

CCJJ Minority Over-Representation Subcommittee

May 11, 2012, 2:00AM-5:00PM

700 Kipling St., Lakewood

Attendees

Anna Lopez/Division of Criminal Justice
Heather Wells/Department of Corrections
Alaurice Tafoya-Modi/Private Defense Attorney
Henry Jackson/Metropolitan State University of Denver
Regi Huerter/ Denver Crime Prevention & Control Commission
Christine Adams/Division of Criminal Justice
Germaine Miera/Division of Criminal Justice

Absentees

James Davis/Department of Public Safety
Michael Dougherty/Attorney General's office
Reo Leslie/Private Therapist

Purpose of today's meeting

Gather report backs from the individual 'teams' regarding the continued work on the seven CCJJ recommendations discussed at the January meeting.

NOTE - Due to issues at the legislature, many members of this Subcommittee were unable to attend this meeting or arrived late. Subsequently, only a few of the items were briefly discussed by the subcommittee members in attendance.

DISCUSSION POINTS

Recommendation #3/State and local justice agencies should collect race and ethnicity information on the populations they serve.

- More race and ethnicity data is starting to be collected
- Unfortunately, UCR doesn't have race and ethnicity broken out
- NIBRS does have race and ethnicity and has been available to us the last three years
- All the state data systems appear to have race and ethnicity data – but is it being recorded accurately?

MOR #3 – Action steps

- Anna to coordinate with the Center for Children's Law and Policy
- Jim will talk to Karl and get him involved. Then Jim will pull together Karl, Anna and Alaurice and start fresh there.

Recommendation #6/ To serve as a model for its expectations of criminal justice agencies, the Commission should develop and implement a Commission-specific mentoring program for minority juveniles and young adults who are interested in working in the criminal justice system.

- State agencies usually send information regarding eligible internships to CJ departments in colleges
- Let's create something for the CCJJ website regarding interns, a link to the state job website, a breakdown of jobs that are available
- Let's also put the criminal justice flow chart on the CCJJ website in the same area as the intern information
- We could create a flowchart of questions that a student could answer along the lines of - Do you want to work directly with offenders? In an institution? In the community? Would you rather work with younger offenders just entering the system or would you rather work at the other end of the system? This would help to give people an idea of different opportunities in criminal justice system, things to consider when looking for jobs. Law enforcement, corrections, law – these are the three main tiers of the CJ system.
- Can we partner with higher education institutions about what they're doing to prepare students?
- Henry will check with the provost office at Metro about faculty working with minority students directly and in general, then let's try to apply that info to the CJ system.
- Let's also check with career services with all the colleges and see what they tell their CJ students as far as opportunities in the CJ field, programs that target minorities, programs that target college CJ systems. Let's tie into minority programs that are out there already.
- Can we market to other agencies, human services, etc? The minority emphasis at Metro is centered on the whole college. Henry to check and supply contact info.

MOR #6 – Action steps

- Germaine to put together a list of statewide Criminal Justice agencies, their purpose and key contacts in those agencies to be distributed to teachers, professors and career counselors at high schools, colleges and universities for use during career counseling, job fairs and intern opportunities, etc.
- *Timeline – Summer 2012*

Recommendation # 5/The Commission should develop and maintain a disproportionate minority representation web site to promote recognition and understanding of this problem. The site should have local, state and national data and link to educational resources

- Chrissy will present the interactive MOR dashboard with information on minorities to the Commission this summer.
- The website includes a series of pages that reflect what’s going on regarding MOR and DMC around the state.
- As a part of the web system, do we need to incorporate an educational component? Yes, there will be an introduction and narrative, an educational piece regarding training and how to walk people through it.
- Does the site address public safety? Does it address youth being held who are low level, low risk, why are they held?
- Does the site address race and ethnicity?
- One of the goals of the site is to help educate people about different points in the system, for example, ‘Here is point one in the system, here is decision point two, here’s what to consider at each point’.
- Chrissy has been laying out what she wants to have on the website, then she’ll work with Kevin to build the website. In Denver, they’ve done a full RRI in municipal but not necessarily district court.

MOR #5 – Action steps

- Chrissy to continue to fine tune the interactive dashboard
- Present to the CCJJ once finalized
- *Timeline – present to CCJJ Summer 2012*

Recommendation #2/ All justice agencies should track the racial and ethnic diversity of their staff. Every organization should actively recruit minority candidates for both job opportunities and as members of boards and commissions.

- No report back as Michael D. was unable to attend this meeting

MOR #2 – Action steps

- Michael and Heather to put together a survey instrument/data collection form asking, basically “Are you collecting race, ethnicity and gender data and how are you collecting this”
- Michael to send this, on behalf of CCJJ, to POST, CDAC, Public Defenders office, Judicial
- Heather to get the same collection form to DOC
- Jim to get this form to State Patrol
- *Timeline – Michael and Heather to meet Summer 2012*

Recommendation #4/ Develop a mechanism that requires a specific review of proposed justice legislation to determine whether the legislation will have an adverse impact on minority over-representation. Some states refer to this as a Minority Impact Statement.

- No feedback requested or provided for this meeting
- This should easily be accomplished if we get it to legislators earlier next session

Recommendation #7/ The Commission's Sentencing, Drug, and Juvenile Task Forces shall review recommendations to ensure those proposals do not have a negative impact on minority over representation.

- No feedback requested or provided for this meeting
- CCJJ is already doing a lot of this work in regards to CCJJ recommendations
- Already underway

Recommendation #1/ Require comprehensive cultural competency training for all justice agencies and for all treatment and service organizations used by justice system agencies.

- No feedback requested or provided for this meeting
- This is too big, let's put #1 aside for now, we don't have the capacity to do this