INDIANA JUVENILE JUSTICE EQUITY PLAN

FEDERAL FISCAL YEAR 2020 TITLE II

The Honorable Eric Holcomb, Governor

Mr. Devon McDonald, ICJI Executive Director

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4/13/2020

Per the Office of Juvenile Justice and Delinquency Prevention guidelines, the following model was utilized to present the Racial and Ethnic Disparities compliance report pursuant to the JJDP Act at 34 U.S.C. § 11133(a)(22).

I. IDENTIFICATION

Federal Fiscal Year 2019[1]		White Non-Hispanic	Black Non-Hispanic	American Indian Non-Hispanic	Asian Non-Hispanic	Hispanic	Total	FY18 Total Minority[2]	FY19 Total Minority[3]
2018 Census[4]	Population Data[5]	1,138,465	206,208	3,871	42,952	176,634	1,568,130	425,482	429,665
Arrest[6]	Number	8,719	4,221	13	76	1,281	15,407	7,751	5,591
	Percentage	0.77%	2.05%	0.34%	0.18%	0.73%	0.98%	1.82%	1.30%
Diversion	Number	5,345	2,030	6	44	710	8,771	4,606	2,790
	Percentage	0.47%	0.98%	0.15%	0.10%	0.40%	0.56%	1.08%	0.65%
Pretrial Detention	Number	1,384	1,341	3	21	281	3,247	2,528	1,646
	Percentage	0.12%	0.65%	0.08%	0.05%	0.16%	0.21%	0.59%	0.38%
Secure Confinement	Number	36	63	0	2	10	123	202	75
	Percentage	0.00%	0.03%	0.00%	0.00%	0.01%	0.01%	0.05%	0.02%
Transfer to Adult Court	Number	11	23	0	0	1	36	25	24
	Percentage	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.01%	0.01%

[1] Information regarding diversion, pretrial detention, secure confinement, and transfer to adult court was retrieved from the Indiana Court Information Technology Extranet (INcite) from 10/1/2018 to 9/30/19.

[2]&[3] All Minorities category is not exhaustive of all minority youth who live in Indiana. It is simply the sum of the outlined minority categories (Black, Hispanic, Asian, American Indian/Alaskan Native)

[4] Retrieved from Puzzanchera, C., Sladky, A. and Kang, W. (2018). "Easy Access to Juvenile Populations: 1990-2018." Online. Available: https://www.ojjdp.gov/ojstatbb/ezapop/

[5] Ages 0-17 for a given racial/ethnic category and total are represented.

[6] Comprehensive arrest data was unable to be obtained, therefore referral data was entered. This information was retrieved from the Indiana Court Information Technology Extranet (INcite).

Identify the problem		
Contact Points	**Percent of total minority**	**Problem Statement**
Referral[7]	1.30%	A higher percentage of all minority youth are being arrested/referred to the juvenile justice system compared to their majority youth counterparts, 1.30% compared to .77% of White youth.
Diversion	0.65%	A higher percentage of all minority youth are being sent to diversion compared to their majority youth counterparts, .65% compared to 0.47% of White youth.
Pretrial Detention	0.38%	A higher percentage of all minority youth are being detained compared to their majority youth counterparts, .38% compared to .12% of White youth.
Secure Confinement	0.02%	A higher percentage of all minority youth are being confined compared to their majority youth counterparts, 0.02% compared to 0.00% of white youth.
Transfer to Adult Court	0.01%	A higher percentage of all minority youth are being transferred to adult court compared to their majority youth counterparts, 0.01% compared to 0.00%.

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[7] Because Indiana operates under a bifurcated system, ICJI was unable to obtain comprehensive arrest data. Therefore, referral information was added to best address juvenile entry into the justice system.

II. ACTION PLAN

What do your RED numbers tell you about your jurisdiction?

Referral	2018 (%)	2019 (%)	% Change
White	1.10%	0.77%	-31%
Black	2.85%	2.05%	-28%
American Indian	0.38%	0.34%	-13%
Asian	0.45%	0.18%	-59%
Hispanic	0.97%	0.73%	-25%
Diversion	**2018 (%)**	**2019 (%)**	**% Change**
White	0.75%	0.47%	-38%
Black	1.64%	0.98%	-40%
American Indian	0.23%	0.15%	-33%
Asian	0.32%	0.10%	-67%
Hispanic	0.63%	0.40%	-36%
Pretrial Detention	**2018 (%)**	**2019 (%)**	**% Change**
White	0.21%	0.12%	-44%
Black	0.98%	0.65%	-34%
American Indian	0.10%	0.08%	-25%
Asian	0.14%	0.05%	-64%
Hispanic	0.25%	0.16%	-37%
Secure Confinement	**FY 2018 (%)**	**2019 (%)**	**% Change**
White	0.01%	0.00%	-67%
Black	0.08%	0.03%	-63%
American Indian	0.00%	0.00%	0%
Asian	0.00%	0.00%	0%
Hispanic	0.02%	0.01%	-67%
Transfer to Adult Court	**FY 2018 (%)**	**2019 (%)**	**% Change**
White	0.00%	0.00%	-50%
Black	0.01%	0.01%	10%
American Indian	0.00%	0.00%	0%
Asian	0.00%	0.00%	0%

Hispanic	0.00%	0.00%	-75%

Green highlight = positive change

Red highlight = negative change

No highlight = no change

Although the data shows positive change for all youth at referral, diversion, detention, and secure confinement. The percentage of the Black/African American youth population impacted at all decision points reported is consistently higher than their other youth counterparts. Furthermore, the percentage of the Hispanic youth population affected by a respective decision point is consistently the second-highest impacted minority youth category.

What would success in RED reduction look like for your state?

A movement toward achieving the following goals would lead to RED reduction:

- Establishing a RED Subcommittee to advise state-level juvenile justice improvement efforts;
- Identifying additional factors that contribute to disparities in the juvenile justice system;
- Advancing juvenile justice system stakeholders' awareness and understanding of equity-related matters for equitable placement decisions;
- Increasing the awareness and understanding of equity-related issues among juvenile justice decision makers;
- Broadening and strengthening technical assistance to counties with statistically significant RRIs in a given contact point to identify and/or address equity-related concerns;
- Reducing disproportionality for Black/African American and Hispanic youth contacting the juvenile justice system, with a specific emphasis on the referral contact point;
- Increasing efforts to broaden and strengthen alternatives to detention; and
- Increasing equitable diversion opportunities for all youth.

How much do you want to reduce RED next year?

Indiana wants to see a reduction in the number of unsubstantiated referrals for Black/African American youth in Vanderburgh County.

Indiana also wants to improve the quality of RED data for Elkhart, Monroe, and Vanderburgh Counties.

Is that reasonable? If yes, why?

Yes. ICJI has active Title II Formula grant programs and has funded a program specific to equity-related issues, which has the capability of reaching the majority of the total youth population in the target county to reduce unsubstantiated referrals.

Yes. The State's Youth Equity Program Manager is actively working with stakeholders in the community to provide technical assistance, present at conferences, and participate in youth equity-related workgroups.

What do you need from OJJDP to be successful with your plan?

Provide an onboarding training/webinar for new RED coordinators. Ideas for webinars on RED related matters may include institutional structural racism, implicit bias, and success stories of systemic changes from other states, to name a few.

What safeguards will you put in place to ensure that, as you work to reduce RED, you are still protecting the public, holding youth accountable, and equipping youth to live crime-free, productive lives?

Indiana Criminal Justice Institute will ensure the federal law, the State of Indiana's law, and compliance standards are all executed.

GOAL: <u>Improve adequate and transparent racial and ethnic data collection, evaluation, and collaboration.</u>

Objectives/Tasks: Specific, measurable, action-oriented, realistic, time-limited	Indicators to Track & Outcome Measure(s) (How will I know when this task is done?)
Continue to ensure all counties report data quarterly in the state RED INcite application, and that ICJI analyzes said data on an annual basis	- Support the Office of Judicial Administration in monitoring and collecting RED data per Indiana Administrative Rule 1G - Identify and, when possible, address data collection issues - Quarterly download, save, and review data from INcite database
Provide RED data interpretation assistance, resources, and other technical assistance to key stakeholders and counties	- Create and disseminate RRI documents to juvenile judges in 92 counties - Present at Juvenile Justice Conference - Improve data quality in Elkhart, Monroe, and Vanderburgh counties
Improve the equity of referrals to juvenile courts to focus on behaviors and actions that violate the law, regardless of a youth's race/ethnicity, gender, or geography	- Complete phase 1 of 3 research to study correlated factors by using a multivariate statistical model - Collaborate with the source(s) to address causes, service gaps, and alternatives
Improve the implementation and delivery of effective racial and ethnic disparities reduction efforts	Develop and disseminate tools and strategies needed to improve the quality of racial and ethnic disparities reduction efforts by coordinating with Great Lakes Prevention Technology Transfer Center (Great Lakes PTTC) Network

GOAL: Protect the legal rights of juveniles and ensure appropriate intervention in all cases, regardless of a youth's race, gender, or geography.

Objectives/Tasks: Specific, measurable, action-oriented, realistic, time-limited	Indicators to Track & Outcome Measure(s) (How will I know when this task is done?)
Ensure youth of color are considered when policies are developed or revised by actively participating in juvenile justice improvement efforts	Participate in upcoming equity-related training and events, including but not limited to the following: • Present at Probation Officers Professional Association of Indiana Inc. Conference • Participate in Indiana Youth Services Association's panel discussion • Present at Indiana Disproportionate Minority Contact Committee • Present to Juvenile Justice Improvement Committee • Regularly attend JDAI's State Steering Committee; Race, Equity, and Inclusion workshops; Education and Training Subcommittee; and Equity Policy Academy Planning calls and meetings • Regularly attend Marion County Youth Violence Prevention Coalition Meetings • Regularly attend Commission on Improving the Status of Children in Indiana's Equity, inclusion and Cultural Competence committee meetings and events • Regularly Participate in Division of Mental Health and Addiction's Cultural Competency related events and conferences
Facilitate the implementation of delinquency prevention activities and systems improvement efforts to decrease disproportionalities and increase equity in the State of Indiana's' juvenile justice system	• Support communities in their efforts to prevent disproportionate discipline referrals and contacts with the legal system by encouraging agencies to apply for 2020 calendar years' competitive Title II Formula Grant monies • Monitor 2020 Title II Formula Grant recipient's equity-related work performance • Provide technical assistance to Title II Formula Grant recipients to achieve their equity-related goals

Ensure youth of color are considered when facilitating state-level juvenile justice planning, policy development, and administrating juvenile justice funds	Review all sub-grant application, proposals, and funding recommendations
Maintain a strong and thorough understanding of the federal and state laws, policies, and practice models, including the Juvenile Justice Delinquency Prevention Act	Monitor federal and state legislation

III. OUTCOME-BASED EVALUATION

What are your new numbers?

Please review the data chart on page 2

Did you meet your goal? If yes, what worked?

Goal	Met-Yes/No	Comments/Notes What worked? What didn't? Keep it brief
1- State Goal Reduce the number of unsubstantiated referrals for Black/ African American and Hispanic youth in 1 county	Yes	Number of referrals in FY19 data compared to FY18 data • 15% reduction in Black/ African American youth referrals • 27% reduction in Hispanic youth referrals
2- State Goal Bring 4/11 Tittle II Grant Project counties Relative Rate Index numbers to a more equitable standing at one or more contact points	Yes	Data indicates that 7 out of the 11 Title II project counties' numbers are now at a more equitable standing point at referrals and/or diversion contact points
3- State Goal Pinpoint 2 additional factors contributing to inequalities	Yes	Worked with Indiana Court Technology and obtained additional data points (case-level data by gender and geographic statistical areas) that may inform the study of disproportionality in Indiana.
4- State Goal Target probation officers to increase their knowledge and understanding related to youth equity matters	No	Complications in being able to attend training

What drove the success?

We believe some of the biggest success were as follows:

- Juvenile Detention Alternative Initiatives' (JDAI) Race, Equity, and Inclusion (REI) lead County Project efforts.

  10 JDAI sites were selected for the REI lead county project, of which, 4 were provided education and training and the remaining 6 were provided intensive technical assistance.

- The Evansville Vanderburgh School Corporation's (EVSC) Social-Emotional Learning (SEL) project efforts.

  The SEL approach was implemented at EVSC schools to decrease the discipline gap between black and multiracial students and white students.

- ICJI's Technical Assistance to individual counties and continued participation in state and local-level RED related efforts.

  The Youth Equity Program Manager worked with 10 willing and able counties.

If no, what were the barriers? How might you overcome those next year? What partners do you need?

ICJI was not able to meet our 4th goal of target probation officers to increase their knowledge and understanding related to youth equity matters due to complications in the Youth Equity Program Manager being able to attend training.

Shifting federal project officers and the departure of the Director of the Youth Division led to a reduced ability to respond in a nimble manner to needed modifications. The merger of the Youth and Behavioral Health Division and inclusion of all Title II staff in the revision of the three-year-plan should prevent these issues in the future.

How can OJJDP help you next year? What do you need from us?

Provide an onboarding training/webinar for new RED coordinators. Ideas for webinars on RED related matters may include institutional structural racism, implicit bias, and success stories of systemic changes from other states, to name a few.

What are your goals for next year?

Please review pages 5 & 7-9