

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

## Disproportionate Minority Contact in Florida

A disproportionality in minority contact with the juvenile justice system can be found across Florida’s 67 counties. This disproportionality is particularly seen within our African American youth population, specifically among African American males. For every white youth arrested, 3 African-American youth are arrested. African Americans make up nearly double the amount of adult transfers when compared to their white counterparts. While the RRI has decreased slightly at some decision points, the statewide arrest RRI has increased over the last year. Increasing concerns about the escalating costs of confinement, overcrowded secure juvenile facilities, and high rates of recidivism have ignited a re-evaluation of how youth offenders are handled. Specifically, Florida has embarked upon reform focused on preventing youth from entering the system, the processing of their cases, and the supervision provided along the way. We will continue our reform work to improve reintegration and aftercare practices within communities for youth returning home from a residential placement as well. To accomplish these goals, FDJJ has continued to develop and implement effective and comprehensive services for youth in efforts to improve public safety, reduce restrictive out-of-home placements, reduce overcrowding in juvenile facilities, reduce the cost burden to the public, provide alternatives to secure detention placements, and to produce productive law-abiding citizens.

### PHASE I: IDENTIFICATION

The state of Florida is approximately 68,384 square miles, with a population of around 20.98 million people. There were approximately 2,444,460 youth between the ages of 10 and 17 residing in Florida in FY 2017-18. African American youth comprised around 18% and Hispanic youth comprised around 24% of the total youth population. The DMC table below provides an overview of the disproportionality in contact at each decision point.

	Race:	White	Black	American Indian	Asian	Hispanic
Population		1388739	442519	12751	68441	582010
Arrest	Number	12300	15438	104	238	5276
	Percentage	0.89%	3.49%	0.82%	0.35%	0.91%
Diversion	Number	5581	5390	24	68	2166
	Percentage	0.40%	1.22%	0.19%	0.10%	0.37%
Detention	Number	2862	5547	16	24	1553
	Percentage	0.21%	1.25%	0.13%	0.04%	0.27%
Secure Confinement	Number	705	1557	3	5	336
	Percentage	0.05%	0.35%	0.02%	0.01%	0.06%
Adult Transfer	Number	211	570	0	1	121
	Percentage	0.02%	0.13%	0.00%	0.00%	0.02%

## Seven Targeted Jurisdictions (Highest Juvenile Delinquency Referral Counties)

### Volume of Activity

The FDJJ has identified the seven largest jurisdictions within the state of Florida that have the greatest volume of activity, that is, the largest number of minority youth who potentially may be affected.

#### Broward County

Broward County is approximately 1,220 square miles, with a population of around 1.91 million people. It is in Florida's Seventeenth Circuit in the Southern region of the state. There were approximately 186,560 youth between the ages of 10 and 17 residing in the county. African - American youth comprised around 36% and Hispanic youth comprised around 31% of the total youth population.

	Race:	White	Black	American Indian	Asian	Hispanic
Population		53545	67302	508	7786	57419
Arrest	Number	316	1498	3	5	316
	Percentage	0.59%	2.23%	0.59%	0.06%	0.55%
Diversion	Number	162	591	0	3	162
	Percentage	0.30%	0.88%	0.00%	0.04%	0.28%
Detention	Number	56	494	0	0	69
	Percentage	0.10%	0.73%	0.00%	0.00%	0.12%
Secure Confinement	Number	9	133	0	0	15
	Percentage	0.02%	0.20%	0.00%	0.00%	0.03%
Adult Transfer	Number	4	42	0	0	6
	Percentage	0.01%	0.06%	0.00%	0.00%	0.01%

#### Duval County

Duval County is approximately 840 square miles, with a population of around 926,255 people. It is in Florida's Fourth Judicial Circuit and in the Northeast region of the state. There were approximately 88,885 youth between the ages of 10 and 17. African - American youth comprised around 40% and Hispanic youth comprised around 12% of the total youth population.

	Race:	White	Black	American Indian	Asian	Hispanic
Population		38288	35048	293	4653	10603
Arrest	Number	239	928	1	7	59
	Percentage	0.62%	2.65%	0.34%	0.15%	0.56%
Diversion	Number	95	253	1	2	15
	Percentage	0.25%	0.72%	0.34%	0.04%	0.14%

Detention	Number	84	426	2	5	28
	Percentage	0.22%	1.22%	0.68%	0.11%	0.26%
Secure Confinement	Number	21	162	0	0	13
	Percentage	0.05%	0.46%	0.00%	0.00%	0.12%
Adult Transfer	Number	5	28	0	0	2
	Percentage	0.01%	0.08%	0.00%	0.00%	0.02%

### Hillsborough County

Hillsborough County is approximately 1,062 square miles, with a population of around 1.38 million people. It is in Florida's Thirteenth Judicial Circuit and in the West Central region of the state. There were approximately 143,008 youth between the ages of 10 and 17. African - American youth comprised around 20% and Hispanic youth comprised around 35% of the total youth population.

	Race:	White	Black	American Indian	Asian	Hispanic
Population		58735	28205	343	6267	49458
Arrest	Number	753	1360	1	9	467
	Percentage	1.28%	4.82%	0.29%	0.14%	0.94%
Diversion	Number	429	682	1	7	271
	Percentage	0.73%	2.42%	0.29%	0.11%	0.55%
Detention	Number	179	511	0	2	130
	Percentage	0.30%	1.81%	0.00%	0.03%	0.26%
Secure Confinement	Number	20	73	0	0	17
	Percentage	0.03%	0.26%	0.00%	0.00%	0.03%
Adult Transfer	Number	11	50	0	1	9
	Percentage	0.02%	0.18%	0.00%	0.02%	0.02%

### Miami-Dade County

Miami-Dade County is approximately 2,109 square miles, with a population of around 2.71 million people. It is in Florida's Eleventh Judicial Circuit and in the Southern region of the state. There were approximately 247,263 youth between the ages of 10 and 17. African - American youth comprised around 20% and Hispanic youth comprised around 64% of the total youth population.

	Race:	White	Black	American Indian	Asian	Hispanic
Population		37572	48291	290	3445	157771
Arrest	Number	88	1008	3	5	918
	Percentage	0.23%	2.09%	1.03%	0.15%	0.58%
Diversion	Number	35	278	0	2	304

	Percentage	0.09%	0.58%	0.00%	0.06%	0.19%
Detention	Number	12	427	0	1	307
	Percentage	0.03%	0.88%	0.00%	0.03%	0.19%
Secure Confinement	Number	1	97	0	0	53
	Percentage	0.00%	0.20%	0.00%	0.00%	0.03%
Adult Transfer	Number	1	54	0	0	15
	Percentage	0.00%	0.11%	0.00%	0.00%	0.01%

### Orange County

Orange County is approximately 1,003 square miles, with a population of around 1.35 million people. It is in Florida's Ninth Judicial Circuit and in the East Central region of the state. There were approximately 135,521 youth between the ages of 10 and 17. African - American youth comprised around 25% and Hispanic youth comprised around 36% of the total youth population.

	Race:	White	Black	American Indian	Asian	Hispanic
Population		44289	33889	317	7414	49612
Arrest	Number	482	1393	0	4	591
	Percentage	1.09%	4.11%	0.00%	0.05%	1.19%
Diversion	Number	162	348	0	5	203
	Percentage	0.37%	1.03%	0.00%	0.07%	0.41%
Detention	Number	138	600	0	0	172
	Percentage	0.31%	1.77%	0.00%	0.00%	0.35%
Secure Confinement	Number	30	161	0	0	34
	Percentage	0.07%	0.48%	0.00%	0.00%	0.07%
Adult Transfer	Number	5	45	0	0	10
	Percentage	0.01%	0.13%	0.00%	0.00%	0.02%

### Palm Beach County

Palm Beach County is approximately 2,578 square miles, with a population of around 1.47 million people. It is in Florida's Fifteenth Judicial Circuit and in the Southern region of the state. There were approximately 130,795 youth between the ages of 10 and 17. African - American youth comprised around 27% and Hispanic youth comprised around 29% of the total youth population.

	Race:	White	Black	American Indian	Asian	Hispanic
Population		53673	34810	354	4251	37707
Arrest	Number	528	1077	1	8	341
	Percentage	0.98%	3.09%	0.28%	0.19%	0.90%
Diversion	Number	318	416	0	6	165

	Percentage	0.59%	1.20%	0.00%	0.14%	0.44%
Detention	Number	87	378	1	0	99
	Percentage	0.16%	1.09%	0.28%	0.00%	0.26%
Secure Confinement	Number	14	95	0	0	16
	Percentage	0.03%	0.27%	0.00%	0.00%	0.04%
Adult Transfer	Number	8	47	0	0	17
	Percentage	0.01%	0.14%	0.00%	0.00%	0.05%

### Pinellas County

Pinellas County is approximately 309 square miles, with a population of around 970,637 people. It is in Florida's Sixth Judicial Circuit and in the West Central region of the state. There were approximately 73,592 youth between the ages of 10 and 17. African - American youth comprised around 17% and Hispanic youth comprised around 16% of the total youth population.

	Race:	White	Black	American Indian	Asian	Hispanic
Population		45339	12820	167	3724	11542
Arrest	Number	575	848	1	14	127
	Percentage	1.27%	6.61%	0.60%	0.38%	1.10%
Diversion	Number	233	285	0	8	51
	Percentage	0.51%	2.22%	0.00%	0.21%	0.44%
Detention	Number	181	395	1	4	52
	Percentage	0.40%	3.08%	0.60%	0.11%	0.45%
Secure Confinement	Number	28	98	1	1	10
	Percentage	0.06%	0.76%	0.60%	0.03%	0.09%
Adult Transfer	Number	9	26	0	0	3
	Percentage	0.02%	0.20%	0.00%	0.00%	0.03%

These seven jurisdictions account for more than 50% of all referrals to the juvenile justice system. Impacted the DMC/RED rates in these jurisdictions will result in huge impacts to the state as a whole.

## PHASE II: ASSESSMENT/DIAGNOSIS

In January 2016, a contract with Florida State University was executed to conduct the analysis of the levels of Florida's DMC Statewide at each point of contact. The final assessment was released to the FDJJ in March 2017. The purpose of this study was to further explore whether community characteristics influence youth punishment outcomes. The economic characteristics of a community influence racial and ethnic differences in punishment outcomes among Blacks and Latino youth. The results suggest that residing in areas with higher concentrations of Black populations increases the likelihood of convictions and commitments. The opposite effect among Latino populations was indicated. Higher Latino populations reduces the odds of conviction and commitments.

This assessment analyzed the type of crimes committed by juveniles across the state in Florida. Between 2006 and 2015, 29% of all referrals were for felonies, 35% were for misdemeanors, and 24% were for technical violations. What is more interesting is that 49% percent of all felony offenses are committed and centrally concentrated in six (6) Florida counties: Dade, Broward, Hillsborough, Palm Beach, Pinellas, and Orange counties. Overall, 71% of all referrals between 2006 and 2015 were not the most serious juvenile offenses.

An increase in school resource officers has led to an increase of youth being referred to the juvenile justice system. To summarize, DMC persists in the Florida juvenile justice system. The effects are most pronounced for Black youth residing in Black and poor areas. Both Black and Latino youth are more likely to be punished. Researchers stated that DMC is a complex problem and requires multidimensional solutions. The following recommendations are offered as Florida continues to study racial and ethnic disparate in juvenile justice outcomes.

- ◆ Develop a plan to systematically study Disproportionate Minority Contact.
- ◆ Create partnerships with parents in high crime areas.
- ◆ Explore the relationship between school discipline and Juvenile Justice Referrals.

In 2017, a contract was executed with the Justice Research Center and One in 37 Research, Inc. to evaluate the effectiveness of Florida Detention Risk Assessment Instrument (DRAI). This instrument is used when youth are referred for detention screening and determines the youth's placement into secure detention. The report indicates during calendar year 2016 48,493 screenings were completed. 79% of those screenings were male, while only 21% were female. 56% of the youth screened were black, 27% were white, 15% were Hispanic and 1% identified as other. The report also indicated over 50% of the referrals came from 7 counties (Hillsborough, Orange, Broward, Miami-Dade, Pinellas, Duval, and Lee) all of which are reported as Florida's highest disproportionality rates in the state. The report concluded that results of Florida current detained more African Americans at a higher rate than their white counterparts. The recommendations offered included:

- ◆ Development of a new Detention Risk Assessment Instrument that utilized the latest data driven development practices
- ◆ Create a full alternative to secure detention continuum
- ◆ Ensure the placement into the alternative programs is a function of the newly developed instrument.

### PHASE III: INTERVENTION

#### DMC Reduction Plan for FY 2018-2019:

System improvement is a key priority for the FDJJ. Reform strategies create wide-ranging and long-lasting modifications in policies, procedures, and/or laws that will decrease and prevent DMC. Their purpose is to seek to alter the basic procedures, policies, and rules that define how a juvenile justice system operates to address DMC. Because such strategies aim to transform the system itself, they have the potential for producing pervasive, fundamental, and lasting change in a system's ability to respond effectively to minority youth (OJJDP, 2001:37). These strategies are especially critical in jurisdictions where factors influencing minority overrepresentation may be embedded in the cultural, policy, procedural, and legislative framework of the juvenile justice system.

### **PREVENTION**

#### G.A.A.P DISCUSSIONS

Bridging the G.A.A.P. (Gaining Appreciation by Adjusting Perspectives) workshops facilitated by DJJ began in 2012 to promote positive relationship between minority youth and law enforcement and examine causes of arrest and misbehavior among youth.

The program facilitates open conversations between law enforcement and youth about perspective of each other and the community in which they co-habitat.

<b>BRIDGING THE G.A.A.P.</b>	
<b>Implementation Date</b>	2012
<b>Goal</b>	<ul style="list-style-type: none"><li>• Promote positive relationships between minority youth and law enforcement</li><li>• Support communities understand their minority youth populations through relationship building and potentially identify additional program that could be helpful in their reduction of minority arrest.</li></ul>
<b>Objectives</b>	Examine causes of arrest and misbehavior among youth
<b>Performance Measures</b>	The number of youth/law enforcement involved in discussions
<b>Outcomes</b>	Approximately 4500 youth/law enforcement have participated in the course to date across 19 circuits
<b>Timeline</b>	2018 – Department will evaluate the effectiveness of this program through the examination of pre-and post-surveys issued to participates  2019 – Ensure continue use of pre- and post-surveys to evaluate the effectiveness of the program

## NOBLE PROJECT

NOBLE is a national organization that serves as the conscience of law enforcement by being committed to justice by action. The organization has about 60 chapters and over 3,000 members worldwide that represent various levels of law enforcement agencies and criminal justice practitioners.

A pilot of the NOBLE Project was initiated in Circuit 2, with partnerships from the Leon County School District and local law enforcement agencies. Focusing on 7th grade civics classes at the four schools with the highest number of school-based arrest over the past three years, NOBLE officers conducted a 45-minute hands-on, interactive presentation designed to improve student communication and relationships with law enforcement officers. The course also strived to enhance the students' understanding of federal, state and local laws. The videos and role-playing illustrations created a neutral ground for informed and thoughtful discussions between students and law enforcement officers.

As additions to the project, the participating school hosts a parent night to engage parents and other community member in the course. Youth with high rates of behavioral issues are provided a mentor.

<b>NATIONAL ORGANIZATION FOR BLACK LAW ENFORCEMENT (NOBLE) PROJECT</b>	
<b>Implementation Date</b>	August 2018
<b>Goals</b>	<ul style="list-style-type: none"><li>• Promote positive relationships between minority youth and law enforcement</li><li>• Reduce school-based arrest, suspensions, and expulsions</li></ul>
<b>Objectives</b>	<ul style="list-style-type: none"><li>• Contract with NOBLE to implement the “Know the Law” Curriculum in schools</li><li>• Facilitate course for all 7<sup>th</sup> grade students in identified middle schools</li><li>• Host Parent Nights to expose the parents to information provided to students and build relationships</li><li>• Provide youth with higher rates of school based disciplinary actions with mentors</li><li>• Work with school to evaluate disciplinary practices and identify alternative that promote equitable treatment</li><li>• Evaluate the impacts on disproportionality in school referrals, suspensions, and arrests</li></ul>
<b>Performance Measures</b>	<ul style="list-style-type: none"><li>• The number of youth that successfully complete the course</li><li>• The amount of youth with an increase in knowledge of their rights</li><li>• Reductions in the percentage of suspensions, expulsions, and arrests</li></ul>
<b>Outcomes</b>	To Be Determined (see below)
<b>Timeline</b>	FY 2018-2019: <ul style="list-style-type: none"><li>• Leon County Pilot</li><li>• Hillsborough &amp; Miami-Dade County introduction to project</li></ul> FY 2019-2020

	<ul style="list-style-type: none"> <li>• Program Roll-out in Hillsborough &amp; Miami-Dade Counties</li> <li>• Analysis of effectiveness of pilot - suspension, expulsion and arrest rates impact</li> <li>• Determine if expansion is warranted</li> </ul>
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## **POLICIES AND PROCEDURES**

### **CIVIL CITATION**

Civil Citation programs offer all misdemeanor youth an equitable opportunity to participate in Civil Citation program in lieu of arrest. Participants are offered services as determined by an assessment of needs. The entity selected to operate civil citation must report the outcome to the FDJJ for tracking and analysis of results and trends. This law provides that a youth can be required to perform up to:

- 50 hours of community service.
- Must participate in intervention services based on an assessment of the youth’s needs, which may include family counseling, drug screening, substance abuse treatment, and/or mental health treatment.
- Additional sanctions or services considered at the local level could include a letter of apology to the victim(s), restitution, school progress monitoring or prevocational skill services.

Youth who do not complete their civil citation requirements will be referred to the FDJJ. This latest report shows a more equitable outcome when compared to previous years. While black youth continue to be contacted by law enforcement at a higher rate, this program has allowed for diversion from formal processing.

<b>CIVIL CITATION</b>	
<b>Implementation Date</b>	2011
<b>Goal</b>	Reduce arrests for minor offenses, especially among minority youth.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Create legislations to mandate the issues of civil citation for all eligible youth.</li> <li>• Ensure appropriate intervention services associated with each citation.</li> </ul>
<b>Performance Measures</b>	<ul style="list-style-type: none"> <li>• The level of equity in civil citation issuances</li> <li>• The recidivism rates of youth issued a civil citation.</li> </ul>
<b>Outcomes</b>	FY 2010-2011 <ul style="list-style-type: none"> <li>• Legislation requires civil citation or similar diversion program in every community within the state</li> <li>• Contracts with providers have been executed in each community to provide the necessary interventions for each citation</li> </ul> FY 2017-2018

	<ul style="list-style-type: none"> <li>• 58% of eligible black youth were issued civil citations while 57% of eligible white received citation</li> </ul> FY 2018-2019 <ul style="list-style-type: none"> <li>• Legislation implemented requiring state attorney offices in each circuit to implement a circuit wide civil citation or similar prearrest diversion program in each circuit</li> </ul>
<b>Timeline</b>	FYs 2018-2021: The Department will continue to identify ways to strengthen this program as it has been proven to reduce arrest rates and has increasingly improved its equitable distribution rates.

### DETENTION RISK ASSESSMENT INSTRUMENT (DRAI)

The DRAI is used to determine each youth detention care status while going through the court process. In 2017, the Department assembled Florida’s statutorily required DRAI Committee to review and approved an updated and data driven instrument. In January 2018, the committee approved the implementation of the new instrument. The projected outcomes of the instrument will provide more equity in secure detention placement decisions. Florida is now embarking upon the creation of a robust alternatives continuum and plans to make alternative available throughout the state. In 2018, legislative changes that would allow the implementation of the new tool were approved. The new statutes will take effect in 2019. During the next year, the Department will complete the computer programs, policy, and program development modifications needed to allow for a successful implementation.

<b>DETENTION RISK ASSESSMENT INSTRUMENT (DRAI)</b>	
<b>Implementation Date</b>	July 2019
<b>Goal</b>	Reduce disproportionality in detention admissions
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Design an instrument with equity detention placement outcomes</li> <li>• Implement new instrument statewide with fidelity to best practice models</li> </ul>
<b>Performance Measures</b>	<ul style="list-style-type: none"> <li>• The percentage reduction in detention admissions placements</li> <li>• The level of equity in detention admissions placements</li> <li>• The percentage of youth offered an alternative to secure detention.</li> </ul>
<b>Outcomes</b>	To Be Determined
<b>Timeline</b>	FY 2017-2018 <ul style="list-style-type: none"> <li>• Policy and Statute Modifications</li> </ul> FY 2018-2019 <ul style="list-style-type: none"> <li>• Juvenile Justice Stakeholder Training</li> <li>• Alternative Program Development</li> </ul> FY 2019-2020 <ul style="list-style-type: none"> <li>• Instrument &amp; Alternative Continuum Implementation</li> </ul> FY 2020–2021 <ul style="list-style-type: none"> <li>• Analysis on effectiveness in secure detention placement reductions and associated disparity rates</li> </ul>

## **STAFFING & TRAINING**

### **PROCEDURAL JUSTICE TRAINING FOR LAW ENFORCEMENT**

Trainings for law enforcement agencies around the state continue to be conducted for the FDJJ staff and law enforcement officers throughout the state. The FDJJ will continue to provide DMC training for law enforcement agencies statewide. Although the course is offered to all law enforcement, a focus on school resource officer engagement has been taken to target the disproportionality in school-based arrests.

<b>PROCEDURAL JUSTICE TRAINING FOR LAW ENFORCEMENT</b>	
<b>Implementation Date</b>	2011
<b>Goal</b>	Increase awareness of adolescent brain development, cultural competency, alternative options for de-escalation of tense situation in the law enforcement community
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Issue Request for Proposals</li> <li>• Execute a contract for curriculum development and course facilitation</li> <li>• Conduct course for law enforcement agencies throughout the state</li> <li>• Certify law enforcement professionals to conduct the course.</li> </ul>
<b>Performance Measures</b>	<ul style="list-style-type: none"> <li>• Completion of contract execution</li> <li>• The number of training and train-the-trainer courses offered</li> </ul>
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>• Florida Department of Juvenile Justice released a Request for Proposals for the development of a DMC curriculum for new law enforcement recruits that will emphasize cultural competency, adolescent brain development, and de-escalation of tense situations without the use of force.</li> <li>• A contract in the amount of \$450,000 was awarded on April 1<sup>st</sup>, 2014 and the curriculum was completed May 2015.</li> <li>• The provider secured agreements from various law enforcement agencies to offer the curriculum to officers in their jurisdictions.</li> <li>• To date, over fifty DMC trainings and more than thirty train-the-trainer trainings have been held for law enforcement agencies and juvenile justice stakeholders.</li> </ul>
<b>Timeline</b>	2018-2021: Evaluation of training

### **DMC OFFICERS**

The Department entered into contract with law enforcement agencies in Broward, Alachua, and Miami-Dade Counties to utilize the information gain in the Procedural Justice Training to host youth focus groups, educational field trips, and mentor services for youth in their communities.

<b>DMC OFFICERS</b>	
<b>Implementation Date</b>	2018

<b>Goal</b>	Develop model DMC police officers willing to train Procedural Justice course, conduct agency
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• DMC officers will train Procedural Justice course to various law enforcement agencies</li> <li>• DMC officer will conduct agency level research on the effects of current policy and procedures on the level of disproportionality within their agency</li> <li>• DMC officers will work closely with schools and communities to identify other causes of DMC.</li> <li>• Youth-centered and law enforcement centered focus groups will be to identify potential causes of DMC.</li> </ul>
<b>Performance Measures</b>	<ul style="list-style-type: none"> <li>• Number of trainings held</li> <li>• Number of focus groups held</li> </ul>
<b>Outcomes</b>	Contracts issued in the amount of \$27,777.00 each to four law enforcement agencies within the targeted DMC areas
<b>Timeline</b>	FY 2018-2021 Monitor modifications of policies and practices; Conduct an analysis to determine the effect on reduction is disproportionate arrest rates.

#### JOB-SPECIFIC, SCENARIO-BASED IMPLICIT BIAS CURRICULUM

The Department of Juvenile Justice has partnered with Fair and Impartial Policing, LLC to develop a Scenario-Based Implicit Bias Course. The course will be designed for various audiences (judges, attorneys, probation officer, detention officer, and community members). Participants in the course will be provided an overview of the science related to implicit bias that is directly related to their job function and participate in the review of scenarios germane to their profession to gain a better understanding of how implicit bias impacts the work.

<b>SCENARIO-BASED IMPLICIT BIAS CURRICULA DEVELOPMENT</b>	
<b>Implementation Date</b>	2019
<b>Goal</b>	Develop job-specific, scenario-based implicit bias curriculum to assist juvenile justice stakeholder in understanding the impact of bias on day-to-day decisions.
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• Form curriculum development workgroup that consists of probation officers, detention officers, judges, prosecutors, and defense attorneys to design job-specific scenarios</li> <li>• Complete an initial draft for piloting with each group</li> <li>• Conduct a train-the-trainer course</li> <li>• Facilitate courses throughout the state</li> </ul>
<b>Performance Measures</b>	<ul style="list-style-type: none"> <li>• Number of participants in curriculum workshop</li> <li>• Number of trainers trained</li> <li>• Number of classes held</li> </ul>
<b>Outcomes</b>	To be determined
<b>Timeline</b>	February 2019

	<ul style="list-style-type: none"> <li>• Curricula Development workgroup</li> </ul> <p>May 2019</p> <ul style="list-style-type: none"> <li>• Initial Review of Scenario Drafts</li> </ul> <p>August 2019</p> <ul style="list-style-type: none"> <li>• Pilot Trainings</li> </ul> <p>December 2019</p> <ul style="list-style-type: none"> <li>• Finalize Curricula</li> </ul> <p>March 2020</p> <ul style="list-style-type: none"> <li>• Train-the-Trainers</li> </ul>
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## **DMC INFRASTRUCTURE**

In December of 2016, the Department embarked upon the process of setting up an infrastructure designed to allow continued analysis, action item identification, and monitoring of DMC related issues throughout the state. This infrastructure will allow for two-way communication between circuit level sites and state level teams to combat both local and statewide causes of DMC. An outline of this process and the created infrastructure is provided below. The state will solidify the governance of this process in 2018 and monitor its effectiveness over the course of the next three years.

### **Inaugural DMC/RED Statewide Conference**

In 2016, Florida requested training and technical assistance through the Office of Juvenile Justice and Delinquency Prevention (OJJDP). A collaborative training event was held in December 2016 with the Office of State Court Administrator that brought together judges and small teams of decision-makers from each of the 20 circuits in Florida. The Center for Children’s Law and Policy conducted the training designed to increase awareness and foster collaboration around DMC issues within the state. The training included affinity group (e.g., judges, law enforcement, and community stakeholders) discussions to allow for individualized analysis and discussion of contributing factors that emerge from each respective position. Teams were then brought back together by circuit for strategic planning. Circuit teams were challenge to form DMC/RED committees in their respective circuits and create an initial circuit level work plan. Ongoing technical assistance will be provided to the teams to further develop circuit plans and ensure all strategies employed are data-driven.

### **SAG DMC Taskforce**

The State Advisory Group DMC subcommittee serves as the DMC Taskforce. The purpose of the DMC Task Force is to ensure equal and fair treatment for all of Florida’s youth regardless of their racial and ethnic background. To achieve the goal of equal treatment for all youth, the task force will advocate on behalf of minority youth in addition to identifying how systematic and community-level changes can be made throughout the state to reduce the disproportionate number of minorities entering and represented in the juvenile justice system.

### **Juvenile Detention Alternatives Initiative (JDAI)**

Florida currently has five Juvenile Detention Alternative Initiative (JDAI) reform sites. Addressing DMC is a JDAI core strategy, with emphasis on reducing racial and ethnic disparities in decision-

making at all participating sites. While many initiatives to reduce DMC are being rolled out at the state level, there exists a need at the local level for education and strategic planning. Each of these sites are taught how to use data to identify policies and practice that increase disparities, create action plans designed to target the identified issues, and monitor the success of their plans. Current JDAI sites include: Broward, Palm Beach, Hillsborough, Pinellas, and Duval. Florida is planning to onboard Miami-Dade and Orange Counties within the next three years.

Florida is now creating a state level JDAI collaborative designed to target crosscutting issues in the same manner. This team will oversee the expansion of Florida's JDAI work into state scale and partner with the SAG DMC subcommittee to address disparities.

### Justice Reform Coordinators

The Department has created regional Justice Reform Coordinator positions to provide support to circuit level team, assist with further development of action plans, and ensure the work to reduce DMC/RED continues. Circuit action plans include community awareness events, law enforcement arrest policy modifications, expansion of civil citation programs, school-based arrest reduction targeted program, and so much more. Regional coordinators also provide ongoing regional trainings for Circuit Advisory Boards across the state with the specific aim of educating members about DMC and Racial and Ethnic Disparities. Follow-up technical assistance will be provided as needed.

### 2020 RED/DMC CONFERENCE

Florida will host a RED/DMC Conference in 2020. The goal of this conference will be to move the conversation forward and assist circuits with identifying goals that focus on RED. The conference will include participation in the scenario-based implicit bias course, facilitated conversations about race equity, and a challenge to improve the circuit's action plan.

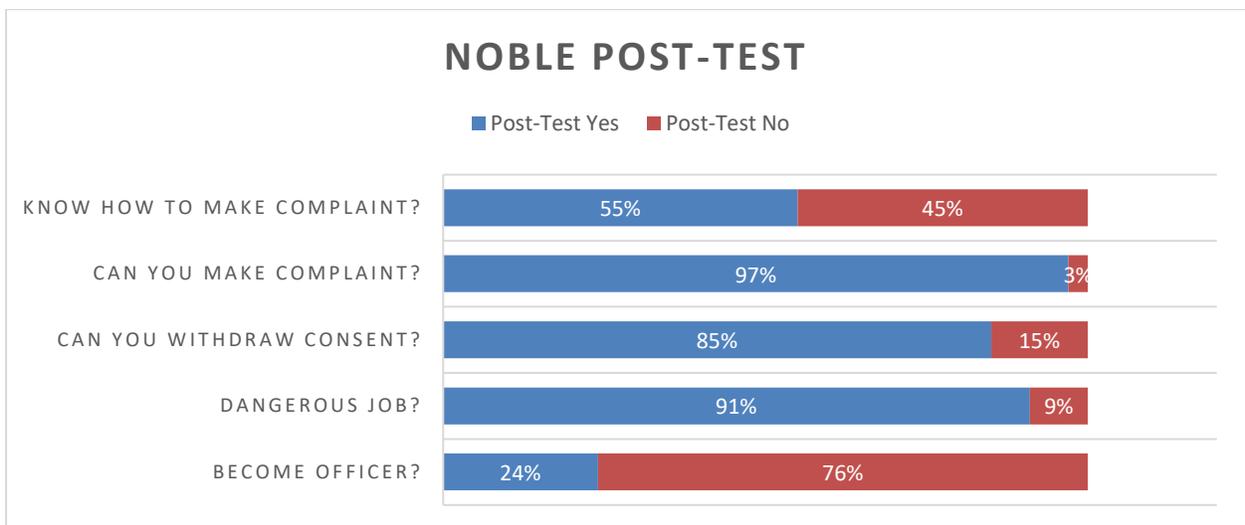
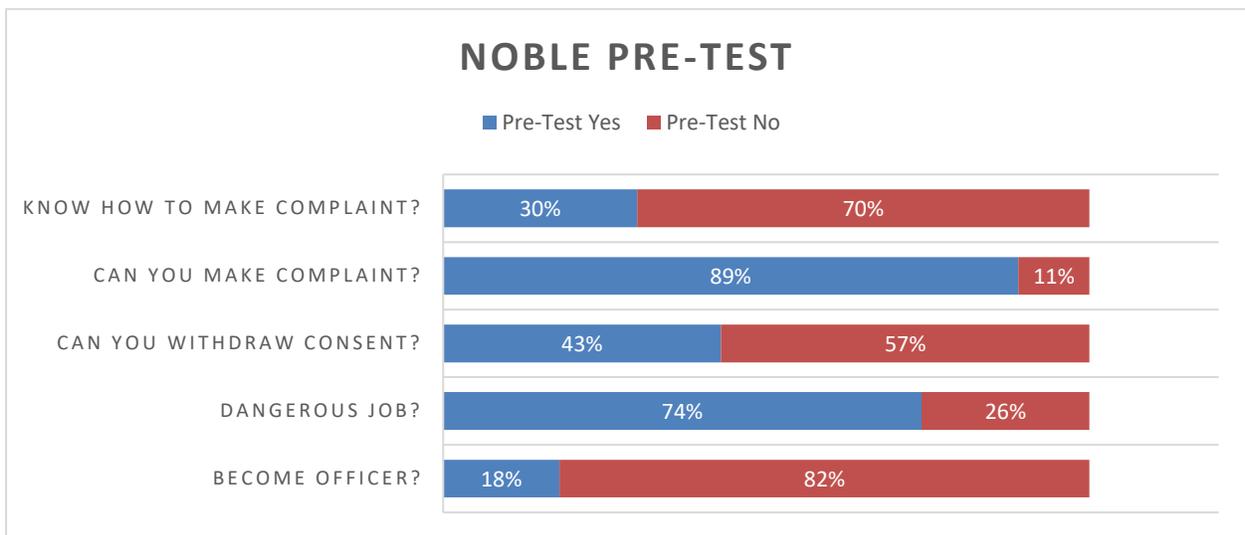
## PHASE IV: EVALUATION

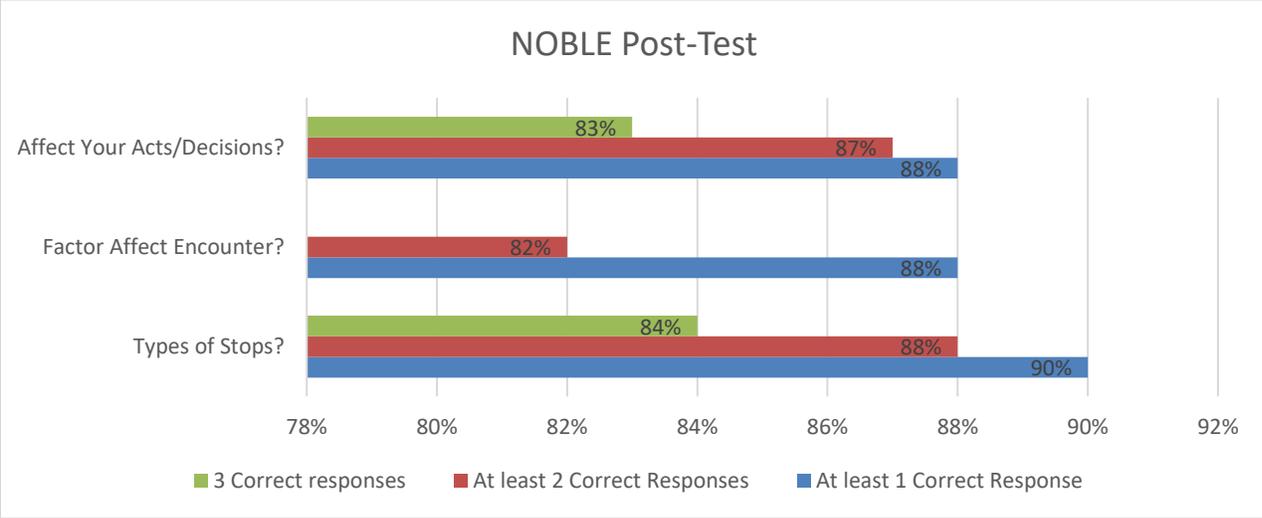
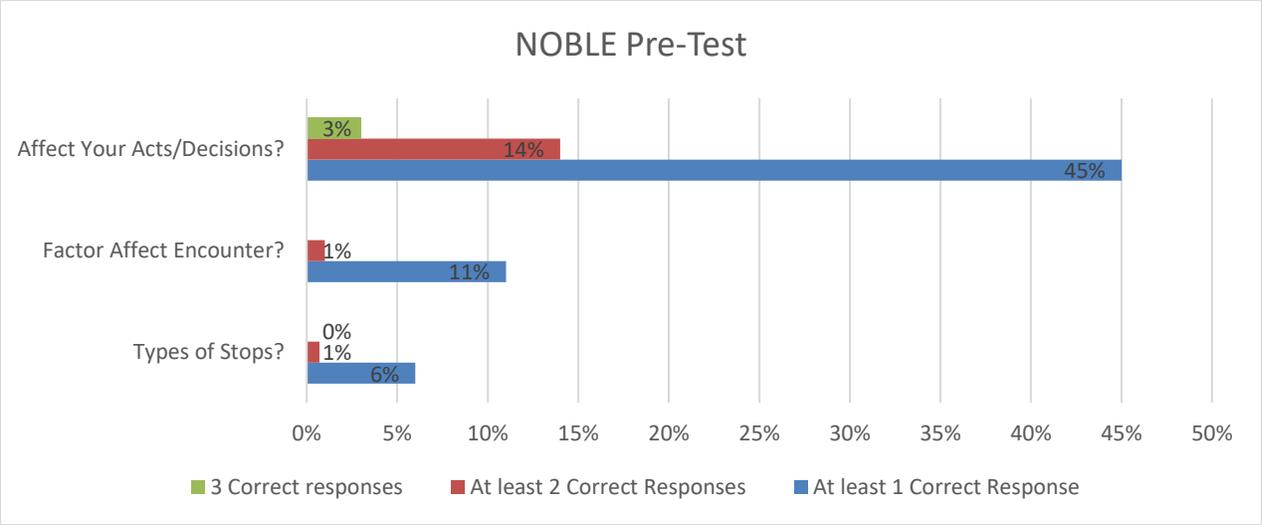
### G.A.A.P DISCUSSIONS

Approximately 4500 youth/law enforcement have participated in the course to date across 19 circuits. Pre-and post-surveys were implemented in 2018. A survey analysis will be conducted soon.

### NOBLE PROJECT

Approximately 480 7<sup>th</sup> graders participated in the pilot project. Pre-and post-survey result show significant increases in knowledge (see below). Preliminary outcomes related to suspensions, expulsions, and arrest will be completed after the culmination of the 2018-2019 school year.





## CIVIL CITATION

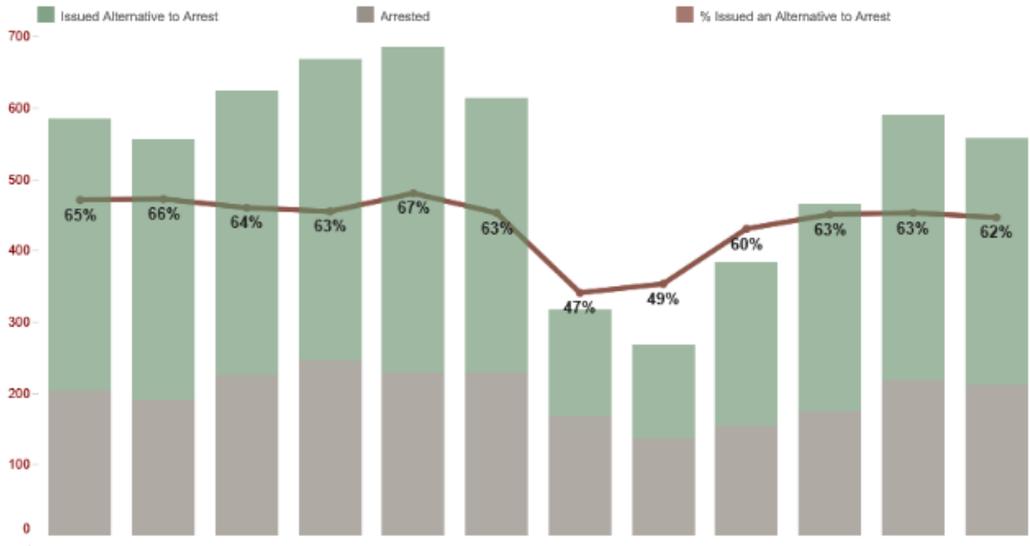
Continued review of civil citation issuance rates and the recidivism rates of all youth issued civil citation will occur within our Research and Planning Department.

# Civil Citation & Other Alternatives to Arrest Dashboard

Florida Department of JUVENILE JUSTICE  
Our Children, Our Future

Dates: Dec 2017 - Nov 2018  
**Civil Citation & Other Alternatives to Arrest by Month**  
 Dec 2017 - Nov 2018

Circuit: (All) County: (All) Gender: (All) Race/Ethnicity: Black Case Type: All Cases Law Enforcement Agency: (All)



	Dec 17	Jan 18	Feb 18	Mar 18	Apr 18	May 18	Jun 18	Jul 18	Aug 18	Sep 18	Oct 18	Nov 18	Total
<b>Eligible Youth</b>	584	555	623	668	685	614	317	267	383	465	590	558	6,309
<b>Arrested</b>	202	191	225	246	228	228	167	136	154	174	219	212	2,382
<b>Issued Alternative to Arrest</b>	382	364	398	422	457	386	150	131	229	291	371	346	3,927
<b>% Issued Alternative to Arrest</b>	65%	66%	64%	63%	67%	63%	47%	49%	60%	63%	63%	62%	62%

Eligible Youth - First time misdemeanor (excluding sex offenses and firearms) with no history of civil citation or alternatives to arrest. Local policy or practice may include additional eligibility criteria not measured in this report

## DETENTION RISK ASSESSMENT INSTRUMENT (DRAI)

The new DRAI and its associated alternative community supervision programs will be implemented on July 1, 2019. Analysis on its impact will begin in late 2020.

## PROCEDURAL JUSTICE TRAINING FOR LAW ENFORCEMENT

Thorough evaluation and monitoring is being conducted to ensure that the curriculum and training provider is conducting the requisite trainings and that these trainings are having a meaningful impact on both the law enforcement agencies that are receiving it and the communities that they serve. Attitudinal changes among trained law enforcement officers will be assessed through the administration of pre-and post-tests.

## DMC OFFICERS

These contracts are still in progress. Evaluation of their effectiveness will begin in late 2019.

Circuit plan action items are required to be based on data. Regional coordinators will review plans quarterly to ensure actions items chosen are designed to target reduction in disproportionality. Annual analysis to determine the effectiveness of the action items chosen will be completed and feedback provided to the circuits.

## IMPLICIT-BIAS CURRICULA DEVELOPMENT

Curricula Development in progress. The impact of this course will be evaluated after its implementation in 2020.

### **Phase V: Monitoring**

The State of Florida will monitor and track changes in DMC reduction by analyzing DMC data from previous years. This information can be found in our delinquency data profile which is produced and updated annually by our Office of Research and Planning. Additionally, the RRI analysis will be conducted to determine DMC reduction statewide and the targeted counties/circuits. The FDJJ will monitor the progress of sub grant recipients to determine compliance with all programmatic and fiscal award requirements. Monitoring will be done to ensure that minority populations at greatest risks are receiving services. Monitoring will be conducted in the form of desktop and on-site monitoring. Both desktop and on-site monitoring will be conducted by the FDJJ contract managers assigned to the sub grant recipient. The full-time DMC Coordinator will monitor the programs on a quarterly basis to ensure program success and minority youth are receiving services. The Justice Reform team will conduct quarterly site visits and discussion about the progress of each circuit's work plan. Updated work plans will be posted to the Department's website ([http://www.djj.state.fl.us/research/latest-initiatives/disproportionate-minority-contact-\(dmc\)](http://www.djj.state.fl.us/research/latest-initiatives/disproportionate-minority-contact-(dmc))) each year.