



History and Overview of CCJJ Minority Over-Representation Efforts and Accomplishments

Germaine Miera, DCJ

Colorado Commission on Criminal and Juvenile Justice

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Background: CCJJ & MOR Efforts

2008

House Bill **08-1119**: The General Assembly directs the Commission to study the reduction of disparities within the criminal justice system

- DOC/Probation compiled a report on behalf of CCJJ in **2010**
- Summarized the literature on MOR in the **2010** CCJJ Annual Report

2011

- Four months of MOR study by the Commission (March – June)
- Seven policy and legislative recommendations approved in June **2011**
- MOR Committee created September **2011**
 - To study and further develop the seven recommendations
- MOR Committee convened October **2011**

Background: CCJJ & MOR Efforts

2011-2015

MOR Committee meets to study and further develop the seven recommendations

March 2015

- Action steps accomplished on 6 of 7 recommendations
- Significant barriers identified on Recommendation #3 (Race and ethnicity data collection)

History of MOR Recommendations

Recommendation #1 (Policy)

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

Action: **Completed**

- The MOR Committee supported Denver's Crime Prevention and Control Commission (CPCC) in its effort to create a Cultural Responsivity Toolkit that could be used by state and local agencies.
- The toolkit was presented to commissioners twice over a two year period for feedback and edits.
- The toolkit and curriculum are currently available for use by Colorado agencies.

History of MOR Recommendations

Recommendation #2 (Policy)

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.

Action: **Recommendation only**

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

History of MOR Recommendations

Recommendation #2 (cont'd) (Policy)

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.

Action: **Recommendation only**

- Regarding recruitment, the MOR Subcommittee believes that POST (Peace Officer Standards and Training) 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 and the Subcommittee recommends that POST include fields for race and ethnicity data collection in order to begin tracking these demographics for all peace officers.
- 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.



History of MOR Recommendations

Recommendation #3 (Agency policy/administrative rule/legislation)
State and local justice agencies should collect race and ethnicity information on the populations they serve.

Action: **Recommendation only**

- In an effort to learn more about current practices regarding race and ethnicity data collection, the MOR Committee created and distributed a data capacity survey in 2013
- 78 state and local justice agencies responded
- Results showed that all of the reporting agencies collect race data, however, determination of that data varies widely and is not always mandatory
- Ethnicity data collection is varied and sporadic
- The Committee coordinated an 8-agency panel presentation for the CCJJ to outline barriers and issues

History of MOR Recommendations

Recommendation #3 (cont'd) (Agency policy/administrative rule/legislation)

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

March 2015

- 8 agency panel presentation to CCJJ on Race and Ethnicity data collection practices and barriers

Panel presentation participants	
Point of Contact	Judicial Courts
Booking	Probation
CBI/NIBRS	Department of Corrections
District Attorney's Offices	Parole



History of MOR Recommendations

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.

Action: **Completed**

- Minority Impact Statement legislation established through Senate Bill 13-229

History of MOR Recommendations

Recommendation #5 (Commission)

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.

Action: **Completed**

- The CCJJ created and maintains a Disproportionate Minority Contact page on its website which provides data and reflects the ongoing work of the MOR Committee. This information can be found at www.colorado.gov/ccjj

History of MOR Recommendations

Recommendation #6 (Commission)

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.

Action: **Completed**

- This endeavor is accomplished by commissioners on an individual bases and through the CCJJ MOR website

History of MOR Recommendations

Recommendation #7 (Commission)

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.

Action: **Completed**

- When feasible Commission recommendations are analyzed by CCJJ research staff for minority impact.