

CCJJ Minority Overrepresentation Subcommittee

RECOMMENDATION PRESENTED TO THE CCJJ
October 12, 2012

FY13-MOR #1 Justice Agencies to track racial and ethnic diversity of staff

Recommendation

All justice agencies should track the racial and ethnic diversity of their staff. Law enforcement agencies, sheriff's offices, prosecutors' offices, the public defender's office, courts, probation, community corrections, the Department of Corrections, the Department of Public Safety, and the Division of Youth Corrections, shall track the racial and ethnic composition of their staffs and report the data to the Division of Criminal Justice on an annual basis. Additionally, every organization should actively recruit minority candidates for both job opportunities and as members of boards and commissions.

Discussion

The goals of this recommendation are to obtain and publish data on staff ethnicity/race in Colorado's criminal justice agencies; to raise awareness of the important need to diversify; and to provide potential job applicants with information about the agencies' diversity. Efforts are underway by some organizations, such as the National Association for Legal Career Professionals,¹ to proactively provide this information to potential job applicants. The Commission should partner with existing entities and initiatives to further current work in this area.² Legislation may be necessary to facilitate the implementation of this recommendation.

¹ See <http://www.nalp.org/diversity2>.

² The San Francisco Sheriff's Department uses an exemplary array of methods to recruit from minority communities, for example. For a description of these efforts by the SFSD, see a report prepared by the Division of Criminal Justice, Office of Research and Statistics, available at http://www.dcj.state.co.us/ors/pdf/PREA/Building_Block_Bulletins/BB_No3_SF_ver4_rev.pdf.