

FY 2019 DMC Action Plan

STATEWIDE

What do your DMC numbers tell you about your jurisdiction?

The Tennessee Commission on Children and Youth (TCCY) would first like to acknowledge great work is being conducted in the juvenile justice system throughout Tennessee and to thank all of the juvenile justice system stakeholders for their service to Tennessee's children and families. However, recent research and data analysis have made it clear there is significant opportunity to improve data collection so Tennessee can better measure its success and improve the juvenile justice system for all children. It is difficult to accurately state what the DMC numbers say about Tennessee statewide because statewide juvenile justice data collection, to include DMC data, is inadequate.

Tennessee is in the infancy of critical juvenile justice reform. During a detailed analysis of Tennessee's juvenile justice system that involved multi-tiered analysis of Tennessee's juvenile justice system during calendar years 2016, 2017 and 2018, some key findings, recommendations and actions were made.

In 2016, the Tennessee General Assembly passed legislation creating a task force to study new approaches to the administration of juvenile justice, including the possibility of creating a new department of juvenile justice. The task force was charged to consider ways to do the following, among other things:

- Protect the public by treating and rehabilitating youth through prevention, community programs, education, and rehabilitative services in the least restrictive environment possible;
- Provide custodial care and rehabilitative services for Tennessee's children who are in the custody of the state, on probation or are in a community placement for a delinquent or unruly act; and
- Balance public safety and youth accountability while preserving the rights of the youth.

This task force, the Juvenile Justice Realignment Task Force (JJ Realignment Task Force), included members from the public with experience and interests in children's issues and members from the Tennessee House of Representatives and Senate. Ex officio members included the following individuals or their designees:

- Commissioner of Children's Services,
- Commissioner of Finance and Administration,
- Commissioner of Mental Health and Substance Abuse,
- Administrative Director of the Administrative Office of the Courts (AOC),
- Comptroller of the Treasury,
- Executive Director of the TCCY and
- President of the Council of Juvenile and Family Court Judges.

After a careful analysis of Tennessee’s juvenile justice system, the JJ Realignment Task Force submitted its final report on January 23, 2017. Four of the eight recommendations of the final report acknowledged the need to obtain better data. Additionally, the work of the JJ Realignment Task Force culminated in the creation of the Joint Ad-hoc Tennessee Blue Ribbon Task Force on Juvenile Justice (Blue Ribbon Task Force). The Blue Ribbon Task Force convened from June to November 2017 and submitted its final report in December 2017.

The Blue Ribbon Task Force was created to complete a comprehensive, data-driven review of the Tennessee’s juvenile justice system and develop evidence-based policy recommendations for legislative, administrative, and budgetary action that:

- Protect public safety;
- Effectively hold juvenile offenders accountable;
- Contain taxpayer costs; and
- Improve outcomes for youth, families, and communities in Tennessee.

Blue Ribbon Task Force was comprised of a diverse array of stakeholders including representatives from the legislature, governor’s office, judges and court administrators, law enforcement, prosecutors, defense attorneys, probation, leadership from state agencies, and key justice system stakeholders. The Blue Ribbon Task Force received technical assistance from The Pew Charitable Trusts and the Crime and Justice Institute at Community Resources for Justice. The Blue Ribbon Task Force received valuable input from additional key juvenile justice system stakeholders not included in its membership.

The Blue Ribbon Task Force made several findings to include the following:

- A lack of statewide guidance leads to inconsistent outcomes for children in the juvenile justice system; and
- Data collection and information sharing is insufficient and inconsistent across the state.

Within its finding that a lack of statewide guidance leads to inconsistent outcomes for children in the juvenile justice system, the Blue Ribbon Task Force observed and acknowledged racial disparities across all stages of the juvenile justice system.

With regard to data collection and information sharing, the final report of the Blue Ribbon Task Force in part stated, “Tennessee does not have a statewide court data system that allows for all counties to report electronic data to the AOC uniformly, nor does it interact with the DCS data system. Stakeholders expressed frustration that data about the juvenile justice system are not routinely and readily available for use by courts, probation officers, policymakers, or administrators.” One of the recommendations to address data and information issues was to develop a plan for increased data collection and performance measures.

In part, based on the Blue Ribbon Task Force's final report, the Tennessee Juvenile Justice Reform Act of 2018 (JJ Reform Act), Pub. Ch. 1052, was enacted by the General Assembly and signed by Governor Haslam on May 21, 2018. Among other much needed statutory improvements, the JJ Reform Act created a team of stakeholders, the AOC, DCS and TCCY, to create and submit a report addressing statewide data collection in the juvenile justice system. Tennessee's DMC Coordinator was a member of the Data Review Team and contributed to the completion of the final report. The governing statute mandated the report include the following:

- A plan to effectuate comprehensive, accurate collection of data and performance measures from all juvenile courts in the state pursuant to TCA § 37-1-506 and other relevant statutory provisions;
- Uniform definitions and criteria for data collection to ensure clear and consistent reporting across all agencies and counties;
- Proposed forms for future data collection from juvenile courts and county-level agencies; and
- Any other recommendations relevant to improving statewide data collection in the juvenile justice system.

The report was submitted to the Governor and Speakers of the Senate and House of Representatives in December 2018. Based on its work and that of the Blue Ribbon Task Force, the Juvenile Justice Data Review Team recommended the "statewide implementation of a juvenile court case management system to ensure real-time, comprehensive, consistent and accurate data collection to measure gains in performance in the 98 juvenile courts and assist judges, court staff, and other juvenile justice entities in making decisions." The report goes on to state the current method of collecting and reporting juvenile justice data to the AOC used by the majority of the juvenile courts in Tennessee "does not provide uniform data, and lacks sufficient integrity."

Tennessee collected the best statewide data available. Based on the data collected, racial and ethnic disparities exist at all points of contact at the statewide level. On a statewide level, African American youth are being arrested at a rate of approximately four times that of White youth. Black youth are being diverted at a rate of slightly over 2.6 times that of White youth. Black youth are detained at a rate approximately 1.6 that of White youth. Black youth are being securely confined at a rate of four times that of White youth. Black youth are being transferred at a rate 13 times more than White youth. The high rate of diversion may indicate Black youth are unnecessarily being arrested.

Not all the available statewide data for the points of contact is collected and reported to the AOC. Tennessee law enforcement reports crime data to the Tennessee Bureau of Investigation (TBI) through a system known as the Tennessee Incident Based Reporting System (TIBRS). TBI reviews the data for accuracy and then is made available to law enforcement departments and the

public. TIBRS is a statewide source for juvenile arrest data. Based on data obtained through TIBRS, approximately 41 percent of all juvenile offenses occurred from 6:00 a.m. to 2:59 p.m. in calendar year 2017. Approximately 21 percent of all juvenile offenses occurred from 3:00 p.m. to 5:59 p.m. in calendar year 2017. Accordingly, approximately 62 percent of juvenile offenses in calendar year 2017 occurred during or immediately after school hours. Data obtained from TIBRS shows approximately 55 percent of juvenile arrests from 6:00 a.m. to 5:59 p.m. originated from offenses committed by black youth. Statewide, black youth are approximately 20 percent of the total juvenile population. The data indicates most of the youths' arrests occurred during school hours or shortly thereafter.

What would success in DMC reduction look like for your state?

At a statewide level, one step Tennessee must take to obtain successful DMC reduction is implement the Tennessee Juvenile Justice Reform Act of 2018 (JJ Reform Act). Initially, Tennessee must improve how it collects juvenile justice data in general and DMC reduction data in particular. Implementation of the Data Review Team's report would contribute to successful DMC reduction in Tennessee in that the statewide implementation of a juvenile court case management system would help ensure real-time, comprehensive, consistent and accurate data collection to measure gains in performance in the 98 juvenile courts and assist judges, court staff, and other juvenile justice entities in making decisions.

The report stated implementation could be achieved through a mix of local, state, federal and grant funding. The final report recommended the purchase of a singular data management system to be used in all juvenile courts in Tennessee. Based in part on the capacity of the AOC, the various juvenile courts and other stakeholders to implement this recommendation, the report recommended the system be rolled out throughout the state over a period of seven years. The total estimated cost of implementation over the course of seven years is \$8,319,012.

Implementation costs include personnel, data conversion, licensing associated with the use of the data management system, repositories for juvenile court data and an interface between juvenile court and general sessions repositories. The estimated data management system implementation recurring annual cost in year eight is \$1,271,877.

In January 2019, Governor Haslam appointed the Juvenile Justice Reform Implementation Council (Council) to promote consistent statewide implementation of the Juvenile Justice Reform Act, develop performance measures, consider further policy recommendations, and support improving statewide juvenile justice-related data collection. The Director of TCCY is a member of the Council. Implementation of the JJ Reform Act and a statewide juvenile court case management system would require collaboration between the Council, AOC, general assembly, juvenile court judges and the governor's office.

Given the dates of Tennessee's fiscal year (July 1 – June 30), the general assembly's schedule, and the magnitude of implementation, success would look like obtaining the funding to start year one of implementing the statewide juvenile court case management system plan by Tennessee fiscal year 2022 (July 1, 2021 through June 30, 2022). Financial support from the State of Tennessee, individual counties and federal funding is necessary to implementation.

In part, implementation of the JJ Reform Act is dependent upon the appointment of the Tennessee Criminal Justice Investment Task Force established by Governor Lee's Executive Order 6, signed March 5, 2019. The Council is a part of the Tennessee Criminal Justice Investment Task Force.

As it relates to the point of contacts within the juvenile justice system, the JJ Reform Act contains several provisions likely to reduce DMC by providing additional objectivity at various decision making points.

The JJ Reform Act provides delinquent and unruly petitions filed by school personnel based on acts that occurred on school ground, must show school personnel have sought to resolve the problem through educational services and court intervention is needed in the opinion of the petitioner, unless there is a threat to school safety or there are exceptional circumstances determined by law enforcement. The JJ Reform Act also mandates school personnel shall seek to engage parents, guardians, or legal custodians in resolving the child's behavior before filing a petition where appropriate under the circumstances. T.C.A. 37-1-120. The equitable implementation of these provisions has the potential to reduce DMC at the Arrest and Detention points of contact. These provisions are also provided to protect the public and hold youth accountable.

The JJ Reform Act provides attachments for a violation of conditions or limitations of probation, home placement supervision, or diversion shall not issue unless the child poses a significant likelihood of significant injury to another person or significant likelihood of damage to property; or the child cannot be located by the supervising person, persons, or entity after documented efforts to locate the child. T.C.A. 37-1-1-122(b). Prior to the enactment of the JJ Reform Act, no such explicit prohibition existed in statute. The equitable implementation of this provision has the potential to reduce DMC at the Arrest and Detention points of contact. This provision provides safeguards to the public.

The JJ Reform Act provides courts shall minimize the use of detention between adjudication and disposition. T.C.A. 37-1-129(b)(3). Although, the language does not provide objective criteria, it still has the potential to reduce DMC at the Detention point of contact.

The JJ Reform Act limits the courts' ability to place a child in the custody of the state for violation of probation to the following circumstances:

- The child is separately adjudicated dependent or neglected and placed pursuant to § 37-1-

130;

- The child is separately adjudicated delinquent and placed pursuant to this section for an eligible delinquent offense arising out of a subsequent criminal episode other than the offense for which the child has been placed on probation; or
- The court finds by clear and convincing evidence that the child is in imminent risk of danger to the child's health or safety and needs specific treatment or services that are available only if the child is placed in the custody of the department.

T.C.A. 37-1-131(a)(2)(A). Enforcement of this provision has the potential to reduce DMC at the Secure Confinement point of contact.

The JJ Reform Act provides detention cannot be used as a disposition for delinquent or unruly offense. T.C.A. 37-1-123.

The equitable application of these provisions has the potential to reduce DMC statewide at the Detention and Secure Confinement points of contact. However, adequate data needs to be collected to determine the statewide impact of the JJ Reform Act on DMC reduction.

How much do you want to reduce DMC next year and is it reasonable?

At the time of the creation of this action plan, the Council has not met, making it difficult to estimate DMC reduction for next year. Additionally, the fact the Council has not met makes significant DMC reduce next year unlikely. Accordingly, the DMC Coordinator wants to reduce disproportionality and disparities at the Arrest point of contact by one percent for Black youth next year. The provisions of the JJ Reform Act anticipated to impact the Arrest point of contact became effective on July 1, 2018. Additionally, as set forth below in the Shelby County section of this action, Shelby County is in the process of implementing the Pennsylvania DMC Youth/Law Enforcement Corporation's DMC reduction curriculum. Shelby County Black youth are approximately nine percent of all Black youth in Tennessee.

What do you need from OJJDP to be successful with your plan?

Tennessee needs additional grant funding to implement a statewide case management system. Tennessee may need technical and peer assistance to successfully implement the JJ Reform Act.

What safeguards will you put in place to ensure that as you work to reduce DMC, you are still protecting the public, holding youth accountable, and equipping youth to live crime-free, productive lives?

Tennessee will not know what safeguards need to be put in place to protect the public, hold youth accountable and equip youth to live crime-free, productive lives until an action plan is further developed for the state. However, the JJ Reform Act currently contains provisions that will aid in this effort. The JJ Reform Act requires the use of a validated risk and needs assessment in all delinquent cases post disposition in making decisions and recommendations

regarding programming and treatment, the development of case plans, when placing a child on probation or home placement, or committing a child to the state. The validated risk and needs assessment is used to determine a child's risk to reoffend and the needs that, when addressed, reduce the child's risk to reoffend through the use of an actuarial assessment tool that assesses the dynamic and static factors that predict delinquent behavior.

Madison County

What do your DMC numbers tell you about your jurisdiction?

In Madison County, the data shows Black youth are disproportionately represented at each point of contact within the juvenile justice system. In Madison County, Black youth are being arrested at a rate of approximately four times that of White youth. Black youth are being diverted at a rate of approximately three times that of White youth. Black youth are being detained at a rate a little more than three times that of White youth. Black youth are being securely confined at a rate of a little more than 4.5 times that of White youth. Black youth are being transferred at a rate of 6.5 times that of White youth. The high rate of diversion may indicate Black youth are unnecessarily being arrested.

For the past four years Madison County Juvenile Court has successfully operated an evening reporting center (ERC). Youth referred to the ERC are children 12 – 17 years of age and who have delinquent charges (a petition), but do not pose a significant threat to the community. The ERC operates during the hours of 3:00 p.m. to 8 p.m., Monday through Friday during the school year. An analysis of law enforcement contact patterns for Madison County indicates most juvenile contacts with law enforcement not involving a school resource officer happen during the same hours. The ERC provides positive activities during that time. The ERC also serves as an alternative to detaining youth. Using the services of the ERC can also reduce the time youth are held in detention. The ERC serves an average of 21 youth per and approximately 91 percent of those youth are Black. Despite the success of the ERC, opportunity for improvement still exists.

What would success in DMC reduction look like for your state?

Successful DMC reduction in Madison County requires a strategic review and analysis of Madison County Detention and Secure Confinement DMC data.

By June 30, 2019, the Madison County DMC Task Force, with assistance from the Tennessee DMC Coordinator, will strategically review and analyze data at the Detention and Secure Confinement points of contact. The Madison County DMC Task Force will consult with additional partners and subject matter experts as necessary. The review will include an analysis

of the type of offense, age, gender, race and ethnicity of youth represented at the Detained and Secure Confinement points of contacts. The review will include an analysis of the policies and procedures in place used to determine a youth's eligibility for Detention and Secure Confinement. The Madison County DMC Task Force, with the help of the Tennessee DMC Coordinator, will develop an action plan to reduce DMC in Madison County by September 30, 2019. The action plan will include responses to the following questions:

- What do your DMC numbers tell you about your Madison County?
- What would success in DMC reduction look like for Madison County?
- How much do you want to reduce DMC next year?
- Is that reasonable? If yes, why?
- What do you need from OJJDP to be successful with your plan?
- What safeguards will you put in place to ensure that as you work to reduce DMC, you are still protecting the public, holding youth accountable, and equipping youth to live crime-free, productive lives?

How much do you want to reduce DMC next year and is it reasonable?

The DMC reduction action plan for Madison County is not scheduled to be developed until September 30, 2019. The DMC Coordinator projects DMC reduction at the Detention point of contact from 3.48% to 3.3% once the action plan is developed. The reduction goal is reasonable. During FY 2018, a total of 214 detentions occurred. 158 of the detentions were of Black youth. A reduction of approximately eight detentions of Black youth would result in the desired reduction.

The DMC Coordinator projects DMC reduction at the Secure Confinement point of contact from .42% to .35% once the action plan is developed. The reduction goal is reasonable. During FY 2018, a total of 23 secure confinements occurred. 19 of them were of Black youth. A reduction of approximately three secure confinements of Black youth would result in the desired reduction.

What do you need from OJJDP to be successful with your plan?

Tennessee needs continued grant funding to review and analyze the Madison County data and develop an action plan. Tennessee may need technical assistance to analyze the ERC data.

What safeguards will you put in place to ensure that as you work to reduce DMC, you are still protecting the public, holding youth accountable, and equipping youth to live crime-free, productive lives?

Tennessee will not know what safeguards need to be put in place to protect the public, hold youth accountable and equip youth to live crime-free, productive lives until an action plan is further developed in Madison County.

Davidson County

What do your DMC numbers tell you about your jurisdiction?

In Davidson County, the data shows Black youth are disproportionately represented at each point of contact within the juvenile justice system. In Davidson County, Black youth are being arrested at a rate of a little more than five times that of White youth. Black youth are being diverted at a rate close to three times that of White youth. Black youth are being detained at a rate close to more than 11 times that of White youth. Black youth are being securely confined at a rate a little more than 17 times that of White youth. Black youth are being transferred at a rate 5 times that of White youth.

What would success in DMC reduction look like for your state?

Successful DMC reduction in Davidson County requires a strategic review and analysis of Davidson County DMC data.

By May 31, 2019, the Davidson County DMC Task Force, with assistance from the Tennessee DMC Coordinator, will identify and engage a group of DMC reduction stakeholders to strategically review and analyze the data for the Detention and Secure Confinement points of contact. The stakeholders will include law enforcement, schools, juvenile court, child-serving agencies, and relevant community organizations (Review Team). The review will include an analysis of type of offense, age, gender, race and ethnicity of youth represented at the Detention and Secure Confinement points of contacts. The review will include an analysis of the policies and procedures in place used to determine a youth's eligibility for Detention and Secure Confinement. The Review Team will submit a report with findings and recommendations to reduce DMC to the Davidson County DMC Task Force by July 31, 2019. By September 30, 2019 based on the findings and recommendations of the Review Team, the Davidson County DMC Task Force, with assistance from the Tennessee DMC Coordinator, will develop an action to reduce DMC in Davidson County. The action plan will include responses to the following questions:

- What do your DMC numbers tell you about your Davidson County?
- What would success in DMC reduction look like for Davidson County?
- How much do you want to reduce DMC next year?
- Is that reasonable? If yes, why?
- What do you need from OJJDP to be successful with your plan?
- What safeguards will you put in place to ensure that as you work to reduce DMC, you are still protecting the public, holding youth accountable, and equipping youth to live crime-free, productive lives?

How much do you want to reduce DMC next year and is it reasonable?

The DMC reduction action plan for Davidson County is not scheduled to be developed until September 30, 2019. The DMC Coordinator projects DMC reduction at the Detention point of contact from 2.93% to 2.82% once the action plan is developed. The reduction goal is reasonable. During FY 2018, a total of 770 detentions occurred. 627 of the detentions were of Black youth. A reduction of approximately 25 detentions of Black youth would result in the desired reduction.

The DMC Coordinator projects DMC reduction at the Secure Confinement point of contact from 2.06% to 2.0% once the action plan is developed. The reduction goal is reasonable. During FY 2018, a total of 473 secure confinements occurred. 441 of them were of Black youth. A reduction of approximately 15 secure confinements of Black youth would result in the desired reduction.

What do you need from OJJDP to be successful with your plan?

Tennessee needs continued grant funding and support from OJJDP to review and analyze the Davidson County data and develop an action plan.

What safeguards will you put in place to ensure that as you work to reduce DMC, you are still protecting the public, holding youth accountable, and equipping youth to live crime-free, productive lives?

Tennessee will not know what safeguards need to be put in place to protect the public, hold youth accountable and equip youth to live crime-free, productive lives until an action plan is further developed in Davidson County.

SHELBY COUNTY

What do your DMC numbers tell you about your jurisdiction?

In Shelby County, the data shows Black youth are disproportionately represented at each point of contact within the juvenile justice system. In Shelby County, the data shows Black youth are disproportionately represented at each point of contact within the juvenile justice system. In Shelby County, Black youth are being arrested at a rate of approximately 4.3 times that of White youth. Black youth are being diverted at a rate close to 3.5 times that of White youth. Black youth are being detained at a rate approximately 7.7 times that of White youth. Black youth are being securely confined at a rate of 8 times that of White youth. Black youth are being transferred at a rate 9.5 times that of White youth.

On December 17, 2012, Shelby County, and the Juvenile Court of Memphis and Shelby County entered into a Memorandum of Agreement (MOA) with the United States Department of Justice

(DOJ). In part, the MOA was predicated upon the conclusion by the DOJ that there was probable cause to believe the Juvenile Court of Memphis and Shelby County failed to administer justice in a non-discriminatory way. The MOA acknowledges the Juvenile Court of Memphis and Shelby County actively pursued and engaged in efforts to reduce DMC prior to executing the MOA. The MOA was executed as a result of the Juvenile Court of Memphis and Shelby County's substantial level of voluntary cooperation and willingness to implement meaningful change. The MOA was terminated on October 19, 2018 without litigation. The Equal Protection Monitor Compliance reports provided during the active existence of the MOA and the final report provided after the termination of the MOA acknowledge the Juvenile Court of Memphis and Shelby County has implemented a number of referrals and taken other action to address DMC. The Twelfth and Final Equal Protection Compliance Report, dated February 28, 2019, provides the court's leadership has attempted to address DMC through a deliberative and impactful process of evaluation and revisions to policies and practices during the past two to three years. Some of the continued disparities may exist due to the recency of the implementation of several DMC reduction efforts.

Based on the work of Equal Protection Compliance Monitor, the monitor determined although the number of juveniles held in secure detention has decreased over time, the racial disparities remain high when looking at the Relative Rate Index. The percentages set forth in the Problem Data Preparation Worksheet also show substantial racial disparity at the Detention point of contact. The Equal Protection Compliance Monitor relied on information obtained since his last site visit on October 8 – 10, 2018, information sent to the Monitor after the site visit and previous assessment studies. Based on an ongoing review of the Detention Assessment Tool 3 used by the Juvenile Court of Memphis and Shelby County, the Equal Protection Compliance Monitor found 93 percent of the youth referred to the Court for detention via law enforcement transport were black. The Equal Protection Compliance Monitor recommended continued focus on transports to youth to detention.

What would success in DMC reduction look like for your state?

Shelby County

Successful DMC reduction in Shelby County requires continued strategic review, analysis and expanded utilization of Shelby County DMC data; continued review and assessment of programs, policies and interventions available to and used by the Juvenile Court of Memphis and Shelby County; and implementation of the Pennsylvania DMC Youth/Law Enforcement Corporation's DMC reduction curriculum (Curriculum) to support further DMC reduction. The University of Tennessee Health Science Center (Center) will implement the Curriculum and further determine appropriate training components to reduce DMC in Shelby County.

The Center will use a comprehensive, culturally competent community engagement strategy to identify youth and families to participate in focus groups and training with the Curriculum. The

Center's existing partnerships with local mental health providers and community/youth service organizations will be leveraged to recruit youth.

The Center will convene at least 3 meetings with key stakeholders (youth, families, law enforcement, schools, juvenile court, child-serving agencies, and relevant community organizations and oversight groups working on DMC reduction) for discussions and working toward consensus about racial and ethnic disparities in the Shelby County juvenile justice system. Additionally, the Center will train 150 law enforcement officers and 42 youth at two precincts using the Curriculum.

Baseline data will be collected at the beginning of the project, including the number of youth in contact with the juvenile justice system in Shelby County. The data will include age, gender, race and ethnicity of the youth. At a minimum, the data will be located at the following points of contact within the juvenile justice system: arrest, diversion, detention, secure confinement and transfers to adult court.

The following tasks will be conducted or will be in the process of being conducted by March 31, 2019:

- Collect of baseline data,
- Secure the Curriculum,
- Determine training sites and identify law enforcement personnel to participate in the training,
- Identify youth/families to participate in training,
- Secure the cultural competency training for all necessary Center staff,
- Secure trainers and
- Create evaluation materials.

The following tasks will be conducted or will be in the process of being conducted by June 30, 2019:

- Train the trainers
- Deliver the cultural competency training to all necessary Center staff,
- Train law enforcement and youth/families and
- Collect evaluation data (effectiveness of training).

The following tasks will be conducted or will be in the process of being conducted by September 30, 2019:

- Train law enforcement and youth/families,
- Collect evaluation data (effectiveness of training),
- Collect available DMC data and
- Measure and evaluate data and strategies for effectiveness.

Indicators to track and outcome measures will include: number of minority youth served by age, gender, race and ethnicity; and number of law enforcement trained. The Curriculum includes surveys for law enforcement and youth to measure knowledge and attitudes before and after the trainings.

In addition to the implementation of the Curriculum by the Center, the Tennessee DMC Coordinator will continue to support the efforts of the Juvenile Court of Memphis and Shelby County. Those efforts include the ongoing activities of court's Strategic Planning Workgroup. The workgroup is comprised of community stakeholders who meet monthly to discuss, evaluate, and implement DMC reduction efforts that occur within Memphis and Shelby County Juvenile Court and the community. The Tennessee DMC Coordinator has presented and will continue to support DMC training of juvenile court staff. New hires receive training regarding the meaning of DMC and how it impacts the lives of children of color in the juvenile justice system. This training is designed to equip employees with DMC reduction protocols to reduce DMC. The projected training date for new hires during FY2019 is June or July 2019.

How much do you want to reduce DMC next year and is it reasonable?

The desired DMC reduction is two percent at the Arrest point of contact. Such a reduction is reasonable. During the first year of implementation, the Center anticipates training 42 youth and 150 law enforcement officers. If the total population of Black youth remains constant, a two percent reduction at the Arrest point of contact would require 64 fewer Black youth to be arrested.

What do you need from OJJDP to be successful with your plan?

Tennessee needs continued grant funding to successfully implement the Curriculum in Shelby County.

What safeguards will you put in place to ensure that as you work to reduce DMC, you are still protecting the public, holding youth accountable, and equipping youth to live crime-free, productive lives?

Shelby County

Of the youth who participate in the Curriculum, the Center will monitor and document the number and percentage of Black youth who are adjudicated delinquent on charges incurred after completing the Curriculum for a period of 12 months. The types of adjudicated charges will also be monitored and documented. Additionally, the Center is working with Shelby County to operate a youth assessment center to add to the current array of community resources available to youth. The assessment center will work with youth to assure they have access to quality physical and mental health services, family and community supports, and success in education and work.

The Shelby County Commission approved \$500,000 for the assessment center in December 2018 and it is scheduled to open in 2019.