



# RED


Racial and Ethnic  
Disparities Program

# Introduction


- Who am I?
- Background
- Family
- Education and Experience
- Current Position
- Why I am here...




# Objectives~ Participants will:

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- Gain knowledge of the overrepresentation of minority youth in the juvenile justice system.
  - Learn about a program that addresses school citations in our public school systems.
  - Discover how multi-agency collaboration can support our marginalized youth.

# History of RED

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- 2016: CYDC in Pueblo, CO received a letter
    - RRI of 4.0
    - screening in and detaining four times the amount of Hispanic youth
  - 2017: Research presented to CYDC's JSPC
    - Georgetown University offered a Racial and Ethnic Disparity Capstone
    - minimum of 4-6 agency leaders to attend
  - 2019: Georgetown Capstone presented again, to JSPC
    - eight agencies attended

# Preparation for Capstone

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- Multiple agencies
  - Address issue of excessive citations written
  - Specifically marginalized youth
  - Research and data showed:
    - Screening in and detaining
    - Dropping out, suspended and expelled
    - Entering foster care, longer stay and higher reentry rate
    - 97% did not show for first apt, Probation, School citations
  - 2018/2019 school year: 450 citations
  - Every citation brings a student youth in to the juvenile justice system.

# Georgetown University RED Capstone



- eight attendees/key leaders from local agencies
- braided funding and team contribution
- CYDC coordinated the entire event.
- Capstone was a learning experience.
- complexity of this issue, and LONG term impacts on society
- For example: graduating high school
- transition to adulthood
- food stamps, housing, medical support, etc.

# Development of the Matrix and RED

- CYDC, the RED team, and multiple agencies development- alternative to citations
- THE SIRT Matrix was developed-Preventative, proactive supports
- SROs and administration work closely with the SIRC.
  - refer students to SIRC for their first offense, in lieu of a citation
  - provide preventative supports, allowing the youth time to grow socially, emotionally and stay safe in the school environment
- citations written in 2018-19, 350 of 450 were disorderly conduct
  - in lieu of a citation the SRO/admin followed matrix
  - Pandemic and eventual roll out
  - end of school year 2022, outcomes/data

# SIRT Matrix

The mission of Pueblo County is to decrease the number of youth's first point of contact into the Juvenile Justice System by reducing the amount of citations written in Pueblo School District 60. District 60 will then divert low level citations by implementing school programs and community resources.

Offense/Citation	Recommendations 1st Offense	Recommendations Repeated Offense with Final Outcome
Disorderly Conduct With Fighting	Utilize: School Code of Conduct  Possible referral to SIRC for enrollment in Forward Thinking and assessment for additional services	Utilize: School Code of Conduct Citation: unless mitigating factors exist Outside Referral: SIRC
Disorderly Conduct	Utilize: School Code of Conduct  Possible referral to SIRC for enrollment in Forward Thinking and assessment for additional services	Utilize: School Code of Conduct Citation: unless mitigating factors exist Outside Referral: SIRC
Possession of Cannabis	Utilize: School Code of Conduct  Possible referral to SIRC for enrollment in Forward Thinking	Utilize: School Code of Conduct Citation: unless mitigating factors exist Outside Referral: SIRC
Possession of Drug Paraphernalia	Utilize: School Code of Conduct  Possible referral to SIRC for enrollment in Forward Thinking	Utilize: School Code of Conduct Citation: unless mitigating factors exist Outside Referral: SIRC
Unlawful Possession of Alcohol	Utilize: School Code of Conduct  Possible referral to SIRC for enrollment in Forward Thinking	Utilize: School Code of Conduct Citation: unless mitigating factors exist Outside Referral: SIRC



# Mission of RED

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- ★ Seek to achieve a reduction in the number of school citations issued to Pueblo District 60 youth, by using a matrix that provides alternatives to citations; that include school and community-based supports.

# Outcomes



- During the 2018/2019 school year, there were 443 citations written to D60 youth. Last year in 2021/2022, there were 114 citations written during school hours. This is a 74% decrease.
  - Although great news, this data may be skewed because of the pandemic.

# RED Goal for 2022/2023 School Year



★ By June of 2023, we will see a 30% reduction in citations written to D60 youth, as measured by the school citation list.

★ There were 114 citations written in the 2021/2022 school year. 30% of 114 is about 80 citations. We will achieve this by using a matrix that provides alternatives to citations that include school and community-based supports.

# Process



1. Youth commits citable offense.
2. SRO/Admin refer to SIRC, using intervention matrix, in lieu of a citation.
3. ROI and parent/guardian meeting
4. SIRC meets with youth
5. Friday class offered in lieu of citation
6. Refer out if necessary
7. SIRC follows up with SRO/Admin regarding outcomes.

# Current Data



- We launched this program anew for the 2022/2023 school year.
- From August 15th until now...
- Why is this crucial?
- Vision for the future

*It's just a broken window...*



We cannot always build  
the future for our youth,  
but we can build our  
youth for the future.

- Franklin Delano  
Roosevelt