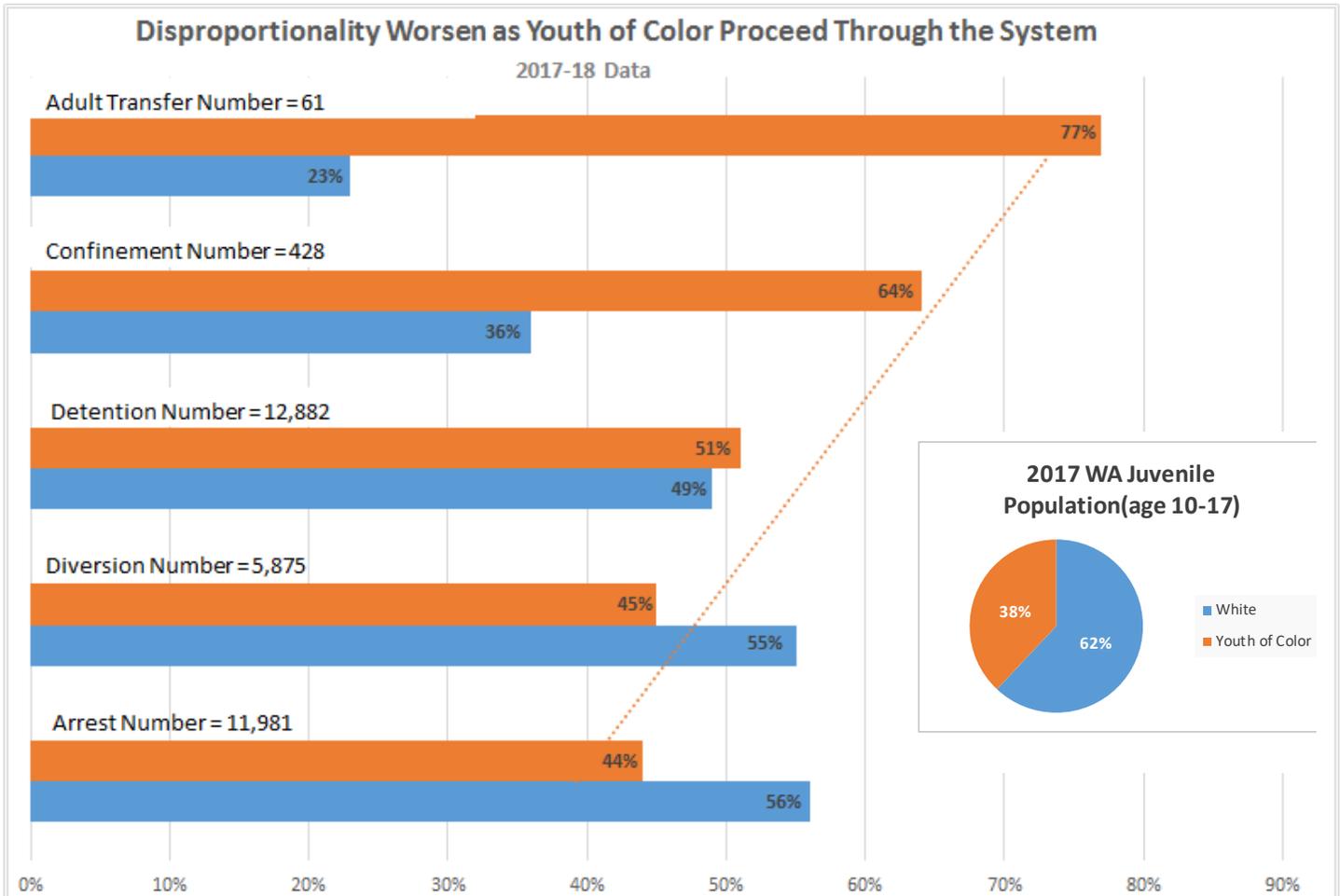


OJJDP FY 2019 Title II Racial and Ethnic Disparities Action Plan

State of Washington

Problem Statement:

Cumulative disproportionality increases throughout the stages of justice system involvement with the highest levels of disproportionality concentrated in the most serious decision points, but, incremental disproportionality (occurring between specific decision points) are highest at the front end of the system, and at arrest.



The Washington State Partnership Council on Juvenile Justice’s Racial and Ethnic Disparities Committee identified **Arrest and Referral** as the primary decision point to focus on for its Three Year Action Plan.

The Racial and Ethnic Disparities Reduction Plan spotlights specific action on assessment, intervention, and education because:

1. Jurisdictions vary widely in their level of knowledge and sophistication about racial and ethnic disparities data analysis and identified causes of disparity. (*Washington State Disproportionate Minority Contact Assessment Report 2013*)
2. Schools across the state reported an increase of 16 percent, i.e. 24,778 to 28,841, in a single year in disciplinary incidents involving violence, weapons possession, bullying, or harassment. The trend in

the most recently completed school year (2017-18) continued upward with increases of 8 percent. (*Office of the Superintendent of Public Instruction's School Safety and Mental Health Report 2019*)

3. Discussions oriented around race/ethnicity and crime are among the most contentious of all. Despite a research and policy focus on this matter, remarkably little progress has been made in reaching consensus on the root source of disparities and in addressing the problem. (*Reforming Juvenile Justice: A Developmental Approach, 2013*)

Action Plan Development:

Youth entering into the Juvenile Justice System (JJS) occurs at the arrest and referral points. Reducing entry at these decision points will result in reductions throughout the juvenile justice continuum, and a significant reduction in racial and ethnic disparities.

Goal 1: Continue the Law Enforcement Data Analysis (LEDA) Project by developing jurisdiction-special analysis of National Incident-Based Reporting System (NIBRS) data on youth and arrests.

The goal for analysis of law enforcement data is to help communities self-assess over the long term and to better respond to disparities in the juvenile justice system. Washington State Center for Court Research (WSCCR) will lead the research and analysis work with demographic geocoding and additional NIBRS analyses. The LEDA Project compiles jurisdiction-level data on arrests and conducts a deeper dive into finding the rate at which reported incidents are connected to arrests, on how the incident characteristics (such as age, gender, race and ethnicity of victims and offenders, property loss, extent of injury, etc.) relate to whether and what type of charges are filed. The LEDA Project serves as a diagnostic tool that analyzes crime data from a wide range of variables and strategizes on responses that balance positive youth outcomes and public safety. Responsive strategies include expanding promising initiatives that keep kids in schools and out of the juvenile justice system.

Responsible Parties:

Washington State Center for Court Research, Washington State Partnership Council on Juvenile Justice, The Study & Advancement of Justice Effectiveness

Who else to involve:

Washington Association of Sheriffs and Police Chiefs, local law enforcement agencies, juvenile courts

Time Frame:

Year One (April 15, 2019 – September 30, 2019)

Annual (October 1 – September 30)

Support & Resource Needed:

Year One: \$15,000

Annual: \$30,000

Indicators/Outcome Measure:

(a) Annual report and study will include the following:

- (i) Arrest Rates by City
- (ii) Arrest Rates by Race/Ethnicity
- (iii) Linking of incident characteristics with filed charges
- (iv) Identification of disparities
- (v) Recommendations for policy and practice changes based on data findings

- (b) Disseminate annual report to city officials, state stakeholders.
- (c) Improve communication and engagement efforts to drive local racial and ethnic disparities reduction plans. Provide technical assistance as needed.
- (d) Leverage annual reports to measure progress made on racial and ethnic disparities reduction results.

Goal 2: Support school-based diversion to keep kids in schools and out of the juvenile justice system. Schools, law enforcement, system and community partnerships are essential to promoting school completion as a central goal of school safety, discipline, and truancy policies.

Keeping young people in school is good for youth, families, and safe and healthy communities. The Choose 180 School-Based Diversion Program is a pilot program that transforms approaches to student discipline, youth development, and restorative justice. The Choose 180 program relies on fostering supportive relationships with school staff and teachers through professional development workshops, working collaboratively with school administrators to integrate diversion alternatives into school's existing disciplinary practices and protocols, designing a positive youth development curriculum and providing intensive aftercare in support of student success. The pilot program will take place within the Highline School District, South King County. It is a highly diverse district with 78% students of color and 68% of students qualified for free/reduced-price meals.

Responsible Parties:

Choose 180 Program, Washington State Partnership Council on Juvenile Justice, Highline School District

Who else to involve:

School Resource Officers/Law Enforcement district representatives, local juvenile court, youth and family members most-impacted

Time Frame:

Year One (April 15, 2019 – September 30, 2019)

Year Two (October 1 – September 30)

Support & Resource Needed:

Year One: \$100,000

Year Two: \$215,000

Indicators/Outcome Measure:

- (a) Sustainable partnerships with schools, law enforcement, and communities-most-impacted
- (b) 80% of student participants will complete the program
- (c) Highline School District fully integrates school-based diversion programs.
- (d) Choose 180 School-based Diversion Program is replicable at other school districts.
- (e) Data shows impact on racial and ethnic disparities on referrals and arrests

Goal 3: Increase understanding of disparities and build capacity to effectively address disparity are important steps that translate concerns about racial and ethnic disparities into action and results.

A racial and ethnic disparities reduction plan is more than gathering data to demonstrate the problem. It is about changing policies and practices to ensure fair and equitable treatment across the juvenile justice system. It also takes into account public attitudes about crime and race. The Law Enforcement Data Analysis (LEDA) Project is a platform for engaging local justice components

(law enforcement, prosecutors, defenders, courts) and community-level residents, organizations, and advocacy groups on strategic dialogue around crime, race, and youth development. Preparing for this level of engagement requires education on implicit biases awareness, adolescent brain development, trauma-informed practices, and equity and inclusion training.

Responsible Parties:

Washington State Partnership Council on Juvenile Justice, Office of Juvenile Justice

Who else to involve:

Schools, law enforcement, juvenile courts, youth, families, and communities

Time Frame:

Year One (April 15, 2019 – September 30, 2019)

Year Two (October 1 – September 30)

Support & Resource Needed:

Year One

Year Two

Indicators/Outcome Measure:

- (a) Increase awareness on the impact of racial and ethnic disparities through education and training
(At least 4 training programs per year, each program includes a pre- and post-test measure)
- (b) Provide technical assistance to introduce and integrate a Racial Equity Impact Assessment Tool especially at arrest and referral decision points.