

**DOUGLAS COUNTY JDAI WORK PLAN 2015  
DMC WORKING GROUP**

Strategy	Action Steps	Target Date	Status End of Q2	Responsible Parties	Resources Needed	Evidence-Based Practice
<p><b>1)</b> To review and analyze data related to minority youth in Douglas County and develop strategies and make recommendations to reduce and eventually eliminate issues of Disproportionate Minority Contact within the target populations that have been identified as indicated by the Community Plan.</p>	<p>a. Review the QRS data quarterly to identify ongoing concerns regarding disproportionate representation of youth of color in detention</p>	<p>Current</p>	<p>Ongoing</p>	<p>Mark Leflore and Lavon Stennis-Williams – DMC co-chairs with JDAI Coordinator</p>	<p>Information sharing from Juvenile Probation QRS</p>	<p>Is the proposed program a model, best-practice, evidence-based, or promising practice program? <input checked="" type="checkbox"/> Yes   <input type="checkbox"/> No</p> <p><b>Anne E Casey Foundation</b></p> <p><b>Outcomes:</b> Is this program being evaluated? Explain evaluation and outcome data that establishes this as an effective program.</p> <p>Data will be reviewed and evaluated monthly by the working group.</p>
	<p>b. Review monthly detention data and law enforcement data</p>			<p>Mark Leflore and Lavon Stennis-Williams – DMC co-chairs with JDAI Coordinator</p>	<p>Information sharing form LE and DCYC</p>	
	<p>C Analyze data obtained above at each DMC meeting and identify potential issues of DMC and recommend changes to policy/procedure as a result.</p>			<p>Mark Leflore and Lavon Stennis-Williams – DMC co-chairs with JDAI Coordinator</p>	<p>Representation from community agencies at the DMC group</p>	

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<p><b>2)</b></p> <p><b>To utilize the Collaborative approach and the use of data to determine effects of system related response on youth of color in Douglas County. The DMC group will, through the use of data, identify appropriate Alternatives to Detention for minority youth populations to be created within the community that the youth resides.</b></p>	<p>a. Review data from the QRS and community agencies related to Alternatives to Detention utilized by minority youth and the success rates of the programs.</p>	11-01-2015	In process	Mark Leflore and Lavon Stennis-Williams – DMC co-chairs with JDAI Coordinator	Information sharing between working group, JDAI, Probation and the ATD providers.	<p>Is the proposed program a model, best-practice, evidence-based, or promising practice program?</p> <p><input checked="" type="checkbox"/> Yes   <input type="checkbox"/> No</p> <p>Outcomes: Is this program being evaluated? Explain evaluation and outcome data that establishes this as an effective program.</p> <p>Data will be reviewed and evaluated monthly by the working group.</p>
	<p>b. To review the continuum of services in Douglas County and based on the data reviewed above determine which ATD programs are not effective for this population of youth.</p>	11-01-2015	In process	Mark Leflore and Lavon Stennis-Williams – DMC co-chairs with JDAI Coordinator	Representation from community agencies at the DMC group	
	<p>c. Identify gaps in service delivery within the community these youth live and identify appropriate/culturally competent service delivery to these youth and their families.</p>	11-01-2015	In process	Mark Leflore and Lavon Stennis-Williams – DMC co-chairs with JDAI Coordinator	Representation from community agencies at the DMC group	
	<p>d. The DMC group will move any recommendations forward to the ATD committee for further review and possible action.</p>	Current	Ongoing	Mark Leflore and Lavon Stennis-Williams – DMC co-chairs with JDAI Coordinator	Collaboration and information sharing between JDAI working groups and DMC working group	

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	<p>e. The DMC group will provide training related to cultural competency and DMC to stakeholder groups, community at large and community providers.</p>	Current	Ongoing	Mark Leflore and Lavon Stennis-Williams – DMC co-chairs with JDAI Coordinator	Collaboration and information sharing between JDAI working groups and all stakeholder groups.	
<p><b>3) To increase community awareness of issues surrounding DMC and to create a community survey to understand the warrant population in Douglas County. The DMC group also aims to increase family engagement in the Juvenile Justice System. The DMC group aims to engage affected populations and stakeholders. The DMC group also aims to assist parents/caregivers resolve conflict that often contribute to the youth leaving home.</b></p>	<p>a. Create a survey to be given to youth who have been on run to determine if policy/procedure changes can be suggested based on the data.</p> <p>b. Develop a Community Awareness Sub-group that will be responsible for disseminating information to the community.</p> <p>c. Create a survey for parents of detained youth to assess needs regarding visitation, parents supports or navigating through the Juvenile Justice System.</p> <p>d. The DMC group will research and create training opportunities for caregivers of youth in the community. The training will focus on parenting education to provide assistance and to grow parental capacities with the goal of reducing the reliance of families on</p>	06-01-2015	<p>Survey complete</p> <p>In process</p> <p>In process</p> <p>In process</p>	Mark LeFlore, Lavon Stennis-Williams co-chairs with Dr. Justice Braimah and JDAI Coordinator	<p>Information sharing between working group, JDAI, Probation and the ATD providers. Participation by community agencies will also be needed to achieve this.</p>	<p>Is the proposed program a model, best-practice, evidence-based, or promising practice program?</p> <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p><b>Anne E Casey Foundation</b></p> <p><b>Outcomes:</b> Is this program being evaluated? Explain evaluation and outcome data that establishes this as an effective program.</p> <p>Data will be reviewed and evaluated</p>

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	Law Enforcement and other system agencies.					monthly by the working group.
	e. The DMC Group will collaborate with Operation Youth Success (OYS) Family Working group to reduce the reliance on Law Enforcement for service response.		In process			

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<p><b>4) The DMC group will request that each JDAI working group develop a specific plan of action and a commitment statement to reduce and eventually eliminate DMC and DMI (disproportional minority impact) among all juvenile justice points. This will assist DMC in future planning to identify and develop strategies to address issues of DMC within target populations as called for by the Community Plan.</b></p>	<p>a. Provide a written request to all JDAI workgroups to develop a plan of action and commitment related to DMC</p>	<p>11-01-2015</p>	<p>Ongoing</p>	<p>Mark Leflore and Lavon Stennis-Williams – DMC co-chairs with JDAI Coordinator</p>	<p>Information sharing between working group, JDAI, Probation and the ATD providers. Participation by community agencies will also be needed to achieve this.</p>	<p>Is the proposed program a model, best-practice, evidence-based, or promising practice program?</p> <p><input checked="" type="checkbox"/> Yes    <input type="checkbox"/> No</p>
	<p>b. To review data to determine 1 – system points of juvenile justice and 2- system points in which DMC is present</p>	<p>12-01-2015</p>	<p>Ongoing</p>	<p>Mark Leflore and Lavon Stennis-Williams – DMC co-chairs with JDAI Coordinator</p>	<p>Information sharing between working group, JDAI, Probation and the ATD providers. Participation by community agencies will also be needed to achieve this.</p>	<p><b>Anne E Casey Foundation</b> <b>Outcomes:</b> Is this program being evaluated? Explain evaluation and outcome data that establishes this as an effective program.</p>
	<p>c. Collaborate with appropriate stakeholders at each system point to develop strategies to improve and eventually eliminate DMC and DMI within the identified system points.</p>	<p>02-01-2015</p>	<p>Ongoing</p>	<p>Mark Leflore and Lavon Stennis-Williams – DMC co-chairs with JDAI Coordinator</p>	<p>Information sharing between working group, JDAI, Probation and the ATD providers. Participation by community agencies will also be needed to achieve this.</p>	<p>Data will be reviewed and evaluated monthly by the working group.</p>
	<p>d. To inform stakeholders regarding DMC issues at each system point and to educate all providers regarding the importance of a racial, ethnigc and culturally diverse staff to work with youth and families.</p>	<p>03-01-2015</p>	<p>Ongoing</p>	<p>Mark Leflore and Lavon Stennis-Williams – DMC co-chairs with JDAI Coordinator</p>	<p>Information sharing between working group, JDAI, Probation and the ATD providers. Participation by community agencies will also be needed to achieve this.</p>	

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<p>5) To provide a point of central information sharing, communication, collaboration and training in Douglas County related to issue of DMC as called for by the Community Plan. To research, recommend and provide training to all stakeholders and the community at large regarding issues of DMC in Douglas County at each point of system contact.</p>	<p>a. The DMC group will research and identify useful trainings related to DMC and the system contact points in juvenile justice.</p>	02-01-2015	In process	Mark Leflore and Lavon Stennis-Williams – DMC co-chairs with JDAI Coordinator	Identify training opportunities and system points.	<p>Is the proposed program a model, best-practice, evidence-based, or promising practice program?</p> <p><input type="checkbox"/> Yes    <input type="checkbox"/> No</p> <p>Outcomes: Is this program being evaluated? Explain evaluation and outcome data that establishes this as an effective program.</p>
	<p>b. The DMC group will first ensure that all members of the working group understand DMC and have participated in DMC training related to each point of contact in the Juvenile Justice System.</p>	04-01-2015	In process	Mark Leflore and Lavon Stennis-Williams – DMC co-chairs with JDAI Coordinator	Provide training to DMC working group	<p>Training of community regarding DMC issues will lend to effective community program development and overall system improvement.</p>
	<p>c. The DMC working group will provide training and information to the Collaborative as a whole regarding issues indicated in Action step B</p>	06-01-2015	In process	Mark Leflore and Lavon Stennis-Williams – DMC co-chairs with JDAI Coordinator	Provide training to JDAI Collaborative	
	<p>d. The DMC working group will provide training and information to</p>	<b>08-01-2015</b>	In process	Mark Leflore and Lavon Stennis-Williams – DMC	Information sharing between working group, JDAI, Probation and the ATD providers.	

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	stakeholders and the community at large regarding issues indicated in Action step B.			co-chairs with JDAI Coordinator	Participation by community agencies will also be needed to achieve this.	
<p><b>6) The DMC working group will begin research surrounding the development of a Juvenile Justice Intake Center in Douglas County. An Intake Center would lend to the increased use of effective services to youth and reducing system involved trauma due to official contact with the system. An Intake Center provides a place for information sharing, communication and collaboration of system professionals when working with a youth and their family. The Intake Center may also allow for increased utilization of JDAI core strategies aimed at reducing detention rates of youth, particularly the target population. DMC group will research zip codes in Douglas County where DMC exists in relation to youth presented to intake for possible detention and determine physical location of Intake center with DMC in</b></p>	<p>a. Research “Intake Centers” nationally and reach out to those organizations for information regarding “how” they operate.</p> <p>b. Review and evaluate the need to complete visits to sites around the nation providing this type of service.</p> <p>c. Develop information obtained into a presentation to the Collaborative regarding “what” an Intake Center purpose is.</p> <p>d. Meet with stakeholders to include CA, PD, Probation and LE regarding needs of each organization should such a place be created.</p>	09-01-2015	<p>To be determined</p> <p>To be determined</p> <p>To be determined</p> <p>To be determined</p>	<p>Mark Leflore and Lavon Stennis-Williams – DMC co-chairs with JDAI Coordinator</p>	<p>Information sharing between working group, JDAI, Probation and the ATD providers. Participation by community agencies will also be needed to achieve this.</p>	<p>Is the proposed program a model, best-practice, evidence-based, or promising practice program?</p> <p><input type="checkbox"/> Yes    <input type="checkbox"/> No</p> <p><b>Outcomes:</b> Is this program being evaluated? Explain evaluation and outcome data that establishes this as an effective program.</p> <p>Research and implementation of this plan will lend to overall system improvement.</p>

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mind. The research surrounding this type of facility will assist in developing an alternate place to report for both status offenders and youth (family) in need of services.						

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<b>7)</b> <b>The DMC working group will research and understand “how” to increase the hiring of minority staff in the Juvenile Justice System. The group aims to develop strategies to educate stakeholders of hiring practices that allow for increased minority participation as professionals in the Juvenile Justice System. The DMC group also intends to provide information on how to recruit and retain minority staff and encouraging diversity in the work force. The group also aims to educate stakeholders regarding how to provide professional development to staff that will lead to opportunity and upward mobility in the Juvenile Justice field. Increasing the number of these professionals will lend to culturally competent staff with understanding of</b>	a. Research best practice models surrounding “how” to increase hiring of minority staff.	04-01-2015	In process	Mark Leflore and Lavon Stennis-Williams – DMC co-chairs with JDAI Coordinator	Representation from community agencies and stakeholders at the DMC group	<p>Is the proposed program a model, best-practice, evidence-based, or promising practice program?</p> <p><input checked="" type="checkbox"/> Yes    <input type="checkbox"/> No</p> <p><b>Anne E Casey Foundation</b>  <b>Outcomes:</b> Is this program being evaluated? Explain evaluation and outcome data that establishes this as an effective program.</p> <p>Research and implementation of this plan will lend to overall system improvement.</p>
	b. Train DMC working group on practices identified in Action Step A	06-01-2015	In process	Mark Leflore and Lavon Stennis-Williams – DMC co-chairs with JDAI Coordinator	Representation from community agencies and stakeholders at the DMC group	
	c. Develop strategies and training opportunities for Juv Justice employers	08-01-2015	In process	Mark Leflore and Lavon Stennis-Williams – DMC co-chairs with JDAI Coordinator	Representation from community agencies and stakeholders at the DMC group	
	d. Identify stakeholders who would benefit from a training related to increased hiring of minority staff. Arrange for trainings to be provided to the	10-01-2015	In process	Mark Leflore and Lavon Stennis-Williams – DMC co-chairs with JDAI Coordinator	Information sharing between working group, JDAI, Probation and the ATD providers. Participation by community agencies will also be needed to achieve this.	



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DMC issues in our community.	identified agencies.					

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	a.					<p>Is the proposed program a model, best-practice, evidence-based, or promising practice program?</p> <p><input type="checkbox"/> Yes    <input type="checkbox"/> No</p> <p>Outcomes: Is this program being evaluated? Explain evaluation and outcome data that establishes this as an effective program.</p>
	b.					
	c.					
	d.					
	e.					
	a.					<p>Is the proposed program a model, best-practice, evidence-based, or</p>

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	b.					promising practice program? <input type="checkbox"/> Yes <input type="checkbox"/> No  <b>Outcomes:</b> Is this program being evaluated? Explain evaluation and outcome data that establishes this as an effective program.
	c.					
	d.					
	e.					
	f.					

