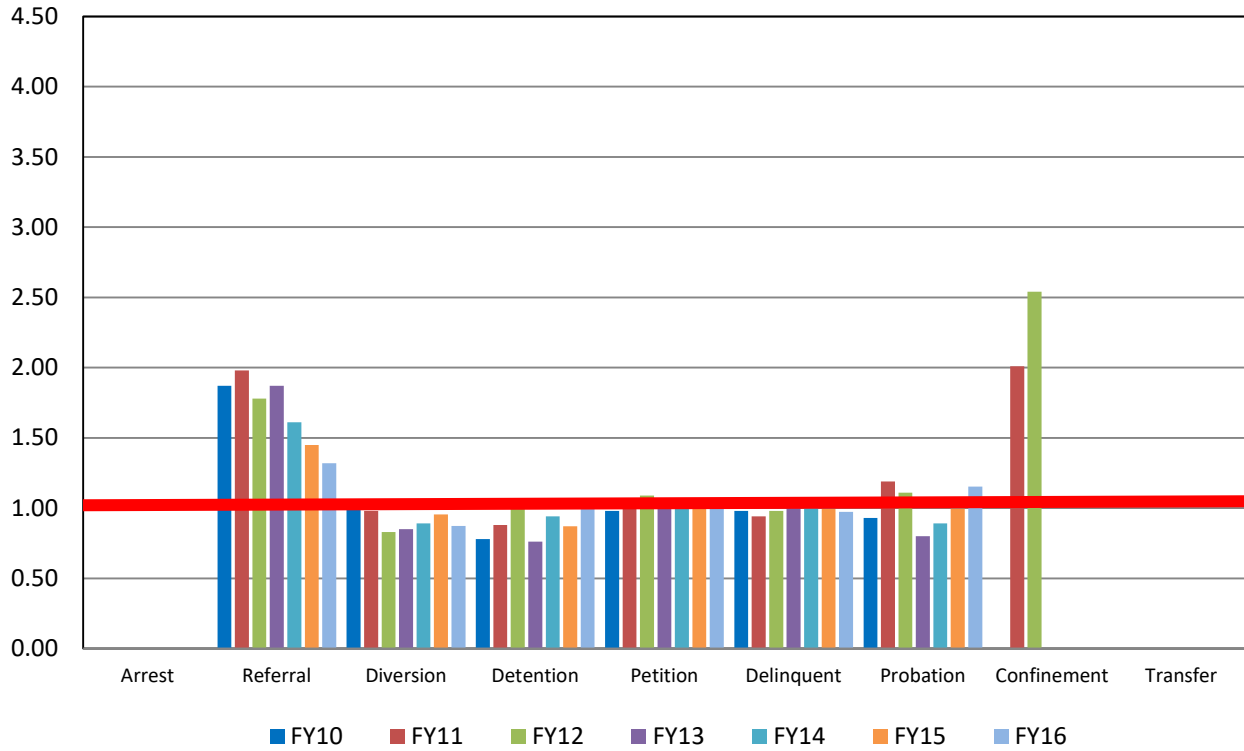
**Figure 8b: Statewide RRI Trends: Hispanic/Latino**



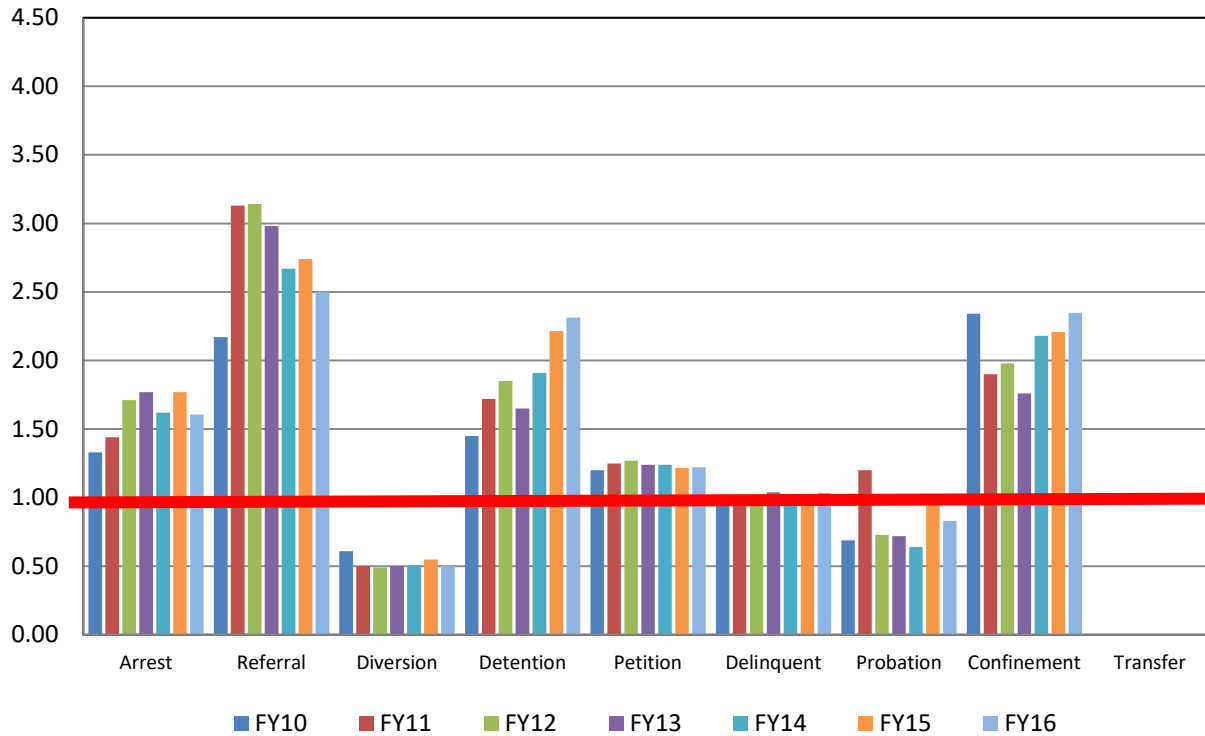
**Figure 8c: Statewide RRI Trends: Asian**



**Figure 8d: Statewide RRI Trends: Native Hawaiian/Pacific Islander**



**Figure 8e: Statewide RRI Trends: American Indian/Alaska Native**



## I. RRI Tracking Sheet

Attached to this report are five tracking sheets (Appendix A), which follows the DMC Manual's guide in analyzing and interpreting data at each point of contact. The five tracking sheets cover Statewide, Salt Lake, Utah, Weber County and non-Wasatch Front Counties analysis. The tracking sheets include each of the following steps and ground rules to identify:

- 1) S = Statistically Significant; identified by red bold font in the RRI Summary Sheet
- 2) 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
- 3) V = Volume of Activity; use discretionary measure of population at risk as well as total volume of activity in each point of contact
- 4) C = Comparing RRI to national data
  - a. Comparing Utah's RRI to national data is not applicable. The Data Working Group suggests that making comparisons between Utah's FY16 data and national data that is two years older (2014) creates confusion and misdirection. In addition, there are concerns regarding alignment of the data definition for Utah and the national definitions
- 5) CX= Data informs decision-making regarding which jurisdiction the Subcommittee should invest efforts, thus population at risk data is the first indicator to examine
  - a. FY16 USBE population at risk data shows that 72.6% of white youth and 82.4% of minority youth live along the Wasatch Front. With the exception of American Indian/Alaska Native, majority of the minority youth live along the Wasatch Front. Specifically, 89.0% of Asian, 87.0% of Black/African American, 83.0% of Hispanic/Latino, 88.0% of Native Hawaiian/Pacific Islander, and 86.0% of two or more races live along the Wasatch Front while 43.0% American Indian/Alaska Native are accounted in the same area. Thus the Utah DMC Subcommittee mainly focuses its DMC efforts on the three largest minority population localities: Salt Lake, Utah, and Weber County.

Based on the statistical significance, magnitude, and volume of activity analysis, the DMC Subcommittee has determined that a continued assessment is warranted at the arrest and referral points of contact. Furthermore, consistent trends shown in Figures 4a-d for arrest trends, Figures 5a-e for referral trends, and Figures 6a-e for diversion trends presented are evidence that DMC reduction activities should focus on these three areas. Details of the assessment proposal and timeline will be discussed in this next section.

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

#### A. Past Assessments

- 1) 2011 – Diversion Assessment
- 2) 2012 – Arrest and Referral Assessment
- 3) 2014 – DMC Evidence Based, Best Practice Initiative

#### 4) 2016 – Alternative to Juvenile Court Diversion Program

Past assessments have been submitted to previous DMC Compliance Plan updates.

#### B. Current Proposed Assessment

Guided by the identification phase, the Subcommittee came to a consensus agreement that addressing arrest and referral will have a direct impact on subsequent RRI. Also, focusing on the first two points of contact will not only pilot the strategy, but it will aide in building political capital for future and ongoing DMC efforts. Taking into account past assessment studies, the Subcommittee decided to focus on a community-based arrest and referral assessment for the 2018 year. Furthermore, the RRI Tracking Sheets narrowed the focus of arrest and referral to Salt Lake, Weber, and Utah counties. The DMC Subcommittee will execute a Request for Abstract (RFA) process to hire a researcher consultant that can carry out the following duties:

- 1) Purpose: (1) Conduct a DMC assessment of local jurisdictions to identify potential contributing factors that causes the overrepresentation of minority youth at the point of arrest and referral, specifically focus on the arrest and referral occurring outside of the school setting and (2) Provide report on findings and recommend evidence-based, best practices preventions/interventions to address these findings
- 2) Areas of Focus: Work with Law Enforcement Agencies (LEAs) in Salt Lake, Utah, and Weber Counties that have higher volume of minority arrests and stakeholders:
  - a. As the research project develops—the scope of work and stakeholders may expand based on data-driven decisions, to complete a project that provide meaningful recommendations to address and reduce DMC
  - b. Focus of the assessment is on the arrest and referral occurring outside of the school setting
- 3) Objectives:
  - a. Review arrest and referral data
  - b. Identify LEAs
  - c. Collaborate with respective local DMC Working Groups to seek buy-in from LEAs
  - d. Solicit input from participating LEAs for possible contributing factors that causes DMC
  - e. Conduct an assessment with identified LEAs who agree to participate in the arrest and referral assessment
- 4) Assessment Steps:
  - a. Work with Police Chief/Sheriff, Data Specialist, police officers at each location to determine suggested areas of focus, possible explanations for DMC, suggestions for addressing the issue, and availability of data. Concurrently, gather policy/procedure materials from agencies regarding potential explanations of DMC

- b. Work with Data Specialists from each of the LEAs to determine the availability and feasibility of extracting data for quantitative analysis
  - c. Receive data queries from Data Specialists to further inform general understanding of DMC related issues at identified jurisdictions and develop ideas/proposals
  - d. Work with the DMC Subcommittee to identify targeted areas/issues to study
  - e. Following identification of targeted areas/issues, collect and analyze data
  - f. Identify recommendations
  - g. Write up final report to present to DMC Subcommittee
- 5) The timeline for the assessment is as followed:
- a. Draft a request for abstract (RFA) by January, 2018
  - b. Have RFA approved by DMC Subcommittee February, 2018
  - c. Have RFA approved by UBJJ March, 2018
  - d. Send out RFA by March, 2018
  - e. Review and select researcher by May, 2018
  - f. Conduct assessment July 1, 2018 – June 30, 2019

The DMC Coordinator will work with chairs of the DMC subcommittee and local working groups to carry out the proposed plan according to the timeline. Results of the assessment will guide the intervention phase of the DMC reduction model.

### **Phase III: Intervention**

The Utah DMC Subcommittee’s intervention plan for reduction is based on the results of the identification data and previous assessment studies. Intervention activities include diversion, prevention, policies and procedures, and staffing and training. This section provides first an update on the progress of interventions, followed by the 2018-2020 Strategic Plan goals and objectives.

#### A. Report on 2017 DMC-Reduction Plan and Progress

2017 DMC Activity	Progress
1. Collect RRI Data and convert RRI data into narrative form ( <i>Policies and Procedures</i> )	FY16 data was collected, analyzed, and converted to narrative form. FY16 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. FY17 data is typically made available in time for submission of the Title II 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 2018. It will be used for the 2018 DMC Annual Meeting and will guide the 2019 DMC Reduction Plan. The RRI is also used as a tool to monitor DMC reduction activities.  Continued to identify trends and areas of disparity at nine

	<p>contact points in Utah’s juvenile justice system. This data was presented to two stakeholders. Audiences included Juvenile Court Chief Probation officers and Weber County Sheriffs.</p> <p>Starting FY16, Utah changed the DMC Data reporting period from state fiscal year (July 1 – June 30) to Federal Fiscal Year Oct. 1 – Sept 30.</p>
<p>2. Conduct further research to identify causes of disproportionate minority representation in Utah’s juvenile justice system <i>(Policies and Procedures)</i></p>	<p>Based on FY16 data, an assessment on arrest and referral is merited. Conducting further research into these two points of contact, and outside of school setting, will allow an examination to identify contributing factors that cause the disparity of minority youth.</p> <p>In addition to the ongoing development of the arrest and referral assessment, the local DMC Working Groups are continuing to work with school district and local community. Specifically, the Working Groups are building relationships with local leaders such as law enforcement agencies and school districts to provide the necessary data for the proposed arrest and referral assessment.</p>
<p>3. Monitor the entry of racial data in the CARE (Court Agencies’ Records Exchange) system. The goal is to reach 90.0% reporting of racial data in the CARE system, reducing the number of “Cannot Determine” entries to less than 10.0% <i>(Policies and Procedures)</i></p>	<p>For CARE data there were 16,744 original episodes (i.e., unique case numbers on a unique date) provided for DMC analyses. However, 334 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 age restriction resulted in a reduction of 19 additional episodes under age 10 and 1,096 aged 18 or older. This provided a final episode count of 15,295 where 14,686 of had race and ethnicity available for DMC analyses; which represents 96.0% of all cases. This translates to 4.0% of cases with missing racial data which is well within the DMC Subcommittee goal.</p>
<p>4. Gather data to determine the number of minority youth participating in Formula Grant projects <i>(Prevention)</i></p>	<p>UBJJ funded one program, the Native Youth Program, in Cedar City which served five bands of the Paiute Indian Tribe of Utah in the Iron, Washington, Millard, and Sevier Counties. The program provides individual after-school and summer programming to youth ages 5-17. The program’s goal is to develop “<i>academic, social and cultural skills, receive recognition of their efforts and success while at the same time associating and bonding with positive adult mentors that set clear standards.</i>” In 2017, the program</p>

	served 174 youth.
5. Identify key players to address the low diversion rate for minority youth ( <i>Prevention; Staffing and Training</i> )	Continue annual updates to Juvenile Court Administrators, Trial Court Executives (TCEs), Chief Probation Officers (CPOs), 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 <sup>nd</sup> District), continue the improvement trends (4 <sup>th</sup> District), and work toward parity (3 <sup>rd</sup> District). In 2017, DMC Coordinator presented to CPOs and Weber County Sheriffs. DMC Coordinator plan to increase these activities in 2018.
6. Work in collaboration with USBE to finish the SRO manual ( <i>Policies and Procedures; Staffing and Training</i> )	Completed the SRO Manual/Curriculum (formerly known as the school based law enforcement training) in conjunction with Utah State Board of Education (USBE) as required by HB460, which passed during the 2016 General Legislative Session. The curriculum creates protocols and standardizes practices for School Resource Officers (SROs), and School Administrators (SAs) across jurisdictions on how to handle delinquent youth and determines whether to resolve the case at the school or to refer the case to the juvenile court.
7. Market Community Relations training to law enforcement agencies ( <i>Staffing and Training</i> )	Supported the use of the developed Community Relations Curriculum for the Peace Officers Standards and Training (POST) to raise awareness of cultural diversity and teach cadets to work effectively with diverse communities. The training was provided to 749 firefighter and law enforcement cadets during 2017.
8. Raise awareness of DMC issues among professional communities ( <i>Staffing and Training</i> )	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, FY15 Data, Four Year Trends, Arrest Trends, as well as the Subcommittee's strategy to address DMC in identified counties. DMC Coordinator presented to CPOs and Weber County Sheriffs in 2017. DMC Coordinator plan to actively increase these activities in 2018.
9. The DMC Subcommittee will meet on a regular basis throughout the year	The Subcommittee convened a total of four times during the 2017 year. There was no annual meeting due to staff change in October.



	<p>The Utah County DMC Working Group met on a monthly basis throughout the year. Under the tutelage of Professor David Dominguez, BYU Law Professor and his students created a Truancy Mediation program to address habitual truancy. The Professor focused his efforts at Mountain View High School where he has implemented a Saturday program for students to address their truancy issues. Since the inception of the program, which has a large minority population, attendance has largely improved.</p> <p>The Weber County DMC Local Working Group met twice in 2017. The group has faced changes in membership and is working to re-energize its DMC efforts.</p> <p>Since November 2017, the new DMC coordinator met individually with DMC subcommittee members to discuss their concerns and visions for the three-year strategic plan. The new DMC coordinator also met with chairs of the local working groups to discuss goals for 2018.</p>
<p>10. Participate in the 2017 Legislative Review (<i>Policies and Procedures</i>)</p>	<p>The Subcommittee participated in the 2017 Legislative Review. The mission was to analyze and provide input on legislation that may impact minority youth. The DMC chair and two DMC members participated by rotating every Monday during the 45-day legislative session with SAG executive members. Together 158 bills were reviewed where 90 focused specifically on juvenile justice issues. The Subcommittee plans to continue participate annually.</p>

## B. 2018-2010 Statewide DMC Strategic Plan

The following goals and objectives are the result of discussions with the chair and members of the DMC Statewide Subcommittee. The list was discussed and approved by the Subcommittee with “buy-in” from the SAG. The followings are results of the process.

**Mission:** Reduce the disproportionate representation of minority youth at all points of contact in the juvenile justice system, from arrest through transfer & waiver to the adult system in all counties.

**Goal 1:** Implement Phase I (Identification) of OJJDP’s DMC Reduction Plan.

**Objective 1:** Continue to obtain and evaluate data on DMC in the juvenile justice system.

Steps:

1. Obtain FY17 data at nine points of contact in the juvenile justice system by December 2017
2. Complete Relative Rate Index (RRI) analysis by February, 2018; determine trends and where disproportionate contact occurred for FY16 & FY17
3. Prepare report on RRI analysis for the November 2018 annual meeting
4. Improve arrest data collection at local level (based on race/ethnicity)

Measures/Benchmarks:

1. Obtain RRI Data by December, 2017
2. Complete RRI Analysis in written form by February, 2018
3. RRI analysis report prepared by February, 2018
4. Work with law enforcement to increase collection of information according to race/ethnicity—ongoing

Responsible Member(s): DMC Coordinator and Data Analysis Working Group

Goal 2: Implement Phase II (Assessment) of OJJDP's DMC Reduction Plan.

Objective 1: Hire a research consultant or entity to conduct a community-based arrest and referral assessment.

Steps:

1. Develop a request for abstract (RFA) outline and scope of the arrest and referral assessment
2. Obtain a research consultant to conduct community-based arrest and referral assessment
3. Conduct assessment with Salt Lake, Weber, and Utah counties

Measures/Benchmarks:

1. Draft a request for abstract (RFA) by January, 2018
2. Have RFA approved by DMC Subcommittee February, 2018
3. Have RFA approved by UBJJ March, 2018
4. Send out RFA by March, 2018
5. Review and select researcher by May, 2018
6. Conduct assessment July 1, 2018 – June 30, 2019

Responsible Member(s): DMC Coordinator and respective members from the DMC Subcommittee

Goal 3: Implement Phase III (Intervention) of OJJDP's DMC Reduction Plan.

Objective 1: Maintain diversion RRI in jurisdiction(s) where it reaches parity (*Diversion*).

Steps:

1. Review diversion RRI data to identify trends
2. Present annual diversion RRI update to Juvenile Court Administrators, TCE, CPOs, and Board of Juvenile Judges
3. Work with TCE/CPOs to maintain diversion RRI where it reaches parity
4. Work with TCE/CPOs to develop plan to address diversion where it show disparity
5. Collaborate with Juvenile Justice Oversight Committee Data Working Group to monitor diversion level for minority youth in Salt Lake, Utah, and Weber Counties, as appropriate
6. Make comparison of diversion disparity prior and after H.B. 239 changes in Non-Judicial Adjustment (NJA) process

Measures/Benchmarks:

1. Identify diversion trends by July, 2018
2. Complete presentations to stakeholders by August, 2018
3. Complete a plan to maintain diversion, where exists, by November, 2018
4. Complete a plan to address diversion where disparity exists by November, 2018
5. Complete diversion data collection and comparison by December, 2018

Responsible Member(s): DMC Coordinator and Data Working Group

Objective 2: Sustain the training curriculum for School Resource Officers (SROs) and School Administrators (SAs) Training statewide (*Policies and Procedures; Staffing and Training*).

Steps:

1. Work in collaboration with USBE to finish the revisions of the curriculum for SROs and SAs Training
2. Work to secure UBJJ's financial support to offer and manage the curriculum training for the next 3-5 years statewide
3. Work to secure a vendor to provide training of the curriculum
4. Explore alternative venues to offer the training curriculum, such as the Utah and Northern Gang Conference
5. Develop a sustainability plan by 2019

Measures/Benchmarks:

1. Finish curricula revisions by February, 2018
2. Draft a request for abstract (RFA) by February, 2018
3. Send out RFA by March, 2018

4. Review and select trainer by April, 2018

Responsible Member(s): DMC Coordinator, SLCO DMC Best Practices Committee, respective members of the DMC Subcommittee, and representatives from USBE

Objective 3: Market Community Relations training to law enforcement training agency leaders and expand its use to current, veteran, and field training officers (*Staffing and Training*).

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(s): DMC Coordinator and Data Working Group

Objective 4: Encourage juvenile justice organizations to use the Community Relations Curriculum offered by POST (*Prevention*).

Steps:

1. Continue to seek “buy-in” from Juvenile Court
2. Continue to seek “buy-in” from Juvenile Justice Services
3. Continue to be in contact with POST in order to know the latest version of the training in place, and move towards creating a version for veteran police officers
4. 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, in addition to dialogue with training members at POST

Measures/Benchmarks:

1. Continue to communicate with two stakeholders regarding the training in 2018
2. Communicate with POST about the current curriculum, and the possible addition that will focus of veteran police officers to see how the State DMC Committee can be of assistance in guiding the content of the training by March, 2018
3. Work to implement curriculum in collaboration with POST—ongoing

Responsible Member(s): DMC Coordinator and DMC Subcommittee Chair

Objective 5: Increase awareness of DMC issues among professional communities and provide update to stakeholders (*Staffing and Training*).

Steps:

1. Continue to identify groups, organizations, and stakeholders who have a stake in reducing DMC numbers
2. Update DMC information for handouts
3. Make presentations to targeted audiences throughout the year
4. Engage stakeholders at the county level to get ‘buy in’ from local elected officials

Measures/Benchmarks:

1. Update document for presentation by June, 2018
2. Number of presentation presented quarterly
3. Update documents for presentation by June, 2018

Responsible Member: DMC Coordinator and DMC Subcommittee Chair

Objective 6: Support the Juvenile Justice Oversight Committee (JJOC) in carrying out the law as stated in H.B. 239, to assist in the development of training for juvenile justice stakeholders, including educators, law enforcement officers, probation staff, judges, Division of Juvenile Justice Services (JJS) staff, Division of Child and Family Services (DCFS) staff, and program providers (*Policies and Procedures; Staffing and Training*).

Steps:

1. Conduct inventory of available training on the following topics:
  - a. Adolescent development,
  - b. Identifying and using local behavioral health resources
  - c. Implicit bias
  - d. Cultural competency

- e. Graduated responses
  - f. Utah juvenile justice system data and outcomes, and
  - g. Gangs
2. Develop plan to fill in gaps, barriers of the training topics
  3. Create a guideline to ensure completion of required trainings
  4. Develop reporting process for accountability and sustainability purposes
  5. Present to JJOC for input and approval of the guideline
  6. Develop timetable for training as part of guideline

Measures/Benchmarks:

1. Create a training working group by January, 2018
2. Meet on a monthly basis, February, March, April, May, June, and July, 2018
3. Conduct inventory of available trainings and curriculums by April, 2018
4. Develop training guideline by June, 2018
5. Present to JJOC for input and approval of the guideline June, 2018
6. Develop timetable for training by June, 2018
7. Develop reporting process for accountability and sustainability purposes by June, 2018

Responsible Member(s): DMC Coordinator, respective members from the DMC Subcommittee, and the JJOC Training Working Group

Objective 7: Work with local DMC Working Groups to develop and implement DMC strategic plan to reduce disparity at local jurisdictions.

Steps:

1. Salt Lake County DMC Working Group
  - a. Transform the Salt Lake Best Practice Group members to being official members of Salt Lake County DMC Working group
  - b. Work with CPOs in 3rd district (Salt Lake County) to develop strategy for DMC reduction efforts & uses as a guide for the local DMC Working group
  - c. Incorporate the Statewide DMC Strategic Plan in Salt Lake County by supporting to implement the proposed arrest and referral assessment
  - d. Continue to conduct the SROs and SAs training in the Salt Lake County
  - e. In collaboration with the Statewide DMC Subcommittee, monitor and carry out the DMC strategic plan
  - f. Focus on diversion opportunity for minority youth and/or maintain diversion parity
2. Utah County Working Group
  - a. Continue to identify groups, organizations, and stakeholders who have an stake in reducing DMC numbers
  - b. Increase Public Awareness regarding DMC issues

- c. Receive TTA on DMC Reduction Model from OJJDP
  - d. In collaboration with the Statewide DMC Subcommittee, monitor and carry out the DMC strategic plan
  - e. Incorporate the Statewide DMC Strategic Plan in Utah County by supporting to implement the proposed arrest and referral assessment
  - f. Continue to partner with UVU & BYU Law and Education Workshops that has a DMC component
  - g. Continue to support Street Law Education at Mountain View High School and implement the program at Timpview High School
  - h. Focus on diversion opportunity for minority youth and/or maintain diversion parity
3. Weber County Working Group
- a. Re-energize Weber County local DMC Working Group
  - b. Invite new members to join Weber County local Working Group
  - c. Receive TTA on DMC Reduction Model from OJJDP
  - d. In collaboration with the Statewide DMC Subcommittee, monitor and carry out the DMC strategic plan
  - e. Incorporate the Statewide DMC Strategic Plan in Utah County by supporting to implement the proposed arrest and referral assessment
  - f. Focus on diversion opportunity for minority youth and/or maintain diversion parity
4. Davis County Working Group
- a. Meet with local stakeholders about creating a local DMC Working Group in Davis County
  - b. Form a local DMC Working Group in Davis County
  - c. Invite new members to join Davis County local Working Group

Measures/Benchmarks:

- 1. Salt Lake County DMC Working Group
  - a. Transform the Salt Lake Best Practice Group members to being official members of Salt Lake County DMC Working group by April, 2018
  - b. Facilitate and support in carrying out the proposed DMC Arrest and Referral Assessment—ongoing
  - c. Provide annual report, or when deem appropriate, on progress of the SROs/School Administrators Training—ongoing
  - d. Complete incorporation and support implementation of the Statewide DMC Strategic Plan as relevant to Salt Lake County—ongoing
- 2. Utah County Working Group
  - a. Receive TTA by July, 2018
  - b. Continue monthly meeting

- c. Complete incorporation and support implementation of the Statewide DMC Strategic Plan as relevant to Utah County—ongoing
- 3. Weber County Working Group
  - a. Conduct initial meeting with Weber County DMC Working Group by April, 2018
  - b. Identify and invite new members to join Weber County local Working Group by April, 2018
  - c. Receive TTA by July, 2018
  - d. Complete incorporation and support implementation of the Statewide DMC Strategic Plan as relevant to Weber County—ongoing
- 4. Davis County Working Group
  - a. Meet with local stakeholders about creating a local DMC Working Group in Davis County by September, 2018
  - b. Form DMC Working Group by October, 2018
  - c. Identify and invite new members to join Davis County Working Group by October, 2018
  - d. Develop DMC Strategic Plan for Davis County Working Group by January, 2019

Responsible Member(s): DMC Coordinator and respective members from the DMC Subcommittee

Objective 8: Participate in the 2018 Legislative Review meetings (*Policies and Procedures*).

Steps:

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

Measures/Benchmarks:

- 1. Identify two individuals by December, 2017
- 2. Attend weekly meetings starting January, 2018
- 3. Number of bills reviewed with feedback

Responsible Member(s): DMC Coordinator and respective members from the DMC Subcommittee

#### **Phase IV: Evaluation**

UBJJ has set aside funding for an on-going effort with UCJC to collect and tabulate RRI. They provide assurance for quality of data as discussed in the identification phase. The DMC



Coordinator will work closely with UCJC staff, as well as maintain constant contact with OJJDP State Representatives to ensure Utah maintains compliance with the DMC Core Requirement.

### **Phase V: Monitoring**

Utah has 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, and have ongoing discussion with DMC Subcommittee as well as stakeholders. This will be an on-going effort to study trends and effectiveness of the activities that the DMC Subcommittee have outlined and performed. The SAG committed to funding a full-time DMC Coordinator to carry out the DMC Strategic Compliance Plan.