

**DOUGLAS COUNTY JDAI WORK PLAN 2019**  
**DMC WORKING GROUP**

Strategy	Action Steps	Target Date	Status End of Q2	Responsible Parties	Resources Needed	Evidence-Based Practice
<p style="text-align: center;"><b>Strategy 1- Collection and Analyzing Data at System Points to Determine Extent of DMC</b></p> <p>A. To develop in coordination with the DMC Coordinator and Data Committee a data memo and process for requesting data from each of the juvenile justice system points for the purpose of reviewing the extent of DMC/RED at each system point as well as to track progress in reducing DMC.</p> <p>B. To review and analyze data provided by system and non-system points related to the make-up of minority youth involvement to determine disproportionality and disparity</p> <p>C. To develop strategies and make recommendations to reduce and eventually eliminate DMC/RED</p> <p>D. To review data currently being collected at each of the system points, to ensure appropriate data is being collected and to determine gaps and future data needs.</p>	<p>a. Review the QRS data quarterly to identify ongoing concerns regarding disproportionate representation and the recidivism rate of youth of color in detention</p>	<p>Jan.2019</p>	<p>Ongoing</p>	<p>DMC Committee In conjunction with DMC Coordinator and Data Committee</p>	<p>Information sharing from Juvenile Probation QRS</p>	<p>Is the proposed program a model, best-practice, evidence-based, or promising practice program?</p>
	<p>b. Review monthly detention data and law enforcement data and data provided by relevant sources</p>	<p>Jan.2019</p>	<p>Ongoing</p>	<p>DMC Committee In conjunction with DMC Coordinator and Data Committee</p>	<p>Information sharing form LE and DCYC and other system points</p>	<p><input checked="" type="checkbox"/> Yes    <input type="checkbox"/> No</p> <p><b>Anne E Casey Foundation</b></p>
	<p>c. Analyze data obtained above at each DMC meeting and identify potential issues of DMC/RED and recommend changes to policy/procedure as a result.</p>	<p>Jan.2019</p>	<p>Ongoing</p>	<p>DMC Committee In conjunction with DMC Coordinator and Data Committee</p>	<p>Representation from community agencies at the DMC/RED group</p>	<p><b>Outcomes:</b> Is this program being evaluated? Explain evaluation and outcome data that establishes this as an effective program.</p>
	<p>d. Collaborate with appropriate stakeholders at each system point to develop strategies to improve and eventually eliminate DMC/RED within the identified system points.</p>	<p>Jan.2019</p>	<p>January 1, 2019</p>	<p>DMC Committee In conjunction with DMC Coordinator and Data Committee</p>	<p>Collaboration and information sharing with JDAI Data working group, DMC/RED working group and Juvenile Justice System Points</p>	<p>Data will be reviewed and evaluated monthly by the working group.</p>
	<p>e. Create a DMC data memo surrounding system points</p>			<p>March 2019</p>		

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<p><b>Strategy 2 - Identification of Continuum of Culturally Competent Providers to Serve System and Non System Involved Youth</b></p> <p>A. To identify a continuum of Alternatives to Detention (ATD) services which have the ability to provide culturally competent services for youth of color as determined by staff development in accordance with standards set by CLAS or relevant culturally competent training.</p> <p>B. To identify a continuum of community based programs to provide prevention and intervention services for non-system involved youth and which have the ability to provide culturally competent services for youth of color as determined by staff development in accordance with standards set by CLAS or relevant culturally competent training.</p> <p>C. To identify a continuum of community based programs to provide crisis intervention services for youth and which have the ability to provide culturally competent services for youth of color as determined by</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>	Current	Ongoing	DMC Committee in conjunction with DMC Coordinator and ATD Committee	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>b. To review utilization of ATDs, and other service providers serving system and non-system youth to ensure proper utilization and proper placement with providers who best meet the youth's needs including cultural needs.</p>	Current	In process	DMC Committee in conjunction with DMC Coordinator and ATD Committee	Representation from community agencies at the DMC group	<p>Outcomes: Is this program being evaluated? Explain evaluation and outcome data that establishes this as an effective program.</p>
	<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> <p>d. Help develop culturally competent check list of standards for serving youth of color for system points and providers</p> <p>e. In conjunction with the ATD Committee compile a list of community based programs to make available to families and other stakeholders to be utilized in making referrals to program within the community.</p>	Current	In process	DMC Committee in conjunction with DMC Coordinator and ATD Committee	<p>Representation from community agencies at the DMC group</p> <p>Representation from community providers</p> <p>Access to training of staff as part of approving providers</p>	<p>Data will be reviewed and evaluated monthly by the working group.</p>

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<p>staff development in accordance with standards set by CLAS or relevant culturally competent training.  <b>2 Cont.</b></p>						
	<p>f. The DMC group will move any recommendations forward to the ATD committee for further review and possible action.</p>	<p>Current</p>	<p>Ongoing</p>	<p>DMC Committee in conjunction with DMC Coordinator and ATD Committee</p>	<p>Collaboration and information sharing between JDAI working groups and DMC working group</p>	
	<p>g. Identify policy/practice/procedure negatively impacting DMC and youth of color in Douglas County and make recommendations for change.</p>	<p><b>Current</b></p>	<p>Ongoing</p>	<p>DMC Committee in conjunction with DMC Coordinator and ATD Committee</p>	<p>Collaboration and information sharing between JDAI working groups and all stakeholder groups.</p>	

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<p><b>Strategy 3 - Training to Increase Cultural Competency and DMC Awareness and Understanding</b></p> <p>A. To identify culturally competent training that conforms with the standards identified in CLAS which would be available to system points, community providers and others interest in growing their staff and organization's capacity to serve youth of color</p> <p>B. To develop a standard DMC training which would be available to system points, community providers and others interest in growing their staff and organization's capacity to serve youth of color.</p>	<p>Promote the availability of both training to system points, and others interested in developing their organizations capacity to serve youth of color</p>	<p>2019</p>	<p>In planning</p>	<p>DMC Committee in conjunction with DMC Coordinator</p>	<p>Training curriculum development</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>Outcomes: Is this program being evaluated? Explain evaluation and outcome data that establishes this as an effective program.</p> <p>Training of community regarding DMC issues will lend to effective community program development and overall system improvement.</p>
			<p>In process</p>	<p>DMC Committee in conjunction with DMC Coordinator</p>	<p>Projector Laptop</p>	
	<p>b. Review and update training every 6 months to ensure training continues to be relevant and up to date.</p>	<p>2019</p>	<p>In planning stage</p>	<p>DMC Committee in conjunction with DMC Coordinator</p>		

<p><b>Strategy 4 – DMC Impact and Causation Study on System Points</b></p> <p>In an effort to identify the extent to which DMC exists, and subsequently examine and determine the factors that contribute to DMC, the DMC &amp; Title II Compliance Coordinator will work with Douglas County Administration staff to prepare and release a competitive Request for Proposals (RFP) to solicit a qualified consultant with experience in identifying and assessing racial and ethnic disparity to perform an assessment of the disproportionate number of juvenile members of minority groups who come into contact with the juvenile justice system.</p> <p>II. Phase II- (Year 2) - Implementation</p>	<p>County staff will review and select the best candidate and the study shall take place during year 1 and into the beginning of year 2.</p> <p>Request for RFP to conduct DMC Study</p> <p>Develop accessible DMC data sharing procedures to ensure DMC data is available.</p>	<p>December 2018</p>	<p>Awaiting</p>	<p>Title II Coordinator and Douglas County Administration staff</p>	<p>System Point DMC statistics, OYS/JDAI DMC information statistics</p>
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<p><b>Strategy 5 – Recruitment of Diverse Juvenile Justice Staff throughout Douglas County.</b></p> <p>The DMC working group under the direction of the DMC Coordinator will continue research and understand “how” to increase the recruitment, hiring, and promotion of minority staff in the Juvenile Justice System and promote diversity.</p>	a. Research best practice models surrounding “how” to increase hiring of minority staff.	08-01-2018	In process	DMC Committee in conjunction with DMC Coordinator and DC HR	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 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. Conduct career fairs to help promote interest among minority applicants	On Going	In process	DMC Committee in conjunction with DMC Coordinator	Representation from community agencies and stakeholders at the DMC group	
	c. Develop strategies and training opportunities for Juv Justice employers	On Going	In process	DMC Committee in conjunction with DMC Coordinator	Representation from community agencies and stakeholders at the DMC group	
	d. Visit high school and college career centers to ensure juvenile justice careers are promoted	On Going	In process	DMC Committee in conjunction with DMC Coordinator	Information sharing	