

Step 4: Re-Evaluate

Step 4: REEVALUATE



Re-Evaluate and Institutionalize Fidelity

- ▶ Racial Equity Assessment- yearly and voluntary
- ▶ Supervisors provide current race data to community partners annually as well as implement local action plans as needed.
- ▶ FJS Equity Committee
 - ▶ Remotely meet quarterly to review and update RED Strategic Plan
- ▶ On-going Training:
 - ▶ Booster of RED Core Requirement Webinar
 - ▶ Participate remotely in Cultural Collision, Let's Talk Race, Impact of RED during COVID-19 Trainings, Racial Tensions Dialogue
- ▶ New Employees:
 - ▶ View RED Core Requirement Webinar (4 months)
 - ▶ Participate remotely in Implicit Bias Training (12 months)



Celebrating Success

- ▶ Since the implementation of the phone call policy in 2017, FTA has decreased by 62% statewide. The disproportionality for Black youth also decreased, dropping from 49% in 2017 to 44% in 2019.
- ▶ Disproportionality among complaint filings has decreased by a similar rate as Black youth decreased from 27% of complaints in 2016 to 22% of complaints in 2019.
- ▶ Black youth have greatly reduced presence among county attorney overrides, dropping from 37% of overrides in 2016 to 21% of overrides in 2019. This is one of very few negative contact points where the rate for Black youth is consistent with their representation among complaints filings/closings.
- ▶ Judicial overrides did not decrease as dramatically as county attorney overrides, but the disproportionality did improve. In 2016 Black youth made up 42% of judicial overrides; in 2019 that was down to 35%.

Celebrating Success

(Black kids only; not compared to any other population)

- ▶ Since 2014 statewide juvenile justice reforms:
 - ▶ 21% decrease in detention for black youth from FY 15-19, 32% when including FY 20
 - ▶ 33% decrease in complaints filed on black youth from FY 15-19
 - ▶ 69% decrease in failure to appear (FTA) appointments for black youth from FY 17-19
- ▶ In Jefferson County:
 - ▶ After reaching a high point in FY 17, FTA dropped 64% for black kids by FY 19
 - ▶ county attorney overrides dropped 91% for black kids (1,026 down to 92 youth) from FY 15-19
- ▶ In Christian County (RED Capstone Project site):
 - ▶ 68% decrease in judicial overrides from 2018 to 2019, trend continues into FY 20
 - ▶ 20% decrease in complaints filed on black kids from FY 15-19; 60% decrease if factoring in FY 20

Model for Culture Change

IDENTIFY



- Understand Racial and Ethnic Disparities
- Establish Contact Points
- Conduct a Data Walk by Race

CONSTRUCT



- Execute a Racial Equity Assessment
- Establish a Strategic Plan and Reduction Goals
- Provide Training
- Engage Stakeholders
- Develop Local Action Plans
- Analyze Policies and Procedures

INSTITUTIONALIZE



- Modify Policies and Procedures
- Use an Individualized Approach
- Apply a Racial Lens to Activities
- Collaborate With Stakeholders

REEVALUATE



- Reassess Strategic Plan and Reduction Goals
- Examine Performance Measures and Outcomes by Race
- Review Policies and Procedures
- Conduct Quarterly Review of Action Plans
- Base Training on Equity Assessment Results
- Provide Updates to Stakeholders