

Welcome!

Strategies to Address Racial and Ethnic Disparities (R/ED)

*Georgetown University's Center for Juvenile Justice Reform
R/ED Certificate Program*



2022 James E. Anderson Pennsylvania Conference on Juvenile Justice

Presenters

Michael Umpierre

Director, Georgetown University Center for
Juvenile Justice Reform

Pennsylvania State Team:

Hon. Royce Morris

Rhonda McKitten, Esq.

Dr. Francia Henry, Ph.D.

Pennsylvania County Teams:

Allegheny County , David Evrard and Shawn
Peck

Montgomery County, Hon. Christopher Creski
and Angela Bell, Esq.

Lehigh County, Kevin Miller and Shannon
Semmel

York County, Amy Evans and AliceAnne Frost

Welcome

Opening Remarks

&

Overview of the CJR Racial and Ethnic Disparities
Certificate Program

Michael Umpierre

Pennsylvania State Team

Team Composition, Role, and Goals

Hon. Royce Morris

Rhonda McKitten, Esq.

Dr. Francina Henry, Ph.D.

2021 Pennsylvania Reducing Racial and Ethnic Disparities Certificate Program

Allegheny County Team Capstone Project

Presented by: David Evrard, Assistant Chief Juvenile Probation Officer

Shawn Peck, Vice President of FirstMatch

Capstone Project Overview

The Allegheny County Team's Capstone Project seeks to address the disproportionate rate at which the Penn Hills Police Department arrests and refers Black youth to Allegheny County Juvenile Court through strengthening Allegheny County's school-justice partnership and implementing new tools and programs to bolster diversion efforts.

Goal #1

- Goal 1 – Expand Allegheny County Juvenile Court’s current school-justice partnership with the Penn Hills School District, established in 2019, to include the Penn Hills Police Department
- Goal 2 – Increase the Penn Hills Police Department’s use of diversion for non-violent, low-level offenses
- Goal 3 – Assist juvenile justice stakeholders in making data-informed decisions to ensure the equitable use of diversion through FirstMatch®

Key Deliverables

- Develop dashboards to reflect decision-making for diversion populations
- Determine current data collection processes used by Penn Hills Police Department when deciding to divert youth
- Enhance existing data collection process to ensure the same questions are used when diverting youth (fundamental fairness)
- Update MOU to expand diversion practices to include the Penn Hills Police beyond the school setting to the community setting
- Consider how to include Magistrate District Justice in the future
- Develop the descriptive analytics tool via FirstMatch[®]

Key Stakeholders

- Penn Hills Police Department
- Penn Hills School District
- Allegheny County Juvenile Probation
- Allegheny County Diversion Initiative
- Allegheny County District Attorney's Office
- Families & Youth
- Diversion Service Providers
- University McCourt School of Public Policy's Center for Juvenile Justice Reform (CJJR)
- Center for Children's Law and Policy (CCLP)
- Pennsylvania Commission on Crime and Delinquency (PCCD)

Potential Challenges/Barriers

- Stakeholder engagement & buy-in
- Data collection
- Sustainability
- Information gaps regarding diversion services

Measurements of Success

- Data findings to establish a baseline regarding the current partnerships
- Data verifying that policies and procedures are consistently applied
- Data from key stakeholders indicating consistent practices of fundamental fairness
- Regular data reports on use of diversion and referrals to court
- More equitable diversion decision making
- Increased opportunities for competency development and protective factors to ultimately improve youth, family, and community outcomes

FirstMatch®

- Intelligent application, powered by a trained algorithm, that compares the predictive factors of the referral to the historical outcomes achieved by a provider
- Creates a likelihood prediction of a selected outcome to inform decision makers

Role of FirstMatch®

- Assist juvenile justice professionals in mitigating racial and ethnic bias in decision-making through fundamental fairness at several crossroads within the juvenile justice system
- Ensure youth referral factors are analyzed with the same scientific process using the most up-to-date and relevant data available
- Take into account youth's unique characteristics to make a "fair" decision, with the understanding that some programs and providers work better with certain youth than others

Conclusion

David Evrard, Assistant Chief Juvenile Probation Officer



Reducing Racial & Ethnic Disparities

Abington School District Administration Building

3 December 2021

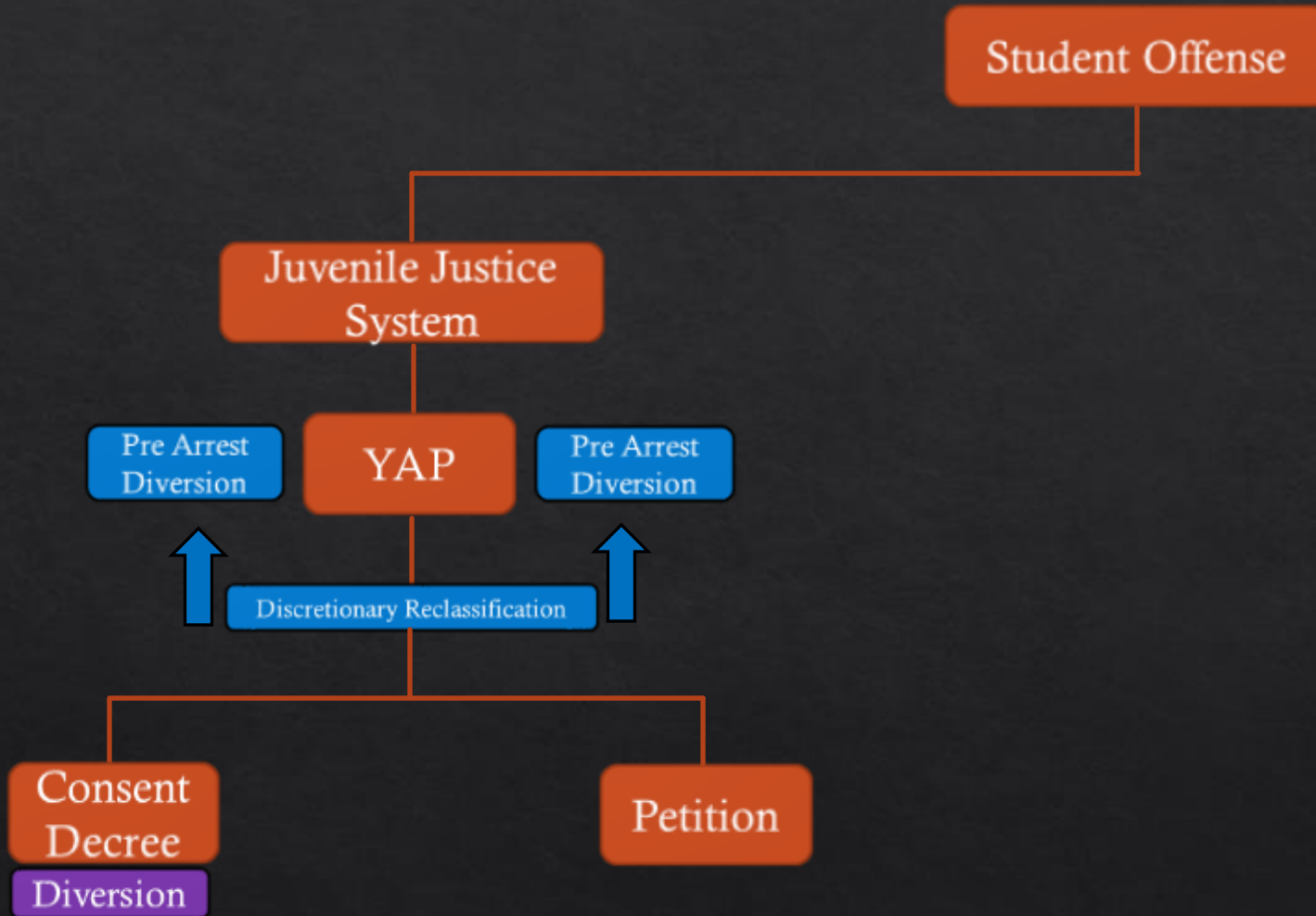


Reducing Racial & Ethnic Disparities





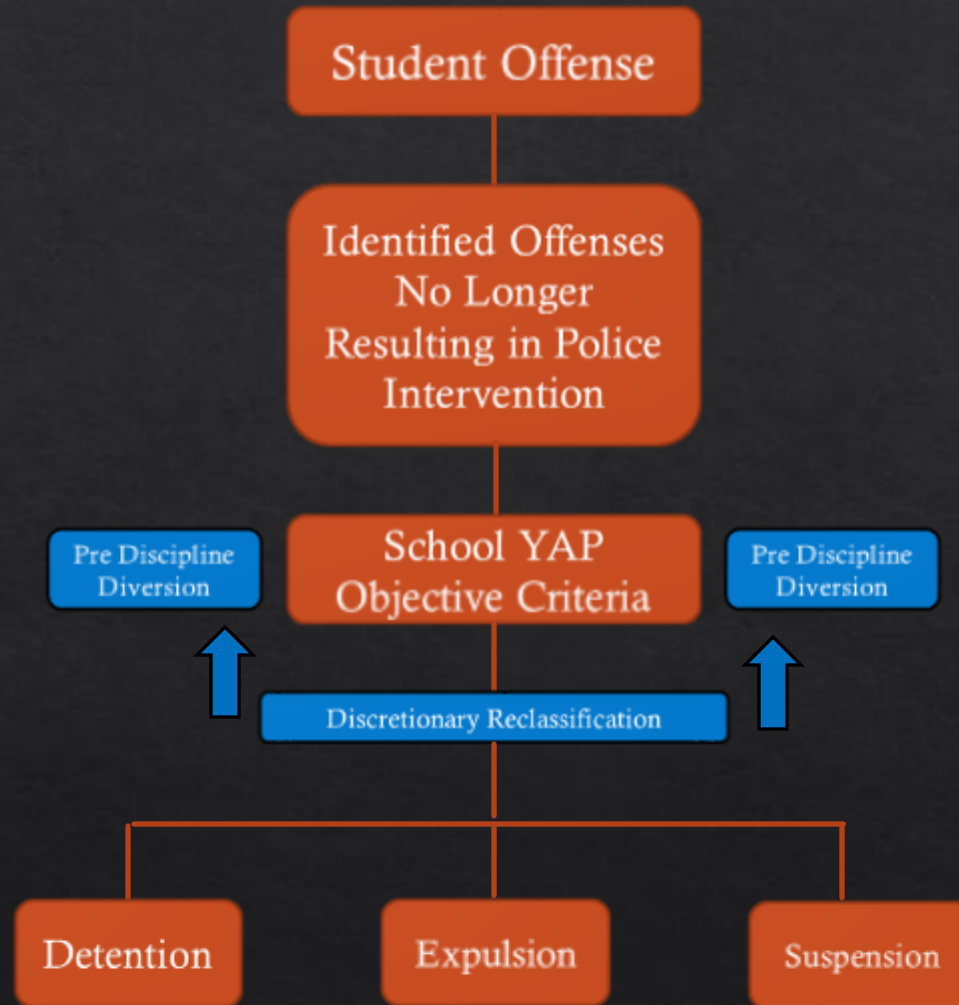
Reducing Racial & Ethnic Disparities



Pilot Program Step #1:
Juvenile Justice Restructure



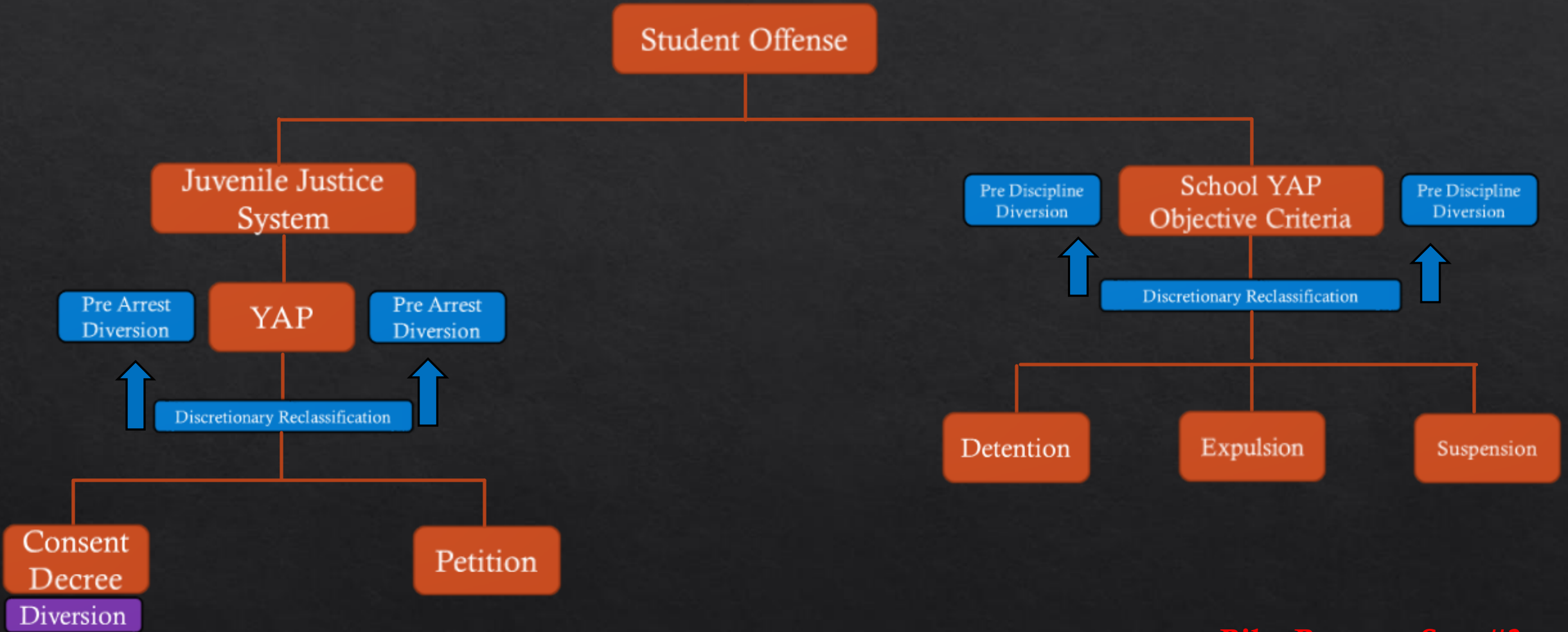
Reducing Racial & Ethnic Disparities



**Pilot Program Step #2:
School District Restructure
w/o Police Involvement**



Reducing Racial & Ethnic Disparities



Pilot Program Step #3:
Juvenile Justice Restructure
& School District
Restructure

LEHIGH COUNTY CAPSTONE

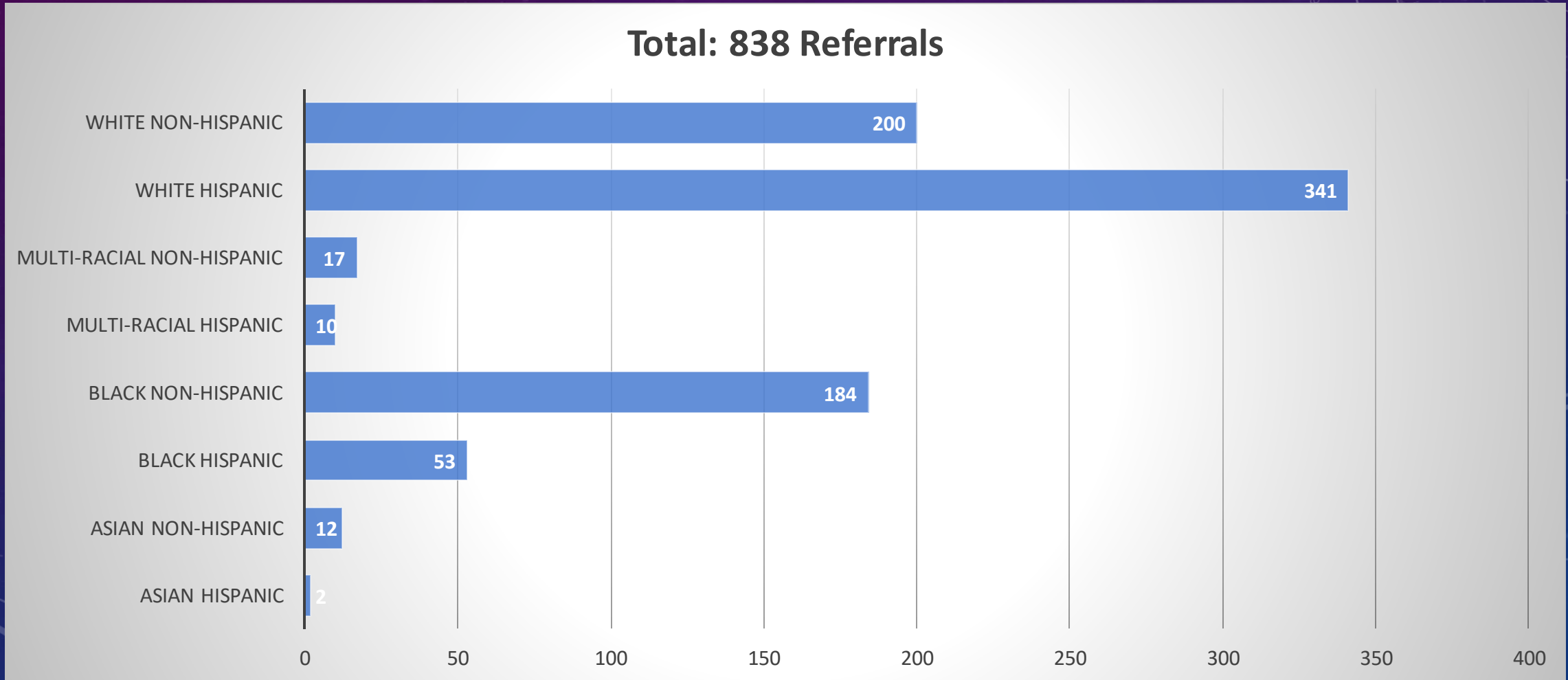
CAPSTONE PROJECT TEAM MEMBERS

- Laura Chisholm, Juvenile Probation
- Darian Colbert, Cohesion Network
- Jeff Dimmig, District Attorneys Office
- Theresa Loder, Court Administration
- Kevin Miller, Juvenile Probation
- Shannon Semmell, Juvenile Probation
- Courtney Wagaman, Impact Project
- Bill Williams, Allentown Police Department

OVERARCHING GOAL

To ensure youth of color are not moved “deeper in to the system” and are Adjudicated Delinquent and placed on Official Probation or even placed in a residential placement for similar delinquent behaviors at a higher rate compared to White Non-Hispanic youth.

2019 REFERRALS TO JPO



INITIAL GOALS

- Ensure Lehigh County Juvenile Probation Department's Intake Guide is equitable and is not racially and culturally biased
- Examine and analyze overall use of Informal Adjustments (IA's) Consent Decrees (CD's), along with School Justice Panels (SJP), and Community Justice Panels (CJP)
- Ensure that the SJP's and CJP's are culturally responsive and logistically competent

ACTION PLAN / STRATEGIES

- Consider aggravating and or mitigating circumstances when determining disposition
- Prohibit a positive marijuana screening (obtained during an intake interview) from determining disposition
- Ongoing data collection, review & analysis
- Allow youth to be re-referred to CJP/SJP if youth was not initially successfully in completing requirements
- Review race, ethnicity and cultural composition of CJP/SJP panelists, along with meeting times and locations

York Team: Gov't, Justice, Community

- **Officer Chris Batten** – York City Police Department
- **Joe Morales** – York County Chief Opportunity Officer
- **Stephanie Lombardo** – District Attorney's Office
- **April Billet** – Chief Juvenile Probation Officer
- **Amy Evans** – Community Action for Recovery & Diversion
- **The Honorable Michael W. Flannelly** – Juvenile Court Bench
- **AliceAnne Frost** – The Program, It's About Change



Decision Point: Juvenile Detention

Key Activities

- Analyzing 188 cases from 2018-21
- 50 family and youth interviews
- Develop/implement recommendations

Vetting through Joint Consumer Advisory Board

- Family and youth engagement
- Proposed systems & community changes
- Building trust

Questions

- What factors led to decision to detain?
- What family/community circumstances contributed?
- What could have prevented it?
- What were youth and family experiences like?
- How can we make those experiences better?
- How can we reduce disparities?



Interview Considerations

What to ask

Who's asking

Establishing trust

Being trauma-informed

Consent and compensation

Initial Findings



- Black and Hispanic youth are over-represented, both before and after adjudication
- White youth spend significantly less time in pre-adjudicatory detention (approx. 10 days vs. 30 days for youth of color)
- Youth of color are more likely to score moderate or high on the YLS, particularly Black youth
- Youth of color are more likely to have needs related to education, employment, family circumstances and parenting.

Project Future Focus

Overview	A community-based youth reentry program dedicated to providing interventions, services and supports to at risk individuals.
Target Population	Individuals ages 15-24 who are returning from placement, York County Prison, on probation or who have been identified as “at-risk”.
Provide	Case management, service planning, referrals to community agencies and partners focused on meeting individual education, employment, behavioral health and other basic needs.
Goals	DECREASE in truancy; gun / gang violence; recidivism. INCREASE in employment placements; HS diplomas / equivalency; sustained housing placements; family stability in homes or aftercare; and expanded trust and engagement with community supports for safe/healthy living choices.

Successes

- Truant, at-risk youth are engaging
- Endless Opportunities tour
- Focus on each participant as a person



Thank You!
