



Minority Overrepresentation Subcommittee

Update on CCJJ-Proposed
Recommendations

September 14, 2012

Presenters:

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MOR Subcommittee Members

Name

Affiliation

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Minority Overrepresentation in the Criminal Justice System

- Four months of study by the Commission
 - March – June 2011
- 7 Recommendations created by CCJJ June 2011
- MOR Subcommittee created September, 2011
- MOR Subcommittee convened October, 2011
 - To study and further the 7 original recommendations



Status

Recommendation #1

-Policy-

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

- The recommendation work, a large and long-term task, is in process.
- The Denver CPCC* is addressing this issue by creating a cultural competency toolkit.
- To reduce duplicative efforts, the MOR Subcommittee and CCJJ support Denver CPCC's work and will assist in moving those efforts forward.
- CCJJ will analyze Denver CPCC's outcomes and recommendations and determine their application to a statewide initiative.

* The Denver Crime Prevention and Control Commission



Status

Recommendation #2 ***-Legislative-***

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.

- The MOR Subcommittee is creating a legislative recommendation.
- The recommendation focuses on gathering racial composition data from all agencies.
- The recommendation will be folded into CCJJ's MOR recommendation #4 supporting a required minority impact statement for all justice legislation.



Status

Recommendation #3

-Policy-

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

- The recommendation work is in process.
- A survey has been developed to assess current data collection practices.
- The next step is to distribute the survey
- Survey responses will be compiled by the MOR Subcommittee and distributed to the CCJJ



Status

Recommendation #4

-Legislative-

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.

- A legislative recommendation was previously approved by CCJJ in January 2012 (FY12-MOR1)
- This recommendation will be addressed in the 2013 legislative session
- This recommendation will be presented along with Recommendation #2 regarding Justice Agency Diversity Tracking



Status

Recommendation #5

-Policy-

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.

- The recommendation work is complete.
- Disproportionate Minority Contact educational resources and dashboards can be found on the CCJJ website on the DMC page...
<http://www.colorado.gov/ccjdir/DMC.html>
- This DMC page will evolve and be updated as new and revised data become available.



Status

Recommendation #6

-Policy-

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.

- This recommendation was addressed and is ongoing.
- An announcement is displayed at every CCJJ meeting encouraging Commissioners to include interns of color in the Commission process.
- On the CCJJ/DMC webpage, there are two website links to comprehensive sites on careers and internship opportunities in the CJ system.
- Commissioners report working with interns on an individual basis.



Status

Recommendation #7

-Policy-

The Commission's Comprehensive Sentencing, Drug Policy, and Juvenile Justice Task Forces* shall review recommendations to ensure those proposals do not have a negative impact on minority over representation.

(* ...and CCJJ Subcommittees and Task Forces in the future.)

- This recommendation is accomplished and ongoing.
- Proposals and recommendations generated by CCJJ Task Forces and Subcommittees include minority impact data.



Questions?

[Link to the CCJJ: DMC page](#)