

Report
Nebraska Disproportionate Minority Contact Strategic
Planning Session
February 16th, 2018

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Report

Description of Process

On behalf of a collaboration of statewide agencies and organizations, the Nebraska State Advisory Group (SAG) submitted a technical assistance request for strategic planning focused on disproportionate minority contact through their state agency to the Office of Juvenile Justice and Delinquency Prevention (OJJDP). Nebraska recently chose to opt out of the Juvenile Justice and Delinquency Prevention Act. Since 3 of the 4 core requirements are codified in their state statute and, thus already covered, a group of dedicated statewide stakeholders pledged to continue the DMC efforts. The purpose of this session was to develop a collaborative plan to guide DMC efforts within the state.

The meeting was scheduled for February 16th from 9:30 am to 3:30 pm in Lincoln, Nebraska. As part of the federal OJJDP Training and Technical Assistance (TTA) process, Center for Coordinated Assistance to States (CCAS) Project Director Dr. Lisa Hutchinson was assigned to facilitate the training. Based on conversations between CCAS and the states contacts, an agenda for the session was developed. A copy of the final agenda is contained in Appendix A. The strategic planning session provided an opportunity for discussions surrounding current DMC efforts, how to use data to inform strategic directions focused on DMC, determining the focus of such statewide efforts, and developing action plans to ensure the continuation of work in this area.

Welcome and Introductions

Prior to beginning the strategic planning session, everyone was asked to introduce themselves and explain their role/involvement in DMC efforts in the state. After introductions, everyone was asked to discuss their expectations for the session. The discussion regarding their expectations offered the trainer insight into the objectives they most desired to achieve during the session. The most common expectations involved having a shared vision with actionable steps to move DMC efforts statewide. Several participants expressed the desire to establish concrete steps to guide efforts. Other participants expressed a desire to better understand the various DMC efforts currently underway throughout the state. Finally, participants also expressed a desire to increase collaboration among various commissions and agencies around the issue of DMC. At the end of the training the list of expectations was re-examined to ensure that all expectations

had been met. A review of the list by participants revealed that their expectations had been met. Comments regarding the expectations for training may be found in Appendix B.

During this portion of the training, participants were also given an opportunity to review the agenda and make any recommendations for changes. A detailed discussion of the specific activities conducted during the session follows.

Overview and Status of Statewide DMC Efforts

During this portion of the session, a brief discussion about how Nebraska's recent decision not to participate in the Juvenile Justice and Delinquency Prevention Act (JJDP) affected statewide DMC efforts. Cassy Blakely of the Nebraska SAG shared with everyone that since Nebraska chose not to participate in the JJDP, the related Title II monies were redistributed to Douglas County through a competitive process facilitated by OJJDP. Cassy reminded everyone that 3 (sight and sound separation, deinstitutionalization of status offenders, and removal from adult jails and lockups) of the 4 core requirements were codified in Nebraska state statute and thus being addressed without the need for Title II funding. She also shared the impetus for this strategic planning session which was the desire by several key commissions and agencies to continue a statewide focus on DMC.

To update everyone on the various activities that have occurred during the past few years, participants reported out on the various DMC efforts currently underway in Douglas County and throughout the state. These efforts include:

Douglas County Efforts

- Douglas County has been focusing on the disproportionality that appears for detention based on warrants for unlawful absence. Data is showing that warrants issued/detention given to African American youth is disproportionate and results in those youth staying in detention longer.
- Douglas County Youth Center has hired a transition specialist to help youth transition from detention back to school more successfully.
- Douglas County Youth Center has instituted a family liaison position.
- Douglas County Youth Center is working to bring in a visit from school/home in the first 30 days.
- Title II funding in Douglas County has allowed for the hiring of a DMC coordinator and a comprehensive assessment of DMC in the county.

Lancaster County Efforts

- Lancaster County recognized for their efforts in DMC as several stakeholders and County resources have been devoted to this for many years. Specifically, it would be ideal if we could have some or all the below efforts included as ongoing initiatives:
- Reducing Racial and Ethnic Disparity work through Georgetown University
- Project RESTORE – Georgetown Initiative to decrease RED in the school system
- Current evaluation of RED efforts through CCFL

- Golden Warriors, Latina Leaders, Sudanese youth and parent groups, Yezidi youth groups, and Malone Center leadership groups
- Implicit bias training for juvenile justice stakeholders – including County Attorney’s Office.

Statewide Efforts

- NE Supreme Court has a Committee on Equity and Fairness. They are currently examining:
 - Failure to appear rates are disproportionate along race/ethnicity
 - Working to have JUSTICE issue an automatic reminder to people about court dates
 - ICE agents “fishing” for people in court house – Is this happening in juvenile court
- The Administrative Office of the Courts and Probation is partnering with the NE Bar Association and Inclusive Communities to coach probation/judicial staff on cultural competency. Inclusive Communities will audit new probation officer trainings and provide statewide training (8 hours) for Probation and Judicial branch staff. They will have train-the-trainer sessions to imbed it into the ongoing annual training for the judicial system.
- JUSTICE (Court IT system) is testing the use of automated test message reminders for court appearances. They hope to expand its use to the juvenile court very soon.
- The statewide Juvenile Detention Alternatives Initiative (JDAI) efforts continue to be strong. Racial and ethnic disparities is one of the things upon which they focus.

This overview and report out of current DMC activities was useful to participants. It provided everyone with an understanding of current efforts as they begin to plan steps to continue efforts to address DMC. After this report out, participants were then lead through a discussion focused on identifying any current collaborations of which DMC was either partially or fully a focus. The following collaborations were identified:

- Through the Eyes of the Child teams with CIP
- JDAI DMC County teams in Lancaster and Douglas county
- ICWA Coalition
- NE Appleseed community groups (child welfare specific, but could branch out)
- Racial Profiling Committee at the Crime Commission
- Lots of statewide committees
- Nebraska Indian Child Welfare Coalition – NICWA is a great possible collaborator
- Nebraska Children and Family Collective Impact efforts
- Voices for Children Kids Count report

After compiling the lists, everyone was encouraged to think outside the box to envision statewide DMC efforts that might maximize or build on the work occurring within these collaborations. The purpose of the previous sections was to take stock of what was

currently being done around DMC, understand current collaborative efforts and begin to envision a plan for furthering and/or expanding this body of work.

Using Data to Inform Direction

After a brief break the group reconvened to focus on data and how to best use it to determine the focus of DMC efforts. The first part of this session was focused on reviewing existing DMC data. Specifically, a review of the recommendations from the last DMC assessment report and the Kids Count report were reviewed. The last DMC assessment in Nebraska occurred in 2012. Through Title II funding, Douglas County will conduct an assessment of their county DMC data. However, the group wanted to identify a way to gather DMC data statewide to use as a guiding force in future DMC efforts. Although the data was several years old, a review of the recommendations from that assessment were beneficial in providing an understanding of past and current efforts to address DMC. See Appendix C for the recommendations from the 2012 assessment. Recognizing that the assessment data was old and that a new statewide assessment was needed, participants began brainstorming to identify data sets that currently exist from which DMC related data might be drawn. The following data sets and overall thoughts about data and how to collect it were identified:

Actual Data Sets Identified

- State level data sets in JUSTICE (arrest, some detention, some child welfare, some education).
- FCRO Probation
- DHHS

General Observations Provided about Available Data Sets

- Don't have clean data sets around law enforcement (arrests).
 - Law enforcement has varying definitions of race and how (or if) they document it.
 - It is also hard to get despite the reporting requirement.
 - Don't collect information around ethnicity
- Arrests made in schools would be worth looking at (charge and precipitating event).
 - Senator Hansen has a bill (1056) that requires DOE reporting on school discipline.
 - Some federal requirements around reporting (state statute for reporting, but no real "teeth").
 - Some districts report, but not all do.
 - Appears some training to SRO's was helpful as we saw overall numbers drop, but haven't seen the actual data (specific to Douglas County).
- Get the data, but also share it especially when a decrease has been identified. Celebrate the successes.
- FCRO data can help bridge gap between CW and JJ (must be involved with Probation).
- The 2012 data report did not have the state level leadership.
- Don't forget to consider the political climate.

- JJI is collecting data sets with Crime Commission. They created a definition of DMC for that data collection. Pulled OJJDP definition. Arrest definition may also be different.
- We need to dig down into the data. Don't just stop at the Relative Rate Index (RRI) level. Dig deeper and identify the contributing mechanisms.
- How can we use the data to move system change and policy (ex: juveniles in adult court)?
- Equality Before the Law: Race and Ethnicity in Nebraska's Child Welfare System report has a summer disproportionality brief.
- Even with the numbers down, the disproportionality is worse. Overall numbers of youth in the system have decreased by the number of minority youth has stayed the same
- It seems that youth are staying longer.
- The reduction in transfers to adult court is a major success story.

Upon reviewing the data, there were several **key observations** offered by participants. Those observations were:

- 2012 assessment needs to be updated; there was a lot of good momentum around DMC after this assessment; need to recognize all the diverse populations that make up DMC in Nebraska.
- Douglas County Youth Center observed special education youth in the juvenile justice system especially detention.
- ICE court "trolling: for immigrants.
- Meet families where they are at; other systems get it and provide opportunities for court hearings outside of the normal 9 to 5/Monday-Friday timeframe.
- Special education and IEP's are over-represented in those who return to the JJ (much higher for African American).

Resulting from the discussion focused on identifying existing DMC data, several challenges and barriers regarding data related to DMC were also noted. These challenges and barriers include:

- Getting data. We often encounter push back from agencies.
- Definitional differences exist among jurisdictions at each point of contact. Therefore, accurately understanding the data in a consistent manner at the statewide level is limited.
- Push back and defensiveness about the numbers.
- Willingness to dig deeper.
- Detention numbers have decreased but minority numbers are staying the same.
- Douglas county-run aways (need something like Salt Lake City's Youth in Custody program).
- Regional differences; in 2 IP regional conferences last year was a real awareness of the differences in minority groups across the regions.
- Missing statewide committee with a primary focus on DMC.

- Get real-include all people; recognize bureaucracy; push the button; share follow up data-celebrate successes.
- Involve law enforcement.

After discussing the data sets, sharing general observations about them and identifying key observations about existing data, participants then began discussing how to coordinate these data efforts to maximize the collection and use of DMC data. The ideas generated included the following:

- No cross-cutting effort focused on DMC, although there are many local efforts. We need a statewide committee focus on DMC.
- Push back on training in the western part of the state...thinking that it's just about the African American population.
- The data report is old. Having applicable data helps local entities get engaged.
- Include the local voice and those on the ground, pull in those that can push back. Consumer feedback and inclusion!! Be sure to close the loop and let families know the impact of their voices.
- Our system works 9-5. We do have a court that goes beyond 5pm? Yes. How do we promote this type of innovative work?
- The professionals/agencies need to accept the vulnerability and lack of comfort rather than putting it on the family
- Ensure that youth get good legal representation
- How do we get our juvenile justice workforce to be more diverse?
- Need to include law enforcement in the conversation.

Participants also sought to discuss and identify specific parts of the data reviewed that they felt warranted additional examination. The following areas were identified:

- Warrants issued/detention to African American youth and staying in detention longer
- Youth who are runaways are ending up in detention
- Need zealous legal representation for all minority youth and people working in the system that look like the youth in the system.

Determining Future Focus of Statewide Efforts

After a brief break, the session shifted from the topic of data to identifying future focus areas for statewide DMC efforts. Reflecting upon the various activities conducted previously, participants began to engage in discussions around how to prioritize and arrange the statewide efforts around DMC. A primary concern expressed by participants centered on how to support localities outside of Douglas County in their local DMC efforts. Through reflective discussions, the group decided that four key priority areas/initiatives would allow them to help local communities:

- (1) Statewide Coordination of Efforts
 - a. The need to create a transition plan beyond JDAI in the future. JDAI is a GREAT place to start these important efforts but we need to start from the beginning the need to be in other components/groups to ensure longevity.
 - b. The discussion needs to continue regarding how to include Douglas County in statewide discussions, but just as importantly, how do we ensure that Douglas County includes state representatives in their work.
- (2) Data
 - a. Identifying and collect statewide DMC data; and
 - b. Recognition of the impact of current efforts (identify weaknesses and celebrate successes).
- (3) Coordination/Support
 - a. Identify community committees to lead the work;
 - b. Provide training and/or technical assistance (perhaps a toolkit); and
 - c. Identify counties willing to focus on DMC.
- (4) Education/Conversation
 - a. Identify community committees wanting to lead DMC efforts and include them in the conversations around DMC; and
 - b. Work with county committees to go beyond mere RRIs to dig deeper into the data and identify mechanisms contributing to DMC.

After further discussion the group felt that these three areas should serve as the framework for assisting local communities in DMC efforts.

Putting the Plan into Action

During this part of the session, participants were asked to further discuss the 3 priority areas they identified as important during the previous section of the training. They were then split into small groups based on each priority and asked to develop viable, concrete action steps for each area. With the assistance of the Action Planning Form, the teams began to develop steps and assign tasks to accomplish these key actions and related goals. The key actions were then presented to and discussed with the larger group. The group was asked to provide general feedback to ensure proposed activities were realistic and achievable. A copy of the specific areas/initiatives to be accomplished under each key area is contained in Appendix D. This section seemed to fulfill the session expectations of several participants, which was to develop concrete viable plans for action and develop a framework for statewide DMC priorities. Since time did not allow for multiple opportunities to brainstorm and complete the action plans, participants were encouraged to set aside time in future meetings to further develop and refine the action plans for each priority area. They were also encouraged to continue to explore existing statewide collaborations for opportunities to embed statewide DMC work.

Summary, Evaluation, Debrief and Adjourn

The final task of the session involved asking the entire group to identify the next steps that needed to be accomplished to continue to move statewide DMC efforts forward. The

next JDAI meeting is scheduled for April 26th. The next steps identified to address at that meeting were:

- Lisa will connect Douglas County and Milwaukee regarding the warrant issue. Kansas SAG is working to address a similar issue in Milwaukee.
- Monica will place statewide DMC update/planning on the next JDAI meeting, which is scheduled for April 26, 2018 and request the inclusion of statewide DMC updates for all future JDAI meetings.
- Monica will schedule a follow up call with CCAS to discuss any training and/or technical assistance requests. Since CCAS does not typically provide DMC TTA, future training requests may be handled by another provider. Lisa can capture the needed training and share with the new provider during the transition.
- Lisa will provide a draft of a DMC Data Dictionary used in previous DMC efforts. It is helpful when compiling and sharing data with localities. NE will share these plain language resources with Douglas county.
- Identify ongoing training and technical assistance needs. Lisa will work with Monica to finalize the list and send to OJJDP. Currently the list includes:
 - Training for new DMC coordinator in Douglas County;
 - Assistance identifying, collecting, and analyzing statewide DMC data for conducting an updated assessment; and
 - Assistance creating a local community toolkit to share county level data.

Finally, participants were advised to utilize the action plans in future meetings to ensure the continued focus on these key priority areas. The trainer wrapped up the training by reviewing the participants' expectations, ensuring that everyone's expectations had been, and noting those areas that were not able to be addressed during the training session. To conclude, the trainer thanked everyone for attending the session and urged them to continue to brainstorm and engage in activities to help them positively impact DMC in Nebraska.

Overall Training

Overall, the strategic planning session went well. There seemed to be great interest in refocusing statewide DMC efforts. The participants were very enthusiastic and energetic about reorganizing and strategically positioning their efforts to address DMC statewide. The positive attitudes and the level of excitement among the group really made the session very productive. Further, people actively participated in the activities and seemed genuinely interested in working together to continue efforts to address DMC in Nebraska.

Facilitator Recommendations

Most reports on facilitated process offer some observer comments from the Facilitator. In addition to the information provided to participants during the facilitated session, the trainer would like to take this opportunity to provide further information and recommendations designed to guide the enthusiasm and continued work of key statewide stakeholders on the issue of DMC. The following observations are provided in no particular order:

1. **Maximize existing statewide agencies, committees, and initiatives to move statewide DMC efforts forward.**
 - a. **Establish the ongoing JDAI efforts as the coordinating entity for statewide DMC efforts.** Since JDAI efforts are already established and they meet regularly, this would be the best opportunity to embed DMC efforts to ensure statewide focus and momentum. The next meeting is scheduled for April 26th, 2018. **Reach out to JDAI and request to build the statewide DMC focus into their regular meetings. Monica indicated a willingness to take the lead on this task.**
 - b. **MCJJ/JS Meeting-Continue to place DMC efforts and related updates on the agenda for this meeting.**
2. **Engage other stakeholders in statewide DMC efforts.** Some potential groups mentioned were law enforcement, JJI community planning teams, and court improvement teams. **Develop a comprehensive list of stakeholders, identify individuals to reach out to those groups, and invite them to next JDAI meeting.**
 - a. Consider reaching out to Senator Hansen who has a bill (1056) that requires DOE reporting on school discipline to see if the collection of DMC related data could be included in the bill.
3. **Maximize and coordinate efforts with Douglas County. Include them in all statewide meetings, coordinate TTA request and events, and share lessons learned through their efforts with other localities and communities.**
 - a. Encourage them to dig deeper into the runaways and special education numbers that indicate disproportionality during their county level assessment.
 - b. Work with them to establish a unified definition of DMC. Douglas county is working to set up that definition and use it to look at arrest data.
4. **Promote DMC at upcoming statewide events.** Identify opportunities such as NJJA annual conference-partner for a DMC focus & 2019 Children's Summit for education on DMC.
5. **Establish ongoing committees and leaders to facilitate the work under each of the 3 priority areas.**
 - a. Identify key individuals with statewide focus to chair each subcommittee.
 - b. Establish committees and members.
 - c. Provide opportunities for ongoing work of committees and updates on progress to JDAI, NCJJ/JS and other related statewide meetings.

Appendices

Appendix A Agenda

Nebraska Statewide Disproportionate Minority Contact (DMC) Planning Session

February 16, 2018

- | | |
|--------------------------------|---|
| 9:30 a.m. – 10:00 a.m. | Welcome and Introductions
<i>Monica Miles-Steffens</i>
<i>Dr. Lisa Hutchinson, CCAS</i> <ul style="list-style-type: none">• Understand Current Stakeholders & Their Involvement |
| 10:00 a.m. – 11:00 a.m. | Overview and Current Status of Statewide DMC Efforts <ul style="list-style-type: none">• Impact of Title II on Statewide DMC Efforts• Review of Current Efforts (Statewide & Douglas County)• Identify Existing Coordination Efforts <i>Cassy Blakely</i>
<i>Dr. Lisa Hutchinson, CCAS</i> |
| 11:00 a.m. – 11:10 a.m. | Break |
| 11:10 a.m. – 12:00 p.m. | Using Data to Inform Direction <ul style="list-style-type: none">• Review of Last DMC Assessment & Kids Count• Coordinate Existing Data Efforts to Maximize Use of Data <i>Dr. Lisa Hutchinson, CCAS</i> |

12:00 p.m. – 1:00 p.m.	Lunch
1:00 p.m. – 2:45 p.m.	Determining Future Focus of Statewide Efforts <ul style="list-style-type: none"> • Identify Priority Areas • Develop a Plan for Supporting Local Efforts • Specify the Role of Data <i>Dr. Lisa Hutchinson, CCAS</i>
2:45 p.m. – 3:00 p.m.	Putting the Plan Into Action: Identifying Next Steps <i>Dr. Lisa Hutchinson, CCAS</i>
3:15 p.m. – 3:30 p.m.	Summary, Evaluations, Debrief, and Adjourn <i>Dr. Lisa Hutchinson, CCAS</i>

Appendix B

Session Expectations

- Have clear action steps
- How child welfare and juvenile justice work together
- Hones, real conversations that get to solutions (3 participants)
- 1 tangible step we could take to make an impact on DMC
- Codify DMC in state statute
- People leave with 1 thing to do
- How plan is translated into line staff change in culture.
- How to partner; don't want to duplicate efforts
- Doubled county-takeaways and wins; title II funds
- Better understanding of statewide DMC efforts including barriers and needs (2 participants)
- How to use DMC data in community collaborations
- Arrest-reactive-how do we reshape our messaging around minority and arrests to be proactive not reactive (Lincoln has had success with redirecting media messaging around youth suicides)
- Data sets-identification of any not shared yet
- Implement local/agency level share information but recognize individual differences
- Unified vision; flip it from how to make the kid fit the system to how to make the system work for all kids
- How to use multi-disciplinary teams (court) to be a part of DMC
- Listen and learn
- Commitment from top 3 agencies
- Move beyond talk into action

Appendix C

Previous DMC Assessment

2012 State DMC Assessment Recommendations

The JJDP Act charges states to institute multipronged strategies not only to prevent delinquency but to improve the juvenile justice system and assure equal treatment of all youth. The recommendations that follow identify ways in which Nebraska can: 1) improve its capacity to develop data-driven approaches to addressing DMC; 2) examine subjective discretion points for the purpose of removing the potential for implicit bias to impact decision making; and 3) implement best practices to improve the juvenile justice system.

General Recommendations

1. Discretion points characterized by subjective criteria/processes can lend themselves to implicit bias. Discretion points should be evaluated for the purpose of appropriately replacing subjective processes with race neutral, objective decision making criteria. Training can assist justice system stakeholders with reviewing this process (see the Annie E. Casey Foundation's Juvenile Detention Alternatives Initiative Pathways Series on Effective Admissions Policies and Practices and/or the American Bar Association's (2010) Model Curriculum on "Improving Cross-Cultural Communication in the Criminal Justice System").
2. Attitudes toward the justice system can affect the way individuals perceive their role in the justice system: their willingness to comply with laws, report crimes, etc. In short, a positive public perception of the justice system is critical to its maintenance and operation. A juvenile justice system that is reflective of the population it serves can promote trust and confidence in the system. Moreover, a basic principle of cultural competence is that cultural integration can only be achieved when the decision-making circles reflect the cultural composition of society. If the justice system does not reflect this diversity, it will never be free of accusations, unfounded or not, of bias and discrimination. Improving the diversity of the juvenile justice system's workforce requires a concerted and long term commitment by all stakeholders. It is recommended that all juvenile justice system stakeholders participate in the development and implementation of a plan to improve diversity of the juvenile justice workforce.
3. In 2012, the Administrative Office of the Courts will be developing a Language Access Plan to ensure meaningful access to court services for those with Limited English Proficiency. It is recommended that all juvenile justice system stakeholders participate in the development and implementation of the state's Language Access Plan.
4. JDAI in a nationally renowned detention reform process which has effectively: lowered detention populations, enhanced public safety, saved tax payer money, reduced the overrepresentation of minority youth, and introduced other overall juvenile justice system improvements in more than 130 jurisdictions across the United States. One of the

primary tenets of the JDAI model is a deliberate commitment to reducing racial disparities by eliminating biases and ensuring a level playing field. In 2010, Douglas County was named a JDAI site and in 2011 Sarpy County was named a JDAI Site. In 2012, a Statewide Coordinator will be hired to assist with the statewide expansion of JDAI. JDAI is, in the authors' opinion, the most promising and data-driven approach that counties and the state can take in effectively addressing DMC and its statewide expansion should be strongly supported.

5. The DMC Committee and Coordinator should develop an education plan to expand knowledge among juvenile justice system stakeholders about DMC and should coordinate the provision of cross-agency training opportunities to improve cultural competence.

Data

1. The State DMC Committee should reassess the counties for which it collects RRI data, based on 2010 U.S. Census data.
2. The State DMC Committee should convene system stakeholders to discuss and adopt uniform definitions for each system point in the RRI.
3. Given the high incidence of missing race/ethnicity data for Lancaster County Juvenile Court, it is recommended that the State DMC Coordinator determine where in the process (in comparison to other counties) the breakdown of the transmission of race/ethnicity data is occurring and how it can be addressed.
4. Data collected from law enforcement would be greatly enhanced if all Nebraska agencies submitted under one unified system, with common definitions.

Law Enforcement

1. Given the fact that there were significant racial disparities in whether a youth is cited/summoned or temporarily detained/arrested and the fact that level of offense did not significantly predict whether Asian or Native American youth would be arrested, it is recommended that law enforcement re-evaluate the criteria by which the decision to either cite/summon or arrest are made.
2. Given the fact that there were significant racial disparities in dispositions for youth (charged, referred to other authorities, handled within the department, or released), it is recommend that law enforcement re-evaluate the criteria by which dispositions are made.

Diversion

1. The Juvenile Diversion Case Management System has a very high percentage of missing data for youth referred to diversion programs across the state. Diversion programs are statutorily required to report this data. The Nebraska Crime Commission should remind diversion programs of their statutory obligation to accurately report this data and provide any necessary training to ensure providers are informed about utilizing the Juvenile Diversion Case Management System.

2. Diversion has been shown to be an effective deterrent to future legal involvement and the ability to participate in diversion should be based on objective factors. Counties like Douglas and Lancaster have provided objectivity and structure to this process by establishing an assessment process, a practice that should be replicated.

3. The fact that diversion is only offered in 49 of 93 counties creates a geographic bias, whereby youth receive differential opportunities or outcomes based on their county of residence. Expansion of diversion is in the best interest of youth and communities. Developing programs should be rooted in evidence-based practices that are clearly designed for early deterrence. As diversion programs are established or expanded, the state should evaluate which programs are most effective culturally as well as from a criminal justice perspective.

4. The success rate of diversion programs (on a statewide basis) is only 62%. Additional research should examine why so few youth are successful in diversion. Efforts then need to be taken to identify the reasons why youth are unsuccessful on diversion (particularly in communities where minority youth are less likely to complete diversion successfully) and develop strategies to increase the likelihood of success.

5. Because of due process implications, objective criteria for terminating a youth from diversion should be outlined, discussed and adopted statewide.

Secure Detention

1. Secure detention facilities in Nebraska count bookings and/or admissions differently. A common definition across facilities would improve the accuracy of RRI data and other detention reform efforts.

2. Given the fact that there were significant racial disparities in bookings to detention facilities, it is recommended that law enforcement re-evaluate the criteria by which the decision to book youth is made.

3. Although this assessment did not specifically look at the Risk Assessment Instrument used to guide Probation's decision of whether to detain a youth, it is important that the Risk Assessment Instrument currently being used by Nebraska be validated. Validation of the instrument should include an assessment of the extent to which the instrument treats groups equitably and should assess the extent to which probation officers' override the instrument. In the spring of 2012 the Annie E. Casey Foundation will be assisting state stakeholders in assessing the current Risk Assessment Instrument.

4. Given research indicating that detaining low risk youth has little to no deterrent effect, and in some instances increases recidivism, it is important to support the development of alternatives to detention that provide appropriate levels of supervision for low-risk offenders in the community.

5. Given the significant difference in the mean length of time youth of different racial groups spent in secure detention facilities, a thorough review of case processing should be undertaken to determine why minority youth experience longer detention stays (the JDAI process provides jurisdictions with guidance with this process).

Juvenile Court

1. Given the high incidence of missing race/ethnicity data for Lancaster County Juvenile Court, it is recommended that the State DMC Coordinator determine where in the process (in comparison to other counties) the breakdown of the transmission of race/ethnicity data is occurring and how it can be addressed.

Adult Court Transfers

1. Given racial disparities in the decision to charge youth in adult court, it is recommend that prosecutors review the statutory criteria on which the decision of whether to charge a youth as an adult is made and determine whether these criteria can be measured in objective ways.

2. To determine whether *requests* for transfers to juvenile court are granted on equitable basis, it would require a request to the Nebraska Administrative Office of the Courts to capture this data field within JUSTICE. If the DMC Committee wishes to examine this in the future, then they should make a request to this effect.

Juvenile Probation

1. Efforts need to be taken to identify the reasons for unsuccessful probation (particularly in communities where minority youth are less likely to successfully complete probation) and develop strategies to increase the likelihood of success.

Office of Juvenile Services

1. Efforts need to be taken to identify and reduce the number of youth who crossover between the child welfare and juvenile justice systems. Nebraska should establish a process for identifying crossover youth, ensuring that workers in both systems exchange information in a timely manner, and including families in all decision-making aspects of a case. (The Center for Juvenile Justice Reform (CJJR) provides jurisdictions with guidance with this process).

Appendix D
Draft Action Plans

Action Planning Worksheet

Goal/Priority Area: Statewide Coordination of Efforts

Objective: Coordinate statewide DMC efforts to ensure strategic and coherent responses

Objectives/Tasks Specific, measurable, action oriented, realistic, time limited (but be thoughtful about how to actually pull it off):	Owner/ Responsible Person	Schedule		Who Else to Involve if Needed?	Support & Resources Needed	Indicators to Track & Outcome Measure(s) (How will I know when this task is done?)
		Start Date	End Date			
Policy Senator Wayne-Interim Study on DMC for Child Welfare and Juvenile Justice (*would need to ask for addition)	Voices, Appleseed			State and local input Senator Vargas & others? Senator Howard		Introduction of the Interim Study Recommend policy changes Develop Champions in legislature
Data Require County Data Plans to include DMC Data <i>Could Vargas do an amendment to 1112?</i>				Senator Vargas		
Data FCRO, JJI, Voices, CLP-data map to identify priorities and gaps where we can go deep (i.e. JDAI sites) Share data on the local level those FYES Teams -definition	FCRO JJJ Voices CLP NCFE			Probation/JDAI Sites Crime Commission	Liz facilitation discussion? *Lisa has a tool we could use	

<p>Coordination JDAI will start ¼ coordination of state level action steps *Communication strategy-make sure to send regular communication and be the central contact point for local and state efforts</p>	<p>Monica Deb</p>			<p>AECF and Casey Family</p>		<p>When plan is completed and implemented</p>
<p>Education Commitment among partners to promote DMC in their publications and work in public ways -Develop coordinated communication plan that is intentional, interconnected-JJ and Child Welfare -Need to identify each entities' outreach/communication perch -CLP will coordinate -Partner with local efforts and highlight their work.</p>	<p>FCRO NCFF Voices CLP JJI Appleseed DHHS NACO</p>			<p>NJJA? Is there a role for them</p>		

Action Planning Worksheet

Goal/Priority Area: Data-Use data to evaluate effectiveness of DMC efforts

Objective: Collect, analyze, and act on local DMC data

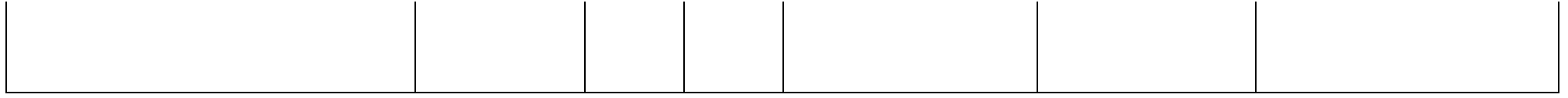
Objectives/Tasks Specific, measurable, action oriented, realistic, time limited (but be thoughtful about how to actually pull it off):	Owner/ Responsible Person	Schedule		Who Else to Involve if Needed?	Support & Resources Needed	Indicators to Track & Outcome Measure(s) (How will I know when this task is done?)
		Start Date	End Date			
Work with local jurisdictions who aren't currently tracking DMC data (many are already doing this) to collect this data and analyze it	DMC Chair of active County collecting data			Local leaders and stakeholders	Statewide agency to identify counties who need assistance	Number of new counties collecting DMC data
Collaborate with other jurisdictions to establish a common definition for each system point.	Statewide entity (maybe Crime Commission or NACO)			Local DMC Committees		Development of effective common definition
Identify evaluator to analyze data. Evaluator must be knowledgeable of local jurisdictions and collaborate with them when determining and reporting outcomes	Statewide entity			Local DMC Committees	Funding for evaluator	Completed evaluation

Action Planning Worksheet

Goal/Priority Area: Coordination/Support-Collectively impact DMC

Objective: Coordinate with existing stakeholders to impact DMC

Objectives/Tasks Specific, measurable, action oriented, realistic, time limited (but be thoughtful about how to actually pull it off):	Owner/ Responsible Person	Schedule		Who Else to Involve if Needed?	Support & Resources Needed	Indicators to Track & Outcome Measure(s) (How will I know when this task is done?)
		Start Date	End Date			
Ensure stakeholders are representative of the local community	Local and state leaders			n/a		Number of people hired
Engage families and clients in community planning and policy	Local and state stakeholders					Number of family members engaged
Collaborate with prevention coalitions (e.g., Tecums, Community Planning Teams) locally to actively engage DMC	Local stakeholders			n/a		Number of initiatives



Action Planning Worksheet

Goal/Priority Area: Education-Conversation-Use promising practices to address DMC at the local level

Objective: Educate stakeholders as well as local and state policy makers on community based efforts to address DMC

Objectives/Tasks Specific, measurable, action oriented, realistic, time limited (but be thoughtful about how to actually pull it off):	Owner/ Responsible Person	Schedule		Who Else to Involve if Needed?	Support & Resources Needed	Indicators to Track & Outcome Measure(s) (How will I know when this task is done?)
		Start Date	End Date			
Share information with state leaders on local efforts addressing DMC	County DMC Chair			State Policy Leaders		# of informational conversations Effective policy at the state level
Informational sharing between local jurisdictions concerning DMC	Crime Commission, NACO, NJJA			Local stakeholders	e-mail discussion group	# of e-mail topics discussed
Information on what is occurring across the nation on promising practices to track and address DMC (could occur during pre-existing NACO institutes and conferences)	Crime Commission, NACO, NJJA			Local leaders and stakeholders	Technical Assistance dollars	# of trainings provided
Host local lunch and learns	County DMC Comm			Community members		# of lunch and learns

Speakers Bureau on DMC	County DMC Comm		Community members		# of events spoken at
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