

**Minority Over-Representation Subcommittee
Recommendation Prioritization and Strategic Planning**

Recommendation	Deliverable	Timeline
<p>MOR #3 / State and local justice agencies to collect race <u>and</u> ethnicity information on the populations they serve.</p>	<p>Jim to organize meeting with Karl Wilmes, Alaurice Tafoya-Modi and Anna Lopez (maybe Peg Flick, too)</p> <p>Continue work on statewide plan for race and ethnicity data collection</p>	<p>May, 2012</p> <p>October, 2012</p>
<p>MOR #2 / Justice agencies to track racial and ethnic diversity of their staff and actively recruit minority candidates.</p>	<p>Michael and Heather to put together survey instrument</p> <p>Survey instrument distributed to POST, CDAC, Public Defender, Judicial, State Patrol</p> <p>Final recommendation and statewide plan</p>	<p>May, 2012</p> <p>June/July, 2012</p> <p>October, 2012</p>
<p>MOR #5 / Develop and maintain a disproportionate minority representation web site that includes local, state and national data and link to educational resources</p>	<p>Chrissy to continue to fine tune the interactive dashboard</p> <p>Present to the Commission</p>	<p>June, 2012</p>

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<p>MOR #4 / Develop a Minority Impact Statement requiring a specific review of proposed justice legislation to determine whether the legislation will have an adverse impact on minority over-representation.</p>	<p>Present to legislators in advance of the next session</p>	<p>Sept./Oct. 2012</p>
<p>MOR #7 / The Commission’s Task Forces and Subcommittees to review recommendations to ensure those proposals do not have a negative impact on minority over-representation.</p>	<p>Develop a protocol for Task Force and Subcommittee analysis of proposed recommendations (Chrissy and Jana)</p>	<p>July 2012</p>
<p>MOR #6 / The Commission to develop and implement a Commission-specific mentoring program for minority juveniles and young adults who are interested in working in the criminal justice system..</p>	<p>Verbiage being created to display at every CCJJ meeting and to post on all CCJJ agendas (Germaine & Kim)</p> <p>Create a brochure listing all statewide CJ agencies, purpose and contact info for distribution at high schools, colleges and universities (Germaine & Kim)</p>	<p>April, 2012</p> <p>June 2012</p>
<p>MOR #1 / Require comprehensive cultural competency training for all justice agencies and for all treatment and service organizations used by justice system agencies.</p>	<p>Too big to tackle at the moment</p>	<p>Revisit in the future</p>