

DATA: THE KEYS TO REDUCING RACIAL AND ETHNIC DISPARITY IN THE NEW JERSEY JUVENILE JUSTICE SYSTEM

Presentation by:

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Consortium

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1.

OVERVIEW

PRESENTATION OVERVIEW

1. Discuss the importance of leadership in addressing racial and ethnic bias.
2. Illustrate the importance of data to pinpoint where racially disparate treatment occurs, generate action, and assess impact.
3. Highlight concrete examples to measure and reduce disparity at multiple points of the juvenile justice continuum in New Jersey.



2.

**HOW ARE YOU
LEADING?**

STRAIGHT FROM THE SOURCE



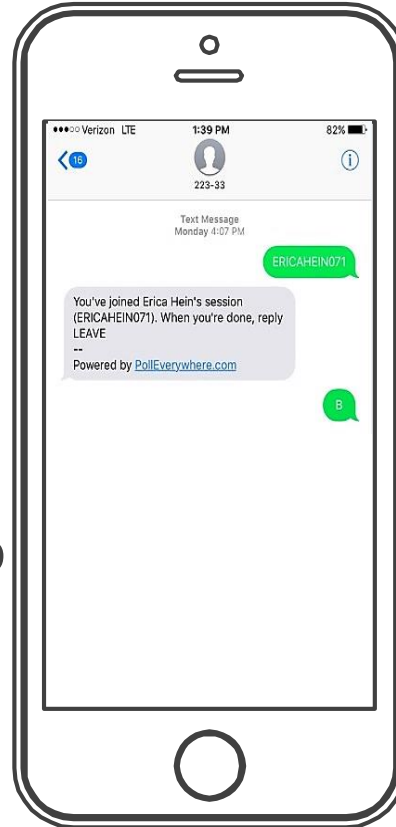
STEP 1:

Text **ERICAHEIN071** to **22333**.



STEP 2:

Once you've received a confirmation text that you've joined the poll, text **A**, **B**, or **C** to answer the poll question.



What is the Missouri state bird?

Flamingo

Cardinal

Bluebird

Start the presentation to activate live content

If you see this message in presentation mode, install the add-in or get help at PollEv.com/app

0%

In the last 30 days, in your professional role, have you drawn attention to racial or ethnic disparities in a meeting, policy discussion, or similar forum?

Yes

No

0%

Start the presentation to activate live content

If you see this message in presentation mode, install the add-in or get help at PollEv.com/app

3.

**LEADERSHIP &
DATA: CORE
STRATEGIES FOR
ELIMINATING
RACIAL BIAS IN THE
SYSTEM**

Initiative

Collaboration and Leadership.

Reliance on Data to Identify Reform Opportunities.

Objective Detention Admissions Policies.

Effective Detention Alternatives.

Minimizing Case Processing Delays and Reducing Length of Stay.

Minimizing Reliance on Detention for VOPs, FTAs, awaiting placement.

Ensuring Optimal Conditions of Confinement.

Identifying and Addressing Racial and Ethnic Disparities.

8 CORE
STRATEGIES

Initiative

Collaboration and Leadership.

3 CORE
STRATEGIES
UNIVERSAL
TO ALL RED
EFFORTS

Reliance on Data to Identify Reform Opportunities.

Identifying and Addressing Racial and Ethnic Disparities.

LEADERSHIP IS VITAL TO THIS WORK



When stakeholders in leadership roles officially declare that reducing racial and ethnic disparities is a goal and responsibility of the larger group, a collaborative process empowers and compels all partners to focus on increasing fairness.

LEADERSHIP IS VITAL TO THIS WORK

- ✔ Task forces and consortiums alone will not eliminate systemic racial and ethnic bias.
- ✔ As individuals, we are the foundation of the system. To transform the system, we must check our own actions AND assume leadership in addressing racial and ethnic bias in our everyday work.

LEADER IN THIS WORK?

- ✓ Champion an understanding of race equity principles among your staff and organization.
- ✓ Engage affected populations and stakeholders in the process.
- ✓ Gather and analyze data to conduct systems analysis of points of inequities within the system and the causes.
- ✓ Identify strategies and target resources to address causes of inequities.
- ✓ Continuously evaluate effectiveness and adapt strategies as necessary.

DATA IS YOUR FRIEND

- ✔ Visualizing data effectively changes the conversation as it levels the playing field.
- ✔ JDAI's reliance on data helps pinpoint where disparate treatment occurs in the system, focuses the discussion on facts, and shows where improvements can be made.



4.

**NEW JERSEY
EXAMPLES**

“

The absence of justice for minority youth in the juvenile justice system occurs not only in confinement but as early as the decision to make the initial arrest and it continues through the sentencing process.

”

—U.S. CONGRESSMAN BOBBY SCOTT (D-VA),
CHAIRMAN, SUBCOMMITTEE ON CRIME, TERRORISM,
AND HOMELAND SECURITY



POINTS OF THE CONTINUUM IN NEW JERSEY



Enhancing diversionary options for low-risk/high-need youth may help reduce youth of color overrepresented in the JJS.

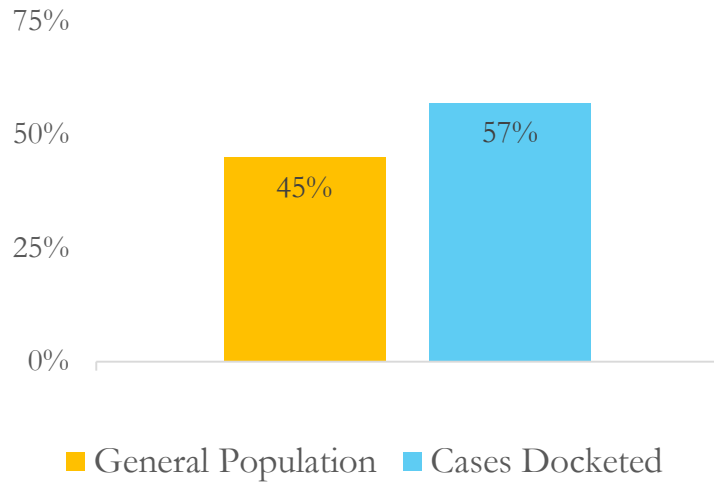
Implementing objective decision-making admissions practices helps eliminate bias that can result in differential treatment and overreliance on detention for youth of color.

For youth on probation, responding to behavior through a structured approach helps ensure equitable responses and may reduce youth of color detained for noncompliance.

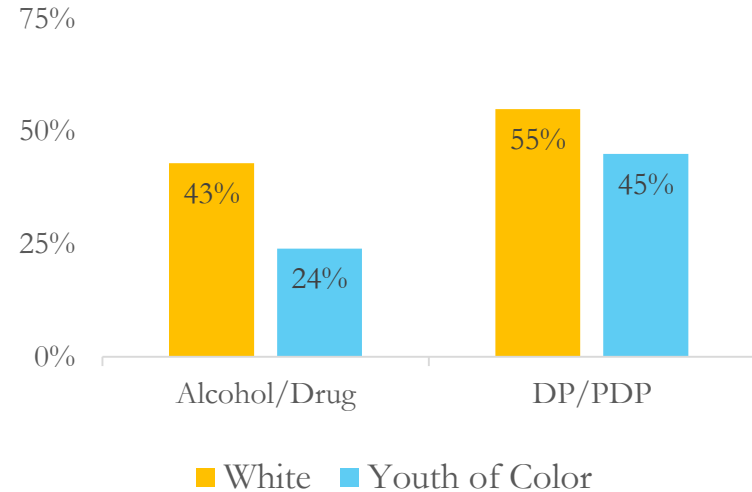
**ARREST/
CONTACT WITH
LAW
ENFORCEMENT**

Youth of color are overrepresented among court cases docketed and are diverted at lower rates than white youth for similar offenses.

Youth of Color Representation in General Population vs. Cases Docketed, 2012



Diversion Rates for Specific Offenses, by Race/Ethnicity, 2012



One Solution: Enhanced Stationhouse Adjustment Program

Program Goal

Create a greater opportunity for diversion for low-risk/high-need youth where, absent the program, the police would have typically filed a formal delinquency complaint in court, and to do so in a manner that maintains community safety and reduces racial disparities.



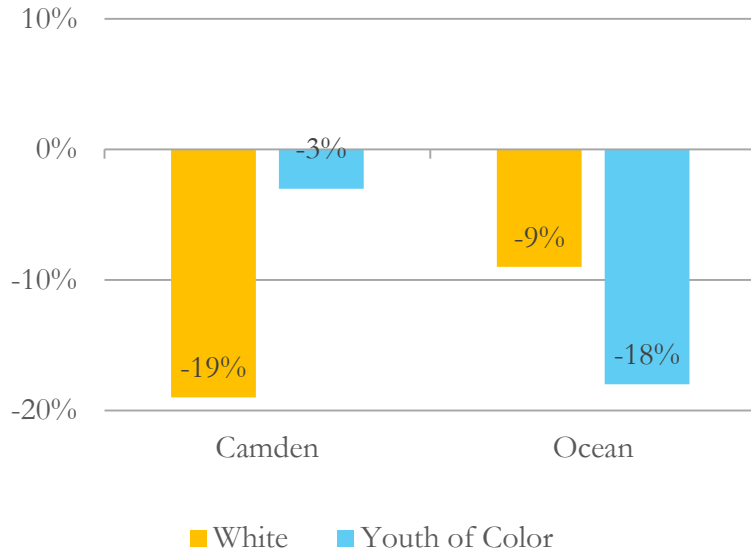
Prosecutor
support and
LEADERS
HIP.

Approach to Implementation

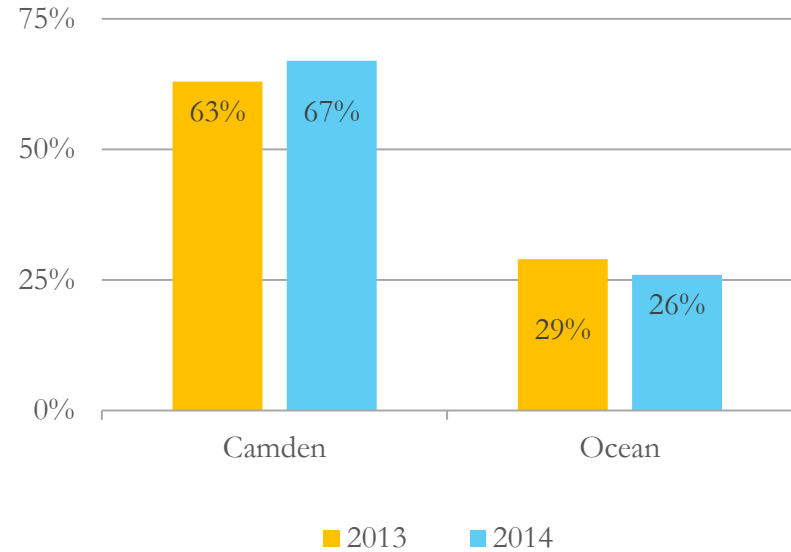
- a) identifying the resources available in the community outside of the court system that could provide diversion services,
- b) identifying the scenarios most appropriate for the enhanced diversion program, and
- c) training law enforcement about the new program – the target population, program goals, and the referral process.

Did the ESHA Program Have an Impact on Racial Disparities?

Change in Cases Docketed, by Race/Ethnicity, 2013 to 2014



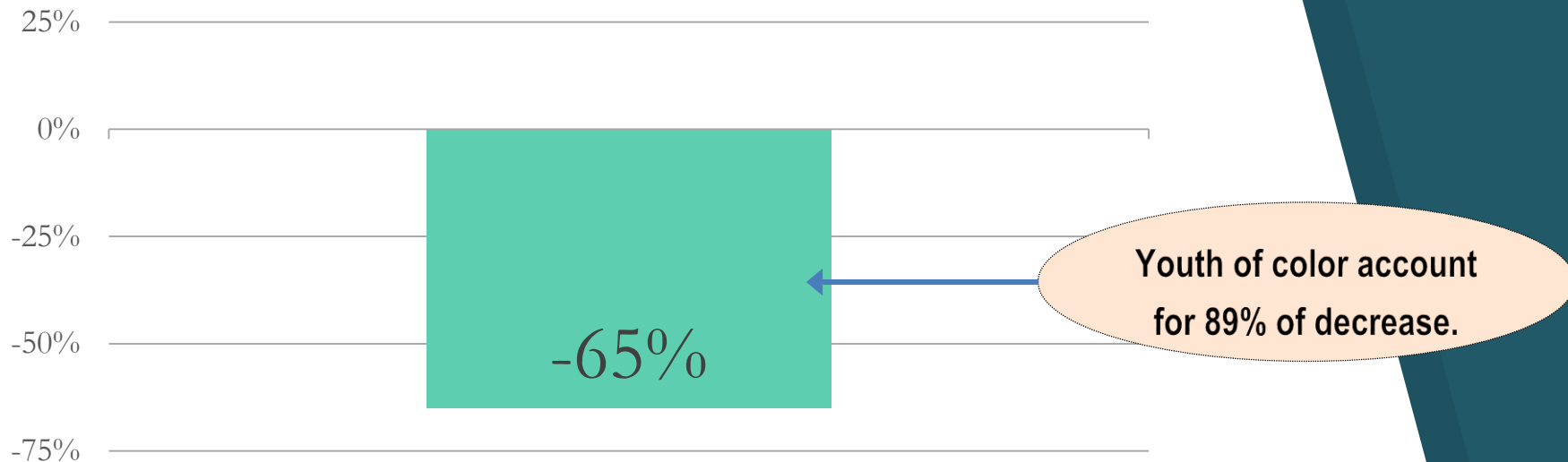
% of Cases Docketed Comprised of YOC, 2013 to 2014



DETENTION

RACE EQUITY IN DETENTION PRACTICE

Change in Detention Average Daily Population Since JDAI Implementation



And, the gap between YOC representation in general population and YOC representation in detention has narrowed by 4 percentage points.

RACE EQUITY IN DETENTION PRACTICE

BUT

HOW?!



Deliberately tackling and reducing unnecessary admissions to detention and intentionally focusing on length of stay and related case processing issues, with an emphasis on further diagnosing and addressing potential disparities.

OBJECTIVE, STRUCTURED POLICIES AT THE POINT OF DETENTION



Objective, structured policies that control the front gates of detention can help achieve the goal of consistency in decision-making. Consistency promotes fairness and equity, ensuring similarly situated youth are treated similarly. In New Jersey, JDAI sites have implemented the use of the Risk Screening Tool (RST) to serve as an objective admissions tool used when detention is requested by law enforcement.



NJ
Judiciary
support and
**LEADERS
HIP.**

OUTCOMES OF USING THE RST

-
52%

Drop in admissions of youth of color to detention after implementing the RST.

93%
Youth of color account for

of the drop in detention admissions resulting from the use of the RST.

Disproportionality in detention admissions has dropped by **1.2%** since RST implementation.

BUT THE WORK IS NEVER DONE, RIGHT?

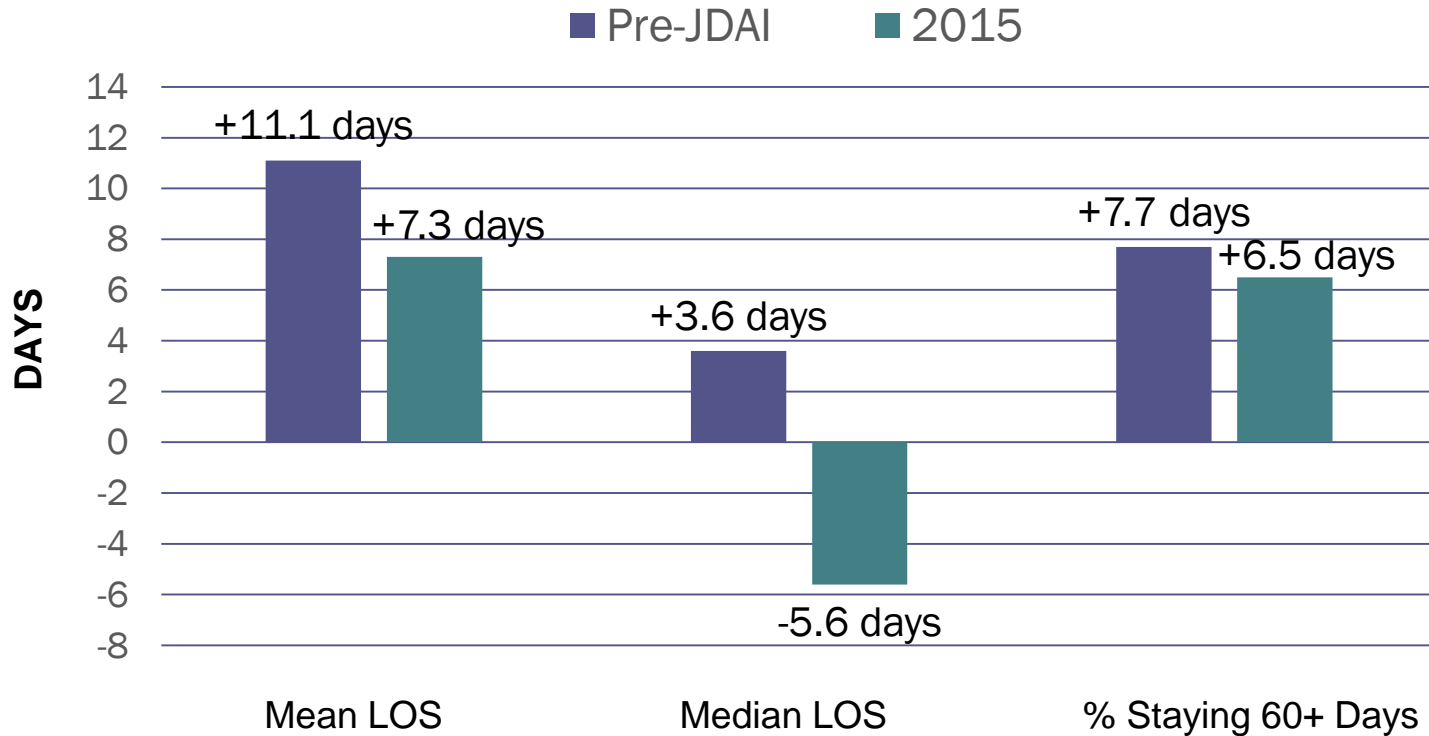
- ☹️ The RST allows for subjective review in certain circumstances, in which a young person may be overridden to a different level of custody.

⌘ The release override rate (i.e., how often youth are released when the RST projects detention) is

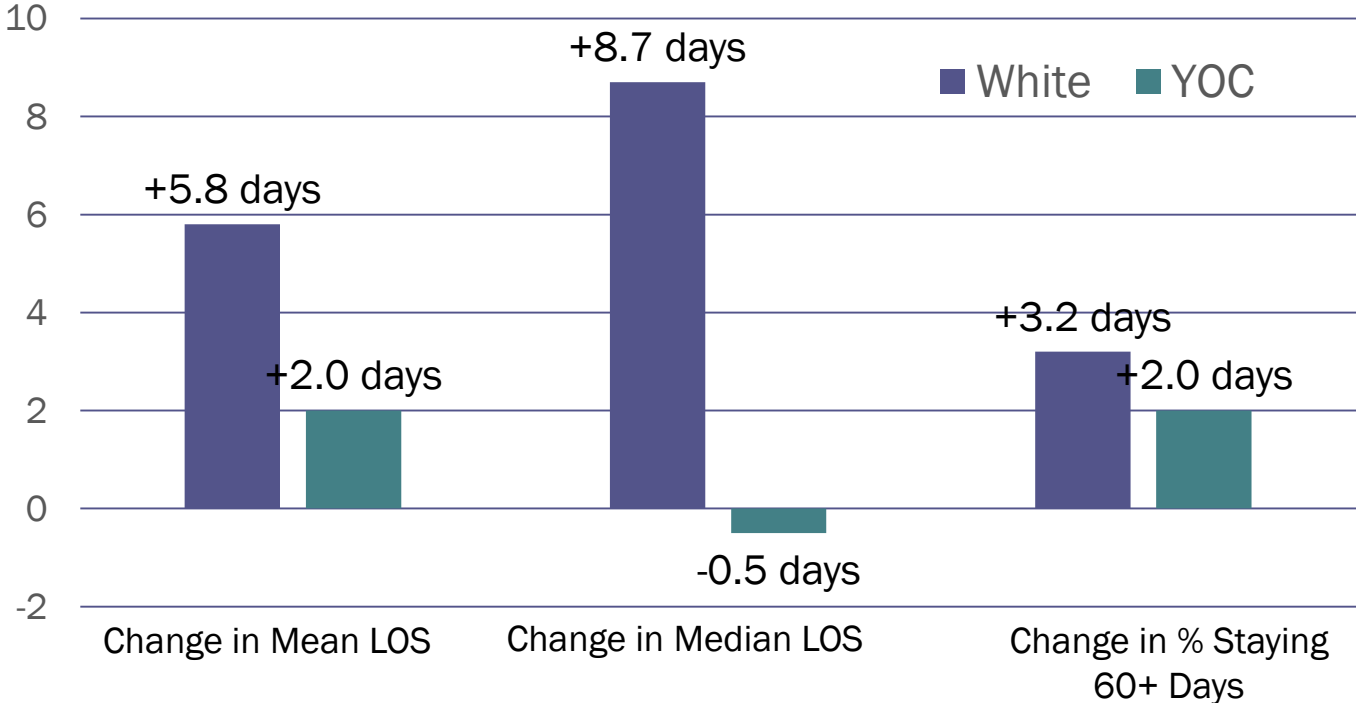
lower for youth of color (1.1%) than white

- ✎ Encourage sites to develop local solutions to reduce (4.9%) disparity in override rates across racial/ethnic groups.

LENGTH OF STAY IN DETENTION: The gap in LOS between Youth of Color and White Youth has narrowed since JDAI implementation.



Closing of the gap in LOS between Youth of Color and White Youth is largely the result of an increase in LOS for White Youth.



DISPOSITION

ENHANCING THE WAY IN WHICH PROBATION DOES BUSINESS



Probation
support and
LEADERS
HIP.



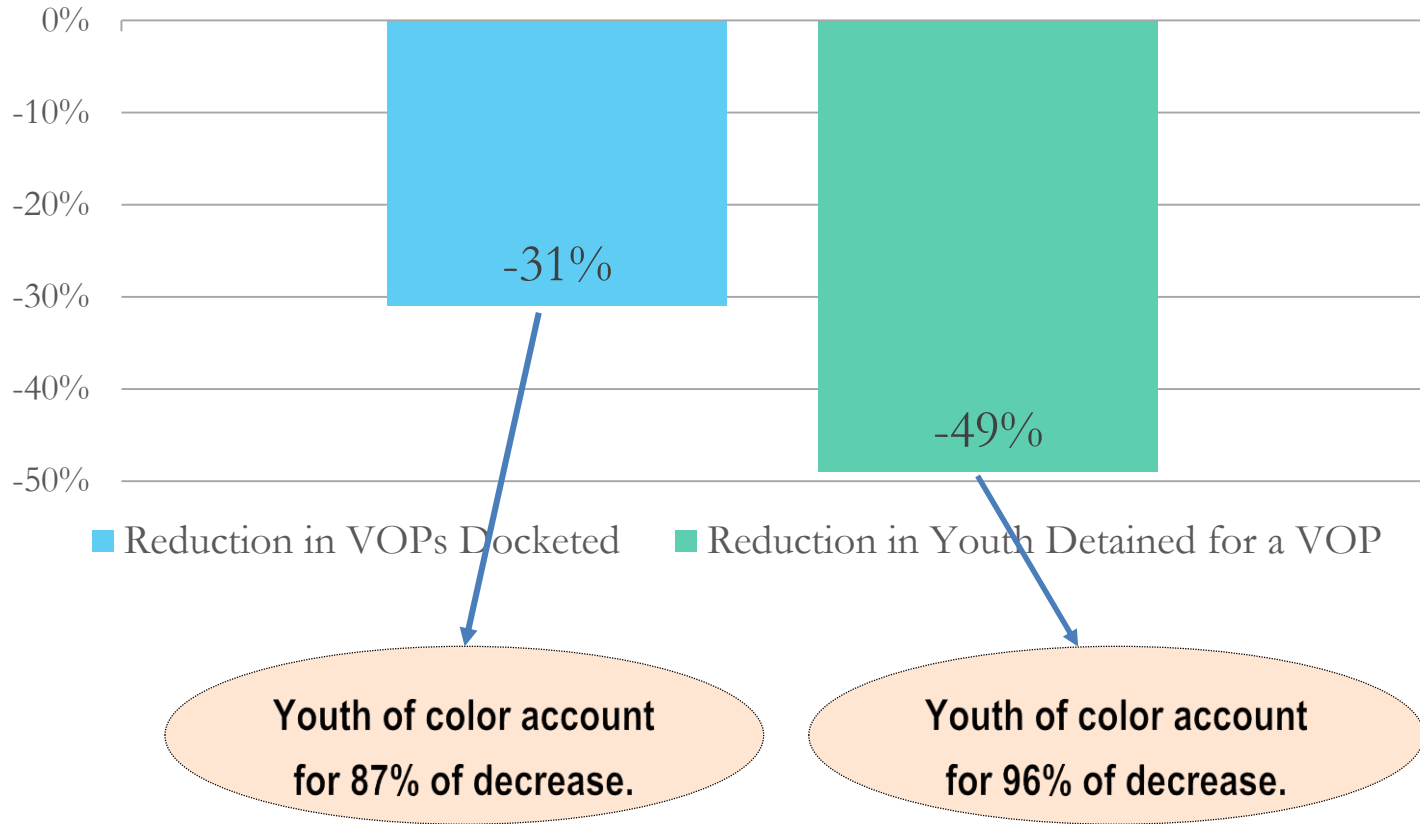
New Jersey has been committed to reducing reliance on admission to detention for violations of probation (VOPS). A Probation Structured Response System was tested to help standardize the use of sanctions, interventions, and incentives in response to negative and positive behaviors exhibited by youth on probation, and in doing so, effecting continued reduction in reliance on formal VOPs, requests for bench warrants, and admission to detention for VOPs.

Again, standardization/objectivity can be a tool for creating system equity.

A PROBATION STRUCTURED RESPONSE SYSTEM

- ✔ Sanctions/interventions grid includes the most serious current behavior exhibited by the youth as one axis and the frequency of negative behaviors over the past 30 days as the other axis.
- ✔ The probation officer then navigates the grid and identifies the box on the grid where the severity rating and frequency meet. Within each box are several sanctions/interventions to choose from.

PROBATION SRS: WHAT WERE THE OUTCOMES?



KEY TAKEAWAYS

1. An explicit focus on reducing racial disparities is essential.
2. Reducing racial disparities requires authoritative leadership.
3. Data really helps.
4. Emphasize action, not just discussion or training.
5. It is possible to reduce racial disparities in the system.

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