

The systematic execution of the Douglas County Comprehensive Juvenile Services Plan requires top-down support from local agency directors and bottom-up support from line workers and other staff throughout the agencies involved in juvenile justice.

Disproportionate Minority Contact (DMC) reduction requires strong partnerships as it is the result of a number of complex decisions and events and requires a comprehensive, balanced, and multidisciplinary approach. This multidisciplinary approach implies a partnership of all stakeholders, public and private, at the local, state, and federal levels.

The ultimate success of the DMC initiative is measured by the effectiveness of the DMC activities in reducing the minority overrepresentation at every decision point of the juvenile justice system. The purpose of the DMC core requirement remains to ensure equal and fair treatment for every youth in the juvenile justice system, regardless of race and ethnicity.

Operation Youth Success' effort to collaborate within all working groups to impact and reduce DMC at the local level is based on data collected regarding the existence, extent, and nature of DMC; resource availability versus resource gaps; and a locally developed, comprehensive DMC reduction plan by the Juvenile Detention Alternative Initiatives (JDAI) - DMC subcommittee of Douglas County.

These guiding principles will assist the OYS membership in supporting equity for minority youth in our system and remaining vigilant of disproportionate contact:

- Discussion regarding disproportionality within juvenile justice and the broader system undertaken with respect and tolerance. Deliberation will be based on facts and supported by data.
- Quarterly data sharing to monitor progress toward reducing racial disparities and disproportionate minority contact.
- Recognition and appreciation of each individual's race/culture, its significance and the role it plays in the lives of youth and families.
- Strategic planning which supports enhancing, developing and implementing culturally competent programs within neighborhoods where diverse youth and families reside.
- Representation from community-based organizations situated in the neighborhoods already working with, and touching on, the lives of youth of color and their families.
- Innovative partnerships, activities and services that value and honor the race/ethnicity/culture of youth and their families and build upon the strengths and diversity within communities.
- Ongoing cross-system training to develop cultural and relevant racial competencies within staff.
- A common understanding of the relationship and interplay between public schools and law enforcement organizations including action plans which minimize school as the entry point into the juvenile justice system.
- A common understanding that it is harmful and inappropriate to detain children in order to provide for their health and mental health needs.
- Encouraging a system of care which provides resources and comprehensive services to children without requiring involvement with the formal juvenile justice system.

*Janee Pannkuk*

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Janee M. Pannkuk  
Executive Director  
Operation Youth Success