

Safety and Justice Challenge: Engaging the Community in Addressing Racial and Ethnic Disparities

August 12, 2019



Supported by the John D. and Catherine T. MacArthur Foundation

Pillars of the Initiative



Agenda

Recap of Webinar 1: Framework for addressing Racial and Ethnic Disparities

Agenda Overview

- Introductions
- What is community engagement?
- Structures of community engagement
- Examples/Stories of the impact of community engagement
- Evaluation of community engagement
- Next steps

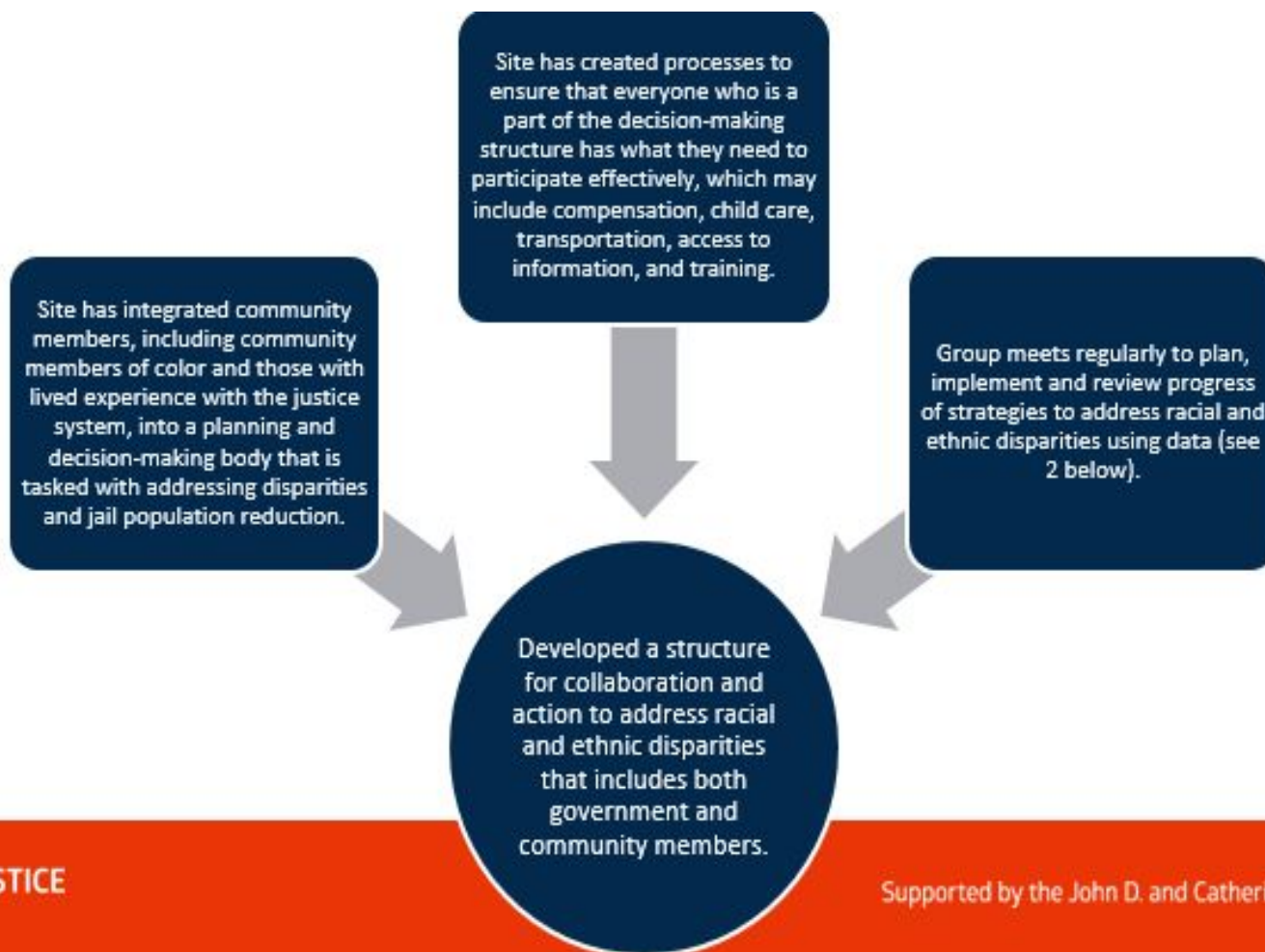
Characteristics of a Successful SJC Site

Characteristics of successful SJC jurisdictions	Indicators/Benchmarks
1) Leadership in the jurisdiction is committed to a 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 the results of this work.	<p>Key leaders in the jurisdiction have made internal (e.g. to staff) and public statements owning responsibility for reducing racial and ethnic disparities and the goals that will be set. They have expressed commitment to using a data-driven and transparent process.</p> <p>Strategies to reduce racial and ethnic disparities have been allocated the resources that are needed to be successful.</p> <p>Leadership has committed to giving the public access to regularly updated information about the site's progress towards their goals.</p>
2) Developed a structure for collaboration and action to address racial and ethnic disparities that includes both government and community members. The group responsible for this work is able to sustain an on-going process of system improvement working towards the goal of a fair and equitable justice system.	<p>Site has integrated community members, including community members of color and those with lived experience with the justice system, into a planning and decision-making body that is tasked with addressing disparities and jail population reduction.</p> <p>Site has created processes to ensure that everyone who is a part of the decision-making structure has what they need to participate effectively, which may include compensation, child care, transportation, access to information, and training.</p> <p>Group meets regularly to plan, implement and review progress of strategies to address racial and ethnic disparities using data (see 2 below).</p>

Characteristics of a Successful SJC Site

Characteristics of successful SJC jurisdictions	Indicators/Benchmarks
3) Gathered quantitative and qualitative data identifying racial and ethnic disparities across justice system decision points and potential drivers of those disparities.	Implemented processes for collecting quantitative data about race and ethnicity in the jail and local justice system and made improving data collection a priority.
	Used qualitative information from those with deep knowledge of the system, especially community members of color and people with lived experience, to inform the analysis of quantitative data and identify specific targets for reform.
	Analyzed the data collected to understand where and why disparities exist across the justice system.
4) Implemented strategies that are informed by robust quantitative and qualitative data and that purposefully seek to increase racial equity in the criminal justice system.	Designed strategies that target the specific drivers of incarceration and inequity for people of color as identified through the quantitative and qualitative analysis of the jurisdiction's data across system decision points.
	Used data to understand the potential impacts of the strategies on disparities in the targeted areas of the criminal justice system.
	Set quantitative baseline(s) and goal(s) for targeted strategies.
	Implemented strategies that target the decision point/s in the site's criminal justice system where significant disparities exist for people of color.
5) Achieved measurable reductions in racial and ethnic disparities in the criminal justice system by reducing the system involvement of people of color.	Documented reductions in the system involvement of people of color and reduced disparities.
	Established mechanisms for regular review of the data to track progress, identify what works and what doesn't, and develop new strategies as needed.
	Identified how the site will sustain efforts to reduce racial and ethnic disparities in the criminal justice system.
6) Developed a plan to maintain efforts to reduce racial and ethnic disparities on an ongoing basis.	Documented how the site will keep the community and stakeholders engaged and informed about ongoing work to reduce racial and ethnic disparities.

Developing a Collaborative Structure



The W. Haywood Burns Institute (BI)

Our Work

The Burns Institute works to eliminate racial and ethnic disparities in the justice system by building a community-centered response to reducing justice system involvement for people of color.

Our Expertise

Facilitate community and system stakeholders through a data-driven process aimed at creating community-based alternatives to secure detention

Experience in consulting with over 200 jurisdictions nationwide to reduce racial and ethnic disparities in the justice system

Nexus Community Partners

Our Mission

To build more powerful and engaged communities of color by supporting community-building initiatives that expand community wealth and foster social and human capital.

Our Approach

Nexus supports strong, equitable and just communities in which all residents are engaged, are recognized as leaders and have pathways to opportunities. The key to building more engaged and powerful communities of color lies in the dynamic relationship between authorship, leadership and ownership.

In a strong, equitable and just community, all members are engaged in and have authorship of their lives and their future. Nexus builds infrastructure for stronger community engagement learning and practice.

Everyday Democracy

Everyday Democracy uses a community engagement approach called “dialogue to change” that allows everyday people and justice system stakeholders to share their perspectives, carefully consider the issues at hand, and develop next steps that community members and system actors can implement together.

Our approach includes supporting communities in learning how to bring diverse stakeholders together in conversation, training local people to facilitate difficult conversations across difference, and focusing on multiple opportunities for dialogue that culminate in an action planning process. In this way - dialogue to change encourages people who have never engaged with each other to listen and learn from others, but also ensures that dialogue is connected to action. All of our work is done with a racial equity lens.

What are “Racial and Ethnic Disparities?”

Over-representation of people of color in the justice system

A comparison of percentages or rates of involvement for people of color vs. white people

Disparate treatment of people of color

Different treatment for similar behavior

Unnecessary entry into the justice system and/or deeper penetration into the justice system

System involvement for socio-economic factors (i.e. inability to pay bail)

The Framework: System Vs. Shopping Mall

Justice System – not a system

- No one is in charge
- No collective accountability for impact of decision making
- Lack transparency and become defensive about agency data

Justice System Functions like a shopping mall

- Must account for each departments role and organizational culture
- Must build a collaborative of key decision makers and community with direct experience must be engaged in a meaningful way...they are the only ones experiencing the entire system

Historical Importance of Community Involvement

- The first “Children’s Court” was developed in 1899 in Chicago by community activist Jane Addams.
- Probation was started in Boston by Shoemaker John Augustus who bailed out youth ranging in age from 7 – 15 years.
- Jane Addams and John Augustus represent the historical role of community members providing cutting edge leadership within youth justice reform movements of the past.
- A community activist and a shoemaker with no institutional authority were able to make lasting contributions to reform that to this day are still fundamental components of youth justice systems across the nation.

What is Community Engagement?

A process by which individuals* representing a particular constituency (i.e. directly impacted/formerly incarcerated, grassroots organizations, advocates, service providers, and traditional leaders) are meaningfully engaged in local/state efforts to reform the justice system.

**These individuals must be somehow impacted by the justice system and/or target population.*

Who Is “Community”?

Community members are diverse but should have connections to the system and to the appropriate neighborhoods:

- Traditional Leaders
- Service Providers
- Advocacy Groups
- Grassroots Organizations
- Individuals and Families Affected by the Justice System

Community Members Play Different Roles in the Process

- **Traditional Leaders**
 - See the big picture
 - Understand the importance of compromise
 - Capable of leveraging own power to keep things moving
 - Often have respect of system stakeholders
- **Service Providers**
 - Can serve as alternatives to detention/system involvement,
 - Have community and system connections
 - May not be in position to “push” too hard
- **Advocacy Groups**
 - Possess specific knowledge and expertise of local policy, practice and legislative issues
 - Provide strategy for moving forward as well as sense of urgency

Community Members Play Different Roles in the Process

- **Grassroots Organizations:**

- Focused on the community and individual needs of their members
- Focused more on the people involved rather than the efficiency of the justice system
- Help create a sense of urgency
- Raise issues that are often perceived as beyond the scope of traditional reform

- **Directly Impacted Individuals and Families:**

- Have personally experienced the justice system
- Provide a sense of urgency and raise the level of intensity within the meeting or the process
- Often need to see some concrete changes to the system

Why Involve the Community?

- **Sense of Urgency**
 - Community sees people in jail as their own, and thus, are the stakeholders who push the hardest for reform.
- **Appropriate Insight**
 - Community members, particularly from the areas contributing to detention bring intimate knowledge and important insight about people in the community and the issues they face.
- **Necessary Resources**
 - Community members offer potential resources or conduit to resources within communities most impacted by system involvement. Often, these resources can be tapped as community based alternatives to formal system involvement.

Laying the Foundation

- **Trust & Respect:**
 - Relationships are the bedrock of community engagement. System and community stakeholders need trust and respect to deal with these tough and often emotional issues
- **Patience:**
 - Tension between system and community stakeholders is often a sign of movement towards addressing deep-rooted systemic issues
- **Selflessness:**
 - We must leave our egos at the door before entering this space

Essential Components of Community Engagement and Reducing Disparities

- Creating a Safe Space
- Collaborative Structure
- Purpose of Pretrial Jail
- Defining Success
- Leadership
- Data Driven

Community Engagement Strategies

- **Community Awareness**
 - Provide information to the community about the local reform efforts
 - Community Forums
 - Tabling at Community Events
 - Community “Coach Ups” on Justice Related Topics
- **Data Collection**
 - Utilize qualitative methods of data collection
 - Focus groups/Interviews/Surveys
 - Circles
 - Community Mapping

Community Engagement Strategies

- **Community Stakeholders**
 - Equal members at the decision making table w/shared power
 - Serve an advisory function (i.e. advisory councils)
- **Community Partnership and Collaborations**
 - Conduits to existing resources, programs, and supports within neighborhoods
 - Partners in developing, implementing, and sustaining innovative community-based alternatives to formal system involvement

What are the Responsibilities of System Stakeholders in Engaging Community?

- Logistical Considerations
- Transparency
- Power Sharing
- Open to Criticism
- Coach Ups

Implications for Missing Stakeholders

- **If traditional justice system stakeholders are missing:**
 - Lack of buy in and consensus on disparity reduction strategies
 - Inability to change policies and practices
 - Possibility of subversion
- **If non-traditional/community stakeholders are missing:**
 - Lack of urgency
 - Little or no system accountability to larger community
 - Inability to incorporate voice, insight, un-tapped resources
 - Minimizes opportunity for sustainability

Think About Timing

Bringing Community stakeholders in early allows for...

- Shared ownership of the process
- Community input into purpose and goals
- Increased buy-in from broader community
- Learning at the same pace
- Earlier identification of community expertise, support, and resources

Community Engagement Considerations

- **Develop Community Engagement Strategy**
 - Establish goals for why the collaborative would like to engage community based on target population data
 - What role they can play in the reform work
 - What are the intended outcomes for engaging community
- **Staffing/Roles**
 - Identify a point person whose role is to engage, orient, and support community stakeholders
 - Develop training / “coach up” materials
 - Provide ongoing coaching and support to community stakeholders
- **Incentivize Attendance**
 - Gift cards, stipends, opportunities to participate in SJC delegations to national gatherings, parking/mileage reimbursement, etc.
- **Engaging and Supporting Individuals/Families with Former Court Involvement**
 - Engage community partners that have existing relationships with impacted communities
 - Schedule meetings during times/locations that are accessible to community

Community Engagement Questions

- Is your governance structure conducive to community engagement (information exchange and power sharing)?
- Have you established consensus on the value of community engagement?
- Can you articulate the role each community representatives plays in your collaborative?
- Have you provided community representatives with training on the justice system (policies, practices, terminology, etc.)?

Community Engagement Recap

Community Engagement can be about who holds the power

- Who is being listened to?
- Who is doing the speaking?
- Whose ideas are being discussed or implemented?
- Who are the decision-makers?

Listening

- Who are you listening to?
 - People from impacted communities
 - System people
- How are you listening?
 - Listening Sessions
 - One-to-ones
 - Surveys
 - Committee Meetings

Informing

- Presentations
 - Large gatherings
 - Open houses
 - Committee meetings
- Dashboards
- Media communications
- Webinars

Listening Sessions/Presentations

- Listening sessions
 - Agenda setting
 - Time to speak
 - Note taking
 - Reporting back to community
- Presentations
 - Who is presenting
 - Presentation content
 - Takeaways
 - Evaluation and Observation
 - Notes/records

Collaborative/Committee

- Predominantly community members
 - Systems people staff the committee
 - Staff help create meeting space
 - Staff take notes and send out notes and agendas
- Community members chair the committee
- Community members set the agenda
- Committee decides its decision-making process
- Decisions have an impact
 - Decisions don't stay in the committee – move to bigger SJC structures like Coordinating Committee

Evaluating Community Engagement Progress (Pre-Steps)

- Identify purpose of engagement and desired outcomes prior to the process
- Assess readiness for engagement
- Define engagement
- Create an engagement plan
- Consider what kind of information is most needed at this time (broad scale point of view, details of personal experiences, etc.)

Evaluating Community Engagement Progress

- Pre/post engagement assessments
- Surveys after engagement events
- Focus groups
- Interviews with key stakeholders
- Ripple mapping
- Case studies (based on above data sources plus media coverage and document analysis)

Contact Information



Chris James: cjames@burnsinstitute.org

Airto Morales: amorales@burnsinstitute.org

W. Haywood Burns Institute

475 14th Street, Suite 800

Oakland, CA 94612

www.burnsinstitute.org

(415) 321-4100

Contact Information

Everyday Democracy

Gwen Whiting

gwhiting@everyday-democracy.org

Deloris Vaughn

dvaughn@everyday-democracy.org

Quixada Moore Vissing

qmoorevissing@everyday-democracy.org

(860) 928-2616

Contact Information

Nexus Community Partners

Avi Viswanathan

aviswanathan@nexuscp.org

Chalonne Wilson

cwilson@nexuscp.org

Nexus Community Partners

2314 University Ave, Suite 18

Saint Paul, MN 55114

Next Steps

Upcoming Racial and Ethnic Disparities Webinars:

September 13, 2019, 1:00-2:00pm EST: Communications & Messaging

M&R and MacArthur Foundation

Being Data-Informed: Racial and Ethnic Disparities Measures, Data
Collection, Analysis & Reporting (date forthcoming)

ISLG and Burns Institute

Questions and Answers



SafetyAndJusticeChallenge.org



SafetyAndJusticeChallenge.org