

# Reducing Racial & Ethnic Disparities

THE DEFINITION AND  
FRAMEWORK OF  
RACIAL/ETHNIC  
DISPARITIES AND  
BEST PRACTICES FOR  
REDUCTION

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. The shapes are primarily triangles and polygons, creating a dynamic, layered effect. The text is centered in a clean, sans-serif font.

# A Model for Addressing Racial and Ethnic Disparities

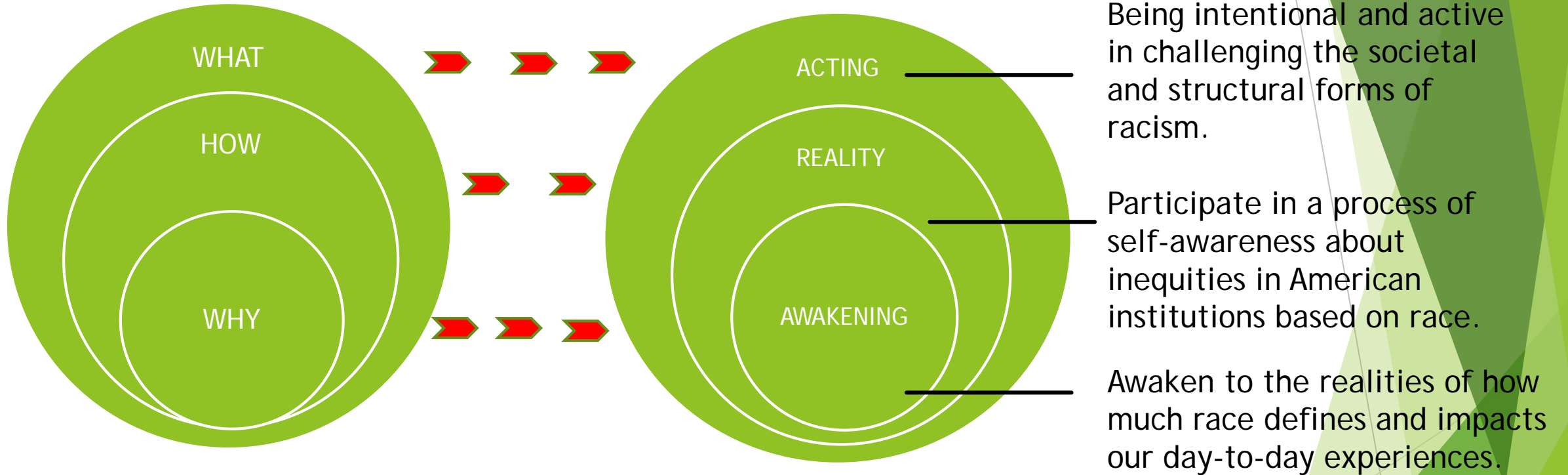
# Opening Dialogue

- ▶ Separate into 4 groups
- ▶ Group A: Why does race matter or not?
- ▶ Group B: Why does gender matter or not?
- ▶ Group C: Why does sexual identity matter or not?
- ▶ Group D: Why does social economic class matter or not?

▶ Pg.5



# Transformational Framework



# What are Racial and Ethnic Disparities?

Racial and Ethnic Disparities (RED) are the disproportionate outcomes that occur due to the differences in treatment that individuals experience within a system based on their race or ethnicity.

# Additional Terms

- ▶ **Disproportionality:** differential representation; when a group experiences a certain outcome at a rate higher or lower than their representation in the population, that demonstrates disproportionality.
- ▶ **Implicit Bias:** attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.
- ▶ **Culture:** integrated patterns of human behaviors of racial, ethnic, religious, professional, or social groups.
- ▶ **Cultural Competency:** having an understanding, awareness, and acknowledgement of others that enables an individual or organization to effectively function within a context in which multiple cultures are presented.

## Testimony before the Interim Joint Committee on Judiciary by Kentucky Chief Justice John D. Minton Jr.

*“In response to the disproportionate and disparate outcomes for minority youth served by the juvenile justice system, the Department of Family & Juvenile Services has developed an agency model to reduce implicit bias and cultural collisions that may unintentionally contribute to the disproportionate minority contact. The model was created in conjunction with Pastor Edward L. Palmer Sr. It brings together data analysis, strategic planning and an annual Racial Equity Assessment to guide how we train staff, collect data, and revise policies and practices that may indirectly reinforce DMC. The AOC has shared this model with the Juvenile Justice Oversight Council and other agency partners.”*

November 2018

# *Culture Change*

**IDENTIFY**



**CONSTRUCT**



**INSTITUTIONALIZE**



**RE-EVALUATE**





# Leadership

*Leadership is essential when working on RED initiatives. Leadership typically provides the motivation, inspiration, and support necessary to transform a culture.*

- ▶ **Judicial Leadership** is core to bringing local court-community stakeholders together to create change and improve court practice for all citizens; when a Judge convenes a meeting, stakeholders will typically attend. Judicial leadership also motivates stakeholders to review problems and work to develop solutions.
- ▶ **Administrative Leadership** brings a shared vision to an organization that allows for the development of common goals and outcomes. Successful administrative leaders utilize negotiation, team building, motivation, and goal setting to achieve the desired outcomes with staff.
- ▶ **Advocate Leadership** provides a voice from someone not employed by the organization. The advocate is able to say the bold things necessary when doing RED work. They also provide a racial lens regarding the populations the organization is working to support and serve.

***Step 1: IDENTIFY***



# Understanding Racial & Ethnic Disparities

- ▶ It is important for all those involved to understand the basic terminology and definitions related to racial and ethnic disparities.
- ▶ Statistical clarity starts with Identifying the established contact and decision points.
- ▶ A contact point is defined as the step at which each decision is made within a system structure by a person and/or process (for example: orders, assessments, forms, screeners).

*"Before the issue of racial and ethnic disparities can be effectively addressed, systems must clearly identify disproportionate and/or disparate outcomes for the clients they serve."*

Pastor Edward L. Palmer Sr.,  
Chair of the National Coalition of Juvenile Justice, 2019-2021

# Conduct a Data Walk by Race

- ▶ A data walk entails an intentional mapping each contact point of the organization by race to highlight areas of success, over-representation, and disparate outcomes.
- ▶ This process will help reveal areas where racial and ethnic disparities exist and will inform the work moving forward.

