

MINORITY OVERREPRESENTATION (MOR) SUBCOMMITTEE

FINAL RECOMMENDATION PRESENTED TO THE
COLORADO COMMISSION ON CRIMINAL AND JUVENILE JUSTICE
March 13, 2015

FY15-MOR#2 Race and Ethnicity Diversity Tracking of all Justice Agency Staff

Recommendation FY15-MOR#2 (originally FY11-MOR#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.

Discussion

This is a resubmission of an original recommendation approved by the Colorado Commission on Criminal and Juvenile Justice in Fiscal Year 2011. This version of the recommendation has been enhanced to include additional information and directives regarding implementation of the recommendation.

The Commission should partner with existing entities and initiatives to further current work in this area.¹

Progress to date and recommendation implementation plan

The MOR Subcommittee reviewed the following two issues: the tracking of staff race and ethnicity by criminal justice agencies, and the active recruitment of minorities. Some agencies routinely collect data relative to their staff composition,² however, it is the Subcommittee's recommendation that ALL criminal justice agencies collect data on race and ethnicity of their staff and make that information available to the public, preferably on the agency website but, at a minimum, upon request. For example, on the National Association of Law Professionals (NALP) website there is a page that tracks racial and ethnic demographics for law firms across the country. The information is detailed and easily obtainable (see <http://www.nalpdirectory.com/> for more information). Note, however, that employers have to choose to participate.

It is difficult to know which agencies are actively recruiting minority candidates as there is no central clearing house for such information. Limiting recruitment to Colorado residents, as is required by State

¹ 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.

² For an example see the Department of Corrections annual statistical report. Available at http://www.doc.state.co.us/sites/default/files/opa/0_Stat_Report_Website.pdf.

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of Colorado employees,³ narrows the pool of all applicants and particularly impacts the diversity of potential employees.

Regarding the issue of recruitment, the MOR Subcommittee believes that POST (Peace Officer Standards and Training⁴) may provide an opportunity to begin the process for defining a baseline measure of race and ethnicity regarding current hiring practices across the state for peace officers. POST currently tracks a variety of information on every peace officer in the state who goes through POST training (through Form 6). The Subcommittee recommends that POST include fields for race and ethnicity data collection on Form 6 in order to begin tracking these demographics of all peace officers. If the race and ethnicity fields can be added to Form 6 the Subcommittee recommends POST make the aggregate data available on its website. Second, state and local agencies that employ peace officers should (at a minimum) collect their jurisdiction-specific data through POST and make that information available to the public either via the website or upon request.

As stated previously, other criminal justice agencies should seek similar opportunities to collect and make available race and ethnicity data of all staff.

³ The Colorado Constitution, Article XII, Section 13, requires that applicants for state classified government jobs be residents of Colorado, unless this requirement is either performing work primarily 30 miles within the state border or waived by the State Personnel Director or the State Personnel Board.

⁴ The Colorado Peace Officer Standards and Training (POST) Board, managed by the Colorado Attorney General's Office, documents and manages the training and certification of all active peace officers and reserve peace officers working for Colorado law enforcement agencies.