

SAFETY AND JUSTICE CHALLENGE (SJC): ADDRESSING RACIAL AND ETHNIC DISPARITIES

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Introduction from the Foundation

- Why is this work important to the SJC?

Agenda



ADDRESSING
RACIAL AND ETHNIC
DISPARITIES:
CHARACTERISTICS
OF A SUCCESSFUL
SJC SITE



PROCESS FOR
IDENTIFYING
TARGETS FOR
REDUCING RACIAL
AND ETHNIC
DISPARITIES



RACIAL AND
ETHNIC
DISPARITIES
RESOURCE PAGE
ON THE SJC
EXCHANGE



NEXT STEPS

Addressing Racial and Ethnic Disparities: Characteristics of a Successful SJC Site



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Characteristics of a Successful SJC Site

Leadership is committed to an iterative process that seeks to achieve measurable reductions in racial and ethnic disparities in the criminal justice system and is willing to be held publicly accountable for results.

Developed a structure for collaboration and action to address racial and ethnic disparities that includes both government and community members.

Characteristics of a Successful SJC Site Continued

Gathered quantitative and qualitative data identifying racial and ethnic disparities across justice system decision points and potential drivers of those disparities.

Implemented strategies, informed by robust quantitative and qualitative data, that purposefully seek to increase racial equity in the criminal justice system.

Characteristics of a Successful SJC Site Continued

Achieved measurable reductions in racial and ethnic disparities in the criminal justice system by reducing the system involvement of people of color.

Developed a plan to maintain efforts to reduce racial and ethnic disparities on an ongoing basis.

Questions and Answers



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Process for Identifying Targets for Reducing Racial and Ethnic Disparities



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Steps in the Process



1. Identify or Create a Working Group or Working Groups to Focus on Racial and Ethnic Disparities

- ✓ Determine whether work aligns with the goals of an existing group.
 - If not, create a group committed to developing strategies and goals to reduce racial and ethnic disparities.
 - Ensure community members are engaged with the work.
- ✓ Integrate working group into decision-making and implementation processes of other SJC working groups.

2. Analyze Disparities Across the Criminal Justice System

- ✓ Analyze data across SJC decision points to identify whether and to what extent racial and ethnic disparities exist.
- ✓ Examine drivers of disparities.
- ✓ Supplement quantitative data with qualitative data gathered from community members.
- ✓ Use information gathered to identify target populations.

3. Develop or Adjust Strategies to Incorporate a Focus on Disparities

- ✓ Determine whether current jail reduction strategies target drivers of disparity.
- ✓ If not, site can:
 - Adjust existing strategies.
 - Develop new strategies.

4. Develop Goals for Reducing Racial and Ethnic Disparities

✓ Goals should be:

- Realistic
- Based on information gathered in steps 2 and 3

✓ May be general or include numeric targets.

✓ SJC site coordinators and partner agencies are available to assist.

5. Monitor and Evaluate Impacts

- ✓ Three types of performance measures SJC sites should look at:

1) Process Measures

2) Outcomes

3) Trends

Questions and Answers



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Racial and Ethnic Disparities Resource Page on the Safety and Justice Challenge Exchange (SJCX) Website



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Disparities Resource Page on SJCX



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Racial & Ethnic Disparities


A foundational step in doing effective work to promote racial and ethnic equity is to develop a correct analysis of the root causes and interlocking societal failures which work together to produce the persistent inequities we see both within and outside of the justice apparatus. Stakeholders must develop a shared understanding of racism and the factors that continue to produce inequitable outcomes. They also must adopt shared language and goals for change.

To assist Safety and Justice Challenge sites in establishing this shared knowledge base, we have compiled a multi-media bibliography. Everyone has different styles of learning, so our curated page includes articles, research papers, blogs, books, podcasts, and videos.


We hope these resources help to promote insight into the contemporary context and challenges of working for equity. This includes connecting the dots between history, current policies and practices, and present day racial and ethnic disparities. We encourage you to use these resources to stimulate critical and analytical thinking to push beyond your comfort zones and foster a shared understanding of the problems and potential solutions. It is in this critical context that all of the tools and resources provided through the SJC network must be utilized.




Tools




Structural Racism



History



Stakeholder Resources



Implicit Bias

SJCX Resource Page

Questions and Answers



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Next Steps



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Next Steps



Expectations



Timelines



Deliverables



Schedule for
webinar series

Questions and Answers



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